



REC

Recruitment
& Employment
Confederation

Recruitment & Employment Confederation

Member Handbook 2020

Making great work happen





Your success is our business

The greatest risk to any membership organisation is in failing to keep step with the changes that their customers are experiencing. We know that recruitment is changing. And as the industry evolves, the REC must change too.

Following extensive member and stakeholder consultation, we've rebranded and refocused our organisation so we can provide you with even better services. Here's what we've developed:

This is #YourREC:

- **Reflecting recruitment.** Our new look and tone of voice make the REC more reflective of our dynamic, modern and professional recruitment industry. Our intuitive new website will save you time, offer more support and provide better customer service. (Watch this space for more news in early 2020)
- **Putting you first by providing more value.** We'll provide the best local and national data on the jobs market, support on legal changes, new thinking on the big challenges recruiters face through our research programme, and better support on business growth through our own events and innovative new partnerships.

- **Strengthening our collective voice.** The REC manifesto for great work will be our calling card in 2020 – whether the priority is IR35, immigration, skills or the future of work, we want the voice of recruiters to be heard. And not just in Government – being able to guide the debate in the media and with the 500 client-side members of the Good Recruitment Collective supports us in making the case for good recruitment bought on value, not price.
- **Helping build our professional services industry.** We will be presenting a new face of recruitment to the world. Supporting the growth of our industry as professional, expert and skilled is paramount. The new REC Professionals offer, replacing the Institute of Recruitment Professionals, will help to drive this by supporting recruiters with training, professional advice and lifestyle support.
- **Your success is our business.** We're here to help when you need us – and by staying close to the REC, you help us to meet your needs in a better way with each passing week. So a rebrand is just the beginning of our journey – it's going to be an exciting 2020!



Neil Carberry
Chief Executive Officer
Recruitment & Employment Confederation

Feel free to get
in touch:
neil@rec.uk.com

Campaigns

Sophie Wingfield, Head of Policy and Public Affairs

It promises to be another busy year for the policy team here at REC HQ – as we prepare to engage with a newly elected government. We will work hard to build relationships with new and existing MPs, and continue making the case for the recruitment industry.

We know our industry helps companies and candidates build a better future. The policy team's job is to ensure government recognises this and in turn creates the right environment for the industry to thrive.

Getting feedback from our members at our sector and policy events helped develop the four themes for our manifesto, which we will be taking to government this year:

1. Ensure that **good work and flexibility** go hand in hand.
2. Harness brilliant recruitment to **drive productivity and inclusive growth**.
3. Create the environment for **great business to thrive**.
4. Take a lead on the **future of jobs**.



We will need your input as we engage the government – so keep telling us your views and get involved.

policy@rec.uk.com

Shazia Ejaz, Head of Communications

Your REC press team will continue its campaign to raise awareness on the issues that matter to you most. One of our main focuses during 2020 will be broadening the apprenticeship levy into a 'training and skills levy'. This would enable our members to spend what they pay in to help upskill temporary workers. We will also be increasing our connections with regional trade press – to help you promote best practice in recruitment wherever you are in the UK.



You can get the latest news by following
@RECPress

204

pieces of media
coverage about the
Apprenticeship Levy
since the campaign
was launched
on 1 July 2019

FINANCIAL TIMES

Temporary workers in England
shut out of apprenticeship scheme

MailOnline

Business leaders call for 'apprentice
tax' to be scrapped as unworkable
after the number of young people
signing up for training plummets

INDEPENDENT

News • Business • Business News

Nearly 1 million temporary workers
locked out of government's
apprenticeship scheme

Trade body calls on ministers to allow 900,000 temps into flagship training programme



Thalia Ioannidou, Research Manager

In 2020, the REC's research outputs will show the pivotal role recruiters play in driving our economy and delivering opportunity to millions. I am looking forward to supporting you in accessing real-time data through our monthly *Report on Jobs* and *JobsOutlook*.

We will also be providing you with jobs market intelligence at the regional level. All this aims to help you make informed decisions on how to grow or diversify your business and deliver high-quality services to your clients and candidates.

3 IN 5

people (62%)* who had secured temporary work through an agency were satisfied with the service provided

*Data from REC's *Flexibility works* report, published November 2019.

