



people in property
recruitment group

people in property news

The Down Hill Roller Coaster Ride!

From The Desk of Julie Della, Managing Director

Is The Down Hill Roller Coaster Ride Over?
Job Enquiries On the Way Up!
Redundancies On The Way Down!
Salary Reviews For 2009 — 2010?
Current Market Salary Conditions?



Is The Down Hill Roller Coaster Ride Over?

Since our last newsletter it has been an interesting three months for all business. May and June have shown a marked increase of activity for People In Property Recruitment Group with job vacancies on the increase. Optimism is high in the market and the \$900 stimulus package has been a bonus for electrical retailers. Did YOU get YOUR new flat screen?

Job Enquiries On the Way Up!



Permanent Jobs Available 08/09

We have noticed a steady enquiry level for jobs from clients over the past 3 months and although the end of the financial year is upon us, usually this time of the year can be relatively quiet in the recruitment industry. Enquiries high on many of our clients request is for "market" information,

including advice on salary reviews and current market salary conditions as well as emerging new jobs.

Redundancies On The Way Down!

Job applications were at an all time high in January with nearly 500 applicants applying to People In Property Recruitment Group for work. Although January saw the bulk of redundancies, we have been monitoring a steady flow-on of redundancies in February, March and April with a spike in May/June as projects are now finalising.

The current BER Tenders are now underway and we feel that this will certainly generate new jobs as many companies who have won tenders may not have the required staffing levels to manage the tenders awarded.



Applications Received 08/09



Are There Salary Reviews For 2009/2010?

Employees who expect a salary increase for the 2009/2010 financial year may be very **DISAPPOINTED!**



Although the cost of living or being in business is always on the rise, many businesses as well as families are making "financial" adjustments in their lives ... the tightening of the household budget and business budget is essential in the current economic climate, therefore the usual "salary reviews" for the 2009/2010 will in most instances be a "non event".

The current economic market has seen many business owners make the following decisions to ensure their survival over the last six months and strategies they must sustain to keep in business. Strategies have included:

1. Redundancies = reduce costs
2. Reduce Hours = reduce costs
3. Pay Cuts = reduce costs

So unless you are an outgoing CEO of a certain telecommunications company who was given a \$30m payout - however their workers were made redundant - **GO FIGURE!!**

Market Salary Conditions

All markets are fuelled by "supply and demand" - the current job market has employees in over supply and employers in little demand - therefore market salaries will be dictated by the supply/demand quota.

There are some areas of the job market that is still very much under supplied and in strong demand - these positions include:

Estimators/Schedulers
Contract Administrators
Property Managers (Both in the Commercial & Residential Sectors)

The current market has dictated salary stabilisation in most areas of the employment market.

Many candidates who through no fault of their own are now finding themselves in a redundancy situation are very aware of the competition for positions and have recalibrated their expectations on salaries.

In many instances, Employees are happy to negotiate their salaries even if it is lower than they have previously earned.

Very few candidates are expecting to earn the same salary as they have previously negotiated whilst the odd few are asking a higher salary than they are currently earning.

The current job market has available many quality candidates now seeking work. Both employers and employees need to be mindful of employing and accepting positions that are going to be long-term relationships and not just short-term "stop gap" measures of convenience. Many clients are already "suspicious" of candidates who have "job hopped" over the past few years with many candidates citing "more money" as the reason for moving around - a fair comment as who wouldn't be tempted to move for another \$10-15k per annum per "job hop" - however this could now prove to be to their detriment as employers are now in "the drivers seat". If you are contemplating the reasons of employing a new member of staff who is over qualified or experienced (e.g. a "Ferrari for the price of Mini Minor") ensure it is for all the **RIGHT** reasons and the same for employees, of course you need to pay the mortgage and live - however taking a job and making the employer believe you are the **ONE** and then resigning in a matter of weeks or months because a better job or money has come along can prove to be very frustrating for everyone - loyalty and commitment will go along way with any employer in most instances.



CLIENT INFORMATION PAGE

How Can Using People In Property Recruitment Group Save Me Money & Time?

Recruiting for any position, can be very time consuming and in particular Administration Support positions are at the forefront as administration skills are the fundamentals of any support position and in most instances need to be industry specific.

