



The Breakdown & Recovery
Industry Recruitment Specialist

SERVICES

F1 Recruitment



Personnel

THE BREAKDOWN & RECOVERY INDUSTRY RECRUITMENT SPECIALIST

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Introduction

F1 Personnel Ltd is the only agency in the UK that offers Recruitment, Training and Consultancy solutions focused solely on the Breakdown & Recovery Industry.

Established in 2001 and with over 30 years combined knowledge and expertise we work closely with all industry stakeholders including the: key-figures, associations, work providers, motoring organisations, operators and automotive businesses; large and small.

F1 Recruitment is the division of the business dedicated to recruiting for the industry. Our REC-trained (Recruitment and Employment Confederation) consultants have been placing candidates and building long-term partnerships since 2001. Their knowledge of the industry ensures that they source the best candidates and only select those that demonstrate the qualities needed to thrive in this harsh but rewarding industry.

Recruiting for all operational areas and striving to introduce fresh talent to the industry we are dedicated to delivering a cost-effective and professional service to all of our customers.

...delivering your recruitment needs

Categories of Staff

Covering all operational areas within a Breakdown & Recovery company or organisation, including:

- Road Staff:** Light & Heavy Recovery Patrols,
Roadside Mechanics & Technicians
- *Control Room:** Call-Handlers, Operators, Controllers &
Despatch Clerks
- *Office Staff:** Administrators, Secretaries, Receptionists, Accounts
Assistants & Accountants
- Workshop:** Mechanics, Fitters, Shunters & Yard staff
- *Parking:** Administrators & Security
- *Managerial:** All levels

*ApexRMS users: F1 Recruitment can provide familiarisation training to any successful candidate who uses RMS as part of their daily duties. This is offered Free-of-Charge to trainees as part of their on-site Induction Training.



...for all departments

Driver Recruitment

Over the past decade the Transport sector has experienced a significant amount of legislative and licencing changes; making it increasing more difficult to attract new drivers. Compounded by the excessive cost of LGV training and, more recently, the Driver CPC qualification, there is now a huge shortage of available drivers, many of whom overlook the Breakdown & Recovery industry as a possible career option.

Attracting quality candidates to vacancies that often require 24/7 commitment, in difficult working conditions, has become time-consuming and costly.

F1 Recruitment is striving to change job-seekers perceptions and find those candidates who value the rewards that working in this fast-moving and customer-focused industry provides.

SHORTAGE

...overcoming perceptions

The Process

Our process is simple and effective and includes the following stages.

- **Job Posting**
Vacancy details circulated including: Job Title, Criteria, Location, Shift Pattern, Remuneration, Vetting & Employment Terms
- **Sourcing**
CV sift for candidates who match criteria
- **Screening**
Pre-interview and disclosure questioning
- **Selection & Submission**
Suitable CVs forwarded for referral
- **Interviews**
Arranged and schedule sent
- **Offers**
Candidates notified of success and offers made
- **Vetting**
Reference checks and vetting for all F1 Recruitment temporary workers eference checks and vetting for all F1 Employees



Five Main Benefits



Benefit 1 - Cost Savings

No upfront fees or advertising costs; we bear the cost of recruitment and only charge “when” we have made a successful placement.



Benefit 2 - Time Savings

Initial steps of recruitment process undertaken; we sift through the ad-response and pre-interviewing to select the best candidates.



Benefit 3 - Immediate Access

Active database of potential candidates; in some cases we might be able to assist you immediately.



Benefit 4 - Peace of Mind

Proven track record having successfully placed staff to large and small organisations since 2001.



Benefit 5 - Long-term Relationships

By building long-term relationship with all of our customers we better understanding their expectations and values helping the process run more smoothly and efficiently.

...driven by you

Employment Terms

Whether you are looking to fill a permanent vacancy or increase your staffing levels to cover a short-term uplift in business, F1 Recruitment has terms that would apply to you.

