

Transport, Logistics & Supply Chain Job Index

REPORT

KEY FINDINGS

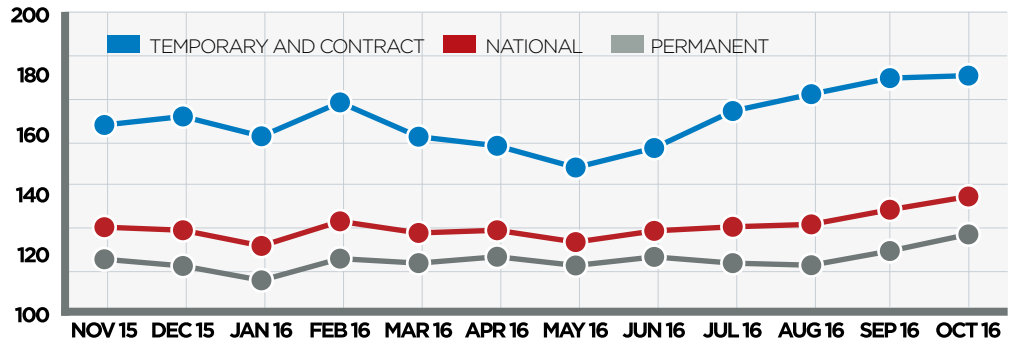
- The Labourforce / Impex TL&S Job Index continues its strong upwards trend, rising 3.3% and reaching 138.43, a new record high**
- Permanent and Temporary/Contract markets both recorded new records but its the "perm market" that's providing all the current momentum rising 4.6% in October**
- The Temporary and Contract market is still in very good shape having risen by 15.2% in just 12 months**
- The Queensland market is very hot rising 8.8% in the month and 15.2% in the last quarter**
- October saw rises in all occupations except TL&S Management which fell 5.1%**
- Road Transport and Store Persons and Freight Handlers is hitting top gear in the build up to Christmas**
- Growth of 7% in the Transport and Logistics arena even outstripped the normally fast paced Retail and Wholesale sector**
- Both are likely to slip back after the Christmas peak**

5 in a row takes Index to record high

October saw a further substantial increase in job opportunities with the Index rising 3.3%. This is the fifth successive rise taking the national job count to a new record high of 138.43. Vacancies have risen 10.5% in the last 12 months of which 7.9% was gained in the last quarter alone. Given the time of year it is quite surprising that, yet again, it was the permanent market that provided the positive momentum. It rose 4.6% while the temporary

and contract area rose just 0.5%. The "perm market" has now risen 8.2% in the last three months yet, because the first half of the year was quiet, it has risen only slightly more, 8.6%, over the last 12 months. The Temporary and Contract market is still growing but just at a slower pace. Over 12 months it has grown a massive 15.2%. Both the Permanent and the Temporary and Contract Job Indices are at new record highs, 138.43 and 178.74 respectively.

CHART 1 NATIONAL INDEX AND JOB TYPE ANALYSIS



Old running hot. Commodity price boost for WA welcome

In October all states saw their respective indices rise. The most spectacular was Queensland where it rose 8.8%. The number of vacancies has risen substantially in recent months – 15.2% in the last quarter and 20% in the last six months. There has only been one fall in the last six months too. But now that we have two full years of history we can see that some of this demand is seasonal and the market is likely to retreat early next year. Western Australia also enjoyed a big pickup in demand. In the West job opportunities rose 5.1%, now 13.4% for

the quarter. This is the first sign of improved commodity prices starting to help the resource rich states regain some momentum after serious contraction. The Index still wallows at 84.98 but if commodity prices continue to rise and hiring confidence returns we should see more improvement next year. VIC/TAS hit a new record high. The 2.9% rise in October took their Index to 172.09. NSW/ACT could only muster a 0.5% rise but this too took it to a new record level of 142.10. Interesting both have risen 12.9% in the last 12 months.

