

NEWS

REDUCE WORK DAYS LOST THROUGH BACK PAIN

With over 10.7 million working days lost through back pain and other musculoskeletal injuries in the UK every year, companies and employees need to understand how to avoid the hazards associated with increasingly sedentary lifestyles. The focus needs to be on improving the understanding of injury avoidance, particularly for the thousands of people who spend large parts of their working days and leisure hours sitting in front of computers.

"We see increasing number of patients complaining of symptoms associated with PC use and other work related injuries," said Tim Hanwell BSc OST and founder of Osteopaths4Business. "If steps are not taken to ensure correct postures and working practices, we are creating major problems for individuals, organisations and the health services."

The 1992 Health and Safety Display Screen Equipment Regulations state that employers must assess display screen equipment; ensure that workstations satisfy minimum requirements; provide training in the use of the workstations and provide information to staff about all aspects of health and safety relating to their use.

Recent studies have shown that the investment in preventative measures to improve working environments can be repaid 12 times over in increased productivity and fewer sick days.

DEMAND FOR WORKING BEYOND STATE PENSION AGE SET TO SOAR

The demand for working beyond 65 looks set to increase markedly in the next 15 years, according to the research Future demand for working among older workers from the Chartered Institute of Personnel and Development (CIPD). Based on a survey of 1,000 workers aged between 50 and 64 years, it finds that just under two fifths (38%) of individuals plan to carry on working beyond 65. Currently, only 11% of the workforce work beyond State Pension age.

Interestingly, among those who said they did not plan to work past 65, 31% would change their mind if their employer allowed them to work flexibly. This change alone would result in a small majority of workers working beyond 65. Meanwhile a further fifth say that they would be tempted to carry on working past 65 if they were offered a deferred larger state pension. Men are more likely to plan to work beyond 65 than women, while finances are said to be the main driver behind these plans. This may reflect current concerns about individual finances and the economic outlook.

Charles Cotton, CIPD reward adviser, "On one level the survey findings look very positive, in that they show a strong demand for working beyond retirement age that is as much down to financial as other reasons such as individuals wanting to use their skills and experience. However, it is clear that Government policy could do more to encourage more older workers to stay on by extending the right to request flexible working beyond parents and carers and making pension arrangements more flexible. If the Government fails to do this, its target of having a million older workers in work will become a mere aspiration."

The report also finds that employees are confused about the state of their finances and their pension arrangements in particular. Again, the CIPD argues that there is more for Government to do to improve this situation.

Cotton argues, "The Government needs to support all the great work employers are doing to improve the financial awareness of their workers so that these individuals can reasonably plan for

the future and make informed choices. Many employers are unaware of what they can and cannot do, so the government should clarify this as quickly as possible. In particular, the government should clear up the confusion around the taxation of employee assistance programmes which are predominantly used by employees who do not have the means to get legal or financial advice, and ensure that these remain tax exempt.”

Other findings:

- Most of those planning to continue working would like to carry on with their current employer, either in a full-time (39%) or part-time (22%) capacity, the remainder would either work for another employer or themselves.
- Exactly half of those planning to carry on working past 65 anticipate retiring between the ages of 67 and 70, though a further 35% are undecided when they would actually retire after 65.
- More than two thirds say that they need to work beyond 65 for financial reasons. This compares with 52% who cite using skills and experience as a key driver for working, 38% who list social interaction and 27% who cite self-esteem.
- Of those who do not plan to work past 65, 31% would change their mind if their employer allowed them to work flexibly, while 19% would be tempted to carry on working past 65 if they were offered a deferred larger state pension.
- 42% of men say that they definitely want to work beyond 65 compared with 34% of women.
- 68% of respondents say that finance is the main reason for working beyond 65. Other reasons include using skills and experience (52%), social interaction (38%) and self-esteem (27%). 4% say that they seek to work past 65 so as to minimise the amount of time spent with their partner.

Of those who do not plan to carrying on working beyond 65, more than half (52%) intend to rely on the state to help fund their retirement.

WORK OPPORTUNITIES

MARKET RESEARCHERS

The Survey Shop is recruiting experienced market research telephone interviewers for both daytime or evening work.

The rate of pay is £6.24/hr for consumer surveys (evening and weekends), £8.32/hr for business surveys (carried out during normal office hours) plus holiday allowance.

All the work is market research only - asking people their opinions, there is no canvassing or selling. Full support is given, and the hours are very flexible.

The Survey Shop conducts both UK and global research for a wide-range of blue chip and government clients.

You should be someone whom others are happy to talk to, have a clear voice, and good communications skills. You will be home based and will need a landline phone.

