

FINAL TRIM OPERATORS CAPABILITY STATEMENT

Specialising in permanent and temporary placements of trades, plant operators and mining personnel to medium and large sized enterprises with multiple locations, Final Trim Operators is a leading national recruitment company with staffed offices in Perth, WA, Brisbane, QLD and Sydney, NSW.

www.finaltrimoperators.com.au



INTRODUCTION

FINAL TRIM OPERATORS is a leading Australian owned and operated Recruitment and Labour Hire business with head-quarters in Perth and offices in Brisbane, Sydney and a number of regional offices.

Specialising in Construction, Civil, Rail, Trades and Mining recruitment, we are a stable business who can offer all our clients the following assurances and services:

- Qualified, Experienced Operators, Trades and Labour professionals
- Fast and Efficient Response Time
- Competitive Labour Rates
- Health & Safety Compliance
- Full Insurance Cover
- Temporary or Contract Staff
- Permanent Placement Facility



HOW WE CAN HELP

Quality Staff

1. We deliver quality candidates that are fully trained and ticketed for their roles and responsibilities.
2. We have an extensive list of pre-screened applicants that are available to work immediately.
3. Our experienced and dedicated support team are contactable 24/7 to keep you up and running 100% of the time.

Competitive Trading Terms

We provide generous trading terms to assist your projects cashflow while minimising your employment costs (Wages, Superannuation, Payroll Tax, Long Service Leave, etc)

Strict Safety Standards

We have developed an Integrated Safety and Health Management Plan that is working towards certification to A.S. 4801. Safety at your site is our top priority

Australia Wide Service

Some of our Australian Job Sites:



RECRUITMENT METHODOLOGY

How We Operate

STEP 1 - Position Brief

We work with our clients to identify the skills, experience, attitude and competencies required to be successful in the role, including identifying information pertaining to rosters, pay and working conditions for a complete job profile.

STEP 2 - Sourcing of Candidates

We actively source candidates using a combination of online and print advertising, our extensive candidate database, candidate referrals, affiliated training organisations and job service providers. We request resumes, proof of qualifications and we contact references before contacting the candidate for the next step.

STEP 3 - Interviews

After applicants are short-listed they are requested to attend a face-to-face interview if possible to allow a detailed assessment of their attitude, presentation and competencies.

STEP 4 - Pre-employment

Suitable candidates are required to prove their competency claims through rigorous checks of their previous work history and provide proof of tickets and licences to ensure currency. In some cases plant operators may be required to do practical tests to demonstrate their abilities.

We also have an extensive process for Health and Safety including Pre Employment medical declarations and assessments where required.

STEP 5 - Client Interviews

Candidates are then presented to the client and information regarding the background information of the role, company culture, specific job requirements and expected performance outcomes are provided to the candidate to ensure they are prepared for employment.

STEP 6 - Offer of Employment

Successful clients are given the necessary paperwork and WHS Induction to proceed to site and we will assist as necessary in the completion of any pre-employment work conditions such as medicals, drug & alcohol tests or specific site induction requirements.



SAFETY & HEALTH

General Safety Training

Final Trim operators has developed an integrated Safety & Health Management Plan that complies with the current National Occupational Safety & Health legislation.

All personnel working for Final Trim Operators have completed an online induction at Final Trim's head office prior to starting at any site. To ensure that all personnel are trained and competent with the safety legislation for each state and meet clients' expectations before they commence work at their sites.

Final Trim's Safety Management Plan is working towards certification to A.S. 4801, which includes and ensures at a minimum:

- All staff and employees are inducted prior to starting on site.
- Site Safety System Inspections are completed prior to placement.
- Accident/incident/injury reporting and investigation reporting.
- Nominated safety responsibilities.
- Regular safety inspections completed by Final Trim's safety manager.
- Monthly collaborative health and safety training.
- Fitness for work testing.

As Final Trim Operators has a large client base, it is important that all employees take an active part in promoting Health and Safety for Final Trim and its clients. With this in mind, all operators are instructed to report all hazards, near misses or accidents to their respective site supervisor and Final Trim management.

Final Trim's Safety Management Plan ensures compliance through site and systems based risk assessments and injury management processes towards industry practice and boasts a clear understanding of National Statutory Safety & Health legislation.



KEY PERSONNEL

Thomas Dunne – Managing Director

Thomas's specialist experience in the civils and construction industries is a constant source of knowledge and expertise for the business.

Having begun his career in the Civil and Construction industry at the age of 15, Thomas has since gained a wealth of experience and knowledge including working on a variety of plant and equipment in Perth - metro and the Pilbarra.

Thomas started the Final Trim business as he believed in giving back to the Industry that taught him well. From his firsthand experience of project deadlines in harsh environments he thoroughly understands overall requirements and is continuing to add value to his clients.

Justin Braddon – National Safety & Account Manager

Justin is the familiar face you will see at your sites as he is tasked with WA Account Management, in addition to collaboratively implementing our company health and safety management systems nationally.

Justin brings over 10 years industrial labour hire / recruitment, Workplace Health & Environmental Safety Management, and Injury, Return-To-Work, Rehabilitation and Workers' Compensation Management experience across a wide range of industries. He works closely with your business to ensure Safety for all workers.

Sandra Light – Operations Manager

As Operations Manager, Sandra is responsible for ensuring the smooth and efficient running of the company nationally. Sandra joined Final Trim Operators as the Accounts Manager initially and with her experience in various fields including Accounting, Mining and Human Resources, she then took on the role of Operations Manager in late 2013. Her role involved putting together a highly qualified and efficient team that has enabled the company to improve performance and deliver best practice service to Final Trim's clients.

