

Who is Datum RPO?

Datum RPO manages the fulfilment of all temporary and contract labour requirements for any Norland contract location throughout the UK. Permanent vacancies are not covered by this contract. Datum RPO do not actually provide recruitment services directly to Norland; all temporary workers supplied to Norland Managed Services are recruited by one of a panel of approved Agency suppliers. The service that Datum RPO provides is known as a Vendor Neutral solution.

What is Vendor Neutral?

Datum RPO's role will be to ensure that every Norland location has in place an effective, fully-screened and approved panel of contract labour suppliers – known as the Approved Supplier Panel – which can be called upon as required to provide contractors. As the name implies, the Vendor Neutral will not actually supply contractors, so we can be completely impartial when tackling problems and seeking improvement.

One of the key features of this model is the encouragement of the vital direct contact between Norland's hiring managers and their local contract labour suppliers. We believe this removes bottlenecks and problems caused when direct contact is prohibited. This process strengthens relationships, speeds up response times, and makes the local supplier panel much more accountable for any shortcomings.

So what will Datum RPO actually do?

Datum RPO's major functions will be:

- To ensure that the supplier panel for every Norland location has the right number and quality of contract labour suppliers
- To ensure that the processes involved in the requisitioning and supply of contract labour are robust, transparent and fully meet the needs of the company
- To audit and continuously monitor the performance of the supplier panel and control processes and to take appropriate action when needed
- To manage all new vacancies and existing contract bookings via an online portal
- To manage timesheet processing for all contractors on a weekly basis, including amendments, credits and disputes
- To provide detailed management information to Norland to allow it to track performance and costs
- To ensure that Norland always remains compliant with all current and upcoming relevant legislation
- To intervene directly, if necessary, to resolve any particular short-term operational problems or on-going performance issues. If this is necessary, our priority afterwards will be to ensure that the underlying causes of the problems have been identified and corrected
- To pay the supplier panel members and present invoices to Norland

Datum RPO's service

Datum RPO has an outstanding track record for providing innovative solutions for its clients, combining a highly entrepreneurial approach - which provides a flexible, creative and rapid response – with the professionalism provided through robust, tested and thoroughly audited processes and procedures.