

Web site with va va voom...

Onwards & Upwards

Launched just a few months ago the all new Recruitment Solutions web site is picking up followers faster than a pop idol contestant at an all girls boarding school. Whilst it may never reach No. 1 it is likely to outlast the latest pop sensation offering as it does the best in facilities for both job seekers and employers in the region.

Already it's attracting high quality candidates from outside the region as well as locally to fill specialist vacancies and meet the needs of local employers. The site is picking up hundreds of serious job seeking visitors and numbers are building all the time.

All vacancies registered with Recruitment Solutions can be included within the searchable online database. Once there they will be seen by an ever increasing qualified audience and

remain visible for as long as the position remains open, all at no cost.

...more popular than a teenage pop star, more useful than a French car advert and more affordable than water.

Job Partnerships

Recruitment Solutions has been selected by two independent web sites as their recruitment partners.

www.thame.net, which attracts over 4000 visitors a week, now has a prominent "Jobs" link direct to the RS site.

The Thame site is full of useful information about the area and is increasingly seen as the towns information resource of choice.

Britain Recognises Recruitment Solutions!

Top site britishjobs.net has selected Recruitment Solutions as its sole agency partner for Oxfordshire as well as the founding member of www.thame-jobs.co.uk and a registered agency partner for Buckinghamshire.

The British jobs site attracts 500,000+ visitors a month and will assure a significant new audience for all RS registered vacancies.

RS are delighted by these developments which will improve both the quantity



Eau! www.rsrecruit.co.uk
 ...more affordable than water

and quality of response.

Are You Mad ?

Find out with our new online psychometric testing facilities. Candidates can now complete a professional psychometric assessment online through our web site and receive near instantaneous results. Employers can psychometrically assess applicants to improve their selection process and enhance both in role performance and retention. Another new professional service from Recruitment Solutions who are defiantly not mad (We did the test so it's official !)

So there it is, more popular than a teenage pop star, more useful than a French car advert and more affordable than water. It's no wonder the new www.rsrecruit.co.uk web facilities are transforming the regions recruitment practice.

Call or email Karl and register your vacancies.

Liaison dangerous

Simply turning up for work will improve your chances of finding romance, it seems.

A new survey has revealed that as many as six out of ten office workers have had a fling with a colleague, and one in ten of those asked had seduced four or more of their co-workers according to the survey by American Elle and news site msnbc.com.

Of those that had seduced a colleague, half had had sex on a desk and others admitted to liaisons on chairs, in conference rooms and even the car park—with one in seven boasting about sex on the bosses desk.

Lets just hope that they were not amongst the 7% who were caught in the act !

Bullying at work doesn't work

Bosses who bully staff are no more likely to succeed than those who offer a shoulder to cry on according to a new survey. The survey, conducted by a leading employment agency, found that many of those who had experience of bullying bosses considered leaving after their first day in post.

Of these almost all had left within a year.

Many bosses feel that if they get involved sympathetically with their staff's issues they leave themselves in a vulnerable position. The facts seem to suggest the opposite might be closer to the truth.

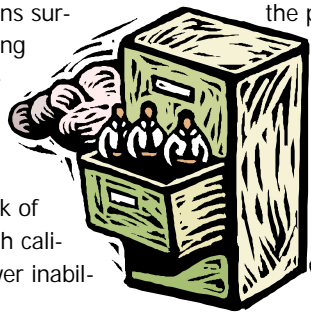


War on talent continues...

Despite the recent slowdown in the economy the war for talent continues according to the latest survey by The Chartered Institute of Personnel and Development. It shows that three quarters of the 747 organisations surveyed are experiencing recruitment problems – this compares to just over half in 2000. This figure rises to a staggering 89 per cent in the public sector.

One of the most startling and worrying statistics for local employers is that over fifty per cent of the organisations surveyed are also struggling to hold on to their employees.

A broad range of jobs are affected and the main reasons are a lack of suitably skilled and high calibre people and employer inability to offer people what they want both



50 per cent have retention problems

in terms of pay and reputation. But organisations are getting more sophisticated in an increasingly competitive jobs market. While over sixty per cent have upped the salaries on offer, the respondents are also recognising that simply offering more money to get the right people on board and to keep them is not enough.

A significant number of organisations in the survey had changed their recruitment practices in an effort to boost success. This included reviewing the process and adopting a more professional approach - even if it cost more.

There is also an inc

reasing use of competency based testing and assessment centres. There was little use of "golden hellos".

The survey also shows that fifty per cent of those surveyed are struggling to retain staff, particularly young people.

Measures to keep people include the development of a more attractive "employer brand" and offering more flexible working arrangements. As well as tapping into new sources of labour, organisations are being much more flexible so as to appeal to staff with a diversity of needs and motivations.

Retention is growing in importance due to recruitment difficulties, high labour turn-

over and the need to motivate staff affected by re-organisation. 50 per cent of the respondents had retention problems, particularly with younger employees be-

ing less loyal and more difficult to keep hold of.

Recruitment difficulties were widespread in 2001, and affected a greater propor-



Money alone can't buy loyalty

tion of vacancies than in the previous year.

Causes of such difficulties focus on four factors: candidates' lack of relevant experience; candidates' lack of relevant technical skills; recruiters' inability to meet salary expectations; and a shortage of high-quality applicants.

A marathon effort & £2,200 makes Karl a happy man

Recruitment Solutions consultant, Karl Hine, recently completed a marathon charity row on a concept 2 machine at the Racquets gym in Thame.

Karl completed exactly 26.2 miles (42,195m) in a



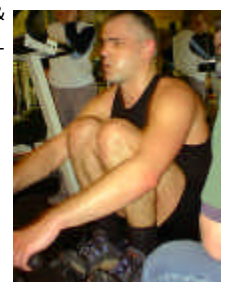
personal best time of two hours and forty six minutes.

Karl's time was the eighth fastest in the UK last year and inside the worlds top twenty five, a magnificent effort for such an old man !

More importantly, thanks to the generous support of our clients and others over £2,200 was raised for the Charlotte Walters trust.

Charlotte, 7, suffers from SME, a debilitating spinal condition requiring constant care, medical attention & costly special equipment. Despite these problems she is a happy, fun loving girl and an inspiration to all who meet her. The money raised will fund a 'Ground Force' styled project to enable Charlotte to play safely in her garden and send her on holiday.

We are grateful for everybody's exceptional support and to Karl for his dedication & generosity.



The first time many in the audience had seen Karl work !!

Temp of the month — June 2002

This month we are delighted to be able to award the Temporary Worker of the Month to Natalie Fisher who has been temping with us since January this year, working exclusively at CPM in Thame. She has gained experience on a number of contracts and has latterly been employed on the

Cancer Research Run for Life campaign consistently making herself available outside of her normal shift times including weekend work. Judith Stratford, Natalies's line manager at CPM has commended her highly and we are delighted to be able to acknowledge Natalies efforts with this award.



Natalie receiving her temp of the month award at CPM's premises in Thame.

Recruitment News *is produced by:*

Recruitment Solutions
55 North Street Thame Oxon. OX9 3BH
Tel: 01844 213999
Fax: 01844 213444
karl@rsrecruit.co.uk
www.rsrecruit.co.uk