



RECRUITMENT FUNDING SOLUTIONS

EXPERIENCED & PROFESSIONAL
RECRUITMENT FUNDING
SUPPORT SPECIALISTS

ABOUT US

Recruitment Funding Solutions (“RFS”) is a unique back-office and funding company working specifically in the recruitment industry with recruitment businesses for the last 5 years.

With many years’ experience working in the recruitment sector, our team fully understands the importance of an efficient back office to the smooth running of a recruitment business. We also understand the many challenges that recruitment business owners must overcome in a compliance led industry.

RFS can look after those time-consuming, monotonous but necessary day to day tasks allowing the modern-day recruiter to do what they do best, building relationships with new and existing clients, and recruiting high-quality candidates for placement

“ Work with a recruitment funding provider that genuinely understands your business. ”



OUR SERVICES

Whether you're an established recruitment agency, or you're just getting started – our services are designed to support you at every stage.

FUNDING OPTIONS

Our two primary products are known as **RFS Protect**, geared towards start-up agencies that need the extra support and protection of 100% risk-free funding; and **RFS Evolve**, for more established agencies that need higher funding provision.



SECTORS WE WORK IN

We provide recruitment funding solutions to a wide range of recruitment agencies throughout the UK. We're not limited by size, sector or location. This is just an illustration of the sectors some of our clients operate in.

CONSTRUCTION



HEALTHCARE



INDUSTRIAL



EDUCATION



FINANCE, LEGAL
& COMMERCIAL



IT



TRANSPORT



SCIENCE &
TECHNICAL



FUNDING OPTIONS FOR START-UP AGENCIES



RFS
PROTECT

RFS Protect is our funding solution for developing, early-stage and start-up agencies.

RFS PROTECT AT A GLANCE

RFS Protect provides peace of mind for recruitment agencies that want the additional security of 100% risk-free funding.

Unlike high-street lenders and other funding providers, we specialise in the recruitment sector. Through years of working in the industry across many different sectors, we've refined our offering and developed our understanding of the issues recruiters face, the challenges they need to overcome, and the funding solutions needed at every stage of development.

WHAT ARE THE BENEFITS?

- ✓ 100% risk-free funding for recruitment agencies and start-ups
- ✓ No hidden charges. Ever.
- ✓ Recruitment specialists.
- ✓ Full invoicing and payroll services.
- ✓ Extensive management information.



**We
specialise
100% in the
recruitment
industry.** ”



FUNDING OPTIONS FOR ESTABLISHED AGENCIES



RFS Evolve is our established agency funding solution.

RFS EVOLVE AT A GLANCE

RFS Evolve builds on our start-up offering RFS Protect, but is designed with more established agencies in mind.

With RFS Evolve, you have much more flexibility in how you run your business. You can determine your own credit terms with clients, owning and managing your company's risk profile, and you'll have access to more in-depth, real-time management information through our sector-leading technology platform.

As with RFS Protect, there's no need to hire your own finance team, as we look after all the credit control, invoicing and payroll, so you can focus on growing your recruitment business.

WHAT ARE THE BENEFITS?

- ✓ Manage your own risk profile.
- ✓ Cost effective funding.
- ✓ No hidden charges.
- ✓ Extensive management information.
- ✓ Recruitment specialists.

“**Specialist funding for established recruitment agencies.**”

FUNDING OPTIONS

QUICK COMPARISON

CHOOSING THE RIGHT FUNDING OPTION FOR YOUR BUSINESS

We know every agency is different, so whilst **RFS Protect** is well suited to start-up agencies, it is also a popular funding choice for lifestyle agencies and businesses of all sizes who would prefer to mitigate all risk or free themselves of certain responsibilities. Similarly whilst **RFS Evolve** is best suited to established recruitment agencies, we welcome enquiries from agencies from a variety of sectors and are happy to have an open discussion based on your individual needs and circumstances.

The chart below highlights the differences between RFS Protect and RFS Evolve to help you make a more informed choice on which funding option best suits your needs.

What's included?	RFS PROTECT	RFS EVOLVE
100% Risk free funding	✓	✗
No guarantees or securities taken	✓	✗
Turnover in agency name	✗	✓
Agency uses own terms	✗	✓
Credit control service included	✓	✓
Invoicing services included	✓	✓
Payroll services included	✓	✓
HMRC reporting/obligations taken care of for agency	✓	✗
Recruitment legislation responsibilities taken care of for agency	✓	✗
Bad debt protection included	✓	✓
Management reporting included	✓	✓
Inclusive recruitment platform	✗	✓
Client relationship manager for every agency	✓	✓



TAILORED SERVICES

DESIGNED TO SUPPORT YOU AND YOUR BUSINESS AT **EVERY STAGE.**



100 % risk-free invoice funding

Full invoicing service to your clients. Accurate and on-time payroll ensuring your candidates are always paid efficiently and compliantly.



