

# THE SPLINTER

NEW  
LOOK  
INSIDE



AKD EMPLOYEE NEWSLETTER

EDITION 31

JANUARY – FEBRUARY 2020





# This edition

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Around the Grounds

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2020 Gap Year Employees

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Camp Quality Convoy

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AKD Employees in Motion



Got an event or idea for the next edition of the SPLINTER? We'd love to hear from you!

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**AKDSOFTWOODS**

[www.akd.com.au](http://www.akd.com.au)

# Up coming events

MON TUES WED THUR FRI SAT SUN

## March





2	3	4	5	6	7	8 
9	10	11	12 	13	14	15 
16	17	18	19 	20	21	22
23	24	25	26	27	28 	29 
30	31					

REMEMBER TO SIGN UP FOR  
**THE AKD  
FOOTY TIPPING  
COMPETITION**  
SEE PAGE 23 FOR INFO

**MARCH 29TH**  
**Otway Rail Trail Fun Run**  
16km Run & 7km Run/Walk  
**BARONGAROOK - VIC**

MON TUES WED THUR FRI SAT SUN

## April

		1	2	3	4	5
6	7	8	9 	10 <small>GOOD FRIDAY</small>	11	12 
13 	14	15	16	17	18	19
20	21	22	23 <small>AKD BOARD MEETING</small>	24	25 	26
27	28	29	30			

**APRIL 9-13**  
**Tarra Easter Festival**  
**YARRAM - VIC**



# AKD Health and Safety



with Toni Kirkup  
National Health & Safety Manager



Can you believe we are already well and truly into 2020!

For those of you that were able to have a break, I hope it was an enjoyable and relaxing time with family and friends. However, as we know, many of our team members were either directly or indirectly involved with the devastating bushfires.

Most people wouldn't know, but I lived in Tumbar-umba (near Tumut) for around 10 years and have many friends that were also affected, losing properties and houses. It was absolutely heartbreaking hearing their stories and seeing all of the pictures of the devastation – my heart goes out to everyone affected.

**“...PEOPLE COME TOGETHER  
DURING THESE TOUGH TIMES,  
HELPING AND SUPPORTING  
EACH OTHER”**

What makes me so proud is seeing how people come together during these tough times, helping and supporting each other. We need to continue this spirit moving forward. Particularly to our Tumut team, please look out for each other as we work through the flow on effects. Distractions in the workplace can result in incidents – please keep focused and if you find you or one of your work mates are struggling, talk to your Supervisor. Remember, we have EAP (Employee Assistance Program) services available.

When sites did return to work, we held our 2020 Safe Start Up. These sessions are important and gives us an opportunity to reiterate key safety messages. As Shane stated in the CEO Welcome Back video – YOUR safety is important and we all need take responsibility. Our business does not want people to take risks for the benefit of the company – we do not see our business as successful if we injury people. If there are areas that we can improve, we must work together to achieve an effective outcome.

## 2019 H&S Statistics



**28.1%**  
of injuries involved  
Manual Handling  
(high and low impact)



**11.9%**  
of injuries involved  
slips, trips and falls

I am horrified to learn that as at the 30th January, only one month into the new year, there have already been 15 Australian workers killed at work, annualised this would be 180 people. I cannot imagine the impact this has had on their families and friends.

In 2019, 162 Australian workers were fatally injured while working, compared with 144 workers in 2018.

When we put in new processes or procedures, we are not doing it to make things harder for you – it is because we want to implement controls to make our workplace safer. We want to protect you so every day, after every shift you can go home and be with your family and do those things in life you like to do.

Last year, there were still far too many incidents – many of which could have been prevented. As a group, we need to improve, and we will be working to implement focus areas and initiatives for the year ahead. We will communicate these through the Splinter articles and provide updates along the way.

Let's continue to work together and make AKD an even safer place to work!



## NSW

### Tumut and Gilmore Sawmill

What a start to 2020, the localised fire activity around Tumut and surrounding towns has been nothing short of devastating. The amount of country that has been burnt is amazing, even when driving through the burnt-out land from one town to another is apocalyptic. The fires delayed the site start up for an extra week, but we are now seeing some logs being delivered into the log yard with some showing signs of being in the path of the destructive fires.

On a positive note, we have finally been able to engage a local company *Emotional Wellbeing* that is now available for employees to use as a part of our site EAP programme.

Our focus now is the health and wellbeing of our people and keeping them focused on the tasks they are performing. We are positive about our future as we gear up in preparation to process all the salvage log. Additional PPE has been made available for the day to day running, maintenance and cleaning tasks associated with the burnt log, predominately at the de-barker and saw centres in the greenmill.

A manual handling win for us in the Greenmill has been the installation of a conveyor belt at the Ukiah to transport oversize Flitches back to the second RBS, creating greater efficiency and reducing risk.

When a flitch from the second RBS ended up on Ukiah deck that was too large to fit through, the only way to deal with them was to cut them up into 300mm lengths with a chainsaw, manually handled and carried over to the drop cage, then they would be manually handled again and removed from the greenmill, well done to Mick, Tim and all those involved.



**Rodney Sutton**  
EHSR Advisor - Tumut



## CABOOLTURE

### Healthy Year Ahead

It's been a great start to a Healthy Year!

This is just a note to inform you of the exciting things that are occurring on the Caboolture site. The first mention is the great start to the year with just one first aid incident occurring in January. We also had high engagement at our Switch Back On held on Monday 13th January, refreshing our enthusiasm at work for the year ahead.

We are now looking forward to our health initiatives for the year. The site is promoting the signing of gym memberships and are also joining the Spartan Race. For those of you who don't know, the Spartan race is an obstacle race which provides challenges for all fitness levels. It's a chance to challenge yourself, get dirty and have a bit of fun!

Caboolture will be attending the Sunshine Coast Spartan Race in the 5K Sprint, which has twenty Signature Spartan Obstacles including mud, fire, walls and barbed wire. We will be completing this as a team, although there may be a few competitive souls attempting to break their PBs. The Spartan race will take place in June, and so far we have twenty-three staff signed up. There has also been interest from some people in Colac that might join us. The preparation for the Spartan Race includes an eight-week training plan that we hope to facilitate on site before or after work.

This has invigorated the team here to get fit and start to look at healthy options! Park Run on a Saturday has also been popular recently amongst some of our team.



**Colin Balboni**  
EHSR Manager - Caboolture





## COLAC

### Radio Communications

Radio communication is a common and effective way that we communicate across our site.

While radios are used daily for production purposes, they also play an important role in communication between vehicles, mobile plant and pedestrians to understand the presence and movements across the site.

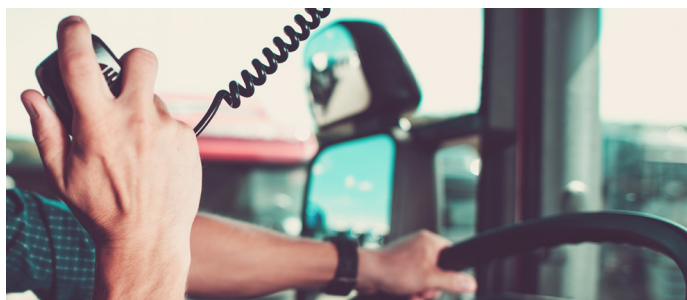
Feedback received from recent survey results indicated that although we have processes in place, there are gaps and areas where improvement needs to occur. This feedback has led to the need to conduct a full site review.

Involvement from all departments was required to identify what radio channels are used and where, and to determine if there was an opportunity to streamline the number of radio channels used. Throughout this process, reprogramming of radios was carried out before a trial took place involving departments sharing the same radio channel. Following the trial, the defined process and "Use of Radio" procedure was also implemented.

Implementing processes and procedures enables us to have clarity around what radio channel to use depending on location across the site, for all personnel (including contractors) to help strengthen our traffic management and pedestrian interaction across our site.

