



Your Guide to Hiring Labour The SLS Way





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UNDERSTANDING YOUR REQUIREMENTS

When you have a project to fulfill, the staffing costs can soon mount up, so it is important to fully understand the job, and get the balance right. This means:

- ✓ Ensuring the right mix of skilled and non-skilled labour
- ✓ Making sure the right staff are available at the right time
- ✓ Not underestimating, or overestimating needs
- ✓ Making sure that every scenario is thought through; after all, projects change and adapt.



THE SLS WAY

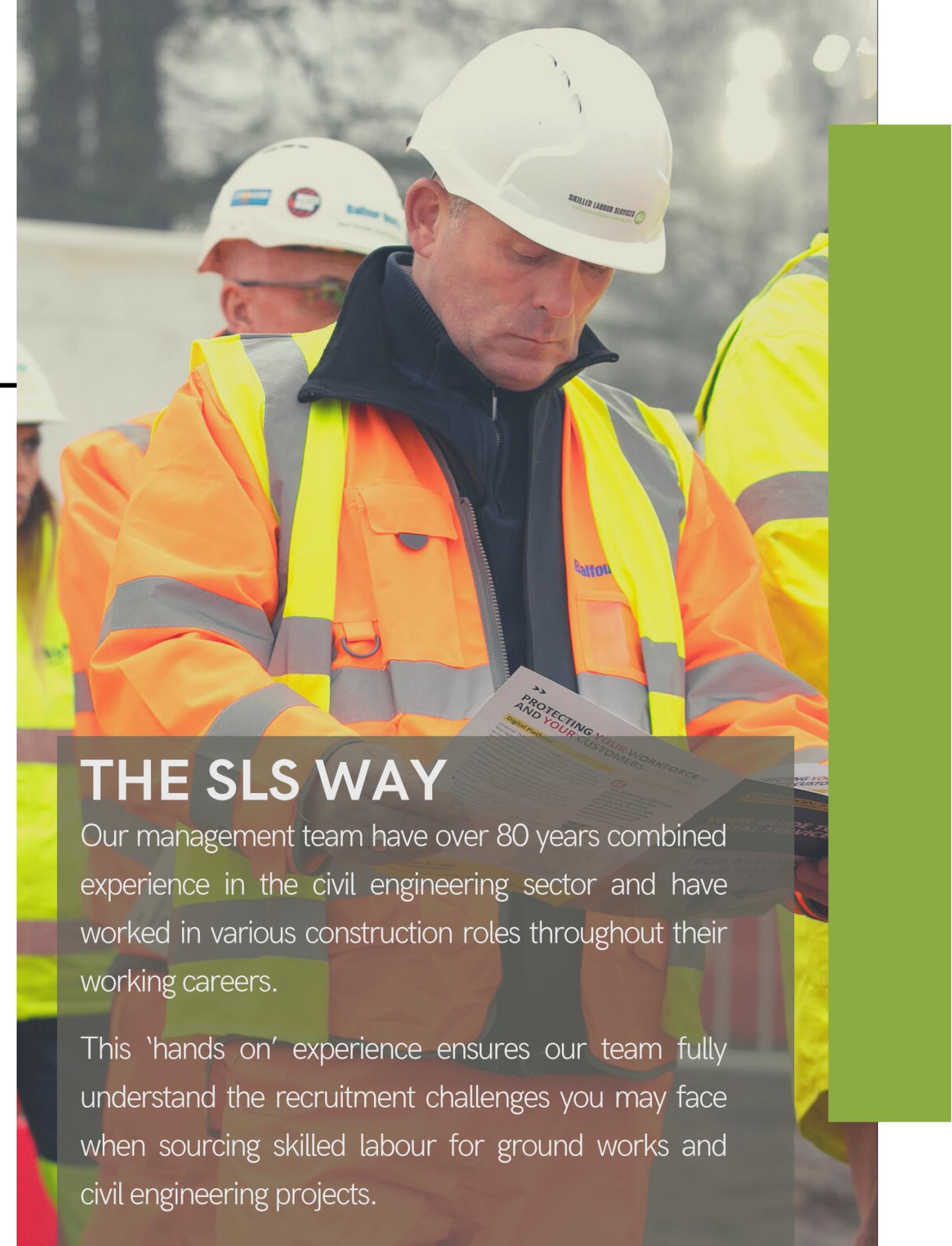
Here at SLS, we work with you to truly understand your needs and we are able to advise and recommend you with your labour requirements based on our own personal and commercial experience.

