

# OSR Review

## Recruitment

Welcome to the *Winter* edition of the OSR quarterly newsletter....enjoy!



## 2011 Viewpoint from Employees...

The Great British Salary Survey questioned over 6000 UK workers to find out more about their pay, perks and education and the findings highlighted a number of key trends:

**Jobseekers move for money:** More than 30% of those asked enjoyed their last pay rise as a result of a job change. The highest salaries were in London and the lowest in Yorkshire and the North East.

**Bonus is king:** The opportunity to earn a bonus is the UK's most sought after job related perk. Other perks included time off in lieu, overtime payments, company pension, share options, incentives and length of service rewards.

**Happiness is a salary of £24k:** For the 20% of those questioned who stated that they loved their job, their average salary is £24,158. These results suggest that to retain a happy, and therefore more productive workforce, an important consideration is provision of fair salaries, benefits and performance / service recognition.

**Finance industry has the widest pay gap:** Of the industries analysed, the gender pay gap is widest in the finance sector, whilst the narrowest difference appears to be in marketing. Many would argue that this shows that the glass ceiling still exists in the work place for women and that the gender gap is most evident in more traditionally male dominated environments.

**Men still earn more:** Male workers are paid an average of 18.5% more than their female counterparts, the average salary for men being £27,241 whilst for women it is £22,988.

**Education still important in working environment:** Of those surveyed, 17% of workers have an undergraduate degree, 29% have a professional qualification and 21% are currently studying whilst at work. This shows educational qualifications are still regarded as valuable, although focus has recently moved toward vocational and hands on work experience/training.

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

Commercial | 01603 618 318

Industrial | 01603 633 600

Hospitality | 01603 766 688

# Counter Offers BOOM in 2011

It can be very tempting, when an employee comes to you to hand in their notice, to enter into "panic mode" and immediately feel you must make a counter offer. Take a moment and consider your options:

By simply offering that person more money, will this alone satisfy the reasons that they wanted to leave your business in the first instance? If it wouldn't, then it will only be a matter of time before they become disenchanted and seek a move once again. Statistics show that the vast majority of people who accept counter offers still go onto leave that employment within six months.

Always ask yourself whether there was a reason that you weren't paying that individual their desired sum of money in the first instance. Just because they have made steps toward leaving the business, it does not mean

that they have automatically become a more valuable employee.

What impact would the employee's departure have on your business? Does this offer you the opportunity to inject fresh talent and perspective into your business by bringing in someone new, or could it present an opportunity to promote internally?

Could entering into a "counter-offer culture" lead to more of your employees using this as a strategy to increase their salary?

Unless handled appropriately, working with the knowledge that an employee has made attempts to leave your business because they have been unhappy can easily lead to miscommunication and further problems down the line.

## Job opportunities have bounced back towards the end of 2011

Figures released for the latter part of 2011 have shown an increase in overall employer demand for additional staffing resource. Particularly in October this year, the number of job opportunities across the UK experienced its largest month-on-month increase for nearly two years. Main increases have been seen across a range of sectors including accountancy, sales, marketing and IT. It's great to hear such positive news as we move into 2012.

For all your Permanent Commercial needs, please contact our dedicated team at Queen Street, Norwich on 01603 618318 or email [becky@osr-recruitment.co.uk](mailto:becky@osr-recruitment.co.uk).



## Accountancy market has remained buoyant in 2011

The accountancy job market is one of the largest sectors in the UK and in 2011 this sector has risen in demand. Accountants suggest that they are feeling positive about their prospects, with many considering seeking new opportunities in 2012.


**For more information please contact our Finance Specialist, Richard Newcombe on 01603 883874 or email [richard@osr-recruitment.co.uk](mailto:richard@osr-recruitment.co.uk).**

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

Commercial | 01603 618 318

Industrial | 01603 633 600

Hospitality | 01603 766 688



## Fast forward for Engineers...

The engineering sector has shown signs of healthy growth and demand throughout 2011. The anticipation is that this will accelerate due to the current coalition government's commitment to investing billions into the Industrial, manufacturing and engineering sectors. There is now a visible increase in demand for both graduate engineers and experienced, skilled personnel.

