

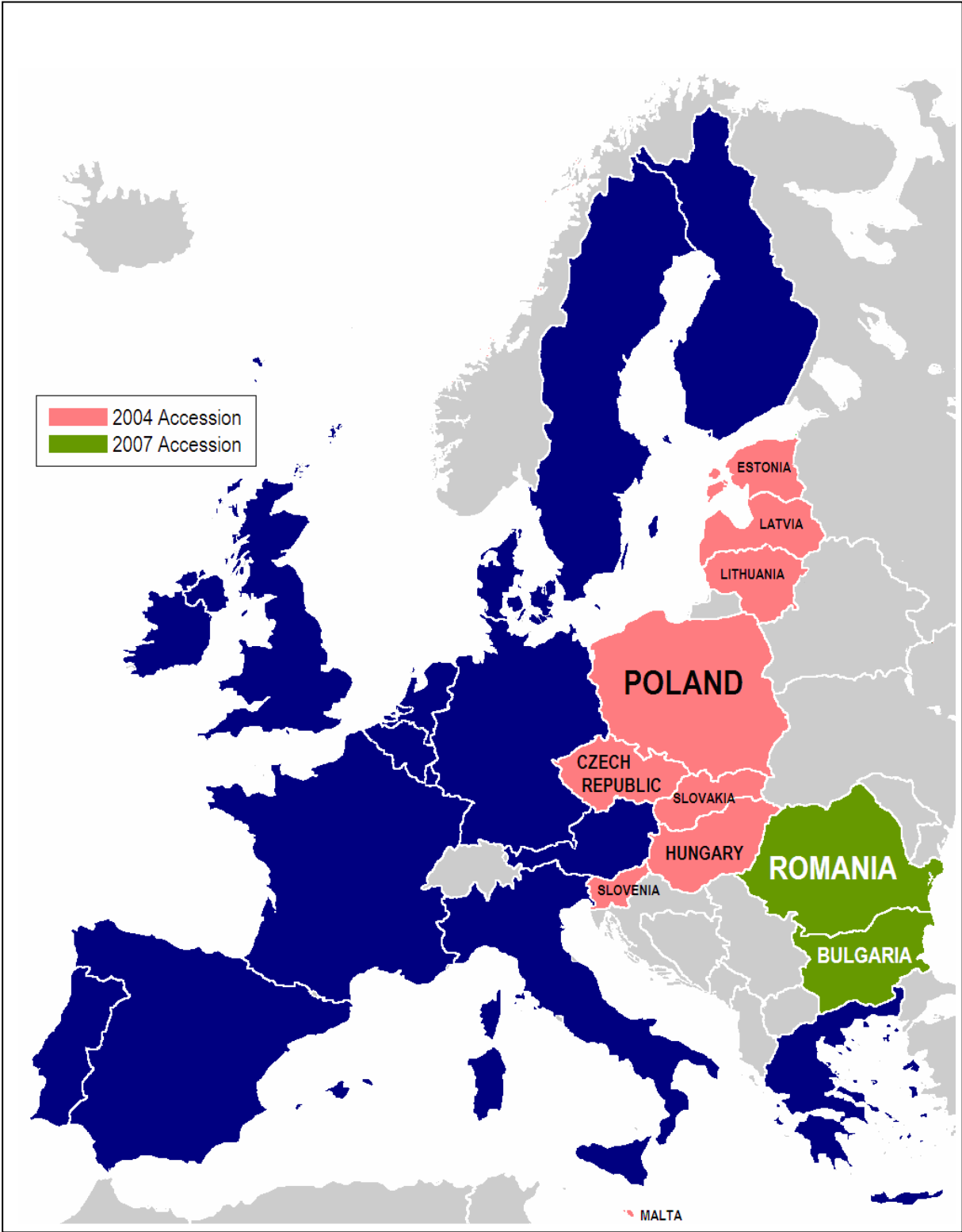
Recruitment from Eastern Europe

Achieving multinational recruitment consistency

CENTRAL EUROPEAN *Staffing*
YOUR FIRST RATE STAFF

London 2007

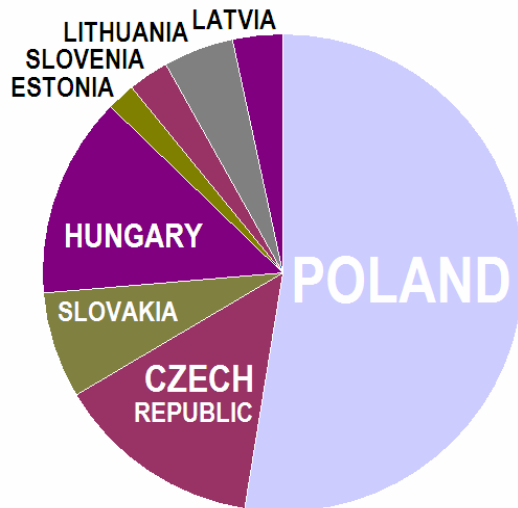
2004-2007 European Union Accession Countries



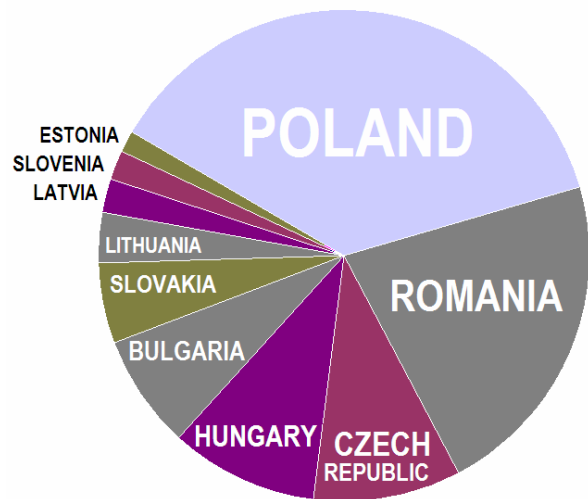
New EU countries population (millions)

Poland	38.6	Slovakia	5.4
Romania	22.3	Lithuania	3.6
Czech Rep.	10.2	Latvia	2.3
Hungary	10.0	Slovenia	1.9
Bulgaria	7.6	Estonia	1.4
Total		103.6	

