

THE JOBS MARKET IS HOTTING UP!



The latest report from the CBI supports what we have been noticing in recent months - the Jobs Market is very buoyant and good candidates have more choices available to them. The employment figures quoted in the short exert from their latest report below confirms that more jobs are being created so competition for candidates is strong.

Employment continues to rise...

Positively, today's data shows that the number of people in work has risen again and at a slightly faster pace than we reported in last month's labour market update.

- In the three months to August, the number of people in work rose by 140,000. This compared to growth of 42,000 in the three months to July.
- As a result, the employment rate for those aged 16 and over rose to 59.9%.
- The growth in employment was primarily thanks to a rise in the number of job openings offered by business (+120,000 in the three months to August). The positions filled were a mix of full- and part-time posts (growth of +70,000 and +50,000 respectively).

Good candidates are being snapped up - how to stay ahead of the game

We will use Job Board adverts, online CV searches, Social Media, Pertemps branches and second tier agencies to source the best possible candidates but here are a few tips on what you can do to ensure you secure the candidate of your choice.

- When PAWS notifies you of new candidates submitted to your order, act quickly to review applications and feedback any questions or requests as soon as you can.
- If you want to arrange interviews be as flexible as you can with proposed dates and times
- Arrange interviews as quickly as possible - remember if you think they are a good candidate so will other potential employers!
- Give feedback as soon as possible following the interview as most candidates will have multiple applications in progress so if you want them let them know before someone else beats you to it.



UPDATE

West Midlands ADACS - Protocol for the engagement of Social Work Agency Staff in Children's Services

Since the beginning of 2015 the above protocol has been in place in an attempt to stem the continuing rise in pay rates to Social Workers in Children's Services across 14 local authorities. We are supporting the council with this initiative and are committed to ensuring the capped rates are not exceeded. So far the capping is holding across the region and is having a positive effect on rates. If you are recruiting Social Workers at any level into Children's Services and want to know more about the protocol please call Corinne Sheasby on 07771 820573

APPROVING timesheets

Before approving timesheets please check the hours are correct, the charge rate is correct, and ensure you scroll down the timesheet to view any expenses that have been claimed. If you do not agree with the hours submitted please amend them before approving the timesheet. By doing this an email will be triggered to the worker advising them of the adjustment and details of the amended times will be displayed on the timesheet for audit purposes.

The deadline for approving timesheets is 12pm Monday.

STOP PRESS!! STOP PRESS!!

Recruiting now! - Administrators at various levels in central Warwick - full and part-time hours. Customer Service Advisors in Bedworth - full-time hours. If you know anybody who might be interested please ask them to call us on 01926 316400



RECOMMENDATIONS and Referrals

If you have friends or family who are looking for temporary work and are keen to work at WCC please give them our number 01926 316400

Getting the message out there...



Twitter - @cswrecruitment,
Facebook- facebook.com/pertempscsw

We are now on Facebook and Twitter so please follow us for jobs, recruitment news, competitions and interesting articles.

PAWS TOP 3 FAQs

- 1) How do I obtain login details**
A - If you haven't used PAWS before we will register you and send you your login details so call 01926 316400
- 2) How do I extend an order?**
A - log into PAWS select 'My Orders' click on the order you want to extend. Select 'extend order' under the Navigation options then enter the date you want to extend the order to and click 'extend order' again.
- 3) How can I delegate timesheet approvals to another manager in my absence?**
A - There are 2 options, either instruct your temporary worker to select the delegated manager from the drop down list in their timesheet before submitting their timesheet or call our team (01926 316400) who can divert a submitted timesheet to the delegated manager.

Survey Results Thank You!

We'd like to thank all of you who took time to complete our recent Customer Satisfaction Survey. We are listening and will be following up your queries and suggestions in the coming weeks but meanwhile here are the top 3 topics raised in the survey.

- 1) CV Screening:-** Orders are filled either directly by Pertemps or by approved second tier suppliers depending on the job category. All orders for qualified Social Workers and some specialist roles are released immediately to our suppliers who then respond directly to the order via PAWS without any further intervention by Pertemps. Detailed information you add to your order regarding the specifics of the role will help the agencies to match more accurately to your requirements. To improve the quality of candidates please reject inappropriate candidates in PAWS and we will happily follow up these up with the submitting agency.
- 2) Communication and Response:-** Our team is available from 08.30 to 17.30 Monday to Friday on 01926 316400 or we have an inbox for queries which is constantly monitored - Warwickshire@pertemps.co.uk. Any concerns should be escalated to our Account Manager Corinne Sheasby on 07771 820573
- 3) Understanding Your Business:-** To improve our knowledge of your business and your specific requirements we are available to meet one to one or to attend any regular team meetings for question and answer sessions. The more we know about your business the better placed we are to assist you. If you have not received our survey and would like to provide feedback please follow this link.
<http://survey.pertemps.co.uk/survey/index.php?sid=72952&lang=en>