



Jul 2015

Oct 2015
Edition 10

THE SPLINTER

EMPLOYEE



Celebrating
20
years



ASHLEY BRITTON

Congratulations and thank-you to Ashley Britton on his 20 years service at AKD Softwoods.

Ash started at AKD in 1995 as a wood machinist in the old Drymill on the afternoon shift. In

1999 the Drymill moved to its current location where Ashley took on learning the new coastal planer. In 2005 Ashley moved to the Weinig.

Ash has dedicated a lot of his weekends to maintaining both the Coastal and Weinig to an exceptionally high standard. Ashley has most recently taken on the role of Wood Machinist Team Leader which has allowed to oversee all moulding operations onsite including EWP.

Ash has a few nick names that he is known by in the Drymill but none of which we can write in here! Outside of work, you may see Ash dressed up in his black leathers riding his Harley, but not many would know that when he gets home, he cuddles up on the couch with his little Pug dog named Nahla.

We would like to say thank you Ashley for your commitment, honest and direct opinions, dedication, hard work and long service to AKD Softwoods. 20 years is a great achievement. Well done!

- Cameron Percy,
Drymill Day Supervisor



BOB NEWTON

A rare service milestone has been reached by Bob Newton, 30 years of service to AKD Softwoods.

Bob first started working in the Drymill on the 2nd of September 1985. where he worked for the 2 years on the line before moving into the Grinding Room for the next 2 years. He then operated the Moulder and Docker for 3 years before moving to the Kilns.

Bob started in the Kilns in 1992 back when there were only 2 Kilns to look after and work was a bit more relaxed than it is now. Bob has worked with many people over the 30 years and is now partnered up with Pahulu Maea, who told me that he enjoys working with Bob (he did say he has the ability to put up with anyone though!).

I asked Bob "Why so long in the Kilns and has he ever considered working elsewhere?" His answer reflects Bob's attitude and attributes..... he stays in the Kilns because "it gives him the freedom to work at his own pace, in his own style—Tell me what you want dried and then get out of the way and let me dry it", this sums Bob up perfectly.

We would also like to thank Bob's wife Sharyn and kids Rylie and Amy for their service to AKD as well. Bob has practically worked every second weekend now for 23 years and this cannot be achieved without an understanding family.

When asked about his hobbies, Bob stated that he "enjoys riding his GSX 750, Camping and 4WD'ing, oh, and drying timber of course". When asked about his fondest memories of AKD and replied "yesterday's clock off".... Although I am sure he was only joking!

On a personal level, I have enjoyed working with Bob over the short period we have worked together. Bob calls a spade a shovel and you don't have to guess what he is thinking, which is a great attribute. You can always be assured that Bob's dedication and loyalty lies with AKD and particularly his fellow crew members.

On behalf of all at AKD Softwoods, **thank you Bob** and we look forward to you drying timber for AKD for another 30 years!

- John Browne,
Operations Manager



SNAPSHOT

HEALTH & SAFETY



Number of Trained Health & Safety Reps at AKD Softwoods

16

FORESTRY



Over 30% of the logs we process, end up as wood chips

SIZE OF SITE



It would take 33 MCG's to match AKD's industrial land size

(Colac = 16.2, Irr = 6.16, PPP = 10.6)

APPRENTICES



No. of Apprentices employed at AKD

16

LOG TRUCKS



Avg No. of trucks delivering Logs per day

40

(COLAC—32, IRR—8)

PURCHASING



Number of Riggers Gloves used at AKD in August 2015

238 pairs

www.akd.com.au

WE HAVE LIFT OFF!
New website launched...



AKD has a new modern website. The new website projects a professional image for AKD, and will aid in our recruitment efforts, as well as providing information to our customers. It also provides a platform for us to publish news ranging from major company projects to community involvement.

It displays differently when viewed from a computer, tablet or mobile phone and is optimized for ease of use in all devices.

