

## BUSINESS BUILDERS

### Avoid These Common Hiring Mistakes

Finding the right employees for a specific project or as a permanent part of a crew is a constant challenge. High turnover leads to headaches. Here are some common mistakes employers make during the recruitment process.

#### Mistake #1: Being Hurried in to Hiring

The time to look for a hire to join your team is not when you are desperate to fill a vacancy. If you leave it 'til this late you will more than likely be pressed into hiring a person who's the wrong fit. Make it a mission to look out for good prospects year-round or at least before you have high demand. Hiring in off season is a good time to scout talent even if it means hiring them on a few weeks early it will be well worth it.

#### Mistake #2: Not Getting References

Often employers skip this step believing that it won't provide useful information, but you might be surprised. Start by asking for a candidate's work history, who they reported to and reasons for leaving. Follow up with the previous employer or manager to ensure the stories match up. Not every case is revealing but this step may bring a candidate's ability to light or prove that they are unreliable.



#### Mistake #3: Providing Poor Detail About the Job

Employers need to be clear from the outset about what they are looking for and what is expected under their management. Be realistic about the demands and conditions of the job and all that is entailed. Have a clear job description in writing. Explain to employees how to get things right before they get it wrong. If terms are unclear, even good candidates may feel unsettled or frustrated and walk off the job rather than fail.

#### Mistake #4: Not Providing Reasons to Join Your Team

Increase chances of landing top prospects by emphasizing the benefits of working with your organization. While fair and competitive compensation is attractive to all candidates, think about other aspects such as the environment and culture – opportunity for training, flexibility, working in small, tight teams, to take responsibility or work independently – that might be valuable.

## CHECK IT OUT

### Get Glam with New Glitter Paint

#### RUST-OLEUM GLITTER INTERIOR WALL PAINT

Add glimmer with multi-dimensional shimmer to walls, furniture or décor. Perfect for making a statement in any room. Get glitter effect without the mess!



- Easy to use water-based acrylic finish
- Suitable for many surfaces.
- Available in Harvest Gold/ Sterling Silver/ Iridescent Clear



## 3 Reasons to Rethink Using Oils on Windows, Cupboards & Doors

Emulsion paint technology has revolutionized over the past 20-30 years with top quality water-based coatings now outperforming oil paints in areas where alkyds were once king. If you've yet to be converted, here are three of our favourite facts.

### Emulsions Dry Quickly

Traditional oil paint stay sticky for several hours so jobs take longer to complete. If it's rainy, dry times can be extended still further. The longer paint takes to dry the more chance of dust and debris blowing on to the surface and then getting stuck in the paint. It happens! Modern emulsions dry fast so you can easily finish trim jobs in one day.

### Emulsions Don't Yellow

Owing to the resin used in oil paints they'll yellow with age or in low light conditions. Dark rooms, curtains that don't often get opened, properties that are shuttered for periods of time, sliding doors that stay overlapped for long periods can all cause your nice white to wither away. Acrylic resins used in emulsion paint do not react in the same way so such coatings stay bright white longer.

### Look for Rapid Curing Emulsions

Further to slow dry times oil paints also take hours and more like days to fully cure and harden. Every painter knows that shutting up windows, doors or cupboards after painting with oils can be dangerous as when pushed together the uncured painted surfaces will stick to each other and often become glued shut! The risk of this happening is much reduced with quick drying/ curing emulsion paint.



### Pro Speed Cover Gloss

**DRIES FAST!**  
**Touch Dry 10 mins**  
**Recoats 1 hour**  
**Cures 4+ hours**

If you've been won over and are willing to try a water-based emulsion on your next trim job, we recommend Pro Speed Cover Gloss. The bright white finish is so glossy it rivals the look of traditional oil paint with contractors finding it difficult to differentiate between finishes in comparative tests. Pro Speed Cover Gloss applies quickly and utilizes FAST-FUSE technology in its unique fast drying formula. It is touch dry in 10 mins., recoats in 1 hour and cures in as little as 4 hours. Pro Speed Cover Gloss Emulsion also has low VOC / low odour and is therefore ideal for refreshing/ renovation projects in occupied properties. Therefore, another great advantage over traditional oil paint is that occupants no longer have to suffer through long-lingering odours after paint application.

## CHECK IT OUT

### Harris Group Join Nova Paint Club

The Harris Paints Group of Companies has been selected to join the international Nova Paint Club consisting of leading independent paint manufacturers from around the globe.

The Nova family includes 51 worldwide manufacturing sites, 600+ research & development staff and total turnover of 3 billion US dollars.