As individuals, everyone has a responsibility to ensure that the process and procedure is adhered to. These site expectations are not to make your day to day activities harder – it is to ensure we do not have a fatality on our site.

Thank you to all involved who assisted throughout the review and implementation process, resulting in the achievement of a good outcome.



**Mark Skinner**  
Safety Advisor - Colac



## YARRAM

### Workplace Environment Control

Gippsland's increasingly hotter summers are uncomfortable for us all, but especially for those who work inside sheds. After the issue was raised by staff working in these conditions, a recent decision was made to look at fitting mist sprayers to the fans already installed in the sheds. There was a lot of input from the Site Project Supervisor, Site Maintenance team, Site Electricians and the Shed Work Group, with the results now put into practise.

As I am writing this, the Yarram outside air temperature is 34.8°C. Measurements taken inside Shed 2 are 26-28°C and I see happier faces.

This, combined with the existing site heat guidelines of taking work rest breaks during hot periods, will make the workplace environment better to work in during the hotter months.

It is important that we all take responsibility to ensure we are taking care of ourselves, particularly when the heat waves hit. We should be drinking a cup of water (about 200 mL) every 15 to 20 minutes, and not relying solely on soft drinks or caffeinated drinks, which can dehydrate us. If you feel unwell let your supervisor know. Combine this with taking care of your workmates; if they don't look well, do something for them.



**Graham Clarke**  
EHRS Advisor - Yarram





## CABOOLTURE

It was a busy 2019 in a lot of areas, even with a market that was not so hot. This left our Caboolture team looking forward to our Christmas party, which was a smash hit for all who attended! Returning after the Christmas Shut, our Switch Back On 2020 was a time to ensure we were checking our behaviours and the ways we interact, as well as trying to encourage continual learning so that we can all have a safe 2020.

Our other AKD teams and their communities have not been far from our thoughts and prayers in recent months. It has been very difficult to see the images stream through day after day in various forms, and to think about the impacts of these events on communities and businesses.

What is not difficult to notice are the changes around our site since our last report. This work, and the work that's not so visible by our maintenance and operations team over shut periods, will support our push to consistently increase our performance in Safety, Quality and Production. I am ecstatic with the team contributions and very proud of how we are working together.

Massive and awesome are just two words to describe our sound barrier! The trees are planted, landscaping has been completed and, with all the dry harsh weather around, irrigation was installed. The hard work from all is now evident, and the practicality of the noise reduction is huge when you stand on the outside. The team are re-establishing storage areas on the internal side of the barrier. A lot of work has been done to improve the original ground conditions to ensure quality of stacking and storage, while prioritising safety. As part of our master plan this gives us the opportunity to ensure we are not creating any nuisance noise for our community as we push back into increased activity with extended operational hours for some departments.



Juggling operations along with the construction of the barrier was not easy, but our team made it look simple! We threw another operational dodge ball at the site with the demolition and removal of our redundant kilns and some storage sheds. If you ask anyone, it was a job well overdue but now imperative as we move towards cleaning the site up to extend operations and production capacity. I would never have thought it would have such a visual impact! It was a mammoth task and, yep, the site made it work! Having this real estate allows us to plan and consider the steps required to improve drying performance and capacity. I must note this adds to the hard work from maintenance and the kilns crew in improving the standards of the area – great job to all!



*Demolition and removal of our redundant kilns and some storage sheds*

Whether you worked directly in the shut, or you had to change your work practices to accommodate projects pre- and post-Christmas, I really appreciate your patience and adaptability and all the hard, dirty plus uncomfortable work that you do, whilst we run an operation and not lose sight of what is required to stay safe and look out for each other.

A big thank you to all our Caboolture site and AKD family for supporting our efforts, you continually stand up in the face of change and remain versatile. I am looking forward to 2020 and the next steps we take as we continue the Caboolture story.

**Greg Levinge**  
Caboolture Site Manager





# E GROUNDS

## COLAC

I come to 2020! I hope those that could took advantage of the opportunity to spend time and relax with family and friends over the break.

The major project over Christmas was the installation of the Colac Sawmill Trimsaw Unscrambler. This turned out to be challenging as the USNR programmer was taken to hospital with serious health concerns during commissioning. Fortunately, after an operation in Melbourne Hospital, he will make a full recovery and is now safely back in the USA with his family.

While this delayed the automation of the system, with help from people like Michael Johnson, we were able to start up on time albeit in a more manual mode.

The other project that was completed over the break was the Stacker Pack Spreading, which will reduce the number of damaged strips reducing costs and should also result in fewer interventions at both the Drymill Infeed and the Greenmill Stacker.

2020 has started with a rush. The first of the orders are already in for the new collision avoidance systems for the large forklifts. I would like to recognize Mark Skinner for pursuing this project with passion and vigor.

While the avoidance alarms on the forklifts will be a huge advantage to the Forklift Operators working in close proximity. Following installation of those devices on mobile plant, a trial is planned to be conducted with the possibility of adding units for pedestrians which will alarm the Forklift Operator when they get close to a person wearing these devices. This will significantly reduce the risk factors for people performing stock takes or doing yard inspections.

Finally, I'd like to send a message to Rab Green and the Tumut Site. The message is, you are not alone!

I am amazed at the outpouring of concern and impressed by people's generosity. From offering to donate sick leave to those affected by the fires and off work, to AKD Truck Drivers using AKD's trucks to take hay to those that were burnt out and have stock to feed. AKD really does pull together when the chips are down and that is the essence of what it is to be part of the AKD Team.

**John Browne**  
*Colac/Irrewarra Facility Manager*



*Rodney Light, destined for farmers in Gippsland*



## YARRAM

### Log Sorting

AKD Yarram has taken the opportunity to collaborate with AKD Caboolture and MPM Engineering, a scanning optimisation company based in Canada, to test and implement a new log sorting process.

In the past, Yarram log has been sorted using a diameter-based approach. After successful testing we have implemented a pattern sorting approach to apply to our most common patterns. It's been a great success, increasing our log to lumber conversion and product quality.

Many thanks to the AKD Caboolture team and MPM for providing their experience and working with Yarram to achieve this outcome. It's another example of the business working together with the long-term view of adding value to the business.

### Bushfire Relief Initiatives

As our community rallies around the bushfire devastation in East Gippsland, the Yarram employees responded by getting involved to raise some much needed funds for the area. Thanks to, Moore's our local butcher, for donating delicious sausages and the Yarram staff for organising a site BBQ. The Yarram

employees were quite generous and purchased a drink and a sausage for up to \$50, making our fund grow quickly.

In addition to the BBQ, our social club decided to donate all sales revenue for one week to the fund. In total the site raised \$1,026.50, with all funds going to the Gippsland Bushfire Community Appeal, an outstanding effort!

With the East Gippsland fires leaving farmers unable to provide feed for their livestock, the Yarram community has responded to their plight and banded together to help. Local farmers donated enough hay to fill 20 semi-trailers and two utes with trailers to help ease the feed shortage required to maintain surviving stock. Several local transport companies and local farmers donated the use of their trucks to transport the hay to the effected area with AKD contributing \$2,000 towards fuel for the trip. This 22 vehicle convoy was a sight to see as it departed our small community on the 8th of January, and a true example of the Australian spirit in action.

**John Marshall**

*Yarram Site Manager*





# E G R O U N D S

## TUMUT

Firstly, I would like to welcome everyone back. I wish you all a fantastic and safe 2020.

### Safe Start

Safe start has been completed by all employees on their first day back, with the exception of a few that are on extended leave that will be captured upon their return. This year's safe start included a presentation on hands and finger injuries, their common causes and decisions, how to prevent them and the choices we make around selecting the correct tool for the task, its maintenance and condition and using it correctly. In 2019 we had nine injuries relating to hands and fingers across the site and that is nine too many.

