



MINE HSE TEAM RECRUITED DURING SKILLS SHORTAGE

9 QUALIFIED PERSONNEL RECRUITED
REMOTE LOCATION DURING SKILLS SHORTAGE
DELIVERED WITHIN 3 MONTHS

PAJINGO GOLD MINE. REMOTE NORTH QUEENSLAND.

THE CHALLENGE

NQM Gold 2 are a mining company operating the Pajingo gold mining project in North Queensland.

In October 2019, work commenced on a new decline, which brought in up to 130 additional contractors during the construction and approximately 45 ongoing personnel once operational.

With the workforce increasing from 195 to 240, NQM Gold 2 recognised the need to increase the safety presence across the site, ensuring 24 hour safety coverage.

It was determined a larger team of experienced safety personnel were required to cope with the expansion and increase in workload. This included an HSEQ Superintendent, a Health and Safety Advisor, three trainer assessors and four emergency services officers (ESOs).

Recruiting an experienced and qualified safety team to work in to oversee a mining operation in a remote area of Queensland was a challenge due to the availability of suitable candidates. At the time there was a skills shortage within areas of mining and construction and this was further exacerbated by the distances of the project from main regional centres and the availability of a drive in/drive out roster only.

NQM Gold 2 were not willing to compromise the safety of their site personnel and therefore enlisted Haynes to assist with the recruitment of their new safety team. NQM Gold 2 provided a prospective timeline of three months to complete the recruitment process and mobilise the new safety staff.



PROVIDING A SOLUTION IN CHALLENGING CIRCUMSTANCES.

THE SOLUTION

After receiving the job request from the client, we immediately lodged adverts on various job platforms such as Seek for each individual role.

However, we understood that these were roles of multiple levels of seniority and experience and with only 12 weeks to recruit and mobilise the team, we opted for a multi-faceted recruitment approach.

Haynes has a combined social media following of approximately 6,000, and this can be leveraged off to gain more exposure for our job adverts. In this case, social media posts were strategically distributed via our pages and social jobs boards to get as much organic reach as possible for each position.

We also searched our extensive candidate database for people with matching skills sets and contacted them via email to solicit their interest in the roles. Our team followed up warm candidates with phone calls.

