

# THE SPLINTER



## OUR DEVELOPMENT JOURNEYS

PAGES 15-16

From left: Kayla Hansen-Austen, Lilly Adamcewicz and Lauren Wilcox



AKD EMPLOYEE NEWSLETTER

EDITION 43

JANUARY-FEBRUARY 2022





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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)

**Do you know a friend, family member or neighbour looking for a position in a progressive organisation?**

**AKD currently have a range of career opportunities throughout the country.**

**Encourage them to reach out for a confidential conversation with our Recruitment Manager on (03) 5231 9100**

**or [recruitment@akd.com.au](mailto:recruitment@akd.com.au).**

**Visit [akd.com.au](http://akd.com.au) for more information on current opportunities.**





# FOOTY TIPPING

AFL & NRL

## COMPETITION 2022

NOT TOO LATE  
TO JOIN IN

OPEN TO ALL **AKD** EMPLOYEES AND CUSTOMERS\*

1ST PRIZE = \$1000  
2ND PRIZE = \$500  
3RD PRIZE = \$250

LEADER PRIZES AT WEEK 8 AND 15!

PICK ONE OR  
GO FOR BOTH  
PRIZES APPLY FOR EACH

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

SEASONS START

MAR 10



MAR 16



\*employee and/or customers must be employed or actively engaged with AKD at time of competition conclusion to be eligible for prizes

*Here we go for another year!*

As you know, we always start the year off with Safe Start Up – unfortunately, the day wasn't able to go as expected. With covid again spiking across all states, we made the tough decision to cancel our guest speakers and other activities. While we had to quickly change plans, it was the right decision to minimise the risk of exposure to our workforce.

Covid continued to throw us challenges but I do want to thank everyone in how they managed the situation. We need to start seeing Covid as part of our lives, so maintaining the key control measures is important:

- Wear a mask (as per relevant state requirements)
- Hygiene (sanitise / wash hands regularly)
- Cleaning (control consoles, desks, mobile plant and vehicles etc)
- Social Distancing

Disappointingly, we haven't had a good start to the year. January, we had one Lost Time Injury (LTI), two Medical Treatment Injuries (MTI's) and one Serious Potential Incident (SPI).

We must continue to practice the basics and demonstrate safe behaviours, everyday:

1. Stop and think through the task
2. Take your time to do the task safely
3. Identify what could cause harm
4. If you aren't sure, stop and ask for help
5. Communicate with your team mate/s

While I'm on the topic, you will know that our bi-monthly focus for February and March is communication. The purpose of this topic is to ensure

key safety information is shared across the workforce, but just as important, that our workforce has an opportunity to ask questions, suggest improvements and know what is happening across our business.

Being a business that has a number of sites allows us to share information. There are so many great improvements that happen at a site level and given sites have similar risks, sharing and learning from each other is a real bonus and we need to leverage off that. There's no point recreating something if the hard work has already been done!

Part of the bi-monthly focus is to also get ideas on how we can improve in the communication space. If you do have any suggestions, please talk to your Supervisor or Manager....and remember - **communication is only effective if it is both ways.**

## Drug and Alcohol Testing Standard

Over the last few months, we have been reviewing, updating and rolling out the changes to the Drug and Alcohol Policy and Testing Standard.

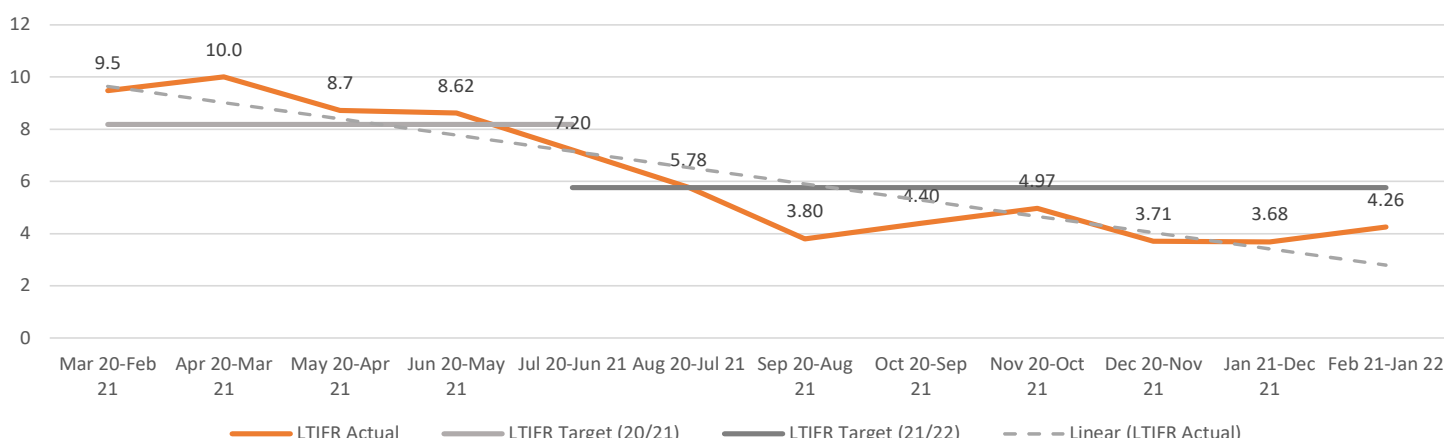
The purpose of the change is very simple – we want to ensure our teams are presenting on site 'fit for work'; for their own safety and the safety of those working around them.

In addition, as a business we are wanting to support anyone that may have a dependency on alcohol or drugs.

## *We Can Help!*

The feedback to the introduction of the Drug and Alcohol Testing Standard has been very positive so far, with all Victorian sites now complete and Caboolture is underway.

AKD Group Lost Time Injury Frequency Rate - LTIFR  
(12 Month Rolling)







**THE BRAVEST  
THING YOU  
CAN DO IS  
ask FOR HELP.**

If you would like help, please reach out to your Supervisor or Manager and have a confidential discussion. Alternatively speak to a member of the HR or Safety teams.

This does not just relate to Drugs and Alcohol, issues that can impact on one's fitness for work extend beyond this, other factors can include fatigue (a new baby in the family), personal issues (marriage break up), financial stresses – to name a few. If you are having issues and need help, as I said before, please reach out. You do not have to go through these things alone!

This year is going to be another exciting and busy year for our business, and I am looking forward to an even safer year in 2022. Remember that your safety is critical, it gets you home each and every day. Don't forget about the commitment you made to yourself during Safe Start Up!

## YOUR HEALTH AND WELLBEING

### MINDFULNESS

When coming back to work from having time off, getting back into the routine of work can be stressful for some. If this is you, one good method to help reduce stress levels and to ease into new routines is focusing on 'mindfulness'.

It is a way in which we can be fully present and aware of how we think, feel and act. Some ways it can be achieved is by using breathing techniques, meditation, or taking a relaxing walk.

