

RecruitNews

News that matters for Australian employers

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Issue 7—Autumn 2017

The changing face of Australian employment – The gig economy.

**Australian Industry Report –
Can Australia remain competitive
on the world stage?**
**South Australia's changing
industrial landscape**
**Technological change and the impact
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**Government reforms to employer
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**Review of the Australian Work Health
and Safety Strategy commences**



Comments from the CEO

Welcome to the 2017 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 at the changing face of Australian employment and the momentum towards the 'gig economy'. With 60 percent of the Australian workforce having engaged in freelance work in both 2015 and 2016, companies will need to embrace the benefits of this emerging labour trend to remain competitive in the modern economy, and employees and job seekers will need to understand how they can harness the benefits of this style of employment.

Australia has recorded its 25th year of continuous economic growth. It is a remarkable achievement, but what can Australia do to remain competitive on the world stage? We take a look into the Australian Industry Report 2016, and put Australia's competitiveness

under the microscope. The report reveals insights about the state of the Australian economy, and also uncovers policy settings that can help improve Australia's performance.

South Australia is facing a whole range of social and economic problems, however as local and global pressures drive innovation and technological transformation in new and existing industries the local economy will continue to change and grow.

We also take a look at the recent Government reforms to employer sponsored skilled migration visas, and the abolition and replacement of the 457 Temporary Work Visa, and the new TSS – Temporary Skill Shortage, what it is and how it will effect businesses and workers.

Safe Work Australia commenced its review of the Australian Work Health and Safety Strategy 2012-2022, specifically examining how the strategy has influenced work health and safety

activities to drive safety improvements, and what is required over the next five years to achieve the strategy's vision to promote healthy, safe and productive working lives.

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 2017 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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all this and more...

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The changing face of Australian employment— The gig economy.

With 60% of the Australian workforce having engaged in freelance work in 2015 and 2016, it's fairly safe to say the 'gig economy' is building momentum. The good news is that this new 21st century workforce has some serious benefits for employees and employers alike.

The word 'gig' use to be synonymous with musicians. Nowadays, it's a common term for a much wider audience as more and more Australians choose to earn their living doing 'gigs', rather than working a traditional full-time job. Welcome to the 'gig economy'; a virtual marketplace where people buy and sell their skills and services.

So what is the 'gig' economy? It refers to the growing number of workers abandoning traditional 9 to 5 employment in favour of working independently on a task-by-task basis for various employers.

Today we live as a society where Uber, the largest personal transportation firm, doesn't employ a single driver, and the largest global letting agent, AirBnB, doesn't own a single property. The emergence of the gig economy is set to continue across the globe. A recent report from Price Waterhouse Coopers estimated that within five years, almost a fifth of the workforce will comprise of contractors and freelance workers. These are significant numbers.

This trend is not just overseas; here in Australia, the gig economy in Australia has experienced unprecedented growth in 2016. Data revealed that nearly 7.2 million Australians, or 60% of the workforce had freelanced in 2016, and this number is estimated to grow by more than 250% over the next five years.

Freelance work arrangements have long been common in writing, consulting, design and skilled trades but have now moved into a broader range of occupations and industries. Many workers (particularly those of Generation Y) are disenchanted with their 9 to 5 routine and have an increasing need for flexible and diversified work. Others, unable to secure employment in the challenging labour market, have turned to freelancing out of necessity.

Whatever the motivation for freelancing is, it is indisputable that this mode of work is rapidly growing alongside the emergence of digital freelance marketplaces. Individuals are increasingly shaping their careers with these avenues

by working on a task-by-task basis for different employers concurrently. In Australia, the largest freelance category is web, mobile and software development (44 per cent), followed by design and creative (14 per cent), customer and admin support (13 per cent), sales and marketing (10 per cent) and writing (8 per cent). Not only does the freelance economy offer workers unprecedented freedom, it has real economic effects. By 2025, McKinsey's supply-side analysis shows that online talent platforms could raise global GDP by up to \$2.7 trillion and increase employment by 72 million full-time equivalent positions.

