# RecruitNews

## From #MeToo to Where Now

**More than just a global reckoning against sexual harassment, it is a declaration for change.**

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**Trojan** Recruitment Group

# Comments from the CEO

Welcome to the 2018 Autumn Edition of Trojan RecruitNews, a free bi-annual publication providing insight and news for businesses in all industry sectors across Australia.

In this edition of RecruitNews, we take a close look the #MeToo movement that has affected many industries and people around the globe, and how the flow on effect has resulted in a spike in queries to company human resources departments. But what lessons have we learned and what should companies be doing now.

We also take a look at Diversity: The New Global Mindset in Recruiting. Diversity has been a hot-button topic in the workforce for some time now, and the many benefits of having a diverse team including increased levels of productivity and engagement, and producing more innovative ideas in the workplace have been discussed around many board room tables over the years. However diversity is more that ticking a box, or meeting a quota, creating

diversity in the workplace has moved beyond that – after employees are hired, they need to feel a sense of inclusion and belonging.

In today's ever-changing, fast-paced global economy, organisations need agile, flexible workforces. Talent mobility is critical to an organisation's ability to dynamically develop and align current and future workforce to strategic business needs. It's the process of having the right people, with the right skills, in the right place, at the right time.

At the end of February, Safe Work Australia called for public comment on model work health and safety (WHS) laws. These laws are in place to secure the health and safety of workers and workplaces, and the review is examine and report on the operation and content of the model WHS laws to ensure they are operating as intended.

Finally we look at the new Labour Hire Licencing Laws that are taking affect across Australia. These new laws make it unlawful to operate as a labour

hire provider without a licence, as well as unlawful for employers to engage an unlicensed operator.

Also included are our regular articles on Australian industry sectors – Construction, Manufacturing, Services, and Transport & Logistics, Australian economic and employment statistics from the ABS, Trojan employee spotlight and Trojan news.

I hope you enjoy our Autumn 2018 edition of 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
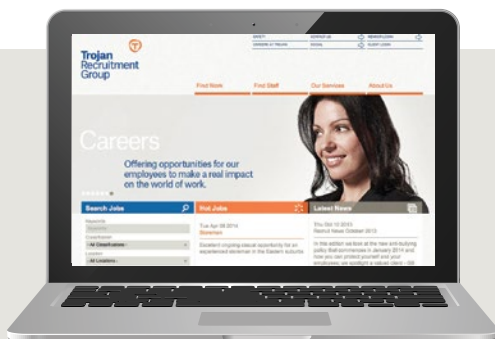
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# Diversity: The New Global Mindset in Recruiting

Despite all of the positive reinforcement and societal pressures, there are still plenty of companies that fall short of achieving their goals of building a diverse team, as they fail to consider two essential areas— inclusion and belonging.

**Diversity has been a hot-button topic in the workforce for some time now, and the many benefits of having a diverse team including increased levels of productivity and engagement, and producing more innovative ideas in the workplace have been discussed around many board room tables over the years.**

Diversity used to be a box that companies checked. But today, diversity is directly tied to company culture and financial performance. Diversity was a popular phrase of the 1980s, however as the movement matured this became diversity and inclusion, and today has expanded even further to diversity, inclusion and belonging.

A recent report by LinkedIn, "Global Recruiting Trends 2018" revealed that interestingly more companies are focused on the concept of 'belonging' than on diversity or inclusion. Here's why: Diversity is being invited to the party, inclusion is being asked to dance, and belonging is dancing like no one's watching. Belonging is the feeling of psychological safety that allows employees to be their best selves at work. Even at the most diverse of companies, employees will disengage and leave if they don't feel included and accepted.

Many companies are now starting to realise that diversity is no longer just about achieving a number, or ticking a box. Creating diversity in the workplace has moved beyond that – after employees are hired, they need to feel a sense of inclusion and belonging.

What is even more interesting is that more and more companies are focusing on diversity, not just for achieving quotas, but towards ensuring better financial performance, to improve the culture, and to better understand and represent the

customer. Data shows that 78% of companies prioritise diversity to improve company culture, 62% do so to boost financial performance, and 49% to better represent customers.

Diversity in the workplace has different meanings across the globe. For 71% of the companies, their efforts in diversity are concentrated on gender. Gender is easy to track, so it's often the lowest-hanging fruit for companies. The undisputed proof of women's value in the workplace and grim representation of females at big-name companies also keep gender in the spotlight.

