



Comparison of My Experience Between an Independent Consultant and an Employee

Kriss Harris: worked at GlaxoSmithKline for almost 6 years from 2005 to 2011 as a Statistician supporting drug discovery. Whilst at GSK he developed an increasing passion for teaching and taught SAS Graphics to SAS Programmers, Statisticians and Scientists. Since then Kriss has moved on to become an independent Statistical Programmer and has consulted at Eli Lilly and Eisai.

Currently Kriss is working at WCG Clinical Endpoint Solutions and helps to automate the process and develop edit checks.



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Independent Consultant – Statistical Programmer

2011 – 2021

Supported Eli Lilly, Eisai and WCG Clinical Endpoint Solutions



Advantages

- ▶ Greater take-home pay – could more easily attend conferences. I used to go to four conferences a year.
- ▶ Weekly pay (depending on the company)
- ▶ Seemed to be more flexible with remote working
- ▶ Lease a car as a business expense
- ▶ No need to have a lot of meetings – could just do programming
- ▶ Easier to move on
- ▶ Normally the contract is long-term, such as between 6 and 12 months. Also, they are typically extended.

Disadvantages

- ▶ Had to either have an umbrella company, which will pay you, or had to get an accountant and set-up a limited company
- ▶ Had to keep your receipts and track your expenses
- ▶ Limited Company Route
 - Had to liaise with your accountant to file returns
 - Use software which tracked your income and expenses
- ▶ Missed out on some internal face-to-face meetings in great places
- ▶ No holiday pay or pay for being off work
- ▶ Couldn't ask the company to train you - no development



Permanent Employee – SAS Programmer

2005 – 2011, 2021 – Present
GSK and WCG Clinical Endpoint Solutions



Advantages

- ▶ Benefits – Health insurance and paid time off
- ▶ Career Growth
- ▶ Stability
- ▶ Feel like you're part of the team
- ▶ Can work on big projects and drive change
- ▶ Bonuses
- ▶ Opportunities to live in another country in term of short-term, long-term assignments or permanent movement.
 - Sponsorship



Advantages – Living in another country

- ▶ If you can live in another country like Dubai, then potentially you can get a better standard of living
 - Equivalent salary, but without tax



Disadvantages

- ▶ Need to attend more meetings
- ▶ Internal politics
- ▶ Generally, the income is lower
- ▶ Less cashflow (monthly pay)
- ▶ Can be more difficult to attend conferences



Conclusions

- ▶ I enjoyed my time as a contractor – it allowed me to live a comfortable life and go to all the conferences I wanted too.
- ▶ Now, I prefer being a permanent employee, and working remotely from Dubai.



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