

Dear Readers

The opportunities for HR Professionals in Australia have not been better since 1999. I am convinced that the perceived and real value-add provided by quality HR Professionals together with a business environment in which talent and engagement dominate many conversations have conspired to create an employment environment full of upsides.

The career opportunities in our Asia Pacific region and beyond are well documented. The local markets on our east coast are opportunity rich and clearly candidate short. There has never been a better time to be in HR. When you are thinking of making a move or bringing new HR Talent into your team call HR Partners - see what we mean by Human Resourcefulness.

Regards,



David Owens
Managing Director

Sponsors of the Best HR Leader Award



Flexible Work Arrangements

An essential Attraction and Retention Tool Flexible Work Arrangements

A great deal has been written and spoken about flexible working as a retention and attraction tool, having recently been involved in researching and writing case studies for a new book on attraction and retention it was evident that employers who are unable or unwilling to offer flexible work arrangement to staff are missing an essential element in their 'employee value proposition'. Furthermore employers need to demonstrate a commitment to making flexibility accessible to employees once they have joined the organisation, its actually being able to work flexibly that contributes to employee retention.

HR Practitioners and researchers report that employees leave leaders rather than organisations. It is the leaders who will contribute to the success (or otherwise) of the introduction and implementation of flexible work arrangements. In many cases it is the leaders who need the help to understand why all staff should have equal access to a flexible work arrangement (although some jobs may not be possible to be undertaken) and training to, make flexibility work in their teams.

To view the full article please visit <http://www.hrpartners.com.au/files/ArticleFlexibleWorkArrangements.pdf>

Thank you to all of our trusted contributors

If you would like to contribute to future issues or have any recruitment enquiries, please contact your state representative:

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Asia Report Commentary

by David Owens

Extract from Human Resources Magazine Issue 153

David Owens, managing director of HR Partners in Sydney, says his recruitment company has done more business in Asia in the last six months than it did in the previous nine years.

"Australian HR professionals who have worked in the region in the last ten years have been effective, popular and have set good benchmarks. In Australia they work successfully across a diverse cultural bandwidth and in Asia are quite mindful of the local ways of doing business," says Owens.

Owens says that Asian employers: "Are looking for demonstrable competencies in the key HR specialty areas as well as strong generalist HR management skills. Asian-based companies are looking for nothing more than Australian companies, but nothing less either."

HR Partners Community Connection Herald Sun / CityLink Run for the Kids 2008

HR Partners Melbourne participated in Victoria's biggest fun run on 30 March to help raise money for The Royal Children's Hospital Good Friday Appeal. Staff members and their families were among a record 27,498 enthusiastic starters that raised an incredible \$738,941. Well done to all participants.



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