



ABN 72 117 367 085  
105 Orange Avenue Mildura Vic. 3500  
Email: [admin@altus.com.au](mailto:admin@altus.com.au)  
Phone (03) 5023 8840 Fax (03) 5022 2196



ABN 60 103 872 804  
Langhorne Creek SA 5255 PO Box 91  
Email: [admin@trimvine.com.au](mailto:admin@trimvine.com.au)  
Phone: (08) 8537 3221 Fax: (08) 8537 3069

9<sup>th</sup> March 2006

**Mr. David Sullivan**  
**Enquiry Representative**  
**Relations & Education Reference Committee**

Dear David

I would like to take this opportunity to introduce myself and our companies. My name is Chris de Groot and I am the Director of Altus Personnel Australia located in Mildura, Victoria and Trim Vine located at Langhorne Creek, South Australia.

Our core business is in the labour recruitment industry with our SA business specializing in the viticulture industry and is seasonally focused. Our peak period is the pruning season where we can require up to 350 employees from late May to October.

Our Mildura office is not yet focused on seasonal labour but we will be heading down that track. On my many discussions with seasonal industry business people it is clear that they all struggle to fill their seasonal positions. Our aim is to set up a seasonal calendar of the businesses and be able to move people from one sector to another. This therefore will keep the worker employed for a longer period of time and also enabling them to be only employed by one employer over a number of industries and clients.

Our companies take care of all the OH & S requirements, payroll, super, workcover, public liability insurance, payroll tax and any other government mandatory requirements. Each employee is OH & S inducted and have to provide us with their Tax File Number, bank details and Visa if required.

Our focus is to set up a client base that allows us the flexibility to administer all the employees from one client to the next. We have been working with the SMEDB to understand the regional seasonal requirements and the issues surrounding the fulfillment of these requirements.

One solution is to introduce a seasonal work visa that allows a person a stay of 4 month per year under the employment of an agency like Altus Personnel Australia or Trim Vine and then return home. Retain part of their income which is to be paid on arrival at their home country. Then bring the same people out the following year to do the same job.

If you would like any further information please do not hesitate in contacting me at your earliest convenience.

Regards,

Chris de Groot

Director  
Altus Personnel Australia & Trim Vine Pty. Ltd.