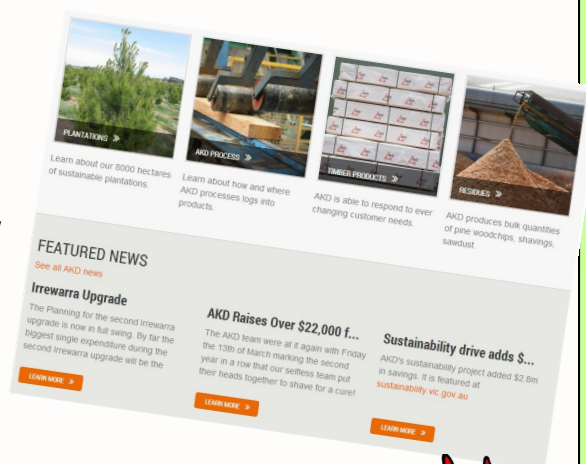
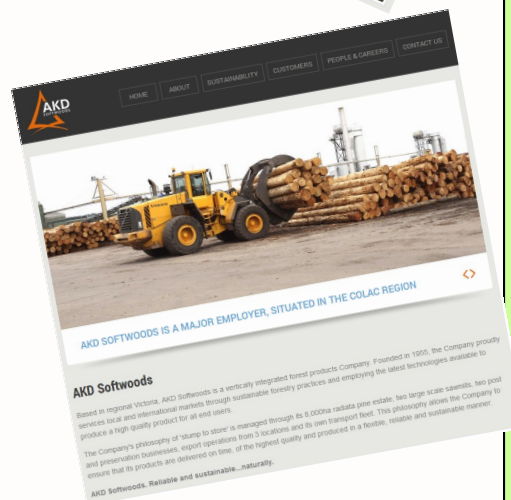
This new website is in its infancy and will evolve over time as content and features are added and the design is improved.

We have attracted approx 1400 unique visitors to the website within the first month, and over a third of these have viewed our employment opportunities section. Potential employees are coming to interviews armed with more information about AKD and a better understanding of what we do.

The website was developed in-house. However, the most difficult part of launching a website is developing and agreeing on content and sourcing images. In this regard **Clark Rodger** and **Rachelle Neale** were fantastic, and valuable input also came from **Luke Vesey**, **Shane Vicary** and the whole **Sales team**.

Thanks to all involved.

- James Kruss - IT Manager



Q: What is the resemblance between a green apple and a red apple?

A: They're both red except for the green one.



Irrewarra

[IT'S TIME TO
UPGRADE!]

Irrewarra is a hive of activity at the moment with having just successfully completed a week long shut in early September. This shut down was for the installation of the Stacker Fillet Placer, Bioluma Scanner, Edger rebuild, re-entry deck to Twins, new Headrig Outfeed, Conveyors and vast amounts of routine/preventative maintenance.

During the September shut we also lifted in the new EWD Combination Gangsaw which recently arrived from Germany. With the amount of employees & contractors (over 60 in total) working in the one place, at one time, it was great to see NO injuries or accidents and barely a word spoken in anger (unusual for a shut including a large number of people).

The Combination Gangsaw is a fantastic new addition to our Irrewarra machine centers with the mill being able to cut the centre cant up into desired sized boards in one pass (compared to multiple passes with the existing Headrig/Twins configuration).

The EWD Combination Gangsaw consists of a Chipper canter with 2 spiral knife heads, a Profiling unit with 4 profiling heads and a Combination Edger/Gang with 6 adjustable saws and set banks of cluster saws. The Gangsaw system will saw 2-sided cants coming from the headrig (as well as edging/ripping wing boards off the headrig if required). The 2-sided cants are scanned with a linear 3D scanner on the recently installed conveyor system which feeds boards to the EWD Gangsaw and can still also feed wing boards to the right hand side of the existing Vislander edger. This creates a lot of flexibility as well as improving productivity.

EWD Automation aspects

- Fully automatic process, Gangsaw material flow is monitored by the headrig/edger operator, not a designated Gangsaw operator;
- The thinnest boards which can be sawn in the Gangsaw are down to 18 mm thick, this creates greater flexibility for AKD.

