

3	6-7	There should be some awareness that methods used to attract staff may be different from those used to retain them. QWC: to achieve a mark of 6-7 the candidate will use business terminology quite well. The style of writing should be appropriate to the question and spelling should be sound.	Candidate may suggest that to attract staff from competitors the initial salary package should be good but that to retain them, non-financial incentives (e.g. empowerment) may need to be in place. At this level candidates should address both issues and start to realise that different approaches may be needed. Accept that externally recruited staff may be rewarded with different packages - eg; relocation.
4	8-12	Available for providing balance and for addressing both aspects of the question. Alternative responses may struggle to address both aspects. (Those that choose the external /internal route). For a mark of 8-9 a contextual answer with good use of terminology and toolkit which provides balance is needed. This may be on attracting staff or retaining them. For a mark of 10-12 the above is needed and both issues must be addressed fully. QWC: the candidate will use business terminology precisely and effectively. (S)he will provide a coherent and fluent response with good to excellent spelling.	Candidate may suggest that ultimately the level of financial reward is paramount for most staff but that according to Maslow (for example) the greater motivation may be in the fulfilment achieved. Bearing in mind the managerial nature of the posts reward candidates who look at the degree of responsibility afforded to staff. Accept that suggest external agencies and headhunters may be better placed to bring the type of managerial staff best suited for a period of time.

- the usual caveats apply on the multiple choice questions, ie any acceptable answer which shows....., and

a max of 2 out of 3 can be awarded if explanation is as to why the other responses are NOT correct

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Henry Clay



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Applied mechanics reviews ,1948 **Government Reports Annual Index** ,1992 **Indexes to the Epilepsy Accessions of the Epilepsy Information System** J. Kiffin Penry,1978 **The Papers of Henry Clay** Henry Clay,2014-10-17

The Papers of Henry Clay span the crucial first half of the nineteenth century in American history Few men in his time were so intimately concerned with the formation of national policy and few influenced so profoundly the growth of American political institutions Volume 7 the fourth and final of those dealing with Clay s role as secretary of state carries the story of his career from January 1 1828 to March 3 1829 During these fourteen months Clay and President John Quincy Adams strive unsuccessfully to solve a number of nagging diplomatic problems before leaving office Among these are the northeast boundary controversy with Great Britain the exclusion of American trade from the British West Indies and the settlement of U S spoliation claims with France Equally frustrating to Clay is the fact that the enormous amount of time and effort he has expended in Adams s reelection campaign has produced so little in return To his genuine amazement and dismay Andrew Jackson defeats Adams decisively The volume ends in March 1829 with Clay facing an uncertain future Unsure whether he wants again to practice law he contemplates instead the prospect of managing Ashland his Lexington estate At the same time convinced that the Jackson administration can only end in disaster Clay s thoughts turn to running again for the White House in 1832 With this possibility in mind the nation s ninth secretary of state leaves Washington for home Publication of this book was assisted by a grant from the National Historical Publications and Records Commission

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The Engineer ,1882

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