

YOU MANAGE THE BUILDING,
WE MANAGE THE PEOPLE



DUAL MANAGEMENT

TALK TO US TODAY:

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abbatt
PROPERTY RECRUITMENT

THE ONSITE STAFFING MODEL WITHIN RESIDENTIAL BLOCKS IS CHANGING

Developers, Property Management Companies and Residential Boards are increasingly looking at ways to outsource the staffing within residential blocks.

Employing permanent site based staff such as Concierges, Building Managers and Security Personnel takes up considerable management time, requires expertise, and also brings with it the liability of being an employer.

As the service levels within property continue to increase, and availability and retention of quality staff continues to become more difficult, Abbatt Property Services have established a cost effective alternative model which takes away all of the legal responsibility, includes free ongoing permanent recruitment and allows you to concentrate on all property matters. We refer to this service as “Dual Management”, you manage the building, we manage the people.

Whether you have a team in place and want to move their employment over to Abbatt, have a new building and need a team to be recruited, or have part of a team and need help recruiting and managing the full team, Dual Management could be the most cost effective, time effective and quality efficient solution.

“Abbatt have always made us feel like important clients, understanding that we are passing on their staff recommendations to our clients – it’s a relationship that can only ever be sustained if there is total trust in their commitment to providing a high-quality service.”

- Director

Key benefits

- As we manage all staffing matters, more time is available for you to complete Property Management
- VAT is not applicable for services to residential blocks (due diligence is required to ensure HMRC rules are met) substantial savings can therefore be made
- No recruitment fees for the duration of the contract
- All employment liability, payroll and HR issues are with Abbatt Property Services
- Legal compliance is ensured and insured. HR/staffing matters are supported by our HR advisors Peninsula Group Limited and REC (Recruitment and Employment Confederation)
- Contracts are based on a 365-day agreement
- Quality candidates are sourced from our extensive database
- Our account management team visit site day and night to ensure staff are suitably supported
- 24/7 out-of-hours call service to assist you all hours of the day

DUAL MANAGEMENT – HOW IT WORKS

Outsourcing the recruitment function to Abbatt allows a specialist recruiter to use their expertise – you manage the building, we manage the people.

The process varies as it needs to take into account whether staff are being transferred (TUPE applies) or new staff are needed. Either way, every site is different as size of block, location and resident demographics all impact on the required services.

Step 1. Site visit to agree duties, job specs, communication and staff management levels.



Step 2. Full due diligence and staff consultation would be completed where staff transfer to Abbatt.



Step 3. A selection of pre-screened candidates would be submitted for selection where new staff are needed.



Face to face interviews conducted



References taken



Eligibility to work confirmed



DBS checks taken where needed



Step 4. Joint interviews would be conducted (recommended).



Step 5. Terms agreed.



Step 6. Induction, training agreed and commencement.

Once the contract has commenced and transfer has taken place, Abbatt's ongoing services would include:



Ongoing account management*



Holiday management



HR compliance



Staffing cover



Monthly payroll



Training

*Regular site visits, service reviews, agreed KPI reporting

What we will manage

- Legal employment of all staff, including TUPE transfer of staff where required
- Management of all payroll, holiday, sickness and temporary cover
- Management of all HR including performance management
- Recruitment of new and replacement staff at no additional cost/fee



About Abbatt

Award-winning property recruitment agency, recruiting everything property for over 55 years.

We specialise in recruitment of all levels of Property, Estates and Facilities Management professionals within the residential and commercial property sector.



We have supplied thousands of permanent and temporary staff from Senior to Junior level to some of the finest buildings in London, working closely with RMC's, Managing Agents, Freeholders and Developers. We pride ourselves on being at the forefront of our market, and we understand the importance of listening to our clients and candidates.

“Simply put, their service is second-to-none and we have no hesitation in recommending them highly.”

- Director

How we deliver

Account management is a key factor when arranging a partner for Dual Management solutions. Solutions are tailor-made to meet individual requirements so consistency and service ownership is paramount.

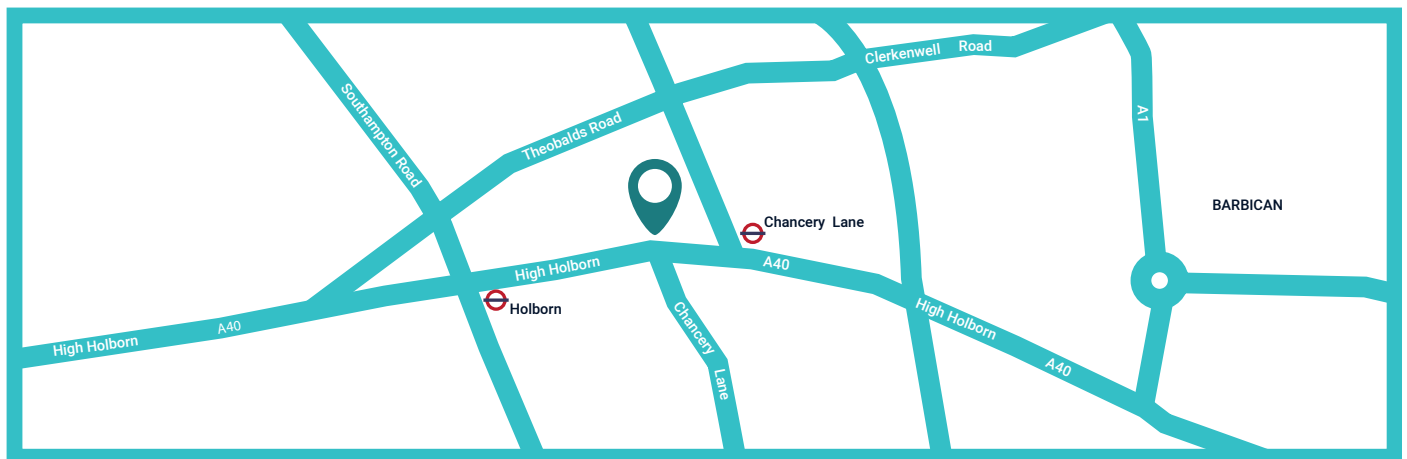
Account management team

- Comprehensive and specialist property knowledge
- Extensive operational and restructuring expertise
- Onboarding, HR and customer service specialists


“Abbatt does not only recruit staff but also provides very solid training and support to their staff which ensures that they are very professional, at all times. I will always recommend that firms use Abbatt for property recruitment as they are the best in this sector.”

- Head Concierge

Find us: Abbatt Property Recruitment, Swan House, 37-39 High Holborn, London WC1V 6AA



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