Benefits of mindfulness can include:

1. Reduced stress
2. Improved sleep
3. Restores emotional balance
4. Improved concentration

Some really good Mindfulness apps:



Smiling Mind

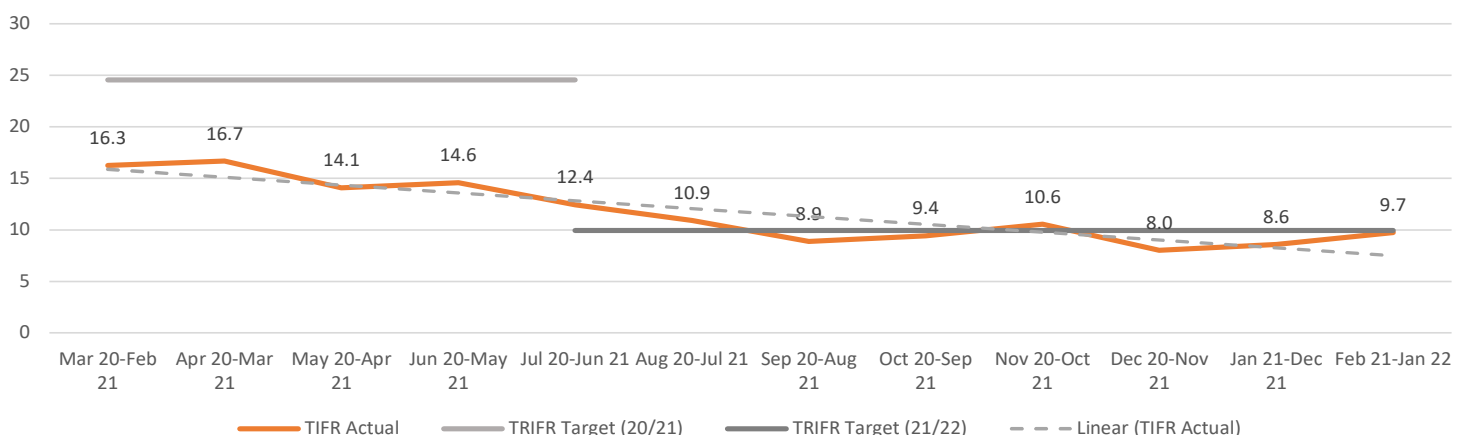


Headspace



Calm

AKD Group Total Injury Frequency Rate - TRIFR  
(12 Month Rolling)





# CABOOLTUR

## AROUND THE GROUNDS

2022 here we are! With a lot of work from the team over the Christmas shut and in the first month of start-up, we are seeing some positive results as we grow the site to become a key mill in Australian timber production.

Training and coaching is a vital part of our growth plan, with further recruitment planned for 2022. This will take the Drymill to a second shift and extend the Greenmill operating hours whilst projects are implemented for grade, efficiency and through-put.

We will always be looking to further improve the site amenities through beautification, replacing, and upgrading. A significant amount of effort was put into roadworks and replacing cement surfaces over Christmas and January. However, there's still more to do and we must ensure we stay safe, drive to conditions and look at short term actions until we get the long-term repairs done.

The weather has not been favourable for our projects or the working environment for employees in recent months. Our forest areas less than 1.5 hours away received a whopping 650mm in a 24hour period. We were lucky we only caught the edges at Caboolture! What impresses us is the team just got on with it – a shout out to operations and trades for focusing on the job at hand.

Teamwork will be the foundation to introducing and



CDK & Pellet Shed Construction Zones Footprint

executing these projects as we continue our operation and ramp through 2022. The pellet mill is scheduled for completion in April, check out the civils! They are very complex given the site has a very high water table level from recent rainfall. Our CDK now looks to be completed in September due to unfortunate delays with materials, parts and construction which were inevitable due to Covid. In the meantime, we will continue with exporting D1 material to the team in Tumut to support AKD markets.

The year ahead is paved with a lot of small projects as we build the site and teams for additional volumes along with upgrades or replacements. Our aim with the projects is to improve the way we work and also the working conditions or infrastructure for our site.

There are several small projects scattered across the Greenmill which will be key this year to support the ramp in volume and new skills/headcount we have. We have a lot of catching up to do, as prior to AKD there was not a lot of investment in our site. There is a great feeling around the site as we grow and build our future together.

The team has done, and is doing, a great job in the face of Covid distractions and interruptions. For Queenslander's, Covid cases were not something we really had to deal with until our borders opened in December and January, and we have seen a wave roll through and impact the teams and site. We have looked after each other by dropping a RAT test off or just checking in on a work mate in isolation.

In 2022 we will also see some team members who have made the next step in their life journey through retirement plans. It will be with a heavy heart we will eventually say farewell to Wayne Hart, Ian Jennings and Jim Zielke – collectively there is nearly 100 years of service. True lumber legends like a lot of other work mates that have left or may join the team. We look forward to celebrating with them but also getting back to recognition of service for long serving employees.

Thank you, we look forward to keeping you posted on the changes for the site in 2022 and the great things we achieve as a team.

**Greg Levinge**  
Caboolture Site Manager







Sam Heit - SOP's and Declarations for training support



Safe Start Up – SLAM/JSA and Hazard Identification workshops (SSU 1,2 &3)



Training - Pack Presentation

## HEALTH AND SAFETY

The year kicked off with our annual Safe Start Up, which was another success, allowing us to reiterate to our teams some key and very important safety messages.

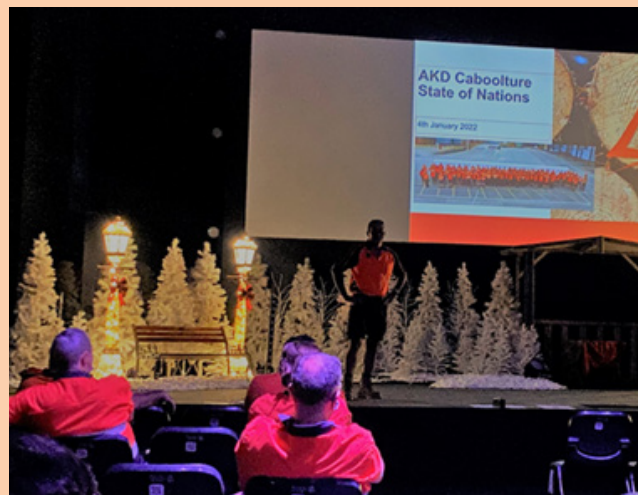
As a site we are continuing to drive more proactive reporting and processes, with an emphasis on hazard identification and improving the quality of our SLAMs.

In 2022 the focus will be to continue to review and update SOPs. Diana and Sam have done a fantastic job on getting this done, working closely with the operational teams to achieve the required timeframes.

With the influx of new people and some long-serving team members leaving the site, we have been working hard on our training program to broaden the skills necessary to complete work safely and at a high standard. We have had First Aid, High Risk licence, Return to Work, Working at Heights, Crane/dogging, Hot Work and SLAM retraining.

Again, the team are ready and prepared for a consistent amount of change to their process or working environment as we step forward and continue to grow the Caboolture team and site.

The site is looking forward to another exciting and safe year ahead!





