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SUPPLY CHAIN RECRUITMENT

Surviving the freeze

Winter is nearly over, and in some states it has proven to be fairly mild in comparison with previous years. While 2008 broke many records around Australia for the coldest winter on record, it appears the freeze is over.

Apart from donning a warm outfit each morning though, most jobseekers, managers and Human Resources departments have been much more concerned with the freeze on recruitment which has become an open-dated policy in many of Australia's largest companies.

The employment market in Australia has seemed to be a true rollercoaster ride for us all in the past nine months but, with common sense, we can experience a smoother ride sooner rather than later.

Already, a number of companies have lifted their "recruitment freeze" and some Human Resources specialists have openly stated that freezing all new recruitment has had much more of a negative impact than a positive one. One of my most valued clients recently emailed me lamenting the restrictive policies being placed on recruitment, and she outlined the problem very clearly.

People are leaving in droves! Why? The answer is because smart companies are using the current economic climate to entice the star performers away from their competitors. As more staff members leave, the workload grows worse for those who remain until eventually they begin to look for another job themselves. The obvious flow-on effect is that productivity drops and the company's bottom line worsens, which in turn promotes more cost-cutting.

So what is the solution?

Well firstly, if you are in an advisory role within Human Resources, you can advise (and most likely you have already). If your recommendations are not actioned, then your main focus should be on staff retention at all costs. However this can be difficult when workloads are increasing and even the most reasonable requests for pay increases are rejected across the board.

The obvious alternative for HR departments and Supply/Procurement Managers is to fill the gaps in your team with qualified temporary contractors. Your remaining staff members will be happier and more efficient as their workload becomes more reasonable. Effectively, they will be less likely to leave! This

is the message which needs to reach the upper echelons of many companies.

While it depends on how restrictive company policy has become, many managers in Procurement, Supply and Human Resources have been able to keep their departments running effectively by utilising contract staff through ProcureNet.

It is also not uncommon for us to hear that the contractor placed by ProcureNet has been such a success that the manager makes a permanent offer to the contractor as soon as the restrictions are lifted.

The time to entice the star performers to join you is now!

ProcureNet's database of outstanding candidates is continuing to grow strongly. We now have more excellent candidates than ever who are looking to prove themselves in a progressive company.

If your team is struggling and you need assistance now, then contact us today to see how we can help.

ANDREW DUNCAN