



THINK PEOPLE. THINK HAYNES.

Capability Statement



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**THE RIGHT PEOPLE
FOR YOUR BUSINESS.**

WHO WE ARE



ABOUT US

At Haynes, we help you find the right person at the right time.

Whether your focus is mining, manufacturing, civil, renewable energy, agriculture or construction, we have thousands of highly skilled, industry-qualified people ready to join your team, wherever your business is based.

We offer our clients responsive, reliable, end-to-end recruitment and labour hire services that enable continuous productivity, every day.

WHAT WE DELIVER

- ✓ One stop recruitment solution
- ✓ Customer first philosophy
- ✓ Dedicated, experienced recruitment team
- ✓ Pre-qualified, work-ready candidates
- ✓ Specialist industry knowledge
- ✓ Temporary and permanent recruitment
- ✓ Extensive candidate database
- ✓ Award and enterprise agreement interpretation
- ✓ In-house IR and HR expertise
- ✓ Technology based recruitment, engagement and onboarding systems
- ✓ Long-term business relationships
- ✓ We handle the payroll - You save time and resources
- ✓ Quality Assurance Accreditation ISO9001:2015

OUR PROCESS



Job request

Upon receiving a request for workforce assistance, our experienced team will obtain the required information about the position within your business to ensure we understand your requirements and enable our recruitment team to get the right candidates for you the first time.



Find the right candidate

Our recruitment team then use our industry leading CRM database and/or advertise on job websites, to source and thoroughly screen the most suitable, work-ready candidates for your position.



Candidate background checks

Our staff conduct further screening of shortlisted candidates including reference checks, verifying work history, checking visas, and working rights. We can also provide further screening as per client requirements such as pre-employment medicals, drug and alcohol screenings and national police checks.



Deliver candidates for approval

Haynes will present suitable candidates for your consideration. Successful candidate documentation is provided to your businesses to demonstrate that each candidate is suitably qualified to undertake the position.



Mobilisation

The Haynes team ensure that our workers arrive on site with all required inductions so they're able to commence work immediately.



Continued support

At Haynes we don't just set and forget our workers. We continue to check in with both you and the employee to ensure each placement is a success.

OUR HISTORY

Having started life as the recruitment division of Haynes Mechanical supplying skilled field service personnel, Haynes have been delivering recruitment services in the industrial sector since the year 2000.

Throughout our history, we have become recognised as the go-to provider for blue collar workforce solutions, beginning in mining and later expanding to production manufacturing, civil construction, transport and logistics.

More recently, Haynes pivoted successfully into the renewables sector, delivering large-scale staffing solutions to various solar farm projects throughout Australia.



1990

2000

2003

2013

2017

2021

2022

2023



Haynes Mechanical opens as a field service maintenance provider, with a fleet of service utes operating within the Western Australian mining sector.



Haynes Mechanical relocates to Glenella, Mackay and begins providing recruitment services, specialising in skilled machinery maintenance personnel to the Bowen Basin mining sector.



Haynes relocates to Paget, Mackay - the hub of the industrial sector in the Mackay region.

Haynes expands and begins supplying recruitment services to various industries including manufacturing, transport, civil construction and heavy engineering.



Haynes Group as it is now known, is acquired by Sime Darby Industrial.

Haynes Group undergoes a rebrand adopting its signature orange colour and 'bowen knot' logo.



Haynes Group branches out into the renewables sector, supplying the first complete workforce solution to the 25MW Oakey Solar Farm in Southeast Queensland.

500+

Haynes Group's Labour Hire roster surpasses 500 active employees.



Haynes Group provides staffing solutions to largest solar project to date - the Western Downs Green Power Hub, comprising of 1,000,000 solar panels and providing 460MW of power!



Haynes embarks on an exciting new journey, relaunching as Haynes and focussing on what we do best - recruitment and labour hire.



LICENCING, SAFETY COMMITMENTS AND ACCREDITATIONS



ISO 9001:2015 Quality Management System



QLD Labour Hire Licence Number: LHL-01073-T9D4C



Safety

We conduct site safety assessments with all our clients and ensure that each candidate undergoes necessary safety inductions and accreditations as well assisting in maintaining employees' licences and competencies.



Employee health

Employee assistance program. Free counselling for work and personal problems available to all employees.

OUR SERVICES

RENEWABLES

We have an eye on the future and focus on renewable energy solutions.

Our speciality in providing the best variable workforce solutions for the renewable energy industry differentiates our people and services in the market.

We've built a reputation for being reliable, precise, being an employer of choice, and delivering quality permanent and temporary recruitment services to our clients.



