

# THE SPL<sup>NT</sup>ER

AUG 18—OCT 18  
EDITION 24

AKD EMPLOYEE NEWSLETTER



## 2018 LUMBER LEGENDS

*AKD Softwoods inducts  
32 new members into its'  
exclusive club*

## BIRREGURRA FESTIVAL

*Sharing AKDs image with  
the wider community.*

## SERVICE RECOGNITION

*Employees celebrating  
25 years of service*



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# CONGRATULATIONS TO JO FOSTER

HARVESTING MANAGER | FORESTER LIVING & WORKING ON FOREST ST



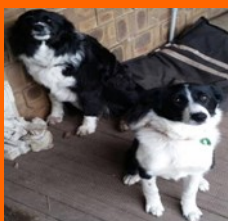
## OBJECTIVE

Describe Jo – aka not Joanne (unless in trouble), not Josephine, not Mister Jo, not Bellatrix

## SKILLS



- Can stare down a bull calf with the fence and other things falling down (ok, she wasn't just staring - f\*&^!!)
- never, ever, ever gets bogged in plantations.
- Knows location of every toilet and bakery you will ever need.
- But most of all, Rule #1 does not PANIC!



## "25 YEARS WITH AKD" EXPERIENCE

### POSTER GIRL AND EXPORT TRAVELLER AKD | NOT SO LONG AGO

Lesson learned: 1. Never question He Who Must Not Be Named on their choice of photo for newspaper, or said photo will end up on front screen of every AKD computer. 2. Never get locked in toilet in foreign country.

### STUDENT OF MENTOR | AKD | 25 YEARS

1. Never respond to email from Dumbledore with capital letter acronym. He knows it is a swear word. 2. It is known that the best forestry is always done in fair weather.



### GRAD DIP OF FOREST SCIENCE/MGMT | SCHOOL, EXTREME DEDICATION

Got up at 4am with twin toddlers to study degree. Takes someone with ridiculous awesomeness to do that. Commitment beyond wine o'clock.

### ON THE JOB | AKD | 25 YEARS

Began at Irrewarra in gatehouse (knocked down this year). Moved to Main Office for payroll, dockets, finance, etc. Only 10 loads a day back then. Progressed to Harvesting Manager who knows all. Trees, trucks, contracts, logyards, scanners, suppliers, silviculture, FSC, scheduling, weighbridges, roads, mapping, councils - all you need to do is ask, and she will answer. We are so lucky and grateful to have our Jo 12!!

## VOLUNTEER EXPERIENCE OR LEADERSHIP

Married to Fossy (aka Hagrid). Magical Mum to Jarrod, Bradley and Kiara (aka Ron, Harry and Hermione/Luna). Basketball, netball, motorbike, xbox and football coach; transport, canteen, scorer and sideline referee – where's that lollipop? Trucks, cows, chooks, horse, dogs, cat and pumpkin expert. Excellent hummingbird cake baker and coffee connoisseur. -Karen Johns, Forestry aka Trelawney)





## Ian Green celebrates 25 years at the Caboolture Site

Ian has worked at the Caboolture sawmill through 4 different business owners, and has seen many changes across the site over the years. Ian started working at the Sawmill as a 19 year old kid in 1993 by walking in off the street and asking the Drymill Manager at the time if he could work on the dry chain!

Since then Ian has worked a multitude of roles across the drymill including Wrapping, Strapping, Docking and Infeed's. He also spent a number of years in the sites now removed finger jointing operations.

When an opportunity came to work in the Kilns, Ian moved departments and worked Hogger and Forklift operations. Ian, in his time at the Kilns and Boilers, has completed his Advanced Boiler certification, and provides support to all the roles throughout the department. On a daily basis Ian works hard to keep our kilns fed with built Stacks, operating the 20 tonne forklift to makeup the correct pack requirements.

Outside of work, Ian enjoys the outdoors with his family and friends- camping, fishing, hiking and 4wheel driving around the region. He enjoys keeping fit, and as he describes it the older he gets the fitter he gets which is a big achievement! I would like to take this opportunity to congratulate Ian on his 25yrs of service, the effort he has put in over the years and the ideas he generates to help improve our workplace are truly commendable.

- James Price, *Caboolture Dry Process Manager*

## Congratulations Phil Creevey on reaching 25 yrs of service

Phil is a long time Drymill employee, starting his sawmilling career in 1993 after a friend helped him get a start at the Caboolture mill. Phil worked in his early days in Moulding and Docking operations, progressing then into the Drychain line. Over the years as the Drymill has changed, Phil has undertaken nearly every possible role in the department, including 2IC duties for several years. Phil enjoys his current role in the team as the outfeed forklift driver, and takes the opportunity whenever he can to help our younger crew members learn the sawmilling trade. With Phil's extensive knowledge he is a vital part in helping our newer team members to learn and develop.

Phil has a close family, and he enjoys spending time with his children helping them with their projects and aspirations. Phil is a Queenslander at heart, coming from Western Queensland, and his hobbies include trail riding with his horses and riding motobikes with his kids. In the past Phil has done endurance riding as a challenge. I would like to thank Phil for his input and commitment to the Drymill and Caboolture Facility over his 25years of hard work, he has helped shape who we are and how we do things, and we all look forward to working with him in the years to come.

