



Global logistics company - implementation of a MSP to ensure IR35 compliance

The Challenge:

Ensuring full compliance with the IR35 legislation, in a business with a lack of transparency and process around contingent resource hiring.

Our Solution:

A major logistics company appointed Outsource UK as their Managed Service provider in order to build a handcrafted solution that would enable them to engage professional & technical Contingent resources compliantly. They wanted a partner who would ensure full adherence to the legislation, but who could also work with them to roll out a new solution with minimal disruption to the business. Our implementation team worked in partnership with our key stakeholder points of contact to create an engagement model that allowed the business to engage, retain and track contingent resources.

The Outcome:

Through the adoption of the Outsource workforce solution, the client has seen the following benefits:

- Streamlined processes from purchase to pay.
- Improved visibility of resources working throughout the organisation.
- Standardised contracts in place across all recruitment suppliers.
- Standardised approach to compliance.
- Greater visibility on cost of contingent population, and full transparency on all margins for new resource.
- Programme of education to internal stakeholders.

Above all, they were confident that – when the IR35 legislation changed – they had a mechanism for engaging and managing contingent workers which ensured they were managing their compliance risks, and still retaining the talent the business needs.

Get in touch to find out more about our Workforce Solutions for your business

We're here to help you solve your hiring headaches. Contact the team for more information on our range of handcrafted Workforce Solutions including Compliance Audits for IR35, Payrolling, MSP, RPO and dedicated Direct Sourcing talent pools.