

RecruitNews

News that matters for Australian employers

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Online Psychometrics

Streamlining the process of recruiting and developing candidates.

Australia's next growth sectors

Recruiters' role critical in powering Australia's prosperity

Putting an emphasis on the 'H' in WHS

Employees not feeling the love

Trojan
Recruitment
Group





Comments from the CEO

Welcome to the first edition of the new look Trojan RecruitNews, a free bi-annual publication providing insight and news for businesses in all industry sectors across Australia.

It is an easy to read publication providing readers with thought provoking content that keeps readers abreast of the latest developments, new industry trends and offers fresh perspectives on ongoing issues related to recruitment and workforce management.

Editorial content includes articles on Australian industry sectors, strategic planning, work-life balance, business ethics, human resources and business technology issues. Regular features include partnership profiles, current news articles and Trojan updates.

The publication is available to view online and is also printed and displayed in our branches around Australia.

In this edition of RecruitNews, we look at the market of online psychometric tests and its use in recruitment and corporate Australia. The first and arguably most important people decision you can make is whether or not to hire a person, and into which role. Yet it's still often one of the most fraught processes and one that most companies seem to dread.

Establishing the right recruitment strategy and using the right tools is essential in choosing the right candidate for the right role.

Business confidence in online psychometrics continues to grow and is widening its horizons to

embrace new innovative streamlined combination assessment methods. We take a look at why psychometrics are still an important tool in recruitment and some current trends in its use.

I hope you enjoy our first edition of the new RecruitNews and we look forward to being able to provide you with all the relevant and timely views from all perspectives of recruitment and workforce management across Australia.

Peter Melki,
Trojan Recruitment Group
Chief Executive Officer

UPDATED NEWS CONTENT

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Online Psychometrics

Streamlining the process of recruiting and developing candidates.



Getting recruitment right allows you to accelerate growth plans, while getting it wrong is costly, stressful and time-consuming to manage. It's important from the offset to have a clear vision for the future of your business as it will help you define your recruitment needs and the type of person you need to bring onboard to achieve that vision. The key is to attract someone whose personal values are aligned to your organisation's values. But how do you ensure people are right for your business?

While skills are, of course, important, it's important to consider the 'whole person' – what they have done in their life, in school or beyond, to make a difference and have an impact? Why did they choose one path versus another? What is their emotional drive, their passion and thought process, as that's what ultimately makes them unique and who they are.

Over recent decades, occupational psychology and psychometric assessment have played an increasingly important role in many organisations. Whether for recruitment, staff development, or some other form of organisational transformation, companies frequently look to psychology-based interventions for help.

“Assessment is as much about finding the best role for a candidate as it is for an employer finding the right people to support the business.”

Psychometric testing refers to the process of measuring a candidate's relevant strengths and weaknesses. This form of measurement is primarily employed to assess employment suitability, including company-candidate fit. The aim of psychometric tests is to gain an accurate bearing of the candidate's

cognitive abilities and personality/behavioural style.

James Pellegrino, a widely recognised expert on cognitive science, psychometrics, and educational technology, believes that technology has a very big role to play in the development of psychometric testing. Whilst many very good and effective psychometric tests are still only available in pen and paper, new online solutions, integrated in a dynamic way are steadily progressing.

Business confidence in online psychometrics continues to grow and is widening its horizons to embrace new innovative streamlined combination assessment methods. With this sense of confidence the market of online psychometric tests is growing and developing at a rapid pace. Currently 80 per cent of Fortune 500 and 75 per cent of Times Top 100 companies are using online psychometric testing.

With advances in technology, online testing has become a popular and straightforward method for assessing candidate suitability. It can be completed remotely or as part of an assessment centre, providing internet access is available. Much of the process is automated, eliminating the need to hand score tests. This helps make the whole selection process far more efficient, ultimately saving you time and money in addition to recruiting the right staff.

Current trends

1. Streamlined combination assessments - Shorter but valid assessments which assess large applicant numbers across different roles are increasingly being used at the front end of recruitment campaigns. The efficiency of assessing candidates against more than one role and building talent pools provides both time and cost savings.
2. Employer branding - The opportunity to present the employer



brand coupled with the desire to positively engage candidates is spearheading some key changes to how psychometric assessment is used by recruiters. We are seeing a growing use of more interactive and tailored assessments.

