



Take the grunt out of tough paperwork

THERE was a time when employing people was as simple as paying someone for a job to be done, but the modern world of industrial relations and human-resource management has become complex – particularly in terms of employer obligations and associated paperwork.

While meeting regulatory requirements can be daunting for even the most stable employment environments, managing the paperwork for such a transient workforce as harvest workers can be downright overwhelming.

Grunt Labour Services specialises in human-resource management and takes much of the pain and paperwork out of employing people. Perhaps more important, it has played an integral part in the growth of the Far North Queensland horticulture industry.

Grunt Labour Services has a long-term relationship with the horticulture industry across Australia and is a prominent supplier of labour to Atherton and Mareeba farms.

Grunt was established in 2001 to meet the demands of the difficult harvest niche, and

is constantly changing its business to meet the rapidly changing needs of the industry.

Since its inception, Grunt has tackled the difficulties associated with geographic distribution and the seasonal nature of the harvest business with enthusiasm and passion, setting up in regional locations around Australia to effectively move and place itinerant workers as required in each region.

The company has developed a long-term relationship with the industry and has worked collaboratively and consistently with industry associations to tackle labour shortages.

Grunt constantly strives to seek out competitive cost-saving advantages in labour management and passes these on to clients. "Our business is dynamic and ever-changing – meeting regularity requirements and keeping labour supply affordable is a challenge – but we are always looking for innovative ideas to achieve both," said Grunt Labour general manager Fraser McKechnie.

"Previously, the success of our business was based on delivering numbers – now we are focusing on professionalism, long-term business rela-

tionships and meeting the needs of our clients.

"Our aim is to understand our clients and their aspirations and to work with them on a long-term basis.

"This means working in partnership, aiming for continuous improvement and effectively working with both national and local businesses to achieve individually desired outcomes."

As the industry moves towards participation in sophisticated international labour schemes, professionalism and long-term partnerships will be the key to success, both for the industry and its partners.

Grunt can help with employee registration, including visa verification and extension, employee workplace health and safety (health assessments, safety inductions and assessments, safety DVDs), all insurances (Workcover, general), payroll (weekly EFT, pay slips), superannuation contributions, separation certificates, payment summaries, and employee reporting.

● **Contact Grunt Labour Services, Mareeba (07) 4092 3233 or Cairns (07) 4041 1588 or visit www.grunt-labour.com**