



outsorce

Employed Consultants model



Curating
specialist talent

28%

of public sector clients have had to **increase** day rates to contractors 'inside' of IR35

The Employed Consultants model

Hiring the skills you need, when you need them

The Employed Consultants model is a novel way to help you through the challenges of your human resource issues, ensuring you get the right people into your business at the right time.

The Employed Consultants service complements your existing Permanent and Contingency hiring possibilities, with a new and flexible solution. We source the most talented candidates in your industry and employ them ourselves on

a permanent basis. These talented individuals are then contracted out to you, lowering your costs, ensuring HR stability and giving attractive career development opportunities for individual Consultants.

Outsource's Employed Consultants are highly-skilled personnel who are permanently employed by Outsource UK, available in addition to your Contingency and Permanent hires.

Advantages of the Employed Consultants model

Permanent Hires

- ✓ Satisfy a long-term need
- ✓ Allow forward-thinking budgeting
- ✓ Satisfy local skill requirements
- ✓ Key staff replacement

No more

- ✗ Lengthy hiring process
- ✗ L&D and training costs incurred
- ✗ HR, management and payroll knock-on
- ✗ Employment liability
- ✗ Exit management and risk

Contingent Hires

- ✓ Available immediately
- ✓ Short-term use
- ✓ Flexible staffing
- ✓ Fill niche skills

No more

- ✗ Higher cost
- ✗ Risk of attrition
- ✗ Risk of co-employment
- ✗ Tenure restrictions

Employed Consultants

- ✓ Flexible resource
- ✓ Fill needs for 12 months
- ✓ Quickly ramp up and down resources
- ✓ We manage HR, on-, in- & off-boarding
- ✓ Stable charges
- ✓ Mitigate co-employment & AWR risks
- ✓ We train and develop
- ✓ Outsource UK's guarantee of quality

Consultants are available at short notice for mid- to long-term requirements, and come with no co-employment or zero-tenure risk. Additionally, as our employees, there are no IR35 worries for your finance department.

- **You dictate what matters to you in your staff – quality, skills & performance:** we measure our success against your milestones.
- **Draw from an existing, stable talent pool:** work with talented Consultants before possible transition to your team.
- **Complete solutions – everything taken care of:** we help plan your workforce, design bespoke staffing solutions and engage staff, offering ongoing training and management to Consultants.

The adaptable solution of Employed Consultants offers:

Save cost

With fixed day rates for the duration, Consultants are typically 20% more cost effective than traditional contractors.

Reduce risk

Employed Consultants are permanent members of Outsource UK's workforce, so come with no co-employment risks and fall outside IR35 regulations.

Stable service

We dedicate a Welfare Manager for each Consultant's day-to-day well-being, ensuring trouble-free tenures.

Stress-free

Outsource UK remains responsible for all HR overheads. This includes: on- and off-boarding, performance & salary reviews, and training & development of each Consultant.

Testimonial

Outsource UK has worked closely with the business delivering a blended Workforce Solution, using analytics to advise on appropriate resources. We remain one step ahead when it comes to total talent management solutions whilst delivering our projects on time and on budget.

Alison King, HR Director, Santander UK Technology

Resource Capability – on tap, the Outsource UK way

For Employed Consultants roles at all levels, potential candidates are screened for core competencies and benchmarked on specific skillsets. Permanent roles are then offered to successful Consultants by Outsource UK to become part of the Employed Consultants pool available to clients.

At Outsource UK, we drive our Consultant's performance to ensure they not only meet, but exceed the expectations of our clients'. We offer bonuses and incentives to our Employed Consultants in order to push performance levels higher still – to our clients' advantage and to the advantage of our Consultant's career development

Where a skill gap is identified, Outsource UK incorporates it into our Consultant's on-going training and career development framework. Class-leading training and mentoring is sourced & supplied by Outsource UK.

Outsource UK can offer a stable community of Consultants for a specific area, generating savings for our clients

Our clients retain full line management capabilities and provide overall staffing direction, with interactive feedback between client and Outsource UK ensuring needs are met consistently, and targets achieved