

# RecruitNews

News that matters for Australian employers

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Issue 6—Spring 2016



## The Future of Work

How the Recruitment Industry must evolve

Digital in industry: From buzzword to value creation

**Christmas Casual Staff: Are you prepared for the rush?**

The Most In-Demand Skills for the Modern Workforce?

**Employment Law:**

The Minimum Employment/ Probationary Period

Trojan Recruitment Group 



# Comments from the CEO

Welcome to the 2016 Spring 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 latest report and findings from The World of Employment Confederation "The Future of Work".

As the world of work is becoming increasingly flat, global policy formulations and labour policymakers are required to deal with issues that go beyond national or regional borders.

This report analyses in detail how employment conditions are changing all around the world and provides recommendations on how the recruitment industry needs to adapt and evolve. From supply chains to production to customer experience, digitisation is transforming the way

industry functions and unleashing global opportunities for value creation. We take a look into how digitisation has brought benefits to the industrial sector, particularly processing and manufacturing, and look at what digital can bring in terms of performance jump across functions.

In-demand skills for the modern workforce. Right now the market in Australia is starting to open up, however, at the same time we are seeing a huge influx of job seekers and unemployed workers. So what is going on? We take an in-depth look at what skills are highly favoured in the new economy, and the potential issues that companies will face finding employees that have these skills to do the work.

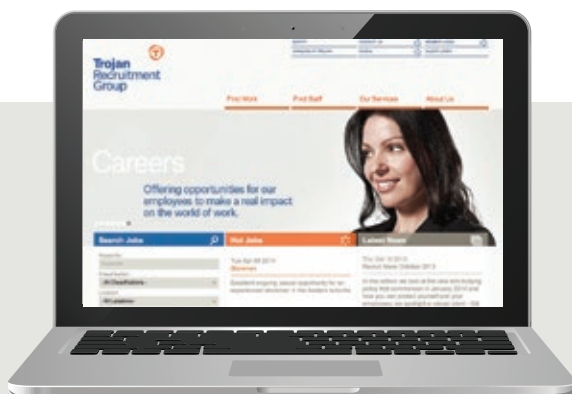
To the average Australian, talking about Christmas in September seems a little premature. But for businesses, this

is the ideal time to scale up for the Christmas season. So how do businesses manage?

Also included are our regular articles on the Australian industry sectors, Australian economic and employment statistics from the ABS, Trojan news and Trojan employee spotlight.

I hope you enjoy our Spring 2016 edition of RecruitNews and we look forward to being able to provide you with the relevant and timely views from all perspectives of recruitment and workforce management across Australia.

**Peter Melki,**  
Trojan Recruitment Group  
Chief Executive Officer



**trojanrecruit.com.au**  
**all this and more...**

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# The Future of Work

## How the Recruitment Industry must evolve

The future of work is a subject as fascinating as it is disquieting. Work plays a central role in our lives and in our social identity and will continue to do so. Work not only represents a means to achieve economic independence; it is also a source of personal fulfilment and social inclusion.

**Today's labour markets are undergoing fundamental change, and everyone is concerned with the structural shifts that are currently reshaping the world of work: rapid technological changes, demographics, diversity, globalisation, new production patterns, the rise of the on-demand economy but also people's new expectations regarding job and career.**

As the world of work changes, global policy formulations and adjusted labour regulation are required to deal with issues that go beyond national or regional borders.

In a recent report, The World Employment Confederation has urged policymakers to cooperate with the employment industry to come up with enhanced international labour regulation.

The report identifies a mismatch in overall supply and demand in the labour market, with 200 million people unemployed globally, with 61% of companies around the world experience difficulty recruiting staff, mostly due to shortages of skilled staff.

This issue is key as 72% of HR directors say that talent scarcity has negatively affected their business and 45% believe it has threatened leadership continuity and succession. Adopting appropriate regulation will contribute to reduce the mismatch between supply and demand of work leading to better functioning labour markets.



"We are not facing an employment crisis but a work revolution in which intertwined labour markets request more supra-national regulation while respecting national differences", states Denis Pennel, Managing Director of the World Employment Confederation. "The creation of global employment policies and instruments that can be implemented, regulated and enforced will be crucial to a sustainable future of work."

The idea of recruiters playing a diminishing role in the labour market is "fantasy", and their services will remain indispensable, according to the research.

