

THE EXCEL HI-VIZ

Winter 2012



QUALITY. LABOUR. NOW.

If you require industrial or "blue collar" staff in any of the following industries give our team a call so we can help advise you the best way to find, assess, screen and employ these staff members! At Excel we specialise in blue collar staff recruitment, both temp and perm, so we have essential contacts and resources with some of the Bay's best companies and job seekers alike in.

- Fitter Welders
- Electricians
- Electricians Trade Assistants
- Builders Labourers
- Maintenance Fitters
- Gantry Crane Operators
- Panelbeaters
- Mechanics
- Water servicemen
- Drainage crew
- Class 4 and 5 Truck Drivers
- Bobcat operators
- Excavator operators
- Stores / Forklift roles
- Specialist Chemical Manufacturing roles
- Chainsaw operator / Tree fellers

Welcome to the Excel quarterly newsletter



Richard and Wayne labelling product

Bernie's ten cents worth

Yahoo the shortest day has been and gone and I can feel next summer rolling round all ready! Well maybe a trifle optimistic with my approach, but I'm not about to be caught out hibernating this winter. I am still running at least three good runs a week and trying to keep up the mountain biking at least twice a week but that's proving a little harder trying to find like minded fools like me to keep up the biking over the cold and wet winter months... not to mention the very slippery boardwalks and paths which recently saw me and my bike taking a dip in the Tauranga inner harbour. Just lucky that my off sider wasn't quick enough with his camera to get me on film... and that running round doesn't include all the running round after my three high maintenance kids either!

As Jim the weather man usually reports "its been more of the same" over the last quarter,

Slow and steady increases in business seems to be off setting the winter slow down. Its great to see steady work loads in the drainage and civil industries too, for this time of year so far the slow down for winter hasn't really hit. Smaller manufacturers and distribution seem to be improving as well so lets hope that is showing some optimism for the next quarter.

Its also good to see that more and more of our team are getting taken on in the roles we have placed them in into full time roles with the companies. Whilst it is sad to lose then as part of our temp team its good to see they are going into full time roles and seen as valuable members of the client company's team also. Whilst this has still mainly been in semi skilled to skilled roles, there is also some movement in the lesser skilled or labouring roles, which has been rather stagnant over the previous quarter.

... continued over





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!

Remember if you are looking for well skilled and prescreened staff for any role that you may have give us a call to discuss things further. There is nothing that we like better than a challenging role to fill and you may be well surprised at some of the skilled staff we have on board.

After nearly 17 years working here in the Tauranga market its probably fair to say that if we have a role that's beyond our expertise were not about

to start telling you yes we can when in reality no we can't. Fair to say we will not "feed you a line" to get the work, I often think our tag line should read "your no bullshit industrial staff supplier" but I'm not sure exactly how PC that would be to have on a billboard!

Keep well and away from the winter ills and chills!

Cheers, Bernie

Competition: KEEP "AHEAD" OF THE COLD WITH A VERY STYLISH EXCEL BEANIE!

Get yours now! Here's how!

Come up with an idea! That's it! Easy! Be it safety, processes, systems, admin, job problems, any bright ideas, whatever! Email bernie@excellabourhire.co.nz or txt 021680555 with your idea now and a beanie will be on its way out to you!



Health and Safety

One issue we have had of late is the reluctance of some staff to wear the correct hi viz vests and also with the colder days upon us I have seen hi viz vests which are being hidden beneath jackets and coats offering little or no "hi viz" effect. Hi viz is common place now on most work sites and needs to be second nature for staff who work there to dress accordingly. I guess it's fair to say that these safety improvements have been implemented for your protection so that we all get to go home each night with all your limbs and digits in tact. The ultimate sacrifice for staff not wearing the correct PPE is deemed as "serious misconduct" and can result in the offenders being dismissed from the site. Please do not put Excel or your supervisors in

a predicament where we are dealing with this, because I know all too well from experience that any breach of health and safety is a very slippery slope to the front gate, with little or no chance of come back.

