



June 2014

July 2014

# THE SPLINTER

EMPLOYEE NEWSLETTER

## CONGRATULATIONS PADDY

### 40 YEARS OF SERVICE AT AKD SOFTWOODS!

Full Story pages 4 and 5

In July Paddy Melville reaches his 40 years of service milestone for AKD Softwoods. Former CEO and long-time work colleague John Hayden had a few comments about Paddy's time with the Company.

"I have known Paddy since I joined the company in 1981. He has been a tremendous ambassador and the face for AKD to our customers for all these years. I often wonder whether our customers think that AKD is too mean to issue long trousers as Paddy only wears shorts - summer and winter !! Wearing an AKD beanie is his only concession to the cold weather.

We cannot underestimate the value in customer service that Paddy provides for AKD - his pleasant disposition and friendly manner is welcomed in customers yards throughout Melbourne.

For many years whenever a new truck was ordered it was always given to Paddy as we knew that it would be well driven and cared for and in all those years of driving the lack of any major incident is testament to Paddy's driving skills.

He can be best summed up in three words - 'A Good Bloke'"

**John Hayden—Director**



## So Where Does Our Timber Go?

AKD's timber has a variety of end uses and is subsequently sold into various markets. Radiata Pine in Australia is the most popular choice for timber used in structural applications. The majority of all domestic housing in Australia use Radiata for the frame and roof structure. This market is where the majority of MGP10 & MGP12 is sold. The customers who buy structural framing are Timber Merchants (such as Mitre 10 and Danks Stores etc), who then sell directly to the builders.

Frame and Truss manufacturers are the customers who use a lot of framing timber and now absorb more than the traditional timber merchants. This has been driven by the building industry shifting towards prefabricated walls and roofs, as opposed to the traditional onsite 'stick framing' method of construction. This change is the result of the ever increasing need for speed and volume to save costs by efficiency.

Wholesale customers are also an important customer type for AKD as they offer value with their distribution and mix of product offer. They offer a 'just in time' delivery service and hold stock which is something the producers such as ourselves sometimes cannot facilitate.

Other customer types or market segments AKD Softwoods sell to include:

- Manufacturers such as bed, furniture and cabinet makers
- Industrial customers such as aluminium and steel producers and fabricators
- Pallet makers and packaging who service a large variety of industries from freighting products like Coca Cola cans to airplane engines.
- Export customers mainly in Asia who take a lot of merch grade product and rework into products such as furniture.

The sales team need a wide understanding of the overall market and its different segments as all team members have the full range of customer types and products in their portfolios. Product knowledge across all sizes and grades is essential to enable sales staff to be able to sell the wide range of material produced by the sawmills.

AKD sells the majority of its products in Victoria, mainly Melbourne and Geelong, but also distributes interstate, predominately to NSW and South Australia.

**Craig Walton—  
Sales and Marketing  
Manager**



Craig Walton and his sales team, Liam Buchanan, Shane Black, Jonathan Hill and Laura Roberts.

## SAFETY GLASSES

**On the 1st June 2014,  
AKD Softwoods' site  
wide policy on  
Protective Safety  
Glasses became  
effective**





## CONTINUOUS IMPROVEMENT PROGRAM

### NEW TRAINING ROOM

As most of you would have noticed, we now have a designated training room. This is located directly in front of the Colac maintenance office.

This room allows for us to build on our strong continuous improvement culture, by providing a location to do individual and group training, as well as run production and planning meetings.

This will be the new home for our CIP/Skillup Training.  
Please look after it!

If you are unsure on how to gain safe access to the training room from your work area, please speak to 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](mailto:recruitment@akd.com.au)

### Dry Mill Afternoon Shift

AKD is continually seeking for quality, highly motivated employees to join us across our business. At current we have a number of vacancies in our dry mill production team.

If you know of someone that may meet our high expectations please encourage them to collect an application form from the main office.

These positions require people who are quick learners and strong multi-taskers.

Each role requires a level of manual handling as well as computer/console operation.

Hours: 4 x 9.5 hour shifts with rotating day off working, 4pm till 2am.

### Saw Doctoring Apprenticeship

An excellent opportunity for an energetic and self motivated person to join our saw doctoring team and further their career in the Timber Industry. This role will be involved in all aspects of saw doctoring at both our Colac and Irrewarra site.

The successful applicant will work towards the completion of a Cert 3 in Saw Doctoring .