The gig economy is the direct result of macroeconomic forces such as globalisation, outsourcing and technology. Such forces have given rise to a fast-paced business environment, however the connection between individuals and employers has been slow to respond.

Millions of people worldwide experience crippling unemployment, whilst at the same time employers are unable to find the right people for vacant jobs. Moreover, a significant proportion of employees feel overqualified and disengaged with their current roles. This dissonance between job seekers and employers translates into billions of dollars of wasted productivity and innovation.

People are increasingly divided into two groups: those with money but no time, and those with time but no money. The freelance economy, spurred by the rise of digital talent platforms provides a bridge for these two groups to connect or mutual benefit.

Digital platforms allow freelancers to swiftly connect with employers to find more assignments, market their skills, manage various clients and accept secure payments. A whole host of tasks are available, ranging from household chores and errands to high level professional projects, making freelancing accessible to anyone, regardless of skill level.

Businesses should view capitalising on this emerging workforce model as crucial to the success of their organisation, and start looking for ways to get ready for the significant changes heading our way. It certainly raises the question to employers about how to most effectively integrate and manage a large freelance talent pool. There is no doubt new tools, systems and processes will be required as the gig economy grows in prominence, displacing the traditional workforce.

So why are so many saying goodbye to the fixed salary, annual leave and once highly valued company benefits?

Workers are expressing an increasing demand for autonomous and flexible work. This is particularly evident amongst youth, signalling a generational shift towards greater freedom and entrepreneurship. Although this younger

generation is the driving force behind flexible work demands, older workers also want to set their own schedules, choose their tasks and work in an environment that suits them. The 'gig' economy offers workers the choice to select only those jobs that they're interested in – and that is quite a change from the traditional employment paradigm.

Airtasker's 2015 survey of the future of work revealed that 85% of Australians believe that the traditional 9 to 5 office hours are inflexible for both present and future workers. It also revealed that 55% of Australians would take a 20% salary cut in order to work from home, and a further 22% would sacrifice 10% of annual income in return for flexible working arrangements. With the advance of digital freelance marketplaces, high speed internet and high-powered mobile computing tools, the complete autonomy that accompanies freelance work is more attainable than ever.

The gig economy is currently challenging conventional labour market institutions and organisational structures, and whilst the full effect is yet to be seen in Australia, it is already a powerful force in other countries.

It is difficult to predict exactly how the future workforce will be shaped, as the roles contractors and freelancers play in different sized companies vary and is therefore hard to generalise. However the key change will be the increased fluidity of the workforce and the implications this has for company structure and hiring.



As the gig economy continues to gain momentum, companies will need to embrace this growing labour trend in order to remain competitive. Companies will require new technology, tools and processes to maximise the benefits it carries. Independent contractor work streams are set to become a fundamental component of talent strategies, and will bring about disruption and innovation in the labour economy. Moving forward, Australia will need to ensure a clear understanding of what a 'good job' entails, and that policies are developed to clarify how gig workers will be treated, including their rights under the law as momentum builds.

Right now, the gig economy looks very much like the future of our workforce, and as an employer, it is critical to remain abreast of impending changes to the traditional workforce, the impact it will have on your organisation, and how to best prepare for the change.

Australian Industry Report– Can Australia remain competitive on the world stage?

Australia has recorded its 25th year of continuous economic growth. It is a remarkable achievement, but what can Australia do to remain competitive on the world stage?

Australia's competitiveness has once again come under scrutiny. Our ranking on international measures of competitiveness has slipped, real GDP per capita trends show signs of weakening, and keeping up with both technological advances and ongoing globalisation pose constant challenges.

The Australian Industry Report 2016, released in February 2017, puts competitiveness under the microscope. It sheds lights on competitiveness — a multifaceted and elusive concept that can be measured in different ways. The report supports decision making through nine short chapters on important topics related to the competitiveness of Australian industries and the economy in general.

What does competitiveness mean for Australia? Examining Australia's competitiveness can reveal insights about the state of the Australian economy, and also uncover policy settings that can help improve Australia's performance.

Digital maturity drives higher business productivity and economic growth

Competition leads to new products and processes, greater efficiencies and greater value. But it also causes disruption and structural change. The consequence of a fiercely competitive, global market place can be seen in every Australian industry — from agriculture, to manufacturing, to mining, to services.

