MAY-JUN 19

EDITION 28

THE SPLINTER

AKD EMPLOYEE NEWSLETTER

AKD

AKD SOFTWOODS

THE SPLINTER

AKD EMPLOYEE NEWSLETTER

THINK WORK BE SAFE TOWARDS ZERO

Health and Safety with Toni

As we continue to strive 'Towards Zero', it is integral that we all take the time to STOP and THINK through every task we are about to complete are there any hazards, have the conditions changed since the last time you did the task AND is there a better way to do it?

These are all the questions we should be thinking about before we do anything – both at work and at home.

> "THE DEFINITION OF INSANITY IS DOING THE SAME THING OVER AND OVER, BUT EXPECTING DIFFERENT RESULTS"
>
> ALBERT EINSTIN

If you are in a carpark at the shopping centre, do you just wack the car into reverse and go for it OR do you stop, look what's around you, make sure the area is clear and continue to monitor using your mirrors/ reverse camera etc? Why do we do this…..because we don't want to injure ourselves or others and we don't want to damage our car – all of these reasons have an impact and would make our lives difficult.

Over time people become comfortable in their job. We feel we are able to do the job without giving too much thought to it. It is this state of mind that means we become overly confident and this is when incidents are more likely to occur.

When we become confident in our tasks, it is very hard to 'self-diagnose' when we are slipping into a state of complacency, so it's very hard to break the habit – but we have to try!

There are still far too many incidents and a lot of them could have been avoided if we just stopped and thought about it before jumping in.

I'm not worried about the stat's, I'm worried about how many of our people have been injured. If you know any of your team mates that have been injured recently, take the time to ask them how their injury affected life outside of work. Those that have had to sit in the waiting room of a hospital rather than being at home with the family, watching the footy, having a beer….those that have had stitches and can't shower themselves without it being difficult – besides the physical pain, it is also a pain in the ar@# (and not just for you, but for those around you that you now need to rely on more).

So, to help combat this problem, we have recently launched the SLAM process – which is **designed to disrupt** your usual process and requires you to stop and think through your tasks.

As a business we are telling you and putting processes in place to SLOW you down – not because our production targets aren't important – but because your SAFETY is more important.

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Colac and Irrewarra Health and Safety Update with Mark Skinner

Carrying out evacuation drills is an important activity and gives us an opportunity to understand how we are positioned to deal with an emergency situation as well a chance to identify and address any gaps.

We have been working to improve our overall Emergency Management processes.

In May, both the Colac and Irrewarra sites conducted evacuation drills with the support of specialists 'First Action' on hand to monitor the drills and provide expert feedback and ideas for improvements.

The evacuation drills were carried out pretty smoothly and more importantly, everyone was evacuated and accounted for in a reasonable time.

While there were a number of improvements and actions identified, overall the evacuation drills were successful and carried out with great leadership, communication and engagement by all involved.

Great work teams!

AKD SOFTWOODS

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THINK WORK SAFE BE TOWARDS ZERO

Yarram Safety News with Graham Clark

Confined Space training was being undertaken on our site, with some of the training involved working at heights. It reminded me of something I learnt at school in Australian History, during the construction of the Sydney Harbour Bridge [1923 to 1932] 16 people fell to their deaths. We have over the years improved our approach to working at heights. Unfortunately according to Safe Work Australia, in the 12 year period of 2003 to 2013, 386 workers were killed as a result of slips ,trips or falls. And it actually makes a large percentage of other injuries, both serious and minor ones.

Sometimes it is caused by design of workplaces but mainly one thing that contributes to a lot of these injuries is work environment based- i.e. a build-up of objects that can cause trips. In our industry it is the bits of broken timber, sawdust or chip build up or that bit of broken strap. So our housekeeping practises are important in that they can greatly and easily reduce the 'exposure factor' to slips, trips and fall.

Another thing that can easily contribute to a slip, trip or fall is poor footwear, in what way? Maybe our comfortable pair of safety footwear has grown a bit long in the tooth, they may look alright on top but the tread on our boots may be worn down too much. Combine that with a wet floor and we no longer have the needed grip and we slip or fall, so check the condition of your boots. If we practise good housekeeping and look after our PPE we can contribute to greatly reducing this type of incident.

What else are we doing at Yarram– we have focused on removing damaged small equipment such as air hoses with damaged sections, handles on valves that are a bit 'wonky' etc. Our Bag House project is continuing and we have a new training/conference room. We all enjoyed the Biggest Morning tea [that turned into lunch and the next day morning tea—it was well supported by plenty of good cooking- we didn't let it go to waste]. We even got some of that long awaited rain. Now as we head into winter we are looking toward the spring that follows.

Think Safe, Work Safe , Be Safe and Enjoy Life.

Safetymatters

THE SPLINTER
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Caboolture Health & Safety with Colin Balboni

Pedestrian safety

We have Contractors completing servicing of leased equipment onsite and operating in areas that are not purpose built for the activities. The team at Caboolture came together to find a better location that was more practical for the servicing of mobile plant. Improved safety was the goal.

Consultation

The Team involved staff from Carpenters, Maintenance, Logyard, Stores and HSR's. Toyoto's rep. and staff were involved also in providing information and feedback on the activities that they undertake. Location and facilities were discussed and a suitable location was identified.

Location, Location, Location

An old shed on the back of the property was identified as having all the required space and services to complete the servicing and other activities the trades were completing on a regular basis. You will see in the comparison photos that it had been a dumping ground for some time. Dennis Gould along with others set about making time to clean up and improve the area to the right standard.

Colin Balboni—EHS Manager

This was a great outcome to improve Safety, Health and the Environment.

Great Work Caboolture Team!

AKD SOFTWOODS

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THINK WORK BE SAFE TOWARDS ZERO

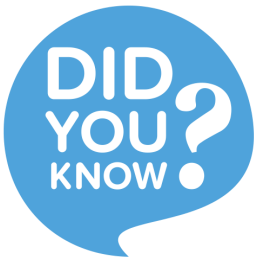
Tumut Health, Wellbeing and Safety News with Rodney Sutton

Hi Team, this is Tumut's first Safety Article for the Splinter magazine, so I hope it's up to the high standard. Well it's now the end of June and the cold weather has set in with some cracking frosts through the week, so just on that to help prevent an injury we need to take the time to warm up the muscles before starting for the day. Working in extreme cold conditions can result in several adverse health effects, which are generally grouped together as the result of the exposure. Some workers can experience the ill effects of seasonal cold weather, It is important that all employees and specifically our site First Aiders are trained in recognising the early warning signs of hypothermia, and can take appropriate action if required. Some early warning signs to look for is if the person is shivering uncontrollably, their hands become numb, having trouble with buttons, laces and zippers, they may have difficulty in thinking clearly, they seem confused or disorientated and they start behaving irrational. On a positive note a couple of Health, Wellbeing and safety initiatives we have implemented across the site in the last few months have been the introduction of a site Physio programme, this is to aid in the injury recovery process and "yes" prevention is better than cure however this programme will help with those smaller incidents were you just didn't quite get the lifting technique right or were you over exerted yourself and felt a bit of a twinge but thought nothing of it and then it potentially turns into a more serious injury.

