



European Confederation of
Search and Selection Associations

Minutes of the ECSSA Meeting on April 29, 2005, in Verona

ECSSA participants: Ann Cattelain, Victor Ernoult, Fulvio Ferin, Antonio Bravo, David Winterburn, Joachim Staude

Excused: Jörg Murmann

1. Welcome

Roberto Corno, Chairman of ASSORES, Italy, extends a warm welcome to the ECSSA participants and colleagues from the Italian association with special thanks to Dr. Angelo Nardi, Direttore of Associazione degli industriali della Provincia di Verona who made it possible to meet in his building.

In extending the welcome Roberto Corno presents ASSORES to the participants, the history of the association, philosophy, activities, opportunities and pending problems.

2. Approval of the last Minutes

The minutes of the last meeting are unanimously approved without changes.

3. ECSSA Registration

Ann Catelain brought with her the final and ultimate French version of the Statutes. The founding members sign 3 original versions of the document, one of which to be handed over by Ann to the official registration body in Belgium. Joachim Staude thanks Ann for the extensive work carried out and hands over to her a present in the name of ECSSA.

After the registration process has been formally completed, ECSSA will be legally existent. Thereafter, Jörg Murmann will be asked to open a bank account in Bonn, preferably with an international operating bank being present in major European countries. In case the President and the Secretary General will change and act from another country, such a selection will ease to change the location of the bank account.

After setting up the bank account invoices will be issued for admission into the confederation as well as the full membership fees for 2005. Admission fee for associations with 25 members or less amount to € 500, for those in excess of 25 members amount to € 1,000. Regarding annual membership fees, the corresponding figures are € 750 for smaller associations, respectively € 1,500 for the larger associations.



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4. ECSSA Website

Fulvio Ferin presents the ECSSA website. The participants thank Jörg Murmann for his work in preparing the site.

It will be necessary in the upcoming months to add contents into this website. In the short run a legal disclaimer should be added. To get the contents, every country representative is asked to prepare information on the local association (name, address, contact data, links etc.) and also to list the search & selection companies being members in each domestic association. Another priority will be to feed key data on the search and selection market in each country into the site (such as size of market, number of companies, typical pricing, methods used etc.). Each participant is asked to deliver that information to Jörg Murmann by e-mail (mu@bdu.de).

Regarding the layout of the ECSSA website participants felt that the large empty space at the top may and should be modified. Joachim Staude will communicate with Jörg Murmann on this aspect.

5. The new legal Framework for Search & Selection in Italy

Gilberto Marchi, Board Member of ASSORES, informs participants about recent changes in the Italian legislation concerning the employment and labour market ("Legge Biagi"). This law also defines regulations relevant to consultants carrying out services in connection with the search and selection of personnel.

6. Current Topics of Common Interest

During this part of the meeting several issues were discussed like privacy regulations, data protection, anti-discrimination legislation, market developments, possibilities and restrictions to contact people in the workplace, certification of European norms for recruitment, the "European C.V." Due to interviews with journalists we cut this part of the meeting.

7. Action Plan 2005

Joachim Staude points out that it is necessary to concentrate on certain feasible actions rather to set objectives that may be wishful but are not realistically realizable.

We arrive at the following priorities:

- inform relevant organisations in the EU about existence of ECSSA (suggestion: Ann Catelain)
- feeding information to Jörg Murmann concerning the ECSSA website as explained in 4. (responsible: each participant) :
 - contact data of each country's association
 - company member list
 - key market data for each country on the basis of a standard format
- marketing of the ECSSA website through creative "link management" (Fulvio Ferin)
- extent membership basis of ECSSA through potential target associations in



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- The Netherlands (Ann Catelain)
- Czech Republic and Poland (Fulvio Ferin through Gilberto Marchi)
- Austria and Switzerland (Joachim Staude)
- Sweden (Victor Ernoult)
- Norway (suggestion: David Winterburn)

Other associations in Europe may be contacted based on personal connections. In this context the proposal was made by Antonio Bravo to think about an "Associate membership" for associations outside Europe. He knows that for example the respective professional association of Marocco might be interested in ECSSA.

8. Next Meeting

After discussing several options Joachim Staude offered that the meeting might take place in Bonn by autumn 2005 at the BDU offices. Regarding the meeting date we explored a number of dates and arrived at October 6 + 7, 2005.

Unfortunately, which was not realised during our meeting, this is exactly the date of the annual German Consultants Convention. Therefore, the ECSSA meeting scheduled for October 6 + 7 needs to be changed to another date.

We will separately contact you to agree a new meeting date.