### Dunns Road Bush Fire

The holiday period was well and truly dominated by the Dunns Road bushfire that started on New Year's Eve due to lightening. The fire has burnt over 300,000 hectares and has both directly and indirectly impacted Tumut, neighbouring communities, AKD and employees. I would like to thank those who have offered and continue to offer their support, whether it be fighting fires, donating goods, preparing meals for those in need or raising/donating money for those that have been directly affected. Although we were blessed with some much-needed rain that certainly helped in certain areas, the fight isn't over

yet with more hot and dry weather on the way. We will continue to support one another during this time and pray for more rain!

### Log Salvage

The site has started to process salvage log. This will be a huge task and a challenging one. This undertaking is the first time the site has processed 100% burnt log and potentially the biggest salvage operation undertaken. We have prepared well with water sprinklers installed in the yard and debarker to minimise carbon effecting equipment. Increased maintenance and cleaning have been instigated to ensure the reliability of the equipment. We will closely monitor the effects of the burnt log as we process it and react accordingly to ensure we process as much volume as we can.

The site is currently focusing on ramping up to consume as much resource as it can prior to the timber becoming unusable. We expect this year to be only processing burnt log. Cutting the salvage log will require additional controls around PPE when cleaning and blowing down machinery and keeping our people safe, positive and focused.

### Rab Green

*Tumut Site Manager*



## JELFOR

### Safety

With an ongoing commitment to improved safety the site has been working hard over the last few months on improving the safety of our plant and equipment.

Risk assessments have been completed on machine guarding particularly in the Beznar super rounder area where upgraded gates and control switches have been installed to prevent the machine being restarted if a gate is open. New barriers have been installed in the Treatment Plant area to prevent accidental access of the tanks bunding areas.

A review of site signage was also completed and one of key focus areas being site access around the front entrance and office areas. With the potential of members of the public interacting with mobile plant and working areas, new access routes have been implemented and signed to reduce the risk.

Another site safety focus continues to be improvement of manual handling risks, leading to the engagement of a local physiotherapist to write a training package for the site. As part of the program training that was conducted was in stretching techniques, all employees were given the tools to ensure they stretch up prior to conducting any manual tasks.

Good training programs ensures our employees have all the skills required to complete their tasks safely. The Jelfor site has embarked on a robust training program over the last quarter including first aid, fire warden, fire extinguisher, forklift driving and chainsaw training. All employees have also completed reassessment on all machine centres that they operate on a daily basis, including isolation.

Last year a visit was conducted by the local CFA with improvement recommendations for the site and over the past few months the site has started implementing these recommendations. The installation of an emergency information box containing vital site information that the CFA can access in the event of an emergency is an example of one of the recommendations implemented.

Well done and thank you to the Jelfor team involved.

**Daryl Hann**  
Jelfor Site Manager



*New barriers have been installed in the Treatment Plant*



*The installation of an emergency information box*



## PORTLAND PINE

### **Introduces a New Traffic Management Plan**

During 2019 the Site Safety committee, in particular Jaimmii Jackway and Toby Pampa have been working on revamping the traffic management procedures on site. One area of improvement identified and implemented was to increase communication between employees and mobile plant drivers, which has included increasing the radio coverage across site and the installation of more radio stations throughout the production areas.

Another initiative is the segregation of employees and mobile plant where possible through designated walkways and the introduction of authorised personnel only areas. This ensures that when employees are entering different areas on site they must communicate with mobile plant drivers before entering to ensure mobile plant drivers are aware they will be in the area.

With a higher level of communication, designated walkways and awareness the risk in interaction between employees and mobile plant in production areas has decreased. However, we continue to look for opportunities to further reduce this risk and is an ongoing project for the site Safety Committee.

### **PPP installs a new door at the treatment plant**

During the Christmas shut a new treatment cylinder door was installed at Portland Pine. This replacement was completed due to the age of the previous door and fatigued around the locking pins that created a potential safety/environmental concern if they failed.



*New restricted access areas and walkways*



*New door at the treatment plant*

**Wayne Lawson**  
Portland Pine Site Manager





# Sales Update

with Liam Buchanan  
National Sales Manager



2020 has had a very interesting start to the Sales year as AKD navigates its way through an ever-changing market.

January always proves quite difficult to read with many builders and customers alike taking varying amounts of time off over the Christmas holidays and staggering their return to work date. However, January's volumes were steady, and we are positive about Victoria, South Australia and Queensland, although New South Wales is softer with devastating Bushfires and now floods impacting on volumes.

Customers in NSW were very anxious about supply as the fires have impacted some plantations close to Tumut. We are now processing this salvage fibre and the outlook for the next 12 months is positive with Tumut likely to have increased volumes over this time.

Victoria and Queensland markets seem to be stronger than last year and especially in our frame and truss segments which have strong forward order files and

are very positive about 2020 in general. The past months have seen our sales volumes steadily increase and this is likely to be sustained for some time.

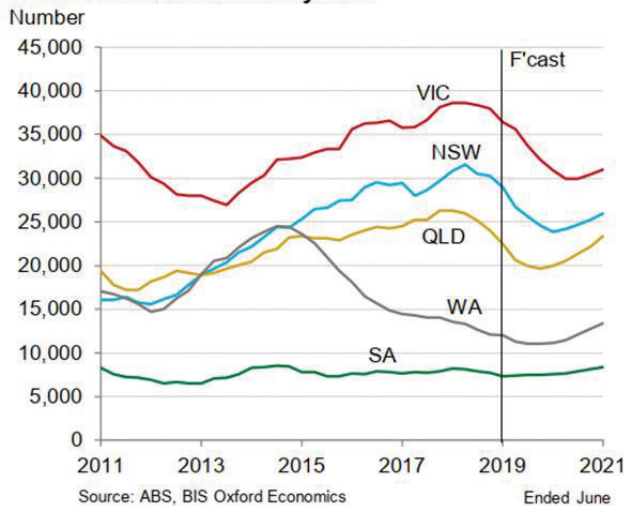
Our current stock levels continue to reduce across our sites and have reduced our finished goods yard stock across our business by over 20000m3 in the past few months.

The Colac sales team welcomed Kate Lang into their team as their newest Gap year member. Kate has fit into the team extremely well and we are excited to work with her for the next 12 months.

The arrival of Kate saw the departure of 2019 Gap year Tom O'Farrell who was a valuable member of our team. In his short time in the Colac sales team, Tom earned the respect of customers and colleagues alike and we wish him all the best in whatever he takes on in the future. We are sure he will achieve great things in whatever he puts his mind to.

Good Luck Tom!!!

House commencements by state



- The slowdown in detached houses is almost at an end, with seasonally adjusted growth anticipated to show through by Mar'20 quarter.
- A broad national uplift in house construction is forecast for FY21 (+10%)





# Caboolture Switch Back On

Switch Back On 2020 was a great success at Caboolture, kicking off the year with a focus on Safety, Health, Quality and Teamwork.

Our Leadership Team ran the morning, with five concurrent sessions covering everything from hazard identification, electrical and air compressor safety, the importance of timber quality in different parts of frames and trusses, and Shane's message for 2020. This is a very dry recitation of what occurred, as most people found something enjoyable in each activity!

There was a 'fire' in the Drymill electrical switch room (simulated using a fog machine), demonstrations on what damage air compressors can do to a person (using apples as a surrogate 'person'), and fierce competition between teams to see who could make the strongest laminated beam using fillet sticks, duct tape and cable ties. (The winning beam ruptured at 876kg, and the weakest beam ruptured at 100kg....)

The morning finished up with a round of trivia before lunch, which offered both a refresher on site safety rules and history, as well as a challenge to our general knowledge.