# COLAC-IRRE

## AROUND THE GROUNDS

Firstly a big thank you to all involved in organising and participating in Safe Startup. Due to restrictions we had to adjust our program, but a great result was achieved in preparing our people for recommencement of operations.

I really enjoyed seeing each department spend quality time searching for hazards in their areas and discussing what safety means to them. There were some really great observations made and some true progress to lifting our approach to the safety of our people.

Unfortunately COVID had an impact on our people and our operations at the start of the year, with up to 27 people off work at any one time for COVID related absences. But on a positive note, all of our people have progressed through this and are back to full health.

Pleasingly during these times of high absence, our people and the business pulled together in making sure we ran to the capability of the teams that were present. It is times like this that you really appreciate the culture and the AKD business as a whole and how everyone supports each other.

Despite the absences at the commencement to the year, the Colac and Irrewarra sites have hit the ground running with a number of activities taking place to help us improve.

The most noticeable and visually significant event was the cleanup of the maintenance workshop at Colac. The maintenance team did a great job in

commencing with the first "S" of 5S being "Sort". The whole workshop area was taken outside and only those items deemed necessary to be in the workshop were returned. This has allowed the maintenance team to make their work area a great place to be and also enabled them to put into place workflow processes that are visually easier to manage and control.

Another win was an activity that started from an upset condition. During January a bandsaw on the quads broke due to a process issue. The last time this happened we injured an employee during the cleanup. This time however the teams implemented the learnings from the last event and executed a cleanup and recovery that was injury free. A great example of the production, maintenance and saw doctor teams working together and learning from past events.

Another significant change is the Colac logsort team moving to a 7 day operation. The logsort is a process that is limited in the number of hours it can work and has relied on overtime to process a sufficient volume of logs to meet demand.

In January the team agreed to trial a 7 day operating roster so that we could reduce the amount of overtime and improve the volume of log debarked. This change has already had a significant impact.

We now have high levels of debarked logs, and we have been able to schedule 4 to 6 hour shuts of the logsort during the week. This has enhanced the logsort reliability and enabled the logsort team to achieve the required throughput whilst improving

*Preparing for the maintenance workshop cleanup*





# WARRA

the working conditions of the employees. A great result!

The next initiative the sites have been working on has been to improve our communication through visual management scoreboards. The boards have now been put up around the site to communicate to the teams their progress towards our Lead and Lag measures.

There have been some great stories of improved communication and performance as a result of the introduction of these scoreboards. In particular the Irrewarra team has embraced this process and is leading the way on utilisation of these scoreboards to enable the team to win. More on this topic to come!



*Maintenance workshop - before & after*

**Jason Biggs**

Colac & Irrewarra Site Manager



## HEALTH AND SAFETY

As we welcome in the new year and settle back into our work, it's an opportune time to reflect on what we achieved in 2021 and how we can accomplish continual improvement going forward.

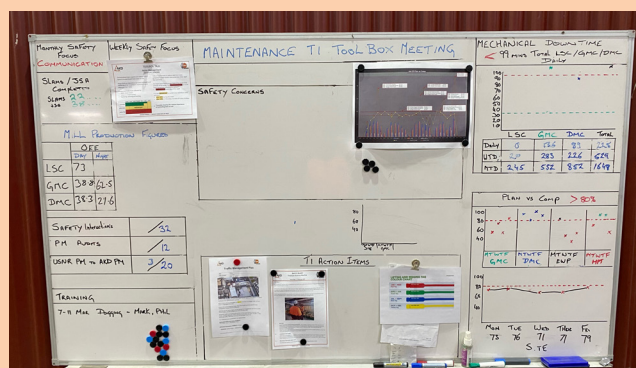
For the Colac/Irrewarra sites, two areas of improvement we identified late last year were:

1. What success looked like and how we measured it, and
2. Communication with our workforce.

The introduction of lead and lag measures to our site has created a scoreboard that allows our workforce to influence our overall performance. It keeps all members accountable and provides a measuring tool that can clearly identify what went wrong when we don't perform to the standard we hold ourselves to.

Although this program is in its infancy, the benefits are already paying dividends and being embraced by the workforce.

In a bid to create more safety conversations, a weekly Safety and Environment Toolbox Talk is being distributed across site. This gives us a platform to share information and address any shortcomings that may present themselves. It's a way of reaching our entire workforce and ensure everyone is working towards a common goal.



*The Irrewarra team checking their scoreboard*

Being open and transparent are traits of high performing organisations. Although we are well aware of the journey we are on, embedding these two initiatives helps us on our path 'Towards Zero – think safe, work safe, be safe!'

**Steve Wintle**

Colac & Irrewarra  
Health and Safety Manager







# MORE

Lots of other smaller capital projects have been implemented across the site. Again, a clear recognition and confidence shown by the business.

## PRODUCTION

2022 has again started off with Covid impacting the site. On average we have had 7-9 people away daily with a Covid related illness. Thank you to all those employees who identified they were not well and stayed away from work to be tested and isolate.

Safe start up was a bit of a juggle with the cancellation of the function at the Golf club, this was to include a guest speaker, speaking about the important subject of mental health. This has been postponed but will take place in the near future.

The safe start program was successful with smaller groups and really focusing on changes to the site over the maintenance shut and identifying any potential hazards.

With the disruption of Covid and people being off the site had a really good month. No production pressures and the focus on keeping everyone safe allowed the site to ramp up slowly the mill flowed extremely well.

Thanks to everyone for ensuring the month was successful with all the disruptions.

## Rab Green

*Tumut Site Manager*



## HEALTH AND SAFETY

Welcome back from a well-deserved break.

History tells us most injuries happen when people are starting back from a break or about to go on a break. Their head is not quite in the game, so now is the time to get our heads back in the game and focus on the task at hand.

Don't be afraid to take that little bit extra time and check the area for potential hazards, it could be that old mate was hurt doing the same task a while ago and he took a short cut to save some time and that's when he got hurt so if I do it the right way, if I don't take that short cut I won't be injured.

On a different but very familiar note Tumut town had a spike in Covid over Christmas and New Year. The boxing day races is believed to be a super spreader event, this event is a big attraction for the locals but also attracts a lot of people from out of town.

All departments struggled with covid related absenteeism's, therefore, it's still important to wear a mask if you can't socially distance or like the maintenance team they are sometimes required to work closely alongside one another and to help stop the spread they wear masks.

So, ask yourself are you here or are you there!

## Rodney Sutton

*EHSR Advisor - Tumut*



# YARRAM

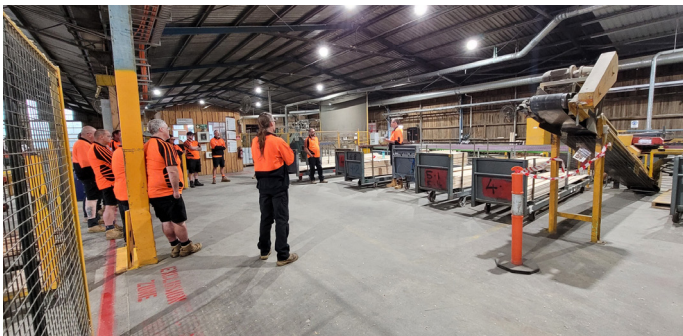
## AROUND THE GROUNDS

### SAFETY

Safe Start up at Yarram certainly didn't go without a hitch as we were forced to change our off-site location to an onsite location due to an increase in Covid activity. Excellent work by Graham, Julian and Hank to deliver something to our staff that was definitely worthwhile.

