

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

NOV 18—Dec 18  
EDITION 25

AKD EMPLOYEE NEWSLETTER



## 35 YEAR SERVICE

*Steve Baudinette and  
Darren Dean celebrate 35  
years service*

## MOVEMBER

*Caboolture supporting a  
great cause*

## AKD GROWTH

*AKD welcomes NSW to  
the family*



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## FROM LITTLE DREAMS....

*From little dreams, big things grow  
From little dreams, big things grow*

*Little Colac, in 1964, how could we have known  
Four families, a sawmill; big ideas and vision sown  
Would one day stretch, along the east coast and toward west  
Be a big national company, with kilns of the very best*

*From little timber, the AKD village grows  
Building our future, our communities, our homes  
Technology and teamwork, we strive and we thrive  
Big expectations are met, individual camber optimised*

*From little seedlings, was it originally perceived  
Growing AKD's future, completing the loop with trees  
Big plantations reliable, sustainable.... So natural-ly  
Reach for the skies; take pride in you and me*

*Dockets and orders, scaled logs and suppliers  
Preservation of quality remains always highest  
Tentacled routes travelled, spanning from snow to sea  
Each of us considered and chosen, all needed, all worthy*

*Engaged in exports, chip, dispatch, posts, poles  
No job is too little or too big; hear the call  
Of harvesting dragons, Star Wars control rooms, lasers, saws;  
Each of us spends the same minute, the same second  
To make it count is up to us, max the mill, be your own legend*

*Connected as we are, like links in a chain  
Custodians of wood, its heart, sap and grain  
This tree took 30 years, we need to give its life meaning  
No less our own lives, we need to keep dreaming*

*For from little dreams, big things will always hope to grow*

*Karen Johns  
AKD Colac Forestry*



## 35 Years' Service – Darren Dean



Congratulations to Darren Dean, who has reached the milestone of 35 years' service at Tumut.

Darren lives with his family just outside Tumut on 22 acres of land and has 6 children 5 girls and 1 boy their ages range from 22 to 7.

Darren commenced employment on the 24<sup>th</sup> of November 1983 at the Gilmore site on work experience in the planermill stacking filleted timber into finished packs in the hot sun. During his time in the planermill he gained further skills as a planer operator and then as a forklift driver, Darren really enjoyed driving the forklifts.

After the closure of the Gilmore planermill Darren transferred to the Tumut site where he started in the planermill as a forklift driver later moving to the Kilns and Boilers, becoming an experienced Boilerman. Darrens current role is as Yard Co-ordinator loading trucks for product transfer to Gilmore and assisting in product

stacking and storage.

Over the years Darren has met and worked with some good people and made lots of friends, having plenty of good times and laughter along the way. He enjoys the team environment at Tumut and is thankful for the opportunities he has been given to provide for his family. He is impressed with the positive direction in safety and the changes made to ensure everyone remains safe and arrives home safe each day.

Outside of work he enjoys fishing, fossicking & spending time with his family, transporting the family to various sports to watch and support them. Darren also likes to take some time out of his busy schedule and relax in his man shed

Thanks Darren for your dedication and service over the past 35 years, we appreciate your commitment and look forward to celebrating your next milestone.

Vicki Keogh—SOP Writer



*Pictured above: Left to Right: Darren's wife, Alison, Jessica, Alanna, Rachel, Emma, Darren, Zoey, Ethan*



*Darren Dean on the job at AKD Tumut*



## After 50 years service, the Saw Doctor is out!

Kevin Crampton has worked at the Tumut Sawmills for 50 years and 250 days but on Friday 30<sup>th</sup> November 2018, he has called it a day. *"I reckon I've done enough; I've done my stint"* he said.

Kevin was born and bred in Tumut and began working on the green chain at the Gilmore plant then known as PGH Sawmill as a 16-year-old not long out of Tumut High School on 25 March 1968. *"I had three other jobs before here but they didn't work out, so I started as a mill hand here,"* he said. He was on the green chain for three months and then transferred into the Sawshop at Gilmore. He came to the Tumut sawmill in 1991, when ACI was acquired by CSR Timber and has worked at the Tumut Sawshop ever since.

He has seen around eight changes of ownerships, from PGH, Acmil, ACI, CSR Timber, Weyerhaeuser, CHH and now AKD NSW. After half a century, he's going to miss it. *"Like any job it has had it's ups and downs, but I have worked with a lot of great blokes in an industry that has seen a lot of changes"*. When Kevin started here, he made about \$35 a week. *"Although you could make an extra \$30 in bonuses, depending on production,"* he said.

Kevin told us that the safety culture we have now is a big step forward. *"Over 50 years I've only had three stitches,"* he said. *"I've had a lot of little nicks, and a couple of years ago I crushed a couple of fingers (they are fine now) but other than that it has been fine. You got to realise these things can bite you; you've got to respect what they can do to you if you do the wrong thing"*.

