

Exploring Additional Services



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Talent Pools

Create a comprehensive database of candidates for direct hiring
driven by Artificial Intelligence

What is a Talent Pool?

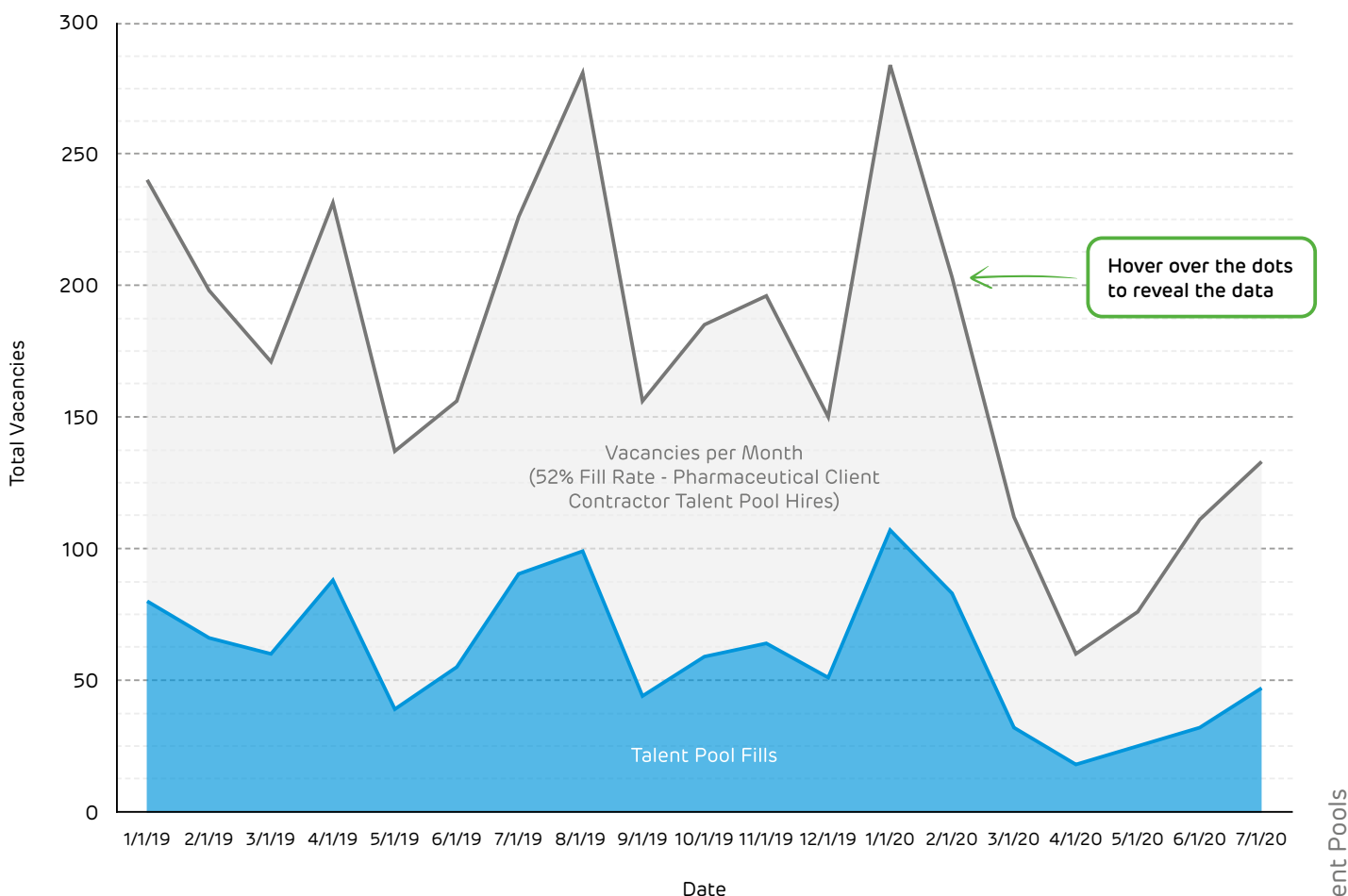
A Talent Pool is a comprehensive database of candidates created from existing and previous recruitment activity you have taken. This gives you a pre-qualified pool of candidates that are already engaged and can be called upon as a first port of call when recruiting for a new role.

Why add a Talent Pool to your workforce solution?

Our Talent Pools capture candidates that are engaged and interested in working for your organisation. These could be from sources such as alumni of previous contractors or even second place candidates. From here, we can create an extra tier to your recruitment process; utilising Artificial Intelligence (AI) to review candidates and create a shortlist of potential workers. Our team will actively manage this pool of candidates for you to help you hire them directly through our Client Directs Limited (CDL) payroll service to further drive down your recruitment costs.

What are the main benefits?

- Create an engaged database of candidates
- Utilising your existing recruitment activity
- Directly source candidates
- Drive further savings
- Automated system profile updates
- Market-leading AI technology reviews and matches candidates



Matrix Managed Marketplaces

Engaging with Matrix Managed Marketplaces enables you to take control of your SoW procurement utilising streamlined processes and dedicated support to successfully deliver projects and solutions.

What is a Statement of Work?

Statement of Work (SoW) provides a way in which organisations are able to procure services to successfully deliver required project outcomes fulfilled against agreed financial and qualitative measures.

Focusing on the deliverables, supplier performance, and client satisfaction of project outcomes, a Statement of Work involves clients and supplier agreeing milestones and deadlines for delivery.

Payment for services is only made when agreed milestones have been reached and outcomes have been delivered to the clients satisfaction, ultimately ensuring your projects are delivered successfully.

Why add an SoW to your workforce solution?

