



StaffShare is an exciting new on-line secondment service - a sort of 'catch net for skills' where skilled employees can be found and exchanged between employers:

1. **CVs and general 'Profiles' on available employees are posted to the website by employers /Skill Sellers.**
2. **Employers seeking skilled staff search and view Profiles free but join as Skill Buyers to purchase selected CVs at just £20.00 plus VAT each.**
3. **Contact is made between the employers and secondment terms are agreed.**
4. **Employee takes up new role... and both employers save money.**

What is a Skill Seller?

Any employer offering 'skill' by uploading details of **underutilised staff** ready for secondment must first Register as a **Skill Seller**, pay a membership fee and sign up to the Terms & Conditions.

What is a Skill Buyer?

Any employer wanting to take up or 'share' skills and searching for detailed information on a candidate, must Register as a **Skill Buyer** for full access to CVs.

www.staffshare.com

Annual Registration Costs for Members:

Skill Seller any organisation £500.00 p.a.

Skill Buyer £250.00 p.a. (£100.00 p.a. for Charities, NFP or SMEs see web site for details).

Corporate Member for large enterprises £2,000.00 p.a. (have both Buyer and Seller rights for up to 5 Members).

Q.1 What is **StaffShare**?

StaffShare is a new, bold and innovative Social Enterprise. It provides an on-line 'exchange' of qualified and experienced employees between their present contracted Employer organisation - *where their skill is temporarily under utilised or in need of career development or simply a change-* and other organisations where such skills are currently in demand.

A 'skill exchange' between any organisation with employee skill in excess and another that simply needs more of it ... saving costs to both organisations.

Why consider **StaffShare**?

Too few employees, productivity and output is put under pressure- too many staff; and costs rise against orders and income.

The gap is the 'Skills Gap' a common problem.... yet invariably difficult for any employer to avoid.

The past decades have seen dramatic recruitment swings - from boom time, with expensive skill searching and employment binges to crisis-driven, desperate lay-offs and sudden redundancies- at a cost to businesses, employees' lives and ultimately the UK economy.

Today we face the need for flexible employment, skill transition, increased career mobility and skill development – all directions that break free of old style employment barriers.

A New Employment Alternative?

We think so- we believe **StaffShare** certainly offers a credible alternative to lay-offs or redundancies, but also a process for **management development and career sabbatical / job enhancement**, where added external experiences through different workplaces can significantly enhance value, skill and employee job satisfaction.

By creating a temporary bridge between under-utilised, skilled employees and other companies (that can benefit significantly from their talents), **StaffShare** effectively redeploys staff and saves money for all concerned!

But crucially, employers still hold onto valuable skill assets until perhaps a return to full re-engagement is possible.

In this 'three way win' process, any redeployed employee **remains entirely under their existing contract** (terms & salary) but is transferred out for a period agreed by both employers, who share the employee's salary /costs.





THE SKILL EXCHANGE



StaffShare brings employers together to share & exchange skilled employees and cut costs for both organisations:

Employer 1 (a Skill Seller) saves approx. 50%* costs on each secondee by 'selling-on' or sharing skilled employees temporarily.

Employer 2 (a Skill Buyer, e.g. SME or Charity) hires skilled staff temporarily at perhaps 50%* of market value /salary.

Employee retains terms of employment, salary and gains new role experience and interest through secondment – advancing career while avoiding lay-off, redundancy or garden leave.

At end of secondment term employee can return to original role or if acceptable, continue in new career.

** StaffShare simply recommend Skill Seller employers posting secondees to accept reduced salary-related fees from Skill Buyers searching for new roles and skills.*

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Q2. How Does StaffShare Work?

StaffShare uses secondment as a smarter alternative to set-aside skills, sudden lay-offs or forced temporary garden leave - as new opportunities are found through the StaffShare web introduction process for those skilled employees to take on relevant and often highly rewarding roles with temporary, new employers- in SMEs, Not for profit or 3rd sector.

Charities and expanding smaller enterprises can now search for people to fill exactly the sort of roles which may be being cut out by larger organisations- suffering a temporary drop in sales or that simply find themselves in an economic or industry downturn.

Secondment is a very effective new strategy - for employers looking to cut their operational costs immediately while retaining their present skilled employees for later to re-build their operation in an upturn. Secondment cuts costs fast and saves all that training and experience invested in employees for future use. It also removes the need to re-employ through expensive recruitment when skills and roles are required in a return to normal trading.

Our 'free-to-search' web site – is available to anyone seeking to add skilled employees to their staff; access to all available Profiles is free and easy.

Once a basic selection is found it is essential to join StaffShare as a Registered Skill Buyer, in order to view detailed CV's. Registration is a one off activity and results in an annual fee of just £250.00 (plus VAT at the UK National rate- currently 17.5%).
* £100 p.a. for Charities and SMEs (under 50 employees).*

To find out more about StaffShare and how your organisation might take advantage of this new service, contact our sales team.



THE SKILL EXCHANGE



StaffShare prides itself on its social responsibility and ethical terms of business.

The drive and determination invested in our business was triggered simply through one simple idea: *to find some way to level out employment peaks and troughs* and by doing so.....cut operational costs and save jobs.

StaffShare is a Social Enterprise Company

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