

# THE EXCEL HI-VIZ

Summer 2012

## Bernie's ten cents worth...

Well I hope you are well rested after a great Christmas break... in spite of the weather! Happy New Year! 2012 has kicked off well for business with the new quarter bringing lots of new business enquiries already. The team here have been busy turning those enquiries into jobs to keep our boys busy. It is a positive sign that things are on the up again however we are still finding some "hard to fill" roles "hard to fill"! We find ourselves constantly looking and advertising for STMS, (Safety Traffic Management Supervisors) skilled drainage operators, excavator / loader / crane operators and the like. (See our situations vacant ad over page for more details). If you have these skills or know anybody that has these skills looking for work or a change in career path let us know. We welcome referrals and see this being mutually beneficial for us all. Until next quarter, take care.

## Free labour for referrals

We are extremely keen to get more work to expand our business therefore we are offering with any successful business referral received we will give you \$100 worth of free labour to be used how you decide! Clear the section, paint the roof, clean out the basement, water blast the paths... whatever, and all from the comfort of your favorite deck chair ... and your wife (or husband) need never know it wasn't you!

## Welcome to the Excel quarterly newsletter



### "Temp to Perm" in under 7 weeks!

### "... a bit smarter than your average bear"

With employers erring on the "temp to perm" way to employ their staff now days it was great to see a real success story when Patrick Hillis came to see us.

Patrick came as a referral from a regular client of ours with a message that read... "Patrick has been working for us and is bloody good but we have a freeze on hiring new staff and cannot employ him... Place this guy in a job now he's good!"

Well with that sort of a wrap how could we not rise to the challenge? So, from behind the

scenes we did our thing, worked our magic and voila! Patrick joined our temp team to be placed into a role on the port monitoring refrigerated containers and their movements. In no time at all it was evident that Patrick was "a bit smarter than your average bear" and was expedited through the "temp to perm" placement process to be taken on in a very short seven weeks.

Although the full credit lies firmly with Patrick in this story, I would also like to thank the referral client, the client company and my team for putting it all together and making it happen. Well done to all concerned, you know who you are!

I thought I would mention this story to emphasise how well referrals can work. Please if you have a role, or a great employee you can recommend don't hesitate to call and talk to our team.



## Situations Vacant

### STMS level 1

Traffic controller, experience essential, class 2 license preferred, must be drug free, long-term role, excellent rates offered with an immediate start.

### Excavator / Loader Operator

Current WTR end. and experience needed, 2 years drainage / civil experience essential. Must be fit and drug free, up to 3 months work, immediate start.

### Drainage Crew

Labourers required for long-term role. Must be drug free and have a minimum 12 months drainage experience, immediate start.

### Automotive Mechanic

Experienced tradesman or journeyman required for Mount based garage. Small team, good work variety, panel and paint work exp preferred.

### Chemical Manufacturing

Staff member required for perm role. Proven chemical industry experience needed, full class 1 license req, top pay, go ahead company, must be drug free.

### Gantry Crane Operator

Experienced operator required with current crane operators certificate, long term role, immediate start, top rates, excellent company, must be drug free.

### Tour Guides

Required to show case open homes to potential clients. No selling involved, must be available weekends and be well presented. May suit someone who is semi retired.

## What's happening in the market?

Out there in the marketplace we are seeing business confidence slowly growing after a tough few years. Good news for business means good news for staff and job seekers, with more roles being offered and better job security in the long term. In my opinion salary and wage earners have been "king" during this time. Aside from the inevitable layoffs that some have endured

along the way those that have maintained their employment have been very lucky indeed.

Businesses surveyed in a recent EMA survey are still showing caution with 53% of those surveyed saying they are still using the new 90-day trial period for new staff. Staff during this time lucky enough to receive wage increases experienced only very small (up to 2-3%) increases. An ideal case in point to look at is the current "pickle" the Ports of Auckland are in.

## Rena update

Thanks to all those that offered your services in the Rena oil spill clean up. We have had staff on hand for this and participated in both paid and voluntary work in the ongoing clean up process. Special thanks and mention needs to be given to the guys who went out, family in tow and got covered in black grime to help clean up or coastline. An awesome response to a tragic environmental event. Well done!



## Health and Safety

Fortunately we have had a good result this quarter with no significant accidents at all other than an odd sprain and strains, mainly with staff working on ladders and scaffolds. This serves as a timely reminder to take extra care - especially when coming down ladders, as this is where accidents usually occur.

More information is available regarding working on ladders and scaffolds from the office health and safety library. Feel free to ask as we can give you the latest, hot off the press, editions. Alternatively, you can check them out for yourselves online at [www.dol.govt.nz/prevent-falls/index.asp](http://www.dol.govt.nz/prevent-falls/index.asp)

Another reminder about hydration in this hot weather. If you are working outdoors you need to be peeing! (Sorry - no nice way of putting that one!) If you're not, chances are you are dehydrated!

Pop into the office at any stage for some free literature on working in the heat and at the same time pick up your very own Excel sipper bottle you can take with you FREE! Or check it out online [www.dol.govt.nz/workplace/knowledgebase/item/1415](http://www.dol.govt.nz/workplace/knowledgebase/item/1415)

We are still running the "win a work shirt" competition so get into that while we have stocks available. (see over page for more details on how to enter, its easy).



