

NEWS

INCREASED JOBLESS DUE TO REDUCED HIRING NOT INCREASED FIRING

The latest official labour market statistics, published last week by the Office for National Statistics (ONS), show a substantial fall in the rate of growth in employment compared with recent quarters and a further rise in unemployment on both the Labour Force Survey and claimant count measures. However, employers are still hiring and there is no sign yet of a rise in redundancies which indicates that the labour market overall is cooling only moderately. This, along with a slight pick-up in the rate of growth of regular pay (earnings excluding bonuses), means that the latest rise in unemployment does not strengthen the case for a cut in official Bank rate says John Philpott, Chief Economist at the Chartered Institute of Personnel and Development (CIPD). Dr Philpott commented as follows:

“The jobs market overall remains relatively buoyant but signs of the impact of the credit crunch are beginning to emerge. Employers are still hiring and there is still no sign of a widespread increase in the firing rate. However, the rate of growth in employment is much slower than in recent quarters and some sectors are showing obvious signs of strain. Combined with continued strong growth in the number of people entering the labour market the economy is now generating too few jobs to prevent the dole queue from starting to lengthen.

“The finance and business services sector remains in the eye of the storm, shedding 20,000 jobs in the first quarter, and is now easily outstripping manufacturing as the principal sector experiencing job cuts. But shops, hotels and restaurants are suffering too and are now in a period of jobs standstill. And public sector employment, which staged a brief statistical rally following the switch of Northern Rock employees into the state workforce, is now falling again.

“For the time being, however, it looks as though contract staff – the self-employed and temporary workers – are bearing the brunt of the jobs slowdown. Although in current conditions contract staff are more likely to be hired by employers cautious about future demand prospects, contract staff are also those easiest to let go if need be.

“The fact that reduced hiring rather than increased firing of core permanent staff is the cause of the jobs slowdown means that claimant unemployment is rising because fewer people are leaving the jobless count rather than more joining it. This might be welcome news insofar as it suggests that the labour market maintains a degree of positive momentum though it is bad news for the Government in its efforts to move more claimants off the welfare roll and into jobs.

“All in all, while some might argue that signs of slower growth in jobs and rising unemployment strengthen the case for a cut in official Bank rate, the latest labour market figures remain strong enough to suggest otherwise, especially given a slight rise in the rate of growth in regular pay (i.e. excluding bonuses). Indeed, with inflation set to rise further above target in the near term, the probability has increased that Bank rate may have to increase. Though perhaps necessary, this would serve to exacerbate the jobs slowdown and increase the risk of big rise in unemployment. If so today’s jobs figures may be amongst the best we see for some time to come.”

FOCUS ON COLLECTIONS AS CREDIT CRUNCH BITES

Nick Williams, Practice Head of Business Services at Ellis Fairbank, discusses how some of the UK's biggest blue chip companies are realising the importance of credit collection in light of the current economic crisis:

"The financial difficulties experienced in the US has meant UK companies have had to put renewed focus into their collections strategies. A recent survey highlights that companies cutting their costs almost doubled from 26% to 45% earlier this year, and companies were focussing on internal controls and external risks more closely. Clawing back some of the debt which is currently waiting to be collected is becoming a key focus and the use of expert collections managers is paramount. It is something which has not been top of the agenda in the past but needs to be addressed, and the recent financial difficulties have made it an appropriate time to concentrate on this area of the business.

"Outsourcers who specialise in collections need to work to much tighter service levels than before, as clients insist on a greater output from their teams. There are a number of high level contact centre outsourcing companies in the UK who are in the process of creating 'centres of excellence' for collections. The aim of the move is to attract the newly high priority contracts for debt collections.

"Many companies are continuing to recognise the need for expert collection managers and instead of expanding operations in an increasingly competitive and fragile market, they have realised the need to recoup profits which have already been secured but where payment has been delayed. It's a business area which is receiving more attention than ever before, not simply because of the current economic climate but because of its increasing importance to business leaders."

UK EMPLOYERS ADOPT CORPORATE CARD TREND

Corporate greetings cards are the latest trend from the United States to cross the Atlantic, according to a leading online retailer.

The Card & Gift Company says that not only has the practice of sending staff and clients cards on their birthdays taken off amongst UK employers, but they are also being inundated with requests for cards to celebrate the anniversaries of major contracts or marking recruitment milestones. One business manager even emailed the company requesting "employee of the month" cards to send to staff.

Andrew Gibson, managing director of The Card & Gift Company, said: "There is no doubt that we are following the US' trend by becoming a more touchy feely society and that is reflected in the growing demand for corporate greetings cards.

"Many employers now send birthday cards to staff and clients as a way of making them feel valued and this practice is now developing to include cards to mark milestones of how long employees have been with the company and even the anniversaries of major deals or contract wins.

"We've all enjoyed sitcoms satirising corporate culture, such as 'The Office,' but it seems as if certain elements of the environment depicted on these shows may be closer to the truth than we think.

"We've even heard of American companies motivating their workforce by sending cards congratulating staff on making target or being promoted."

