

External Staff-Management-System

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Optimizing return on investment during the build-phase involves effectively managing costs and ensuring timely completion of tasks.

Your key questions, challenges and objectives



- When building up a new organization it is increasingly the case that external staff is being used (especially due to skilled labor shortage, and new working methods (agile working, work from anywhere, crowd-working)
- How to manage and avoid the risks of bogus self-employment and hidden employee leasing?
- What process have to be implemented?
- What measures can be taken to protect the persons involved (e.g. managing directors) from criminal proceedings and the company from significant additional tax and social security payments?

How we support



- Industry-driven advisory and best practices to guide your cooperation and collaboration with external staff
- Analysis of current gaps and risks in working with external staff
- Designing of an IT-supported (if necessary) process for the legally compliant recruitment, engagement and management of external staff in your company
- Support in implementing an external staff compliance management system
- Support with the regular operation of the external staff compliance management system

Examples of relevant credentials

Pre phase - Site selection and state subsidies Pre phase - Other Build phase - Core business Build phase - Support processes

 Status-Quo Assessment Relationships With External Staff (Pharmaceuticals) Comprehensive processing of external staff relationships based on administrative investigations and coordination with the relevant authorities 2020	 Legal Review External Staff CMS (Automotive Manufacturer DAX) Legal review and gap analysis of the new concept for the groupwide external staff management system 2023	 Design and Implementation External Staff CMS (Medical) Design, implementation and regular operation of an IT-supported external staff compliance process, coordination with authorities 2023	 Design Employment Models External Staff (Banking and Finance) Conception and delivery of a workshop on the design of future employment models in the sales area with regard to the use of external staff 2024	 Strategy Collaboration External Staff (Manufacturing) Legal analysis and evaluation of the use of external staff in the IT department and development of a strategy for the future approach to the employing of external staff 2021	 Implementation IT-Supported Tool (Banking and Finance) Implementation and regular operation of an IT-supported tool for checking the deployment of external staff along the contract lifecycle 2022
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