

# Are you "Workplace 2012 ready"?



Level 2, 90 Mount Street,  
North Sydney NSW 2060  
T +61 02 8113 2900  
[www.recruitsuccess.com.au](http://www.recruitsuccess.com.au)

Pundits predict that 2012 will be a difficult year for business.

In apprehension of a recovery astute employers will work to ensure they're in readiness to out-perform their competition and take advantage of an economy rebound.

Some of the workforce challenges we will face in the current economic climate are outlined below.

## Challenge

- Australia will continue to face a skills shortage and a tight labour market.
- The increase in Baby Boomers nearing retirement age or leaving the market puts extreme pressure on talent and experience.
- Business needs to plan NOW to ensure a sustainable workforce to ensure the business future, productivity and employee stability.
- Consider the end game: the economy will turn around.
- Avoid actions that could undermine competitive positioning.
- Talent or your Human Capital may be your only sustainable form of competitive advantage.

## Action

- Understand the workforce you need for the future and take a measured, analytical approach to workforce and succession planning. Valuable talent and experience can often be threatened in tight labour markets.
- Become an "Employer of Choice" and provide the tools and resources to simplify employee's lives so they can stay healthy, balanced and bring themselves to work. These still appear to be the top drivers of engagement towards employee assessment.
- Balance actions with long-term business strategy.
- Optimise HR functional efficiency and effectiveness
- Restructure your organisation to remove unnecessary management layers and improve productivity.
- Greater use of technology and outsourcing offer opportunities to reduce costs.

## Industry Trends for 2012/2013

Strong demand for jobs in Manufacturing, Construction, Retail, Property, and Business Services. HR and Financial Services will continue to create steady demand.

## Recent Assignments

- Human Resources - Project Manager - Change /Shared Services Implementation & HR Mangers - Manufacturing, Oil/Gas
- Financial – Forensic Accounting, CFO, Financial Accountants
- Aged Care Executive - General Manager
- Construction - Project Managers HV Electrical
- Advertising - Systems Support Manager
- General Sales Manager - Air-conditioning

Our attention to detail delivers results that last. Why are 87% of our placed candidates still with the same organisation three years on? Because we focus on the details that make the difference. That's why our clients trust us again and again to fill some of their most challenging roles.



## Call us to find out how we've helped other businesses manage their workforce.

We offer a wide range of **Unbundled Services** to meet client needs and our **Payroll Solution** can relieve your administration staff of this time consuming, costly and complex responsibility of processing short and long term temporary or contract staff.

For more information call Robert Biddle on 02 8113 2914.

*Excerpt from: Mercer – Workplace 2012 Beyond the Global Financial Crisis Report*

Corporate Member



Recruitment Success Group Pty Limited  
Level 2, 90 Mount Street, North Sydney NSW 2060, T +61 02 8113 2900  
[info@recruitsuccess.com.au](mailto:info@recruitsuccess.com.au) [www.recruitsuccess.com.au](http://www.recruitsuccess.com.au)

[Edit your subscription](#) | [Unsubscribe instantly](#)

