

OnSite service delivery Royal Mail, seasonal resource plan

Royal Mail's newest and central hub located in the Midlands required a strategic partner to recruit, retain and upskill 50 to 550+ Warehouse Operatives, which is essential to maintain a 24/7 operating plan and in line with seasonal resource requirements.

Our OnSite team is intrinsic to the successful delivery of the operational output; ensuring we resource in line with their ongoing needs, and we establish a pool of successful candidates. Each candidate is assessed and compliant to the appropriate standards. Every successful candidate is contacted on a weekly basis to confirm their interest in the role and ongoing availability. This size of candidate pool allows us to successfully deliver 500+ staff daily across the 24/7 shift patterns.

Our OnSite team complements the operating hours of the client and shifts supplied.

Manpower has worked with Royal Mail for more than 20 years

The Midlands Super Hub is a flagship logistic centre: Opened in 2023, it is the largest logistic asset in UK and has the capability to process up to 235 million parcels a year.





The UK Postal Company: Royal Mail

Royal Mail

+15,000 temporary workers at peaks



+15k employees





Requirements

24/7 Shift management essential to meet

resource plan

Average weekly volume

350 skilled associates During peak season this reaches

+550 skilled associates Maintain a relevant Candidate Pool of screened and validated candidates

An end-to-end digital process designed to fit our client's needs



Pre-Screening



OnSite Assessment and interview



Digital DFT criteria (background check, 5 years of work history, and criminal reference check)

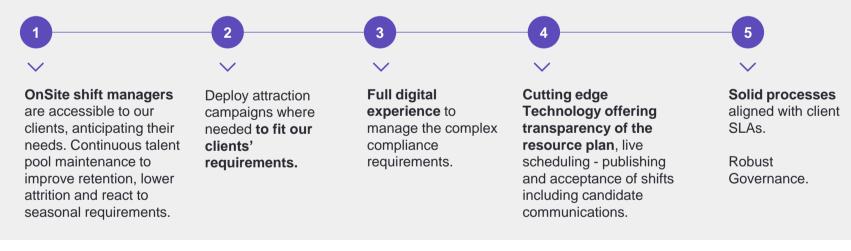


Induction / Onboarding



Digital Shift Management 24/7 –Publishing and monitoring

How do we provide service



And Attract the right Talent



Top tech tools backing the process

- » High performing ATS.
- » Own database.» Lead generation tools
 - generation tools

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Digital

campaigns

Social Media.

aggregators.

Job boards and

Display campaigns.



Attraction campaigns

> Off-line marketing in branches and OnSites.
> External campaigns to reach low-tech

> > and passive candidates.



Referrals

» Referral campaigns and incentives to increase our pool of valid candidates.



Support from CORE

 Our Centre of Recruitment Excellence team provides additional support to reach more candidates.

» Flexible team to meet our clients' needs during the year.



Predicting performance with our assessment tools

> Digital assessments for personality traits and skills.

