blackbear solutions

NEW STARTER CHECKLIST

Make it stick: a great first month on site

The first few weeks decide whether a new starter stays. These small things make the biggest difference, and none of them cost a cent.

01 Before day one

- [ ] Send the start time, site address, parking and who to ask for
- [ ] Let your recruiter know exactly what gear and PPE to bring
- [ ] Pick a buddy from the crew to look out for them

02 Day one

- [ ] Meet them at the gate, or have their buddy there
- [ ] Show them around: breaks, amenities and who's who
- [ ] Check in before they head home: how was today?

03 First week

- [ ] Give quick feedback early, starting with what's going well
- [ ] Ask what would make the job easier for them
- [ ] Tell your recruiter how they're going, good or bad

04 First month

- [ ] Have a short sit-down at the end of week four
- [ ] If they're a keeper, tell them, and tell your recruiter
- [ ] Note what worked so the next new starter gets the same welcome

Why it matters

Every new starter who stays is one less re-hire, one less round of training and one less gap to cover with overtime. That's where the real savings are, well beyond the charge rate.

The charge rate trap

Why the cheapest labour hire quote can cost you the most.

Read the article

Black Bear Solutions
Recruitment and labour hire across NSW, VIC and QLD.
blackbearsolutions.com.au

Dennis Reubens, Director
0451 523 432
dennis.reubens@blackbearsolutions.com.au