

SWS... BEST NEWS

Time defines us



Andrew Sweeney

Welcome to the March 2018 edition of SWS Best News. Reading through the many stories and updates you may notice the enduring theme of time. This is expressed through our longevity of service, our years in business and through our activities and career progression. It forms our history and frames

our future. I am pleased to see so many new appointments being made and well-earned internal promotions being gained. Congratulations for all your good news and good luck in your new roles and your future development with the business.

As a business, we continue to evolve and expand with new joiners injecting enthusiasm and energy into our operations. We can never stand still. This is reflected through new branch openings and branch moves which expand our reach and strengthens our collective brands across the UK and further afield. We operate in a very competitive market and that competitive element is reflected in the competitions held across the regions and the performances many individuals have achieved to take the top spots.

Pressures of the winter have been a challenge for many businesses which are reliant on a consistent flow of temporary workers to support their operations. It is testament to our teams and the quality of our temporary workers that the wheels kept moving! Whilst the UK has had its fair share of challenging conditions, this pales into insignificance compared to our colleagues in Canada. At 40° below zero, some of TBC Canada have been 'desk-padding' in the snow to drum up business!

Some of the stories in this edition focus on individual departments and people across the SWS Group. I believe it is important and interesting to gain a glimpse into the work of

others. So often, we take for granted that things just happen without a second thought for the effort and expertise that others apply to keep the business running at both a central and regional level. We provide an insight into the payroll team and their activities and challenges. Without their hard work and attention to detail life would indeed be difficult!

One significant development I wanted to share with you is regarding the importance of customer data. You may be aware that new European legislation will come into force on 25th May this year. The General Data Protection Regulation (GDPR) has been created to provide a broader framework to protect customer information. This includes both personal and sensitive data. Broadly speaking, personal information is anything which can be used to identify an individual. Sensitive data may encompass areas such as genetic data, religious and political views. The financial penalties for not abiding by these new rules are potentially enormous. In preparation for the changes, we have been working with Protean who are currently assisting with our business transformation project. You can read more about GDPR in this issue and we will be communicating updates on the implications for our business and how this may affect you in due course.

Thank you for contributing to this edition of SWS Best News and please keep the stories coming in for the next issue.

Andrew Sweeney

Chief Executive



NEXT ISSUE...

Could you please contact Jan Blann if you have any topics for inclusion in the next issue of SWS Best News or with subjects for future Press Releases.

tel: 01926 843693
mob: 07976 284248
email: jan@marketnotions.com

Backline

opens Gloucester branch



Following continued growth and expansion, Backline Logistic Support Services has launched a new branch in Gloucester. Congratulations go out to the Backline team - we hope you are enjoying your new offices.

In other news:

Backline's new training division has enjoyed a great start to the year bringing on many new clients and providing in-house training to the driver teams across all branches.

A key initiative with CTS will see a new bespoke ctsDRIVE front-end operating system delivered to Backline. This will allow Backline to manage all assignments through to timesheet processing and invoicing for its clients in real time. The system will also give Backline and its clients visibility of assignments

with the production of operational reports. Key Performance Indicators are built in to the system so that performance at each location is measured and reported to clients each week. ctsDRIVE will automatically output all data to the Group's StaffPlus system to ensure that back-end payroll and accounting functions are uninterrupted.

Mario, Merin, Gwyneth and Rachna at CTS are working closely with Sarah, Tom, Tess and Donna at Backline Head Office to ensure that all current processes are streamlined. End-user testing will commence shortly with the Exeter branch and both parties are targeting a 1st May start with parallel testing to ensure any glitches are ironed out before rolling out across the Backline branch network.

Focus on Merin Sunny CTS

We are pleased to introduce you to Merin Sunny. Merin is an integral part of the busy CTS IT development team based in Hemel Hempstead. She joined the company in January 2015 and has worked tirelessly to shape product development and delivery ever since.

Known affectionately as 'speedy', as we are told her turnaround of work is very fast, Merin supports Mario, the IT manager, in developing and enhancing ctsDRIVE system.

Merin has worked on a range of key projects including a supplier messaging module for the CTS vehicle business and the development of key customer reports, such as KPI's, that show platform performance metrics. As part of the collaborative work with TBC, Merin has also worked with new customers

including Furniture Village, BrightHouse, Crown and DFS to set-up and configure the CTS software.

Currently, Merin is working on a high-profile collaborative project with TBC to allow ctsDRIVE to interface with StaffPlus. This will provide TBC's Central Managed Service team with the capability to improve data entry efficiency across the TBC branch network.

Outside of work, Merin spends time with her husband and two young daughters. Work-life balance is important to Merin and CTS help with this by providing flexible and home working. Merin enjoys

listening to all types of music and loves to read books - mainly thrillers!



Merin Sunny

New Look

Foundation Programme

As you may know, the training team re-launched the Foundation Programme to incorporate an industry-approved qualification, the Advanced Diploma in Recruitment Practice. The new programme is supported by online learning which makes the experience more engaging for the delegate. The training team are keen to share some feedback from delegates on how well things are going and here are the updates – straight from the horse's mouth!

On 7th March, we were excited to welcome the first group of delegates to Topaz for their Day 1 of the new programme. Feedback was overwhelmingly positive with many commenting on how useful and accessible the programme was and the huge amount of support they had received.

Esau Peters, who is a trainee industrial consultant in the newly opened Romford branch, advises new starters to 'get stuck in!' to the new programme. He said: "It seems a little daunting at first, however, once you start, the course flows well and



Esau Peters

the OneFile system is easy to navigate." Esau recommends watching the mini online tutorial before you start. He also found the on-boarding call helpful. "There are some great tips and additional guidance. Everything is laid out for you and the great thing is having the peace of mind that the trainers and assessors are available should you need them."

Tracy Price, Branch Manager, TBC Romford, said: "New starters can see that we invest in them and they are being

trained in a profession." Her advice to other managers is: "manage your time with your new recruits! I feel it is important that they are given a balance of support and training. I found that Esau, having completed the day to day tasks, helped him to understand the online work and piece together what his role is in-branch. From a personal perspective, it was great to have the on-boarding and manager's guide to assist, along with the ongoing support provided by the training team."



L to R: Training delegates Courtney Fidler, Aimee Bougourd & Natasha Ball

TBC celebrates 16 years in Stockport!

