



ALWAYS RECRUITING 2025/26

Reliable Labour Sourcing For
Construction, Security & Logistics Sectors



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RECRUITMENT

Built For Operational Environments



Always Recruiting is a UK-based recruitment business supplying dependable labour into construction sites, security-sensitive environments and industrial operations. We work with clients where reliability, conduct and compliance are essential, not optional.

Our approach is grounded in the realities of live sites and operational workplaces. We understand that missed shifts, unsuitable placements and poor preparation create risk, cost time and disrupt delivery. Our role is to minimise those issues by supplying workers who are suitable for the environment they are entering and clear on what is expected of them.

We focus on temporary and contract labour supply where flexibility matters, but standards cannot be compromised. Every assignment is treated as an operational requirement rather than a transactional placement. This means taking the time to understand site conditions, working patterns and role expectations before labour is supplied.

We are not a consultancy and we do not overpromise. We operate as a practical recruitment partner, supporting clients who value straightforward communication, realistic timelines and a professional approach to labour supply.

WHAT DEFINES OUR APPROACH

- Labour supplied for live, operational environments
- Emphasis on suitability, attendance and conduct
- Clear expectations set before workers arrive on site
- Compliance-led recruitment across all sectors
- Direct, honest communication with clients

WHO WE ARE

A Practical Recruitment Partner

Always Recruiting works with organisations that require dependable labour supplied into environments where standards, behaviour and compliance matter. Our clients operate in sectors where people need to turn up prepared, understand expectations and integrate into existing teams without disruption.

We take a practical, disciplined approach to recruitment. Rather than focusing on volume or generic role matching, we prioritise suitability for the working environment, reliability and clear communication. This allows us to support clients operating live sites, secure locations and high-throughput industrial settings with confidence.

In addition to sourcing and vetting labour, we are able to engage workers through compliant PAYE or CIS arrangements where required. This allows clients to run labour supply through a single provider, with worker engagement, payroll and statutory deductions handled correctly as part of the overall service rather than as a separate offering.

Our role is not to complicate delivery or introduce unnecessary process. It is to support clients by supplying labour that is properly prepared, appropriately engaged and ready to work.



WHAT CLIENTS VALUE IN WORKING WITH US

- A clear understanding of operational environments
- Labour supplied with suitability and reliability in mind
- Straightforward engagement via PAYE or CIS where required
- Accurate handling of worker pay and statutory obligations
- Honest communication around availability and expectations

HOW WE WORK

A Straightforward, Controlled Process



Our process is designed to keep labour supply predictable and compliant, while avoiding unnecessary complexity. We focus on understanding requirements properly at the outset so that labour arrives on site prepared and expectations are clear on all sides.

We work best where communication is direct and roles are clearly defined. This allows us to supply labour efficiently while maintaining standards around suitability, conduct and engagement.

OUR APPROACH IN PRACTICE

1. UNDERSTAND REQUIREMENTS

We take the time to understand the working environment, role expectations, shift patterns and any site-specific requirements before labour is supplied.

2. CONFIRM SUITABILITY AND AVAILABILITY

Workers are selected based on suitability for the environment and confirmed availability. Where applicable, credentials and licences are verified in advance. Clear expectations set before workers arrive on site

3. COMPLETE CHECKS AND ENGAGEMENT

Right to Work checks are completed and workers are engaged via PAYE or CIS where required. Engagement terms and expectations are made clear before deployment.

4. SUPPLY LABOUR AS AGREED

Workers attend site as agreed, prepared for the role and aware of site conduct and safety expectations.

WHAT THIS ACHIEVES FOR CLIENTS

- Reduced disruption on site
- Clear accountability around labour supply
- Predictable engagement and payment handling
- Fewer issues caused by misunderstanding or misalignment

This process is applied consistently across construction, security and industrial labour supply, with adjustments made to reflect the specific requirements of each environment.



OUR SECTORS

Focused Labour Supply Across Key Industries

We supply labour into sectors where reliability, compliance and conduct directly affect delivery. Our experience is concentrated in construction, security and industrial environments, allowing us to understand the realities of each and adjust our approach accordingly.

While the fundamentals of our process remain consistent, the expectations placed on workers vary significantly between sectors. We take these differences seriously and ensure labour is supplied with the appropriate checks, preparation and engagement model for the environment involved.

CONSTRUCTION

Construction sites are fast-moving, regulated environments where unsuitable labour creates immediate risk. We supply construction workers who understand site expectations, safety requirements and the importance of attendance and reliability.

SECURITY

Security staffing requires professionalism, judgement and clear conduct at all times. We supply licensed security personnel into environments where behaviour and compliance are critical to maintaining control and reassurance.

INDUSTRIAL AND LOGISTICS

Industrial and logistics operations depend on consistency and throughput. We supply workers into warehouses, distribution centres and industrial facilities where following process, maintaining pace and turning up reliably are essential.

