

RADIAN RESOURCING CASE STUDY

Radian Resourcing's core business is within the healthcare sector, providing high volumes of temporary and contract workers across the UK.



THE CHALLENGE

The industries Radian work with are fast-paced, demanding a quick turnaround for staffing requirements meaning processes and procedures need to be robust and efficient especially when it comes to compliance.

Compliance has always been a hot topic in the recruitment industry especially when a third-party Umbrella Company is involved. More recently there have been increasing stories of debt transfer and payroll related scandals leaving a question mark over the best way to ensure the supply chain.



"Like all agencies, Radian Resourcing are facing several challenges surrounding compliance and recent legislation and industry talk has been a stark reminder of our responsibilities to our clients. We fear that complacency could be the undoing of compliance processes and although accreditations prove compliance at a point in time, they do not offer ongoing peace of mind for us".

Paul Curry

MD, Radian Resourcing

WHAT WAS IMPLEMENTED

Becoming an Umbrella Check Partner has given Radian Resourcing complete control over how they handle its compliance process and minimises its exposure to future issues. The on-demand payroll review service allows Radian to spot-check their suppliers for RTI, Payslips and reports meaning there is less reliance on annual accreditations. In addition, all Radian's

employees have access to the comprehensive online training portal to ensure that the team is educated in compliance and provides proof that Radian has taken the required steps to help prevent financial crime.

AT A GLANCE

Challenges

- Increasing focus on supply chain compliance
- Fast-paced working environment
- Costly accreditation processes

Benefits

- Ongoing compliance monitoring
- Streamlined processes
- Frontline staff educated to help prevent financial crime.



THE RESULTS

Speaking further on the partnership Paul said:

"Working with the NHS means we adopt a stringent duty of care in all our operational procedures. As Radian grows, so does our exposure, knowing that our front-line staff are educated on how to spot non-compliance is a great comfort. We can now feel confident that if discovery were to take place, we can prove that Radian has taken the necessary action in accordance with HMRC's guidance"