

Welcome to the *EH Times*



Welcome to Elizabeth Hunt's first edition of the *EH Times*: a newsletter designed to bring you updates from the UK jobs market and our business.

The *EH Times* will also keep you informed on important legislative updates, whilst offering you a taste of Elizabeth Hunt's own personal insight into the topics that really matter to you.

Legislation: what you need to know

Elizabeth Hunt clients should be aware of impending legislative changes that may affect the way in which they recruit agency staff. The Agency Workers Regulations (AWR) – which will come into effect on 1 October 2011 – could impact the 1.3million agency workers currently on temporary assignments across the UK.

The art of 'hiring' in tough times

In this edition of the *EH Times*, we explore how trying times can provide organisations an opportunity to recruit new talent.

Do you know how to capitalise on the wealth of high-calibre talent flooding the marketplace?

Meet the team

Here at Elizabeth Hunt, we believe in breaking down the barriers and indulging in a little sharing time. With that in mind, we invite you to meet some of our clients and candidates through their own unique Elizabeth Hunt stories.

Finally...

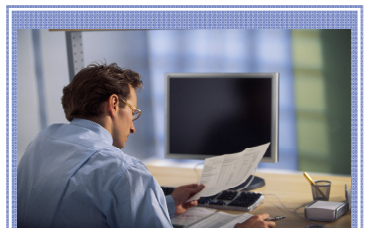
Thank you for working with Elizabeth Hunt; we hope that you enjoy this first edition of the *EH Times*. If you have any feedback to share – or any suggestions of future topics that you would love to read about – contact your local Elizabeth Hunt office today.

Steven Kirkpatrick

Managing Director, Elizabeth Hunt

If you have a vacancy, don't forget to contact your local Elizabeth Hunt office today.

www.elizabeth-hunt.co.uk/contact-us/



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- In my shoes – client interview
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- Office profile – London West End

Contact us:

For any questions or comments, please visit www.elizabethhunt.co.uk

Hiring in challenging times

Despite the clear challenges facing companies throughout the recent recession, trying times can present opportunities for recruiting new talent.

With a wealth of high-calibre candidates flooding the marketplace, forward-thinking managers are grasping the opportunity to expand their talent pool in an effort to prepare for the inevitable upturn.

Never compromise on quality

Find the *right* person rather than the *available* person.

A survey from the Equal Opportunities Commission estimates that it costs businesses anything between £1,000 and £28,000 if they make the wrong hiring decision. Add to that the impact on existing colleagues of having the wrong person in post, the potential decrease in productivity, the damage to the hiring manager's reputation and it's a costly business.

Market your company brand

If you want to attract and retain the best candidates for your industry, it is vital that your organisation stands out as a more interesting prospect than any of the other companies that are sure to be vying for new talent. Make your company visible and accessible; thinking carefully about your target candidates. Who are they? Where do you want them to see you?

Be proactive

Tell people about your business: the vision, what you're doing to get there, and the kind of people you need to achieve it.

Demonstrate that your organisation is still in good shape despite the recession. It is essential to make your messages clear and concise to stand out in an already noisy market.

As Andrew Pullman of HR Consultancy *People Risk Solutions* recently summed up:

"If your business is in good shape, make sure people know about it."

Spot the enthusiast

Take care to spot the difference between eagerness and someone whose long-held aspirations fit with your organisation.

There are plenty of people who need a job and will fight hard to get one, but do they have a genuine desire and passion to work for your organisation?

In the news

Minimum Wage

In March 2010, the government announced a national minimum wage increase which will come into effect on 1 October 2010.

At this point, the national minimum wage rates will increase as follows:

- £5.80 to £5.93 an hour for workers aged 21 and over
- £4.83 to £4.92 an hour for workers aged 18 to 20
- £3.57 to £3.64 an hour for workers aged 16 to 17

As part of these changes, the Government has lowered the adult minimum wage threshold from 22 to 21 years of age. This change will also come into effect on 1 October 2010.

Industry welcomes age 65 default retirement age move but CBI is more cautious

The Government's plan to phase out the age 65 default retirement age (DRA) from October 2011 was largely welcomed by the industry last week, but the CBI warned that it could create HR issues for many employers.

Source: ftadvise.com

Agency Workers Regulations



The Agency Workers Regulations (AWR) may change the way in which organisations engage agency workers to meet their recruitment needs.

As of 1 October 2011, employers will need to work closely with their recruitment partner to make sure that they are complying with the legislation; minimising the risk of tribunal action.

AWR simplified

'Equal Treatment' for agency workers

The regulations will give agency workers that have been on an assignment for 12 weeks the right to the same basic working and employment conditions that they would have been entitled to had they been recruited directly by the client to do the same job.

Who is defined as an 'agency worker'?

The regulations will **not** apply to an individual providing a service to an organisation as a client. In practice, we expect that most contractors working through their own limited company will not have rights under the new law.

It is however important to note that an individual will not be excluded on the basis that their services are provided through an umbrella company.

How will the qualifying period work?

The right to equal treatment on basic working and employment conditions only applies once an agency worker has carried out 12 weeks' work in a particular role. In general, breaks between assignments of more than 6 weeks will reset the qualification 'clock'.

Which working and employment conditions are covered?

The right to equal treatment applies only to terms and conditions related to working time, holidays, and pay.

Not all terms related to pay are covered; for example, the right does not extend to sick pay, maternity/paternity pay, redundancy/notice pay, payments related to pension entitlement and bonuses that don't relate to an individual's performance in their job.

What does 'equal treatment' mean in practice?

