

Submission No. 3.....

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From: _____
Sent: Tuesday, 1 February 2005 4:13 PM
To: Committee, EWRWP (REPS)
Subject: questionable recruitment agent practices

There are several practices that agents seem to employ which don't seem ethical.

1. Although I have no proof I suspect they often advertise for a position that doesn't exist in order to gather resumes. This leads to those seeking employment to waste time.
2. I believe the fees they receive are excessive. While taking 20% of your hourly rate may be acceptable for several months I don't believe they are entitled to that much if a contract extends for several years.
- 3 Agents should disclose to the contractor they are working for what percentage of the contractors fee is charged by the agent.