Temporary Vacancies

All Temporary and Contract workers are employed and payrolled by F1 Recruitment for a short period of time:

- **Contract Staff**
to cover planned uplifts in business and employed for a specified period of time. For example; a Summer Plan or other business strategy
- **Temporary Staff**
to cover shortfalls in staffing levels and employed on a 'rolling' contract; often week-to-week.

Please note: The minimum contract length for Temporary and Contract vacancies is 3-weeks; workers cannot be supplied on an "ad hoc" basis to cover odd days due to the diverse nature of the recovery industry.



Permanent Vacancies

There are two solutions for fulfilling a permanent vacancy:

- **Permanent Placement**

F1 Recruitment sources a candidate, the customer employs them.

- **Temporary-to-Permanent**

F1 Recruitment sources a candidate and employs the worker for a period of 12-weeks; thereafter the customer has the option employ them directly. There is no additional charge for this method of recruitment; a good way of getting to know a worker before committing to a permanent contract.

...to suit your needs

Fees & Charges

F1 Recruitment appreciates the tight margins that recovery businesses work on so our pricing structure is designed with the industry in mind. We keep our charges fair and simple to calculate and value long-term working partnerships.

Fees are calculated differently depending upon the Employment Terms

1. Temporary, Contract and Temp-to-Perm

All temporary and contract workers are paid against a signed timesheet and invoiced accordingly.

A simple “multiplier” system is used to calculate charge rates. This method can be applied to all remuneration figures; hourly pay rates or weekly and monthly salaries, making it easy to calculate the cost of any new temporary worker supplied by F1 Recruitment.

For example:

Example Pay	Example Multiplier (x)	*Example Charge
£8.00 per hour	1.50	£12.00
£400.00 per week	1.50	£600.00
£1750.00 per month	1.50	£2625.00

*Charge Rate: Incorporates all mandatory payroll costs, including: Salary, Employers National Insurance and Holiday Accrual plus Agency Margin.

F1 Recruitment workers are paid by PAYE by BACS; the Agency Margin, covers all the additional costs associated with payroll such as HMRC Real-Time Filing, P45 / P60 production and bank charges.

2. Permanent

A 'Finder's Fee' is charged for each permanent placement; invoices are staggered over two stages:

- Stage 1. Completion of their 1st week: First Invoice
*No rebate terms
- Stage 2. Completion of 8-wks service: Second Invoice
*Not invoiced if they don't stay

Long-term Working Partnerships & Volume Business

We value our long-term working partnerships so offer bespoke pricing plans to reflect these along with attractive rates for volume orders.

F1 Recruitment aims to provide high calibre candidates, efficiently and hassle-free. There are no upfront costs or registration fees and we only charge once we have made a placement. Our service is simple, cost-effective and hassle-free.



Enquiries

For more information about our recruitment services and to discuss your particular staffing requirements and our fees please contact one of the team:

Contact Details

Telephone: 01708 444696
Email: f1recruitment@f1personnel.com
Website: www.f1personnel.com

Online Enquiry

You can always contact us online and make an enquiry using our website 24/7. The enquiries go straight to our team and we can respond accordingly.

Please visit:

<http://www.f1personnel.com/f1recruitment>



...we are here to help

Agency Workers Regulations

What is AWR?

The Agency Workers Regulations (AWR) is an EU directive which came into force on 1st October 2011. It's purpose is to protect the working and employment conditions of contractors, freelancers and temporary workers.


What are agency workers entitled to?

It gives any temporary worker, supplied by an agency, the entitlement to the same basic working and employment conditions as if they had been recruited directly by the hiring company if and when, the complete a qualifying period of 12-weeks in the same job.



What does this include?


This includes the following:

- Equal pay including to holiday pay, bonuses, commission etc.
 - Equal working time, rest breaks, rest periods, night work and annual leave
- 



In addition, from day one...

The customer must ensure all agency workers have access to the following:

- Collective facilities and amenities such as a canteen, childcare facilities and transport facilities.
 - Information regarding relevant permanent vacancies and job opportunities.
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