

## FINDING THE PART-TIME JIGSAW PIECE

One of the by-products of the economic downturn since 2008 has been the willingness of employers to adapt the employee template to accommodate flexible working and with it, achieve a reduction in staff costs. In many ways this is has created a classic win-win scenario for employer and employee alike.

Whilst this practice is still being upheld for established agreements, 2014 has seen a noticeable sea change in the way that employers are viewing this practice. Whilst in effect the reduced hours model still meant that participating employees were working longer than contracted hours, the greater flexibility suited both sides with little evidence that output was much under that of full time colleagues. A current client working in an FMCG company commented that it was evident that whilst being only paid for three days work she worked much longer hours yet this arrangement only now seemed workable if staff budget cuts were sought.

In 2014 internal restructures and external hires have focussed more heavily on either full-time roles or traditional part-time roles which typically are aimed at lower level employees rather than the 'reduced hour' template being made available for senior hires. This has created a problem for a significant number of professionals, particularly women, who have made this form of working a great success both at home and work.

As career transition professionals, we are now faced with a fresh set of challenges in advising clients on how to retain this balance. 4 day weeks remain easier to fill than 3 day roles but even then employers are finding it far more straightforward to operate a standard 5 day/full-time role. Job shares were of course the original answer to this conundrum. Again the concept is fine, but in practice, for employee and employer alike, this has now fallen into the 'all too difficult' pot.

As we look forward into 2015, some key aspects for us as a community to advise/support will be:

- Does the candidate apply for a full-time role and hope to negotiate?
- Should we/how should we mask the reduced hour element on the CV?
- Providing support on negotiation of reduced hours, terms and objectives
- Advising and supporting clients on how to adjust career/home life balance.

Whilst these are just a very simple opening our fervent hope must be that employers across Europe continue to embrace the flexibility and benefits that reduced hours' working so clearly provides. The flexible working concept has provided so much variety and opportunity embracing all those for whom full time working is not appropriate including those with illness and disability that this could be seen as a major reversal if not continued.

**Steve Thompson-Martyn**  
Managing Director  
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**Steve  
Thompson-Martyn**

Author:  
**'FINDING THE  
PART-TIME JIGSAW PIECE'**

The March ACF Europe Newsletter will  
feature an article by  
Marc Saunder  
(CEO at Nexmove, France)

### ACF EUROPE CONFERENCE AMSTERDAM 21 & 22 MAY

We are happy to confirm the  
following two speakers at the  
ACF Europe Conference

**Paul Huiskens**  
HR Director O&P and R&D - EAI  
at LyondellBasell Industries

&

**Clemens van Slingerland**  
HR Director  
at Hunter Douglas Europe

Both speakers will give their view on  
**'Lifelong career transitioning and  
taking ownership of your career'**

For more information on the  
ACF Europe Conference in Amsterdam  
please see below

### WEBINAR 13 MARCH ACF EUROPE SURVEY FINDINGS

We would like to remind you that the  
Webinar about the findings of our  
recent Survey will take place on Friday  
13 March at 11:00 CET (10 am UK).  
If you have not received your dial-in  
details, please contact  
[acfeurope@gmail.com](mailto:acfeurope@gmail.com)



## THEME OF THE CONFERENCE

***'Lifelong career transitioning and taking ownership of your career'***

Confirmed speakers:

**Paul Huiskens**, HR Director O&P and R&D - EAI at LyondellBasell Industries

**Clemens van Slingerland**, HR Director at Hunter Douglas Europe

.....more to come later

## DATES

Thursday night 21 May (dinner) and Friday 22 May 2015

## VENUE

Double Tree by Hilton, Amsterdam Central Station

## HOTEL ACCOMMODATION

A limited number of rooms is held at the Double Tree by Hilton Amsterdam CS  
Room rates (incl. breakfast): € 209,00 for a single room, € 229,00 for a double room

## REGISTRATION

The 2015 ACF Europe Conference is open to both  
ACF Europe members and non-members

The registration fee is € 240,00 for members and € 290,00 for non-members  
The fee includes dinner on 21 May and lunch on 22 May and is excl. VAT (if applicable)

Please register by filling in the form below



# REGISTRATION FORM ACF EUROPE CONFERENCE AMSTERDAM

*'Lifelong career transitioning and taking ownership of your career'*

21 May (dinner) & 22 May 2015

Company/Organisation

Address

City/Town

Country

VAT Number

First Name

Last name

Mr/Mrs

E-mail address

Mobile phone

ACF Europe Member

Registration fee **€ 240,00**  
Including dinner & lunch

Non-ACF Europe Member

Registration fee **€ 290,00**  
Including dinner & lunch

## HOTEL ACCOMMODATION - DOUBLE TREE BY HILTON

Single room 21 May (€ 209,00)

Including breakfast

Double room 21 May (€ 229,00)

Including breakfast

Extra dinner spouse (€ 75,00)

Including beverages

Extra night(s) - same rates

Date(s):

Signature

Please note: Rooms are available on a 'first come, first served' basis.

A limited number of rooms is held by ACF Europe at the Double Tree by Hilton.

The ACF Europe room reservation deadline is 15 March 2015.

Rooms to be paid by delegates on check-out.

**PLEASE EMAIL THIS FORM TO [acfeurope@gmail.com](mailto:acfeurope@gmail.com)**