



# RECRUITMENT POLICY

Due to the range of services offered by ON CALL GUARDS LIMITED to employee security professionals with a proven record within the industry and their own field of expertise.

When recruiting staff we are looking for experienced officers for positions of trust and responsibility. All our security staff must be fully vetted to the standards of BS7858 & BS7499.

SIA Licensing Legislation must be adhered to all times during the Recruitment Process. Staff will not only be recruited for their ability and experience, but also their geographical location to specific assignments.

To ensure stability of staff the following points are the key factors.

- Each officers is designated to a particular client.
- A fair roster pattern is established.
- Discipline and supervision are fair and aimed at improving performance.
- The directors and management take a genuine interest in the well-being of our security staff.

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Imran Malik  
Director Operations