

CIPD research indicates that the number of employers experiencing staff retention difficulties has climbed to 78%.

All employers must follow the Information and Consultation of Employees Regulations 2004 to the letter, or risk a maximum £75,000 fine.

The CIPD estimates the average cost of recruiting the wrong person is £8,200, rising to £12,000 for senior managers or directors.

In a recent Equal Opportunities Commission survey 35% of small workplaces estimated that a failed or wrong recruitment had cost anywhere from £1,000 to £28,000.

CIPD research reveals that, on average, employee absence costs employers 8.4 working days for every member of staff.

Make your people an asset, not a liability...

To find out more, call our membership hotline on

020 8612 6208

or check out

www.cipd.co.uk/memberbenefits

**People are
your business**

www.cipd.co.uk/memberbenefits



No one succeeds these days without people skills

You don't have to be in HR to know that people are one of your biggest assets. And one of your biggest costs.

Maximising the value of your team is one of your most important roles as a business leader.

This is what the Chartered Institute of Personnel and Development (CIPD) will help you achieve. We're certainly an indispensable resource for anyone working in HR. But we're also here for anyone who manages people and organisations.

We'll help you avoid today's expensive pitfalls, identify emerging trends and develop winning strategies.

We'll put you in touch with a vast network of like-minded professionals. We'll support you with state-of-the-art resources ranging from free legal advice to specially commissioned research papers. In short, we'll help you make a success of your current role and prepare you for your next one.

MBA's automatically qualify

If you have been awarded an MBA within the last 10 years you automatically qualify for CIPD membership at Licentiate level. If you're still studying you can join us as an Affiliate member and take immediate advantage of all the benefits that membership brings. As soon as you successfully complete your MBA we'll upgrade you to Licentiate membership.

Once you hold Licentiate membership, you can choose to progress towards chartered membership of the CIPD. This internationally recognised designation is particularly appropriate if you intend to pursue your career within the HR or learning and development professions.

Alternatively, you can choose to remain at Licentiate membership while taking full advantage of all the CIPD's resources, which will support you as a leader.

The benefits of membership can be summed up in three words

Knowledge

People management is a dynamic discipline. The recruitment market can be unpredictable. Employment law is ever changing. What is best practice today won't necessarily be even acceptable practice tomorrow. In this kind of environment, accurate and timely information is vital. We'll provide you with:

- immediate access to our comprehensive library and sophisticated information services
- our member-only website resources such as the latest research, tools and up-to-the-minute news feeds
- free access, again via our website, to over 330 full-text journals and magazines and 650 company profiles
- free professional and personal telephone advice on all aspects of UK employment law
- free subscription to our award-winning *People Management* magazine
- free monthly podcasts.

Networking

There's no substitute for being able to interact with and learn from your peer group. Our multiple networking opportunities include:

- access to our national network of local branches
- special interest forums
- CIPD conferences, exhibitions, publications and training courses, with exclusive discounts for members
- online professional Communities.

Recognition

As an MBA professional, you already know the value of internationally recognised qualifications. Membership of the CIPD:

- demonstrates your commitment to excellence
- enhances your reputation among your peers and your value to your employers and team
- offers you a professional designation if you choose to progress to chartered membership.