The Australian economy will continue to change and evolve. To maximise Australia's economic potential, it is important that industry policy does not seek to minimise disruption. Rather, industry policy must embrace disruption and seek to minimise the economic costs of that disruption.



Some key findings from the report include:

1. Australia's Competitiveness – Australia's challenges include falling productivity growth, falling business investment, and low collaboration between businesses and research institutions
2. Economic Conditions – Despite Australia's remarkable 25 years of consecutive economic growth, underneath there are clear risks to future growth such as uncertainty of international conditions, continuing poor business investment, slow wages growth, and mixed labour market conditions.
3. Reducing Business Costs – Modelling shows that while business cost reduction provides overall economic benefits, the outcomes of these cost reductions vary widely by industry.
4. Exporting an indicator of international competitiveness – New firm-level results show continuous exporters consistently outperform non-exporters. There is a dynamic relationship between business export behaviour and performance
5. Digital Maturity – Australia is not fully tapping into its potential to drive competition, innovation and productivity
6. Geographic distribution of economic activity – New estimates of Gross Regional Product per capita shows that some regions have benefited more than others. This uneven performance has important implications for the sustainability of remote and regional areas.

South Australia's changing industrial landscape

South Australia entered 2017 facing mass layoffs in the automotive manufacturing industry and the potential closure of the local steel industry.

These two shocks combined threaten to obliterate more than 25,000 jobs, and with economic growth expected to remain subdued over the remainder of the decade, there were growing fears that unemployment and underemployment would rise sharply, exceeding levels reached in South Australia during the global financial crisis (GFC).



However, while the GFC inflicted great economic damage and hardship internationally, Australia and SA fared much better than most expected.

As the industrial model that shaped twentieth-century South Australia is replaced by an ambiguous future, now more than ever South Australia needs to draw on its strengths to move ahead and to search for a solution to the economic, social, environmental and cultural challenges it is currently facing.

South Australia's economy will continue to change as local and global pressures drive innovation and technological transformation in new and existing industries. Some industries will do better than others as the ways we do business and the types of services available change over time.

Over the past 5 years, most of the State's employment growth has occurred in health care and social assistance (up 17.7%), professional, scientific and technical services (up 13.8%), public administration and safety (up 9.6%), retail trade (up 2.9%) and administrative and support services (up 1.7%). These service-based

sectors have regularly outperformed production sectors in recent years in South Australia, however the growth of more technical-based and 'skilled' occupations are likely to dominate the landscape in the future.

Major projects continue to support employment opportunities across a range of sectors. There are currently 130 major projects (each valued at \$20 million or more) underway or in the pipeline in South Australia with a total value of over \$45 billion, with much of this work being within Defence.

A great deal of public attention has been directed to the notion that building a submarine in Australia will create and then disseminate new technologies and skills which 'spillover' to improve productivity and help create substantial, new industries in other areas of the economy. Research by Professor Gunnar Eliasson has shown that 'a major industrial government project of appropriate complexity has the potential to generate a flow of technology spin-offs which, depending on the capacity of local industry to exploit, could produce an economic return to match or

partially offset the level of government investment in the original project'.

While foreign players dominate the Australian defence industry, South Australia has developed foundational expertise and infrastructure to ensure that the state is able to play a major role in the delivery of ships for the Australian navy. Without the ASC shipbuilding operations and Techport at Osborne, South Australia would have little to contribute. And while many local jobs will flow from the shipbuilding projects, many more will be generated in these 'new industries'.

While uncertainty put pressure on the economic horizon for South Australia, the threat posed can be minimised by job-rich stimulus measures to accelerate the growth of knowledge and design-intensive industries in response to both domestic and global demand.

South Australia must not only be well prepared, but must be well positioned and well-informed to manage all of these challenges.

Industry update

Construction Industry

Following four months of decline, the construction industry has bounced back in the month of March, with the AI Group Performance of Construction Index (Australian PCI®) increasing to 53.1. It was the highest PCI® reading since mid-2016.

As a result of this solid improvement, businesses increased their workforces, with employment rising for the first time in four months.