We also pride ourselves on being solution focused, ensuring that whatever scenarios occur, we can adapt our service to suit your needs.

EXPERIENCE

When requesting labour for your projects, it is essential that you have the right team that understands your needs and understands how projects are run. For example:

- ✓ Making sure the company you use to supply your labour understands the importance of onsite H&S
- ✓ Ensuring you have the right consultancy to help you select the correct skillset
- ✓ Sometimes you may not need as many operatives, having the right consultancy from your labour provider can help cut down overall costs.



THE SLS WAY

Our management team have over 80 years combined experience in the civil engineering sector and have worked in various construction roles throughout their working careers.

This 'hands on' experience ensures our team fully understand the recruitment challenges you may face when sourcing skilled labour for ground works and civil engineering projects.

ONBOARDING

You will require bright, hard working and diligent groundwork operatives working on your construction projects.

- ✓ We'll ensure we send you competent operatives
- ✓ Accreditation's are fully checked prior to onboarding
- ✓ Skills are checked prior to sending the operative to you

THE SLS WAY

Skilled Labour Services (Southern) have perfected our sourcing and onboarding process to ensure that we only attract, train and supply workers of the highest calibre.

No Operative is placed onsite until the management team have met them for a face to face interview to discuss skillset.

CONSULTANCY

Having us there every step of the way ensures you will always have the support you need when sourcing labour.

- ✓ We'll turn up day 1 to introduce you to our operatives
- ✓ Day 2 we will call you to ensure everything is still going okay
- ✓ Throughout the project we will be there to help with any further requirements
- ✓ When the project ends we will meet with you to discuss performance

THE SLS WAY

By being there every step of the way ensures that strong relationships form with our clients.

It's important that our clients remain happy and receive the best service possible, at every stage of their project.



TRAINING

Due to the growing skills gap in the construction industry with an ageing labour force approaching retirement age and a lack of younger people entering the construction industry it can be hard to find operatives who have the right accreditations. SLS can help by ensuring:

- ✓ We will source competent operatives who can run gangs
- ✓ Card expiry dates will always be checked
- ✓ By sending you highly experienced ops so you will not have to keep replacing operatives for different tasks within the project

THE SLS WAY

We ensure that our new recruits attend training courses and gain qualifications and practical experience to bolster their confidence. Once qualified, we put our new recruits on work experience placements where they will work alongside and be supervised by our experienced staff.

We make sure that our team are kept up to date with all of their industry training certification and experience so that we can deliver you with a highly-skilled workforce that can deliver positive results.



