

Randstad Inhouse Services case study: business scan and cost reduction.

about the client

Large national food processing and packaging facility in a regional location.

challenge

Our client has a large contingent workforce of up to 180 casuals at one site working within a complex and physically demanding environment. The cost of labour attached to high staff turnover, significant LTI's and the clients time to manage the workforce was proving to question if the current service delivery model was the best for their business.

areas of improvement

 absenteeism of staff	 time to recruit	 risk WHS duty of care
 staff turnover	 induction process	

projected results

randstad is committed to...

a fill rate of 100% by implementing a tailored pool management system 

reducing annual staff turnover by 30% 

reduce absenteeism by 15%

increase tenure of contractors by 20% 

RIS – the business scan

1 operates an in-depth business scan to identify issues, challenges and opportunities.

2 provides an Account Specialist based on site supported by a Workforce Analyst, both with focused efforts on identifying opportunities to:



- conduct onsite induction
- build a skilled talent pool
- drive a productive and efficient workforce
- GMP testing
- control turnover

cost saving programs

saves up to:

 agency margin \$366,802	 WHS \$12,071 + Up to \$180,000 Rebate	 timesheet and payroll + HR \$20,000
 learning & development \$684 Hours = \$23,000	 employment services Up to \$131,250	 pool management Up to \$100,000

 attrition 1% reduction in attrition = \$11,236/month	 on pace to deliver well over \$967,000 in annual savings
--	---

performance planning process

- full time on site account team
- tailored KPI's to drive continuous improvement
- embrace technology to remove manual processes
- client and contractor satisfaction surveys
- align Randstad with clients employer branding and employee engagement strategies