

Head Office

A Word from the Group General Manager

The HK SAR Government is seeking views on reforms to healthcare provisions. But have you as an employer given really serious thought to preventing loss of productive days in addition to providing healthcare insurance plans? A simple accident, and just one deep cut in a finger can result in the loss of 1.5 days work per week for over 8 weeks whilst attending physiotherapy. Serious illness or injury can be much more costly for your business - are you prepared?



As I write this news letter I am attending the annual conference of NPA, the association to which Gemini belongs which gives us access to a worldwide network of partners, and a worldwide pool of candidates.

Closer to home the enhancement of our Group business in China continues apace with the expansion of our OSL office in Shanghai Pudong.

Graham Price

China Multiple-entry visas suspended

The issue of multi entry visas to China for foreigners has been suspended. This may have a significant impact on those who travel to China frequently, and are not Permanent Hong Kong residents of Chinese descent who can obtain a China Identity Card. Visas already issued will be honoured until expiry.

New applicants are only being issued single-entry visas, with double-entry visas only being issued if airline tickets or detailed itinerary can be provided explaining why two entries are required during the same trip. The duration of stay for both single- and double-entry visas is 30 days.

Apply well in advance of planned travel to the mainland, a visa can take up to four days to process. The suspension, which appears to be both related to the upcoming Olympics as well as the ongoing political unrest in the nation's western regions, took effect on March 28 and will last until October 17.

Gemini's associated Visa service can assist you with all your visa requirements. Please contact us for further details.

Gemini Personnel Hong Kong

Gemini welcomes Sanjay Ramburuth to the Hong Kong office

Sanjay joins us from a successful career in Sales and Recruiting, and has lived in the UK, Spain and most recently in Dong Guan, China. Sanjay is focusing on banking and financing positions and works closely with other colleagues to provide quality service for Gemini's clients in this sector. Sanjay started his recruitment career in London, working for a specialist research and recruitment consultancy conducting research projects for FMCGs and the Big Four, before moving on to work with a number of commercial and high-street banks, identifying exceptional graduates from elite universities in the UK, Europe and the United States and placing them in fast-track management programmes.



Need Extra Help this summer?

You know your business is doing well when you realise that you and your staff just can't cope with the work load. If you need extra help, or cover whilst staff are on Summer holidays consider hiring temporary staff. It is an affordable and quick solution.

Gemini's Temporary division in Hong Kong is skilled at providing staff for short term engagements. They are usually available immediately and the period of employment can be from a few hours to several months. Many employers use Temporary staff until they are sure that they need a permanent increase in headcount.

Gemini can even take on the staff and administer their payroll, MPF and employment contracts on your behalf.

Our temp team has 4 experienced consultants who work fast and efficiently to find staff at very short notice. So if you are looking for people to cover for short term:

Call our Temporary Division hotline on (852) 2525 7326

Industry Focus – Construction



The construction sector in Hong Kong is gearing up as Government announces more spending on infrastructure, and approval is given for more MTR lines. These projects will take some time to work through to Construction, but we expect to see Consulting Engineers and designers preparing for the Concept design and pre tender work.

Market news

In March 2008 Finance Secretary John Tsang announced an allocation of \$22 billion for infrastructure development in the next financial year. He commented that if Hong Kong wants to remain in the league of world cities, we need world-class infrastructure. Many of the projects are designed to enhance connectivity within Hong Kong, with the Pearl River Delta and beyond – the futures of all conurbations in the PRD are very much tied together. The investment is expected to create 27,000 jobs in the construction sector over the next year. Additional planned spending on infrastructure is earmarked in the coming years.

Recruitment reality

Hong Kong contractors, developers and consulting engineers are still facing a daily struggle to recruit and retain qualified talent to remain in the area. Gemini has committed and will continue to commit substantial resources in creating and maintaining a proprietary candidate database. This ensures a high degree of success for its clients across all industry sectors.

Continued success

In Construction and Property we have seen a marked increase in the number of job orders from reputable listed developers, foreign investors, international consultants, contractors and real estate agents. This year alone, more than 50% of our construction related job orders have come from new clients wishing to make use of our long established footprint in Asia and sound local market knowledge.

