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## Contract Hire Recruitment

SRD Technical is a specialist recruiter of engineering and technical professionals to the Energy, Infrastructure, Construction & Engineering industries worldwide. We proactively manage the contract hire recruitment needs of major organizations as a single point of contact or as a specialist recruiter alongside other preferred suppliers. We employ a comprehensive range of proven successful recruitment methods through a global network to fill job vacancies, managing the applicant response through all stages of the recruitment process.

### Flexible Resource

Today's employment market requires a high degree of flexibility. The percentage of people employed on a temporary or contract hire basis (hereafter referred to as contractors) continues to rise, with companies recognising the value of a flexible resource that can be increased or downsized at short notice according to workload. When downsizing the client does not suffer employment severance costs only paying for the contractors up to the date of termination.

### Employment, Integration and Supervision

We have been providing contract hire services since the 1990's, recruiting and employing contractors for assignment to our clients. Once assigned they operate under the direct control and supervision of the client, fully integrating into their organisation. All employment responsibility remains with the agency.

### Commencement of Services

As soon as job vacancies are received we will conduct a full database search and use our recruitment network to source suitable contractors within an agreed time frame. The client will then receive a short-list of suitably qualified, experienced and available contractors from which to select. The contractors will have first been contacted about the job vacancy, pre-screened (ID, qualifications and reference checks) and agreed for their details to be submitted to the client. The usual order of events is as follows:

- Job Requirements to SRD
- Short-list of pre-screened contractors to client
- Client interviews and selection
- Assignment terms agreed with client
- Contractors engaged by SRD
- Contractors assigned to client

### Termination of Services

Contractors may be terminated by the client, simply by giving the agreed notice to SRD, usually 7 days, but longer if required. The client pays for the services only up to the date of termination. When all contractors have been terminated, the services of SRD automatically terminate until such time that the client hires more contractors.

### Main Benefits

The main benefits to the client of contract hire recruitment are:

- **Reduced Fixed Costs**  
By retaining contractors only as long as required and reduced in-house administration and payroll costs.
- **Reduced Recruitment Cost**  
No advertising, contractor screening, contract negotiation and administration costs.
- **No Training Costs**  
Contractors generally require no formal training and once fully briefed on the job are able to "get up to speed" in short time.
- **Set Charge Rates**  
Charge rates, usually hourly or day rate calculation, can be fixed and provide a total cost to the client with no hidden overheads or payroll contribution.
- **No Employment Responsibility**  
SRD assumes employment liability including pay, taxation, social security, holiday pay, sick pay, maternity pay, pension contributions and insurances.
- **Experienced & Flexible Contractors**  
Contractors tend to have a broader base of experience, are willing to work long hours, are available at short notice, will work in adverse locations and conditions and are adept at "getting the job done".

