



November 2013

THE SPLINTER

EMPLOYEE NEWSLETTER

Reintroducing AKD's Monthly Newsletter

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'Yard Talk'



Irrewarra Site—October 2013

It's been 6 years since our last issue went to print, a lot has changed. Improvements have been made, new faces have been welcomed to our team and AKD continues to grow! So in honor of all the up and coming developments, it's time to revisit and revamp the monthly newsletter, including a brand new name! 'The Splinter' will create the opportunity for all employees to communicate upcoming events, achievements, positions available, milestones and lots more. Everyone gets to contribute and all feedback is welcome, so get on board and enjoy!

Snail Hits 35 Years!

AKD is proud to share the unbelievable achievement that Dale "Snail" Tillack has accomplished earlier this year. Dale started with us back in January 1978 and has been a great asset to the growth and success of AKD today. We are excited to celebrate 35 years of loyal service and look forward to many more years to come. Thank-you for all your hard work and commitment Dale!



"What an amazing achievement, even after 35 years Dale has committed himself to take on an adult apprenticeship in Saw Doctoring and will become a fully qualified trades person. He thinks we are still in the 80's, sporting his trade mark mullet hair cut. Well done Snail!"

Matthew Laity—Head Saw Doctor

Health and Safety

Welcome to the resurrection of The Splinter! As a defender of injury and illness in the workplace, I have had sleepless nights neurotically considering the safety considerations of the newsletters title and how we can prevent the above. Gloves, Gloves, Gloves! AKD now has cut resistant gloves and they are fantastic. (Snail swears by them). Tight, light, comfortable and they come in many sizes. A must when strapping, handling blades, knives, saws, timber etc. (get your supervisor to order them from T). October has seen an unusual number of stacks falling over (see October's safety Alert). AKD has responded by holding tool boxes with forklift drivers, paying attention to not stacking packs too high and ensuring that packs are placed correctly on the bearers. We really promote report, report, report when you see uneven or unstable stacks. Let's all go that extra mile so that we can be there at Christmas for our loved ones.



Alex Nicoletti—Work Health & Safety Coordinator

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Bioluma Scanners Optimising AKD Softwoods

In the months of August and September 2013, AKD installed and commissioned some state-of-the-art USNR Bioluma scanning technology, worth over \$2 million. The technology optimizes recovery from the timber, and scanners have been placed at the Shurman Edger and also at the Trimsaw in the Colac sawmill.

The project has been a great success, with the technology up and running 3 days earlier than planned, and with recovery rates far higher than originally anticipated.

During the shutdown whilst the scanners were being installed, the Colac sawmill employees engaged in wider AKD site and forestry tours, a venture to SPE (our woodchip export facility) in Geelong and also a visit to Belmont Timber. Additionally, the employees completed some housekeeping projects around the mill.

A big well done to all involved, the results speak for themselves!



GMC—Shurman Edger



Stuey & Tim



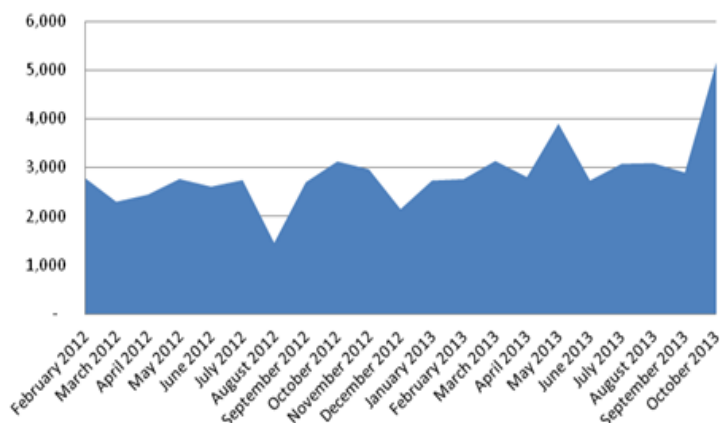
GMC—Trimsaw

Irrewarra - The Record Breaker!

