

REGIONAL UPDATES

ACROSS AUSTRALIA

TOP 10

MOST IN-DEMAND
CONTRACT ROLES

HIGHEST PAID

PERMANENT ROLES
IN TECH & BUSINESS



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**HELPING
PEOPLE
ACHIEVE
GREATER
SUCCESS**



CHRIS SANDHAM
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NATIONAL

The last few months have been an exciting time at M&T Resources, and a time of reflection, self-assessment and transformation.

For some time, I have been thinking about what the Company VALUES really mean to the current staff here at M&T. Did they understand them, live by them, believe in them?

Why was I questioning this, I asked myself. The answer was eventually clear to me: there was no one in the company apart from myself that had the great pleasure in forming those RESPECT values back in 2004.

My own personal experience when forming the RESPECT values was probably the most propounding time I had ever experienced at one company. I could not immediately put my finger on why this process had stuck with me through all of these years.

Again, after several days of reflection I worked out what it was that had been so special. At that time, in 2004, the RESPECT values had been formed by a team of people, small at that time, that really understood each other, and a group that had the one goal in mind: **to be successful and the best at what we did.** Another thing was clear to us...we would not be the biggest, but we would be the best.

So, this year, I decided that the 2016 M&T Annual Sales Conference would be a fantastic opportunity for the full team to come together to be part of forming the new VALUES, collaboratively. Maybe I had a vision that everyone would go through the experience that I had found so beneficial back in 2004.

The Sales Conference was not exactly how I thought it was going to be, with most of time spent with an **employee who fell seriously ill**. The show had to go on... the reformation of the VALUES still took place.

By the time I had re-joined the team, late on Day 2 of the conference, the new VALUES were taking shape. Everybody was stuck into the activities that would bring to life these VALUES, working in teams and really engaging with one another as one national team. It was great to see.

However did I imagine it like this when I walked in to the conference room? NO.

Back in 2004, the group (no more than 16) was sat outside having a fireside chat when we came up with the RESPECT values. We wrote a dream on a piece of paper that was then put into a balloon which was released into the clear blue sky.....fast forward to 2016 and this is serious stuff coupled with getting 44 people all to agree on a smaller of number of VALUES, ones that the staff will be measured on and we will all live and breathe from this day forward.

Did it do the trick? Did my team have the same valuable experience, but in the 2016 way? Well, that answer waits to be seen. Once the new VALUES are in place and once they underpin our business every day, through the good and the not so good times, we will then be able to judge their success, and whether they truly resonate with the team.

But for now, I am very happy that in the end the team collaborated to come up with five new VALUES, which are very current and relevant to the M&T Resources business and everyone that works for this highly awarded recruitment firm. Watch out for our announcement! 📢

For now, we wave goodbye to our previous M&T Values, which served as a guiding light for the last 12 years! (below)

R

RECOGNITION

- We acknowledge a job well done, no matter how big or small
- We acknowledge unique skills and capabilities
- We recognise the contribution and efforts of each person

E

ENJOYMENT

- We work hard, but find the time to celebrate our successes
- We bring a positive attitude to work

S

SUPPORT

- We keep our commitments to our clients, our candidates and each other
- We take the time to listen, offer encouragement, and help each other

P

PASSION

- We care about what we do, and are motivated by success
- We strive to be the best
- We rally when the going gets tough

E

ENERGY

- We have drive and determination
- We are proactive in our approach to our work
- We have purpose to what we do

C

COURAGE

- We ask for help when we need it
- We confront difficult conversations and problems
- We "just do it"!

T

TRUST

- We know it's what all good relationships are built on
- We know that what we say dictates whether we earn it
- We deliver on what we say we're going to do

Regional Outlook (ACT)



ZUNAHEED KAMAL
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ACT

The recruitment market is currently slower than usual in Canberra since most Government Departments are spending time on project sign off or expenses. This is mainly due to the fact that there has been a lot of reshuffle in the Senior Executive space for most Departments. As an example, both the Department of Agriculture and ACT Government have placed projects on hold, delaying their recruitment due to a change in priorities and focus. We are looking forward to the upturn in Government hiring.

We are seeing some work coming out of Australian Maritime Safety Authority (AMSA) – and have recently placed a Test Lead and Project Manager with them. AMSA's Domestic Vessel (DV) area is currently recruiting more roles that we hope to place, including Project Officers. AMSA is a smaller agency, with an excellent reputation and very interesting work. The DV Division has a crucial role in ensuring the safety of vessels and the seafarers on-board, operating in the Australian domestic commercial industry.

