

THE EXCEL HI-VIZ

Autumn 2011

Bernie's ten cents worth...

Well as you can see from our baby pic it has been a very busy and rewarding few months. With a new addition on the home front, life has gone from hectic to really hectic... well OK chaos may be a better descriptive, but who would want it any different? I feel I am the luckiest man in town with three great, healthy kids and an awesome wife to come home to every night. It really does put life into perspective and makes you realise just what's truly important in life and just how lucky we are.



Bernie – Shipboard in the engine room. Check out that for serious horsepower. “One of the perks of our job is the interesting sites you get to visit... I think it's a boy thing”

Welcome to the Excel quarterly newsletter



Demi Sela Coombe

The new arrival

With much excitement in the Coombe family Michelle and Bernie had a wee girl, “Demi Sela”, on 18 March 2011, weighing 8oz 7lb. Sister to Jamie and Taylor who are both over the moon and fighting over who gets the longest cuddles.

Bernie and Michelle would like to take this opportunity to thank you all for your thoughts and well wishes during this time and would like to make a special mention to Sharon, Dave, Dan, Wayne and Bill for the extra slack they picked up during this time while we were off.

Bernie is happy to be back at work and says, “I am away from the chaos and I'll be able to catch up on some sleep”.

What's going on in the market?

We are very pleased to see a dramatic shift in what has been a relatively slow market. What we are witnessing is an increase in more skilled roles being offered and of course the flow on effect to this is we are seeing huge movement with the skilled candidates being employed into roles such as drivers, machine operators, stores and trade roles. If you are either a company looking for skilled staff in the near future or an employee looking for a change, talk to us now as the market is moving fairly fast again in this area and good candidates are getting scooped up quickly into some great roles.

Pimp my ride

Another van is on the road and check out the before and after shots... Ugly Betty transformed! Found abandoned in the back blocks of a car yard it's fair to say the old girl had been let go a wee bit. With some panel work a full repaint and mechanical work she is back to her former glory and earning her keep doing about 700kms a week.

BEFORE:



AFTER:



Michelle – From Behind The Desk

As I write this from my desk on maternity leave at home I can truly say that I have no idea where the past few weeks have gone. (Lost somewhere in a growing pile of nappies and onezees I think!). The arrival of Demi in March has seen me add an additional “hat” to my collection and has served as a reminder of what the world looks like at three o'clock in the morning each night (to all those currently working night shifts and getting up early for work – I feel your pain!!) I am still placing staff on site (no – you won't

get rid of me that easily!) although on a reduced level and I am enjoying the chance to be at home with the kids for the next little while as Bernie steers the ship at Excel. On a business note, the employment market is certainly showing consistent signs of improvement out there, which is great heading into winter. If you are a jobseeker serious about changing your job then make sure you come prepared – a CV is standard now and will help allow you to show off your skills and talents even if you don't have the confidence to interview well. The competition is tough out there so make sure you are putting your best steelcap forward!

Welcome on board Martin Bennett

From milking cows, chef, sales, marketing, production manager and now into recruitment... what a ride! The variety I am experiencing in my new role with Excel is great as well as all the great folk I get to meet along the way. I even ended up in court... no not what you're thinking... we were there to replace and install all the new seating. Here's hoping I won't have to ever use these seats! The job was set down for 3 days and my team finished it in 2 to a very happy client.

With a love of the outdoors you will often find me surfing, tramping and fishing. However with a 10 month old daughter at home I have more recently traded my board for nappies and trying to get some unbroken sleep! Something I would not change it for the world.

Now I find myself on the other side of the desk learning the ropes in the recruitment game. After the first few weeks I can say Bernie makes it look easy. I have a head exploding with new ideas, skills and enthusiasm. Meeting all the



Welcome on board Martin

team working with excel has been fun and they certainly make the business a great place to work. The challenge is one I'm excited about in an industry I would never have picked for myself. Thanks for the opportunity Bernie and Michelle.



