



Foreword

How time flies. It seems such a short time since our first edition of Be Brief was launched in November 2007, but here we are at the end of July 2008 and 8 months older.

In those 8 months Be Personnel has experienced excellent growth with record orders for temporary staff, a significant increase in permanent placements, and a steady growth in delivering training programmes, primarily for Food Hygiene within the Food Processing Industry.

Our staff count has also grown to support this increased order book, with the addition of two new team members based in Alness, Jackie as Office Manager and Allyson as Sales Manager.

Our Annual Customer Satisfaction questionnaire has been issued and we will shortly be publishing the results on our website:

www.bepersonneltd.com.

May I, on behalf of all Be Personnel staff, thank you for your continued business and wish you a busy and profitable year.

Angela Brunton
Managing Director

Fact

1.377m
temporary workers go
out on assignment each
week in the UK.

Source: REC web site: www.rec.uk.com

How Safe Is Your Company?

The Corporate Manslaughter and Corporate Homicide Act 2007 came into force on 6 April 2008 after several years of debate and although it does not add to the requirements under the Health and Safety at Work Act 1974, as a very minimum it should prompt even the most safety conscious employers to review their Health and Safety policies and procedures. Any serious gaps or failings should be addressed and resolved without delay.

It is hoped that the act will be a powerful tool in raising the profile of good Health and Safety practice and encouraging companies who have historically been less committed and aware of their responsibilities to take stock and implement adequate safety arrangements for their individual circumstances.

It is of course not yet known how the law will be used but the likelihood is that it will cover wide ranging causes of workplace fatalities including large scale accidents, super bugs such as MRSA, and driving for work purposes.

Police forces will be responsible for all investigations under the act and will examine the extent to which behaviours of senior managers; including actions, omissions, and inappropriate delegation have contributed to the gross breach that caused the fatality to happen.

Points for consideration bearing in mind a key element is the link between "senior management" and the cause of the fatality:

- Who will be defined as senior management?
- Do you have a board level Health and Safety Director?
- Are Health and Safety responsibilities clearly defined in senior management contracts?
- Are senior managers competent and adequately trained?
- Is Health and Safety contained within Job Descriptions?
- Is breach of Health and Safety contained in the company Disciplinary procedure?
- Do you have a formal whistle-blowing policy that supports confidential reporting of serious breaches?

26th April 2009 - a date to remember!

Sunday 26th April 2009 is going down in history! As this is the day that I, Angela Brunton will don shorts, vest and well bedded-in trainers and run the 26 miles in the 2009 London Marathon – in support of Get Kids Going a National charity which gives disabled children and young people - up to the age of 26 years

- the wonderful opportunity of participating in sport. For further information please visit:

www.getkidsgoing.com

In order that my suffering will not be in vain, I am humbly begging everyone that knows me to find it in their charitable hearts to sponsor me. Whatever you can afford will be gratefully received

for this worthy cause.

Please email me initially with your pledge and I will then respond with details, forms, etc.

Thank you. If you require proof of my participation in the event photos of my feet will be published on our web site:

www.bepersonneltd.com

(Only joking!!!)

Stop Press

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We are proud to announce during the latter end of June we had our best ever week in temporary staff billings with in excess of 430 temps on various assignments.

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ISO Recognition

We have worked so hard for the past few months to achieve the exacting standards required for ISO accreditation and now eagerly await our final audit which is scheduled for later this month.

Be Personnel has been applying its own rigorous and proven procedures across the entire recruitment and training divisions but it will still give us great pleasure, and hopefully give our clients reassurance that those procedures have all been 'rubber stamped' by ISO, and we can then state we are ISO 9001.

Indeed ISO is a beneficial "jewel" to have, as it immediately places responsibility on us as an organisation to ensure that we never forget our standards and are up there with the very best. It hopefully promotes confidence and the firm belief with existing and potential clients that Be Personnel, not only provides excellent quality and value for money, but also its procedures and audit trails are reliable, professional and accredited.

We hope it will also be an indication of "best in class" when tendering for business with large global and public sector organisations.

New Alness Office



There's a light at the end of Alness High Street courtesy of Be Personnel. Following successful planning approval from Ross-Shire Council, Be Personnel has recently completed an external face lift of their Alness branch located at 85 High Street.

This quaint detached building now boasts new UPVC windows displaying the latest job vacancies and an eye catching illuminated sign. This project was undertaken to create awareness of the branch, visually promote the Be Personnel brand and to encourage High Street visitors to pop in and have a chat about the large selection of vacancies available.

Comments from passersby have been very complimentary, with a few stating "I didn't realise it was a recruitment agency".

The 'foot fall' has increased significantly and the branch has developed a nice warm 'buzz'.

As the age old saying states "It pays to advertise"

Gangmasters Licence Renewal

In March 2008 Be Personnel was audited over 2 days by the GLA (Gangmasters Licensing Authority) as standard procedure prior to re-issuing a licence.

The GLA regulates all agencies that supply labour or use workers to provide services in agriculture, forestry, horticulture, shellfish gathering, food processing and packaging.

Be Personnel is proud to announce that following this comprehensive audit, we are once again licensed to provide labour within the regulated sectors for a further 12 months.

Be Personnel values this recognition and fully endorses the principles of the GLA, which complements Be Personnel's own care programme in relation to its workforce.

bepersonneltd.com

Don't take a gamble on finding the right people

Your Best Bet for all your permanent recruitment needs is... **Be**

Contact us TODAY on 01349 883303

TEMPORARY & PERMANENT RECRUITMENT TRAINING HR CONSULTANCY

Team building in aid of Charity

24th June was the date of an inter-Be Personnel staff ten pin bowling team building event in aid of a deserving charity. Two teams, captained by Angela Brunton (MD) and Jon Ross (FD) battled for the coveted trophy over 2 games. Much fun was had and interesting banter exchanged before the Jon Ross team were crowned winners. Angela will now donate £500 to Breast Cancer - Inverness.

Be Personnel would be happy to receive any comments or recommendations from our clients on this edition or our service in general. Please forward to angela@bepersonneltd.com Thank You.

Be Personnel Limited, 85 High Street, Alness, Ross-shire IV17 0SH.

T: 01349 883303 F: 01349 883313 E: alness@bepersonneltd.com