

NEWS

MOBILE AND REMOTE WORKING: IS IT SECURE?

The move towards remote and mobile working seems to be an unstoppable trend. Research by ZDNet.co.uk and market intelligence company Rhetorik found that the penetration of mobile workers across the UK workforce is significant. Nearly a quarter of all organisations considered more than half their staff to be mobile workers. Mobility, the research found, is an upward trend with nearly two-thirds of the research sample reporting an increasing proportion of mobile workers.

Mobility is clearly where users and companies want to go and it undoubtedly has major benefits. It brings freedom and reduced costs, but you still need to secure it. Security deployment, as is often the case, has lagged behind the rapid growth of technology and a significant number of staff are now working outside the protection of the company network gateway.

Organisations worry that mobile working will get beyond their control and cause problems both inside and outside the gateway, resulting in data loss and introducing malware. They are increasingly keen to ensure that the same policies and security they deploy at their corporate gateway are also provided for their mobile users. This is for compliance and legal requirements, as well as for security reasons. Another issue around mobile use, very topical at the moment, is that of organisations wanting to protect against data leakage and data loss, from such problems as stolen or mislaid laptops.

There is no one hard and fast solution to securing mobile and remote workers. Strong two-factor authentication, which ensures the identity of the mobile user connecting to the network or using the laptop/mobile device, is a basic requirement. Static passwords are woefully inadequate, with huge identity theft risks (particularly for wireless). Low-cost strong authentication solutions are available from vendors such as CRYPTOCARD and VASCO.

Increased remote working implies increased security at the end points and there is a wide range of solutions available including remote firewalls and specific end point solutions, which can be administered centrally. Such solutions can extend network protection strategies to mobile and remote users. They can also ensure that firewall, anti-virus and security patches are used by remote and mobile users when they should be.

Low cost encryption can protect remote laptop users and safeguard against data loss. In the past, poor performance and high costs prevented the use of encryption software, but today's high performance and low cost solutions make it impossible to justify not encrypting laptops. Low cost solutions from encryption specialists such as Utimaco can protect network data, laptops and removable media.

Finally, wireless is high risk and all mobile wireless traffic should be over VPNs and be encrypted, with the use of strong authentication.

BUDGET REACTIONS ACROSS THE SPECTRUM

Here are reactions to last week's budget from the TUC, the CBI and The Work Foundation.

TAX AVOIDANCE COULD BE COSTING EVERY HOUSEHOLD >£1,500 PA

In a document published late on budget day with no publicity, HMRC has said that the cost of tax avoidance in the UK could run as high as £40 billion a year. This tax avoidance could cost every household in the UK more than £1,500.

The HMRC admission, contained in the report '*Measuring the tax gap - an update*', estimates that in 2005 tax avoidance was between £10b and £40b. This figure is even higher than the £25 billion a year estimated by the TUC in its '*Missing Billions*' report. The HMRC say that avoidance has fallen since 2005.

TUC General Secretary **Brendan Barber** said: 'Even if the HMRC claim is true it still leaves huge amounts of unpaid tax by the super-rich - enough to cut taxes for ordinary people, boost public services and do far more to tackle child poverty than the limited measures in yesterday's budget. 'The Government has been hit by concerted lobbying by non-doms and the super-rich, who describe even the mildest attempt to make them pay a fair share of tax as a prelude to the sky falling in on national prosperity. But rather than retreat, ministers should pay more attention to ordinary voters, who are becoming more and more aware that a significant group of Britain's wealthiest people dodge paying fair taxes.

'The Chancellor was wrong to rule out further efforts to tax non-doms. Instead, he should call their bluff when the super-rich exodus fails to materialise, as a result of yesterday's very modest changes.'