Darling Downs Solar Farm, Kogan, QLD | 2018



Baking Board Solar Farm, Chinchilla, QLD | 2019



Edenvale Solar Park, Chinchilla, QLD | 2022

Think renewables, think Haynes:

We are able to progress throughout various stages of the project and adapt to different requirements.

We bring an extensive amount of experience, with exposure to multiple solar projects, both fixed and tracking - we have the knowledge to succeed.

We have uniquely specialised staff - more that 90% of our candidates have worked on multiple solar farms.

We provide ongoing training, responding to our clients' needs by upskilling our people when we need to.

We value alternative perspectives and ways of thinking.

We are experienced in the supply of supervision and programming for projects.

With regional offices strategically placed throughout the 'solar hotspots' of Australia, we are well placed to serve locations across Southeast Queensland, New South Wales and South Australia.



“Haynes labour hire staff have provided a consistently high level of service to GCo Solar.”

Peter Eriksen - Project Delivery Manager, GCo Solar

BLUE COLLAR

At Haynes, we specialise in delivering high quality permanent and temporary recruitment services to a broad range of industries across the blue collar sector.

Our streamlined recruitment processes combined with the latest candidate management technology ensures we can provide our customers with the best people for the job - fast.

With a team of expert recruiters working from multiple locations throughout the east coast of Australia, we can deliver staffing solutions across the industrial sector, including renewables, civil construction, manufacturing, warehousing, transport & logistics and mining & resources.



METALLIFEROUS MINING

- Diesel Fitters
- Light Vehicle Mechanics
- Mechanical Fitters
- Auto Electricians
- Electricians
- Boilermakers
- Plant Operators
- Labourers
- Emergency Service Officers
- Trainer & Assessors
- Health and Safety Advisors
- Stores personnel
- Administration

CIVIL CONSTRUCTION

- Civil Labourers
- Plant Operators
- Health & Safety Advisors
- Construction Managers
- Project Managers
- Estimators
- Project Engineers
- Leading Hands
- Supervisors
- Administration

MANUFACTURING

- Process/assembly personnel
- Health & Safety Advisors
- Leading hands
- Forklift operators
- General labourers
- Administration

BUILDING/CONSTRUCTION

- Carpenters
- Concreters/form setters
- Electricians
- Plumbers & gas fitters
- Refrigeration mechanics
- Painters
- General labourers

ENGINEERING

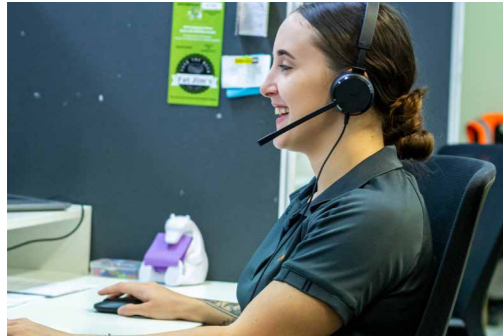
- Diesel Fitters
- Light Vehicle Mechanics
- Heavy Plant Equipment Mechanics
- Hydraulic Fitters
- Fitter & Turners - Machinists
- CNC (Computer Numerical Control)

OPERATORS

- Boilermakers
- Auto Electricians
- General labourers
- Workshop cleaners
- Health & Safety advisors
- Forklift operators
- Trades assistants
- Administration

WHITE COLLAR

With a wide ranging service area from inner-city to rural Australia, our recruitment teams have extensive experience in white collar recruitment across both the corporate and industrial sectors.



Our team are highly experienced in delivering temporary and permanent recruitment services to a large variety of businesses across a wide range of industries.

It's not just planning that creates success, it's people with the experience to work smarter. We understand that every job, team and working environment is different which is why we tailor our candidate screening processes to ensure we find the best person for your role.

Across white collar industries we can deliver:

- ✓ Administration / Receptionist
- ✓ Accounts Payable and Receivable
- ✓ Accountants
- ✓ Health & Safety Advisors, Managers and Superintendents
- ✓ Project Managers - Construction and Civil Construction
- ✓ Civil Construction Project Engineers
- ✓ Business Development / Sales Personnel
- ✓ Estimators
- ✓ Executive Assistants
- ✓ Marketing Professionals
- ✓ Workshop Supervisors
- ✓ Design Drafters
- ✓ Payroll Officer
- ✓ HR Officer
- ✓ Product & Customer Technical Support Coordinator



**THE RIGHT PEOPLE
AT THE RIGHT TIME.**

INDUSTRIES

RENEWABLES

As solar and wind energy projects continue to receive approval throughout Australia, attracting talent to deliver those projects becomes increasingly competitive. Haynes has an exceptional track record in supporting developers and contractors of large-scale solar and wind farm projects with staffing solutions. Our candidate database contains a wealth of experienced solar and wind energy workers, from specialised tradespeople to labourers. We can deliver a reliable, capable workforce - fast.



