

# THE EXCEL HI-VIZ

Summer 2011

## Michelle from behind the desk

Well it's been a hot, hot (did I mention hot!) Summer. I am officially on maternity leave and due to have my third baby mid March. In the meantime I'm still in and out of work most days trying to get ahead of my workload whilst trying to put my feet up as well ... Yeah right! A self confessed workaholic, I've also systematically cleaned every room at home from top to bottom (just in case the baby comes out holding a magnifying glass!) and haven't managed to put my feet up once. I think it's going to be an energetic baby! Bernie and I will keep you posted on our progress in the coming weeks!

## Welcome to the Excel quarterly newsletter



Hi Viz Tea promotion

## Bernie's ten cents worth

Another beautiful sunny Bay day saw our 2010 Christmas party / "Hi Viz Tea" promotion take off with plenty of Hi Viz clad bodies in sight. I think we may have been generating a lot of the heat from the vests themselves as well as the sun! With 16 dozen beer consumed (it was very hot) 100 vests, 100 Excel sipper bottles, and 50 Hi Viz chevron shirts given away, 150 sausages eaten a great afternoon was had by all who attended. Liquorland spot prizes went out to Rod Tahana, Adrian Hopa, Peter Westening and Dickson Ranui. The major prize draw for the night for two at Sebel, was won by Mai Bott (Dickson Ranui's partner) - no, there was no jack up! They will be enjoying their night out away from the kids complete with bubbles courtesy of Dickson's voucher.

The vans and drivers did a great job ferrying everyone to and from the event so we had sober drivers on hand. Thanks to all the people who patronised the shuttle service, it was good to see such a positive response to host responsibility and sober drivers. A big thanks goes to Wayne and Dan who coordinated getting everyone to and from the event and didn't get to enjoy any cold refreshments themselves although we made up for it prior to Xmas with a team breakfast out.

The reason behind the Hi Viz Tea / Christmas Party was to say thank you to our loyal clients as well as our hard working temp team who largely go unnoticed and are always there for the hard

continued over...



Hi Viz Tea promotion



*Ryan hard at work in the block plant*

## FREE LABOURERS & Referral Reward \$

Every time you refer a new client to us resulting in new business you receive \$100.00 labour dollars to spend on labour!



*Bill with his new ride*

## Welcome on board Bill

"Bill I can't sit still or retire gracefully Green", most of you will have met by now as our third up van driver. Bill has a great knowledge of the geography of Tauranga after 7 years of driving the St John Health Shuttle. Same job different van, except in this case Bill recons the passengers are a lot fitter! Hmmm... maybe we should be asking for donations like St John do too??

yards. It was a great way for Michelle and I to express to the team just how important they are to our business and overall success, as well as a great excuse to treat our clients to a cold beer in the sun.

I hope you all had a chance to put your feet up over the Xmas break, we had a great time camping for 2 weeks with family so have come back fully charged ready to get into the new year.



*New crew being inducted at the port*

## Welcome on board Dave

I have been working in the beautiful Bay of Plenty region since emigrating from the UK in 2002, and continue to enjoy all the region has to offer. I spent my first seven years working for Carter Holt Harvey Mount Maunganui Plywood until its closure in 2008, in fact this initial job opportunity was all down to Excel – Thanks Bernie! I thoroughly enjoyed this time in finance, health and safety and quality roles building some great friendships along the way. In 2009 I was fortunate to secure a position at the Bay of Plenty Polytechnic, which over two years has increased my Health & Safety knowledge in many diverse areas, I now know a lot more than previously around marine studies, hairdressing, massage and the arts etc.

I keep myself fit by being active on many levels, still playing social soccer, despite the recovery process taking longer these days, we actually won our first trophy last year! I can even say that I've beaten a younger Bernie at squash on occasions (we can edit this bit out before printing



*Welcome on board Dave*

guys – thanks Bernie) A mid life crisis saw me purchase a rather large capacity motorbike which has opened up a whole new world for my partner Dayle and I!

I am really looking forward to this new challenge, getting to know everyone and ensuring that Excel continues to provide a first class labour hire service to all our customers.





## Temp of the Month

Simon Farmer

### Temp of the month for November

Well what can we say this guy isn't too bad for an Aussie! Simon has always been keen, reliable and willing to get into some of the dirtier and in more recent months hotter work installing ceiling insulation into homes.

Lyn Bowen

### Temp of the month for December

Lyn has been an ongoing team member undertaking everything from customer service to Administration assignments for quite some time now and has always maintained an excellent attitude, proven flexible, professional and gained excellent client feedback.