While much of the conversation revolves around gender, organisations are also focusing on racial and ethnic diversity (49%), and age/generational representation (48%). As Baby Boomers stay in the workforce longer, companies are recognising the value of engaging this large and experienced talent pool.

However, when it comes to fostering diversity, very few organisations have cracked the code. Despite all of the buzz, most companies still fall short of their goals and the public's expectations. One of the biggest challenges companies face is once they have found and hired diverse candidates, finding a way to retain the new hires.

There's no point trying to attract diverse talent if your culture doesn't embrace diversity - employees who don't feel included and accepted won't last.

Diversity used to be an HR-owned strategy, now CEOs are championing the issue, integrating it into their company missions, and diversifying their own C-Suites. To strengthen workplace culture and to build a workplace that helps workers feel comfortable, accepted and encouraged, many companies are using the following strategies:-

- **Fostering an environment that respects differing opinions**
- **Encouraging people to be themselves at work**
- **Having leaders acknowledge the importance of diversity**
- **Embedding diversity into the company mission & values**
- **Emphasising diversity of the leadership team**

Once an inclusive company culture has been developed, it's important to showcase this diversity to candidates and employees. Admittedly, there is no fast and easy solution to this challenge, but a good first step is to signal to potential candidates that you are committed to diversity and have built up an inclusive and welcoming company culture.

Some strategies used include featuring diverse employees in recruitment materials, in corporate web and print materials, and on interview panels. Bringing underrepresented employees into an interview process shows a company's commitment to different points of view and opinions - a great signal to candidates that you value diversity.

Diversity is complex. There's no easy shortcut to achieving it, and it doesn't happen overnight. However those companies that are invested into understanding the complex nature of achieving diversity, inclusion and belonging are reeking the benefits of a stronger company culture, better employee performance, stronger financial position and deeper customer insights.

Diversity and inclusion is an ever-growing topic among Australia workers and thankfully many organisations are taking steps to combat the issue so that more professionals from different backgrounds are not only able to get quality positions but feel comfortable in their workplaces as well.



"When different perspectives are recognised and supported, advocated, and most importantly, expected, I think it creates a more inclusive environment. When you are recognized for bringing a different perspective, it leads to higher degrees of engagement."

— Steve Pemberton

# From #MeToo to Where Now

The #MeToo movement was more than a global reckoning against sexual harassment; it is a declaration for change.

The public watched late last year as some of the biggest names in news and entertainment were outed on sexual misconduct allegations and were later removed, or resigned, from their high-profile positions. The list of alleged offenders continues and is made up of mostly powerful and, in some cases, once highly revered male celebrities.

Many of the accused would have remained in their positions if their accusers — often less powerful women along with a few men — hadn't found a collective voice to speak out through the #MeToo movement. As each target or witness of sexual misconduct came forth, others quickly followed. The #MeToo movement has forever changed how society and the workplace, in particular, view and handle the pervasive problem of sexual misconduct.

**While the "Me Too" movement was indeed launched by a woman, its impact is not limited by gender, age, race, religion, or orientation.**

What was started as a simple Twitter conversation quickly launched over to Facebook and other media operations. Celebrities, athletes, professionals, and young and old victims opened up about their experiences.

In light of the revelations coming from the #MeToo movement, many businesses and corporations are working to improve their sexual harassment policies. Sexual harassment of any kind causes a hostile work environment, jeopardizes the victim's emotional and mental health, and creates an incredible amount of stress and anxiety for the victim of harassment. A healthy and stress-free environment cultivates a more productive and more engaged workforce, but employees cannot flourish and be productive when they are the subject of harassment.

**The #MeToo movement has not increased incidents of sexual harassment, but it may well increase reporting of inappropriate behaviour in the workplace as employees feel more empowered to speak out.**

Thankfully, the #MeToo movement is having an incredible impact, with victims around the world and across many industries now feeling encouraged and supported enough to speak out and make a complaint.

This emboldening of victims and the focus on having crucial (and long-overdue) conversations is cause for both celebration and caution in the HR community. While the cause for celebration is obvious, the reasons for caution are less so.