CIVIL CONSTRUCTION

The civil construction industry plays a vital role in Australia's national economy, so it is critical to ensure that skilled professionals are employed. Haynes are proud to have a network of talented connections across all facets of the industry in permanent, contract and temporary roles.



MANUFACTURING

Australia's manufacturing businesses continue to expand as they adapt to global supply chain demands. Our recruitment teams have the knowledge and capability to ensure your manufacturing business grows and can take advantage of the thriving domestic and international marketplace.



WAREHOUSING, TRANSPORT & LOGISTICS

Freight and warehousing are essential components in Australia's economy with every business great or small built around our country's efficient supply chains. Whether it's drivers, stores personnel or administrators, Haynes can source and supply the personnel to keep your business moving.



METALLIFEROUS MINING

With over 20 years working within the industry, we understand the world of metalliferous mining. Our recruiters are up to date on the ever-changing landscape of mining as it continues to adapt to new environmental requirements whilst under increasing global demand. High productivity targets require efficient staffing solutions; our streamlined onboarding processes get candidates screened, inducted and mobilised on site to meet the demands of an industry that never stops.



AGRICULTURE

Providing skilled and unskilled workers to assist with seasonal labour requirements and short-term projects, such as harvesting, pruning, and packing. Haynes understands the specific demands of the agricultural sector and is committed to providing reliable and flexible staffing solutions to meet the needs of their clients.



OUR CUSTOMERS

Our customers are the reason we're here. At Haynes we believe that building long-term partnerships with our customers helps us to understand their business and deliver a better service with every recruit.

Some of the businesses we have had the pleasure of working with include:



NQM GOLD 2



“

Dealing with the Haynes team is always a 'no fuss' experience. One call to Haynes to deliver the brief is all it takes and from there, the team launch into action and provide a quick service that always meets our expectation!

We'd highly recommend the Haynes recruitment service to any employer looking for a professional and timely service, with great candidates to offer at a moment's notice!"

Glen R. - Branch Manager

“

Haynes labour hire staff have provided a consistently high level of service to GCo Solar and are adaptable and willing to work with and alongside GCo Solar to meet and maintain our labour/ skill requirements in the fast-paced industry that is the renewable sector.

The labour hire personnel provided are of high quality and are suitably matched as best as possible to fit our business."

Peter Eriksen - Project Delivery Manager, GCo Solar

PROJECTS



STERLING & WILSON RENEWABLE ENERGY/ GCO SOLAR CUMBOOLA SOLAR FARM

Haynes delivered the recruitment of labourers (civil, construction, mechanical and electrical), skilled electrical workers, Health and safety personnel, supervisors, logistics employees, truck drivers, administrators, surveyors, and QA workers for the Columboola Solar Farm project outside Chinchilla. Parts of the projects were delayed halfway through due to supply chain issues, but we were able to demobilise and remobilise the affected workforce with minimal personnel loss.

- ✓ 493 workers recruited
- ✓ 410,000 solar panels installed
- ✓ 75,000 homes powered
- ✓ Minimal turnover for casual labour
- ✓ Project delivered on time and on budget



NQM GOLD 2

NQM GOLD 2 – PAJINGO GOLD MINE HSE TEAM

A remote gold mine located 210 kilometres South of Townsville required the recruitment of an entire safety team to ensure the project could continue with a safety team scaled to the increased workforce. These specialist roles were difficult to source due to the location of the mine and availability of sufficiently qualified HSE personnel in the greater region. We were able to deliver this service within the customer's required timeframe and ensure our client had an adequately qualified safety team for their project.

- ✓ 9 qualified safety personnel recruited
- ✓ Positions filled during skills shortage and in remote location
- ✓ Delivered within three months



HASTINGS DEERING CHRISTMAS INTAKE

Hastings Deering urgently required the onboarding of a sizeable portion of their stores workforce due to multiple members of staff taking annual leave at a crucially busy time of year. We delivered 32 new temporary and long-term employees in under three weeks, with all employees completing their required tenure or their employment being extended.

- ✓ 32 stores people recruited
- ✓ 100% retention rate
- ✓ Full recruit delivered in under three weeks

LOCATIONS



CONTACT US

Work with us anytime, anywhere through our website.



enquiries@haynespeople.com.au
1300 628 581
www.haynespeople.com.au

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