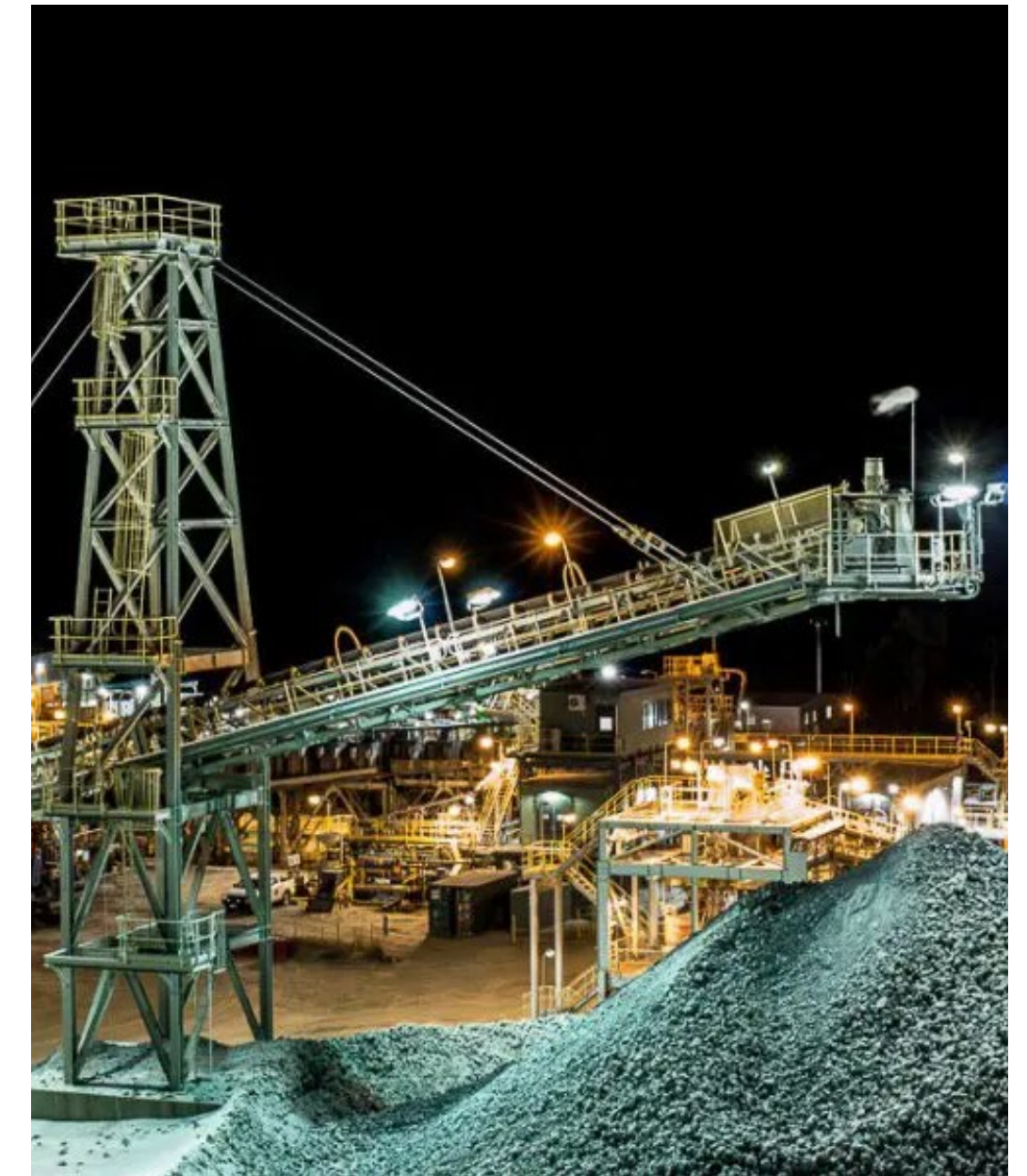
Our recruitment team have extensive networks in the industrial sector throughout the northeast of Australia and were able to use these connections to headhunt potential candidates.

As candidates were identified, the Haynes team thoroughly screened them through interviews and employment reference checks; they were then forwarded to the client for approval.

Once the candidates were interviewed and accepted by the client, we organised pre-employment medicals including functional assessments, drug and alcohol screening and spirometry and ILOB analysis in line with legislative requirements. This was followed by national crime checks.

Our team were able to recruit and mobilise the nine positions inside a three-month window, fitting well within the client's desired timeline for their project.

As a result of Haynes' service, the client was able to provide a safer working environment for their employees with 24/7 safety coverage.



THE RIGHT PEOPLE. DELIVERED AT THE RIGHT TIME.

SERVICES PROVIDED

- » Advertising
- » Candidate screening
- » Employment reference checks
- » Pre-employment medicals
- » Functional assessments
- » Spirometry and ILOB analysis
- » Drug and alcohol testing
- » National crime checks
- » Safety inductions
- » Mobilisation
- » Follow-up checks with client and employees

CLIENT TESTIMONIAL

'In the current competitive employment market, Haynes have gone to great lengths to ensure Pajingo is offered candidates that are well suited to the roles required.'

Being a Drive In/Drive out site it has not always been an easy task to source experienced candidates from surrounding areas. Haynes has worked to understand the Company's limitations and expectations regarding roles, which is why Pajingo now have a complete team of highly experienced and well suited Health and Safety personnel.

The company is extremely happy with the level of service and professionalism from Haynes, and highly recommend Haynes based on the excellent service provided. This level of customer service is uncommon in many companies but so very much appreciated.'

Eleanor Mckechnie - Group Manager HSEC
Pajingo Operations NQM Gold 2 Pty Ltd.

