



**WORKSTREAM RECRUITMENT SERVICES™**

**Recruitment Expertise for  
the Construction Industry**





**Workstream Construction Services was founded in the early 1990s by two engineers with over fifty years' site experience between them. Today, Workstream is a fast growing, multi-disciplinary services provider with an unmatched record of successful project delivery to clients in the UK and around the world.**

## Temporary Staff Services

Workstream's temporary site personnel are supplied with personal protective equipment and are covered by our own personal accident insurance. Many of our operatives hold security passes for sensitive sites such as military bases and airports. All of them are CSCS cardholders in compliance with the requirements of the Major Contractors Group.

### Temporary Technical, Management/ Supervisory & Commercial Personnel\*

- Survey & Setting Out Engineers
- Site Managers
- Quantity Surveyors
- Project Managers
- General Foremen

### Temporary Trades & Labour Personnel\*

- Bricklayers
- Carpenters
- CPCS Plant Operators
- Curtain Wall Fixers
- General Labourers
- Groundworkers
- Mechanical & Electrical
- Plumbers
- Plasterers
- Rail Personnel

## Permanent Staff Services

• **Contingency Search** – Workstream can source suitable candidates for your permanent vacancies from its own database. That database currently contains comprehensive records of the work history, skills and experience of over 30,000 UK-based construction workers.

• **Advertised Search** – Workstream can work with you to select and purchase suitable print and online media, and to develop advertisement copy and artwork to ensure vacancies are advertised in the most timely, cost-effective manner. We will screen all applicants and conduct first line interviews before submitting a shortlist.

• **Search & Selection** – When it comes to filling “difficult”, key executive appointments, it is critical to get the right person for the job first time. Workstream's search and selection consultants have an excellent record in this regard, following a well-established process for matching our clients' expectations.





## Why it makes sense to use a recruitment agency...

- **Using an agency reduces the real cost of recruitment** – If you think agency workers are expensive, consider the hidden costs of direct employment over and above salaries:
  - Employee benefits such as company car, health insurance, pension, performance bonus, etc.
  - Office accommodation and equipment.
  - Statutory employee rights such as paid leave, sick pay, payment in lieu of notice, and redundancy.
  - Management overhead such as payroll and tax administration, career development and training programmes, key man insurance, etc.
  - Permanent employees still have to be paid, even when they're not busy. With agency staff, you pay only for the hours worked.
- **Using an agency is a faster way to plug vital skills gaps** – If you need staff and you need them now, calling an agency will get you the right people for the job more quickly than any other method.
- **Using an agency saves you time and effort** – A recruitment agency will sift through thousands of candidate CVs and conduct screening interviews before you have to do anything.
- **Using an agency reduces risk** – Make a mistake with a key appointment and you run the risk of additional costs such as an expensive severance agreement or employment tribunal; duplicated effort as you attempt to make up for work done badly; staff disaffected by the presence of a weak link in the chain; and so on. You can use agency candidates to establish whether they meet your requirements before you take them on permanently.
- **Using an agency gives you the freedom to focus on core activities** – The last thing busy professionals want is to drop everything to deal with temporary staff requirements. An agency can deliver specialist expertise and resources where and when you need them, leaving you free to do what you do best.

## ...And why Workstream is the preferred agency for more and more contractors.

At Workstream, we aim to be our clients' most trusted recruitment partner and a premier provider of human resource solutions for the construction industry. Here are some of the things that make us different:

- **Flexible Rates** – Our rates are dependent on the level of service required and vary according to the location and duration of work. Nothing is fixed, everything is negotiable.
- **Complete teams, as well as individuals** – Workstream can supply everything from a single labourer to a complete, multi-disciplinary team for projects such as site setting out, curtain walling, logistics, etc.
- **All the labour you need from a single supplier** – We can meet practically all your site personnel requirements with one order. So there's no need to waste time dealing with several different agencies, and less paperwork too!

- **In-depth industry know-how and experience** – Founded in 1993, we built our business on the construction industry background of our directors and managers. Workstream has specialised in construction since its foundation and has never engaged in any other areas of recruitment.

- **Putting technology to work for our clients** – Our recruitment system records reference checks, skill checks, training needs, CVs, candidate histories, skill ratings, and payroll details in a centralised database accessible from every one of our offices. Jobs are posted to our Web site several times a day, putting your current openings in front of hundreds of thousands of potential candidates.

