



MERIDIAN BUSINESS SUPPORT
THE RECRUITMENT SPECIALIST

**SPECIALIST RECRUITMENT
PROVIDERS FOR SKILLED &
UNSKILLED STAFF THROUGHOUT
THE EUROPEAN MARKET**



From vast experience within EU markets Meridian Business Support has the specialist facilities to test the spoken English language skills of temporary staff prior to arrival in the UK.

Meridian Business Support's European Division is dedicated to serving both national and international clients.

MERIDIAN BUSINESS SUPPORT'S ETHICAL SOURCING PROCEDURES FOR TEMPORARY WORKERS

- Select EU country with complimentary skill base
- Agree with client candidate job description and skill set
- Utilise Meridian Business Support's EU partners to explore existing candidate database
- Agree advertisement campaigns with client
- Meridian Business Support staff travel to EU Country to personally conduct the selection process
- Build ongoing available pool of workers ready to start when required by Client



MERIDIAN BUSINESS SUPPORT: EUROPEAN DIVISION

- Exports UK Skilled Blue Collar to EU countries
- Imports EU Skilled Blue Collar to EU countries
- Imports EU skilled and Unskilled Blue collar to the UK
- Full suite of Immigration Services
- £8.5 Million Turnover (2005)
- Established in 1994

SUITABLE CANDIDATES ABLE TO RELOCATE TO THE UK WILL BE OFFERED THE FOLLOWING:

- A 6 month contract for services
- Meet & greet help on arrival in the UK
- Local work area familiarisation
- Subsidised quality housing
- Guaranteed hours and income level
- Meridian Business Support 24 hr/7 day support network
- Detailed explanation of deductions – UK tax, NI, accommodation and insurance
- Assistance in opening a full service high street bank account



CANDIDATES ACCEPTING THE POSTS MUST MAKE THE FOLLOWING COMMITMENTS:

- Minimum 6 months availability to work for the client in the UK
- Necessary funds to foot the costs of travel to the UK
- Sufficient further funds to support themselves for a further 2 weeks whilst in the UK

MERIDIAN BUSINESS SUPPORT TAKES RESPONSIBILITY FOR:

- Pre selection of candidates
- Vetting of candidates (CRB checks)
- Travel arrangements to the UK

TO MAXIMISE SELECTION SUCCESS A FULL PRESENTATION IS GIVEN TO POTENTIAL CANDIDATES WHICH COVERS THE FOLLOWING:

- Client Introduction booklet
- Client's site policies
- Job description
- Salary expectation
- Contract duration
- Local environment
- Show Client site DVD
- Show Temp worker DVD



MERIDIAN BUSINESS SUPPORT'S PROCESSES TO ENSURE STAFF QUALITY AND CONTRACT DELIVERY

- Honesty regarding contract environment and location
- Gain commitment from candidates for full contract duration
- Parity pay where possible, competitive rates always
- Conduct regular reviews
- Ongoing support throughout the contract
- Confirmation of eligibility to work in the UK
- Investigation of work history and references
- Full EU registration process completed and lodged in the UK
- Completion of thorough on-site induction process

THIS THOROUGH AND TESTED PROCESS ENSURES THAT MERIDIAN BUSINESS SUPPORT DELIVERS ALL ITS COMMITMENTS TO BOTH CANDIDATES AND CLIENTS.



MERIDIAN BUSINESS SUPPORTS ETHICAL INDUCTION PROCESS - ARRIVAL IN UK

- Meet & greet upon arrival at UK port or airport, transport to location of work
- EU “Workers Registration” documentation completed by Meridian Business Support on entry to the UK
- Provide essential local information guide (in English and mother tongue) and provides local area familiarisation tour i.e. Doctors, Dentists, Hospital, Shops, Banks, etc
- Source and settle into suitable low cost housing
- Link up with Account Manager & 24 hrs/7 day support Call Centre
- Conduct individual surgeries, during 1st week and there after monthly to cover work concerns, worries, issues, etc