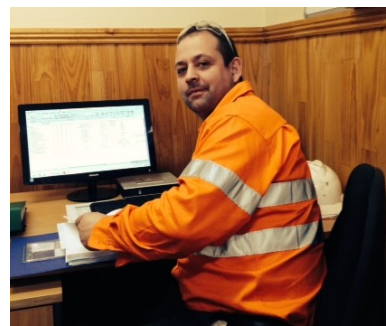
### Bandsaw Operators– Irrewarra

Seek reliable people with great hand-eye coordination and mechanical aptitude

Hours: 4 x 9.5 hour shifts with rotating day off, working the following hours:  
Day Shift– 6am till 4pm  
Afternoon Shift– 4:30pm till 2:30am

## Condition Based Technician

**Ben Drew** has moved off shift to pursue his new role of Condition Based Monitoring Technician. Ben



will be going to Melbourne in a few weeks to complete a course in Vibration Analysis. We have just also purchased new vibration analysis equipment so Ben will be able to complete Analysis on site rather than use outside contractors. Ben will also be busy building our lubrication plans for each area as well as oil sampling and filtering and eventually thermal imaging and alignment. Shane McKenzie will report through to Ben to ensure both sites are well covered in regards to lubrication. Exciting times for AKD maintenance as we move our focus to Condition Based or Predictive Maintenance programs.

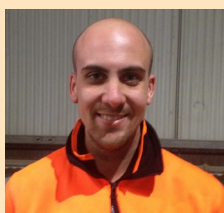


## New Employees

AKD welcomed these new employees in April/May, and encourages everyone to make them feel welcome and work together to keep them safe. New Employees are encouraged to ask a lot of questions, so please help them out.



**Adam Harris**  
Stores Supervisor



**Andrew Grinham**  
Dry Mill Colac



**Greg Paavola**  
Project Team



**Daryl Lawrence**  
EWP



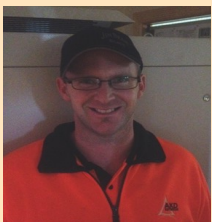
**Kaiden Flanigan**  
Dry Mill Colac



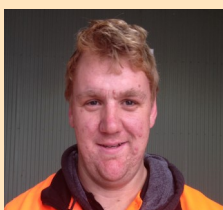
**Corban Gramms—Retallick**  
Dry Mill Colac



**Logan Walter**  
Maintenance



**Lawrence Missen**  
Green Mill Colac



**Damien Murdie**  
Dry Mill Colac



**Jonathon Davison**  
Green Mill Irrewarra



**Brendon White**  
EWP

Welcome to the Team!

## AKD FORESTRY STUDIES

**Jo Foster—Forest  
Technical Officer**

In 2010 I commenced studying through Southern Cross University to further my knowledge in the Forestry area. In the beginning I was simply completing subjects that I felt were relevant to my current work situation and did not have the desire to complete a degree. Late in 2013 Southern Cross University suggested that I apply for the Graduate Diploma in Forest Science and Management which I did and was accepted through my previous work experience, previous grades and a letter of reference from Neil Harris. This path enables students to gain a broad understanding of the Science and Management techniques required in the field.

The subjects I have completed so far are Wood Science, Plantation Silviculture, Forest Operations, Soil Science and just recently Native Forest Silviculture. With only three subjects remaining I now feel I have something very valuable to work towards and hope to finish this time next year. The final three subjects to complete are Fire Ecology and Management, Forest Health and Measuring Trees and Forests.

AKD have been extremely supportive with my study and also allowing me the time to attend the university once each semester for the residential component at Mount Gambier in South Australia and Lismore in New South Wales. Neil has been a great mentor and helps me relate my study into the current Forestry program at AKD, which we are expanding and fine tuning constantly. Family support has also been invaluable with a very understanding husband, children and mother in particular.

Southern Cross University has recently informed me that I will be receiving a scholarship from the Mount Gambier Timber Industry Club to assist with my study. The Club provides two scholarships per year to worthy SCU students. This scholarship will enable me to continue purchasing valuable text and reference books and other out of pocket expenses.

If you get the opportunity for further study grab it! It's hard work but extremely rewarding.



