

## CASE STUDY

# PinacL Solutions

Contracting



### **PinacL Solutions takes advantage of a flexible payroll solution**

Paradigm Recruitment provides a flexible payroll/invoicing solution to PinacL Solutions to assist in the management of contractor payments.

## Background

Pinacl Solutions is a leading provider of integrated building and business technology solutions. Pinacl were engaged by BAA to deliver data and fibre network cabling services at major airports, including Heathrow, Gatwick and Stansted.

Paradigm was approached via an industry referral to assist in the management of a number of incumbent contractors on behalf of Pinacl. Pinacl faced the challenge that the majority of their contract work force wanted a weekly payroll with very short payment terms, whereas Pinacl's internal processes were more aligned to a monthly payment cycle with more flexible terms of payment.

## The Solution

A number of Pinacl's incumbent contract cabling engineers were signed over to a Paradigm contract. Paradigm was able to meet the needs of the individual contractors by providing weekly payment against timesheets for contractors working under a variety of solutions:

- UK Limited Company
- Umbrella/Management Company
- CIS

The contractor payments were then passed on to Pinacl in a consolidated monthly invoice with a more manageable payment term.

## The Result

Paradigm engaged a number of directly-referred contractors on behalf of Pinacl over a period of around 15 months. Paradigm provided a cost-effective and flexible solution that satisfied the demands of individual contractors, whilst at the same time alleviating cash-flow pressures on behalf of the customer. The solution remained in place until Pinacl felt themselves to be in a position once again to bring the remaining contractors back onto an in-house solution.