No personal guarantees

We do not insist on personal guarantees or debentures, lengthy tie ins, or minimum trading levels to use our service. We're genuinely a plug 'n' play model offering recruiters the flexibility to run their back-office using a highly transparent and fair pricing model, with no hidden or ancillary costs.



Great technology

Each agency client has access to a bespoke portal enabling them to work with us securely 'in the cloud' via simple and easy to use portal forms. RFS embrace technology to make our clients lives easier.



Invoicing & payroll

Providing clients with all relevant weekly reporting enabling them to regularly measure the performance of the business.



Credit control

Our experienced credit control team offers an effective and friendly credit control service ensuring that we collect against your invoices without jeopardising your relationships.



Dedicated account managers

RFS clients are never passed from 'pillar to post'. Each client has a specific client account manager whose sole purpose is to support the seamless running of their business.



Extensive management reporting

Providing clients with all relevant weekly reporting enabling them to regularly measure the performance of the business.



Bad debt protection

Full protection against debt within agreed credit terms. There are no additional legal fees or fee loading on overdue invoices.



Recruitment specialists

Ensuring that, unlike a high-street bank, we can navigate you through the ever-changing minefield that is modern-day recruitment legislation. RFS responds to all industry legislation changes, keeping our clients updated along the way so that there are no nasty surprises!

HOW WE WORK

Our simple process can be summarised by these three easy steps:

1 CREDIT CHECK AND PROVIDE CLIENT DETAILS

After obtaining a credit limit, you submit client details to us and we'll issue terms of business for signature.

2 PROVIDE CANDIDATE AND ASSIGNMENT INFO

Upon making a placement, you enter the candidate's info and assignment details on your bespoke online portal. We'll then make sure your candidate is ready for payment.

3 WE PAY YOU YOUR MARGIN

Once we receive timesheet approval, we'll invoice your client, pay your candidates and, after retaining our bit, send you your weekly margin.

“ Having worked as a senior recruitment consultant with a company for several years, I finally made the big decision to break out and start my own recruitment agency.

I have found the RFS service to be first class offering flexibility and fantastic support whenever I need it. **”**

John - Construction Agency
(Experienced consultant setting up a new agency from scratch)





MEET OUR TEAM

OUR TEAM ARE RECRUITMENT INDUSTRY SPECIALISTS

They understand the recruitment industry arguably better than any other funding team, and certainly more than a traditional banking institution.



Alex Grant
Managing Director

Alex is the Managing Director of RFS, bringing extensive experience of payroll, funding, finance and compliance across a broad range of recruitment and staffing businesses

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Mike Findley
Operations Director

Mike has significant experience within the recruitment sector, with specific focus on the contracting and umbrella payroll risk landscape.

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Keith Davidson
Sales Director

Keith has decades of recruitment, payroll and funding experience, including responsibility for high volume umbrella contracts.


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INTRODUCING:



QUEST PAY SOLUTIONS



ABOUT QUEST PAY SOLUTIONS

Sister company of Recruitment Funding Solutions (RFS), Quest Pay Solutions provide trusted payroll solutions for CIS, PAYE and Umbrella contractors.

In an industry littered with legislation, it is now more important than ever that recruitment businesses are comfortable with the payroll companies that they are engaging with, and even more importantly, they know they can trust them.

Quest Pay Solutions offer a uniquely transparent and compliant service which ensures that our agency partners, and the employees and contractors involved know that their payments are being processed in a 100% compliant manner.

In addition, Quest Pay offer a highly efficient, personal and flexible service. This includes team members with a wealth of experience assisting temporary workers across multiple industry sectors, with their payroll and contracting requirements.

FULLY COMPLIANT PAYROLL SOLUTIONS

There is no better way for an umbrella company to prove its compliance than by achieving FCSA accreditation for the services it offers. This is achieved by passing rigorous auditing checks on the processes and practices of the business.

Quest Pay Solutions proudly hold FCSA accreditation for both umbrella services and self employed / CIS services, giving the agencies we engage with peace of mind that they are dealing with a genuinely compliant umbrella company.





QPS SERVICES


Whether you're a CIS, PAYE or Umbrella contractor, Quest Pay Solutions has the payroll solution for you. As an FCSA accredited member for CIS and Umbrella solutions, we're independently assessed against key criteria so you feel confident working with us in your contracting career.


UMBRELLA EMPLOYEES


BENEFIT FROM:

 The security of having full employee status, with all associated employee benefits included such as holiday pay.

 Flexible engagement when working on multiple assignments, meaning that candidates are not required to be employed by multiple employers.


 Paperless onboarding process, ensuring a smooth engagement.


 Prompt and seamless weekly payment including a detailed weekly payslip for every payment made to employees.


 Text message to each employee advising of payment amount.


CIS CONTRACTORS

BENEFIT FROM:

 Comprehensive self employment checking process to ensure full compliance with self-employment status legislation.


 Full weekly invoicing service to clients - saving contractors the administration headache.


 Verification against UTR number of each contractor with relevant CIS tax deduction made before payment.

 Weekly remittance issued to contractors following payment.

 Yearly statement of earnings to assist with tax returns.

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