- James Price, *Caboolture Dry Process Manager*







## Craig Henry (Chook) celebrates 25 Yrs at Colac

First things first, Craig is not known as Craig, he is known simply as Chook. In fact, he will tell you himself that only his mother called him Craig. Therefore, out of respect, for the rest of this article he will be referred to as Chook.

Chook started his career at AKD back on 30th August, 1993—back in the old VicTree days. First job was stacking timber on an old stacking rack, a manual version of the modern stacker. He then went on to be a fork operator performing all fork duties including dispatch work. After AKD took over ownership of Irrewarra he became the stacker operator, operating the then new stacker. Over some time he became one of the sawyers in the mill, operating the Headrig, Twins and Edger with another long serving employee Jon Warton.

Chook also filled the position of team leader for some time on the Irrewarra day shift until he became the main fork operator looking after the stacker outfeed. When asked, he sometimes fills in driving the shuttle truck between the Irrewarra and Colac sites.

Chook is an easy-going fella that enjoys the simple things in life. He enjoys hunting, shooting and fishing with his son Jack, and sitting around a fire enjoying a cold beverage with mates. If you ever see him, ask him to do the moon walk. He has only ever done it once and man I wish I had filmed it!

So why is he called Chook? Not even he knows...or does he and he just won't say??? Is it something weird he did with an egg???

Congratulations on 25 years at AKD Chook!

- Adam Howell, Irrewarra Site Manager



## Scott Steer marks 25yr milestone at Caboolture

In September 2018, Scott Steer, our Drymill Team Leader, will reach 25 years of service at the Caboolture Sawmill! At 18 years of age, Scott started working in the Drymill on afternoon shift. Originally destined for a career in the Navy, Scott soon found himself in charge of the Drychain operations at age 19 and has held leadership positions throughout the Planermill ever since.

Scott is a very passionate QLD and Broncos rugby league supporter, and one of his hobbies includes collecting XXXX memorabilia. Over the years Scott's personal collection has grown as he has searched through many Markets and OP shops for hidden gems. What has resulted is Scott's pride and joy, a very special man cave, in which many of the team at Caboolture come around regularly for a game of pool and BBQ. Scott also enjoys spending time with his family and partner Leanne, getting away on the weekends and exploring the local QLD area.

I would like to thank Scott for the many years he has shaped the Planermill into what it has become, investing his time and values into the teams over the years. 25 years is an astounding achievement, and many thanks for not only the commitment and effort, but the laughs along the way.

- James Price, Caboolture Dry Process Manager





# YARRAM SAWMILL

## SAFETY MEETING DAY

Yarram Sawmill held it's Monthly Safety Meeting on Friday 19th Oct. It is a chance to have all the site's shifts together at one time. We also get contractors that are on site at the time join in the meeting.

Topics raised at this meeting are in addition to the weekly tool box meeting and range in subjects such as changes to work process, SOPs and machinery. It includes new production runs, summary of monthly safety figures.

At this meeting a summary of the Mill Maintenance Shut was also given. In brief all work was completed safely within the mixed groups of site personnel and contractors.

A open forum is always conducted to allow for questions or general information to be raised.

The previous month's production and sales figures are also discussed. and at the meeting it was recognised the AKD Yarram Sawmill had achieved one of our best production and sales volume months on record for the site. As such there was a steak BBQ to celebrate the achievement.

- Graham Clarke, Yarram Health & Safety Co-ordinator







# Introducing Marina Milić

*Colac's Graduate Technical Officer*

I was born in a city called Užice in Western Serbia. Užice is located in a valley surrounded by a beautiful mountain range and the most breathtaking scenery. It is a major regional center in the area with a vibrant population of over 100,000 people. Užice is well known for its friendly people, tasty food and the famous rakija (a strong and hearty homemade spirit). The inventor Nikola Tesla built the world's second ever hydroelectric power plant along the Djetinja River in the heart of Užice in the year 1900.

Western Serbia is a hidden gem, full of beautiful national parks and landscapes, whilst remaining relatively untouched by tourism. Serbia has a rich culture and very eventful history. With a population of just 7 million people, the country boasts an incredible cuisine, tradition and hospitality.

My interest in the timber industry began when I was young, since my grandfather was a joiner. After finishing grammar school, I was granted entry to the most prestigious university in the country, Belgrade University where I studied a Bachelor of Wood Processing Engineering in the Faculty of Forestry. I enjoyed the challenge of completing 4 years of a wide range of subjects, from wood anatomy to technology of processing.

I first came to Australia as a visitor in 2014, and then immigrated at the end of 2016. I was employed at Colac as a graduate technical officer at AKD Softwoods in January this year, as part of the technical team. My role involves undertaking trials and drawing meaningful conclusions that can improve the parameters and the quality of the timber. I am finding that my role has allowed me to bridge my theoretical knowledge with the practical realities of processing and production. I appreciate the opportunity to experience a wide range of challenging situations that occur both in the office and in production.

