

Smart Start

RECRUITMENT



QUARTER 1

RECRUITMENT NEWS 2010

As we leave the 'Noughties' behind us and head into a new decade, I'm sure we're all looking forward to the UK emerging from the shadow of recession and to an improving economic state. 2010 is a year in which we'll see an election and, of course, the World Cup!!! At Smart Start Recruitment, we see our business really taking off and all being well, as you'll see in this Newsletter, we've plans to open an office further afield.

The end of 2009 saw us take on a new team member, Damian Brooks, and we also successfully introduced a business Personality Profiling service (see Testimonial below). We'd also like to acknowledge the excellent work of our temps, whom we give recognition to by way of our Temp of the Month awards - see our next newsletter when we'll be announcing our Temp of the Year. The permanent candidates we've placed often share

news of their success or promotion at our client companies and this quarter we happily include details of a candidate we found permanent work for who had been promoted to a more senior post. Without good people, we don't have a business!

I wish you all a happy, healthy and prosperous 2010.

Sandra Smart, Managing Director



Sandra Smart

Permanent and Temporary Placements

Many businesses will have been glad to see the end of 2009 and look forward to the prospect of an improving economy; after all, the only way is up! We've been in the fortunate position of providing a steady stream of placements and, at a time when a seasonal dip in temporary work would be expected, business is still buoyant. Permanent posts also appear to be on the increase, with many of these posts being offered to the temporary staff we've provided to clients.

Testimonial

As mentioned above, we offer a Personality Profiling service (see our website for full information) which is invaluable in helping people work well together. Following providing this service to one of our clients, we are happy to share with you the feedback we received:

"Earlier this year we were struggling with employee management, everyone was feeling stressed, the "team" were not working well together, mistakes were being made and the quality of work and customer service was suffering...Sandra took time to visit us, get to know our business and listen to our personnel problems..."

Although we were sceptical at first, I decided to take Sandra's advice and have everyone in the company profiled. The whole process was handled in an extremely professional way, with every step of the process being explained to our team, which ensured that everyone was comfortable with the process and everyone enjoyed the experience. ... (the result has been) that a huge amount of stress (has been taken) out of our business. I can highly recommend Sandra and her team at Smart Start Recruitment."

Steve Tucker, Managing Director, Fusion Electric

Welcome to Damian Brooks our new Team Member

An opportunity to employ Damian came about following a recommendation by a fellow member of BNI, a networking group we have been associated with during the last two years. As a result of the economic situation, Damian had been made redundant by a Yeovil recruitment company and we recognised that his talent and experience would be a very good fit for us. He joined us in November and we've been delighted with how well he's fitted into the team. Damian will be focusing on the Yeovil and surrounding area, with a view to us opening an office there in the future. We're confident you'll find him to be efficient and professional, and a consistent can-do ethos. From our point of view, we enjoy having a man about the place!



A dog is a man(ager)'s best friend!

Last Newsletter we promised a feature on Molly, our four-legged, cuddly friend. As a puppy, Molly began coming into the office with us when we first opened. Initially, she had to be contained within a restricted area, with the help of a child gate but now she's so used to the environment that she happily stays in the back office, unless invited by visitors to get up close and personal. In fact, she's become such a feature of our office, that people seem upset if she's not in. We like to think she epitomises our friendly, caring approach to business. We hope you like her photo.

Congratulations to our three worthy Temp of the Month winners



★ Adam Masterton
Temp of the Month
October 2009



★ Helen Brown
Temp of the Month
November 2009



★ Val Garling
Temp of the Month
December 2009



VAT Increase

Don't forget that VAT rates returned to 17.5% with affect from 1 January 2010.



Well-deserved promotion

We're delighted whenever we learn that a staff member we provided to a client has been promoted. Penny began temping for us in August 2008, following her relocation to the area from Scotland. She was a very willing temp but fairly quickly we were able to put her forward for a permanent position as a Customer Service Adviser at a client company. She started work for them in September 2008 and a year later she was promoted to a Team Leader position. Congratulations, Penny, we think you thoroughly deserve your success.



If, at any time, you wish to give feedback or comment on this Newsletter, please send it to: sandra@smartstartrecruitment.co.uk

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