

HR Profile

Winter 2011

HEWETT RECRUITMENT - SETTING THE STANDARD FOR THE FUTURE

Going from strength to strength

Hewett Recruitment's IT and engineering divisions are both going from strength to strength.

Valued by their clients not just for the quality of the candidates and the fit with each client company's role, Hewett Recruitment is also working strategically and consultatively with its clients in order to use HR as an important aide to achieving overall company growth.

At Dragonfly Creative, for example, over a period of just two months, the Hewett IT team sourced and made 4 placements, as well as getting involved at senior level, with Louise Hewett meeting and advising Dragonfly's Managing Director Leanne Fitzgerald regarding the company's future growth plans.

"Hewett Recruitment provided Dragonfly Creative Ltd with a full consultative service, from sourcing candidates through to advice on how to approach growing the business long term," said Leanne Fitzgerald.

"The team has successfully filled a range of technical positions within the organisation, whilst Louise Hewett took the time to meet with myself and the senior management to discuss the culture and needs of the business and helped us develop a plan to identify the people that will continue to move the business forward."

With numerous contractors engaged there (operating across hardware and software engineering principles) Hewett's IT and

engineering divisions have also made permanent placements with Serck Controls.

"Ben and the team work closely with us when trying to match our demands and requirements, supplying a high calibre of candidates for each role," explains Linda Reeves, Serck Controls' HR Manager.

And amongst recent engineering placements is a Manufacturing Engineer with Malvern Instruments to work on the development and production of their high-technology range of products.

"We needed to source a candidate who combined the necessary manufacturing engineering experience with the high-technology, scientific know-how that would allow them to effectively contribute to Malvern Instrument's future success," explains Ben Mannion.



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RECOGNISABLY BETTER SERVICE



Kidderminster

In this issue of HR Profile, we take a closer look at the recent developments at the Hewett Recruitment Kidderminster branch, where 2010 was a busy and successful year.

Focus

L-R Sarah Bulmer, Anthony Andrews, Di Hall-Smith, Lisa Marshall.

Meet the team:

Di Hall-Smith is Senior Consultant, whose 28 years' experience with Hewett Recruitment means her advice, knowledge and approach is unparalleled. Di runs the Industrial Desk.

Anthony Andrews is a Recruitment Consultant who runs the Permanent and Contract Desk at the Kidderminster branch. Since joining in September 2009, Anthony has achieved a great track record of placing the right candidates in the right roles.

Lisa Marshall is a Recruitment Consultant. Lisa has been with Hewett Recruitment for 10 years and supports Di and Anthony with recruitment and compliance.

Sarah Bulmer is a Resourcer, supporting the rest of the Kidderminster team.

As we now enter 2011, how is the Kidderminster team placed to build on the successes of 2010?

"We had a very buoyant year in 2010," smiles Di Hall-Smith. "As at November 2010 for example, we had 210 temps out in branch. What's more, we also placed over 103 candidates in temp-perm positions during 2010, giving local people the opportunity to get their foot in the door towards a permanent role, which in these more difficult times can be a definite advantage."

The sustained growth of Hewett's Kidderminster office has seen the team secure 30 new clients recently, testament Di believes, to the all-round, relationship focussed service that Hewett Recruitment offers, across commercial, industrial, executive, engineering and IT in both temporary and permanent positions, all provided with the 'recognisably better service' that everyone in Hewett Recruitment delivers. "In difficult times our clients have looked at us for value for money, appreciating our professional, community focussed, no-nonsense approach, and that is what we will continue to deliver at all times. Client loyalty to this level of service has resulted in an impressive 35 per cent growth of Hewett Recruitment across both offices for the first 6 months of 2010." says Di. To find out more, call Di Hall-Smith at the Hewett Recruitment Kidderminster office on 01562 69090.

Stop Press!



Ben Mannion has been announced as the new Branch Manager for Hewett Recruitment in Worcester. Ben is looking forward to continuing to grow the

Worcester office including the IT, executive and engineering specialisms. Congratulations to Ben from all his colleagues.

Working with new Agency Worker Regulations

The new Agency Worker Regulations (AWR) come into force in October 2011.

Every business has a different requirement dependent on their usage of temporary staff. Louise Hewett is working with the REC and Team to look at solutions for the AWR, and is available to advise and support client companies on different aspects of these Regulations. To arrange a meeting please call Louise Hewett on 01562 69090.





Louise Hewett with Open GI's Sue Benge

An open look

In this issue, Louise Hewett meets Sue Benge, Head of Human Resources at Open GI Limited in Worcester for a closer look at what the company does and how it manages its HR.

Louise Hewett: Tell me some more about Open GI's products and background.