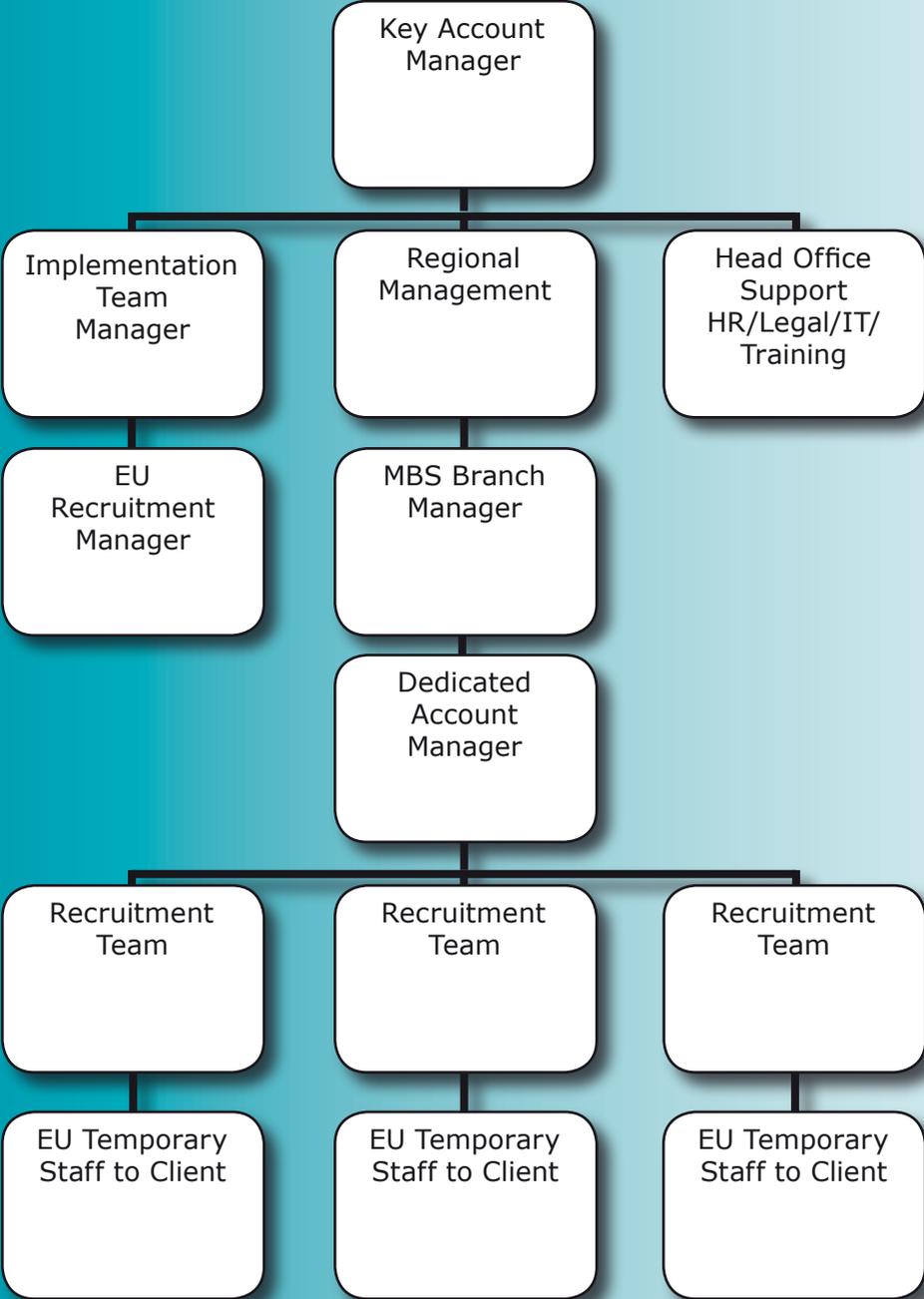


MERIDIAN BUSINESS SUPPORT'S OPERATIVE MANAGEMENT

Throughout the contract Meridian Business Support will continue to build loyalty and performance by utilising the following processes;

- Ethical Trading Initiative, compliance at all times
- Daily 'on site' contact with Account Manager
- Candidate Care Programme designed for client
- Staff Performance Reviews conducted
- Accurate and timely payroll provision
- Prompt resolution of any personnel issues
- Personal Accident Insurance provided
- Discount Cards for local shops
- Exit Interviews completed

MANAGEMENT STRUCTURE





THE WAY FORWARD

MERIDIAN BUSINESS SUPPORT WORK WITH CLIENTS TO PRODUCE A FULL IMPLEMENTATION PLAN WHICH INCLUDES:

- Contract terms, volume, duration and pricing
- Recruitment and job specification
- Source country and delivery timescales
- Appointment of Account Manager
- Contract set up costs
- Transport arrangements
- Housing requirements
- EU Partner responsibilities
- Interviewing – home and or abroad
- Temporary worker arrival in the UK
- Candidate care and review processes



Meridian Business Support offers a 24 hour/7 day client and worker support service to every client.

All support staff are fully briefed on your business requirements and a bespoke service is tailor made to ensure you get what you need.

For an honest, open and professional service, make Meridian Business Support your EU labour supplier of choice.