CHART 2 COMPARISON OF STATE JOB INDICES

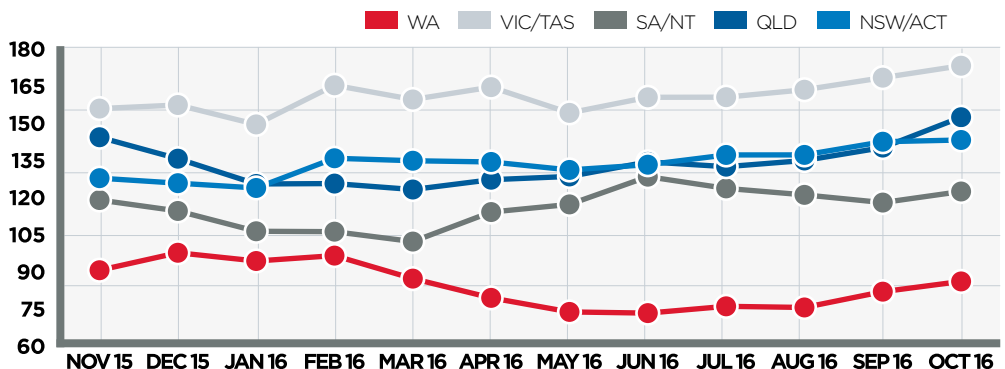
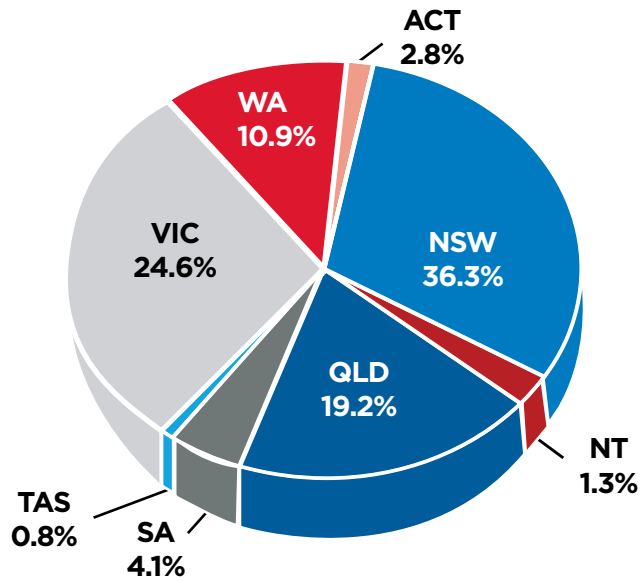


CHART 3
ANALYSIS OF JOB ADVERTISEMENTS BY STATE AND TERRITORY OCTOBER 2016

Queensland's big bounce back took its share to 19.2% of the national jobs total, a level it has not seen since this time last year. NSW still holds the largest proportion – 36.3% though interestingly this is the lowest share since January.