Well done also to our employees who have successfully taken that Safe Start Up message and applied it to their work area so far in 2022.

Working with HVP Plantations, we did manage to get some dust suppressant down in our logyard which has made a big improvement to the quantity of dust floating around the site. The suppressant combined with some regular rainfall to refresh the area has certainly been a win.



### SITE IMPROVEMENTS

Probably more of a safety win but also a huge improvement to front of the Yarram site is the

removal of 1/2 a dozen diseased gum trees. We have been quietly working in the background for some months with the local council and finally got the green light to remove them due to the high safety risk they posed.

In the background at Yarram we have also completed more work in the pursuit of our new safer walkway and have also been revamping our grinding room. I look forward to talking about these in more detail after we complete the changes in the next edition.

### PRODUCTION

Unlike safety, production has been challenging to start off the new year at Yarram. HVP Plantations struggled to start up after Christmas and surprisingly for the middle of summer, had a lot of problems with wet weather.

As a result, most of January for the Greenmill was spent chopping and changing products which affected all parts of our operation. The good news is that those issues have been sorted out and the signs are very positive for February and beyond.

### CHRISTMAS SHUT

While most of the work completed at Yarram was centred around ensuring the plant was in good condition for 2022, we did manage to get a couple of bigger jobs completed.

Resurfacing our logyard for another 12 months was one of these and the change of rear boiler door for our Kilns was the second.

The rear door was lined with asbestos and while safe in its current form, was certainly losing heat as it degraded.



*Carpark before & after tree removal*



To finish off this addition from Yarram I wanted to give a big shout out to two of our employees Rachael Wight and Michael Collins who surprised everyone at one of our toolbox meetings this year with an announcement that they had tied the knot. Rachael drives a forklift for us on day shift while Mick is Jack of All Trades on afternoon shift. Both are long term employees at AKD and we wish them every happiness in their lives together.

**Glen Davis**  
Yarram Site Manager



## HEALTH AND SAFETY

What to write, I could write about the new walkaway being install from our Green Mill to the Dry mill or maybe the removal of the trees with their 'widow makers' from our car park or the new moulder room in the Dry Mill – but am sure if I do that I will be stealing other people's thunder.

Instead I thought I would write about the Bi-Monthly Safety Focus and instead probably steal Toni's thunder.

Have you ever stood looking at some interaction going on and thought 'I wonder what they are doing?'. Guess what? Usually the people we are looking at quite often notice you doing that and possibly wonder what you are thinking or doing.

I often think on that and when I do I remember what I have been told – we are predominately visual learners. Funny thing is we are usually not good at reading each other – that is something we need to be shown or taught, usually by someone talking to us about it to train us. Interesting point that you need the verbal combined with visual to work it out.

Safety is VERY much like that – it relies on a combination of both. I am sure I speak for all people who have been involved in investigations involving an interaction that has gone wrong, that at some point you will hear –'but I am sure they

would have known what I was doing'.

This brings us to the word that describes the downfall here- we ASSUME. Which being long in tooth I have been exposed to a word play on that. I am sure you may have seen it but if you need an explanation, please feel free to email me.

So, looking at Safety and Communication it goes hand in hand. When you do a task, do you just assume that all involved in the task will know what is going on here? Do you feel that I must be the only one in this group that doesn't know what is expected, so I will shut my mouth and not say anything, so I don't appear dumb? See the link to these examples – what is missing -communication but what is definitely apparent – ASSUMPTION or lack of communication.

Friends, lets cut to the chase. We do not want to be the ASS in cases of safety. ASK the questions if you don't understand anything. If you are setting up a team to do a task – explain it to them, yes it costs a few words, it costs a few minutes BUT it doesn't cost any one their finger, their hand, their arm, or their life! Whatever you do, remember we are both visual and verbal creatures- use both to make sure you are safe.

**Graham Clarke**  
EHRS Advisor - Yarram







# JELFOR

## AROUND THE GROUNDS

Happy New Year to everyone and I hope 2022 is a little less disruptive than the previous couple of years. It is hard to believe two months have passed already!

Start-up at Jelfor was a bit different to the past few years as we re-inducted all workers and now have everyone on the same page when it comes to AKD and site requirements.

We also split into groups and took a few hours to walk the whole site looking for hazards which was a great exercise for some workers as they viewed parts of the site they had not seen before. A large number of hazards were detected and

Improvements to the site since the New Year have included new garden beds in the front car park and around the lunchroom. These garden beds have added some colour and have improved the look and feel of the site as well as giving us some research and development information on the post we are using as borders. The de-barker area has also been rocked and levelled out after the relentless wet weather we received for the last 4 months of last year.



Jelfor also took delivery of a near new L150H loader from Tumut recently. Having the right equipment for the job is essential. This addition to Jelfor's mobile plant fleet will see less loader maintenance, safer operation and will also make the operators job of unloading trucks and loading the debarker easier.

**Benjamin Bailey**  
Site Manager Jelfor







# PORTLAND PINE

## AROUND THE GROUNDS

### NEW LOADERS

Over the last 3 months we have been lucky to receive a brand new L60 Volvo loader and a near new L150H from Tumut. The L60 went to the treatment plant and replaces a hire loader that was 10 years old and prior to this a forklift was used, the new loader has certainly helped the treatment plant employees to no end, being able to load and unload much easier with the new machine.

With the PPP site transitioning to longer length log from the traditional lengths of delivery being from 1.8m to 3.6m the site now takes 3.9m up to 4.8m logs to run through the new debarker line, our site had the need for the bigger machine to unload the longer length logs, the site is very happy with the new purchase's thank you.

### Daryl Hann

PPP Site Manager



### DRUMBORG-HEYWOOD CRICKET CLUB

One of our long-term employees Mr. Toby Pumpa plays cricket for the Drumborg-Heywood cricket club and is the current club president and has been a member of this club for 10 years, he is a very active member of the club and leads his club well as he does here at Portland Pine.

He is seen every week mowing the lawns and painting the boundary lines and many other jobs around the cricket club, Toby currently plays B grade and is a medium pace bowler and on the 22nd of January took a record 6 wickets for 12 runs against the Portland tigers, Toby's team celebrated a huge win later that day. Well done, Toby



# Our Development Journeys

with Gen Ryan

National Talent Development Manager



I have had the privilege of getting to know and spend some time with three great people at Caboolture AKD. These three women all have different aspirations and therefore their journeys have all been unique. I spent some time reflecting with them on their experiences from 2021, and what their goals are for 2022.

It is important to showcase that every development journey is different but that ultimately, these opportunities to improve and grow are happening across the business. It will be my goal to share more stories in future Splinter articles.