"The recruitment sector will retain its relevance because it can facilitate matches in supply and demand, particularly as OECD data shows 19% of jobs last less than 12 months and 33% less than three years.

These economic fluctuations mean candidates reappear on the market with increasing frequency, and recruiters will play a growing role in managing their careers and assisting with transitions from sectors in decline. With every worker becoming a "business unit of his own" in the emerging gig economy, recruitment providers will be supporting them to manage their online reputation and personal brand, says WEC.

## Work & society: The end of work as we knew it

While the 20th century was largely characterised by the white male breadwinner, diversity is driving today's workforce. It is important to take into account the many kinds of labour markets and working arrangements such as wage earners, self-employment, art-work, family work and teleworking. Being a full time employee should not be seen as the common standard anymore.

Lifelong employment is a thing of the past, 9 to 5 workdays are over, individuals want to thrive at work and organise their working time according to their own desires and constraints as well as negotiate tailor-made working conditions. For many people, landing a good job and moving up the corporate ladder at the same company until retirement is a thing of the past.

Due to the diversity of the workforce, the one-size-fits-all approach is not applicable anymore. There is an increased variety of employment contracts and conditions that cover a wide range of situations including on-demand, on-call, casual or intermittent, project contracts, job-sharing and voucher-based work.

## Decent jobs for all: Towards a new social deal

We are facing a new industrial revolution where technology and globalised, interconnected service oriented labour markets are changing the very nature of work. We are moving away from the industrial age into the digital age, which has changed the way we work at its core.

The notion of 'working time' needs to be redefined especially because of the increasing mix between work and personal life. Digitisation and an expanded international division of labour mean we are more interconnected than ever.

Technology offers a tremendous opportunity for society to constantly innovate and start new businesses. However, the nature and speed of technological innovation is creating a major disruption in the world of work.

## The organisation of work and production: Towards extended companies

In order to respond to the rise of the on-demand globalised economy, production patterns have been reorganised to gain flexibility and agility. A newly emerging model of industrial production involves short runs of mass-customised goods and services.

The value of workers is no longer tied to processes that can be automated but to non-repetitive and interactive contributions that are related to humans. Post industrial economies do not need physical strength. Instead, they need ability to cooperate and adapt to new and diverse situations. Workers have a series of specialist skills which they use in carrying out a project or series of tasks.

## The Governance of Work: Simplifying the complexity

For companies, the regulatory environment for doing business is getting ever so complex as they face an increasingly wide and overlapping range of hard and soft regulation. This is creating governance issues for the business world when it comes to labour management, as it is more difficult for companies to get a full understanding of the regulation and ethical principles they have to comply with, especially regarding the management of their global supply chains.

Intertwined labour markets request relevant supra-national regulation. In order to reconcile the universal complexity of the labour market, it is clear that, while respecting national differences, international policymakers will have to play a greater role in setting guiding principles and rules in the future.

As reflected in the white paper, the employment industry is key to provide a wide range of services to meet candidates' individual expectations and working conditions – the one-size-fits-all approach does not work anymore. In addition, the industry offers the business community sustainable solutions to contract and distribute labour.

"Faced with new challenges, our industry has evolved from providing candidates and filling job vacancies to creating innovative workforce solutions and shaping careers. The industry is moving towards more tailor-made, output based and talent oriented solutions in order to simplify the increasing complexity of the labour market," concludes the World Employment Confederation's president.

Source: THE FUTURE OF WORK. White Paper from the employment & recruitment industry. World Employment Confederation.



# Digital in Industry: From Buzzword to Value Creation

From supply chains to production to customer experience, digitisation is transforming the way industry functions—and unleashing global opportunities for value creation.

In the past few years, we have seen digitisation bring its first benefits to the industrial sector, particularly in processing and manufacturing, yet enormous untapped potential remains.

Digital capabilities such as e-commerce platforms can significantly improve traditional customer-supplier experiences. Additional advances in automation, big data and analytics, and the Internet of Things create additional opportunities for substantial gains along the entire industry value chain.

Early signs of the digital revolution are already here. Amazon Business, a B2B e-commerce platform launched in April 2015, turned over \$1 billion in sales in its first year, growing at an impressive 20 percent per month. B2B buyers increasingly prefer digital, with 94 percent conducting some form of online research before purchase.