The first Stockport office opened in February 2002 with the original team 'co-habiting' in the Manchester office for almost nine months before gaining their independence. Over the years, the Stockport office had become tired and shabby having housed many successful teams. In 2017, it was time for a fresh start as the team moved to new premises only a few hundred metres away from the original office on Greek Street. The new office is a welcome upgrade that everyone has appreciated.

The current team is led by Branch Manager, Andy Nuttall. He shares his view on what has made Stockport great.

"In the five years I have been manager of Stockport branch I would say the main ingredient to its success is the current team which has been together now pretty much since I took over. We have had some great performances, most recently the industrial desks winning highest plan margin in the region last year thanks to Candice Daley and Chris Durham and in December 2017 Jonathon Morris and Jake Maddison won the regional canvass competition. Moving premises has given the team a massive lift and we are very lucky to be able to come to work in a modern environment. We are now able to hold the regional training sessions here," explained Andy. "Also based here are Nikki Smith and Steve Roden who are developing business in the Huddersfield area with a view to opening a new branch," Andy continued.



L to R: Bottom Row – Sophia Ahmad, Joanne Burslam, Candice Daley & Patricia Parker Back Row – Jonathon Morris, Andy Nuttall (Branch Manager), Jake Maddison & Chris Durham



L to R: Derek Eelloo and Blake Heys

CPA celebrates 30 years trading

2018 marks a major milestone for CPA Recruitment as it celebrates 30 years of trading. It also coincides with Managing Director, James Wilkins, celebrating his 20th year anniversary with the business.

Founded by Clive Palache, CPA Recruitment started out with the sole aim of supplying food safety experts to major UK supermarkets and manufacturers to help protect consumers. At the time, a number of industry standards and systems were being introduced due to increasing legal requirements concerning quality and food safety.

Over the past 30 years the business has grown and developed to provide bespoke recruitment solutions across many specialist functions found at the heart of management within the food sector, including Product Development, Engineering, Operations and Supply Chain. The company now partners with a range of food and drink related businesses including many leading retailers, food service organisations, blue chip manufacturers and many up and

coming SME food related companies.

James Wilkins joined the business in January 1998 having worked within quality management for a food manufacturer and graduating from University with a degree in Manufacturing Management. Since joining CPA, James has helped to grow and develop the business, none more so, than when he took over the reins of managing the company when The Best Connection acquired CPA in 2011. With his vision and drive, James has expanded CPA by opening up a second office in the UK and has taken the CPA brand across the pond, opening up its first international office in Canada where the team are beginning to conquer the North America market.

"It has been a great twenty years being part of the CPA

family and more recently, the SWS Group. I have a great team who love recruiting throughout the food industry. Every job is different and I have been fortunate enough to see most foods being made from some of the small ingredients like colours and flavours to knowing what it was like to be Charlie when working with a big confectionery client! I now look forward to the next twenty years!" said James.



L to R: Marcus Jepson congratulates James Wilkins, CPA

CPA's New Website



To coincide with CPA's 30-year celebrations, the company has launched a new website www.cparecruitment.com which promotes both the UK and North American recruitment teams and sectors.

"It is very exciting to have a fresh, modern-looking site that is much easier for candidates to use. The new layout provides some helpful advice and tips to prospective candidates as well as sharing up-to-date industry news and food blogs. The work and commitment invested in the site has certainly been worth it and I am sure you will agree how good it looks. A big thank you goes to James Constable for all his hard work in driving the change and getting us over the line. I'm looking forward to all the new clients and candidates we will receive," added James Wilkins.

Bailey Employment Services Goole welcomes new faces!

Over the past few months, Bailey Employment Services in Goole has welcomed some new faces to the team. As well as giving them a huge welcome aboard from the team at Bailey's and everyone else at the SWS Group, let's see who they are.

Charlotte Oldfield - Onsite Consultant

"After finishing my NVQ Level 3 in Business Administration & Law I decided to take a break and spent six months travelling around Greece. Shortly after I returned I was offered a temporary contract assisting the Account Manager onsite at Howdens Joinery. I've now been here for six months and have been offered a permanent contract. I am absolutely thrilled to be given this opportunity and I'm looking forward to seeing what the future brings," says Charlotte.



Clare Thorpe - Branch Administrator



"I worked in the car industry for over 20 years before being made redundant in November 2017 due to the company relocating. I registered with BES for work straightaway and was lucky enough to be invited for an interview for the Branch Administrator position. I knew immediately that this was the job for me and I was over the moon to be offered

the position. I started in December 2017 and I'm really enjoying the role. My colleagues here at Goole have made me very welcome from day one," said Clare.

Malgorzata Miszczyk -

Onsite Coordinator at Howdens Joinery

"I began work for BES in October 2017 and so far have loved every minute! I previously worked as an Onsite Coordinator for Clipper Logistics so it was great that I could bring my knowledge and experience to the team at BES. I love how busy and varied my day is, no two days are ever the same! All of the people I work with, including the clients, workers and my colleagues, really make the job worthwhile," says Malgorzata.



Matt Forrest - Senior Driving Consultant

"I have been at BES since November 2017 and was tasked with building up the driving division. I'm pleased to report the desk is now in full swing! I started in recruitment in 2006 working as an Onsite Coordinator looking after Del Monte and Dalepak. After a year I decided to move into a recruitment consultant position starting as a HGV Consultant for Taskmaster and after two years I moved to The Best Connection in Scunthorpe as an Industrial Consultant. I stayed at Scunthorpe for almost nine years, being promoted to Senior Consultant and then to Divisional Manager. I left thinking the grass was greener but that was not the case and when a Senior Consultant role came up at BES, I gladly accepted and I'm now looking forward to a long and successful career here in Goole," said Matt.



Alan Jones - Industrial Consultant



"I started at BES in January - it was a new year, a new start and a fresh challenge in my career. I have always worked in sales and business development roles in previous positions I have held and I'm looking forward to putting in the hard work to grow the industrial desk," says Alan.

Farewell Leanne . . . for now!

And finally, it's time to say a temporary farewell to Senior Industrial Consultant, Leanne Sabin, as she starts maternity leave to have her baby boy who is due in April. We wish her all the best and hope she has a relaxing few weeks before the bundle of joy arrives. All of the team will miss you very much, although they are sure you won't miss all the phone calls - hurry back! Leanne says, "I will really miss all of my work family but will keep in touch and I will be back before you know it!"



