

Wednesday 5th October 2011

Issue 5

Strategic Resources European Recruitment Consultants Ltd,
Migvie House, 23 North Silver Street, Aberdeen, AB10 1RJ
W: www.strategic-resources.co.uk E: info@strategic-resources.co.uk
T: 01224 628220 F: 01224 628221

Inside This Issue

Message from Shonah Raffan
AWR
Strategic Resources: Overseas
PCG Meeting
Social Networking
Perilous Avoidance Schemes
Pittodrie Advertising
Anti-Bribery Policy
FPAL

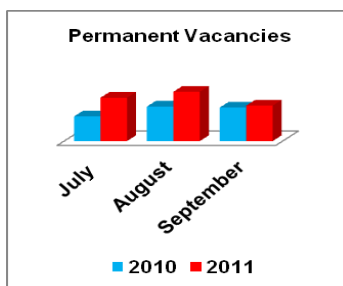


Message from Shonah Raffan

Shonah Raffan, Managing Director

sraffan@strategic-resources.co.uk 01224 628222

It's been another busy quarter at Strategic Resources both in the UK and internationally since our last edition. Market activity remains constant, year-on-year; the last three months have seen promising increases in the number of Client requirements for both Staff and Contract personnel.



2012 will see an important landmark for us – it will mark the 25th anniversary of Strategic Resources. In the coming editions of the Strategic Focus we will take a look back at Strategic Resources through the years.

I would also like to give a special mention to Alfie Smith and Margaret Mathieson. Alfie is celebrating 15 years with Strategic Resources while Margaret is approaching 10 years with us!

And as a small token of my thanks I've included a few pictures of Alfie and Margaret over their years with Strategic Resources!

AWR

1st October 2011 saw the introduction of the Agency Workers Regulation (AWR). Prior to the Guidance and throughout the awaited introduction, Strategic Resources has been consulting with Clients and governing bodies alike to establish the best practice and AWR compliance. **What AWR means for you...**

If you are a Hirer of Temporary Agency Workers through a Temporary Work Agency (TWA), you should provide the TWA with information on terms of the basic working and employment conditions the Agency Worker would receive if they were engaged directly by the Hirer to do the same job. From the 1st October 2011, Agency Workers will be entitled to access to the Hirer's onsite facilities and information on job vacancies. If and when the Agency Worker completes a qualifying period of 12 weeks, in the same job, then additional comparable terms and conditions come into force. Note that it is not retrospective for those Agency Workers already on assignment before 1st October 2011.

If you are a Temporary Agency Worker, in order to qualify for equal treatment in terms of pay and working conditions Agency Workers must work from 1st October 2011, for 12 weeks, in the same role with the same Hirer. Therefore the length of assignments will determine whether an Agency Worker will qualify for equal treatment. Your Temporary Work Agency (TWA) is likely to ask for details of your work history to help establish when you are entitled to equal treatment.

Who are excluded from the Regulations? AWR does not specifically exclude Limited Company Contractors: however individuals who are genuinely self-employed, i.e. in business (whether by way of a Limited company or otherwise) on their own account and who do not work under the supervision and direction of the hirer are not "Agency Workers." Though Limited Company Contractors working through their own Limited Company often use an agency, they are not the target of this legislation, and it excludes those in business on their own account.

For further information please be directed to www.pcg.org.uk/agencies and follow the link to **PCG's free Guide to Freelancing**.

Strategic Resources: Overseas

The last quarter has seen Strategic Resources progress within the overseas market with a number of key contracts in place.

We now have an increasing number of overseas contract opportunities and are looking for experienced technical engineers and commercial personnel. Locations include: Norway, France, UAE, Kazakhstan, Singapore and Angola.

Access our latest vacancies at www.strategic-resources.co.uk/vacancies

PCG Meeting

Following a number of successful presentations at previous events, Strategic Resources was invited to speak at the recent Professional Contractors Group (PCG) meeting in Aberdeen. Gary Gray, Senior Recruitment Consultant delivered a presentation to a number of members and affiliates at the Park Inn on 7th September 2011.

Gary's presentation was geared towards making the most out of the Contractor/Agency relationship. The delegates certainly seemed interested in the workings of an Agency and the topics covered with a proactive Q&A session. During the evening there were further presentations relating to PCG membership and Financial Planning.

