



# Working with Select...

## Let's Work Together

Select aims to provide in-house statistical expertise but also to act as a central hub to bring together statistical experts with those that require their services (even if they don't yet know it!). We do this through the Select Network and through the Select Community.

## The Select Network

The Select Network is a collection of freelancers who are keen to work with Select. There are two modes of operation: passive and active.

### Active Mode

The active mode is for freelancers who would like us to specifically promote their services either as individuals or in teams. If work comes in via this route, then the relevant freelancer or team gets first refusal on the project since it was their skills and expertise that attracted the client. If they are unable or unwilling to do the work, then we try and tackle the problem in-house and if we can't then the project goes out to the network via the passive mode.

The benefit of working with Select in an active mode is that we can market your specific skills, qualifications and experience to give you greater frequency and choice of suitable projects.

### Passive Mode

The passive mode is for freelancers who wish to work with Select, but don't want to be explicitly advertised in our promotional material. When projects come in that we can't handle ourselves (due to other work commitments or because it is outside our skill set), then we pass them along to the freelance network to see if any of them is able to undertake the work.

Those who choose to work with us in the passive mode will benefit through our generic advertising as well as the support infrastructure available to our active mode members.

### Would you like to join the Select Network?

If you are interested in joining the Select Network as a freelancer, please contact Select Statistics for more details on: 01392 440426, email: [info@select-statistics.co.uk](mailto:info@select-statistics.co.uk) or complete the contact form online at: [www.select-statistics.co.uk](http://www.select-statistics.co.uk).



Advice



Analysis



Data



Research



Training



Surveys

# Employed vs Self-Employed

You can join the Select Network as either self-employed or as a worker on the Select payroll. Each option has its own pros and cons; for example, a worker is covered by Select's Personal Indemnity Insurance (PII) and is entitled to basic employment rights (such as paid holiday), whilst a self-employed consultant needs their own PII, but saves on national insurance. The choice will very much depend on individual circumstances, but we are very happy to discuss the benefits of each in detail.

## Self-Employed: Pro's and Con's:

- You will need to register as self-employed and handle your own tax and National Insurance.
- You will need to have your own Professional Indemnity Insurance (£300 - £1000 per year).
- There is no Employer's National Insurance (ENI) liability (currently 13.8% of gross income).
- You will be personally responsible for completing the work.
- You will be responsible for providing a substitute should you not be able to complete the work yourself.
- You could potentially sub-contract the work yourself (subject to our agreement).
- We would need to draw up a separate contract for each piece of work.

## Worker: Pro's and Con's

- You will be paid via PAYE so no need for Self Assessment.
- You will be covered by Select's Professional Indemnity Insurance.
- You will receive a lower rate of pay to cover the ENI liability.
- You will have basic "employment" rights including paid holiday!
- Being on Select's payroll may conflict with your current employment contract.
- You would have no personal liability to complete the work if you fell ill, for example.
- Any work you do would be included under a single contract so there is no need for separate contracts for each project.

## What is a Worker?

As a worker there is no "mutuality of obligation" i.e., we don't have to provide work for you and you don't have to accept any work if you don't want to. This is why you would not be an employee though you would enjoy many of the standard employee's rights including protection against discrimination and holiday pay, for example.

# Working Through Your Employer

Some people may also be able to undertake consultancy work through their employer and this is often true for academics, for example, whose Universities may have an external consultancy unit. This option has its own set of drawbacks and benefits.

## Pro's and Con's:

- You'd be paid via PAYE with your usual salary.
- You would normally be covered by your Employers' PII, but make sure you check.
- Any contract would be negotiated directly with your employer rather than you.
- You'd receive a lower rate of pay (employer's normally take between 10% and 40%).
- You would retain your standard employment rights.
- You would have no personal liability if you fell ill, for example.

## Useful Links

### DirectGov Web Site:

<http://select-statistics.co.uk/lq1>

### HMRC Web Site:

<http://select-statistics.co.uk/lq1>

### Business Link Web Site:

<http://select-statistics.co.uk/lqY>

## Working Together Workshops



We plan to hold regular 'Working Together' workshops for members of the Select Network. These workshops provide a means to meet fellow consultants and develop new skills, as well as giving Select an opportunity to learn about your skills, qualifications and interests in order to provide you with the type of projects that you are interested in. Our first workshop was held in May 2012 and future workshops will be advertised on our web site.