Richard Fenton's Promotion to Senior Manager



Paul Tavinor (L) presenting a bottle of Champagne to Richard

We are delighted to share a huge well done and congratulations to TBC's Richard Fenton who has been promoted to Senior Manager. Richard joined the company in July 2014 as Branch Manager for Luton and together with Paul Tavinor, very quickly turned the branch into a streamlined, profitable operation. After demonstrating his abilities, he was rewarded with responsibility for the Watford branch which is currently operating out of CPA's offices.

With both branches well established and running smoothly, Paul and Richard can begin to develop the Stevenage area. This will be Richard's third established branch when it opens for business in 2019.

Dave Schilling, TBC Director, said. "Richard is an old school recruiter who's never afraid to get in the thick of things and this hands-on approach has been instrumental in the success he's enjoying. Congratulations again Rich, more than deserved and I'm confident things will continue going from strength to strength for you. Keep up the good work!"

Mike Williams promoted to Branch Manager, TBC Northampton

Mike Williams, who started his career with TBC in Tyseley on 25th April 2006, has been promoted to Branch Manager for the Northampton office. Mike has worked exceptionally hard over his 12 years with the business and has been rewarded with his promotion, achieving great success with both onsite business and A-Z Industrial and HGV clients.



Mike Williams (centre left) being congratulated by Andy Presley along with Northampton team

Jim McLeish Promoted to Branch Manager



Jim McLeish (left) receiving his champagne from Senior Manager Simon Thompson

The promotions keep coming in this edition of SWS Best News! We are delighted to report that TBC's Jim McLeish has been offered the reins of the Bedford branch which we are told he has accepted with great gusto!

Jim originally worked for a client of TBC Redditch branch called Oakland International and due to the great relationship and experience with TBC, decided on a career change, joining TBC's Tyseley branch in February 2011.

"In September 2015 following months of preparatory work, Jim relocated to TBC Bedford to further his ambitions and forge new business in the area. He has worked extremely hard to establish the Industrial and HGV operations and his tenacity and loyalty have been rewarded with his promotion from Divisional to Branch Manager," said Dave Schilling, Director.

Congratulations Jim! Hard work and success pays off.

Liam receives well deserved promotion



L to R: Dipak Patel congratulating Liam Berrisford

Congratulations to Liam Berrisford on his promotion to Divisional Manager, TBC Peterborough. Liam will be looking after both Industrial and HGV plans.

Liam started his career with TBC on the 4th November 2011 and has worked his way up from a trainee, seizing the opportunity when it presented itself to prove he could spearhead the Peterborough branch during the time when Dipak Patel was looking after the Cambridge office. We are told that Liam has demonstrated great strength of character when faced with challenges and has also proved his stick-ability on both the Industrial and HGV desks to receive his promotion to Divisional Manager. Liam has proved his sales ability with a very healthy new business margin in 2017, demonstrating his leadership skills by setting an example to follow. Well done on your achievement Liam!

- Jon Hemming-Nash promoted to Branch Manager

TBC's Jon Hemming-Nash received some very welcome news recently when he was told that he was to receive a well-earned promotion to Branch Manager. Congratulations Jon!

Dave Schilling, Director, says: "In July 2016, following three lengthy interviews, Jon Hemming-Nash started his TBC career as a Divisional Manager for Watford. Along with Richard and Paul, he has helped to build a great team for both industrial and driving plans working out of CPA's offices. Jon and all at Watford worked really hard to achieve a consistent weekly margin during peak, which has been deservedly rewarded with his promotion to Branch Manager."

Well done Jon, we hope you have a long and prosperous career with TBC and that this is just the beginning of great things to come. Keep up the good work!



L to R: Jon receiving his champagne from Senior Manager, Richard Fenton



L to R: Rob Mittell congratulating Phil Hopkins

Phil Hopkins promoted to Divisional Manager

In this issue of SWS Best News we celebrate the career advancement of many of our ambitious employees. On this occasion, it's Phil Hopkins who has hit the headlines with a promotion to Divisional Manager.

Phil started his TBC career at the Ipswich branch in January 2013. He is a tenacious character who built his Industrial plan from a standing start and has reaped the benefits of hard work and not giving up! Phil will look after both Industrial and HGV plans whilst Rob Mittell is busy looking after his other two branches in Norwich and Chelmsford. Congratulations and keep up the good work Phil!

A Day in the Life of ... Jade Jones Bailey Care Services

Welcome to Jade Jones who joined BCS Newport as a Trainee Co-Ordinator last December.

Jade previously worked as an estate agent in the same area. Jade was born and bred in Cwmbran, Wales and has fantastic knowledge of the locality. Since joining BCS, Jade has proved to be a valued member of the team. With branch figures climbing steadily, having an additional member of staff with the same passion as the existing team will help to ensure the continued success of BCS Newport. Let's take a look at a typical day for Jade at BCS Newport.

How did you get into the care sector? My last job was the first one I'd had where I've helped people and I found that I like helping as I'm naturally caring so I decided on a career change!

What is it about care work that gets you out of bed in the mornings? Knowing that you are making a difference to someone's life.

Do you have pre-work duties? My fur-baby Coney Cat! She's very demanding at 6:30am and requires a minimum of 15 minutes morning snugs.

How do mornings differ from afternoons? Mornings can involve catching up on the on-call and on-emails. Afternoons tend to be busier with phone calls and interviews.

What would you do without your mobile phone? I would be free! I'd love to use my phone less and live in the moment more – but I would definitely miss my Spotify playlists!

What makes you laugh a lot at work? My senior colleague,

Nikki Fawkes, trying to pronounce Ty Coch and lots of other Welsh residential home names.

Has your day job evolved naturally since you joined BCS? Yes definitely - the office is busier and we're always trying to think of new ways to recruit staff and gain more client meetings.

How do your friends and family think about the work you do? They comment on how happy I am doing my job here at BCS!

What is the most challenging part of your day to day job? Trying to recruit new staff members and covering shifts at short notice.

Do you have any obsessions? Music! (Word is out that Jade loves her animals and would gladly have an office pet - or three! Jade also likes to promote local businesses with her daily purchase of white hot chocolate with cherry sauce and very often a cake!).

How do you balance work and play? I always make sure there's something planned to look forward to! A gig, a weekend away or a lovely holiday in the sun!



Birthday girl Jade! (During the above goings on the team also found time to open presents to celebrate both Jade and Julie's birthdays!)

Bailey Care Services - Newport - Update

After a successful branch opening last August in Newport, the first of Bailey Care Service's recruitment days held on 25th and 26th January proved to be a triumph. Over 20 visitors attended across both days and four new recruits were registered. All of the new recruits have clear DBS checks and have now completed their induction and manual handling training and are now ready and raring to go!