Social Networking

Since our last edition we have launched a Strategic Resources **Twitter** page (SRERCLtd) and our **LinkedIn** group. Through both sites we are offering another channel to access our latest Contract and Permanent Vacancies.

To view and sign up to both visit www.strategic-resources.co.uk

Shonah Raffan www.linkedin.com/in/sraffan

Alfie Smith www.linkedin.com/in/alfiesmith

Gary Gray www.linkedin.com/in/garygray1

Catherine Jones www.linkedin.com/in/catherinejones1

Perilous Avoidance Schemes

Court of Appeal Judgement in Robert Huitson and HMRC. Described by Lord Mummery in his introduction as "a very unusual income tax case", it was a challenge to HMRC on the retrospective legislation initially flagged up by the 2008 Budget Note 66 on Double Taxation Treaty Abuse which became s.58 Finance Act 2008.

Mr Huitson was seeking to argue that the legislation infringed his human rights as before the legislation was amended with retrospective effect, he was entitled to relief from UK income tax on income received by him from a trust in the Isle of Man.

In a case which has dealt a blow to many schemes which involved similar planning, the Court of Appeal has determined that the original Court decision was correct and that the Government was entitled to recover the lost tax which in Mr Huitson's case amounted to £195,000, but in total was estimated as being some £100m in lost funds to the Treasury.

For further information view:

<http://www.contractorweekly.com/contractor-news/tax-a-ir35-news/171-perilous-avoidance-schemes>



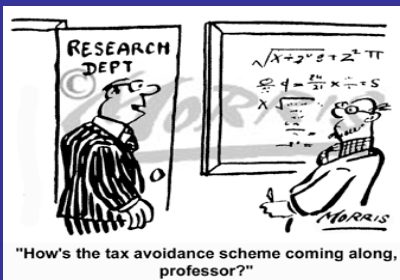
Gary Gray MIRP CertRP
Senior Recruitment Consultant



Follow us on Twitter



Join our Group



Pittodrie Advertising

For the next two seasons you will find Strategic Resources' branding within the Richard Donald Stand at Pittodrie, home of Aberdeen Football Club.



Last month Shonah and Gregor went along to Pittodrie where they were given the guided tour of the stadium. Gregor (as a lifelong Dons fan) was in awe and showed no shame in asking autographs from players and management alike. Shonah (the rugby enthusiast) suddenly came across a new-found interest in football when Aberdeen's Icelandic star, Kari Arnason, walked bare-chested along the corridor!

Aberdeen Manager, Craig Brown, kindly took time out of his pre-match preparation to pose for few photographs. We're still not sure if this was purely a marketing visit or if Shonah was enquiring as to whether former Scotland boss needs some assistance in sourcing personnel?!

Anti-Bribery Policy

One of Strategic Resources European Recruitment Consultants Ltd's core values is to uphold responsible and fair business practices. It is committed to promoting and maintaining the highest level of ethical standards in relation to all of its business activities. Our reputation for maintaining lawful business practices is of paramount importance. The Company therefore has a zero tolerance policy towards bribery and corruption and is committed to acting fairly and with integrity in all of its business dealings and relationships and implementing and enforcing effective systems to counter bribery.



Company Address:

Migvie House, 23 North Silver Street, Aberdeen, AB10 1RJ,

Phone:

+44 (0)1224 628220

Fax:

+44 (0)1224 628221

E-Mail:

info@strategic-resources.co.uk

Website:

www.strategic-resources.co.uk



FPAL

We have recently updated both our Advanced Registration Questionnaire and Online Registration Questionnaire with FPAL. We welcome the opportunity to receive Supplier Performance Feedback and are equally keen to offer comments on our dealings with Purchasers. We are eager to utilise FPAL as a tool to effectively manage the role Strategic Resources can play within the Supply Chain network. Successful Procurement and Supply Chain Management is vital to every organisation and our FPAL registration is just one marker of the measurable professionalism offered by Strategic Resources.

Strategic Resources is also:

- ISO9001:2008 – Certified
- Recruitment & Employment Confederation (REC) – Member
- Professional Contractors Group (PCG) – Affiliate Member
- Subsea UK – Member

And finally....

Please feel free to email any comments or suggestions on the Strategic Focus (or any other issues) to Gregor Angus at ganqus@strategic-resources.co.uk

Strategic Resources

Committed • Experienced • Professional

Please note: the information in this newsletter is not a substitute for detailed financial or legal advice. Please consult with your own tax or financial advisor.