

A short guide to effectively hiring seasonal staff during the holidays



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The holiday season is swiftly approaching! As an employer, seasonal stress might be starting to set in.

Between onboarding temporary staff, managing annual leave, and 1,001 other things to think about this time of year, finding ways to free up your time can feel like an impossible task.

One time-consuming process for employers is recruitment. This is particularly true in the holiday season when you may bring on extra staff members to help handle the rush. But then you've got to deal with interviews, background checks, and general onboarding activities.

Fortunately, there are lots of ways you can speed up your recruitment process. Some simple ways include:

- ✓ Posting effective job adverts
- ✓ Using social media to spread awareness
- ✓ Hiring internally
- ✓ Adding automation to your recruitment strategy
- ✓ Using a recruitment specialist
- ✓ Improving your pre-employment checking process - which is where we can help!

You want to make sure your recruitment strategy is as efficient as possible without extra admin weighing you down.

However, as an employer, you've still got a responsibility to ensure your recruitment strategy is safe and fair. It doesn't matter if you're looking to hire a permanent member of staff or a seasonal temp. You've still got to complete all the necessary background checks on everyone you hire.





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

Depending on your business, you may be eligible to a certain level of background check. It's essential that you know what the differences are, and which ones you're entitled to. Here's a quick rundown of the typical background checks that businesses conduct:



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

Many businesses rely heavily on seasonal recruitment to help get them through one of the busiest times of the year. And pre-employment checks are an essential part of any successful, secure hiring process.

They not only protect the integrity of your workforce but also help limit the risks associated with a high volume of recruits.

Here's how:

Verifying

Pre-employment checks help verify the accuracy of information provided by potential hires. From confirming credentials to understanding an applicant's background, screening checks help you weed out issues so you're only bringing on the correct people.

Competency

Pre-employment checks are the foundation of effective seasonal recruitment drives, helping you build a reliable, competent workforce. By investing in proper screening checks, organisations can boost the efficiency of their hiring processes, support their teams with qualified, responsible individuals, and make seasonal rushes that bit easier to deal with.

Safeguarding

In industries where trust is of the upmost importance, like finance or the care sector, background checks are needed to identify red flags prior to employment. They help create a safe and secure work environment for employees and customers alike. This not only safeguards your brand's reputation, but also proves your commitment to due diligence.



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!