

HR Profile

HEWETT RECRUITMENT - SETTING THE STANDARD FOR THE FUTURE

Academy awards

THIS YEAR SEES the launch of Hewett Recruitment's 'Training Academy' for its own consultants. Hewetts have always ensured their consultants are professionally qualified and trained and this was recognised recently by the Recruitment & Employment Confederation approved trainers, Lander Associates, who presented them with 'Best Continuous Development Programme Award'.

The new Training Academy will offer consultants further opportunity to develop their skills and knowledge at a much more personal and individual level. "Our promise to our clients and applicants is to provide 'Recognisably Better Service'; we can only do that if each and every one of us is given the

knowledge and tools to be brimming with confidence in our ability to deliver that level of service," said Louise Hewett. "2006 promises to be another exciting year for us. We are committed to expand further and offer our services to more local people and businesses in Worcestershire. Most of our ongoing business comes from our reputation and recommendation.....but we feel there are still organisations and individuals we have not spoken to yet who are simply not getting the service they deserve. We enjoy delighting our clientsthe new ones can always see the difference and results speak for themselves."

Training will be delivered by external trainers as well as by Louise Hewett, sharing her 30 plus years of recruitment and personnel expertise. Each consultant will have individual training in addition to group sessions across both Worcester and Kidderminster branches, and subject areas will be based largely on individual needs.

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'Tempted' by success

CONGRATULATIONS to the two newly crowned Temps of the Year 2005. Hewett Recruitment values all its temporary workers and would like to give them all a huge thank you. Somebody has to win however, and this year two temps stood out

for both their high standards of work and their approach and drive.

Smiling with their success in winning "Temp of the Year" are Paula Hyslop who won on the Industrial side and Carol Clements for the Commercial division.



Hewett's Lisa Marshall with Carol Clements



Paula Hyslop with Hewett's Diane Hall-Smith

RECOGNISABLY BETTER SERVICE

IN BRIEF

'Total' achievement

IN EARLY 2005 Hewett Recruitment announced a year of fundraising to commemorate its 25th anniversary year. What a year it's been, not least because the total amount to date (at the time of going to print) stands at £5,465!

Raising funds for Worcester's St Richard's Hospice and Kidderminster's Kemp Hospice has been motivational in itself, and the Hewett Recruitment team is very happy with the amount raised. This figure adds superbly to the phenomenal £30,000 Louise raised in 2001 for St Richard's in her capacity as Worcestershire Business Woman of the Year.

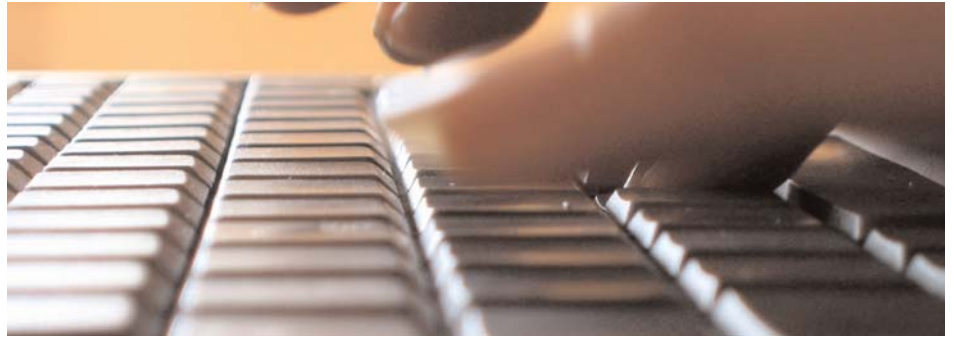
A couple of the events held throughout the anniversary year are worth highlighting. Louise with her noble and brave team of climbers rose to the Three Peaks Challenge in June, raising a wonderful £2,444. The Hewett Recruitment and Harrison Clark legal update seminar raised £1,000 thanks to support from local businesses.

Driven to success

HEWETT RECRUITMENT has again shown its drive and focus, quite literally! This was seen recently in the form of a fantastic Honda Jazz, a raffle prize which Hewett Recruitment sponsored for St Richard's Hospice to help raise much needed funds. At the time of going to print, over 20,000 raffle tickets have been sold.



Technology at their finger tips



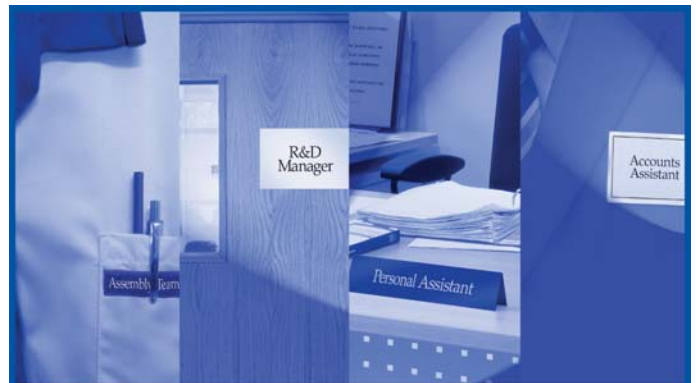
AFTER MONTHS of careful research, Hewett Recruitment has selected a new dedicated recruitment software package which will allow its skilled team of consultants to work even faster and smarter.

Hewett Recruitment Director Jane Reed explains the move: "This new world-class system represents a considerable investment and upgrades our existing software significantly. In a competitive marketplace, we recognise the need to keep ahead of the competition.

This system offers Hewett Recruitment consultants a marvellous knowledge management tool, optimising time and resources and ensures our ability to sustain and support our continued growth," Jane adds.