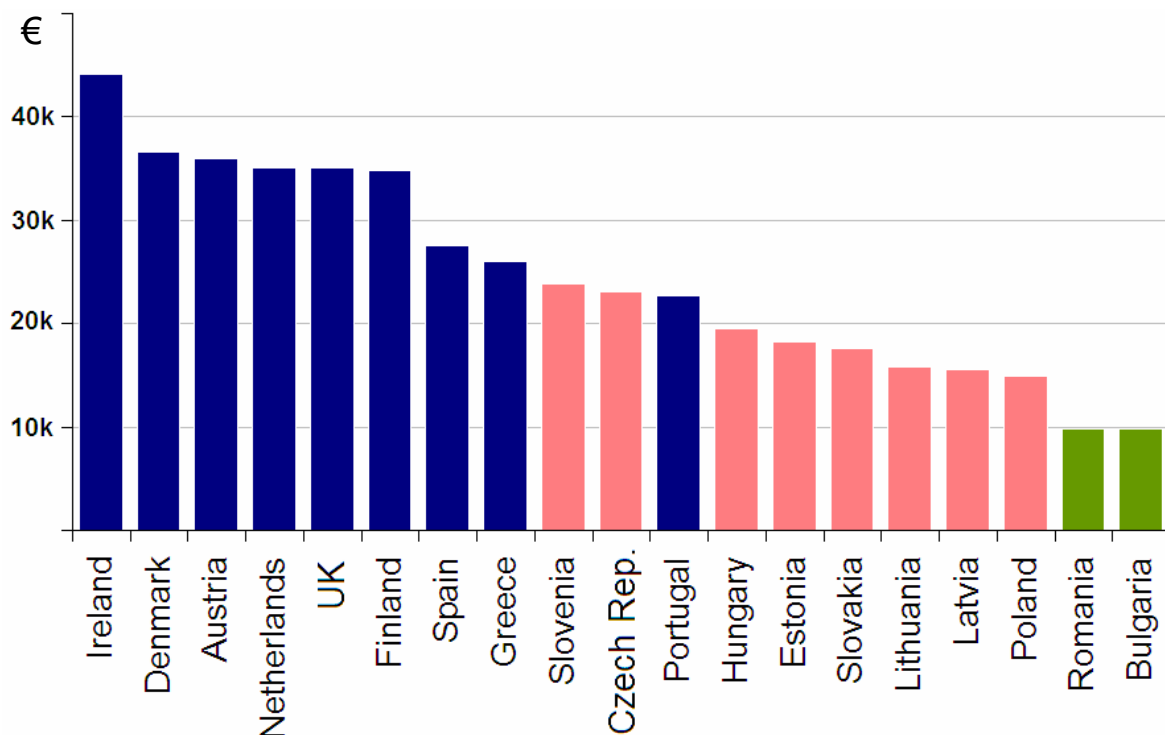
A8



A8+A2



National Gross Product (per capita) in the selected EU countries



Immigration to the UK

Overseas nationals entering the UK and allocated a National Insurance number

Top ten countries each year of registration
Thousands

2002/03		2003/04		2004/05		2005/06	
India	25.0	India	31.3	Poland	62.6	Poland	171.4
Australia	18.9	South Africa	18.4	India	32.7	India	46.0
South Africa	18.6	Australia	17.1	Pakistan	20.3	Lithuania	30.5
Pakistan	16.8	Pakistan	16.8	South Africa	19.3	Slovakia	26.4
France	13.8	Portugal	14.0	Australia	16.6	South Africa	24.0
Philippines	11.8	China	13.3	Lithuania	15.6	Australia	23.8
Spain	11.7	France	13.1	France	13.3	Pakistan	22.3
Zimbabwe	10.3	Spain	11.9	China	12.6	France	17.2
Iraq	10.1	Poland	11.2	Portugal	12.2	Latvia	14.2
Portugal	9.8	Philippines	10.7	Slovakia	10.5	Germany	13.3

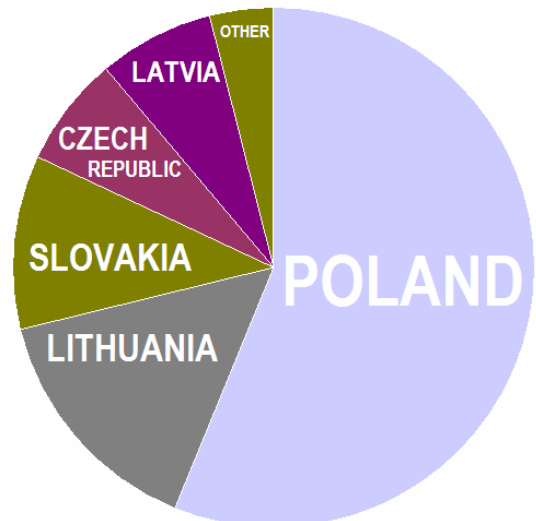
Extract from NI Recording System at 25 June 2006

Worker Registration Scheme for A8 nationalities (2005)

Nationality	Number	Per cent	Migration propensity*
Poland	119,856	61.5	0.31%
Lithuania	22,371	11.5	0.65%
Slovakia	21,115	10.8	0.39%
Latvia	12,627	6.5	0.54%
Czech Rep.	10,304	5.3	0.10%
Hungary	6,052	3.1	0.06%
Estonia	2,469	1.3	0.18%
Slovenia	158	0.1	0.00%
Total	194,953		

Source: Work Permits (UK)

* Migration propensity is calculated as numbers registered in UK as a percentage of the country's population.

