

Hong Kong ♦ Shanghai ♦ Beijing ♦ Guangzhou ♦ Bangkok

E-mail: gemhq@gemini.com.hk

Central Office: 6/F ING Tower, 308 Des Voeux Road, Central, HK

Kowloon Office: 909 Silvercord Tower 2, 30 Canton Road, TST, Kowloon, HK

Tel: (852) 3552 9100

Tel: (852) 2736 1161



HEAD OFFICE

A Word from the Group General Manager

Dear Clients,



Callan Anderson

As I near the end of my first month at Gemini, which has included trips to our Shanghai and Guangzhou offices, I am reminded that October is a special month of celebrations on the Mainland as well as here in Hong Kong. Not only do we have the Mid Autumn Festival, which is often described as one of the most beautiful of festivals, we also have the 60th Anniversary of the founding of the Peoples Republic of China.

The strength of the Chinese economy, matched with growth in the rest of Asia has certainly helped lead the way for the rest of the world, as we see a steady and measured business recovery in the markets that Gemini work within. A year ago last year, the full force of the financial crisis hit us all, and am sure most of us saw no light at the end of the tunnel, yet Gemini have seen a steady increase in enquiries and growth in our local and regional offices that indicate the rest of this year and beyond will be good for our clients and candidates alike.

In this newsletter we highlight Talent Management, as well as news from our offices in China and Thailand – all bundled with some general interest features and humour.

My thanks to my co editor this month, Graham Price who will leave us later in October. As always your comments and feedback are welcome at any time callan@gemini.com.hk.

Best regards,

Callan Anderson
Group General Manager

Thought for the month

“I am easily satisfied with the very best”

GEMINI PERSONNEL HONG KONG

Public holidays in Hong Kong

National day Thursday 1 October
Mid autumn Festival Saturday 3 October
Chung Yeung Festival Monday 26 October

General Managers Rounds

The Guangzhou office is our nerve centre for recruitment in Southern China including Shenzhen, and works in tandem with colleagues in Hong Kong, Shanghai and Beijing.



Guangzhou Team



Callan and Guangzhou Manager Cheryl

Shanghai



Callan Anderson(Right) meets JM Gemini's Shanghai GM Anthony Aucutt, (Left) and Shanghai Manager Veronica Zhang.



Callan meets Quing Zhao

For information about recruitment of staff in China please contact callan@gemini.com.hk or anthonya@jmgemini.com.

Use Gemini's Temporary Services

Businesses should prepare for staff absence rates of up to 50% for periods of between two

and four weeks this autumn and winter in their contingency planning arrangements for the expected second wave of swine flu as schools return from the summer – a factor which some health experts believe could help trigger the expected second wave of swine flu. Already in Hong Kong schools are being suspended for 7 days whenever a number of students are reported with "flu like symptoms".

In the event of a widely predicted second and more serious wave of swine flu, many businesses will see a significant increase in absence rates beyond those enforced through illness alone, with possible widespread closures of school and childcare facilities.

Gemini offers a solution to the disruption caused by staff absences. We can provide short term cover by assigning temporary staff to stand in for those on sick leave, or caring for sick children. This is particularly helpful for filling posts that must be manned. Alternatively temporary staff can cover for an employee who you temporarily assign to a stand in role.

For quick service call our [Temp Hotline 3552 9159](tel:35529159) or e-mail temp@gemini.com.hk

Gemini's experienced consultants deliver a fast and efficient service offering solutions to short term staffing needs. We can provide staff able to start on the day we are called.

- Available Workforce
- Solutions to headcount budget problems
- Strictly interviewed and assessed candidates
- Extensive and well maintained computerised candidate database
- Special rates available for longer-term assignments

Did you know that Gemini also manages payroll and administration? We are able to advise on your company's compensation practices, including competitiveness of employees' compensation and pay-mix.