3. Combination tests - These tests provide a contemporary rounded assessment, breadth of measurement and positive candidate experience all under one candidate log in. This type of testing can provide employers and candidates with shorter tests offering various combinations of verbal, numerical, diagrammatic, abstract, spatial, and mechanical and error checking aptitudes.
4. Strengths based behavioural assessment - Psychometric assessments that are focused on identifying behavioural strengths over and above technical skills are cited by many recruiters to deliver a better match and a more engaging candidate interaction. This highlights the importance of intellectual capability, identifying leadership capability and those with high personal drive and initiative.
5. Online gaming used as a recruitment assessment tool - There is a lot of excitement and curiosity around online gaming and its application to selection and assessment. These games can take the form of job simulation exercises, situational judgment exercises and games that measure an individual's motivations and personality. Whilst

still experimental and success with this form of recruitment is not yet determined, HR and recruitment specialists are excited for its prospects.

The data captured on employee behaviours, personality, capabilities and skills at the recruitment stage is tremendously valuable. Organisations should make better use of this insight to help make decisions at every stage of an employee's career - from on-boarding criteria, to staff career development plans.

As assessment becomes increasingly interactive, applicants get a better understanding of what the job involves and can also make informed decisions about whether or not the role is suitable or in line with their expectations. Using assessments and multimedia simulations will also help companies save thousands of dollars by dramatically reducing the number of applicants and HR interviewer time and bringing fewer but better-qualified candidates through to the assessment centre stage.

Of course, factors other than personality and ability also need to be taken into account when recruiting, such as a person's qualifications and experience. Psychometric assessments are not intended to be used in isolation, and the best selection results come from combining multiple methods. If the overall selection process is flawed, no psychometric tool is going to save you from a bad decision.



Red tape repeal will lighten the load on business

The Coalition will seek to abolish more than 8000 redundant federal laws as part of its plan to slash red and green tape by \$1 billion a year. They have argued that the Federal Labour Party had introduced a damaging compliance burden on Australia's businesses.

In a recent press release The Hon. Tony Abbott MP Prime Minister stated 'We are committed to cutting red tape costs by \$1 billion a year to improve our nation's competitiveness, help to create more jobs and lower household costs'.

More than 50,000 pages of unnecessary and costly legislation and regulations that are a dead weight on Australian businesses, community groups and households will be removed. Some of the proposed amendments will include:-

- National businesses will be allowed to operate under one workers' compensation scheme right around our nation rather than have to operate in up to eight.
- Businesses will no longer be required to administer the former government's paid parental leave scheme.
- Repealing the Carbon Tax and the Mining Tax will not

only reduce cost of living pressures and help create jobs, but will also save nearly \$100 million in compliance costs.

The sweeping repeal of laws and regulations will affect every sector of the economy, from small business to aged care to immigration to the rules around government procurement and grants. The red tape reduction omnibus bill is designed to reduce the volume of regulation, eliminate duplication between state and federal governments, improve consultation with business and ensure greater transparency and efficiency within the public service.

Mr Abbott's parliamentary secretary for deregulation, Josh Frydenberg, has released a rule book for bureaucrats designed to keep red tape down, to achieve cultural change and to ensure regulation was a last resort, not the default option. "We do not want to get rid of every regulation, what we are on about is better regulation" Mr Frydenberg said.

Cutting red tape is at the heart of this Government's mission: to build a strong and prosperous economy for a safe and secure Australia.

Australian Manufacturing Contraction Eases

Traditional manufacturing may be in a state of decline. But a new approach to manufacturing is evolving. One which centres around innovation and sells solutions rather than products, one which embraces mass commercialisation and personalisation and targets low volume, high value over high volume, low value.

This new manufacturing thrives on business model innovation and positions itself in rich webs of relationships and knowledge flows.

The Westpac-Australian Chamber

of Commerce and Industry Survey of Industrial Trends show that confidence in manufacturing is down for the first quarter of the year, though the sector has seen an improvement in employment data. Australian Bureau of Statistics job data reports that as at Feb 2014, jobs in manufacturing increased by 13,900 to 949,700.