Saying goodbye after so long does bring emotions with it. *"I got a bit emotional the other day,"* he said. Kevin is looking forward to spending more time with Cynthia and family and to restore his father's Vanguard ute.

Congratulations Kevin on your retirement and AKD wishes you all the very best in the future. The door is always open for you to come back and have a cuppa with us.

*Janice McDonald, Tumut Payroll Officer*

Site Manager, Warren 'Rab' Green says he will be missed.

*"You didn't make any enemies after 50 years but you made plenty of friends,"* he said.

*"Kevin's career is a credit to him"*.



Picture : Tumut Sawmiller Kevin Crampton, (left) who has worked at the mills for 50 years and site Manager, Warren, "Rab" Green.



## A Blast from the Past!

In 2005 back in Weyerhaeuser days, the following story was done to cover back then the \$36 million upgrade expansion to the sawmill. A much younger Kev working beside team mate, David Dean.

The newest machines on the floor of the Saw Shop are the RC 100 Band Saw Benching Station which now automatically does the work

of sharpening and correcting the tension of the saws.

The Saw Shop also has a new Band Saw Grinder which is controlled by a computer to grind teeth on band saws to variable pitch and depth. The machine has the capacity to grind approximately 300 different tooth shapes, whereas a regular grinder can only handle two different tooth shapes.



David Dean and Kevin Crampton with the \$250,000 CNC Grinder in the Saw Shop.

David has mentioned that while he was doing his apprenticeship, he could always go Kevin for advice and direction or understanding of any part of the Saw shop trade. David has also mentioned back in the ACI days anyone that did their trade under Kevin, they always excelled and topped their class with their apprenticeship with great knowledge and advise from the "Master Kev". David has formed a great friendship alongside of Kev in his time of around 20 years.



Kev and wife Cynthia have been married for 45 years and have four sons. He loves his sport, he grew up playing tennis, basketball, rugby league, squash and now he is into lawn bowls. He has followed all his sons sport over the country side and overseas.

Kev loves his V8 motor car racing – he has always been a Peter Brock fan – Kevin got to drive a V8 supercar at Eastern Creek in 2017.

Last but not least - his grandchildren – they have 6 beautiful grandchildren





## Congratulations

## Steve Baudinette 35 Year Service

Back in 1993 I started at the Irrewarra site working on the round table, I was moved into the green mill for a while and then a Saw Doctor apprenticeship became available. This is where I really met Steve, (he had started at Irrewarra in 1983) and he was the Saw Doctor based in a pokey little room at the end of the Maintenance work shop. Steve and I had to carry the bandsaws over our heads from the old saw shop over to the green mill. Steve was trained as a Saw Doctor by an old fella Bill Toohey. There was rumours back then (from Harry Bolton and Ray Coates in the Maintenance department) that Steve got his trade certificate out of a weetbix packet but that was never confirmed.

Steve played football for South Colac and again the good old Harry Bolton use to “hang it on” Steve that when he went to go and watch the football, he would have to line him up with a goal post to see if he did actually move whilst he was on the field. Steve is still heavily involved with South Colac to this day.

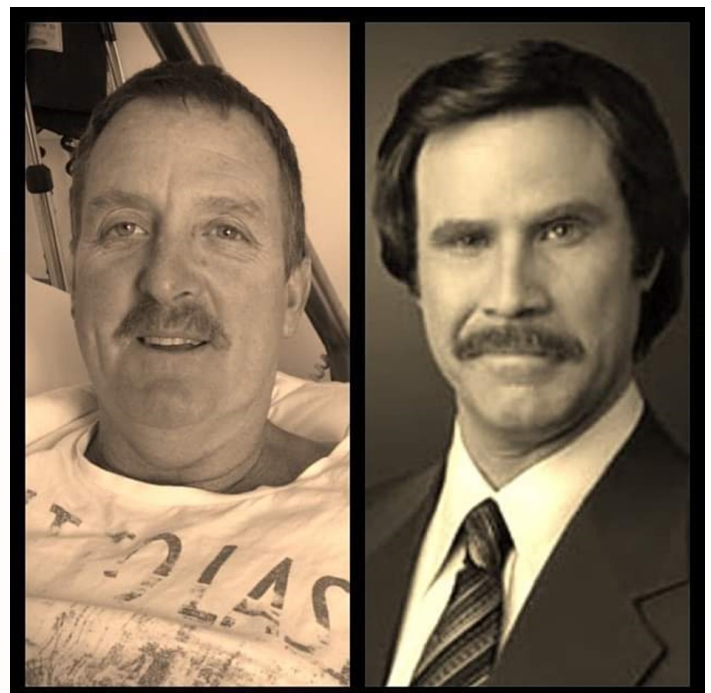
Steve used to drive a white Datsun 200b ute to work or he would ride the bike from Colac. He eventually upgraded to an orange valiant station wagon I think this is where the kids were made.