**Soil profile near  
Mount Gambier, SA**



**Resource Manager Neil Harris and Jo Foster**



**Native Forest harvesting  
at Coffs Harbour, NSW**



# THE SPLINTER

EMPLOYEE NEWSLETTER

## PADDY MELVILLE 40 YEARS

*It's the middle of a hot summers night. You pull your truck to the side of the road. The temperature lingers around 30 degrees inside the cabin. There's no air conditioning. You wipe the sweat away from your forehead as you try to make yourself comfortable. Passing head lights glare through the windows. You've been driving for the last 17 hours. You haven't seen or heard from you family in over a week. There is no sleeping cab for you to lie down in so you rest your head on the steering wheel and begin to doze off...*

In the late 1970's this was a common working week for AKD Softwood's longest standing employee Paddy Melville.

Paddy grew up on a farm in Pirron Yallock with 6 brothers including his older brother John who was in charge of the Green Mill at AKD Softwoods at the time. Prior to this Paddy had spent his time working in Western Australia drilling for earth core for the Department of Mines.

After a couple of years working in WA, Paddy contacted Freddy Westhorpe, who was the second in charge of AKD's Colac Mill at the time, asking for a job and this is where Paddy's 40 year career with AKD Softwoods began. Paddy commenced working at AKD on July 11th 1974 stacking timber in the Dry Mill at the age of 24. Back then AKD's entire manufacturing facilities were on the EWP side of Forest Street and specialised primarily in wall lining and flooring with a total of 30 employees of which only 15 were in the mill. AKD now has over 300 employees.

After 2 years in the Dry Mill, Freddy found out that Paddy had his truck license so he was moved onto relief work in the truck until eventually taking over from Gordon Mahoney full time. "We used to call him Old Gordon," Paddy reminisces, "I guess I'm the Old Fella now."

The first truck that Paddy drove was an old international, then came the Mercedes and in about 1982 the first of 8 Volvos. The trips took a lot longer back then, with less horsepower and an 80km speed limit on the highways.

Paddy's career in driving did not kick off to a great start. "My first trip was to Croyden, I had no idea where I was going so I just had to wing it." Paddy remembers finally arriving at the Croyden customers and trying to back his truck through the gates, where he hit a fence, this however was the only blemish on Paddy's otherwise perfect record. "I thought my career in truck driving was going to be short lived," said Paddy. Who knew that Paddy was going to turn into a transport and AKD icon clocking up an achievement which very few ever do.

In the early eighties Paddy then moved onto interstate carting treated pine posts and working out of the Heywood Mill. "When on interstate, I would travel to Adelaide, Mount Gambier, Mildura and Swan Hill using Heywood as my base." Heywood became Paddy's only comfort of home, showering there and using their tea room to cook his meals. "I would only get back to Colac late Wednesday nights and then have to head off again early Thursday mornings. I wouldn't get home after that until Saturday afternoon then back on the road again Sunday morning."

As there were no mobile phones, the only contact Paddy had with his family was the occasional call from a phone box. For 2 years the truck Paddy drove had no sleeping cab, so he would spend each night trying to sleep over the steering wheel. Needless to say there was no air conditioning or other basic comforts such as the ones we take for granted today.







**PADDYS CURRENT TRUCK. PURCHASED BRAND NEW IN 2008**



**AKD TRUCKS LINED UP FOR THE COLAC TRUCK SHOW**

Radios and CB's weren't supplied either so drivers had to supply their own. "I had a new truck for the last 12 months on interstate and it had a sleeping cab in it, life was definitely easier then."

After 3 years of interstate, Paddy went back to carting timber on local trips to Melbourne out of Colac.

As the years went on the job became a bit easier for Paddy, with the opening of the Westgate Bridge, the Monash Freeway and more recently the Eastern Ring Road and the Geelong Ring Road. "The downside to this was the increased volume of traffic, but I am looking forward to the opening on the 2 lanes between Geelong and Winchelsea" Paddy adds.

Paddy explains his troubles with loads, and trying to fit two 6 meter length packs (38.4 feet) on his truck trailer which was 34 foot long. This meant there was often a 5 foot long overhang at the end of the truck which they tied a red cloth to.

In the time Paddy has spent with AKD, he has taught 6 fellow workers how to drive. One of Paddy's current work mates Ross Maw compliments Paddy on his service "I have worked along side Paddy for the last 14 years at AKD and it that time we have never had a disagreement and have always helped each other out where we can". Although Ross quickly learnt that there was no such thing as a 'free ride' with Paddy, "He was always happy to pick me up in Geelong when my truck has needed maintenance in the past but he would immediately claim the passenger seat saying 'you can drive'."

