

The Quarterly Quad Rant

Employers - get ready to Bargain

Written by Amanda Gome, from the pages of SmartCompany.com.au.

This year, employers and unions are preparing for a substantial increase in bargaining activity. In 2008, enterprise agreements, in the thousands, which were struck in the 12 months prior to the former Howard Government's WorkChoices laws and came into effect in March 2006, will start to expire.

Increasing employers are expected to bring in non-union enterprise bargaining agreements as the new Rudd Government phases out AWA's. Including the transitional legislation which is due to be introduced in February, employers will have to cope with legal changes. Geoffrey Guidice, the Australian Industrial Relations Commission president, has said in The Australian Financial Review as reporting that he expected a significant expansion in bargaining activity in 2008.

It has also been suggested by the Rudd Government that the new laws covering collective bargaining may come into force by the end of the year.

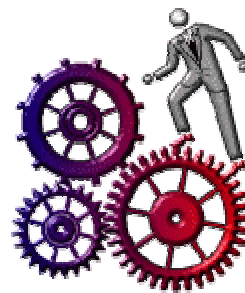
Peter Hendy, acting Chief Executive of The Australian Chamber of Commerce tells employers to proactively seek workplace changes which will improve productivity so that the collective bargaining rounds are not only driven by union agendas.

Are your employees suffering rust-out?

From the pages of Amanda Gome's Smartcompany.com.au:

If some of your employees looked bored, chances are they may be suffering from untreated rust-out, which is the exact opposite of burn-out. The effects can be worse than suffering from overwork.

Psychologist Sandi Mann has found a third of



Candidate Talk

Phone Interview Etiquette Can Propel You to the Next Step in the Hiring Process.

To some job seekers phone interviews are terrifying while to others absolutely painless. Techniques can be developed, regardless of your feelings about phone interviews, which will maximize your phone interview's impact on the account manager. The following are some phone interview tips:

Pre-contact

Even as you are applying for positions it is important to prepare for a successful phone contact. It is recommended that the last paragraph of every application letter include contact information in the event the recruiter needs to contact you with questions or offer an interview. When you provide this information it is important to list the number(s) at which you can be reached, saying whether or not it is acceptable to be contacted at your current position, and also include your email address if you do check it often.

Under some circumstances it may be important to give additional contact information. For example, if you are going away or if you cannot be contacted during work hours.

Your answering machine message is also important, as it is a reflection of you. It is important to decide what's right for you while at the same time creating a professional impression. It is helpful that recruiters can be sure they have called the right number. While privacy issues can be a concern for some people, one suggestion is to leave one identifier in the message, such as your first name, your last name, or just a phone number.

workers in the US find their jobs are boring. Boredom, which is unchecked, can lead to depression and even physical symptoms.

The causes are paperwork overload, endless meetings, repetitive tasks and the de-skilling of once-complex jobs. Middle managers whose careers have ground to a halt and younger workers who are stuck in jobs from which they once would have been promoted are two groups who are at most at risk.

The advice given by Mann is to make sure that people are in jobs suited to their skills and a workplace built with creative tension, because some stress is good.

Getting to know Our People

Maddy Kennedy

1. Role at Quadrant

Account Manager – Business Development

2. How long in Recruitment?

10 years

3. Best thing about being in recruitment?

The pressure and the challenge.

4. What do you see as your greatest achievement?

Being successful in recruitment for the past ten years.

5. What do you like to do in your spare time?

Spending time relaxing at the beach and with friends.

6. Sum yourself up in three words.

Honest, ambitious and spontaneous

7. What is your main goal for 2008?

To make it through the year in one piece!

After you have mailed your applications and while you wait for the phone to ring is a good time to create a mini-job log to have near the phone. Make a list of the companies at which you have applied and the titles of the positions you have applied for. Therefore if a recruiter calls you will have some idea of which job they're calling about.

When you miss a call from a Recruiter

If a recruiter leaves a message for you, return the call as soon as possible. When you return the call, give your full first name and last name and indicate that you are returning the recruiter's call regarding the position.

When you're there for the Contact

The recruiter will most probably like to make sure that interviewing is convenient for you and will give candidates this courtesy, especially when calling a candidate at their place of employment.

While talking to the recruiter it may help to have your notes and resume in front of you and to have a pen in your hand to take notes. It is also important to be clear as to whether you can hear the interviewer clearly. Say you are having trouble hearing them and can they hear you clearly. As with any interview be prepared to ask questions at the end as you want the recruiter to hang up with a good impression of your interest in the company.

A chance to Test the Waters

For many recruiters, the phone interview is the second step in the process and during the interview they can check out whether you are as good as you sound on paper, if you are articulate and if you'd be a good person to have join the firm. A phone interview most importantly, serves as a way to narrow down the pool to finalists and semi-finalists. So relax, be professional and be yourself.