Once an agency worker has been on an assignment for 12 weeks, their relevant terms and conditions must be no less favourable than they would have been had the client recruited them directly at the date their assignment started to do the same job (taking into account the individual's qualifications, skills, and experience, where relevant).

For more information, please contact your local Elizabeth Hunt office.

Hottest desk merchandise this season!



PI:P

Every bird needs to build a nest. This thatched nest rests on desks, collecting paperclips on this magnetic base and keeping papers in order.

In my shoes: interview with an Elizabeth Hunt client

Name: Frankie Sewell

Job Title: National Research Manager

Company: CARD Group

No. of employees in the company: 5

What does the company do? Full service, market research house.

How long have you used Elizabeth Hunt? One year

How does Elizabeth Hunt support your business?

It enables our company, based in Northern Ireland, to service any project across the UK.

What are the benefits of working with a recruitment agency?

With Naomi's (Senior Consultant) friendly and professional approach, Elizabeth Hunt provides a service that is a cut above the rest.

Elizabeth Hunt makes the recruitment process extremely easy, meaning that we always find the best candidates for our jobs.

Why would someone want to work for your organisation?

We are very open and honest, and aim to provide above market benefits.



Any tips or advice for other employers considering working with an agency?

Be open and honest; the more your account manager knows, the better the candidate you will get!

A day in the life of an Elizabeth Hunt candidate



Name: Samantha Wilcox

Candidate type: Permanent

Specialisation: Executive Assistant/PA

Current role with Elizabeth Hunt: Executive Assistant to CEO & FD

What is the best job that you have ever had? This one!

In five words or less, please describe your experience of working with Elizabeth Hunt:

Focused, positive, friendly, professional and fun.

What are the benefits of working with a recruitment consultancy?

Your outlook is widened and you get the opportunity to hear from the agency about the organisation firsthand

Have you got any tips for other job seekers about working with a consultancy? Keep your agency updated of where you are with your search and be open to their suggestions!

In 25 words or less, describe your dream holiday?

My dream holiday would be sun, sea, and culture – old ruins, churches, and pretty villages.

In the news...

Rise in firms planning to axe workers

A third of the 600 employers that were surveyed by accountants KPMG and the Chartered Institute of Personnel and Development, plan to cut jobs in the next three months - the worst figure for a year.

Source: Mirror.co.uk

Run with Elizabeth Hunt and support global youth unemployment.

Elizabeth Hunt is participating in the inspirational *Win4Youth* project. The project sees employees from Elizabeth Hunt running at least 5km in support of six global foundations in India, Haiti, France, Spain, the USA and Chile; all helping disadvantaged young people to move into the workplace.

Staff are encouraged to form teams of three (or more!) and run 5km as many times as possible until January 2011. For each 5km completed, Elizabeth Hunt will donate €3 per person towards Win4Youth.

With 48,750 km already completed for Win4Youth as a group, the race is now on to reach the 80,000 km target – the equivalent of running twice around the world – by January 2011.

Could you run 5km for charity? If you think you're up to the challenge, contact your local Elizabeth Hunt office today!

Meet an Elizabeth Hunt Office



Interview with Naomi Price, Senior Consultant, Elizabeth Hunt West End

How long have you worked for Elizabeth Hunt?

I celebrated one year with Elizabeth Hunt in July 2010.

Number of staff in your office?

Four including myself.

What is special about your office and the community you work with?

Our branch is a small 'close knit' team. We work together to provide the best service and the best practice to our candidates and our clients.

Have you witnessed any changes over the past year?

Climbing out of recession, the recruitment behaviour of our clients has changed:

- Firstly, the recruitment process for many organisations has increased in length and complexity. For example, interviews used to be held within two-weeks, with no more than two interview stages. Clients have now moved towards a minimum of three interview stages with larger gaps in between interviews.
- Clients are also more specific about requisite skills and person specifications. Where a client may have previously been satisfied with an 80% match, they now expect candidates to meet 100% of the criteria.
- The methods by which candidates are searching for jobs have also changed. Everything is now predominantly online and some candidates are reluctant to take time off work to register. Candidates have also become more specific in identifying what they are looking for, and are prepared to wait for longer to find the right role.

What clients does your office work with?

Elizabeth Hunt West End has a multifarious mixture of clients. Focusing on small to medium sized businesses, we work across a range of sectors, from media and PR, through to property, banking, and small boutique finance houses.

What are the top 3 roles that you are currently recruiting for?

1. PA to CEO for an advertising company - £35k
2. PA to 3 Directors for a small architects firm - £33k
3. P/T Office Manager for a small property firm - £28k

Who is the longest serving candidate on your books?

Ingrid Stellmacher joined the Elizabeth Hunt team as a temporary associate over six years ago and is still with us today.

Do you have any tips for candidates looking for work in your area?

Candidates should demonstrate to employers why they want *their* job, rather than just any job. Employers want to see that a candidate is interested in the company and the role they are applying for!



Market Sound Bites

Long hours culture returns after recession, study shows

Britain's culture of working long hours is set to return following a previous shift to part-time working hours during the recession.

A modest increase in the number of people working longer hours since summer 2009 was recorded by the Chartered Institute of Personnel and Development.

Source: Guardian.co.uk

Employers warn of 'jobless recovery'

The UK's unprecedentedly wide embrace of short-time working to save jobs in the recession has created spare labour capacity that will slow down job creation in the recovery, employers and economists warn.

UK monthly employment data is expected to show a further fall in the number of people claiming jobless benefit, which has fallen for the last five months; reinforcing expectations that the economy is picking up steam.

Source: FT.com