

# CASE STUDY

## Joint Employment - Spencer Ogden

Date: July 2021



### The Client

Spencer Ogden is a global recruitment company in the energy and infrastructure sector. With offices in the UK, Europe, Asia Pac, Australia and the US, its consultants are experts in recruiting internationally across oil and gas, power and utilities, built environment and renewable energy.

**SPENCER  
OGDEN**

### The Challenge

Three years ago, Spencer Ogden was approached by one of their clients, a major utilities supplier in the UK, to provide an employment service for their contractors that offered the security and compliance of permanent employment but with the flexibility of contract staff.

The payroll company they were working with at the time couldn't provide what was needed and issues were cropping up on a regular basis. Spencer Ogden made the decision to switch to People Group who offered a genuine joint employment service that would satisfy the end client's requirements.

### The Result

Everyday niggles and complaints were immediately reduced as soon as Spencer Ogden switched to People Group.

Jointly employing contractors alongside People Group has enabled Spencer Ogden to integrate contractors into both the end-client functions and their team seamlessly. Contractors remuneration (including holidays and benefits) and conditions are akin to those of the end-client's permanent employees, plus they experience more of a one-team feel than is usually the case with 'temporary contract staff'. This gives the workers a real sense of belonging and connection with the end-client resulting in improved productivity and loyalty to Spencer Ogden.

Not only that, but People Group provided solutions that worked every step of the way from training contracts onwards. More recently People Group guided Spencer Ogden through the intricacies of the furlough scheme and ensured that contractors were still paid despite the complicated situation which caused issues for millions of contingent workers.

Spencer Ogden has also been able to benefit from the in-house legal expertise provided by People Group when employment support has been needed for situations such as tribunals or back to work assessments. Mark Clarke, Head of Legal and Compliance at People Group and a fully trained lawyer, has provided timely advice which has resulted in swift resolution whenever required.

### What the Client said

*"We've been so impressed with People Group, they are amazingly responsive and everything is dealt with smoothly and efficiently – not something you can say about every company. It's really important to us that we partner with professional businesses that go above and beyond in order to protect our own client relationships and brand reputation."*



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*"They have always been one step ahead of the game – when the furlough scheme was introduced they were the first to understand what needed to happen and proactively educated us and the contractors on how best to deal with it and ensure payments continued. They really took the stress away from us and concentrated on providing solutions."*

*"Their in-house lawyer also provides fantastic support with an in-depth knowledge of employment law that has been simply invaluable at critical times."*



### Benefits of a Joint Employment Service

- Outsourcing payroll where contracts state that the agency must be the employer (e.g. some government contracts especially infrastructure and defence) (never before allowed)
- VAT element of invoices between joint employers reduced by 99% (versus Umbrella)
- Cash flow savings and actual savings if using Invoice Discounting facilities
- Compliance savings - portability of workers and speed to get them to work
- Cost of insurance savings - we can reduce your insurance costs
- In-house legal resource offering advice and invaluable expertise
- Overall admin headache reduced – leaving you to do the basics, find and deploy

### About People Group

For the past 15 years People Group has been supporting recruitment agencies, businesses and contractors with the very best services. In that time, we've harnessed technology and used our expertise to rethink and reinvent compliance and payroll for the better. We've optimised the underpinning processes, so that they're as efficient as possible and deliver tangible time and money savings for our customers.

