A Smarter Workforce Strategy

Pharmaceutical and biotech companies are under constant pressure to accelerate drug development while managing tight budgets and headcount restrictions. To meet these demands, many companies turn to temporary staffing—but this model often falls short for long-term needs. Eurofins PSS Insourcing Solutions® (PSS) offers a more strategic, compliant, and cost-effective alternative.

Traditional temporary staffing is best suited for short-term gaps, such as maternity leave or project-related surges. This staffing type comes with significant limitations: contracts are typically capped at 6–24 months to mitigate co-employment risk, and clients must manage training, supervision, and HR functions. High turnover and retraining costs further reduce efficiency and morale.

In contrast, PSS hires, trains, and manages full-time scientific staff who work on-site using the client's equipment, systems and SOPs. PSS teams are supported by on-site leadership and have access to Eurofins' global technical network. This model eliminates co-employment risks, reduces HR burden, and ensures business continuity, while delivering superlative service with measurable KPIs and Operational Excellence value-add programs that have saved clients over $37 million since 2017. Another added benefit: PSS employees receive comprehensive benefits and career development, resulting in higher retention and performance.

For bio/pharma companies seeking to maintain productivity, business continuity, reduce risk, and control costs, PSS offers a superior alternative to traditional temp staffing. With a proven track record, global reach, and client-first approach, PSS enables organizations to meet their scientific and operational goals—without compromising compliance or quality.

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Insourcing vs. Temp Staffing: A Strategic Comparison

Category	**Eurofins PSS Insourcing Solutions®**	**Traditional Staffing Models**
Duration	Indefinite, as long as business needs exist	6–24 months maximum
Compliance	Fully compliant, client indemnified	Co-employment risks
HR Management	Handled by Eurofins	Shared with client
Training & Supervision	Provided by Eurofins, in accordance with client SOPs	Client responsibility
P&L Cost Allocation	Service expense	Labor expense
Turnover	Low, with career paths	High, frequent retraining
Talent Development	Comprehensive training, cross-training & benefits	Minimal development
Client Time Burden	Minimal	High