

Patron made



Marilyn Peachey & Louise Hewett

HEWETT RECRUITMENT, and specifically Louise have long since had a close relationship with Worcester's St Richard's Hospice, helping to raise much needed funds for this important local charity.

As a result of this hard work and dedication to the cause, the Trustees of St Richard's have invited Louise to become one of the charity's Patrons.

Marilyn Peachey, Director of Fundraising for St Richard's Hospice said: "Louise has been a valued and longstanding supporter of St Richard's Hospice and we are delighted that she has become a Patron. Our Patrons are important Ambassadors for the hospice and Louise has achieved enormous respect in the community for her success as a business woman and for her community involvement. We are so pleased that Louise will be able to promote and champion the vital work of the hospice and the need for ongoing funds to enable us to provide the best possible palliative care for our patients and their families."

For those wishing to find out more about St Richard's Hospice, please contact Louise at louise@hewett-recruitment.co.uk.

Sunshine for staff family BBQ

REMEMBER THOSE blistering summer days in July? Well, one of them saw the Hewett Recruitment team relaxing and basking in the heat during the annual company staff barbecue. Held at Louise's home on Sunday 16 July, Hewett staff, their partners, families and children all enjoyed great food and drink, with a bouncy castle and paddling pool along with a game of cricket on the lawn. Everyone agreed it was a great chance to laugh and enjoy the company of colleagues, with work topics strictly banned!



BBQ

Academy update

EARLIER IN THE YEAR, as reported in the last issue of HR Profile, Hewett Recruitment announced the launch of its Training Academy. Now, with a few months under its belt, the Training Academy is continuing to achieve all it set out to, namely the regular additional,

focussed training of Hewett consultants, ensuring they are trained to the highest possible standards in every aspect of their role.

Training Academy updates are held monthly and recent sessions have covered marketing and advanced interview techniques.

Do you know the PA of the Year?

IS YOUR secretary or PA someone special? Following on from the success of the last Hewett Recruitment's PA/Secretary of the Year, these popular awards will be held again in Spring 2007. Watch out for further information from the Hewett team, and read more in the next issue.



Past winner Eileen Austin of TP Activity Toys

Tea and cakes on the lawn

TEA AND CAKES were served on the lawn, and much more too at Diane Hall-Smith's garden party in aid of Kidderminster's Kemp Hospice.

Diane, who heads up the Hewett Industrial Desk at the Kidderminster branch, hosted the garden party at home in June. Friends, family and of course Hewett Recruitment colleagues all enjoyed home baked treats whilst raising £375.00 for this local hospice.

HR HEWETT RECRUITMENT

Autumn 2006

HR Profile

HEWETT RECRUITMENT - SETTING THE STANDARD FOR THE FUTURE

Food for thought

Hewetts one of first in region to gain GLA

NEW LICENSING FROM the Gangmasters Licensing Authority (or GLA) will be effective from October 2006 which will make it an offence to operate in the food or drink sector without a valid GLA licence. This legislation is vital for those supplying the food and drink sectors, and is the reason why Hewett Recruitment is one of the first agencies in the region to be awarded the licence.

"This issue affects us all," explains Jane Reed. "We all eat and drink and to think that the food on our table could be there as a result of workers who have been treated unethically or who have been exploited is not acceptable in our society. We are proud to be one of the first in Worcestershire to achieve this licence. Hewett Recruitment already works within this sector, but the GLA Licence will give us far more scope to expand the work we already do and what we can offer our clients. It is not just a case of our temporary workers complying through us, but companies in the area will also need to comply too, all of us ensuring we are getting the best for our workers at all times," Jane added.