Across the four sub-sectors of the construction industry, house building recorded a strong resurgence with activity expanding at its highest rate since June 2016. Stronger conditions were also evident in commercial and engineering construction with activity in both sectors lifting into positive territory after declines over the previous 4 to 5 months. This improvement is linked mainly to healthy project pipelines in areas such as hotels, health/aged care, entertainment/recreation buildings and retail/wholesale property.

Source: Australian Industry Group (AI Group)

Services Industry

The modest lift in the services sector in March came as both sales and employment bounced back into growth. With the large health & community services sub-sector remaining in contraction for the third straight month, the heavy lifting fell on the property & business and finance & insurance sub-sectors along with wholesale and retail services, which are enjoying a return to growth.

According to Ai Group Chief Executive, Innes Willox, "The pick-up in new orders during March is encouraging and services businesses will be hoping that positive momentum builds over the next few months. The reduction in business taxes negotiated in the Senate last week will provide a very welcome boost for the services sector."

Source: Australian Industry Group (AI Group)

Manufacturing Industry

The AI Group Performance of Manufacturing Index (Australian PMI®) has increased by 8.1 points to 59.3, recording a fifth consecutive month of expansion and its strongest result since May 2002. Seven of the eight manufacturing sub-sectors improved, with machinery & equipment (up 1.4 points), non-metallic mineral products (up 2.8 points) and food and beverages (up 1.8 points).

Comments from manufacturers indicate that demand looks to be increasing and confidence returning to some of the larger sub-sectors such as food processing and machinery and equipment.

The employment sub-index also increased, following six months of flat or weak growth. This was the strongest result since May 2002. The ABS estimates that around 61,000 jobs returned to manufacturing in the year to November 2016, an increase of 7% in one year, after losing 190,000 jobs since 2008 (trend data).

Source: Australian Industry Group (AI Group)

Transport & Logistics Industry

With Australia's freight task set to double by 2020, the \$73.1 billion Road Transport sector will continue to be the predominant mode of transport for moving freight around Australia. The increasing adoption of e-commerce platforms by Australian retailers is expected to support industry expansion in the five years through to 2018-19.

In 2017 the warehousing, logistics, storage and handling distribution sector is expected to become the largest sector, employing more than 390,000 people in Australia.

Despite the slowdown in new mining and resources projects, the rail sector is currently experiencing a renaissance as a bulk carrier of people and commodities covering 42,262 kilometres of track across Australia.

Australia's economy likely to keep growing in 2017



Overall, Australia's economy grew by 2.4% in 2016, and is forecast for 3.1% in 2017

Australia's economy grew a strong 1.1 per cent in the fourth quarter, averting a technical recession after the September quarter contraction. Australia's Gross Domestic Product (GDP) has now grown 2.4 per cent through the year.

Growth was recorded in 15 out of 20 industries, with the strongest growth in Mining, Agriculture, forestry and fishing, and Professional scientific and technical services, with each industry contributing 0.2 percentage points to GDP growth, according to the Australian Bureau of Statistics.

Household final consumption expenditure contributed 0.5 percentage points to GDP growth. Net exports contributed 0.2 percentage points. Public and private capital formation both contributed 0.3 percentage points this quarter after both detracted from GDP growth last quarter. The Terms of trade grew by 9.1 per cent in the December quarter due to strong price rises in Coal and Iron ore. The terms of trade is now 15.6 per cent higher than December quarter 2015.

This in turn has lifted "nominal GDP" which, unlike the headline "real GDP" figure, includes the change in prices not just the volume of output. Nominal GDP surged 3 per cent during the quarter, which led to a 2.9 per cent jump in "real net national disposable income", and a large 6.8 per cent increase over the year. The ABS describes real net national disposable income per capita as the best measure of changing living standards in the National Accounts data, and it jumped 2.5 per cent in the fourth quarter. It has been increasing for the past year, after Australia had been in an "income recession", where this measure had fallen for six of the previous seven quarters before that.

Australia's jobless rate at 13 month high of 5.9%

Australia's seasonally adjusted unemployment rate unexpectedly rose to 5.9 percent in February of 2017 from 5.7 percent in January while markets expected it to stay steady at 5.7 percent.