Leah Taylor – WA Branch Manager

Leah is responsible for the recruitment and safety team in WA and has worked for some of the world's top recruitment firms. With almost a decade of experience across the Industrial Sectors in WA – Construction, Warehousing, Transport, Mining, Manufacturing, and Oil & Gas, Leah has a sound understanding in Recruitment Procedures and RCSCA guidelines, and an extensive knowledge of Award Interpretation and Fair Work Legislation. Leah is tasked with ensuring her team meet our WA client requirements, and whether recruiting for a small family owned business, or a global fortune 500, she believes in treating every role with the same high level of service.

Christopher Tubridy – NSW State Manager

Chris runs the growing team in Sydney, NSW and was recently promoted to NSW State Manager after initially joining the Final Trim business at a Recruitment Consultant level. Prior to Final Trim, Chris brought with him over four years' Labour Hire industry experience in both NSW and VIC. Paired with his extensive background of Civil and Construction work and Sales experience from Ireland, Chris has a strong understanding of recruitment requirements.

Peter Kelly - Senior Recruitment Consultant

As a 9 year veteran of the recruitment industry, Peter heads-up the recruitment team in Queensland and has overall responsibility for recruitment and business development in the State. With 15 years' experience in management and six years specifically in recruitment consulting, Peter brings a wealth of knowledge and passion to the business across Manufacturing, Engineering and Construction.



TRACK RECORD *Western Australia*



Mitchell Freeway Extension

Mitchell Freeway is the primary transport route through Perth's northern suburbs, having been extended in stages over the past 40 years valuing over \$261 Million.

Scope of Work: Supply of Plant Operators, Skilled Construction Labourers, Traffic Controllers and Trades-people. Peak workforce 30 personnel.

Clients: (available on request)

Elizabeth Quay Project, Perth CBD WA

Located at the foot of the central business district, the \$2.6 Billion Elizabeth Quay will reconnect the city with the Swan River and provide much needed hotel, commercial, residential and retail accommodation, set around a stunning 2.7ha inlet and surrounded by high quality public spaces.

Scope of Work: Supply of Plant Operators, Skilled Construction Labourers, Traffic Controllers and Trades-people. Peak workforce 25 personnel.

Clients: (available on request)

Gateway WA Perth Airport and Freight Access Project, Perth Airport

Gateway WA is WA's largest ever road project (\$1 Billion), designed to improve the safety and efficiency of one of the state's most important transport hubs.

Scope of Work: Supply of Plant Operators, Skilled Construction Labourers, Traffic Controllers and Trades-people. Peak workforce 40 personnel.

Clients: (available on request)

Yalgoo – Tailings Dam Lift, Golden Grove Mine

Golden Grove is a base and precious metals mine located in Western Australia. The two underground mines produce zinc in zinc concentrate, copper in copper concentrate and a high precious metals (HPM) concentrate using sub-level stopping. The recent Tailings Dam Lift is valued at \$26m

Scope of Work: Supply of MMG Inducted Plant Operators, Skilled Construction Labourers Peak workforce 17 personnel for a 2:1 FIFO.

Clients: (available on request)



TRACK RECORD *New South Wales*



Westconnex Project

WestConnex is the largest transport project in Australia, linking Sydney's west and south-west with the CBD, Sydney Airport and Port Botany, and is valued up to \$20 Billion.

Scope of Work: Plant Operators and Skilled Labour

Clients: [available on request]

HMAS Albatross Redevelopment, Nowra NSW

The redevelopment of the Royal Australian Navy Air Station, HMAS Albatross was a 700 Million project to upgrade facilities, antistructure and engineering services to meet the bases projected operational needs and support capabilities over the next 30 years.

Scope of Work: Plant Operators and Skilled Labour

Clients: [available on request]

Barangaroo South Redevelopment

A \$6 Billion final stage process with Lend Lease to develop and create Barangaroo South following a now 13 year overall redevelopment of the area.

Scope of Work: Plant Operators and Skilled Labour

Clients: [available on request]



TRACK RECORD *Queensland*



Moreton Bay Rail Project - Value \$1.2 Billion

The design and construction of this Greenfield project includes a 12.6-kilometre dual-track passenger line, six new rail stations, stabling yard at Kippa-Ring, and shared user path. The project also includes the delivery of the third and fourth tracks for the brownfield 1.5-kilometre Lawnton to Petrie section, in partnership with Queensland Rail.

Scope of Work: Supply of Plant Operators, Skilled Construction Labourers and Trades-people.

Clients: [available on request]

QGC – Ruby-Jo and WCK (Woleebee Creek Civil Works)

QGC is a leading natural gas explorer and producer focused on establishing the world's first project to convert gas from coal seams into liquefied natural gas - Queensland Curtis LNG (QCLNG).

Scope of Work: Supply of Plant Operators, Skilled Construction Labourers, Traffic Controllers and Trades-people.

Clients: [available on request]

Queensland Rail (QR)/Department of Transport and Main Roads (TMR) Shutdowns

Upgrade and maintenance of the rail track corridors for QR and TMR on an ongoing basis. This work has tight deadlines and 24 hour shifts - upgrading of the tracks, removal and installations of culverts, bulk out and final trim; removal and installation of bridges and hand over to ensure tracks can re-open.

Scope of Work: Supply of Plant Operators, Trades People and Skilled Construction Labourers.

Clients: [available on request]