To get all the latest data visit

www.rec.uk.com/research



Legal changes 2020

Lorraine Laryea, Solicitor and Head of Legal Support

The team and I, on the legal helpline, have been working hard to provide members with comprehensive guidance on the upcoming legislative changes emerging from the Government's Good Work Plan. We estimate there will be a raft of further changes from the plan over 2020 – but for now, we want to draw your attention to the three legal changes that will be in force from 6 April 2020.

Here's our rundown and the resources available:

1. **Repeal of Swedish derogation contracts** – we have developed a checklist for our members.
2. Requirement of the **new Key Information Document** for all temporary workers. This is all explained within our **Legal Guide**: www.rec.uk.com/legalguide
3. All workers, including agency workers, will be entitled to a **written statement of their basic working terms and conditions**. We've covered this in one of our Legal bulletins.



You can find all these resources on
our Good Work hub
www.rec.uk.com/goodworkplan

Lewina Farrell, Solicitor and Head of Legal Services

It takes a lot to run a successful but legally compliant recruitment business. We are here to help you do just that and to prepare for legal changes which will affect your business. Some changes will come into force on 6 April 2020 (see page 7), and more are expected throughout 2020, including the extension of the off-payroll rules into the private sector (IR35).

Here's how we can help:

1. **Template documents** – contracts, policies, forms, checklists – find out more: www.rec.uk.com/legalguide
2. The **IR35 hub** including guidance documents for recruitment businesses, clients and contractors plus seminars across the UK: www.rec.uk.com/IR35
3. Various **sector factsheets** including for the construction, driving, health and social care, and GLAA sectors: www.rec.uk.com/legalguide

Keep an eye on the IR35 Hub
for all the above support
www.rec.uk.com/IR35

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TIP:

We are running a series of IR35 and Good Work Plan events from January–March 2020.

Visit:
www.rec.uk.com/IR35

Business advice and support



Carol Scott, Head of Corporate Membership

I have been the head of corporate membership for nine years! I have spoken to and met many of you over that time and it's your input that always informs our programme. 2020 is going to be a year of huge regulatory change for recruitment businesses and we have responded with a comprehensive event schedule of support. We will provide our members with over 130 events across the UK covering a range of topics.

I am most excited about our **partnership with LinkedIn**. We will be hosting the **Future of Recruitment** regional forums. The series will focus on the immediate challenges and opportunities for industry leaders, and explore longer-term trends impacting recruitment in your region. You will learn how to:

1. Identify the evolving skill profiles and **client needs in your region**.
2. **Build and maintain strategic client relationships**.
3. Promote your brand by supporting your **local education and skills sector**.
4. Derive **business benefits** from good, inclusive and innovative hiring practices.
5. Attract and develop the **next generation of recruitment industry leaders**.
6. **Build a blueprint** for how the recruitment industry in your region can evolve and thrive over the next five years.

Watch this space!



SAVE THE DATE

Talent Recruitment and
Employment Conference
(TREC) – 2 June 2020.
Bringing together recruiters
and their clients to make
great work happen.

Michael Kirchner, Account Manager

I am really excited about our new regional business surgeries 'growth in uncertain times'. Every recruitment company has a unique recipe for success, even in tough times – what's yours? Don't have one yet? Then get booked on one of these FREE events exclusively for our members.

They will cover:

- How to **structure** your business for growth.
- How to **add value** to clients and candidates.
- What **leadership** for growing businesses looks like.
- How to build and keep the **right team** of talented individuals around you.
- The five key aspects of **sustainable growth**.
- The **key stages of finance**.
- When to **diversify** into new markets or overseas.
- **Five tactical take-aways** to implement straight away.

You'll come away with renewed focus and determination to drive your business forward.

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Our member directory is a huge benefit to your business. It's a tool used by clients and candidates sourcing REC-compliant recruitment businesses.

This is why it is important that we always have the correct information for your business. You can update your essential information here:

www.rec.uk.com/essentialinformation



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Kuba Trzcinski, Campaign Manager, REC Good Recruitment Collective

2020 is set to be a big year with the rebranded REC Good Recruitment Collective (GRC). We'll be launching our new web platform and providing in-house recruiters with better access to our resources, including REC training and qualifications. I am particularly looking forward to the release of our Employer Brand research report.

All of our GRC resources are aimed at helping employers achieve best practice in recruitment and work more effectively with their recruitment partners.

