



"Providing the right Overseas Talent to Australia"

## The Indisputable Case for Filipino Sponsored Employment



- Puts downward pressure on Salary Inflation
- Reduces the Staff Turnover in your business
- Guarantees your Staff Supply and Quality
- Makes operational saving to your P&L
- Increases your Staff Productivity



### Control Salary Demand Inflation

- Australia's economy is strong and sustaining high employment levels. The high demand for skilled staff creates inflated salary levels.
  - *Educational might be a long term solution, but International staffing is the only short-term solution.*
- Businesses that include a strategy to employ a percentage of overseas workers .....
  - *Create a "braking effect" on salary levels with cost-effective option to local poaching*

### Guarantee Staff Supply & Quality

- Think of the Sponsorship of overseas staff as operational management of growth.
  - *Use it to increase staff supply & flexibility.*
- Gain access to a resources pool of overseas candidates to reduce business exposure.
  - *Underpin the supply of essential staff*
- Tailor recruiting assessment processes
  - *Ensure that highest quality of overseas staff placement is achieved*
- Obtain continued client feedback on each placement.
  - *Track quality of all overseas placements.*

### Increase Profit by reduced Staff Turnover

- Staff loyalty declines in a full employment market encouraging skilled people to change jobs.
  - *This results in increased staff turnover*
- The average employee tenure in an Australian business is now only 12 months. The "cost of turnover" i.e. replacing and retraining a skilled person in Australia is 65% of their annual salary.
  - *Employing overseas staff on a multi-year 457 visa significantly reduces staff turnover and adds thousands of dollars to the P&L*

### Increase Staff Productivity

- Productivity is defined as Output divided by Cost. Therefore there are only two ways to increase employee productivity;
  - (1) Increase employee Output, or
  - (2) Reduce employee labour cost.
  - *With skilled overseas employees you can do BOTH*
- Filipino workers yield higher output at lower cost.
  - *Working in Australia to help improve their family situation back in the Philippines (strong Christian family values) so employees willingly work longer hours with no penalty rates.*
  - *Resulting in increased output AND reduced cost*

Australia : [www.FLBoverseas.com.au](http://www.FLBoverseas.com.au)

#### FLB Overseas (Australia) Pty Ltd

133 Alexander Street, Crows Nest NSW 2065  
Phone: (02) 8006 1020 Fax: (02) 9967 2910  
Mobile: 0412-860 403  
Email: [richard.burley@flboverseas.com.au](mailto:richard.burley@flboverseas.com.au)

Philippines: [www.FLBoverseas.com.ph](http://www.FLBoverseas.com.ph)

#### FLB Overseas Employment Agency Inc.

Unit 7, 4th Floor, Francisco Gold Condomiums, 784 EDSA Cubao, Quezon City Metro Manila, Philippines  
Phone Office: +632 922 2661 Mobile Philippines: +639228993528  
Email: [gray.goodwin@flboverseas.com.ph](mailto:gray.goodwin@flboverseas.com.ph)