



Why Payroll an Employee through a Temporary Agency?

Companies sometimes come to Scientific Search and ask us to put an employee on our payroll instead of making them an employee of their company. Because the company found the employee on their own without our recruiting efforts, we charge a significantly discounted mark-up to do this for them. We are always glad to accept this type of business as it enhances both our client relationships and revenue growth.

How it Works

When a candidate is on Scientific Search's payroll, they complete a timesheet every week for their client Supervisor to sign. Based on the approved timesheet, we pay the individual and invoice the client for the time worked. All applicable statutory employee taxes and insurances are withheld from the weekly paychecks and the net check amount is deposited directly into their account unless they request a physical check. The client is invoiced weekly with typical payment terms of net 30 days. At the end of the year Scientific Search is treated as a 1099 vendor regardless of how many employees we have payrolled for the company throughout the year.

The most common reasons clients have asked us to payroll an employee for them include:

Convenience:

The person may be needed for a short period of time, perhaps just a project.

Save Processing Time for temporary staff, including interns, co-op students, etc.

For remote employees we can deal with other state and local taxes (SALT) without the client ever having to get involved.

Save the trouble of hiring and laying off.

Expertise:

Professional expertise needed less than full time. We have many clients using our employees one or two days per week.

Evaluation:

The client may want to evaluate the person, or may have an extended period before they can bring them on as a direct employee.

Compliance:

They may be unsure of a consultant's 1099 status and prefer someone else to evaluate the credentials and absorb any associated risk.

Ensure all workers are covered under workers compensation insurance, state unemployment insurance, other statutory insurances, and are drug tested and background screened.



There may be a corporate hiring freeze on direct employees.

Saving Money:

Someone that retired from the company they would like to have on board for a while, but the company doesn't want to accrue additional benefits liabilities.

Reduced cost of employment because of less employee benefits.

Other:

They've used the person as a contractor before and had a falling out with their agency.

For more information about payrolling an employee(s) through Scientific Search please contact your representative.