DIDN'T SET THE THAMES ALIGHT

Reacting to the Chancellor's Budget speech, Richard Lambert, director-general of the CBI, said: "The Chancellor didn't set the Thames alight, but then he didn't have anything to set it alight with. "On the surface there are no nasty surprises, but his growth assumptions are optimistic and leave him with no room for manoeuvre should things take a turn for the worse. Borrowing also looks set to rise by a further £20 billion over the next four years, which is a cause for concern. And by 2010/11, the impact of this Budget will be to raise total tax take by nearly £1.9 billion.

"The government has much to do if it is to win back its enterprise credentials, but the measures announced today are a credible first step on the road. Although the anger over capital gains tax is still simmering, entrepreneurs and smaller businesses will recognise that the government has made an attempt to listen.

"For business, although there may have been no further big shocks in today's speech, we mustn't lose sight of the whole raft of tax rises announced in the previous Budget and the Pre-Budget Report. These are scheduled to kick in from April, putting a further squeeze on firms at this already turbulent economic time.

On tax complexity, Mr Lambert said:

"107 new technical tax proposals don't support the Chancellor's claims to be moving towards a simpler tax system."

Non-doms

"The Chancellor has made some worthwhile changes to core aspects of the non-doms proposals, notably leaving alone gains and income from assets in trusts kept offshore, and pledging to avoid double taxation issues. All this will soften the impact. However damage has been done to the UK's reputation for tax stability and as a country which actively wants to attract talent and capital. "When the legislation is finalised over the coming weeks it must be crystal clear, especially in relation to double taxation, in order to rebuild confidence in the system. This is particularly important if the welcome assurance that the regime will not be changed for several years is to

have its desired effect of delivering certainty. Then it will be a case of waiting and seeing what the fall-out of the whole process and final proposals will be."

Enterprise white paper

"The decision to delay income-shifting legislation is welcome. As drafted it would have been a tax raid on family-run businesses and would have placed an intolerable burden on the wider SME community.

"The promised radical measures to cap Whitehall departments' ability to impose new regulations is greatly welcome. However to date this government's delivery has fallen short of its regulatory promises so this pledge needs to be followed through in practice.

"We welcome improved access to finance, with the removal of the five year trading restriction in the Small Firms Loan Guarantee and the injection of new capital for the current year.

"Small businesses will be encouraged by the measures to improve access to public procurement contracts. We also welcome the uplift in thresholds for the Enterprise Investment Scheme which should encourage more investment in growth companies."

Postponement of the 2p fuel duty increase

"The decision to delay the 2p increase will be a welcome relief to hard-pressed hauliers, businesses and other motorists, particularly since oil has leapt from \$60 a barrel when the increase was announced to \$104 today. The further half a pence rise from 2010 needs to be kept under review. In the longer term the government needs to level out the playing field for UK hauliers to compete with their foreign counterparts who enjoy far cheaper fuel prices."

Air Passenger Duty

"Air Passenger Duty is a very blunt instrument and is ineffective as a green tax - that is the reason government gave for its decision to consult on an alternative 'per flight' tax. Yet today's announcement that tax revenue from the new duty will increase by 10% in the second full year of operation seems to confirm fears the government sees this as a revenue-raising exercise, rather than as a genuine attempt to change behaviour."

Green taxes on new cars

"While we welcome the broad approach, the pace and scale of the proposed new car taxes will present a sting in the tale for some manufacturers. The fact that this move will raise £735m will not build confidence in the government's green measures - we need carrots as well as sticks to change behaviour."

Zero carbon buildings

"The target that all new non-domestic buildings should be zero carbon by 2019 is the right sort of ambition - the CBI's climate change task force highlighted buildings as major area of potential. Defining what constitutes zero carbon, and how we get there poses major challenges which need to be properly addressed in the consultation."

Public service reform

"The Budget Report contains a welcome recognition of the importance of competition in delivering better quality public services and improving value for money. The Chancellor's words on reform, like the prime minister's earlier in the week, are a good sign but the government will be judged on its actions.

