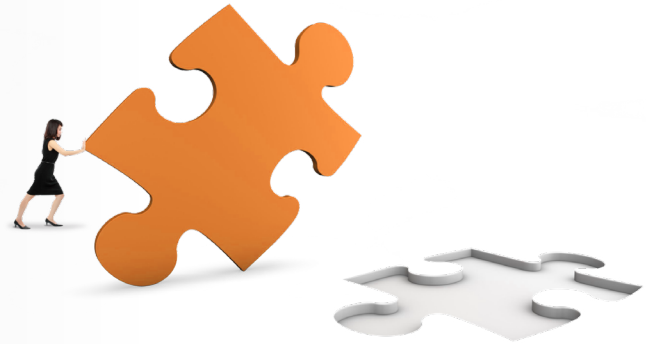




giant finance+

Specialist funding and back office support for your recruitment agency.





introduction

At **giant** finance+, we specialise in supporting start up to medium sized recruitment agencies by providing funding, integrated front & back office software and support services, all designed specifically for this sector.

Our people set us apart! You get a dedicated team of payroll and recruitment experts who take the time to learn what's important to you and tailor our service accordingly to for your agency to help you grow.



benefits of **giant** finance+

- ★ recruitment experts
- ★ 100% funding
- ★ dedicated support team
- ★ risk management & advice
- ★ extensive reporting suite
- ★ access to your margin weekly!
- ★ bespoke software
- ★ REC business partner
- ★ ISO 9001 quality systems
- ★ decades of specialist experience
- ★ expert credit control
- ★ paperless process
- ★ onboarding & contract management
- ★ integrated front & back office software
- ★ **giant** accounts
- ★ APSCo affiliate
- ★ ISO 27001 international security
- ★ ISO 14001 environmental



100% funding

With **giant** finance+, you get a simple-to-use, clear, fast finance facility that instantly turns your sales invoices into cash. We fund 100% of your gross invoice value, meaning your candidates and your margin are always paid on time – before your clients pay you!

The finance facility is fully integrated with our back office meaning no duplication of entry, no paperwork and no inefficient processes. With **giant** finance+ you get cash advances on your invoices within minutes of timesheet authorisation by the hirer.





credit control

We provide credit control to ensure that your invoices are paid on time – leave the chasing to us. Unlike others, we provide this service in your name, becoming a specialist extension of your team. In the unlikely event that your client can't pay, our bad debt protection is there for you.

We will work under your agreed payment terms, chase debtor payments, handle cash payments, take care of invoice and sales ledger verification, and manage debtor risk and the allocation and reconciliation of remittances.





payroll

Payments can be made by us to candidates who: are under your agency PAYE registration; have their own limited company; or are self-employed under the Construction Industry Scheme. Alternatively, gross payments can be made to umbrella companies.

At **giant**, we also offer one of a kind, award winning umbrella employment that provides you and your candidates with complete peace of mind. We know umbrella employment isn't for everyone, so we also offer professional employment, PSC set up & bookkeeping and **giant** fee payer keeping you and your candidates compliant.



employment & payroll

umbrella

Our umbrella service is designed to be simple, paperless and hassle free. We ensure that candidates receive their full employment rights, take care of all PAYE tax deductions and provide a mobile enabled portal so data can be easily accessed.

PEO

Our PEO professional employment means that you get all the benefits of our umbrella solution but with the additional benefits of more efficient processes, lower costs, often higher margin and a better experience for you and the candidates.

IR35 fee payer

Our solution to remove the Off-payroll working legislation risk from you when continuing to engage limited companies, is **giant** IR35 fee payer where we become the fee payer to the limited companies. We have over a decade of experience of sitting in the contract chain between agencies and PSCs for clients such as Barclays, AMS, Cielo and more.

giant advantage

Honoured by the Benefits Excellence Awards, **giant** advantage is an extensive employee benefits programme that can save your candidates £1000's each year. We know everyone enjoys cheaper cinema tickets and discounts at their favourite high street retailers but with **giant** advantage you also get something a little extra.



end to end software

Our software has been configured specifically, for you as a start up to medium sized agency.