The technical team is made up of very highly skilled and knowledgeable people who are always willing to share their experience and knowledge. I feel privileged to be a member of such an exciting and fast-moving company. It seems that there is always so much to learn which inspires my passion for the industry. I particularly like how approachable people are, not just in my team but across the entire business. Everyone is friendly, attentive and willing to assist me with any questions I have. I'm looking forward to developing myself further professionally at AKD Softwoods.

I have now settled in Geelong with my husband Aaron and our pet cat Moka, where we enjoy spending the weekends seeing the coast and countryside. We are looking forward to the summer time when we can go camping, fishing and I can finally learn to surf.

Živeli (Cheers), Marina Milić



*Užice- Panorama; River Djetinja*



*Užice- Hydro plant*



*Tara National Park; Uvac National Park*





## Birregurra Festival 2018

AKD Softwoods has long been a major sponsor of the Birregurra Festival. This year however, for the first time, AKD Softwoods manned a site at the Birregurra Festival on the 13th and 14th October 2018, with the aim to share the AKD image and culture with the wider community. We also wanted to raise the AKD profile so that the many employment opportunities and career choices are understood.

Our stall had hands on activities for children (and adults) included potting up a pine tree with your own AKD safety vest and playing Jenga with AKD timber offcuts. This interaction with the community was fantastic and very rewarding, with a lot of positive feedback.

The raffle of two cape cod timber chairs and cubby house (made from AKD timber, with thanks to Terry Whelan—local builder), the toy display from Ron also made from AKD timber off-cuts, and Rob Blast the chainsaw sculptor, also added to the excitement and drew the community towards the display. The winners of the raffle are listed on the AKD Facebook page with the winner of the cubby house extremely excited with her daughter's birthday coming up in December.

With cancer touching so many of us at AKD Softwoods, the proceeds from the raffle were donated to Colac Area Health to assist with funding for the volunteer drivers program. This program assists cancer patients by providing vehicles and volunteer drivers to attend regular appointments in Geelong and Melbourne. The amount raised from the raffle was \$1,681.60 so well done to everyone who contributed. Colac Area Health are looking to purchase more vehicles for this program therefore any further donations would be welcomed should anyone wish to contribute.

The volunteers did a great job, especially the children, and a lot of work was done behind the scenes to organise the event. Well done to all involved and we look forward to seeing you all next year at the Birregurra Festival.

- Jo Foster, *Harvesting Manager*









# AKD Lumber Legends

The year was 1998. The last episode of *Seinfeld* aired in the USA, the Monica Lewinsky scandal rocked the White House, Princess Diana died in a car crash and the Spice Girls took the world by storm with their music. It was also when Graham Clark, Julian Hay, John Marshall, Wayne Fletcher, Mick Hudson, Brendan Sharrock and Troy Kidman joined AKD Softwoods.

This leads me to our present day, where AKD Softwoods held its third annual Lumber Legends Dinner. With a combination of 659 years' service amongst our guests, the Colac City Bowling Club hosted our annual Lumber Legends Dinner where we inducted 7 new members from Portland Pine, Yarram and Colac to our illustrious club.

Upon arrival for the evening, guests were photographed by the talented Sophie Fisk and enjoyed pre-dinner drinks whilst the very talented *Matty Orchard* played background music. We were then seated for a sit down 3 course meal catered by the amazingly talented Aaron and Sandi Togni from Gravity Café in Colac.

After entrée, Shane Vicary, John Marshall and Stephen Baudinette presented our guests who celebrated 20, 25, 30 and 35 years of service. Special mention to the team at Yarram, Brendon Sharrock and Barb Jelleff for travelling all the way from Yarram, Portland and Traralgon to join us.

Shane had the pleasure of presenting and congratulating Brett Williamson with 30 years of service and Stephen Baudinette (*pictured bottom right*) with 35 years of service. This is a massive milestone for both gentlemen, and AKD is extremely proud and thankful for your service and contribution you have both given to the company.

After Main course, the crowd was entertained by the very talented, and extremely funny *Scared Weird Little Guys*. John and Rusty, who form this famous group had everyone in laughter, especially after they performed their New Zealand skit.

After a delicious grand dessert platter, the guests mingled and reminisced before the night concluded.

We were extremely privileged this year, that John Marshall drove his team down from Yarram to join in the celebrations. Five of the Yarram team (including John) were all inducted into the AKD Lumber Legends club this year. The Yarram team, with partners are pictured below, and all received a watch, certificate and service pins to say thank you for their years of service.

AKD is proud of our 'Lumber Legends' and being able to celebrate their service with this wonderful evening. It is a real honour to have all our teams come together as one, and celebrate these amazing milestones.



Brett Williamson, celebrating  
30 years of service



Stephen Baudinette, celebrating  
35 years of service



Team Yarram with partners —celebrating 20 years of service









# AKD Lumber Legends

Could 2018 get any better for employees at the AKD Caboolture site, apparently 'yes' for 24 employees with 20+ years of service, as they were to become Caboolture's first inductees into the AKD Lumber Legends Club.

After a lot of planning and organising (*many thanks to Rachelle at our Colac office*), stress and more stress; beautiful flowers were put in place (special thanks to Kylie Williams better half of our account manager Ian), and everything was done, the night was upon us.