Australian Industry Group Chief Executive, Innes Willox said: 'While an easing in the pace of contraction and the lift in production in the year's first quarter are welcome, overall conditions

in manufacturing continue to reflect the intense pressures from the strong dollar, high energy costs and the legacy of a long period of low productivity growth'.



Economy, Australia (ABS) – FEB 2014

Latest Australian Bureau of Statistics (ABS) figures show that GDP, in seasonally adjusted volume terms, grew 0.8 per cent in the December quarter 2013, through the year GDP growth was 2.8 per cent. Growth for the quarter was driven by a 0.6 per cent contribution from Net Exports and a 0.5 per cent contribution from Final consumption expenditure. These increases were partially offset by a -0.3 per cent contribution from Gross fixed capital formation.

The largest contributors to the GDP growth were the Mining (0.6 percentage points) and Financial and insurance services (0.5 percentage points) industries. Whereas Manufacturing, Electricity, gas, water and waste services, each detracted 0.1 percentage points in trend terms.

Australia's seasonally adjusted unemployment rate increased by 0.1 percentage points but the rounded estimate remained at 6.0 per cent. The ABS reported the number of people employed increased by 47,300 to 11,530,800 in February. The increase in employment was due to increased full-time employment, up 80,500 people to 8,049,900, offset by decreased part-time employment, down 33,300 to 3,480,900. The increase in total employment was driven by an increase in female full-time employment, up 46,800 persons, and an increase in male part-time employment, up 17,200 persons. The largest increases in seasonally adjusted employment were in Queensland (up 30,700 persons) and in New South Wales (up 13,900 persons). The largest decrease in seasonally adjusted employment was in Victoria, down 5,300 persons.



Recruiters play vital role in labour force

An Australian Workforce and Productivity Agency study has found that contrary to widely held views, employers are actually set to increase their use of recruitment companies.

Recruitment is a significant part of what makes a business successful. As globalisation and competition for talent grows, particularly in high-demand occupations, how employers go about recruitment is becoming increasingly important. It's an area of business practice that has undergone rapid transformation as online recruitment moves centre stage and the outsourcing and specialisation of recruitment work becomes more prevalent.

In 2013, the Australian Workforce and Productivity Agency commissioned the Macquarie University Centre for Workforce Futures to undertake a literature review to learn more about current Australian recruitment trends and practices. The resulting Australian recruitment practices report was published in March 2014. It found the major trend in recruitment in Australia in the last decade was a shift towards online resources.

The report found that the outsourcing of human resources functions has been the hallmark

of evolving strategic human resources agenda over the past twenty-five years and that the role of recruitment agencies is set to grow, as organisations increasingly outsource the recruitment function. The report states that by providing an outlet for outsourcing, recruitment agencies have played a key role in decreasing costs and increasing the efficiency of the recruitment process in Australia.

The report confirms our shift to online advertising has been dramatic. The number of job vacancies advertised in major Australian metropolitan newspapers fell by more than 70 per cent from 2007-08 to 2012-13.

The report also identifies increasing use of social media in recruitment. LinkedIn is increasingly used by recruiters to advertise vacancies to professionals, whilst Facebook and Twitter are important tools used by recruiters mainly to refer personal or professional networks to a vacancy advertised elsewhere. Social media is also used by many employers to research particular candidates applying for roles. In turn, job seekers conduct searches on potential employers.

To read and download the full Australian recruitment practices report visit www.awpa.gov.au.



Australia's future growth, Catching the next wave

Where will Australia's future growth come from? How can business and government leaders make the right decisions to position for prosperity?

After 23 years of consecutive economic growth, our nation has come through the challenges of the GFC in good shape. The choices that Australian business and government leaders make now will determine whether we enter a renewed period of prosperity.

New research from professional services firm Deloitte has identified 25 sectoral hotspots with the biggest potential to lift Australia's growth trajectory over the next 20 years. The report analyses growth prospects across all major parts of Australia's economy.

Mining, which now makes up about 10 per cent of Australia's economy, is set to be overtaken by growth waves in the "Fantastic Five" sectors of gas, agribusiness, tourism, international education and wealth management, Deloitte's report "Positioning for Prosperity? Catching the next wave" says. These five sectors have the potential to add \$250 billion to the economy over the next 20 years, potentially matching mining and keep Australia near the top of the world's prosperity charts.

