

## Company overview

INDUSTRY: PHARMACEUTICAL

LOCATION: UK

NO. OF EMPLOYEES: 950

A British-Swedish multinational pharmaceutical and biopharmaceutical company.

The company develops, manufactures, and sells pharmaceuticals to treat disorders in oncology, respiratory, cardiovascular, neuroscience, gastrointestinal, infection and inflammations areas. Hays has delivered an MSP for contingent labour provision since 2008



### The challenge

For some time, our senior leaders have been interested in improving access to the gig economy recognising the agility (and reduced cost) these different talent pools can offer. In 2021, we were asked by our client to provide our view of this market, we were subsequently asked to propose a solution that would allow access to the 'Human Cloud'\*. Our project started in March 2021 and goes live in April 2022.



### The outcome

The pilot went live in April 2022; therefore, we are not able to provide any tangible results as the project is still in its infancy.



### The solution

We have decided that we will deliver a service focused on accessing talent via Online Staffing / Freelancer providers.

We have developed a solution in conjunction that will allow a Hays on-site Recruitment Partner (RP) to provide administration services to support Hiring Manager's accessing selected Human Cloud providers. The RP will take the requirements from the Hiring Manager and add them into the selected platforms of the Human Cloud providers that we have contracted with.

The RP will then provide the Hiring Manager the most suitable freelancer quotes received from the platforms. The Hiring Manager will advise the RP if they wish to go ahead with a quote and the RP will then facilitate this via the platform. Once the work has been completed to the Hiring Manager's satisfaction, Hays will pay the Human Cloud provider and charge our client.

## FAST FACTS

Current worker volume: c950

10% of workers based within Manufacturing roles – £10-20 per hour

40% of workers based within Specialist Life Sciences roles – £10 per hour through to £1,400 per day

£100,000,000 spend through SAP Fieldglass VMS

SAP Fieldglass (FG) as their VMS

“Delivering a service focused on accessing talent via Online Staffing / Freelancer providers.”