The flow on effect from the #MeToo movement has been a spike in queries by Human Resources (HR) or Employee Relations (ER) professionals, to Industry bodies around the world. While it is fantastic that HR practitioners are taking this issue seriously and seeking advice, what is concerning is why
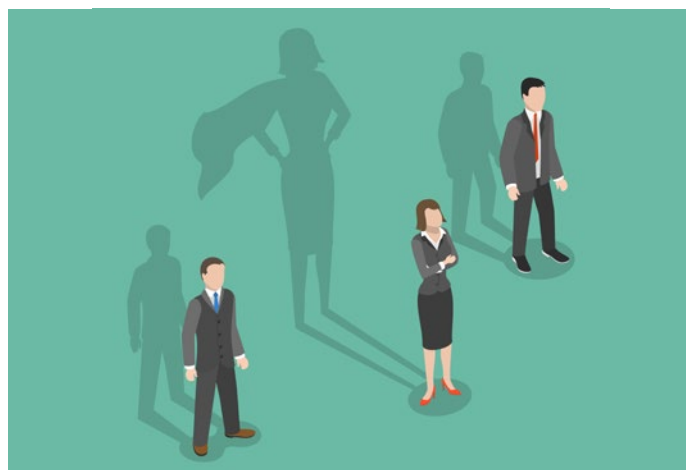
advice is being sought. Unfortunately, many HR practitioners are focused solely upon trying to find the best way to manage the current firestorm facing them and their organisation.

It may seem strange to say that it is unfortunate that HR practitioners are focussing on fixing a current major issue, however it is concerning that this focus is taking the form of tunnel vision. By focussing only on "surviving the heat" and dealing with the problems of now, HR practitioners run the risk of missing an opportunity to stamp this kind of inappropriate behaviour out for good in the future as well as now. Additionally, a single-minded focus of only eradicating offenders from organisations may actually have a sadly ironic impact on the largest demographic of victims – women in the workplace.

The question in these and other sexual harassment cases is: Where was HR when employees came forward with their claims or while companies were trying to hide allegations from the public through arbitration and nondisclosure agreements instead of investigating these matters?

## So what is the answer?

The #MeToo movement has done (and continues to do) a great job of shining a harsh light upon the issue and the offenders, as well as providing support for the victims. Human Resources (HR) and Employee Relations (ER) professionals should work with the #MeToo movement to clear out entrenched harassment (and offenders) from the workplace as well as providing guidance and support for victims.

Importantly though, alongside this clearing out of the past and present, HR departments need to also look toward the future. Now is the time for companies to review (and if necessary, revitalise) their sexual harassment, workplace bullying and discrimination training resources as well as instituting a continual refresher program for employees. This will build upon the achievements of #MeToo and further heighten awareness of what are (and aren't) appropriate behaviours in the workplace.

The #MeToo movement has rightfully created the spark that has turned into a firestorm and shone a bright spotlight onto the blight of workplace harassment. Now it is up to companies and HR departments to utilise this fire to light the way of the future and ensure that workplace harassment is stamped out.

# Industry Update

## Construction Industry

The Australian Construction Industry continues to grow. The Australian Industry Group Performance of Construction Index (Australian PCI®) increased by 1.5 points to 54.3 in January, indicating industry-wide growth for a 12th consecutive month and at a slightly faster pace than in December.

AI Group Head of Policy, Peter Burn, said: "January marked a full year of monthly growth in Australia's construction sector."

Activity lifted across the industry with the strongest contribution coming from commercial construction. House builders and engineering constructors also reported healthy gains while apartment builders enjoyed a second consecutive month of relief from the falls in activity experienced over much of 2017.

The employment sub-index accelerated to its fastest pace in six months. Rising employment reflects the elevated level of work at present and the need for businesses to ensure sufficient resources are in place to meet future demand.

Source: Australian Industry Group (AI Group)

## Manufacturing Industry

Manufacturing sees a strong start to 2018. The Australian Industry Group Australian Performance of Manufacturing Index (Australian PMI®) increased by 2.5 points to 58.7 in January, indicating faster growth than at the end of 2017.

AI Group Chief Executive Innes Willox said: "Australia's manufacturing industry enjoyed a strong start to the year and added to the longest manufacturing expansion in more than a decade."

Food & beverage producers led the way recording its highest monthly result since April 2016. This was supported by strong showings from businesses in the petroleum, coal & chemicals; metal products; and machinery & equipment sub-sectors.