Looking to the future

In many industries it is not often easy to predict future trends. However Construction and Property demands a fair degree of forward planning and pre-allocated resources have to be set aside, often years in advance. It is reassuring to know that the thousands of jobs which have already been created remain safe and there will be a continued hunger to attract more professionals into this booming market for many years to come.

For more information on Construction and Property Recruitment contact: construction@gemini.com.hk

Latest Salary Survey

Up to date information on Gemini, including our latest salary surveys, terms and conditions, and contact details are all available on our web site at www.gemini.com.hk.



China News Update

Recruiting and retaining good talent is now an issue for all companies across China. Better talent management systems are needed to manage rapid changes in the business environment..

The number of expatriates in China increased by 16% in Shanghai alone during 2007. Reliance on importing expatriate talent for senior and executive level employees has been a trend for many years, but we are now seeing more and more Returnees. Returnees have different and more extensive experience than locals and get paid more than local staff. This has produced an expensive workforce that was previously 'low cost'.

Businesses are reconsidering how growth plans because they cannot find enough people with the skills they need. McKinsey Global Institute predicts another 75,000 business leaders will be needed in China over the next 10 years, current estimates put the available stock at around 3000-5000 (*China Staff, February 2008, page 28*). This will push up wage costs and turnover rates.

Salary increases for Hong Kong and Singapore employees in China are now less than those of China returnees. The percentage increase in those packages is based on Chinese pay structures. However, a comparison of salaries in 1st tier China cities, including Beijing, Shanghai, Guangzhou and Shenzhen, showed that directors and top executive salaries were increasingly exceeding Taiwan and Macau.

Besides this shortage of talent, and rising incomes of returnees; other concerns include consistency and internal equity among expatriates and other staff, with a lot of companies considering plans for localization for 2008 and beyond. In future companies will have to offer more to local executives for compensation and invest more in the local employees at senior levels.

J.M. Gemini China Visa Services

J.M. Gemini offers a Visa Service to secure all necessary Chinese documentation for incoming foreign professionals to legally work in China. This includes Work Permits, Residence Permits and Working Visas.

The most common type of Visa is an F Visa - Also known as a business visa, an F visa is issued to applicants who are invited to China for business, research, lecture, scientific-technological and culture exchanges, short-term advanced studies or intern practice for a period of no more than six months.

If you employing a foreigner for a long-term work arrangement, they will require a Z Visa. Also known as a work visa, it is issued to those who are hired by Chinese companies to work or teach in China, and their accompanying family members.

Our services:

J.M. Gemini is expert in China Visa services, having provided this facility for over 15 years to our clients and candidates. We will help you prepare the documentation to take the worry out of it for you. We can be trusted to provide fast, reliable and efficient service.

If you would like to know more, please contact us – enquiries@jmgemini.com

Interim management



Interim managers are a dominant force in HR Solutions today. JM Gemini's Interim Management Solutions can provide immediate solutions to your business problems in China. With flexible time frames and locations on offer, our interim Managers have proven ability assisting with acquisitions, downsizing, or crisis management. They may also be the interim solution whilst you search for a permanent Executive in China. They are experts in their field and have a background of continual success in the companies they have worked for. Our interim Managers are available at any time to commence your interim management assignment.

To learn more about the IMS business in China, please email us – ims@jmgemini.com

Gemini - Thailand

Holidays in April

The Gemini offices in Bangkok will be closed on Monday 7 April and Friday 11 April (minimal service to allow for office maintenance).

Songkran week: 14 to 18 April – in case of emergencies call +66 81 920 1070

Business Review

With school vacations in full effect almost during the whole month and the upcoming Songkran festival, we have seen a slower than normal response on the recruitment market. Potential candidates of all levels are seemingly more concerned with enjoying the summer months than with looking for the next job opportunity.

On the demand side, recruitment activity however has not slowed down. Particularly active performers can be noted in industrial equipment sales, freight, electronic consumer goods, garments and banks.

The researched positions mainly deal with the commercial side of the business – from merchandisers over procurement to sales and marketing.

We do experience though some concern and conservatism on the offered salaries.

On the lighter side....Thailand ready to help out

“Thailand on Monday guaranteed rice supplies to Hong Kong after a sharp rise in prices in the former British colony which triggered panic-buying, an official said.

