

Monday 4<sup>th</sup> July 2011

Issue 4

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25 and counting...



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## Message from Shonah Raffan

Shonah Raffan, Managing Director

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Since the previous edition of the Strategic Focus there have been some exciting developments within Strategic Resources. Firstly, as I am sure you will have heard, we moved into our new premises at Migvie House on 27<sup>th</sup> June. If you have not done so please update your records (see left for full contact details). The move went well and we are all settling into our new space.

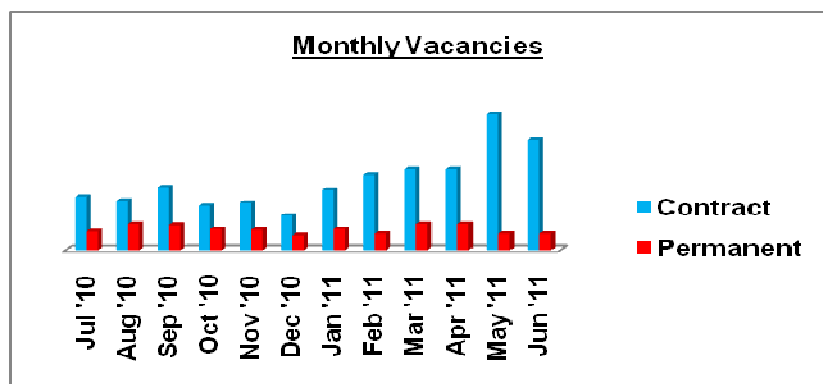
The marketplace is still busy in terms of Client resource requirements - a continuing theme throughout 2011. This has been particularly evident as Q2 reaches a close.

We're pleased to have been able to capitalise on the increase in activity with our contractor base rising by 19% since the beginning of the year. The growth in business has prompted the promotion of **Catherine Jones** from Admin Assistant to Recruitment Consultant.

## Market Update

Mobility in the market has continued to rise during the second quarter of 2011. Where this has been of particular prevalence is within the contracting market. As the graph below depicts there has been less variance in permanent recruitment. The demand for contractors has risen dramatically in May and June – a trend that we would like to see continue as we move into Q3 of 2011.

Gary Gray, Senior Recruitment Consultant comments; *"We are enjoying the increase in business however the same issues still arise with certain disciplines being tougher to recruit for e.g. safety, structural, piping and process. There has been some positive movement on contractor rates and this has helped with contractor retention. A number of candidates are still looking for staff positions and we have had some real success in that area"*.





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area and, as such, litigation on this point is likely. Meanwhile, it may be possible to limit potential exposure on this matter by entering into a form of written option arrangement with agency workers on high day rates in advance of their assignment commencing.

The purpose of the option is to provide agency workers with a genuine choice and acknowledgement of what it is/is not included in the day rate.

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## Social Networking: LinkedIn

We are now using LinkedIn regularly as part of our recruitment and networking processes.

We will, in the near future, be setting up a Group Discussion within our LinkedIn Company profile which you will can join, read and post comments, share information and keep up to date with Strategic Resources.

Please click on the tabs (left) to link with Shonah, Alfie, Gary and Catherine who would be delighted to connect with you.

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## Childcare Vouchers Scheme

Strategic Resources now has the facility to offer staff and PAYE Temporary Workers the opportunity to take advantage of the tax and national insurance savings that can be made by electing to take some earnings in the form of childcare vouchers.

Childcare Vouchers are the recognized payment method for all types of registered childcare. They are tax free and exempt from National Insurance Contributions. However the savings you made will depend on individual circumstances.

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## 25 and Counting...

Strategic Resources' Gary Gray (Senior Recruitment Consultant) was recently awarded the Silver Award in recognition of giving 25 blood donations. Gary is pictured (left) with his certificate and badge gifted as thanks for his continued generosity and support - well done Gary!

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## And finally....

Please feel free to email any comments or suggestions on the Strategic Focus (or any other issues) to Gregor at [gangus@strategic-resources.co.uk](mailto:gangus@strategic-resources.co.uk)

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