



# deNovo Associates—Recruitment Specialists

## Call to ban phone cameras at Christmas parties

Digital camera phones should be banned from Christmas parties to avoid employees being fired due to photographic evidence emerging of party high jinks this year, according to employment lawyer Jonathan Whittaker.

The firm advises bosses to tell staff that snaps taken with a digital camera are fine, but not with mobile phones.

Jonathan Whittaker of law firm SAS Daniels, says: "The speed with which an embarrassing or even unlawful photo can make it from phone to internet is breathtaking - digital-savvy types can take a photo and post it on a blog, website or social networking site for the world to see

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## Professional

deNovo is committed to maintaining their high standards and as such has now gained REC approval



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*Merry Christmas!*



To all of our clients;

*"thanks for your support during 2009"*

To all of our prospects:

*"We look forward to working with you in 2010"*

## Hiring Intentions Improve

Hiring intentions among employers continue to improve, according to the latest Jobs Outlook published by the Recruitment and Employment Confederation (REC).

The report shows that:

- one in 10 employers predict an increase in permanent staff levels over the next quarter, 5% up on the previous month
- 16% anticipate permanent staff levels to rise in the next 12 months compared to 13 per last month
- 5% of employers expect to increase their temporary workforce in the next three months, 72% expect to maintain the same level of agency staff over the next year
- 40% employers said there had been no impact on their workforce due to the recession
- a total of 22% of employers are making staff redundant- 2% down on the previous month
- 3% are now cutting hours or slashing pay in response to the continuation of the recession.

REC director of research Roger Tweedy says: "It is encouraging that employer confidence is slowly but surely starting to manifest itself in terms of hiring intentions. However, it is very early days and a number of employers are still making redundancies or cutting working hours. Regular data on how employers are reacting to subtle changes in the jobs market is essential and will help recruiters to plan ahead over the coming months."

## Client Testimonial

*"Usually, at the time of recruitment, you are attempting to fill a role recently vacated, everyone else is helping to cover, and time is tight. As a result of these familiar circumstances, you don't really have enough time to dedicate to the recruitment process. That's where Ashley Cullin of deNovo Associates comes into play. I have used him over a number of years now, have always relied on him to fill in the blanks for what I'm looking for and he has always delivered! I have employed a number of people as a result of his efforts and support. I almost treat him as a member of my team!"* Geoff Hudson. Sales & Marketing Director

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