

Recruitment Policy Statement

We are a family business and retention is very high.

If, and when we have need to recruit, we recognise the five steps involved in recruitment process as follows:

Recruitment Planning
Advertising
Screening
Evaluation and hiring.

The Recruitment Process

In terms of RTITB Instructors, use of self-employed contractors is the business model preferred and used by A&S. The flexibility it offers in delivering training on an ad-hoc basis is tried, tested and proven.

As an RTITB accredited Centre of training for the operations of forklift trucks, A&S has a list of instructors, registered with the RTITB as being recognised and qualified to deliver training in our RTITB accredited Centre. It is from this lodged listing that we call upon instructors to give training.

Similarly, from the same lodged listing, multi-skilled instructors who are also assessors and IVs are employed for the delivery of Warehousing and Storage and FLT Operations to meet City and Guilds requirements.

Administration staff provides the necessary clerical work and support associated with the delivery of training and monitoring as well as usual business administration.

This bespoke recruitment model works for A&S at this time. If at any time this model does not meet requirements, it will be revisited, modified and or changed to suit purpose.