We have also recently made a placement with the Clean Energy Regulator, although they are typically quiet at this time of year. DSS will start to pick up again over the next month or so, as they are currently looking for more Siebel people which we will be working hard to find and supply. Overall most Departments are very quiet at the moment, there should be an increase in RFQs/hiring in the coming weeks.



One of the focuses of Q1 was that the Canberra team decided they wanted to give something back to the community. To live by our Purpose and help others to achieve greater success.

As a team, we considered options for contributing significantly back to the community - weighing up the benefits and brainstorming where our combined skills could be most useful. We decided to focus our efforts on the Refugee and Migration Centre, where new migrants are taught English as part of the Government's Adult Migration English Program.

Spanning many nationalities ourselves in a very diverse team, we initially wanted to assist migrants by providing advice and support. However we were then approached with the idea of providing work experience for two of the students, as this would be invaluable for their understanding of the Australian workplace, and a great starting point for their entry into their professional life in Canberra.

We worked with Navitas who provided us with a selection of CVs, which we reviewed and shortlisted based on their relevant experience and interest in gaining experience in a similar industry as M&T Resources operates. Following this we welcomed in two students: the first a Procurement Manager from Uzbekistan, and the second from Bangladesh, qualified in Human Resources and with experience working in a bank.

As well as providing valuable experience for these two individuals, we thoroughly enjoyed having them in the team for a few weeks. There was a great energy produced within the team as they worked to teach the students how our processes worked and provide insight into the Australian working culture.

Through the experience, we were reminded of the challenges of migrating to a new country and gaining a first job in Australia. As migrants to Australia ourselves, or for some of us children of migrants, this was very personal to our history. We took a lot from the experience and as a team would be very keen to engage in this or a similar initiative again.

Following the students' time with us, I was invited to be a guest speaker at the Graduation Ceremony of the Customer Service course. I provided the students with insight into my journey since coming to Australia, and advice regarding the Australian job market and how best to approach it as a migrant.

Overall, I believe our work with the Refugee and Migration Centre, and with Navitas, was a very worthwhile experience for M&T Resources as a company, and for the team and I as individuals.

Another exciting update is that we have recently welcomed Tahnee Barnes to the Canberra team, as a Recruitment Consultant.

Tahnee joins with ten years of experience working for the military police, where she worked in Defence engagements in Australia and overseas. Tahnee has already established herself as a valued team member. Welcome Tahnee! 🎉

Regional Outlook (NSW)



PAUL HUTCHINSON
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NSW

Q1 and the first month of Q2 have seemed to fly by in the NSW business. I am very pleased to introduce two new team members: Kirstie Kaye-Smith and Conor McClelland. Kirstie has joined us as an Account Manager, with her main focus supporting SMS's project resource augmentation needs. Conor has joined the Contract Services Team on a part time basis and is helping us continue to improve our contractor experience further.

Delivering excellent service to both our clients and candidates is at the core of our practice. Every time we sit down with a new client or candidate we always give them the chance to ask questions and we try to give the most honest and helpful insights we can. One of the most commonly asked questions we receive relates to the transition from permanent employment to contracting. For this issue of M&T News, we wanted to tackle this with a candid and honest response that we hope will be valuable to our readers, helping them to achieve greater success in the future. A big thanks to Sam Reeder, Account Manager NSW for coordinating this content.

I'm currently in a permanent role however I have been thinking about moving into the world of IT Contracting. I am a family man so want to minimise the potential risks in doing so. Could you please give me some insight into how to go about making the transition into contracting and importantly how to keep actively employed with back to back engagements?

Tim - Agile Business Analyst



RICHARD MASSHEDER
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Risks: What they are & how to understand them

Contractors tend to be parachuted into projects as specialists for either fixed or shorter term engagements. They are paid a premium for the extra risk they take on, conservatively a 10-15% increase and potentially even upwards of a 20% increase on the equivalent salary for the same permanent role.

There are many reasons for this including lack of pay for sick leave, holiday entitlement, training or self-development. Notice periods are often no greater than two weeks, which can also be stressful for candidates. In addition, downtime between contracts needs to be factored into the risk. In an ideal world, the transition would be seamless - with one contract leading straight into the next. However, market conditions and other factors can impact this.

In terms of the practicalities of making the transition from permanent to contract, most contract roles are able to consume a two to four week turnaround in order to serve notice periods. So assuming you are permanent employee at the moment, you have the right skills and your notice period is no greater than four weeks you should be able to make the change.

In terms of managing the risks, particularly in the banking and financial services, projects and technology pieces tend to be fairly long-term, particularly in the compliance space. If you prove your value, are hard working and willing to stay for the agreed contract duration, many contracts will last longer than twelve months and will extend.

This varies from role to role but as long as you deliver high quality results and the project remains funded there is a good chance you will be extended.

