

# DRIVING **COST SAVINGS** ACROSS CONTINGENT RECRUITMENT

## THE CLIENT

A leading financial services organisation with a workforce of 1,000+ individuals, Hays provides a Managed Service Programme (MSP), filling a variety of IT, call centre, data entry, HR, legal and finance roles, also managing a supply chain, with over 1,000 temps and contractors on site at any given time.

## THE CHALLENGE

The client undertook a cost reduction exercise across their organisation, with a primary focus on reducing their perm headcount and contingent workers. They were seeking a trusted provider who would drive efficiencies and cost savings across all contingent recruitment. The scope also included recruitment delivery across general and niche specialist areas - IT, Finance, Legal, HR and Administration.

## THE SOLUTION

The core components of our Managed Service Programme included a streamlined recruitment process, delivered through our dedicated delivery team based in Dublin, via the management of a third-party supply chain, compliance management, best practice in contingent workforce management and bespoke management information. We worked closely with the client throughout the process to ensure as many of the vital resources were retained whilst cost-saving targets were met.

## THE OUTCOME

- Ensured a high direct fill rate, thus reducing the cost of hiring significantly.
- Aligned the supply chain, enabling consolidated billing and delivered invoice savings in Year One.
- Introduced standardised rate cards for contingent workers.
- 100% acceptance and adoption of rate reductions.
- Reduced costs and met target delivery deadlines through our enhanced technologies.
- Continued futureproofing of our service.

