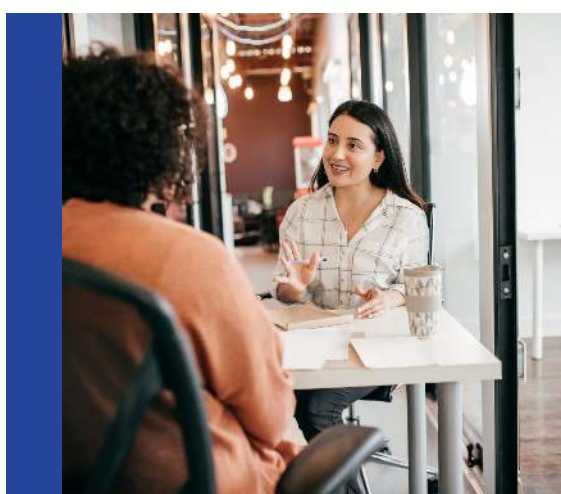




Informing,  
Supporting, and  
Growing Together



## Welcome from Bennett Staff

Bennett Staff is delighted to bring you our New quarterly newsletter "The Bennett Bulletin", developed especially for our valued partners and customers. This edition is filled with insight, updates, and our commitment to keeping you informed on the latest economic trends, statutory changes affecting recruitment, and the standards of service and performance you expect from us. Guided by the principles of the Recruitment & Employment Confederation (REC), we continue to champion best practices and innovation in our sector.



We are pleased to announce that we have been successfully and independently audited by the Employment Agency Standards Inspectorate. This audit has confirmed that our compliance standards and operational approach fully meet the required regulatory expectations, demonstrating our commitment to maintaining the highest standards within our industry.

## The Economic Outlook: Navigating Change in the North West

The North West of England continues to demonstrate remarkable resilience in the face of ongoing economic uncertainty. Recent reports from regional business groups and the Office for National Statistics highlight a steady recovery, with sectors such as advanced manufacturing, logistics, healthcare, and digital technology leading the way. While some industries are still contending with inflationary pressures and supply chain disruptions, overall business sentiment remains cautiously optimistic.

For employers, the labour market remains competitive, with ongoing demand for skilled talent in areas like engineering, IT, and health and social care. There's a notable shift towards recruiting individuals who can adapt to technological change and possess strong problem-solving abilities, reflecting the increasing pace of digital transformation across the region. Employers are also placing greater emphasis on diversity, inclusion, and sustainable practices, seeking candidates who align with these evolving priorities.

# The Economic Outlook: Navigating Change in the North West

From the candidate perspective, jobseekers in the North West are increasingly interested in roles offering stability, professional growth, and flexible working arrangements. Hybrid and remote opportunities are now well-established, with businesses adapting their recruitment and management strategies accordingly. Work-life balance, wellbeing initiatives, and a supportive company culture are often as important as salary and benefits when considering a new role.

At Bennett Staff, we are dedicated to supporting both clients and candidates as they navigate the current landscape. Our recruitment consultants provide up-to-date market insights, bespoke advice, and proactive solutions, ensuring every placement is positioned for long-term success in a changing North West economy.

- **Skills in Demand:** Digital literacy, project management, healthcare qualifications, and strong customer service skills are in high demand across the region.
- **Flexible Working:** Hybrid and remote roles remain prevalent, with many employers adopting flexible models to attract and retain talent.
- **Economic Resilience:** Businesses are prioritising workforce agility and contingency planning to mitigate potential disruptions, while also investing in upskilling and staff wellbeing initiatives.

## Statutory Changes: What You Need to Know

The world of employment legislation rarely stands still, and 2025 is no exception. As an REC-accredited agency, Bennett Staff remains at the forefront of legislative compliance, ensuring our clients and candidates are equipped with the latest information.

