

# RecruitNews

## News that matters for Australian employers

trojanrecruit.com.au

Issue 4—Spring 2015



# Evolution of Online Recruitment

# Capitalising on smartphones as mobile recruitment goes viral

## Strong Labour Markets Drive Economic Growth

## Legal Imperative

## The Return of Zero-Base Budgeting

## Trojan Rail — Right on Track

## Gender Equality: Taking Stock of Where We Are

## National Safe Work Month

Trojan Recruitment Group 



# Comments from the CEO

Welcome to the 2015 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 look into the evolution of online recruitment. Mobile recruiting promises to be the most important trend since social networking. The explosion of mobile use and smart-phones has created a massive audience of potential job-seekers to address. The speed of change and development over the past couple of years has been dramatic and what is still to come is exciting.

We also look at the new proposal from the RCSA which focuses on the illegal and unethical practices by employment services companies. A recent report on ABC TV turned a light onto the practices of seedy labour

hire companies that exploit migrant workers. While the programme placed a considerable amount of responsibility for the ethical sourcing of labour onto the end customer it also highlighted that the ethical sourcing of labour is the responsibility of all participants in a supply chain.

We also review a new study released by the ANZ bank, which shows the New South Wales and Victorian economies, which together make up more than half of Australia's gross domestic product, are both above trend and accelerating. According to the report, the economic growth is thanks in part to a strong labour market, solid household consumption and business activity.

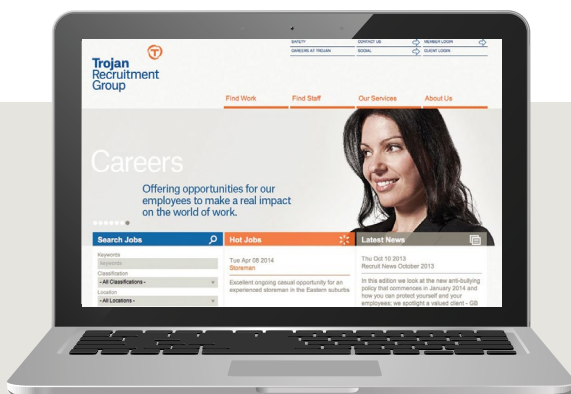
Finally we take a look at gender equality and take stock of where we are at. Whilst progress is happening, the complex dynamics of the gender issue

still create a variety of challenges in workplaces and in government

Also included are our regular articles on Australian industry sectors — Manufacturing and Construction, business ethics, human resources, work health and safety, current news articles and updates from within Trojan.

I hope you enjoy our Spring 2015 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



**trojanrecruit.com.au**  
**All this and lots more...**

#### UPDATED NEWS CONTENT

A collection of current and past news articles

#### SEARCH FOR JOBS

Search hundreds of jobs from around Australia

#### JOB SEEKER RESOURCES

Career tips & tools to enable you to land your ideal job

#### INDUSTRY BLOG

Air your views and see what others have to say

#### ONLINE MAGAZINE

View current and past issues of the Trojan RecruitNews

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Mobile recruiting promises to be the most important trend since social networking. The explosion of mobile use and smart-phones has created a massive audience of potential job-seekers to address.

**There has been an ever increasing shift of recruitment to the online environment, where it is now intrinsic to the industry's day-to-day business.**



**In the modern job market, candidates expect to be able to search, view and apply to jobs right from their smartphones, and as a result, mobile recruiting has become a hot topic.**

If you take a look at just about any industry, you'll see the effects of mobile adoption. Banks, retail stores and even health care companies all have their own mobile apps, making it easier for consumers to stay connected. Recruitment is following this trend, too, to make the application process simpler and more convenient for candidates.

For companies like SEEK, around 60 per cent of its traffic comes from mobile devices and this will only increase over the coming years. As a result, there has been a growing need for recruitment sites to up their game with mobile as a growing number of people browse jobs on the go. Due to this rise in mobile traffic, and the proliferation of online technology in every aspect of our lives, there is not only a need for mobile-friendly websites, but also apps to make life easier for both candidates and recruiters.

There has been an ever increasing shift of recruitment to the online environment, where it is now intrinsic to the industry's day-to-day business. The changes over time have been immense and continual and what is most intriguing about the use of technology within recruitment is that the game keeps changing.