Steve brought a house out Cressy/Rokewood way for something like \$1000 and got it moved to his block of land on Forest Road south. He spent hours on rebuilding and renovating it after work and most weekends. This is yet another example of Steve’s determination.

Victree built the new mill at Irrewarra and the sawshop was moved to where it is now. Steve and I were in there for a few years before AKD purchased Victree Timber and Steve was transferred to the Colac Green mill and was the Green mill Supervisor (also responsible for the Colac saw shop). Steve’s nickname in the green mill from Bantam Thackeray was Box Head or Cuckoo bird cause every time the mill stopped Steve would poke his head out the door to see what’s going on. I remember the first time Bantam told me this, he then stopped the line just to show me and yep Steve’s head immediately “popped” out the door. Steve moved to the dry mill for a short time and then had a break from AKD for about 2 years and worked at CMTP. He eventually saw the light (when Shane convinced him) and come back to AKD as the Dry mill Manager, recently taking on responsibility for the Kilns as well.

Congratulations Steve

Matthew Laity – Head Saw doctor – AKD Colac





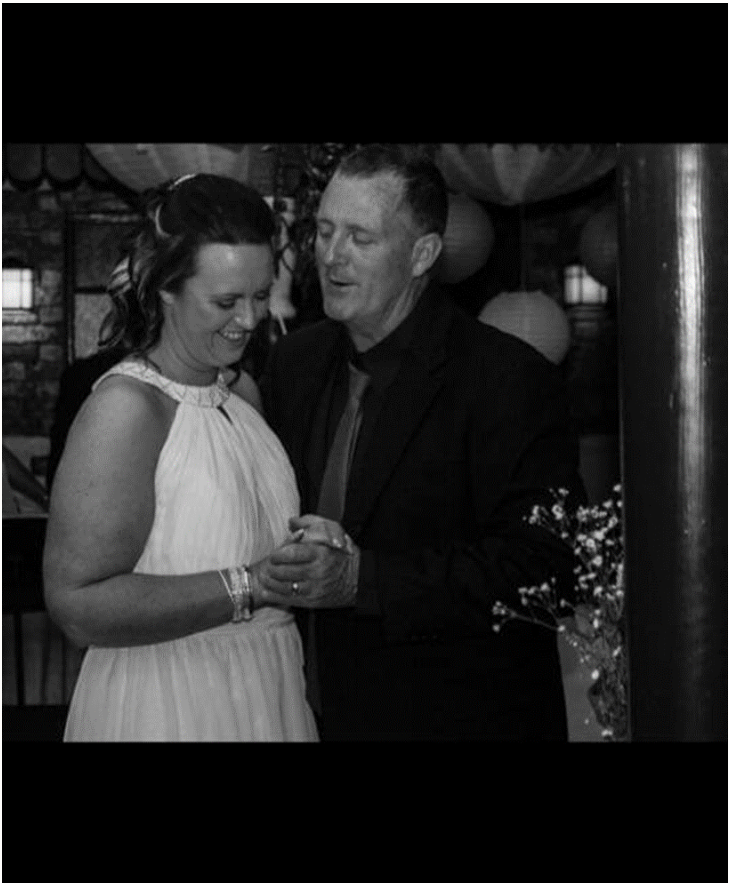
My history with Steve is nowhere near as long as Matthew's but I feel like after 5 years I am qualified to make a few observations.

Steve is one of those driven individuals that you come across from time to time in life. If Steve agrees to do something then you can guarantee that it will get done which is reassuring when you know he is asked to do so much.

Steve's word is his bond and whether you like what he says or not I think you have to accept that it comes from a good and honest place.

I know for a fact that Steve's family means everything to him and his grandchildren in particular are the centre of his universe. Steve and I have had a couple of conversations now around some regret that we may have been busy and distracted when we were younger and missed a lot of the kids growing up so I wish Steve many more years at AKD but most all I wish him many more years watching his family grow and prosper under his wise counsel.

John Browne – Colac Site Manager







## Retirement - Graeme Dunne

On the 1st of August 2018, Graeme Dunne spent his last day of work with AKD Yarram Sawmill. The work groups gave him a send off with numerous mementos presented to him to help him remember his time with the Yarram Sawmill.

Graeme started working at the Yarram Sawmill close to twelve and half years ago. He came to the mill from his own Butcher business. The skills he had from that trade were put to good use at many of the BBQs we enjoyed. For many years Graeme was the chief cook of the site's BBQs.

He was one of the hardest workers we have had over the years, never frightened to step forward to lend a hand where needed.

Graeme likes to fish and spend time with his family and friends.

The site wishes Graeme all the best in his retirement.

Graham Clark—Yarram Sawmill





# Farwell “Dixy”- Chris Dix

Chris Dix started with AKD in April 2008 in the Colac Dry mill as a Machine operator. Chris progressed well and was identified early as a keen young employee with plenty of potential. Chris tried for an apprenticeship in 2010 but was unsuccessful, he took the feedback and worked on a few things then applied again in 2011 and was successful. An early indication of his determination, resilience and persistence. Chris did well through his apprenticeship and I still remember him showing me his handy work that he had completed in trade school. He is never been shy in showing us how good he is!!