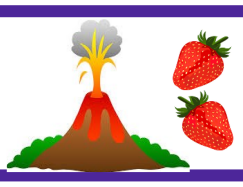
Stay safe
Rod Sutton EHSR Advisor Tumut Sawmill

Congratulations to the following staff on reaching a milestone this May-Jun 2019

White	Brendan	21/05/2014	5	Colac
Davison	Jonathon	29/05/2014	5	Colac
Lesniak	Kaya	2/06/2014	5	Caboolture
Johns	Mark	10/06/2014	5	Tumut
Butler	Graeme	10/06/2014	5	Tumut
Worldon	Mitchell	10/06/2014	5	Tumut
O'Connell	Shaun	10/06/2014	5	Tumut
King	Damian	10/06/2014	5	Colac
Nolder	Peter	16/06/2014	5	Jelfor
Baulch	Terry	24/06/2014	5	Colac
Sheerin	Stewart	24/06/2014	5	Colac
Bellears	Tristan	1/07/2014	5	Colac
Kerle	Daniel	7/07/2014	5	Colac
Haluska	Louise	14/07/2014	5	PPP
Kelly	Ryan	8/05/2009	10	Tumut
Pefanis	Stephen	11/05/2009	10	Colac
Stevens	Melissa	11/06/2009	10	Colac
Van Dijk	Frank	15/06/2009	10	Colac
Dalrymple	Anthony	4/05/2004	15	Yarram
Williams	Kevin	15/06/2004	15	Caboolture
Wickham	Frederick	11/06/1999	20	Tumut
Bridgeman	Christopher	25/05/1994	25	PPP
Scott	Simon	20/06/1994	25	Colac
Westlake	John	29/06/1994	25	Colac
Moule	Gregory	14/07/1994	25	Caboolture
Shedden	David	1/05/1989	30	Tumut
Owers	Stephen	1/05/1989	30	Tumut
Thomas	Kenneth	29/05/1989	30	Tumut
Chalmers	John	22/06/1989	30	Tumut
Smith	Paul	7/06/1984	35	Caboolture
Goode	Steven	10/07/1984	35	Tumut
McGrath	Tony	28/05/1979	40	Tumut



- There are 12 times more trees on earth than stars in the milky way
- Lemons contain more sugar than Strawberries
- The only continent with no active volcanos is Australia



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AKD EMPLOYEE NEWSLETTER

New Employees – WELCOME TO THE TEAM

AKD welcomed these new employees in May-June 2019 and encourages everyone to make them feel welcome and work together to keep them safe.

Ruari Emerson **DMC**

Jarrod Evans **RMC**

George Mathoat

Tieran Coustley-**PPP**

Amber Wroe **GM-CAB**

Alyssa Howard **DMC**

Mitchel Broersen
GM-YAR

Paul Fenton **DMC**

Tony Walker **RMC**

Tessa Williams **GAP YR COL**

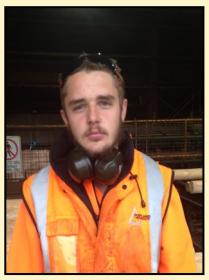
Owen Trumper
General Manager Fibre Supply

Corey Owens **DM-YAR**

Khyell Morgan **DM-YAR**

Daryl Hann **ADM-JEL**

Glenn Aitken **MA-JEL**


Connoe Sellwood-**PPP**

Tumut is excited to announce their new trainees to the Administration team.
We welcome Brooke Hartshorn and Amy Reynolds. Both Brooke and Amy are studying a Certificate III in Business. We wish them all the best. Welcome to the Tumut team.

Brooke Hartshorn
ADM-TUM

Amy Reynolds
ADM –TUM

- Like fingerprints, everyone's tongue print is different
- Bubble Wrap was originally invented as wall paper
- It is physically impossible for you to lick your elbow

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

Remembering our work mate Wayne

Wayne Baxter passed away on the 12th April and we would like to recognise and remember Wayne. A few of his workmates have provided the following messages :

Many nice words were spoken about Wayne at the funeral service one in particular will stay with me and remind me of Wayne whenever I hear it, never judge a book by its cover. Those who had the pleasure of knowing Wayne would agree that he was a gentleman and truly the salt of the earth. Over the last 30 years of knowing Wayne as a work mate, I can honestly say he is sadly missed by everyone on site, however there are many fond and sometimes funny memories that he has left behind. I recall one night when he came to work and typical of Wayne it was a few hours before his shift was due to start, (Wayne had a great work ethic and would bring food into work to feed the possums) now you need to use your imagination, Wayne arrived at the smoko shed before anyone else, leaving his bag with the bread for the possums on the table, meanwhile a few of the guys make their way to the smoko shed, having a smoke and chatting about the their day when Wayne's bag begins to move slowly on the table, everyone is staring transfixed by the moving bag unable to speak out pops a possum head causing the guys to scatter!

Thanks for all the great memories Wayne, R.I.P mate

Ian Jennings

Well it is hard to describe our mate Bax in a few short words. I worked with Bax for many years, he was a very hard worker who would reprimand himself when he made a mistake. He always paid his way and put others before himself. I will miss having a smoke with him before going home. I'm going to miss you mate.

From Hobbsie

Wayne had no favourites. He treated everybody like family. If you were lucky to pass him, you would always get a warm greeting whether you had just started with the business or been working here a lifetime. As for giving, Wayne would always put 3LT of milk in the fridge and magically every week our biscuit jar would be filled by no other than Wayne. “Help yourself mate there is plenty for all of us” he would say. RIP mate, you will be forever missed.

From Terry

I only new Wayne for a short time. He was the type of bloke who would always say g’day and ask how you were going every day. Without a doubt before Wayne would clock off for the day, he would pop his head into my office and say “have a lovely day”. He was a true gentleman and I think that’s a trait that comes rare nowadays. RIP Wayne.