The guests were beautifully presented in elegant couture (some unrecognisable) started arriving at the North Lakes Golf club, where they were welcomed and had their photos taken by Kat from Warrington Photography.

Pre-dinner drinks with background music being played by a terrific duo, everyone gathered for a quick chat before taking seats at their tables for the still 'unknown' night proceedings.

Entrée was soon served and as it was an alternate meal, plates were being swapped around the table as individual preferences were determined.

An unfamiliar but very friendly face, was making his way around the tables and to everyone's delight was performing card tricks at each of the tables.

At this point the guests were intrigued.

After the entrees were cleared and there was a tinkering to a glass, our CEO, Shane Vicary welcomed our 24 new inductees and their partners to the "AKD Lumber Legends club" and he shared AKD's journey through the purchase of the Caboolture site and his vision for the future of our site and the wider company.

Shane thanked everyone for their hard work, dedication and he also recognised the role that partners play in each of our inductees' lives, and their support was crucial for our success.

Craig Neale our General Manager, then had the pleasure of then calling upon each individual inductee to the stage, congratulating, then sharing a little history.

Each guest was presented with a framed certificate with the corresponding AKD pin and the choice of a fantastic watch which will also be engraved. The inductees had their service recognised.

The night continued with the main course and then an introduction from Shane

"Ladies and Gentlemen, our entertainer for this evening has worked with everyone .....Mr Matt Hollywood..."

What a ride our guests were in for, Matt Hollywood had everyone in the palm of his hand, **what that man can do with a deck of cards, balloons, and a manager's mobile phone.** People are still scratching their heads – how did he do that?

After mouth-watering desserts, everyone relaxed, mingle and talked about the good old days.

Guests were saying they did not know what to expect, it was above and beyond their highest expectations and still the talk of the mill. It was a fantastic evening shared between friends and colleagues.



## AKD Lumber Legends 2018 Inductees:

### **Celebrating 20 years**

Gregory Moule  
Terrance Austen  
Michael Kober  
Glen Lewis  
Michael Cassidy  
Michael Blackmore  
Robert Montgomery  
**Celebrating 25 years**  
Wayne Hart  
Wayne Baxter  
Tania Theobald  
Robert Beighton  
Brian Robson  
Ian Green  
Scott Steer

### **Celebrating 30 years**

Paul Smith  
Wayne Black  
Jeffrey Bott  
David Hogarth  
Darren Wilton  
Gregory Street  
Walter Zielke  
Tony Watts  
Ian Jennings

### **Celebrating 35 years**

Raymond Lattimer







## Welcome back to the team Carl Angus

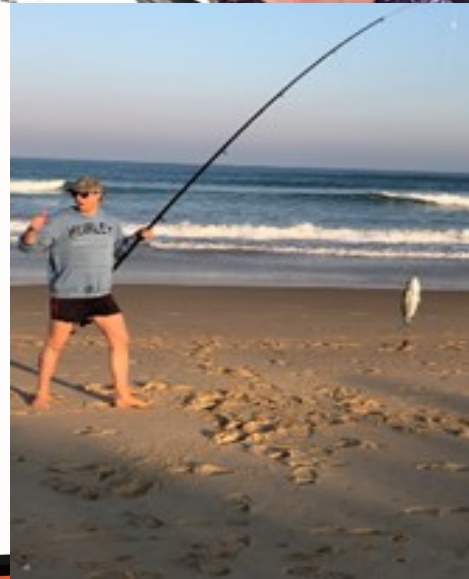
Hi, my name is Carl Angus and I am the new Site Manager at Jelfor Timbers, Traralgon.

I have worked in various roles with AKD Softwoods since 2008, however, I have spent the last 6 months teaching Year 7 & 8 Maths at an alternative school for disengaged students in Horsham.

It sure feels good to be back in hi-vis after a short stint in the classroom.

Jason Biddle has laid a good foundation at Jelfor Timbers for me to build upon, and I look forward to tackling the many challenges ahead that a job of this nature will throw up. I am really excited about our future. We are one of AKDs smaller sites, and the challenges are large! But we are a dedicated and willing team. Success will be achieved by progressing one step at a time, and achieving one milestone at a time.

Traralgon is a great town – I have always had a soft spot for Gippsland after living in Moe for 12 months in my early 20s. I have moved to Traralgon permanently, I am really excited about what the region has to offer. I do not know of many places where you can drive for an hour to see snow, and an hour in the other direction to catch a feed of salmon ... well, one salmon!





## Introducing Damian Pilat, Optimisation Manager

Introducing Damian Pilat, our Optimisation Manager at our Caboolture facility in Queensland. Damian originally started at the Caboolture sawmill in May 1991 as a 17-year-old fresh out of High School. The site was owned by CSR Softwoods and they had just upgraded the planer mill and were putting on an afternoon shift, so Damian started as a timber stacker.

Over the course of the next few years Damian worked through several positions in the Planer Mill from machine operator to Quality Control. In 1994 Damian moved into the production planning role and then into the site Supply Chain Manager position in early 1996.

Damian took an opportunity to relocate to Mount Gambier in late 1997 to take on the role of Supply Chain Manager for the CSR mills that would soon be acquired by Weyerhaeuser. Life changed rapidly for Damian during his 7 years spent in Mount Gambier where he met and married his wife – Alma and welcomed the first of his 2 children.

