



BEST PEOPLE

Congratulations to Mike Cooper who has recently been elected to the REC Council of Directors



We asked Mike to explain the significance of this appointment to The Best Connection along with other questions:

Given the growing number of major issues affecting our industry at the moment, this is a great opportunity for The Best Connection to be at the forefront of the lobbying campaigns and decision making

Mike Cooper

process and to influence the shape of recruitment industry for the future.

Who or what is the REC?

The Recruitment and Employment Confederation was formed in January 2000 following the merger of The Federation of Recruitment and Employment Services (FRES) and the Institute of Employment Consultants (IEC). This was done to provide one, powerful voice to represent the recruitment industry against a growing trend of legislation.

Who are the Council of Directors and what is their function?

The Council of Directors Comprises 17 representatives who are Directors of corporate members and seven Directors who represent the Individual members. The Council is the governing body of the REC and is responsible directly and through committees for supervising the work of the REC Executive.

How does that work in practice?

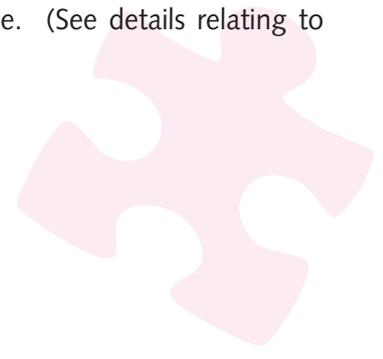
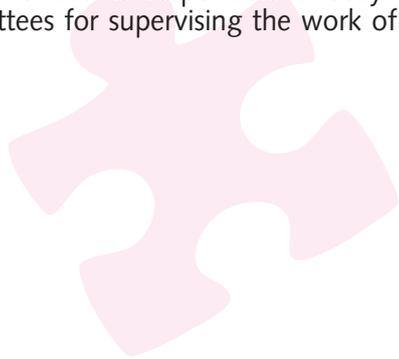
Through regular board meetings throughout the year, working parties look at specific issues and an annual two-day 'get together'.

Sounds like a bit of a 'jolly'?

That's what I thought, (and hoped!), however, it was an intensive two days and most of the council were exhausted by the end of day two. All issues including working practices/procedures, staffing, paid for products, training, research, etc., that you would automatically associate with the REC were discussed - initially as a group of three or four - then collectively, before being analysed, amended and agreed.

What are the major issues that you refer to affecting our industry?

The most obvious one is the AWR (formerly AWD) whereby temporary workers become eligible for equal pay and benefits to a comparative permanent worker, after a qualifying period of 12 weeks. This is due to come into effect in October 2011. Many businesses use temporary workers as a cost efficient alternative to permanent staff where the peaks and troughs of their business make it unrealistic to take on full-time permanent workers. This legislation could raise the cost of engaging temporary workers and affect the flexibility that has made the UK so competitive against our European rivals. One of our clients claims that it could cost them an extra £3 million to implement the new legislation. Unsurprisingly, many companies are seeking to review their working practices in order to remain compliant and competitive. (See details relating to AWR in this issue).



The Best Connection

EMPLOYMENT GROUP



Location	Tel Number	Fax Number
Birmingham	0121 628 8000	0121 628 8001
Bolton	01204 394400	01204 394455
Bristol	0117 957 6999	0117 970 8559
Burton	01283 545333	01283 545075
Cannock	01543 468260	01543 579248
Cardiff	02920 494700	02920 483188
Carlisle	01228 590690	01228 590790
Chesterfield	01246 209222	01246 209333
Coventry	02476 228040	02476 228042
Crawley	01293 515333	01293 516333
Crewe	01270 251100	01270 251117
Croydon	0208 256 0120	0208 256 0129
Derby	01332 291444	01332 291222
Doncaster	01302 341114	0114 275 8188
Dudley	01384 230003	01384 239691
Earls Court	0207 373 1129	0207 373 1770
Eastbourne	01323 887111	01323 430459
Gloucester	01452 383303	01452 521351
Hanger Lane	0208 998 9910	0208 998 6227
Hertford	01920 468770	01920 460272
Hull	01482 610160	01482 610686
Kidderminster	01562 66555	01562 825695
Lancaster	01524 383438	01524 383638
Leeds	0113 243 1033	0113 243 0951
Leicester	0116 251 2363	0116 251 2364
Liverpool	0151 236 0111	0151 236 0999
Luton	01582 405444	01582 488280
Maidstone	01622 664999	01622 664218
Manchester	0161 237 9333	0161 237 9444
Milton Keynes	01908 699466	01908 699477
Newcastle	0191 230 2007	0191 230 2008
Newport	01633 842164	01633 842135
Northampton	01604 629888	01604 627444
Nottingham	0115 958 5880	0115 958 5884
Nuneaton	02476 382211	02476 382233
Oldham	0161 626 4222	0161 626 4777
Oxford	01235 550077	01235 554024
Peterborough	01733 555672	01733 341073
Plymouth	01752 256360	01752 252680
Poole	01202 682282	01202 682482
Portsmouth	0239 286 4411	0239 286 4422
Preston	01772 201777	01772 201888
Redditch	01527 591141	01527 591142
Scunthorpe	01724 876111	01724 876222
Sheffield	0114 275 8181	0114 275 8188
Southampton	023 8033 3188	023 8033 3199
Staines	01784 450555	01784 450122
Stockport	0161 968 1964	0161 968 1965
Stoke	01782 209666	01782 209777
Sunderland	0191 567 1100	0191 567 1133
Swindon	01793 542211	01793 514213
Tamworth	01827 53333	01827 53090
Taunton	01823 330621	01823 256240
Tees Valley	01642 672655	01642 672654
Telford	01952 898242	01952 246065
Walsall	01922 639000	01922 636500
Warrington	01925 629666	01925 629777
West Bromwich	0121 553 7755	0121 553 7766
Wolverhampton	01902 773000	01902 773001
Worcester	01905 731777	01905 731888
Worthing	01903 234500	01903 234555

The e-mail address for each branch is the branch@thebestconnection.co.uk
e.g. burton@thebestconnection.co.uk