If you are uncertain of the benefits that Gemini's temporary staffing solutions can offer. Please contact our Temp Hotline 3552 9159 or e-mail temp@gemini.com.hk

Be prepared if Swine flu strikes!

Research shows that the majority of employers have no or weak plans to deal with a swine flu pandemic. There is a real danger that senior management teams ignore the threat to their business posed by a second and more serious wave of swine flu after seeing the first wave subside much more quickly than anticipated

Businesses are warned to take the following steps:

- Prioritise essential activities;
- Provide cross training of staff in critical areas so employees have the skills to fill in for absent colleagues;
- Consider remote working to prevent spread of infection;
- Consider reducing human contact for those with key skills;
- Consider increasing customer self-service options such as telephone and online transactions;
- Keep on top of government advice and adapt plans to reflect changes;
- Communicate plans with staff, customers and suppliers;
- Follow public health agency advice on efficient ways to contain the virus;
- Provide a safe workplace by implementing rules on health reporting, office and personal hygiene, protective equipment, social distancing and working hours.

In swine flu causes you a short term staffing headache, don't forget to contact Gemini's Temporary and Contract team for short term staff cover.

For further information, please contact Diya at diya@gemini.com.hk or call 3552 9155.

Do your own recruiting?

Lately in talking to companies, we have been told that budgets for recruitment have been cut, or that they will try to recruit from Job boards and handle the selection internally. This is an understandable reaction in straightened economic times, but here are some of the reasons why your HR department may find it difficult to hire staff:

Use of advertisements.

The best candidates are already lost to headhunters and to recruiters who leverage professional connections to attract them. Advertising often attracts many unsuitable candidates.

Sorting resumes.

Screening resumes efficiently is time consuming and must be objective. **Gemini** has one of the largest databases in Hong Kong and experts who are skilled at selecting and screening potential candidates.

Industry knowledge.

Often in house HR staff are very knowledgeable about their own Company but are less well informed about their industry generally. **Gemini** consultants are specialists in the industry sector in which they recruit.

Relying on the Internet.

Every day, thousands of people submit resumes in response to job postings on the Net -- for jobs they know nothing about. Its junk mail, and you're forced to sift through the garbage. **Gemini** uses sophisticated search techniques to hone in on candidates.

You can try to do it yourself, but why not simply let professional recruiters at **Gemini** identify qualified staff for you. **Gemini** has experts who are recruiting all day long. They know where to find the right candidates. They know how to sift through the talent pool and identify qualified candidates who meet the job description.

- Stop collecting resumes and use a professional recruiter like **Gemini** to find you qualified candidates!
- **Gemini** consultants will work with both HR staff and line managers to clarify the job requirements and identify appropriate candidates.
- **Gemini** consultants guide candidates throughout the hiring process.
- **Gemini** will use its extensive database of qualified candidates and industry connections to identify the right candidate for you.
- **Gemini** has access to a large pool of talent, consultants who understand the requirements of your industry, and the contacts and connections to complete a successful hire promptly and efficiently.

In addition to providing a reliable service, **Gemini** guarantees to replace any Candidate that we place should they leave for any reason (Terms and Conditions apply).

To contact us at **Gemini** simply call the numbers below:

| | |
|--|-----------|
| For Temporary and Contract staff | 3552 9159 |
| For Permanent positions (Central Team) | 3552 9129 |
| For Permanent positions (Kowloon Team) | 2736 1161 |
| For Executive positions | 3552 9139 |

TALENT MANAGEMENT

Building Partnerships between Human Resources, Business Managers and Recruitment Professionals.

Talent management is the new buzz-word of human resources management, yet many have failed to comprehend the full potential benefit of its impact on the performance and financial delivery of the entire organisation. Much of the value in talent management involves reversing some entrenched perceptions of the typical role human resources play within the corporate environment, as well as how they strategically find and support the business leaders of tomorrow.

