



# **Pick&Mix lives on at Cream Recruit!**



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The credit crunch has hit us all. We've seen the demise of Woolworths along with their famous 'Pick & Mix'. However Cream ensures that 'Pick & Mix' lives on!

Has the Credit Crunch left you with a limited budget for recruitment but you still need to find the right person?

Cream Recruit 'debundles' the total permanent recruitment solution to enable you to pick and mix which of our services will enable you to recruit the Cream of the Crop at an affordable price.

The pick and mix will help you to use our knowledge and resources to 'plug the hole' in your recruitment process. Our recruitment consultants are fully trained and hold the Certificate in Recruitment Practice. We are members of the Recruitment and Employment Confederation and adhere to their Code of Good Practice.

Below we itemise the bundles of permanent recruitment that you can pick and mix from. Each category is individually priced ranging from £400 per bundle to £150 per bundle.

Give us a call – let's work together to ensure our companies come out of this Credit Crunch stronger with the right people in the right place at the right time!

	Standard Pricing
<ul style="list-style-type: none"> <li>■ Work with you to draw up Job Description and Person Specification. We will meet with you to ensure the Job Description and Person Specification is ideal. In addition we will offer advice on availability of skills, salary levels and give an indication of time involved for you to fill your job.</li> </ul>	<b>£350</b>
<ul style="list-style-type: none"> <li>■ Draw up a Recruitment Plan to ensure your new recruit is in place at the time needed. We will discuss your interview process (Placing ad, dealing with response to ad, first/second interviews, reference checking, job offer, through to your start date).</li> </ul>	<b>£150</b>
<ul style="list-style-type: none"> <li>■ Advertise your vacancy and forward CV's to you. This would be via chosen job boards – our experience has shown that Jobsite, Total Jobs and Monster are returning volume candidates based on the category of worker. We also utilise 'This is Staffordshire' and our own website – both highly successful.</li> </ul>	<b>£400</b>
<ul style="list-style-type: none"> <li>■ Pre-select CV responses from your own advert or our advertising and forward a short list.</li> </ul>	<b>£250</b>
<ul style="list-style-type: none"> <li>■ Telephone screen previously sourced candidates whose criteria appears to match your job description. Telephone screening can identify keenness to work in your location, for your salary plus skills and experience. In addition we can agree core competencies that you are seeking and conduct competency based interviews over the phone for an additional fee.</li> </ul>	<b>£400</b>
<ul style="list-style-type: none"> <li>■ Conduct initial interviews with you. We are aware that over 94% of companies employ less than 25 people. It is particularly these SME's who welcome this type of input from our experienced, qualified recruitment consultants.</li> </ul>	<b>£400</b>
<ul style="list-style-type: none"> <li>■ Skill test candidates. Cream Recruit has a state of the art computerised evaluation system that covers over 100 assessments from keyboard skills through to warehouse. All test results would automatically be emailed to you. (Minimum of 3 at £50 per assessment))</li> </ul>	<b>£150</b>
<ul style="list-style-type: none"> <li>■ Negotiate offer and start date with candidate.</li> </ul>	<b>£150</b>
<ul style="list-style-type: none"> <li>■ Carry out full candidate verification and provide evidence for your HR files. In addition we would carry out all such checks that are necessary to ensure the candidate has a right to work in the UK – again evidence will be provided to you.</li> </ul>	<b>£100</b>
<ul style="list-style-type: none"> <li>■ Reference check on your behalf. Reference content would be to your remit and we would forward responses to you for your HR files.</li> </ul>	<b>£150</b>
<ul style="list-style-type: none"> <li>■ Assist candidate with resignation and maintain regular contact through the notice period – it is at this stage that many candidates have counter offers from their current employer or continue to receive updates from job boards on new jobs.</li> </ul>	<b>£100</b>

Throughout the process Cream will sell your company and enhance your brand image as an employer of choice!





Specialists in supplying both  
Temporary & Permanent Commercial Staff and  
Industrial Workers to large and small companies

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