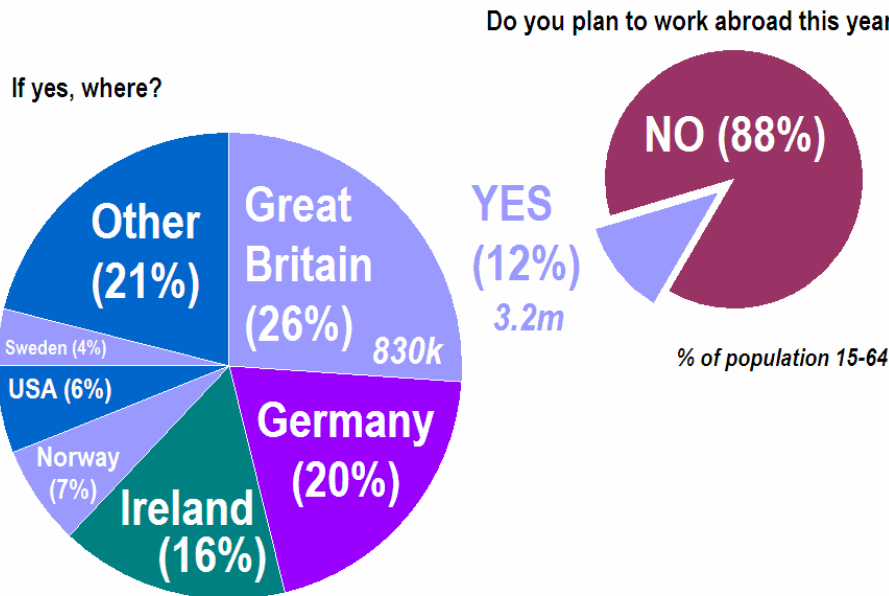


UK Facts

- More than one million foreign nationals have been allowed to come to work in Britain in just three years.
- 579,000 eastern Europeans have registered for work since April 2004.
- Home Office estimates that a further 150,000 eastern Europeans have come to Britain as self-employed.
- A report last year by the National Institute for Social and Economic Research found that immigration has expanded the UK economy by 3 per cent.
- A poll from April 2007 showed that only 19 per cent of the public believes that the arrival of EU migrant workers has benefited the economy, while 47 per cent believe it has made things worse.

Poland Facts

3.2 million Poles plan working abroad in 2007 - 12% of Poles between 15 and 64 and one in five people aged between 25 and 44.



Source: Rzeczpospolita / IMAS International, May 2007

Salaries in Poland

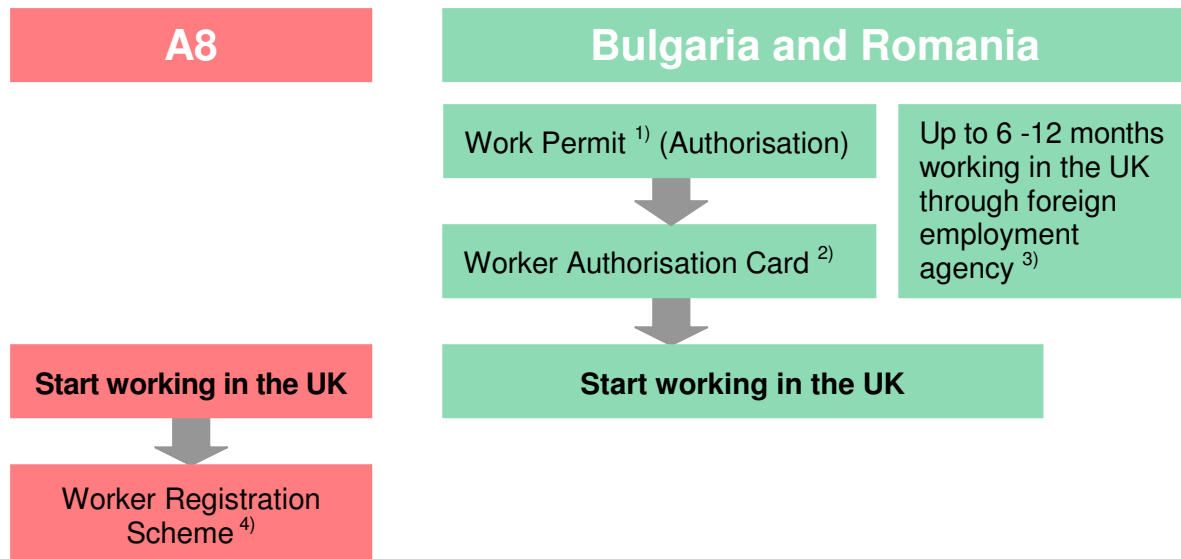
Industry/Sector	Gross Annual Salary
Agriculture, hunting and forestry	6,283
Fishing	5,070
Mining and quarrying	12,229
Manufacturing	5,295
Electricity, gas and water supply	7,785
Construction	5,961
Hotels and restaurants	4,186
Transport, storage and communication	6,642
Financial services	10,260
Public administration and defence	7,109
Health and social work	5,046
National average	5,605