While production and sales volumes were robust and employment also grew, the combination of cost pressures – notably energy costs – and strong competition in part due to the recent rise in the value of the Australian dollar, continued to keep margins tight and restrain wage rises.

Source: Australian Industry Group (AI Group)

## Transport & Logistics Industry

Transportation is a crucial part of the Australian economy, generating significant benefits that are shared across all sectors and regions.

The industry sector currently employs over 625,000 people. Road transportation is the largest single source of transportation work, accounting for close to 270,000 positions, or over 40 percent of all transportation work. Employment in other direct transport modes is smaller: 100,000 jobs in total across the rail, air, and marine modes. Ancillary and support service have dramatically increased over the past 12 months with close 100,000 jobs.

Today transportation services, broadly defined, contribute over $80 billion per year to national GDP (or around 5 percent of total national value-added).

Australia's transportation industry continues to grow and develop, and it will become even more important to the national economy in the decades ahead.

Source: The Future of Transportation Work: A Summary Report (by Dr Jim Stanford and Matt Grudnoff. Centre for Future Work at the Australia Institute)

## Services Industry

Services sector shows solid start to 2018. January marked eleven consecutive months of positive results and at an accelerating rate of expansion compared with late 2017, with the Australian Industry Group Australian Performance of Services Index (Australian PSI®) lifting to 54.9 points.

AI Group Chief Executive, Innes Willox, said: "The strength with which the services sector has opened 2018 is another sign that confidence and momentum are building across the domestic economy."

The Australian PSI® continues to show considerable variation in activity across subsectors in January, as it did through 2017. Conditions are generally looking better in the business-oriented sub-sectors than in consumer-oriented sub-sectors. Three of the nine sub-sectors expanded in January (transport, finance, property & business), two were approximately stable (hospitality and personal services) and four contracted (wholesale, retail, communications and health, education & community services).

Source: Australian Industry Group (AI Group)

# Australia just set a new record for job creation

**Australia has now created jobs in each of the past 16 months, the longest stretch ever seen before.**

According to the Australian Bureau of Statistics (ABS), employment grew by 16,000 in seasonally adjusted terms in January, marginally topping forecasts for an increase of 15,000.

Part-time employment surged by 65,900, masking an ugly 49,800 decline in full-time workers. That reversed the trend seen over the year where full time employment soared by 293,200, far outpacing a 110,100 increase in part time employment over the same period.

At 12.4535 million, total employment now stands at the highest level on record, helped by a record stretch of consecutive monthly gains that began way back in October 2016.

The ABS said employment grew by 19,700 in Queensland, outpacing gains of 5,300 and 2,100 in South Australia and Victoria. At the other end of the spectrum, employment fell heavily in New South Wales and Western Australia with declines of 21,200 and 8,900 respectively.

Reflecting the drop in full time employment over January, total hours worked fell heavily in seasonally adjusted terms, declining by 24.1 million hours, or 1.4%, to 1.7082 billion hours. It followed a decline of 8.6 million hours in December.

With labour force participation falling 0.1 percentage points to 65.6%, the modest increase in employment saw Australia's unemployment rate fall to 5.5%.

That was in line with market expectations, and below the upwardly-revised 5.6% level of December.

# Weak Australian economic growth will likely persist for years

**For the first time in over a decade, the global economy is looking strong. Except in Australia.**

While the momentum is building in the global economy, something that usually translates to a pickup in economic activity in Australia given it is a small, open economy rich with mineral resources, the Australian economy has been flagging.

GDP is growing below trend despite soaring employment growth, strong population growth and firmer commodity prices, acting to keep inflationary pressures muted and unemployment and relatively elevated levels, especially compared to what's been seen in other advanced economies.

Australian economic growth looks set to remain sluggish over the next two years, disappointing the likes of the Reserve Bank of Australia (RBA).

The RBS's expectation for growth in 2018 and 2019 is to 3.25% which contradicts economists views that are expecting annual real GDP to be 2.5%.

Household debt levels remain high and wage growth low, in other words, ensuring that consumers remain reluctant, or unable, to lift their spending levels.

As the largest part of the Australian economy, this presents a problem.

Economists expect "consumer spending to be lack lustre at a time of persistent weak wages growth and high debt levels, and for the home building cycle to turn down following an extended strong upswing."

Given that assessment, it helps explain why economists don't see the RBA lifting interest rates until at least 2020.