Online recruiting does not just mean an online ad, it is a multifaceted approach.

One of the key benefits to recruiters in this digital age is the ability to develop and strengthen their talent network. Relationships and connections are more easily formed at a digital distance and therefore we are seeing recruiters' contact circles expand as they embrace social media and online platforms to build networks. This too can speed up the recruitment process as the opportunity to shoulder tap becomes greater as options grow in line with connections.

Passive candidates have become an increasingly important part in the recruitment process thanks to the embracing of technology. Where those 'I'd consider it' candidates were

harder to spot in the traditional recruitment process their digital footprints mean they are easier to find and easier to contact. The ability to house digital databases of talent, allows recruiters like Trojan, to identify quality active and passive candidates faster. Trojan's Talent Search houses thousands of profiles of workers across the country, detailing their experience, employment history and their resume. With access to contact details available on a variety of digital platforms, a shoulder tap or a cherry pick can be a mere click away.

Another key competency developed from the online environment is the use of big data and the opportunity that it offers for an increasingly personalised experience within job seeking. Trojan's online job alert uses the power of big data to present candidates with highly targeted, individualised job recommendations based on their job seeking behaviour.

Perhaps one negative attribute driven by the increased use of online technology in the recruitment process is expectation. More and more there is a sense of complacency and a 'come find me' attitude, in some demographics more than others. For some candidates there is a certain expectation that they will be found by recruiters, headhunted for their next position instead of seeking it out. While this could be the case, it also means that multiple opportunities are lost because of this attitude.

All in all technology has significantly contributed to the sophistication and more effective approach to recruitment. It has removed many of the inefficiencies which existed in the marketplace and allows recruiters to spend more time fostering relationships and finding unique ways of differentiating themselves and adding value to clients.

Mobile recruiting promises to be the most important trend since social networking. However, mobile recruitment has only recently emerged from its infancy. No recruiting technology vendors have emerged as clear winners, and the industry has not consolidated around any particular platform. It is no longer an additional channel but 'the' channel. What is most exciting is looking at the speed of change and development, imagine where we can be in another two years.

# Strong Labour Markets Drive Economic Growth

**Economic growth in NSW and Victoria is outpacing other states and territories thanks in part to strong labour market conditions, shows a new ANZ analysis of state economic performance.**

ANZ economists say growth in Queensland, Western Australia, Tasmania, South Australia, the ACT and Northern Territory was below average during the 2014/15 financial year.

NSW was the strongest performer followed by Victoria, with economic activity in those two states growing faster than their long-run average rates.

ANZ co-head of Australian economics Cherelle Murphy said NSW and Victoria were benefiting from housing booms and improvements in business and jobs market conditions.

**“Given the improvement in activity for NSW and Victoria, which together account for more than half of Australia’s GDP, we expect an ongoing, although slow economic recovery for Australia,” she said.**

The findings were part of ANZ’s inaugural Stateometer, which measures the economic performance of the nation’s states and territories.

The ANZ Stateometer measures economic performance across

Australia’s states and territories. It draws on a set of composite indices for each state and territory based on 16 economic indicators that cover labour market conditions, household and business activity, and prices. ANZ said it provided “timelier” information on state economic performance than other “whole of economy” state indicators.

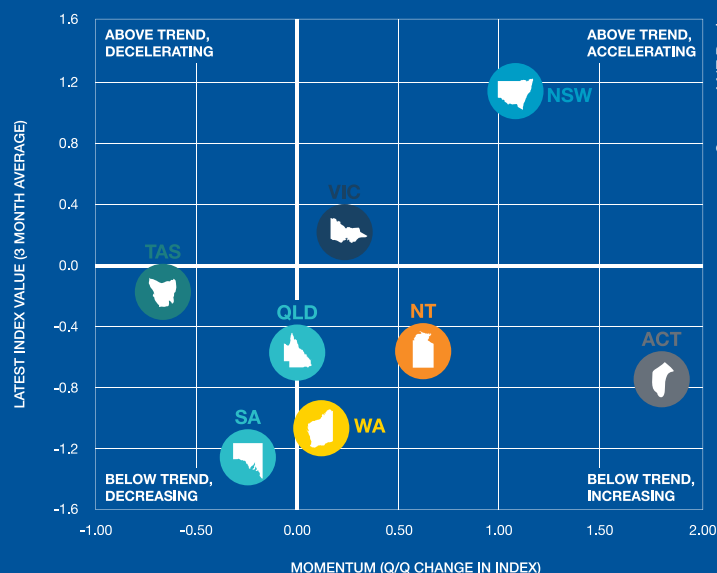
The report found that the end of the mining boom and weakness in the industrial sector were weighing on Western Australia and South Australia.

