



PAYROLL SERVICES

2025

UMBRELLA

CIS

PAYE/PEO

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BUNOBAIR

Your Payroll Partner

www.bunobair.com



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WELCOME TO BUNOBAIR

At Bunobair, we're dedicated to simplifying payroll services for businesses across all industries.

Our mission is to remove the stress of managing payroll, offering tailored solutions that keep you compliant and on track.

25+ Years
Industry
Experience

WELCOME

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COMPANY STORY

**YOUR
STAFF PAID
ACCURATELY
& ON TIME
EVERY TIME**

At Bunobair, we pride ourselves on delivering reliable, cost-effective payroll solutions tailored to your needs. No matter the size or complexity of your business, our dedicated team will ensure you receive industry-leading service that works seamlessly for you.

We specialize in providing comprehensive Umbrella and CIS payroll services, supported by a team of experienced professionals and advanced software. This ensures every payment, submission, and report is accurate, timely, and fully aligned with HMRC requirements, such as Real Time Information (RTI) filings and compliance with Construction Industry Scheme (CIS) regulations.

Whether you're handling payroll for temporary contractors or permanent staff, we're here to take the burden off your shoulders. Our end-to-end management covers everything from

calculating pay to handling tax and national insurance contributions, giving you peace of mind that every detail is managed effectively.



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WE HAVE A PAYROLL FOR EVERYONE

Full PAYE Compliance

Bunobair ensures all employees are paid in accordance with HMRC's PAYE regulations, handling tax deductions, National Insurance contributions & pensions automatically.

Comprehensive Employer Support

With Bunobair's PEO (Professional Employer Organisation) model, we act as the employer of record, taking on responsibilities such as payroll, contracts, & employee benefits administration.



OUR MISSION

At Bunobair, we bring over 25 years of expertise in payroll management to businesses and workers across the UK.

Our team is dedicated to delivering professional, efficient, and fully compliant payroll services tailored to the needs of every client. Whether you are a worker, agency, or employer, we ensure a seamless experience that prioritises accuracy, timeliness, and compliance with complex legislation.

To provide a personalized payroll and workforce solution that evolves with your needs. Our approach is rooted in understanding the unique challenges of each client and delivering services that simplify and enhance their operations.

Experience You Can Trust

With over two decades of industry expertise, our staff has an in-depth understanding of payroll processes and legislation.

Tailored Services

We adapt our solutions to meet the specific requirements of each client, ensuring personalized and effective results.

Comprehensive Support

From PAYE to CIS and Umbrella services, we provide end-to-end payroll management, so you can focus on your core business.

Commitment to Compliance

Our services are designed to ensure full adherence to UK employment laws & HMRC regs, giving you peace of mind.



Your Trusted Partner in Payroll and Workforce Solutions

The Benefits of Outsourcing Payroll with Bunobair

By outsourcing your payroll to Bunobair, you gain more than just a service provider; you gain a trusted partner who streamlines your operations and minimizes your administrative burden.

- **Transparent Fixed Fees:** Know your costs upfront with no hidden surprises.
- **Compliance Handled for You:** We ensure your payroll adheres to HMRC regulations, including IR35, MSC, and AWR.
- **HMRC Representation:** We liaise with HMRC on your behalf, saving you time and hassle.
- **Cost Savings:** Avoid in-house training, IT infrastructure, and software costs.
- **Reliability:** Your payroll will always be accurate and on time.
- **Simplified Operations:** No need for capital expenditure or stationery costs; we've got it all covered.

UMBRELLA

Bunobair's Umbrella payroll service offers a simple, compliant, and efficient solution for contractors and agencies alike. Designed to adapt to dynamic working environments, our Umbrella model ensures workers receive their pay accurately and on time while maintaining full compliance with HMRC legislation, including IR35 and recent reforms to off-payroll working rules.

What is the Umbrella Model?

2025

Umbrella Explained

The Umbrella model is a popular payroll option for contractors who work on temporary assignments through agencies. Under this arrangement, Bunobair acts as the contractor's employer, handling all payroll and tax deductions while ensuring they retain full employee benefits, such as holiday pay and statutory entitlements.