From Darcy Oborne

I remember Wayne to be a generous, hardworking gentleman, where nothing was ever a problem for him. Wayne lived life simple and happy, and showed us all time after time how much of a great bloke he was. Wayne would give you the shirt off his back if he felt you needed it, and his character was truly one to be admired.

From James Price Dry Process Manager

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

Tony McGrath celebrates 40 years at Tumut

Congratulations to Tony, who has reached the milestone of 40 years' service at Tumut.

Forty years ago, Tony commenced work on the 28th of May 1979 at the Gilmore sawmill, and he was employed as a Despatch Clerk. He had been working in the Bank at Moruya and was finding it hard to make ends meet, so when a mate told him about a job back home working in the office at a sawmill, he jumped at the opportunity.

It was an era that saw the introduction of forklifts for loading, whereas before that loading was carried out by cranes and crane chasers. Tony said they loaded about three semi trailer loads a day with the odd rail carriage of post and rails, RSUS and framing. The information software system consisted of tally sheets, ledgers and butcher's paper while the truck drivers PPE was not much more than thongs, stubbies and a shearer's singlet.

In 40 years, he has seen a lot of people come and go and even some come back again. He has attended numerous training sessions, learnt many new things and picked up a few skills along the way. Tony says its true what they say; **"you *only get out what you put in.*"**

In his spare time, Tony keeps himself busy with some home reno's as well as tending to his garden but at this time of the year he is consumed with picking losing football teams, something he assures me that he is quite good at.

Tony married Denise, a Tumut girl and they have three grown up children. Two daughters (Stacey and Megan) are Uni graduates with degrees in their chosen fields (he said they obviously get their brains from their mother) and his son Tim has a traineeship working for Snowy Hydro for twelve months after which he will attend university in Wagga.

The most pleasing aspect for Tony as an AKD employee, is that he is working for a company that promotes a focus on timber supply from plantation to market and this is reflected in the AKD Core Pillar of taking a long-term view. He feels that he has worked for several companies over the years that have had a partial interest in their sawmilling operations but who were not in it for the long-haul. For Tony it is refreshing to know that AKD have a long-term approach and are committed to the future of our industry.

"My advice for new starters is to give people the respect you would expect from them and make your job as enjoyable as possible. Try and have a laugh when you can, as you never know you might be lucky enough to do it for 40 years." -Tony

Left to Right: Tony, Denise, Stacey, Megan and Tim

"40 years of service Tony and what an exciting milestone you have reached. It has been a pleasure to work with you for half of those years. Your approach to safety and professionalism is a credit to your character and longevity throughout your career."

Rab Green, Site Manager

"Well done Tony on such an amazing milestone in your career with the company. Your contribution to the business and leadership in the Tumut Supply Chain Department has been second to none. I take this opportunity to personally thank you and extend my congratulations to you on reaching your 40 years of service."

Frank Jusup, Logistic Manager

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

Paul Smith Celebrates 35 years at Caboolture

Paul Smith has worked at the Caboolture site for 35 years which is an amazing achievement.

When he first started back in 1984, he was put to work on what he called the 'pizza hut' where he would have to hand stack and strap timber into packs as well as hand write every tag . He hand stacked timber for 6 months and then moved onto hand feeding the Newman which was our planer. Paul became the team leader of the floor which he did for over 10 years.

He also would work on the dry chain where he had to wrap and strap as well as hand write the tags out for all the packs. He would roughly do 50 packs a day. Paul said the health and safety has changed dramatically since he started with a lot less manual handling. Paul has worked across several machine centres over his time, but he has spent most of his time up on the grading deck manually grading timber. Paul says it's a job that needs to be done but its not for the faint hearted.

In his spare time Paul loves to throw a line in around Bribie Island and try his luck for a fish. He also likes to get out camping with his wife Fern. Paul has two kids with 6 grandkids who also have the same passion for fishing as Pauly does which keeps him busy.

Pauly has had a lot of good fun working here over the years and has made a lot of good mates, including his fellow lumber legend Ray Lattimer in particular with the two of them always stirring each other up.

Jokes aside, Paul is a calm, reassuring member of the team, who always gives his best and leads by example. Pauls voice of reason is regularly heard in toolbox talks when the team can't find a solution, referencing a way it has been done better or worse in the past, putting things into perspective and helping everyone function. This is a rare trait and Paul is someone we all hold much respect for.

I would like to congratulate Paul on his 35 years of service and for being an important member of the Drymill team for the last 35 years. Cheers!

Darcy Oborne - Drymill Team leader

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

John Halifax Celebrates 30 years at Shelton Timbers

The 29th of April marked 30 years with Shelton Timber, the companies longest serving member of our team.

To put 30 years into perspective, the year that John (Fax) started with us was 1989. The World Wide Web was invented, the Berlin Wall came down, the first episode of the Simpsons aired on TV, and the First GPS satellite went into orbit.

To give 30 years' service to one company is testament to the strong relationship, shared vision and values that Fax and Shelton Timbers are committed to. Fax has always been a stand out leader.

Fax started with us driving our log truck after the sudden death of John (Mud) Laurie another highly valued and long serving employee. Over time we started and grew our logging operation. At its peak operating three mechanical harvesters and three forwarders. Fax was a natural choice to manage this important part of our business. He could not only skilfully operate the harvesters, forwarders and the B Double truck, but could equally repair and service all the equipment. He became a well know identity in the pine logging industry.

After our logging operations ceased five years ago, Fax now heads up both our log procurement, maintenance and production in our yard here in Colac. When asked what has lead him to stay with the company for so long and what he has enjoyed about the job and its challenges, Fax said that to have the respect and the trust to make decisions in the day to day running of the company. Having built a strong friendship with Pat over the years, and now David, has made him feel a valued part of the family run business.

What makes Fax a stand out leader for us?

- Primarily it is his sense of ownership and responsibility for his successes and failures in the roles he has performed.
- His practical hands on skills in machine operation and maintenance. Starting with no formal mechanical training he was a self-taught mechanic with an intuitive understand and genuine interest in how things work. A brave and confident approach to pull machinery apart, find the fault, repair it and put it all back together again. All this with a mindfulness of the impact that the down time is having on production. In 2006 he completed an apprenticeship in Mechanical Engineering.
- His preparedness to work whatever hours that is required on any given day, and an expectation that those he leads should display a high level of commitment to their Job. He has always said you only get out of a job what you put into it.
- All jobs today involve change, and those who are successful can manage change and embrace it. Fax has successfully dealt with change here for many years.