After completing his apprenticeship Chris worked as a maintenance fitter working closely with his mentor Wayne Rippon who was the Area Fitter in the dry mill. When Wayne decided to transition to the “Apprentice Master” role in 2017 it was a no brainer who would replace Wayne in the Dry mill. Chris has continuously sought to improve the systems and foundations that Wayne had created, Chris has passionately sought to improve the Drymills productivity through uptime and run rate increases.

Chris has an air of confidence that is infectious and he pumps all the guys up that work with him in the dry mill and workshop.

Chris is moving to Western Australia just south of Perth. He has taken an opportunity with a relatively small business (Strap & Wrap) that have plans to grow substantially. Chris will continue to swing spanners but will work on building confidence and relationships with the growing customer base in his Sales / Tech role. Chris describes it as a chance to take something relatively small and put my mark on it and grow it to something bigger.

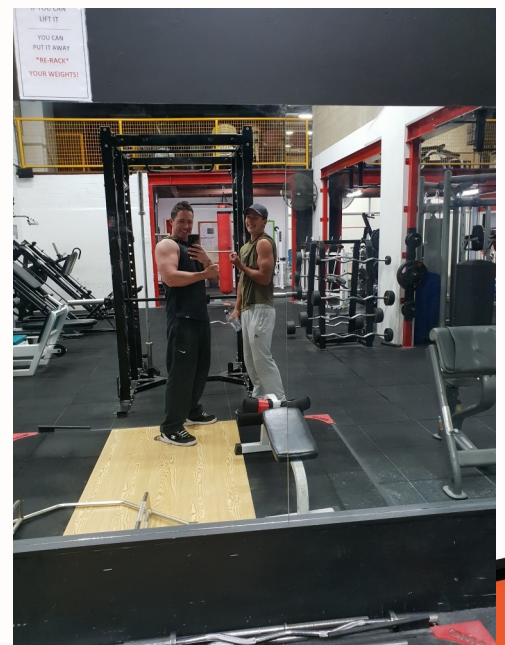
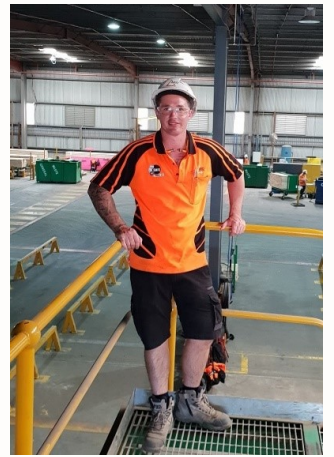
Chris said *“I would like to thank you for all the opportunities I have received in this company and if it wasn’t for AKD I wouldn’t be in the position I am in now. I have been fortunate enough to watch this company grow over the last 10 years and I’m very pleased about what I have been able to contribute and achieve with my time at AKD*

Chris you will be missed personally and collectively by the Maintenance and Drymill teams at AKD. We look forward to hearing about your success in your move to the West. I’d like to wish you and your family the best in your move and we want you to know you will always be welcome back.

Regards

Paul Muscat

Engineering & Reliability Manger







## AKD Upsizes - Project Blue Completion



On the 1st of November AKD doubled in size as the NSW sites joined our business. This brought “Project Blue” to a conclusion, a 12 month journey of due diligence, negotiation and extensive planning. The first day was the day we officially purchased the NSW business off the previous owner, and we rebranded the sites into our distinct colours of orange and black, and began operating as a bigger team.

The entire Tumut and Gilmore teams came together in the Tumut Drymill with Rab Green (Tumut Site Manager) and Shane Vicary (CEO) welcoming everyone to AKD. A series of short speeches covering AKDs history, AKDs focus as a family company, our Business Purpose and five supporting pillars. The day was one of celebration and excitement for everyone as the new AKD team members received brand new uniforms. We then shared a lunch together before a group photo commemorated the occasion.

At the same time this was occurring at Tumut a separate lunch and welcoming was also happening at the Distribution Centre in Berkely Vale led by Liam Buchanan, David McGinness and Taylor Towers. At the Oberon joint venture “Highland Pine Products” a BBQ was underway to recognise the occasion with Craig Neale representing AKD. The day was informal and relaxed as we welcomed 550 new employees to AKD giving them an insight into our business and the AKD Way.

In the lead up to this day a lot of work went in to ensuring the transition was a success. We are truly grateful and appreciative of the efforts of the many AKD people from the various sites who worked on this project. In the week leading up to and following November 1, we had AKD representatives from Caboolture and Colac supporting the transition. This team gave up their weekends and worked long days to ensure the first operating day was a success. They built relationships with the Tumut team whilst also implementing AKDs systems, processes and infrastructure into the business.

