

# Smart Start

## R E C R U I T M E N T



QUARTER 4

### RECRUITMENT NEWS 2009

By the time you read this Newsletter, Smart Start Recruitment will have reached its second anniversary, an event we'll be celebrating by cracking open the traditional bottles of bubbly. As I write, the late September sun is actually shining and it continues to shine, figuratively, on our business, as we go from strength to strength.

This issue includes details of our presence at the Gillingham & Shaftesbury Show in August, as well as the result of the free draw. See also photos of our Temp of the Month winners and information of a new service we offer to clients in the form of employee personal profiling, which provides the opportunity to maximise staff potential.

Since our next Newsletter is not due until January 2010, I'd like to take this somewhat early opportunity to wish you a very

 *Happy Christmas and a prosperous New Year.* 

With very best wishes,  
Sandra Smart, Director



Sandra Smart

### Permanent and Temporary Placements

We're hopeful that the worst of the difficult economic situation in the country is well and truly behind us. Although, nationally, unemployment figures sadly are rising, in terms of our office activity, it seems that the employment situation continues to improve and we have seen an increase in the use of temporary staff, as well as in permanent placements. We're delighted to report the promotion of a lovely lady we placed at Sigma last year. Watch out for a feature on her in our next Newsletter.



### It's our Second Anniversary!

October 17th saw us celebrating our second anniversary in business. We popped champagne corks and enjoyed an excellent meal at a local hostelry, congratulating ourselves on two highly successful years. But don't worry, hang-overs were well and truly behind us before we were back at our desks on Monday 19th!

### We offer a new service to maximise your staff's potential

As an additional service, Smart Start Recruitment, in partnership with Thomas International, offers the opportunity to maximise your staff's potential. The systems we use enable employers to understand, realise and develop the potential of their staff. Full details are available on our website.

## The sun shone on us at the Gillingham & Shaftesbury Show

Unlike last year, when we donned wellies and waterproofs to combat the soggy conditions, this year saw us basking in August sunshine. It was great that Christine Roberts was with us on the stand. Chris of Utter Brilliance writes all our marketing text, so knows us inside out. Not only were we present on the Smart Start Recruitment stand, but we also provided many staff for the catering units at the event. Enjoy all the mug-shots!



## Free Draw Result

We're delighted to let you know that Careconnect in Salisbury won our free draw competition. Their prize? A permanent staff placement for half the normal fee. Congratulations to Careconnect.

## Congratulations to our three worthy Temp of the Month winners



Catherine Pash  
Temp of the Month  
July 2009



Terri Naylor  
Temp of the Month  
August 2009



Jay Croxford  
Temp of the Month  
September 2009



## Change to National Minimum Wage rates

The National Minimum Wage rates will increase on 1st October 2009.

The changes are:

**£5.73 to £5.80 an hour**  
for workers aged 22 and over

**£4.77 to £4.83 an hour**  
for workers aged 18 to 21

**£3.53 to £3.57 an hour**  
for workers aged 16 to 17



## What adds to the friendly atmosphere of our office?

Look out in our next Newsletter for a feature on the four-legged, fluffy creature who's often to be found in our office. Her name's Molly and she really is man's best friend!

## Testimonial

*"Dear Sandra*

*I am writing to thank you for your past and on-going support with our recruitment initiatives.*

*As you know we have not been entirely happy with some agencies that we have used and had started to look at other means of recruiting. Your timely introduction has led us to review our strategy on the use of recruitment agencies and changed our opinion by demonstrating that not all agencies are the same. Smart Start Recruitment are always professional whilst also delivering a personal touch. You make us feel we are the most important client you have.*

General Manager – local charity



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

Begin Recruiting *the Smart Start way*