All of these attributes have contributed to the success story that is John Hallifax and Shelton Timber.

I thank Fax and look forward to many more years working together.

David Shelton

Managing Director

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

David Shedden celebrates 30 years at Tumut

Congratulations to David (better known as Shed) who has achieved the milestone of 30 years as a part of the team in Tumut.

Shed commenced employment on the 5th of May 1989 on the old stacker at Gilmore. He was the 2nd Cleater with John Whiting and the legendary Keith Friend (Friendy) who was the operator. The old stacker was separate to the Greenmill, the forklift would bring the timber down and load it onto the stacker outfeed to be stacked into fillets.

In 1990 a new stacker was built, that was attached to the end of the Greenmill. Shed and the crew thought they were very smart, instead of placing the cleats on the rows of timber manually they now had cleat cartridges that did it for them. The only thing was as Friendy became more efficient at operating the new stacker, John and Shed found themselves having to work faster and harder to keep the cartridges full.

"I remember Friendy getting frustrated with us one day, as the cartridges were all empty and he had to stop the stacker and come around and help us fill them back up. Both Friendy and John are still working with AKD today, much longer service than I" – Shed

In 1991 Shed moved into the Tumut Sawmill to make up the other shift in the Greenmill. They were part of the Shift B for which Shed is still a part of to this very day.

Shed used to do some forklift driving out at Gilmore and once they moved into town he found himself full time on the 16-ton Greenmill fork. In 1998 the Greenmill management asked him if he would be interested in moving into the mill and taking on the position of Quality Control, so he decided to give it a go. He found it to be a big change to driving the forklift.

Shed tells me he was on his feet almost all the time. He had even taken a pedometer to work from time to time and on some days, he reached over 25,000 steps! He thought the pedometer was faulty, he didn't think that he could do that many steps in a day of work, so he borrowed one from the town library to see if this was correct and to his amazement his pedometer was telling him the truth.

Shed (right) with younger brother Tom

Today, Shed is still in Quality Control in the Greenmill. With modern technology the job is much easier than it was years ago. He also isn't doing as many steps as he used to do. He does wear a pedometer occasionally and is doing around 20,000 steps per shift.

"I have never taken my job for granted, it has enabled me to stay in Tumut and live a good life. It has also given me opportunities to travel. I have been to England twice playing cricket and Ireland four times with my friends on holidays" – Shed

Shed has loved playing cricket since he was around 10 years old and is still playing today, more filling in rather than full time as he feels he is wearing out with age even though he is still a "young Shed".

Outside of work, Shed has a partner, Vikki. He also has three cats, Cheeky, Vovo and Fizzy, which are all very spoilt.

One place you would often find Shed when he isn't playing cricket on the weekends is in his garage that has been transformed into the "Green Frog Café". It has recently been done up with a bar, memorabilia and has been carpeted and painted. You could say that Shed and his mates frequent the Green Frog Café more than his house.

PS: A little funny story… Shed was invited to a Saint Vincent De Paul meeting some time ago as they were in dire straits of members. Some of them passing away and the others were very old and wanted to get out because they had done their time and were looking for new blood. Shed, being Shed, decided to attend to help them out and maybe become a committee member and under duress walked out after the meeting gobsmacked that he was the new Vice President and at the ripe old age of 46! Oh, and yes, Shed is still there 5 years later in the same role. Shed you're a legend!

Janice McDonald, Payroll Officer

Dave and Vikki in "The Green Frog"

Dave (right) With Cricket Legend, Neil Bulger

"Congratulations on an extremely wonderful career, it is a pleasure to have you in our team. Your personality ensures that the Greenmill is always a pleasant environment to work in. I look forward to the many years to come. "Glory Glory""

Rab Green, Site Manager

"Congratulations on your 30 years of service Dave. You have always been a joy to work with, with your sense of humour and dedication to your role within the company."

Scott Gorman, Green Processing Manager

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John Chalmers celebrates 30 years at Tumut

Congratulations to John, who has reached the milestone of 30 years' service at Tumut.

John commenced employment on the 22nd of June 1989 on the Stacker in the sawmill, working on most jobs in that area. John has done just about everything, working on all the machinery. For the last 15 years, John has been a leading hand running his shift of around 18 employees.

John has been involved in putting together new SOPs and gathering information on all the operating procedures for all sawmill machines. He has studied Business Frontline Management that the company put him through when he became a leader. John recently became an Assessor and undertakes assessments for employees who have completed their training in new positions. He has been a Safety Representative and completed studies in that area, also taking part in ECC Committee meetings.

"I have enjoyed and still enjoy my time working at the mill and appreciate the skills and opportunities I have acquired over my time here. I have also met and worked with a lot of great people along the way" – John

John has experienced a lot of changes over the years, regarding safety. Back when he started there was very little guarding on machinery, so it has come a long way, all for the better.

John was born in Nowra and his family travelled Australia by caravan and camped their way around when he was a child. The family located to Tumut when he was in primary school and has been here ever since.

John attended Franklin Public School from Year Three and then onto Tumut High completing his education.

Over the years, he has enjoyed playing rugby league and played in the juniors with Tumut and under 17's with Adelong.

He has played several years of the Roddy Shield with many different clubs, namely the Royal Hotel, Tumut Golf Club, Star Hotel and Wynyard Hotel.

John said he really enjoyed the social side of the Roddy Shield which was going back to the pub for a beer with mates after the games.

John is married to Julie and they have two children, Ben and Clare. Ben is 29 and Clare is 25. John and Julie are grandparents to Korbyn who is three years old and Tyler who is 13 years old. Ben works for DME at Visy Tumut as a Fitter/Boilermaker and Clare is the Branch Manager at Bendigo Bank in Gundagai.

John likes to go fishing and camping and follows the West Tigers in the NRL.

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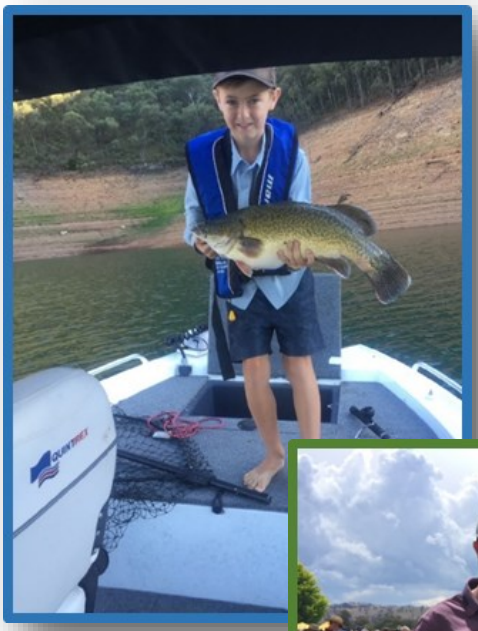
The Chalmers family

Korbyn with his catch



Tyler's massive cod catch

"Well done John. You have shown excellent commitment to AKD and there are exciting times to come. Continue to focus on safety within your team and I look forward to your continuous service and passion for excellence."

