

A photograph of an industrial refinery at night, illuminated by numerous lights. The scene features several tall smokestacks, some with red and white stripes, and a complex network of pipes and structures. The lights create a warm glow against the dark sky, which is filled with some clouds. The image is framed by diagonal bands of color in shades of orange, pink, and purple.

# Monarch Personnel Group

# About Us

*"To deliver professional, innovative methods and cost effective services as a Logistics Support Solutions provider. To encourage new ways of thinking, new methodology and to be a market leader in our sector whilst still delivering measurable benefits to our clients, employees and shareholders."*

## History

The first company in our family owned Group was established in 1993 as a traditional employment business. As our business developed, we began to specialise in the Logistics industry and more recently within the Petroleum and Chemical sectors. Our speciality has come into tighter focus over the last few years. Our workers are now employed with permanent contracts of employment and they usually remain as part of our team until they are recruited by our clients.

We have over 50 years of Human Resources experience within our Senior management team and we pride ourselves on our professionalism.

## Big Enough to Perform - Small Enough to Care

With an experienced management team and employees located nationally and internationally, we have the resources and experience to perform and to support the largest blue chip companies or small family run firms. Our personal approach means you are never just a cog in a wheel.



### Combining modern technology with traditional values

We invest into cutting edge technology to continually improve our stakeholders' experience, with the use of the internet, video technology and the latest software. However we never forget that we are in a people business and that requires face to face contact!

Our business is people, but only people with the right attitude, flexibility and desire to succeed will achieve the maximum benefits. To become part of Monarch's available resources each person is screened to ensure they have:

- **The Correct Attitude** - a personality profile questionnaire will check that a candidates personality traits are suitable for the role.
- **The Necessary Qualifications** - all necessary qualifications and licences are verified.
- **All driving licences are checked** with the DVLA.
- **The Correct Skills** - Appropriate skills are checked.
- **A driving assessment** is completed to ensure driving skills and health and safety awareness are checked.
- **Drug and Alcohol testing** - we test to ensure that there is no indication of use of recreational drugs or alcohol.
- **Work History** - a five year work history is considered and references are checked.
- **Correct Team Fit** - an extensive interview by a skilled Monarch HR professional is completed.

**High calibre staff** are increasingly difficult to identify and the impact of employing the wrong people can be serious.



#### Quality

Quality is a saving not a cost.



#### Unique

A Unique service to the logistics industry.



#### Efficiency

Efficiency and productivity is essential.



#### Safety

Safety is a mission critical priority.



#### Technology

Embrace Technology or get left behind.





# Services Available

1

## Contract Workforce

Our core business is the supply of workers to work alongside our client's teams on an ongoing basis. Performance, flexibility, safety and cost are all key objectives that we measure and take accountability for. After any initial induction training our specialists will fully integrate into your business.

Modern-day logistics require a flexible strategy for a reactive workforce. This consists of a sensible mix of their own employees, skilled flexible contract specialists and some third party support.

We believe our business plays an important role in the modern workforce, we hope you will too.

2

## Training Academy

There is a growing skills shortage within our industry which clearly requires a solution. Monarch's solution is to offer a Training Academy to develop the skills to enable inexperienced, or drivers from other sectors, to successfully train and transfer to our rewarding industry; whilst maintaining the highest standards that our sector requires.

To bring inexperienced drivers up to the standards needed, requires a great deal of commitment, time and effort. To ensure the investment in people is not wasted Monarch has developed a comprehensive training structure that ensures the commitment of the trainee matches the valuable training they receive. The trainee has a defined training plan and a structured salary progression that legally contracts the trainee, the client and Monarch together into a common goal for the benefit of everyone.

3

## Permanent Recruitment

Monarch understands that each business has its own methods and objectives so we offer 2 approaches to hiring your permanent employees:

**Try before you hire** - agree an initial contract with Monarch where a new employee can be assessed whilst working with you. At the end of the initial period, the assessment period can be extended, a placement fee can be paid or the assignment can be terminated.