WHAT DOES MERIDIAN BUSINESS SUPPORT OFFER TO YOUR COMPANY?

- An established, reputable and ethical staffing solutions partner
- An experienced team with extensive knowledge of the EU labour market
- A dedicated recruitment and implementation team
- A managed & measured recruitment process
- An ethical recruitment process
- A managed housing option



CASE STUDY

THE BENEFITS OF USING A MANAGED EU LABOUR FORCE

A Distribution Centre in Scunthorpe has benefitted greatly from using the services of Meridian Business Support.

Below you will see various comparison KPI's for a permanent Weekend Shift in September 2004 and September 2005.

Shift 4 - Warehouse Order Picking Personnel

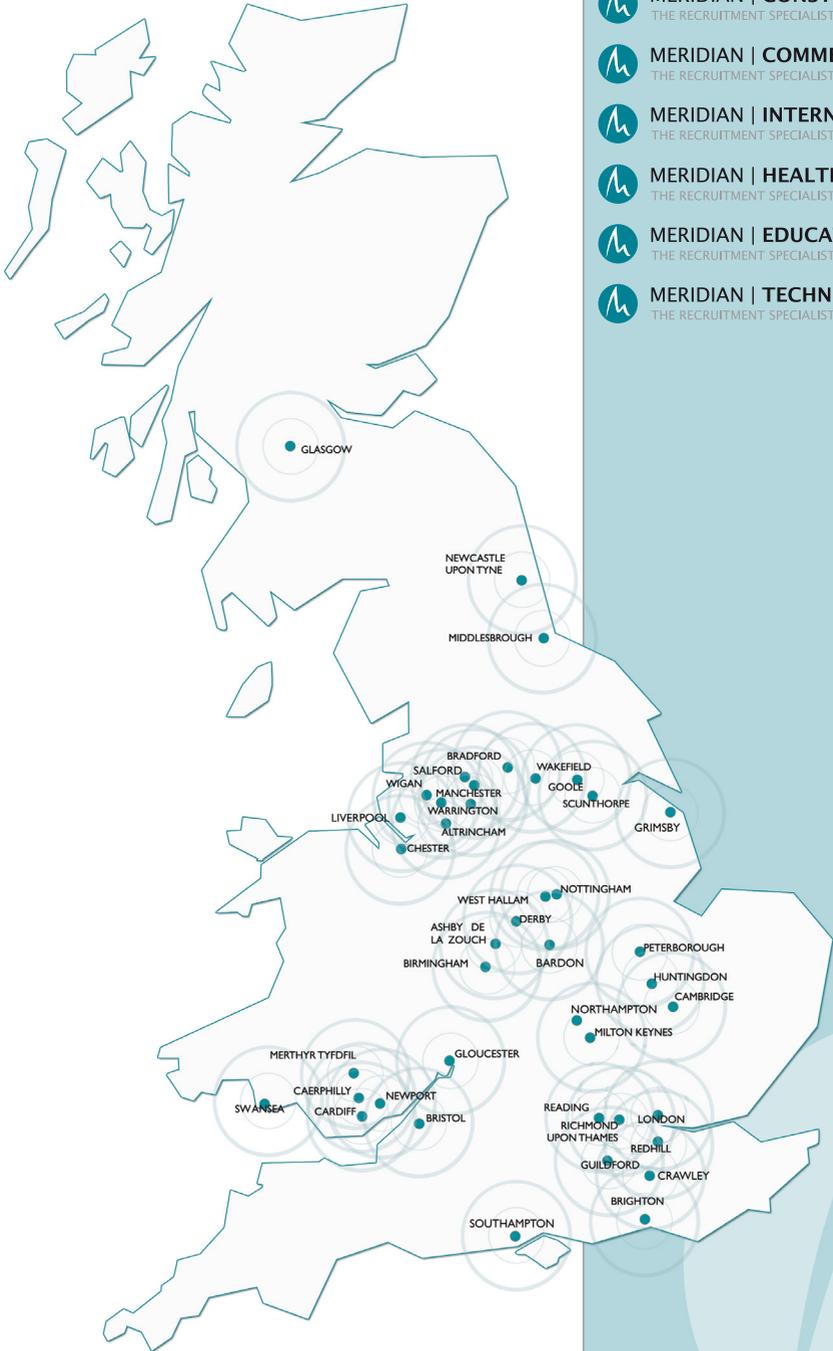
	2004 (non-EU)	2005 (utilising EU)
Absence	15-20%	0.2%
Pick Rate	79%	94%
Accuracy	86%	96.5%
Retention	92%	99%

For further information or to arrange a free consultation please contact:

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