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## ‘Temps are best,’ says Emma



**E**AST Anglian recruitment firm, polkadotfrog, is predicting a thirty per cent rise in companies needing to hire temporary workers, following the upcoming changes in Government legislation for Shared Parental Leave (SPL) and Statutory Shared Parental Pay (ShPP).

From April 5, mothers and their partners can start SPL. “This will mark a significant change for many business operations as both parents will have a right to share the leave,” said Emma Cotton, pictured, director of polkadotfrog.

She adds: “We view this as a positive

move because it’s a complete choice for working couples how they split maternity leave. For our company, it allows offering a flexible choice to companies who want to hire in temps as and when needed to cover this period.”

Recruitment specialists, polkadotfrog, with offices in Cambridge, Ipswich and Norwich, is expecting these changes to lead to a rise in demand for temporary staff, but also have a positive impact within the workplace, making it much easier for people to return to work.

Emma Cotton said: “As we gear up for this change, it is important that businesses are well informed about what it means

for them. More women will be able to return to work as parental leave and pay can now be shared. In the past women may have previously struggled with their return to work after giving birth or adopting a child, but this new legislation is paving the way for women in business.”

Cotton continued: “The team at polkadotfrog has a fantastic pool of temporary workers who are able to provide short-term support. With Shared Parental Leave coming into effect next month, we are anticipating a rise in demand for this type of cover.”

For more information about polkadotfrog, visit [polkadotfrog.co.uk](http://polkadotfrog.co.uk).



## What sort of animal is in your boardroom?

IF business is a battlefield – though possibly also zoo, farm or jungle – what are the characteristics of the big beasts found there? And how do they regularly manage to lead our boardrooms and executive suites astray?

These and other questions are posed and answered in a new book, *The Independent Director: The Non-Executive Director's Guide to Effective Board Presence*, written by Gerry Brown and published by Palgrave Macmillan.

The bulk of the book is a simple cut out and keep guide to identifying and understanding the politics of the executive suite by describing the key players in terms of animals. Here are the main beasts of the executive jungle:

- **The Bulldog** – aggressive, inclined to argue, but often knowledgeable (though, sadly, not about Switzerland)
- **The Ostrich** – could see a long way very clearly but prefers to bury head in the sand (widely found)
- **The Horse** – willing, dependable, keen, often knowledgeable and likes to show it; too quick with answers and often verbose. (but monosyllabic at Public

Accounts Committee)

- **The Fox** – devious, determined to undermine the leadership. Likes to display their own knowledge to the disadvantage of others (no knowledge of the Swiss office)
- **The Monkey** – disruptive, know-it-all, often popular – or the clown (can wear a beard)
- **The Hedgehog** – prickly, unreceptive to change, unwilling to participate and not inclined to be helpful (keen on Dutch banks)
- **The Giraffe** – lofty, superior and above-it-all. Non-participant (wannabe chairman, can get the hump)
- **The Hippo** – loses interest and often dozes off (ideal for rem coms everywhere)
- **The Wide-mouthed Frog** – talks about anything except the topic in hand (best known to outsiders)
- **The Gazelle** – young, new or part-time. Not necessarily shy (nightmare as might wake other animals)
- **The Platypus** – adaptable, creative, looks weird, works hard (check you still have your watch).

Publication date is April 2.



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