And while economic activity had picked up in the Northern Territory thanks to improvements in the labour market, a drop in business investment would keep it below average.

Tasmania and Queensland, which are expected to pick up, share similar characteristics to the stronger states, such as solid housing and private consumption, and are also benefiting from the depreciating Australian dollar, according to the report.

In the ACT, however, economic growth is below trend and “deteriorated precipitously” over 2014 thanks to a consolidating labour market and the resulting impact on consumption, it said.

“Economic activity in WA and SA are firmly on a downward trend. For WA it is the ongoing falls in resources investment, while SA is dealing with a broader malaise in its industrial sector. All other states and territories have shown some pick-up in economic activity over the first half of the year,” it said.



Source: ANZ Bank



# Legal Imperative

The peak body for the employment services sector in Australia, Recruitment and Consulting Services Association (RCSA), is taking aim at illegal and unethical practices by employment services companies and their clients with the release for public consultation of its proposal for an Employment Services Industry Code (ESIC) for Australia.

**An ESIC would for the first time provide a single national framework for the regulation of all participants in the employment services and on-hire marketplace in Australia. It would also extend to the conduct of Australian employment service providers in offshore jurisdictions and would subject suppliers of employment services located overseas to any international covenants and treaties ratified by the source country for that labour.**

The move toward a single national approach that could apply to all those involved in the supply and purchase of labour has been a long-time coming, notes Robert van Stokrom, RCSA president and chair of the ESIC Development Committee. "RCSA has been developing an ESIC for some time," he says, "and we see this as a key initiative that could set a new standard and responsibility for the legal and ethical conduct of all parties, and at all points of the employment services supply chain for labour."

The first moves towards a national approach were in 2003 with the Australian Consumer and Competition Commission's (ACCC) authorisation of the RCSA Code for Professional Conduct. The Code has been developed and authorised twice since then, most recently in 2014. However, the RCSA Code in its present form only applies to RCSA members.

**"Rubbing out illegal and unethical practices by users and suppliers of employment services was brought into sharp focus by the recent media reporting," says Robert van Stokrom.**

An ESIC would operate across all classes of employment services and operate to eradicate unfair practices. Suppliers and purchasers of employment services would be prohibited from any activity that interferes with a workers right to perform work, exploits a worker, and facilitates the use of forced labour or the use of unpaid labour to replace paid workers.

A recent report on the ABC TV programme Four Corners (4 May 2015) turned a light onto the practices of seedy labour hire companies to the agriculture sector that exploit migrant workers. While the programme placed a considerable amount of responsibility for the ethical sourcing of labour onto the end customer, in this case supermarkets, it also highlighted that the ethical sourcing of labour is the responsibility of all participants in a supply chain. Laws and regulations for the safety, entitlements and well-being of workers may not be easily deflected by suppliers in their effort to reduce costs.

An ESIC would require all suppliers of employment services to identify all those involved in the supply of labour in a tiered or chain of supply arrangement for labour. Thereby clearly defining the standards and practices that all users and suppliers of employment services should expect in the future.

"Rubbing out illegal and unethical practices by users and suppliers of employment services was brought into sharp focus by the recent media reporting," says Robert van Stokrom. "RCSA believes the exploitation of migrant workers shown by a small number of unscrupulous operators in the agriculture industry is the tip of the iceberg, and that similar practices exist in a number of sectors."