Keep an eye on all things GRC by visiting
www.rec.uk.com/goodrecruitment

Recruitment Professionals



Stuart Kuhan, Marketing Manager, REC Professionals

I am excited about our newly named REC Professional offering in 2020. We will be using our expanding recruitment network to host an REC awards to remember and will provide you and your business with a one-stop resource for professional development, including:

- **Discounted recruitment training and qualifications.**
- **Bespoke in-house training packages.** These can include qualifications and ad hoc training courses delivered at a location of your choice, to suit you and your team.
- **Access to REC Professional benefits,** which helps our members save around £682.86* every year on shopping, motoring, travel and experiences, health and well-being, business advice and insurance.
- Post-nominal letters after your name to show your **professional credentials** to clients and candidates.
- **Access to a growing network** of recruitment professionals and business owners.

*Average potential annual member saving since launch: after anomalies, repeated entries and the top 20% of high savings were removed

Exclusive member offers

Neil McGill, Head of Commercial

This year we have some exciting new business partnerships that are sure to add huge value to your business:

- **New services** focused on how you better support your staff's well-being.
- **Discounts on key business services**, like meeting space and technology.
- **Market intelligence** from trusted sources like LinkedIn and Emsi.
- **Mentoring and psychometric testing** for business leaders like you.
- **MH+A**, an exciting new consultancy that is able to assist larger members with a whole host of strategic advice, including:
 - Delivering insightful, robust and practical business strategies.
 - Supporting the delivery of ambitious change programmes.
 - Preparing and implementing progressive HR and people-related activities.
 - Crisis management services.

Find out more: www.mh-a.co.uk



AR Legal

Exclusive offer

We offer REC members a 13% fee calculated on the amount recovered on the member's behalf instead of our usual 15%.

Services:

AR Legal Collections provide a highly professional and reputable debt collection service, with over 25 years of experience. We offer a bespoke debt collection service to large, medium and small businesses with meticulous personal attention.

Contact:

Arno Rudolf
T: 020 8202 0730
E: arno@legaldebtcollectors.co.uk
www.legaldebtcollectors.co.uk

Beyond Encryption

Exclusive offer

REC members have access to a discounted licence rate of £8.50 (+VAT) per user, per month.

Services:

Mailock secure email from Beyond Encryption protects your customers, your business and your brand reputation by meeting both regulatory

requirements and consumer expectation. Mailock uses military grade encryption, and ID verification, to allow businesses to exchange email simply and securely, safe in the knowledge that their communication can only be read by their intended recipient. The system is client focused, simple to use and easily integrates into existing systems with our Mailock add-in or a compatible web browser.

Contact:

Carole Howard
T: 020 8123 4546
E: carole.howard@beyondencryption.com
www.beyondencryption.com

Bibby Financial Services

Exclusive offer

Our dedicated team of recruitment finance specialists are delighted to be able to offer a preferential service to REC members.

Members just need to mention their REC membership when speaking to the team.

Services:

Bibby Financial Services is one of the leading independent funding providers for UK SMEs. In the past 12 months we have provided £3.3 billion, to help businesses of all sizes get to the next level.

Contact:

Susan Farmer, Head of Recruitment Finance
T: 01454 456 158
E: Susan.Farmer@bibbyfinancialservices.com
www.bibbyfinancialservices.com

Brookson

Exclusive offer

REC members have access to a competitive commercial offering alongside free technical and legislative updates.

Services:

Brookson is a professional services business that has been providing a flexible workforce solution for over 25 years. Our services include accountancy, umbrella pay as you earn, outsource payroll, IR35 compliance and back-office solutions.

Contact:

Robert Arnold
T: 01925 694 521
E: Robert.Arnold@brookson.co.uk
www.brooksonone.co.uk/recruiters/

First Freelance

Exclusive offer

Free IR35 contractor supply chain review.

Free training from a selection of contractor workshops covering the latest tax legislation and compliance update.

Free consultancy advice to help agencies identify non-compliance in the supply chain and prevent financial and reputational risk.

Services:

First Freelance is a longstanding REC Business Partner. The award-winning firm supports many of the UK's leading agencies with compliant umbrella employment and contractor accountancy services.

Contact:

Mark Beal-Preston

T: 020 7148 1580

E: mark@firstfreelance.com

www.firstfreelance.com

Flo Backoffice Solutions Ltd

Exclusive offer

REC members benefit from a 15% software subscription discount.

Services:

The one-stop shop for the temporary staffing industry; the next generation in cloud-based agency software and your partner in outsourced payroll, accountancy services and funding. The cost-effective way to streamline your business.

