

Recruitment Planning

A Robertson Planning 2006

Current methods of Recruitment

■ Traditional Recruitment companies

- Placement service
- Have a pool of people on file with some specialisation
- 3 month trial period - no refund if person is not suitable after this period
- Cost: charge commission (approx. 15-30% per person)*

■ Do it yourself

- Write your own job description
- Write your own advertisement
- Network within your industry bodies
- Word of mouth
- Cost : 20-50% based on Time and internal costs.

Recruitment Plan-with a difference

- Partnership method
- Consistent method with overall company objectives
- Matching Process
- Maintain good staff for longer
- Sound systems in place to continue tracking
- Can provide additional benefits for staff maintenance

- Cost- approx. 20% less than traditional recruitment companies
 - Why- lower overheads, extensive experience, not sales or KPI driven

- Benefits- cost & time savings with more opportunities to grow the company

What is Recruitment Planning

- Method of minimising risk to the business
- A way to attract and keep good team members
- Provides a consistent methodology across the business
- Enables the business to set expectations
- Sets and creates benchmarks
- Allows scorecard tracking.

Recruitment Cycle

