



CASE STUDY

Delivering a Compliant Workforce

for a Tier One Data Centre Project in the Netherlands

Tier One hyperscale data centre infrastructure



Overview

Our client is a long-standing UK-based Temporary Electrics specialist, operating across Europe with a major Tier One contractor. They specialise in large-scale Data Centre projects and require a highly skilled, mobile workforce capable of meeting complex compliance and commercial demands.

The Challenge

The client was awarded work on a high-profile Data Centre project in Groningen, Netherlands. At the start of the project we identified four main challenges:

1 Legislative Change

New Dutch legislation introduced in January 2025 required all workers on site to be paid via PAYE, eliminating many traditional subcontracting and alternative payment models.

2 Supply Chain Risk

A number of the client's existing labour suppliers were unable to meet the new compliance requirements or remain commercially viable within the project's budget.

3 Urgent Labour Demand

The project required qualified electricians and electricians' contacts with Data Centre experience, available at short notice.

4 Accommodation Constraints

Groningen's status as a major university city created significant pressure on short-term accommodation, complicating workforce mobilisation.

Our Solution

We delivered a fully compliant, cost-effective, and scalable solution by taking a local-first approach:

- ✓ **In-Country Partnership:** We partnered with a Netherlands-based payroll provider and Employer of Record (EoR), ensuring full compliance with Dutch PAYE legislation and local employment law.
- ✓ **Commercial Advantage:** The proposed solution was more competitive than the client's existing suppliers, enabling them to remain within price point without compromising compliance.
- ✓ **Targeted Recruitment:** We sourced experienced electricians and electricians' contacts suited to Data Centre environments, aligned with site safety and operational standards.
- ✓ **Accommodation Sourcing:** Accommodation was secured for deployed workers despite limited availability, removing a major operational risk for the client.
- ✓ **Flexible Workforce Model:** A rotating team structure was implemented which ensured continuity on site while managing worker wellbeing and project efficiency.

The Results



Since July 2025, we have successfully supplied a rotating team of 4-6 workers on site under a fully compliant PAYE model.



The client has reduced reliance on non-compliant suppliers while maintaining commercial competitiveness.



Accommodation challenges were resolved without project delays.



The project is running smoothly and is scheduled to continue through to July 2026.

The Outcome

Reliable workforce continuity on a critical Data Centre project

Reduced supply chain risk

Cost-effective labour solution

100%
legislative compliance

PAYE-compliant workforce model (post-Jan 2025)



Rullion's understanding of our industry and workforce needs has made them an invaluable partner. Their commitment to finding the right candidates, even on short notice, has kept our projects moving smoothly.



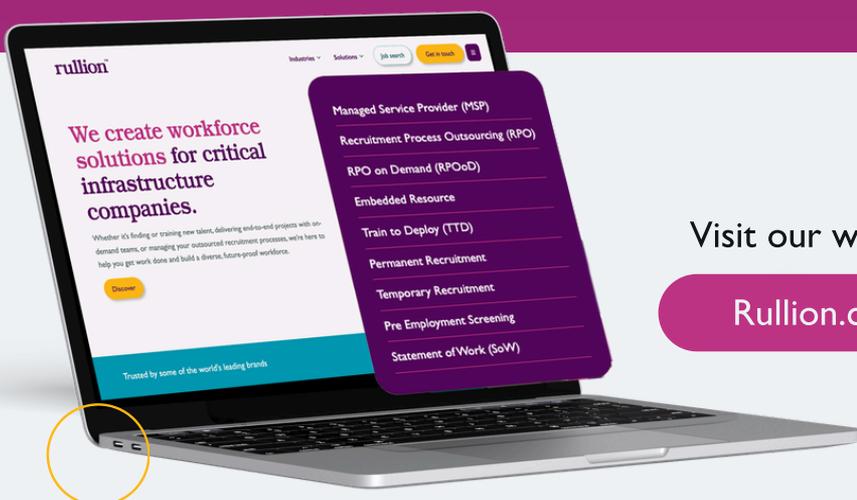
Let's get work done together

Rullion helps organisations operating in critical infrastructure to build and manage compliant, resilient contingent workforces. Whether you are supporting a live project or refining an existing workforce model, we work with you to design an approach to your workforce that aligns with your commercial, compliance, and delivery requirements.

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