TOMASI FIFITA

HR Manager | Employee Relations & Workforce Planning | 1,100 employees, 6 sites

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SUMMARY

HR manager who keeps a large site workforce staffed, settled and on agreed terms. Leads a team of eight supporting 1,100 employees across six mining services sites in Western Australia, where turnover, rosters and the enterprise agreement decide whether a contract makes money.

Line supervisors do most of the real people work on a site, so the job is giving them the tools and the training to do it well. First-year turnover across the sites is down from 38% to 21% because of it.

CAREER HIGHLIGHTS

- Cut first-year turnover on fly-in fly-out sites from 38% to 21% in two years by rebuilding site induction, fixing how roster swaps are approved and giving every supervisor 30, 60 and 90 day check-ins to run, and it has held through two contract renewals.
- Negotiated a new enterprise agreement covering 760 employees, approved by the Fair Work Commission at first lodgement, with no industrial action and 91% of votes in favour.
- Mobilised 240 people for a new contract in nine weeks from a pre-screened talent pool built the year before, cutting labour hire spend by $1.4M in the first year.

EXPERIENCE

HR Manager, Talgarno Contracting 2021 to now

1,100 employees across six sites and a Perth head office. Team of eight across HR, recruitment and payroll liaison. Reports to the Chief Executive.

- Brought time to hire for trade roles down from 41 days to 19 by moving recruitment in-house and keeping a pre-screened pool for each site.
- Handles 60 to 70 employee relations matters a year, from performance cases to formal investigations, with no unfair dismissal claim lost in five years.
- Replaced paper timesheets and three separate HR spreadsheets with Employment Hero across every site, cutting payroll queries by 60%.
- Ran the company's first engagement survey and two follow-up rounds; participation rose from 48% to 79% and the overall score from 5.9 to 7.2 out of 10.

Senior HR Business Partner, Calloway Private Hospitals 2016 to 2021

Three hospitals, 1,400 clinical and support staff. Partnered the general managers and directors of nursing.

- Led the people side of closing a 60-bed ward, redeploying 85 of 92 affected staff into other roles with no dispute raised.
- Cut nursing agency spend by $2.2M a year by building a casual pool and a graduate pipeline with two universities.
- Rewrote the performance framework for 1,400 staff, lifting completion of annual reviews from 35% to 88%.

Earlier career

HR advisor and recruitment roles in health and resources, including HR Advisor at Marlow Health Services and Recruitment Coordinator at Quenda Bulk Haulage.

EDUCATION AND TRAINING

Bachelor of Business (Human Resource Management)
Graduate Certificate in Employment Relations
Mental Health First Aid accreditation

SYSTEMS AND SKILLS

Employment Hero, SuccessFactors, Culture Amp · Enterprise agreements and Fair Work · Workforce planning and rostering · Workplace investigations · Remote and fly-in fly-out workforces · High-volume recruitment