



Grown Up Recruitment

Here at Amdas, we measure success by end results. These are the results we deliver to clients and candidates. Our results are generated by the four core values of our company culture. Each team member has been selected for their ability to work autonomously, take a logical approach, be open minded and to listen.

Let our experienced team help you.

Client or a candidate, we can assure you that you will have one, consistent point of contact throughout your recruitment journey.

Each Amdas consultant is a hands on, 360 recruiter. Each recruiter operates in their own niche sector. As a team, we operate on the principle that clients prefer one Key Account Manager (KAM). We have structured the business to this effect. Our sector specialists can resource in their given discipline using their market expertise, but will work in conjunction with your KAM. Therefore, if you have requirements outside of your KAM's discipline, they will consult with another sector specialist. They will then utilise their specific knowledge to resource the most suitable candidates.

In addition to our specialists, our team has the advantage of people joining through training programmes. These people have developed into niche specialists with the support of experienced consultants and the directors of Amdas who continue to manage the business and operate in their own recruitment specialisms.

Candidates who register with us will benefit from our commitment to ascertaining their priorities and career ambitions. We cannot guarantee that we will always find them a job. However, we will do our utmost to assist them to secure the perfect role. We can assure you that you will receive honest advice, delivered by capable consultants whose skills have been honed through cyclical recruitment markets.



BREXIT READY?

with Daniel Malkoun

What a year 2020 has been to date!

With so many unprecedented challenges it is expected that most people have forgotten to address how an imminent Brexit will affect their businesses from January 1st 2021.

Amdas has been preparing to help and advise companies in 3 specific areas which are likely to affect businesses:

1. **Data Privacy (GDPR)** - concerns aspects of how you must handle personal data.
2. **Cyber Security** - covering how to protect your data including the wider issue of systems' integrity.
3. **Immigration Policy** - advice on how the changes will affect staffing.

How will these external factors affect businesses?

• GDPR

If your business retains customers' personal data in any form you will be exposed to risks of fines from the ICO for GDPR non-compliance.

In the event of a no deal Brexit, the UK will no longer fall under the EU GDPR. The Data Protection Act 2018 will remain in place and the Government says it intends to bring the GDPR into UK law on exit, to sit alongside it. The stated desired outcome as a Third Country is to achieve Adequacy Status but this cannot be applied for until the day the UK leaves.

There will be legal hiatus during this application period to cover the restricted transfer which can be covered by Standard Contractual Clauses (SCC) or Binding Corporate Rules (BCR) in most cases. If you don't have this in place you may be subject to significant fines from the ICO.

• Cyber Security

If your systems are hacked or this data is exposed due to inadequate cyber security protocols you could be prosecuted under GDPR. Additionally, the Federation of Small Businesses (FSB) reported that 54% of UK SME's had been victim to cyber crime with each incident costing up to an average of £5,000 per incident in 2019.

One of the best defences is the introduction of Cyber Essentials and Cyber Essentials Plus for companies. This involves a review of existing security protocols and practices with a bespoke plan to ensure a minimum level of protection. It has been shown that cyber criminals are 92% more likely to look for easier targets if you display the Cyber Essentials (and Cyber Essentials Plus) badge. This level of certification is also a requirement of dealing within the g-cloud.

• Immigration

There is currently no provision for the employment of unskilled EU workers who don't qualify for the proposed points based, or sponsorship, systems. This lack of consideration covers what is widely regarded as the majority of the blue-collar labour force (excluding agriculture) and threatens to potentially criminalise employees and employers alike. There are significant fines for employing illegal immigrants. The UK government wishes instead for companies to consider alternative paths for companies to pursue to fill hiring gaps once the economy starts to gather momentum again.



AMDAS has a range of options open to employers, they are well placed to advise companies on adapting to the new workspace, and filling these skills shortages at this operational level.

There are a number of schemes and strategies available which we have been working with companies on adapting to their needs over the last 4 months.

All of the above are likely to affect your business in some way and are imminent threats, yet are easily and cost effectively resolvable. Combined GDPR and Cyber Security solutions (in conjunction with our technical partners Privacy Specialists) are available from circa £2,950.

With non-compliance to GDPR and cyber security likely to result in expensive fines, loss of reputation and not being able to recruit the talent required, can you take the risk in ignoring these issues?

If the answer is NO, Amdas can help with a FREE consultation.

Call 020 3488 2022 or email daniel.malkoun@amdass.co.uk

Get 20%
Off our bespoke services

when booked before
December 24th 2020.