

## G4S / 3 - % Vacancies

### Target

Target No Of Vacancies:	14.80
Vacancies Filled:	18.00
% Target Achieved:	%121.62

No RingFenced Target Set

No Work Experience Target Set

Contract Target Start:	02/09/2019
Contract Duration (Months):	36

### NET Breakdown

% Male:	%77.78
% Female:	%22.22
% Over 25:	%66.67
% Under 25:	%33.33

### Delivered

	No:	Weeks:	% Weeks:
Apprentices:	0.00	0.00	%0.00
Long Term UnEmp	18.00	1974.70	%100.00
Education Leavers:	0.00	0.00	%0.00
Students:	0.00	0.00	%0.00
Prof Trainees:	0.00	0.00	%0.00

### BreakDown / Target Calculation

Vacancies Created:	37
% Target of vacancies:	%40.00
No RingFenced Target Set	
Ringfenced Vacancies for (None):	

## Contractor Comments

The vacancies are primarily based around two roles "Static Guard" & "Area Relief officer" role. The "ARO" role has a requirement to be able to drive and provide flexibility to cover a number of sites as required. The role itself allows for experience to be gained giving the employee a solid grounding in terms of learning the role in different environments.

We have had some roles that have been for specific sites in relation to static guarding, however these tend to be filled by current resource with Area relief officers back filling the previous position. When these do occur they also have a "mobility clause" which allows us to place a guard on another site on occasions when this might be required within a reasonable radius of their location

The Covid 19 pandemic has driven a need to find flexible staff to meet immediate needs for sites required as a result of the current climate to support NHS staff, testing and increased activity within hospitals or similar sites. The program to manage this has fluctuated as the resourcing needed to be managed in tandem with our own guards potentially having to take furlough across the business in NI and therefore manage movement of resource across contract. Further we have sites in which the guarding resource has been reduced during the lock down period but have continued to require the guards to be available, this has resulted in "alternative shifts" being designed to work with our own scheduling system to manage another fluctuating model on top of what we already oversee

The result of this has meant vacancies have been created initially to meet an urgent need but then closed due to resource being found internally plus a continuing changing work environment for customer needs to both increase and reduce resource as necessary since March 2020

The cause of the above has resulted in a very fluid ongoing recruitment campaign.....

To address this we have conducted presentations across Northern Ireland to JBO Account Executives and Job Coaches reaching approx 230+ individuals detailing our roles, sites, shift options and recruitment / SIA training process and providing a point of contact to forward details of any person they may have suitable for us to consider.

Our recruitment team have details of various brokers we met prior to the lock down in order to forward any vacancies we have to their own "job pages" and increase the field of opportunity for applications to be received.