On a brighter note its good to see the accident trend graph on the decline with only two minor injuries in the last quarter that we are managing for a sprained ankle and jammed finger. Still it would be good to eradicate these all together its pleasing we have nothing more serious to report.

Keep thinking safety on the job and if you see something that needs addressing, fix it or report it so it is safe again.



Health and safety reminder





Rawhiri Barnes

Congratulations

Well done Brendan Taki on the arrival of his new baby son, Primo (pictured below). Now let the sleepless nights begin!

Villiami Mahoni and partner Hayley Farac who have a new son tipping the scales at nearly 8lbs at birth (pictured below). Well done guys this is number 2 for you so it should all be smooth sailing. Yeah right!



... and a few more very shortly to arrive, watch this space. Good luck to those couples over the next few months.

Temp of the Month Awards

All temps nominated as temp of the month receive a certificate and prize. This quarter each winner received a \$30.00 prize voucher, beanie, sipper bottle and pens. If you have staff working on your site that are doing an excellent job please let us know, as they could be well in line for a pleasant surprise too.

Temp of the month for May goes to Rawhiri "David" Barnes (pictured below)

"Rawhiri has been consistently making good head way with his job and work ethic over the past few months and deserves temp of the month" Cheers Rawhiri make sure you share the box with the boys.



Rawhiri Barnes

Temp of the month for June goes to Elliott Rob (pictured below)

Elliott was shown consistently good work ethic and attendance on site and as a result of great feedback deserves to be recognised.



Elliott Rob



Nilesh Tandell

Temp of the month for July goes to Nilesh Tandell (pictured above)

Nilesh has been a great reliable team member in his new role in manufacturing. A big change of pace from the IT industry of India. Well done Nilesh and keep up the good work.

Keep up the great work out there guys, its always awesome to get such excellent feedback about you!

Staff Feedback

Harry Bidois – "Thanx for your help all week my bro. Mean!"

Harry Bidois – "Hey Harry just wanted to say thanks again for helping me get my job, I tell everyone you guys are great, thanks so much, Aaron Peddle."

Kornello Randall – "Excellent"

Shane Perrett – "Top staff M8"

Doug Murray – "Great Worker"

Doug Murray – "Excellent Worker"

Lee Gaelic – "Excelled"

Darryl Reihana – Permanent placement with client.

Mai Bott's comments – "I've got a bloody good crew here, no complaints they all work hard and do as they are told... they are that good they normally sort themselves out 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:



Employers and Manufacturers Association



New Zealand Contractors' Federation



Accident Compensation Corporation

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On the lighter side

A Lawyer and a senior citizen are sitting next to each other on a long flight.

The lawyer is thinking that seniors are so dumb that he could get one over on them easily.

So, the lawyer asks if the senior would like to play a fun game.

The senior is tired and just wants to take a nap, so he politely declines and tries to catch a few winks.

The lawyer persists, saying that the game is a lot of fun.... "I ask you a question, and if you don't know the answer, you pay me only \$5.00. Then you ask me one, and if I don't know the answer, I will pay you \$500.00," he says.

This catches the senior's attention and, to keep the lawyer quiet, he agrees to play the game.

The lawyer asks the first question. "What's the distance from the Earth to the Moon?"

The senior doesn't say a word, but reaches into his pocket, pulls out a five-dollar bill, and hands it to the lawyer.

Now, it's the senior's turn. He asks the lawyer, "What goes up a hill with three legs, and comes down with four?"

The lawyer uses his laptop to search all references he can find on the Net.

He sends e-mails to all the smart friends he

knows; all to no avail. After an hour of searching, he finally gives up.

He wakes the senior and hands him \$500.00. The senior pockets the \$500.00 and goes right back to sleep.

The lawyer is going nuts not knowing the answer. He wakes the senior up and asks, "Well, so what goes up a hill with three legs and comes down with four?"

The senior reaches into his pocket, hands the lawyer \$5.00, and goes back to sleep.

Miracle In The Alcohol Aisle



Praise the Lord!

Dead Man - He just doesnt know it yet !!!!!