Further changing the rules of the game are the decreasing costs of new processing technologies such as additive manufacturing and advanced robotics. For example, 3-D printing costs came down by 60 percent between 1990 and 2014, and industrial robot costs decreased 5 percent annually between 2000 and 2012.

Put concretely, what does digital bring in terms of performance jump across functions?

In the oil and gas industry, by using predictive maintenance (remote sensors that forecast and report on the condition and performance of machinery), unplanned downtime and costly repairs have been eradicated.

Increased productivity in the pulp and paper industry through the use of remote temperature monitoring tools to aggregate and analyse temperature readings to optimise heating process in the kilns, resulting in fuel savings

Increased productivity in the manufacturing industry by having robots perform the repetitive, strenuous, and complex tasks

But digital is not only a means to optimize a company's existing operations. It also gives both attackers and incumbents the power to disrupt value chains, enter new sectors, and create innovative business models. Established companies face threats from new competitors, so it's important to get ahead, and use digital to help transform and extend their own business models.

Digital's potential in industry is massive, not only in operations, but across all functions of the sector, and the levers that make the most difference to a company's bottom line vary, from e-commerce to automation to advanced analytics.

Industrial companies must begin taking advantage of digital opportunities in order to avoid losing the value to others. A commitment to digitisation from top management is critical to succeeding, as is a systematic method of defining priorities and the ability to leverage early success to drive change.

Source: Article by McKinsey & Company. To read the full article visit <http://www.mckinsey.com/business-functions/digital-mckinsey/our-insights/digital-in-industry-from-buzzword-to-value-creation>



# Christmas Casual Staff: Are you prepared for the rush?

Getting ready for Christmas can be a daunting task but is necessary for small and larger businesses that are heading into the Christmas season. Christmas casual staff can be difficult to find especially through the months leading up to Christmas.

**To the average Australian, talking about Christmas in September seems a little premature. But for businesses, this is the ideal time to scale up for the Christmas season—hiring for this busy time needs to begin now.**

There are a lot of businesses that rely on a busy Christmas to get them through the year. Many businesses have expressed that as much as 30% of the year's income may flow in over the Christmas period, and for some companies, this means that correct strategic planning is needed to run a successful business through the year. Some areas of which companies can plan for are building sales strategies with staff, merchandising stock and managing staff. By planning these strategies in advance, companies are able to maximise profitability.

Although planning seems like the right thing to do before Christmas, the unpredictable nature of the Christmas season can mean that businesses will need to have the ability to scale their workforce alongside market demands. So how do businesses manage this uncertainty?

**Many businesses have expressed that as much as 30% of the year's income may flow in over the Christmas period.**

This is where Christmas casual staff can come in handy. To maximise returns over the Christmas period, finding good quality casual staff is vital to making your business work.

Finding that right casual staff member can be very time-consuming. The search for Christmas staff can start very early and from experience, the earlier you start searching, the better the quality of workers that you'll be able to choose from.



According to job board Indeed, Christmas casual candidates have started their jobseeking earlier than usual.

Searches for Christmas casual positions started in August, and currently outweigh the number of positions advertised by nearly four to one, says Indeed Australia and New Zealand managing director Chris McDonald. Over the summer period, Australia typically sees a 170% increase in casual roles, so for companies trying to secure the right staff this can be a very stressful process.

How do you cope? What do you do?

We recommend hiring some casual staff as early as October. This gives you a chance to train your staff in the quieter months when there are less desperate customers demanding your attention NOW. And, if during that training, you manage to find a staff member with particular skills, you can get them specialised before the Christmas season, further giving you efficiencies.

And the most vital ingredient in this Christmas Pudding of a dilemma—where do you find the staff?

Trojan can help find the right people to help you meet your workforce needs for the Christmas period and beyond. Whether you need someone for a day or a pool of experienced labourers and tradesmen, sales staff or an accountant to help balance the end of year books, Trojan can create a solution to help solve all your workforce needs.

Our experienced consultants are available 24-hours a day, 7-days a week and regardless of your industry, we have the ability to quickly access a reliable pool of skilled people ready to work for you now.

And a tip—if you're not quite sure about hiring staff because of costs, think about the cost of over-worked and stressed staff. If it gets far too busy and too much, they might leave, leaving you further in the lurch.

