

## ROWE AND COMPANY CELEBRATE 21 YEARS

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This year marks the 21st anniversary for Rowe and Company Fluid Handling Recruitment Consultants Ltd.

The company is acknowledged as the market leader in the UK, Europe and the Middle East.

Chris Rowe commented,

“ The best illustration of our success in recruitment is the number of companies who rely on us as the preferred source for their requirements. Typically appointments include Chief Engineers and Sales Directors to Sales, Project, Design and Aftermarket Engineers ”



From right to left: Paul Wheeler Business Development Director, Chris Rowe Managing Director and Judy Pearmaine Office Administrator

### HOW DO YOU FILL ENGINEERING APPOINTMENTS?

Clients are increasingly aware that there is a growing shortage of talented Mechanical and Electrical Engineers in the recruitment market.

The reason – less research and design in the UK, fewer apprenticeships and, surprisingly the demise of the Training Boards.

The solution – obviously to train apprentices and graduates wherever possible.

Alternatively recruit from outside.

Clients find that it is not always possible to recruit the exact mix of skills and experience to fill a particular role.

In these situations we have been able to assist in pruning back some product experience required in the job profile.

This has been achieved by re-assigning some of the product specific aspects of the role to other engineers. The resultant flexibility has allowed us to identify strong candidates who would not previously have been shortlisted.

Clients have been surprised how quickly a bright engineer can assimilate product knowledge and become design competent.



## A recruiter's view of ACHEMA

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Held between 15 May and 19 May 2006 in Frankfurt am Main, ACHEMA is the leading international event for chemical engineering, environmental protection and biotechnology.

ACHEMA 2006 was larger and more international than any of the previous ACHEMA events, 3,880 exhibitors from 50 countries were on hand this year compared to 3,819 exhibitors from 48 countries at ACHEMA 2003. Exhibitors presented a very extensive range of system solutions, equipment, technological expertise and services for the chemical, petrochemical, pharmaceutical and food industries and related sectors of the material processing industry on over 135,000 square metres of exhibition space.

Around 180,000 professionals from 98 countries were at ACHEMA to find out more about the latest developments and trends and to establish new business contacts.

There were large delegations from Japan, India, China and the Middle East along with high profile representatives from business and major institutions in the various countries.

Bearing this in mind, engineers with an eye to the future should seriously think about learning Chinese.

Those seeking a job change would have noticed that quite a few stands had advertisements for representatives and agents, particularly for Central Europe.

For British Engineers there are lots of international opportunities. The drawback - come on people where are your language skills?

## Age Discrimination

From 1 October 2006, the Employment Equality (Age) Regulations made it unlawful to discriminate against workers, employees, job seekers and trainees because of their age.

### A Brief Explanation of the Regulations

Direct discrimination is less favourable treatment because of someone's age.

For example it is unlawful on the grounds of age to:

- Decide not to employ someone
- Dismiss them
- Refuse to provide them with training
- Deny them promotion
- Give them adverse terms and conditions
- Retire an employee before the employer's retirement age (if there is one) or retire an employee before the default retirement age of 65 without an objective justification.



### An Equality Policy and Action Plan

You can start to address fairness at work by writing an equality policy or updating an existing one – with an action plan to back it up. You may already have equal opportunity or diversity policies which cover age but, if not, age should now be included. It is good practice in drawing up a policy to consult with your workforce or their representatives.

To make sure age discrimination is eliminated in your workforce draw up an action plan to review your policies for:

- Recruitment, selection and promotion
- Training
- Pay, benefits and other conditions
- Bullying and harassment
- Retirement

A very useful and clear source of information can be found on the ACAS website at [www.acas.org.uk](http://www.acas.org.uk)

Contact us

[www.roweandco.com](http://www.roweandco.com)