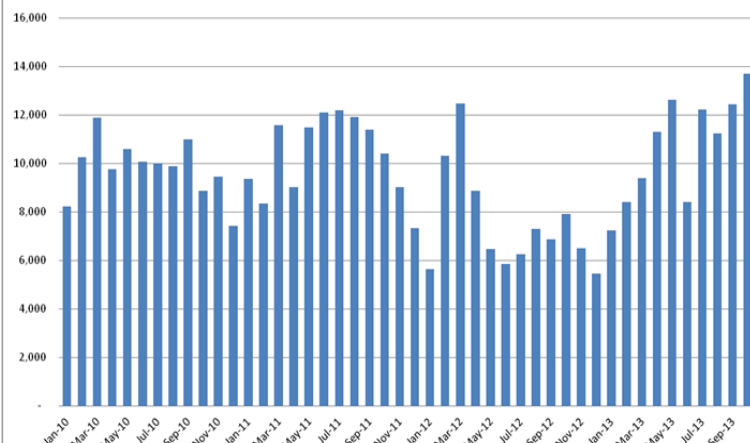
Irrewarra has really hit its straps in October, with results up to the time of writing this report well in advance of any previous record! The Irrewarra sawmill has had a great October, achieving its first 1,000m³ day on the 23rd October, processing 1,004m³ over the two shifts. The Irrewarra kilns have really taken advantage of the rainfall starting to ease, achieving levels of production never seen before in the kilns.

Well done to all Irrewarra employees, great results!

Irrewarra Kiln Drying (m³)



Irrewarra Log Throughput (m³)



Welcoming New Staff

AKD Softwoods would like to welcome all new employees that have joined our team in recent times. Each month we will be identifying new employees that have started and where they will be located. Please make these people feel welcome and provide assistance if they look lost.

AKD Softwoods Christmas Pay Dates 2013

MON	TUES	WED	THURS	FRI	SAT	SUN	
9 DEC	10 DEC	11 DEC	12 DEC	13 DEC	14 DEC	15 DEC	This week to be paid on 19/12/13 as normal
16 DEC	17 DEC	18 DEC	19 DEC	20 DEC	21 DEC	22 DEC	This week to be paid on 23/12/13 at the latest, however money should be in your bank over the weekend. (Thurs 19th-Sunday 22nd will be paid as rostered. All unrostered O/T, adjustments, deductions & additions will be processed by week ending 10/01/13)
23 DEC	24 DEC	25 DEC P/HOL	26 DEC P/HOL	27 DEC	28 DEC	29 DEC	This week to be paid on 30/12/13 (Mon 23rd-Sun 29th will be paid as rostered. All unrostered O/T, adjustments, deductions & additions will be processed by week ending 10/01/13)
30 DEC	31 DEC	1 JAN P/HOL	2 JAN	3 JAN	4 JAN	5 JAN	This week to be paid on 09/01/13
6 JAN	7 JAN	8 JAN	9 JAN	10 JAN	11 JAN	12 JAN	Back to normal - This week to be paid on 16/01/13 All adjustments will be paid in This week

NOTES

- Payments will be in your bank (at the latest) on the days circled in black
- All unrostered O/T, adjustments, deductions & additions will be processed by the week ending 19/01/13
- Any queries, questions or concerns, please contact your supervisor

CURRENT VACANCIES

If you think you or somebody you know would suit the following available roles at AKD Softwoods or you have any further queries, please contact Clark Rodger in the main office or provide a cover letter and resume. alternatively email recruitment@akd.com.au

IT Technician	Log Yard Team Leader	Apprentice Saw Doctor
Reporting to our Electrical Engineering Manager this role plays a pivotal role in ensuring the IT systems across the company are maintained and supported. Specialised role, with experience required.	Working as an active member of our log yard team you would be leading a strong focus on safety and efficiency in both planning and day to day operations of the log sort and log yard area. Mathematical and problem solving skills are required along with large mobile equipment experience.	Learning all aspects of Saw Doctoring across both our sites this position will work towards the completion of a Cert III. Mechanical aptitude with a strong commitment and desire to learn and achieve is required.