EWD Optimization aspects

- True shape scanning of the two-sided cants from the headrig for the sawing and profiling solution with 4 DiScan heads. This continues the automation and optimisation focus, improving recovery.

We are also in the process of installing an Erjo chipper, 2nd Waste Conveyor and Shaker Screen to handle the increased waste output produced by the upgrades.

The current upgrades will push the Irrewarra sawmill up into the range of 200,000 m³ and beyond for the year. This equates to a 40% lift in productivity and will mean a sustainable production scale at Irrewarra. Although we are not at this target rate yet we are working together to commission and improve the equipment to reach our target output goals which should eventually be closer 300,000m³ per annum.

With the collective drive and dedication from the Irrewarra team, I'm confident these results will be reached.

With all the anticipation at Irrewarra, it is exciting times ahead—not just at this site but for AKD as a whole.

- Justin Hickey,
Irrewarra Maintenance Supervisor



BEFORE
new twins re-entry before work started



AFTER
new twins re-entry once completed



Looking along walkway of the infeed table of the Gangsaw.



Mill floor removed for install of Gangsaw substeel

Hi Everyone, my name is Kevin (Robbo).

I have been working for AKD for 5 months now in the Irrewarra Sawmill. I didn't really have a great start to my employment..... Firstly I had a little mishap where I cut my finger whilst working on the chain and sprockets, then I got the flu, so I had to have time off.

I was a little worried considering I hadn't been with the company long, but I was soon put at ease with the fantastic support I have received, especially after my on-site accident. I would like to take this opportunity to thank firstly AKD as a company and its process of looking after their injured employees—great Health & Safety Team, thank you!

Also, a big thank you to Jon Warton for his home visits and support through my illness - it was greatly appreciated. Finally to Brownie (John Browne), I think the concrete has finally set (ha ha!)

Thanks again for all involved.

- Robbo,
Greenmill Irrewarra Employee

Soon after Kevin started working with AKD Softwoods in early April this year, Kevin had a minor incident which involved cutting the top of his finger. Once the wound was healed enough to return to work, Robbo then fell ill with the flu. Only being here for a short time (and still in his probation period), Robbo was worried he wouldn't have a job to return to. Robbo contacted the Splinter team with the above letter and asked if we could include it in our Newsletter.

It is wonderful to see Robbo, and his smiling face, back at work at the Irrewarra Mill.



GUESS WHO?



Can you see anyone familiar in this picture??

(See back page for answer)

MOVEMBER

The hairiest month of the year is almost here.

SIGN UP NOW

<https://au.movember.com/register>



WORKPLACE DIVERSITY PROGRAM @ PORTLAND PINE PRODUCTS

Earlier this year, I was lucky enough to have been given two opportunities to work at Portland Pine. The first occasion was for seven weeks and the second was for a month with Clark Rodger, the HR Manager.

I quite enjoyed my time down there being involved in a completely different side of the business and the process of post peeling. It was good working alongside the PPP Team, from the Site Manager to the work shop pussy cat.

I gained extensive knowledge on the production process from the Site Manager, Peter Herde and Phil Nickless, the Team Leader. I also enjoyed working alongside the maintenance crew; Dave and Wes, and hopefully together we made a few good changes.... Especially to peeler 1.

All in all, I was thankful for the opportunity to diversify my skills and really enjoyed the experience and the company of the Portland Pine crew.

- Dan Delahunty,
Maintenance Shift Supervisor



[IT'S TIME TO UPGRADE!] Drymill Upgrade

July & August have been busy months for the Colac Drymill, with quite a number of changes made throughout these months.

In July, the Wrap and Strap Line went through a major upgrade. To start with, the stacker hoist was sped up considerably which eliminates a few seconds on every lift; it doesn't sound like much but when you're producing record amounts of timber, every second counts!

Secondly, the re-entry deck was moved to a position before the wrapping area, which allows us to now remove packs from the line without interrupting the people wrapping the packs. Not only does this save time, it also greatly reduces the risk of an employee/mobile plant incident.

