

PERFECTHIRE LABOUR WITH TOOLS

SKILLED LABOUR SUPPLY PROPOSAL



AIMING TO BE THE BEST PRACTICE SKILLED LABOUR SUPPLIER FOR CONSTRUCTION IN 2017



OUR HISTORY

Perfect Labour Hire are part of the Perfect Group, which includes Perfect Contracting, and Perfect Concrete Care.

Perfect Contracting was established in 2010 as a demolition and asbestos removal subcontractor.

Perfect Concrete Care was established in 2015 and provides concrete cutting, coring, grinding and scanning services across Sydney and New South Wales.

Perfect Labour Hire is the labour supply division established in 2012 after seeing a need in the market for skilled, safe, labour supply solutions within New South Wales. We aim to be the best practice labour supplier for construction in 2017.

ABOUT US

Here at Perfect Labour Hire we pride ourselves in providing the best practice labour solutions to the Construction Industry.

When I arrived in Australia over 14 years ago I started off working as a construction labourer. I had very little experience in the construction industry but I was willing to work hard and learn.

I saw a Labour Hire company that was advertising for workers so I gave them a call. Within a couple of hours I was signed up with them and they sent me to a job site the next day. I had no training, I was not even told what I would be doing or even the name of the client.

When I arrived I was requested to use a Plate Compactor, I had never seen one and I felt embarrassed that I didn't know how to operate this machine and that I looked like an amateur. It made me feel like I didn't want to go to work the next day.

This is where I learnt first hand the fundamental problem with Labour Hire in Australia. None of the Labour companies care, they provide no training and just throw you in the deep end.

"I learnt first hand the fundamental problem with Labour Hire in Australia"

As years went by I kept working on a number of construction sites while continuing my studies. After completing my studies and earning 8 years experience on site I decided to open my own business and I promised myself I would fix the problems I came across during my years in the industry.

Successfully finding solutions I managed to build a trained and experienced workforce and now we are offering variety of professional construction services to the construction industry in New South Wales.

At Perfect Labour Hire we are aiming to provide the best practice Labour Hire in the Industry.

We focus on finding the right candidate, creating a career pathway for them, starting from basic tool and safety training leading into a professional career by providing financial support to further their studies.

I am looking for partnerships with companies who share the same values and prioritise people, safety, quality and the environment.



CORE VALUES



STRONG TEAM

We only employ staff who have an attitude that reflects the culture of Perfect. That is, a tight knit group who work together to perform the work at hand. We are dedicated, skilled and motivated to provide the best service for our clients and our company.



SAFETY AT WORK

Our staff are courteous, respectful and professional. They are expected to wear the uniform provided to them and to undergo training in safety and proper equipment use.



QUALITY EQUIPMENT

The quality of our equipment is high. We use only trusted brands such as Hilti, Tyrolit, Makita and Husqvarna. Our staff take pride in operating and maintaining this equipment.



POSITIVE ATTITUDE

We encourage a healthy, positive work environment. We believe that facilitating a work environment with happy, healthy staff is paramount to an effective and successful workplace.



PUNCTUALITY & HONESTY

Our staff are punctual, honest and responsible. They are expected to provide the highest level of service to all clients and to uphold the integrity of the company.

MAIN INDUSTRY WEAKNESSES

From our years of experience in the Labour supply industry we have seen first hand the fundamental problems within the Labour Hire Industry within Australia and in particularly in New South Wales. The main problem is that none of these so-called big Labour Hire Companies care about their employee's or their clients.

- ⚠️

No on site experience
- ⚠️

No basic tool experience or knowledge
- ⚠️

Poor English and Attitude towards work
- ⚠️

Inconsistency with quality, experience & attendance
- ⚠️

Unsafe work practices
- ⚠️

Lack of PPE
- ⚠️

No WHS Paperwork
- ⚠️

No Visa status checks
- ⚠️

No account management
- ⚠️

Unknown Labourer sent

PERFECT HIRE STRENGTHS

- ✔️

TRAINING - in house training for basic tool and PPE use for new workers within the industry
- ✔️

SCREENING - screening process through our ability to use Labourers on our contract projects
- ✔️

COMPETITION - greater performance through competition for allocations, this brings the best this brings the best performance out
- ✔️

VALUES - our core values and expectations are communicated to all workers right throughout the company
- ✔️

TECHNOLOGY - operations system ensures efficient communication with fieldworkers avoiding mis-allocations or no shows
- ✔️

PROFESSIONAL - all workers are supplied with full PPE and uniforms
- ✔️

SAFETY - all allocations come with SWMS, Inductions and site safety inspections taking place
- ✔️

COMMUNICATION - dedicated account manager taking care of all request and any issues
- ✔️

