

CASE STUDY



A major construction contractor supporting a nuclear new build project in Suffolk needed to grow its Health & Safety team in a difficult-to-access location.

THE CHALLENGE

- Remote coastal project location
- Limited local accommodation options
- Rising seasonal living costs
- Growing workforce demands by 2027

OUR APPROACH

We worked closely with the project team to understand the realities of working away on site. We agreed an uplifted rate structure that supported contractors' living costs while remaining compliant with IR35 requirements.

After a targeted search, we identified suitable Health & Safety professionals, managed interviews, completed referencing, and supported onboarding throughout the process.

THE OUTCOME

We successfully filled two of the three Health & Safety Advisor positions within a few weeks. The hires gave the project team additional stability ahead of planned workforce growth.

The project had previously been searching for several months before we became involved, so the quicker turnaround helped reduce pressure on the existing team.

THE IMPACT

With additional people in place, the team could begin transitioning onto a shift pattern better suited to long-term project delivery. This created more flexibility for workers travelling away from home and improved the project's ability to retain people on site.

The successful hires also strengthened the ongoing relationship as workforce requirements continue to increase across the project.

"Oliver contacted me reference a job opportunity that suited my skill set well. He explained the role in depth including the process I would need to go through for the position as security clearance was required. Oliver kept me updated throughout the whole process ensuring everything was in place. I can highly recommend Oliver for the professional service that he provided."

Simon, Health & Safety Advisor

For more information or to find out how we can help you secure and retain the best talent, please get in touch.

Oliver Markham

t: 07441390395

e: oliver.markham@highfieldps.co.uk