Andrew added: "Many employers like the idea of sending these cards but realistically don't have the time to keep track of birthdays or sign them personally. Usually the task is left to a PA or falls by the wayside. Our tracker service, which ensures these birthdays and anniversaries are never

missed, has proven extremely popular with corporate customers in addition to the handwriting service."

For further information visit www.thecardandgiftcompany.co.uk

WORK OPPORTUNITIES

MARKETING & PR HELPERS

Mondo Challenge has been sending volunteers to work with local communities in developing countries since 2001. Most of our volunteers are career break or retired people but some gap year and university students also take part. Average age is 35.

Our two main special areas of expertise are education and business development. We work with local communities and value long term relationships. We are founder members of the Ethical volunteer group. A recent project involved a London based Project Management company sending 6 managers to set up a new rural computer centre in a Maasai village and to undertake a rainwater harvesting programme.

The Mondo Challenge Foundation raised £120,000 in the last 12 months to support programmes where our volunteers are working.

We need some help with getting our many success stories out into the media! The communities abroad need our volunteers badly and without active PR we cannot do justice to the needs abroad. Part time or **home based** work would be fine.

<http://tinyurl.com/3komlq>

FUNDRAISING MANAGER

We are the only charity in the UK dedicated to the concerns of people affected by Polycystic Kidney Disease - PKD - a range of inherited, incurable renal conditions. Our aims are:

- To provide information, advice and support to those affected by PKD
- To fund research
- To raise awareness of PKD

We are seeking an experienced fund raiser to develop and execute fundraising programmes to maximise income from all possible funding sources:

- To carry out fundraising activities as directed by the Trustees to meet specified targets
- To support staff in project management of fundraising events including contributions to relevant fundraising materials
- To help ensure compliance with all legal requirements
- To be first point of contact for all staff and members of the public on fundraising matters related to planned and possible future event
- To attend related external meetings and events
- To write relevant applications for grants as required

Fundraising strategy:

- To organise the discussion and development of fundraising ideas with appropriate staff and Trustee Board committees from proposal to planning
- To identify appropriate sources of funds, categorise and prioritise them

Home based. Salary: £15,000, self employed, part time, flexible working, equivalent to 20 hrs per week). <http://tinyurl.com/3jy52m>

ENVIRONMENTAL COMPLIANCE

Fantastic opportunity to work for a large international, multi-disciplinary consultancy in the **comfort of your own home**. South East base would be preferable. You must have a proven

background undertaking due diligence and regulatory compliance work and be able to provide professional consultancy services supporting audit seniors and principals working on due diligence, environmental compliance and other environmental projects as required.

This position is within the Audit Team who provides environmental advice and due diligence assistance to a wide range of clients covering many sectors in the UK and internationally. This position provides both the opportunity to consolidate and broaden proven competencies and provide a ladder for professional development within the group and company. Position

Responsibilities:

- Preparation and management of proposals for audit projects;
- Conducting site audits, either independently or as a part of a team;
- Coordinating subcontractors;
- Compiling and reviewing information, drawing on a wide range of data sources;
- Report writing;
- Project management including financial management;
- Leading and assisting with the reporting of projects using different media (e.g. hard copy and web based reporting);
- Supporting as appropriate other UK or European Project Teams;
- Assisting project directors in liaising with the client or site management to ensure that the client's and the project's objectives are met;
- Being familiar the quality management system and ensure its effective implementation by the team for all projects and proposals and therefore responsible for ensuring that all documents are issued within appropriate quality system;
- Ensuring that H&S issues are addressed during projects.

Position Objectives:

- Ensuring that personal, client, project and team objectives are achieved.
- Client satisfaction through implementation of project tasks to achieve objectives;
- Project management - delivery of quality output on time and budget.

Salary £50000 - £70000 + benefits. <http://tinyurl.com/3la8oz>

PHP5 ARCHITECT DEVELOPER

Are you a very experienced PHP developer? Do you want to get involved the full development life-cycles for an exciting new project? Do you want to **work from home** on a 3-4 month contract?

Then apply now! Key Skills: PHP5 (5 years) MySQL Linux Ajax UI Experience Architecture experience Bonus: Track record of working from home Knowledge of Model Bill.

Salary £20-£25 per hour. <http://tinyurl.com/535hk2>

FLASH DEVELOPER

Our client based in Derby is looking for a number of freelance Flash Developers to work on a number of ongoing projects on an ad hoc basis. Work will be **based from home**, although you may be required to visit client site occasionally for meetings. You will require high level flash skills and will be working on 7-10 page websites. Graphics, Text and Layout will be provided for you, you will be required to build the components of the web site including the work with Flash.

Salary £10 per hour. <http://tinyurl.com/3zs3o8>

.NET DEVELOPER

.NET Developer required for an innovative and leading edge technology company. You should have experience of developing database driven applications using C#, VB.NET, ASP.NET and Microsoft SQL Server. A good understanding of OO principles and in producing design specifications using UML would be desirable as would XML, DHTML, AJAX, ATLAS and JavaScript.