CAREER PATHWAY - ongoing fieldworker development through internal and external

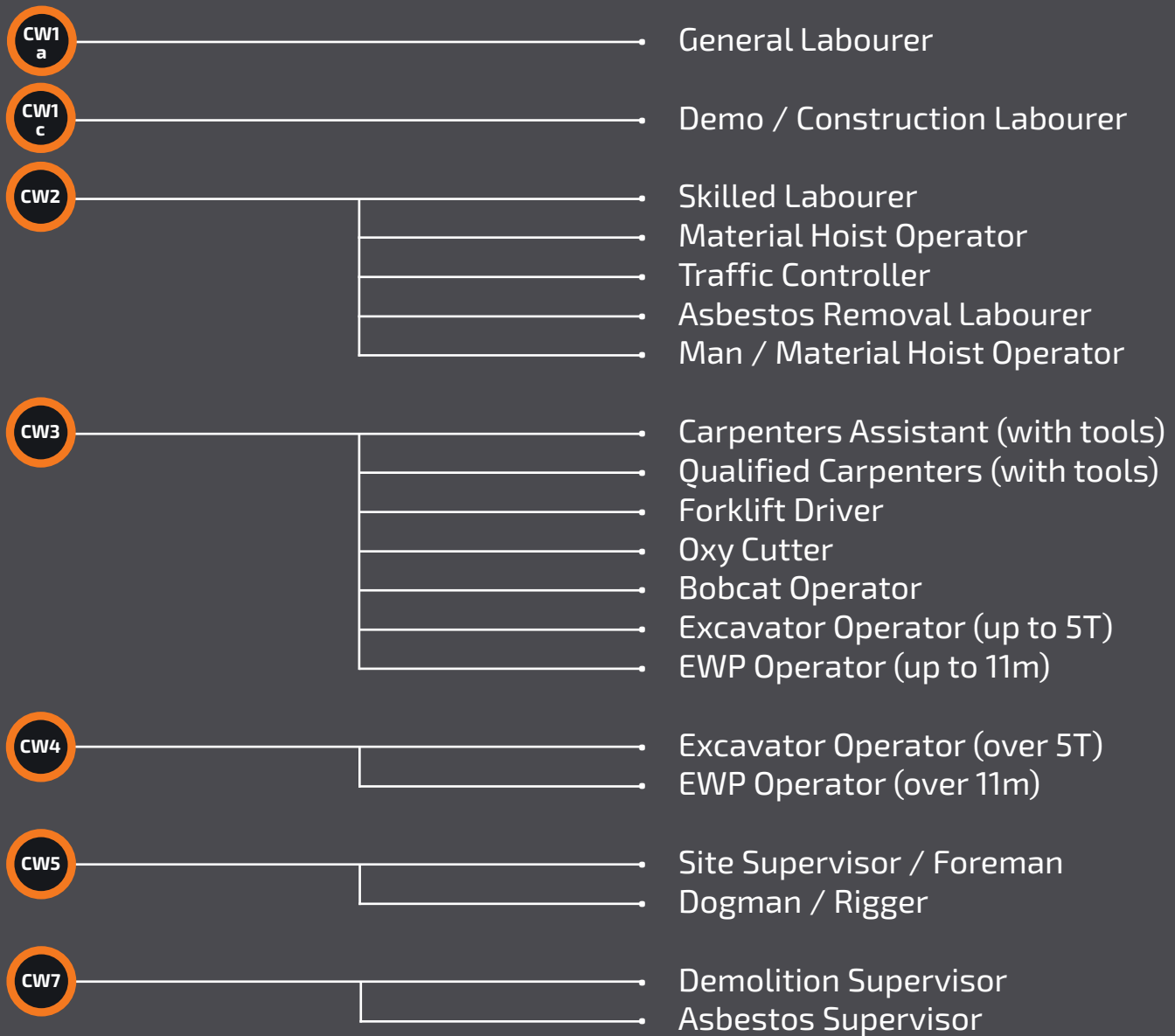




LABOUR SUPPLY SERVICES

Perfect Labour Hire can supply any kind of labour hire solution to suit your needs. We can provide you with the best practice labour on the market.

INDUSTRY CLASSIFICATION PERFECT HIRE CLASSIFICATION



ADDITIONAL TICKETS / COMPETENCIES / INDUCTIONS

- 1

First Aid
- 2

EWP
- 3

Working at Heights
- 4

Confined Space
- 5

ASIC (Airport Industry Worker)
- 6

RIW (Rail Industry Worker)

OPERATIONS PROCESS

CLIENT REQUESTS LABOUR

The first step of the operations process is a client requests skilled labour, equipment, machinery or rubbish and waste removal.

ACCOUNT MANAGER CONTACTS CLIENT

Our account managers will make contact with you right away to asses your needs and gather more information for us to provide you the Labour you require.