A job with your name on it

....THAT'S THE **THEME** of **Hewett's new advertisement, in the press now!** The ad reinforces the range of temporary and permanent vacancies on offer in every area, from the shop floor to the boardroom for candidates across the region. If your organisation has positions available at any level, or to find out more, contact your local branch for more information.



We've got a job with your name on.

We have temporary and permanent vacancies from the shopfloor to the boardroom. One of them could be just right for you.

- Local employers choose Hewett Recruitment to find the people they need to succeed
- With our local knowledge and expertise we set the standard for recruitment practice

• For employers and employees, we deliver recognisably better service

Call Hewett Recruitment now:

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Email: louise@hewett-recruitment.co.uk

Website: www.hewett-recruitment.co.uk

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YOU CAN'T DISGUISE THE FACTS



Mature times

employers exposed to litigation and potentially costly employment tribunals.

Clarity

It seems the draft regulations don't give employers the clarity they need on various important issues. Length of service benefits which reward long standing and loyal staff with extra days leave are a vital tool for staff retention but could be seen as discriminatory against younger workers - it works both ways! Redundancy schemes would see older workers penalised if a flat rate scheme is introduced.

A recent poll by the Employers Forum on Age showed that 63 per cent of employers thought that rather than encouraging organisations to keep people on past 65, the new regulations could actually encourage employers to retire everyone at 65. Lawyers will expect to see age feature much more widely in cases of dismissal, the onus will be on the employer to prove that dismissal was for a different reason.

The EFA sees the most worrying concern as the lack of guidance to help employers understand where and when they can continue to use age in the employment decision making process.

Age proofing

Age proofing job and person specifications will also need to be carried out - terms such as 'mature', or 'young and dynamic' would not be prudent descriptions.

And apparently we should also consider the media we advertise in to ensure we are reaching out to as wide a range of individuals as possible.

It seems clear we need to plan ahead to iron out any wrinkles (excuse the pun) in our employment policies. We can be sure there will be any number of professional advisers clamoring to share their expertise. We know the population is getting older, people are working longer. It's important our businesses reflect the community they represent, people do business with like minded people - diversity, if we can achieve it - makes sense.

Louise Hewett
(Mature Dynamic!)

MANY OF YOU will have seen Louise's monthly business column in the Worcester News. HR Profile will 'report' on these issues-based articles, reproducing them for your interest. In this issue, we feature Louise's recent article on ageism in recruitment.

As Mark Twain once said: "Age is an issue of mind over matter. If you don't mind, it doesn't matter." This is the philosophy employers are going to have to adopt when the Employment Equality (Age) Regulations 2006 become a reality.

Consultation on the new regulations ended in October, and although they are a major landmark, (protecting employees against unjustified discrimination) - according to the CBI the draft rules leave

One stop shop

WHEN AN EFFICIENT, all round service in a chosen field is available from just one reliable, professional source, it makes life so much easier.

This is the type of service which hotelshop offers to customers of its UK short breaks and hotels, and it is the service which in turn hotelshop receives from Hewett Recruitment for its recruitment and training requirements.

For over two years now, hotelshop has been turning to Hewett Recruitment for a selection of roles to be filled. Ranging from pivotal roles within the organisation such as marketing director and finance director, through to filling positions for team players, and training staff, hotelshop is delighted with the one stop shop service provided by Hewetts.

Precise specification

"They have always taken the time to work closely with us to develop the precise specification for the person we are looking for

For further information on award winning hotelshop's UK short breaks and hotels from £19.50 per person per night, visit www.hotelshopuk.com or call 08708 488 488.

in a specific role," explains hotelshop managing director Vivienne Hudson. "This is key of course, particularly as we may be looking at a senior role which will be crucial to the development and ongoing growth of hotelshop," she adds.

Integral

The understanding and synergy developed by Hewett Recruitment with hotelshop is such that Vivienne Hudson sees them as an important part of the company. "Hewett Recruitment is an integral part of our recruitment strategy. Amongst other qualities, they have the ability to identify just the right person to fill our roles, saving me precious time on interviewing and enabling me to recruit quickly and efficiently from just one source, to find the best person," Viv says. "This is in part because they make time to understand our company and always go the extra mile to help us achieve our objectives - this is an invaluable service to me," she explains.



hotelshop's Viv Hudson

RECOGNISABLY BETTER SERVICE

What a night



IN THE LAST issue of HR Profile, you read about the **Worcestershire Ambassadors Ball held at Witley Court. What a night it was, as these photos taken there show.**

The occasion, which raised £8,660 for St Richard's Hospice, also saw the announcement of the Pride of Worcestershire Award, won by Alan Curless.

Do you think your managing director would be interested in being nominated? Are you an owner or director who would gladly extol the virtues of Worcestershire beyond the county's boundaries?

For further information on the Worcestershire Ambassadors and an application pack please contact Louise Hewett on 01562 69090.

In bloom

MANY OF YOU will have seen **Debbie Smith from the Worcester team in full bloom over recent months.**

Hot off the press - Debbie gave birth to baby daughter Eleanor Grace on 22 December. Mother and baby are doing well - congratulations!

Happy New Year

BEST WISHES to all our clients and candidates for a happy, healthy and prosperous 2006 from everyone at Hewett Recruitment.

'Bloomin' beck! Debbie had more than one surprise in her Christmas stocking this year!



L-R Hewett Recruitment's Richard Taylor, Debbie Smith, Teresa Wynn and Kate Turnbull

Contact us -

for recognisably better service

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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

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