Sue Benge: Open International incorporates Open GI, one of the UK and Ireland's largest insurance broker systems specialists based in Worcester, and global insurance market technology provider MI Limited based in London.

With a workforce of over 320 people in Worcester, 20 people in London, and over 30 years' heritage, the company enjoys a strong financial performance. For the year ended 31st May 2009 revenues of £32 million were reported and an operating profit of £17.9 million.

With over 2000 customer sites and 20,000 users, the company has a 40% share of the UK broker market and is committed to technological innovation. Open GI technology enables personal and commercial lines brokers

trading in standard and niche markets to streamline business activity and become more profitable. The 20,000 users of our systems are across a range of companies from single site businesses to major call centre operations.

LH: That is a hugely impressive pedigree. What are the company's main achievements?

SB: Open GI's continued success is a result of the company's ability to create a working partnership with its customers, clearly understanding business requirements and then delivering solutions to meet them.

We pride ourselves on implementing, maintaining and continually improving internal and external processes for both products and services. This commitment allows us to reward our staff, stay ahead of the competition and provide an unrivalled level of service to our customers.

LH: How do you congratulate/reward your people?

SB: One of the ways we do this is our annual Staff Awards. Each year Open GI presents a number of awards to individuals who have made an outstanding contribution to the success of the company. Nominations for the 5 categories are put forward by the staff, and winners are announced at our annual Staff Conference. They each receive an award and a cheque.

People are at the heart of the Open International business. Without their efforts we could not have achieved the success we have enjoyed for so long. We are very proud of the skills and experience we have and at this year's Staff Conference we made an impressive 29 long service awards.

LH: You have lots of local staff, how is Open GI involved in the Worcestershire community?

SB: An example would be how we support local charities. Each year, our staff nominate a local charity which they would like the company to support for that year. The charity with the most staff votes is adopted for the year, and the Open GI Board sets the Charity Team a target. If we reach the target by the end of the year the Board makes a donation matching the target. The Open GI Charity Team arranges fundraising events throughout the year with the aim of reaching (and in many years, exceeding) the target.

LH: How is Open GI set to continue its growth?

SB: We are reliant on having great people working for us to help us achieve our growth. Because of the nature of our software products, we employ some very talented professionals in Development, IT, Support Services, Sales & Marketing, and many other areas of the business. Thanks to relationships such as the one we have with Hewett Recruitment, who like us, is a long established local company with strong community links, we are able to source this level of expertise and calibre of people from our Worcestershire community. Hewett's has always provided us with a very professional and efficient service, and has supplied us with some excellent candidates. This in turn, impacts positively on the future growth of our company and our people.

For more information, visit www.opengi.co.uk

Stop Press!

Hewett's Engineering Division has doubled in size during 2010! Call 01905 613413 for your Engineering placements.

RECOGNISABLY BETTER SERVICE



The prestigious 'Pride of Worcestershire' award was given to Louise Hewett by the Worcestershire Ambassadors in recognition of her widespread community, business and charity work.

What a year!

Hewett Recruitment celebrated its 30th anniversary year in style, with cupcakes, a Countess (of Wessex) and a choir and with awards and applause! Here's to the next 30 years!



Louise took part in the Worcestershire Ambassadors' choir who sang their way to second place at Corporate Last Choir Standing, with their striking and fun performance.



Louise won the R.E.C's Institute of Recruitment Professionals 2010 national award for 'Best Contribution to the Community'. The award was presented to Louise by Sandi Toksvig.

Forum for advice

The HR Forum, run in conjunction with the Chamber of Commerce, is quite literally a forum for advice and expertise, thanks to the HR professionals who attend it and the legal eagles who share their professional knowledge.

On 26 October 2010, the theme for the HR Forum was the Equality Act 2010, presented by Michelle Chamberlain of Thursfields Solicitors. Michelle gave a well received overview of discrimination law under the Act, which is the most extensive piece of new legislation in the area of discrimination for many years.

The next HR Forum for Worcestershire is on 25 January 2011 (11.30-2.00pm) at Sixways with mfg's Sally Morris, followed by the Herefordshire event on 23 February 2011 (11.30-2.00pm) at Genesis, Home Farm, Harewood End, Hereford, HR2 8JS.

To find out more or to book, please call Joanne Watkins, Executive Assistant to Louise Hewett on: jo@hewett-recruitment.co.uk.

Celebratory cupcakes



Pictured: Hewett Recruitment's Tom Mann (Recruitment Resourcer, IT Division) and Nicola Holmes (Worcester office team Administrator and Resourcer) serve up cupcakes for clients.

Hewett Recruitment clients were delighted to receive cupcakes delivered to them in celebration of Hewett Recruitment's 30th anniversary.

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Email: louise@hewett-recruitment.co.uk

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