In 2004 Damian returned to Caboolture to take on a project management role in the development and roll out of a new IT system for the Weyerhaeuser business. After a successful implementation Damian was asked to take on a follow up project of managing the development and implementation of a Supply Chain Planning System for the Weyerhaeuser Australia Business.

After the CHH acquisition of Weyerhaeuser Damian took an opportunity to relocate to Tasmania to work for Gunn's as the Supply Chain Manager for their hardwood businesses. Having only worked in the softwood industry before he found the change a challenging but exciting experience.

Damian was lured back to Queensland in 2012 working for CHH as the National Logistics Manager where he stayed until recently joining AKD in May 2018. Damian is excited to be working for AKD as he feels their passion for the industry and long-term vision will deliver them great success.

Damian and his wife Alma have two teenage children and they love to spend time together, getting away on holidays and enjoying the quiet times between busy schedules. Damian enjoys gardening, attending school & sport activities with his kids, watching Motor Sport, anything 'tech' and playing Fortnite.

- Greg Levinge, Caboolture Acting Site Manager



## Introducing Collin Balboni, Environment, Health & Safety Mgr

Introducing Colin Balboni. Environment, Health and Safety manager at AKD Softwoods Caboolture Mill.

A motivated and multi-skilled SHE Manager with extensive experience in the management of safety, health and environment compliance within the agricultural, distribution and logistics industries. Colin is excited about joining AKD and making a positive contribution to an already successful team.

He originally came from down south in Victoria/Melbourne. Working for companies such as Metcash, Graincorp, Simplot and Parmalat most recently. Colin first came to Queensland when he transferred

with Metcash as the State Safety manager in 2009 and worked in the state till 2015. He worked through the Brisbane floods and helped to get food flowing when the warehouses at the Rocklea markets went under. When moving to Queensland he met his now wife Jenny who is originally from Caboolture / Redcliffe area. They both had children from previous marriages 9 in total. After returning to Victoria for a short time it was decided to return home for family reasons.

Colin hopes to contribute to the success of the safety values and zero harm strategies. He has a strong career history in the food manufacturing, conveyers and heavy vehicles, with skills conducting audits and incident investigations, facilitating training and development, implementing preventative safety programs.

In his spare time he enjoys time with his family and working within the church. Running to keep fit. He will miss watching his beloved Collingwood though. (He is devastated with the recent results)

Caravanning and camping is something he hopes to do more of now he is back in the Sunshine State.

- Greg Levinge - Caboolture Acting Site Manager.







months  
changes,  
members

## Welcome to the Caboolture Admin Team

The Caboolture Admin department had an eventful past few months since becoming part of the AKD family.....new systems and process budgets, financial year end, repairs to the building and the addition of new members to the team. Oh and who can forget the visit from the PM, Malcolm Turnbull.

The latest excitement is now around the office & furniture upgrade which was clouded with a bit of uncertainty due to an unsigned and missing Capex document (ha ha – the culprit knows who they are)

The admin team is made up of Gaye Mitchell (Payroll and General Admin), Tania Theobald (Resources & Admin), Lee Harding (Accounts Payable) and Rosanne (Rose) Mollenhagen (Assistant Accountant) and Andrew Taylor (Finance Manager). Brooke Jarrott is currently covering reception in a casual position.

We would like to take this opportunity to introduce our newest member to the team. **Rose Mollenhagen** (pictured left) joined the AKD Caboolture team on 16 July 2018 as the Assistant Accountant, providing support to the Finance Manager and the Accounts Payable area. She is currently working towards a Bachelor of Commerce (Accounting).

Rose has had a varied professional background, initially starting with a career in tourism management and transitioning into accounting through a bookkeeping role at a local tax accounting practice. In between, Rose spent two and half years working and travelling in Canada, which included stints on alpaca farms, collecting birch sap and drinking far too much Canadian rye whisky while working in a bar. In 2014 Rose also spent 55 days aboard *Young Endeavour*, sailing from Sydney to Rio De Janeiro via Cape Horn. In her spare time, Rose enjoys playing Celtic music on the fiddle, dancing and gardening.



- Andrew Taylor—*Caboolture Financial Controller*



## Portland Pine site

Portland Pine has been able to seize an opportunity by sourcing old removed road base from the local road works that have been occurring during 2018. Taking advantage of that old saying “one persons trash is another persons

treasure” This has allowed us to increase the drying area by approximately 450m<sup>2</sup> by developing an area 90mx50m using the old road base. The road base material is perfect as it is low cost and packs down hard suitable for all weather conditions. In an area adjacent to the top of the hill that the site is built upon (*pictured top right*) .

We have also increased another area by approximately 180m<sup>2</sup> in another area along the boundary fence of the property (*pictured top right*).

This will allow Portland Pine to dry untreated product to a consistent standard across the site prior to the treatment process (*pictured right*). Using the superior drying area at the top of the site and holding more stock, will enable consistent air drying. Portland Pine uses our stock levels to support our service to customers and with our consistent quality, it creates a competitive advantage so this was a good opportunity to further enhance our business.