The Coastal tilt hoist was also sped up shaving those costly seconds off of every lift! All of this was completed with the help of our own Maintenance Fitters/Fabricators and Electricians who have done a brilliant job in helping this plan come to fruition. Last but not least, the old pack skewing strapper outfeed chains were removed and replaced with a much more efficient set of rollers that you can fit twice the amount of packs on. With these new upgrades, we will continue to see improvements in production and safety, and keep in line with AKD's Continuous Improvement Initiative.

During August, the Drymill also acquired a new Weinig Rondamat 980 Automatic Knife Grinder to service the Coastal planer heads. This machine was purchased to replace the "Old Western Pneumatics" grinder which after great service came to a "grinding halt".

The old grinder was only ever capable of sharpening the Coastal Side heads so the Top & Bottom heads had to have the knives taken out and sharpened on a manual grinder and fitted back into the head. This was a very lengthy and manually demanding process.

After some lengthy research by our Head machinist Ashley Britton, it was decided that the Weinig Rondamat 980 was the best fit for our needs. The Rondamat 980 is capable of grinding our side, top and bottom heads with a finish that is second to none. Ashley commented *"with the added tool life and superior board finish, we should have done this 15 years ago"*. The machine was installed and commissioned in mid August.

A big THANK YOU to all of the staff working with the new equipment and helping to iron out all the bugs that are inevitable when new equipment is installed. Thank you also to Maintenance and Electrical staff for their assistance with the set up and installation of this equipment.

A proud moment for AKD to be able to perform these upgrades internally. Good job to all involved!

Sean Richardson,
Drymill Afternoon Shift Supervisor
And

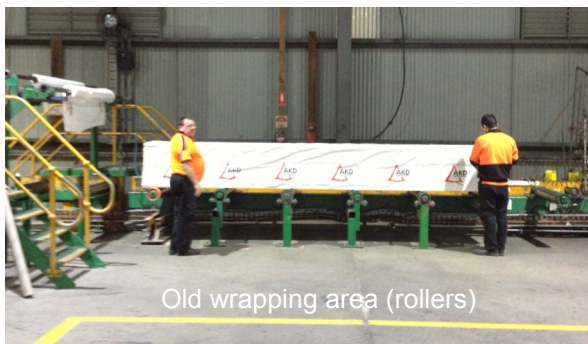
Steve Baudinette,
Production Manager
—Further Processing



New stacker outfeed rollers



Old wrapping line



Old wrapping area (rollers)



New Drymill outfeed line



New 'Weinig' knife grinder





Contamination FREE ZONE

Every year, AKD Softwoods exports a significant volume of woodchips through the SPE (*Softwood Plantation Exporters*) joint venture into south-east Asia for the purposes of paper and cardboard production, with an average of 6 large vessels carrying approximately 50,000 tonnes of woodchips leaving Geelong port every year.

These woodchips, although considered a 'production residue' are a necessary piece to AKD's commercial existence. SPE (and consequently, AKD) are highly sought after for their woodchips, particularly in the Japanese market, and as such it is imperative that our woodchips remain contaminant free. Given the highly refined nature of paper and cardboard production, any non-organic contaminant (even something as small as a 50c piece) can have the consequence of a multi-million dollar woodchip vessel being rejected and sent back to Geelong at AKD's cost (not to mention the loss of woodchip revenues and SPE's quality reputation around the globe!).

After a real contamination issue occurred earlier this year as a result of poor housekeeping during maintenance, it was decided to send the AKD Maintenance Team to SPE to highlight the ramifications of chip contamination.

The first team was made up primarily of the employees who were involved in the incident and looked over the quarantined chip pad to see if they could find any further contamination. It was quite evident that the task was literally like searching for a needle in a hay stack.

The subsequent 3 tours were conducted in a more positive environment with the emphasis on prevention, end customer requirements and ramifications of product contamination.

The AKD groups consisted of mainly fitters and cleaners as well as a supervisor. It was evident that because of the SPE tour, the team gained a much better understanding of the issues associated with chip contamination, and since then we have seen a massive change in the way we do things on site. Well done to all crews involved!