During this time Ross can only recall one occasion where he has seen Paddy wearing overalls instead of his trademark shorts, "You knew it must have been a cold day to not see Paddy wearing shorts. "Even the customers would joke that Paddy always has his shorts on, no matter what the weather". Not only was Paddy well known around the AKD mills but he was also very popular with the customers he would deliver to, "There is still not a week that goes by that I don't have a customer in Melbourne ask me 'so where's Paddy today?'" Ross explains.

Paddy has been a mentor to many, with his years of experience and welcoming personality.

Having experienced the continuous growth that AKD has seen over the past 40 years, Paddy expresses his admiration towards the various leaders of the business over the past 40 years.

Seeing young co-workers progress through the ranks has also been a highlight for Paddy, "Seeing young folk move from working on the line to achieving management positions."

Some of Paddy's memorable times at AKD were the annual Christmas parties, "I used to enjoy the Christmas afternoon breakups as it was the only real chance I had to catch up with everyone, and I loved the occasional crayfish!"

Paddy, from everyone at AKD Softwoods, thank-you for your commitment and loyalty and congratulations on achieving such an amazing milestone!

You have been a fantastic role model for many , and created a fantastic ongoing relationship with our customers and for this, we are truly grateful.



**PADDYS FIRST VOLVO WITH HIS SON JASON IN 1978**







# Health



## REMINDER: Safety Glasses Site Wide

On June 1<sup>st</sup> 2014 AKD Softwood's site wide policy on Protective Safety Glasses came into effect.

In the past 12 months there has been 14 injuries involving the eye or surrounding areas. Many of

which could have been much worse if eye protection had not been worn. Some were just lucky escapes.

We only get two eyes and they don't grow back!!

We appreciate that at times wearing glasses can be uncomfortable and annoying, but believe that the protection of our eyes far out weighs the inconvenience.

All employees, contractors, customers and visitors on AKD sites must wear protective safety glasses. Signs, policies and procedures will be updated in alignment with this.

Please remember to remind visitors or co-workers if they have forgotten to put their safety glasses on.

If anyone is unsure of what is expected of them, or have any queries, please contact your Supervisor or Manager.

This policy has been implemented for the ongoing safety of all.

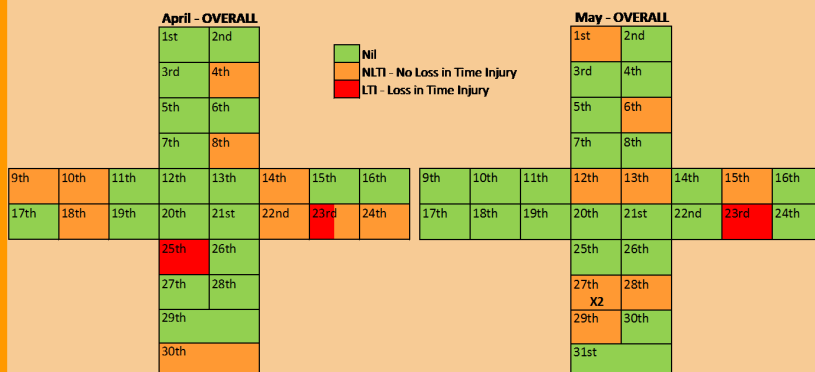
**David McGinness—Risk Manager**

## Safety Cross

Whilst there is a positive trend, people are still being injured. We must treat all injuries as being preventable and take necessary actions to avoid repetition with the ultimate aim of zero injuries.

**APRIL:** There were two lost time injuries out of a total of 15. One was a consequence of a jammed finger the other was more serious involving a maintenance employee falling into the service pit.

The procedure around removing and replacing covers has been reviewed and barriers (pictured) made to surround the pit when in use.



## ONSITE PHYSIO

### Corio Bay Sports Treatment Clinic Celebrates its First Year at AKD

It is now a year since AKD took the proactive approach of providing on site physiotherapy for the early management of musculoskeletal injuries for their employees. In the first twelve months our physiotherapists, Mark Zampatti and Grant Brauer have consulted around 130 employees for 156 different conditions.

The early intervention has been most beneficial in preventing excessive exacerbation or worsening of an injury. Workers have been treated for both work related and non work related conditions. Part of our role has also been to engage with workers and supervisors and analyse the ergonomics in work areas that may be contributing to injury and assist in finding solutions to minimise risk.



Mark Zampatti



Grant Brauer

Over the past month we have also introduced manual handling inductions and education to help workers to lift safely and develop better awareness of how to use their bodies more efficiently. In these sessions we have also discussed the importance of core stability in the protection of the spine whilst lifting. As part of our service we are able to individually teach workers a core stability exercise program. Any employee who feels that they could be stronger or who has had a history of back pain can benefit from doing Core Exercises. To make an appointment for this or to have any other injury or niggle assessed and treated please speak to your supervisor and ask to be booked in for an appointment.