Source: Recruitment and Consulting Services Association (RCSA)



# Construction Sector Rebounds in August

**The national construction industry expanded in August after declining or remaining stable over the previous nine months, with the Australian Industry Group Performance of Construction Index (Australian PCI®) increasing by 6.7 points to 53.8.**

Of the four construction sub-sectors, apartment building was again the strongest performer, if at a slower pace than July's 11-month high (down 3.3 points to 58.7). House building also expanded (up 4.4 points to 54.4) after stabilising in July, while commercial construction expanded solidly (up 9.4 points to 54.6) after nine months in contraction. In contrast, engineering construction remained in negative territory for a 14th month (up 2.9 points to 45.9) amid the ongoing decline in mining-related investment. Construction employment expanded in August, ending four consecutive months of contraction.

Ai Group Head of Policy, Peter Burn, said "Continued strength in the residential sub-sectors and a lift in conditions in commercial construction underwrote the welcome return to expansion in the national construction sector during August. The positive news from these sub-sectors was sufficiently strong to outweigh the entrenched contraction in engineering construction associated with the winding-down in mining-related projects. Conditions in commercial construction are likely to be critical to the strength of the overall construction industry in coming months, with residential building already at high levels and weakness in engineering construction likely to continue for some time. Encouragingly, new orders lifted for all four sub-sectors in August."

Source: Australian Industry Group (AI Group)



# Manufacturing Prospects Lift in August

**The manufacturing industry expanded for a second consecutive month in August, with the Australian Industry Group Australian Performance of Manufacturing Index (Australian PMI®) increasing by 1.3 points to 51.7 points, indicating a faster pace of expansion.**

Four of the seven activity sub-indexes expanded in August: new orders (up 3.0 points to 52.9) and manufacturing employment (up 3.7 points to 51.3) both returned to positive territory after two months in contraction; production expanded for a second month, if at a slower pace (down 3.0 points to 51.2); and supplier deliveries expanded for a second month (up 2.4 points to 53.0). Three of the eight manufacturing sub-sectors in the Australian PMI® expanded in August: food and beverages (for a 15th month); wood and paper (for a sixth month); and textiles, clothing, footwear, furniture and other manufacturing.

Ai Group Chief Executive, Innes Willox, said "A second month of expansion is encouraging for Australian manufacturing. It is also positive for the economy overall which requires a broader base of growth as the mining investment boom continues to unwind. The expansion indicated by the rise in the Australian PMI® in August was driven by greater production, employment and new orders. Manufacturers are hoping that these positive directions are built upon in coming months and are sufficiently strong to overcome continued headwinds from the reduced orders for materials and equipment from the mining sector and automobile producers."

Source: Australian Industry Group (AI Group)







## Unemployment Eases Back

**Australia's unemployment rate has eased back to 6.2 per cent in August, down from 6.3 per cent in July.**

The unemployment figure was in line with market forecasts, although once again job creation was a positive surprise.

For August, the ABS reported that 17,400 new jobs were created, while the number of unemployed fell by 14,400. Female part-time work increased, while part-time male work edged down.

Federal Treasurer Joe Hockey said he was very pleased with the slight decrease but admitted the rate was still too high.

Mr Hockey used Question Time to promote the number of jobs that have been created under the Coalition. "Even with the volatility that goes from month to month, the fact is, over the last three months since the 'have a go' budget, nearly 60,000 jobs have been created in Australia," he said.

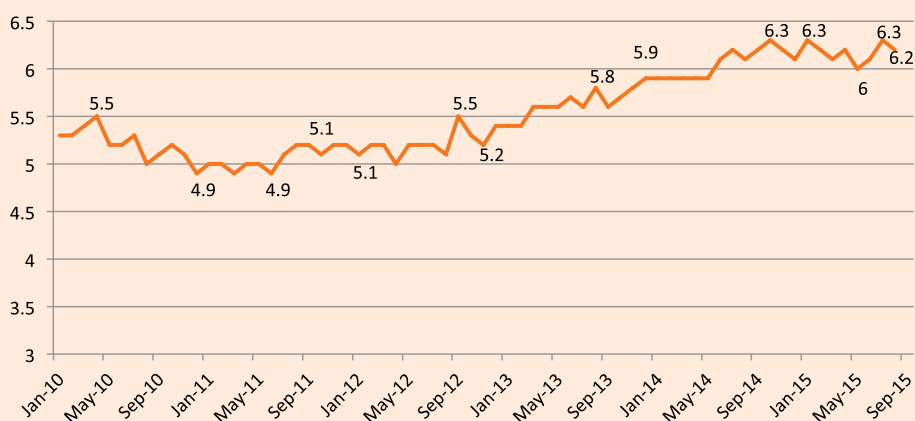
However the Employment Minister Senator Eric Abetz said that more work needed to be done.

