

Response from BMW

How is recruitment of permanent staff organised within your company, e.g. is it organised centrally or is it organised within services?

All recruitment for BMW and Rolls-Royce Motor Cars Ltd permanent staff is organised and managed by the Central Recruitment Team, based in Oxford.

How concerned is your company about the cost of permanent recruitment and what steps is it taking to reduce that cost?

Currently, we do not have any external recruitment. This has been the case since October 2008. All permanent staff are recruited from within.

Have you considered outsourcing permanent recruitment to a third party?

The Central Recruitment Team has only been in place since September 2008 and was put in place as part of a German directive, therefore we would not consider outsourcing to a third party.

What use do you make of the internet for permanent recruitment?

If we have any external permanent recruitment, we utilise our external websites. We would use bmw.co.uk, mini-production-triangle.com and rolls-roycemotorcars.com

How is temporary recruitment organised within your company, e.g. is it organised centrally or is it organised within services?

All temporary recruitment for BMW and Rolls-Royce is organised and managed by the Central Recruitment team.

What steps have you taken to reduce the cost of temporary staff?

We utilise temporary staff at our MINI Plant in Oxford due to the nature of the business. We have a master vendor who work on site and organise this for us. Elsewhere across the business, we do not have any temporary vacancies.

Have you considered the complete outsourcing of temporary recruitment to a single third-party provider?

The Central Recruitment Team has only been in place since September 2008 and was put in place as part of a German directive, therefore we would not consider outsourcing to a third party.

If so, what do you see as the advantages and disadvantages?

N/A

How do you monitor satisfaction levels of managers that are carrying out recruitment within your organisation?

Currently, we haven't taken steps to monitor satisfaction levels of managers specifically, as all recruitment has been internal, however, as part of the Employee Satisfaction Survey that takes place every 2 years, we have a section on recruitment. These answers are measured and changes are implemented accordingly.

Do you use a talent pool and, if so, how successful has this been?

We have a talent pool which we update on a regular basis, however, this is only really utilised for our Apprentice Scheme and Undergraduate Placement Scheme in Oxford as we haven't had any external recruitment.