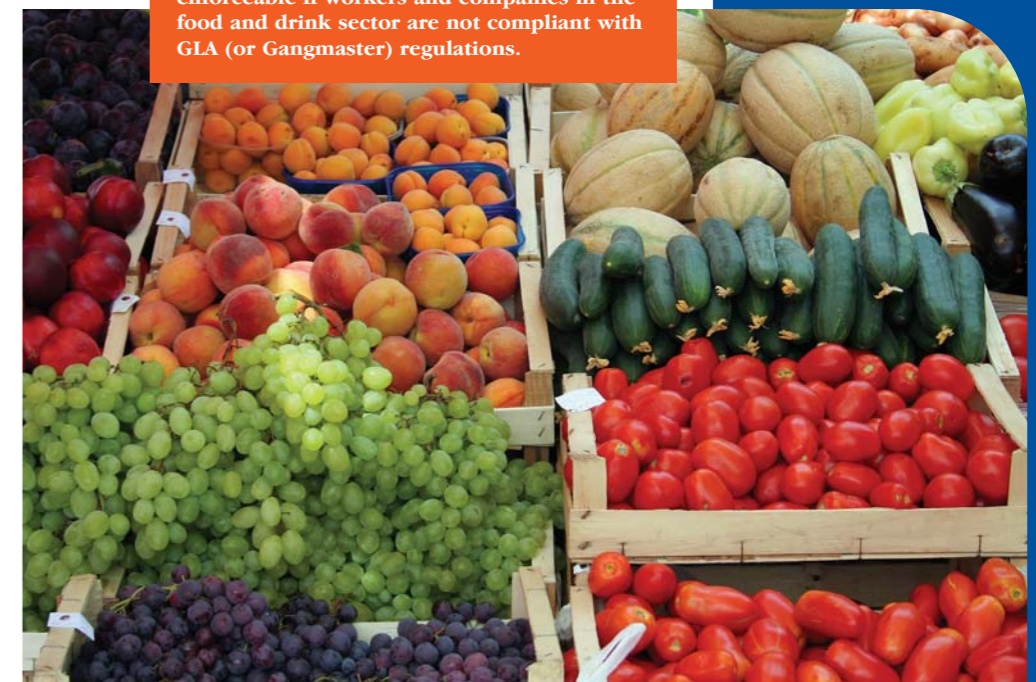
For further information on the GLA licence please contact Jane Reed at jane@hewett-recruitment.co.uk.

Achieving the Gangmasters or GLA Licence is a rigorous process which involved stringent and intensive interviews not only with Hewett Recruitment Director Jane Reed, but also on site with Hewett client companies in the food and drink sector and with temporary staff placed there.

The infamous example of the cockle pickers at Morecombe Bay in February 2004 at the time highlighted the extreme conditions under which many food workers operate. Now, this new GLA licensing process is geared towards removing risk and exploitation within this sector, as well as within the horticultural and agricultural sectors.



Jane Reed



Food for thought

Did you know?

Food for thought indeed: ten year prison sentences and fines of up to £5,000 are enforceable if workers and companies in the food and drink sector are not compliant with GLA (or Gangmaster) regulations.

IN THIS ISSUE

- Senior roles - taking the stress away
- A lady of distinction
- HR Managers' Forum
- Wedding bells

Contact us -

for recognisably better service

HR HEWETT RECRUITMENT

Click on www.hewett-recruitment.co.uk now for details of current vacancies and all our news and updates

Email: louise@hewett-recruitment.co.uk

Call us now, or drop by

Worcester Office
38 Foregate Street,
Worcester, WR1 1EE
Tel: 01905 613413
Fax: 01905 29336

Kidderminster Office
1 Bridge Street, Kidderminster,
Worcestershire, DY10 1BN
Tel: 01562 69090
Fax: 01562 515214

Caroline Leah PR, Tel: 01905 820644
2000/10/06

YOU CAN'T DISGUISE THE FACTS

RECOGNISABLY BETTER SERVICE

REC
Recruitment &
Employment
Confederation

Springing into action

ATTRACTING TOP talent is vital for the success of any organisation and finding key players at a senior management level can sometimes prove a difficult task. Here, we see how Barnes Group in Evesham filled a number of senior roles with the specialist assistance of Hewett Recruitment.