"The most rewarding part for the team at Newport was hearing people say that they had heard about us through friends and family, which confirmed that the Bailey Care Services' name is becoming known throughout the local area. We had people just pop in as they passed by to see what we did at BCS. Comments were made about

how friendly and welcoming our staff are here in Newport," said Julie Charters, Branch Manager.

On the back of the success of the recruitment drive, the branch has now organised a further two recruitment days in March, which the team hope will be even more successful than the last!



Nikki Fawkes delivers the theory section of the Induction



Julie Charters, Branch Manager - Birthday girl!

Payroll Insights

from Andy Redfern - Payroll Manager

If being paid is a subject close to your heart, you may well know Andy Redfern. He is Payroll Manager (Temporary Payroll) for The Best Connection Group Ltd. Andy has been with the company since its inception in April 1991 when he joined as an administrator on a plan, working for Martin Recci, TBC Director. Over this time, he's seen the company grow from a single branch business to a large multi-national organisation with a centralised Head Office.

"The early days of The Best Connection are most certainly a far cry from the business we are working in today," says Andy. "When I first started in Payroll the calculation was a fairly simple affair. We only had a couple of statutory deductions to consider, those were Tax and National Insurance. As I sit in the Payroll department today, we have a lot more processes to undertake. The first real game changer was the Working Time Directive in 2003; this entitled workers to a minimum of 20 (now 28) days' holiday per year. We also consider Statutory Maternity Pay, Statutory Paternity Pay and Statutory Sick Pay along with administering the Workplace Pension Scheme."

The main batch of payroll is created on Wednesday afternoon (in a normal pay week). The team processes the pay for around 18,500 temporary workers per week.

"As a department we process forms that are passed to us from branches. These tend to be from the public sector and include Child Support Maintenance, Housing Benefit Fraud and Department for Work and Pensions, requesting various pay information. We complete around 1,800 forms each year. A direct result of our form filling frenzy is Direct Earnings Attachments (DEA). DEA's are issued when a person may have defaulted on paying a debt, supporting their child(ren) or possibly even defrauded a third party. When a DEA is issued we are duty bound to deduct a value, determined by a court of law, directly from the worker's pay," added Andy. Andy has been married to Kerrie for 12 years and enjoys walks with his German Shepherd, Shilo (named after a Neil Diamond song!).

The Payroll Team

Tracey Whitehouse – Assistant to Payroll Manager

Tracey has worked for The Best Connection for 17 years and has a vast amount of experience in payroll. She holds a Diploma in Payroll and likes to keep up to date with legislation. As part of her working week Tracey is responsible for the conversion of workers from PAYE to Limited Status. She also reconciles the payroll for one of our sister companies, Backline. At home, Tracey enjoys holidaying in Teignmouth at her caravan. She is married to husband, Dave, and they have a nine-year-old daughter named Fleur.

Ann Harper – Senior Payroll Administrator

Ann has worked in the department for 12 years. As part of her duties, Ann is responsible for the administration of Statutory Sick Pay, as well as ensuring the company does not fall foul of the National Minimum Wage rules. Ann is a studious member of the team who likes to further her education and has studied several Open University courses, including psychology, book-keeping and payroll management. Married to Dave, Ann has a daughter called Emma, who has recently married and has two grandchildren, James and Oliver.

Jessica Swoffer – Payroll Administrator

Qualified as a CIPP payroll technician, Jess is responsible for processing the Bailey Employment Services and Bailey Care Services payrolls from start to finish. Jess also processes and calculates the holiday pay for The Best Connection's employees. Another aspect of her role is to reconcile

the payroll for The Best Connection Inc. (Canada), which can be fun due to the time difference! Outside of work, Jess likes to spend time with her niece, Bella. Jess has a boyfriend named Leighton and is planning to move into a house with him this year, joined by their kitten!

Abi Taylor – Payroll Administrator

As part of her role, Abi has taken on the task of running the Pension scheme. Part of this process involves contacting new starters and detailing how the scheme works. Once they are eligible to join the pension, they are contacted again to inform them of auto-enrolment. The company deducts payments weekly, then has to reconcile and consolidate a payment to NEST (pension provider) each month. Abi enjoys spending time with her Wheaten terrier, Lexi and going for long walks in the country. Abi also has a caravan that she spends time at during the warmer months and is an avid Northampton Saints rugby fan during the winter months.

Bethany Young – Payroll Administrator

Bethany is the newest member of the team. She transferred from the Wolverhampton branch where she worked as an administrator for three years, gaining a NVQ level 2 in Business Administration. Bethany is proving invaluable as she is giving the team an inside view of how a branch ticks. Currently, Bethany assists with the day to day payroll processing. She is very eager to learn and is constantly asking questions and improving her knowledge of payroll matters. Outside of work Bethany lives with her boyfriend Jack and enjoys going for walks with her fellow dog-walker friends.



L to R: Ann Harper, Tracey Whitehouse, Andy Redfern, Jess Swoffer & Bethany Young

A Decade of Service

The phrase 'doesn't time fly?' is particularly apt when we are reminded how long so many people have been with the SWS Group. On this occasion, we are pleased to announce that we have 16 more people that have surpassed 10 years with their respective business. Well done every one of you and thank you for your hard work and loyalty. As a memento of this milestone, these new members of this very special group of people listed below will each receive their long service award. Congratulations and here's to the next decade!



L to R: Andy Presley congratulating Adrian Tudor, TBC Coventry



L to R: Becky Williams receiving her award from Emma Smith, DM Wolverhampton

MARIANN BOURNE	TBC Crawley
DANIEL PHILLIPS	TBC Newport
MARC DAWSON	TBC Scunthorpe
IAIN BROWN	SWS Halesowen
THOMAS COTTINGHAM	TBC Sheffield
ANNA MARKLEW	SWS Topaz
DANIEL HOEY	TBC Worthing
REBECCA WILLIAMS	TBC Wolverhampton
SAMANTHA BAUDAINS	TBC Sheffield
CHRISTOPHER PRINCE	TBC Tamworth
GAYL JACKWAY	TBC Bristol
JEROME FRANCIS	TBC Exeter
ADRIAN TUDOR	TBC Coventry
JUSTIN RENWICK	TBC Croydon
REBECCA FIELDING	TBC Bolton
JAMES WILKINS	CPA Recruitment



L to R: Marc Dawson with Sheila Eland



L to R: Dan Hoey, BM Worthing, receiving his 10-year award from Marcus Jepson and the penguin of persistence!

