

# THE EXCEL HI-VIZ

Winter 2010

## FREE LABOURERS and 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 at your work place or home!! Just think you could be sitting back relaxing with your favourite bevvie while your section gets cleared FOR FREE!

## Temp of the month

Congratulations to Wayne Berryman who wins our Temp of the Month award for March and Richard Coburn for the month of April. Thanks to some great feedback from our clients these two temps have been recognised for their outstanding effort and positive attitudes while on the job. Great job guys!



## Welcome to the Excel quarterly newsletter



## Bernie's ten cents worth

Picture a 50ft launch specifically designed with the fisho in mind. With bait the size of your hand, hooks bigger than anything that I have seen, 200 metres of deep blue water and calm sea, cold beer and the location – the middle of the Cook Straight, Queen Charlotte Sounds and that's as specific as I'm getting ...

That was our annual boys' weekend away, which netted some awesome size, deep-water fish including my first 25kg Hapuka. Wow, what a buzz it was pulling that in! A great weekend was enjoyed by all except the poor passengers aboard a certain Air NZ link who had to sit next to the smelly fisherman on the flight back home.

Anyway - back to business!

Well I'm pleased to say that business has steadily been increasing again in the last quarter with the last few months showing good growth. It's great to finally see a positive trend out there after a tough year for so many businesses.

With this in mind don't forget to check out our revised referral system at the top of this page.

Yes we've raised the stakes in a serious bid to get more of our good team out there working in what has been an extremely tough employment market. So for every referral that results in new business you receive \$100.00 free labour dollars, which can be redeemed at work or home.



PROUD TO BE YOUR ACC TERTIARY ACCREDITED SUPPLY PARTNER





## Acknowledgements

**James** – “A pleasure to have working with us”

**Scott** – “Bloody good worker and team player”

**Tina** - “It is a pleasure to have someone worker for us that is who is competent, reliable and hard working”

**Well done to those people mentioned here keep up the good work guys!**

## Client feedback

**Dave** – “It could not have been achieved without the help from you guys. We appreciate the early starts and late finishes”

**Ross** – “Many thanks for being a great supply partner in our operation”

**Keith** – “Thanks for the good service”

**John** – “Thank you very much for all you did for us to get John into work. We wish you and Excel all the best for the future”

**Alana** – “Thanks for the sense of humour”

## Michelle - from behind the desk

On a personal note the last few months have been busy. I was recently one of the 43 strong cast performing in the Musical Theatre production of Miss Saigon at Baycourt Theatre. After three months of rehearsals we sang and danced our way through 12 performances performing to over 8000 people with mostly sold out performances - lots of fun, highly addictive and definitely a trip out of the comfort zone!

## What's going on?

Employers you may have noticed recently in the BOP Times that “unemployment is spiking again,” this is very true and although a little bit behind the eight ball, The Times were right on the money. Kiwifruit is coming to an end and a couple of major processing plants are reaching the end of their seasons. Last Tuesday the 21st of June saw us dealing with 50 “walk in” job seekers for the day, not to mention many more phone enquiries. A lot of groups of foreign back packers leave us reaching for phrase books and brushing up on our Spanish skills.

So what does this all mean for employers? Well the upshot is you no longer need to settle for second best; alas finding the best can still be a veritable walk through a minefield. Selection and recruitment now is even more important than when candidates were hard to find. The current trend is that candidates are plentiful and many employers are capitalising on this by employing their new recruits on a temp to perm basis. Employers can choose rates to a certain degree and it has once again become an “employers market”. Job seekers are offered a position as a temp with the view that if it all works out they will look at going full time down the track... Now don't ask us what the definition of “down the track” is because this varies largely



from employer to employer, but anything from 3 – 12 months in this market is not uncommon. While we are talking about “working holiday visa” holders this group can be a great group of conscientious workers but beware - a Chilean builder is by no means a kiwi builder despite his qualifications. The techniques used are often not transferable and often a lack of tools can quickly become an issue.

Job seekers just need to be more than average to set themselves apart from the crowd. There is almost no point in the “scattergun” approach to sending out your CV. In our experience this has little if any effect on Bay Businesses except for possibly increasing the content of their recycling bins! Job seekers need to be savvy, they need to apply for each job application individually and tailor each application letter accordingly. Don't apply for roles that are not relevant to your experience and skill level. You won't be doing yourself any favours.

Do be proactive. Prepare a fresh looking, up-to-date CV and cover letter for each application you apply for. Attempt to hand deliver your



## Why you need to use EXCEL'S 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!



*Dangerous Dan (Dan Crawford)*

application where possible as "a name to a face" will go much further than a faceless piece of A4. Never underestimate the receptionist when applying for work. His or her referral might be just what your application needs to move on to the next stage. All our applicants are rated even on the phone or if they are only seen for a few minutes whilst dropping off a CV. What else does an employer have to go by? Be honest with your potential employers, saying that you have spent the last four years "farming" in the Waikeria region or "being in Sydney" holds very little weight with a seasoned recruiter as

we know this is code speak in many cases for serving time.

Finally - keep your head high. As hard as the employment scene is at present, employers are still looking for the best people to recruit... Put yourself in that group. Be positive and you will get the job. The last 3 months have seen a steady, albeit slow recovery in the employment market.

