



ERNI Flex – Employer NI Cost Reduction Solution (FD & Board Summary)

February 2026

Guaranteed HMRC compliant reduction of Employer NI by at least 25%.

Executive Summary

Employer National Insurance is a material and recurring employment cost that is often treated as fixed. ERNI Flex provides a compliant mechanism to reduce this cost using existing UK tax legislation.

The solution has been operating successfully since **2016**, delivers impact rapidly, and requires minimal internal resource.

Key Outcomes

- **Minimum 25% reduction** in Employer NI
- **HMRC compliant** and legislatively supported
- **ZERO COST solution** to the organisation
- **No operational disruption**
- **Implementation typically within ~2 weeks**

How It Works (High Level)

Some companies that become insolvent and sitting dormant still have unused Corporation Tax credits, typically originating from historic R&D claims.

As a consortium we are able to purchase these companies by offering a better price to the administrator than the insolvency practitioners.

We then rebrand these companies to match those of the client company, request HMRC to allow the offset of said Tax credit to their PAYE account via HMRC's statutory cross-tax set-off powers and directly apply this to offset Employer National Insurance. To remove any doubt, the client company does not have to be carrying out Research & Development, it is purely the reason how the initial Tax Credit came to being.

Legislative basis: Finance Act 2008, Section 130.

Governance & Risk

- No changes to payroll collation/data or procedures
- No impact on employees
- Delivered end-to-end by specialist provider
- Transparent audit trail and documented HMRC process

Illustrative Impact

Gross Payroll	Approx Employer NI Contributions	Minimum Saving
£10m	£1.0m	£250k
£25m	£2.5m	£625k
£50m	£5.0m	£1.25m

Figures are illustrative only.

Next Step

A short confidential briefing can confirm eligibility, governance considerations and projected savings.

Action: [Click on this link to complete the enquiry form to request a briefing.](#)



Strategic Cost Reduction. Delivered with Integrity.

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