Rab Green, Site Manager

"Congratulations on reaching 30 years of service John. It's great to see you achieve this goal as a team leader, well done."

Scott Gorman, Green Processing Manager

John's daughter Clare & partner, Jack

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Stephen Owers celebrates 30 years at Tumut

Congratulations to Steve, who has reached the milestone of 30 years' service at Tumut.

Steve is originally from Deniliquin where he spent his early and primary school years. His family then moved to Yanco Weir when he was 10 years old after his father gained employment as the Weir Keeper.

Steve's favourite hobbies as a teenager were mostly motorbike riding along with a bit of hockey and footy.

On weekends and after finishing High school at Leeton, Steve worked at his uncle's wheat and sheep farm before acquiring a plumber's apprenticeship but unfortunately he had a serious motor bike accident and was unable to continue.

Steve eventually gained employment at a Darlington Point farm as a farmhand performing several different responsibilities, he married his first wife and had four children whilst in the area.

"I found my way to Tumut with my young family working at an apple orchard where Michael Walsh was my supervisor; funnily enough I still work with Mick today at the mill. I eventually gained employment at the mill in 1989 working with Lyle Baker producing apple bins. My Supervisor was Gary Talbot when I first started. I have had numerous jobs and operational positions since then such as timber grading, stress grading, moulder, mobile plant, paul docking, QC and now currently Holtec pack-saw operations." – Steve

In Steve's younger days he loved exercising, particularly gym work, where he once trained the local footy team. Steve was a competitive body builder with some success competing in the Mr. Natural competition throughout regional NSW.

Steve remarried in 2012 to the love of his life, Shirl, and gained a bigger family much like the Brady Bunch.

Together, Steve and Shirl have seven children; three boys and four girls ranging from 25 to 37 years old, along with 16 grandchildren with more to come.

Steve and Shirl love the family life on their hobby farm of eight acres where there is enough room to let the kids run free and they also love getting away to any coastal region.

Steve is a keen supporter of Collingwood in the AFL and Melbourne Storm in the NRL.

"Like most people I have seen a lot of changes over the past 30 years, mainly to do with safety and technology. I enjoy my time with my colleagues and the work I'm performing." – Steve

Ray Lucas, Dry Processing Manager

"Fantastic effort achieving 30 years within the industry Stevie O. You have and remain to be a popular, valued, reliable and well-regarded member of the team. As mentioned above you have seen many changes within the industry. I too have seen changes within yourself, I remember the muscle bound, hairless, chicken and broccoli eating fellow that treated his body like a temple to get ready for competition… oh my how things have changed at the recent meal celebrating your 30 years to see you munching on pastries and pies. Congratulations Steve."

Ray Lucas, Dry Processing Manager

"Congratulations on achieving this milestone, Steve. 30 years is a long time and all of your contribution over the years has not gone unnoticed. I look forward to celebrating your continuous service throughout your career."

Rab Green, Site Manager

Steve and his beautiful wife, Shirl

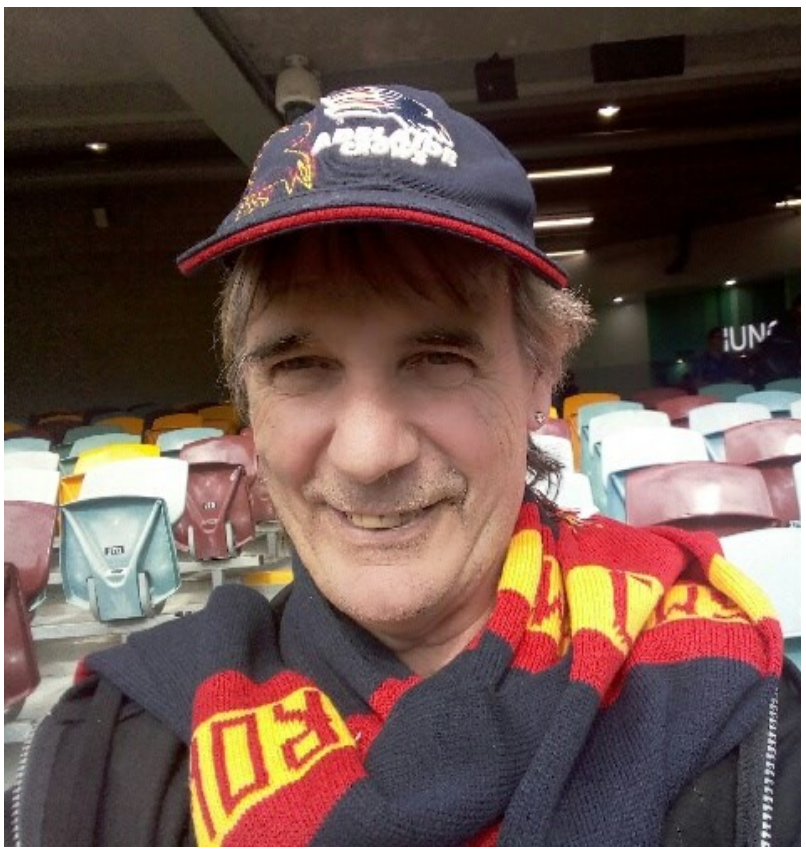
THE SPLINTER
AKD EMPLOYEE NEWSLETTER

Greg Moule Celebrates 25 years at Caboolture

Join us in the celebration of Greg Moule on his achievement of 25 years with the business. A self confessed Adelaide Crows fanatic, Greg has been an integral part of the Caboolture Greenmill for as long as he has been a part of the team. To the Caboolture team, he is affectionately known as "Mouley".

Greg found his way to the Caboolture site at the end of a 6 year working holiday around Australia, originally born and bred in Adelaide, South Australia, Greg and his wife Jennifer settled in sunny Queensland.

Prior to joining the Caboolture team, Greg had spent 20 years as a trade qualified Butcher, with the earlier starts and increasing demands on working hours, he decided he needed a change of career.