It was clear to see during this time and in the month since merging, that the NSW teams would be a great fit and addition to the AKD team and culture. There is still a significant amount of work required to bring the new “upsized” AKD group together. We want to take this opportunity to thank all those involved.

The future holds many exciting challenges and we look forward to a now bigger AKD future.

Clark Rodger– HR Manager

















## Harvester Data – Value Adding using STICKS

In February of this year the Forestry Department embarked on a journey together with Clearwater Logging to significantly improve and standardise information across our harvest sites, by tracking and analysing harvester production more effectively and monitoring harvested areas more regularly.

Cutting instructions (APT files) are written specifically for each harvest site and harvest machine by AKD. These instructions are based on forecast yields generated by the stand model, YTGen, and/or on previous yields from the same plantation. The APT files are uploaded onto the harvest machine via memory sticks at the commencement of the operation. Data is then downloaded daily from the harvest machine via an App to an online facility (STICKS) which can be viewed immediately at any computer. GPS information is also transferred from the harvesting machine enabling STICKS to automatically map the area and calculate



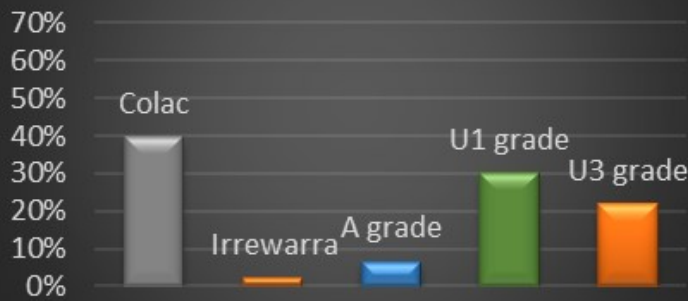
**Brendon Satchwell of Waratah (mechanised harvesting equipment) conducted an information session with AKD staff, Clearwater staff and operators.**

Having access to daily data was a big step in understanding how powerful the data could be. Within the first couple of days of harvesting it is easy to see whether products and diameters are set correctly to achieve the desired results. This process in the past would have taken over a week with potentially 2,000 m3 harvested before any corrections could be implemented.

An example of the difference that both the APT files combined with the STICKS program has made in harvesting results can be seen below. This plantation has been harvested the last two Autumn's and is one of the more consistent plantations to be able to compare one year to the next. There is still some variation



## Munns 16/17



## Munns 17/18



Access to GPS data from the harvesting machines is an extremely useful tool to monitor machine movements across the plantation. Again, this information is daily and has assisted with gaining a better understanding of not only the current plantation harvest but how much time remains prior to requiring the next plantation to be ready for access.



The STICKS program is continuing to be further developed in conjunction with many forest growers to ensure harvester data is being maximised. The journey will continue with these future developments, including the ability to track forwarder movements and landing stocks.

With these tools we are better informed about the products that are being produced and the area's being harvested. We benefit financially by optimising harvest operations through achieving a better grade recovery and better grade segregation. We are much better equipped with information to enable improved delivery to our customers and maximise the value of our harvest yield, like the sawmills we are focussed on continuous improvement and optimisation of our resources.

Jo Foster— Harvesting Manager





# AKD Caboolture Administration Office Upgrades

During the months of October and November, our Caboolture Office underwent several changes. Although the building was structurally sound, it was definitely outdated and in need of some refurbishment. So the time had come to 'bring it back to life'. A coat of paint, new laminate flooring, new furniture and window coverings were all in order. It has revitalised the offices as a contemporary workplace we can be proud to show off to our customers and guests alike. Countless hands were on deck when needed and everyone pulled together to make the renovations run smoothly, ensuring it was business as usual. There are too many people to thank but the teamwork displayed was certainly impressive. The employees were filled with a real sense of excitement and pride as the final touches were being made.

As the saying goes...hard work always pays off!

Brooke Jarrott—Administration Caboolture





# Colac Engineered Wood Products (EWP)



Hello all,

As we head into another Christmas/New Year we look back on changes to personal and production techniques over the last three months.

Engineered Wood Products (EWP) which includes, the Paul Docker (cross cut line), Lineares Moulder, Lineares Finger Jointer and the Treatment plant have all seen changes that have improved our productivity at the same time we have continued to maintain our excellent safety record in 2018.

On a safety performance basis at the end of October EWP has achieved over 820 days of no LTI's, an achievement the EWP crew are very proud of.

The Finger Jointer has for some years been using glues with various drying times. Recent development in glues has seen Joe and his team successfully trial a much faster drying glue. The impact of this has been significant, reducing cleaning time by a third and reducing our glue usage by close to 40%. We no longer need to put strips between each layer and this means we can now run the machine faster. We can now also machine fingerjoint blanks within an hour of them being produced. This improves the flow of our production facility and reduces inventory. The boards not sticking together has also reduced the chance of injury on the moulder infeed.

