

de Poel the UK's number one purchaser of temporary agency labour



We buy and manage your agency labour supply **saving money and improving quality.**

de Poel is the number one purchaser of temporary agency labour in the UK buying half a billion pounds per annum.

Employment snapshot January 2011

High use of temporary agency workers: Post Recession

A new study suggests the jobs market is "on the road to recovery", with a strong rise in demand for staff. The survey of recruitment consultants and employers in December found permanent staff vacancies rising at their fastest level in four months.

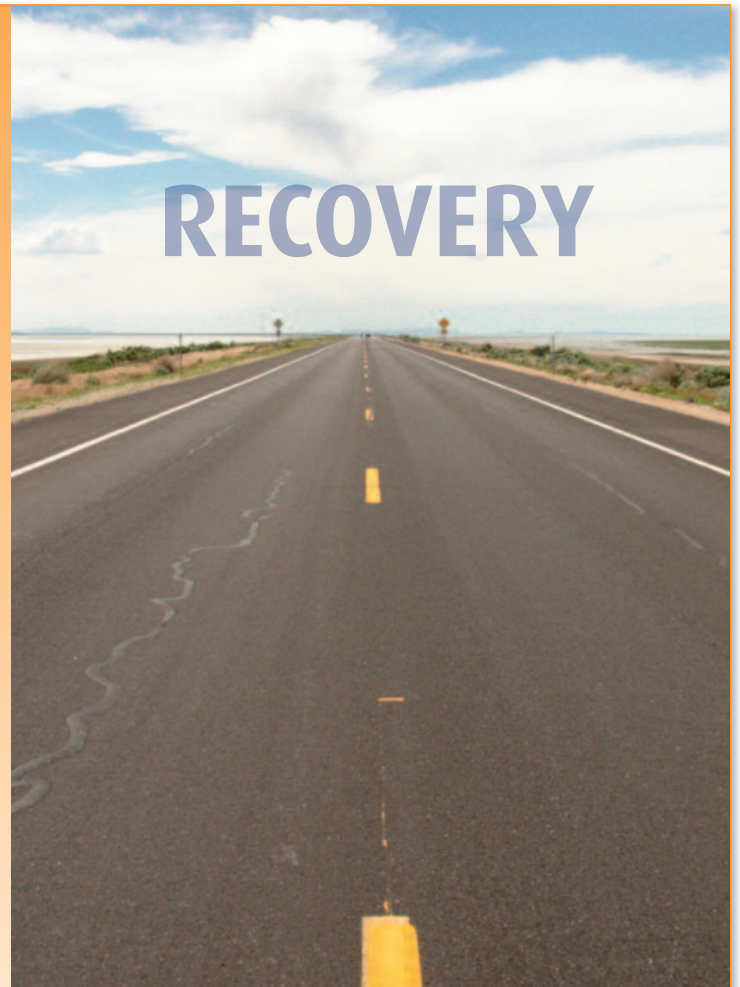
Official data showed 2.5 million people were unemployed last month. The KPMG-led report, stated demand for temporary staff in December saw its biggest rise in six months.

Trends and historical patterns have shown there to be a high use of temporary agency workers in post recessionary periods. The use of temporary agency workers is particularly high in manufacturing, industrial, retail, hospitality as well as call and contact centres.

Based on the latest figures, there are around 1.3 million temporary agency workers active in the UK at present, which represents about 5% of the workforce. In fact 2010 statistics highlight

- More than 50,000 temporary agency workers were recruited in the first quarter of 2010
- 1:3 employers expect to increase their use of temp agency workers within the next twelve months.

So there appears little likelihood of any drop in the demand for temporary agency workers.



What we can do for you

- Save money** ● deliver direct cost savings of 6 – 12% to your bottom line
- Streamlined administration** ● one invoice per week for all temporary agency labour, freeing up resource and saving money
- Visibility and control** ● forecast, manage and budget agency labour supply easily through our software *eTips*
- Compliance** ● agency audits to mitigate against the risk of legal exposure
- Cash flow** ● improve control over cash flow through standardised payment terms

Our next bulletin will feature the legislative challenges facing the construction industry, for an advance copy email cdoherty@depoel.co.uk

To arrange a meeting or receive more information please email our marketing team marketing@depoel.co.uk

Agency Workers Regulations

This year will see the introduction of the new Agency Workers Regulations (AWR) on 1 October 2011. This new piece of legislation is set to have a significant impact on business and performance. This new law means that temporary agency workers will have the same basic pay and employment conditions as permanent staff, after 12 weeks.

According to CBI figures the AWR will affect about 44% of temporary agency workers or about 590,000 people who are employed for more than 12 weeks at any one time. This is an issue which needs to be considered at board level now and then filtered down through the ranks to ensure line managers in charge of teams are aware of the implications in good time and well ahead of the changes coming into force.