It was the highest jobless rate since January 2016, as the economy lost 6,400 jobs while the number of unemployed increased by 26,000.

Economists had tipped today's labour force figures to show the unemployment rate remaining at 5.7 per cent, and an employment rise of just under 20,000. There was some positive news, with a 27,100 rise in full-time employment after a steep drop the previous month, although this was wiped out by a 33,500 tumble in part-time workers. The shift to part-time work in the past year saw the underemployment rate



— people looking for extra work — returning to a record high 8.7 per cent or 1.1 million workers.

The seasonally adjusted unemployment rate in Queensland rose from 6.3 per cent in January to 6.7 per cent, the highest in the country and its highest level since April 2015. Queensland leapfrogged South Australia on 6.6 per cent, while NSW recorded a seasonally adjusted rate of 5.2 per cent and Victoria 6.1 per cent.

For more details visit the ABS website: <http://www.abs.gov.au>.

Technological change and the impact on the Future of Employment

The pace of technological change, shifting demographic patterns and economic globalisation are radically re-shaping the future of employment globally. This is something we have been witnessing since the early 2000's, with the acceleration of a technological revolution, a radical transformation more comprehensive and more encompassing than anything we have seen before.

We are already experiencing the impact on employment as a result of technology such as retail self-serve checkouts, ATM machines and robotics in the manufacturing sector, and whilst few doubt that the changes we're experiencing hold great promise, the patterns of employment, production and consumption resulting from them are certainly creating some challenges.

So what does the future hold for employment in the 21st century?

One way of answering this question is to look back in time and examine where we have been, then to where we are today and analyse the changes that have taken place to enable us to project the future.

In the 1980s, cutting-edge technology included electric typewriters and telex machines. All involved the human touch and job advertisements reflected this.

Today, this technology is obsolete. Job adverts also reflect that, with some of the fastest growing occupations today being computer engineering and support, data analysis, nanotechnology, artificial intelligence and robotics. There is a growing belief that if human involvement is not essential, technology can do a more efficient job.

The bigger issue isn't so much about the changing nature of employment but the widening of the gap between employment and productivity. This provides us with some real clues as to what the future may look like.

Following the end of WWII, employment and productivity closely tracked each other. Increases in employment corresponded to increases in productivity. In economic terms, productivity – the amount of economic value created for a given unit of input (for example an hour of labour) – was a crucial indicator of growth and wealth creation. It was seen as a measure of progress.

As businesses in all sectors generated more value from their employees, companies generated more revenue, which made the countries in which they operated in become richer which, in turn, increased economic activity and created even more jobs. Everyone benefitted.

However, at the end of the 1990s and into the early 2000s, things started to dramatically change. As economies became more dynamic, particularly in developed countries, employment and productivity no longer mirrored each other. The gap between the two widened: productivity continued to rise strongly but employment levels stagnated.

It would be reasonable to assume that the developments in technology are largely responsible for both the healthy growth in productivity and the decline in jobs. Indeed, recent research undertaken by the World Economic Forum (WEF) involving 15 economies covering about 65 per cent of the world's total workforce, suggests that around 5 million jobs will be lost by 2020 as a result of developments in genetics, artificial intelligence, robotics and other technological change.

Whilst the discussion surrounding technology doing the jobs traditionally performed by people often relates to robotics

and automation, it runs much deeper than that. Today we have the Internet of Things, big data, inexpensive data storage, cheap computing power, and advanced analytics amongst others that are impacting on jobs. With digital processes talking to other digital processes and creating new processes, this is enabling organisations to perform an increasing number of activities more cost-effectively. The knock-on effect is not only the loss of an increasing number of human jobs, but it is also creating the potential for greater economic costs.

Whilst there is still the widespread agreement that technology will make huge advances in the coming years, the impact on jobs is not universally negative. There are no engineers designing and building steam engines anymore but that has not attributed to the overall rate of unemployment.

Since the industrial revolution, history shows that disruption is not the same as displacement. People produce technology and since technology becomes obsolete at an ever-increasing rate, it will require skilled people to continue new developments whilst maintaining existing systems.