FREE LABOURERS & Referral Reward \$

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.

Temp of the Month

Austin Maugatai

Temp of the month for February

Austin has been a great asset to the Excel team since he began with us. He has taken charge of a van and a crew and has been getting them to work consistently and getting great feedback from the site about his work ethic and ability. Well done!

Warren Hill *(pictured right)*

Temp of the month for March

Warren has been tirelessly putting in the hours for us since starting just over a year ago. He has been busy drain laying, industrial cleaning on ships, installing insulation, painting etc etc and more recently in a role on the port. Although he has loved the variety or stimulation of all the different temping roles he has held he is happy to be going into a full time role on the Port. Well done Warren you deserve the permanent role and have obtained it through your tireless approach and great work ethic.

Ashley Morgan

Temp of the month for April

A versatile guy with a great proactive approach to work. We have had excellent feedback from the sites he has been on since starting. Keep it up Ashley!

Testing Dave's head for heights... standing on a platform about 30cm wide, 18 metres off the ground. Checking out the vistas to the Mount. "What an awesome city we live in!"



The lighter side of HR

A mechanic was removing a cylinder-head from the engine of a Harley Davidson motorcycle when he spotted a well-known cardiologist in his shop.

The cardiologist was there waiting for the service manager to come and take a look at his bike when the mechanic shouted across the Garage, 'Hey Doc, want to take a look at this?'

The cardiologist, a bit surprised, walked over to where the mechanic was working on the motorcycle.

The mechanic straightened up, wiped his hands on a rag and asked, 'So Doc, look at this engine. I open its heart, take the valves out, repair any damage, and then put them back in, and when I finish, it works just like new. So how come I earn £29,675 a year and you get the really big pay packet (£1,695,759) when you and I are doing basically the same work?'

The cardiologist paused, smiled and leaned over, then whispered to the mechanic...

Try doing it with the engine running.....!



Warren on the job laying water tubing

Staff Feedback

Paul Edwards – “excellent worker”

Samuel Faneva – “Excellent az”

Tyler Bracken – “Pleased with Tyler’s performance”

Warren Hill – “Massive guy”

Riki Sherry – “Good worker”

Paul Edwards – “Excellent”

Manu Abraham - “Great worker”

Paul Edwards – “Massive worker”

Sonny Faulkner – “Very keen excellent worker”

Kahn Otene – “Excellent”



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Competition Winners

The last winners of the “Win a work shirt” competition went to Shayne Lyons, Sharon Blythe, Barney Hyde, Matt Gyde and Dave Wilkinson.

Matt – “Its much nicer wearing a hi viz singlet than a vest on site, they are so much cooler”

Shayne - “It was really, easy all I did was to suggest an improvement and I got a cool work shirt for my troubles...”

Due to the popularity of the shirts we are extending the competition out again. Get involved and win free stuff it really is that easy!

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!

Health and Safety Look after your back - here’s how

In our industry, most of the jobs we do require lifting of some sort and worse lifting and twisting at the same time. Some of the jobs our boys do are at the top end of the manual handling graphs in terms of “risk” of injury. Fortunately the clients we have in these areas manage this risk well by alternating staff, having longer break times and providing better training for new staff etc, etc.

For those of you interested in learning more about avoiding manual handling injuries I would strongly encourage you to visit this website put together by ACC, www.habitatwork.co.nz, then click on the industrial link. They have some very

good quizzes and information on this site, which makes the learning fun. If you believe you are in a high-risk area for a manual handling injuries and would like to learn more let us know. We have courses and experts that can come onto the worksite and offer appraisals and training in this area.

Smoke Free

Check out our smoke free policy at www.excellabourhire.co.nz/smokefreepolicy.

We have put in place a plan for the non smoking folk to designate smoking areas around work sites. At this stage the policy is still in a draft form awaiting feedback, so if you have any please feel free to get back to us.