OCCUPATIONAL ANALYSIS

Christmas jobs boost hits top gear

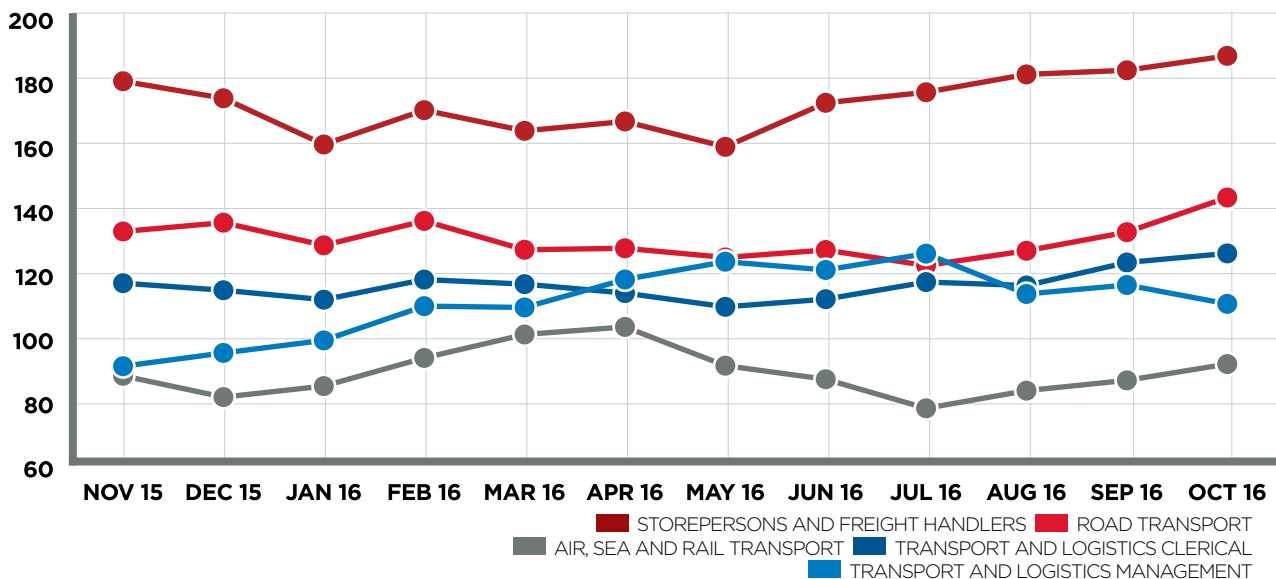
October saw healthy rises in all occupational groups with the notable exception of TL&SC Management which fell 5.1%. The market for our most senior professionals has slipped back steadily since peaking midyear. So while vacancies advertised are down 12.6% over the last three months they are still a very impressive 23.1% on this time last year.

As is the norm for this time of year demand for Road Transport and Store Persons and Freight Handlers is hitting top gear in the build up to Christmas. They rose 8.2% and 2.5% respectively and now represent the strongest performers since the benchmark was set at 100 in November 2013. Road Transport is looking good at a new record high 142.42 but Store Persons

and Freight Handlers sits at 186.65 even exceeding the previous record high last November.

Job seekers should enjoy their position of strength while it lasts as history suggests the market will soften in the New Year.

CHART 4 ANALYSIS OF JOB ADVERTISEMENTS BY SPECIALIST OCCUPATION



INDUSTRY ANALYSIS

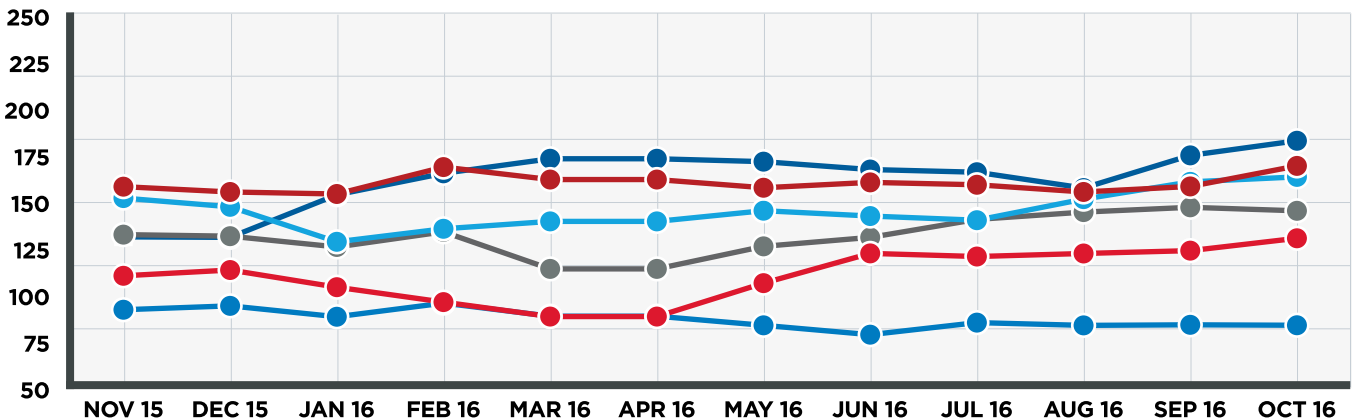
Transport & Logistics overtake Retail & Wholesale. Both at record highs

