

Job Market Depression During Economic Uncertainty Means Difficult Times For British Workers

It appears as if forecasts made just before the end of 2007 have been correct, the current state of the British economy has many members of the population feeling the financial stress. 'The consequences of not handling your money properly can be devastating' according to a member of the UK governing FSA although this is clearly the case for most of us, what has changed is the merciful nature of the loan companies and banks who would always give financial support to those in this relentless position of being late with the bills.

The combination of increased utility bills, food and fuel charges have left the average employee less disposable wage than this time last year despite any increases in income, so what is there to do? The possibility of different higher paid employment becomes a central factor to the average employee, although the recruitment market itself is also becoming increasingly condensed. The CIPD had approximated the figure of people to lose their jobs as 150,000. John Philpott, the chief economist, stated that this year would be 'obviously the worst since Labour came to control in the late 90's'.

This downward spiral in employment together with the increased need for better wages will be increasing the strain on the employment market and people will benefit from a modern approach to finding their perfect job or candidate. The way people hunt for their prospective employees and employers has changed noticeably over the last 15 years. More internet able employers are accustomed to using recruitment agencies and job seekers are using websites that are advertising jobs. Employees don't have the time to fill in loads of forms and so submit their Curriculum Vitae on the world wide web in the hope that an employer or recruitment consultant can find the job for them, and quickly.

The use of an agency can be quite a costly one, with a good number of recruitment agencies expecting as much as 20% of the applicants annual salary upon suitable placing of a candidate. If the opening is a temporary one they charge notably more, it can be almost double the wage. The temp receives only half of what the employment agency does. There are certain gains to using a recruitment agency though, the period with the empty position is shorter which means there is less staff shortage and lower chance of customer finding alternatives.

Due to rising inflation, middle range businesses will feel the increased financial strain, leaving them under the increasing pressure of growing utility bills. The loss of employees can cause unrest amongst staff and this leaves supervisors with the sometimes long winded process of interviews and applications, but with no extra funds to advertise positions or pay agent fees forms, the business can suffer.

A recommendation is to search carefully for a agency that might have expertise within your businesses area of competition. Try and get in writing the fees they would be billing you for a successful placement of a candidate. Ensure your fee is not expected if the candidate should decide to leave, after all they might get a better offer! The same is true for the employer though, with many recruitment agencies searching for you, finding one that expects less payment (percentage of salary or even a fixed price) for finding your ideal candidate would be the best option.

About the Author

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