Along with the glue change we have been running with shorter fingers on the joints. This allows for faster run speeds, less blocked or broken cutters and far less down time, so greater productivity. It also improves recovery with less sawdust being created. Combining with the productivity from the glue change we have been setting new production records. One day in November we produced three times the daily budget.

With support and training from Lonza and the AKD Technical Team we have been able to increase the productivity of the Treatment plant. We have also automated the in and out feed, improving the efficiency of the plant through improved flow of packs in and out of the pressure vessel.

I would like to welcome the new team members Gayle Stephens – Moulder/Finger Jointer, Charlie Unwin – Paul Docker, Tagan Brown – Paul Docker, John Robinson – Finger Jointer/Moulder, Brendan Gerrard – moving from Dry mill side to EWP and congratulations to Scott Trinca moving to a Team Leader role.

Also we welcome Chris Cheetham/Roberts and Dom Terrin from Manchester, England. They are both working with us until March 2019 and playing cricket for the Irrewarra Cricket Club while they are here. Also Tom Daffy has returned from Melbourne University to spend the summer with us as he did last year.

EWP would like to wish everyone at AKD a happy and safe Christmas/New Year and look forward to a successful 2019.

Darryl Lawrence—EWP Supervisor



# SNAPSHOT

## JELFOR



Unlike timber, the demand for treated pine posts is strong in Winter, and slow in Summer. This is because the ground is softer, and the posts can be pushed into the ground more easily.

## Purchasing



We used enough A4 paper this year to wrap around the MCG ground **438** times.

## GMI



Cameron Percy's hair grew an average of 1.25cm for the month of November

## CABOOLTURE



Caboolture is the traditional home of the Kabi Aboriginal people. The word Caboolture means "Home of the carpet snake"

## IT



AKD has ~480 Users and ~440 computers/laptops

# Congratulations!

Congratulations to the following staff on reaching a milestone this Nov-Dec 2018

Surname	First Name	Date Hired	Years	Site	Company
Forsyth	Alyson	1/12/2008	10	Tumut	AKD NSW
Presser	James	18/11/1993	25	Tumut	AKD NSW
Dean	Darren	24/11/1983	35	Tumut	AKD NSW
Hall	Luke	21/11/2013	5	Yarram	AKD VIC
Day	Christopher	23/12/2013	5	COLAC	AKD
Grinter	Benjamin	17/12/2013	5	IRREWARRA	AKD
Pietsch	Jared	11/11/2013	5	COLAC	AKD
Dent	Raymond	6/11/2013	5	COLAC	AKD
Hossack	Ralph	1/12/2003	15	COLAC	AKD
Egan	Jade	17/11/2003	15	COLAC	AKD
Kidman	Troy	16/11/1998	20	IRREWARRA	AKD
Laity	Matthew	8/11/1993	25	IRREWARRA	AKD
Gresham	Kenneth	10/11/2003	15	Caboolture	AKD QLD
Ivankovic	Anthony	10/11/2003	15	Caboolture	AKD QLD
Lawson	Brett	10/11/2003	15	Caboolture	AKD QLD

# FUN FACTS



- Jingle bells wasn't written as a Christmas song, it was actually written for Thanksgiving.
- Paul McCartney earns nearly half a million dollars every year from his Christmas song
- During the Christmas nearly 28 LEGO sets are sold every second
- Assuming Rudolph was in front, there are 40,320 ways to rearrange the other reindeer
- During the Christmas of 1914 (World War 1), a truce was held between Germany and the UK. They decorated their shelters, exchanged gifts across no man's land and played a game of football between themselves.
- An artificial Christmas tree would have to be reused for more than 20 years to be "greener" than a fresh cut tree.
- During the Christmas season more than 1.76 billion candy canes are made
- There are two Christmas Islands



# New Employees - WELCOME TO THE TEAM

AKD welcomed these new employees in Nov-Dec 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.



Janelle Monaghan  
COL-REC



Dominic Terrin  
COL-EWP



Chris Cheetham-Roberts  
COL-EWP



Rhiley Davis  
COL-DMC



Chris Seymour  
COL-EWP



Chris Rosanes  
CAB-PUR



Michael Thackeray  
COL-ELC



Brodie Binder  
COL-GMC



Sirahya Maaka  
COL-DMC



Braydon Woodall  
CAB-SDA



Tim Locke  
CAB-GM



Casey Dowell  
YAR-GM



Andrew Parker  
CAB-DIS



Shannon Murray  
CAB-MO



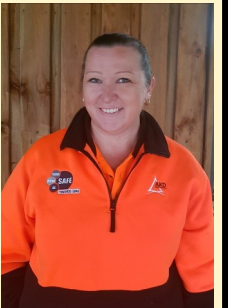
Bailey Charteris  
IRR-GMI



Braden Vella  
IRR-GMI



Chris Canavan  
IRR-GMI



Susanne Dowell  
YAR-GM



Jordan Kunda  
COL-DMC



James Mabilia  
YAR-GM



James Twite  
YAR-DM





## Safety, Health & Wellbeing

### Recap on what we have achieved in 2018—moving closer ‘Towards Zero’

What a massive year we have had with the Greenmill Sawline project, Drymill Storage Shed, CDK upgrade, Kiln demolition, acquisition of Caboolture & Yarram and most recently our NSW assets—not withstanding the day to day business requirements! Phew—I am exhausted just thinking about how much we have had going on!