Contact:

Nathan Golby

T: 01827 438 065

E: info@flo.co.uk

www.flo.co.uk

Giant

Exclusive offer

When you sign up to giant finance+ you get a free set-up (usually £300) and 10% discount on fees for the first 12 months.

Services:

We invest heavily in our cloud-based software, which ranges from candidate sourcing and

onboarding through to timesheet management, billing and payroll. Our support services include candidate screening, employment solutions and legislative risk management; whilst at our specialist division, giant finance+, we provide tailored funding, software and support services for start-up to medium-sized recruitment agencies.

Contact:

Dan Haslam

T: 07921 603 622

E: hello@giantgroup.com

www.giantgroup.com

Howden Employee Benefits & Wellbeing

Exclusive
offer

Looking after employees' health and well-being is a priority for many businesses. And an effective employee benefits strategy can help you recruit and retain talent. Download our free Howden Employee Benefits & Wellbeing toolkit, including our white paper on Mental Health in the Recruitment sector, at www.rec.uk.com/businesspartners

Services:

Howden Employee Benefits & Wellbeing is part of Howden. Our expert team work with clients of all sizes – both in the UK and globally – to provide dedicated employee benefits and well-being consultancy. We've won many industry awards for our work and are widely recognised for our innovative and creative approach to benefit design.

We've partnered with the REC for many years and are on hand to help members build the right employee benefits strategy to meet their individual needs, workforce and budget and can advise on all aspects of employee benefits and workplace well-being.

Contact:

Katy Lyles, Partnerships Manager

T: 01274 588 862

E: katy.lyles@howdengroup.com

www.howdengroup.co.uk

ISV Software

Exclusive
offer

Half-price set-up fees for PAYG or first month free on 12-month agreements.

Services:

At ISV we believe in helping you find the right people, for the right jobs. To achieve this, we provide what we believe is the best candidate testing and training software available. In fact, our core product is the UK's number 1 choice for recruiters when it comes to skills testing.

Contact:

David Little

T: 0800 051 9410

E enquiries@isv.online

www.isv.online

JMK Group UK

Services:

JMK Group UK are a specialist provider to the recruitment sector with over 17 years of experience within payroll, accountancy,

invoice finance and support services to temporary workers and self-employed personnel. Our dedicated support team are on hand to support recruiters with advice and support regarding industry compliance, funding, recruitment company start-up and full back-office solutions.

Contact:

Shaun Parry

T: 01895 447 800 / 07718 253 397

E: shaun.parry@jmkgroupuk.com

www.jmkgroupuk.com

JMW

Exclusive
offer

JMW is offering discounted rates to all REC members, or fixed and capped fees. The precise level of discount will be dependent on the nature of the work we are asked to undertake. There will be certain types of work which can be undertaken for a fixed or capped fee, such as Employment Tribunal claims, amending contractual terms and some corporate or property transactions. Members can contact JMW via the REC's free telephone advice line for an initial no-obligation call.

Services:

JMW are recognised nationally as a leading adviser to the recruitment sector, with a specialist team in place for advising on legal issues. We have provided advice and support to recruitment businesses for over 20 years. The composition and experience of the team means that we can respond quickly and provide a service at the right level to suit your needs.

Our recruitment law experts are specialists in employment law, but also have specific experience in the legal and regulatory issues which are required in operating a recruitment business. Our experts also work closely

with other departments for commercial and personal legal issues that may arise in running a recruitment business; this includes:

- Commercial
- Litigation
- Corporate
- Property

Contact:

Simon Bloch

T: 0161 838 2628

E: simon.bloch@jmw.co.uk

www.jmw.co.uk

KPMG

Exclusive
offer

KPMG will provide a free consultation to discuss all business requirements – in particular advice around expanding your businesses overseas and in respect of some sort of corporate finance event, plus any more traditional accounting enquiries.

Services:

KPMG can support your business in achieving your growth and international ambitions. KPMG is a highly renowned accounting/advisory firm and they will provide a free consultation to understand your business; your ambitions and compliance obligations to ensure that your shareholders realise the value that they deserve. KPMG's Recruitment Sector team have significant experience supporting both listed and privately owned recruitment businesses in the UK – delivering both traditional accounting services as well as having excellent credentials in the deal advisory space.

Contact:

Oliver Gale

T: 07825 902 874

E: oliver.gale@kpmg.co.uk

www.kpmg.com/uk

Liquid Friday

Exclusive offer

Free IR35 planning, including advice on feepayer and deemed payment solutions.