## The Select Community

The Select Community is a looser collection of individuals that are employed within academia and the public, private and voluntary sectors. The Select Community aims to bring statisticians together to help stimulate activity and debate as well as facilitating collaboration and providing central support and a voice for the statistical community. Select aims to improve knowledge transfer and the exchange of ideas within the community through the use of its online discussion forums and shared workspace facilities. These facilities provide a central repository for statistical information such as news items, blog posts, data sets and details of upcoming events. The Select Community

also acts as an extension to the Select Network as a facilitator for consultancy work. If there are any projects that cannot be dealt with by the Select Network, these will be passed onto the Community (though many of the members may not be actively seeking projects). A common example is where someone is seeking an academic rather than commercial collaboration in which case Select acts as a facilitator to help bring the right people together. This also works in reverse; if members are approached to provide consultancy services, but cannot help, they can direct the enquiry to Select, via our Referral Scheme.

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## Referral Scheme

Select operates a project referral scheme to help encourage the free exchange of projects between Community members. Anyone passing statistical projects to Select will receive a referral fee (normally 10% of the project value, minimum £50 and maximum £1000) upon conclusion of the project. See our website for more details.



# Meet the Network

The Select Network is a specially-selected set of external consultants, who provide Select with an enhanced range of skills and expertise to deliver service and value to our clients. They cover a wide range of specialisms and are each leaders in their own fields. To illustrate the diversity of backgrounds within the Network, here are the profiles of three of our current members. See the "About Us" page on our website for more profiles.



**Dr Kim Cocks** is a chartered medical statistician with more than 15 years' experience in pharmaceutical companies, medical device companies, independent consultancy and academia. She has previously set up two statistics departments, writing their standard operating procedures and recruiting plus managing a team of up to 10 statisticians. Her clinical trials experience covers a variety of disease areas including cancer, haematology, cardiology, anaesthesia, surgery and wound care. She has project managed a number of large multi-centre clinical trials and been involved in all stages of clinical trial set up, from grant applications, study design and sample size, statistical analysis plans, protocol writing, through to SAS programming, analysis and report writing. Her research interests include the measurement of quality of life, longitudinal analysis in the presence of informative missing data and survival analysis.



**Eoin O'Connell** is an independent statistical consultant specialising in statistical analysis and interpretation. Having held a variety of data analysis and research consultant positions in Australia and Ireland, Eoin has expertise in the development and application of analytic methods in a range of sectors, including finance, exercise and nutrition sciences, sports and psychology. Eoin has particular expertise in Business Intelligence and in helping companies analyse and interpret data concerning their customers, sales and internal processes. Many of Eoin's publications have appeared in highly ranked exercise, nutrition and medical journals but the breadth of his statistical interests is evident in his contributions to Significance Magazine ([www.significancemagazine.org](http://www.significancemagazine.org)) and 'The Encyclopaedia of Mathematics and Society'.



**Dr Jo Schroeder** is a post-doctoral researcher at the University of Glasgow and the Marine Biological Association (Plymouth) where she works alongside other scientists to address research questions and inform experimental design. Jo completed her degree in mathematics and statistics and her doctorate in applied statistics at the University of Oxford. She held a Junior Research Fellowship at Worcester College, Oxford and has 6 years of probability and statistics teaching experience at the undergraduate and graduate level. Her expertise includes multivariate analysis, mixture modelling, genetic epidemiology and dynamic population models. She has also worked as a post-doctoral researcher and statistical consultant at the University of Oxford applying her expertise in a wide range of contexts.

## Want to Know More?

Contact us to find out more about the different ways you can work with Select. Email us at [info@select-statistics.co.uk](mailto:info@select-statistics.co.uk) or visit our web site at [www.select-statistics.co.uk](http://www.select-statistics.co.uk).



**select**  
statistical services