The key issue is that technology will require "new" labour forms, not less.

It is probable that some industries, particularly in manufacturing, will be affected more by technological change than others. However, every industry and most occupations will undergo a fundamental transformation. Yet, even though levels of unemployment are expected to rise, so, too, will the opportunities. The evidence points to new technology creating new and different kinds of jobs.

The challenge now for most business leaders and governments is the widening skills gap. The WEF suggests that five years from now, 35 per cent of the skills considered important in today's workforce will have changed. This issue is not generalised but can clearly be identified by specific industry, region and occupation. If technological change is going to result in talent shortages, increasing unemployment, growing inequality and diminishing markets, then it is incumbent on everyone – individuals, businesses and governments – to address this.

We are now experiencing a paradigm shift that is transforming all industries and shaping the future of how things are made and how we live. Yet on a positive note, the shift will push a growing percentage of the workforce towards creativity and entrepreneurship, a position where human beings have a clear comparative advantage over machines.

Society has always evolved, and will continue to do so. Some jobs will be displaced but others will be created. And out of this will come further opportunities. There are many attributes – such as empathy, creativity, judgment, critical thinking – that are uniquely human, something that technology may never be able to duplicate. As such, jobs requiring these skills will remain relatively immune from encroachment by automation. We simply need to be awake to the technology-driven transformations taking shape and act on them accordingly.

Government reforms to employer sponsored skilled migration visas. Abolition and replacement of the 457 visa.

After two decades and tens of thousands of visas, the 457 visa category has been abolished. But what was it and why does this matter?

Introduced by the Howard government in 1996, the 457 visa allowed businesses to hire workers from overseas with specialised skills. The 457 visa once granted, allowed that individual to work in Australia for a period of up to four years with a sponsored business. The four-year visa allowed foreign workers to fill jobs here in more than 650 occupations, including sectors that have experienced oversupply of labour. Under this visa, they could also bring their partner and children to live with them in Australia.

The visas were originally designed to fill positions that could not be filled by local workers, however at its peak in

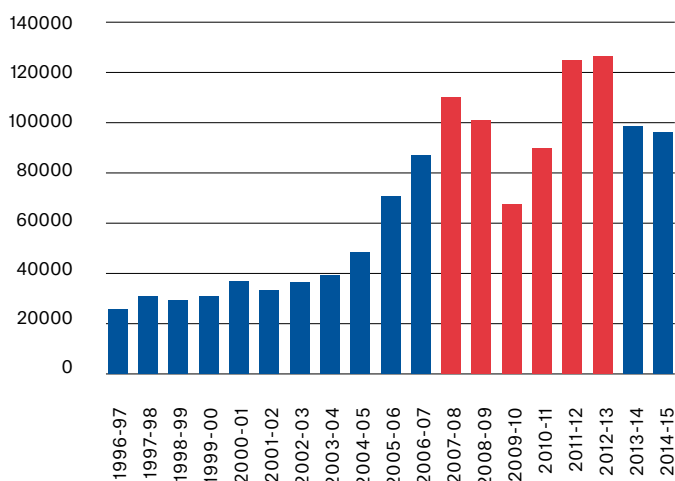
2012-13, there were more than 127,000 Subclass 457 Visas granted, the majority of these workers come from India with 27%, the UK with 17% and China at 6.1%. There were 95,758 foreign workers on 457 visas as of September 2016, according to the Department of Immigration, and 76,430 secondary visas issued to family members of 457 visa holders.

With unemployment in Australia being at 5.9%, there were concerns that Australian workers are being replaced with 457 visa holders who were more willing to work longer hours and for lesser pay. In September last year the government indicated a crackdown on foreign worker visas and review of the current program.

On 18 April 2017, the Government announced that the Temporary Work (Skilled) visa (subclass 457 visa) will be abolished and replaced with the completely new Temporary Skill Shortage (TSS) visa in March 2018. The TSS visa program will comprise two streams - Short-Term stream of up to two years, which can be renewed for another two years, and a Medium-Term stream of up to four years targeted at specific high-level skills. The new visa program promises to support businesses in addressing genuine skill shortages in their workforce whilst ensuring a number of safeguards which prioritise Australian workers. Both visas demand a minimum years of relevant work experience (2 years for temporary workers and 3 years for permanent workers), something not required under the 457 scheme, while the longer visa also calls for higher standards of English proficiency and maximum age restriction of 45 years.