Promotion of science in schools

"Too many companies have serious problems recruiting individuals with science skills. Inspirational teachers are key to encouraging more young people to study science, while high quality careers advice is vital to show them that these subjects open doors to well-paid and

interesting careers. So 'Project Enthuse' and a £6m campaign to promote science in school will be welcomed by business."

Extra £60m funding for adult skills

"The expansion of 'Train to Gain' and the introduction of skills accounts should ensure public funding follows the needs of employers and employees more closely. The focus must be on developing the economically valuable skills the UK needs to compete – today's announcement of additional funding for intermediate skills and adult apprenticeships is welcome, as employers' skills needs are often at these higher levels."

MUTED KIND OF BUDGET

Commenting on the budget today Ian Brinkley, associate director at The Work

Foundation, said: 'This may have been a muted kind of budget, but it was one of the few in recent memory to acknowledge directly the rise of the UK's knowledge economy, as the Chancellor highlighted the contribution of the creative sector, the rise of knowledge intensive industries, the critical importance of R&D intensive manufacturing, and the UK's unique specialisation in knowledge based services.

'These changes have placed the UK in a more favourable position to withstand the global downturn and to take advantage of future opportunities. Thinking around the knowledge economy has informed a series of recent and forthcoming White Papers – on the creative industries, enterprise, and innovation and skills. This budget could mark a turning point in promoting a wider public debate between now and the Autumn Pre Budget Report on the opportunities, challenges and policy options for the future.

'The green note was there in the announcements on plastic bags and zero-carbon buildings, but both seem timid. Big incentives to encourage organisations to go green were absent.'

WORK OPPORTUNITIES

RECRUITMENT CONSULTANT

P-45 is seeking to recruit part time / full time recruitment consultants to **work from home**. We are very interested to speak to experienced recruiters from various sectors (Telecom's, IT, Construction, Civil Engineering, Science, Technology, Rec2Rec, Accounting, Banking/Financing, Acquisitions, Sales / marketing and Executive Management).

The company offers an attractive remuneration package starting with a basic salary of £18,000.00 for part time employees with a minimum of 24 hours or (3 full days) per week to spare, increasing up to £40,000.00 (depending upon experience) with an excellent uncapped commission structure; ranging from 30% to 40%.

Our incentive package is one of the best in the market. With multiple stage car targets, holidays abroad to exotic destinations and the ability to expect to earn between 35k-40k (OTE) in their 1st year (part time), 60k-80k (OTE) in the 2nd year and then 100k + from then on!

You must have a solid track record of sales success spanning a minimum of 2.5 years +, in Recruitment. We are looking for ambitious, competitive, target-driven individuals who are able to prioritise & motivate themselves with the support of our teams.

Salary 18k-40k (depending upon experience) + Uncapped Commission Structure.

<http://tinyurl.com/2rn3ow>

MEDICAL WRITER

My client works on accounts in a wide range of therapeutic areas, including oncology, infertility, infectious diseases, metabolic and endocrine disorders, cardiovascular medicine, neurology and genetic diseases. They work in a range of media, including traditional print-based publications, websites and audio-visual presentations.

They are currently recruiting a Medical Writer or Senior Medical Writer to work as part of a highly motivated account team. The appointed person will be expected to liaise directly with major pharmaceutical clients on high-profile projects. You should be able to:

- Write clear, grammatically correct and creative text (for manuscripts, print publications, multimedia, websites, etc) in line with the requirement of the client and at a level that is appropriate for the final audience.
- Ensure the accuracy of all information, data and referencing for the publications or documents produced.
- Build a rapport with clients, key opinion leaders and others in a positive and enthusiastic manner.
- Ensure projects remain within specification, where possible, and liaise with clients to negotiate changes where necessary.
- Be proactive in tracking projects and chasing comments from the client, authors or speakers, and develop a time schedule if appropriate.
- Address comments on your work intelligently and question any that are inappropriate, inaccurate or unclear.
- Monitor project time/costs against agreed budgets and work within agreed time deadlines.
- Work on a variety of projects concurrently, sometimes under high-pressure conditions.
- Learn and understand new therapeutic areas quickly and comprehensively in such a way as to inspire confidence with the client.
- Contribute ideas for business proposals and/or suggest new projects to the client that would help in the promotion of their product.
- Attend meetings in the UK or elsewhere and produce appropriate meetings materials where required.
- Manage a range of projects from inception to completion and liaise with other team members where required.

