



RE Recruitment & EU Migration 2021

ISSUED ON 21ST OCTOBER 2020

Background

The UK is about to make substantial changes to the rules around employing migrant workers. These changes will come into effect amidst some of the most difficult times in generations and at a time when the economic climate is unstable as a result of Covid-19.

The changes will affect all organisations that rely on migrant workers to fulfil the demands of the scarcity of low skilled workers across many sectors such as Food Manufacture, Agriculture, Care, Warehousing and Logistics and most other general manufacturing environments.

It is planned that in January 2021 the UK will be ending free movement replacing the current system with a points-based system to cater for the most highly skilled workers, students and a range of other specialist skill sets.

This new points-based system will not provide a general low-skilled or temporary work route.

This means that there are several challenges that will exist if you currently deploy those individuals into your operation that are deemed as low skilled workers.

To enable your business to overcome these barriers and enjoy continued success one of the key steps is to partner with a supplier whose focus is on flexible, innovative solutions. RE Recruitment has built its reputation for exactly this whilst working across multiple sectors in its 20-year history, these factors strongly underpin our Guiding Principles around which the business has been built.



Our Guiding Principles

Collaborative

We work collaboratively towards a shared goal of becoming the best and most professional partner our clients could wish for, becoming an extension of their team, helping to shoulder their burden, and achieving mutual success.

Authentic

We remain true to the principles that have brought the business to where it is now, never forgetting that we are a people business, and that developing long lasting, genuine and human relationships is key to our success.

Loyal

We're committed to the people around us, and demonstrate that our loyalty by trusting, nurturing and supporting each other at every turn.

Inclusive

We're open-minded and listen carefully to all our colleagues' ideas and suggestions without pre-judgement. And we always remain mindful of our language and behaviour towards others.

Brave

We're never afraid to challenge the status quo and actively encourage each other to be bold and inventive in our thinking to find the best solutions possible for our clients, our candidates and our business.

Resilient

When faced with challenges, we show the strength of character needed to find new ways to get the job done, and to recover quickly from any setbacks we may face.

Empowered

Our biggest asset is our people and we want them to grow in confidence and ability – so we empower individuals to make their own decisions free from the shackles of bureaucracy and a strict KPI structure.

Factors to consider

As a leading privately owned business RE Recruitment have continually monitored the potential and planned changes and as a result are in prime position to provide key support around the major considerations that the new migration bill will impose on your business.

To clarify, RE Recruitment believe the key considerations that the recruitment market will need to act on are as follows:

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Access to majority share of current worker pools



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Ongoing focus and investment in innovation



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Access to new and emerging worker pools



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Compliance



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Active initiatives to ensure retention and engagement of current worker pools



Over the following pages RE Recruitment identify many of the solutions that have been established to meet considerations whilst providing opportunities for its clients within the future recruitment landscape.

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Access to majority share of current worker pools

Locally, nationally and internationally, RE Recruitment have built a reputation as being the agency of choice for workers who have embarked on their careers in the UK in the past 20 years.

In addition worker referrals from the current workforce make up around 60% of applications for temporary worker requirements within our client base.

75% of workforce not required to or are already settled

RE Recruitment have established a worker database grown over 20 years

RE Recruitment work across multiple sectors so hold huge cross section of local labour pools and settled status

Excellent volumes of referral from existing workers including, friends and family

International recruitment pioneer and as a result a well know brand in EU

Bespoke attraction campaigns, targeting accessible and available pools and specific demographics

Ease of access to our requirements through teams including seven languages spoken making RE the easy choice for eligible workers and settled status and pre settled status migrant worker pools in the UK

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Access to new and emerging worker pools

Through its close relationships with leading bodies and access to local, national and international labour market information RE Recruitment are able to act on and access new and emerging worker pools whilst maintaining full compliance control.