2017 sales competition - regional winners

For the eager beavers competing in Darren Ainge's sales competition, this is the one you've all been waiting for, the 2017 full year results.

There were some remarkable performances, with the top three consultants amassing almost six figures in new business gross margin between them. Well done guys, you smashed it!

"These individuals are the type of people that not only measure themselves against their colleagues and peers but have a real desire to beat the competition too and that is evidenced by the results they produce," said Darren Ainge, Director, TBC.

Featuring in the top achievers list is new member of the Glasgow team, Marion McLeod. Marion has set the bar high and is a strong contender for 2018's prize as she snatched third position behind Chris Glover. Her notable achievement from a standing start in May was a tremendous effort. Well done Marion!

Final Quarter Winner 2017

Lee Statham (Crewe branch) pictured (right) receiving his champagne and voucher from Paul Atkinson. Lee won the quarterly sales competition in Darren Ainge's region that ended in December 2017.





Peter Hemmings

Peter Hemmings clocks up 40 years' experience in Recruitment

In February 2018 Peter Hemmings achieved a remarkable milestone having worked in the logistics and distribution sector of recruitment for the past 40 years. We are pleased to say that for 17 of those years he has been part of The Best Connection's team.

Peter started his career at Manpower in February 1978 until June 1994 and then took a position at Kelly's where he worked until January 2000. He started with The Best Connection in September 2000 and has been placing drivers into work ever since.

Peter's contribution to The Best Connection's South East team has been invaluable. He was an integral part in the opening of the first branch in the South East (Crawley), along with Director, Marcus Jepson. Peter has also provided support at the following branches, mostly in a managerial capacity: Crawley, Staines, Romford, Maidstone and currently Croydon.

To celebrate his achievement, he was presented with a bottle of his favorite tippel. We wish Peter well with all his future endeavors.

16 years in Hull for TBC

If you haven't been there before, you will find Hull – or more accurately - Kingston upon Hull, within the East Riding of Yorkshire at the end of the M62 on England's east coast. This cosmopolitan city is the home for over a quarter of a million inhabitants and due to its coastal location developed its early economic roots on trading and seafaring. Since the decline of the fishing industry in the late 1970's and 1980's it has attracted a variety of industries ranging from food production to manufacturing and is now the preferred location for some of the UK's leading brands including Birds Eye, William Jackson Food Group (Aunt Bessie's brand), Smith & Nephew and Reckitt Benckiser. Hull also supports a thriving caravan and holiday lodge industry with brands such as Swift and Abi Coachman. In 2017, Hull was awarded the UK City of Culture year and boasts its own 'Banksy' artwork created on a disused bridge.

For 16 years, TBC has had a presence in Hull servicing one of the company's largest geographical areas that includes Hull, York, Scarborough and Selby. During this time the team has worked with over 750 clients and has placed over 22,000 temporary workers in many and varied assignments. The branch is overseen by Sheila Eland, Area Manager with Garry Barber, Branch Manager, responsible for the day to day running of its busy driving and industrial divisions and onsite operations at William Jackson

Bakery. Making it all happen is the driving team's Ian Woodcock, Senior Consultant and Paul Langthorp, Consultant and the Industrial team's Shaun Walker, Divisional Manager, Andy Robertson, Senior Consultant and Resourcer, Saidia Morkunate. Edvards Levanovics has also recently joined the team – welcome aboard Edvards! The branch has also recently opened a trades and specialist skills desk which is looking to support the busy engineering and rapidly growing renewables industries.

The onsite team consists of Sindija Hamstrere and Anita Szatyłowicz, with Luke Cussons, Senior Consultant, running the newly formed Specialist Skills and Technical Desk supported by Administrators, Beverley Page and Beth Lawty.

A dialect of its own!

To help those of you who may speak to the Hull ('Ull!) branch, the team has kindly translated some key words that you may find useful in deciphering the content - and in no particular order - here they are:

'Ull: Where we live

Breadcake: A large soft bread roll

Brock: Broken

Codheads: Fisherman, or for people from outside the city, slang for the people of Hull

Frame: As in 'frame lad!' - sort yourself out and shape up!

Gerroff: Get off

Mafting: Hot. As in 'it's mafting out there today, I'm sweating cobs.'

Skeg: To take a look

Warl: As in 'can I borrow a tenner warl Monday?' meaning until Monday

Err Ner: Oh No

Gis: Take, Farve: Five, Narn: Nine

Arm on the phern: I am on the telephone

D yer ner: Do you know

On a final note, SWS Best News was asked to mention that Luke Cussons will be competing in the Great North Run 2018 and will be supporting the Wish upon a Star charity. If you would like to help Luke in his efforts to raise funds, please visit his Just Giving page www.justgiving.com/fundraising/Luke-Cussons90



- Fleetmaster achieves first UK LGV EPA



Apprenticeships are becoming increasingly popular and the preferred route to employment for many young people who are looking to establish a career. To ensure that the training received is effective and results in the apprentice demonstrating the occupational competency required to make a successful transition to a permanent, paid role, a new assessment structure has been introduced by the government which culminates in an End Point Assessment (EPA). Prior to reaching this point the apprentice reaches a 'gateway' stage where the employer and apprentice's training partner evaluate the individual's readiness to take this final assessment.

Fleetmaster is gearing up to offer this service as part of its apprentice driver training programme. John Boocock, Project Manager, Fleetmaster, explains the new process: "The first



John Boocock with apprentice

stage requires the employer to select a training provider to work with. Following this, an EPA training provider is chosen. In our case, we selected Highfield Qualifications. Highfield was the first organisation to offer training material and support and the first to offer LGV EPA. I successfully completed the first EPA course delivered by Highfield and since I was the only delegate from the logistics sector, I was officially the first qualified End Point Assessor for assessing the LGV driver apprenticeship and therefore Fleetmaster became the first logistics sector EPA."

Once the employer has recruited their apprentice, Fleetmaster delivers the induction to the LGV driver apprenticeship which includes a minimum of 12 months' on-programme learning. Every apprenticeship programme has its own set of standards. The LGV Driver Level 2 has 10 standards which are assessed against the learner's skills, knowledge and behaviour. The assessment method for the apprenticeship programme includes short answer questions, multiple-choice and scenario-based questions and takes approximately an hour. The assessment method for skills comprises an observation of the apprentice undertaking the job role.

