

# SCC FOR CENTRAL GOVERNMENT



## RESOURCE AUGMENTATION

## Flexible Resourcing

**Staff retention and attrition has been a major issue facing all government departments for a long time. As staff increasingly move to the private sector for career advancement or opt for early retirement through redundancy programmes, the challenge of attracting and retaining the right skilled resource is growing. Addressing this challenge, however, is essential to enable departments to deliver their long-term strategic goals.**

**Skills shortages have also intensified as a consequence of the recent changes to the IETPA (IR35) regulation. Public sector organisations that are reliant on contractors for staffing critical projects or filling interim posts now have to decide whether the 'off-payroll working' rules apply to each contracted resource. If they wrongly determine their employment status, they could find themselves financially liable for the underpaid taxes.**

### FLEXIBLE RESOURCING

Through our Flexible Resourcing service, SCC can provide fast access to a reliable global pool of talent, from support and maintenance staff through to highly specialised technical architects and senior executives. With a flexible resourcing solution, departments can easily combine a core group of their permanent employees with a contingent workforce of SCC associates brought in as subject matter experts. Our workers can augment internal skills, deploy new technologies, or simply provide additional manpower to cope with overflow or seasonal demand.

Our Flexible Resourcing team has more than 40 years' experience in IT recruitment, providing the highest calibre of multi-discipline resources across both private and public sector clients, ensuring success is achieved through our service.

## Why Partner with SCC?

We work with Central Government customers collaboratively to understand their specific needs and requirements before sourcing talent either from our internal resource or from our bank of approved associates.

We can respond rapidly to urgent short term resourcing needs with a typical turnaround of between 48 and 72 hours from receiving client instruction to contract. We aim to provide customers with a clear, known cost with our resources charged either on a time and materials basis under an agreed schedule of work for a set term, or on a call-off basis to deliver a clear set of outputs that could range from several days to several years.

SCC's customers typically realise cost savings of up to 40% when compared to equivalent employee costs, which include provision of health care, pensions, insurance, and other employee overheads.

## KEY FEATURES

- Understanding of specific needs and requirements
- Providing customers with a clear, known cost for their resourcing needs.
- Rapid response to urgent short term resourcing needs
- Consultative approach
- Fast and accurate service
- Proven ability in finding 'hard to source' talent
- Scheduling project road maps to support resource gaps
- Working as a Trusted Partner for all contract resource requirements
- Reducing time to hire through the provision of technically tested resources.

## KEY BENEFITS

**There are many ways in which organisations can benefit from SCC's resource augmentation services, including:**

- **Flexibility** – SCC take care of all legal employment obligations
- **Innovation** – New knowledge and fresh ideas based on experiences outside of the organisation
- **Access to Specific Skills** – Immediate access to proven experience with clear and measurable skills output
- **Fit for Purpose** – All SCC resources are specifically engaged for their particular skills allowing an immediate return on investment
- **Cost Savings** – Cost savings of up to 40% when compared to equivalent employee costs, which include provision of health care, pensions, insurance, and other employment overheads.