Discounted invoice factoring and finance.

Services:

Liquid Friday is a long-standing FCSA accredited provider of umbrella, CIS and business support services. IR35 specialists with a proven track record in facilitating deemed payments in line with IR35 off-payroll rules.

Contact:

Joe Taffurelli

T: 02392 883 300

E: rec@liquidfriday.co.uk

www.liquidfriday.co.uk

Marsh Commercial

Exclusive offer

Marsh Commercial, an award-winning and UK-leading insurance broker and specialist in the recruitment industry, is the sole insurance partner of the REC, providing members with an enhanced insurance offering.

As an REC member, you can enjoy additional benefits with Marsh Commercial, including:

- Discounted premiums unique to REC members
- Reduced policy excesses.
- Increased indemnity limits.
- Enhanced policy wordings, including dishonest acts of temporary workers.
- No requirement to submit non-standard contracts.

- Ability to cater for international placements and contractors working in hazardous occupations or sectors, e.g. oil and gas, rail safety critical.

Contact the dedicated REC team:

T: 01905 886 303

E: rec@marshcommercial.co.uk

Web: www.marshcommercial.co.uk/rec

Mitigo

Exclusive offer

The REC has teamed up with Mitigo cybersecurity to provide members with cyber protection at preferential rates.

Services:

Recruitment agencies are falling victim to cyber incidents because they are wrongly assuming that IT support is the same as cyber security. It is not.

Contact:

Damian Wasey

T: 0788 566 6635/ 0161 883 3180

E: rec@mitigogroup.com

www.mitigogroup.com/rec

New Millennia

Exclusive offer

New Millennia are offering REC members a discount on the gross weekly invoice value on the temp/contract side of your business (offer dependent on type of workers and sector).

Services:

New Millennia provide a full back-office function – payroll, invoicing, credit control, credit checks (no additional cost) – and provide all the legal documentation whilst funding the whole transaction.

Contact:

Paul O'Rourke, Operations Director

T: 0161 337 9882

E: porourke@nmgroup.co.uk

www.newmillennia.co.uk

Orange Genie

Exclusive offer

Orange Genie Compliance is usually priced at £3,000 per annum for unlimited support. For REC members Orange Genie Compliance is free for the first year.

Services:

Orange Genie Compliance offers an annual bespoke contract providing access to our technical helpline, webinars, staff induction training, guides, and insights designed to add real value and knowledge to you, your contractors, and your hirers. Support with all aspects of compliance and selection of preferred suppliers is included in the service.

Delivered at your premises or online to reduce staff time away from the sales floor.

Contact:

Dan Moss

T: 07931 938 846

E: dan.moss@orangeenie.com

www.orangeenie.com

PIXID

Exclusive offer

REC members will have no set-up charge for using myPixid.

Contact us today if you would like to book a demo.

Services:

Pixid is a leading provider of end-to-end, cloud-based recruitment solutions.

Our 'out of the box' vendor management system, myPixid, is designed for quick deployment to support your mid-market MSP and/or master vendor solution.

Contact:

James Buckwell

T: 0333 005 1685

E: j.buckwell@pixid.co.uk

www.pixid.co.uk

QX Ltd

Exclusive offer

Free consultation and transition planning for our services, access to client case studies, and free use of our compliance CRM tailored for public sector agencies.

Services:

In 2003, Chris Robinson, Executive Chairman of QX Ltd, pioneered recruitment support services in Ahmedabad, India. Now, with 15 years' experience and a team of 1,200+ professionals,

QX is a preferred one-stop solution provider for recruitment and finance functions to staffing businesses. Our end-to-end services include:

- Resourcing.
- Screening.
- Compliance.
- Job-filling.
- Database regeneration.
- CV formatting.
- Pay and bill and accounts.

Contact:

Akhilesh Pandey

T: 0845 838 2462 | 07795 801 367

E: Akhilesh.Pandey@qxlttd.com

E: contact@qxrecruitment.co.uk

E: contact@qxlttd.com

www.qxrecruitment.co.uk

www.qxlttd.com

RECREF

Exclusive
offer

Three free candidate checks of your choice when you register with RECREF.