I'd like to take the opportunity to thank David McGinness for introducing and coordinating communications to SPE & big thank you to John DeLorenzo for his time and assistance.

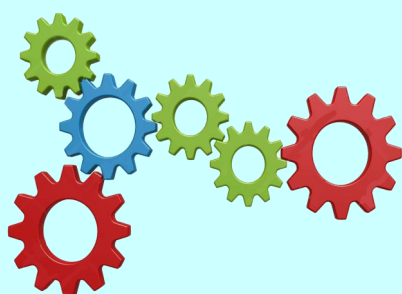
- Paul Muscat, *Maintenance Manager*



Storage shed at SPE shows the scale of the operation making it hard to find foreign matter if it gets to this stage



Maintenance employees from Colac visiting SPE. They now understand the importance of housekeeping when working on equipment



ECC

Enterprise Consultative Committee is Coming

We have been talking about an Enterprise Consultative Committee (ECC) for some time and it is now about to be introduced.

The ECC provides the mechanism for consultation and resolution of issues that affect the workplace. The ECC is made up of equal numbers of Employee and Management representatives. Employee representatives will be elected and Management representatives appointed.

It has been agreed that the first task for the ECC will be a review of attendance so as to understand reasons for absenteeism. From there, the committee will agree any necessary actions to make improvements.



5 Yrs at Portland Pine Products

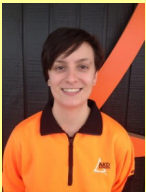
This month PPP celebrate 5 years since Peter Herde joined the company as Site Manager. Peter has had over 30 years of experience in management roles within the timber industry, now spanning three states. His past experience includes supply chain, marketing, manufacturing, and operations. Under Peter's management, Portland Pine has streamlined its stock holding and doubled site output while maintaining a stable level of onsite employment. Peter's dedication to the job sees him travel 180km daily between Heywood and Mt Gambier. This, of course, has led to some very close encounters with the local wildlife!

WELCOME TO THE TEAM

AKD welcomed these new employees in July —Oct, and encourages everyone to make them feel welcome and work together to keep them safe.



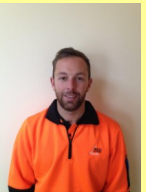
Bernie Marshall
DIS



Sophie Ross
DIS



Ralph Hansen
DIS



Sam Walker
GMI



Scott Haslem
DMC



Paul Gent



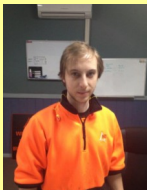
Matt Backwell



Jarrod Gardiner



Craig Campbell



Adrian Ohwalder



Nick Campbell
GMI



Terry McMullen
SAW



Rodney Conway
DIS



Mark Stretch
Forester



Jordon Brown
IRR



Michael Causon
DIS



Ben Holmes
GMC



Chris Turner
Mech. Draftsperson



Jordon Brown
CLE

Milestones

Congratulations to the following staff on reaching a milestone this Aug-Oct 2015

Robert Newton	KIL	30yrs	2/09/1985
Ashley Britton	DMC	20yrs	28/08/1995
Ross Maw	TRU	15yrs	13/07/2000
Adam Griffiths	DMC	15yrs	7/08/2000
Justin La Franchi	DMC	15yrs	28/08/2000
Paul Corkill	ADM	5yrs	23/08/2010
Peter Herde	PPP	5yrs	20/09/2010
Helena Javni	DMC	5yrs	22/10/15

Q: What is red and smells like blue paint?

A: Red paint.



FÜN FACTS

Lady Gaga once brought \$1000 worth of pizza for fans waiting in line for her.

In the next 30 seconds, you will, on average, produce 72 million red blood cells, shed 174,000 skin cells, and have 25 thoughts.

Like fingerprints, everyone's tongue print is different.

You cant wash your eyes with soap

You can't count your hair

You are born with 300 bones, by the time you are an adult you will have 206.

A pumpkin is not a vegetable, its a fruit! In fact, its a berry.