Apply online at www.thesurveyshop.com/online or call 0800 849 7170

HOME TELEWORKERS REQUIRED

DC & Co are a national firm of Business Consultants. We currently employ telephone researchers at our offices near Guildford in Surrey and home based researchers as far afield as Spain. We

want to expand our use of **home based** telephone researchers and we have opportunities available now.

The work involves calling large companies and obtaining information about their future plans. There is no selling and no pressure involved.

Our home teleworkers need to be bright and chatty with a genuine interest in talking to other people on the telephone.

Average net earnings are from £10 to £15 per hour and you can work whichever hours suit within normal business hours. There is no minimum or maximum hours.

To do this work you will need your own computer, a broadband connection to the Internet and a cost effective way of making telephone calls (eg Skype). We supply all the necessary software and have a dedicated secure web site through which you will work.

We will provide full on line training.

If you are interested we require you to initially visit www.dcathome.co.uk for more information and to complete an on-line application form.

RECRUITERS

Do you know how to headhunt? We're looking for self-employed headhunters who wish to **work from home** – hours to suit YOU and fit in with your life circumstances. We have several assignments for you to start with immediately. We would like you to name gather, obtain the cv and prep candidates about the assignment and then hand them over to us – we'll do the rest.

We have an amazing compensation plan – based on a 4 placements made per month model, you will earn circa £60k. As we handle the client side, the opportunity is enormous and if you're good, £60k could easily be a fraction of what you could be making. <http://tinyurl.com/2rauk9>

SENIOR SALES DIRECTOR - SWITZERLAND

An excellent opportunity has opened for a Sales Director within Switzerland. The company is a superb Pre IPO storage company based out of the US and have been operating for over three years. This fantastic company have raised vast amount s of funding hoping to take them IPO next year.

The successful candidate should have strong background knowledge in large storage solution sales in Switzerland. The role seeks at least 3-4 years experience in selling both directly and indirectly to the enterprise markets with a successful history of managing and closing business. The successful candidate will be tasked to develop the Switzerland territory identifying opportunities and working with the technical sales engineer within EMEA to build business within the territory. The position is a **home based** and requires a strong track record of achievement. **All candidates must be based in Switzerland.**

The successful candidate will gain a superb fixed base salary with OTE and also pre IPO stock options. <http://tinyurl.com/36ryrj>

BUILDING SURVEYOR

An exciting opportunity has arisen for a Building Surveyor in Warrington, to work on domestic properties in an allocated patch carrying out insurance surveys as part of a nationwide contract.

My client is looking for a Building/Insurance Surveyor to carry out comprehensive insurance surveys and schedule of works for minor and major repairs on private domestic properties.

The role will be **home-based** and you will work in-conjunction with a dedicated personal adviser who will help arrange your appointments to your requirements. A tablet PC will be used on-site to complete specifications and obtain client approval on works to be carried out. Internet connection, PC, Car and Mobile will be provided. Requirements:

- Excellent customer service skills and residential surveying experience is essential.
- Ideally you will have experience using hand-helds or tablet PCs
- Ideally you will have a minimum of an HNC/HND (or equivalent) in a relevant subject
- It essential to have a sound knowledge of all building trades.
- A trades background is desirable
- Experience in using schedule of rates and pricing/estimating works is also essential
- All applicants must be able to facilitate a small office set up at home.

Candidates for this role would ideally be based within the WA postcode areas as this role will be home-based around this designated area.

Salary £22 - 28,000 salary. Company Car or Car Allowance (£4,500).

<http://tinyurl.com/36huut>

BUILDING SURVEYOR

An exciting opportunity has arisen for a Building Surveyor in Halifax, to work on domestic properties in an allocated patch carrying out insurance surveys as part of a nationwide contract. My client is looking for a Building/Insurance Surveyor to carry out comprehensive insurance surveys and schedule of works for minor and major repairs on private domestic properties.

The role will be **home-based** and you will work in-conjunction with a dedicated personal adviser who will help arrange your appointments to your requirements. A tablet PC will be used on-site to complete specifications and obtain client approval on works to be carried out. Internet connection, PC, Car and Mobile will be provided. Requirements:

- Excellent customer service skills and residential surveying experience is essential.
- Ideally you will have experience using hand-helds or tablet PCs
- Ideally you will have a minimum of an HNC/HND (or equivalent) in a relevant subject
- It essential to have a sound knowledge of all building trades.
- A trades background is desirable
- Experience in using schedule of rates and pricing/estimating works is also essential
- All applicants must be able to facilitate a small office set up at home.

Candidates for this role would ideally be based within the HX or HD postcode areas as this role will be home-based around this designated area.

Salary £22 - 28,000 salary. Company Car or Car Allowance (£4,500).

