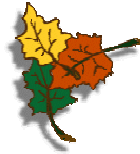


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**MARKET NEWS...** After a slow start to the year there has been an increase in recruitment activity especially IFA's. Average Income overall has declined in the last 12 months reflecting the market, with pressure on salaries. The Retail Distribution Review has seen a rise in the number of IFA's gaining the Diploma in financial planning, however, many are looking to leave the industry or take non-advisory roles which will lead to more shortages in the next two years.



### **Legislation**

It has been announced that the National Minimum Wage (NMW) will increase from 1st October 2010. The changes will be as follows:

- For workers aged 21 and over: the rate will increase to £5.93 from £5.80;
- For workers aged 18-20: the rate will increase to £4.92 from £4.83;
- For workers aged 16 and 17: the rate will increase to £3.64 from £3.57.

### **Employment law changes for 2010**

In April this year the 'sick note' was replaced by the 'fit note'. Evidence has shown that work is generally good for your health and that often going back to work can actually aid a person's recovery. The new fit note can help. Doctors are able to advise people who are on sick leave for over 7 days whether, with extra support from their employer, they could return to work earlier.

### **Equality Act**

#### **October 1st 2010 new legislation has been introduced.**

The Equality Act 2010 brings together separate pieces of current anti-discrimination legislation within a single Act. Most of the provisions in the Act take effect in October 2010 although further changes are anticipated in April 2011.

The Equality Act covers the same groups that are protected by existing equality legislation - age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity - but extends some protections to groups not previously covered, and also strengthens particular aspects of equality law.

While obligations remain largely the same as under previous anti-discrimination legislation, there are key changes coming into force which employers should be aware of.

**Measuring Success** There has also been a significant shift in attitudes. For many, the pre-credit crunch years were measuring success in financial terms, or at least, in the accumulation of material possessions. There has been a dramatic shift in attitudes towards a way of working that is more personal, rewarding, inspiring and ultimately more fulfilling rather than what's in it for me.

Certainly a work life balance and security of employment are seen as vitally important in a new role. This is good news for individuals and companies alike.



### **Time for change?**

A recent official post recession survey has revealed that out of 3000 workers surveyed nearly half were planning to leave their current job within 6 months. This will in turn lead to opportunities to those out of work, those looking to enter different professions, as well as those looking for a change from their current employer as more positions become available.

This is a clear call to action for employers who need to ensure that they are doing all they can to keep staff morale high so that they do not lose their best people as soon as things start improving. Employees will expect to be rewarded for their hard work getting the companies through the recession but while a long overdue pay rise may be what some are waiting for surprisingly pay is not the most important consideration for those seeking a new role, with location and working hours taking precedent.

*'Here at Recruitment Connection we can offer a free psychometric test for both candidate and job so let us know if you would like a demo'*

### **Key Services**

- \* All assignments are thoroughly researched providing accurate candidate profiles.
- \* Readily available source of candidates from an extensive database.
- \* Advice on the market and prevailing income packages.
- \* Post campaign report.
- \* Preparation of candidates briefing notes Salary surveys.
- \* Psychometric testing if requested.
- \* Payment by result.

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