We have seen a HUGE increase in applications for these types of position, on average 87 applicants per job - that can be very time consuming for any employer to source through mountains of applicants who are totally unsuitable for the positions!



There are **OPTIONS!**

**Your Most Precious Commodities Are ...
TIME & MONEY!**

At People In Property Recruitment Group we can offer you **OPTIONS** that **CAN** save you Time & Money!



We have 3 Option Packages available to clients;

- OPTION 1 - Short Services
- OPTION 2 - Referral Service
- OPTION 3 - Full Service

For as little as \$299 + G.S.T. we can short list your applicants.

Please call 9328 9755 for full details.

*Option Packages for Administration Support Positions Only – Conditions Apply



Interview Tips For Employers Teams and Team Work Job Interview Techniques

The following sample job interview questions about teams and team work enable you to assess your candidate's skill in working with teams.

1. Give an example of a successful project you were part of. What was your role? Why was the project successful?
2. Describe two situations from your past work experience in which you have determined a team was the best potential solution to a problem, a needed process improvement, or a planned change. How did each work out?
3. What actions and support, in your experience, make a team function successfully?
4. Give me an example of a time when your work group or department worked especially well with another work group or department to accomplish a goal.
5. Have you been a member of a team that struggled or failed to accomplish its goal? If so, what assessment did you make of the reasons for the failure?

Depending on your work culture or environment, working with teams, working on a team, or working in a team atmosphere may be important. You are attempting to identify how well your candidate works as a member of either a cross-functional or departmental team. You are listening to hear that the candidate values team work. You are assessing your candidate's skill in analysis as well.

You are also discovering, with these team work job interview questions, what your candidate believes about why teams fail and why teams are successful. You are learning what must be present in the work environment for the candidate to experience team work.

Ref Material: <http://humanresources.about.com>

"we speak your language"



CANDIDATE INFORMATION PAGE

6 Interview Tips

1. Prepare For The Interview

Not being able to answer the question "What do you know about this company?" might just end your quest for employment with this employer. Background information is available in an "About Us" section on most company web sites. Review it ahead of time, then print it out and read it over just before your interview to refresh your memory.

2. Dress Appropriately

Dressing inappropriately can work both ways and can have a prospective employer remember you for all the wrong reasons. Jeans, shorts, loud ties, shirts or jackets are always inappropriate. If you would wear an outfit to a BBQ it is inappropriate as are miniskirts and revealing shirts or tops.

3. Communication Skills

It's important to communicate well with everyone you meet in your search for employment. Make eye contact, and have a firm hand shake on first introductions and exiting an interview. **TURN OFF** your mobile - it is inappropriate to even allow it to ring during an interview - no take away coffee cups, shopping bags or water bottles.

4. Talk Too Much

There is nothing much worse than interviewing someone who goes on and on and on ... The interviewer really doesn't need to know your whole life story. Keep your answers succinct, to-the-point and focused and don't ramble - simply answer the question.

5. Don't Talk Enough

It's really hard to communicate with someone who answers a question with a word or two. So, even though you shouldn't talk too much, you do want to be responsive and fully answer the question as best you can.

6. Badmouthing Past Employers

Your last boss was an idiot? Everyone in the company was a jerk? You hated your job and couldn't wait to leave? Even if it's true, don't say so. It's sometimes a smaller world than you think and you don't know who your interviewer might know, including that boss who is an idiot ... You also don't want the interviewer to think that you might speak that way about their company if you leave on terms that aren't the best.

HOT JOBS

For all our current Job Vacancies please click here.

Our Job Board is up-dated regularly!

DON'T MISS YOUR NEXT CAREER OPPORTUNITY!

Online Recruitment

Click here to register

**Register Online
With Us Today**

Refer A Friend Program

Use your industry contacts to earn yourself \$500 shopping vouchers.
(One voucher per referral)



*Conditions

1. Candidate must not already be registered on our Data Base.
2. \$500.00 voucher is issued after the Candidate has completed the guarantee period.
3. Payment of the placement invoice has been paid in full by the Client.

level 1, suite 3, 174 roe street, perth
reception@peopleinproperty.com.au
tel: +61 8 9328 9755

po box 198, north perth, wa, 6906
www.peopleinproperty.com.au
fax: +61 8 9328 9766

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