



MPI Limited

the source and supply
of personnel worldwide





MANUFACTURING INDUSTRIAL COMMERCIAL DESIGN AND ENGINEERING

Temporary Contract Labour
Permanent Placements
Fixed Term Contracts
Supply Chain Management





Today, MPI is one of the leading companies in its field, servicing an impressive list of major businesses who are gaining competitive advantage by using our services to:

- Obtain Specialist Skills and Expertise at Short Notice
- Handle Workload Peaks
- Increase Productivity
- Meet Strict Project Deadlines
- Minimise Overheads
- React to Change
- Maximise Cash Flow
- Increase Competitiveness



MPI Limited

the source and supply of personnel worldwide

Established in 1962, MPI is recognised as one of the largest providers of temporary labour, permanent staff and support services to commerce and industry. We are a quality company proud of our BS EN ISO 9001:2008 and AS EN 9110:2003 accreditations and are members of the Recruitment and Employment Confederation (REC) and the Engineering Employers Federation (EEF).

We offer a professional and open approach to clients wanting to supplement their workforce by supplying highly skilled and qualified personnel on a charge per hour, fixed term, temporary to permanent or permanent basis. MPI also combines the advantages of working with multiple recruitment agencies, with the benefits of a single contact to deal with all recruitment needs, through our agency supply chain management model.

MPI specialises in the supply of highly skilled engineering personnel to the Aviation, Rail, Telecommunications, Broadcasting, Electronics and general engineering industries. More recently we have diversified into the supply of Commercial and Industrial temporary and permanent staff. Some examples of the types of labour we can provide are listed on pages 10 and 11.

MPI operates from five main centres in the UK. Our Head Office is in Hertford and we have area offices in Stansted, Bristol, Newport Pagnell and Telford.

We take pride in the quality of the personnel we assign and our advanced selection process surpasses the industry benchmark. Each candidate has their qualifications, work experience, standards and skills investigated and verified, and our system is regularly audited to ensure that these stringent standards are upheld.

Our effective screening process ensures that the most suitable candidates are selected to fill your vacancies. MPI maintains a competent and safe workforce by working closely with our clients to ensure that the Health and Safety of our workers is not compromised.

With decades of experience in supplying highly skilled workers and support services, you can be confident that you'll be dealing with experienced professionals who have the expertise to meet your most exacting requirements.



MPI Personnel temporary labour

It is vital for organisations to be able to adjust resources to meet external influences without compromising quality and safety. MPI is renowned for providing a motivated, high quality, cost effective and flexible work force, enabling our clients to adapt at short notice.

All our recruitment consultants have a recruitment industry background, enabling us to understand the requirements of each vacancy and match them to our candidates. The average length of service within our organisation is in excess of 12 years providing stability to our clients who deal with the same consultants year-on-year.

We can provide highly competent teams or individuals for long and short-term contracts. Our far-reaching and resourceful recruitment methods include competency based searches of our large candidate database, online job boards and CV libraries. We employ the latest technology and communications to ensure speed and quality of service. The use of multimedia and SMS text alerts ensures that individuals are informed of our vacancies as soon as they are received.

MPI assesses each individual to ensure that they are fit to undertake the particular duties required. Our approach is highly selective and we submit a small number of carefully chosen and verified candidates for a vacancy rather than presenting numerous CVs, focussing on quality not quantity.

MPI's verification process goes beyond the minimum checks required under the Conduct of Employment Agencies and Employment Businesses Regulations 2003 and meets the requirements of HMG Baseline standards. Every application we receive is validated as opposed to the recommendation that only submittals/new starters need to be checked.

Whilst we enjoy an excellent reputation in candidate matching if any contractor is unsuitable once in post, we will act immediately to put a corrective action process in place and the individual will be replaced with the minimum disruption to the client.

MPI prides itself on delivering the best possible match of personnel to client needs through our team of experienced recruitment professionals.

The holistic approach we employ to attracting, validating, selecting and supporting people with the needed competences ensures that the chosen candidates are able to quickly fit into the work environment both functionally and socially. Our method means that the induction programme commences long before the individual starts work and is focused on improved staff retention, smooth integration of temporary workers into profitable production and also ensuring a quicker return on investment.

MPI has established Payroll and Invoicing departments which ensure that all contractors are paid efficiently and on time, and all invoices are accurate and supported by client confirmation.

The levels of support provided to both our clients and temporary workers on site are unrivalled.



MPI ensures that as a minimum we validate the following for all candidates:

- Full identity checks
- All qualifications verified
- Apprenticeships verified
- 3-year chronological work history checks
- Photographs taken
- Summary of criminal convictions under the Rehabilitation of Offenders Act
- Summary information of any medical condition or disability that might affect ability to carry out type of work applied for and/or safety of applicant and/or others
- Performance appraisals

For some clients MPI has to explore the candidate's background in even greater detail and these checks include:

- Full CRB disclosure including court actions and convictions, reprimands, cautions and warnings for security purposes.
- Full 5-year work history verification accounting for all gaps.
- Drug and Alcohol testing
- Medical testing

MPI Personnel

permanent placements and supply chain management

Permanent Placements

MPI enables organisations to grow to meet the changing needs of business and reduce some of the risks associated with employing new staff by operating a 'no placement, no fee' system.