"At the moment in the UK there are approximately 1,000 EPAs to cover all the apprenticeships available across the different industries. We have planned ahead to put our learners first and to ensure that they have an enriched learning journey with a successful outcome at the end after passing through the gateway stage," added John.

Hidden culinary talents find creative outlet – in TBC Worthing!

The Great British Bake Off has been a huge success – pity about the 'oops' result slip, Prue, but it didn't detract from the sensational build up! Baking seems to bring a huge delight to many people – and arguably even more to those that have the pleasure in consuming the tasty results. This time around we focus on TBC Worthing's Bake Off. It appears that we have a creative genius in our midst. First to the table, was Liz Rich from the onsite team. She certainly set the bar high with her magnificent replica of a TBC hi-viz jacket. It looks good enough to eat – and no doubt that's exactly what has happened to it. Well, the results are in and have been verified – and possibly by now - eaten, And the budding bakers are . . .



First prize: Hayley Allen for this amazing Nutella brownie!



Second prize: Becca Bolton for her creative caramel carrot cake



Third prize: Dan Young for his Christmas mince pies!



Liz Rich's hi-viz cake!

The rise and rise of Carl Davis, TBC Maidstone

Carl Davis has never had a day off sick in his 10 years with TBC. Now that's dedication – and perhaps an example of a great immune system as well! As the Manager of the Maidstone and Ashford branches, he is a real example of career progression.

"I started with The Best Connection in March 2008. I was taken on by Marcus Jepson as a Trainee Industrial Consultant for the newly opened Maidstone branch. In the beginning, I trained at the Earls Court branch under Tom Meakin for my first three months, helping with their busy summer peak and supplying catering staff to Wimbledon and forklift drivers to the Ford Motor Company site in Dagenham. Following my Foundation course and in-branch training, I returned to Maidstone to establish the industrial desk in the Kent area," explains Carl.

"Maidstone was a great opportunity and challenge for me as I was able to build business from scratch. With the continued support of my senior managers, René Hawkes and Andy Clark, I was able to develop my desk and open a second industrial desk in Maidstone in 2010. Key to this was winning a significant customer in the local area, Delphi Diesel Systems. They required 80 Machine Operatives each day and started a large recruitment drive. This is still a key client on the industrial 2 desk in Maidstone and the desk has evolved into an added value desk servicing four major clients including Creo Retail Marketing, DHL Fashion and Amethyst Group," added Carl.

After two years Carl was promoted to

Senior Consultant and then Divisional Manager, looking after both industrial desks. Following Maidstone's launch, the Dartford branch followed in 2013 and more recently Ashford in 2016. These developments have created career opportunities that have resulted in Carl becoming the Branch Manager for Maidstone and now the acting Senior Manager of both Maidstone and Ashford branches.

A typical day for Carl . . .

"A normal day for me means starting at 8am at either Maidstone or Ashford branch where I am updated on how the margins are developing as well as the desks plan for the day," says Carl.

"I will then review any set objectives for consultants in the branch, including sales tracker and client trackers. Each of the branches have visual recruitment boards per desk. This allows me to instantly assess what each desk is currently recruiting for and pool sizes for each client.

"I currently work across both branches and support four trainees, therefore working through best practice exercises and desk padding are high on my agenda. With any new trainees, I work towards a four-week programme that mirrors the Foundation Programme. This gives them the chance to run the desk on their own by the fourth week as well the opportunity to find leads, research and call new prospects within the first month," said Carl.

lain Brown, Group Training and

Development Manager, added: "It's really positive to hear about Carl's approach to the development of his trainees. His structured method along with mirroring the Foundation Programme helps to ensure that his delegates are well set up for their training days. We have a standing joke in the training department that if the phone rings at 8.30am on a Monday morning it will be a trainee from one of Carl's branches making their check-in call! Joking aside, Carl's approach achieves results and ensures that his people are on the right track to progress their careers with TBC, as he has done himself."



Carl Davis

Outside of work Carl enjoys watching his football team, Gillingham FC, socialising with friends and in recent years, has taken up golf.

Congratulations on your success Carl and good luck with your continued career progression with us.

TBC Luton finds a prominent new home

The TBC Luton team have moved into new premises and everyone is over the moon to be in purpose designed offices that look wonderful. The signage outside the building is impressive and will catch the eye of anyone travelling over the flyover," says Area Manager, Paul Tavinor.

The Luton branch office was established in Spring 2006 in serviced offices in AW House and has twice moved twice within the same building to support its growth. "With two very successful plans and a third now in place to develop further business opportunities in the Stevenage area, the team are extremely proud to be recognised as a market leader in the locality," added Paul.

The prominent seven metre sign displayed on the building, which can be seen by anybody travelling along the main road both in and out of Luton, will help to raise awareness of TBC's presence in the area.



L to R: Paul Tavinor Area Manager, Edyta Korczak, Branch Administrator, Matt Edge, SC HGV, Andrew Gascoigne Cons IND, Richard Fenton, Senior Manager, Gemma Manning, C3 IND, Aaron Brinkley, Con HGV & Ashley Bernard, Con IND

New faces at **BES** Melksham

We are delighted and excited to welcome Beth Thomas and Kat Joad to Bailey Employment Services, Melksham. Welcome to the team Beth and Kat!

Beth Thomas Beth has joined the Melksham Industrial desk, having previously worked within administrative roles and hospitality. Beth is excited to join a company that offers a varied working day and has already booked and attended meetings with both new and existing companies. In fact, she is so keen she has already converted her first new client!

Kat Joad Kat Joad has joined the Melksham Commercial desk. Kat brings with her a wealth of experience gained from working in the financial services industry and running contact centre campaigns for national fund-raising organisations. Kat's experience has already enabled her to build an excellent working rapport with both candidates and clients alike.



L to R: Kat Joad & Beth Thomas

Long service milestones for TBC Tyseley Ladies

TBC Tyseley was the company's inaugural branch, established in Birmingham in 1991 – a mere 27 years ago. It is a particularly special pleasure to celebrate several long service acknowledgements with you. Our amazing Tyseley ladies, pictured below, have given between 15 to 27 years of their lives to the business.

Thank you all for your hard work and loyalty!