Prepare yourself now for the bumper season ahead! Give us a call, we're here to take the stress away!

# Industry update

## Construction Industry

The national construction industry moved back into contraction in August, with the Australian Industry Group Performance of Construction Index (Australian PCI®) dropping 5.0 points to 46.6.

For the construction industry as a whole, activity expanded modestly in August, however employment fell in all areas.

The contraction in employment follows two months of growth in construction employment, and is the lowest reading on employment in five months.

In the two residential sub-sectors, house building fell into contraction following three months of expansion, while apartment building lifted into expansion.

Engineering construction expanded for the second time in three months, on the back of higher levels of non-mining infrastructure work. The rise in engineering construction was attributed by some businesses to an upturn in infrastructure activity, particularly transport projects in NSW.

Commercial construction activity also remained positive, expanding for the third consecutive month. However, conditions within this sector continue to be patchy.

Source: Australian Industry Group (AI Group)

## Manufacturing Industry

The AI Group Performance of Manufacturing Index (Australian PMI®) dropped by 9.5 points to 46.9 in August, breaking the manufacturing sector's 13-month period of unbroken expansion.

The softening was heavily influenced by the food and beverages sub-sector. After several months of rising inventories, the sub-sector appears to be readjusting in the face of some over production.

Six of the seven manufacturing activity sub-indexes contracted in August, with Production (43.0 points), employment (44.6 points), inventories (48.3 points), deliveries (46.2 points), sales (45.7 points) and exports (44.7 points) all slipping from expansionary results in July. Somewhat reassuringly, new orders continued to grow, albeit at a slower pace, (51.5 points).

Some manufacturers stated that reductions in government spending (both Federal and State) has been dampening activity, while others noted a lingering lack of confidence (post-election) was keeping a lid on activity.

Source: Australian Industry Group (AI Group)



## Defence Industry

Australia is entering the single biggest period of defence construction in its history, with the Defence White Paper featuring \$195 billion of new investment over the next 10 years.

The government's commitment to invest \$89 billion in ships and submarines over the next 20 years would create more than 3600 jobs and thousands of additional jobs with suppliers.

This month, a \$500 million project to increase Australia's electronic warfare capabilities was announced, helping to drive local jobs in South Australia.

A new facility will be built within the Edinburgh Defence precinct to house laboratories, simulation equipment and testing support equipment.

## Transport & Logistics Industry

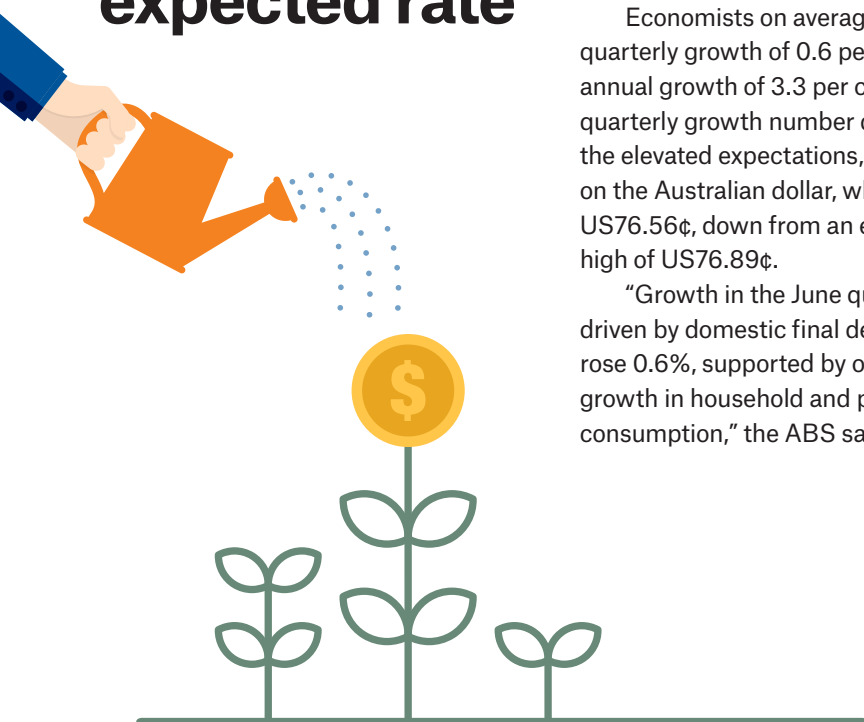
The Transport and Logistics industry is going from strength to strength. As sophisticated stock management systems become increasingly essential for companies, they are seeking smarter and more efficient ways of working.