Unemployment Rate in Australia averaged 6.96 per cent from 1978 until 2010, reaching an all time high of 11.10 per cent in October of 1992 and a record low of 4 per cent in February of 2008. However, over the past 5 years our unemployment rate has averaged at 5.52 per cent, with a high of 6.3 and a low of 4.9 per cent (refer table).

Male full-time employment was up by 10,100 while female full-time employment rose by a more modest 1,400 jobs. Whereas as female part-time employment was up by 6,500, while male part-time employment decreased by 600 jobs.

Victoria and Western Australia both experienced sharp falls in unemployment from 6.4 per cent to 6.1 per cent, while South Australia's unemployment rate remained the highest among the states at 7.9 per cent. New South Wales enjoyed the lowest jobless rate at 6.0 per cent.

## Unemployment rate 2010 to 2015 (%)



## Australian Economy Grows 0.2% in Q2

**Australian GDP expanded 0.2 per cent in the June quarter of 2015, slowing from 0.9 per cent growth in the previous quarter and missing market forecasts. It is the weakest growth since the first quarter of 2013, as positive contributions from final consumption expenditure and investment were unable to offset a decline in net exports.**

By industry, the main factors to the slowdown in GDP growth were mining (-3.0 per cent) and construction (-0.6 per cent). In contrast, positive contributions came from financial, transport and health industries.

Real gross domestic income was flat, while the volume measure of GDP increased by 0.5 per cent, the difference reflecting a decrease of 2.5 in the terms of trade. Real net national disposable income decreased by 0.3 per cent compared with 2.2 per cent for GDP.



# The Return of Zero-Base Budgeting

**The venerable technique has vaulted back into the consciousness of corporate leaders, and for good reason, however getting it right is not easy and depends on some key elements.**

“Zero-base budgeting” (ZBB) was first introduced to the public in a 1970 article by Peter A. Pyhrr in the Harvard Business Review and soon gained a following. However, over the last half century, the tool became dogged by misperceptions and faded into obscurity. Today, it is enjoying a resurgence, with a dramatic increase in the number of companies publicly referring to zero-base budgeting over the past few years. It’s not only large organisations that have taken to ZBB; businesses of all sizes are taking the leap.

ZBB of the 1970s was fundamentally about ascribing each company activity to a decision “package,” evaluating and ranking these packages for their costs and benefits, and allocating resources accordingly. Today’s ZBB is much more than that—it’s a repeatable process to rigorously review every dollar in the annual budget, manage monthly financial performance, and build a culture of cost management. What makes ZBB unique is not the budgeting methodology; it is the mind-set shift that upends managers’ default assumptions. Rather than compare this year’s spending to last year’s, ZBB looks instead for the most efficient return on spending, from the bottom up.

Some executives ask whether zero-base budgeting is the “secret sauce” for cost reduction. It is an important tool, but just as important are the organisational elements that must support it, such as management buy-in, the organisation’s willingness to challenge current thinking, and its tolerance of the risks that arise when making changes to reduce costs.

ZBB is an effective tool, but it is also a thorough process that takes time to execute and requires management buy-in. Before budgeting begins, management needs to build a highly detailed fact base, develop visibility into cost drivers, and put in the effort needed to support aggressive top-down targets with detailed bottom-up analysis. Given the high degree of change required—the new financial-planning process, modified incentives, as well as the execution of significant cost reductions—ZBB is most effective at companies with willing and able management (often newly installed) and a small and aligned investor group that has control of the company. ZBB is less successful in growth-capital investments.