The biggest change going to contract is the mindset shift. You have to be prepared to take the risk of having no guarantees beyond the contract length that you are signing up to. Many of our candidates have reached a point in their career where they are happy to transition into working as a specialist contractor, rather than continuing further up the internal career path. 8/10 times it tends to be down to a financial decision, the potential to earn a significant percentage higher than their equivalent permanent salary.

What is the best approach to ensuring back-to-back transitions between contracts?

There is no magic bullet for this unfortunately. Success will be based on working hard and delivering on time, having good stakeholder management, and again, it's all about that mindset shift.

Rather than basing your performance on a 6 month / annual performance review, every week that you put your time sheet in, you have to know that you have given value and delivered what you need to that week. There will always be specific things you will need to achieve and deliver as a contractor.

Your network is also a hugely powerful tool. It is important to have good relationships with the right recruitment consultants who are specialists in their area, and also nurture your internal relationships, particular when working for a large company or government agency. It is always good to reach out and make sure you have a useful network. Often when project finances dry up or project is coming to an end, if you have given yourself good accounts and been a successful contractor, businesses will loath to give you up and will probably find a space for you on another project. 📞

Regional Outlook (QLD)



MARK LIMBRICK
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QLD

The M&T Queensland Team have had a good start to the financial year with sales over \$1M higher than Q1 last year!

The overall market sentiment is good, and we are seeing a lot of organisations undergoing major business, technology and digital transformation. We recently had Dominos senior leadership team present at the SMS branch meeting. It was exciting to hear about their major investments in all things technology, from online digital ordering systems to drones and robotics.

O'zapft is - Oktoberfest has started!

The M&T team celebrated in true Bavarian spirit, with an Oktoberfest contractor function at the Bavarian Bier Café on Eagle Street Pier. It was a great event with around 45 attendees coming together to celebrate the festivities. Thank you to everyone who joined us at the event, and in particular to those particularly enthusiastic guests wearing lederhosen and dirndls!

Q2's contractor function is being planned for late November with a theme of... CHRISTMAS!! Dust off your Christmas Jumpers or, as the case may be, Christmas Singlets! Watch this space for further details!

With this in mind, I wanted to discuss the importance of candidate care – an often over-used and under-practiced term.

Recruiters who focus too much on the client often forget about what is the most essential ingredient in a recruiter/client relationship – the candidates that we place! At M&T we make a point of making strong and genuine connections with people in our industry for the purpose of helping people achieve greater success and better outcomes.

We have several examples across the business of people we have worked with and build relationships with for several years who later turn out to be a candidate or client. For us, it is not necessarily about 'Candidate Care' or the 'Customer Experience'... it is just about doing the right thing by people to help them on their journey.



Do you know a good Brisbane-based recruiter who would fit with the M&T culture?

We are currently looking for 2 new team members for the Brisbane team; a hybrid administration and resourcing role as well as an Account Manager with a particular focus on the digital and emerging technologies market. Any referrals would be very welcome and rewarded! 🍷

Regional Outlook (VIC)



KEN KWAN
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VIC

We have had a great Q1 in Melbourne, inviting two new team members into our close-knit team and having productive catch ups with our clients and candidates.

In terms of market updates...

In Melbourne, we are seeing organisations looking to improve productivity and efficiency through the implementation of API solutions into their development environment.

Organisations that have been going through web systems upgrades are using APIs more and more, and thus the demand on the candidate market to possess skills in API development has increased over the past 6 months. We would estimate that 75% of our development requirements include API skills.

We are also seeing an increase in demand for integration developers to coincide with the demand for API skills. This is particularly prominent in Java and .NET environments whereby, solutions such as Mulesoft are becoming more popular.



RYAN LENTON
Senior Account Manager



MEGAN COOPER
Delivery Coordinator

We welcome our two new team members, Ryan Lenton, Senior Account Manager, and Megan Cooper, Delivery Coordinator.

Ryan has recently transferred down from our Sydney office with his fiancée, bringing with him experience working on large accounts for some of the leading organisations in Australia. Megan, our new Delivery Coordinator has also been a great addition to the team, bringing with her 2 years experience working in a recruitment environment whilst living abroad in London, and a background in dispute resolution. Welcome!

Bringing in new team members into an existing environment is a challenge for any organization. The induction process is a two way street, yet many organisations act like its only one.

Over the past 12 months, M&T Melbourne has brought in four new members of the team as part of our growth plans. We place great emphasis on hiring people with the right cultural fit to our organisation, and find that the integration process within the initial 3 months will determine how quickly these new employees become productive.

