

# oncore provides peace of mind with your contingent workforce

## Capability Statement

Australia's leading contractor  
management and contingent  
labour compliance organisation

[oncoreservices.com](https://oncoreservices.com)





# About the Oncore Group

The Oncore Group represents a dynamic, Australian partner with nationwide capability to support a range of contractor management needs. With over 20 years industry experience we've assisted many organisations and industry professionals with significant cost reduction, risk mitigation and greater visibility of their contingent workforce.

**5,000** Paid by Oncore each year

**\$300** Million disbursed annually

**20+** Years of delivering expertise in contractor management

**75,000** Payslips generated each year

**6,000** Contractors onboarded over the past 12 months



Experienced to deliver more, Oncore takes the hassle, risk and compliance challenges out of end-to-end contractor management.



# Who is Oncore?

- One of Australia's leading global outsourcing companies specialising in contractor payroll solutions and risk mitigation for corporations, recruiters and professional contractors
- Founded in 1988 by contractors, for contractors. Still owned and operated by the founding shareholder group
- We have a genuine desire to support corporate and recruitment partners, providing flexibility and efficiency in managing their contingent workforce
- Our core belief in providing real value for contracted workers allows freedom of choice for workers
- Oncore has built a reputation based on honesty and authenticity with a main goal of creating a genuine personal connection with clients and contractors
- We have a history of agile innovation and technology against an ever evolving marketplace.

## Driven by our core values





# Key Capabilities

## Simple, Effective Strategies for Growth

Partnering with Procurement and HR teams, Oncore's solution resolves key areas of stress, risk and time constraints by providing:

- Centralised invoicing
- Risk management
- Cost reductions
- Tailored cost centre reporting and PO management
- Data integration
- Compliance management.

## Managing & Reducing Risk

Oncore's manages risk through provision of:

- \$20 million Professional Indemnity cover
- \$20 million Public Liability cover
- Workers compensation cover for each state, claim management and return to work strategies where applicable
- Compulsory online WH&S inductions
- Compulsory online Right to Work in Australia Checks
- Cash flow management facility to allow payments to contractors independent of invoice payment receipts.

## Account Size Capability

Oncore are experienced and adept at managing business needs across a range of industries and geographies with clients and contractors throughout Australia, NZ and the UK.

## Account Management

Key Account Managers are appointed to support your teams as well as your contractors.

To ensure a quick engagement process, contractors are provided with online access to registration documents, a compulsory WH&S induction and work rights check.

Procurement and Finance teams are provided with access to easy to use, secure timesheet technology as well as invoice and payroll data delivering business intelligence on their contractor workforce.

Access to value add 'opt in' services like salary packaging is provided to contractors to enhance their experience.

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# Case Studies



# Case Study 1

## **Civil Construction: Compliance & Transparency Challenges**

- Identified compliance concerns with 800 contractors in 2012
- Engaged to conduct full risk analysis and advice
- Strategy presented to mitigate risk and improve transparency
- Oncore mobilised 'difficult' transition due to legacy issues of previous incumbent e.g. tax liabilities
- Extensive compliance seminars undertaken to educate contractor workforce
- Relationships and delivery model accessed across all states
- The client retains sourcing agility
- Transparency, compliance, reduced admin cost
- Consistency of approach fully embedded in group
- Partnership has resulted in over 459 contractors engaged
- Extended across joint venture partners.

# Case Study 2

## **Mining: Remote Implementation, Talent Management & Redeployment**

- The client engaged as lead EPCM contractor for mine development
- Design, project manage and implement mine, rail and port facilities to challenging work conditions and remote WH&S
- Highly skilled long term engineering and project management contractors (\$1,000 average per day)
- Locations in Pilbara and Perth CBD
- Project time line - 4 plus years
- The client required a partner who could transition contractors seamlessly
- 100% workforce transition successfully managed by Oncore
- Talent pool management and redeployment by Oncore
- Bonus payment timelines and approvals conquered
- Average contract length 328 days for 543 contractors.



## Case Study 3



### **Roy Hill Iron Ore: Flexibility & Redeployment**

- The project requires highly skilled labour and clearly defined time lines for project completion
- Contractors were chosen as a best fit to provide specialisation and to assist in the achievement of deadlines
- Roy Hill needed a partner with a cost effective solution that would mitigate risk, reduce administration workload and maintain compliance
- Oncore has managed 352 contractor engagements at Roy Hill since inception
- A flexible approach to running the project is an important factor to the success of Roy Hill
- Due to the flexible nature of contractor engagements, the project was able to adapt to external challenges and overcome potential employment budget blowouts
- Improved visibility and transparency of the contingent workforce through a singular, simple and consolidated reporting structure
- Workforce planning - understanding tenure. The ability to complete contract extensions in advance through weekly report access and consultation as well as identifying churn.

## Case Study 4

### **Technology: Flexibility, Cost Savings & Risk Mitigation**

- 2012 invited to manage contingent workforce across Australia and New Zealand
- Challenge to respond to ever changing needs of the telecommunications market
- Transition, capability contractor care, funding purchase orders and invoicing were major pain points
- Oncore transitioned existing contractors into compliant engagement structures in Australia and New Zealand
- 100% accuracy of data capture, first payment and PO invoicing
- Oncore has assisted with 270 ICT contractor engagements.
- Value added services salary packaging, novated leases, insurance coverage and personal account management
- Oncore worked closely with the client's procurement to develop a new process to improve accuracy and timelines of contractor reimbursable expenses
- Business continuity during the acquisition phase.



## Case Study 5

### **Government Supply Chain: Flexibility, Risk Mitigation & Cost**

- Recruitment supply chain management partner within government
- Appointed as partner to manage the transition of current contractors and new engagements
- Accurate and timely delivery of payroll calculations including distribution of contractor funds
- Ongoing risk mitigation, compliance and communication with supply chain
- Contractor care and management provided by a dedicated key accounts manager
- Flexible cost and service solutions for additional savings over the contract period
- Supply chain management payments downstream.

## Case Study 6

### **Wealth & Finance: Agility, Compliance & Cost Control**

- Support the continued agility of the augmented workforce
- Mitigation of risk
- Responsiveness to legislative change
- Allow the client's managerial focus to be on growth and service excellence
- Right fit with local support and technology enablement
- 96 high end IT contractors
- 19 day transition program required including holiday period.