As the number one procurer of temporary agency labour in the UK, de Poel are renowned experts and have recently commenced national seminars helping organisations understand both the legislation and the impact.

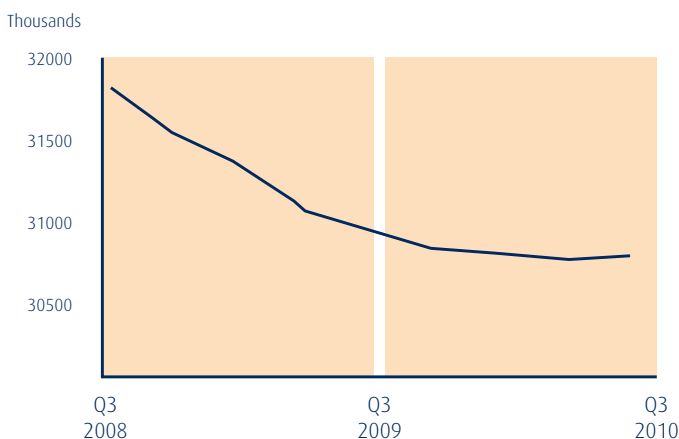
If you would like more information regarding the AWR please email Shaun Dempsey, Marketing Manganer, sdempsey@depoel.co.uk



Jobs

There were 30.70 million workforce jobs in September 2010, up 9,000 over the quarter but down 170,000 on a year earlier. The sector showing the largest increase in jobs over the quarter was accommodation and food service activities which increased by 27,000.

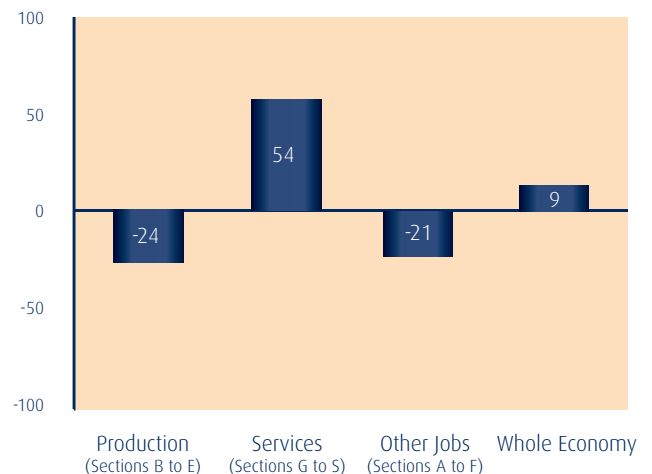
Workforce Jobs
Seasonally adjusted



Workforce jobs by industry - September 2010

Changes on quarter from June 2010
Seasonally adjusted

Thousands



SIC 2007 selections show in brackets

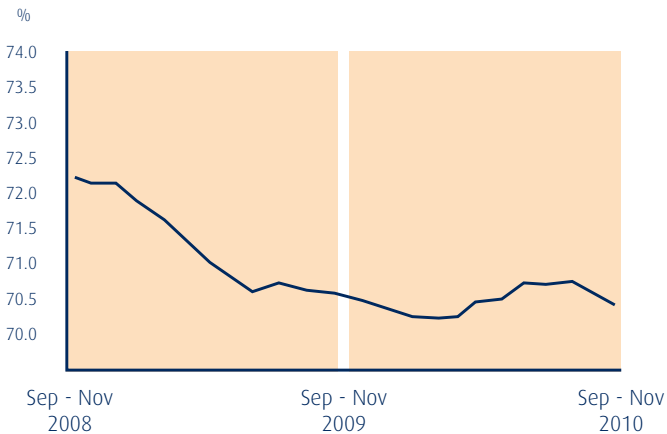
Employment Rate

The employment rate for those aged from 16 to 64 was 70.4 per cent in the three months to November 2010, down 0.3 percentage points on the three months to August 2010 and down 0.1 percentage point from a year earlier.

The employment rate for men aged from 16 to 64 was 75.6 per cent, down 0.2 percentage points on the previous quarter. The corresponding employment rate for women was 65.3 per cent, down 0.4 percentage points on the previous quarter.