We have used a plan that follows:

- » First day lunch for new starters
- » First month team buddy for new starters
- » Weekly leader meeting between new starter and Director
- » Shadowing another team member for one third of the day for the first two weeks, depending upon their experience
- » Setting a weekly plan of what to achieve. This should include outcomes and learnings. We also include a health check on the person's confidence levels
- » Setting a 3 month plan to check on progress, recap on what they know well and where they need to improve. Implement a formal professional development plan as well that covers the full 12 months

We have found that this has helped provide for a success period of integration for any new starter and recommends a mixture of formal and informal communication during this time. 📌

Market News: Most In-Demand Jobs

The highest salary base of the role we placed last quarter was around \$200,000, with the lowest in the top ten list at \$130,000+.

TOP 10 HIGHEST PAID PERMANENT ROLES

1. Senior Project Manager
2. Program Quality Manager
3. Development Manager
4. Senior Developer
5. Test Manager
6. Project Scheduler
7. Release Manager
8. Application Delivery Manager
9. Business Analyst
10. Information Manager

Last quarter once again saw the dominance of Business Analysis, Project Management and Testing roles requested by clients as Q1 began.

Project Analysts / Coordinators / Programmers have recorded a rise in demand, as well as Program Managers, Systems Administrators and Web Developers.

TOP 10 CONTRACT ROLES IN DEMAND


1. Business Analyst (Agile & Digital) -
2. Project Manager ↑
3. Analyst / Programmer ↑
4. Tester -
5. Project Analyst / Coordinator ↑
6. Data / Reporting Specialist ↓
7. Web Developer ↑
8. Systems Administrator ↑
9. Program Manager ↑
10. Change Manager ↓

TOP 5 PERMANENT ROLES IN DEMAND

1. Analyst / Programmer -
2. Project Manager ↑
3. Business Analysts ↓
4. UX Specialist ↑
5. Network Engineer ↑

Information is derived from client requisitions received by M&T Resources across Australia and placements made by M&T Resources in the past quarter.

M&T Resources works with more than 70 leading Australian organisations as preferred suppliers and a wide range of clients across industries.

We also work closely with our parent company, SMS Management & Technology, to resource for consulting engagements. SMS counts 85% of the ASX top 20 companies as key clients. 

Market News: Most Actively Hiring Industries


Last quarter presented much more diversification in terms of the roles demanded.

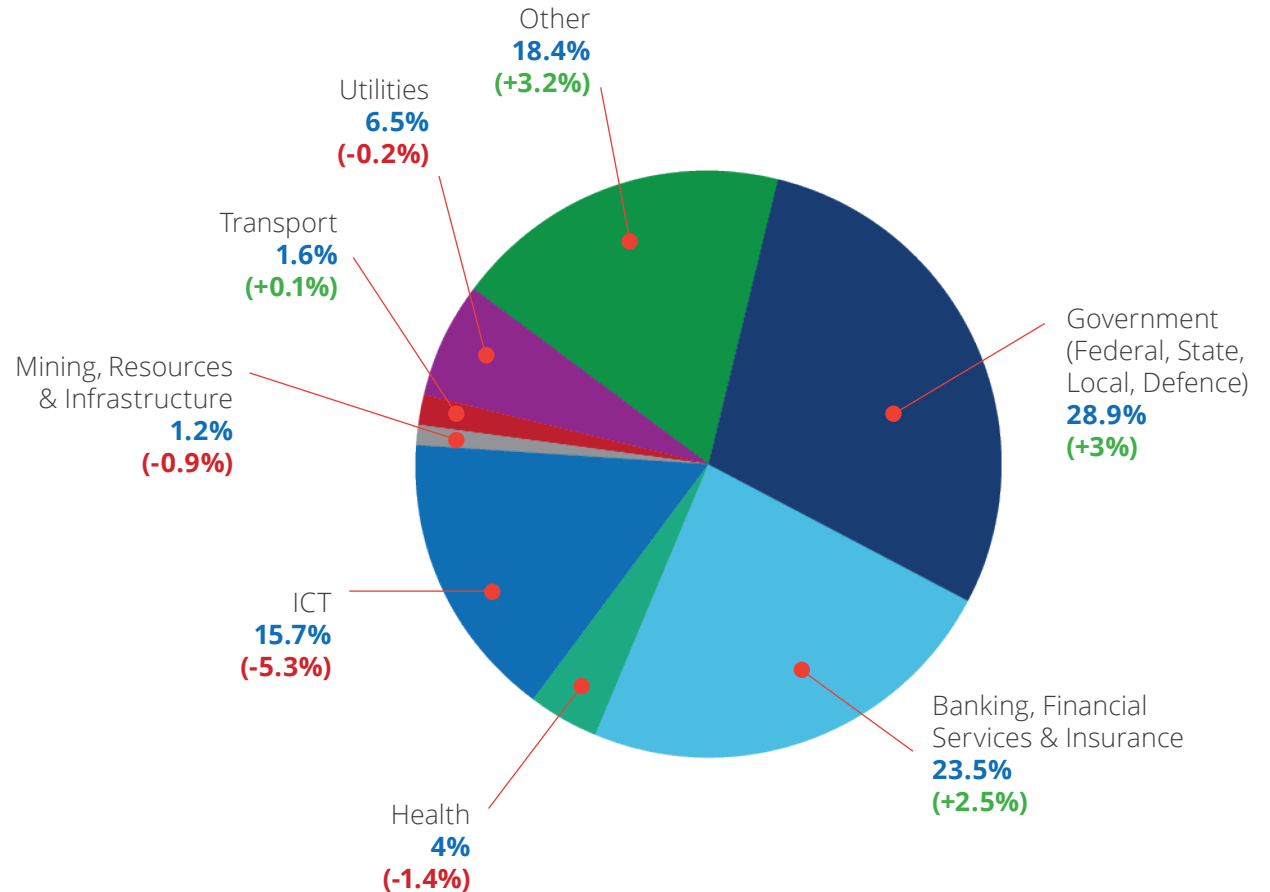
We saw a rise in Government and Banking, Financial Services & Insurance - 2 of our key industries. Additionally, Transport and the recruitment we do across a range of other diverse industries (attributed to the likes of media, publishing, broadcasting, education etc) have been on the rise.