## KAYLA HANSEN-AUSTEN

Kayla started in the Dry Mill as one of our machine operators and quickly became known for her commitment to the work and her enthusiasm for always having a go. Kayla applied and was the successful appointment of a maternity leave caretaking position in despatch

During that time, it was decided that studying her Certificate in Business Administration would be a good next step, knowing she could get exposure to different parts of the business as well as continue to work and determine where her passions were.

*"At times it was difficult. It was often challenging to balance study, assessment and some work priorities but I was pretty determined," Kayla states. "I have grown so much from that experience, and I feel I have really come full circle now."*

Through 2021, Kayla was rotated between different support functions including maintenance, logistics, safety, and HR. Once her certificate was complete, Kayla identified her desire to go back into operations and was successful in her application for a Team Leader role in Dry Mill at the end of 2021.

Drymill Team Leader

Cadetship (Maintenance, HR, Safety, Logistics)

Dispatch Coordinator (maternity leave position)

Drymill Production Operator



## LAUREN WILCOX

Lauren started in April 2021 and was appointed the afternoon shift Green Mill Team Leader, under the watchful eye and support of Bryan Downes. Lauren came to AKD with a leadership background in hospitality and quickly made her mark with a new shift and predominantly new team.

*"I'll be honest, it was a massive learning curve. Even though I had management experience, working in the Green Mill and working in the manufacturing industry meant learning all these new procedures and processes but I had a lot of support from the whole leadership team."*

After a solid 8 months of performance, Lauren applied and was successful in receiving a Saw Doctoring Apprenticeship.

*"I love working with details and perfecting things so I felt this line of work would really suit me. I want a break from leadership and instead, start to build on my technical skills in this organisation. So I jumped at the chance to be interviewed."*

Lauren is one of four new apprentices that AKD Caboolture brought on this year.



Sawdoctor  
Apprentice

Greenmill  
Team Leader

## LILLY ADAMCEWICZ

In February 2021, Lilly started as a Gap Year Employee after graduating year 12 with one of Caboolture's local high schools, St Columban's. She had heard of AKD and had an interest in doing something different before pursuing Nursing at university.

Lilly was successful as part of the EH&S team, led by Colin Balboni and saw the alignment to real life work practices and getting ready to practice and invest into her real passion – of helping people stay safe and healthy.

*"In the time I had worked at AKD, I've done things like help induct contractors and new employees. I have facilitated training and coordinating site wide initiatives such as hearing tests and flu vaccinations on site. It has allowed me to work with so many different people and gain an appreciation that this is in area in business that I want to continue to skill myself in."*

Lilly is now a permanent part of the AKD administration support helping with inductions, safety checks, onsite coordination, and other local activities, and is looking to expand her experience into an operational role in the near future.



Support and  
Administration

Gap Year Employee  
(HR and Safety Admin)

# AKD Apprenticeship 2021 Completions

What's something you got out of your apprenticeship that you didn't think you would?



*“A whole lot of problem solving.”*

Brayden Woodall  
SAW DOCTOR,  
CABOOLTURE

What advice would you give to someone who is considering doing an apprenticeship?

*“Definitely take the opportunity. If you are successful ask questions from day one and be willing to learn and listen.”*



Joshua Webb  
ELECTRICIAN, TUMUT

What advice would you give to someone who is considering doing an apprenticeship?



*“Listen to and learn from the tradesmen. Think safe, Work safe, Be safe.”*

Nicolas Webb  
FITTER & TURNER,  
TUMUT

Ken Hellier  
FITTER & TURNER,  
COLAC



With the start of a new year, our focus generally moves towards the new intake of apprentices, but we do not want to forget to appreciate the year that has been with completing apprentices.

In 2021, we have had 11 apprentices across all of our sites complete their trades. They have all spent the last 3-4 years attending TAFE and working with their trade mentors to develop and hone their skills and knowledge to be deemed competent tradespeople.

We would like to send on our congratulations to them for the time they put into their personal development over the years.

For those outside of the trade environment, the effort that goes into an apprenticeship by an individual include:

- School based (TAFE) learning ranging from 20-35 days in class
- Travel to and from training providers, sometimes away from home for a two-week block
- Plenty of on-the-job learning
- Shift flexibility
- Commitment for 3-4yrs in their chosen career to develop the trade skills required

When talking to the apprentices after completing their trades there are common responses that we get are normally thanking us for the opportunity that was given to them for their development, how this program has set them up for a career, how the experience has helped them to develop both work and personal relationships, etc. Some other comments received were:

*“This is an awesome trade to be in, you learn a lot of different skills and knowledge that you can take to any job you are faced with.”*

**Fitter, Ken Hellier, Colac**

*“The people you met and relationships you make at trade school and AKD”*

**Wood Machinists, Kye Johnstone, Colac**

*“Working on various projects including the installation of new equipment and machine upgrade/safety improvements”*

**Electrician, Joshua Wedd, Tumut**



# Program

with Mark Costoloe  
National Training Manager



It is great to hear that people not only get a technical skill development but also attain great social skills and build relationships that extend out of AKD.

Our Apprentice Program is one of AKD's most important development initiatives. We are very proud to offer most of our apprentices continued employment after completing their apprenticeship. Our tradespeople are the backbone to support our production teams. When thinking if an apprenticeship is for you, our apprentices have some words of advice:

*"Don't be afraid to have a crack"*

**Wood Machinists, Matthew Camburn, Yarram**

*"Definitely take the opportunity"*

**Electrician, Joshua Wedd, Tumut**

We would like to again thank all the apprentices for their commitment and congratulate them on completing their trade qualifications. An amazing effort and accomplishment that you should all be very proud of.

## CLASS OF 2021 COMPLETIONS

### WOOD MACHINISTS

Adam Vesey (Colac)  
Kye Johnstone (Colac)  
Matthew Camburn (Yarram)

### SAW DOCTORS

Brayden Woodall (Caboolture)  
Zachary Baker (Tumut)

### FITTER

Ken Hellier (Colac)  
Stewart Sheerin (Colac)  
Terry Baulch (Colac)  
Keith Shields (Caboolture)  
Nicolas Webb (Tumut)

### ELECTRICIAN

Joshua Webb (Tumut)

CONGRATULATIONS

What's something you got out of your apprenticeship that you didn't think you would?

*"The skills and knowledge that I have now."*



**Matthew Camburn**  
WOOD MACHINISTS,  
YARRAM

What's your favourite memory from your apprenticeship?

*"Going to Tafe and meeting other apprentices."*

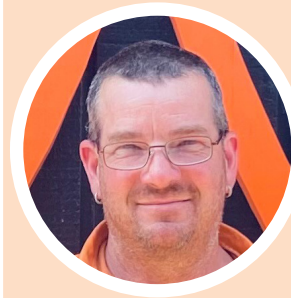
**Zachary Baker**  
SAW DOCTOR, TUMUT



What advice would you give to someone who is considering doing an apprenticeship?

