

## Clements / BIO Partnership

Clements Recruitment is an Australian-owned company operating under the Total Recruitment Group of companies providing recruitment and human resources solutions across Australia.

With a tradition of excellence in recruitment, Clements attracts high-calibre candidates and clients due to the unique systems and processes it has implemented within the recruitment and talent management process. Our team has forged strong relationships with individuals and corporations throughout Australia.

Clements offers clients assistance in carrying out individual tasks in the recruitment process. We can undertake reference checking or testing and shortlist applicants without you having to engage in a full recruitment process.

We will source a flexible and highly qualified workforce to meet the changing demands of your business. We meet the needs of large and small clients quickly and reliably, allowing you to focus on your core business.

### Recruiting for Success

Clements' approach to recruitment is innovative in terms of our sourcing capabilities and focus on national and international talent. We work in partnership with clients to provide superior recruitment solutions that are consistent with their corporate objectives.

### The Clements database

Clements Recruitment has access to a multitude of candidates through our extensive internal database. We have in excess of 12,000 registered candidates who may or may not be actively looking for work. Clements also has access to external databases. Using these databases gives us access to a wider pool of qualified candidates.

### Our team

All members of our consultant team have strong industry-wide knowledge and experience, ensuring we understand your business and can tailor services to meet your specific needs.

Brisbane T: 07 3015 1200 Mackay T: 07 4953 3466  
Sydney T: 02 9009 4777 Townsville T: 07 4772 3811  
Melbourne T: 03 9482 7774  
Adelaide T: 08 8111 8500  
[www.clements.com.au](http://www.clements.com.au)



## Our Expertise

Clements Recruitment is an ideal provider of temporary and permanent staff placement services.

We have:

- extensive experience in the Australian market (founded in 1972);
- established systems, policies and procedures that are continuously refined to capture our extensive experience;
- a strong reputation as a reliable, ethical and value-for-money recruitment services provider, as well as a decent, responsible employer for on-hire and permanent employees;
- an extensive national and international database of quality candidates across a broad variety of disciplines and industries;
- national and international links through alliances such as the CareersMultiList network of recruiters, giving us strong sourcing capabilities;
- the capacity to effectively manage more than 3,000 on-hire candidates a year.

As a medium-sized recruitment services provider, we are large enough to have well-established processes and systems, but small enough that all contracts are treated as highly valued accounts to which we will devote our best people and our full attention.

For more information please contact:

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## Clements would like to offer the following as a special to Building Industry Online members:

**Permanent Recruitment Services** - partial services as follows:

- i. Initial Advertising - including web advertising, initial phone contact acknowledging applicants and forwarding all resumes - **\$1,800 ex GST**
- ii. Phone Interviews - including resume screening, phone interviews and creating a shortlist - **\$1,200 ex GST**
- iii. Reference Checking - including contacting references and creating reference reports - **\$1,600 ex GST**
- iv. In Person Interviewing - including interview and written report - **\$2,000 ex GST**
- v. PreVisor Skills Assessment - various online aptitude tests - **\$50 ex GST** per test per candidate
- vi. Hogan Personality Evaluations – quote upon request - from **\$600** per candidate
- vii. Psychological Assessments - quote upon request - from **\$900** per candidate

### On Hire Services

- i. Includes all advertising, interviews and screening
- ii. Includes all payroll costs and responsibilities including superannuation, workcover and taxes
- iii. Includes independent OHS policies involving monthly tool box talks, periodical site inspections and an initial job hazard assessment
- iv. Free transfer to permanent after 3 months of full time on hire employment
- v. Charge is calculated as: Candidate Wage + **18.5%** oncosts + **17%** markup  
*(eg. \$20/hr labour would be charged at \$27.73/hr)*

### Fee for service

- i. Includes all advertising, interviews and screening
- ii. Client takes on all payroll and OHS responsibilities including superannuation, workcover and taxes
- iii. Free transfer to permanent after 3 months of full time employment
- iv. Charge is calculated as: **14%** of Candidate Wage before oncosts *(eg. \$20/hr labour would be charged at \$2.80/hr)*