-Wayne Lawson, *Site Manager*



# FÜN FACTS



- McDonalds once made bubblegum flavoured broccoli
- The first oranges weren't orange, they were green.
- Cats have fewer toes on their back paws
- That tiny pocket in jeans was designed to store pocket watches
- Cows don't have upper front teeth
- No number before 1,000 contains the letter A
- Movie trailers originally played after the movie
- Coco-cola would be green if coloring wasn't added to it
- A broken clock is right two times every day
- Chewing gum while you cut an onion will help keep you from crying
- 95% of people text things they could never say in person.
- A crocodile can't poke its tongue out.
- Donald duck comics were banned from Finland because he doesn't wear pants.
- Human thigh bones are stronger than concrete.
- Cows kill more people than sharks do



**1<sup>st</sup>**

**David Reilly**  
(pictured right from our  
Colac Sales office)  
**\$300**

**2<sup>nd</sup>**

**Terry Quarrel**  
Irrewarra mill  
**\$200**

**3<sup>rd</sup>**

**Russel Rodda**  
Forestry  
**\$100**

**Congratulations  
to the winners and thank you  
for everyone who participated**

**Winners**—Please collect your prize from  
Janelle in the main office.





# SNAPSHOT

## CABOOLTURE



**1864km**

Travelled by site sweeper  
YTD

## PURCHASING



**3800**

Cans of spray paint used YTD  
for Colac & Irrewarra

## Dry Mill Colac



**1,270,544**

pieces of timber have been  
processed through the sorter  
in August

## GMC



**51,000**

More logs through the  
Irrewarra/Colac Greenmills  
in first 4 months of FY

## YARRAM



A record **573** packs of fence  
rails for October in Yarram.

This would produce **86km** of a  
three rail fence

## RMC COLAC



Since tracking the SIR  
process (System  
Improvement Requests)  
we have over **100** in  
progress or completed.



Congratulations to the  
following staff on reaching a  
milestone this Aug-Oct 2018

Raymond	Lattimer	5/10/1983	35	CAB
Ian	Jennings	3/10/1988	30	CAB
Brett	Williamson	24/10/1988	30	AKD
Ian	Green	17/08/1993	25	CAB
Phillip	Creevey	23/08/1993	25	CAB
Scott	Steer	20/09/1993	25	CAB
Craig	Henry	30/08/1993	25	AKD
Graham	Clarke	8/09/1998	20	YAR
Julian	Hay	8/09/1998	20	YAR
John	Marshall	8/09/1998	20	YAR
Wayne	Fletcher	8/09/1998	20	YAR
Terence	Hudson	8/09/1998	20	YAR
Graham	Clarke	8/09/1998	20	YAR
Julian	Hay	8/09/1998	20	YAR
John	Marshall	8/09/1998	20	YAR
Wayne	Fletcher	8/09/1998	20	YAR
Terence	Hudson	8/09/1998	20	YAR
Roger	Blake	12/10/1998	20	AKD
Brendon	Sharrock	1/10/1998	20	PPP
Kenneth	Gresham	10/11/2003	15	CAB
Anthony	Ivankovic	10/11/2003	15	CAB
Brett	Lawson	10/11/2003	15	CAB
Rex	North	13/10/2003	15	AKD
Matthew	O'Neill	26/08/2008	10	YAR
Matthew	O'Neill	26/08/2008	10	YAR
Phillip	Biggs	29/09/2008	10	STT
Daniel	Billing	15/09/2008	10	AKD
Michael	Pevitt	22/09/2008	10	PPP
Anthony	Atkins	24/09/2013	5	AKD
Matthew	Cowell	16/10/2013	5	AKD
Daniel	Hay	5/08/2013	5	AKD
Michael	Lamb	23/09/2013	5	AKD
Bree	Meesen	9/09/2013	5	AKD
Allan	Millard	12/08/2013	5	PPP
Darcy	Oborne	1/10/2013	5	AKD



# New Employees - WELCOME TO THE TEAM

AKD welcomed these new employees in Aug-Oct 2018  
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.



Nathan Momirovski

COL-GM



Neville Fergus

COL-DM



Charlie Barriball

COL-FOR



Caitlyn Barry

COL-HR



Sam Harris

COL-FOR



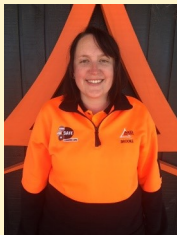
Billy Barriball

COL-FOR



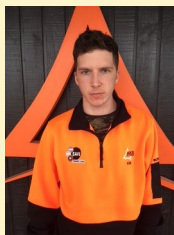
Ravneet Kaur Rana

COL-ELE



Brooke Welsh

COL-FIN



Kim Dix

COL-DM



Surawat Anurak  
(Eddie)

