

Getting hiring right

What are your thoughts as an employer on the new employment measures? Can the measures be fine-tuned or improved, and if so, how?

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IT will be wise to set an understudy period to evaluate the effectiveness of such measures. Theoretically, these new employment measures do not come across as sound in terms of recruitment efficiency and raising productivity. Every minute counts in businesses and the mandatory two-week period of job placement in the national jobs bank prior to acceptance of EP applications, spells time and thereby money lost. It limits the resources pool and could potentially drive down global competitiveness of our local talent. Besides, there are multiple avenues in recruitment other than job placement advertisements and such avenues could be tapped at the same time to mitigate time lost. Such loopholes possibly render the new measure superficial in a way.

To address maximisation of local employment, perhaps a ratio ceiling for all categories may do the trick. However, such a measure has its perils in suppressing economic growth as we need to acknowledge that the strengths of our local talent may not suitably align with needs of the many different industries. At the end of the day, it is important for us to clearly differentiate foreign labour in general against foreign talent, which helps in assessing the authentic pros and cons on importing talent against local hiring.