This month growth of 7% in the Transport and Logistics arena even outstripped the normally fast paced Retail and Wholesale sector. In fact while both hit record highs of 167.63 and 161.73 respectively Transport and Logistics has now overtaken Retail and Wholesale in terms of growth in job opportunities. But Public Administration, Health and Education remains the fastest growing sector. A further 4.5% expansion elevated their Index to 181.12. This is an extraordinary 56.5% higher than a year ago. These industries

still only represent 12.3% of all vacancies so while not the key employer groups, it still represents sectors of increasing significance for those considering a change in employer. While mention has been made of the encouraging signs in the mining sector supporting expansion in Queensland and WA this does not stand out in their sectoral index. Indeed the Job Index for Mining Utilities and Construction actually fell 0.3% in October. Clearly any improvement in Mining and Resources has been wiped out by falls in the other industries making

up this group. Chart 6 The Proportion of Job Advertisements by Industry October 2016. The share of the national market between industries shows no specific permanent trend but rather all industries rising in an expanding market with proportions heavily driven by seasonal factors. At 27% Retail and Wholesale are around the peak level achieved this time of year and this is likely to retreat to the low 20's. Likewise the big pick up in demand in the Public Sector still leaves it well short of the 17.1% if achieved in May of this year.

CHART 5 ANALYSIS OF JOB ADVERTISEMENTS BY INDUSTRY



■ PUBLIC ADMINISTRATION, HEALTHCARE AND EDUCATION
■ MINING, UTILITIES AND CONSTRUCTION ■ PROFESSIONAL, SCIENTIFIC AND TECHNICAL
■ RETAIL AND WHOLESALE ■ MANUFACTURING ■ TRANSPORT AND LOGISTICS

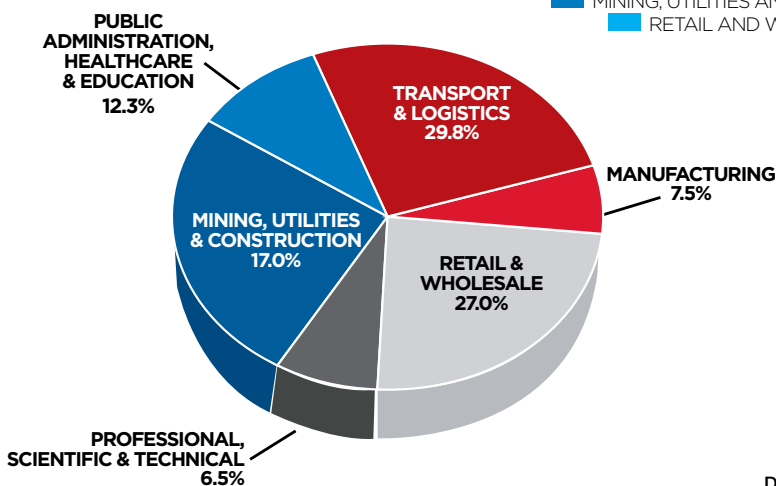


CHART 6 THE PROPORTION OF JOB ADVERTISEMENTS BY INDUSTRY SEPTEMBER 2016

The substantial seasonal rise in jobs advertised by Retail and Wholesale employers has seen their share of the national market shoot up to 27.4%, not far off the proportion held by Transport and Logistics. This proportion should hold up until year end but as temporary and contract job opportunities fall post Christmas the share is likely to retreat again back around the 20% mark.

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