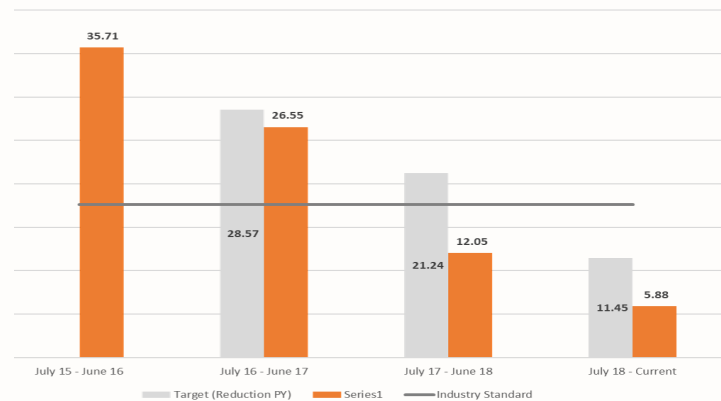
Not only is this so exciting for our business, but we did it while continuing to improve and move closer ‘Towards Zero’.

This doesn’t just happen by chance—it takes **teamwork** and a lot of hard work!

It is important that we take a moment to look back at what we have achieved over the last 12 months.

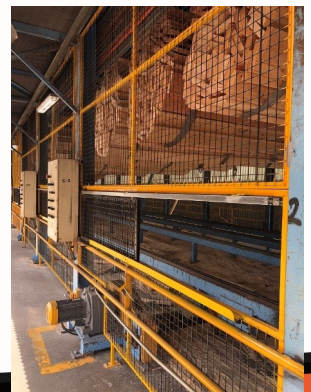
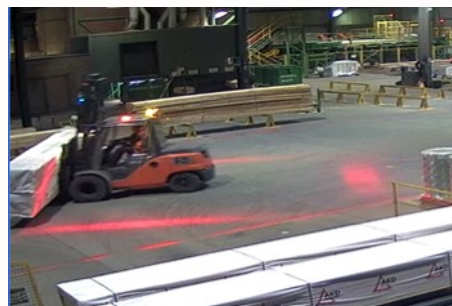
#### Just some of the achievements:

- Significant reduction in Lost Time Injuries (as per the graph).
- **Our Colac Forestry & Colac Kilns departments achieving more than 3 years LTI free!!**
- Reduction in overall incident types
- Inspection Program initiated
- Designated Walkways
- Machine guarding improvements
- Mobile plant / pedestrian separation improvements
- Ergonomic improvements & workplace stretching
- Load levelling platforms for safe truck access



We can’t lose sight of the small achievements we are making; yes, we still have a lot more to do—but big achievements start with small steps!

I would like to personally thank those that have made an individual commitment to improving and making AKD an even safer place to work—I am excited for the year







## YARRAM SAFETY NEWS

For years now Yarram has had a simple warm up that takes roughly 5 minutes each morning. It is designed to get the most common joints moving and the blood flowing into them. It has reduced the amount of early morning strains—so I encourage all to keep being involved—especially the cold mornings. It's extremely important that we increase the blood flow into the muscles and joints to avoid injury. Think of it like activating your muscles and joints—by moving around and getting your muscles warm and ready for action, and reduce your chance of an injury.

- 43% of the Total Australia 2017 workplace injuries were related to Joint, ligament, muscle and tendon injuries.
- Another 15% were related Musculoskeletal & connective tissue injuries.
- There were 104,770 work related injury claims in Australia in 2017

That is the statistical figures but we must remember that each of these is a real person and their families quality of life being affected. So do your best by yourself and your family—do a warm up to further reduce the exposure to an injury.

Other safety items for us to consider is the area of Trips and Falls. A large percentage of workplace incidents in general involve simply tripping over. So if we target removing the trip hazards we will greatly affect that number.

In most cases this can be done by keeping alert for trip hazards that may arise in your work areas. During down times, size changes etc... a simple area clean up will remove most trip hazards. For trip hazard that are harder to remove, report them to area supervisors but remember to check for progress. Don't just stand back and say—well I reported that. Ask to see what is being done. Let others know that there is a trip hazard there as well.

Lastly enjoy your time over the end of year break—see you in the new year.



### Healthy & Refreshing Tip:

If you are looking for a change from water to keep hydrated this summer, try **fruit infused water**. Not only is it delicious, but so much more healthier than cordial, soft drink or energy drinks!