As such, it is proven that companies are experiencing increasing pressure to source sufficient numbers of skilled staff to meet with this demand.

As the talent pool comes under pressure and competition for skilled engineers intensifies, companies are increasingly relying on the professional talent of recruiters working on their behalf.

Using a recruiter with an insight into the market place and an understanding of your business needs is one of the most effective ways to overcome a skills shortage and secure the best candidates for your business.

Here at OSR, we offer a dedicated industrial and engineering recruitment section, led by Katrina Massingham, MIRP DipRP who boasts eight years of devoted experience focusing on specialist engineering and industrial recruitment.

**For more information on how we can assist your business in this time of development, please contact Katrina Massingham on 01603 633600 or email [katrina@osr-recruitment.co.uk](mailto:katrina@osr-recruitment.co.uk).**

## > AWR LATEST >

### Regulations can provide perm jobs: good news for temps, says REC

Following recent media stories on how leading employers are implementing AWR, the REC has underlined the variety of ways that businesses can build flexibility into their workforce. Options such as the 'Swedish Derogation' model do not provide 'get-out clauses' but rather legitimate new supply methods. The key is to ensure that they are implemented through a partnership approach between employers and agencies.

Commenting on the reports, Kevin Green, the REC's Chief Executive, said:

*"One of the effects of the new regulations is that some temporary workers are being employed on a permanent basis by employment agencies. This is good news for temps as they get more job security. At the same time, agencies can benefit from having committed workers on their books and employers continue to have access to a crucial flexible resource. Under this model, the recruitment agency essentially becomes the employer of the temporary workers and has to guarantee extra payments including paying the workers between assignments, as well as additional payments if the contract is terminated. The Swedish Derogation element was included within the regulations after extensive consultation and should not be seen as some sort of loophole. If properly implemented, it is a great way of protecting jobs and keeping the UK workforce flexible."*

**For more information regarding the AWR, or any commercial temporary needs please contact our Temporary Team on 01603 618318 or email [kelly@osr-recruitment.co.uk](mailto:kelly@osr-recruitment.co.uk).**

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

Commercial | 01603 618 318

Industrial | 01603 633 600

Hospitality | 01603 766 688

# Internal or External Recruitment?

It is a common question often asked by many businesses, "internal or external means of recruitment?" Here we highlight the benefits of both methods.

Internal recruitment can build a strong loyalty within the organization as the employees have a chance to change their position after a period of time. The employees are not pressed to look for opportunities on the external job market. On occasion the cons of internal recruitment can outweigh the pros. Recruiting internally can lead to issues when an individual transfers from one department to go into another. Another area for potential concern is that internal recruitment does not bring new skills and competencies to the organisation. With intensive usage of internal recruitment any organisation can suffer from lack of "fresh blood".

Utilising OSR Recruitment Services as an option for external recruitment provides an excellent avenue for introducing fresh talent to your business. External recruitment allows

your organisation to define the necessary requirements, work with a dedicated recruiter who will match individuals according to your businesses needs and culture, and provide you with the opportunity for employing the candidate who is best suited. By utilising OSR as an external recruitment tool, the recruitment process can be quicker, with your dedicated consultant acting on your behalf and delivering perfectly matched options. OSR can deliver tailored advertising campaigns\* which help to increase brand awareness and improve your market position for further expansion. To summarise, whilst internal recruitment can be beneficial, there are also many benefits and cost saving initiatives to utilise external methods, largely centered on quality of hire, timescales to fill vacancy, culture fit, longevity and overall cost.

After all, no charge is incurred until we source the right person for you and your investment is protected by a comprehensive rebate scheme.

(\*contact your consultant for more details)

Thank you from all the team at OSR for your continued support throughout 2011. Looking forward to working with you in 2012.

**We wish you a very Merry Christmas and a prosperous New Year!**

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

Commercial | 01603 618 318

Industrial | 01603 766 688

Hospitality | 01603 633 600