Ideally, candidates should have at least two years' experience of working within the pharmaceutical industry and/or a medical education agency, and experience of writing a broad range of materials although equivalent knowledge will be considered. A PhD in a life science, or related area, would be an advantage.

An excellent package is offered and there is an **opportunity to be home based** and enjoy flexible working hours. <http://tinyurl.com/3yso3k>

DBA - CLINICAL

To design and maintain clinical databases, program edit check rules, assist in the final transfer of datasets to Biostatistics, and to provide technical support as required.

- Develop and maintain project-specific databases for the entry of clinical data.
- Develop and validate edit check rules and other programs (e.g. listings) as required.
- Load data into the clinical database when data is received electronically.
- Format and transfer databases for statistical analysis according to study/client requirements.
- Attend client/project meetings and communicate with client, as required.
- Create and maintain study documentation as required, in accordance with ICON Standard Operating Procedures (SOPs).
- Any other tasks deemed necessary by your Line Manager.

QUALIFICATIONS/EXPERIENCE REQUIRED:

- Appropriate computer-related qualifications or equivalent.
- Good oral and written communication skills.
- At least 1 year's experience or equivalent in Clinical Data Management or relevant environment.

Marlow/Scotland/**Home based**. Salary £25000 - £45000 per annum + Excellent benefits.
<http://tinyurl.com/3d8d64>

ORGANISATIONAL DEVELOPMENT MANAGER

Our client is looking for a Organisational Development Manager to **work from home**. The Organisational Development team exists to improve the company's performance as an employer through specific, planned initiatives that, once implemented, become part of the way we do normal business, for example, Investors in People. The team achieves this through the generation of ideas for improving organisational performance, the development of ideas into solutions and the implementation of solutions to bring about change.

The job holder will work closely with the Head of Corporate HR and will be part of a small team. Whilst the secondment will be a stand-alone role, it sits within the Corporate Organisational Development team, alongside the Head of Corporate HR.

The job holder will be required to develop, manage and lead the following ongoing Corporate initiatives in line with the key Organisational Development elements outlined :

- Management Development Programme
- Vistage Senior Manager Programme
- Employee Survey 2008

Due to the scale of the Management Development Programme, we are looking for candidates with previous experience of designing and delivering similar initiatives. Candidates should also have experience in sourcing and managing external supplier contracts, budgets and resources. It would be a distinct advantage if candidates were able to demonstrate practical application of learning and development theories, people management and behavioural/competency based tools. Candidates should be able to demonstrate an understanding of coaching, managing change and internal communications.

Salary £27000-£31000. <http://tinyurl.com/36cbpm>

ASIC DESIGN ENGINEER

Our client is a well-backed start up company developing digital baseband chips for the femtocell market. Headquartered in Israel, they are working on groundbreaking technology that is set to revolutionise the world's broadband experience.

For this position, candidates must have experience integrating ARM11 into SoC designs. In addition, they will be degree qualified, probably in Computer Science or Electronic Engineering, and have strong background in digital ASIC or FPGA design. Experience of using Verilog or VHDL simulators to verify a design at RTL or gate level is required. This role involves mainly **working remotely**, with the occasional trip to Israel.

