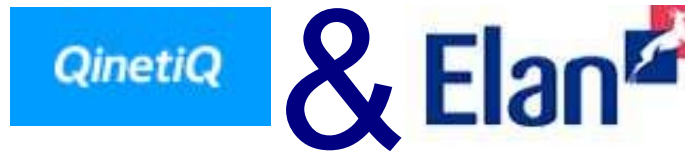


Case Study



Contract Type:

Managed Service Agreement for all contract and temporary recruitment

Market Sector:

Defence

Elan Resource commenced a three year contract agreed in July 2004 for the provision of all temporary and Contract personnel using the Trusted Experts brand supported by Elan. Elan are providing the Recruitment expertise and back office systems to manage the full recruitment lifecycle, whilst operating as an In House resourcing team. Elan have also been awarded Preferred Supplier Status for Permanent Recruitment.

Key Deliverables

- Discovery - Audit of the Contractor workforce and recruitment process, including Supplier breakdown, skill sets, start / end dates, contract tenure, rates and margin information, commercial and financial flows.
- Introduction of the Onsite Account Team and Elan's integration with Trusted Experts.
 - Supplier Consolidation, from 250 down to 30.
 - Transfer of 150 PAYE Contractors
 - Day to day management of all Contract Recruitment, adhering to strict KPI's.
 - Implementation of In-House database and web based recruitment system.
- Provision of monthly reports, which include KPI's, Contractor Spend and Cost savings.

Business Overview

QinetiQ are Europe's largest science and technology organisation. Formerly an agency of the Ministry of Defence, the company has a distinguished heritage as a leading provider of technological solutions and a supplier of impartial and trusted advice

QinetiQ's core business is providing scientific research, test and evaluation for military customers to give them leading edge competitive advantage. In many areas the problems posed by the defence environment require the creation of intellectual property well beyond the state of the art in commercial markets. QinetiQ's move into the private sector facilitates access to this treasure trove of technology by customers from fields as diverse as transport, health, energy and telecommunications.

10,000 employees UK wide
30 annual perm vacancies
500 contract vacancies
30 other suppliers

Key Business Challenges

A purchasing lead agreement driven by on going cost savings, the provision of management information and control of the Contractor workforce, whilst reducing Tax and other legislative risk.

<p>The Solution</p>	<p>3 Onsite Account Managers at Farnborough, Malvern, Boscombe Down. Support is provided from the Resource and Admin team at Basingstoke.</p> <p>Manpower group company Nicholas Andrews are the primary Financial supplier.</p> <p>Innovation:</p> <p>Elan Resource introduced tailored but standardised recruitment processes, improving quality and speed of hire. The Outsourced Recruitment team (Elan ReSource) was marketed as an in-house team, building on the existing Trusted Experts structure.</p> <p>Value Added Services</p> <ul style="list-style-type: none"> • Building an in-house database of "Trusted Experts" (candidates) leading to a reduction in the cost of hire and improvements with internal mobility and networking. • Onsite, dedicated recruitment team providing Recruitment advice to the Business, including market information, advice regarding legal and employment issues, new cost saving initiatives. • Contractor management through the implementation of a web based recruitment system. • Assistance with contractor security clearances.
<p>Results</p>	<p>QinetiQ spend circa £30m per annum on a 460 strong Contractor workforce. Within 6 months of signing the agreement Elan have been successful in recruiting and novating 320 of those Contractors and are we aim to have completed the transfer of remaining 140 Contractors by January 2005.</p> <p>Since the agreement signing in July 2004 Elan have been successful in hitting over 95% of KPI's.</p>
<p>Developing the ongoing Relationship</p>	<p>Trusted Experts may soon fall under the direction of the HR Director rather than within the Knowledge and Info. Systems Division giving Elan greater integration into QinetiQ's strategic staffing issues.</p>
<p>Further Information</p>	<p>For further information on this case study please contact:</p> <p>Elan ReSource</p> <p>Zoe Cobring Cody Technology Park, Farnbrough, Hampshire 01252 394083 zcobring@qinetiq.com</p> <p>www.elanit.co.uk</p>