As part of a Fortune 500 company, Evesham based Barnes Group is responsible for the sales and distribution of special precision engineering components such as springs and gas and mechanical struts all over Europe.

The twenty strong team at Evesham works closely with the Barnes Group's other offices in France, Spain and Brazil, so, the calibre, motivation and dedication of the team is as vital here as it is in any growing, thriving international organisation. And with a recent need to recruit in several senior roles, Tony Jacobs, Managing Director of Barnes Group UK turned to Hewett Recruitment for 'precision' assistance in this field.

"We needed to recruit a Sales and Marketing Manager, Sales Engineer and an Engineering Manager in fairly close succession," explains Tony Jacobs. "I turned to Hewett Recruitment for assistance in finding the correct people for these senior roles. I received an excellent service from Hewett Recruitment's Executive

Division in terms of their understanding of what this business needs, and fit and match of candidates with the roles in question was second to none. Hewett Recruitment really does its homework into the attributes and skills required for these roles. They have achieved exactly what I tasked them with and we have very successfully recruited," Tony added.

"Time spent with the client to understand their needs really pays dividends for us and them, helping to streamline the whole process of recruiting at a senior level," adds Elaine from Hewett's Executive Division.

For further information on management placements, please contact Elaine on 01905 613413.

Forum for discussion

STAFF SICKNESS, absenteeism, smoking policies, age discrimination.... These are all subjects which have been aired at recent meetings of the HR Managers' Forum, formed by Louise Hewett twelve months ago. The recent agenda on absence management saw HR professionals from local companies such as Morgan Advanced Ceramics, Brintons, Cermaspeed and Telex Communications gathered round the table to debate this topical and important issue, looking at areas such as managing ill health, best practice procedures and staff stress management.

Samantha Haller-Evans is UK Human Resources Manager for Brintons and a regular attendee at the Forum. She explains the success of the initiative: "Louise has established a network of HR professionals whereby we are able to learn from each other and share best practice. The Forum enables communication in an environment that is collaborative, inspiring and rewarding. The sessions are well attended, and debates cover a wide spectrum from age discrimination to absence management to employee engagement."



Chaired by Louise Hewett, the Forum also welcomed the independent advice of Sally Morris from Kidderminster law firm Morton Fisher, who comments: "The event is both a useful and interesting forum for HR Managers to attend and for them to keep up to date with HR and business issues. The Forum enables them to discuss and share problems relating to personnel and HR matters in a relaxed and informal environment," she said.

A lady of distinction



CONGRATULATIONS TO Kate Turnbull from the Worcester branch, who, once again proved she is a real 'lady of distinction' with her pass at distinction level of the exams to become a Member of the Recruitment Employment Confederation.

Following considerable hard work and effort towards these exams, Louise and her colleagues would like to congratulate Kate on this fantastic and well deserved achievement.

How old? Top tips for being age positive in the workplace

1. Mind your language! Use age-neutral wording not 'mature' or 'youthful'.
2. Review your recruitment procedures: job descriptions, advertisements, application process, selection procedures.
3. Ensure you keep records of (non-discriminatory) reasons for rejecting applicants.
4. Ensure all those employees involved in recruiting and training staff understand the skills that the roles in their area require and apply that criterion.
5. Use a separate voluntary monitoring form to keep a record of the age profile of your recruits and review regularly to ensure diversity.
6. Provide diversity training for all employees involved in managing and handling recruitment and employment issues.
7. Promote your commitment - let all your employees know about new procedures/policies.
8. Ensure that job training and promotion is open to all.
9. Ensure regular discussions/appraisals are held with individuals to identify their needs and consider how you will take action to meet them.
10. Review and update all your procedures including sick absence, disciplinary, grievance, retirement and redundancy.