<http://tinyurl.com/3e3lw6>

ASSOCIATE - WORKPLACE CONSULTANT

A workplace consultant is required to join a niche, growing consultancy practice who specialise in advising major corporate clients on workplace strategy. This is a great opportunity to join a team of industry specialists. Candidates will be of graduate calibre - preferably in one of the following areas:

- facilities management,
- IT or

- business studies.

Most importantly, you will need a highly analytical mind - strong at collecting, compiling and interpreting data. Advanced excel skills are essential - with respect to worksheets, graphs, data presentation. You will be a lateral thinker, highly organised and able (and confident) to interface with clients at a very senior level. This role offers a great opportunity to develop a career in workplace strategy within a firm that has a very well regarded reputation.

Home based Salary: to £28,000. <http://tinyurl.com/2sq3ak>

COMMUNITY DEVELOPMENT OFFICER

My Client is a highly regarded and well established charity in Bridgwater, Somerset and we are looking for a **home based**, Community Development Officer to deliver fundraising outcomes of £200k in 2008. You will be responsible for starting, developing and managing a network of volunteers and family support groups in the region. Candidate must:

- Be able to deliver the South West Community fundraising plan.
- To recruit, induct and develop volunteer groups and manage their activity to agreed targets.
- Be able to organise attendance at special events.
- Be confident in public speaking, preparing and presenting presentations.
- Have experience of planning, prioritising and managing a number of projects simultaneously.

Salary £18500.00 - £21500.00 + Expenses, Laptop, Mobile Phone. <http://tinyurl.com/34ehfq>

PROJECT MANAGER

This is a truly unique opportunity to join this successful high tech market leader. It is an excellent time to join them as they go from strength to strength with their leading edge voice solutions in the contact centre integration / intelligent voice recognition sector. Due to their ongoing success they have the need to recruit an experienced technical project manager / project team leader to deliver projects to an impressive client list.

In order to be considered you will ideally have a background in software development and solution delivery (preferably including Java development environments) and a proven track record in project management and technical team leadership. Ideally you will have worked for a software company, delivering customised software solutions. Any experience in the voice recognition / speech recognition and voice integration sectors would be advantageous, especially products like Nuance, but is not essential. Additionally / alternatively search engine experience such as google or yahoo would be very useful, but again not essential. Prince 2 or PMP certified would be a bonus.

In return my client can offer a rewarding role in a thriving high technology market sector, great career prospects as they continue to expand and competitive remuneration package. Salary negotiable dependent on experience but likely to be in region of £48-56,000 plus benefits. Flexible base location – **home based most of time** with access to Central London offices plus some travel to client site

<http://tinyurl.com/2q9rmp>

EMPLOYMENT LAW ADVICE CONSULTANT

Our client, a Risk Management Consultancy, require an Employment Law Advice Consultant to deliver employment law services to SME type organisations throughout the UK. Duties will include providing employment law advice and HR solutions to clients from various industry sectors. The advice would include, but not be limited to, TUPE, Redundancy, Working Time, Discrimination, Recruitment, Terms of Employment and Disciplinary and Grievance.

This is a newly created position and the successful candidate would be **home based** and have the opportunity to grow and develop this part of the business. Candidates should hold relevant qualifications and have previous experience of delivering a range of HR services.

<http://tinyurl.com/2qfa7j>

RECRUITMENT BUSINESS DEVELOPMENT

We are looking an experience professional in Recruitment Business Development. The role will **home based** and can be either on a part-time or full-time basis. Our company is a well established (1992) Recruitment Consultancy specialising in the IT Industry. We have a very successful track record working with a number of well known and well respected clients.

Our offer is more of a partnership. We are looking for someone to generate new business for an ongoing generous commission for all placements at these clients. Although we specialise in IT Recruitment, we have worked in most industry areas and have recently launched an outsourced recruitment service. Requirements

- At least two years experience in the Recruitment Industry
- Good inter-personal skills
- Self motivated
- Ability to work independently
- Desire to work from home

Commission only. <http://tinyurl.com/3bzz5o>