### Recent and Upcoming Legislative Updates

- **Employment Bill Developments:** The long-awaited Employment Bill is expected to make further progress this year, with key provisions around predictable working patterns, enhanced redundancy protections for pregnant employees, and the right to request flexible working from day one.
- **National Living Wage Increase:** From April, the National Living Wage rose to £12.21 per hour for workers aged 21 and over. This statutory change affects pay rates for temporary and permanent placements and highlights the importance of payroll transparency.
- **Holiday Pay and Agency Worker Reforms:** Adjustments to holiday pay calculations and clarification on agency workers' rights are on the agenda, with the REC working closely with the government to ensure practical guidance for implementation.
- **Right to Work Checks:** The Home Office has reaffirmed digital right to work checks as a permanent option, making it easier for agencies and employers to verify status remotely. Bennett Staff's compliance team provides ongoing training and support to keep all placements risk-free.



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# How We Support You

We believe that statutory change should be an enabler, not a barrier. Our consultants undertake continual training to ensure every placement and process is fully compliant. From contract templates to due diligence on temporary assignments, our service is designed to give you peace of mind so you can focus on growing your business.

## The REC: Raising Standards in Recruitment

The Recruitment & Employment Confederation (REC) remains the gold standard for professional recruitment services in the UK. As proud REC members, Bennett Staff adheres to its code of professional practice, which covers fairness, integrity, and transparency.

- **Ethical Recruitment:** We uphold the highest ethical standards, ensuring all candidates are treated fairly and placed appropriately. Our commitment to diversity and inclusion is reflected in every stage of the recruitment process.
- **Client Partnership:** By listening to our clients' needs, we build solutions that enhance workforce productivity and cultural fit. REC membership obliges us to provide honest, evidence-based advice—helping you make informed hiring decisions.
- **Candidate Care:** We invest in candidate experience, providing feedback, guidance, and ongoing support to help every individual realise their potential.



## Service Excellence: Our Commitment to You

At Bennett Staff, service excellence is at the heart of what we do. Whether you're seeking your next opportunity or growing your team, our approach is personal, responsive, and results-driven.

### Performance Metrics That Matter

We continually measure and report our performance using independently verified metrics, including:

- **Time to Fill:** On average, Bennett Staff fills vacancies within 10 working days, exceeding industry benchmarks.
- **Placement Success Rate:** 94% of candidates placed by Bennett Staff remain in post after their probation period.
- **Client Satisfaction:** 97% of clients rate our service as 'excellent' or 'very good' in post-placement surveys.

### Celebrating Our Clients & Candidates

Our success is measured by the achievements of those we serve. Each quarter, we showcase success stories, from temporary assignments leading to permanent contracts, to clients who have grown their workforce through strategic partnership with Bennett Staff. If you'd like your journey featured in a future edition, please contact our team.










# Sector Focus: Insights and Opportunities

The recruitment landscape is evolving rapidly. In this edition, we spotlight three sectors with notable trends:

-  **Manufacturing**  
With ongoing investment in automation and green technology, demand for skilled operatives, engineers, and logistics specialists is rising. The ability to adapt and re-skill is paramount.
-  **Professional Services**  
Employers seek staff who are self-starters, digitally savvy, and culturally aligned. Alongside other priorities, there has been notable growth in permanent, office-based roles, as organisations look to build stable teams that collaborate effectively in person.
-  **Catering & Cleaning (Schools)**  
The sector continues to grapple with labour shortages -particularly among kitchen staff and cleaning personnel, rising operational costs, and shifting expectations around the quality, hygiene standards, and personalisation of services provided to pupils and staff.

## Looking Ahead

At Bennett Staff, our goals are clear: to deliver exceptional service, keep you informed, and champion the highest standards of recruitment.

As we look ahead, we remain invested in long-term relationships built on trust, transparency, and shared success.

Thank you for your continued partnership. Should you have any questions about how statutory changes, economic trends, or REC standards may impact your organisation, please do not hesitate to reach out to your dedicated consultant.

We look forward to continuing to support your journey...



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