For more help or general advice on creating age positive job descriptions contact Louise at louise@hewett-recruitment.co.uk

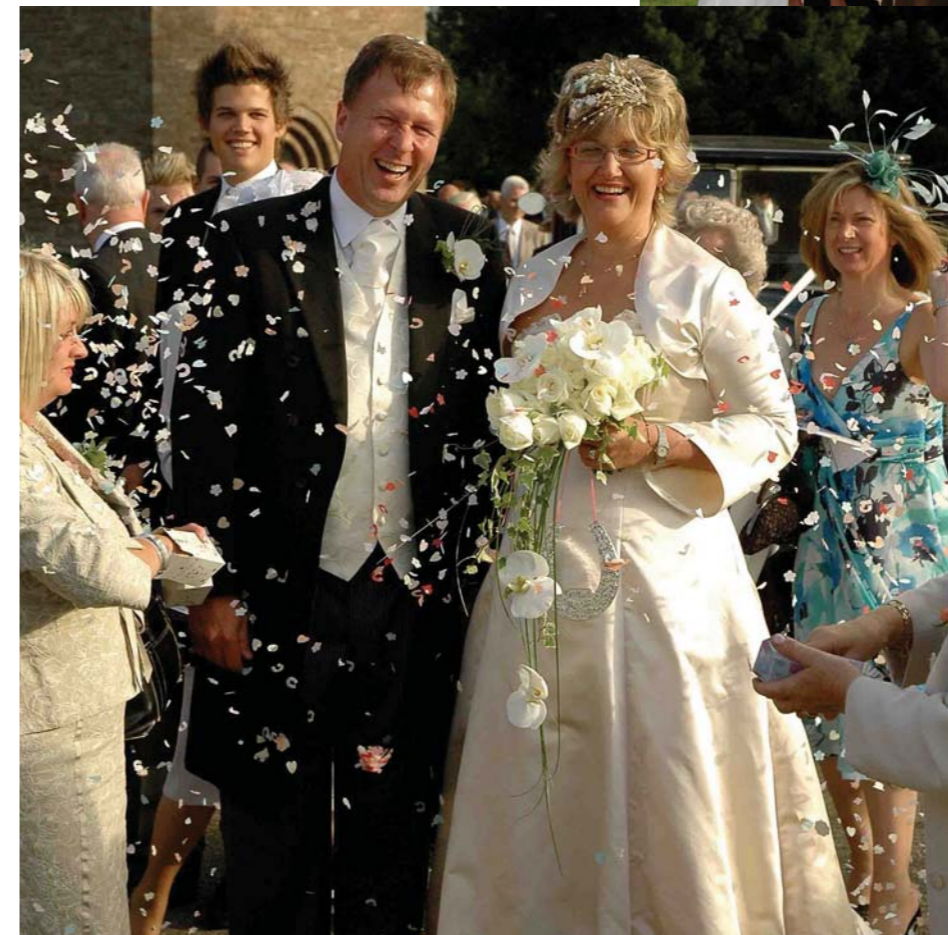
Wedding bells

WHAT A BEAUTIFUL day for the happy couple! Saturday 9th September saw family, friends and business colleagues share in the celebrations for the marriage of Louise and Mark.

The church ceremony was followed by celebrations at the couple's home, which went on throughout the evening, as guests were delighted to raise a glass or three to the happy couple! It was a wonderful day, which all those who attended were happy to share with Louise, Mark and their families. The newly weds honeymooned in Italy.



The Hewett team toasts the happy couple



Mark & Louise

Those surveyed said...

A RECENT SURVEY conducted by Hewett Recruitment has shown that when candidates are looking for work, they are recommended by word of mouth to Hewett Recruitment to assist them in their search. Closely following this as the second preferred route was the Hewett website. "We are always looking to respond exactly to the needs and expectations of our candidates as well as our client companies," said Louise Hewett. "This survey is useful to us as it helps us to target precisely how we market the best roles to the best candidates. Clearly, the 'word on the street' is that 'word of mouth' works best to spread the news on what roles Hewett Recruitment offers," she smiles. "Plus it's always good to hear that our website is used as we intend it, as a key port of call for the best selection in local and regional jobs."