ICT recruitment reduced this quarter, although the industry still counted for a substantial 15.7% of our hiring. These numbers show a continued requirement of many of the most in demand contract and permanent roles that we have been actively working on.

Other industries have remained quite stable, with small increases and declines, further adding to the diversity of our client base.

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Information in this chart is derived from client requisitions received by M&T Resources across Australia. 



M&T Resources Shortlisted for 2 Categories at the SEEK Annual Recruitment Awards



M&T Resources is proud to be named Finalists in two categories of the SEEK Annual Recruitment Awards 2016, recognised for Excellence in Candidate Engagement and Recruitment Agency of the Year (Medium)

The 2016 SEEK Annual Recruitment Awards finalists were announced, following a submissions process which took place in July. We provided judges with insight into our culture & diversity initiatives, our innovative practices, our growth, our approach to candidate engagement & retention, our contribution to the recruitment industry, and how we differentiate from our competitors.

The results confirm our uncompromising approach to deliver the best service we can to our clients and candidates, as well as cultivate an excellent working culture for our team of passionate employees.

"We are honoured to be named again as Finalists at the SARA 2016. At M&T Resources, our clients, candidates and colleagues always come first and we raise the bar year on year to ensure we continue to innovate, improve and deliver the best possible service. Being shortlisted is fantastic recognition for our team and their relentless passion for quality in everything we do."

- Chris Sandham, Managing Director, M&T Resources

The announcement supports our track record and reputation within the recruitment market. Since 2011, M&T Resources has won the following awards at the SARA:

- » Winner: Excellence in Candidate Engagement 2015
- » Finalist: Medium Recruitment Agency of the Year 2015
- » Winner: Most Innovative Use of Insights 2014
- » Finalist: Recruitment Agency of the Year (Medium) 2014
- » Runners Up: Australia's Favourite IT Recruitment Firm (Medium) 2013
- » Winner: Australia's Favourite IT Recruitment Firm (Medium) 2012
- » Winner: Australia's Favourite IT Recruitment Firm (Medium) 2011

This year's submissions were judged by a panel of industry experts, consisting of: Alex Bashinsky (National Partner – People & Performance, Asia Pacific Regional Talent Leader, Deloitte), Christine Connor (Head of Talent Acquisition, Coles), Geoff Slade (Executive Chairman, Transearch), Julie Mills (CEO, Information Technology, Contract and Recruitment Association – ITCRA), Rebecca Houghton (Group Manager, Resourcing & Careers, People Change, Capability & Culture, Australia Post), and Robert Van Stockrom (President, RCSA).

The results will be announced on 10th November 2016 at an awards ceremony at Melbourne's Glasshouse venue. Keep an eye out on our Facebook, LinkedIn and Twitter profiles for the outcome! 

Workplace Diversity and Inclusion



KATE BARRAND
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VIC

M&T Resources strongly supports Diversity in hiring, both within our own team and for our clients and candidates. Last month, I was lucky enough to attend a two-day conference on 'Workplace Diversity & Inclusion. I wanted to share with you the value I took from this conference, inspiring others to stand by Diverse workplace practices.