# Employee
# Mobility
# A Workforce
# on the Move

# Employee mobility is an issue that has taken on a whole new meaning as more and more businesses have gone global.

The "workplace of the future" has arrived, transforming our workspaces into more than just four walls and a desk. We live in a hyper connected world; one where our workforce has come to expect to utilise the tools used in their personal lives, in their professional lives as well. They expect barriers such as time and space to be broken down, offering the flexibility to securely work wherever and whenever they want.

In today's ever-changing, fast-paced global economy, organisations need agile, flexible workforces.

Talent mobility is critical to an organisation's ability to dynamically develop and align current and future workforce to strategic business needs. It's the process of moving talent from role to role. In other words: The right people, with the right skills, in the right place, at the right time.

## The right people, with the right skills, in the right place, at the right time.

Employees today are also commonly asked to take assignments in company locations outside their home country. These kinds of opportunities are seen as benefits by many employees who enjoy experiencing new cultures and the multi-cultural exposure.

Forward-thinking businesses are realising this as an opportunity, opening up new doors for how they serve their employees and, in turn, their clients.

The global mobile workforce is set to increase from 1.65 billion in 2017, accounting for 39.2% of the global workforce, to 1.87 billion in 2022, accounting for 42.5% of the global workforce. North America and Western Europe already lead the way in terms of mobility. The mobile workers in these developed regions adopt and use far more mobile technologies (e.g. laptops, smartphones, tablets, mobile device security, enterprise mobility management, business mobile applications, big data analytics, mobile cloud and virtual reality) than any other regions. Businesses are also continuing to take advantages of telecommuting, and offering employees flexible working environments.

Globalisation and continued advancements in mobile technology and applications, will continue to increase levels of mobility among executives, consultants, sales & field professionals, and other mobile professionals in all regions.

And while technology has made it easier than ever for businesses to go global, managing employee mobility is extremely important, because without the right training and planning, employees moving to foreign countries and or working remotely, will not be prepared to meet the challenges such moves present.

## Recent studies have shown that both millennial and non-millennial employees (in equal numbers) desire greater workplace flexibility...
## To meet these desires, and to provide a corporate culture that allows today's employees to succeed, more employers are prioritising workplace mobility.

Many businesses balk at the idea of "workplace mobility," envisioning a workforce of telecommuters working in their pyjamas at home. While this is one facet of the mobile workforce, it is about much more than that. What it really means is offering your employees the tools they need to complete their job regardless of where they are. The results: a more satisfied and productive workforce.

CBRE's inaugural "WORK_IT: Technology | Workplace | Jobs" survey found that staff in APAC expect better mobility in their future workplaces. In fact, 85% of respondents to the survey said they expected to see an increase in mobility in their future workplaces via formats such as activity-based workplaces or agile workplaces. And, 71% of Millennials expect and want an overseas assignment during their career.

The business world is evolving at a rapid pace, leaving those who fear the unknown at the back of the pack. The success of an organisation will depend on its ability to manage its workforce effectively: designing mobile-ready spaces, offering global opportunities and implementing the right technology.

Workplace choice and mobility is perhaps the most critical step organisations can take when striving for lower costs, reduced churn, and increased productivity.

An employee that is armed with the right tools, and has the freedom to perform by their own rules is left more creative, motivated, and engaged - the perfect recipe for a productive workforce.

# Review of the Model WHS Laws

## Safe Work Australia has called for public comment on model Work Health and Safety (WHS) laws.



**How are the model Work Health and Safety (WHS) laws working in practice? Are they achieving the objects stated in the model WHS Act and have they resulted in unintended consequences?**

In 2011, Safe Work Australia developed a single set of WHS laws to be implemented across Australia. These are known as 'model' laws.

The model WHS laws consist of the model WHS Act, model WHS Regulations and model Codes of Practice. The framework is intended to be broadly applicable to all organisations regardless of their size or industry. It is outcomes-based and allows organisations to tailor their approach to safety to suit their circumstances.

**The model WHS Act:**
- ❂ establishes WHS duties requiring the elimination or minimisation of risks arising from work
- ❂ provides for worker consultation, representation and participation relating to WHS matters
- ❂ enables compliance with and enforcement of the model  WHS laws through the regulator
- ❂ provides for the creation of Regulations and Codes of Practice to support the objectives of the model WHS Act

The model WHS Act forms the basis of the WHS Acts that have been implemented in most jurisdictions across Australia. When the model WHS laws were being developed, WHS ministers agreed that they should be reviewed every five years. WHS ministers asked Safe Work Australia to examine and report on the operation and content of the model WHS laws to ensure they are operating as intended.