Tug of war was an Olympic sport between 1900 & 1920

CONTINUOUS IMPROVEMENT PROGRAM

Continuous Improvement is not just about the continuous improvement of our **Plant & Processes**, but most importantly the Continuous Improvement of our **People**. A large amount of emphasis is put on continually developing our people and providing great opportunities to upskill and improve both personally and professionally.

Over the past 12 months, there has been a lot of onsite training being undertaken to ensure employees are provided with the appropriate skills to safely and effectively perform their role.

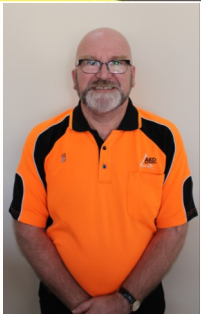
Ongoing training continues today throughout the mills focusing on Standard Operating Procedures (SOPs). Many of these SOP's are newly created, which has been a massive achievement by Luke McCarthy, Gillian Finnigan and the Health and Wellbeing Team. We appreciate the time and cooperation of all Managers, Supervisors and Employees throughout the process.

We continue to receive great feedback on the rollout of the SOPs and in with regards to the Continuous Improvement Program Training, conducted by Skillup. With over 120 employees involved this year, we look forward to seeing some positive gains from the skills learnt.

AKD continues to engage many external parties to provide training that ensures our employees are appropriately licensed. Over the past 3 months this has included: First Aid, Chainsaw (*pictured right*), Health & Safety Representatives (HSR), Working at Heights and Fire Extinguisher.

*"What if we train them and they leave?"
"What if we don't... and they stay?"*

Training is an ongoing mission of AKD, and one that is well worth it. The future success of AKD Softwoods is determined by the employees engaged



DAVID MCGINNESS

Graduate Diploma of Applied Corporate Governance

Over the past 7 years I have been studying on a part time basis a Graduate Diploma of Applied Corporate Governance, which was completed in July this year.

The course is run by the Governance Institute of Australia and provides comprehensive knowledge and practical skills in good governance. Units covered include, Risk Management, Applied Corporate Law and Corporate Accountability.

I started the course to keep up-to-date with governance and risk management issues which are central to my role as CRO and Company Secretary. I found the key benefit from the study was finding tools or information that can be applied immediately to improve day to day activities and sharing experience with people doing similar roles.

The one key point that has stuck with me is that risk is defined as the impact of uncertainty on our objectives therefore if we control risk we can achieve our objectives. This applies to all aspects of life.

Recently Clark Rodger and Craig Conway completed a Certificate IV in Work Health and Safety. The course involved face to face learning and offsite assignments. Clark and Craig completed the Cert IV to enhance their existing knowledge of WHS issues and to give them new techniques, tools and processes to deal with issues when they arise.

This follows on from John Browne, Carl Angus, Steve Baudinette (*pictured right*) and Gary Morrissey who also completed a Cert IV in WHS earlier this year.

Work Health and Safety is a key issue for the company and we are happy to train staff so that we can improve our performance and better manage issues if and when they arise.

Congratulations to all for their achievements.

— David McGinness, *Chief Risk Officer*





JO FOSTER

Graduate Diploma of Forest Science and Management

Jo Foster has recently completed her Graduate Diploma of Forest Science and Management, and has been promoted to Resources Forester.

Jo has worked in the Forestry department for many years in various roles but five years ago decided it was time to take the next step and obtain formal qualifications to advance her career in her field of interest.

Jo completed her studies on a part-time basis with Southern Cross University while juggling work and family commitments! Her studies included a wide range of Forestry subjects including Wood Science, Soil Science, Plantation and Native Forest Silviculture, Fire Ecology, Tree Measurement and Forest Health. These subjects have given Jo a comprehensive understanding of the principles of Sustainable Resource Management, which is critical in today's Forestry Industry.

The residentials were held in Mount Gambier, SA and Lismore in Northern NSW depending on the subject, and involved both field and laboratory work. Activities included studying a variety of forest operations, soil profiling, wood density testing, hardwood and softwood forest management planning, forest growth and sustainability, fire management and forest health of both softwood and hardwood species.

It is a testament to Jo's dedication and determination to have not only achieved this significant goal, but to do so with mostly Distinctions and High Distinctions.

