



SPECTRUM PERSONNEL

Over a year into Spectrum Personnel's implementation of WorkPro, the Agency is taking stock of the benefits and challenges for their company, as well as for their candidates.

Karen Jizba, a recruitment adviser for Spectrum's temporary division, explained that although ensuring OHS compliance by employees is less of an issue these days, recruiters still face inherent difficulties in educating employees about its rationale. Specialising in recruitment for the areas of financial and wealth management, Spectrum Personnel's temporary division is the predominant user of WorkPro, an induction solution tailored for the on-hire industry.

Ms Jizba cites office workers as a group who are just beginning to realise the implications of OHS to their workplace because the atmosphere is unlike a building site or an industrial area, which have been the focus of most of the advertising from the government on the issue.

"I still get asked, 'why do I have to do it?' and I still meet statements like 'it won't happen to me'. Certain types of workplaces, like offices, where the hazards are less obvious, but certainly no less dangerous, are more prone to this perception. For office workers, noise levels, ergonomics and equal opportunity are just some factors to consider in office settings."

"There is still a level of resistance amongst candidates in complying with OHS and candidates generally don't want to sit through hours of questioning or lengthy videos. Fortunately, WorkPro has listened to client feedback and we are finding candidates are happy to undertake an induction which takes them approximately only 30 minutes to complete, as well as the fact that it's tailored to the role they're applying for," Ms Jizba said.

Financial savings, increased productivity and convenience are some of the pluses which Ms Jizba identified as Spectrum's reasons for relying on Workpro as their preferred general induction method.

"Spectrum only pays for the cost of candidates' induction when they are placed in jobs, whereas in the past, with our previous provider, it was necessary to pay the fee as soon as the candidate commenced their induction training. Through WorkPro, our candidates can complete the induction without us having to pay training fees upfront and what's best is they receive the training prior to employment, in accordance with Australian OHS legislation," she said.



Ms Jizba has also found that the paperless nature of the process has lightened their administrative load considerably. Because the online facility is centralised, as soon as candidates complete their registration and induction, recruiters can then easily access information such as their work profiles, what induction training they have completed and their assessment scores. The online records of job-seekers registered with WorkPro are carried on from one recruiter or company to the next.

“With WorkPro, candidates can perform the initial stage of their induction where they choose, as long as they have access to a computer and the internet. This alleviates our space constraints in the office and makes it convenient for the candidates too. The system sends candidates annual reminders to update their training and we are also able to automatically send them links to recommended courses which they can start on as soon as practicable,” she said.

Spectrum views OHS compliance as an essential facet of their business and they urge everyone in the industry to make it their responsibility.

“The recruitment industry still has to continue its work of educating candidates as to the importance of OHS training. But because we cannot follow employees into their workplaces and monitor them ‘24/7’, they will have to take responsibility for their own health and safety. A tool such as WorkPro encourages that initiative because the candidates are able to manage their own induction in a convenient and popular format,” Ms Jizba concluded.