



Recruitment & Retention

Recruitment of new personnel is primarily recommendation from existing staff as we believe in looking after our staff and providing an environment where everyone is encouraged to succeed which in turn encourages people to join us.

All potential staff are interviewed and a minimum of 3 references are taken up. In addition proof of eligibility to live and work in this country is verified together with bank account and national insurance details.

Where security and vetting procedures are required these are also carried out.

Staff are only allowed to commence work once this procedure has been carried out.

All new staff are allocated a mentor and their performance is reviewed each month for the first three months and then annually, when all staff receive an appraisal.

R&J Facilities Limited accepts their responsibilities under the Transfer of Undertakings (Protection of Employment) Regulations 2006.

Staff transferring under TUPE are given every support and guidance to re-assure them that their service is continuous and their terms and conditions are no less favourable than those they currently enjoy.

R&J Facilities Limited prides itself in the way it looks after its staff and work hard to ensure induction and training programmes happen and that staff are given the support and guidance necessary for them to succeed in their work.

Important events, birthdays, marriages etc. are all noted and personnel receive recognition from the company.

Regular communication in the form of team briefings, tool box talks etc. all assist in the development of a team culture and support the retention of staff which is essential to the growth of the business and the service to clients.