



Permanent & FTC Recruitment

Dorset, Hampshire & Nationwide Placements

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When one door opens, so does another and another....

So, I'm writing this at the end of what has been an incredibly frustrating week in the life of a Recruitment Consultant.

I'm going to be blunt here chaps and I'm not going to apologise for it. Hopefully, you'll understand why when I explain what's going on at the moment, how incredibly frustrating this recruitment environment is and how, in my very recent experience, action needs to be taken.

Business owners and managers need to open their minds to change because things are different out there... very different and change is very necessary, however painful that might feel.

There's no point pussy footing around the subject we need to meet this problem head on and tackle it together. Aspire Jobs can help, that's for sure, but we need you to open your minds to a different way of thinking.

So, what's this problem and frustration I'm going on about then

We are devoting considerable time sourcing and filling vacancies only to have to go through the process again days and sometimes even hours after the candidate has begun employment.

We have very recently experienced candidates withdrawing from positions they have previously accepted, and in some cases actually started, for a variety of reasons – most of them related to counter offers with higher salaries and better benefits.

Think about the cost and time involved in this lengthy exercise, the disappointment, additional resources taken up and the effect on the operation of the business and the rest of the staff.

In all recent cases, salary was a contributing factor. The cost of the time and effort of managing the fallout of these

examples far outweighs what the additional salary needed to have been in the first place. However, it's not just about salary – it's about the whole package, about flexibility and most importantly about work/life balance.

Times are changing, but business is slow to catch on

The local job market is tough, unemployment is virtually non-existent, it's a dog eat dog world out there. In my recent experience the top three reasons for lack of interest in a job role are:

- Salary expectations are higher than what is on offer in so many cases. A good 10-15% higher.
- Statutory 20 days plus bank holidays, just doesn't cut it anymore, the expectation is for 23-25 days plus bank holidays.
- Lack of flexibility on the working day, business owners are missing out on fantastic candidates, who perhaps require more flexibility to work around home commitments, school runs or even distance to work vs opportunity to be more productive from home on the odd occasion.

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Get in touch with us today!

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The facts. They're a tough read!

- Salaries in Dorset are 0.9% above the national average change – year on year.
- The average Dorset salary is now **£29,271**
- Adzuna recently reported adding 1,125 new live job ads from Dorset in just 24 hours
- There are currently just around 12,000 live job ads in Dorset (Adzuna)
- The average UK salary by gender is - Male £30,539 and Female £25,201
- The average UK salary of those with less than a years' service £20,371
- The average UK salary of those with 1-4 years' service is £23,800
- The average UK salary of those with 5-9 years' service is £30,818
- The average UK salary of those with 10-19 years' services is £36,280
- The average UK salary of those with 20 years' plus service is £39,059
- The average UK salary of companies with 10-49 employees is £26,621
- The average UK salary of companies with 50-99 employees is £28,006
- Financial services pay the highest UK salaries with an average of £35,728

Sourced from Monster and Adzuna

Where do you sit on that scale? Higher or lower than the National average? My research says you need to be equal to or higher than the National average, in order to attract the right people and reduce the risk of counter offers.

- Strength of salary is a definite deciding factor for applicants.
- Being more flexible about the format of the working day opens up access to a talent pool you are missing out on if you offer only rigid start and finish times.
- Offering more than the statutory 20 days holiday is also a deciding factor

At Aspire Jobs we are experts in recruitment. We have a fantastic amount of combined experience within the team that spans (far too many!) years. **Please let us help you.**

We offer a **free** consultation prior to you placing a job with us. At that consultation meeting, we'll review your job offer, job description and person specification (if you haven't got one we'll help you with that too!) to make sure that you are in the best position to attract the best possible people for your vacancy.

We won't hold back and if you don't want to hear the bad with the good, then our service isn't for you. If, however, you don't want to experience what countless other businesses in Dorset are experiencing right now, let us help improve your position in what is an extremely competitive marketplace.

According to our candidates and clients alike, we go over and above, both in our attention to detail and in our level of employment market knowledge and information they receive, when they compare our services to those of other recruiters.

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