You get an online portal with your agency branding, that you, your candidates and your clients can access. Invoices are generated automatically once your clients authorise timesheets online, guaranteeing fast and accurate invoices and timely payments. Your portal also features candidate contract management functionality - removing paper and lengthy on-boarding processes' and ensuring 100% compliance.

Taking control and understanding your sales ledger and cash flow is made simple with our finance management system, Halo. It details on a real time basis money coming in and out of your business and much much more – increasing your visibility and allowing you to easily manage your cash requirements.





service levels

When you become a client of **giant** finance+ we become a true extension of your team by completing all back office tasks on your behalf including payroll, accounting, risk management and credit control.

Each client is assigned a dedicated client manager who takes the time to understand your business and provide support where ever you should need it. You also get a dedicated payroll administrator who is responsible for ensuring your payroll is entered and processed correctly, getting your candidates paid on time, every time. In addition, a member of our credit control team will take responsibility for your sales ledger and work with you and your clients to get invoices paid within payment terms.



giant accounts

We have qualified accountants that specialise in providing bookkeeping and accounting services for you, the agency. Not to be confused with our services for your candidates who have their own PSCs.

Get real time accounting, comprehensive support and tailored advice for your agency with **giant** accounts. With decades of specialist experience in the recruitment sector our qualified accountants can tailor services to match your requirements whether you are a start-up or existing agency.





risk and legislative advice

Managing and understanding risk is essential. We know it's important to you, so we become experts in industry legislation, employment and tax laws. The team at **giant** can advise on current and pending legislation in order for you to eliminate risk and stay compliant, as well as carry out candidate and supplier audits.

Legislation is often complex and fully understanding it and its implications can take significant time and resource. At **giant**, this is what we do and we anticipate changes that affect the industry and provide the technology you need to remain compliant.

We offer you expert advice on the correct employment and tax classification of your candidates with adherence to the IR35, Off-payroll working and Intermediaries legislation, and of course we advise on the risks of non-compliance and whether the criminal finance act could impact you.

Our adherence to the rigorous international security standard ISO 27001 ensures we can accept responsibility for GDPR so you have no financial and reputational risk.

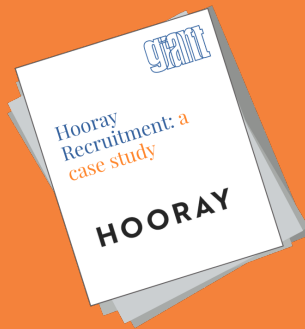


what our clients think

"For me, online timesheets are a must have in terms of professionalism, speed, and accountability. It was one of the things I needed to have when I first joined **giant** finance+."

"With **giant** finance+ nothing is too much trouble and the helpful team of recruitment experts are always on hand should we need anything, which makes working together all the more enjoyable!"

"Our experience with a previous factor wasn't a good one and **giant** finance+ came to the rescue and have been simply amazing."



Visit www.giantgroup/resources to read one of our many case studies to find out how we have supported our clients with our funding and back office solutions.



Here are a few whitepapers we currently have available to support you through crucial legislation changes. New ones are constantly being added and can be downloaded for free via our website: www.giantgroup.com/resources.



about giant

For almost 30 years **giant** have provided specialist, end to end workforce management software and support services to large and small recruitment agencies, internationally.

We invest heavily in our cloud-based software which ranges from candidate sourcing and onboarding through to timesheet management, billing and payroll. Our support services include candidate screening, employment solutions and legislative risk management; whilst at our specialist division, **giant** finance+, we provide tailored funding, software and support services for start-up to medium sized recruitment agencies.

You can relax knowing your data is safe with us. Our commitment to compliance protects your business from risk and our rigorous international security standard ISO 27001 ensures that your data is GDPR secure. Our long-term clients including Barclays and Page Group continue to benefit from our expertise.

By the way, we're also green! We're passionate about our planet so we have the ISO 14001 environmental management standard which focuses on reducing waste and recycling!