- Job Location
- Job Description
- Job Duration
- Skill, competency or induction requirements

ORDER ALLOCATION

We asses all requirements needed for the project and select our best team members available

- Individual assigned based on skill, competency or induction
- Email order confirmation
- Allocation sent to field worker

LABOUR SUPPLIED

All our team members are supplied with full PPE, uniform and we ensure they are wearing full PPE at all times by conducting regular site visits

- Full PPE & Uniform
- On site induction with SWMS
- Punctual & Reliable

POST SUPPLY

After each and every supply of labour our account managers will make contact or complete a site visit to get feedback on how our team members have performed, this allows us to keep maintain a high standard of quality labour:

- Quality Feedback
- Account manager communication
- Monthly Labour claim

RECRUITMENT PROCESS

Here at Perfect Labour Hire we are always looking for ways to improve our recruitment process. We continually adapt to the latest market trends and are always looking for new ways to stream-line our process.

POSITION ADVERTISING

The first step in our recruitment process is to advertise through various different channels.

- Online Advertising
- Paper Publications
- Walk-ins
- Referral

INITIAL CONTACT

Our HR department will make the initial contact with the candidate and perform a number of checks and conduct an interview over the phone.

- Phone Interview
- Reference Checks
- Skills & Ability Assessment

INDUCTION

Once the candidates have been successfully screened during our initial contact they are booked in for our in-house induction where they watch our work health & safety induction video. In addition to this police background checks and drug tests are carried out.

- Work Health & Safety
- Company Policies
- Roles & Responsibilities
- Employment Contract Signed
- Police background checks
- Drug tests

TRAINING PROCESS

NEW EMPLOYEE

All new employees are put through our individual development plan and put through our in-house training for correct equipment and PPE use.

EXISTING EMPLOYEE

Existing employees that have received negative feedback or are not complying with our company policies are requested to undergo further training.

INDIVIDUAL DEVELOPMENT PLAN

We setup individual development plan for each and every employee, where we take into account:

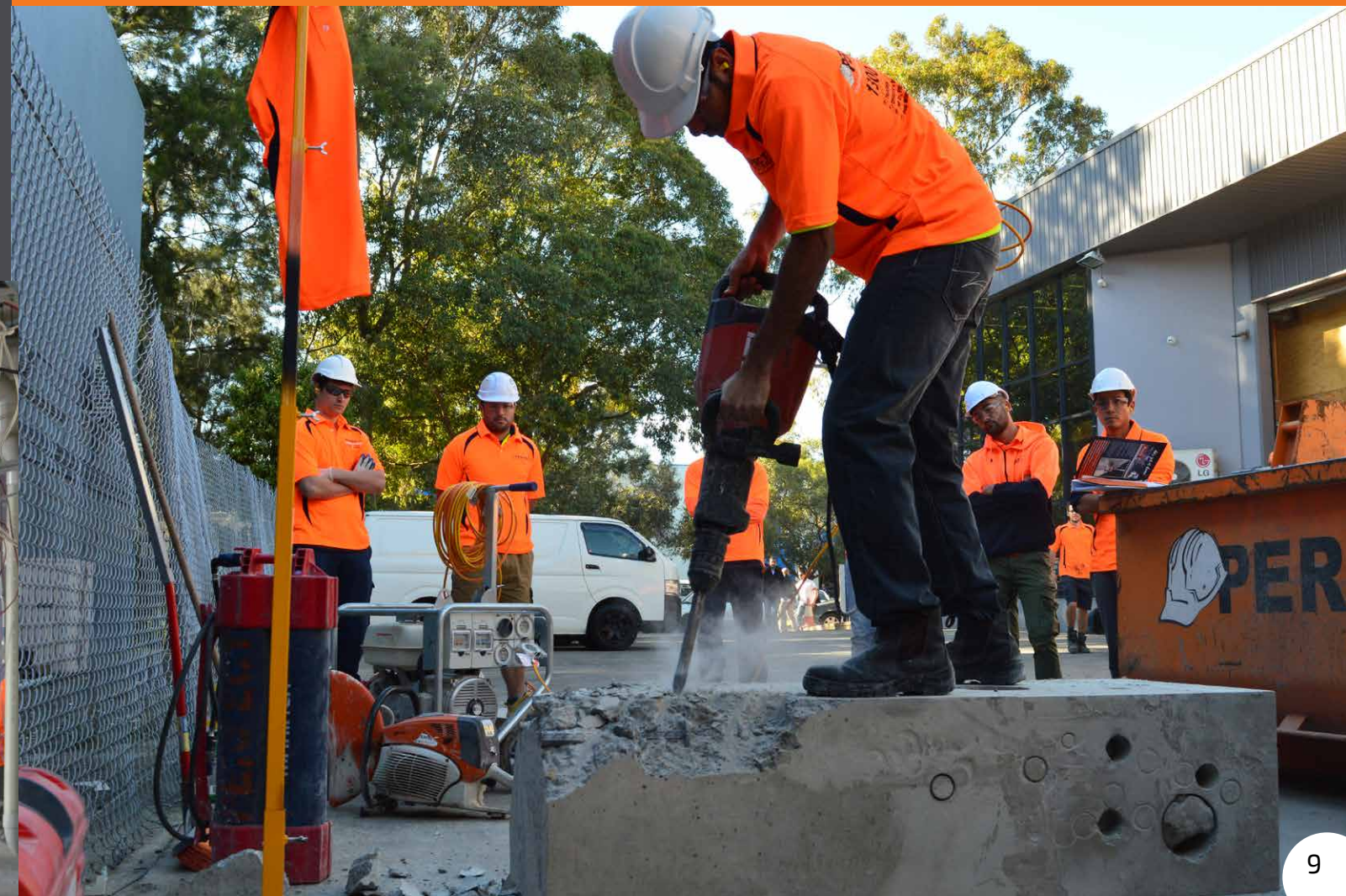
- Assess current skill and ability
- Plan internal training
- Plan external training
- Provide career pathway