This solution is ideal for contractors operating across multiple projects or agencies, providing flexibility without the administrative burden of self-employment. All Income Tax, National Insurance, and other statutory deductions are calculated and submitted to HMRC, ensuring full compliance.

With Bunobair's Umbrella Model contractors enjoy the flexibility of temporary work while benefiting from the stability of full employment rights.

The Umbrella model also simplifies expense management by adhering to HMRC's 2016 Travel and Subsistence (T&S) rules, ensuring contractors claim only legitimate business expenses.



Benefits of the Umbrella Model

Compliance with Legislation: Our service ensures adherence to key HMRC regulations, including IR35, the Apprenticeship Levy, and Real Time Information (RTI) reporting.

Employee Benefits for Contractors: Enjoy statutory rights, such as holiday pay, sick pay, and pension contributions, while maintaining the flexibility of contract work.

Features of the Umbrella Model

Seamless Payroll Management: We ensure accurate deductions for tax, National Insurance, and other statutory contributions, with clear and detailed payslips provided.

Stress-Free Setup: Contractors can register quickly through our online portal, with minimal paperwork and immediate access to expert support.

Partner with Bunobair for Flexible & Compliant Payroll Solutions

Bunobair's Umbrella model is the perfect choice for contractors and agencies seeking a hassle-free payroll service that combines flexibility with full compliance. Let us take care of the complexities, so you can focus on what you do best.

PAYE/PEO

Bunobair's PAYE and Professional Employer Organisation (PEO) services are designed to streamline payroll for businesses, contractors, and agencies while ensuring compliance with UK employment law. Whether you are managing a contingent workforce or permanent employees, our solutions provide a hassle-free approach to payroll and HR administration.

What is the PAYE/PEO Model?

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PAYE/PEO Explained

The PAYE (Pay As You Earn) system is the cornerstone of UK payroll, ensuring that employees' Income Tax and National Insurance contributions are deducted and submitted directly to HMRC. With our PEO model, Bunobair takes full responsibility for employment-related tasks, acting as the employer on record while you maintain day-to-day operational control.

Our PEO service includes payroll processing, compliance with employment legislation, and HR administration, helping businesses focus on growth rather than administration. This model is particularly effective for businesses navigating complex employment laws, such as IR35 or the recent National Insurance changes.

Bunobair's PAYE and PEO solutions simplify payroll while ensuring your workforce is fully compliant with the latest UK regulations.

As of recent HMRC updates, employers are required to adhere to stricter reporting standards for Real Time Information (RTI) submissions. Our system ensures all reports are submitted accurately and on time, avoiding penalties.



Benefits of the PAYE/ PEO Model

Compliance Management: Stay ahead of changing legislation, including the latest updates to IR35, National Minimum Wage, and National Insurance contributions. Bunobair ensures your payroll complies with HMRC requirements, giving you peace of mind.

Streamlined HR Administration: From employment contracts to managing holiday pay and statutory benefits, we handle all HR tasks, reducing your internal workload and ensuring a smooth operation.

Features of the PAYE/ PEO Model

Transparent Payroll Processing: Ensures employees are paid accurately and on time, with

clear documentation provided through detailed payslips.

Cost-Effective Workforce Solutions: Eliminate the need for in-house payroll staff, saving on overhead costs while benefiting from expert guidance.

Your Partner in Workforce Management

With Bunobair, managing payroll and workforce compliance is effortless. Whether you're a business expanding your team or an agency handling a contingent workforce, our PAYE and PEO solutions provide the tools you need to succeed. Contact us today to learn more about how Bunobair can tailor our services to fit your unique requirements.

CIS

The Construction Industry Scheme (CIS) is a UK government initiative designed to ensure tax compliance within the construction sector. It regulates how contractors deduct money from subcontractors' payments, which is then forwarded to HMRC as an advance on the subcontractor's tax and National Insurance contributions. For those working under CIS, ensuring compliance with HMRC guidelines is critical, and that's where Bunobair can help.