As a bonus challenge, Casey Snow (who put together the trivia session) threw in an acronym for a quote which he was sure no one would know. A prize was offered to the person who knew the quote and the author. Much to Casey's amazement (and other peoples' amusement), the mystery of the quote was unravelled during lunch thanks to the assistance of Google, an alphabetical listing of famous quotes, and someone's determination to trawl through thirty pages of quotes.

Do you know the answer? (No cheating!)

## O M W C I A M

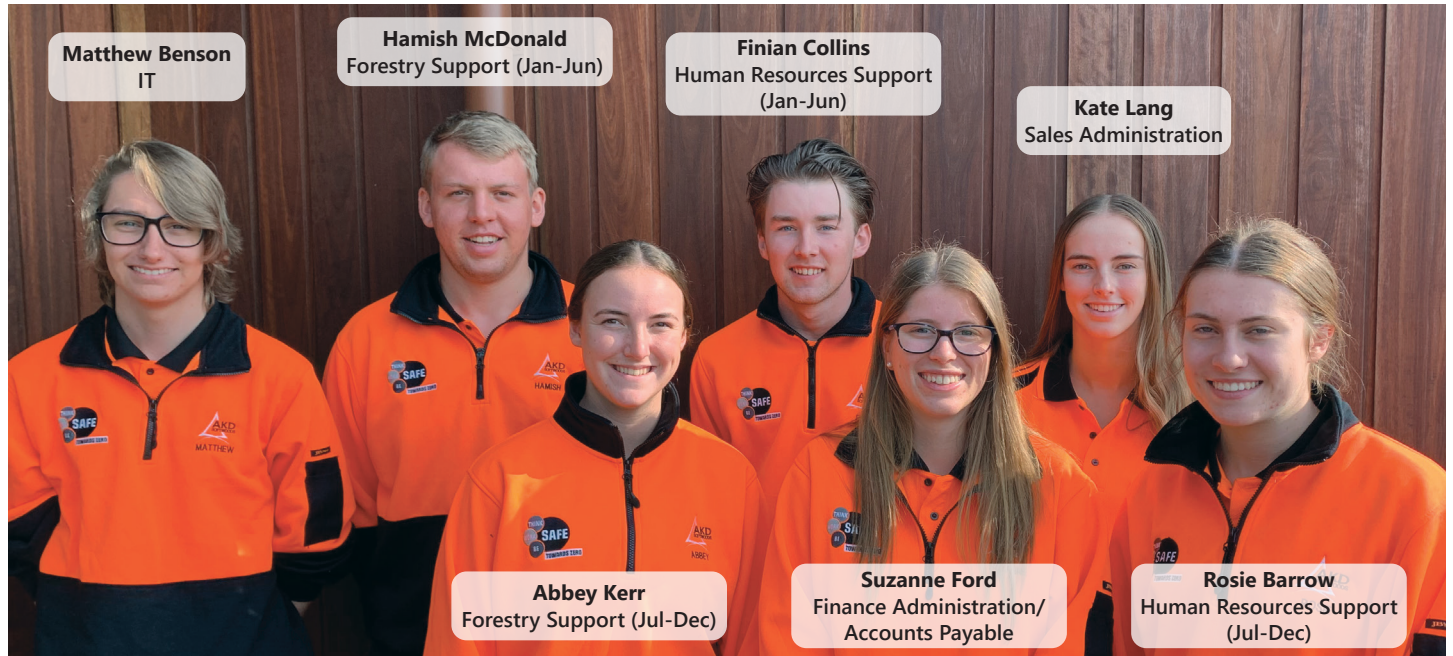
See page 30 for the answer.





# 2020 Gap Year Employees

with Michael Swanson  
Recruitment Coordinator



This is our 3rd year of the Gap Year program in Colac and building on its success in the past, we have really ramped up in 2020! We have had seven successful Gap Year employees start at AKD Colac this year.

The positions offer hands on experience performing tasks required by the business whilst also exposing the individuals to working life and the wider AKD business. We have structured both the Forestry and HR related positions to provide a production based experience for 6 months prior to completing the remainder of the year in an office based role.

Sales Admin gap year employee Kate Lang "was really keen to apply for the gap year program after AKD visited my school in Year 12 and explained what the program was about. I'd also heard a lot of good things from Mitch McGlade, who was a part of the 2019 gap year program."

This program is designed to focus on being mutually beneficial. It assists AKD in finding and building relationships with young local talent, whilst also giving them experience and insight into possible career opportunities and hopefully opening the door to future careers with AKD. Kate said "the main thing that I want to gain is practical experience in a workplace like one that I will most likely find myself in post-university. I'm also keen on building my team-working and collaboration skills."

When asking Finance gap Year employee Suzanne Ford how she is finding AKD so far, Suzanne responded "I cannot articulate enough the kindness, support and welcoming culture that has been guiding me from day one. I look forward to seeing where this adventure takes me."

We welcome the 2020 Gap Year employees and wish them all the best for their year ahead with us. Please make them feel welcome!

**"**  
*"I was interested in the gap year position at AKD as it offered a prospect of stepping out of my comfort zone whilst also gaining real life experience."*  
**"**  
SUZANNE FORD

**"**  
*"The reason I wanted to apply for a gap year position at AKD was to help give myself the best experience I could in the work force and to help with my career goals and further study at university."*  
**"**  
FIN COLLINS



# Work Experience

## YARRAM

Yarram sawmill is continually looking for ways to engage the local community and has taken the opportunity to engage with Yarram Secondary School and their work experience program. Over the past 18 months we have had the pleasure of working with Ben Mattern, an electrical work experience placement from this program.

During Ben's placement he had the opportunity to work on site projects such as the new baghouse/shavings bin installation, site network installation, mill break down diagnostics and repair, routine air conditioner servicing, tag and testing register and other general electrical activities.

Ben sent John Marshall the Yarram Site Manager a letter of appreciation and expressed "working with the maintenance team I learnt the importance of communication around high amounts of electricity, learnt the company's safety requirements and precautions needed to be taken to ensure my safety and fellow workers. I was also introduced to a knowledge of tools, tasks and requirements of being an electrician at the sawmill."

"I would like to thank everyone I worked with at AKD for the opportunities, experience and knowledge I was given. I want to especially thank John Marshall for giving me the opportunity to be the first work experience student to work at AKD Yarram under the electricians and I really appreciate my time at



*John Marshall and Ben Mattern*

the company. I would love to see myself here in the future."

Ben is part of a local farming family of 5, he is born and raised in Yarram, and he loves his local football and dirt bike riding activities. The Yarram team would like to thank Ben for his time on site working with us, your professionalism and interest was exceptional. Watch this space!



**Have you...**

- Recently moved house?
- Changed your Super funds?
- Got a new phone number?
- Updated your emergency contact?

**Let your supervisor or site payroll controller know to keep your details upto date.**



# THANK YOU

AKD would like to thank those that fought and those that supported during the recent devastating fires.





Our thoughts remain  
with the fire affected  
communities and  
individuals.





# Timber Framing Promotion

Leveraging off the success of the timber industry's Ultimate Renewable™ general campaign mid last year, AKD is helping fund a follow-up campaign on Timber Framing The Ultimate Renewable.

The campaign was launched in December 2019 with a focus on targeting builders using timber in house framing and reinforcing all the benefits of why they should continue their preference for timber framing – framing with timber, renew our future.

The message is largely being delivered via on-line digital with a supporting website for further information.

Phase 2 of the campaign commenced late January with outdoor advertising included, which is designed to target consumers and new homeowners – with the message that “It’s what’s on the inside that counts” – making them more conscious of what material holds up their biggest life investment, their homes.

So far, the pro timber framing message has achieved over 3 million impressions online and with a high click through rate to the campaign builder testimonial videos, with over 90,000 completed views. The website [www.woodsolutions.com.au/framing](http://www.woodsolutions.com.au/framing) has had over 6,000 visitors since going live in December.

