



Lancaster  
Laboratories

## Professional Scientific Staffing<sup>SM</sup>

An Award Winning Model



Lancaster Laboratories' Professional Scientific Staffing<sup>SM</sup> (PSS) is an award-winning in-sourced contingent workforce solution that places our people at your site dedicated to the success of your projects, eliminating headcount, co-employment and project-management concerns.

**PSS also solves the challenges associated with the EU Temporary Agency's Workers Directive 2008/104.**

## Do you have the workload but not the workforce?

Typically, pharmaceutical companies use two types of staff—either their own employees or a temporary workforce. In today's economic environment, fewer firms are adding employees to their payroll and instead are using temporary workers to meet their expanded workloads.

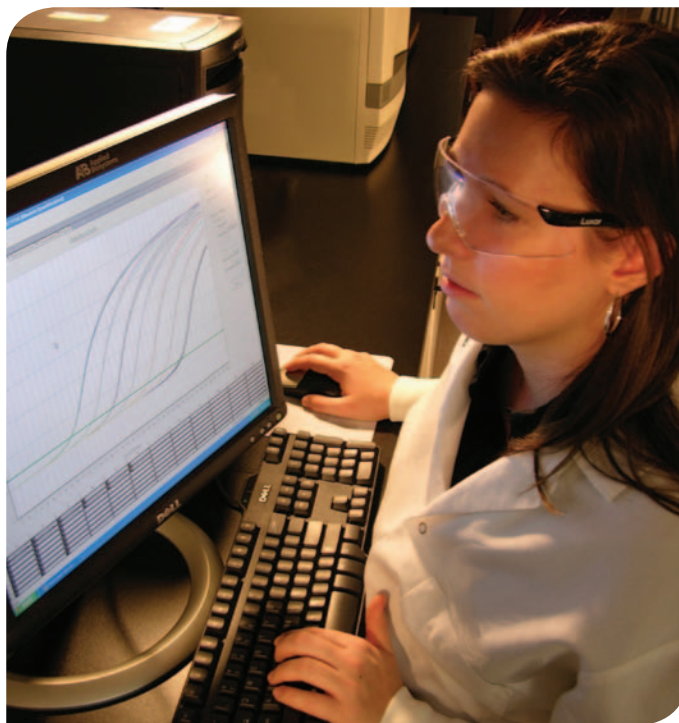
Because these temporary workers are managed by the company issuing the work and not by the temp firm placing them, companies using temporary workers must fully abide by the regulations set forth by the European employment legislation. These regulations can be daunting and have limitations that inhibit the companies who use temporary staffing. Such limitations include the 12-month maximum time frame for temporary employees, as well as the enforcement of equal treatment of permanent and agency workers in respect to working time, pay and other workers rights set forth by the EU Temporary Agency Workers Directive.

## How we can help

Our Labs' Professional Scientific Staffing<sup>SM</sup> program has been specifically designed to give you the "non-permanent" workforce you need for any given time frame, while mitigating EU employment restrictions and at lower costs than fixed headcounts. Our on-site dedicated managers handle management of our resources and provide you with scientific in-sourced services free from co-employment.

Infusing our 50-year track record of scientific expertise and HR best practices, we recruit, hire, train and manage highly qualified scientists to perform laboratory services at your site, using your systems and equipment. They become Lancaster Laboratories employees and have all the benefits (including healthcare and pension) as any other employee. We structure the program so that the employment relationship is clear and consistent with EU employment legislation. We also guarantee that our model meets employment regulations and will hold the client harmless in the event that an employee files an unfair dismissal claim.

With our model, you typically contract with us for two to five years (with appropriate escape clauses), but if needed, the term of service can last up to 10 years.



## Why Choose Lancaster Laboratories?

Lancaster Laboratories has offered PSS services for a decade, and our staffing partnerships have grown to include hundreds of employees, serving customers worldwide. This program offers significant benefits, including:

- Solves the challenges associated with the EU Temporary Agency Workers Directive.
- More cost-effective than your own full-time employees.
- Avoids the turnover rate that traditional temporary staffing programs face by offering employees benefits and a more long-term employment opportunity.
- Provides you with the security of keeping your projects in your facility.
- Gives you a detailed scope of the effectiveness of the staffing program through performance management metrics.
- Offers you a contingency plan for emergency situations. If facility issues prevent on-site testing, work can be transferred to our laboratory facilities, and Lancaster Laboratories personnel can be trained to provide emergency manpower.
- Provides a resource for technical expertise and support through laboratory staff at our facilities.

## Technical Disciplines

- Analytical Chemistry
- Microbiology
- Proteomics
- Biochemistry
- Quality Assurance
- Sampling
- Genomics
- Method Development/Method Validation
- Microscopy
- Biopharmaceuticals
- Bioinformatics
- Cell Biology
- Immunochemistry
- Sample Administration
- Training
- Mechanical Testing
- Lab IT Systems Support

## Cost

Placing our workers in your facility will cost you less than your own full-time employees, while providing a variable cost resource. When compared to a temporary staffing firm, our total delivered cost will be much lower when you factor in your training and retraining costs for temporaries, along with the productivity of temporary versus our employees. When considering direct costs and efficiencies gained, PSS will deliver cost savings to your organization. Our PSS Guarantee—our output per dollar spent will exceed that of other suppliers.

## What our customers are saying

We have been recognized for four strategic partner awards for exceeding our client's expectations with this program. Here is what some of our PSS clients have to say:

"We needed a very fast, cost-effective, non-temp staffing solution to address our critical business needs and expand our drug development capabilities. Lancaster Labs' Professional Scientific Staffing allowed us to have all the benefits of full-time, highly-qualified scientists from an experienced contract lab in our lab, using our methods and SOPs, without co-employment issues more quickly and cost-effectively than we could have ever accomplished. We had not anticipated all the benefits," says a leading biotech firm executive & Professional Scientific Staffing customer. This PSS site grew to more than 70 people.

"In our case, we had several issues to solve. We had a lot of projects that had to be done very quickly and didn't have the people to do them. And with the extremely tight turnarounds required, outsourcing may have taken too long. Finally, to be perfectly honest, we had some proprietary methods and analytical techniques that we really preferred to keep in-house. Addressing every problem we had, Professional Scientific Staffing gave us the means of getting our work done by high-level scientists with our methods in our house faster than outsourcing," says an executive with a global pharmaceutical company & Professional Scientific Staffing customer. This PSS site has grown to 10 people.

"I was so impressed with the quality and professionalism of Lancaster Laboratories' Professional Scientific Staffing team, I would request PSS services for future growth vs. hiring my own staff," says a senior executive with one of the world's largest R&D firms & Professional Scientific Staffing customer. This PSS site has grown to more than 85 people.

Note: While these are the words of PSS customers, Lancaster Laboratories' confidentiality agreements protect our customers' anonymity.



## Discover Why People Are The Most Important Element In Our Chemistry

Contact us to learn how we can solve your staffing challenges  
with Professional Scientific Staffing<sup>SM</sup>

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