Let's see the milestones the ladies have achieved:

- Samantha Hollis - 27 years' service
- Maria Williams - 20 years' service
- Cheryl Gardiner - 20 years' service
- Lilly Lombardi - 15 years' service
- and Tina Logan - 17 years' service

**And guess what . . .
Lilly and Maria are sisters!**



L to R: Maria Williams, Branch Administrator, Samantha Hollis, Administration Manager & Cheryl Gardiner, Payroll Administrator



L to R: Tina Logan, Lilly Marshall & Lydia Lombardi

Tim Skull is Top Sales Performer

There could only be one winner in Dave Schilling's 2017 sales competition and that was Tim Skull, Divisional Manager, TBC Cambridge. His performance proved too much for the rest of his colleagues to match. Well done Tim, but don't rest on your laurels as your team members will be biting at your heels next time around!

Tim Skull (r) being congratulated by Dipak Patel



TBC is back in Matches Fashion London

TBC Hanger Lane are once again supplying retailer, Matches Fashion! There is often an ebb and flow in business and in this example, it goes to show that if business doesn't go your way for whatever reason, there are often future opportunities to turn things around in your favour. Clients may change their selection criteria, but what is a constant, is the need for a secure and accurate supply of labour.

We are pleased to announce that following numerous meetings with XPO Matches Fashion and lot of hard work from National Sales, TBC Hanger Lane branch and Onsite Connection, TBC is now supplying 50% of the temporary labour at Matches Fashion again after the Onsite business was moved to a competitor in December 2014.

TBC was brought in a few weeks before their Christmas peak to help Matches Fashion achieve the numbers required as their current supplier was unable to meet the company's needs. Tom Meakin, Area Manager, Adam Field, Branch Manager and the branch team did an exceptional job in recruiting over 100 temporary workers in less than 4 weeks! Gabriel Sirghie from Onsite Connection was assigned as a Project Co-ordinator to

implement the project as well as run the Onsite from an operational perspective, including check ins, payroll, performance conversations, return to work interviews, record of conversations and site tours and inductions, in the run up to Christmas. We are told that Gabriel has done a great job in quickly creating a solid relationship

with the XPO senior management. The feedback so far is that TBC is leading the way regarding booking fulfilment, systems, procedures & communication from an Onsite point of view.

Well done to everyone!



Picture from XPO Matches Fashion Xmas jumper charity day. (Back row far right) Gabriel Sirghie, Onsite Connection with Becky Lombardo (Logistic Director Matches Fashion, back row 2nd from left), Brent Schwegmann (Senior Operations Manager XPO, back row 3rd from left) and some of the XPO managers and staff members.

Chris Lively retires after 24 years' service

Most businesses strive to develop both a loyal customer base and loyal employees, however, establishing the strong relationships that underpin loyalty can often take years. A heart-warming example is Chris Lively, who has been a driver for Bailey Employment Services, Melksham, for 24 years.



L to R: Paige Farrington, Chris Lively & Trudi Williams

After a life-time of driving he has decided to take his foot off the gas a little and retire.

Chris picked up his first pay packet in March 1994 and has been driving for BES ever since. We are told that there was only one week when he worked for another company and the reason will make you smile.

When Chris was in Weymouth he came across a driver who had fallen ill and was unable to drive back to Sweden. Chris called BES and asked if it would be OK for him to work for a private company for one week so that he could drive the driver and his vehicle back to Sweden. Once the journey was completed he returned to work for BES. Now, that is going the extra mile!

So, what does retirement have in store for Chris? Before he began his driving career with BES Chris was a coach driver, so he plans to help coach companies during their busy periods along with starting some DIY at home.

We wish him the best of luck in his retirement and a massive thank you from BES for his hard work and loyalty.

Phil's Top Performers excel in Stockport and Middlesbrough

Congratulations to Candice Daley and Chris Durham for a fantastic 2017, achieving 'Top Performing Plan' in Phil Simmonds' Greater Manchester region. Stockport take the trophy from Oldham driving, once again, but only just!

Whilst in the North East, a canny performance from Middlesbrough saw Helen Bainbridge and Dan Ross retain the trophy once again, just pipping Newcastle driving to the post. Well done guys and better luck next time Newcastle!



L to R: Greater Manchester winners Chris Durham & Candice Daley with Derek Eelloo



L to R: North East winners Helen Bainbridge & Dan Ross

Canada



Riley Pearson, Consultant, TBC Vaughan, Canada

The traditional methods still work . . . despite the temperature!

If you think we've had bad weather here in the UK, spare a thought for our colleagues at TBC in Canada. This is an excerpt from a Global News weather forecast:

A severe weather system called bombogenesis - also known as a 'bomb cyclone' - is heading to Eastern Canada this week.

Despite the weather, the team decided to take some time out to prospect for new clients by 'desk-padding' in the local area. Roughly translated, this activity involves knocking on the doors of local businesses and leaving a desk-pad and other marketing material to promote TBC's brand and services. If that wasn't impressive enough - imagine doing this in -40° F!

The team reported that the freezing temperatures have not been so severe for many years. In some areas they have reached a record low for over 50 years.

The picture shows Riley Pearson (who allegedly didn't have a beard when he set out that morning) outside a company that is now a client as a direct result of the activity, so the desk-pad drop certainly paid off! Well done team Canada, you have raised the bar and a few frozen eyebrows too!

GDPR- General Data Protection Regulation



You will all have heard about GDPR but you may be unsure exactly what it is and what it means.

It has always been necessary to register with the Information Commissioner's Office (ICO) in order to hold and process personal data. GDPR requires more stringent control of such data and greater rights for the individual. These rights include the ability to request access to all

data free of charge and further, the right for it to be erased, 'the right to be forgotten'.

There are expensive consequences following the loss of data and there is a specific requirement to inform the ICO of such losses. We must all therefore consider the protection of all data we hold as a priority at all times.

We are reviewing our systems and procedures and will be providing awareness training to all of you during April using interactive video presentations to help us to comply fully with the GDPR requirements. In the meantime, if you receive any queries from clients or have any questions please contact the Legal Department who will be happy to help.

Industry Snippets

Mobile Phones still a concern for Highways England

Highways England is funding three new unmarked HGV cabs that will be used to catch lorry drivers using mobile-phones illegally. Over 4,000 drivers have been caught over a two-year period with the use of one vehicle used across the country. The initiative is aimed to discourage drivers who are tempted to use their device whilst on the move. The cabs are fitted with camera equipment to capture film evidence of unsafe driving behaviour. Offending drivers are then pulled over by police cars following behind. Penalties for illegal mobile phone use have doubled in recent times to 6 points on the licence and a £200 fine.