When Greg joined the Greenmill, he started in the Ahlstrom Edger, and this is where he has spent a majority of his time. So much so that the nickname for this machine became the "Mahlstrom", a sign of the level of ownership that "Mouley" had taken over this machine.

To keep himself occupied away from work, Greg keeps himself busy with casting a fishing rod anywhere he can, Ten Pin Bowling as often as he can, and taking regular cruises.

He can also be found in the local markets every weekend, exercising his entrepreneurial spirit.

"Greg Moule is an integral part of the Greenmill Team, he has years of experience in many areas of the mill. His work ethic and guidance to the new starters in the Mill is appreciated by everyone.

He is passionate about the team, and is a great supporter of all endeavours in the Greenmill. We appreciate your passion Mouley"

Christian Gibbs, Green Process Manager

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

The power of network-based training

AKD is a member of Strategic Industry Research Foundation Roundtables (SIRF Rt). SIRF Rt supports industry by providing opportunities to share knowledge, expertise and training. We take advantage of this through several events including Roundtable meetings, Common Interest Work Groups, Lean and Root Cause Analysis Training, National Forums and International Guest Speakers.

We have previously taken advantages of onsite training, attended onsite benchmarking business/workshop events and networked at national forums and meetings.

Recently, AKD has had people attend onsite training at host companies for Hydraulics Masterclass, Breakthrough Conversations, MEX Computerised Maintenance Management System and Condition Monitoring.

Some feedback from these sessions were:
"The session gave someone with no idea about hydraulics an idea of the 4 enemies related to a hydraulic system Heat, Contamination, Cavitation and Aeration what causes and effects these have with a hydraulic system." Matthew Laity

"You get to see so many different people usually not from our industry and discuss issues and concerns as well as new technology. I always come back with at least one take away and have implemented them across the site in the past." Paul Muscat

"You get likeminded people in a room that have similar roles and talk and discuss the best way to achieve a goal, it doesn't matter how different companies look from the outside they often have similar issues and different ways of approaching them." Justin Hickey

"It was a really good experience. Learnt about different technology, on line monitoring, etc. Met lots of people from different companies and shared information regarding condition monitoring." Nabeel Habeeb

Also, our Site Leaders in Colac recently completed some onsite training in 'Theory of Constraints' (ToC). ToC helps us to identify and improve areas being constrained by bottle necks and those looking for a structured process. This is a powerful tool for making genuine business enhancements.

AKD SOFTWOODS

THE SPLINTER

AKD EMPLOYEE NEWSLETTER

THINK WORK BE SAFE TOWARDS ZERO

Australia's Biggest Morning Tea

Cancer Council

7-15 Forest Street, Colac Victoria 3250 T +61 3 5231 9100 F + 61 3 5231 1921

AKD SOFTWOODS
THE SPLINTER
AKD EMPLOYEE NEWSLETTER
THINK WORK BE SAFE TOWARDS ZERO

AKD had strong participation across all our sites in NSW, QLD and Victoria, with 13 separate sites across the country stopping for Australia's Biggest Morning Tea. Over 1000 people were directly involved.

Cancer affects everyone either personally through family, friends or colleagues. 1 in 2 Australians will have had some form of Cancer by the age of 85 and it is the leading cause of deaths in Australia.

The AKD team combined raised $8490.20 and with co-matching from the company equals a huge $17,000, an amazing effort for this fantastic cause. These contributions will go towards helping the Cancer Council support those affected , fund much needed research, help prevent or educate people especially the younger generation about the importance of proper skin protection, and a healthy life style. These funds will also allow the Cancer Council to advocate within the community to change laws and policies to reduce Cancer risk and improve Cancer care.

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

Update from Yarram

Danny's Visit:

During the lead up to the Federal Election, the standing member for South Gippsland, Danny O'Brien made a visit to the Yarram Sawmill. He was given a tour of the site and met some of our team.

He made the following comments on his Facebook page.

Danny O'Brien MP
Yesterday at 7:35 pm

Gippsland's pine plantations are a critical part of our local economy supporting thousands of jobs - like the 60 people employed at AKD Softwoods in Yarram. Thanks to Julian Hay for showing me around - some exciting technology being introduced at the mill, with every effort being made to get the most out of every single log.

#timber #plantations #radiatapine #lovegippsland #yarram

As the major sponsors of the Tarra Festival, a truck load of AKD Yarram's timber joined in and lead the street parade. The Tarra Festival was founded in 1972 and has been held every year since. It is held during the Easter period and during that time the towns population of 2,168 swells to well over 10,000 on the day of the parade.

The Festival not only encompasses the parade but also there are approximately 50 different events held during the week long duration of the festival. On Sunday there was a family day by the seaside at Port Albert which ended in a Fireworks Display. See images above.

Tarra Festival
23 Apr. at 3:12 am

Another Yarram group who've benefited from the generosity of AKD Softwoods, the main sponsors of the 2019 Tarra Festival. Thank you again.

Yarram Football Netball Club is with **Chelsea Smith** and **4 others**.
22 Apr. at 5:24 pm

Thankyou AKD softwoods for our new scoreboard ‼️🙌 looks even better with a 8 point win by our A Grade girls under the lights ❤️🌟⚪ **#goodfriday #easter #twilightmatch #yfnc**

Above - A post from the Tarra Festival Facebook page in reference to AKD's involvement.

Left - A post from the Yarram Football Netball club thanking AKD for there new score board

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

Portland Pine in the Local Community

On Monday 20th of May a small team from Portland Pine ventured off site to visit the staff and students at the local primary school.

Sharyn, the Business Manager at Heywood Consolidated, had approached Portland Pine for some chip to refresh their playground and we were more than happy to help out.

The following article was posted on the school's Facebook page;

"What an amazing lunchtime yesterday. Portland Pine Products donated, and delivered, 5 tonne of wood chips for our playground. The team of Wayne, David, Jaimmii and Gary did a fantastic job of spreading the chips much to the delight of our students who were fascinated by the activity. Zander even took the opportunity to help out after school.

This is a wonderful example of a local business supporting our school. Thank you Portland Pine Products and your amazing team."

It was a great afternoon seeing the excitement of the children as they watched the truck unload and the Bobcat, driven by Dave, spread the chip while Sharyn, Wayne and Jaimmii tackled the real hard work using shovels and rakes.

The Portland Pine AKD team getting some much welcomed help from the communities youngest.

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

Tumut Maintenance Team Clocks Up Fantastic Safety Performance

The last quarter has seen some milestones with new apprentices Ray McDonald - Fitter and Will Booby - Electrician starting with the Tumut maintenance department.

