What's Hiding in Your External Labour Costs

Five things most finance leaders gain visibility on — and what it opens up when they do

Organisations spend 20–35% of workforce costs on external labour — yet CFOs often lack visibility into what makes up that cost.

1

Spend You Can't See

Off-PSL and uncontracted spend hidden outside approved channels. Opportunity for cost and risk improvement.

2

Markup Structure

True cost includes agency margins, NIC, pensions. Comparing engagement models reveals hidden differences.

3

Tenure Patterns

Long-term contractors signal structural dependency and inefficiency. Addressing them improves cost and governance.

4

Classification Risk

IR35 and umbrella reform misclassification carries financial penalties. Systematic classification processes needed.

5

Supplier Relationships

Outdated PSLs lead to uneven performance. Reviewing relationships drives commercial optimisation.

REDWIZARD

See behind the external workforce curtain

Take the Concerto® Cost & Compliance Assessment