Our client is looking for a professional developer who has initiative. There is the opportunity to carry out a considerable amount of the role **working from home**.

Salary £28000 - £35000. <http://tinyurl.com/3kztlac>

PRINCIPAL PIPELINE ENGINEER

Do you want to do extra **work from home**? Excellent opportunity for a Senior Pipeline Engineer within an established Oil and Gas company. This job can be carried out from the comforts of your own home. As you know the market is very tight and thus my client is thinking outside the box and allowing good Pipeline Design Engineers to work from home. Engineers will be degree qualified with relative experience in the offshore design phase of projects.

Key Responsibilities:

- Carry out Subsea Pipeline Design
- Work to Pipeline Industry Codes and Standards
- Perform Pre-FEED, FEED, and Detailed Design
- Work in a project team environment

Profile:

- Minimum of Bachelor's Degree in Engineering
- Vast experience of Subsea Pipeline design
- Familiar with some of the following, ANSYS, ABAQUS, OffPipe, AGA, AutoPipe and MathCAD.

Salary £100 UK Pounds/hour. <http://tinyurl.com/3urcok>

PRIVATE PRACTICE LAWYER

Acknowledged as one of the largest law firms in the world, this leading firm acts for many of the worlds largest companies and organisations. Clients are held in the highest regard and are maintained through active nurturing - this ethic extends to the firms employees.

The commended banking & finance practice is currently seeking to recruit a PSL to support the newly established financial institutions team as well as supporting the commercial restructuring and bankruptcy team. Candidates are not expected to have extensive, existing knowledge of the above, but will be expected to develop this over time.

Reporting directly into the FIG Leader, you will be responsible for assisting fee earners with information and know-how, managing the group's precedents, undertaking research, and providing training. Preparing client briefings and assisting with pitches is likely to form part of the role.

This role is open to experienced PSLs fee earners looking for a move into a first time PSL role with relevant experience. Ideal applicants will have at least 4 years of high quality experience as a fee earner in a banking/finance role. This position is full time, but offers the flexibility of **working from home**. If you are highly motivated with a personable and patient character, this is a wonderful opportunity to join a fantastic firm.

<http://tinyurl.com/3zc559>

CLINICAL DATABASE PROGRAMMER

Global and leading Contract Research Organisation with a fantastic reputation with both clients and internal staff alike. Programming role offering varied projects, both Global and European involving liaison with all levels of the business. Role:

- Responsible for creating and maintaining the database infrastructure for the collection of clinical data according to company and client SOPs.
- Presenting concepts and solutions to clients - both external and internal.
- Design and implementation and validation of database set up.

WHY JOIN?

- World's leading clinical development organizations with more than 2,700 employees worldwide
- Clients including major pharmaceutical companies, large biotech companies and emerging companies.
- Offices are located in fourteen countries on five continents that have access to qualified sites that can deliver higher and more reliable patient recruitment rates.

SKILLS, QUALIFICATIONS & EXPERIENCE

- The successful candidate will have a degree in Computer Science or related discipline
- Good working knowledge of Oracle, SQL, PL/SQL and/or SAS.
- Experience with industry standard clinical data management systems (Oracle Clinical, Clintrial, eData Management) is preferred.

Flexibility to **work at home**. Salary £35,000. <http://tinyurl.com/5x4f7l>

NAV DEVELOPER

A Microsoft Dynamics NAV / Navision developer is required for my client based in London! This is a rare chance for you to become the senior lead developer and then team leader for this brilliant organisation! My Microsoft Dynamics NAV / Navision client is a reputable Microsoft Gold Partner one of the fastest growing independent IT solutions providers who have an enviable position in the market place. This is a once of a lifetime opportunity to join one of the most respected Microsoft partners in the UK!

The Microsoft Dynamics NAV / Navision developer's key responsibilities will be the management and success of delivering vital development work throughout the organisation to ensure client requirements are met to ensure the successful delivery of all Microsoft Dynamics Navision / NAV projects. My Microsoft Dynamics NAV / Navision client is offering an attractive salary package for this fantastic position and in addition to the standard Pension Scheme, Health Insurance they also offer a bonus scheme based on Profit Share where all of the team directly benefit when the business profits. This is a fantastic opportunity to make your mark with a leading IT solutions provider. This position is a full time, permanent role and my client is looking to interview as soon as possible.

Work from home. Salary £30000 - £50000 + bonus + other benefits.

<http://tinyurl.com/4a6lhq>

HR ADVISORS

Required Throughout the UK on a Part Time and Full Time basis. Are you working in HR with extensive employee relations knowledge/experience? Would you like the flexibility of **working from home**?

I am currently recruiting for Employment Law / HR Advisors. You will be giving pro-active and re-active advice on many HR areas, including disciplinaries, grievance, working time regulations, trade unions, TUPE, change management, Harassment & Bullying, Redundancies, Statutory entitlements. You should be CIPD Qualified or equivalent or have relevant HR knowledge / experience at advisor level

Salary £25,000 - £30,000 + benefits/bonus. <http://tinyurl.com/4thxek>