**Christine Briggs**  
National Marketing Advisor



**Wood Solutions**

**Timber Framing** **#Ultimate Renewable**

frame with **TIMBER.**  
renew our future

Are you a builder? Did you know that over 80% of house frames are built from timber – the ultimate renewable.

Timber is a proven and popular framing material that provides comfort and security for hundreds of thousands of Australian homes.

[Read More >](#)

Why do more Australian home builders & owners choose timber framing?

[Find out >](#)

**Did you know that:**

- Australian softwood plantations would grow an average house frame in less than a minute
- Wood is a natural carbon store – up to 50% of its dry mass is carbon
- For every tree that is harvested from certified plantations at least one is replanted

[Find out more>](#)

**Wood Solutions**

**Timber Framing** **#Ultimate Renewable**



## Band Together Colac

### A Concert for Bushfire Relief

On Sunday the 19th of January, Red Door Dance and Theatre Company together with Nick Moloney Productions organised one of the biggest events Colac has ever seen and all for bushfire relief.

The 6-hour event attracted roughly 5000 people through the gates across the course of the night with approx. 3000 there at once cheering on the local artists and helping raise much needed funds for bushfire relief.

X Factor contestant Taylor Henderson headlined the event, supported by a vast number of very talented local artists and children's favourites The Mik Maks.

There were various local food vendors also in attendance helping to keep the energy levels high, with the proceeds also being donated to bushfire relief.

AKD supported the event by sponsoring local artist Saul Kavanagh, who sang the very moving 'I Still Call Australia Home'.

It was great to see so many local businesses giving generously and supporting such a good cause. It was a fun family event for the community and the atmosphere on the night was amazing.

Red Door Dance and Theatre Company's Zoe Hudgell confirmed that the event has raised over \$42,000 for the Australian Red Cross which is a huge figure from the Colac community and surrounds. Zoe said "we're so proud to live in the Colac Community. [The] night was just amazing, and I'd like to thank all the families, businesses and community groups for banding together."

If you were unable to attend on the night and feel like you've missed out – don't worry! The entire event was filmed and is available to view on Red Door's Facebook page.



## Caboolture Christmas Party 2019

It was over ten years since Caboolture site had a Christmas party, and a decision was made to reinstate the tradition in 2019. The party was held at Caboolture Sports Club, who provided the food and a bar. A local musician completed the festive atmosphere for the party, with some attendees deciding to stay until late in the evening to enjoy more live entertainment put on the by the Sports Club. It was fantastic for everyone to interact on a social basis away from work, although some may have found it difficult to identify fellow work mates without their hi-vis orange shirts and PPE!

Good food, great music and fun times – we are looking forward to Christmas 2020!





# 2020 Kokoda Team

In 2019 AKD started the Kokoda Leadership and Development Program in conjunction with Trinity College Colac and the Colac Secondary College. The program aimed to challenge participants both physically and mentally, whilst building great relationships and leadership skills. This initiative generated a fantastic response from AKD, both secondary schools

and the greater Colac community.

The Kokoda Track has a significant meaning for our Australian history, focusing on the core ideas of courage, mateship, sacrifice and endurance.

Travelling the Kokoda Track involves spending eight days walking through the rainforests of Papua New Guinea. The terrain is

extremely challenging and requires focus and resilience to conquer.

Now in its second year, the Kokoda Program has changed to focus on aspiring leadership and personal development.

AKD would like to congratulate the 2020 Kokoda group and we look forward to following along with their journey!



From left to right, back row: Kerri Bauer (Colac Secondary College teacher), Elizabeth Martin-Unwin, Cooper Garlick, Daniel Kerle, Peter Condon (Kokoda Courage), Joe O'Farrell, Jackson Leary, Shane Vicary. Middle row: Tiff Granger, Heidi Veitch, Zachary Munro, Daniel Barnett (Trinity College teacher), Olivia Speirs, Sohail Ali. Front row: Ruby McCallum, Adam Vesey, Greta Lang-Ashworth and Suzanne Ford. Absent: Liam Buchanan and Xavier Davis.

## AKD LEADER



### Who are you at AKD?

Liam Buchanan, National Sales Manager. Manage Sales for the group working closely with key customers / State sales teams / Production planning and Supply Chain.

### Why are you doing Kokoda?

To challenge myself and make some changes to my day to day life with a primary focus on becoming fitter. It will also be great to get an understanding

of what our Australian diggers went through on this track and get a closer look at our history.

### What are you looking forward to the most?

Working with students and helping them along the journey. I get great satisfaction in helping young people grow and develop.

### Any concerns?

Concerned that I won't be physically able to complete

this – have had lots of knee troubles in the past!!

### What are you going to struggle to live without on the trek?

Chips and Gravy

### What are you hoping to gain from this experience?

Hoping to become much fitter – and to be a positive influence on the group we are taking. Also, to gain a deeper understanding of Australian history.



# THE AKD TREKKERS



## Who are you at AKD?

Tiff Granger, IT Support Officer. I assist with any IT related issues around all the AKD sites, including maintain PC's, install new equipment, diagnose and problem solve.

## Why are you doing Kokoda?

Because of the history it holds for Australia and the physical and mental endurance required will help me grow personally and professionally.

## What are you looking forward to the most?

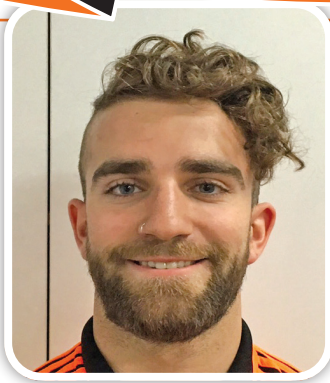
The mateship, meeting people from the local villages, paying my respects to the soldiers, learning more history that can only be gained by being there, trekking alongside my colleagues and students and helping/supporting each other along the trek.

**Any concerns?** Honestly, not really, participating in the Kokoda Trek has been a dream of mine for a long time.

**What are you going to struggle to live without on the trek?** My family, but they are really excited for me to do this.

## What are you hoping to gain from this experience?

Better understanding of what the soldiers went through, allowing us to have the life we have, learning more of my own strengths and weaknesses, developing more of my ability of leadership and mentoring.



## Who are you at AKD?

Adam Vesey, Second Year Wood Machinist Apprentice. I set up/run/maintain all wood machining machines, grind and make new head and 1000 other jobs in between.

## Why are you doing Kokoda?

To challenge myself to get out of my comfort zone.

## What are you looking forward to the most?

The cultural experience.

## Any concerns?

How much food will be on the trip – I eat a lot!

**What are you going to struggle to live without on the trek?** My mountain bike!

## What are you hoping to gain from this experience?

Valuable leadership skills/ knowledge and to gain a better understanding of the Kokoda Campaign.



## Who are you at AKD?

Daniel Kerle, Maintenance fitter and turner. Rotating shift fixing breakdowns and working on plant shutdowns.

## Why are you doing Kokoda?

The Personal challenge, team building experience and to walk in the footsteps of my grandfather who served over there.

## What are you looking forward to the most?

Experiencing firsthand a perspective of what our soldiers went through.

## Any concerns?

None

**What are you going to struggle to live without on the trek?** My partner Tara and German shepherd Jake

## What are you hoping to gain from this experience?

Leadership and team building skills that I'll be able to use in everyday life



## Who are you at AKD?

Suzanne Ford, Gap year in Finance Administration/Accounts payable.

## Why are you doing Kokoda?

I believe that an opportunity such as completing the Kokoda trek is something that I couldn't miss as I love the idea of challenging myself, growing as an individual, learning about another culture and our history.

## What are you looking forward to the most?

Immersing myself in the experience and challenge of the trek while also learning about the culture and developing a new sense of appreciation. I am also looking forward to developing camaraderie among the team.

## Any concerns?

Being able to live out of a backpack for a week.