The report said five big-picture advantages gave Australia

a head-start: world-class resources in land, minerals and energy; proximity to the world's fastest-growing markets in Asia; our use of English, the world's business language; a temperate climate; and well-understood tax and regulatory regimes.

The oil and gas industry will soon make up about two per cent of Australia's economy, Deloitte said. The nation's output of liquefied natural gas (LNG) is expected to be boosted by 250 per cent between now and 2017-18. "If we achieve that, we could surpass Qatar to become the world's top LNG producer," the consulting firm said.

More than \$200 billion of gas infrastructure is under construction and up to another \$180 billion in gas projects are being considered. If these proposals all go ahead, they could create 150,000 jobs and deliver tax revenue of \$5 billion a year.

"As Asia's boom evolves and new domestic opportunities arise, our research shows that Australia's growth options remain excellent. Our future prosperity will come from a more diversified spread of sectors, enabling Australia to

remain the fastest-growing developed Western nation in the world in the coming decade" said report co-author Deloitte Access Economics' Chris Richardson.

The report also names 19 so-called 'future growth pockets' which are in high job creating areas and which could contribute a further \$150bn or more to the Australian economy over that same 20-year time period.

Many of the domestic growth opportunities stem from health costs and ageing, which includes not just what the report describes as 'obvious candidates', but also the digital delivery of health, in which Australia already has some expertise gained from servicing rural and remote communities.

Deloitte chief strategy officer and co-author of the series, Gerhard Vorster, however, said that while "the DG25 provides a vision of where Australia's future growth can come from... [there] are big challenges for both businesses and governments to make the most of the potential on offer."

Naturally, this list will change over time as new opportunities emerge, lines blur between sectors, and industry hybrids and networks continue to transform the landscape. The aim is to take a mid- to long-term view based on underlying trends and informed by the present, to ensure we are as well positioned as possible for the future.

Businesses need to take the lead in positioning Australia as a competitive global force in these growth sectors. Governments will, however play a supportive role in managing the challenges of labour markets, providing more efficient regulation and tax regimes and a stable and clear set of policy rules for business, in order to enable growth. But ultimately, it is up to business leaders to put in the hard work, to think hard about their own proximity to prosperity and about how best to position themselves closer to these prosperity opportunities.

Source: Deloitte. 2014. Positioning for Prosperity? Catching the next wave. Deloitte Touche Tohmatsu.



The Toro Company Celebrates in 2014 with a Century of Innovation and relationships

As a leading worldwide provider of innovative turf, landscape, rental and construction equipment, and irrigation and outdoor lighting solutions, Toro helps customers care for golf courses, sports fields, public green spaces, commercial and residential properties, and agricultural fields.

On 10 July 2014, The Toro Company will celebrate a rare business milestone – achieving 100 years in business.

Toro has developed strong networks of professional distributor, dealer and retailer partners across industries in more than 90 countries to provide local, expert, professional customer service. For example, in 1922, Toro created the golf industry's first national distributor network. And, in 1934 as the business grew, Toro encouraged its distributors to establish dealers in areas the distributors' staff could not effectively cover, providing local

customer service that proved to be a competitive advantage.

This commitment to customer service has been instrumental in Toro's development of long-term relationships with golf courses, homeowners, professional contractors, agricultural growers, construction and rental companies, government and educational institutions – in addition to many premier sporting events, venues and historic sites around the world.

Toro Australia's Director, Mr Tim Emery, said the company had commenced operations in Australia in 1975 and the local operation was now an important part of the global network. "In Australia, Toro has achieved market leadership through the same commitment to serving customers and innovation that our parent company has achieved," he said.

Toro's yearlong celebration of

its 100th anniversary provides an opportunity not only to look back on the company's notable achievements, but also to recognize the ingenuity and dedication of its employees – and to thank its channel partners and end-user customers around the world for their loyalty and trust in The Toro Company. Mr Emery said a series of events to celebrate the centenary of The Toro Company was being planned for customers and staff in Australia with details to be released throughout the year.

Trojan Recruitment Group established its relationship with The Toro Company in Australia in 2006, and now provides workers in a variety of roles all around Australia. Trojan's relationship with The Toro Company continues to grow and develop, and we are committed to ensuring that our working relationship will continue into the future.



