

Logic 360 Compliance Back-Office Support Team via EOR for UK Staffing Company



Client Overview

Our client is a UK-based staffing company specialising in providing workforce solutions to the aviation, warehousing, and automotive sectors. As demand grew, the client needed to expand its back-office compliance and referencing capabilities to maintain service quality and meet regulatory demands.

With mounting pressure to verify candidates rapidly and ensure compliance across high-volume contracts, the client sought:

- A cost-effective and scalable back-office team
- Skilled support staff for compliance, referencing, and admin tasks
- A solution that didn't require setting up a local entity in South Africa
- An employment model that was fully compliant with local labour laws

Our Solution

Logic 360 South Africa provided a seamless Employer of Record (EOR) solution, enabling the client to build a dedicated team of 5 back-office support staff without the complexities of international employment.

We handled:

- Recruitment and onboarding of qualified support professionals
- Issuance of compliant employment contracts under South African law
- Setup of payroll, tax, UIF, and other statutory benefits
- Daily performance alignment with UK operational leads
- Ongoing HR support, training, and employee engagement

Implementation

Logic 360 South Africa successfully:

- Sourced and placed a team of 5 professionals with experience in referencing, document verification, and regulatory compliance
- Integrated the team into the client's UK systems and processes
- Established a daily workflow and reporting rhythm with the UK office
- Delivered full legal, payroll, and HR compliance through our EOR infrastructure

Results

- Faster turnaround times for referencing and compliance checks
- Over 50% savings in back-office operational costs
- Fully compliant employment with no legal exposure to the client
- Streamlined collaboration between South Africa-based staff and UK teams
- Increased operational efficiency and placement speed in critical sectors

Future Outlook:

Encouraged by the success of this pilot team, the client is now exploring the expansion of its South African support operations. Logic 360 continues to serve as their trusted EOR partner, enabling international workforce expansion without borders, without risk.