**What are you going to struggle to live without?** Cheese, especially camembert.

## What are you hoping to gain from this experience?

I am hoping to gain more confidence and develop my leadership skills.





# Spartan

with Leah Cuthbertson  
Finance Graduate - Colac



On Saturday the 7th of December 2019, 12 enthusiastic AKD employees and other individuals bussed it down to Melbourne to complete the 5-kilometre Spartan Sprint.

5 kilometres doesn't sound very far, but when you throw in challenging obstacles such as 7ft walls, rope climbs, net crawls, monkey bars, inverted walls, and burpees for when you fail an obstacle, it can become quite the challenge!

The AKD employees that were 'tough' enough to complete the Spartan Sprint comprised of Amanda Meade, Carl Angus, Dylan Flanigan, Gary Dolan, Leah Cuthbertson, Steve Lusher, Shane Black and Shane Vicary.

Other participants included some of the 2019 Kokoda Trekkers, Colac Secondary College Staff, and Colac's Bluewater Fitness Centre members.

I think that most of the group would agree that the monkey bars and the rope climb were the most challenging, however, I also believe that 7ft walls were also difficult especially when you're only about half that height!

Despite the challenge, it was a good day had by all and the encouragement for each other along the way kept everybody motivated and resulted in us all feeling very accomplished at the finish line.

If you're keen to take on the challenge, there are some more Spartan Challenges coming up which you can sign up for:

- 28th March – Melbourne 5k or 10k
- 7th April – Latrobe Valley Spartan Kids
- 6th June – Sunshine Coast

*AKD Caboolture have created a team for the Sunshine Coast race taking place in June with already 23 team members signed up to take on the challenge! If you're interested in joining the team, please reach out and speak to your supervisor.*

**Shane Black**  
VIC Sales Manager



**TEAM AKD**



# Camp Quality Convoy

On Sunday 16th February, four of our truck drivers represented AKD in the Camp Quality Geelong Convo, which aims to raise awareness and funds for the Australian charity, Camp Quality.

It was an early start for participants with the Colac trucks meeting up at 5:30am. A total of 26 trucks from Colac headed down to join another 150+ trucks in Geelong.

At 8:30am, the convoy started the 50 kilometre loop from the meeting point of Ritchie Bros Auctions. They headed down the highway, taking them around Geelong, then continued through the city of Geelong to show off the beautifully polished trucks to plenty of onlookers.

The lead truck of the Convoy this year was Phil Garret from Wottenhalls, who also took the lead in organising the Colac crew.

Colac raised a total of \$7,405 in conjunction with other local truck companies, including a trivia night that was held toward the end of 2019.

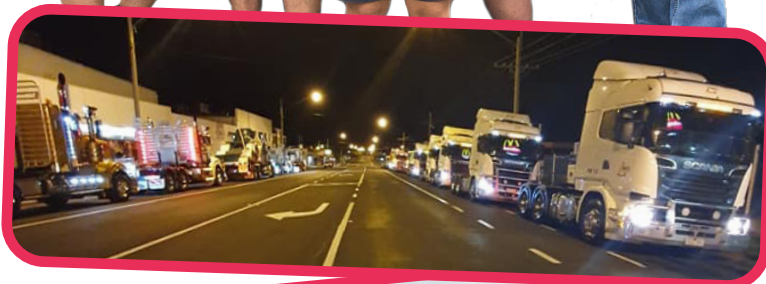
In total, the Camp Quality Geelong Convoy raised over \$60,000 for children and their families in need.

Camp Quality is an Australian charity which aims to give kids facing cancer the chance to be kids again. Their services and programs are made specifically to help kids aged 0-13 who are dealing with their own diagnosis, or the diagnosis of some they love, like a brother, sister, mum or dad.

Thank you to Wilba and Lucas Williamson, Rodney and Kelly Light and their Jack, Brendan McEwan, Brooke Welsh and Troy Jones, for taking part in the convoy and proudly representing AKD for such a great cause.



Rodney Light, Wilba and Lucas Williamson, Brendan McEwan and Troy Jones





# AKD FOOTY TIPPING COMPETITION

*Open to all AKD Employees and Customers\**

**1ST PRIZE = \$1000**

**2ND PRIZE = \$500**

**3RD PRIZE = \$250**

**LEADER PRIZES AT WEEK 8 AND 15!**

**HOW TO ENTER:**

create an account at  
[www.footytips.com.au](http://www.footytips.com.au)  
and search for 'AKD'

**Passwords:**



'AKD08'



'AKD19'

*pick one OR  
go for both*  
**PRIZES APPLY FOR EACH**

**SEASONS START**



**MAR 19th**



**MAR 12th**





# Tanzanian Immersion

with Amy Hicks  
daughter of Paul Hicks  
- Finance Colac (pictured)



My name is Amy Hicks, I am 18 years old and in November of 2019 I had the privilege of being able to visit Tanzania as a part of Trinity College's Immersion Program. This program is an experience which was developed in 2017, in order to give students who are coming to the end of their schooling an opportunity to immerse themselves in another culture.

The program involves spending time with students attending St Jude's school in Arusha. It is a private school and is run entirely on donations, and therefore no student is required to pay any school fees. The school was started by Gemma Sisia in 2002 and aims to provide a quality education to the poorest and brightest children in Tanzania. To date, the school educates more than 1,300 students, aiming to 'fight poverty through education'.

**“ EVERY DAY OF THIS TRIP  
I LEARNT SOMETHING NEW  
AND GREATLY IMPORTANT ”**

From spending 6 days at St Jude's, it was amazing to experience first hand how grateful the students are for their education. Witnessing how much pride they held in their school, and hearing their plans of becoming engineers, doctors, teachers and much more with each of them aspiring to be able to come back home to Arusha and help the people in their communities.

Not only did we spend time at the School of St Jude's, we also went out into Tanzania. Going to the hectic markets in Moshi was truly an experience, as well as spending a day at a Maasai village just outside of Arusha where the chief had over 30 children who were all very excited to meet and play with us.

Through all the amazing experiences of this trip, meeting the people in Tanzania was certainly the best part, especially the bonds formed at St Jude's with not only the students, but the staff is something that will remain with all of us forever. Being able to spend time with two interns, Irene and Rickson, who had graduated from St Jude's in May of 2019, allowed us to create such a unique bond with them but this made it extremely hard for us all to say goodbye to them. We shared a few videos to show how grateful we were for their friendship, accompanied with many tears and pleas for us to stay for just a little bit longer. This truly

showed to all of us the impact they had on us in such a short amount of time.

Being able to immerse myself in a culture so greatly different to what I am accustomed to was so eye opening. Seeing how confident all the students were in themselves was something that I was not expecting. Each student had their own hobbies whether it be sport, dancing, singing, art or academics they all supported each other and had complete faith in themselves and their peers. Seeing such a high level of support coming from both the students and the staff was very heart warming and caused the rest of our group, including myself, to realize that we should certainly have more faith in ourselves going forward.



Embarking upon this trip has allowed for me to realise that I must always be grateful for what I have, especially my education. Next year I will be going to university to study a double degree in Law and Criminology, and the Tanzania Immersion Program has reinforced my hopes for the future of becoming a prosecutor, to one day be able to help achieve a fair justice system in which everyone is treated equally. Every day of this trip I learnt something new and greatly important. Everything I experienced will assist me throughout my life and I will be forever grateful for this opportunity, and especially grateful for the people who assisted me to be able to attend the trip.

**Amy is the daughter of our Credit Controller, Paul Hicks, and AKD provided Amy with a donation for her Tanzanian Trip. It sounds like you had a great time Amy, well done!**



# AKD Employees in Motion!

**KEITH SHIELDS**

**COLAC TO CABOOLTURE**

## Keith's Story

I have been working with AKD for six or so years. I started in Colac in the Green Mill, then moved on to Maintenance, commencing a Fitter apprenticeship in 2018. Most recently, my family made the big decision to transfer my apprenticeship and family from Colac to Queensland.