## Health and Safety

The boys have been hard at work behind the scenes doing site safety assessments, internal audits and generally firmly wedged behind the

desk to ensure the sites are still safe for our team to be a part of. Thanks to the help of our client sites and staff who have escorted us around the site and answered all our 101 questions and provided us with all the relevant paper work.

## Win a work shirt!



**Here's how...** Come up with a simple innovative idea to improve safety and a work shirt will be on its way out to you! Easy and free! It costs you nothing so give it a go!

## What's going on in the market?

Well let's not mention late December and January because, let's face it, Tauranga largely shuts down with most of the industrial sites opting for staff to take a few weeks hard earned break while they can. This has also affected job seekers looking for work during this time. It has been a hard slog for some guys looking for work during this time and most of them were forced to spend a few weeks out enjoying the Bay Summer too.

It still amazes me that everyday we see people who come in looking for work so unprepared. Some can't even remember their phone numbers, and some haven't considered getting a CV made. Something I think that still needs enforcing out there is that the market is still healing... that's if you're optimistic enough to think the recession has passed, it sure as hell hasn't got back to where it needs to be to see a reduction in unemployment and some positive

economic growth indicators. So a quiet word in the job seekers ear... Prepare, prepare, prepare! You are going up against a huge number of very well-skilled staff looking for work - many of whom aren't fussy as to what they are doing. Employers are simply choosing the best and leaving the others on the bench. The time to smarten up for job seekers is now!

From an employers' perspective it has been great to see a positive direction on the graph in the last twelve months for most companies, us included. While it has been a slower start to the New Year, schools are back again and things seem to be getting back into a more normal swing again. Still companies are opting to take on temps and not commit to employing full time staff at least in the interim 3 – 6 months is not uncommon, some temping assignments stretching out up to 12 months. And why not, many employers have had a tough few years and laying staff off has been an unfortunate and stressful result during the hard times that I'm sure many aren't keen to revisit anytime soon.



Temp of the month Matt Gyde

Matt Gyde

### Temp of the month for January

Matt has only been with us a short while but wow, feedback has been great about this guy. Watch the dust clouds, this guy is a grafter! Keep it up Matt!



## Congratulations!

Congratulations go out to Daniel Taylor and his new family with the arrival of his first daughter Meghan. Well done guys and welcome to the sleepless nights club, I'm sure you'll become great role models for your little girl. Also Daniel was among 6 other lucky ones placed into full time work in the last month.

Thomas Paul and his partner also weren't going to be outdone either, welcoming their first daughter Sway into the world. Mum and bubs are well and Dad's over the moon. Awesome news guys!

## Condolences

Our thoughts and condolences go out to Eruera Eriata Munroe's family and friends on his sudden and tragic death last week. Eru worked as a part of the Excel team till late last year.



### EXCEL LABOUR HIRE

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*The boys digging out a pool. It was 40 degrees in that hole, hotter than a hangi!*

## Staff Feedback

**Daniel Taylor** – (txt to Bernie) “ABC company is taking me on full time hopefully as of next week. Thank you very much for giving me the opportunity Bernie I really appreciate it”

**Bernie Coombe** – “Thanks very much for the excellent service you and your team have provided us this year. I hope you manage to fit in a bit of celebration and relaxation over Christmas (between all the calls from us for extra labour at short notice!!).

**Marcus Maihi** – “Great worker”

**Steve Marshall** – “Excellent worker always on time, so good in fact were stealing him off you and taking him on full time!”

**Rod Tahana** – “Excellent worker”

**Sam Abbot** - “Excellent worker I would have him again anytime”

**Trevor Giddens** – “Very good, I would have him back again anytime”

**Willie Hughes (aka Willdog)** – “An excellent machine operator, we're keeping him!”

**Hamish Abram & Sam Abbot** - “Boys have done an awesome job - Thanks very much!”

**Malcolm Duck** - “Nice guy - good worker” “Has started on a solo shift today and doing well”

**Trevor Giddens** - “Job well done - thanks”

**Debbie Walker** - “Debbie is very proactive and has gone the extra mile” “Very Efficient”

**Shane Milroy** - “Very pleased”

**Karl McDowell** - “extremely good worker”

**Chaz Matangi** - “awesome worker”

**Matt Gyde** – “Good willing worker. We were very, very happy with Matt and would certainly request he work for us again”

**Bernie** - Thanks very much for all the help your teams have given to us when working in Tauranga. I look forward to working with your team again in the future, all the very best for the year to come. Regards Rhys