If HR departments are looked upon only as an administrative function covering compensation and benefits, then it is hardly surprising that their real value goes beyond being a cost centre, but more a vital connector to the business. They ensure strategic partnerships are formed with internal stakeholders and external recruitment professionals to make sure the right people are hired and maintained through development plans and training programmes.

The recruitment of senior management has the greatest bearing on the change that drives corporate success. Retention and maintenance of those key individuals is part of the wider strategy that most HR departments are now adopting under the auspices of Talent Management. We all know that there is a cost of a bad executive hire, but many are unaware of the tangible cost that such mistakes can have on business.



Hong Kong companies spend around 21% of their time managing poor performing staff through bad hiring decisions, which compares to a much lower 13% in the United States. If we imagine that every 4% improvement in candidate engagement equates to 1% improvement in corporate earnings, then we begin to see a picture of human resources becoming a key driver in delivering value to the business.

Each member of staff we hire should have the ability to contribute to the value of the enterprise. We should assess their individuality and differences in motivation, and if we satisfy the needs of the individual by way of training and career planning, then we are enabling them to become the leaders and critical assets of the business thus increasing productivity.

By adopting a methodology where we anticipate and assess human capital requirements ahead of time, and the strategies we will deploy to meet them, then HR departments become less reactionary and more objective in their approach. With a constant flow of changing business challenges, recruitment and search firms need to become strategic allies when finding people to fill future leadership needs and HR need to become a strategic partner in the company's future growth.

As with any cultural change in an organization, implementation of Talent Management requires resolve and is aided by seeking help from experienced professionals.

Gemini provides advice on all aspects of recruiting and talent management. If you would like to know more about Talent management and how Gemini can assist you, please contact callan@gemini.com.hk

EXECUTIVES YOU MAY BE INTERESTED IN

Gemini Executive attracts a large number of high calibre executives. In addition to our extensive database Gemini has an impressive network of industry contacts which enable us to identify the right executive for your team. Please contact Gemini for more details of these and other quality executives.

Vice President - Regional Human Resources

Ref: 48442

- Seasoned HR & T&D professional has over 28 years of work experience with multinational and multi-cultural background corporations in the Banking and Finance sectors
- Extensive field experience in Hong Kong, China, Taiwan, and South Korea
- Solid experience in facilitating individual and organizational growth and changes
- Hands-on experience on setting up/turning-around HR functions, succession planning, strategic hiring, career development program management, and training course design and delivery
- An entrepreneurial, diplomatic leader, equip with strong consulting, influencing and negotiation skills and ability to work in a complex matrix structure

Assistant Contracts Director

Ref: 47885

- MSc educated with 24 years of experience in project and cost management.
- This executive level candidate has been involved in numerous building projects including institutional, commercial and infrastructure developments.
- 12 years on site management experience working with various Main Contractors, and has been responsible for programme planning, site supervision, progress monitoring and co-ordination with sub-contractors' works.
- Professional registrations include; MCIOB, MRICS and MCIOA

Senior Resident Architect

Ref: 48289

- Malaysian Chinese professionally qualified architect (ARBUK, RIBA, HKIA and RAHK).
- Over 20 years experience in Conceptual Design and Project Management; both hand sketch and CAD.
- Track record in medium to large scale mega-projects with values in excess of HK\$3bn.
- Previous project experience include interior fit-out of Premium Hotels, Grade A Commercial, Luxury residencies and Bank Buildings.
- Well known in the industry for his ability to trouble shoot projects which have fallen behind or have hit unforeseen difficulties. Excellent communicator and well versed in technical competencies of materials, processes and practices.
- Fluent in English, Cantonese, Mandarin, Hokkien, Hakka, Bahasa.
- Recommended for PRC projects and able to frequent travel with short stay.

Operational Risk Management – Banking

Ref: 37957

- A well-seasoned and qualified credit or operational risk candidate with **over** 13 years of banking work experience, focusing on set-up and re-engineering of the enterprise risk management landscape under Basel II standard.
- Specializing in banking finance with emphasis on Basel II credit risk management expertise.
- High interest in risk management consultancy especially in risk modeling, change and project management for the implementation of IFRS/IAS compliance against Basel II requirements
- He has **been** and currently still is working for reputable financial institution in the Hong Kong market.