Applicants must also complete a criminal history check instead of the self-declaration under the now-abolished scheme. There are also changes to the permanent residency arrangements under the new scheme — previously, 457 visa holders could be eligible for permanent residency after two years.

Visas granted under 457 scheme



Coalition Government indicted in blue, Labor Government in red

There is no residency pathway under the new two-year visa, while four-year visa holders will see the permanent residence eligibility period extended from two to three years.

More than 200 jobs have been cut from the list of occupations that foreign workers can apply for under the new scheme. The list, which previously included more than 650 types of work, will no longer include roles such as call centre managers, shearers, pilots, zookeepers, shoemakers, jockeys, stonemasons or actors. There will be 268 professions eligible for the short-term visa, and 167 for the longer visa program.

“We will safeguard Australian jobs by abolishing the Subclass 457 Visa for foreign workers and creating a new temporary visa restricted to critical skills shortages. This will ensure Australian workers are given the absolute first priority for jobs, while businesses will be able to temporarily access the critical skills they need to grow if skilled Australians workers are not available,”

—Hon. Malcolm Turnbull MP, Prime Minister.

Whilst the government acknowledges that migration has been an integral part of the Australian story and has helped our nation become one of the world’s most successful multicultural nations, these changes are about putting Australians first for Australian jobs. It will ensure foreign workers are brought into Australia in order to fill critical skill gaps and not brought in simply because an employer finds it easier to recruit a foreign worker than go to the trouble of hiring an Australian.

“It is important businesses still get access to the skills they need to grow and invest, so the 457 visa will be replaced by a new temporary visa, specifically designed to recruit the best and brightest in the national interest,” Mr Turnbull said.

Employers who fail to meet requirements - including advertising jobs over six months - will be named and shamed. If employers breach their obligations they won’t be able to get any more workers through any visa program. Employers who hire foreign workers will also have to contribute to a new training fund to support apprenticeships and traineeships.

“What we want to make sure is where there are long and enduring skills shortages in Australia, that Australians are being trained to do that work” Mr Turnbull said.

Employer and industry groups cautiously welcomed the changes and recognised the growing public concerns over the amount of foreign workers being employed. Australian Industry Group chief Innes Willox said the existing 457 visa system was opaque and open to abuse and he hoped the new scheme would be more transparent. The implementation of the new reform will begin immediately and will be completed in March 2018.



Review of the Australian Work Health and Safety Strategy commences



Safe Work Australia has begun the mid-term review of the Australian Work Health and Safety Strategy 2012-2022, due to be completed by the end of 2017.

The Australian Work Health and Safety Strategy 2012-2022 (Australian Strategy) is a framework to help improve work health and safety in Australia. Its vision is healthy, safe and productive working lives. It promotes collaboration between the Commonwealth, state and territory governments, industry, unions and other organisations to reach the vision.

The Australian Strategy, with its vision of 'health, safe and productive working lives', is a framework to help improve work health and safety in Australia. The agency is currently consulting a range of stakeholders including the Commonwealth, state and

territory governments, unions, industry associations and work health and safety professionals and academics.

In 2002 the Workplace Relations Ministers' Council, the Australian Council of Trade Unions and the Australian Chamber of Commerce and Industry endorsed the National OHS Strategy to provide a framework for a broad range of national activities to improve the health and safety of workers in Australia.

Reviews of the National OHS Strategy identified the need to sustain consistent attention and effort on key areas in order to achieve improvement. The reviews also highlighted the importance of developing and monitoring the effectiveness of the implementation process.

While improvements to work health and safety were made during the National OHS Strategy current data

show that on average over 250 workers in Australia die from an injury sustained at work each year. It is estimated that over 2000 workers die from a work-related illness each year.