We look forward to continuing to assist workers to recover from injuries, stay healthy and go home safe every day.

# & Safety

## HOUSEKEEPING

***Housekeeping is critical to our very existence as a growing company.***

The cleanliness and organisation of our workplace relates directly to our productivity and safety, in other words, the cleaner and more organised the workplace is, the safer and more profitable the company is. Below are a couple of examples of poor housekeeping. Broken timber left in walkways, old bolts and coke cans left on perkins all have the potential to contaminate product, especially wood chip, and cause trip and fall injuries.



Pile of debris. Swept but not disposed of.

### **Finish The Job**

On many occasions we find the time to push the mess into a pile but fail to finish the job, we need to take the extra time.

### **Put It Where It Belongs**

Shadow boards are an excellent way of creating a home for tools we need but they must be kept full, nothing looks worse than an empty shadow board.



Irrewarra Shadow Board

### **Graffiti is just a form of vandalism**

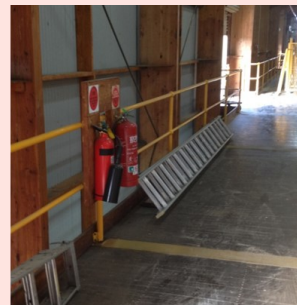
It is absolutely prohibited for anyone to paint or write comments on any company property. If a sign needs to go up then get a professional one done, don't spray a message on a wall!



Graffiti

### **A Place For Everything and Everything In Its' Place**

These are examples of organisation versus just leaving things laying around.



It is everyone responsibility to keep the Site clean, organised and safe. We should never walk past a mess without doing something about it.

**Today's mess is tomorrow's injury!**

*John Browne—Green Mill Operations Manager*



## Milestones

Congratulations to the following staff on reaching a milestone this June – July 2014

5 Years—Frank Van Dijk (15/06/2009)

Melissa Stevens (11/06/2009)

20 Years—John Westlake (29/06/1994)

Simon Scott (20/06/1994)

40 Years—Patrick Melville (11/07/1974)

**Thank-You!**



With the end of financial year fast approaching, it is important that we have the correct postal addresses for all our employees so as to ensure everyone receives their Payment Summary for tax purposes on time.

If you have changed address please contact payroll with your new details. Or fill out and return the form you received in your payslip.



## CEO'S CORNER

We are now only 6 months till Xmas, it's hard to believe we are already halfway there, as always there is a lot happening and AKD continues to march forward. From the 1<sup>st</sup> of June we have started with the compulsory need to wear Safety Glasses onsite at all times, I must admit to walking out of my office a few times having forgotten them, or conveniently placing them on my forehead and finding them frustrating to wear. I just have to be honest about it. But.....**and this is important**, we simply do not want anyone to have their eyesight damaged because they thought it was inconvenient or annoying to wear safety glasses. You only get two eyeballs and they don't grow back. I think this is the right thing for us to do, and I ask that you get in behind this positive change.

Later this year I turn 40 (it only feels like last year I turned 30), that means Paddy started at AKD before I was even born. Paddy you are an amazing man, and AKD is incredibly lucky and fortunate to have a employee of your character and standing to have worked for AKD for the past 40 years. AKD customers and all the AKD past and present employees that have had the joy of working alongside Paddy are always complimentary about you. You are a real gentlemen, and I would simply like to say "Thank you for your service and dedication, we look forward to continuing to work with you".

Congrats to the Colac Sawmill team with the recent uplift in productivity from the work completed on the Stacker, this has been a "whole of team" effort. Firstly I would like to acknowledge the efforts and dedication of all of those who have worked in this area over the past 18 months when at times it has been very frustrating, ie Freddie, Xavier Serle and David Anderson. I would also like to acknowledge the reprogramming that Brady has completed, which has enabled the Stacker to perform at a higher run rate, reducing the frustration and increasing the throughput. Over the Queens Birthday weekend, we are installing new PLC programs and operating systems for the Colac Sawmill Sorter System (Wintally, Mymill and Auto Bindump) which completes the Bioluma project started in August 2013, the successful delivery of these projects and the people at AKD is what is driving AKD forward.

As always stay safe, and if you have any concerns whether you have been at AKD a short time or a long time, my door is open to you.