In May 2019 my wife Nikita and I started seriously discussing moving to Queensland. After finally gaining the courage in June to speak with Justin Hickey, Colac Maintenance Manager, about the possible move, it all happened very rapidly. With the help of Clark Rodger and Michael Swanson, I flew up to Queensland in July to have a look around the Caboolture mill.

I returned to Queensland for a family holiday in August with my two kids, Chuck (6) and Mia (4), and my wife, Nikita. We had a further look around the area and then we both knew we needed to make the move and start our new adventure. While all this was going on, we also found out we were expecting our third child!

The move has been something we had discussed for some time but never really thought was possible. Finally, in December 2019 we made the big move. The move would not have been easy without all the tremendous help the AKD team have provided us. And so far, two months in, we are very happy we finally made the decision! We are settling into the relaxed Queensland lifestyle more and more every day.

Cheers to everyone at AKD Caboolture, especially the maintenance team. You have all made me feel very welcome, which has made it so much easier to settle in and feel like part of the team.

Both Nikita and myself would like to give a special thanks to Clark Rodger, Michael Swanson, Michael Short and also all my Colac maintenance boys. I am missing you all – and the beard's still on!

I am looking forward to finishing my apprenticeship and continuing to grow with the Caboolture team.

Cheers,

*Keith*



Keith and wife Nikita



*It has been a genuine pleasure getting to know Keith over his first few months at Caboolture. He has proved to be very personable and has seamlessly integrated into the maintenance team. We look forward to helping him complete his apprenticeship training and becoming an even bigger asset to our team in the future.*

*I have spoken at times with Keith about the transition from Colac straight into the middle of a hot and humid Caboolture summer and my fears for his rather lush beard. Keith assures me it is going nowhere and so far he has stayed firm, albeit a bit hot and itchy at times.*

*A big thanks to Justin, Clark and Michael at Colac for all their assistance in making it a smooth relocation for Keith and his family, and to Mark Costoloe who has co-ordinated the transition of Keith's training plan and TAFE tuition.*

Michael Short  
Maintenance Manager

**Does a relocation and transfer to one of AKD's many sites interest you? Speak to your supervisor or email [recruitment@akd.com.au](mailto:recruitment@akd.com.au) to find out what opportunities and support might be available.**



# 40 Scott Gorman YEARS AT TUMUT



Congratulations to Scott, who has reached the milestone of 40 years at the Tumut site.

Scott started off at the Gilmore Site in February 1980 at just 17 years old. He started out as a Tally person, measuring the logs before they came into the Mill. From there, Scott moved onto learning every machine centre as a Machine Operator, then Leading Hand, Greenmill Planner and Log Yard Manager. He is now the Green Processing Manager.

**“ I PROBABLY SHOULDN'T  
TELL YOU THIS ... ”**

Over the past 40 years, Scott has seen many changes especially around safety. There was no isolation process back when he started and now there is a lot less manual handling due to updated machinery.

“I probably shouldn't tell you this, but back then we used to ride up and down the conveyors!”

Scott is married to his wife Tracey and together they have four children: Courtney (28), Taylor (26), Tyron (24) and Brodee (22). Tyron is a Fitter Machinist at AKD and has been a part of the team at Tumut for just over five years.

In his spare time, you'll find Scott watching just about any sport on the TV and having a few quiet beers.

Scott enjoys watching his children play their sports. Taylor plays netball in the local competition in Tumut while Courtney plays in Sydney. Tyron plays football for the Gundagai Tigers. Scott used to play cricket and football for the Adelong Green and Golds and supports the Manly Sea Eagles in the NRL.

Going away for the weekend to explore different locations is a must when Scott finds the time. In fact, he is travelling to Europe this year with Tracey, Courtney, and her husband Andrew. Scott is especially looking forward to being able to see all of the old buildings.

Left to right: Brodee, Taylor, Scott, Courtney, her husband Andrew, Tracey, Tyron and his fiancé Jamielee

***“Congratulations on reaching 40 years of service Scott. Thank you for your commitment over the last 40 years in guiding the Greenmill to improve and grow to the levels it runs at now. It is a credit to you for establishing a team over the years that will take the Greenmill forward in the next 12 months with processing the salvaged log. I am sure that you and your team will embrace this challenge and ensure that we process as much as we can. Well done.”***

**Rab Green**  
Tumut Site Manager





# SERVICE RE

## 20 Gary Argent YEARS AT CABOOLTURE

Gary Argent started his trade as an apprentice diesel fitter at Peak Downs in the Bowen Basin, back before being a miner was trendy. Gary said that all his childhood memories had something to do with mining, as his father worked in that industry. When Gary was eight years old, his family moved from idyllic islands up in the top end of Australia to the beautiful warm climate of the United Kingdom, eventually coming back to Australia. After finishing his trade and working away in Bass Straight, Gary's life changed when he returned home to help out with the family business. He ended up meeting his future wife and after marrying, Gary and his wife eventually decided to make their home in D'Aguilar, a small community twenty minutes north-west of Caboolture. Having two beautiful daughters along the way.

Gary's relationship with the Caboolture Mill first started about thirty-four years ago. On his first tour of duty in the Mill, Gary worked on the forestry machinery, from loaders to trucks to forklifts, both on and off site. Although he very much enjoyed his job at the Mill, one day he was enticed to leave. This interlude lasted about seven years, and during this period he had plenty of time while stuck in traffic jams to ponder a return to the Mill. Well, after a phone call and a change of shirts he was back for round two, and it's now some twenty years later!

Gary, or the 'Metrigard Whisperer', is a quiet man who is a true asset to the maintenance team. Some of his colleagues tell funny stories about life in the sawmill, sometimes referring to it as their second wife. A lot has changed at Caboolture since Gary started here thirty-four years ago, but Gary says he still enjoys the challenge of the job, and that he has the love of his family and his hobbies to keep him grounded.

The whole maintenance team would like to congratulate Gary on making this milestone and look forward to the future with him.

***"Congratulations Gary on your service milestone, certainly something to be proud of. A personal thanks for sharing your knowledge of the plant with me in the time we have worked together."***

**Michael Short**  
Maintenance Manager





# COGNITION

## 20 David Dean YEARS AT TUMUT



David (better known as Fred) started working at the Gilmore Site before his sixteenth birthday. Before he turned sixteen, Fred was only allowed to stack timber. After his birthday, Fred was allowed to undertake other duties including operating the Trim Saw. Eventually, he was transferred to the Tumut Site Planermill under Col Mueller.

Fred worked on night shift for a number of years (10pm-6am). All timber was stacked by hand at that time. An apprenticeship came up in the Sawshop, so he applied and got it. Fred completed his trade at the Tumut Site and then moved to a Sawmill in Canberra for four years as a Saw Doctor on frame saws. He eventually moved back to Tumut and started in the Greenmill, learning all of the jobs on the floor. Fred then went to South Australia to learn how to operate the new Head Ring and ended up back in Tumut again when they were short in the Sawshop. He has been there ever since.

The trade has advanced a great deal with technology. Fred stated that they used to use gauges to measure with by eye and now machines measure to 0.05mm so they are very accurate and automated. There has also been advancements in the materials used, such as stainless steel circular saws. Before, each saw had to be hand gulletted at each re-tip; this is not necessary for modern saws.

"The site has made huge steps in safety over the years from when we used to go out at lunch times, lift the chipper guards up and stop the discs with our boot. It's a credit how far safety has come. The trade has also taken a more hands on role in alignment over the years. It was always the fitters that looked after machine alignment, now we do it in our machine centers. I enjoy learning from specialists that AKD have brought to site. I like going to the other AKD sites to fill in for Saw Doctors that are away, and I have done three or four trips now. It's great to meet and learn from other tradesmen in the group."