AKD was able to support Jo through the course by providing her with study leave to enable her to meet the on-going demands of the course and further support was provided through assistance with costs of course fees and of the residential. The blend of University study and on the job training has been of great benefit to Jo and to AKD. This has enabled a valued member of the Forestry team to develop her career and expand the expertise within the company's Resource Management area.

- Neil Harris, *Resources Manager*

JESSE VAN WOLLINGEN & JAMES KRUSS

Studying Business Intelligence

Our production and financial data is becoming increasingly important for understanding our business performance and assisting in our decision making.

Jesse Van Wollingen and James Kruss have been undertaking training to learn more about how we can use our Microsoft software packages (mainly SQL Server and Excel) to enable AKD to take the next steps in improving our data management across the business.



Work will mainly be behind the scenes for a period of time, but keep your eyes open for changes to our reporting processes early in 2016!

JO FLETCHER

Diploma in Management

Jo has worked in the Finance department for over 10 years and decided to undertake further studies to extend her level of knowledge and professional competence while obtaining Continuous Professional Education (CPE) hours for her Institute of Public Accountants (IPA) membership.

Jo's attainment of the Diploma in Management complements her Bachelor of Accounting degree obtained from Deakin University, Waurin Ponds Campus.

This course helped to develop the knowledge and skills in people management by learning how to manage the work of others and to add value to and review management practices. The course structure included face to face workshops and challenging relevant assignments.

Jo completed her studies on a part-time basis with Vecci, while juggling work and family commitments, in which AKD and Jo takes great pride in achieving this significant goal.





Health & S with Toni

So I have been here for over 3 months now and what an exciting and busy 3 months it has been!!

I have had an opportunity to get an understanding of the business as a whole, meet some great people and most importantly identify how we can continue to improve safety.

Safety is about continual improvement, so we will never get to a specific date where we can say the job is done. In addition, I cannot do this on my own, I need your help! So please, get involved - let your Supervisor/Manager know if there are areas for improvement - identify hazards as you see them & let's **work together to make AKD an even safer workplace.**



RiskAssist: this is a newly developed database system that has been developed internally and implemented within the business to help us better manage, report, analyse, action and track our OHS Risks & Hazards.

As part of the RiskAssist system, I have introduced new Incident Definitions into the business. This helps us to break down the types of incidents that are occurring in more detail which allows us to analyse and identify trends.

Incidents are now determined upon the level of severity:

Level 1-

Near Misses

First aid

Property Damage (minor)

Level 2-

Restricted Work Injuries

Medical Treatment Injuries

Property Damage (moderate)

Level 3-

Lost Time Injuries

Property Damage (major)

Like any new system, there are improvements that will continue to be made and we are still in the process of developing the system further.

I would like to thank Stephen Pefanis from the IT Department for all of the hard work he has put into getting the system built.

MONTHLY FOCUS AREAS

Each month we will be identifying & implementing Monthly OHS Focus Areas. This is a great way to get our teams involved whilst improving safety.

For example, September was focused on **'Housekeeping'**.

There have been some great improvements identified:

- Modifications made to access areas, therefore making the task of cleaning easier & safer to complete.
- Improving storage areas, which assists in making areas more orderly and items more accessible.
- General housekeeping action plans developed (eg. items not placed near walkways) so removing the potential for slips & trips.

Please get involved, if you have a suggestion on improving areas in relation to the Monthly Focus, we want to know about it!



safety

TRY THIS WITH YOUR FAMILY....

Acccdrnig to a rscheearch at Cmabrigde Uinervtisy, it deosn't mttair in waht oredr the ltteers in a wrod are, the olny iprmoetnt tihng is taht the frist and lsat ltteer be at the rghit pclae. The rset can be a toatl mses and you can sitll raed it wouthit porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe.

You probably didn't have much trouble reading that. It probably took you back at first, but then you were able to zip right through it and understand the content. This is an example of how complacency works with our mind. In reading paragraphs it's not a huge issue . . . **however when it comes to safety, complacency is a real concern.**

Whether we are operating machinery, mobile plant, power tools or even walking from one area to another, WE MUST REMAIN FOCUSED ON THE TASK AT HAND.