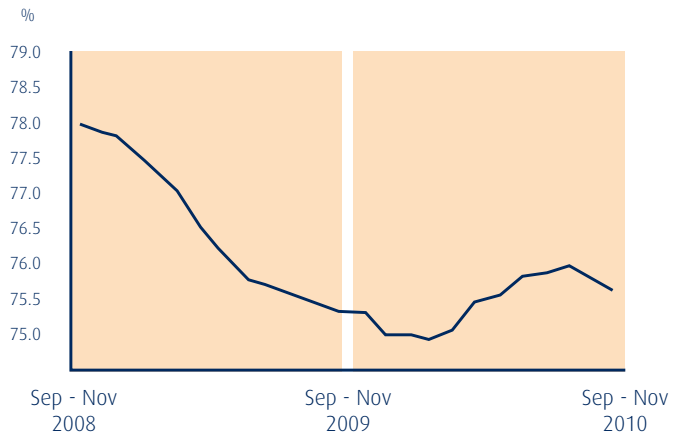
Employment rate (aged 16-64)

Seasonally adjusted
Sampling variability $\pm 0.4\%$



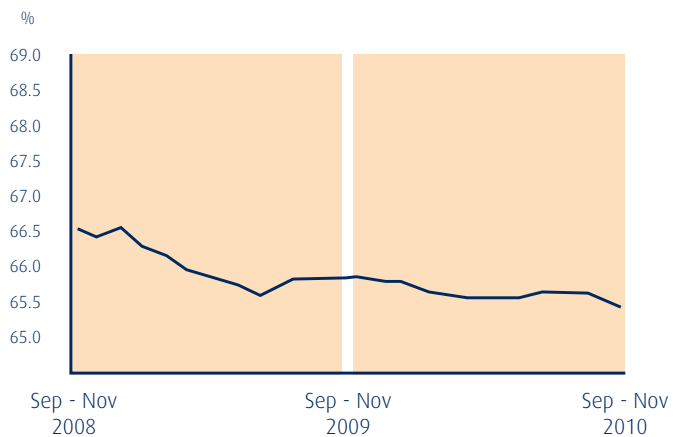
Male Employment rate (aged 16-64)

Seasonally adjusted
Sampling variability $\pm 0.5\%$



Female Employment rate (aged 16-64)

Seasonally adjusted
Sampling variability $\pm 0.5\%$



The number of people in employment was 29.09 million in the three months to November 2010, down 69,000 from the three months to August 2010 but up 184,000 on a year earlier. The number of people in full-time employment was 21.16 million in the three months to November 2010, down 37,000 from the three months to August 2010. Of this total, 13.56 million were men and 7.60 million were women. The number of people in part-time employment was 7.93 million in the three months to November 2010, down 32,000 from the three months to August 2010. Of this total, 2.04 million were men and 5.89 million were women.

The number of people in public sector employment was 6.01 million in September 2010, down 33,000 from June 2010. The number of people in private sector employment was 23.11 million, unchanged from June 2010. The number of UK born people in employment (not seasonally adjusted) was 25.41 million in the three months to September 2010, up 100,000 on a year earlier. The number of non-UK born people in employment (not seasonally adjusted) was 3.89 million, up 204,000 from a year earlier.

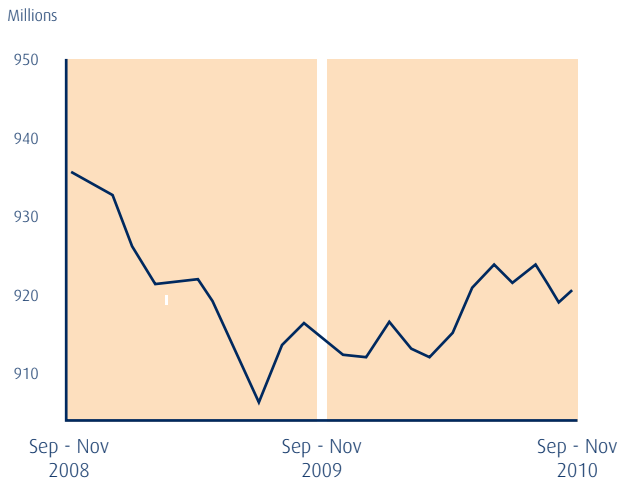
The employment rate for UK born people aged from 16 to 64 (not seasonally adjusted) was 71.6 per cent in the three months to September 2010, virtually unchanged from a year earlier. The corresponding employment rate for non-UK born people was 67.8 per cent, up 1.4 percentage points on a year earlier.

Actual hours worked

Total hours worked per week were 918.4 million in the three months to November 2010, down 0.5 million from the three months to August 2010.

Average weekly hours worked in the three months to November 2010 were 31.6, up 0.1 from the three months to August.