## Staff Feedback

**Matu Ririnui and Brent Nepia** – “They were hard working, polite and thinking along the requirements. We recommend them for any job you find for them.”

**Parnell, Reece, Simon, Mike and Uluamu** – “Giddy Harry and Bernie, just a heads up I would like to say that the guys we have at the moment which is Reece, Simon, Uluamu, Parnell and Mike are going awesome bro. Be gud if uz could give them props bro, they golden! Your names up high! Churrss Putts.”

**Bernie Coombe and Grant Bennett** – “Thank you for your help with finding Grant since he continues to be very helpful and responsive with what he carries out.”

**Pat Hillis** - “Pat is fitting in well. Easy to teach.”

**Lee Gaelic** – “Top worker”

**Joss Albert** – “Good week”

**Harry Bidois and Bernie Coombe** – “... no problem they did well. It is a very good service you have there”

## Office Staff Change

We would like to extend a warm welcome to Raewyn Jennings who has joined the Excel team! Some of you may have already spoken to Raewyn over the past week or so. Raewyn will be taking over payroll and accounts. We would like to thank Sharon Blythe for the outstanding job she has done in this area for Excel over the last four years. Sharon will still remain an important member of our team in a senior company accounting capacity however we will miss her face around the office on a weekly basis!

## Win a work shirt!



Get one now! It couldn't be simpler... All you need to do is come up with a simple idea to improve safety and a work shirt will be on its way out to you! Easy and free! It costs you nothing so why not give it a go!

## Temp of the Month

**Parnell Smith** (pictured below)

### Temp of the month for November

Parnell is always keen and making himself available when needed and has a great work ethic and approach to the job.



Parnell Smith

**Reece Harlan** (pictured below)

### Temp of the month for December

Reece is no nonsense gets the job done kinda guy. Well done Reece its great to get excellent feedback about you.



Reece Harlan

**Patrick Hillis** (pictured below)

### Temp of the month for January

Patrick was a referral to Excel and came with excellent references. He is a credit to his referees and of course himself.

Patrick has also just been placed with our client as a permanent employee into a job that he loves... Well-done Patrick!



Patrick Hillis

All temps nominated as temp of the month receive a certificate and prize. This quarter each winner received a hi-viz work shirt, drink sipper bottle, chocolate bar and pens. If you have staff working on your site that are doing an excellent job let us know, they could be well in line for a pleasant surprise too.

## Why you need to use the EXCEL TEMP TEAM!

- Full pre-employment checks completed
- Fully safety inducted staff ready to go
- Free transport to and from your worksite
- Free standard PPE supplied with staff
- Free drugs testing
- Driver license status checks
- Motivated and rewarded staff
- And if we get it wrong we don't charge you!

Excel are proudly associated with:



### EXCEL LABOUR HIRE

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FREE PHONE : 0800 FOR EXCEL

PHONE : 07 578 4222

EMAIL : [recruit@excellabourhire.co.nz](mailto:recruit@excellabourhire.co.nz)

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## On the lighter side

### Be careful what you wish for...

Husband buys his son an iPad, daughter an IPOD, himself an iPhone & his wife an iRON. She wasn't impressed even after he explained it could be integrated with the iWASH, iCOOK & iCLEAN network. This triggered the iNAG service, which totally wiped out the iSHAG function!

An old prospector shuffled into the town of El Indio, Texas leading a tired old mule. The old man headed straight for the only saloon in town, to clear his parched throat.

He walked up to the saloon and tied his old mule to the hitch rail.

As he stood there, brushing some of the dust from his face and clothes, a young gunslinger stepped out of the saloon with a gun in one hand and a bottle of whiskey in the other.

The young gunslinger looked at the old man and laughed, saying, "Hey old man, can you dance?"

The old man looked up at the gunslinger and said, "No son, I don't dance... never really wanted to"

A crowd had gathered as the gunslinger grinned and said, "Well, you old fool, you're gonna dance now!" and started shooting at the old man's feet...

The old prospector, not wanting to get a toe blown off, started hopping around like a flea on a hot skillet.

Everybody standing around was laughing.

When his last bullet had been fired, the young gunslinger, still laughing, holstered his gun and turned around to go back into the saloon.

The old man turned to his pack mule, pulled out a double-barreled 12-gauge shotgun and cocked both hammers.

The loud clicks carried clearly through the desert air. The crowd stopped laughing immediately...

The young gunslinger heard the sounds too, and he turned around very slowly.

The silence was deafening. The crowd watched as the young gunman stared at the old timer and the large gaping holes of those twin 12 gauge barrels.

The barrels of the shotgun never wavered in the old man's hands, as he quietly said;

"Son, have you ever kissed a mule's ass?"

The gunslinger swallowed hard and said, "No sir... but... I've always wanted to"

There are a few lessons for all of us here:

- Don't be arrogant.
- Don't waste ammunition.
- Whiskey makes you think you're smarter than you are.
- Always make sure you know who is in control...
- and finally, don't screw around with old folks; they didn't get old by being stupid!