RELIABILITY

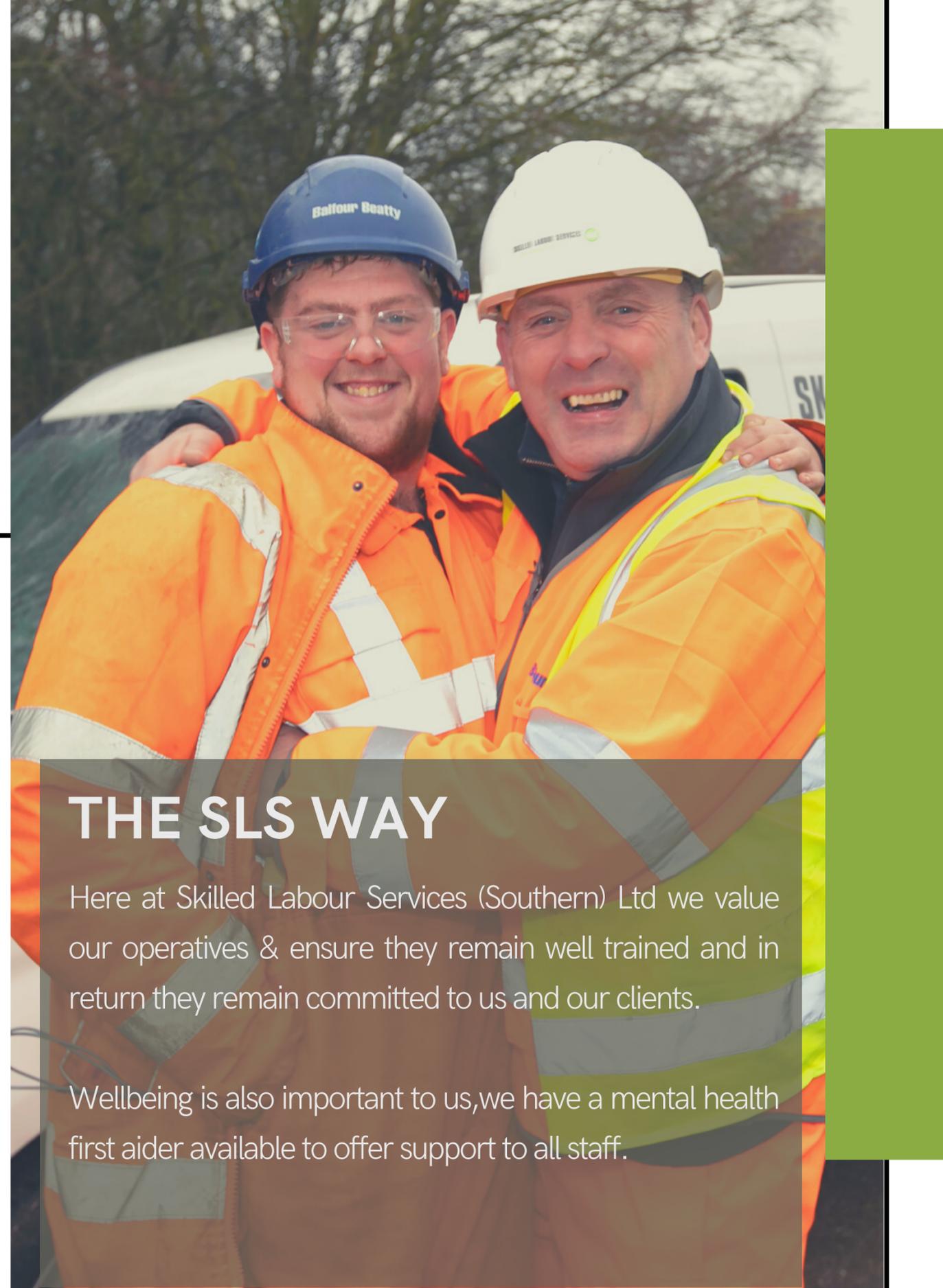
Sourcing reliable labour within construction can be a challenge due to skill shortages and a demanding and physical workloads.

- ✓ We will work hard to ensure you do not experience a high turnover of hired labour
- ✓ We'll monitor sickness levels and overall attendance
- ✓ Constant replacement of operatives on site will be a thing of the past!

THE SLS WAY

Here at Skilled Labour Services (Southern) Ltd we value our operatives & ensure they remain well trained and in return they remain committed to us and our clients.

Wellbeing is also important to us, we have a mental health first aider available to offer support to all staff.



ATTENDANCE

Attendance can be an ongoing issue when supplying labour.

- ✓ By monitoring attendance we hope to avoid the issue of parts of the project being held up
- ✓ Lack of communication will have an impact on the relationship between you & your labour supplier, SLS will always be on the other end of the phone, if not in person to deal with any onsite issues

THE SLS WAY

We closely monitor the attendance of our operatives daily.

We will aim to inform you of any absences as soon as possible as maintaining communication is vital in ensuring you have a full team available.

Attendance is measured via KPI's and we have a strict policy where repeated absence is not tolerated.



CONTACT US

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