The company will benefit from the Clubs considerable buying power and supplier network. In addition, the Club provides an exceptional forum for sharing knowledge, insight and resources with other members to promote the development of exciting products and provide even better services and support for our customers.

The invitation to join was a huge honour as members can only be nominated by another paint manufacturer and must pass rigorous evaluation including the quality of brands, technology, national and international reputation for excellence and leadership in responsible care for people and the environment.



# HOW TO

## Remove Scribble/ Graffiti from Walls

Kids love to get creative and colour on walls or perhaps you've encountered a signature in spray paint. Here's some tips and tricks to help you remove the offending marks.

Unfortunately attempts to remove scribbles and scrawls from smooth surfaces will more than likely leave marks and lead to repainting but its worth a try (and can help reduce the risk of show-through). Here are our top 3 hacks!

1. **Remove Spray Paint** – Use paint thinner (or if none at hand, try mineral spirits, WD40 or actone). Additionally, exterior surfaces can be pressure washed.
2. **Remove Marker (Sharpie)** – Damp a cloth with rubbing alcohol to and wipe to lift off. (Or alcohol-based products like hair spray also work!)
3. **Remove Crayon** – Use an ammonia-based cleaner like Windex.

Removing marks from rough surfaces is even more challenging and sometimes the only answer is a fresh coat of paint. To repaint:

- Remember to remove any cleaning agents used if you've tried one of the solutions above.
- Lightly abrade marks and paint with steel wool or sand-paper.



- Depending on intensity, apply 2-3 coats of Super Grip Premium Problem-Solving Primer which is formulated for high-adhesion and to seal out stains.
- Finish with an emulsion or oil-based top coat of your choice. Ultima Plus is recommended.



Super Grip

## GOOD PRACTICE

### Pro Tips to Paint Ceilings

While the ceiling is never the focal point it's amazing how quickly clients will notice if it's not done right. The last thing you want is for lap lines and other imperfections to draw the eye. Make sure your ceilings are painted to perfection.

The quick tips below are ideal for complete repaint projects where ceilings were previously painted and walls will be recoated after the ceiling.

1. Decide on the direction to paint the ceiling. When brush strokes are in line with light from windows or sight lines from the main door, the painting path is more easily seen. Choose to paint in a horizontal direction for a seamless appearance.
2. Use flat emulsion paint that won't reflect light. Flat paint is better for hiding small defects and delivers a smooth matte finish. Recommend Ultima Plus Flat Exterior or Interior paint or Non-Drip Ceiling White.
3. Paint edges first – A trim roller (which has nap over the end) will be much faster than a brush and easily get into corners. (You will cut in a neat straight line when painting the walls after). If room is large, work in sections to maintain a wet edge.



4. Roll ceilings to get the job done fast. A 9" roller with extension pole works well for residential work. For commercial jobs, bigger is faster if you can get your hands on an 18" roller and paint pan. A 3/8" nap handles most ceiling surfaces unless it is particularly textured.
5. Rolling technique. Work in sections to get even coverage. Finish each section with a single roller stroke in the same direction (so all stippling will be uniform).

Note: If possible, it is preferable to remove fittings before proceeding to paint. Remember to wear suitable protective clothing. Keep paint out of hair and eyes with a cap and goggles.

## Protect Your Head

When painters visit job sites, work in multistorey environments or on active new build projects they need to gear up. A hard hat can prevent long layoffs through injury or potentially save life. So use your head and protect it! Read on to get the hard hat facts.

### When To Use a Hat

Helmets are designed to absorb shock in the event of impact. Wear one when there could be

- i. a risk of falling objects – if there is work overhead
- ii. risk of blows to the head from static or moving materials
- iii. risk of a fall when operating at heights (on ladders/ scaffolding etc.).

### Which Hat?

There are many types and classifications of hats. A good all rounder is a Type 2 hat that is certified for protection to the top and side of the head. Be sure you take the time to select a good fit.

NOTE: If doing work where there could be risk of electrical shock you need a special type of helmet that is non-conductive and tested for electrical resistance.

### Durability

Believe it or not, hats do not last forever and become less effective over time. Materials weaken due to the effect of sun, harsh cleaning solvents, heavy use and general wear and tear. Inspect helmets regularly and if the helmet has sustained an impact it should be replaced.



### Top Tip

If your hat is not in use, store away from direct sunlight. Do not keep on the back seat or back shelf of your vehicle where UV will weaken the plastic over time.

## MAKE ANY PAINT PROJECT EASIER WITH THE RIGHT PAINTING ACCESSORIES



### Ultima range

Looking for the best finish



### Perma range

Want great results at great prices?



### Excel range

On a limited budget?



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