Safe Work Australia has appointed Marie Boland, former Executive Director of SafeWork SA, to conduct the review. The review is examining how the model WHS laws are operating in practice, whether they are achieving the objects stated in the model WHS Act or if they have resulted in unintended consequences.

A discussion paper has been released and calls for submissions from businesses, workers, regulators and anyone with an interest in the model WHS laws. "The discussion paper poses a number of questions about key parts of the laws we are particularly keen to explore, including the duties framework, penalties regime, the compliance & enforcement scheme, and consultation, participation & issue resolution provisions," Marie Boland said.

Public consultation is now open. You can share your views of and experiences with the model WHS laws at https://engage.swa.gov.au/review-consultation.

# Licence to skill
# New Labour Hire Licensing Laws in Australia

During 2018, new and far reaching labour hire licensing regimes will come into effect in a number of Australian states, commencing with South Australia in March.

**Since the 1990s, labour hire services have become an important feature of the Australian labour market for the management of labour costs and seasonal economic forces. Their use has become increasingly prevalent throughout a multitude of Australian industries. These include both 'internal' labour hire arrangements, where one worker may be employed by one company and work for another company within the same corporate group, and 'external' labour hire arrangements, where a worker is employed by a business that contracts to provide labour to other unrelated entities.**

In recent years, labour hire arrangements have become the subject of increased government scrutiny; a number of inquiries have considered their role and regulation within the Australian labour market. Those inquiries have culminated in the introduction of legislation regulating labour hire licensing in South Australia, Queensland and Victoria.

The scope of the regimes, which have not yet come into force, is far reaching, and businesses should carefully consider whether the provisions of the regimes will affect them. This is particularly so given the onerous penalties that can be imposed for contraventions of the regime. Penalties will apply for a breach of the legislation – up to $506,000 for corporations and $140,000 (or three years imprisonment) for individuals, depending on the state.

To obtain a licence, providers will be required to pass "a fit and proper person test" and show compliance with workplace and labour-hire laws and accommodation standards. All licensed providers will be listed on a public register in each state.

The new Labour Hire Licensing Act 2017 in South Australia will commence on 1 March 2018 and on the 16 April 2018 in Queensland. It will make it unlawful to operate as a labour hire provider without a licence. It will also be unlawful for employers to engage an unlicensed operator.

The Labour Hire licensing bill (VIC) is presently before Parliament and has yet to receive assent from both houses. The legislation was recently (8 Feb 2018) opposed by the Liberal and National party, and will now go to the Legislative Council, where it is expected to be voted upon in coming weeks.

The NSW Labor Opposition has also announced its intention to license labour-hire in New South Wales, if elected to government.

# Single Touch Payroll Legislation: Are You Ready For New And Compulsory Payroll Reporting?

**As the Australian Taxation Office (ATO) moves towards a digital platform for all business interactions, digital 'real time' reporting within payroll is one of these initiatives.**

**Payroll is about to go through a significant legislative change on 1 July 2018, with the introduction of 'Single Touch Payroll' (STP). This will apply to businesses with 20 or more employees first, whilst being optional for those that have 19 or less employees until 1 July 2019. So whether you're a small start-up or a fast growing entrepreneurial enterprise it will impact you sooner or later.**

The new legislation is a change in the way the Australian Government requires businesses to report payroll information to the ATO. STP proposes to streamline business reporting of employee payroll, tax and superannuation for employers. It will enable employers to report salary or wages, pay as you go (PAYG) withholding and super information directly to the ATO at the same time they pay employees, whilst allowing employees to view 'real time' data via a MyGov account.

In December 2014, the Government announced the STP initiative as part of its Government-wide 'Digital by Default' program. The idea behind it is the ATO will be able to receive real-time visibility over the accuracy and timeliness of businesses' payroll processes after each pay run event.

STP requires businesses to either partner with payroll service providers, leverage payroll software with STP gateway capabilities or source a third-party gateway to submit payroll information digitally to the ATO at the same time that their employees — and their superannuation funds — are paid. STP will also simplify the administrative processes involved in hiring new staff by providing optional digital services for completing Tax File Number (TFN) declarations and choice of superannuation fund forms.