Recruiters' role critical in powering Australia's future prosperity: Deloitte

In recent years some organisations have looked at reducing their use of recruitment companies, but a new report from Deloitte, 'Positioning for prosperity? Catching the next wave', the third paper in their Building the Lucky Country series, suggests that partnering with external recruiters will be crucial to business success in the future, providing that these external partners are technical specialists and genuine consultants.

Deloitte suggests that as Australia's sector growth drivers change gear, all companies must start to understand where they are positioned today, and then identify the best ways to move towards areas of higher growth and greater advantage. For any particular organisation, the goal will be either to move towards higher-growth markets, or to enhance their unique advantages in tapping into those markets.

To achieve this, Deloitte identifies five major areas that Australian businesses need to take action on to ensure they are able to take advantage of the potential growth opportunities that come their way. Deloitte calls these the 'prosperity levers', which include:-

- Portfolio mix
- Resource allocation
- Opportunity radar
- Competency advantage
- Structural advantage

These start with identifying the organisation's current status, then reviewing its capabilities in terms of competencies and structural advantages. The levers also focus on how organisations allocate resources and change their portfolios to increase their exposure to growth opportunities.

The fourth prosperity lever identified by Deloitte refer to a company's 'competency advantage'. It is described as the way a company can gain significant operating advantages through superior talent and/or business practices, including:-

- Better recruitment, motivation and retention of high-quality talent
- Incremental innovation within business
- Institutionalisation of superior practices
- Ability to tap into third parties.

Deloitte further expands on each of these identified prosperity drivers and states:-

A rapid way of increasing a company's competitive advantage is to develop superior talent. The focus here is on enhancing recruitment, motivation, day-to-day management and training practices to find, retain and develop the best people.

Looking outside, companies can partner with third parties to expand their areas of competency

and create unique capabilities. This might include forming alliances with technical specialists, and outsourcing commoditised work that doesn't deliver an opportunity to differentiate.

It is very significant that a respected global firm, such as Deloitte, has made these, very considered, observations and recommendations. The Deloitte report is also pointing to the critical role that the recruitment industry needs to take if it is to continue as a valuable sector in the long term; and for the industry to assist in Australia's future prosperity and for business success.

With over 20 years experience in the Australian recruitment industry, Trojan are the right people to help you find the right people. Trojan delivers recruitment and career services to organisations and individuals across the employment lifecycle. We help businesses attract, retain and engage the best people, streamline business processes and help improve client performance through our core service offerings of Recruitment Solutions, Consulting Services and Business Process Outsourcing. Trojan has never aimed to be the biggest recruitment company; however we strive to be the best.

Source: Deloitte. 2014. Positioning for Prosperity? Catching the next wave. Deloitte Touche Tohmatsu.



Euroline - a joinery company renowned for style and precision

Since 1992, Euroline has built its reputation to become one of Sydney's leading architectural joinery companies.

Euroline is known for its attention to detail, can-do attitude and ability to work with builders and designers/architects to delivery projects on time and on budget.

Euroline has the capacity and structures in place to handle projects ranging from \$100k to in excess of \$5M.

Euroline's combined experience enables them to service a range of areas across the industry including:- Hospital fit-outs, One off / high end architectural joinery, Multi floor fit-out, Interstate and International Roll Out Projects, Health Facilities, Airports and Banks.

Euroline has and is building long standing relationships with the industry's leading players. Euroline's 3,500m² factory, situated in Sydney, houses in house spray painting facilities, state of art machinery, dedicated assembly areas and large storage facilities. Keeping all these critical facets of joinery manufacturing under one roof allows Euroline to continue the highest level of quality control and ensures that Euroline's reputation is maintained in the industry.

Trojan commenced supply of temporary labour to Euroline in 2001 and continues to enjoy a prosperous relationship.

Schneider Electric - Leading the energy efficiency race

As a global specialist in energy management with operations in more than 100 countries, Schneider Electric offers integrated solutions across multiple market segments, including leadership positions in Utilities & Infrastructure, Industries & Machines Manufacturers, Data Centres and many others.

Schneider Electric offers integrated solutions that make energy safe, reliable, efficient, productive and green.

With an Australian presence dating back to the 1960s, the company's offering today combines the management of power, processes & machines, IT rooms, buildings and security. This also includes software applications and suites that unify various business areas so that users can see, measure and manage efficiency across entire processes - at the enterprise, operations and control levels.