This in turn is driving a need for additional resources to help them innovate and adapt to changing consumer demands.

Employment in the Transport and Logistics industry currently employs approximately 1.2 million people, and with an average employment growth rate of 8%, employers report encouraging signs for job seekers in the next three months. The outlook is two percentage points stronger when compared with the previous quarter and improves by three percentage points year-over-year.



# Australia's economy grew at a better than expected rate



**Australia's economy grew a solid 0.5 per cent in the second quarter and 3.3 per cent over the year, its fastest pace of annual growth in four years.**

Strong government spending drove growth in the quarter, while continuing falls in private investment and a drop in net exports weighed, according to the Australian Bureau of Statistics.

Economists on average had tipped quarterly growth of 0.6 per cent and annual growth of 3.3 per cent. The quarterly growth number didn't quite hit the elevated expectations, weighing a bit on the Australian dollar, which slipped to US76.56¢, down from an early morning high of US76.89¢.

"Growth in the June quarter was driven by domestic final demand, which rose 0.6%, supported by ongoing growth in household and public consumption," the ABS said.

Household spending growth halved between the first and second quarters, in a sign that low wages are beginning to bite, however thankfully, the government has come to the rescue, with government consumption increasing by 1.9 per cent and public investment increasing by 15.5 per cent quarter-on-quarter.

In another bright spot, the terms of trade rose by 2.3 per cent the second quarter, adding to income growth for the first time in three years, with real gross domestic income rising 0.9 per cent over the quarter and real net national disposable income rising 0.2 per cent.

In trend terms, the largest contributors to the economy came from mining (+0.8 percentage points), financial and insurance services (+0.5 percentage points), construction (+0.2 percentage points), public administration and safety (+0.3 percentage points) and wholesale trade (+0.2 percentage points). In contrast, the largest detractor was manufacturing (-0.2 percentage points).

# Australia's unemployment rate continues to fall

**AUSTRALIA'S unemployment rate fell to 5.7 per cent in July, after a rise in part-time work helped beat market expectations. Economists had expected just 10,000 new jobs and an unemployment rate of 5.8 per cent.**

The Australian Bureau of Statistics (ABS) reported a 5.7 percent unemployment rate because of a large increase in hiring part-time employees.

The total number of people with jobs rose by 26,200 in July, as the economy added 71,600 part-time jobs which more than made up for the loss of 45,400 full-time jobs, the Australian Bureau of Statistics said. The participation rate remained steady at 64.9 per cent.

Employment Minister Michaelia Cash said the youth unemployment figure remained "unacceptably high" and the government would do "everything in our power" to make young people more attractive to companies.



Trend employment in July 2016 was strongest in Victoria (up 7,900 persons) and New South Wales (up 6,500 persons). The largest decrease was in Queensland (down 1,500 persons). The trend unemployment rate decreased in all the states and territories except Western Australia (up 0.1 percentage points). The largest decreases were in Northern Territory (down 0.2 percentage point) and South Australia (down 0.1 percentage points).

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

# The Most In-Demand Skills for the Modern Workforce?



Right now the market in Australia is starting to open up, however, at the same time we are seeing a huge influx of job seekers and unemployed workers. So what exactly is going on?

**Simply stated, the skills most in demand for the new economy don't match what these potential employees are offering, and employers are struggling to find candidates that can do the work!**

So what are the skills highly favoured in the new economy and how can you go about acquiring employees that have these skills? Will current skills be obsolete in just a few years' time and what does the future hold for in-demand skills?

While we don't have a crystal ball to see into the future, current trends are giving us a clear indicator of what we have for the new economy and where exactly employers will be looking to fill staff.



## The Top 10 In-Demand Skills for the future according to LinkedIn

LinkedIn analysed the hiring and recruiting activities that occurred on its professional networking site in 2015 and compiled a list of the 25 most sought after skills last year. This was then broken down by country. The results were clear with technology competencies, **technology** and **data-based** skills, dominating the lists.