When properly implemented, ZBB can reduce SG&A (sales, general, and administrative) costs by 10 to 25 per cent, often within as little as six months. Just how ZBB is capable of delivering and sustaining these results remains a bit of a mystery for many executives. The opaqueness of the term and the dire tone of the media stories can be intimidating, sometimes causing ZBB to be avoided as an option for improving productivity. However with the potential to drive significant and sustainable savings, it seems that more and more companies are taking up ZBB every month, in every kind of circumstance.

# Trojan Rail... Right on Track!

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

**Trojan's affiliation with the rail industry commenced with the provision of resources in the capacity of labour hire services. With over 20 years' experience in providing labour hire to the rail industry, the natural progression for Trojan was to expand its scope within the Rail Industry to create the division Trojan Rail.**

With proven success delivering results across rail projects, Trojan Rail is making its mark within the Australian rail industry. Trojan's reputation for superior performance is built on hard work, reliability and integrity.

Trojan Rail maintains a high performance culture throughout the organisation to deliver outstanding results. The skilled workforce and experienced management team are dedicated to deliver what is promised — quality results, on time, on budget and within the highest safety standards.

Trojan's expertise has developed from short term construction and track renewal contracts to long term partnerships with public and private clients for the provision of construction and maintenance services to the railway sector, as well as track and civil labour hire and general labour hire to the Rail industry.

## **Trojan Rail can offer the following services:**

**Rail Maintenance** — Providing fit-for-purpose maintenance services to improve reliability and safety of rail network infrastructure. Trojan Rail covers a wide range of rail maintenance services including (but not limited to): Sleeper replacement (Timber and Concrete), Aluminothermic Welding, Rail Renewal, Re-Railing, Ballast upgrade, Drainage works, Undercutting and Culvert replacement.

**Rail Construction** — Providing rail construction services across Australia with a focus on quality and efficiency. Trojan Rail covers a wide range of rail construction services including (but not limited to): Turnout Installation, Road Crossing / Level Crossing Installation, Aluminothermic Welding, Culvert and Drainage works.

**Rail Labour Hire** — Providing Rail Labour Workforce Solutions to fill your labour requirements. Trojan Rail can provide short or long term personnel including (but not limited to): Track Worker, Welder, Electrician, Track Vehicle Operator, Track Protections, Mechanic, General Labourer, Site / Crew Supervisors, Truck Drivers.



For Trojan, sustainability is embedded in every part of the business in a manner that enables us to intelligently weigh the economic, environmental, social and governance aspects on the long term ability to prosperously sustain the business and the communities in which we operate. Trojan Rail understands the importance of our people, our environment and the communities within which we work.

Trojan Rail's foundation of success is built on integrating regulatory compliance, safety, skill and service to achieve a quality finished product.

For more information on Trojan Rail and the services offered please email [bne\\_rail@trojanrecruit.com.au](mailto:bne_rail@trojanrecruit.com.au).



# Gender Equality: Taking Stock of Where We Are

There is a growing consensus among top executives that gender diversity is both an ethical and a business imperative. Yet progress is painfully slow. Despite modest improvements, women are underrepresented at every level of today's corporations, especially in senior positions.



**There are several reasons why the gender gap so stubbornly persists. For one, in many organisations, senior leadership has only recently committed itself to addressing this challenge. A study by McKinsey & Company, Women Matter, showed that gender diversity was a top-ten strategic priority for only 28 per cent of companies and for a third of companies, it was not on the strategic agenda at all. It's widely acknowledged that without a commitment from the top, nearly any major change program will fail.**

A second reason for sluggish progress has to do with the nature of the gender inequality issue itself, which, like many efforts to change organisational cultures, requires companies to take action across a broad range of factors and keep their managers aligned with multiple objectives for years at a time. The focus in these interventions must be to help women better develop as leaders, and to design the conditions in which this can take place.

The complex dynamics of the gender issue create a variety of challenges. Consider the anytime-anywhere model that currently prevails in the corporate world, which has placed everyone under more pressure. The weight surely is heavier for women, who continue to shoulder a disproportionate share of the responsibility for managing home and family issues.

Addressing these interrelated gender issues is difficult, which brings us to a third reason change has been slow: major transformation efforts require steady, broad-based interventions over time. After an initial commitment from the top, significant changes can typically take as many as eight or more years, requiring the close and visible monitoring of progress by the executive team. It's never easy and it's rarely quick.