Matrix Managed Marketplaces' (Matrix MM) SoW solution streamlines the way our customers procure services to deliver a project. By utilising a combination of our intuitive technology platform and procurement specialists we deliver a solution that manages the project end to end.

Matrix's team support customers in the creation of documentation and milestones providing a fully automated invoicing process with increased control, transparency and visibility. Our experienced staff are available to support and add value at every stage of the procurement process, working as an extension to your team ensuring optimum project formation and successfully delivering on time and on budget.



CMCT

"Throughout this substantial transition process, Matrix have been very supportive and always responded promptly to provide advice and guidance. A special thanks to the Procurement team!"

— Acting Head of CMCT

What are the main benefits?

- Flexible support options utilising experienced specialists
- Complete control and visibility of the procurement process
- Significant improvement in the outcomes of projects
- Outcome and Milestone focused to eliminate scope and budget creep
- Direct Awards released within 24 hours
- Competitions released to market within 2 to 7 days
- Management Information and Business Intelligence available at all stages of the process
- Streamlined, efficient process with an intuitive technology platform

Permanent Recruitment

Create a Joint Central Recruitment Process to experience all the benefits of Matrix SCM with your permanent staffing

What is a Joint Central Recruitment Process?

Our Joint Central Recruitment Process brings together the benefits of Matrix SCM's system and expertise for temporary staffing with your permanent recruitment. Roles are submitted through our market-leading system, CR.Net, giving you full visibility and control, as well as 100% compliance throughout the hiring process. Our Permanent Recruitment partners will receive the job description and work with you to understand the requirement by strategically defining the best approach to fulfil the role before delivering the solution to find you the best talent.

Why create a Joint Central Recruitment Process?

Providing you all the benefits of our temporary staffing model, our Joint Central Recruitment process will give you full visibility and control through CR.Net - helping you to drive even more savings. Our Permanent Recruitment solution is a high touch model where we work in partnership with your supply chain to strategically understand the requirement to take it to market effectively. We will capture active candidates through advertising to pro-actively having suppliers explore the market to find you passive candidates. Throughout the process, you will be provided with weekly communications keeping you up-to-date with the best candidates and supporting you to make the right hiring decision for you.

What are the main benefits?

- Complete visibility and control of recruitment
- 100% compliance
- Drive further savings
- High touch strategic model
- All recruitment in one system

Client Directs Limited Payroll

Smart, simple and cost-effective payroll solutions for temporary staff who want to work for you directly

What is Client Directs Limited Payroll?

Client Directs Limited Payroll (CDL) is a business-to-business services company providing payroll, compliance and contracting services. As part of the Matrix SCM Group, CDL offers clients the ability to engage with workers directly on a temporary basis through your existing vendor management contract; removing unnecessary internal administration and risk. We can operate with Pay As You Earn (PAYE) or Limited (LTD) candidates or those operating through a FCSA Accredited Umbrella Company.

Why add CDL to your workforce solution?

Our CDL solution allows clients to payroll temporary workers not engaged by recruitment agencies, or who can no longer operate under their agency. This supports our clients to hire workers directly on contract, so you continue to gain all the benefits of control, visibility and savings through Matrix SCM. For clients, this solution is cheaper, faster and safer than using an agency, and for direct workers the solution is convenient, clear and faster.

What are the main benefits?

- Simple process to hire temporary workers directly
- Drive further savings by removing agency costs
- Keep temporary workers on-contract
- Full visibility and control of workers through CR.Net
- CDL team complete pre-employment checks
- Payroll the workers every Friday



“The biggest advantage of using Client Directs Limited as a payrolling-only service is the convenience to line managers as this is a simplified way to engage directly with workers with no agency at fixed costs. Additionally, the HR department is able to ensure that there is no off-contract spend.”

— Resourcing Managers, Agency Workers

Rapid Response

Swift implementation and roll-out of infrastructure to support staffing of immediately required services

What is Rapid Response?

When a situation changes and you need immediate support, our Rapid Response solution involves assessing the project, creating a strategy to onboard staff and immediately implementing the response. This is all done through your Matrix SCM contract, so you can be safe in the knowledge you are covered, you are getting the best value and you have full control and visibility of the workforce.

Why use our Rapid Response solution?

Our Rapid Response solution enables our clients to react quickly to situations; covering with staff for immediate requirements to make sure front line services are not impacted. We have had great success with supporting Border Control facilities with staff due to Brexit and pandemic response with Track and Trace. This enables our clients to streamline procurement of staff by keeping them on the Matrix SCM contract so you have all the benefits of visibility, control and savings.

What are the main benefits?

- Ensure front-line services are not impacted
- Hire for projects on-contract
- Full control and visibility of workforce
- Safe pairs of hands
- Hire workers for a project on your existing workforce contract
- Combine with other solutions such as CDL



HR Additional Services

In this brochure, we have focused in on some of our additional services. We can also support HR Services as well.

Please see below a full list of HR Additional Services:

Recruitment

- Recruitment Process support (screening/interviewing)
- Provide employed consultants
- Project work
- Statement of Work
- Professional and Consultancy services

Corporate HR Services

- Project and portfolio management
- Risk auditing
- HR audit
- HR administration
- Change management
- Equality, diversity and inclusion (ED&I) analysis and evaluation
- Quality management

Payroll and Benefits

- Pension management and administration
- Employee benefits
- Salary reviews
- Data analytics
- Flexible benefits

Talent Management

- Employee development (inc. appraisals, KPIs, training/talent/development)
- Assessment centres

People and HR Management

- TUPE management
- Restructure management
- People management (inc. absence, new starter/leavers, discipline management)
- Redundancy
- Diversity and inclusivity
- Job evaluation
- Employee engagement

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