

People Matters



Issue 17, May 2006

In our last issue we discussed the importance of staff retention and recruitment, and the changes brought about by Work Choices legislation that are likely to affect you and your business. In this issue, we follow up on these matters with a discussion of how to review your policies and procedures to ensure your business is ready for the legislation changes, and we are proud to inform you of a new alliance between People Dynamics and Rusher Rogers Recruiting – a recruitment agency you may find useful for your recruitment needs.

Reviewing your Policies

Policies and procedures require time and effort to develop and serve an important purpose by ensuring that all staff understand what is expected - whether that is in relation to each other, to clients / customers, or to the work that they are there to perform. However the needs of businesses are continually changing, and new compliance issues such as Legislation or industry

standards, often come into place. It is important, therefore, to ensure your policies and procedures are relevant. Schedule a regular review - at the same time as your appraisals or to coincide with an annual meeting. This way your business will keep up with change and operate at its best all year round.

Do you have a question you would like answered? Let us know - suggestions for topics are welcome.

If someone else in your business would be interested in People Matters let us know and we will forward a copy to them.

New Recruitment Alliance



In our last issue we advocated a focus on retention of existing staff to avoid the sometimes formidable task of recruitment. Nevertheless, recruitment is an inevitable task for any business, and one which many of our clients find challenging.

This helps them understand the client's needs and expectations, and deliver beyond them, matching the right candidate to the right job. They place a high value on ethical recruitment by experienced, professional and passionate consultants.

To address this need, People Dynamics have formed an alliance with Rusher Rogers Recruiting, a well regarded firm who supply temporary, contract, permanent and executive recruitment services. Established in 1996 by Susie Rogers, Rusher Rogers Recruiting demonstrate their commitment to helping clients grow their business with long-term, committed employees by taking the time to develop strong relationships with their clients.

Utilising a recruitment agency ensures that legal procedures are followed, and that the person you employ will be able to meet your organisation's needs, and fit appropriately into the culture of your business. Recruitment agencies have a unique depth of experience in advertising appropriately and assessing candidate's skills and abilities, as well as attitudes, all of which are crucial in assuring an informed and intelligent choice.

If you have any queries please don't hesitate to contact Susie Rogers at Rusher Rogers Recruiting on 03 9682 7044 or 0414 350 762 and mention People Dynamics.