COL-TEC



Scott Haslem

COL-DM



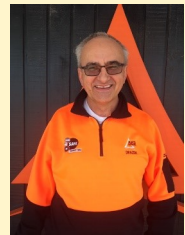
Reece Crawford

IRR-GM



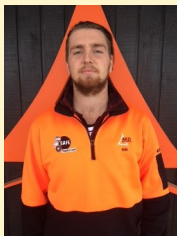
John Robinson

COL-EWP



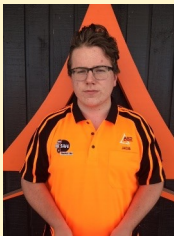
Drazen Belic

COL-DM



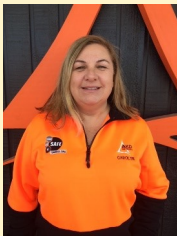
Ben Rippon

IRR-GM



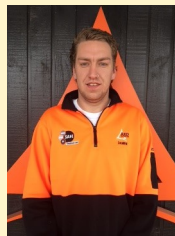
Jacob Harris

COL-DM



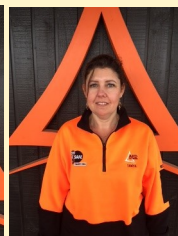
Carolyn Arnold

COL-HR



Damien Perkins

COL-GM



Tanya Farey

COL-DM



Kyle Edwards

COL-IT



Michael Christian

COL-FIN



Tom Roy

YAR-GM



Chris Luscombe

CAB-MAI



Carl Schmidt

CAB-ELE



Wendy Bryant

COL-GM



David Graham

COL-DIS







## Health—Honesty & Safety

I want you to take two minutes and reflect over the last couple of weeks—have you been 100% committed to safety, whether at work or at home? Have you.....(be honest):



- ◇ Isolated an area, but not correctly applied your lock?
- ◇ Jumped down off the forklift steps?
- ◇ Raced up/down the steps and not had 3 points of contact?
- ◇ Driven over the speed limit?
- ◇ Walked past a hazard and not reported it?
- ◇ Used your phone when driving?

# TRUTH

If you answered 'yes' to any of the above, or know deep down that you have done something that is not safe, highlights that our safety culture is really not where we want it to be.

We cannot truly be committed to safety if we do not believe in it. Our attitude drives our behaviours.....our behaviours drive our actions.....and our actions drive our results.



We all have 1 reason in common why we come to work everyday and that is to make money. We make money so we can enjoy life outside of work. We need to **see safety not as a cost** (i.e. if I take this shortcut then the cost to downtime will be less), **but as an investment** into our future.

**Short Term investment** = if you are safe each day, you get to go home safe and enjoy your kids, partner, hobby etc

**Long Term investment** = if you are safe each day, you can prepare to enjoy retirement, watch your kids grow up, holiday!



**SELF ASSESSMENT:** How committed to safety are you? Do you value your own safety & those around you??

- Toni Kirkup, Colac Health & Safety Manager





## YARRAM SAFETY NEWS

When we consider the various OH&S Acts of Australia they all have the similar wording in the area of duties of Employees/Workers. The wording is “While at work, an employee/worker must:- take reasonable care of his or her own health and safety....



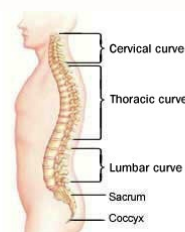
So in the area of manual handling we all have a ‘Duty of Care’ to ourselves and our company to ensure we do the right thing around manual handling. So how do we do this?

There are a few guidelines we can apply to ensure we don’t get hurt doing manual handling. The first is basically to be ‘lazy’ when deciding the best way to shift items— Ask yourself “Can I use mechanical means to get this item moved?” Can you get a forklift to do it safely? Can you use a trolley to move it? If you can’t get a mechanical method consider getting another person to lift it with you.

When physically lifting we need a number of rules to follow: 1] Clear the path you are going to follow when carrying, 2] Communicate the lifting procedure you are going to do with the person if you are buddy lifting, 3] Bend your knees to lower your body to the object, 4] keep your back in the natural resting alignment, 5] Use your legs to do the lifting— these are the strongest muscles in your body—in fact your back muscle pale in relation to strength when compared with them 6] Keep the object close to your body, 7] NEVER twist your body to turn—you always need to turn the whole body using your feet.

Other things to consider is to not continue when pain starts— if your back/ or other areas hurt, you need to tell someone instead of being a ‘Super Being’ and continue. Once your Supervisor knows they can take action to help you.

REMEMBER—Manual Handling Injuries can take a long time to heal... that’s also a long time that you can’t do the things that count—the family/ friend activities we all need to enjoy life . So remember your duty of care to yourself, your family and friends and do manual handling right.



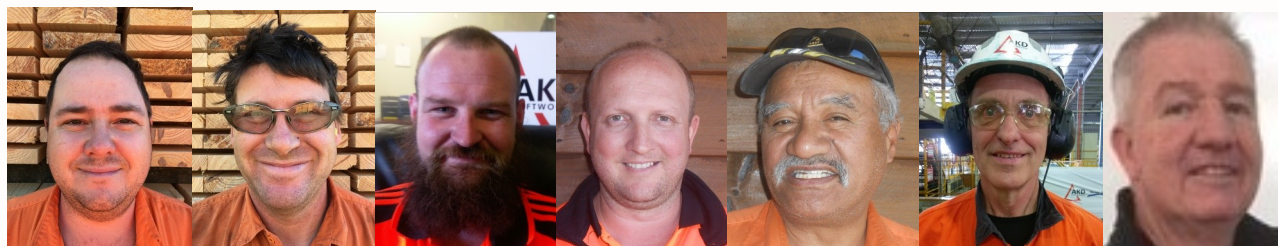
Natural Resting Alignment of the spine

- Graham Clark, Yarram Health & Safety Co-ordinator



## CABOOLTURE SAFETY NEWS

With the continued work behind the scenes and at the front line, we often forget to recognise the hard work of our employees around the core pillar of “**having a zero harm workplace**”. So to much of their delight, let me introduce our sites Health and Safety Rep’s (HSRs):