Schneider Electric delivers efficient solutions across the global energy chain, enabling people to experience and transform efficiency together at home, in enterprise, across the grid, in towns and cities, and in energy-poor countries.

In April 2005, Trojan Recruitment Group commenced supply of temporary labour to Schneider Electric (Australia) in Adelaide SA, with supply commencing in NSW in 2006, QLD in 2008 and WA in 2006.



Putting an emphasis on the 'H' in WHS

A healthy workplace makes good sense

The increase in preventable disease and workplace injury, resulting from unhealthy living and low levels of physical activity, are a major cause of workplace absence and disruption in today's workforce.

Across Australia, increases in the prevalence of degenerative disease and the ageing population have heightened the need to change lifestyle behaviours and increase physical activity levels. With most adults spending at least half of their life working it makes good sense to consider this environment as an important setting for promoting health and wellbeing change.

Workplace wellness has been a focus of governments and employers internationally for a number of years. Leading health bodies such as the World Health Organization have recognised the workplace as a priority setting for promoting health and wellbeing.

Employee morale and stress in the workforce as well as lifestyle risk factors such as smoking, drinking, lack of physical activity and excess weight all contribute significantly to high absenteeism, sick leave and high staff turnover.

A number of Australian and international research studies show worker health and wellbeing is closely linked to productivity, risk of injury and business costs. Below are some of the results of these studies.

- Regardless of cause, the estimated cost of productivity loss for the most psychologically unhealthy 25 per cent of the Australian workforce was A\$17.84 billion.
- The least psychologically healthy workers had nearly six times as much sickness absence compared to the healthiest.
- The annual productivity loss per worker through sickness absence and presenteeism was nearly double for the least psychologically healthy (A\$15,050) compared to the healthiest (A\$8,334)

Effective workforce wellness programs can reverse these results, and has shown to improve the health and wellbeing of employees and facilitate organisational changes, such as reduced absenteeism and increased productivity. Workplaces that have implemented a successful wellness program have seen documented positive changes in the overall safety culture of their business.

Around 1500 Australian employers currently provide some form of health program covering 400,000 employees - that's only 3.6% of all Australian employees; something that most state institutions like the Queensland Government's Workplaces for Wellness program is hoping to change.



However wellness is more than just our physical health—it's about our overall state of wellbeing that enables us to live and function at our best. Wellness – is generally used to mean a balance of positive mental and physical health which results in an overall feeling of wellbeing.

There is good evidence that workplace programs can improve health and wellbeing. Increased physical activity and healthier eating in particular have been demonstrated as results of well-designed programs. Research also demonstrates that better employee health and wellbeing is linked to improvements in productivity, customer and job satisfaction, along with reduced absenteeism, work place injury and business costs.

Workplace wellness programs are designed to help employees improve their wellbeing and support them in adopting healthier lifestyles. They can range from simple activities with a small investment to a comprehensive program with a substantial investment for large numbers of employees. Workforce health programs can cover a broad range of health areas including nutrition, physical activity, smoking cessation and/or stress management to improve the health and wellbeing of staff. Programs promote a healthy work culture and introduce workplace policies that support employees to make healthier lifestyle choices.

A successful workplace health program incorporates activities which promote the wellbeing of employees, focussing on individual behaviour change and organisational change, creating policies and environments (physical and social) which support healthy behaviours. Individuals who have a strong sense of wellbeing will contribute to a satisfied, productive and stable workforce. Hence there are benefits for employees and for organisations in improving health and wellness.

Employees not feeling the love



Virgin Pulse Survey Finds Employees Love Their Company but Don't Always Feel the Love Back

A survey by employee health and engagement company Virgin Pulse has revealed 74% of respondents either 'love' their company because it's a great place to work or felt 'pretty good' with no major complaints. But it appears employers have lost that loving feeling with only 25% of employees stating they felt their company loved them back. "Employees like the companies they work for, but there's room for improvement on the employer-side of the relationship. Showing employees you care can yield big benefits when it comes to employee engagement and loyalty" said Chris Boyce, CEO of Virgin Pulse.

The survey provides insight into what employees love about their jobs, what motivates them and how they'd like for their employers to show they care.