Secretary for Commerce Frederick Ma announced after a meeting with the Thai consul-general that there would be no quota system on rice exports from Thailand to Hong Kong.”

This confirms once and for all that the Thai are really nice people, definitely when food is at stake!

For more information on Gemini in Thailand...

Please call our hotline: 2525 7782 in Hong Kong, 02 650 8977 in Thailand or log on to the Thailand website: <http://www.geminipersonnel.com> for more details.

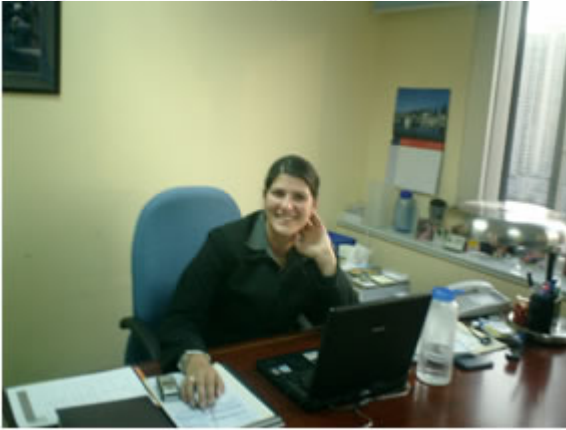
Jos Bosmans

Asian Human Resources Group (AHRG)



New Offices

AHRG Group now has two offices in Shanghai - JM Gemini in Puxi and Organisational Search Limited in Pudong. Graham Price, Group GM Hong Kong and Chris Strachan Organisational Search were both in Shanghai at the beginning of the month to review operations.



Julia Correa recently assumed the role of General Manager for JM Gemini in Shanghai



Organisation Search Limited office staff in their new Pudong Office L to R: Lisa, Cynthia, Sally, Edward, James Toone, Amos Chang



Veronica Zhang - Operations Manager JM Gemini Shanghai



Lot R Chris Strachan, James Toone, Edward Cheng and Amos Chang in Shanghai

AHRG is a unique grouping of firms in multiple locations that are properly licensed to do business in their respective territories and have a network of affiliates and consultants. Member firms currently comprise:

- JM Gemini Limited
- Gemini Personnel Limited
- Gemini Thailand
- Organisation Search Limited

AHRG companies currently have offices in Beijing, Shanghai, Guangzhou, Shenzhen, Hong Kong, Kowloon and Bangkok, with affiliates in Singapore, Seoul and other Asian cities.

For further information see www.AHRG.biz

Graham Price Tel: (852) 2525 7873 Email: graham.price@ahrg.biz
Chris Strachan Tel: (852) 2868 3332 Email: chris.strachan@ahrg.biz

Take A Break!

Mans best friend

A dog is truly a man's best friend.

If you don't believe it, just try this experiment.

Put your dog and your wife in the boot of your car for an hour.

When you open the boot, who is really happy to see you!?

Inner Peace

By following the simple advice I read in an article, I have finally found inner peace.

The article read: "The way to achieve inner peace is to finish off all the things you have started".

So I looked round the house to see all the things I had started and hadn't finished and before leaving the house this morning I finished off a bottle of red wine, a bottle of white wine, the Baileys, three Bacardi Breezers, the Jack Daniels, the Prozac, some Valium, some cheesecake and a box of chocolates. You have no idea how bloody good I feel.

You must pass this on to those you feel are in need of inner peace.

Points to ponder

"Circumstances - what are circumstances? **I make circumstances.**"

Napoleon Bonaparte (1769-1821)
French general and emperor

"It is not necessary to do extraordinary things to get **extraordinary results.**"

Warren Buffett (1931 -)
American stock market investor
CEO Berkshire Hathaway

"**Daring ideas** are like chessmen moved forward. They may be beaten, but they may start a **winning game.**"

Johann Wolfgang von Goethe (1749-1832)
German poet and dramatist

"You can't just sit there and wait for people to give you that golden dream; you've got to get out there and **make it happen** for yourself."

Diana Ross (1944 -)
American singer

Disclaimer: In the event that any recipient of this newsletter wishes to be removed from Gemini's database, please send a written request to the Data Manager, Gemini Personnel Ltd, GPO Box 7862, Hong Kong. Or email datamanager@gemini.com.hk