Personal milestones being achieved include Tom Bennetts qualified as an Electrician from his apprenticeship, Tim Crampton 25 years, Jason Delany 30 years, Dan Matthews five years - Dan completed his Fitter apprenticeship with the Tumut Maintenance Department, Shaun O'Connell five years and Debbie Maher (our go to Purchasing Officer in the engineering store) clocked up 25 years with some major milestones coming out in the next quarter 30 and 35 years.

The Maintenance department have just clocked up one-year (RI free) without having any medical treatments or lost time injuries! We are now chasing its previous record of three years.

The achievement has been done using JSA, Radar, permits - Working at Heights, Hot Work, Confined space and safe system bypass permits to ensure works are completed in a safety-first manner, daily safety toolboxes at shut down periods to discuss previous days works and other works that may affect the different areas that people are working in these busy periods.

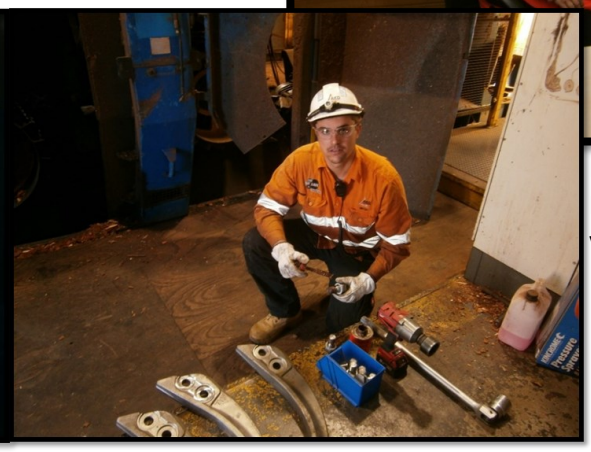
A great effort by the team as they work in many upset conditions on a daily basis from heights, extreme heat which we experienced throughout the January maintenance shut. Continuing into February with temperatures reaching an excess of 40 degrees celsius for over four weeks in which hydration was taken to a new level with water, electrolytes and the good old Zooper Doopers helping with the hydration process. Throughout the winter months temperatures working on a daily basis are below zero conditions around the site.

Well done to the team now aiming for 2 years.

Gordan Kelso, Mechanical Supervisor

Debbie Maher, Purchasing Officer - 25 years of service

Mitch Greenhalgh served his apprenticeship in the Tumut maintenance Department and has clocked up 12 years



Mitch Piper served his apprenticeship at the Tumut saw mill and has 9 years of service up

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

Tumut AKD's Sponsorships

Local Batlow Netball Team - AKD Toffee Apples

The kids are learning skills in the NetSetGo Tumut competition

Brody McNally showing off his AKD shirt

Local Tumut Basketball Team - AKD Fireballs

All aged 9 years old, they are doing well in this season's basketball competition

Here they are pictured with there coach .

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

Caboolture Kilns & Boiler Culture

To use the words of Russell Waller, Kiln Attendant at the Caboolture site, “Things have improved massively in our area over the past twelve months”. The Caboolture Kilns & Boiler Team have been extremely busy recently, prepping their area for potential future expansion and improvements. The area has a lot of redundant plant and pipework from many decades of operation, and its time to shape things up for a bright future.

The team have been focused on cutting and digging the old redundant gear out, working alongside our maintenance team, simplifying our process and creating space for future improvements. All of the team have jumped onboard, and along with achieving fantastic production results, the changes in the area have really lifted the teams spirits and engagement. It is a credit to all of the group, and has been recognised by many around site.

The crews have all expressed a keen interest at being involved in discussions around where we are headed and how we are going to get there. Being a key part of the process makes a huge difference in understanding certain requirements, giving critical feedback and having pride in the department.

Recent drying results have been excellent, with the Drymill enjoying and commenting on fantastic quality of incoming timber from the upstream processes. This is a great achievement from the crews in the Kilns & Boilers who have been working hard on reducing deviation in moisture content through their best practice application.

So onwards and upwards for the challenges ahead, having fun whilst improving!

Bryan Downs , Kilns and Boilers Supervisor

Robbie, Darren, Bryan, Dave & Trevor

Rob, Glen, Trevor & Big Russ

The Kilns & Boilers have never looked so good, great job all on your hard work over the past few months in both clearing out the area and achieving such a fantastic result in kiln drying, looking forward to our future growth!

- James Price, Dry Process Manager

MiCROTEC Service Visit in Tumut

In May the Planermill completed the annual service of the Golden eye scanner. Vasile Zamostean from MiCROTEC was the service technician. Vasile has worked for MiCROTEC for the past five years, he is based in Venice Italy and currently works as part of the service team within MiCROTEC.

As part of the service, checks and calibrations were completed on the Golden eye, X-ray, CURVESCAN and ViSCAN. The work was completed over four days which included cleaning, checking lasers and camera's in the GE, this involved white light calibrations and adjustment to the camera focus.

An X-ray density check was completed using 90x35 and 90x45 boards of varying densities.

The ViSCAN laser was checked as an added procuration as the laser was only changed a few months ago.

The CURVESCAN however proved to be more of a challenge due to the ongoing issues with camera faults, a large portion of time (long hours) was spent fault finding completing software modifications and testing, we now have three options available if the final length check from the CURVESCAN fails.

Vasile Zamostean – MiCROTEC service technician

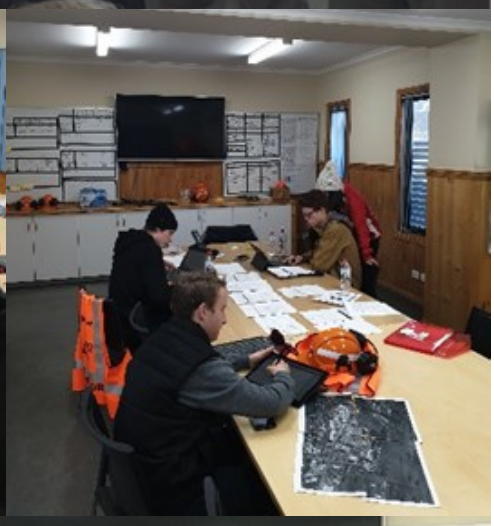
Training was completed for the electricians on how to clean and service the scanner, X-ray filters and AC modules and some training was also undertaken on the GE OPTiM on how each of the option for saving boards was interoperated.

A big shout out to Tanya, Mark, Dan and Dave who gave up their weekend to assist Vasile, your time and efforts are much appreciated there were some very long hours late into some nights involved.