Now I know some of you will cringe when I say this, but Christmas is rapidly approaching (don't worry, I'm not going to say how many weeks away!). This is a very special and exciting time for most people, although this is a time that I become concerned. This is because statistics show that the months & weeks leading up to a holiday period is when incidents tend to spike in the workplace.

People become complacent, some may be showing signs of fatigue from the big year and our minds may not be on the task at hand as we are thinking about what we need to be preparing for that family Christmas lunch, or for the big trip that you are planning to take. Over the previous months there has been many incidents reported across the AKD business (both injuries & property damage) - with the above in mind, I ask the question....**are we becoming complacent???**

**REMEMBER - WE
NEED TO KEEP
FOCUSED SO WE CAN
ENJOY THOSE THINGS
WE LOVE IN LIFE!**



NOW OPEN
Bluewater

**DID YOU KNOW
as a AKD employee
you are entitled to
a corporate discount?**

CORPORATE DISCOUNT:-

NO JOINING FEE - if you sign up to fortnightly direct debit payments.



Colac Otway
SHIRE

Lastly, I would like to take this opportunity to thank everyone for their support & for welcoming me to the AKD team. I look forward to working with you all and achieving positive outcomes!

Stay safe - TK

CEO

CORNER



with Shane Vicary



Hi Guys,

As always, there is a lot going on at AKD. As I write this, we just won the “*Employer of Choice*” award at the Colac Otway Business Annual Awards. We then went one step further and won the overall “*Business Excellence Award*”. This is fantastic, and recognises all the work you have put in. In the past 12 months, we have also been nominated for two other awards; “*Business Recovery*” following our kiln fire, and “*Risk Management Advancer*”. Both of these awards are national wide and assessed by the Insurance Industry. We should take great pride in being recognised by others!

But to state the obvious, we don't do it for the awards or recognition, we do it because it's our job, and as I have said many times we have “**to be internationally competitive and continuously improving**”.

With continuous improvement on your mind, how many good ideas have you got for AKD but haven't had a chance to tell anyone? We know as a company that we need to get the good ideas out of everyone, but how do we do this? We want to know what you think—your ideas could improve Health & Safety, Rosters, Productivity, Ergonomics, Grade Yield.....even ideas to make work more enjoyable! If you have an idea, bring it up! Speak to your Supervisor, speak to your Manager, speak up at toolbox meetings or come and see me.

Recently we have had a real push on housekeeping—with the sites noticeably improving over September. Remember this is a “**journey, not a destination**”, but I know a “tidy site” is great for morale and safety, and the “standard you walk past is the standard YOU SET”. So it's on all of us to constantly improve; from the entrances to the car parks, right through operational areas to smoko rooms and toilets. What have you done recently to improve our housekeeping? We want to pick up the rubbish, we need to put equipment, bearers and packaging etc. in the right place, we need to ensure we eliminate the trip hazards.

It is great to see Portland Pine convert to the orange and black uniform (see pic below right). They are much better quality clothing than they previously had and they look fantastic! I do hope that it is more comfortable for the PPP team.

Finally I would like to finish by acknowledging the contribution of Luke Vesey and saying a fond farewell. Luke was our Chief Financial Officer (CFO) and finished with AKD on the 23rd of October. Many of you may not have met Luke, as he operated in the background of our business (head office), but his contribution over the past 2-3yrs has been huge! I think there is no better compliment to offer than that “AKD is a better company because of his contribution”. He has developed a very strong finance team, he has set up systems and processes that have improved our business, and he was the inaugural “Splinter” editor.

Luke, we wish you and your family all the best for the future.



Luke Vesey & Family
(Nicole, Ted & Paddy)
pictured left at his
farewell afternoon tea.

One more splinter to go before Christmas!
Be good. Be Safe.



The Cambio and Peeler crews rockin' the new uniform

GUESS WHO ANSWER??
Marty Whytcross

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