Fred has two children: Callum (15) and Zahli (12).

Camping, fishing, footy and virtually anything his kids are up to, like running around with sport, is where you will find Fred enjoying his spare time.



Callum, Fred and Zahli at Disneyland

**"Congratulations Fred and thanks for your 20 years of service. Fred is Leading Hand in the Sawshop on B shift and also operates the Head Rig Bandsaw when needed. He enjoys training the apprentices, and he is involved in troubleshooting and process improvements, which makes him a valued team member of both the Sawshop and Greenmill. He is also quite good at the odd practical joke."**

**Bill Stuckey**  
Sawshop Supervisor



# who is...

## Andrew McLaughlin

Hi, I'm Andrew and I recently started at AKD as a Structural Engineer as part of the National Technical Team. I'm 27 years old and spent my early years in Invercargill, New Zealand before moving to Brisbane in 2001. I studied Civil Engineering at the University of Queensland and, in my first year, I started working for the Engineered Wood Products Association of Australia in their timber testing lab where I learnt about mechanical and durability testing of timber. After 4 years in the testing lab and completing my degree, the EWPAA took me on full time, first as Project Engineer and then as Quality Systems Manager where I was responsible for the certification schemes and accreditation of the EWPAA. After that I went back to a Civil Engineering role focused on providing technical advice on the use of timber products.

Structural Engineer is a new role at AKD and my focus will be on supporting the Technical and Marketing teams with product development, compliance, technical literature and identifying new opportunities for our products in the market.

Outside work I spend time riding my motorbike, woodworking and playing video games. When possible, I also like to get away and go skiing or snowboarding.

I am excited about this new opportunity and to work with the AKD team to grow and improve the business.



# HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Andrew Spencer	35	IRD	IRRE
Richard Sutton	35	GMT	TUM
Katheran Gorman	25	ADM	GIL
Louie Abinsay	25	DIS	TUM
Jeffery Linsket	15	DIS	CAB
Terrence Hall	15	CLE	COL
Robert Harper	15	GMT	TUM
Liam Power	10	DMD	COL
Lindsay Ross	10	GCA	CAB
Derek Urquhart	10	GMT	TUM
Joseph Muvengi	10	EWP	COL
Richard Parker	10	DMT	TUM
Michael Caddis	10	RAM	TUM
Mitchell Piper	10	RAM	TUM
Rebecca Dean	10	KLN	TUM
Brendon Weston	5	DMY	YAR
Benjamin Thomas	5	RAM	TUM
Andrew Taylor	5	ADM	CAB
Charles Cribb	5	SWS	TUM
Jacob MacKinnon	5	TIG	GIL
Richard Roszczyk	5	CML	YAR
Benjamin Phillips	5	IRD	IRRE
Timothy Webb	5	RAM	TUM
Scott Mayne	5	PAL	YAR
Troy Jones	5	IRD	IRRE
Jessie O'Brien	5	SWS	TUM

Answer form page 13: O M W C I A M

One man with courage is a majority - Thomas Jeffersona



AKD welcomed these new employees in January and February 2020 and encourages everyone to make them feel welcome and work together to keep them safe.

Welcome to  
the **TEAM**



**BRANDON HAWKINS**  
MAINTENANCE  
TUMUT



**COLBY SHEPHERD**  
GREEN MILL  
IRREWARRA



**DYLAN BAULCH**  
GREEN MILL  
COLAC



**GEOFFREY TAYLOR**  
DRY MILL  
CABOOLTURE



**JACOB LUFF**  
MAINTENANCE  
TUMUT



**JAZMIN BURNETT**  
DRY MILL  
CABOOLTURE



**JOHN WALAG**  
DRY MILL  
COLAC



**JORDAN O'DWYER**  
DRY MILL  
COLAC



**KARYN LIDGARD**  
DRY MILL  
YARRAM



**MAGGIE HALLIFAX**  
ELECTRICAL  
COLAC



**MICHAEL LEYDEN**  
GREEN MILL  
COLAC



**REBECCA MAXWELL**  
DRY MILL  
COLAC



**REON GRACIE**  
DRY MILL PM SHIFT  
SUPERVISOR - COLAC



**RYAN BRUMBY**  
GREEN MILL  
COLAC



**STEAN WALKER**  
DRY MILL  
COLAC



**TAYLOR JAMES**  
DRY MILL  
YARRAM



**TIMOTHY KNEE**  
GREEN MILL  
COLAC



**ZAC SHEA**  
GREEN MILL  
COLAC



# The Wrap-Up

At a time where we all collectively should have been enjoying our Christmas holidays and the beautiful summer weather, our country was burning. Sitting here now in February writing this article, the facts are staggering and really put things into perspective with 27 million acres burnt. That's an area of 109,267 square kilometres. I think that's the equivalent to the highway distance between Melbourne and Sydney but 120 kilometres wide. It's such a huge area!

There were lives lost including those of the three volunteer firefighters. The devastation doesn't stop there though with over 3000 homes destroyed (not to mention farm buildings, fences and other assets) and estimates of in excess of 1 billion animals killed with some species now potentially on the path to extinction. The bushfires released an estimated 400 million tonnes of carbon dioxide into the atmosphere. To put that figure in perspective, Australia's total emissions from man-made sources in 2019 was roughly 540 million tons. So, this year's fires have already surpassed two-thirds of Australia's average annual carbon dioxide emissions. Horrific!

For AKD and our people, we had our Tumut team directly in front of one of the biggest fires, Dunns Road. Dunns Road eventually joined with the Corryong Fire to cover an area in excess of 600,000 hectares or 1.5 million acres. As such in the middle of that area was the Green Hills and Bago Plantations owned by Forest Corps of NSW. These two plantations totalled a combined area of 35,000 hectares or 40% of the plantation estate that supplies Tumut.

In early January whilst this fire was out of control, I was in contact daily with Rab and Glen (as the stand in CEO) as the fire marched towards Adelong and then surrounded Batlow, both neighbouring towns of Tumut and where some of our people live. I don't know all the individuals, and I don't know all the stories but Rab shared with me many stories of how the communities came together to help their neighbours fight the fires. At the same time, we had people protecting their homes and own personal assets and then helping to try and prepare the AKD sites, should the fire have arrived at our gate. It is hard not to be inspired and in awe of the spirit of all these people helping each other in a time of such immense stress and devastation.

For the Tumut team, the battle is not over. We have a new one coming. Right now, we have somewhere between 6-18 months of salvage logs to process. Salvage logs means black burnt logs. We have a really experienced and capable team focused on recovering as much timber as possible, led by Peter Annetts and Rab Green. After the salvage process our long-term log volume is uncertain and at this stage, we anticipate the log volume will reduce by 30-40%, maybe more as the Greenhills and Bago plantations have been destroyed.

**“ THE ULTIMATE MEASURE OF A PERSON  
IS NOT WHERE HE STANDS IN MOMENTS  
OF COMFORT AND CONVENIENCE  
BUT WHERE HE STANDS AT TIMES  
OF CHALLENGE AND CONTROVERSY ”**  
*Martin Luther King*

Visiting the Tumut site several times since January I am blown away by the resilience and the stoic nature of that team. They are focused and getting on with the challenge. Whilst the challenge right now is the burnt log, the next challenge for this site is much bigger and tougher. Whilst it is still looming on the horizon the threat is very real.

This is the 31st edition of The Splinter and as such I can distinctly remember our first edition – it has come a long way. I would like to recognise the contributors; your efforts are appreciated. But a huge shout out to the team who have reformatted our team magazine. The Splinter Team of Brooke Hartshorn, Brooke Welsh, Lauren Beattie, Maddie Harty, Rose Mollenhagen and Sophie Devine – your efforts, energy and enthusiasm is appreciated.

*Shane*

**Shane Vicary**  
CEO