There were some inspirational speakers from leading Australian employers such as Westpac, PWC, the ABC, Metro Trains Melbourne, CBA, Sageco, Australia Post, IBM, CBRE, Department of Defence, Norton Rose Fulbright, AGL Energy and Uniting. The speakers spanned across a number of Diversity, Talent and HR related roles including Heads of Diversity & Inclusion, Head of Talent Development, Chief People & Performance Officer.

Through a range of valuable presentations, panel and roundtable discussions, we covered topics that are at the forefront of current Diversity thinking and practice. It was a fantastic opportunity to hear from the leaders in this space, as well as contribute our own Diversity story to the attendees. As an ideas hub, the event was invaluable.

On a personal level, I learnt a lot from the event. Diversity has been engrained in the M&T Resources hiring practice for many years, however it was inspiring hearing about some of the innovative strategies in place at other leading organisations. I hope this overview will encourage others to support diverse practices.

Topics included:

- » Committing to Diversity
- » Achieving Breakthroughs in Gender Diversity
- » Making Strides in Recruiting People with Disability and Mature-Aged Workers
- » Best Practices in Building Workplace Flexibility
- » Managing Cultural Diversity and Supporting Indigenous Employment in the Workplace
- » LGBTI Equality at Work
- » Leadership in driving Diversity and Inclusion
- » The Crucial Diversity-Inclusion Relationship

The key theme that ran through each of the sessions was that all Diversity & Inclusion strategies need to have milestones, be strong and consistent, and be supported by and filter down from the top management levels. For Diversity & Inclusion strategies to really achieve the traction they need to have an impact on company practice, Executive-level employees need to own and be accountable for them. To be effective in creating an inclusive company culture, People Managers within a business should be supporting, driving and communicating these strategies to their teams.

Some key takeaways which I encourage everyone to consider to support Diversity best practice:

- » Engagement is the key to a diverse and inclusive workforce. Making sure the team get behind the initiatives is crucial to the success of your strategy.
- » Unconscious bias training should be completed by all people managers to ensure understanding and best practice.
- » Diverse succession plans should be put into place following guidelines for gender and cultural diversity.

- » Ensure your people management considers the needs of all people - it is not a one-size-fits-all approach. Ask your team what you can do to best support them. You may be surprised of the little changes that could be a great benefit to them and their ability to be the best they can be!
- » Create a culture where employees are able to share their disabilities and feel comfortable to ask for adjustments. 80% of disabilities are invisible.
- » Be aware of the communication put out by the company, making sure these align with your Diversity strategy and best practice, encouraging a diverse workforce. This could relate to gender, cultural, age and many other individualities.
- » Ensure your Diversity strategy is reflected in your interview practice. Likewise with your staff, you may not be able to see a disability - check that an interviewee has everything they need in order to provide a fair overview of their skills and experience.
- » Engage effectively with the Aboriginal communities, both from a hiring perspective but also through encouraging attendance to events.
- » All staff should be educated on LGBTI so that it becomes normal practice, creating a safe and supportive environment, in the office and when working with clients and candidates.
- » In terms of gender equality, male 'champions of change' are necessities in organisations.
- » Use employee stories to show the diversity within an organisation and inspire others to follow suit.
- » A flexible working environment is key to employee engagement and was the top priority in the majority of engagement surveys.📌

Agile Networking Event a Great Success at M&T Melbourne

On October 13, M&T's Melbourne office hosted their inaugural Agile Networking Event. The evening was a great success, and we were excited to welcome 40+ experts in the Agile space into our offices, providing a forum for networking and knowledge sharing with fellow professionals.

The event kicked off with what turned out to be a very valuable networking session, followed by a Q&A forum with expert panel guests:

- » Michael Moseley, Enterprise Agility Coach at Infosys
- » Julianne Sykes, Manager Portfolio Delivery Services at Yarra Valley Water
- » Duncan Troup, Managing Consultant and Company Owner at Tingle Tree Group

Prior to the event, our team collected questions from those professionals who had expressed interest in attending. These would form the basis of the discussions, which were facilitated by Ryan Lenton, Senior Account Manager at M&T Resources in Melbourne. Ryan has recently relocated from the Sydney office and was excited to lead a new venture for M&T within the Melbourne market.

Throughout the panel discussion we heard from all levels of Agile professionals working in a range of industries. The feedback we received from attendees was testament to the value they took from learning through the experiences of their fellow professionals. Attendees were pleased to have received 'real world advice' in an interactive way, and to have gained 'useful insight into different perspectives'. 📝



A big thank you to our fantastic guest panel (from left to right): Duncan Troup, Michael Moseley, and Julianne Sykes.