As part of the Australian Work Health and Safety Strategy 2012-2022 (Australian Strategy), Safe Work Australia is specifically examining how the strategy has influenced work health and safety activities; whether the key elements of the strategy can continue to drive safety improvements, and the areas of work health and safety that require greater attention over the next five years to achieve the Australian Strategy's vision.

The review's outcomes will be published in late 2017.

For more details please visit www.safeworkaustralia.gov.au

Adelaide Fishing Charter



Saturday 25th February saw Trojan once again host its legendary annual client fishing charter in the rich waters of the Spencer Gulf off BALGOWAN on Yorke Peninsula, South Australia.

"After a below average catch at last year's event, I was ready to catch my trophy fish, and I definitely wasn't disappointed" says Peter Melki, CEO Trojan.

Unfortunately this year the waters were a little rough, however the excitement of a fight with "the big one" was more alluring than the thought of the big seas. 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. A great day with a solid catch of 13 Snapper and 35 King George Whiting.

Newcastle Sales Achievements



The winds of change. The Newcastle team, consisting of Amanda Pearson, Mark Pippen and Kritsy Nesbitt, has set a new branch record in December 2016 achieving \$1.1M in sales for the month. The branch is also on track to exceed that amount for the month of March 2017.

The NSW Government has committed more than \$500 million to the city of Newcastle to revitalise Newcastle's city centre through the

Revitalising Newcastle Program, including public places, spaces, and transportation. The team in Newcastle is set to be a part of the project in the coming months.

Pictured Above: Trojan Newcastle's Mark Pippen – Senior Account Manager and Amanda Pearson – Client Development Manager.

Christmas Celebration at Electrolux Adelaide



December was time to wind down the year and to kick back and celebrate the festive season with all the employees from the Electrolux site in Dudley Park, South Australia. "We cooked over 1000 sausages, 400 burgers, 10 kilos of onions, used 12 bottles of sauce and over 40 loaves of bread and 400 burger buns – just enough to feed over 400 people" said Sandi Higgins – Operations Manager SA.

Pictured above: Trojan Adelaide's Frank Morgante – General Manager SA and Sandi Higgins, on the BBQ's at the Electrolux Adelaide Christmas BBQ.

Employee Spotlight



Michael Coetzee

Account Manager—Parramatta, NSW

Years at Trojan?

2 years

What do you like most about your role with Trojan?

In one word – Variety. My role is a blend of Account Management, Business Development and Sales. I enjoy the variety of people I get to work with inside the company as well as the clients and the candidates. I have a great boss & mentor in Gianni Rigutto. The best decision I made was to join Trojan. The staff at Trojan are always helpful and I enjoy having great colleagues to share a laugh with. My best saying is 'If you love your job – you will never work a day in your life.'

How does your role contribute to Trojan's goals?

My role contributes to the Trojan goals by Account Managing existing clients and growing these accounts organically, also bring in new clients with a view to increase the staff head count, this will intern bring in revenue towards the companies KPI.

What is your greatest challenge?

To bring in new business within the labour hire sector, and trying to find the right balance between provisions and price. It is a very competitive market and I always strive to deliver the best quality candidates and service for my clients at the best possible rates.

How do you obtain work life balance?

Structure. I have my whole week planned out. From the moment I arrive into the office, till when I leave. At the end of the day I ensure that my desk is sorted for the next, and then I'm straight to gym. "Heathy body – Heathy Mind".

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Trojan Rail

Unit 3, 581 St Pauls Terrace
Bowen Hills QLD 4006

T 07 3220 3722

E bne_rail@trojanrecruit.com.au

W trojanrecruit.com.au/rail



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www.trojanrecruit.com.au

Trojan Recruitment Group

Head Office

22 Bridge Road

Glebe NSW 2037

| t | 02 9692 9155

| e | info@trojanrecruit.com.au

Branches

Adelaide | t | 08 8443 5130

Brisbane | t | 07 3220 3722

Gold Coast | t | 07 5512 2700

Melbourne | t | 03 9574 8666

Newcastle | t | 02 4960 9088

Perth | t | 08 6220 6220

Western Sydney | t | 02 9633 4933

Sydney | t | 02 8015 9850

