

## Are you a **WoW?**

Louise is Patron of the next Women of the Year (WOTY) awards, taking place in Spring 2009. There are three categories: Business (as previously won by Louise), Volunteer and Achievement. If you have the WoW (Women of Worcestershire) factor, then call Louise to find out more.

For nomination forms please contact Evelyn Birt telephone 01886 888927 Email: evelyn@aquapower.uk.com or Eileen Robinson telephone 01905 621094. For information on the advantages of sponsorship and corporate hospitality please contact: Vicki Brant telephone 07831 853359 or Charlotte Thornton-Smith telephone 01905 744811 Email: Vicki@quickfixmidlands.co.uk

The closing date for applications is 2 March 2009. The Women of the Year awards are in support of St Richard's Hospice.



# Walking all the Way



L-R: Chris Smith, Chris Cooper & Steve England (RE Media), Laura Hewett, Lance Turner (Harris Lamb), Nick Sprossen

Just look at this band of happy walkers! The charity walk was organized by Hewett Recruitment and RBS in aid of St Richard's Hospice. Louise, Mark, Laura, family, friends and colleagues walked the tough and undulating Worcestershire Way in June this year. Despite the aching feet and blisters, the 31 mile walk was a worthy success helping to raise a phenomenal £31,000.

# Flying the flag



L-R Louise Hewett, Mark Latbwood and Jim Findlay enjoy the Worcestershire Ambassadors' ball.

The Hewett team has been flying the flag over recent months in support of some favourite, well deserving charities. Congratulations to Jenny who ran the Cancer Research Race for Life in June, and to Di whose charity Garden Party in aid of Marie Curie raised over £500. Gaynor and some of the team completed St Richard's Hospice Midnight Walk to help raise £90,000 whilst the Worcestershire Ambassadors, (for which Louise is next year's Chair), have this year raised £43,000 for the Worcestershire Community Foundation.



The Hewett team gets ready for the Midnight Walk

## Contact us -

for recognisably better service



Click on [www.hewett-recruitment.co.uk](http://www.hewett-recruitment.co.uk) now for details of current vacancies and all our news and updates

Email: [louise@hewett-recruitment.co.uk](mailto:louise@hewett-recruitment.co.uk)

Call us now, or drop by

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2000/10/2008



# HR Profile

Autumn 2008

HEWETT RECRUITMENT - SETTING THE STANDARD FOR THE FUTURE

## Temp legislation - one size fits all...?



this year to adopt the EU Agency Workers Directive and proposed equal pay for temporary staff who work more than 12 weeks with the same organisation. The 12 week agreement with unions was, according to the CBI, 'the least worst outcome' and not one that they, or other leading business groups had lobbied for, which was a more workable 6 month period.

As usual with most employment legislation, interpretation is wide open and business groups such as the IOD, CBI and BCC are now working together with the Recruitment & Employment Confederation to develop practical solutions to implement this Directive which is unlikely to come into force before April 2010 at the earliest. Recommendations will be presented to Government by the end of this year.

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After years of wrangling, the Government, CBI and TUC brokered a deal in May of

## Click on the best talent around!

Hewett Executive Talent's stunning new website shows you how to gain access to the best management executive level candidates in the region. Why not add it to your favourites? Visit [www.hewettexecutivetalent.co.uk](http://www.hewettexecutivetalent.co.uk)



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To celebrate the launch of its new website, Hewett Executive Talent is giving away a sparkling six bottles of vintage champagne.

The winner will be drawn at random on: Monday 15 December... just in time for the festive season!

To enter quoting the Code HRP together with your job title at [www.hewettexecutivetalent.co.uk/weblaunch](http://www.hewettexecutivetalent.co.uk/weblaunch)

YOU CAN'T DISGUISE THE FACTS

RECOGNISABLY BETTER SERVICE

# Temp legislation - one size fits all...?



Director took part in a recent British Chamber of Commerce Forum in London where representatives from business and the recruitment industry debated some of the details of the forthcoming proposals.

## Liability?

"The general consensus was that equal pay should mean basic pay and not include any benefits, and that the comparator wage set for basic pay should be based on a person who had just begun employment in that position and not a person with years of experience," explains Gaynor. "Temps already get the standard holiday pay, i.e. 28 days from April 2009 and it was agreed that this should remain the case – it would be an administrative nightmare to change holiday pay to match every employer a temp worked for. The issue of liability is an interesting one; it was generally thought that the client company might be responsible for establishing the pay rate and the agency would be responsible for adopting it accordingly....but who will monitor it and how?"

There were also concerns that temporary workers who are not supplied through an agency, but employed directly would not have the benefit of these terms and conditions and so would be vulnerable to unscrupulous employers - hence defeating the object of the ruling!

The UK is by far the largest user of temporary staff in Europe. It is a huge, well regulated industry offering UK businesses the flexibility they need and the ability to be nimble in the current market place.

Unfortunately the UK was not the instigator of this impending legislation and it is important that the Government listens to business regarding the detail and interpretation within this Directive, taking the time too to digest it all whilst seeing how the rest of Europe implements the final detail.

## High standards

Around 50 per cent of temporary staff are engaged in assignments for less than 12 weeks – those who stay longer include graduates gaining valuable experience, women returners easing their way back into work and professional temps who enjoy all the benefits and flexibility temping offers them. Opportunities to gain permanent employment are often achieved by temporary staff, including more vulnerable workers, who get the opportunity to show an employer what high standards they are able to attain. One size does not fit all – let's hope Gordon listens and does not jeopardise any further the flexibility of UK PLC.