What is the PAYE/PEO Model?

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CIS Explained

The Construction Industry Scheme is essential for managing tax deductions within the construction sector. At Bunobair, we handle all aspects of CIS administration, from verifying subcontractor status to managing deductions and payments. Our goal is to simplify the process for contractors, agencies, and subcontractors alike while ensuring full compliance with HMRC guidelines.

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With Bunobair's CIS service you can focus on the job at hand while we handle the complexities of payroll compliance and tax deductions.

Bunobair ensures that both contractors and subcontractors are fully compliant with CIS rules. Our team manages the verification of subcontractor status, oversees deductions, and provides the necessary documentation to HMRC, minimizing administrative burdens for our clients.



Benefits of the CIS Model

Our CIS process is designed to provide a seamless experience for contractors and subcontractors:

Registration & Verification: We handle all compliance checks, including verifying your UTR with HMRC and confirming your SDC status.

Transparent Payments: We ensure that payments are processed efficiently, with clear documentation provided through detailed payslips.

As a subcontractor under CIS, you remain responsible for submitting your self-assessment tax return and paying your National Insurance (Class 2) contributions. We provide guidance to ensure you meet these obligations.

Features of the CIS Model

Compliance & Transparency: We ensure all payments and deductions are compliant with CIS regulations and clearly documented.

Ease & Reliability: With Bunobair, you can rely on efficient payment processing, typically scheduled for Fridays (subject to agency/client instructions).

Your Trusted Partner in CIS Payroll

Bunobair offers a service built on trust, efficiency, and compliance. Whether you're an agency managing a workforce or a subcontractor seeking reliable payroll solutions, we've got you covered. Contact us today to learn how we can simplify your CIS payroll process while ensuring full HMRC compliance.

LABOUR SUPPLY

The Construction Industry Scheme (CIS) is a UK government initiative designed to ensure tax compliance within the construction sector. It regulates how contractors deduct money from subcontractors' payments, which is then forwarded to HMRC as an advance on the subcontractor's tax and National Insurance contributions. For those working under CIS, ensuring compliance with HMRC guidelines is critical, and that's where Bunobair can help.

What is the PAYE/PEO Model?

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Labour Supply Solutions

In addition to our comprehensive payroll services, Bunobair offers a reliable labour supply solution through our recruitment services. Whether you need temporary workers, contractors, or permanent staff, we can connect you with skilled professionals tailored to your business needs.

Our team works closely with you to understand your requirements and source top talent from our extensive network. By integrating recruitment and payroll services, we provide a seamless solution, ensuring workers are fully compliant with HMRC regulations and ready to hit the ground running.

With Bunobair, you get a trusted partner who simplifies workforce management, combining high-quality recruitment with efficient payroll solutions.



FAQ's

Frequently Asked Questions

At Bunobair, we understand that both clients and workers often have questions about payroll and workforce solutions.

Below, we've compiled answers to some of the most common queries to help you better understand our services and processes.

How do I register with Bunobair for payroll services?

You can register quickly and easily through our online portal or over the phone. Once you provide the necessary details, we'll send your login credentials to access your personal portal.

Can I claim business expenses through Bunobair?

Yes, you may offset legitimate business expenses against your taxable income, depending on your employment arrangement and compliance with HMRC guidelines.

How do workers receive their payments?

Payments are guaranteed to be deposited into your bank account by 11 am every Friday, often earlier. You can track your payments and view payslips through our online portal.

Does Bunobair offer support to recruitment agencies?

Yes, we partner with agencies to provide comprehensive payroll management, HMRC representation, and compliance documentation, simplifying operations for both agencies and workers.

Do you supply labour directly to businesses?

Yes, through our labour supply service, we can provide skilled professionals tailored to your business needs, offering a seamless solution to workforce challenges.

How do you handle client or worker data securely?

We take data protection seriously, adhering to GDPR and other UK data privacy laws. All personal information is securely stored and used only for payroll and compliance purposes.



CONTACT Us

We are happy to answer any queries or sign you up and welcome you to the Bunobair family.

CONTACT

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