

Salary survey for Thame & surrounding area

A comprehensive survey of the employment scene in Thame and surrounding areas has thrown light on trends over the last year. Companies taking part in the survey reported a twelve percent (12%) rise in staffing levels. This is well above the national average and provides further evidence of the areas robust economic performance despite troubling times at national and international level. The survey has now been running for four years and includes a representative collection of the areas em-

ployers, from large to small companies. Over this four year period total reported job growth has been sixty five percent (65%) again well above the national average.

Good local prospects despite concerns about national outlook...

Such strong job growth has inevitably put pressure on the local labour market. This has produced strong competition for skilled employees, and

shortages in some disciplines but perhaps surprisingly it has not fed through to strong wage inflation. Average rates of pay increase over the last twelve months are reported at three point six percent which is just below the national average of three point eight percent. This overall increase tends to disguise quite significant variations between disciplines. Interestingly competitive pressures seem to have ensured that there is little difference between large and small employers.

Prospects for the year ahead appear good although uncertainties about the national and international outlook make forecasting more difficult than usual.



Prospects looking good for employment in Thame

Recruiters beware—job seekers are becoming more demanding!

Gone are the days when recruiters would place a job advert in print, receive covering letters and CV's via post and issue letters inviting people for interview a couple of weeks later. According to a recent survey, 70% of respondents believe it is faster to apply for jobs online and are therefore opting for this method over traditional forms. What's more, expectations are high amongst job seekers as nearly half of those questioned expected to receive a



response to their online job application within 1-3 days and this excluded an automatic confirmation notice. So, as the application process speeds up never has it been more crucial for recruitment professionals to implement technology that can streamline the recruitment process and speed up the response times to ensure that competing companies don't snap up the best candidates.

Recruitment Solutions reach the final of Aylesbury Vale Small Business of the Year

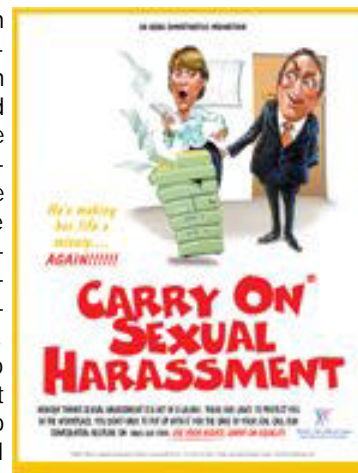
Recruitment Solutions are delighted to have been selected as one of the three finalists of the Aylesbury Vale Small Business of the Year Awards sponsored by The National Westminster Bank.

Beating off strong competition to make the final RS were assessed on the quality, efficiency & effectiveness of their service, growth & forward planning. Winners are to be announced on November 8th.

Carry On Equality

The saucy on-screen antics of Sid James, Barbara Windsor and Kenneth Williams will form part of a new campaign by the Equal Opportunities Commission (EOC) to highlight the need for workplace equality. The EOC believes its specially designed series of Carry On-style film posters – titled Carry On Sexual Harassment, Carry On Discrimination and Carry On All the Way to the Tribunal – will make workers aware that sexual harassment and discrimination are as outdated as the films. The campaign also highlights the cost of tribunal cases to employers and raises awareness of the free practical advice available to them.

said: "Employers cannot carry on regardless. When employers fail to tackle the problem, they run the risk of costly tribunal claims, not to mention the hidden cost of sex discrimination – losing staff who are not happy at work." According to recent research carried out by the Department of Trade and Industry, only one-fifth of small employers felt confident or very confident about their knowledge of individual employment rights. The EOC's help line number is 0845 601 5901.



