

TEMPORARY RECRUITMENT DEDICATED SUPPORT

Every day, we place people into temporary assignments to help organisations across the UK deliver the results they need to be successful.

Sometimes the need for a new permanent member of staff will be clear. On other occasions, such as in the case of busy periods, or skills shortages a temporary or fixed-term professional may be exactly what your organisation needs to stay on track and get ahead.

Advantages of hiring temporary workers

Instant impact

Temporary workers are used to joining organisations for a short period of time, so can make an immediate impact on your organisation.

Shorter hiring process

The process for hiring temporary workers is traditionally a lot quicker. This is because you should be hiring for technical skills to deliver something specific rather than long-term cultural fit.

Fresh perspectives

Sometimes it just takes one outsider to completely change the way an organisation operates. The more temps you hire, the more unique perspectives you're going to get. Their wider experiences can introduce new ideas and processes your current team may not have considered.

Highly skilled, focused experience Temps usually have a very specific skillset and are accustomed to performing on very niche projects. Having a highly specialised individual in your team can really help to drive your organisation forward.

Cost effective

Temporary workers are by definition a temporary solution and do not require a fixed annual salary or some of the costs associated with a permanent employee.

Flexible

Perhaps the most widely acknowledged benefit of temps is that they are flexible. Temps allow you to adapt to market needs and demands, as they happen.

Extensive compliance checks

A key part of our recruitment strategy is managing risk and compliance. We take great care to ensure every potential employee we pass to you meets all of your requirements and can justify their skills and experience. Our due diligence processes include:

- Referencing checks (When applicable)
- Standard and enhanced background checks (When applicable)
- Confidentiality and codes of conduct

These checks all form part of your tailored package, and help to ensure that the staff you recruit through us are capable, dedicated and qualified enough to deliver transformation and growth.

Supporting your organisation

When you recruit temporary workers through Francis James you can benefit from unparalleled support. In most cases, we help manage pay and timesheets and offer industry-specific assistance. For example, we are always on top of informing you of new legislation and how it might impact your organisation.



Timesheets

Francis James Recruitment website has a temporary worker timesheet link. It allows workers and employers to submit and authorise timesheets and access additional features and services.

To see how a temporary worker can improve your business find more information at www.francisjamesgroup.com or 01543 250 376