More information available on notice boards or via the main office.

Bloody Good Idea Award

Every month we will be selecting one of our team members who have suggested or made a positive contribution to make the workplace more effective and/or safe. The selected person will feature in that months newsletter along with their brilliant idea and how it contributes to AKD Softwoods



Know someone eligible for the BGIA? Please send nominations to news@akd.com.au

YARD TALK...

Have a burning question you want answered? Send us your question and we will have your colleagues answer it – uncensored! Please send question ideas to news@akd.com.au or see Bree in the front office.



Reminder:

The end of year celebration is coming up!

Saturday November 30th at
Straight Shooters Colac

All RSVP's should now be in – If you have not returned yours please see your supervisor or Taylor ASAP
NO RSVP – NO ENTRY

Have anything to contribute to our
newsletter?

Please send all contributions to
news@akd.com.au or drop by the

AKD
SOFTWOODS

Milestones

Congratulations to the following staff on reaching a milestone this year to date

5 Years— John O'Crehan (02/01/2008) Timothy Richens (02/01/2008) Linda Warrender (02/01/2008)
Rachel Young (07/01/2008) Daniel Heinze (28/01/2008) Christopher Dix (28/04/2008) Frazer Osborne (21/07/2008)
Tristan Akehurst (28/07/2008) Michael O'Connor (05/02/2008) Michael Morris (25/03/2008) Trevor
Smedley (25/03/2008) Michael Malone (14/04/2008) Paul Hanson (28/07/2008) Wayne
Westhorpe (28/07/2008) Daniel Billing (15/09/2008) Leslie McGinty (27/10/2008) Plato Tzortzatos (10/11/2008) Garth
Young (10/11/2008) Joseph Caruana (17/11/2008)

10 Years— Rex North (13/10/2003) Jade Egan (17/11/2003)

15 Years— Troy Kidman (14/05/1998) Peter Bourk (04/05/1998) Roger Blake (12/10/1998)
Grant Light (22/09/1998) Wayne Walker (26/01/1998)

20 Years— Craig Henry (30/08/1993) Jo Foster (08/07/1993) Mark Henriksen (30/04/1993)
Warwick Hammer (02/02/1993) David McGinness (8/02/1993) Mathew Laity (8/11/1993)

25 Years— Brett Williamson (24/10/1988)

30 Years— David McNamara (25/01/1983)

35 Years— Dale Tillack (18/01/1978)

Thank-You!

CEO'S CORNER

I would like to personally welcome you to our new newsletter!! I think the team who have pulled this together have done a great job, and I look forward to seeing this become a permanent part of our business.

AKD has been through a massive period of change over the past couple of years, at the same time as some real challenges for our whole Industry. We have come through with a few figurative battle scars, but as a much stronger company. The past couple of years have really shown the strengths and weakness of our business. It's the strengths that I want to focus on, the People, the Plant and the Product.

AKD is a fantastic company, because of the **People** employed here. We recently had ABC "Landline" here doing a story on the Softwood plantation and sawmilling industry, and their focus was on Innovation in our Industry, which as a company we are renown for. For example the investment that has been made in the Log Sorter, the Microtec Scanners, the Bioluma scanners/software, and the Paul Docker operation etc. During those two days it was really clear to the reporter, innovation isn't simply buying new equipment, it's employing the right people who want to continually improve and innovate. It's the people who come up with the ideas, and it's the people who operate that equipment to the best of their ability every day.

As I write this and I think about our team, we are still on the journey towards having a business where no one gets hurt... **EVER !!** We need to set ourselves a realistic goal of no one getting hurt/no incidents in a month, and then reset the goal to a 3 month period, and then 6 months, and then a year. We need to each take individual responsibility for our actions, but also collective responsibility for each other. I ask that every day, you look after yourself, but also look after your fellow employees.

We are at the start of Summer, and all I see is blue sky ahead. I'm excited about the future for our business! I wish you and your family all the best for the upcoming Christmas Season.

Shane Vicary—CEO

