



How the Right Recruitment Agency Can Save You \$38,000 per Employee Appointment

Every Employee Who Leaves Costs You an Average of \$38,000, according to the Centre for Community Economic Development. Professional recruitment companies are often able to offer a warranty period up to double the industry average because they consistently save their clients from the following mistakes.

- **Examining the Role – Fitting People to Culture** – The best way to fit people to culture is to examine that culture from an objective (outside) perspective.
- **The Right Advertisement – With so Few “Fish”, the “Bait” Must Be Spot On!** – Is copywriting what you do for a living? It’s a *crucial* part of the range of professional services provided by the best agencies .
- **Culling from an Initial Telephone Appointment – Saving Time and Maintaining Your Image as an Employer of Choice** – Even though you may well have the expertise to sift through applications and pre-screen by telephone, do you have the time?
- **The Interview Process – Asking the Hard Questions, Nicely** – This is a crucial part of the process of fitting people to culture.
- **Testing – You’d Be Amazed How Infrequently This is Even Done!** – Agencies have access to 100’s of different types of skill testing, as well as psychological testing/profiling to ensure the person really can *do the job*.
- **Thorough Reference Checking and the Executive Report** – A summary which gives you a snapshot of who that person is and their behavioural style.
- **KPI Negotiation, with Simple Check Lists to Give You Confidence They’ll Do the Job** – This is the only way to monitor the performance of your staff and have confidence that the job is being done correctly. KPI’s ensure performance, and clarify job roles so there can be no misunderstanding. This way you **NEVER** come to the end of probation but remain unsure!
- **Letter of Appointment and Contract** – No loose ends, no misunderstandings or nasty surprises.

The Shrinking Labour Pool

Currently employers are struggling to find and retain employees simply because there are too few qualified people out there looking. More than ever recruitment agencies are being called in not only for all the above crucial reasons, but because of their unique ability to find and attract the right people, people who can do the job, and who will stay.

Our member agencies routinely visit Perth companies to demonstrate the documentation and processes that allow you to avoid costly mistakes. There is no charge for this service, and it means that if for some reason a new staff member is required urgently in the future, the employer can have enormous confidence that the agency team can step into action, immediately and effectively.

If you would like to hear first hand how your business can move ahead through more strategic recruitment, call us today on **61 8 9246 1977**, or check our member agencies in the **Recruitment Showcase on our web site**. Help is at hand!

RecruitmentHeaven.Com

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