Allan Booby, Quality Manager

THE SPLINTER
AKD EMPLOYEE NEWSLETTER

Mindshop Excellence Program



Our Colac site recently had the pleasure again to host a team of Year 10 students from Trinity College for a work experience week with a real workplace project. This involved them working on a current issue, identifying the cost to the business and then developing solutions to the problem with a cost and benefit analysis.

The team consisted of Braedyn, Liam, Olivia, Joe & Hamish (*Left to Right*).

They worked on our ability to identify and locate stock in storage locations. Their ideas utilised new scanner technology and GPS tracking ability. It was great to see the enthusiasm, drive and intelligence from this group of high school students from trinity. AKD has ran this program for over five years now and it is a fantastic way to work with the local high school.

See the next page for an inside view of the week from Olivia one of the students.

Photos middle: The students working through the week.

John Browne (left) and John Tabone from Mindshop with the students at their presentation

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AKD EMPLOYEE NEWSLETTER

Our Week at AKD Colac

"My classmates and I had the opportunity to work with the AKD staff and crew as part of our work experience week. During this week we worked with the Mindshop Excellence Program who gave us the skills needed to solve a real problem, real time stock location, which was presented to us the AKD staff.

Tuesday, after a tour from Michael of the awesome and interesting site we jumped straight into brainstorming some of our ideas and possible solutions and soon came up with an idea that we thought good enough to pitch to the board. We then set off to the dispatch yard in search of some forklift drivers to get their opinions and thoughts on the idea, as well as to collect information on whether it would be possible and how to implement it.

On Wednesday, we returned to site and after giving a brief to Mark of our plan and the hefty list of information we would require to Adrian, we set off to work sorting out the math of the problem as well as putting to use some of the skills learnt from the Mindshop team and researching how we could turn our idea into a reliable solution.

With Thursday being our last day before we presented the crew on site gave us the opportunity to head to anywhere within the business whether it be one of the mills or in the main offices, with some people heading off to the green mill, some heading back out to dispatch, I took the opportunity to go and chat to some of the amazing people who work in the finance sector. After we all got a further look into how the company ran we regrouped and set to work pulling together our presentation.

Friday morning we were joined by John from Mindshop, who helped us to finalise our presentation. With it being our last day we enjoyed a lunch of pizza and garlic bread whilst laughing around and telling stories with Mark, Adrian and Michael before we calmed down and gave them a rough version of the presentation we would give in a few hours time. After a few more run throughs and the school blazers were given out we were ready and soon the small boardroom that we used as our office for the week was filled with parents teachers and most importantly AKD staff. After our speech was done, questions had been answered and the short presentation was finished we were off.

My classmates and I from spending the week in the AKD business learnt real life skills that we would otherwise not have learnt by doing the normal work experience as well as gaining the knowledge of how a small thing can have such a huge impact over the entire company. We would like to thank the team who worked with us throughout the week, Mark, Adrian and Michael as well as the many other team members we spoke to. From how open they were, to finding us information and how cooperative they were in answering our questions and giving us feedback. Without them, the week would not have been as enjoyable. During our short time at AKD Joe, Liam, Hamish, Brayden and myself have learnt so much and we had the most exciting week, we would once again like to thank AKD for allowing us to have this experience as well as trusting us to solve a business problem for them. We would like to hope that our idea helped in some way and would like to say how much of an honour it was to work with the amazing staff on site and that we have learnt so much from the small time with them."

- Olivia Speirs, Trinity College Colac

AKD SOFTWOODS

THE SPLINTER

AKD EMPLOYEE NEWSLETTER

THINK WORK SAFE BE TOWARDS ZERO

So to the eagle eyed amongst you, our May-June issue of the Splinter has crept into September. This is due to this issue being the largest we have ever produced, as well as quite a few people changing roles. Please accept my apologies, it's important as a business we get our newsletter out on time.

We recognise the service of many AKD employees in this edition. As the CEO I cannot pretend to know the individuals as I once would have when we were a smaller company. However, we remain committed to the principle of thinking and behaving as a small company when it comes to how we interact with each other. It is important that the individual is important and as such I take great pleasure in recognising the service of: Tony McGrath, Paul Smith, David Shedden, John Chalmers, Stephen Owers, John Halifax and Greg Moule, thank you from AKD.

As a company that has recently come together we face many challenges and one of those is how we do we work together as a new team. All the advice we have received is that a good business can fail during mergers and acquisitions because not enough focus is put into culture and common direction, and we need to create the unity of one team. That's possibly even more of a challenge with our large geographic spread, so our focus on culture and caring about the individual is one of the reasons our Splinter is focussed on people. We believe strongly in celebrating new starts, success stories and it is also why we have the 'Lumber Legends'.

Our focus on people is why we have engaged Dalmau Consulting. So thank you for completing the recent survey. By doing this confidential survey it will help us identify where we are going okay and where we need to improve and or change. It's no different to other parts of our business, we need feedback (measurements) to be able to make the necessary changes. Dalmau Consulting will also help us with leadership coaching and development so once we understand the gaps, we can work on strategies to improve. The goal is to see **"Continuous Improvement"** as we strive towards being **"Internationally Competitive"**. We are all responsible for our culture and ensuring our success.

I can't stress to you enough how important our culture is, developing and evolving our combined or shared AKD way is critical. We remain committed to having an unrelenting pursuit of building a long term sustainable business. A question that has been asked of me lately is why do we talk about being **"Internationally Competitive"** if we sell most of our timber in Australia. The answer is that the Australian timber market is an international market in which we compete with supply from Europe, New Zealand, North America, Scandinavia etc, so we have to be internationally competitive to be able to compete in the Australian timber market.

A lot of questions are asked of me at present such as "why has stock grown", are we doing enough in the current market. AKD's strategy has been to preserve price and therefore we have not chased prices to the bottom. As such as a national business our preference is to flex production capacity instead of simply dropping the price. Quite simply, if we drop the price based on previous experience it could take us years to recover the price, which negatively impacts on our profitability and our ability to invest for a long period of time. If we flex production, it hurts us as well but for less time, months instead of years. We have belief that the market will recover this summer and we have belief in our ability to bounce back during the summer months.

Finally you will have noticed that we have moved the Health and Safety section to the front of the Splinter. This is to remind us all of the importance of Health and Safety at AKD and that it should be part of our first conversations and as per this splinter our last conversation. Not 1m3 of production or sales is more important than your safety and wellbeing. Look after yourself and take care.