



THE MSP PLAYBOOK

CONTROLLING & OPTIMISING YOUR
CONTRACTOR WORKFORCE



MANAGED SERVICE PROVISION (MSP)

Managed Service Provision (MSP) is a strategic solution for organisations hiring contractors at scale. It consolidates multiple suppliers, centralises onboarding and compliance and gives you full visibility of your contractor workforce through a single, accountable partner.

With growing pressure from IR35 and other regulatory frameworks, managing contingent labour without a structured process can create hidden risks and spiralling costs. MSP changes that; it brings clarity, control and compliance from day one.

WHY COMPANIES CHOOSE MSP

Hiring contractors across different teams or locations often means inconsistent processes, unclear costs, and patchy compliance. That's when organisations start asking:

- Are we IR35 compliant across the board?
- Do we have visibility of total contractor headcount and spend?
- Are suppliers following the same onboarding and screening standards?

When the answers are “we're not sure,” it's time to centralise with an MSP model.

WHAT YOU GET FROM AN MSP SOLUTION

COMPLIANCE

Built-in workflows, including IR35 assessments

SAVINGS

Rate benchmarking and measurable cost reduction

CONSISTENCY

One onboarding process, one set of standards

VISIBILITY

Real-time contractor dashboards and MI reporting

WHEN MSP SOLUTION WORKS BEST

SUPPLIER COMPLEXITY

Managing multiple contractor suppliers

RAPID SCALING

Growth projects needing fast scale-up

TEAM CAPACITY

Limited TA or procurement bandwidth to manage vendors

REGULATORY RISK

High compliance/regulatory exposure (IR35, FCA, SMCR, GDPR)



5 SIGNS YOU NEED AN MSP

NO CLEAR VIEW OF CONTRACTOR SPEND

You can't see total contractor spend across departments or locations

SUPPLIERS LACK CONSISTENCY

Multiple suppliers operate on different rates, SLAs or onboarding flows

COMPLIANCE IS MANUAL

IR35 and screening are manual, inconsistent or error-prone

PROCUREMENT IS BYPASSED

Hiring managers bypass procurement to fill roles faster

RISKS ARE ALREADY SHOWING

Compliance risks or audit concerns have already surfaced

MSP IN ACTION

FCA COMPLIANCE OVERHAUL

A UK insurer needed to overhaul its annual contractor screening to meet new FCA demands. Vermelo implemented a full audit trail and compliance framework, reducing risk and giving the HR team back 30% of their time.

2. EUROPEAN CONTRACTOR EXPANSION

A global broker expanding into Europe needed 26 compliant IT contractors across multiple jurisdictions. Vermelo delivered under budget, with onboarding and IR35 handled centrally.

3. ONBOARDING EFFICIENCY AT SCALE

An insurance group was losing high-value contractors due to slow onboarding. We built a digital-first, unified onboarding experience, cutting dropout rates and improving hiring manager satisfaction.

MAKING MSP WORK FOR YOU

FREQUENTLY ASKED QUESTIONS

1. Can we keep our suppliers?

Yes, we integrate and manage them under unified SLAs, vetting and commercial terms.

2. Is MSP just for large firms?

Not at all, whether you're managing a handful of contractors or hundreds, MSP can improve visibility, reduce risk, and streamline your processes.

3. What about IR35?

We automate status determination, manage documentation and keep you compliant and audit-ready.

4. How long does implementation take?

Most MSP models go live in a matter of weeks. We start with a discovery phase, map your current supplier setup, and then tailor a phased rollout to minimise disruption. Faster turnarounds are possible for urgent compliance or cost challenges.

5. Do we lose control?

Not at all, MSP extends your team, delivering capacity, confidence, consistency and oversight, not replacement

Got more questions? Speak to the team 01892 553360 | info@VermeloRPO.com



When contractor hiring becomes a liability or a bottleneck, MSP gives you back control; with less risk, more clarity and full compliance.”

**Anthony Butler, Managing Director
Vermelo RPO**



READY TO TAKE CONTROL? LET'S TALK.

Let's map out what a smarter, compliant, audit-ready contractor solution could look like for your business.

Quick discovery call. No pressure.

01892 553360 |
info@VermeloRPO.com |
www.VermeloRPO.com |



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Registered Address: 16, Lonsdale Gardens, Tunbridge Wells, Kent, TN1 1NU