<http://tinyurl.com/3xu8se>

FIELD SALES REPRESENTATIVE

Our client is an international publishing solutions company and they are looking for a talented and experienced Field Sales Representative. You will need in depth knowledge of digital print and solutions based selling. You must be capable of selling a solution made up of a blend of products and services to large national or global companies in the technical publishing industrial or training sectors. Above all you should be able to demonstrate a good overall business acumen and entrepreneurial drive. Other skills required:

- Desire and ability to generate business 'your own way'
- Lead generation
- Comfortable selling and presenting at board level.

- An understanding of the world of publishing

The vacancy will be **home based** and it is expected that new employees will take a few months to get up and running and revenue streams in place. With this in mind the company will provide a guaranteed basic salary of up to £40k depending on experience. The company will provide a phone line / broadband if the successful applicant requires it.

The bonus / commission structure is very attractive, uncapped and is based upon the gross profit you generate your total remuneration will be up to 25% of the gross profit generated. There will also be an expense account. This is a vacancy for someone looking at a long term prospect.

<http://tinyurl.com/2laf8>

DISTRIBUTION MANAGER

Our client has an urgent requirement for a Distribution Manager with previous experience of working within the electronics / semiconductor / IC marketplaces. This will be a **home based** role dealing with distributors in the UK Marketplace. This is a classical Distribution Manager position with a well established market leader. Hence we require someone industry degree qualified (or equivalent) with previous distribution experience to take on this challenging role. A backing in a Sales function within an electronics company would be of interest.

This is an excellent opportunity to work for an established company and increase revenues generated through new and existing networks. Responsibilities will include enhancing communications, building long term relationships with key distribution partners and managing the contracts held with Distributors.

Salary £35,000 to £45,000. Car and bonus. <http://tinyurl.com/2vqwxo>

PRE-SALES CONSULTANT

Our client with just 7 people in the UK is growing fast due to its success and now needs to employ another Pre-Sales Consultant. It is essential that you have a track record in pre-sales, are able to be flexible and fit into a small dynamic team. You will have a good understanding of the current Microsoft Environment including SQL Server, .net, biztalk, sharepoint etc. and ideally some knowledge of Business Process Management or Workflow. Although you will not be required to write code, a good understanding of programming would be useful. Good career prospects as they intend to grow the UK by 3 or 4 times over the next 2 years. **Home based** but need to attend North West London Office once or twice per week. Package could be more for an exceptional candidate dependant on experience and demonstrable earnings.

Salary Base c.£55K - OTE c.£65K. <http://tinyurl.com/2v52sf>

INTERNAL AUDITOR - URGENT

An interesting opportunity to work for a UK wide service sector business with HO based in Birmingham. This role is mission critical for the business' continued advancement and compliance with internal/external regulations.

This key post requires the skills and experiences of a professionally qualified Auditor (ACA/MIIA/ACCA/ACMA) with experience in the realms of public sector or not for profit businesses. A newly created role, this post will sit below the Audit Director and be a conduit of info for compliance and reporting purposes. There will be travel involved, (fully expensed) and the ability to **work from home** in a very autonomous post. A wonderfully rewarding culture awaits.

Salary £36-38k plus benefits. <http://tinyurl.com/3c83px>

PLANNER UK RENEWABLE ENERGY/WIND FARM DEVELOPMENTS

My client is a leading, entrepreneurial, international wind farm development company based in Germany. Having constructed & developed many successful wind farm operations in Germany, France, Spain & Poland; they are continuing to develop & expand their wind farm business in Eastern Europe as well as the UK & Ireland. With UK satellite offices in Manchester; a key hire is the recruitment of a Planner for Renewable Energy/Wind Farm Developments in the UK.

Working independently from home, we are looking for a professional & highly motivated Planner to enhance the existing UK team of project & development managers. The role will involve conducting feasibility studies to assess the potential planning success of future wind farm developments & overall responsibility for the planning application from initial pre-consultation stage through to the submission & granting of planning permission. Key Responsibilities

- Assess & produce feasibility reports outlining the planning potential of wind farm developments throughout the UK.
- Liaise with & manage external consultants to obtain documentation required to enable preparation & submission of planning applications.
- Liaise closely with relevant planning authorities/governing bodies to establish & maintain strong communication links throughout the application process.
- Overall responsibility for the planning application throughout its life cycle.
- Assist with Appeals & Public Enquiries.
- Provide support to colleagues in identifying & developing new site opportunities & provide specialist advice on planning matters.
- Representing the company to the public.