Workstream also offers clients secure, 24/7 online access to our customer extranet. This means any documentation associated with the supply of labour or other services to projects — eg, timesheets, invoices, statements, drawings, as built, etc — can be viewed and/or downloaded at any time. ►



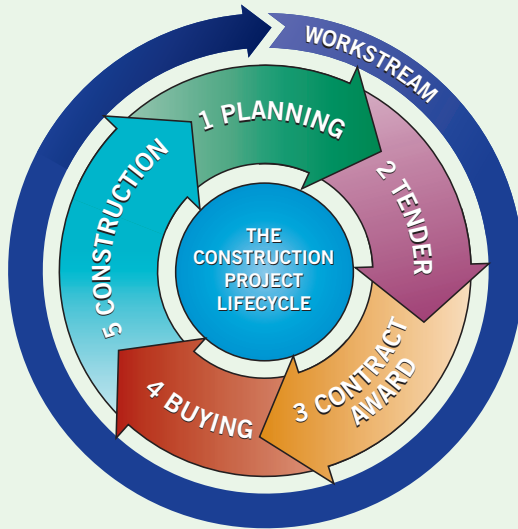


- **Quality of service** – Workstream’s quality of service is underpinned by ISO 9001 certification for recruitment services at its Bicester, London and Sheffield offices. Workstream has also achieved Investors in People accreditation — the recognised “gold standard” for continuous commitment to staff training.
- **Financial stability and flexibility** – Workstream is a financially secure, consistently profitable company that adheres to the highest standards of corporate governance. We are particularly renowned for the speed and flexibility of our payments to operatives. That means a lot to our clients because our prompt payment system encourages a greater degree of loyalty from Workstream people — loyalty that’s reflected in enhanced levels of reliability, skills and workmanship. We can also offer open-book accounting and fixed margin arrangements for Key Account clients.

- **Complementary equipment hire** – Workstream offers instrument and plant hire services to complement the supply of temporary technical staff and plant operators respectively.
- **Ongoing commitment to training and health & safety** – Workstream’s health & safety record is exemplary. We ensure regulatory compliance through continuous CITB and Investor in People education for employees and frequent updates to our procedures. We are committed to the aims of the MCG and have a longstanding programme of CSCS testing for operatives.
- **Nationwide coverage** – Operating from eight offices — at Bicester, Birmingham, Edinburgh, London, Manchester, Newcastle, Sheffield and Swindon — Workstream can deliver a local, more personal service across the nation.



## Workstream – your services partner at every stage of the construction project lifecycle



- 1 Project planning** – Land surveys, provision of architectural and design staff, structural engineers, etc.
- 2 Tender** – Information on pricing for site engineering controls and workforce costs, participation in consortia bids, provision of CVs and quality submissions.
- 3 Contract award** – Resource scheduling, engineering control packages, logistics, labour resource management, site set-up packages.
- 4 Buying** – Permanent recruitment services for project management and other key staff; provision of survey equipment; and preferred supplier arrangements.
- 5 Construction** – provision of temporary technical, professional and supervisory personnel; trades and labour; survey instrument and small tool hire; everything from site set-up to snagging and handover.



## About Workstream

Workstream Construction Services is a specialist provider of engineering, recruitment and site logistics expertise to all sectors of the construction industry, including building, civil engineering and railways. The services Workstream delivers encompass site engineering and setting out; technical training; topographical and building surveys; provision of temporary and permanent site personnel; surveying instrument hire; and logistics packages such as waste management, site security and traffic control.

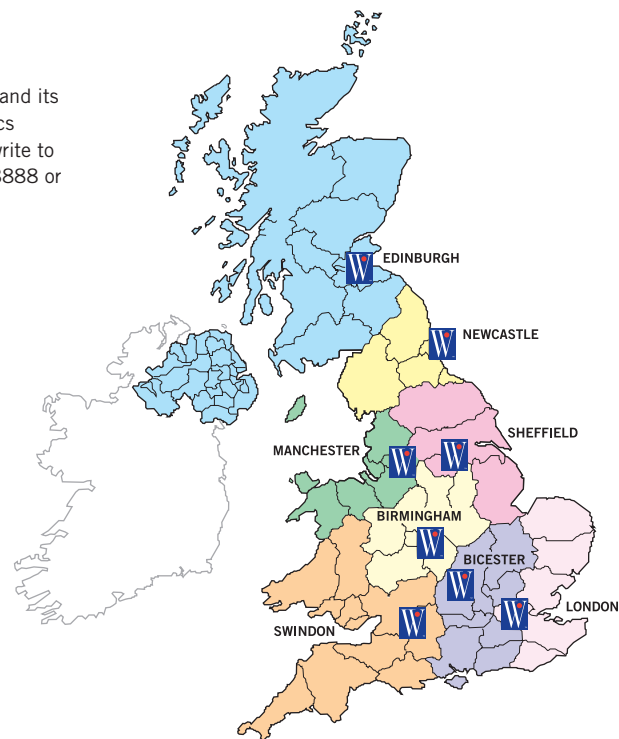
Founded in 1993, Workstream is headquartered in Bicester, Oxfordshire and has a further seven branch offices in Birmingham, Edinburgh, London, Manchester, Newcastle, Sheffield and Swindon. The company's quality of service is underpinned by ISO 9001 certification for recruitment services at its Bicester, London and Sheffield offices. Workstream has also achieved Investors in People accreditation. Regular CITB education for operatives and constant updates to health and safety procedures ensure Workstream's continuous compliance with statutory and industry-mandated regulations.

## Find Out More

For more information about Workstream and its engineering, recruitment and site logistics solutions for the construction industry, write to [info@workstream.co.uk](mailto:info@workstream.co.uk), call 01280 848888 or connect with the company's Web site at [www.workstream.co.uk](http://www.workstream.co.uk)



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