Each of these sectors is supported by the same core principles: suitability, preparation, and straightforward engagement.

CONSTRUCTION RECRUITMENT

Reliable Labour For Live Construction Sites

We supply construction labour into live sites where reliability, site conduct and compliance are essential. Our clients operate in environments where unsuitable placements create immediate disruption, so we focus on supplying workers who are prepared, aware of expectations and ready to integrate into existing site teams.

Construction recruitment is not a volume exercise. It requires an understanding of site conditions, supervision levels and the practical realities of working on active projects. We work with clients to ensure labour is supplied appropriately and with minimal friction.

OUR CONSTRUCTION RECRUITMENT CAPABILITY

- Temporary and contract construction labour
- Workers supplied with Right to Work checks completed
- CSCS cards verified where required
- Clear briefing on site rules, safety expectations and conduct
- Engagement via PAYE or CIS where appropriate

We prioritise suitability and reliability over speed alone, helping clients maintain momentum on site without compromising standards.

TYPICAL CONSTRUCTION ENVIRONMENTS SUPPORTED

- Commercial and residential developments
- Infrastructure and civil projects
- Refurbishment and fit-out works
- Facilities maintenance and site support



CONSTRUCTION: COMPLIANCE & SITE READINESS

Supplying Construction Labour That Meets Site Expectations

Construction environments place clear obligations on those supplying labour. Compliance failures, unsuitable workers or unclear engagement models create risk for both clients and site teams. Our processes are designed to reduce those risks and support consistent site operations.

We take site readiness seriously. Workers are supplied with an understanding of their role, the working environment and the standards expected of them before arriving on site.

COMPLIANCE AS STANDARD

Our construction labour supply is supported by clear, auditable processes:

- Right to Work checks completed prior to placement
- CSCS cards verified where roles require them
- Worker identity and role suitability confirmed
- Clear engagement via PAYE or CIS where appropriate
- Accurate handling of worker pay and statutory obligations

These checks are treated as baseline requirements, not optional extras.

PREPARED FOR LIVE SITES

Beyond compliance, site readiness is about behaviour and awareness. Workers are briefed on:

- Site conduct and safety expectations
- Reporting lines and supervision
- Working hours and attendance requirements
- The importance of following site procedures

This approach helps reduce issues on site and supports smoother integration into existing teams.



SECURITY STAFFING

Licensed Security Personnel For Controlled Environments



We supply licensed security personnel into environments where professionalism, conduct and compliance are critical. Our clients require security staff who understand their responsibilities, follow procedures and represent the site appropriately at all times.

Security staffing is not simply about presence. It is about behaviour, decision-making and clear adherence to defined roles. We focus on supplying personnel who are suitable for the environment they are entering and clear on expectations before deployment.

OUR SECURITY STAFFING CAPABILITY

- Temporary and contract security personnel
- Right to Work checks completed prior to placement
- SIA licences verified where required
- Clear briefing on duties, conduct and escalation procedures
- Engagement via PAYE with accurate payroll handling

We prioritise professionalism and suitability over volume, ensuring security personnel are aligned with the environment and level of responsibility involved.

TYPICAL SECURITY ENVIRONMENTS SUPPORTED

- Construction and development sites
- Commercial and office premises
- Residential and mixed-use developments
- Events and temporary venues
- Facilities and property management settings



SECURITY: LICENSING & CONDUCT

Security Staffing Built On Control And Professionalism

Security environments place specific responsibilities on those supplying personnel. Licensing, behaviour and clear lines of authority are essential to maintaining safe and controlled operations. Our approach to security staffing is designed to reduce risk and support consistent standards on site.

We ensure that security personnel are supplied with a clear understanding of their role, expected conduct and escalation procedures before deployment.

LICENSING AND COMPLIANCE AS STANDARD

Our security staffing processes include:

- Right to Work checks completed prior to placement
- SIA licences verified and recorded where required
- Identity and suitability checks carried out in advance
- Clear PAYE engagement for all security personnel
- Accurate handling of pay and statutory deductions

These steps are treated as baseline requirements for every security placement.

STANDARDS OF CONDUCT

Security personnel are briefed on:

- Professional behaviour and communication
- Appropriate interaction with staff, visitors and the public
- Site-specific rules and reporting structures
- Escalation procedures and incident reporting

This focus on conduct helps ensure security staff operate as a visible, reassuring presence rather than a source of friction or risk.

INDUSTRIAL & LOGISTICS LABOUR

Dependable Labour For Operational Environments

We supply industrial and logistics labour into environments where consistency, attendance and adherence to process are essential. Our clients operate warehouses, distribution centres and industrial facilities where missed shifts or unsuitable placements have a direct impact on output.

Our approach focuses on supplying workers who understand the nature of industrial work and the importance of reliability. We support operations that require labour to integrate quickly into established systems and shift patterns.