INTERNAL TRAINING

- Basic Tool Competency & PPE
- Advanced Tool Competency & PPE
- Concrete Care Competency & PPE
- Truck Driving Competency & PPE
- Plant Operator Competency & PPE

EXTERNAL TRAINING

- RIW Ticket Training
- Confined Space Ticket Training
- First Aid Ticket Training
- EWP Ticket Training
- Working at Heights Ticket Training
- Traffic Controller Ticket Training
- Asbestos Removal Ticket



OTHER SERVICES

As part of the Perfect Group, Perfect Labour Hire can also offer other services from our other sub-divisions Perfect Contracting and Perfect Concrete Care.

Being part of a group of companies allows us the flexibility to offer our clients more services and also means our labour supply are skilled in different aspects of the construction industry.



PERFECT CONTRACTING SERVICES

Perfect Contracting specialise in all types of Demolition & Strip-out services:

- 1

Detailed Demolition and Strip-out
- 2

Emergency Make safe
- 3

Make goods and De-fits
- 4

Asbestos & Hazardous Waste Removal
- 5

Escalator & Lift Removals
- 6

Waste and Rubbish Removal



PERFECT CONCRETE CARE SERVICES

Perfect Concrete Care specialise in all types of Concrete Care Services:

- 1

Concrete Cutting
- 2

Concrete Coring
- 3

Concrete Grinding / Sealing
- 4

Concrete Scanning

CERTIFICATIONS & MEMBERSHIPS

INTEGRATED MANAGEMENT SYSTEMS - MULTIPLE ISO CERTIFICATIONS

Perfect Labour Hire has successfully obtained:

- ISO 9001 – Quality Management System
- ISO 14001 – Environmental Management System
- AS/NZS 4801 – Occupational Health and Safety Certifications

CM3 CERTIFICATION

Perfect Labour Hire has successfully obtained CM3 Certification this allows us to meet our legislative duty of care to ensure contractors we engage have processes to safely conduct work along with assisting to better manage our contractors health and safety requirements.

HRIA MEMBERS

Perfect Labour Hire is members of the HRIA (Hire and Rental Association of Australia). The Association flags and updates members of legislative changes affecting hire operation such as recent changes to OH&S requirements and electrical testing and tagging requirements.

MBA MEMBERS

Perfect Labour Hire is proud members of the Master Builders Association of New South Wales. Being Master Builders members allows us to keep up to date with the latest industry news that affect our business through our regular news alerts and publications. Being a member of MBA NSW also makes it easier for us to comply with WHS regulations.

RECONCILIATION ACTION PLAN

Our Reconciliation Action Plan or RAP is an agreed strategy of how Perfect Group intends to contribute to the huge task of reducing the disturbing gap in living standards between Aboriginal and Torres Strait Islander and non-Aboriginal Australians. We have a close alliance with AES (Aboriginal Employment Services) to help us reach our goal of 5% employment participation.

OUR CLIENTS



"The project was one of the toughest that I have encountered throughout my station experience and a pleasure working with professional sub-contractors.. Again, I appreciate your help and assistance on this one and I look forward to working with you in the future." **Angelo Stratikopoulos**
- Project Manager - Arenco for INFRASTRUCTURE



"I have used labourers from Perfect Labour Hire for over 2 years now, ranging from general labourers to carpenters. The company has been easy to deal with and very helpful. The labour they provide are of good quality, and provide value through their hard work and ability." **Tom Matanovic**
- Project Manager - TAYLOR



"Horizon Habitats have been continuously engaging Perfect Labour Hire for labour hire services over the past 3 years. We have found the labourers and account management team to be reliable, professional and eager to help. We rely on Perfect Hire to assist ourselves in providing quality services to our clients." **David A. Moses** - Managing Director
Horizon Habitats



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