In recent decades, women in Australia have made significant strides towards achieving equality with men. At universities, in workplaces, in boardrooms and in government, a growing number of women have taken on leadership roles, forging pathways for other women and girls to follow.

However, a recent report by the Australian Bureau of Statistics revealed women are dramatically underrepresented in leadership positions across business and public life, despite high levels of education.

The ABS Gender Indicators series includes data from the Workplace Gender Equality Agency's world-leading data set for the first time, showing stark imbalance between women and men at senior levels of the workforce.

#### **Today's release shows that men outnumber women:**

- ➔ In organisational leadership roles: 82.7% of CEOs of non-public sector organisations are men
- ➔ In parliament: 69.5% of federal parliamentarians are men
- ➔ On government boards: 60.3% of members of Commonwealth boards and bodies are men
- ➔ On the bench: 65.4% of Commonwealth judges and magistrates are men
- ➔ In public recognition: 75% of recipients of Companion or Officer of the Order of Australia are men

At the same time, the data shows higher levels of educational engagement and achievement among women than men; including 34.2% of women aged 18-24 enrolled in a bachelor degree or above, compared with 25% of men.

Workplace Gender Equality Agency Acting Director Louise McSorley said the consistent underrepresentation of senior women reveals that deep cultural change is needed at the highest levels of our organisations and public institutions.

"Australian women are highly educated, but are being held back in the workplace and in public life," said Ms McSorley. "We are failing to translate women's education into workforce participation. This is a real waste of human potential and a drag on our national productivity."

In Canberra this month, New Australian Prime Minister Malcolm Turnbull defended his major shake-up of cabinet and said he wished the percentage of women in parliament had been higher so he could have appointed more to key roles. He increased the number of women in cabinet from two to five, with Senator Marise Payne notably becoming the country's first female defence minister. The percentage of women in parliament is "not as high as it should be", he said, adding it would be "good" if there had been more available to appoint to new roles.

**"We are failing to translate women's education into workforce participation. This is a real waste of human potential and a drag on our national productivity."**

Gender equality should be at the heart of the economic reform debate, said Ms McSorley.

Is it, then, only a matter of time before gender equality will be achieved? Yes and no. To the extent that private and public institutions have made the necessary commitment from the top and are working to intervene in the ecosystem of change, most can be confident they will, given time, reach their goal. Too many companies have yet to grasp the case for change, however, and still lack both commitment and a program of action. For these institutions, gender parity will take longer to achieve.

"Increasing women's workforce participation is critical to driving economic growth. We need an honest discussion about the barriers to women's engagement with work and commitments to taking the necessary action to drive change," said Ms McSorley. "We need to move beyond a simplistic focus on women on boards and look at increasing women in the leadership pipeline. This is where real change will happen."

For most organisations, the answer is still not 100 per cent clear, however what is clear is that gender is a multifaceted, entrenched global issue and commitment to diversity and inclusion should be an abiding part of all corporations history and daily practice. That we have yet to achieve it only further strengthens our determination to do so.

**BE SAFE BE HEALTHY** because **188** workers were killed in 2014.

**BE SAFE BE HEALTHY** because each work related injury or illness costs approximately **\$99,100**.

# National Safe Work Month

## October 2015



**National Safe Work Month is dedicated to encouraging individuals and workplaces to be involved in raising awareness of work health and safety. This year's theme is Be safe. Be healthy. Because... — deliberately left open so you can add your own reasons for being safe and healthy at work. There are so many reasons for being safe and healthy at work — what are yours?**

Every year around 200 Australians lose their lives as a result of a work-related injury, and in 2014, 35% of workers who died were involved in a vehicle incident. In addition, Australian employees make an average of 120,000 serious workers' compensation claims for injuries or illnesses involving one week or more off work each year. This equates to 330 serious claims made every day.

There are many National Safe Work Month activities happening around Australia throughout October. Here at Trojan Recruitment Group we will be organising a variety of activities and events for all our employees for National Safe Work Month 2015.

Trojan is excited to be participating in National Safe Work Month and we hope all staff will get involved and make work health and safety a priority this October.