"Working on the M&T Agile Networking Event has been a fantastic way for me to deepen my involvement in the Melbourne market and my relationships with the local network of contractors and businesses. It was great to gain a greater understanding of Agility and how businesses are dealing with change. M&T will continue to develop knowledge in this space to allow us to become a SME in this space. I have met some amazing people in the market and now working with them to build more knowledge. We received some excellent feedback and I was very pleased to have hosted an event which was of value to both the panel of guest speakers and attending professionals in the Agile space. Our team also took a lot from the event and we are excited to hold our next!"

- Ryan Lenton, Senior Account Manager, M&T Resources



Living by our Purpose - Fundraising at M&T



M&T Resources is committed to living by our company purpose, to help people achieve greater success, both professionally and by supporting the wider community.

Our passionate team shares these values and is always keen to be involved in new ways to live by and act on our purpose in a meaningful way. Here are a few insights into what our team has been up to.

Strawberry Sundae Stand at The Ekka

On Tuesday 9th August, the M&T Brisbane team spent the day giving back to their community by working on the iconic Strawberry Sundae Stand at the Ekka, in aid of The Prince Charles Hospital Foundation. Over the length of the Ekka, the Foundation hopes to sell 130,000 sundaes, using an impressive 10 tonnes of strawberries and 1800 litres of cream sourced from local farmers, as well as 18,000 litres of ice cream supplied by a local business.

There was a massive supply chain in place, that saw the full team involved in everything from prepping the strawberries to making the sundaes, and of course serving the needs of the hungry customers who were waiting patiently in anticipation of their piece of the Ekka. The team was kept on their toes, working hard to deliver the busy lunch rush and afternoon shift. We would estimate that well over a thousand sundaes were made and sold during this time – raising a substantial amount of money for the Foundation!

At the Ekka this year, The Prince Charles Hospital Foundation is hoping to raise enough money to support over 4,000 hours of research into tackling heart disease, lung disease, arthritis and dementia – diseases which will affect 4 out of 5 Australians. We are so pleased to have contributed to this fantastic cause.



Celebrating Desk Olympics

Sensing the growing enthusiasm of our multicultural team surrounding the opening of Rio 2016, we took the opportunity to channel this excitement into an event that would act as a fundraising platform to give back to the community, as well as support our Diversity initiative by championing people from all nationalities and backgrounds.

Through a small donation, employees were invited to join our Desk Olympics competition, which took place nationally. Taking the Top 10 leaders from London 2012 out of the mix, our employees selected at random a country ranked 11-100 in the Olympics leaders board – to learn about and celebrate the underdogs!

The team has enthusiastically decorated their desks to creatively showcase their chosen country, including in their decorations a 'fun fact' about the nation, in order to encourage their fellow team mates to learn something new. The task was not taken lightly and we have had some fantastic efforts across our different offices. Look out for our announcement of the winners on the 19th August!

Funds raised were donated to Disabled Sports Australia, a cause that is aligned with our purpose and one we are very keen to support!



Wearing Jeans for Genes

Jeans for Genes is an important annual event in the fundraising calendar of the Children's Medical Research Institute. On Friday 5th August, M&T Resources and our parent company SMS Management & Technology worked together to raise awareness of and take part in this initiative, donating crucial funds in support of medical research.

Our teams across Australia were encouraged to sweep the cobwebs off their favourite pair of jeans, and wear them to work, for a small charity donation. The team approached this with enthusiasm – even those with a designated dress down day already in place were keen to be involved in and support the charity efforts.

Through Jeans for Genes, we are delighted to be contributing almost \$800 to this important cause. Every dollar raised on the day helps scientists at the Children's Medical Research Institute to discover treatments and cures, to give every child the opportunity to live a long and healthy life.



Wear it Purple

In September, our team supported Wear it Purple Day, a day where people in schools, colleges and workplaces are encouraged to wear purple in order to show support for the Rainbow Youth. This is a really valuable student-led initiative in support of Diversity, and one which we as a team were really pleased to get behind.

Wear it Purple has a simple message: you have the right to be proud of who you are. At M&T this is something we firmly believe and the right to individuality is at the heart of how we engage with each other as a team, as well as leading our interactions with clients, candidates and the wider community.

We were proud to have been a part of this massive virtual support network and are excited to continue our support next year.

Stay tuned for news on our upcoming initiatives! 📺



The M&T Sales Conference 2016



Celebrating Growth, Recruitment Excellence and our Passionate M&T Team

At M&T Resources, we recognise and celebrate the enthusiasm, commitment and fantastic working culture within our team through our annual Sales Conference.

