



RECRUITMENT NEWS

Autumn / Winter 2005

HJA Fire

HJA Security

HJA Executive

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Fire and Security Salary Review 2005

This is the 10th anniversary of our first Salary Review and whilst much has changed over that period, many of the issues regarding recruitment remain. Sourcing increasingly scarce candidates for difficult-to-fill positions; deciding upon appropriate remuneration packages; assessing the cost of unfilled vacancies to an organisation are just a few.

In this newsletter we have also included details of some recent surveys from leading organisations, that highlight some of the current issues in recruitment.

Regarding the survey itself, the figures quoted are based upon a number of sources including actual earnings of individuals in the industry, positions notified to us by clients or advertised and salaries offered by employers.

There will always be exceptions to the figures, partly because different job titles have different values in different organisations, partly due to location, but mainly because each organisation and each candidate is different and in many cases there are good reasons for paying more (or less) than the norm in relation to a particular position. We have not covered, benefits such as company bonuses, pensions private health etc.

On company cars, more and more companies are offering a car allowance rather than a company car. A flexible approach on this can help in the recruitment process. There will be positions that are not listed here for various reasons: we have not mentioned figures for Director and Senior Management roles for example (largely because of the confidential nature of these roles.). In some instances though, this is through a lack of data, in others because there are just too many Job Titles to list. We are happy to discuss particular positions and offer an opinion.

Job Type	Typical Salary Range	Typical O.T.E.
Fire Extinguisher Sales	£15 - £20,000	£25 - £30,000
Systems Sales (target £250K)	£22 - £25,000	£30 - £35,000
Systems Sales (target £500K+)	£25 - £35,000	£40 - £50,000
Distrib./Manufacturer Sales	£25 - £40,000	Wide variation
Nat. Accounts/Major Systems	£30 - £40,000	£50 - £70,000
Sales Manager	£32 - £45,000	£45 - £60,000
Senior Sales Manager	£40 - £60,000	
Director Level Positions	£50 - £120,000	Please call to discuss

Job Type	Typical Salary Range	Extras
Installation Engineers	£18 - £25,000	O/time
Service Engineers	£18 - £27,000	call out, o/time, comm
Commissioning Engineers	£23 - £30,000	o/time
Engineering Supervisor	£23 - £28,000	Possible bonus scheme
Project Engineer	£25 - £35,000	Possible bonus scheme
Project/Engineering Manager	£25 - £40,000	Possible bonus scheme
Design Engineers	£26 - £30,000	Possible bonus or comm.
Technical Support	£25 - £35,000	

Guarding Sector	Typical Salary Range	Extras
Sales	£25 - £35,000	£30 - £45,000
Sales Manager	£30 - £45,000	£45—£60,000
National Accounts	£30 - £40,000	£50 - £70,000
Regional Manager	£30 - £50,000	
Operations Manager	£25 - £45,000	
Control Room Manager	£25 - £35,000	

CV's

A quarter of 3,000 CVs submitted with job applications in 2004 had a lie in them, according to a recent survey by an employee screening firm. And while the section headed "personal interests and achievements" may seem like a legitimate area for exaggeration, some of the lies are far more serious than fibs about undergraduate life.

Neil Taylor produced a bogus degree certificate to land the position as head of the Shrewsbury and Telford Hospitals NHS Trust in 2003. But after admitting the offence of obtaining a pecuniary advantage through deception, he now faces the possibility of prison. So what sort of things are people lying about?



Inflated job titles, increased salaries and benefits, length of service and qualifications are the most common areas, says Marcia Roberts of the Recruitment and Employment Confederation.

"You'd be surprised to know how common it is to lie about qualifications and how stupid it is because it's easy to check," she says. "Recruiter's should never accept that someone has lost their certificates. You'd be surprised how many claim to have been to foreign universities when they don't even exist."



For the full story visit www.bbc.co.uk

Age Discrimination

According to the Government's Age Positive website, it is essential that employers conduct an immediate review of their working practices, to help identify where changes need to be made before age legislation is implemented in October 2006.

'Removing ageism - make it your business'

'Removing ageism - make it your business' is a simple-to-follow 3 step Age Positive business checklist.

***Ageism - check your current awareness
A checklist - where does your business stand
Taking action - a plan of what to do.***

The checklist is designed to help you identify age discrimination in the workplace, and is suitable for employers of any size or sector.

For the full story visit www.agepositive.gov.uk



Long-term unemployed face jobs struggle

More than 60% deliberately exclude those termed "core jobless" from their recruitment process, said the Chartered Institute of Personnel and Development. Of 750 employers surveyed, 36% thought such applicants would be unreliable. CIPD figures showed that of employers with experience of employing ex-offenders, for example, 87% considered them at least as productive as other workers and 75% at least as reliable. The Rehabilitation of Offenders Act gives people the right not to be discriminated against if their conviction is "spent" - which effectively means some offences are wiped from the record after a certain amount of time.

***For the full story visit;
www.cipd.co.uk
www.crb.gov.uk***

Employers would exclude;

No-one: 38.3%

Ex-offenders: 36.6%

Those with a history of drug use: 36.1%

Those with a history of long-term illness: 33.1%

Homeless people: 24.1% Those with a history of mental illness: 18%

Those with a history of long-term unemployment: 10.4%

New Deal participants: 3.3%

No rest from recruitment difficulties

More than 80% of organisations report difficulties in recruiting, according to the latest Chartered Institute of Personnel and Development (CIPD) research findings. In a constantly tight labour market, employers continue to face challenges in securing candidates with the skills and experience they require. Problems hanging onto them also persist, with more than seven in ten organisations reporting retention problems.

These findings emerge from the CIPD's annual recruitment, retention and turnover survey. Over 700 HR professionals from UK based organisations shared their experiences. The survey results provide a valuable source of benchmarking data on resourcing issues for individuals working in the public, private and not for profit sectors.



Vacancies for managerial and professional staff are causing the biggest headache, with 45% of respondents highlighting problems in filling these posts. A quarter of employers also indicate that they are struggling to fill managerial and director positions at the most senior levels.

So, how strategically are organisations approaching the issue of talent management? The survey raises some interesting questions. Succession planning, when it does take place, tends to be on an ad hoc basis (and one in five organisations report that succession planning doesn't take place at all). Only one in ten organisations surveyed analyse their labour turnover information in terms of the rate among identified high performers.

Many organisations are also missing opportunities to demonstrate the financial benefits of effective talent management and development. The majority (92%) of organisations don't currently calculate the cost of replacing an individual who has left the organisation.

www.cipd.co.uk

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HJA

www.hja.co.uk

HJA Security was established in 1992 and recruits at all levels across all disciplines in the security industry, both nationally and internationally.

Whilst fire recruitment was always part of the operation, **HJA Fire** was established in 1999 to give greater focus to these activities.

The **HJA Executive** operation started in response to an increasing demand from our clients and candidates for a service dedicated to senior positions.