*"Never give up!"*

**Stewart Sheerin**  
FITTER & TURNER, COLAC



What advice would you give to someone who is considering doing an apprenticeship?

*"You get to learn new skills, get a qualification out of it, meet new people at trade school."*

**Kye Johnstone**  
WOOD MACHINISTS, COLAC



**Terry Baulch**  
FITTER & TURNER,  
COLAC

# Behind the tools

with Gordon Kelso  
Maintenance Manager Tumut



Well did we say this time last year was that 2020 that just disappeared, 2021 was just the same whirlwind of a year and went in a blink of the eye!

Covid again threw up many challenges for the site and apprentice training and to the apprentices they put their heads down and tackled their training via zoom meetings and in house marking.

OPEX training was again completed when Covid allowed and the Maintenance department along with Colac, Caboolture and Yarram undertook training on MEX and other Maintenance system training over a five week period via zoom meetings with this ongoing into 2022.

Two new Fitter apprentices started with us in January Jimmy Booby and Brodie Hillier.

The end of the year throws up new challenges associated with the new shift rotation across the plant changing the normal maintenance days to having the maintenance conducted on night shifts.

The Tumut site had some exciting news with the order of the new HSS for the Greenmill with installation towards to the end of 2022.

Congratulations to our 4th year apprentice who is completing his Apprenticeship, Angus Shepherd as a Fitter. Also, a huge thanks to Robert Sturt's hard work with the team now clocking up 40 years' service. We welcomed Hayden Noldin and Peter Johnson to the department late in the year.



Kyle Jeffree and Mitch Piper



Kyle Jeffree



Angus Shepherd



Matt Flenley & Ray McDonald



# Tumut Sawmill Stacker Crane

with Mick Caddis  
EIC & Projects Manager  
Tumut



The Greenmill has limited overhead lifting capability over all machine centres. Over the decades the mill has installed PAL Finger type cranes and dedicated lifting beams. There are many areas still in the mill that are problematic when lifting heavy machine parts.

The maintenance crew have identified the Stacker unscrambler as an area where lifting and removing equipment is particularly difficult and hazardous. Normal practice is to remove wall sheeting and use the site tractor crane to lift equipment. However due to the position of the access ramp to the rear of the Kilns, distance from the wall into the building not all heavy loads on the stacker can be reached.

The project was to install a 500kg Bridge Crane, 7.5 metre in span and 10 metres long with a dual speed powered trolley and hoist. The gantry covers the majority of the stacker from Unscrambler to infeed deck enabling the safe removal and installation of machine parts. Installation of the crane was a challenge as all the crane bridge support legs and beams had to be lifted through small holes cut into the Greenmill Roof and positioned precisely onto the foundation bolts.

The project significantly reduced risk to both personnel and equipment by providing a permanent lifting gantry effectively removing manual handling of heavy machine parts.





# Board visit Tumut



with Rab Green  
Tumut Site Manager

Great to see the Board finally able to travel with Covid restrictions eased. Tumut was very fortunate to be able to show off its newly built Distribution Centre (DC) office at Gilmore. This facility is the next stage of expanding Gilmore to replicate Berkeley Vale and provide a service centre to NSW.

The Directors also reviewed the new Horizontal Shape Saw (HSS) project location. Lots of interest in its location and the challenges the Tumut team have with implementing this project. This new line will allow the site to cater for an expected decrease in log diameter over the next five years and take advantage of technology to increase recovery through the site.

The Directors spent a lot of time walking the site, talking with employees, and looking at all the improvements that have been implemented since their last visit.



An extremely important visit and a great confidence booster and acknowledgement to the site's effort and resilience after the last 2 years challenges, fires, covid and the other issues thrown at it.

Again, thanks to the Directors for taking the time to visit.



CEO Shane Vicary, Directors: Graham Harris, Laurie Bennett, John Hayden, Ian Colless and Pat Jones, Tumut Site Manager Rab Green, CFO Glen Darroch



# Trucking down the highway for the kids



with Brooke McEwan

Brand & Communication Coordinator

It was an early start on Sunday 27th February for two of our AKD Colac truck drivers, Brendan McEwan and Troy Jones. Along with myself, we met up with more than 10 other trucks at 5:30am to travel together as a community to participate in the 2022 Camp Quality Geelong Convoy.

Due to Covid, the convoy has been on hold for two years so the energy and the shine on the chrome from the 150+ trucks the congregated at the Lara Raceway was amplified.

With hands on the horns, we travelled together in a 60-kilometre loop, down the highway, taking us around Geelong and back through the town centre, where hundreds of families lined the streets in support waving and doing the classic truckie arm pump.

Altogether, the convoy raised a huge \$114,896 for Camp Quality which will help make a difference to kids facing cancer and give them the chance to just be kids again. The funds raised will go towards their services and programs that help change the

cancer story for kids and their families; in-hospital, at home, at school and away from it all. They provide opportunities to laugh, make friends and have new adventures while dealing with their own diagnosis, or the diagnosis of someone they love.

The Colac Camp Quality committee raised a total of \$20,396 from fundraising events such as a market day and trivia/ auction night. Troy, along with other local drivers, raised an additional \$2772 through a firewood raffle, barbeque and sausage sizzles and the auction of an old AKD saw blade that was hand painted which sold for \$475!



Thank you to everyone who supported our fundraising events and AKD for the auction items.



Brooke and Brendan McEwan, Giggle and Troy Jones



# 45

# Paul Dow

## YEARS AT TUMUT

Paul "Chowie" Dow commenced employment in the old Tumut sawmill in February 1977 as a Millhand in the Greenmill.

He worked in this section until the construction of the new sawmill was built, which once it was operational, he worked as a leading hand running the Greenmill for a couple of years.

Chowie had stints in the Planer mill and covering the Forest Supervisor duties out in the bush.

In early 2000 Chowie moved into a scheduling role working with Jim Seymour.

One of the highlights Chowie remembers is he looked after the export timber from Tumut and had several trips overseas to visit customers.

Chowie was then involved with the implementation of the Movex system and then the SAP system for Tumut.

For the past 15 years Chowie has been in the Logistics Department as a Production Scheduler.

Outside of work Chowie has been married to Jane for 41 years and they have three children, Jessica, Jacob and Zachary and three grandchildren, Tess, Casey and Jimmy.

Chowie's hobbies are riding horses, playing tennis, walking, and kayaking in the summer.



*"Congratulations Paul on your 45 years of service. Your experience, knowledge and work ethic has allowed the site to grow. Thank you for the enthusiasm you bring to the site, especially your dedication to improving grade and product diversity. There is never a quiet moment when you are in a room and unfortunately with age your jokes aren't improving. Well done and thankyou again."*

Rab Green  
Tumut Site Manager

Chowie, Janice McDonald and James McAlister  
back around 25 years ago



# COGNITION

## 40 Lenny Field YEARS AT TUMUT

Lenny started at the Tumut site on 1 February 1982 as a Moulder Operator at the age of 21. From there he had the opportunity to go into the Grinding room as a Machinist to cover whilst an employee was on holidays, which was for around three weeks. Lenny was then offered to do an Adult Wood Machinist Apprenticeship which kept him in the Grinding room for a number of years.

