

# BENEFITS OF USING A RECRUITMENT AGENCY FOR THE CLIENT

## *Time is Money*

### *How valuable is your time?*

To find out the cost of each hour of your time, multiply your annual salary by 1.5 – to include overheads – and divide the total by the number of working hours in a year.

$$\frac{1.5 \times \text{annual salary}}{\text{Working hours per year}} = \text{Cost per hour}$$

Working hours per year

For example, as a manager you may be earning R50 000 per month = R900 000 per year (1.5 X annual salary). You probably work about 50 hours a week for approximately 49 weeks = 2450 hours. This means your time costs your company R900 000 / 2450 hours = R367 per hour

It may take you no less than 24 hours to advertise and screen CV of applicants and you will probably spend another 3 – 4 hours contacting the 4 most suitable applicants to do telephonic interviews and set up appointments, and then doing reference, ITC checks, etc. could take another 3 – 4 hours.

Preparation for interviews and the interviews themselves will take another 3 – 4 hours

Altogether, if all goes well, you will spend a minimum of about 36 – 40 hours = R14 680

Don't forget that while all this has been going on, your real work and responsibilities have been neglected causing backlog which means you will most probably have to work overtime to catch up, costing even more company time and money. How stressful!

Rather leave it to an agency:

They filter unsuitable applicants, freeing up your interview time to focus on only the most suitable applicants.

You will save a huge amount of time as you don't have to study scores of CVs and applications.

When wanting to fill a vacancy urgently, conventional recruitment might take too long, i.e. an advert might take several weeks to be placed and gain results, where an effective consultant can sometimes have several candidates' details with the client within an hour.

### *Other Money Saving Factors*

Agencies offer guarantees and a rebate system, protecting your investment.

Using agencies mean you don't have to hire staff to recruit.

Pre-employment testing, background investigations and drug screening costs are eliminated as agencies will do this for you.

It also removes the need for spending money yourself on advertising mediums/portals.

Staffing agencies may have relationships with candidates they've already identified as dependable, reliable and conscientious and who can fill a vacancy in a matter of days, or even hours, preventing an unnecessary backlog of work



### *Expertise on Tap*

Employees of staffing agencies generally have a higher level of expertise related to job knowledge, employment trends and recruitment practices by virtue of continuous placement of employees

They can lend assistance with current market related salaries

Give advice on many factors of employment law

### *Finding Rare Skills*

If a job has been difficult to fill and a company has advertised several times, it may help to change tactics or use a third party organisation.

The network that staffing agencies maintain is broad and they can often source suitable candidates through this network quite quickly.

### *Anonymity*

Sometimes a company may wish to prevent competitors from becoming aware of their recruitment plans, particularly in skill shortage areas, and working through an agency will enable them to stay anonymous.