Collaboration with clients to understand new and innovative shift patterns and ways of work that meet the requirements of the operation and local labour markets

Associations with schools, universities and colleges to capture student worker pools and workers of the future

Careful monitoring of economic trends to identify new availability pools due to site closures and subsequent outplacement opportunities

Mobilisation projects to move worker pools to locations where they are needed for short term durations using both transported and accommodated solutions

Careful workforce management to ensure any sector-based peaks retain and utilise workers from other sectors that are less buoyant

Active initiatives to ensure retention and engagement of current worker pools

RE Recruitment continually work to retain and engage with their existing and future workforce, not surprisingly the results are effective in generating high levels of loyalty, commitment and recommendation.

RE Recruitment believe that resolving worker queries and ensuring optimum service levels within its candidate base should be achieved as a priority

Internal payroll and central services support allowing easy query resolution and where required multiple language capability

Operating through a 7-day application model allowing candidate engagement ahead of competitors

Through regular worker surveys RE Recruitment are able to identify and understand key motivators for both retention and engagement within each of its clients. This enables accurate representation of work

RE has consistently organised, contributed and delivered social opportunities within its client base for the past 20 years

RE Recruitment generate long term relationships with candidates, this is substantiated by an enviable nine month average service length

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Ongoing focus and investment in innovation

RE Recruitment are proud to be able to react at pace to changes both within the industry legislation and client sectors whilst enabling remote technologies which bring remote candidate worker pools closer to your operations.

Rollout of rebranding to ensure 'fit for purpose' image and marketing collateral along with user friendly website review

RE Recruitment have invested into the ongoing identification of software to both ensure ease of worker contact and compliance

Ability to deploy remote interviewing via candidate video interviewing software

Investment in online paperwork processes which enable easy interaction with workers across both email and SMS platforms

Candidate right to work checking via electronic 'u comply' software to ensure a high level of accuracy and compliance

Continued membership of corporate bodies associated with our sectors, enables access to latest trends and developments

Ongoing history of rapid deployment of new and innovative solutions over the past 20 years

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Compliance

RE Recruitment has implemented a robust compliance system into its operations. A dedicated, experienced team monitors the company's daily operations in order to identify, eliminate or mitigate any possible risks. All compliance policies and procedures are written and introduced accordingly to the current ethical and legal standards and are applicable to employees, workers, and stakeholders.

Workforce

Thorough checks are conducted during every stage of recruitment process, which includes basic eligibility to work checks and suitability for the role assessment. It also includes valuation of any Modern Slavery risks and constant performance monitoring which is set to identify any procedures derogations that might lead poor workers retention.

External Audits

Our excellent results of external audits conducted by various clients, demonstrate that processes even though tailored specifically, are legally compliant and meet expectations.

Internal Audits

Thanks to regular checks and monitoring, the company is able to recognise, mitigate and eliminate possible risks, as well as strive to achieve constant improvement of existing processes.

Knowledge

As members of Recruitment & Employment Confederation and Association of Labour Providers, RE is able to not only gather information related to compulsory legislative changes and prevailing trends that must be considered, but also to compare them against the guidance offered across the sector as well as assess their impact on future operations.

Training

All employees are regularly trained on relevant regulatory requirements but also offered behavioural courses that will help them to adapt to existing market expectations.

Risk Monitoring

Implemented risk mitigating policies and procedures do not only help identify possible breaches and eliminate the hazards, but also allow to spot the risks that might result from the regulatory changes, economy trends and differentiation in market expectations.

Don't just take our word for it...



I loved working with RE because I was able to ask question in my own language when I first arrived"



They are very nice people. All the time, they answer my questions and they pay properly. You are the best"



Good communication between the agency coordinator and the employee. The planned work schedule and professional problem solving are great. Good hourly rates too"



I have worked for RE for the past 10 years, and now my family also work for them"



Get in touch

marketing@rerecruitment.com

Manor Park Place
Rutherford Way
Swindon Village
Cheltenham
GL51 9TU
01242 505400
01242 254098

rerecruitment.com