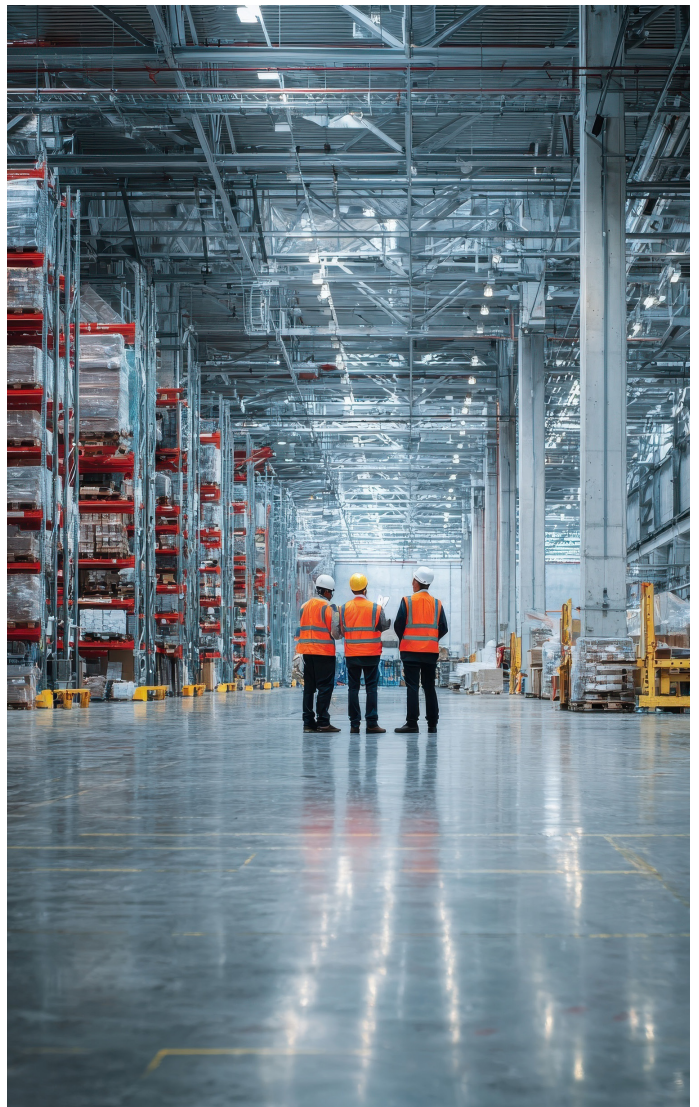
OUR INDUSTRIAL AND LOGISTICS CAPABILITY

- Temporary and contract labour supply
- Right to Work checks completed prior to placement
- Suitability assessed for physical and procedural demands
- Clear briefing on site rules, processes and expectations
- Engagement via PAYE or CIS where appropriate

We prioritise reliability and preparation to help maintain continuity across shifts and operations.

TYPICAL ENVIRONMENTS SUPPORTED

- Warehouses and distribution centres
- Manufacturing and production facilities
- Logistics and transport operations
- Third-party logistics providers
- Facilities and operations teams



COMPLIANCE & ENGAGEMENT MODEL (PAYE / CIS)

Clear, Compliant Engagement As Standard

Labour supply into regulated and operational environments requires clear engagement models and compliant handling of worker pay. Our approach is designed to remove uncertainty for clients while ensuring workers are engaged and paid correctly.

We handle worker engagement as part of our labour supply service, not as a separate product. This allows clients to deal with a single provider while maintaining confidence that statutory obligations are met.

PAYE AND CIS ENGAGEMENT

Depending on the role and sector requirements, workers are engaged through either PAYE or the Construction Industry Scheme (CIS).

PAYE ENGAGEMENT

PAYE is used where roles require direct employment-style engagement. Under PAYE, we handle:

- Income tax and National Insurance deductions
- Statutory payments where applicable
- Accurate and timely payment to workers
- Required reporting and record keeping

This model is commonly used for security personnel and many industrial roles.

CIS ENGAGEMENT

CIS is used for eligible construction roles where subcontractor engagement is appropriate. Under CIS, we handle:

- Verification of subcontractor status
- Correct tax deductions where applicable
- Accurate payment handling
- Required reporting under CIS regulations

This model supports compliant labour supply within the construction sector.

WHAT THIS MEANS FOR CLIENTS

CIS is used for eligible construction roles where subcontractor engagement is appropriate. Under CIS, we handle:

- Labour supplied through a single provider
- Reduced administrative burden
- Clear, auditable engagement records
- Confidence that pay and deductions are handled correctly
- No requirement to operate payroll internally for supplied workers

We do not promote payroll as a standalone service. It exists to support compliant labour supply and to ensure engagement models are appropriate for the roles and environments involved.



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Annual Brochure 2025/26
www.alwaysrecruiting.uk