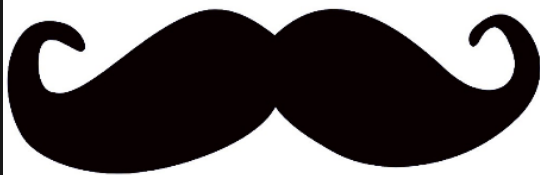
It's as easy as cutting up your favourite fruits and dropping into your water bottle. For best results, let the fruit infuse for around 4 hours before drinking.

Enjoy!





# MOVEMBER



**GROW IT. SHOW IT. SUPPORT IT.**

## What does Movember Mean?

To me and many other people Movember was something you heard about but didn't take too seriously, men's wellbeing what's that? We don't see the doctors and have check-ups, and we certainly don't need anyone to speak to about our feelings and problems in our lives, we just suck it up.

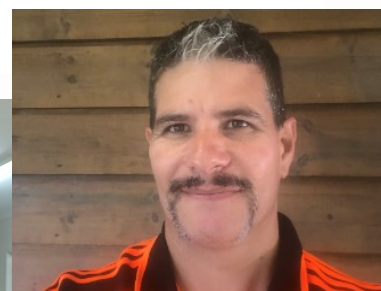
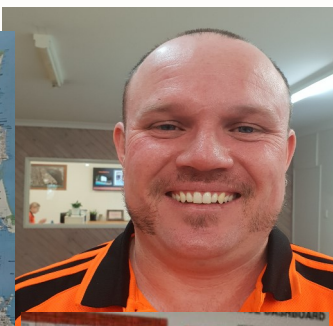
Unfortunately that's the way most men see things, it wasn't until these last few years and more recently, this year that quite a few of our work mates and friends were diagnosed with cancer, that's when you sit up and take notice because it hits HOME.

I say that because work mates are like family and when they hurt, you feel that hurt. So this Movember we at AKD Caboolture are going to speak out loud and clear. Let's make a difference get those check-up's, ask a work mate how he or she is doing, I don't know the statistics but I'm told that early detection is the best way to fight this disease. On a brighter note it was fantastic to see Terry back at work again, also Wayne, Jim, Doug, and not forgetting our pal Steve, that is on his way to recovery. God Speed mate, one last mention is to the management and Company for the support in this **OUR MOVEMBER**.

*-Ian Jennings, Caboolture Greenmill*

*"Fantastic effort from the boys and gals of the site to get behind a important issue & one close to our hearts. We are putting the challenge out their for all of AKD nationally to get behind this great cause in 2019 and as a larger family/team. We look forward to seeing some spectacular Mo's next year like the brilliant examples below"*

*- Greg Levinge, Acting Site Manager*











## CEO CORNER

with Shane Vicary



Another year done and dusted and what a year we had!! In January we had two sawmills and were operating on 6 sites with 450 employees. Today we have six sawmills operate on twelve sites and employ over 1200 people. The growth has occurred very quickly and all at the same time that we commissioned our new sawline in Colac bringing a four year project to a successful conclusion.

As I reflect on AKD's long history and where we are today, our story is about people rather than assets. Our story is based around the people that were here before us, the people who are here today and those that will follow us. As a family company our focus is on our people and having a truly sustainable company.

The first day at Tumut, Oberon and Berkley Vale were fantastic days with great engagement because of the people. I had the joy of being at Tumut and I have to admit I was a bit nervous or even apprehensive. It's quite scary speaking to a group of 250 people you don't know. Our first day at Caboolture and Yarram sites had been really successful. We wanted to ensure the new team would have the same experience at Tumut. WOW what a fantastic response, they were so positive and welcoming. The strong team ethic is evident, and the housekeeping was immaculate, a real credit to all involved.

So to all the employees at Tumut, Gilmore and Berkley Vale, you are now AKD. Welcome to our team and our future. To those who helped with the transition, who did huge hours, spent time away from your family, a huge thank you!! Finally to those who were not part of a project, but who contributed to our normal day to day operations thank you for your efforts through this time of great change and disruption.

Steve Baudinette I would like to recognise your contribution to AKD, I thought John Brown's comments captured you perfectly. Your energy, drive, enthusiasm and effort is absolutely recognised. Chris Dix "Dixy", Chris you (amongst others) have given AKD the confidence to continue to invest in our own unique Apprenticeship program, and this is one of the many positive legacy's that you leave with us. We wish you and your family all the very best for your future endeavours.

So with the extended Christmas shuts this year most AKD employees will have the opportunity to have a longer break. We hope that you have a safe, relaxing and enjoyable holiday with friends and family. I am hoping to enjoy warm weather on a beach somewhere with my family.

At this time I would like to recognise all those Maintenance employees at our various sites who work through the Christmas break while we are away and the days are hot. Thank you for your invaluable contribution. It does not go unnoticed.

So **be safe** have a great holiday and thank you for 2018 and I look forward to working with you in 2019.

Ka kite ano

# Thank you



Thankyou to the Splinter team;

- Clark Rodger,
- Sophie Devine,
- Bree Meesen &
- Janelle Monaghan