So what do employees love about their company, and what will it take for them to love it even more? Believe it or not, it's not the money or the perks like free coffee or nap pods. More than half of respondents ranked flexible work arrangements as the most important perk, followed by programs and resources to help improve their physical health and well-being. When asked what they liked most

about their company, most said it's about feeling connected to the work and people.

When asked how they think their employers feel about them, just 25% felt their company really values them and shows it often, while 41% said they only get occasional recognition.

So how can companies show their love? Supporting a work/life balance and overall quality of life is the best way according to the findings and while 32% said that compensation wouldn't make them love their job any more, the actual gesture of a pay rise is still seen as one of the most important ways employers can show their employees they care.

Boyce said there are plenty of ways employers can show they care. "The key is to create a culture where employees feel appreciated and supported across all aspects of their lives, while simultaneously making them feel they're a part of something exciting and challenging," he explained. "Creating a 'we're all in this together' mentality and walking the talk motivates employees and helps to create a more energised, focused and driven workforce."

Trojan's Annual South Australia Fishing Trip



Saturday 8th February saw Trojan once again host its legendary annual client fishing charter in the beautiful Pongalowie Bay located at the bottom of the Yorke Peninsula in South Australia.

'My expectations were high for another victorious haul due to all the other successful fishing trips we have had over the past 10 years,' says Peter Melki, CEO Trojan. 'Luckily this year the waters were calm and with February marking the arrival of huge schools of

Blue Fin the excitement of a fight with one of the toughest fish in the sea, a great day was ahead of us.'

Unfortunately the Blue Fin Tuna proved to be elusive but the group managed to catch a total haul of just over 50 fish. Frank Morgante, General Manager Southern Region was pleased with the day and said 'A great time was had by all with no casualties sustained, and everyone left happy with their Eskies full of premium quality fish.'

2013 MS Sydney to the Gong Charity Bike Ride



Celebrating its 32nd year, the MS Sydney to Gong bike ride is a special part of Sydney's cycling heritage. On Sunday, November 3rd 2013, three staff members from Trojan - Peter Melki (CEO), Gianni Rigutto (NSW State Manager) and Jackie Nel (Accounts), participated in the 90km course from Sydney through the spectacular scenery of the Royal National Park and coastal roads to Wollongong. 'It's a fun and exhausting day out for a serious cause' said Jackie Nel. Team Trojan Trackers

raised more than \$2000 to support people living with MS, Multiple Sclerosis.

Peter Melki CEO stated 'This is the first year Trojan have entered a team into the ride, and we hope to enter a much larger team next year'.

If you are interested in participating with Trojan in the 2014 bike ride, contact jnel@trojanrecruit.com.au before September 2014.

Employee Spotlight

Wayne Parchert - Labour Hire Employee

In times when the workforce is very transient it is almost unheard of to have a labour hire employee work with one company for more than 12 years. That was until Wayne Parchert walked into the Trojan Newcastle office. Wayne has always served Trojan with honesty and integrity. He has recently decided to hang up his boots and retire. Trojan have valued Wayne's loyalty, work ethic and friendship and we would like to thank him for all his hard work and dedication over the years and wish him well for the next chapter in his life.

Management Spotlight



Gianni Rigutto - State Manager NSW
Years at Trojan? 13 Years

What do you like most about your job with Trojan? My greatest satisfaction is the knowledge that I can make a difference to people's lives from a professional perspective. Being able to assist our clients with finding business solutions; developing and mentoring my staff and contributing to the success of the Trojan business is what I am most passionate about.

How does your role contribute to Trojan's goals? My role at Trojan is to ensure the NSW branches have a clear vision and common goal whilst meeting our obligations at all levels. These include process driven goals (service and safety) and financial accountability (retention of business and new sales) in an ever increasing competitive market. My involvement in the executive team allows me greater opportunity for influence in the decision making process at a National level.

What is the greatest challenge in your role? With the industry continually evolving, it is important that we evolve at a more rapid rate to place us ahead of our competitors. My challenge is to try and achieve this and to take an innovative approach and focus into my role that will help make a difference.

How do you obtain work life balance? Life balance? My wife would probably laugh at this question. I do enjoy spending time with my family, riding my motorbike and watching my NRL team - the Dragons.

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