When searching for and selecting permanent staff, MPI applies the same processes and high standards as those outlined previously in the Temporary Labour section. Our aim is to attract and select candidates of the highest possible standard and we achieve this by developing a recruitment and selection campaign for each vacancy to ensure that it is consistent with the client's overall corporate strategy and to ensure that it supports their culture and values.

We aim to highlight the key selling points of the job and the client when describing a vacancy, keeping in mind that candidates have the pick of many jobs.

MPI uses recruitment and selection methods that do not exclude or disproportionately reduce the number of applicants in a particular group. When selecting a candidate, MPI's procedure is to select the most appropriate in terms of the selection criteria when compared with all the other candidates.

Each recruitment and selection campaign is designed to ensure that:

- The most appropriate and cost effective recruitment techniques are utilised
- Applicants are assessed and interviewed in such a way that they are prepared for the role they are applying for
- Applicants are able to proactively participate in the recruitment process
- Selection criteria are agreed in advance to ensure effective decision-making
- Information about the applicants is gathered in a controlled and structured way using matrices, enabling the assessors to consider them objectively and consistently with direct reference to the selection criteria

Once a full job and person specification has been received, MPI commences resourcing for the vacancy by undertaking an extensive search. This search encompasses:

- Database search of 60,000+ pre-screened applicants
- Internet job search engines
- Ongoing advertising media campaigns
- Job fairs
- Specific trade journals
- Networking
- Second tier suppliers

Supply Chain Management

Best-practice companies have started moving away from the single and multiple supplier approaches to focus on finding the best service provider and supply chain manager.

MPI offers a way to combine the advantages of working with multiple recruitment agencies, providing the best possible choice of candidates, with the benefits of a single contact to deal with all recruitment needs.

Our outsourcing option complements existing resources by bringing MPI's expertise to your organisation helping to save money, improve response times and free staff members to focus on other work issues. The consolidated supply chain also reduces costs associated with duplicated recruitment administration ensuring uniformity of charge and pay rates across all suppliers.





TEMPORARY AND PERMANENT PERSONNEL

Examples of regularly requested personnel include:

Industrial Recruitment

Warehouse
Distribution
Pickers/Packers
Production Operators
Logistics
Fork Lift Truck Operators
Goods In
Dispatch
Labourers
Machine Operators and Minders
Cleaners
Handy Persons

Commercial Recruitment

Accounts
Administration
Customer Service/Call Centre
Human Resources
Marketing
PA/Secretarial
Payroll
Reception
Sales

Engineering Recruitment

Draughters
Design Engineers
Development Engineers
Planning and Production Engineers
PCB Assemblers
Wired (Panel/Prototype/Production/Installation)
Surface Mount Operators
Inspectors
Test Engineers
Elec/Mech Fitters
Telecoms Engineers
Broadcasting Engineers

If you do not see what you require please call us with your exact requirements.

WHY USE MPI AS YOUR AGENCY OF CHOICE?

MPI has a network of regional offices, providing easy access for clients and candidates.

MPI has teams of knowledgeable and highly skilled consultants.

We attract the best. We use far-reaching and resourceful recruitment and selection tools including competency-based candidate searches and SMS text messaging to provide immediate awareness of vacancies.

The selective approach we employ ensures that we only submit a few carefully chosen and verified candidates for a vacancy rather than presenting numerous CVs. In short, we provide quality not quantity.







MPI Limited

International House
Tamworth Road
Hertford
Hertfordshire
SG13 7DQ

Tel +44 (0)1992 501111
Customer Line +44 (0)1992 553921
Fax +44 (0)1992 583384
Email info@mpi.ltd.uk

Telford Office

Suite 1
Syer House
Stafford Court
Telford
TF3 3BD

Tel +44 (0)1952 290862
Customer Line +44 (0)1952 290863
Fax +44 (0)1952 290864
Email telford@mpi.ltd.uk

Stansted Office

A208 Enterprise House
Bassingbourn Road
Stansted Airport
Essex
CM24 1QN

Tel +44 (0)1279 682299
Fax +44 (0)1279 661374
Email stansted@mpi.ltd.uk

Bristol Office

c/o Airbus UK
Building 08J (First Floor)
Filton
Bristol
BS99 7AR

Tel +44 (0)1179 363800
Fax +44 (0)1179 363888
Email filton@mpi.ltd.uk

Newport Pagnell Office

109 high Street,
Newport Pagnell
Bucks
MK16 8EN

Tel +44 (0)1908 617222
Customer Line +44 (0)1908 617999
Fax +44 (0)1908 617177
Email newportpagnell@mpi.ltd.uk

www.mpi.ltd.uk