While "cloud and distributed computing" skills took the top spot on the worldwide list, in Australia, "statistical analysis and data mining" came in at number one. That skill is in second place on the global list and according to LinkedIn, it is the only skill category that is consistently ranked in the top four across all of the countries the company analyses.

Not only were the top 10 skills clearly linked to the tech sector, but almost every skill in the top 25 was related to the sector.

### The top 10 skills as identified by LinkedIn included:

- 1 Statistical analysis and data mining
- 2 Middleware and integration software
- 3 SEO/SEM Marketing
- 4 Network and Information security
- 5 Mobile technology development
- 6 Cloud Technologies
- 7 HR Benefits and Compensation
- 8 Storage systems
- 9 User Interface Design
- 10 Perl, Python, Ruby or Java

But what does this mean for the employee? These results aren't spelling out that traditional skills such as sales and basic computing will be defunct in just a few years' time, but they clearly highlight the desperate need for employees that are trained in tech-specific roles.

What we can learn from these results is that a basic understanding of technology and data is going to be a huge part of staying relevant in the new economy.

## Important Skills From 2015 to 2020

Five years from now, over one-third of skills (35%) that are considered important in today's workforce will have changed. By 2020, the Fourth Industrial Revolution will have brought us advanced robotics and autonomous transport, artificial intelligence and machine learning, advanced materials, biotechnology and genomics.

These developments will transform the way we live, and the way we work. Some jobs will disappear, others will grow and jobs that don't even exist today will become commonplace. What is certain is that the future workforce will need to align its skillset to keep pace.

To truly understand the shifting economy and the areas that will be in high-demand in the future, it might help to compare the current skills required of employees versus those predicted in 2020, ranked in order of importance.

These findings from the *Future of Jobs Report*, World Economic Forum highlight just how different the landscape could be for workers in a few years' time.

A major standout from this table shows the importance of creativity in the modern workplace. With the avalanche of new products, new technologies and new ways of working, workers in the new economy are going to have to become more creative in order to benefit from these changes.

Robots may help us get to where we want to be faster, but they can't be as creative as humans (yet).

Negotiation and flexibility are high on the list of skills for 2015, however in 2020 they will begin to drop from the top 10 as machines, using masses of data, begin to make our decisions for us.

Similarly, active listening, considered a core skill today, will disappear completely from the top 10.

2015	2020
1 Complex problem solving	1 Complex problem solving
2 Coordinating with others	2 Critical thinking
3 People management	3 Creativity
4 Critical thinking	4 People management
5 Negotiation	5 Coordinating with others
6 Quality control	6 Emotional intelligence
7 Service Orientation	7 Judgement and decision making
8 Judgement and decision making	8 Service Orientation
9 Active listening	9 Negotiation
10 Creativity	10 Cognitive flexibility

Emotional intelligence, which doesn't feature in the top 10 today, will become one of the top skills needed by all.

A survey done by the World Economic Forum's Global Agenda Council on the Future of Software and Society shows people expect artificial intelligence machines to be part of a company's board of directors by 2026.

## Disruption in industry

The nature of the change will depend very much on the industry itself. Global media and entertainment, for example, has already seen a great deal of change in the past five years.

The financial services and investment sector, however, has yet to be radically transformed. Those working in sales and manufacturing will need new skills, such as technological literacy.

Some advances are ahead of others. Mobile internet and cloud technology are already impacting the way we work. Artificial intelligence, 3D printing and advanced materials are still in their early stages of use, but the pace of change will be fast.

Change won't wait for us: business leaders, educators and governments all need to be proactive in up-skilling and retraining people so everyone can benefit from the Fourth Industrial Revolution.





# Employment Law

## The Minimum Employment/ Probationary Period

The old expression 'use it or lose it' has never been more relevant than when dealing with an employee during the 'minimum employment period' (MEP).



The purpose of the MEP is for the employer to decide if the right decision was made to employ him or her and for the new employee to decide if he or she made the right decision in accepting the offer of employment. If during the MEP the new employee is not performing to the required standard or is not a good fit with the organisation, steps should be taken to terminate the employment during this period.

## The MEP

The purpose of the MEP is to provide a jurisdictional bar to employees dismissed during the period accessing the unfair dismissal jurisdiction. Under section 383 of the FW Act, the MEP is 12 months for small businesses (fewer than 15 employees) and 6 months for larger employers.