For more information about these candidates or Gemini's Executive Division and the services it provides, please contact the Gemini Executive Manager: Ms Helen Law at helen@gemini.com.hk or call our Executive Division on 3552 9139.

JM GEMINI CHINA

Public Holidays in China:

National Day and Mid Autumn Festival 1st–8th Oct 2009

(JM Gemini return to work on Friday 9th Oct 2009 and their offices will also be opened on Saturday 10th Oct 2009)

Employment in China

A recent quarterly survey of employment trends has found the percentage of organisations in China hiring professionals and managers has rebounded to 74% after a dramatic fall to 43% at the beginning of 2009. As a result job prospects for professionals and managers in China are now well ahead of the global average. In China, 49% of businesses expected to recruit in the coming quarter. Only 34% were in the process of reducing headcount and this was expected to drop to 28% over the next three months.

After a substantial dip in hiring levels at the start of 2009, confidence seems to have returned to the Chinese job market in a dramatic fashion. The hiring and firing of staff is one of the most effective measures of business confidence and there is no denying that, with a few exceptions, the jobs market for professionals and managers is improving all around the world. We would be brave, or possibly very foolhardy, to state that the economic crisis that has assailed the world is over, but there is little doubt that there is cause for some optimism.

If you would like to know more about recruiting talent in China, please contact www.jmgemini.com

China's Inland Coast Interior Development

"In the coming decade, the greater Shanghai area will become a formidable region gathering populations larger than those of the United States or the EU."

Nicolas Musy
Founding Partner of CH-ina (Shanghai) Co. Ltd. and MD of the Swiss Centre Shanghai.

The global financial crisis has made it even more important for China to depend less on the rest of the world for growth and to rapidly develop its interior markets. Exports contribute 20 per cent of China's GDP, export growth accounted for half of 2008's economic growth.

90 per cent of China's exports are produced within a 250km of the seashore and the foreign investments and the know-how attracted have been the growth engines of the coastal regions of China. Developed of the interior depends on infrastructure financed by the government and the income that migrants working on the coast send back home.

Large container ports are being built along the Yangtze River that will make the shipping of goods almost as convenient as from the coastal cities. Wuhan, capital of Hebei province, already has a vast inland port, while Chongqing, 1,500km inland from Shanghai, is building its own.

Shanghai, at the mouth of the Yangtze river, is building one of the largest people transportation hubs in the world. It will bundle conventional and magnetic levitation super high-speed trains (up to 400 Km/h), five new metro lines, and the newly expanded Hongqiao airport. The hub will start operating for the World Expo in May 2010 and, by 2020, it is planned to handle up to 400 million passengers per year.

Hefei and Chengdu will be within 3.5 and 1.5 hours by rail of the Hongqiao hub. The new trains will allow day trips these two Yangtze River capital cities and their provinces will add 130 million inhabitants to the Greater Shanghai area.

In the coming decade, the greater Shanghai area will become a formidable region gathering populations larger than those of the United States or the EU and able to compete internationally both in low-cost and high-tech exports."

[J. M. Gemini](#) is recognized as one of the leading recruitment firms in China for Manufacturing, Supply Chain and Lean placements. Please contact wyns@jmgemini.com for more information regarding our services.

RIP Chinglish? Say It Not Is

What was once perhaps the greatest source of entertainment for English-speaking travelers to Shanghai may soon become obsolete!