*For more information on employment tips to give you that added edge ask one of our team for a free booklet.*

## Health and Safety Initiative Award

Congratulations to Dan Crawford who won the quarterly Health and Safety Initiative Award for his ongoing contributions and ideas. Dan plays an integral part in our business operations and his involvement in health and safety is testament to his dependability. A recent initiative of Dan's and one of the reasons for him scooping this award was a very simple but effective idea. Hi Viz shirts, similar to our drivers shirts or chevron style shirts complete with safety messages as a part of the awareness process be issued to key staff as a reward. This should keep staff thinking about health and safety by seeing awareness messages as a part of their normal day. We could possibly even change the message periodically to keep fresh in minds and readable.



## Winter Competition

Be in to win an Excel shirt and beanie to keep you toasty this winter!

### 3 chances to win!

You have every chance of winning the next initiative award and as you can see the ideas don't have to be ingenious - in fact, keeping it simple is usually a lot more effective.

### Competition details

Use words, a short phrase or short sentence to create a safety awareness message for our new

shirts. The message will be printed on the back of our new hi-viz shirts, for example:

"Safety is no accident"

"Think Safety" etc...

So come on get inspired and come up with a concept and win, it's that easy! Remember keep it short and sweet as it has to be printed on a shirt.

Entries must be e-mailed, posted, dropped off or faxed before the end of August to qualify for the prizes. Winners' details will be in the next issue of Hi Viz.





## EXCEL LABOUR HIRE

10 Marsh Street  
Tauranga

FREE PHONE : 0800 FOR EXCEL  
PHONE : 07 578 4222

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

## Funnies

### Wal Mart Applicant revealed...

Below is an actual job application that this 75 year old senior citizen submitted to Walmart in California. They hired him because he was funny...

**NAME:** Kenneth Way (Grumpy Old Bastard)

**SEX:** Not lately, but I am looking for the right woman (or at least one who will cooperate)

**DESIRED POSITION:** Company President or Vice President. But seriously, whatever's available. If I was in a position to be picky, I wouldn't be applying here in the first place

**DESIRED SALARY:** \$185,000 a year plus stock options and a Michael Ovitz style severance package. If that's not possible, make an offer and we can haggle.

**EDUCATION:** Yes.

**LAST POSITION HELD:** Target for middle management hostility.

**PREVIOUS SALARY:** A lot less than I'm worth.

**MOST NOTABLE ACHIEVEMENT:** My incredible collection of stolen pens and post-it notes.

**REASON FOR LEAVING:** It sucked.

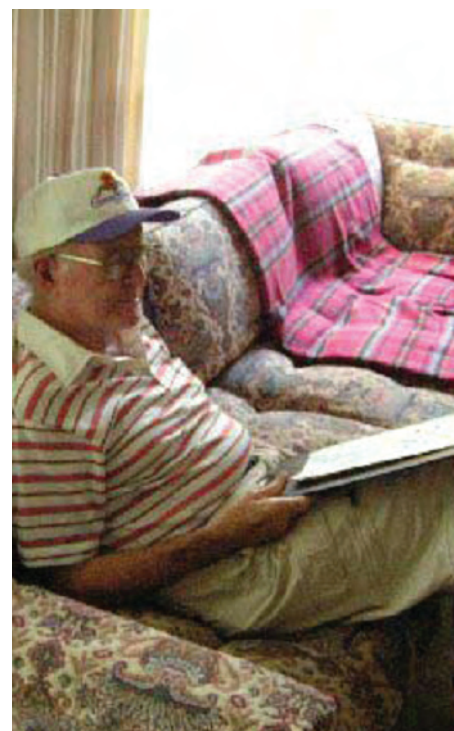
**HOURS AVAILABLE TO WORK:** Any.

**PREFERRED HOURS:** 1:30-3:30 p.m. Monday, Tuesday, and Thursday.

**DO YOU HAVE ANY SPECIAL SKILLS?:** Yes, but they're better suited to a more intimate environment.

**MAY WE CONTACT YOUR CURRENT EMPLOYER?:** If I had one, would I be here?

**DO YOU HAVE ANY PHYSICAL CONDITIONS THAT WOULD PROHIBIT YOU FROM LIFTING**



**UP TO 50 lbs.?:** Of what?

**DO YOU HAVE A CAR?:** I think the more appropriate question here would be 'Do you have a car that runs?'

**HAVE YOU RECEIVED ANY SPECIAL AWARDS OR RECOGNITION?:** I may already be a winner of the Publishers Clearing House Sweepstakes, so they tell me.

**DO YOU SMOKE?:** On the job - no! On my breaks - yes!

**WHAT WOULD YOU LIKE TO BE DOING IN FIVE YEARS?:** Living in the Bahamas with a fabulously wealthy dumb sexy blonde supermodel who thinks I'm the greatest thing since sliced bread. Actually, I'd like to be doing that now.

**NEAREST RELATIVE:** 7 miles

**DO YOU CERTIFY THAT THE ABOVE IS TRUE AND COMPLETE TO THE BEST OF YOUR KNOWLEDGE?:** Oh yes, absolutely.

\*\*\*Old People Rock!\*\*\*

