

# OSR Latest

Welcome to OSR's Summer Edition of the Quarterly Newsletter...



## OSR Commercial HAVE MOVED...

The launch of our second Norwich City Centre office has catapulted us into the recruitment forefront. The new office; the operations centre for our nine strong Commercial Team, is in Old Bank of England Court, Queen Street, Norwich. The offices are recently refurbished and boast a comfortable and professional environment for both clients and candidates to visit the team. This offers endless opportunities to expand our skilled and experienced team of consultants.

Alongside the exciting developments in Norwich, our Ipswich office goes from strength to strength, and the Hospitality and Industrial Divisions continue to operate from the original London Street branch. With three offices across East Anglia, we will be looking to expand our reach further with satellite branches and the potential of moving into Great Yarmouth, Kings Lynn and Beccles. Our plan for the rest of 2009 includes offering a fully functional training and meeting facility for our clients, full re-branding, re-launch party towards the end of the year and a sharp new website..... come and see how we are transforming!

## New Recruit

We are pleased to introduce our newest member of the team. **Richard Newcombe** has joined the permanent commercial team and will be specialising in Accounts and finance. Richard is an experienced consultant having worked for a specialist Finance recruitment firm in London where he successfully recruited from entry to Director level vacancies for a range of corporate and blue chip organisations, including Johnson & Johnson, TieRack, KFC, Morrisons, Asda and Waitrose



## Temp of the Month

OSR Pride themselves on providing the best temporary staff to fulfil bookings, whatever the length of time. Each month we recognise those temporary staff that have made a special contribution and their employers have asked us to highlight their achievement.

**Alex Folkes** has been nominated by her employer due to her continued dedication, hard work and outstanding professionalism since starting with them on a temporary basis.

**Land Ramaj** was also nominated as the work he has produced is of the highest standard and his manager has been nothing but delighted with his professionalism and proactive attitude.

Congratulations and our thanks go out to Alex and Land for representing OSR so well.

Do you have an OSR temporary staff member you would like to say a big thank you to? E-mail [anna@osr-recruitment.co.uk](mailto:anna@osr-recruitment.co.uk) with who and why, and see them featured in the next edition of the OSR Newsletter.

## Win BIG with the OSR monthly client incentives....

Look out for the monthly OSR client incentives. Recent winners have won some superb prizes including £100 spa vouchers, a family ticket to Africa Alive and an Ipod Nano.

July's incentive is to recommend other businesses or colleagues who may benefit from OSR's services to your consultant. All those who provide us with recommendations will be entered into a draw to win a car satellite navigation system. Get in touch today!

## Urgent Reminder – Minimum wage increase from October 2009

Minimum wage will be increased with effect from October 2009. Currently, people over the age of 22 are eligible for a minimum wage of £5.73per hour. This will increase by an extra 7p, to £5.80per hour. 18-21year olds will see an increase from £4.77per hour to £4.83per hour and 16 & 17 year olds will see an increase to £3.57ph.

## 2009... Year of the Temp

Yes, 2009 is being hailed as the year of the temporary worker. Many companies are currently unable to commit to permanent recruitment due to head count issues, but the show must go on, so increasingly temps are being relied upon to fulfil jobs instead. Across all sectors, recruitment of temporary staff to offer short to medium term support has increased, compared to quarter four of last year, with hiring activity rising consecutively each month thus far in 2009.

Onrec.com and The BBC have both reported increases in the number of temporary staff employed across the UK and during the British summer, students and school leavers looking for work typically swell this number further still. All divisions of OSR have seen a significant increase in the number of casual and part time roles available, alongside an increase in candidates looking for second jobs. Many candidates are looking to use and build up their transferable skills and pursue a temporary or contract position. But when the market place is 'candidate rich' following redundancies, it's all the more important to save time and ensure every role is filled with the right person.