The Person

- The ideal candidate is likely to be a Chartered Planner (RTPI) with a proven track record in either the private or public sector.
- Experience in the Renewable Energy sector is not essential however it would be preferable that the candidate holds a good understanding of the challenges faced in the industry with regard to planning matters.
- It is important that the candidate displays a sound working knowledge of Town & Country Planning legislation, procedures & practices.
- Be able to communicate effectively & work closely with Surveyors, Engineers, Lawyers & Public Sector etc.
- IT literate with strong & demonstrable organisational, communication, presentation & written skills.
- Current, clean UK driving licence essential.

As this is a **home based role**, it goes without saying that self motivation & the ability to work independently (although there will be huge amounts of support from the UK team & Germany HQ).are essential. Please note that while the UK offices are in Manchester, the successful candidate for this role can be based in a broad geographical area stretching from Manchester/North East/North West/Midlands etc In return for your skills you can expect to be rewarded with a competitive base salary + bonus + car allowance + benefits package as well as the opportunity of working for a dynamic player in the renewables sector!

Salary Circa £35,000pa + Bonus + Car Allowance. <http://tinyurl.com/33nbvc>

APPLICATIONS IMPLEMENTATION SPECIALIST - HEALTHCARE SECTOR

Applications Implementation Specialist x2 needed for leading global private company who develop and market web based health information systems. You will need a clinical or general healthcare background, an understanding of applications that are running on healthcare platforms with ability to develop scenarios to include testing and making recommendations to technical teams. You will need both technical and functional experience with ability to identify changes, roadblocks and issues and of course strong implementation skills.

Your role will be to liaise with nurses and doctors implementing and identifying issues and to communicate back to the technical / project management teams. An excellent role that is both challenging and rewarding. You may **work from home** so you can be based in any part of the UK providing you can make the occasional daily trip to a customer site.
Salary £45,000. <http://tinyurl.com/3azq8s>

PRE-SALES CONSULTANT

This dynamic fast growing company is enjoying fantastic success in the CRM marketplace and now needs to take on another Pre-Sales Consultant. The role is to be responsible for designing solutions that will resolve a customer's business issues, whilst evoking confidence in products & platform and removing all technical objections in the sales cycle. Successful Sales Engineers have a strong understanding of how the technology can resolve business issues, possess a consultative sales approach and understand the importance of team work. You must be working or have worked as a Pre-Sales Consultant for a CRM company and have web services and API experience.
Home Based. Salary Base c.£70K - OTE c.£90K. <http://tinyurl.com/2pr3ga>

SERVICE CONTRACT MANAGER

Our client is a one-stop-shop for all water and air hygiene needs with extensive experience worldwide. They cover many areas of water hygiene such as Legionella Risk Assessments, WRAS Compliance Audits, Chemical Analyses, Schematic Drawings, Logbook Set-Up, Water Sampling, Service and Maintenance of domestic, closed and waste systems, Chemical Dosing, de-scaling of Cooling Towers, Calorifiers, Boilers and Installation and refurbishment of tanks. They are actively seeking a Service Contract Manager, to **work mainly from home**. He or she would need to be based within a two hour radius of London.

The role would mean responsibility for a portfolio in the region of £200-250K annual turnover and liaison with the commercial department for quarterly reporting. They would also be expected to undertake site set up procedures, including training needs for customer site personnel and formulation of control scheme; undertake day to day site audits including various site analysis, of cooling towers and steam and domestic systems; to liaise with and delegate tasks to service engineers/trainee contract managers; to provide technical reports and necessary quotations to their client base to meet the compliance shortfalls identified.

The ideal applicant will require a minimum of four years within the water treatment sector, with either qualifications or documented experience of cooling tower water treatment analysis/management, closed circuit/steam water treatment/management, an excellent understanding of/training in Legislation, a good understanding of/training in Legionella risk assessing and excellent customer liaison/sales techniques.

The company is offering a generous £23,000-28,000 salary plus commission, bonuses and expenses. There is private medical care and a pension scheme which may be joined after a probationary period. Office facilities will be made available at the company headquarters in the South-East of England and equipment will be provided to allow the candidate to **work from home** or from site.

<http://tinyurl.com/35degx>

PIVOTAL CRM CONSULTANT

Pivotal CRM Certified Consultant required for enterprise project in the Financial Services space. You will be working alongside a BA and Project Manager to sign off scope and then be responsible for making changes to Pivotal CRM using the toolkit and latest development languages (Toolkit experience is essential, development in HTML, XML / XSLT, VBScript, Microsoft Visual Studio (VB6,

C#), can be trained). My client will consider contractors due to Pivotal CRM being relatively specialised but would prefer a permanent employee as they have a strong pipeline of business that needs delivering.

Working from home is fine and projects will be based in South East. Financial Services would be perfect but it's not essential.

Salary £45,000 to £65,000 + Car + Benefits. <http://tinyurl.com/2va3bq>