He then spent six years as the on-shift Wood Machinist, which was sizing up the Moulders and grinding heads.

From there Lenny went onto a permanent night shift as a Leading Hand, and then out to Gilmore as a Wood Machinist for approx. four years. He then came back into Tumut, to drive a forklift, loading Planer Mill infeed for about six years (was only meant to be for six weeks), then back to Wood Machinist for another four years. He was asked to be a Leading Hand in charge off the H2F (treatment), Holtec crew and a small cleaning crew. Lenny is currently in the Planer Mill covering various positions as required.

The biggest difference he has noted over the years is safety, with the elimination of many manual handling tasks which has made it so much safer.

Lenny has made lifelong friends over the years and has enjoyed his time here.

Outside of work, Lenny loves spending time with family, catching up with mates for a beer and a punt, playing golf, fishing, kayaking, running, and walking with his trusty dog, Banjo.

Lenny and his partner, Vicki, have four children between them, they have seven grandchildren, three boys and four girls, ranging from the age of 1-21. Lenny and Vicki like to travel as much as they can to their onsite van on the south coast.

Lenny is a mad and passionate Manly Sea Eagles supporter.



*"Well done Lenny, there have been variety of positions along your career path; all performed at the highest of standards."*

**Rab Green**  
Tumut Site Manager



# Lets get Social



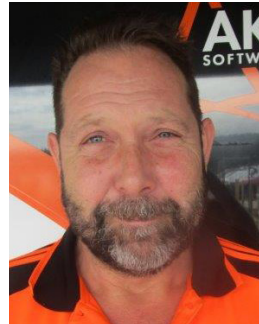
## FOLLOW US



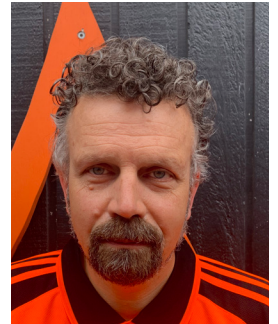


**AKD welcomed these new employees  
in Jan-Feb 2022 and encourages everyone  
to make them feel welcome and  
work together to keep them safe.**

**Welcome to  
the TEAM**



**AARON O'BRIEN**  
GREENMILL  
YARRAM



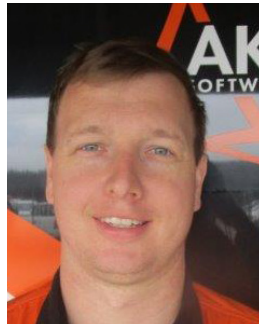
**ADAM DE VRIES**  
DISPATCH  
COLAC



**AIDAN BENTER**  
PRODUCTION  
PORTLAND PINE



**ALLY PERKINS**  
GREENMILL  
COLAC



**ANDREW DEVITT**  
MAINTENANCE  
YARRAM



**ANGELA YUENS**  
GREENMILL  
YARRAM



**ANTONIO VITALE**  
DRYMILL  
CABOOLTURE



**AVA PIERCE**  
HR GAP YEAR  
COLAC



**BELINDA CLARK**  
ADMIN  
PORTLAND PINE



**BLAKE STONE**  
SAWSHOP  
YARRAM



**BRODY HILLIER**  
APPRENTICE FITTER &  
TURNER - TUMUT



**CAROLINE CROMPTON**  
MAINTENANCE  
CABOOLTURE



**CHAD BREWER**  
GREENMILL CLEANER  
IRREWARRA



**CHARLES WARD**  
GREENMILL  
YARRAM



**CHARMAINE MICIANO**  
FORESTRY GRADUATE  
COLAC



**CHRISTOPHER BOYD**  
WOOD MACHINIST  
APPRENTICE - COLAC



**COLIN HINDMARSH**  
GREENMILL  
TUMUT



Welcome to  
the **TEAM**

CONTINUED...



**CONRAD BENNETT**  
GREENMILL  
CABOOLTURE



**DALE CHINN**  
DRYMILL  
COLAC



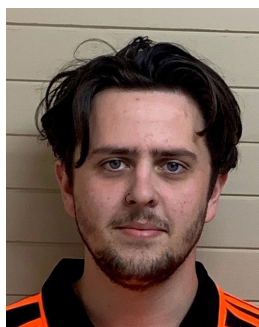
**DAMIEN SIRRIS**  
KILN  
CABOOLTURE



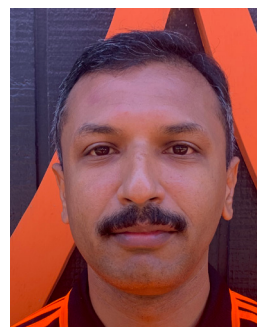
**HAMISH SIMPSON**  
PRODUCTION  
PORTLAND PINE



**HARLEY GASS**  
DRYMILL  
COLAC



**HARRISON HEARD**  
PRODUCTION  
PORTLAND PINE



**JACOB NINAN**  
DRYMILL  
COLAC



**JAI MAY**  
GREENMILL  
CABOOLTURE



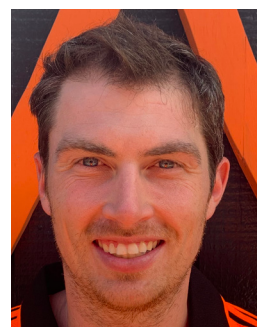
**JAYMIN BENTLEY**  
SAWSHOP  
SUPERVISOR - COLAC



**JESSE SHAW**  
GREENMILL  
CABOOLTURE



**JOSH GOWANS**  
DRYMILL  
CABOOLTURE



**JOSH HAMILTON**  
GREENMILL  
SUPERVISOR - COLAC



**LACHLAN PERKINS**  
GREENMILL  
IRREWARRA



**MATTHEW BYRNE**  
PRODUCTION  
PORTLAND PINE



**MITCH MCMILLAN**  
ADMIN GRADUATE  
CABOOLTURE



**NANETTE SHARP**  
QUALITY CONTROL  
OFFICER - IRREWARRA



**NARELLE VUZEM**  
GREENMILL  
COLAC



**PAIGE SPENCER**  
ADMIN  
CABOOLTURE





**DARCY BARROW**  
OHS GAP YEAR  
COLAC



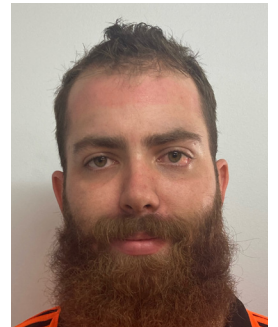
**ELVIS HUNT**  
DRYMILL  
CABOOLTURE



**EMMA TREMEER**  
DISPATCH  
COLAC



**ETHAN GILCHRIST**  
SAWDOCTOR APPRENTICE  
TUMUT



**ETHAN HITE**  
DRYMILL  
CABOOLTURE



**JAMES BOOBY**  
APPRENTICE FITTER &  
TURNER - TUMUT



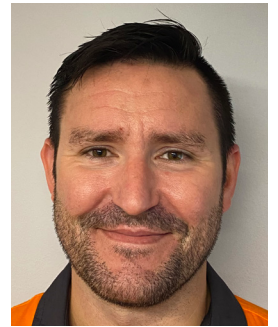
**JAMES EVANS**  
PRODUCTION  
PORTLAND PINE