## Calculation of the MEP

In order to correctly calculate the MEP, the start and finish dates of the employment need to be carefully identified. It would be best practice for employers to record the MEP start date and finish date, halfway point, and week before MEP will end for each new employee (as a calendar or diary entry).

Having a record of these dates would ensure that the employer is in a position to make a decision about employment continuing within the protection of the MEP prior to it expiring.

## Casual employees

If a casual employee has had regular and systematic employment and a reasonable expectation of ongoing employment, the employee's service as a casual would satisfy the MEP—allowing access to the unfair dismissal jurisdiction once the MEP was served.

For this reason, a timetable for review should also be implemented for casual employees who work regular, systematic and/or predictable hours on an ongoing basis.

For employees who convert from casual employment to permanent employment, employers should be aware that the MEP may have already been served in their casual employment if they worked regular and systematic hours as a casual.

## Organisational Fit

If a new employee has met the required qualifications, skills, checks and experience, the employer still needs to determine whether an employee is the "best fit" for the organisation.

**To determine whether a new employee fits the organisation's culture, it is important for the employer to consider:**

- ➔ Whether the new employee's own values and ethics meet those of the organisation
- ➔ If it is a team environment, whether the new employee works well in a team
- ➔ Whether the new employee has any unique personality traits that may cause them to clash with other employees?

# 'It's not you, it's us'—determining organisational fit

If an employer suspects that the employee is not an "organisational fit" it is important that the employer address these issues immediately. Some "fit issues" might be simple to rectify, whilst others might be so embedded that it may take time to change. In some cases, employees might not be willing to change their ways at all. If there are "fit issues" it is likely to cause problems and disruptions in the workplace.

## Termination of employment

The greatest benefit of the MEP for employers is the jurisdictional bar on employee access to the unfair dismissal jurisdiction. This jurisdictional objection should prevent the Fair Work Commission from considering the matter. It is important to be aware that whilst the MEP acts as a bar against claims brought in the unfair dismissal jurisdiction, it does not protect employers from other types of claims brought by new employees.

## Other claims

An employee employed during the MEP has access to the following jurisdictions to make a claim or complaint against their employer:

### General protections/adverse action

If an employee believes that their employer altered their position to their prejudice, dismissed them, injured them in their employment or discriminated against them on the basis that they exercised or did not exercise a workplace right

### Discrimination

If an employee believes they have been discriminated against on the basis of a protected attribute, including race, age, gender, sexual preference, and/or disability

### Workers compensation

If an employee injures him or herself at any time during the course of their employment they may be able to lodge a claim for workers compensation

### Underpayment complaint

If an employee suspects they are being underpaid or being provided with a "trial" wage that is below the minimum wage or modern award conditions

### Complaint about work health and safety

The employee can lodge a claim to the relevant statutory authority that the employer has failed to provide the employee with a safe working environment

**For more information about this series visit**  
**[www.workplacelaw.com.au](http://www.workplacelaw.com.au)**

Source: Koelmeyer, A. (2016). [Blog] PART 3 — The Minimum Employment / Probationary Period.

## Celebrating 15 years in Partnership



On Friday the 8th of April The Newcastle Branch hosted a function for John Holland Constructions at Bar Beach Bowling Club.

John Holland have been an extremely loyal client of Trojans for more than 15 years. Trojan has partnered John Holland on every project they have undertaken in Newcastle/Hunter Region throughout this time.

Recently the John Holland Company was sold and the decision has made to close the Newcastle office, leaving all Newcastle staff to decide upon a move interstate or to leave the company. Trojan hosted an event for all staff to show our appreciation for John Hollands unwavering loyalty over the many years.

We know that over the years they have been approached by every recruitment company in the region for their business however Hollands have always shown their loyalty to Trojan throughout the good times and the bad.

The night was attended by Amanda, Kristy and Mark from the Newcastle branch, Gianni Rigutto—NSW State Manager and many past and present John Holland employees including Construction Managers, Engineers, Project & Site managers, Foreman, Supervisors as well as office and field staff.

The night was an outstanding success with many of the staff calling and thanking Trojan personally for thinking of them and getting the whole team back together again for one last time.

