



## Spring Consultants

### COST EFFECTIVE CONSULTING

Levels of demand for Testing staff vary throughout the year. On one level this is not a major issue as Agencies and Consultancies can provide contingent staff to augment your own, permanent, staff. Where issues can arise is in relation to cost and quality.

Contract rates reflect the fact that assignments can be of short duration or that they are providing scarce skills - but is it right that you pay these rates when you need to supplement your generic skills over the medium to long term?

Consultancy rates rightly reflect the high level of knowledge and experience, often highly technical, that such people can bring to bear when you have a specific need for such attributes - but, again, is it right that you pay these rates when such people are simply used to supplement generic skills?

Like any profession, there are varying levels of expertise. What demonstrable assurances are you provided with regarding the quality of the selection process applied when recruiting staff for you?

### SPRING'S APPROACH

Spring Testing was originally founded to address the very issues of contingent Testing resource quality and cost.

We permanently employ our own Testing specialists to give us the best possible control of the selection process and to allow us to apply a cost model that can provide top quality testing staff at highly competitive rates.

When recruited, our Testing Consultants undertake a highly rigorous selection process involving competency and discipline based interviews and technical assessment. The interview panel will include CIPD qualified members of our recruiting team and senior professionals from our Testing Practice, to ensure the best possible fit to both the technical and cultural aspects of the position, ensuring careful selection to meet your requirements.

When utilised as contingent staff over the medium to long term, either individually or as a team, they are often a highly cost-effective alternative to contract staff.





## BENEFITS

Our combined Testing and Recruitment expertise ensures you get the very best candidates at the very best price.

Spring's use of employed consultants ensures that you get the advantage of staff from a Testing specialist without paying unjustifiable premiums. With such staff, supplied in a resourcing capacity, you will typically enjoy:

- Cost savings when compared with contractor & traditional consultancy rates
- The opportunity to select outstanding individuals to become your permanent employees
- Staff who are rigorously technically and competency assessed
- Staff who have a 'permanent' mindset thus providing continuity of service. Our Consultants have, on average, been employed by Spring for 3.5 years.
- Fixed daily rate cards, typically for 12 months
- Protection against all employment liabilities and associated costs. No risk of deemed employment
- Further cost savings if eligible for VAT mitigation

There are additional, less immediately obvious, benefits resulting from the way in which we manage our services and staff.

We will assign an Engagement manager to you with responsibility for the quality of service delivered to you and to our assigned staff.

We deliver Management Information in the form of a monthly 'Health Check Report' which will provide various data agreed with you which,

alongside our ISO9001:2000 processes, allow the service quality to be monitored and assessed.

The Engagement Manager will be a common liaison point for you, our staff and Head office. Ensuring ease of communication and ensuring that any issues are quickly and efficiently resolved - or avoided altogether.

We take our duty of care to our staff seriously and will ensure that we provide an environment in which they can develop their careers. This includes twice yearly performance appraisals. Our clients benefit from high quality, highly motivated staff.

These factors combine to make Spring Consultants the best possible, most cost effective, solution to contingent staffing needs in many instances. They are a resourcing option that should be considered as a matter of course.

## Contact Details

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