

In recent weeks it has become clear that plans to introduce legislation designed to eradicate discrimination between temporary and permanent staff are likely to become reality some time in the future. Surprised as I am that such legislation doesn't already exist, what is important about the proposed law is what it will mean for smaller recruitment agencies.

#### Admin burden

In my view, all this new legislation is going to affect smaller temporary agencies the most. Any increase in legislation in this sector could surely only be detrimental for these organisations as they will be forced to throw more and more resource into time-consuming admin tasks, which don't make money. Photos, immigrations checks, criminal record checks, references plus visas etc are now mandatory and are not funded by the client, but by the agency themselves.

For the smaller agency in particular effective use of recruitment software can help, by automating the laborious tasks attributed to processing such legislative checks, leaving consultants free to focus on what really matters, placing candidates and making money.

While this may sound a little like scare-mongering we at

## Taking the Strain



With further legislation regulating the temporary market on the horizon the right software could be key to reducing the administrative burden says Paul Thompson

**"In order for the smaller temporary agency to remain viable and not slip into the annals of history it is essential to face legislation head on and adapt intelligently"**

Voyager have seen a wave of smaller temporary agencies moving into the permanent market space and going it alone. Permanent recruitment is often very high risk and hand to mouth with few being able to forecast next quarter's revenue. Yet, pertinently, most permanent agency's terms of business are 1 page of A4 attached to the CV when submitted. Compared to that of a temporary agency's paperwork and red-tape, the difference is massive.

#### Adapt and survive

In order for the smaller temporary agency to remain viable and not slip into the annals of history it is essential to face legislation head on and adapt intelligently. Software can help this happen by automatically ensuring candidates comply with all new laws, removing the need to physically check and assuming liability on behalf of the agency. Most importantly, there is no need for this process to be complex any more. This leaves agents free to focus on what matters the most, placing candidates and making money for the agency.

With this in mind, it is evident that the recruitment world is changing. With new legislation on the horizon it is essential that smaller temporary agencies begin to play smart otherwise they will quickly become swallowed up by the glut of paperwork created by these legal decrees.

The distinction between temporary and permanent recruitment is an important one, both exist independently of each other and are a necessity to both businesses and people who choose not to take up full time employment. There is a high demand for both but without playing smart – only one will survive.

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