



Contractual Payrolling

With contractual payrolling services, Acara Solutions India acts as a contingent worker's official employer while that worker performs services for you. As the employer of record for your contingent hires, we assume all employee classification responsibilities, absorb all relationship management and clerical duties, and protect you from sensitive co-employment risks.

Contractual Payrolling Workflow

A typical onboarding process takes 3-5 days.



You have a candidate you want to hire, and you need to payroll them quickly. You send a request to Acara to hire the worker on your behalf.



Acara responds within one hour and confirms details of the contingent worker's assignment.



Acara makes an offer to the candidate based on your input and initiates background verification.



Acara contacts the candidate to provide assignment details.



Acara trains the worker on processes such as time and expense reporting, safety, and the review of benefits information.



A start date is coordinated with the client and communicated with the worker.



Want to convert the contingent worker to a direct employee? We'll convert a contingent worker from our payroll to yours at a minimal one-time cost.



Acara provides ongoing worker care to ensure job satisfaction.



Why Choose Contractual Payrolling?

In addition to alleviating administrative tasks and insulating you from co-employment risks, our contractual payrolling services save you money and time, and give you control.



Cost Savings

Acara's contractual payrolling services do not incur recruiting or advertising costs. We pass these savings to our customers by offering the services of payrolled workers at reduced markup rates.



Insulation from Co-Employment Risks

Because all payrolled personnel are Acara employees, our customers are better insulated from potential co-employment risk. Our contractual payrolling services solidify employment relationships and eliminate confusion regarding the contract worker's actual employer. All employment matters are directed to Acara—our customers' management is not involved.



Control

Acara ensures that all our payrolled personnel understand that we will terminate employment at any time at the request of our customers. Our payrolled workers adhere to the policies our customers prescribe, including work practices, hours, and overtime.



Assumption of Statutory Payroll Liabilities

Acara requires its payrolled workers to complete and sign both a W-4 Form and Form I-9 prior to commencing employment. We assume full obligation for withholding all applicable federal and state payroll taxes. Acara also pays all federal and state unemployment insurance and provides workers' compensation coverage to keep your payroll tax rates low.



Agility

Because all associated administrative responsibilities are Acara's, our customers enjoy a reduction in the paperwork involved when hiring contract workers. Additionally, Acara can access its accounting and payroll databases to generate customized reports that comply with customer specifications.



Trial Period

Contractual payrolling allows you to test out the contract worker and determine if they are a good fit for your organization. At anytime we'll convert them from our payroll to yours at no cost.

Contact us today!

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