### A focus on health and safety in our workplace can help us:

- ➔ identify and control hazards in the workplace
- ➔ find better ways of doing our jobs
- ➔ work together to improve our workplace
- ➔ increase our job satisfaction
- ➔ improve our health and wellbeing, and
- ➔ most importantly, ensure we all return home from work safely every day.

While National Safe Work Month puts a strong focus on work health and safety during October, workplace health and safety should remain a priority all year round. You can practice what you learn during National Safe Work Month, every month of the year. Continue reinforcing your health and safety messages to ensure work health and safety is not forgotten!

For more information, statistics and for participation ideas visit the Safe Work Australia's National Safe Work Month web page at [www.safeworkaustralia.gov.au/NSWM](http://www.safeworkaustralia.gov.au/NSWM).





## Variety Car Bash



2015 celebrated the 27th anniversary of the SA Bash, which departed from Adelaide on Saturday 8th August and Finished eight days later on 15th August in Loxton.

For a second year, Trojan had the opportunity to support through sponsorship Toro Australia, which was in its 12th year as an entrant into the event.

The Variety Bash was created in 1985 by adventurer Dick Smith, when he took a group of friends for a drive he called 'The Bourke to Burketown Bash'. The Bash is NOT a race or rally, it is a madcap event designed to put the fun into fundraising. Vehicles must be in standard condition and shall be models constructed prior to December 1980 with run on models to 1987. For more details on Variety, The Children's Charity events visit [www.variety.org.au/Events](http://www.variety.org.au/Events)

## Jersey Day to Support Organ Donation



JERSEY DAY is a simple concept designed to raise awareness of The Organ and Tissue Authority and the Donate Life network.

On September 4th the Trojan Parramatta Branch (pictured LtoR: Michael Coetzee, Gianni Rigutto, Brooke Lange, Bettina Galt, Devanshi Patel, Adam Galloway, Kim Byrnes) wore their favourite sporting jersey to work to show their support for the Donate

Life network. The campaign is all about raising awareness and about starting the conversation with friends, families and work colleagues about Organ Donation.

JERSEY DAY is inspired by the story of Nathan Gremmo who was tragically lost in an accident in May 2015. Nathan's family chose to give the gift of life to others to honour the legacy of Nathan's generous personality. For more details on Jersey Day visit [www.jerseyday.com.au](http://www.jerseyday.com.au)

## SCLAA Queensland Conference



In August, Stuart Reid, Client Development Manager and Scott Sobey, State Manager (pictured LtoR) for the Trojan Brisbane office Participated in the Queensland Supply Chain & Logistics Conference which was organised by leading Industry associations including the Supply Chain & Logistics Association of Australia, (SCLAA).

Building on its already successful reputation, the Queensland SCLAA Conference is the largest referred international event for the state of Queensland and engages industry, government and academic researchers and teachers in an exploration of trends and opportunities for the industry.

The event attracted more than 300 Australian and International delegates over the two days, and provided Trojan with a great opportunity to learn more about how Trojan can continue to grow its support of the industry.

## Employee Spotlight



### Adam Galloway

Operations Manager

**Years at Trojan?** 11 years

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

There is never a dull moment!

Above all I enjoy the varied nature of the recruitment industry and the opportunities I get to make a positive outcome to people's lives. What brought me back and has kept me at Trojan is our culture, my co-workers and of course our valued customers. I believe that as a team we can achieve anything and have seen this first hand at Trojan time and time again.

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

Over the years I have worn various hats within the business and have been fortunate enough to work with many talented people along the way who have all taught me something. I have always given 100% and believe that I have played an active part in Trojan's growth and evolution (particularly in NSW).

**What is your greatest challenge?**

My greatest challenge is managing the various aspects of my position, resolving the various issues that arise on a daily basis and being able to do all things well. Sometimes it can be a juggling act but that is all part of the fun.

**How do I obtain work life balance?**

You'll have to ask my wife that one. Recruitment isn't known for being a 9 to 5 job however it is about give and take. Luckily, Trojan is a company that promotes work/life balance, although it can be easier said than done sometimes. Spending quality time with my family is very important to me and I have varied interests outside of work.

# 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.

The recruitment industry specialists ➔ [trojanrecruit.com.au](http://trojanrecruit.com.au)

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