This year, the teams in Brisbane, Canberra, Melbourne and Sydney packed their bags and jumped on a plane to Queensland – for what has proven to be one of the best Sales Conferences yet.

“Our annual Sales Conference is about growing closer as a national team. It is an opportunity for self-assessment, allowing us to work proactively to ensure we are doing all we can to be the best recruitment firm we can be – for the benefit of our clients, our candidates and our fantastic team of employees.”

- Chris Sandham, Managing Director, M&T Resources

The Sales Conference followed a highly successful financial year at M&T Resources, the firm achieving 11% revenue and 33% EBITDA growth from the previous year.

We believe relationships are paramount, and that our year-on-year success is rooted within the emphasis we place on nurturing a strong and cohesive national team. The Sales Conference plays an important role in this each year, creating close bonds between a team that despite its geographical division across four states, is united.

Over the three days, the team took part in team-building activities and conference workshops facilitated by Shaun Kenny of People of Influence. It was a valuable opportunity to review and realign the RESPECT values that have been in place since 2003, underpinning everything we do. Thirteen years on, and with a much expanded team, we wanted to make sure that our core values remained meaningful to our employees, guiding their behaviours and best practice, both in their professional and personal interactions. This exercise followed in the footsteps of last year's Sales Conference, where we took a close look at our Purpose.

In such beautiful surroundings, we based the first day of our team-building activities on the Coral Reef. This purpose of the day was to provide inspiration for the team to review our RESPECT values, by undertaking analytical and creative tasks related to the following day's conference activities.

As well as providing a beautiful backdrop to the productivity of the day, the team also enjoyed some quality snorkelling time.



The following day, the team took to the conference room for an intensive day of collaborative activities, and worked hard with colleagues from all states to take a close look at our existing company RESPECT values, consider their current relevance and redefine as required, to bring them as closely in line with our current M&T approach, attitude and environment as possible.

The day was invaluable and we are excited to share our new VALUES with you as these will now guide everything we do, helping us to best achieve our company Purpose: “to help people achieve greater success”. Stay tuned in the coming weeks for an update on these, and for more details about the process we followed!



The conference culminated in our M&T Annual Awards Gala Dinner, which was a great success this year. At M&T Resources, we love any opportunity for fancy dress and this year's theme was "Enchantment Under the Stars". The evening celebrated the hard work of our team, recognising those recruitment and delivery employees who have achieved that extra level of greatness.

This year's award winners:

Thank You Award

Eleni Loupis, NSW, Sarah Kell, QLD, & Shailin Hoque, ACT – recognising the immeasurable impact that each of the Delivery Coordinators have on the success of their teams, their constant hard work, flexibility and their fantastic attitudes. We couldn't do it without you!

Highest New Sales, Contract

Jess Jancewicz, ACT

Highest New Sales, Perm

David Burr, NSW

Highest CM Billed

Jemma Dougall, VIC

Highest Perm Fee

David Burr, NSW

Top Resourcer

Sam Reeder, NSW

Best Newcomer

David Burr, NSW – for his speedy integration into the culture of the team, his constant enthusiasm and great attitude... not to mention the outstanding sales he has achieved!

Outstanding Achievement

The Melbourne team, VIC – for achieving +39% above budget this year; a great achievement for the whole team! Well done!

MD Award

Eleni Loupis, NSW – for demonstrating exceptional communications and alignment to the M&T values, for her constant dedication to both the Sydney and wider M&T teams, and from the fantastic feedback Chris has received about Eleni over the year. A big thank you!

RESPECT Awards

Peter Riseley, VIC & David Burr, NSW – following a company-wide vote, recognised for their strong adherence to the RESPECT values, both personally and professionally: Recognition, Enjoyment, Support, Passion, Energy, Courage and Trust. Well done guys!

Best Dressed Award

The Brisbane Team – for their enthusiastic Shrek attire

Well done to everyone and a huge thank you to the team for their hard work, their team spirit, and for helping to make M&T Resources a great place to be! 🎉

Team News @ M&T Resources

We had a great few months at M&T, with new starters in ACT and NSW and a range of fantastic events within our team and with our clients and contractors.

Welcome to our new employees...

TAHNEE BARNES
Recruitment
Consultant, ACT

KIRSTIE KAYE-SMITH
Account Manager,
NSW

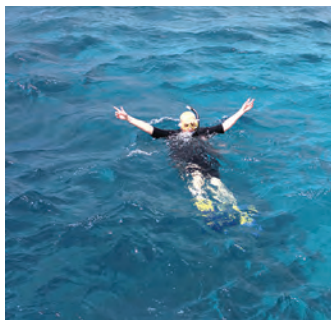


A little snapshot of what we have been up to





Great times with clients, candidates and our M&T team!





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