Total weekly hours

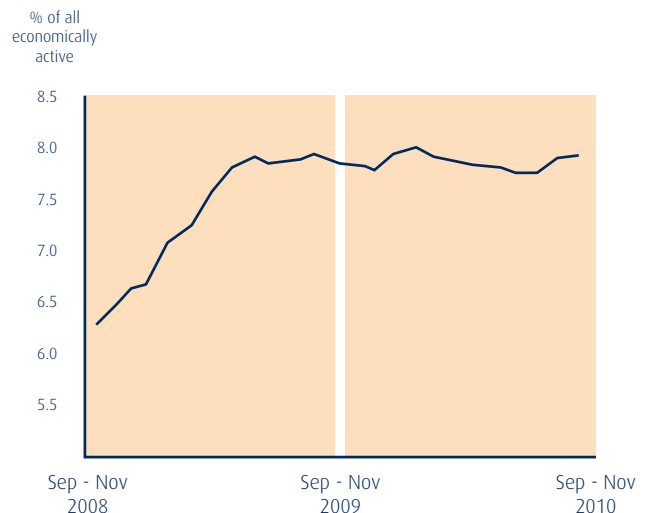


Unemployment

The unemployment rate was 7.9 per cent in the three months to November 2010, up 0.2 percentage points from the three months to August 2010 and up 0.1 percentage point from a year earlier.

Unemployment rate (aged 16+)

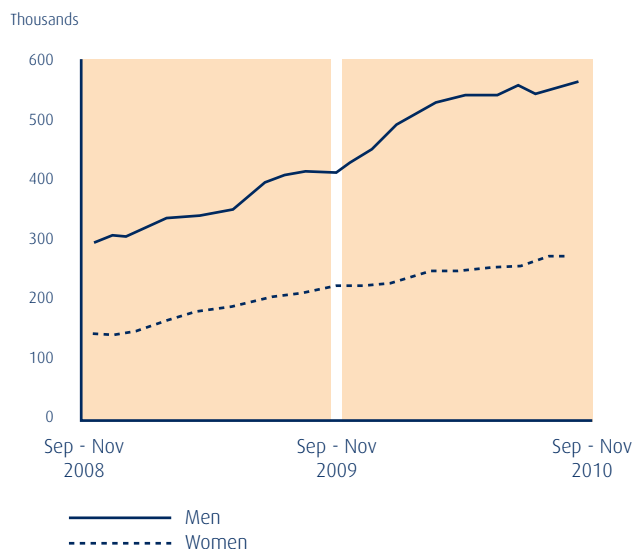
Seasonally adjusted
Sampling variability $\pm 0.2\%$



The number of people unemployed for over twelve months was 836,000 in the three months to November 2010, up 15,000 from the three months to August 2010. There were 747,000 unemployed 18 to 24 year olds in the three months to November 2010, up 5,000 from the three months to August 2010.

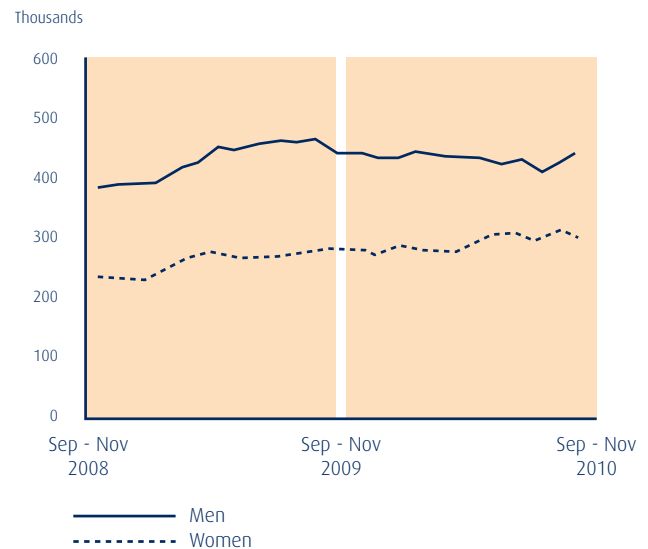
Unemployment for more than 12 months (aged 16+)

Seasonally adjusted
Sampling variability $\pm 47.000\%$



Unemployed (aged 18-24)

Seasonally adjusted
Sampling variability $\pm 45.000\%$



Labour disputes

In November 2010, there were 24,000 working days lost from ten stoppages.

In the twelve months to November 2010, there were 361,000 working days lost from 86 stoppages.



Vacancies

There were 480,000 job vacancies in the three months to December 2010, up 18,000 from the three months to September 2010 and up 14,000 from a year earlier. The estimates include vacancies for temporary jobs in connection with the 2011 Census, which have been advertised since October 2010.

Excluding the Census vacancies, there were 456,000 job vacancies in the three months to December 2010, down 6,000 from the three months to September 2010. There were 1.8 vacancies per 100 employee jobs in the three months to December 2010, up 0.1 on the previous quarter and on the year.



Redundancies

In the three months to November 2010, 157,000 people had become redundant in the three months before the Labour Force Survey interviews, up 14,000 from the three months to August 2010 but down 25,000 from a year earlier.

The redundancy rate was 6.3 per 1,000 employees, up 0.5 from the previous quarter but down 1.1 from a year earlier.

