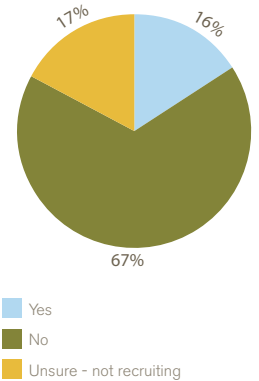




IF THE CURRENT ECONOMIC CLIMATE HASN'T FORCED YOU TO RETHINK YOUR APPROACH TO RECRUITMENT, CHANCES ARE THE TALENT SHORTAGE WILL...

A recent Hudson survey shows the majority of hiring managers within the Public Sector don't believe the current economic climate is severely impacting their ability to attract and retain quality people.

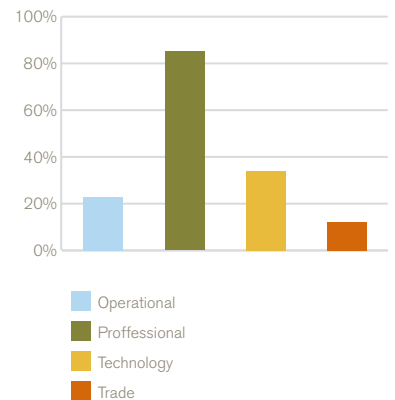
Just 16% of Public Sector hiring managers believe they are being negatively impacted while 67% believe the economic uncertainty driving many employers to rethink their talent management strategies is not an issue.



TALENT SHORTAGE STILL BITING

The research shows the talent shortage continues to bite the Public Sector, with well over one-in-two (57%) Public Sector hiring managers continuing to find it difficult to source candidates with appropriate skills.

While an overwhelming 85% of Public Sector hiring managers highlighted professional skills as the most difficult to source, 34% highlighted technology skills and less than one-in-four cited operational skills as difficult to find.



RECRUITING IN A TALENT SHORT MARKET

In such a competitive and talent short market, Hudson's advice to hiring managers in the Public Sector is to make sure you get the most out of your recruitment budget by focusing on getting the fundamentals right every time:

Attracting the best candidates:

To make sure your job advertisements attract the best people:

- L Clearly articulate relevant details about the role including salary range, the agency name and the location of the role in your job ads.¹
- L Outline what your business is like to work for - use current employees as champions during the interview process.
- L And most importantly...highlight why the people you want to attract, should want to work for you.

Based on nationwide research, Recruitment Focus provides hiring managers with specialised information relating to their team.

Results included in the current issue of Recruitment Focus are based on survey responses from 262 employers, who were personally surveyed by Hudson Government recruitment professionals.

This issue of Recruitment Focus looks at how public sector hiring managers are being impacted by the current economic climate, what steps they can take to minimise the impact, and what skill sets are most difficult to find in today's uncertain market.

¹ Hudson 20:20 Series: Candidate Buying Behaviour, March 2008

RECRUITMENT FOCUS

GOVERNMENT



Selecting the right candidates:

The cost of losing an employee is estimated at between 70 - 150% of the individual's salary, so it's important from a financial perspective to get it right:

- L Utilise a combination of assessment methodologies, such as interviews, psych assessments, aptitude testing and work simulation testing to ensure you get all the information you need to make a decision.
- L Introduce the candidate to the team so you can gauge if they will fit culturally.

TIPS FOR SUCCESSFUL RECRUITING

Know your audience: Take the time to understand the motivators that drive government professionals and tailor the recruitment process to suit the individual.

Communication is key: Honesty, transparency, consistency and flexibility are aspects of the recruitment and employment process that are highly sought after. Employers who deliver in these areas will differentiate themselves from their competitors.

Talk to the experts: Talk to a recruitment expert who understands your market. A good recruitment consultant will help you gain insight into what other similar sized organisations are doing and help you assess and benchmark your recruitment process against your competitors.

ABOUT US

Hudson understands the particular needs of the Public Sector.

Whether it is the need for complete transparency in the application of the merit principle in a complex recruitment or career management project, or the urgency of working within tight timeframes with a number of quite different selection criteria, Hudson's experienced consultants can achieve the results you seek within the values and agreed accountabilities specified.

The constantly evolving structure and intricate regulatory framework and complexity of the Public Sector, demand a thorough, qualitative knowledge of relevant processes and legislation. Hudson has that knowledge. Our specially trained consultants are able to provide superior levels of service through their extensive experience working with government sector clients and candidates.

Across Australia and New Zealand, we have over 125 recruitment and talent management consultants working across the government sector. The breadth of Hudson's capability at all levels of these sectors is unmatched by any other human resource organisation.

To find out more about Hudson, visit us online at www.hudson.com

Adelaide	+61 8 8223 8800
Auckland	+64 9 977 9800
Baulkham Hills	+61 2 8233 2780
Brisbane	+61 7 3258 8333
Canberra	+61 2 6229 1555
Christchurch	+64 3 379 9000
Melbourne	+61 3 9623 6666
Mount Waverley	+61 3 9535 8222
Newcastle	+61 2 4927 2220
North Sydney	+61 2 8233 4333
Parramatta	+61 2 8836 0222
Perth	+61 8 9323 0222
Sydney	+61 2 8233 2222
Wellington	+64 4 473 4073