

Recruitment & Selection - The Facts!

- Recruiting employees for your business is crucial for its long term success. The people you have working in your organisation can be its most precious asset. Choosing the right staff as an employer is not to be taken lightly.
- The average cost of recruiting a **new employee** is **£4667**, increasing to £5,800 when taking into consideration the hidden labour turnover costs. (CIPD 2008)
- Research has found that **Eight out of ten** job applicants admit to **lying on their CV** to secure a vacancy, with a similar proportion lying during a job interview.
 - Candidates most commonly lied about their **qualifications**, closely followed by their **skills and experience**.
 - The worst offenders during 2006 were women in their late twenties and men in their late thirties, with two-thirds of applicants in each group having some form of discrepancy on their CVs.
- Almost **seven out of ten** used a friend as a **reference**.
- This situation is made worse by the fact that nearly **half of companies** do not carry out **checks** on the **accuracy of CVs** to uncover untruthful applicants.
- During the recruitment process, many organisations make simple mistakes regarding sex, race or disability **discrimination** (either direct or indirect) that can result in an **unlimited fine** and even a **tribunal**. In particular, advertising for jobs is often a minefield.

