

A short guide to effectively hiring seasonal staff during the holidays





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Although it's hard to believe, the holiday season is swiftly approaching, and, as an employer, seasonal stress might be beginning to set in.

Between onboarding temporary staff, employees taking annual leave at the same time, and 1,001 other things to think about this time of year, it's important you find ways to free up your time.

One time-consuming process for all employers is recruitment. This is particularly true in the holiday season when there is a huge spike in temporary work and you're having to run a number of interviews, background checks, and several other onboarding activities.

The good news is there are lots of ways you can speed up your recruitment process this winter. Some simple ways of doing this are:

- Posting effective job adverts
- Using social media and its reach
- Hiring internally
- Adding automation to your recruitment strategy
- Using a recruitment specialist
- Improve your pre-employment checking process... which is where we can help!

You want to make sure your recruitment strategy remains effective, but without having too much admin to give you hassle.

With that being said, as an employer, you still have a responsibility to ensure that your recruitment strategy is safe, whether you're looking to hire a new permanent member of staff or just a seasonal temp. And a huge part of the recruiting process involves background checks...





What pre-employment checks might you require for seasonal hires?

It's essential that you know exactly what background checks your business requires, as it varies between different types of businesses. Here's a quick rundown of the typical background checks that businesses conduct on prospective employees...



DBS Checks

The Disclosure and Barring Service (DBS) provides DBS Checks to enable employers to check prospective employees' criminal history.

DBS Checks are designed to help employers make safe recruitment decisions and prevent people from doing work they're unsuitable for.

These types of checks are typically needed by those working with vulnerable people, such as children or the elderly. So, if you work in the care or education sectors and are looking to make a new hire this winter, you'll likely need to run a DBS Check on prospective employees.



Right to Work Checks

Right to Work Checks are an essential part of the recruitment process, enabling employers to verify that potential employees are eligible to work in the UK.

All employers are required to do this before employing any person to make sure they are legally allowed to do the work in question. Failing to do so puts the employer at risk of being fined by the Home Office. This also applies to temporary workers.



Identity Checks

Identity Checks are a type of electronic identification check designed to verify a prospective employee's identity. They do this by cross-referencing the applicant's personal information against data held on secure databases.

Identity checking is a crucial part of the recruitment process. An identity background check can help protect your organisation from fraud and give you an extra level of confidence in the people who have access to sensitive information.

This makes Identity Checks one of the most popular checks amongst all types of businesses, regardless of the position they're looking to fill.



Why pre-employment checks are key to your seasonal recruitment drives

In the fast-paced realm of seasonal recruitment, pre-employment checks stand as the linchpin to a successful and secure hiring process. As the influx of temporary staff becomes imperative during peak seasons, the importance of thorough background screening cannot be overstated. These checks not only safeguard the integrity of your workforce but also mitigate risks associated with a high volume of recruits.

Firstly, pre-employment checks offer a crucial layer of protection by verifying the accuracy of information provided by potential hires. From confirming credentials to understanding the background of an applicant, these checks serve as a way to weed out discrepancies in applications, ensuring that the individuals you bring on board possess the credentials for the job.

Furthermore, in industries where trust is of the utmost importance, such as finance or care, criminal background checks become indispensable. Identifying potential red flags prior to employment helps create a safe and secure working environment for both employees and customers alike. This not only safeguards your brand reputation but also demonstrates a commitment to due diligence.

Pre-employment checks are the cornerstone of effective seasonal recruitment drives, providing the essential foundation for a reliable and competent workforce. By investing in these checks, organisations can enhance the efficiency of their hiring processes, fortify their teams with qualified talent, and instil confidence throughout the seasonal peaks.



You're better off with uCheck

It's getting late in the year, and you're likely looking for a quick and easily solution to speed up your recruitment process. And that's exactly where we can step in!

Here at uCheck, we've made background checks simple for over 30,000 organisations just like yours. From our range of DBS and Right to Work Checks to Adverse Credit and Identity Checks, we can help you confidently recruit the best talent at lightning-fast speed!

By working with us to help manage your background check needs, your business could benefit from:

- Extra time on the clock with the speediest pre-employment checks
- More bang for your buck by only paying for the checks you need
- A support team that's by your side and ready for anything

Ready to get started? We're ready when you are.

Sign up today!