Homebuyer 'sickies' cost UK bosses £100 million

People are more likely to take sick days off to move home. Over one in four property buyers (28%) take unplanned time off work to cope with the stress of buying and moving home. Homebuyer "sickies" cost UK businesses £129 million pounds a year, according to new research. The research was conducted amongst 5,605 recent or current property buyers to see whether buying a home has negative affect on their career. "Buying a home requires time and many home buyers don't put aside enough time for home viewings, solicitors' appointments and the move itself. The best way to ensure buying a home does not have a negative impact on your career and cause even more stress at work is to schedule enough time off and ask your boss for some flexibility." The results showed that in London the number of property buyers who take extra days off work rises to one in three (32%). However, in the North East where the property market is less heated, this figure



drops to one in five property buyers (21%). In addition to getting in bad books by throwing unexpected "sickies", other potentially career-damaging symptoms experienced by property buyers include feeling angry (35%), feeling out of control (22%), having problems sleeping (29%), having problems concentrating (18%), experiencing tension headaches (18%) and drinking more alcohol (10%). "Feeling angry because you are in the process of moving home can be an additional stress to your working day and may even make you unpopular with colleagues," the report found. Bosses are advised they ensure their employees are realistic when they ask for time off to buy a house. According to the survey findings: "From an employer's point of view, it's much better that a member of staff plans for any last minute hitches by taking extra time off, rather than calling in at short notice and leaving colleagues in the lurch. Also be-

Homebuyer sickies cost UK businesses £129 million pounds a year

ing flexible with employees than moving house. Step 5, Try to stop worrying, as worrying makes you feel more anxious, diminishes concentration and contributes to poor sleeping patterns. If you have planned your move and made a list of "things to do" you have done all you can. Remember you cannot control all aspects of the process, it is impossible, Do what you can and then relax. Step 6, Picture the whole move in your head and imagine a smooth move. Don't anticipate disaster or your stress levels will go through the roof. According to Kasia Szymanska, "Buying a new property is a lengthy and complex process and is considered to be a key lifestyle change. The symptoms outlined in this survey are very common and can make you more stressed at work. In particular feeling tired and nervous, increased anxiety and feeling more irritable than usual. Use the steps outlined to avoid these pitfalls, relax and enjoy your move.

Step 1, "Get practical" make a list of things that you need to do, and remember to tick things off as you go down the list.

Step 2, "Don't stew!" Procrastination only makes you worry about things you could be taking action on! Don't put off doing things that need to be done now, inevitably you will feel more stressed in the long run.

Step 3, Always take regular breaks and eat healthy meals. Even such small actions go towards preventing the build up of stress.

Step 4, Put the move into perspective, There are much worse processes to go through



There are worse things than moving house!

Employers warned over recruitment process

Employment law experts at Thomas Eggar are warning employers to take care when selecting candidates for interview as rejection can easily lead to a claim on the grounds of racial or sex discrimination. This is where a South East school recently found itself when a candidate from an ethnic minority was rejected; a claim was made on race discrimination grounds and the school now has to answer many questions about its racial mix and recruitment policies.

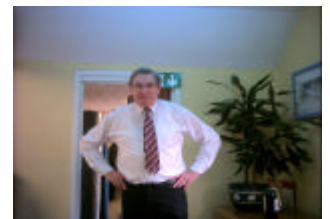


"Employers need to properly assess candidates and to have a contemporaneous written record of why a candidate was not selected, or was not successful at the interview," advises Nick Hine, an employment partner at the London office of Thomas Eggar. "It is also advisable to have an equal opportunities policy in place, which shows evidence of considering this matter. The school is now being asked why it does not have one." Claims to employment tribunals are on the increase, and this particular candidate is

Temp of the month October 2002

This month we are delighted to present our Temporary Worker of the Month award to Michael Page. Michael has temped continuously with us since April of this year and has proven to be a totally reliable individual, without a single days absence and with an exemplary track record throughout. Michael joined us following redundancy after many years successful employment within

the logistics industry where he hopes to return when a suitable position arises.



Michael receiving his temp of the month award at the Recruitment Solutions offices in North Street.

believed to have made several similar claims against other schools which have also rejected him, but this does not reduce the burden to the school in answering the claims against it. www.thomaseggar.com

Recruitment News

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