**excludes DBS checks, qualification checks and 5-year employment referencing.*

Services:

RECREF provides direct employers and recruitment agencies access to a sophisticated online dashboard to carry out all of their pre- and post-employment checks. We offer a range of checks, including employment references, DBS checks, credit searches, higher education checks and more. No subscription or upfront membership fees are

charged and you can add as many or as few services as you desire for each role.

Contact:

Steve Cox

T: 023 9231 5203

E: steven.cox@recref.co.uk

www.recref.co.uk

Saffery Champness

Exclusive
offer

The unique offer to REC members includes a free initial meeting with one of our recruitment sector specialist team.

Services:

A knowledgeable and trusted adviser to the recruitment sector.

Services we provide to recruitment businesses and their owners include:

- Value-added and sector-tailored audit, accounts and company tax.
- Corporate finance advice.
- Implementing share option schemes.
- Profit extraction planning.
- Employee taxation and incentives.
- Succession and exit planning.

- IR35 compliance.
- VAT advice.

Contact:

Simon Kite

T: 0161 200 8383

E: simon.kite@saffery.com

www.saffery.com

The Levy Company

Exclusive
offer

FREE initial, independent consultation to help you make 'stars of your staff.'

Services:

The Levy Company is a facility between recruitment companies and training providers to enhance how your apprenticeship strategy is implemented and successfully managed.

IR35 in the private sector in 2020 will effectively move more temps/contractors onto PAYE, therefore increasing your apprenticeship levy contributions.

Contact:

Jim Clarke

T: 07768 115 607

E: jim.clarke@thelevycompany.co.uk

www.thelevycompany.co.uk

Voyager Software

Exclusive
offer

Free user training for REC members when placing your first order with Voyager.*

**Contact them today for a demonstration.*

Services:

Voyager is a leading provider of innovative recruitment software and has been a proud REC Business Partner since 2008. Whatever your requirements, Voyager offers a product, pricing model and deployment type to suit every recruiter.

Contact:

Paul Thompson

T: 0800 008 6262

E: sales@voyagersoftware.com

www.voyagersoftware.com

White Oak UK

Exclusive
offer

REC members can enjoy a number of benefits, including:

- Funding for a range of business purposes, from recruitment fees and contract placements, to taxation, equipment business development and commercial mortgages
- Quick and easy to apply
- Decisions on finance typically within two hours

- Streamlined paperwork with the option of digitally signed documents.
- Funds typically available in as little as 24 hours.
- Rated number 1 non-bank business provider on Feefo.

Services:

For over 30 years, White Oak UK have provided leading finance solutions to UK businesses and are pleased to be partnered with the REC to give fast, simple access to finance.

Contact:

Alec Gost

M: 07801 586 636

T: 0330 3111 821

E: Alec.Gost@whiteoakuk.com

www.whiteoakuk.com/recruitment-finance

You get exclusive access to Croner-i portal through your membership

The REC has a long-standing partnership with Croner, the UK's leading provider of HR, tax, health and safety, and pay and benefits advice, information and software. As one of the most experienced and respected specialists in the business, dozens of membership organisations rely on them for member benefits.

REC members have access to a range of Croner's workplace products as part of their membership.



Business Essentials

Managing a business presents a variety of challenges and issues. **Croner's i-Portal Business Essentials** is ideal for busy recruitment owners and managers. It has eight distinct areas with advice about managing a thriving recruitment company.



Health and Safety

The well-being of your team is of the utmost importance. Croner's **Health & Safety i-Portal** provides REC members with exclusive access to HR laws and guidance, model answers and FAQs.



Human Resources

Croner's i-Portal HR is a **comprehensive HR hub** which provides REC members exclusive access to detailed overviews of all relevant HR legislation, factsheets, guides, model policies and more. It's a one-stop-shop for everything you need to be an effective employer.



THE REC LEGAL HELPLINE

0207 009 2199

Our Legal Helpline remains your first point of call for issues relating to employment, recruitment or general commercial matters relating to running a successful recruitment business.

It is made even more robust with the addition of three helplines from Croner. Croner's team of tax, HR and employment experts will be able to provide specialist advice, free for all REC members. You can find out more about your exclusive resources by visiting;

www.rec.uk.com/membership-portal



Recruitment
& Employment
Confederation

The Recruitment & Employment Confederation is the voice of the recruitment industry, speaking up for great recruiters. We drive standards and empower UK recruitment businesses to build better futures for their candidates and themselves. We are champions of an industry which is fundamental to the strength of the UK economy.

Find out more about the REC at www.rec.uk.com

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