Many of our clients have found traditional forms of recruitment have attracted huge numbers of responses with basic administration and reception roles often attracting several hundreds of applicants, many of whom are looking to change career or are willing to accept any work, until the market place picks up. This creates a huge amount of work in handling and responding to applicants; time which many companies cannot afford to spend especially with resources being further stretched due to lower headcounts, as well as causing potential issues with staff turn over further down the line. Research shows that on average, recruiting for



a commercial role in the current climate is likely to take in the region of 34.5 hours per position, when factoring in the whole process from producing adverts, receiving applications and enquiries, short listing, interviewing, checking references and declining unsuitable candidates. It is because of these factors that using the services of a reputable recruitment agency, notably OSR Recruitment, has become favourable throughout many businesses. If you haven't dipped your toe into the OSR ocean yet, there couldn't be a better time to try. Contact us with your next vacancy and let us take the hard work out of recruiting your staff.

## Summertime entertainment.....

Looking for ideas of things to do this Summer? We've put together a list of suggestions for local goings on....

**Lunchbox Entertainers - Mon 27 Jul – Fri 14 Aug - The Forum, Norwich 12.30pm-1.30pm Mon-Fri**  
Millennium Plain will be packed full of entertainment every weekday lunchtime with the return of the popular street arts series, Lunchbox. Take a break from your working day, bring the family, entertain guests ... these international performers are set to amaze all with their humour, skill and grace.

**Broadland Boat Train - Wed 1st Apr 2009 - Sat 31st Oct - Bure Valley Railway, Aylsham Station.**  
A unique day out in Norfolk! Steam hauled trip through picturesque Norfolk countryside, together with a cruise on the beautiful Norfolk Broads.

### Seaside Carnivals -

**Gorleston Clifftop Festival, Marine Parade, 31 July - 2 August**  
An air display, funfair, fireworks plus music and dancing all form part of the Gorleston Clifftop Festival Weekend.

**Wells-Next-The-Sea Carnival, August 1- 9** - Floats, fancy-dress, sandcastle competition and the crowning of the Carnival Queen.

**Sheringham Carnival, August 2-9** - The programme is varied and includes medieval demonstrations, model boat show, teddy bears picnic, music and sandcastle competition.

**Cromer Carnival, Events from August 1-19** - Events begin on August 1 and continue over two weeks leading up to the Carnival Day itself on Wednesday August 19. Highlights will include flyovers by the Red Arrows, the Royal Signals Motorcycle Display Team, the Kangaroos Display Team, the West Lancs Dog Display Team, and a host of marquee events including dancing, live music and an illuminated parade.

**Aylsham Agricultural Show at Blickling Hall 31 Aug 2009** - Expect exciting performances from the likes of the Essex dog display team, the Royal Artillery Parachute Display Troop and the Battle of Britain Memorial Flight. Watch show jumping, main ring judging of livestock, see classic cars and military vehicles, floral displays and art marquee.

**Harvest at Jimmy's, Jimmy's Farm, Suffolk - Sat 12th Sep 2009 to Sun 13th Sep 2009 11:00am**  
Set on and amongst Jimmy Doherty's beautiful farm you will find an abundance of delicious, sustainable & freshly made food for you to try, a series of master class cooking demonstrations from top Chef Personalities James Martin, Gennaro Contaldo and Jamie Oliver's Fifteen. Plus there will be music from Athlete, José González, Badly Drawn Boy, KT Tunstall and Seth Lakeman.

### Still looking for more inspiration? Try:

[www.visitnorwich.co.uk](http://www.visitnorwich.co.uk),

[www.eveningnews24.co.uk](http://www.eveningnews24.co.uk),

[www.ueaticketbookings.co.uk](http://www.ueaticketbookings.co.uk)

for more ideas (that's where we found ours!).

For all your temporary & permanent recruitment needs please contact us on the following:

**Commercial** – 01603 618318    **Industrial** – 01603 633600    **Hospitality** – 01603 766688