



Case Study

Client Brief

Following a speculative approach to the client Be Personnel was invited to source and place ten production workers on a trial basis for to cope with increased seasonal production during November/December

Be Personnel Response

At that time Be Personnel was regarded as the third supplier to a client who used temporary workers in significant numbers on an ongoing basis and although somewhat challenging we aspired to attain preferred supplier status and prove that a small but professional company can "raise the bar". The trial proved to be a success and their assignment was extended to the following March.

Eager to embrace this opportunity we appointed a dedicated coordinator to source a pool of suitable and readily available workers so that we were in a position to immediately respond when asked to provide additional resource. All candidates were pre-screened for suitability in terms of practical skills and eligibility to legally work in the UK, both of which being of key importance to the client and therefore to his perception of our company's ability to meet his specification.

Our commitment was rewarded when we achieved not just preferred supplier, but sole supplier status for hourly paid workers and we are delighted that we currently retain this privilege.

The client company has grown and therefore Be Personnel has also had to grow to meet demand and now provides around 150 temporary workers every day which is significantly increased in line with production demands on a regular basis to a peak of around 300. The vast majority of those who wish to progress to permanent employment are able to do so.

An open, honest, and regular two way communication flow was the foundation on which the relationship was built. Recognising the value of our client's business and other opportunities in the area we opened an office, which has now become our Company headquarters, in Alness. This facility gives the Company a "shop window" in the local area and an administrative centre to manage all aspects of the contract including workers' relationship with both us and the client.

Summary

We continue to provide the added value of a dedicated on site coordinator who works in partnership with HR and Operational Managers for all aspects of the contract, which as well as recruitment includes induction, training, time sheets/wages, attendance, and discipline. We also provide a Senior HR Consultancy and Training service that enhances in house resource and our commitment and professional approach has won us the opportunity to also source candidates for permanent management, supervisory, and administrative posts which we have done with significant success.
