

THE EXCEL HI-VIZ

Winter 2011

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.

Thanks for the referrals we have seen in the last few months, it has been great to get work with different divisions within some of the bigger businesses. As a result we've been busy handing out premium boxes of beers and issuing \$100 labour credits. Keep the referrals coming we appreciate your work.

Welcome to the Excel quarterly newsletter



Rod (pictured on forklift above) did such a good job in the role he was in the company have just taken him on as a full time permanent.

Bernie's ten cents worth

Hi again... Well on a more positive note it is good to see an upswing in many industries. I'm sure we will continue to see a positive upcoming quarter. The BOP unfortunately is still a frontrunner in the unemployment statistics at 7.4% compared to Wellington 6.9%, Canterbury 6.4% and Waikato 7.3% second only to Auckland at 7.9%.

So break that down and the answers are companies looking for staff have the "pick of the bunch" and job seekers need to be savvy to not only to get but also to keep jobs. All too often we see ill prepared job seekers coming in

unprepared and as a result aren't even getting a look in. Those however with good skills, that are motivated and well prepared, are getting employment albeit sometimes at a lower entry level to their "dream job" in order to gain a foot in the door.

What we are still seeing is a big increase in temp staff numbers being employed as opposed to permanent appointments. Another trend is the number of employers who are employing temp staff and using them on a "very casual" basis ie: Temps coming in for half-day jobs and temps working weekends to give the permanents some time off etc.



A crane lowering a crusher into place



Martin Bennett

Health and safety initiative award

Thanks to the popularity of the work shirt promotion I am pleased to be able to give away more work shirts. Competition winners are those that have some involvement in health and safety. It doesn't need to be complicated or complex, the simple ideas are usually the best anyway. Prizes go out to Martin Bennett (pictured above) and Daniel Crawford for their contributions over the last few months.



Shockcreting to reinforce a wall

What's happening in the market?

With winter finally on our doorstep and the cold yet to bite we are still seeing positive movement in the market with consistent temp placements as well as companies requiring full time skilled staff.

The current labour market is strong with many well-qualified staff-seeking placement

across most trades. General labour and trades assistants have remained in constant demand. With many large projects underway within the Bay of Plenty region the rest of the year is looking positive indeed.

If you need staff but don't want the recruitment hassle let us place the right person for the job stress free. We guarantee our temps and stand behind our guarantee 100%.



Ray has been hard at work on the bypass project over the past 3 months

Health and safety

SMOKE FREE

Smoke free stance. In a bid to create a better, healthier work environment both here at Excel and in all our company vehicles we have now implemented a smoke free policy. Signage will be in place advising the smoking areas but all work places and company vehicles will be smoke free. A smoke free policy has been implemented and can be viewed at www.excellabourhire.co.nz/smokefreepolicy for more information.

Excerpt from the government health and safety report – June 2011

“The sectors with consistently high work tolls are construction, agriculture, forestry, fishing and manufacturing – And that is why the Department

of Labour is developing specific action plans for each industry.”

What does this mean for us? We have staff working in each of these industries in one way or another. We will be keeping a close eye on the changes in order to keep a breast of the latest strategies to reduce work place injuries. If you have any ideas, feedback etc we want to hear from you!

If you have any concerns about any processes or jobs you are put into feel free to contact the staff here and get another option as to how things could be done better and indeed if more measures can be taken to prevent injury or long term health risks. This can be done discretely or confidentially if you prefer.



Just a few of the reasons why you need 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!

Temp of the month awards

Alan Moore

Temp of the month for May

Alan (pictured below) has recently moved over from the Waikato and has been going great guns running a small team of men for us. Cheers Alan keep up the good work.



May temp of the month Alan Moore

Shane Toetoe

Temp of the month for June

Shane (pictured top right) has really proved his worth since starting with Excel. Shane is a class 4 Truck driver and is doing a great job, getting great feedback! Keep it up Shane.



June temp of the month Shane Toetoe

Michael Milroy

Temp of the month for July

Mike (pictured far left) has really had his head down for the last few months... both at work and at home with his new baby girl to fend for all the while keeping on top of his job. Well done and it goes to show men can multi-task!

All temps nominated as temp of the month receive a certificate and prize. 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.

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!

July temp of the month Mike on the job

Congratulations

Mike Milroy

Congratulations goes to Mike and his partner on the arrival of his 9lb baby boy.

Kahn Otene

Congratulations go out to Kahn and his new family on the arrival of his new 8lb baby girl. Well done guys.

Staff feedback

Mike Milroy – “Another good one”

Mark Woodley - “Good worker”

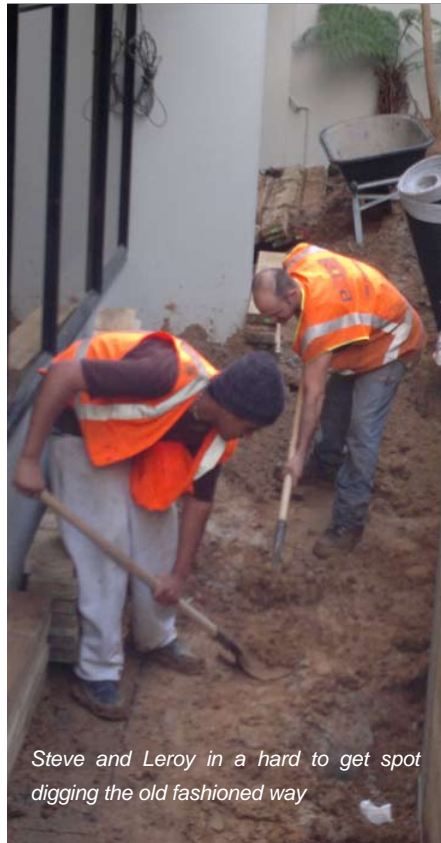
Rodney Coad - “Excellent help”

Abe Heta – “A great worker”

Alan Moore – “He was real good. Committed well to task at hand”

Kahn Otene – “Job well done”

On the lighter side...



Steve and Leroy in a hard to get spot digging the old fashioned way



Excel is proudly associated with:



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Workplace Safety Management Practices

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