In the run-up to the Shanghai World Expo 2010, a campaign has started to rid the city of the language known as "Chinglish" - a comical blend of English and Chinese that can be found on signs, warnings, menus, etc. nationwide. Expecting millions of visitors, the Shanghai government wants to assure that its appearance in even the most obscure locations is correct and presentable. Shanghai's government has enlisted the English skills of student volunteers to seek out and report less than accurate English translations of signs. Students suspecting an incorrect translation are instructed to notify the government. Often the result of automatic translation software, Chinglish can range from confusing to amusing to occasionally scary:

In one Shanghai hotel lift there is the slightly misleading instruction to **"please leave your values at the front desk."**

At one of the "non-counterfeit" fake markets, a stairwell asks shoppers to **"please bump your head carefully."**

And, finally, one which blurs between hilarious and frightening, a sign which points to a fire extinguisher and declares, **"hand grenade."**

If you do find yourself in Shanghai in the near future, be sure to take heed of Shanghai police's dire warning: **"if you are stolen, call the police at once."**

Source: **ChinaVest**

GEMINI PERSONNEL THAILAND

Public Holidays Coming Up

Friday 23.10.2009 - Chulalongkorn Day – ideal time for a long weekend on endless white sandy beaches!!

Saturday 5.12.2009 - King's Birthday – our office will be closed on Monday 7.12 as a replacement day.

Compensation Corner

Annual Salary Increases 2009

AMCHAM THAILAND sponsored this year a customized Compensation and Benefits survey for members to capture the market movements in pay for selected positions and understand the impact of the economic climate to participating companies' decisions. The data were collected in June and analyzed by Hewitt Thailand.

- We note that the average salary increase given in 2009 was at **4.3%**, ranging from 3.0% (at Lower Quartile) to 5.6% (at Upper Quartile). This increase is low compared to previous years, indicating that companies are continuing to tightly manage their budgets amidst the ongoing crisis.
- The average increase by level is broadly the same across all levels
- From the participating companies, we see many have chosen to implement salary freezes. Analyzing by level, we find the highest salary freeze is at the **Top Management level (39%)**. 18% of companies indicated that there was no salary increase across all levels of employees

Projected Salary Increases 2010

The Chemical industry had the highest increases in 2009 and also is projected to have the highest increases in 2010. The Banking/Finance/Insurance industry indicates low actual increases in 2009 and also expects to provide low increases in 2010.

The Automotive industry shows the biggest positive change in salary increase from 4.0% in 2009 to 5.9% projected in 2010. This industry has been drastically affected by the global crisis but is now seeing signs of recovery both in the U.S. as well as in Asia-Pacific. As the demand for vehicles increases with China and India taking the lead, the export sector for Thailand also recovers. Therefore, higher projections for 2010 increases are warranted considering the better expectations for this industry.

For more detailed function related salary data, please visit our website www.geminipersonnel.com

Legal Update

In reaction to Hong Kong or Singapore headquartered clients with a Representative Office in Thailand, we thought it useful to clarify the rules on work permits for foreigners. The number of foreigners a rep office is allowed to employ depends upon the job description of the "ferangs":

*Up to two if they give advice or information concerning the products or services from the head office.

*Up to five if they control or manage the goods purchased or produced in Thailand on behalf of the head office.

It's all about money –

The above number limits are waived in case the head office purchases more than 100 mio baht in Thai goods or services!

And IN ANY CASE you only need to have one Thai employee on your payroll per foreigner employed (in comparison with a Thai company limited where the rule is 4 Thai per foreigner on the payroll).

In case you need more information call our office on +66 2 65 08977.

Good News!

It's all about money –

Access to capital is essential for the recovery of the Thai economy and the survival of your business. In economies such as Thailand, capital is generally provided in the form of (debt) loans rather than equity. But lenders won't lend unless they are assured they will be repaid, and collateral is often necessary to provide such assurance.

The Government has now proposed a new Business Security Act which will affect both lenders and creditors: this Act is intended to facilitate **asset based financing** of businesses

This is very good news for many SMEs since the new proposed law is largely intended to open up and encourage exactly the type of financing used most by SMEs in other jurisdictions. More news to follow.