STP doesn't change how you process your payroll, you can still do it weekly, fortnightly, monthly depending on how you do things in your business. STP simply changes what your payroll software reports to the ATO. Administrative penalties will apply if an STP report is not lodged on time (or at all), or if it contains an error or omission that is 'false or misleading'. An employer will be exempt from penalties for failure to lodge on time for the first 12 months of reporting via STP.

## Next Steps?

Count your employees on 1 April 2018 - If you have fewer than 20 staff, you've got until 1 July 2019 to make the move and become compliant. If 20 or more staff the new legislation will take effect on 01 July 2018.

Check your software or ensure that your service provider has software compliant with STP.

Trojan Recruitment Group Payroll services are ready and compliant for STP. If you would like more information on our services, please contact payroll@trojanrecruit.com.au.

# Trojan Above and Beyond Awards



Trojan Recruitment Group's 'Above & Beyond Awards' (ABA's) was held in Sydney on 10th November 2017 at The Golden Age Cinema.

The ABA's is a program recognising success, innovation and ethics across Trojan nationally. The annual award ceremony is an opportunity to reward and recognise outstanding employees who have and continue to dedicate their abundant talent and skills to Trojan over the preceding financial year. Awards include Service Excellence Award, Rising Star Award and Team Excellence Award.

Pictured are the winners: Andy Mackie (Brisbane) Service Excellence; Kalai Sriram (Melbourne) Rising Star; Scott Sobey, Sharina Malaki, Ella Newport, Eleanor Robinson – (Brisbane) for Team Excellence, and Trojan's CEO Peter Melki.

# Trojan Rail – Driver Assistant Training Program



In October and November 2017, Trojan Rail's nine (9) trainee train drivers, participated in their first practical session at the Broadmeadow Yards, NSW.

The four (4) week program teaches participants all the skills and knowledge required to become a trainee train driver (Assistant Driver), including learning about the preparation and operation of locomotives, stabling, coupling, braking systems, hand signals, radio communications, engine checks and examinations of locomotives and all aspects of Network Safe working.

Upon successful completion of the full program all participants will receive a nationally recognised qualification as a Driver Assistant, and will start work with Trojan Rail across our network around Australia.

# Team Trojan Out and About- Perth



On Sunday November 12th 2017, CEO Peter Melki and Trojan Perth team, along with some of our WA clients from Electrolux, Civmec and ASC attended the International Rules Game 2, Australia verses Ireland in Perth, WA.

The Aussies were hoping to win their first two-match series against the Irish since 2010, and were boasting a line-up stacked with stars. With a come from behind win the Aussies regained the Cormac McAnallen Cup. Not only a great game of football, it was also the final AFL-affiliated fixture at the Subiaco stadium ahead of the opening of the new Perth Stadium.

## Employee Spotlight



**Samara Zarimis**
National WHS & Quality Manager
National Office, Sydney

**Years at Trojan?** 3 years

**What do you like most about your role with Trojan?**
Each day for me brings with it a new and exciting challenge. Being in a national role allows me to work with a diverse group of individuals and clients. I truly love what I do! But the best part of my job is the people I work with. They truly care about doing the best for Trojan and their colleagues. I am very fortunate to have found a company that fosters such a great family culture.

**How does your role contribute to Trojan's goals?**
Safety is a huge part of the Trojan Way. At Trojan we genuinely care for all our people. We have a strong commitment to each and every one of our employees to ensure that they can work safe and get home safely. Each day I do my very best to ensure that we walk the talk when it comes to our zero harm safety culture.

**What is your greatest challenge?**
Managing the role part time has its challenges but I am fortunate to have a great support team nationally in all our branches that allows me to work effectively and efficiently to achieve all Trojan's goals.

**How do I obtain work life balance?**
I am very fortunate to work in a part time role which allows me to spend quality time at home with my beautiful girls. I am very lucky to work in a role that allows me the flexibility to achieve a wonderful work life balance.

# Trojan Rail

## A division of Trojan Recruitment Group

Trojan Rail Pty Ltd, a wholly owned subsidiary of Trojan Recruitment Group, delivers project and asset management, through its rail maintenance, rail construction and labour hire services to the public and private railway sectors throughout Australia.

## Trojan Rail

A division of Trojan Recruitment Group

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