DID YOU KNOW?
SOME GIPPSLAND FACTS

Many of us live or work in Gippsland and go about our daily business without giving much thought to the significance of our region as a player in the Victorian economy. Some recent statistics from the Committee for Gippsland gives an interesting insight into our region:

Gippsland occupies an area of 4.2 million hectares and boasts a population of 260,000 people. It produces 90 per cent of Victoria’s electricity, 97 per cent of Victoria’s gas, and 14 per cent of Australia’s oil. The region’s top five industry sectors include manufacturing, construction, mining, agriculture, forestry and fishing, and electricity, gas and water supply. These sectors represent a combined value of $16.67 billion, or 58.8 per cent of total regional output.

The Committee for Gippsland plays an active role as the peak industry, business and community lead advocacy group engaging with Gippsland industry, business and community groups and Victorian and Commonwealth Governments in positive decision making that achieve a sustainable and prosperous future for Gippsland. For more information about the Committee for Gippsland or the projects currently being undertaken please contact info@gipps.com.au or call 5623 3219.

ARE YOU A BAD LISTENER?
TIPS ON ACTIVE LISTENING

We have all heard the term ‘active listening’, but in reality, what does that mean in a day to day work situation?

Expert recruiter, Greg Savage offers some pragmatic advice for those of us who need to brush up on our workplace communications skills in the listening department.

Savage highlights the importance of listening when gaining respect and trust from others as well as the validation someone feels when you truly listen to them.

You can read the full article here.
The Victorian Chamber of Commerce and Industry recently reported that Victorian apprenticeships and traineeships have declined by an alarming 42 per cent since 2012.

The results were revealed as part of a survey VECCI conducted of over 500 metro and regional businesses across the state. The study also asked respondents what would make their business more likely to employ apprentices and trainees. The main factors that would entice companies include:

- Reduced costs of employing an apprentice or trainee.
- Greater demand for their products and services.
- Improved training systems for apprentices and trainees.

The full article can be found here.

Do you know a local business that is worthy of some national recognition? Nominations are now open for the 2016 Telstra Australian Business Awards, which showcase and celebrate the achievements of small and medium sized businesses.

Categories include the new business award, small business award, charity award, medium business award and the micro business award. Judges are searching for businesses that exhibit outstanding qualities including:

- A passion for making a difference.
- Ability to identify and mitigate risks.
- An understanding of key business drivers.
- The ability to recover from setbacks.

Nominations are open until 23 March. More information can be found here.

We all have flaws when it comes to our workplace behaviours, but when you are a leader it can be all the more noticeable, especially to those who report to you.

Forbes.com has offered some useful advice for those who are currently leaders or are hoping to break into management at some stage in their careers. It covers common leadership errors including:

- Dodging accountability.
- Lacking self-awareness.
- Not firing poor performers.
- Micromanagement.

You can find the full article here.
Rachael is a commercial recruitment consultant providing recruitment solutions to businesses across Gippsland. She has 15 years experience in recruitment and human resources, which includes two tenures with GBS; first back in the early 2000s for two years and then rejoining the team again in 2014.

Rachael has worked in national and multi-national corporations in human resources and strategic marketing roles and as a local, she has an in-depth knowledge of the Gippsland region and its industries.

Rachael enjoys developing strong relationships with her clients that enable her to comprehensively understand their personnel needs and assist them with each stage of their recruitment process.

Based in Warragul, Rachael recently built a home with Multi Award winning local builder, Allchin Builders.

**MEET THE TEAM**

**RACHAEL NEWTON**

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**THORPDALE GROWERS**

**ENJOYING THE GREEN LIFE**

Perched on the rolling green hills of Baw Baw Shire is a ‘little green shed’ that is home to some of the freshest organic produce Gippsland has to offer.

Thorpdale Organics is a certified organic farm operated by local couple Tony and Wendy, who first called the country town home approximately 15 years ago.

The couple entered the world of food production in 2005 and now offer quality locally grown organic vegetables to customers throughout Gippsland as well as visitors to the region.

What started out as a hobby, fast became a solid income stream that sees the pair selling produce from their farm gate.

For 10 years they sold their produce at farmers’ markets and community markets, but are now putting their efforts into selling locally via wholesale outlets, including organic vegetable box schemes, and shops, with most of the produce in “The Little Green Shed” being sold at wholesale prices.

Their most popular products this season are carrots, potatoes, lettuce, cucumbers, leeks, apples and beetroot. Their range on offer changes with the seasons.

They say the best thing about operating a business is Gippsland is being able to offer local people locally-grown, clean, nutritious food without silly price-tags.

They find the Thorpdale region has beautiful soil & normally excellent rainfall, which means the couple enjoys living in a scenic, rural area and make a living at the same time.

You can learn more about Tony and Wendy’s business on their Facebook page.

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**RECRUITMENT ASSISTANCE**

**TAILOR YOUR SERVICES**

Need some assistance with your recruitment but don’t need the full package?

GBS can offer you a tailored service to meet your company needs. We can break our service down into the following single components:

- Write all advertisements and place in appropriate media/social media/our website
- Receive applications
- Shortlist
- Reference check
- Write reference check questions
- Write interview questions
- Conduct initial interviews
- Particiate in panel interviews
- Negotiate salary packages

Give us a call and we will provide a costing for assistance where you need it most.
EXPERIENCED ADMINISTRATION PROFESSIONAL  
CENTRAL GIPPSLAND - CANDIDATE #1009597

A qualified and experienced natural resources professional looking for part-time employment in an administration or natural resources/environmental role.

Qualifications include a Bachelor of Applied Science and a Certificate in Office Administration, and has strong stakeholder engagement and customer service skills.

Has experience providing high level administrative support in regulatory environments and managing day-to-day legislative requirements.

MACHINE OPERATOR - TIMBER EXPERIENCE  
LATROBE CITY - CANDIDATE #1102755

An experienced machine operator and yardman with proven performance in machinery maintenance, stock monitoring, loading and unloading trucks and general timber production experience.

This candidate has several licences and certificates including: front end loader, forklift, boom elevated work platform and first aid.

Would be a valuable addition to a timber yard or industrial environment.

ENVIRONMENT & ADMINISTRATION PROFESSIONAL  
CENTRAL GIPPSLAND - CANDIDATE #1007854

A qualified and experienced natural resources professional looking for part-time employment in an administration or natural resources/environmental role.

Qualifications include a Bachelor of Applied Science and a Certificate in Office Administration, and has strong stakeholder engagement and customer service skills.

Has experience providing high level administrative support in regulatory environments and managing day-to-day legislative requirements.

HOSPITALITY & ADMINISTRATION ALL-ROUNDER  
EAST GIPPSLAND - CANDIDATE #1005741

This candidate has worked in a range of industries that has seen them develop outstanding customer service and administration skills that would benefit any team.


Undertaken duties including accounts payable, payroll, training, reporting and budgeting.