



Dental Practice Gets The Full-Service HR Support It Needs To Grow

28% savings on annual HR administration costs

More efficient onboarding process

Expert HR compliance support

+ Industry

Health Care

+ Location

Salt Lake City, Utah

+ Number of employees

120

+ Challenge

Finding an efficient, cost-effective HR solution that would allow the owners to spend less time thinking about administrative HR issues, and focus more of their energy on building their practice's brand.

+ G&A solution

With G&A Partners now providing consistent, efficient and cost-effective HR support, the practice owners are able to focus on strategies that will allow them to grow and expand their business.

Their challenge

When a rapidly growing dental practice with multiple offices and more than 100 employees lost its full-time human resources professional to its own HR technology vendor, the owners suddenly found themselves faced with a difficult decision: Should they simply hire another HR manager that might leave within the next few months or years, or should they take this opportunity to fully outsource their practice's burdensome HR functions?

After just a few short weeks (that felt very long) of the owners' executive assistants taking over the company's HR administration duties, the owners decided their businesses had simply grown too large to manage their practice's HR, benefits and payroll functions internally. So they turned to G&A Partners.

Our solution

As one of the nation's largest professional employer organizations (PEOs), G&A Partners could provide not only the **HR expertise** the growing company needed, but also the **best-in-class technology and processes** the owners were looking for to help them run their business more efficiently.

Business impact

- The market for top dentists and hygienists - already a traditionally high-turnover position - is particularly competitive in the Utah area. As a result, the practice is constantly hiring, sometimes at a rate of 10-15 new hires/month. One of the first projects the company's G&A Client Advocate tackled was architecting a **more effective onboarding process** utilizing G&A Partners' HR technology platform to help the organization more quickly onboard new employees.
- With G&A as their HR partner, the owners can rest assured knowing their account team is there to help with any **HR compliance issues** that come up, as well as the daily tasks of making sure employees' certifications were in order, conducting compliance training, filing employment taxes - even reporting wages to staffing firms when they need to hire temporary workers.
- Perhaps the most significant impact, however, was the savings the practice experienced. After factoring in the cost of its previous HR technology vendor and the salary of a full-time HR professional, the company found that it would be **saving \$14,000/year**, or 28%, on its overall HR administration costs.