

Happy 4th Birthday!

Tuesday 23rd February 2010 was party time for the Directors and staff of Be Personnel, when they celebrated the 4th anniversary of the creation of the Highland based recruitment services agency.

Angela Brunton, Managing Director, and the team were joined by clients, suppliers and other local and regional dignitaries at their Alness office to enjoy canapés and drinks.

The landmark event was also used as the platform from which the company launched its new, re-energised branding, represented by fresh and vibrant violet hues.

Light entertainment was provided by the incredibly talented Clive Grewcock a superb CloseUp Magician from Golspie Sutherland. He mingled amongst the guests and baffled everyone with his portfolio of amazing illusions and imaginative card tricks.

Angela Brunton commented, "It was really good to have so many guests joining us in celebrating the 4th birthday of the business and the official launch of the new look branding. I hope everyone enjoyed it as much as we did."

Fit Notes

The change over from "sick notes" to "fit notes" that we outlined in our last edition has now been up and running since 6 April but you may find it helpful to be reminded of the differences.

When issuing a sick note a doctor would either say that an employee should refrain from working or was fit for work but in a fit note the doctor may add another option whereby someone "may be fit for work" with the appropriate employer support.

He may also suggest ways in which support could be given by asking you to consider

- Change or reduction in hours
- Change in attendance pattern
- Phased return to work
- Reasonable adjustments or adaptations
- Complete job change

You are not bound to act on the doctor's advice in such situations but it should be carefully considered as minor changes in whatever way may help an employee to return to work and reduce unnecessary absence.

Adapting to change should
Be simple...



Introducing the new look
Be Personnel

What has changed:

- Our Brand colours
- Our website which has been updated and enhanced

What hasn't changed:

- Our commitment to you
- The team
- Our quality of service standards
- Value for money service

Outsourced Sales Recruitment

Organisations may choose to outsource recruitment and selection processes due to a lack of their internal skills or resources. Others may prefer to focus on core business, or to seek a competitive advantage in sourcing talent. Whatever the reasons, recruitment outsourcing is an increasingly popular choice.

Be Personnel's Consultancy Division has seen a surge in outsourcing business in recent months with their provision of outsourced sales recruitment services to a diverse range of organisations UK wide.

Spearheaded by Angela Brunton, MD, who has found herself back at the 'frontline' using her wealth of experience in providing recruitment services to the Contact Centre sector winning and personally managing a number of contracts in sectors that include office supplies, telecoms and retail.

Options available to clients include searching and sourcing 'best fit' candidates, skills assessments, face to face interviews and development and delivery of sales training. Angela's experience also proved a useful tool in the establishment of skill assessment centres for each client with the output being a pool of high quality outbound sales agents.

All contracts were completed within agreed timescale and budget with all clients expressing delight with the quality of service provided.

Be Personnel is confident that, for some organisations, outsourcing recruitment services can support cost efficiency and competitive edge.

Angela Brunton is available on 07711 928431 or email angela@bepersonneltd.com to discuss your needs.

STAFF PROFILE



Jacqueline Geddes is based in the Alness office and joined Be Personnel on 15th January 2008.

What is your job title?
Office Administration Manager

What is your main function?
Ensuring the smooth running of the office

What is the most enjoyable part of your job?
Working with a great team of colleagues and meeting new people

What is the least enjoyable?
Archiving files!

Describe yourself in 3 words?
Friendly, approachable, impulsive

What is your favourite pastime?
Genealogy (the study of family histories)

Imagine your boss as a flower, what flower would he/she be?
An iris

Why this particular flower?
The iris in its many colours is vibrant; it means faith, hope and wisdom. Angela has a vibrant personality, she shows faith in her employees, sees hope in any situation and has wisdom of knowing the business she has nurtured

Dead or alive, who would you most like to meet?
My great grandparents

Additional Paternity Leave and Pay

The right of eligible employees to take additional paternity leave will only apply if the following conditions are met:

- Their partner is due to give birth on or after 3 April 2011
- They and/or the other adoptive parent receive notification on or after 3 April 2011 that they have been matched with a child to be adopted

If these conditions are satisfied an employee has the right to take up to 26 weeks leave to care for the child but will only be able to start their additional leave:

- 20 or more weeks after the birth or adoption placement
- Once their partner has returned to work from Statutory Maternity or Adoption Leave and/or ended their entitlement to statutory maternity or adoption pay or maternity allowance.

The employee's additional statutory paternity leave will have to have ended by the end of the 52nd week after the child's birth or placement for adoption.

The employee will only receive additional statutory paternity pay during the time their partner would have been receiving statutory maternity or adoption pay or maternity allowance.

Stranger than Fiction?

Some Employment Statistics

- There are 29.67 million people in full time employment and 7.53 million in part time employment
- Out of the 7.53 million part time 5.7 million are women
- Public Sector employment up 15,000 to 5.78 million and Private Sector down 13,000 to 23.6 million
- Between Jan '09 and March '09 total hours worked per week was 921 million
(Labour Market Statistics published May 2009 covering January – March 2009. Published by National Statistics Office)