

IMPROVING TALENT RETENTION & REDUCING HEADCOUNT GAPS

How SRG increased talent retention rates through Synergy, one of our scientific solution services.

BACKGROUND

A leading pharmaceutical manufacturing company required assistance with improving efficiencies across its contingent workforce, facing challenges with fluctuations in staff demand and lack of visibility of capacity and resource levels. The company required a recruitment partner that was able to improve talent retention whilst reducing the burden on its core staff.

OUR SOLUTION

Having extensive experience with embedding teams of scientists to help businesses scale their workforces, SRG achieved this client's objectives by implementing a Functional Service Provision (FSL) model. Steps of the process involved gaining a full understanding of the client's current team set-up, conducting a gap analysis against new skill requirements, and creating a project plan and recruitment campaign to assess contingent candidates through a TUPE process to fit the proposed model.

100%

100% success rate of TUPE process.



srgr

30 people

Solution completed across a 32-person team.

46%

46% increase in retention rates.