

Although one of the smaller SIG's, interested participants in the Human Resources arena have met several times since our last publication.

Members of the Group come from diverse industry backgrounds and discussion topics range across product training on machinery, compensation & benefits, reward advice, HR generalism, company general management, and change management to name but a few.

At the August meeting the group had previously received a request to discuss the issue of contracts for Saudi nationals, so this became the main area of discussion. The issue of how to manage new recruits under the 90-day Labour Law rule, i.e. that after this period they become permanent employees and hard to dismiss vs. during the probationary period, was

discussed at length. After 90 days, the employee becomes entitled to all his benefits under Saudi Labour Law. The outcome was divided into two areas:

- a. Having in place a good selection process at the outset to ensure that the 'best of the best' are selected. Declan Ball cited the example of how successful one of the major banks had been at this to dramatically improve Saudiisation and ensure employment of talented, hard-working individuals.
- b. Develop your own internal training contract that permits the company to 'employ' the individual for training purposes only, but does not govern them under the 90-day labour law rule.

To take things forward at future meetings, the group will continue to have a very specific focus for each meeting. Contact Richard for dates & venues.

HR-SIG



Richard Norcross
SIG Chairman

Readers will be aware from the last issue that the three British Business Groups in Saudi Arabia raised the cash to pay for a 'Jubilee Scholar' earlier this year as part of the 2003 Chevening Awards.



Adel Mohamemd Soraia from the GOTEVOT Secondary Institute in Unaizah won the award and has already started his study program in the UK.

Adel has kindly sent us a few words with his first impressions.

It always be in my mind, the first time I arrived in Heathrow airport last July 2003. The weather was absolutely marvellous and I could feel the lovely breeze coming from every direction. It was a great feeling. Days pass extremely rapidly just like lightning and never stop. Although I have been here for three months up to this moment of writing this article, it seems that as if they were only three days.

Life and study in UK will never be erased from my memory. The environment supports both of them. The first thing I did when I arrived at the University of East Anglia in Norwich (115 miles North East of London) was a walk alongside the wonderful lake (The Broad) it has. To be honest, while walking there, something inside my mind kept saying: "It will be a promising year for you, so try your best to get the utmost of it in both sides of your life here, i.e. the *academic* side and the *human* one."

Regarding my *academic* life, everything around me seems to be fully arranged by the School of Education and Professional Development at UEA where I study for my MA in Education. I am really proud to be one of the students who belong to that magnificent school. It would not be an exaggeration to say that this school is exactly what I hoped it would be.

My *human* side of living here in UK is another story. I have met loads of interesting and friendly people from all over the world. I had many useful and reasonable discussions about different aspects of diverse cultures from every part of the universe. I am interested in what I have learnt and received from and shared with the people I met.

Food is another aspect of my stay here. I have tried different kinds of international traditional food, Chinese, Indian, Italian, Japanese, Mexican and of course Arabian food.

Finally, I really hope from the bottom of my heart that everything will be alright till the last day I spend in UK.



JUBILEE SCHOLAR