Sawmill  
Dean Clinch

Sawshop  
Patrick Newport

Drymill  
Kyle Comrie

Admin  
Brett Lawson

Kilns and Boilers  
Noel Moke

H2F  
Rob Thamme

Sales  
Ian Williams

The frontline for the site team is our Safety Reps, they meet on a monthly basis to review site and department safety/ environmental issues. The team has a wide range of experience and have worked across the site in multiple departments and different roles. They are focused currently on bringing new ideas and initiatives to the site to support the employees and keep us all safe.

Recently they have reviewed concepts of “The Conscious Mind” which explores the research that humans can generally keep only 7 items plus or minus two in their mind at any one time. Given our lifestyles and some work practices, it is easy to have 7 or more things going through our mind at any one point. Therefore it is important that we remove hazards immediately where possible as this will allow us not to have to remember it as a control.

Stay tuned as they have a range of other initiatives coming, including “The industrial Athlete”, “Video Toolbox Talks on the Conscious Mind”, “Courage to Care” and “Hazard and Control Recognition”. Ensure you talk with a HSR so they can provide you further detail and bring any initiatives you have forward.

- Greg Levinge— Caboolture Acting Site Manager



# THINK SAFE, WORK SAFE, BE SAFE

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## CEO CORNER

with Shane Vicary



Spring is here, and as always I think with a bit of sunshine it lightens the mood and generally makes it a lot easier to feel positive. With Spring I always think it feels like a new start, a fresh beginning. As a company we have our new fresh start with the acquisition of the NSW assets being Tumut, Oberon, Gilmore and Berkley Vale, this is massive event for our business as we have literally doubled in size. So our new start, our new beginning as a much larger company is exciting. So while it's a new beginning this opportunity is also because of our long term belief in the industry and our 50 year commitment to being a softwood sawmilling company.

We have had an amazing journey of acquisition growth over the past 12 months, which came off the back of a stable platform that we collectively built over the past 5 years. Our job is to now consolidate and execute our operational plans to the best of our ability. We must now deliver on our promise of what we will deliver as a larger company. We also must ensure we avoid the arrogance and excesses that large organisations can sometimes fall into. We need to continue to collaborate, to hold each other accountable and remain committed to the philosophy of **collective responsibility**. We need to remain true to who and what we are and look after our culture. We have had lots of help and support to get to here, and there are many who want to see us succeed, we need to repay their faith. Therefore it is in our hands as always, our reputation is ours to protect and build. In September we celebrated the AKD Lumber Legends in Colac and Caboolture. Both nights were just fantastic events shared with great people. The Yarram, Jelfor and Portland Pine legends came together with the Colac team and celebrated their lumber legend status. It was the first AKD Lumber Legends event for Caboolture and the team had a great night from a nice meal through to the always entertaining magic show with 'Matt Hollywood' and the service recognition awards. For me personally, I have only been at AKD for 7 years and I get to attend both these events as the AKD host. I find it extremely humbling to be able to share the night with these people who have contributed so many years to either AKD or their site which is now AKD.

In this issue we recognise 5 employees who have reached 25 years service. Jo Foster, Ian Green, Phillip Creevey, Craig Henry (I'm not your mother so will continue to call you chook) and Scott Steer. I really would like to recognise your long term contribution to our business, AKD is the company it is today because of people like you! To the return of Carl Angus, fantastic to have him back, and knowing Carl he will certainly roll up his sleeves and get stuck in.

Also to all the team and all the AKD volunteers and family members who helped at the Birregurra Festival, thank you! We received a lot of positive feedback for our innovative approach. Our positive engagement in local communities supports our "social license" and is important for all AKD sites.

This splinter is a bit late coming out as we have been focussed on acquiring the NSW assets, we hope to have the next splinter out before Christmas and will cover the NSW first day in that issue.

As always, please focus on yours and your teams safety. No compromise...ever!

## Thank you



Thankyou to the Splinter team;

- Clark Rodger,
- Sophie Ross,
- Bree Meesen &
- Rachelle Neale

*A special thank you to Sophie Devine for designing the new Splinter cover. It looks amazing!*

### Monthly Contributions:

- |                 |                      |
|-----------------|----------------------|
| • Toni Kirkup   | • Wayne Lawson       |
| • Karen Johns   | • Carl Angus         |
| • James Price   | • David Belfield     |
| • Adam Howelll  | • Greg Levinge       |
| • Graham Clarke | • Andrew Taylor      |
| • Marina Milic  | • Stephen Baudinette |
| • Joanne Foster | • John Browne        |
| • Gaye Mitchell | • Janelle Monaghan   |