FOOD FOR THOUGHT

Chocolate is good for a broken heart



Chocolate eaters in a study of heart attack survivors had lower blood pressure and were less likely to die of heart disease, scientists in Sweden said.

Of the 1,169 patients studied, those who ate chocolate two or more times a week cut their risk of dying from heart disease nearly threefold compared to those who didn't eat chocolate at all, said the study's lead author, Dr. Imre Janszky of Karolinska Institute.

Jansky's study also suggested antioxidants in cacao cut the risk of death from heart disease in healthy older men and post-menopausal women, The Local reported.

"If you are not overweight nor have diabetes I would not recommend against eating chocolate," said Janszky, whose findings are to be published in the September issue of the Journal of Internal Medicine.

The study suggested smaller quantities of chocolate granted lower levels of heart protection, but were still better than not eating it at all.

The research built upon earlier work which suggested a strong link between cocoa-based products and improvement in blood flow.

TAKE A BREAK!

Carol and Donna, were doing some carpentry work on a Habitat for Humanity house.

Carol, who was nailing down house siding, would reach into her nail pouch, pull out a nail and either toss it over her shoulder or nail it in. Donna, figuring this was worth looking into, asked, 'Why are you throwing those nails away?' Carol explained,

'When I pull a nail out of my pouch, about half of them have the head on the wrong end and I throw them away.' Donna got completely upset and yelled, 'You moron! Those nails aren't defective! They're for the other side of the house!'

Business Etiquette

A sales rep, an administration clerk, and the manager are walking to lunch when they find an antique oil lamp. They rub it and a Genie comes out. The Genie says, "I'll give each of you just one wish."

"Me first! Me first!" says the admin clerk. "I want to be in the Bahamas, driving a speedboat, without a care in the world."

Puff! She's gone.

"Me next! Me next!" says the sales rep. "I want to be in Hawaii, relaxing on the beach with my personal masseuse, an endless supply of Pina Colodas and the love of my life."

Puff! He's gone.

"OK, you're up," the Genie says to the manager. The manager says, "I want those two back in the office after lunch."

Moral of the story: Always let your boss have the first say

On the telephone...

Actual Call Centre Conversations

Customer: I've been ringing 0800 2100 for two days and can't get through to enquiries, can you help?

Operator: Where did you get that number from, sir?

Customer: It was on the door to the Travel Centre.

Operator: Sir, they are our opening hours.

Samsung Electronics

Caller: Can you give me the telephone number for Jack?

Operator: I'm sorry, sir, I don't understand who you are talking about.

Caller: On page 1, section 5, of the user guide it clearly states that I need to unplug the fax machine from the AC wall socket and telephone Jack before cleaning. Now, can you give me the number for Jack?

Operator: I think you mean the telephone point on the wall.

RAC Motoring Services

Caller: Does your European Breakdown Policy cover me when I am travelling in Australia?

Operator: Doesn't the product name give you a clue?

Caller (enquiring about legal requirements while travelling in France):

'If I register my car in France, do I have to change the steering wheel to the other side of the car?'

Then there was the caller who asked for a knitwear company in Woven.

Operator: Woven? Are you sure?'

Caller: Yes... That's what it says on the label; Woven in Scotland.

On another occasion, a man making heavy breathing sounds from a phone box told a worried operator:

'I haven't got a pen, so I'm steaming up the window to write the number on'.

Tech Support: I need you to right-click on the Open Desktop'.

Customer: 'OK'.

Tech Support: 'Did you get a pop-up menu?'

Customer: 'No'.

Tech Support: OK. Right-Click again. Do you see a pop-up menu?'

Customer: 'No'.

Tech Support: 'OK, sir. Can you tell me what you have done up until this point?'

Customer: Sure. You told me to write 'click' and I wrote 'click'".

Tech Support: OK. In the bottom left hand side of the screen, can you see the 'OK' button displayed?'

Customer: 'Wow. How can you see my screen from there?'

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