

Australian Business Talent



**A recruitment business
different from the rest**



Invigorating Business Skills

A recruitment business different from the rest

- Do you need to recruit staff without the burden of paying large fees?
- Do you want to work with a practical, no-nonsense recruitment agency?
- Would you like it if the fees you pay go towards helping the business community?

Australian Business Talent is a division of NSW Business Chamber. We offer you a cost-effective recruitment service, while taking a customised and collaborative approach to your recruitment.

Australian Business Talent is committed to providing you with high quality candidates and enhancing your most valued asset – your people.

A recruitment business which is different from the rest

We have built a recruitment business which is different from the rest, where the fees go back into supporting the business community.

Working with Australian Business Talent gives you the opportunity to become a member of the NSW Business Chamber, which actively represents the concerns of business at all levels of government and specialises in helping businesses manage their workplace HR, IR and OHS obligations.

Affordable recruitment solution

Many recruitment firms charge a large fee based on a percentage of salary and super. We offer you a pricing schedule based on a flat fee per placement, depending on the salary band.

Recruitment philosophy

We are committed to delivering a personalised service, to meet the demands of every brief and build long-term relationships with our clients. We offer you a comprehensive recruitment process and a three month guarantee on permanent placements.

Permanent placements

Australian Business Talent provides a complete permanent placement recruitment service. Our experience is across a wide range of industries – including construction, health, manufacturing and retail with positions ranging in salary from \$25K to \$200K.

Our specialist recruiters will work with you to identify your skill requirements and test applicants before they are presented to you.

Our sophisticated applicant tracking and candidate matching technology enable a close fit to be found between candidates and your specific requirements. Better candidate matching lowers your recruitment and placement costs through higher retention rates. It also means greater job satisfaction for the candidate and manager.

NSW Business Chamber is one of Australia's largest business support groups, as well as a leading business solutions provider.

Independent and non-government, NSW Business Chamber has tremendous strength as a lobby group, fighting to improve the way business is done in NSW.



Support from vacancy to successful placement



Optional services available

Whether you recruit yourself or engage us, we can conduct a range of optional screening tests and assist with HR documentation.

TESTING

Applications

- Word, Excel, Power Point (beginners, intermediate, or advanced online)

General ability

- Reasoning, problem solving

Work skills

- Numerical, verbal, grammar

Personality

- Behavioural, sales, screening

Leadership

- Development, career planning

Advanced Psychometric

Assessment tools

- CMYPeople assessment system produces role specific job fit reports that guide and support employee selection and development

HIRING

Work personality index

- Job match report (matching candidates against pre-determined criteria)

- Select report (applicants preferences, strengths and weaknesses)

- Leadership report (working with others, style and problem solving)

- Personal effectiveness (techniques for increasing work effectiveness)

Police check

- Australian Federal Police national check

Drug and alcohol screening

- Saliva drug and alcohol screen analysis

Employment medical

- Standard employment medical check

Reference checking

- Completion of two reference checks on preferred candidates

DOCUMENTATION

Ensure your business is compliant

- Contracts of employment
- Letter of engagement
- Letter regarding termination
- Incentive and bonus policy
- Parental leave policy
- and much more

To find out more about how

Australian Business Talent can help you enhance your number one asset – your people
call 1300 177 599 or
email info@abtalent.com.au

Australian Business Talent pricing schedule

Have you considered the true cost of recruitment?

- > How long does it take to fill a role in your company – with the right person?
- > How much time do you spend on writing ads and job specifications, posting jobs and screening out applicants who don't match your job criteria?
- > How much time do you spend preparing letters of offer or legally compliant employment contracts?
- > And does all this take you away from your 'real' business goals?

Doing these tasks yourself is already costing you time... and time is money.

Outsource your recruitment needs to us, so you can get on with the business of running your business.

Recruitment pricing

Unlike most recruiters, our pricing schedule is a flat fee per placement, based on the salary band of the role.

Not only are our prices affordable and competitive, you can budget for your recruitment costs with certainty.

Salary range	Flat fee per placement
First year apprentice/trainee	\$1,200 (ex GST)
\$25K – \$40K	\$3,150 (ex GST)
\$40K – \$50K	\$4,050 (ex GST)
\$50K – \$60K	\$4,950 (ex GST)
\$60K – \$70K	\$5,850 (ex GST)
\$70K – \$80K	\$6,750 (ex GST)
\$80K+	\$8,100 (ex GST)

Prices ex GST. Salary bands apply to base salary only, ex super and other entitlements.

Optional testing, hiring and documentation services

Please discuss your requirements with us and we'll provide a competitive quote.

Call Australian Business Talent today on
1300 177 599

Recruitment & membership in one!

If you engage Australian Business Talent to work with you on your recruitment needs, we are pleased to be able to offer you a 12 month Workplace Essentials membership package with NSW Business Chamber.

NSW Business Chamber membership packages have been constructed to offer you a range of entitlements that will help you improve your operations, meet your obligations and manage your business effectively.

The Workplace Essentials package helps you manage the changes in your business that arise from the Fair Work Act and new IR system.

Workplace Essentials package

Package inclusion	Entitlement	About your entitlement
Business Hotline 13 26 96	Unlimited calls	With just one call you are connected to the right information, support and advice for all your business questions.
Workplace Advice Line 13 29 59	5 phone calls plus 3 bonus calls	A dedicated members' only phone line that connects you to workplace experts to help you make the right workplace decisions. Plus receive 3 bonus extra calls on unfair dismissal and/or Modern Awards in the first year of membership.
Modern Award Service	2 Modern Awards \$82.50 per additional award	Access Modern Awards that apply to your workforce, including legislative updates to ensure you stay compliant and meet your obligations as an employer. You receive a loose leaf hard copy of the award, with updates by email or fax.
HR Advance™ – Plus	Single user licence RRP \$600.00 inc GST	Online resource to assist you in creating legally compliant HR documents, policies, correspondence and checklists in minutes, specifically designed for small and medium businesses.
Membership to Australian Business Industrial	Annual	Australian Business Industrial is the peak council for employers, representing the needs of employers at federal and state level. The cost of membership is included in your NSW Business Chamber membership.
Ask Us How business guides	Unlimited access	A series of detailed reference guides, checklists and tools covering a range of business topics.
Networking and events	Free and discounted entry	Our events are recognised by industry and business as premier learning and networking events.
Business Connect magazine and e-news	Quarterly and monthly	Published quarterly, Business Connect keeps you up to date with the latest business news. Every month receive e-news directly in your inbox.
Online business directory	Annual listing	Raise your profile. Promote your business to the wider business community via our online business directory.

Additional member benefits

In addition to the entitlements above, you will have access to a range of special discounts to help you cut costs and improve performance.

Discounts on business support tools

Consultancy service discounts

Recruitment service discounts

Discounts on legal services

International trade consultancy service discounts

International trade documentation discounts

Free trial to WorkplaceOHS

Free trial to WorkplaceInfo

For terms and conditions visit www.nswbusinesschamber.com.au/termsandconditions

The services detailed within this brochure may be supplied by NSW Business Chamber, one of its related companies, or in association with pre-selected companies and service providers. The information contained in this brochure is current as at April 2010. Prices, benefits and services are subject to change at any time without notice.

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