



Recruitment News

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Recruitment Solutions
01844 213999

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FINDING YOUR PERFECT MATCH3000+ local Candidates at your fingertips 24/7.

You know what you want but where can you find it? The answer could be sitting on your desk right now so read on...

CV-matching software has come a long way from the early days when it was first used. The technology used to be so slow that it was quicker to drive somewhere to pick up a CV rather than use the system! It's not just the processing speed that has improved - the software has also got a lot more sophisticated and is much more useful in what it offers recruitment agencies, clients and candidates. The past 12 months in particular have seen a huge change in terms of what technology is on the

market and how a candidate's skills are highlighted and grouped by the technology. It is known as intelligent software because it can interpret the information on a CV and present it in a particular fashion, rather than just reproducing it in a different format.



Here at Recruitment Solutions we have taken on board this growing trend and have developed our own CV matching software which can be used to the advantage of the employer and candidate.

In fact it is not so much a CV-matching program but a skills one, which reflects a move away from traditional CV databases to skills databases. We make it so that our system can have an intimate knowledge of skills group, can distinguish between required skills and desired skills. By adopting this process the ability for people to find what they are looking for has got a lot better therefore creating the perfect match!!!

If your company has any news or developments that it would like to publicise through these pages then please email the details to lucy@rsrecruit.co.uk

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A recent survey highlighted the increasing importance of using the internet as a successful means of finding work. The growth of e-recruitment has been driven by a combination of actual cost savings in the recruitment process, increased ease and efficiency for the employer along with an improved experience for candidates

Here at Recruitment Solutions we have made a number of enhancements and improvements to our website which now allows you a number of options to manage your recruitment online.



For example, you can have unlimited space to describe the job and your company or alternatively you can search our huge, high quality online CV database for the perfect match for your needs.

This is just an insight as to what we can offer why not visit www.rsrecruit.co.uk, or call 01844 213999.

It's not all doom and gloom—the future is bright.....

.....if you are looking for a job in Aylesbury. New Figures from the Office for National Statistics have shown the total number of jobs provided in Aylesbury Vale has increased for the third successive year, bucking the trend of some nearby towns. The total number of jobs provided for 2005 stands at 70,078 with almost 40,000 of these being provided in Aylesbury town itself. This represents a growth of 1% on 2004. The main areas of growth have been in banking, finance and insurance together with education, health and other public services.

In general recruiters are overwhelmingly positive about the year ahead, despite more negative grumblings from

economists and commentators in other sectors.

Practitioners are reporting more permanent placements, bigger temp workforces, higher turnover and crucially the vast majority are predicting growth for the next 12 months. The results of The Saffery Champness Recruitment Business Survey - Financial Review 2006 show that 92% of recruiters expect to expand their business in the coming year, while 78% are achieving a greater number of permanent placements than they were 12 months ago.

The poll questioned more than 60 of the biggest players in the UK recruitment market and although some were less bullish than anticipated, the findings still paint a picture of financial optimism.

Lenient view of office romance

Unlucky in love—why not look to one of your work colleagues! Britain's bosses take a lenient view of office romance, according to research from law firm Browne Jacobson. It found that just 6% of UK employers ban romantic liaisons between staff. Midlands' bosses are the most lenient, with little over half as many in the East Midlands (6%) having such policies, and 7% in the West Midlands barring office romances. Employers in Northern England are the strictest in the country when it comes to office romance, with 10% banning relationships between staff. Peter Jones, employment partner at Browne Jacobson, says: "Companies should take the issue of office ro-



mance seriously, as it can leave them open to accusations such as favouritism, harassment or discrimination. Problems can arise both during the relationship and after it has ended. "Companies should have in place clear procedures to ensure fairness of pay, promotion, opportunity and dismissal, to reduce the chance of having to deal with disgruntled employees, grievances and even tribunal claims." However, companies take a stricter stance on drinking during working hours, and many take steps to prevent recreational drug use by employees. It found 57% of businesses ban drinking during working hours, and 28% include clauses in employment contracts allowing drug testing.



Due to popular demand the RS Recruitment newsletter is up and running again. I do hope you find it a light and informative read and if there is anything you would like to see us cover in the next addition please email

lucy@rsrecruit.co.uk.

Should you not wish to receive the newsletter then please email lucy@rsrecruit.co.uk and I will update our records accordingly.

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