Lorry drivers subject to gas attacks!

A disturbing trend has been revealed by regional police forces of lorry drivers being gassed in their cabs to render them incapacitated. Thieves are targeting sleeping drivers with gas in order to steal the haulage. Drivers that have no choice but to take their daily or weekly rest breaks in laybys are being urged to be vigilant.

Apprenticeships gaining popularity

According to the results of an annual survey undertaken by The Institute of Student Employers, the number of apprentices taken on in 2017 increased by 19% to 11,016 - 823 of which were degree level. In contrast, graduate hiring increased by a meagre 1% to 20,614 during the same period. Degree-level apprenticeships grew at the fastest rate at 50%. The report indicates that employers already hiring degree apprentices expect to increase positions by 15% in 2018. In addition, 2018 is also poised to see a further 18% of employers offering degree-based apprenticeships.

The tyranny of slavery in the supply chain

A survey undertaken by the Chartered Institute of Procurement & Supply has uncovered a worrying trend in the growth of slavery in the supply chain. Data suggests that 10% UK supply chain managers have found evidence of modern slavery in their supply chains since the introduction of the Modern Slavery Act. It has been revealed by the National Crime Agency that there are far more incidences of modern slavery in the UK than previously thought, with over 300 police operations currently in progress.

Happy 12th Anniversary TBC Taunton!

As TBC Taunton celebrates 12 years in operation, we asked the team to give us some insight into what takes place at the branch . . .

Taunton in the county of Somerset is famous for many things including wool and cider. It is also the home of TBC Taunton which joined the fold following the acquisition of SMS. Since then, the Taunton office has grown to become one of the strongest recruitment businesses in the area by providing a quality service to a broad range of clients across the region. Key to the success and energy of the operation is the TBC team - here's who they are and what they do.

Ryan Foley Ryan is a Senior Recruitment Consultant with over four years' experience in the recruitment industry specialising in the Industrial sector covering the Sedgemoor and North Somerset area. Ryan has been with TBC since February 2014 and has successfully completed the foundation, core skills and driver tech courses with flying colours. Prior to joining TBC Ryan worked in leisure venue management.

Paul Tracey Paul is a Senior Consultant and has over 15 years' experience in recruitment, specialising in the transport and industrial sectors. Paul has worked for TBC for 14 years and before this in engineering roles for Land Rover, Denso and Dana Axles.

Danny McSweeney Danny joined TBC in December 2016 as an Industrial Consultant. Danny has over 10 years' experience working within sales and customer service sectors. He is currently working on a driving plan.

Frankie Minicello Frankie began his career with TBC in August 2017 having previously worked for Kent Police as a Communications Officer. He has just passed his Foundation Course with flying colours!

Serena Meddi Serena is the Branch Administrator. She has been with TBC for over two years and has recently completed her NVQ level 2 in Administration. Serena is responsible for ensuring all TBC Taunton's temporary workers are paid on time and that clients are invoiced correctly.

Ellie Woo Ellie is a new Branch Administrator who recently started with TBC having previously worked for a client.

Keep up the good work Team Taunton!



L to R: Frankie Minicello, Ryan Foley, Serena Meddi, Paul Tracey, Ellie Wood & Danny McSweeney

TBC Truro – the Cream of Cornwall!

As one of our most south westerly branches, TBC Truro languishes in the centre of the beautiful City of Truro. The city's cathedral was completed in 1910. Truro grew as a centre of trade from its port and then as a stannary town for the tin mining industry and has been the home of TBC for the past two years. Congratulations on your second birthday team Truro! As well as celebrating the company's presence and success in the region, we are pleased to share some snippets about the team members.

Darren Schooley Darren started with TBC as a driving temporary worker before being offered a recruitment



L to R: Darren Schooley, Shelby Burgess, Kate Bird & Scott Ripley

consultant role in June 2016. Darren has passed all his training with flying colours, including the Driver Tech course, which has allowed him to gain a greater understanding of law and driving hours, as well as EU and GB rules. Whilst working on the HGV desk Darren has built a good rapport with both clients and drivers which will help to maintain and grow the business.

Scott Ripley Scott has over two years' experience in the recruitment industry, specialising in driving sector recruitment. This includes fulfilling placements from senior management roles to HGV and van drivers. Prior to joining TBC, Scott worked for British Telecom as an internal trainer in a busy complaints and customer retention department.

Kate Bird Kate is a new face in the team having joined TBC as consultant. She has made a great start by passing her Foundation course with flying colours. Before joining TBC, she worked for an export company that distributed goods all over the world. In her new role, Kate works in industrial sector recruitment, supplying candidates for senior management roles, engineers, CNC machinists, welders, production operatives, order pickers, and cleaners.

Shelby Burgess Shelby is the Branch Administrator who is responsible for ensuring that all the branch members and temporary workers are paid on time and that clients are invoiced correctly. No pressure then, Shelby!

SWS Vacancies!

SWS Featured Vacancies

If you haven't had a chance to browse our new 'Join Us' section on The Best Connection's website, please take a look and share with friends and colleagues who might be looking for a new role. We've expanded the content to showcase the range of benefits on offer along with who we hire and how.

In addition to the featured roles below, more jobs with full descriptions can be found in this section: www.thebestconnection.co.uk/joinus/

Management Opportunities are available in our current TBC branches:
Birmingham, Dartford, Oxford, Truro and Warrington

National Sales Manager, National Account Manager, Central Managed Services Co-ordinator -
Bromsgrove Head Office

Training and Development Consultant – Halesowen Training Centre

CPA – Permanent Senior/Recruitment Consultants

Bailey Care Services – Divisional Manager/Recruitment Lead – Poole

Senior HGV Consultant opportunities are available in the following TBC branches:
Bedford, Blackburn, Bristol, Crawley, Exeter, Gloucester, Northampton, Oxford, Romford, Telford and Wakefield

Senior Industrial Consultant opportunities are available in the following TBC branches:
Birmingham, Burton, Gloucester, Huddersfield, Middlesbrough, Nottingham, Oxford, Taunton, Truro and Walsall

The Best Connection has identified the following locations for future branches and has opportunities for current or aspiring Senior Consultants and Managers in:
Banbury • Basingstoke • Hereford • Swansea • Tunbridge Wells

Please contact Andy Guest if you are looking to relocate or further your career -

call **0121 504 3065**

or email andy.guest@thebestconnection.uk

