

Understanding Screening Provider Models

Different providers take different approaches to background screening. Each model has strengths and trade-offs; the key is choosing the right fit for your project.

| Provider Type | Strengths | Trade-offs | Best For |
|--|---|--|---|
| Transactional / Automated Providers | Fast turnaround for high volumes, lower upfront costs. | Less personal candidate support, potential gaps in communication, may struggle with complex or regulated checks. | Simple, transactional checks (e.g. DBS-only). |
| Hybrid Providers | Mix of automation and some human support, competitive pricing, can handle mid-level complexity. | Candidate journey not always consistent, oversight may be limited, governance varies. | Medium-complexity projects with some need for personal support. |
|  Advisor-led Providers | Dedicated consultants guide every candidate, transparent communication, real-time dashboards, scalable for nuclear projects. Proven experience with LAPEC, BPSS, and WIMS management. | Not the lowest-cost option but you pay for speed, compliance, and human expertise. | Critical, regulated environments like nuclear sites where compliance and mobilisation speed matter. |

Selecting a screening partner isn't about good vs. bad providers. It's about understanding which model is best suited to your needs. For highly regulated projects like Hinkley Point C and Sizewell C, advisor-led providers with both compliance expertise and speed are often the most reliable choice.

Don't let screening delays hold you back

Candidates feel supported. Clients see faster starts. Partner with Rullion to streamline screening and keep HR focused on what matters most, your people.

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