Source: stat.gov.pl. The annual salary is based on the 4th quarter 2006 data.

Reasons why east Europeans decide to come to the UK

- Higher level of pay, especially for tradesmen, manual workers, lower clerical positions
- Better standards of work (safer, better organised, better defined area of responsibility)
- Better social system – higher benefits and social security
- No visa requirement, no work permits, easy procedures

Legal procedures



No visa requirement for EU nationals

Popular Professions

- construction and engineering tradesmen (carpenters, welders, bricklayers etc.)
- skilled production operatives
- hospitality and catering staff
- customer service staff
- technicians and engineers
- doctors, dentists
- care assistants and domestic workers

Worker Registration Scheme by occupational group (2005)

	Number	Per cent
Managers and senior officials	18,513	9.5
Professional occupations	2,246	1.2
Associate professional and technical occupations	12,746	6.5
Administrative and secretarial occupations	2,716	1.4
Skilled trades occupations	26,103	13.4
Personal service occupations	8,688	4.5
Sales and customer service occupations	6,132	3.1
Process. plant and machine operatives	58,971	30.2
Elementary occupations	58,838	30.2
Total	194,953	100.0

Source: Home Office/Work Permits (UK)

¹⁾ The following categories, not exempt from authorization, can apply for the authorization card without work permit granted: airport based operational ground staff of an overseas airline, "au pair" placements, domestic workers in a private household, postgraduate doctors, dentists and trainee general practitioners, sole representatives, teachers or language assistants, overseas qualified nurses coming for a period of supervised practice.

²⁾ From the authorisation (obtaining authorisation card) are exempt: Bulgarian/Romanian workers having leave to remain or who have been working with permission in the UK for a period of 12 months ending in 2007, workers under SAWS (Seasonal Agricultural Working Scheme) – upon SAWS authorization (limited to an existing quota), participants of Highly Skilled Migrant Programme – upon certification.

³⁾ Working over 6 months in the UK results in income tax obligations in the UK. In such case the worker must declare UK income and tax it but still can work through the agency. EU directives limit the posting period to 12 months.

⁴⁾ Employees should register with Home Office for WRS not later than on 30th day from the commencement of employment. Any change of employer during the first 12 months should be reported. The first registration is subject of fee £90.

Qualifications

- Qualifications and education comparable to UK standards
- Regulated professions – Unconditional (automatic) recognition of doctors, dentists, nurses, midwives, veterinarians, pharmacists, architects (only registration required)
- Other regulated qualifications must be recognised individually by relevant bodies

Recruitment

- The recruitment process
- Interviews and professional assessment
- Overcoming language barrier
- Health and Safety (CSCS and CCNSG trainings available in Polish)

Case Study

Recruitment of highly skilled welders and fitters for power plant renovation
Doosan Babcock (UK)

- Recruitment and selection process
- Assessment in welding school in Warsaw
- Health and Safety training in Poland before departure to the UK
- Training in the UK
- Logistic and accommodation
- Payroll



Photo: Central European Staffing, Tipton 2007

Future Trends

- Growth of salaries in Poland (currently app. 10% per annum)
- High taxation and bureaucratic barriers to slow Polish economy
- 2012: Olympics in London and Euro in Poland/Ukraine
- Bilingual staff needed in the UK
- Romania and Bulgaria

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RECRUITMENT FROM EASTERN EUROPE

WWW.CESTAFFING.CO.UK