**Traditional placement fee** - for a percentage fee of annual salary, we will provide candidates for interview and you only pay a fee when your new employee commences his or her employment with you.

# Which One?

1

## Contract Workforce

This option works best where cost is king. The add-on costs of employment have escalated tremendously in recent years and has pressurised companies and may have resulted in reduced operating margins.

Increased flexibility from a Monarch workforce helps to improve productivity by:

- reducing overtime costs
- no sickness costs
- no pension contributions
- only paying for worked hours
- no HR costs
- no direct employment costs
- helping to change the mind-set of an established workforce

2

## Training Academy

The aging driver workforce is a ticking time-bomb for the logistics industry. It is incumbent on us all to address the shortages of trained drivers or the whole industry will pay the price.

We believe all clients should include this option as an element of their workforce to ensure that their future needs can be met without driving up cost excessively.

Many clients fear the cost of training. Our Academy is designed to mitigate this fear and offer a cost effective long term plan for the maintenance of your driver numbers.

3

## Permanent Recruitment

Your business's recruitment policy may be committed to direct employment for various reasons but you still face the problem of recruitment due to:

- Time pressures
- Lack of specialist staff
- High advertising costs
- High administration

**Try before you hire** - Recruiting the wrong employee can be very painful and costly. Working with a prospective employee before you commit allows you all of the benefits of employment with limited risks.

**Traditional placement fee** - Having access to potential employees where there is a skill shortage require a long term investment in advertising, vetting and recruitment. Monarch has already made this investment with a database of highly skilled and tested candidates.



# Talent



## *Selecting the best talent*

*Monarch has the reputation of experts in our field. We have introduced an in-depth pre-employment evaluation that we believe achieves fewer incidents, adds value to your business and improves bottom line performance.*

**Web presence** - The internet is increasingly the place of choice for job seekers. Our modern website and user friendly online application process continually attracts a wealth of skilled candidates.

**Speed** - Where there is a skill shortage, there is no substitute for speed.

**Time is of the essence.**

**Assessment** - Having the necessary qualifications or experience does not necessarily deliver performance. Skills can be taught, attitude is a character trait. The assessment of the correct attitude and mind-set is essential to reducing issues and incidents. Improvement in attitude results in measurable efficiency savings and financial performance.

**Reputation** - The correct attitude will always enhance your business's reputation and avoid the problems associated with novelty seeking and the desire to take short cuts.

***"Reputation is easier kept than recovered"***

# Our Expertise

Our commitment



## Airports

We have almost 20 years' experience of working at UK airports and the ever changing security requirements.

Into plane refuelling is a highly skilled discipline that requires in depth expertise. This requires the recruitment skills of a professional specialist which is essential for safety, security and the ability to identify people with the appropriate skills and attitude.



## Petroleum

It may be stating the obvious, but a tanker on the road is a truck with a trailer of explosive material behind.

A Tanker Driver faces more challenges in his day to day work than most road users comprehend. The correct attitude and safety awareness are the most important aspects of choosing a tanker driver. Monarch is expert at this type of recruitment.

Every client understands it is their livery on the vehicle and one incident is one too many!



## Chemical

The chemical industry faces many of the challenges associated with petroleum. Whilst some products may not be explosive; they are often corrosive, poisonous or dangerous in many other ways.

The chemical industry driver requires similar skills to the petroleum tanker driver and should be recruited with the same level of care and expertise.



## Logistics

The logistics business is competitive, fast moving and ever changing, but fundamentally all companies are trying to make a profit.

We have concentrated on the recruitment of staff for the distribution of dangerous goods for two decades. This is not limited to a driving workforce. Without the appropriate management, support and administration effectiveness is severely impacted.

Monarch covers all aspects of recruitment for logistics.





monarch  
personnel.com