**Our opinion "We are confident we will find a workable solution to this Directive... as we have with all the other employment legislation over recent years." Louise Hewett**

.....Continued from page one

## Lobbying

Hewett Recruitment has been active in lobbying MP's and MEP's, voicing concerns about the impact on flexibility for UK business and possible reduction of opportunities for vulnerable workers who the Directive seeks to protect.

Gaynor Cook, Hewett's Business Development

# She's a jolly good Fellow!



Louise Hewett

**The University of Worcester will be officially conferring Louise Hewett as a Fellow of the University in Worcester Cathedral on 6 November.**

Louise was nominated for a Fellowship in recognition of both her entrepreneurial qualities and for her contribution to the local community through a variety of charitable initiatives

such as the Louise Hewett Challenge in 2003 and her Ambassadorial role for Worcestershire.

John Ryan, Registrar and Secretary of the University said: "We are delighted that Louise has accepted a Fellowship of the University. She has made an outstanding contribution to the region and demonstrates many of the qualities of enterprise and social responsibility we encourage in our students and graduates. We look forward to a long and fruitful association."

# New Director joins the team



Gaynor Cook

**A huge Hewett welcome to Gaynor Cook who was appointed in June as Business Development Director.**

With extensive experience built up over 20 years in the recruitment industry, including seven years with Kelly Services UK Ltd in various executive roles including Sales Director, Gaynor's remit is the future development of Hewett Recruitment, with a strategic involvement in driving the business forward.

"It's a great time to be joining the business and I am hugely excited to be part of such a dedicated, professional team whose local knowledge and service is so impressive," says Gaynor. "I am very much looking forward to continuing to grow our business and profile, enabling further success and greater reach across our markets. This will ensure too that we are the first choice partner both for companies looking for the right people and people looking for the right opportunity."

# Forward thinking - with an honest approach



Teresa Gaiderman

**In this issue HR Profile takes a closer look at Hewett Recruitment's Worcester branch. Manager Teresa Gaiderman gives an insight into how the team and branch work and how they contribute to the overall forward development of Hewett Recruitment, by not always saying 'yes'!**

Teresa heads up a seven strong team working across all areas of the business, including temporary and permanent roles and Hewett Executive Talent. Kate Turnbull, Jennie Lea and Katrina Boucher work on placing candidates in permanent roles, Teresa manages temporary candidates and, under the strategic direction of Director Jane Reed, Elaine Jacobs and Natalie Gooden work on Hewett Executive Talent placing senior management candidates.

Teresa believes that the mix of staff at the branch combined with the overall philosophy at Hewett Recruitment, mean that the Worcester office has much to offer both candidates and client companies. The Hewett strapline is 'recognizably better service', which Teresa admits is at the crux of everything they do. "Saying 'yes' to everything isn't always the best approach," she explains. "Our client

companies rely on my team to understand their business requirements and the type of person they need for each role. That also includes an honest approach to business. For example, we will offer advice and guidance to improve a candidate's CV if it isn't quite doing them justice, or we will give advice on salaries. That is what recognizably better service is all about," Teresa adds.

*"We are now so established in Worcester, where both our history and experience are proven," she smiles. "Everyone at the Worcester branch does their utmost to offer the very best service they can, to both client companies and candidates. We treat everyone as an individual, listening carefully to what each person wants and needs in their candidate or role."*

It's this philosophy that has helped the continuous development of Hewett's Worcester branch. "It's not just about filling a position," continues Teresa. "The 'quick fix' invariably doesn't work in the long term. What's needed is the right person in the right job. We believe that's what sets us apart and it is what drives us forward."

Walking into the Hewett Recruitment Worcester branch, it's clear however that there are plenty more reasons to set them apart. The friendly buzz in the branch welcomes candidates as they walk through the door, and the same is true when the phone rings. The positive approach to business is plain in the voices of Teresa, Kate, Jennie and the whole team. "It's true," laughs Teresa. "Candidates and clients pick up on our positivity. We really do listen to them; it's not just lip service. For example, with candidates, we want to know about their career aspirations but also about their lives; it all helps create the perfect job match for them."

So what does Teresa see in store for the Worcester branch? "We take a real forward thinking view of business and that is the way forward for us. By combining our local market knowledge and our personal, positive and honest approach with the dynamism of Hewett Recruitment as a whole, we are excited about driving the branch on and on. There is so much more business to be gained in the Worcester area, thanks to local growth, and we are working hard to keep the Hewett Recruitment name and reputation for recognizably better service at the forefront of everyone's mind!"

# Industrial Revolution



Hewett Recruitment's Industrial Division is booming! So much so, Senior Industrial Consultant Diane Hall-Smith recently congratulated her 100th industrial temp to be offered a temporary to permanent position. The temp in question was Michelle Bradbury who was recently offered a permanent position at Southco in Worcester. "Michelle is a really super candidate," smiles Diane. "She is always readily available and is very reliable. We wish her all the best, working as part of the team at Southco."

Southco's Pat McCrystal, HRD Manager is delighted with the service he gets from Diane and the Hewett team: "On behalf of Southco Manufacturing Limited, I would like to thank Hewett Recruitment's Industrial Division for their continued excellent service. Their commitment, professionalism and attention to detail have always been second to none," he said.

*Pictured left to right: Michelle Bradbury, Emma Jeffries from Southco's HR department with Hewett's Diane Hall-Smith.*