

AtWork News April 07

Employment expo introduces "speed interviewing"

Australian companies and cost-per-hire?

Independent Contractors Act commenced in March

Helicopter Parents Hover Above HR

Employment records up to scratch?

Employment expo introduces "speed interviewing"

Recruiters and Candidates will have the opportunity to engage with each other via "speed interviewing" booths at the National Careers and Employment Expo commencing in Perth at the end of March with other Australian venues to follow. Working on the same premise as speed dating, the interviews will allow consultants two to three minutes with each candidate, during which time they can ask set questions, critique the candidate's performance and provide tips on how to improve the responses.

Australian companies and cost-per-hire?

A new study has determined the most common methods of measuring cost-per-hire (CPH), and encourages employers to continually assess their spend. The study by Kelly Services Outsourcing & Consulting Group surveyed key executives from 59 organisations in late 2006.

They found the most popular and consistent formula used to calculate CPH is: $CPH = \text{total hiring expenses} / \text{total number of hires}$. Total hiring expenses includes (but isn't limited to) the cost of sourcing, applicant processing, technology, and other recruiting costs.

It found the following median CPH for specific staff categories:

- executive officer/director - \$40,000;
- senior executive/professional - \$20,000;
- mid-level executive/professional - \$16,000;
- business operations - \$8,000; and
- graduate - \$2,700.

What this approach does not include is some of the harder to compute costs such as loss of productivity in both departing and new staff, induction and training, mentoring and coaching, and other costs as the new appointees get up to speed. These additional costs could quickly double or triple the Kelly estimates.

Independent Contractors Act commenced in March

The [Independent Contractors Act](#) and accompanying [Regulations](#) commenced operation from March 1.

The legislation aims to free up independent contractors, but it also carries penalties for recruiters or employers who coerce workers into entering independent contracting agreements, or who misrepresent contracting relationships as employment arrangements.

Helicopter Parents Hover Above HR

About one-quarter of US job seekers say their parents are “overly involved” in their job-hunting process.

Various news reports have surfaced recently that discuss a growing phenomenon: “helicopter parents” who try to strong-arm hiring managers into giving their kid a job. These well-meaning parents hover over every aspect of their children’s lives, with job interviews no exception. HR professionals are finding a job candidate showing up for an interview accompanied by a parent that tries to sit in on the process. Sometimes, Mom or Dad will also place follow-up calls to find out why their child wasn’t selected or, if the kid lands the job, to question performance reviews.

Source: Workforce

Employment records up to scratch?

From 27 March 2007, all businesses covered by the Workplace Relations Act 1996 are obliged to keep accurate employment records after expiry of the 12 month grace period. Amendments to the Workplace Relations Regulations 2006 (the Regulations) come into full effect from 27 March.

All businesses covered by WorkChoices as well as all businesses operating in Victoria and the Territories are legally required to keep accurate and complete time and wages records, and to issue pay slips to each worker.

The Office of Workplace Services (OWS) says that cases of employers failing to keep any employment records or to issue employees with pay slips will be taken very seriously, particularly where evidence suggests the intention was to avoid paying employee entitlements. However first-time or minor errors in meeting the requirements will be unlikely to attract a penalty.

From 27 March 2007, OWS Workplace Inspectors are empowered to issue infringement notices for identified breaches of the time and wage record and payslip requirements.

Infringement notice penalties are currently \$55 for an individual and \$275 for a body corporate.

A Court can impose 10 times these amounts (\$550 for an individual and \$2750 for a body corporate) for proven breaches of the record keeping obligations within the Regulations.

Fact sheets, frequently asked questions and helpful templates for record-keeping requirements are available at www.ows.gov.au