## TAFE NSW Trades Graduation Night



Trojan Recruitment Group has been a great supporter of TAFE NSW and the Allied Timber Trades Centre based in Lidcombe, NSW for many years.

The Allied Timber Trades department has the largest facility nationwide and offers students the opportunity to gain industry relevant skills across all timber trades areas in modern, well-equipped workshops and learning facilities.

The Allied Timber Trades Graduation event celebrates the success and achievements of students who have studied and graduates at the Lidcombe College in NSW.

This years' event was held in May 2016, and the Award for the top apprentice and highest average mark for Cabinetmaking, sponsored by Trojan Recruitment Group was presented to Jake Thomson (pictured with Gianni Rigutto—Trojan NSW State Manager).





## Jeans for Genes Day



Jeans for Genes is the iconic fundraising campaign of Children's Medical Research Institute. Each year, Australians unite by wearing their favourite jeans and outdoing each other with crazy denim outfits, and donating money or purchasing merchandise, to support genetic research.

On Friday 5th August 2016, Trojan Recruitment Group branches all around the country, donned their denim, some with double denim and even triple denim, for Jeans for Genes Day.

At Trojan we're proud to support Jeans for Genes Day to help raise much needed funds for the CMRI. Our fundraising page was available for all employees to donate, and we are truly grateful to all those who helped Trojan reach our target. Pictured above left to right: Mark Pippen, Amanda Pearson and Kristy Nesbitt.

## State of Origin Game 2-Brisbane



Wednesday 22nd June, Suncorp Stadium, surrounded by a sea of maroon, Stuart Reid from Trojan Brisbane hosted some clients to Game 2 of State of Origin, the NSW Blues verses the QLD Maroons.

After the Maroons drew first blood in this year's State of Origin series with a gritty 6-4 win over NSW at Sydney's ANZ Stadium, game two was set to be a brutal clash, with QLD looking to secure the series and NSW needing a win to take it to a game three decider.

To the excitement of Clancy Condran (NSW Supporter), NSW were the better team for large patches of this game, however QLD were too strong and came away with their 10th Origin series in 11 years courtesy of a 26-16 win. Pictured above left to right: Stuart Reid, Peter Dawes, Clancy Condran and Andrew Hamilton.

## Bledisloe Cup-Sydney



Saturday 20th August, Michael Coetzee and Adam Galloway from Trojan Parramatta hosted some clients at the opening Bledisloe Cup Rugby Union Match between The Australian 'Wallabies' and the New Zealand 'All Blacks' at ANZ Stadium.

Our guests attended a pre-match dinner (pictured) before joining the 60,000 strong crowd to watch Australia concede six tries and miss a whopping 38 tackles in the 42-8 defeat by the indestructible New Zealand All Blacks.

Although the match was a bitter disappointment for all the Aussies in the crowd, it was hard to wipe the smiles from the faces of both Jake Potaka from Iron Mountain and David Coromandel from Schneider Electrical who both hail from the land of the long white cloud.

## Employee Spotlight



### Damian Hibbert

Operations Manager-Melbourne

### Years at Trojan?

9 years

### What do you like most about your role with Trojan?

The people that I have worked with over my 9 years at Trojan, many strong friendships made with fantastic people. I also enjoy the many varied and interesting people that we have the opportunity of dealing with along the way and the satisfaction of keeping our valued clients happy.

### How does your role contribute to Trojan's goals?

No matter what role I have had within the business I like to think that I contribute to the goals of Trojan by being very People Focused as People shape what we do on a daily basis. I feel this has the biggest impact no matter whether I am consulting with a candidate or a client.

### What is your greatest challenge?

I'm not sure that there is a greatest challenge, as we are always presented with numerous and varied challenges on a daily basis. The importance for me is how we respond to these challenges and this will be the gauge by which we are measured and respected as a branch, and as employees for Trojan.

### How do you obtain work life balance?

Trojan certainly promotes the opportunity for a work life balance. I believe that by being organised and planning ahead with any important dates and times I think I can always achieve a satisfactory work life balance.

# We'll work like Trojans for you.



At Trojan, we go the extra yard to find the right person for the right job. For over 20 years, we've continued to build close relationships with our clients and candidates ensuring we have an intimate understanding of their needs. We're proactive, determined and ready to work hard for you.

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