

INTEGRATED EMPLOYMENT SOLUTIONS SAVE RECRUITERS TIME AND MONEY



In-house pension and payroll teams are critical for an efficient, compliant recruitment agency, but in the face of growing legislation and statutory requirements, these specialist teams often struggle to stay on top of workloads. Could an outsourced integrated employment solutions service be the answer?

Administering auto enrolment pensions to a growing temporary workforce is quite an undertaking. From fulfilling statutory requirements and managing multiple stages for opt-in and -out, ensuring essential communications are sent on time and in the correct format, to managing queries, the drain on time and resources for internal operational teams can be overwhelming.

Recruitment agencies looking to support their in-house teams are turning to outsourced payroll and pension providers to help ease the burden, and among the most forward-thinking and effective is HIVE360 Support Services (HSS).

Integrated employment solutions expert, HSS, uniquely offers recruiters the chance to streamline payroll and pensions administration, and has a dedicated Pensions team, who handle everything for recruitment businesses and their workers.

A few weeks after outsourcing these key elements of their wider worker administration solution to HSS, recruitment leaders and their in-house payroll and pensions specialists report a host of instant benefits. Not only of managing workloads, but also peace-of-mind knowing payroll and pension payments are always on time, accurate, and comply with all the necessary legislation and PAYE requirements.

HSS's payroll solutions include a dedicated pension service, provided by the company's workplace pension integrated partners, Smart Pension (one of the largest UK workplace pension providers in the UK, with over 1.4 million savers), and investment partners TAM Asset Management.

This combination is designed to respond to the needs of every workforce, no matter how diverse, and provide a high performing pension with a choice of funds:



One of three risk-profiled model portfolios;



Sharia compliant investments;



Optional ethical scheme, where a percentage of annual gains is donated to selected charities.

Part of HSS's integrated pay, benefits and engagement solution for recruitment businesses, workers gain full visibility of their pay and pension on the brandable app, Engage, which records an average of over 90% engagement.

The HSS pension solution has lower admin and operational costs, and by utilising Engage's pension portal, workers can see contributions in real-time, as well as track their performance.

And there is no obligation for workers to move existing pension pots, and they can also opt-out at any time after making the move, and consolidate existing pension pots retrospectively too.

ONBOARDING

Moving payroll and pension solutions to HSS is straightforward, with just two elements to its onboarding process – preparation and transfer – which takes around four weeks from start to finish.

This begins the moment we prepare to onboard your business, your operational team, and your workforce. Our Customer Success team spearhead a consultative approach that allows us to genuinely imbed HSS into your business, achieved by using our experience and knowledge to truly understand your unique needs, goals and challenges.

We focus on minimising disruption to your recruitment business, and define and roll-out an effective payroll process, and a program of communication and support for your internal team and workers, and to include training, support with competitive bids, social media content, or themed promotional campaigns.

This includes a toolbox of branded collateral and communication pieces to run across multiple channels designed to optimise awareness and engagement of your branded Engage wellbeing and benefits app across your temp workforce.



And no matter how strict your Audit Process with end clients, HSS supports this with full PAYE visibility, reports and quarterly VAT compliance packs for every single client.

TOO GOOD TO BE TRUE?

Because our integrated employment services and solutions are so extensive people often assume this must be expensive.

Wrong. HSS only charges the pay elements due to workers, HMRC, and a small administration fee.

Little surprise that our clients tell us that working with HSS delivers dramatic reductions in business overheads and share revenue. Larger clients see a clear improvement in P&L results, and smaller recruitment agencies quickly recognise how cost-competitive our services are, particularly when compared to a typical accountancy service.

To find out what successes our agency clients are achieving and more about HSS, Engage, and how we're breaking the mould to empower recruitment businesses to accelerate growth, contact us [here](#) or call us at 0121 661 4851.

HIVE360 Support Services and its partner providers are not mini umbrella companies, hybrid or any other contrived employment structure. All HIVE360 Support Services payrolls are processed under HMRC payroll standards; the company operates full standard rate VAT and has no connection with any business or individual promoting flat rate VAT schemes.