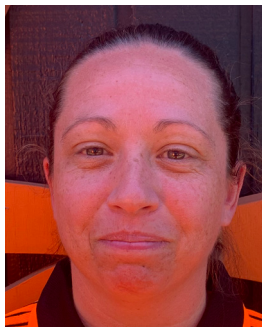
**JARROD CARNEY**  
GREENMILL  
IRREWARRA



**JASIKRAT MARWAH**  
OPTIMISATION  
GRADUATE - COLAC



**JAY THORNTON**  
LOG  
CABOOLTURE



**LEE MILLER**  
GREENMILL  
COLAC



**LEE TRAVIS**  
GREENMILL  
CABOOLTURE



**LEWIS COOPER**  
MAINTENANCE  
CABOOLTURE



**LOCHLAN HART**  
FINANCE GAP YEAR  
COLAC



**MARCUS MCMAHON**  
PALING MILL  
YARRAM



**PAUL ROFF**  
PALING MILL  
YARRAM



**RACHEL DENNETT**  
OFFICE MANAGER  
COLAC



**RICK ROEDERER**  
GREENMILL  
CABOOLTURE



**ROB GIBSON**  
MAINTENANCE  
CABOOLTURE



**SCOTNEY DUNCOMB**  
PRODUCTION  
PORTLAND PINE



Welcome to  
the **TEAM**

CONTINUED...



**SHAHRIAR RASHID**  
ELECTRICAL  
GRADUATE - COLAC



**SHAUN KING**  
PRODUCTION  
PORTLAND PINE



**SHEETHAL CHAKKIATH**  
DRYMILL  
COLAC



**TANAH MADELEY**  
PALING MILL  
YARRAM



**TANNER FRANTANTARO**  
ELECTRICAL APPRENTICE  
COLAC



**TAYLA ROSCOW**  
DRYMILL  
CABOOLTURE



**TYLAR SCHULTZ**  
APPRENTICE FITTER &  
TURNER- COLAC



**VERONICA PAUL**  
DRYMILL  
CABOOLTURE



## TANYA JONES

**YARRAM ADMIN OFFICER AND  
SPLINTER REPRESENTATIVE**

I joined the team at AKD Yarram on the 31st of January and am excited to be working alongside a lovely group of people that have been both welcoming and friendly.

For the last 30 years or so I've lived and worked in and around the Latrobe Valley and Gippsland areas.

My cumulative work history has afforded me a wealth of experience in areas of both Administration and Management in various employment sectors, with the last 6-7 years in Medical Management.

My husband Rohan, who works in Commercial Construction, and I live in Traralgon and have four children, Zach, Alex, Flynn and Keely, along



with two dogs and an angry rabbit.

Zach my eldest lives and works in Melbourne and my second son Alex lives in Traralgon. My third son Flynn is moving on Campus for University this year to study Criminology and is super excited to begin his adult life. My daughter Keely has started VCE year 11 this

year and is not as excited as her brother about the year ahead.

In my spare time I enjoy reading whilst doing a bit of couch work with a wine or gin, spending time with my family and friends. I also enjoy my garden when there isn't a river flowing through it which happened during the last flood.





## BABIES EDITION

Our General Manager  
HR, Clark Rodger and  
Aastha celebrated  
the arrival of their  
first child

*Tage Brunton  
Rodger*

born on 16th December  
weighing 5.7 pound

Welcome to the  
HR team Tage!



# HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Paul Dow	45	DIS	TUM
Leonard Field	40	DMT	TUM
Graham Billings	30	GMT	TUM
Raymond Lucas	30	DMT	TUM
Shane Barton	30	ADM	GIL
Michael Abbott	25	EWP	COL
Adam Grayland	20	SWS	TUM
Daniel Stephens	15	RAM	CAB
Mitchell Baker	15	DMT	TUM
William Hayward	15	PST	TUM
Clark Rodger	10	GHS	COL
Jesse Hughes	10	WHG	GIL
Michael Collins	10	PAL	YAR
Michael Coutts	10	DMA	COL
David Anderson	5	DIS	COL
Frederik Bierrings	5	DIS	COL
Joshua Webb	5	RAM	TUM
Kenneth Thompson	5	GMD	COL
Matthew Kent	5	DMD	COL
Nicholas Webb	5	RAM	TUM
Rhys Kelly	5	DMA	COL
Trevor Woodall	5	KLN	CAB



Have you recently welcomed a new member to  
your family, or have something to share  
in the next edition of the **SPLINTER**?

We'd **love** to hear from you!

Email [news@akd.com.au](mailto:news@akd.com.au) or contact your SPLINTER rep:

**NSW:** Janice McDonald **QLD:** Rosanne Mollenhagen **YARRAM:** Tanya Jones  
**PPP & JELFOR:** Kerrie Gabb **COLAC-IRREWARRA:** Rachel.Dennett

# The Wrap-Up



It's April and the year is racing by. This Splinter is a bit late and as a team we have all got caught up in the dynamic that the start of the year has brought, with this year being a particular challenge.

This year, we took a proactive strategy by cancelling the **"safe start up"** activities to protect the team, consistent with our approach to Covid since early 2020. Subsequently, all the sites through January, February and March have been continually disrupted with issues such as insufficient staff, Covid sicknesses and log supply issues.

We have maintained a consistent message to Site Managers, "people before production". Of course we need to process logs and produce timber for our customers to pay the bills, but fundamentally in a time like January and February, we need to keep our people safe during these short-staffed stressful situations. When we are short staffed, we are at our greatest risk of hurting people or fatigue setting in and creating long term and short-term issues that include accidents, incidents and mental health illness.

So here we are as a business, focussed on managing the business with Covid **and then** it started raining in Queensland, and it rained and rained. Caboolture have had their challenges with the fire in 2020 and doubling green mill production in 2021 and now for 2022, floods. I am not sure at this stage of all of the implications of the damage, but I think we are lucky as only stock and the Admin Building were affected. As always, a test of resilience is a great measure of a team, and that team has bounced back fast.

In early Feb, I had the privilege of visiting the Tumut site with the AKD Board. We were hosted by Rab and he did a great job representing the site to the shareholder representatives (the AKD Directors). The AKD Board are true believers in the future of Tumut as they signed off their approval for the "HSS Project" and the development of Gilmore to replace Berkely Vale.

During their visit they got to see firsthand the progress made since their last visit in 2019 and to walk through the areas that will be upgraded. Collectively they were impressed with the site and all the people they met which further validated their belief in the site. One of my favourite memories of that trip is one Director telling me at least twice "What a fantastic team at Tumut". He was impressed by the enthusiasm, professionalism and teamwork his experienced eye observed.

It makes me stop and think about the short-term issues and challenges that we face as a whole business right now. We have a team under pressure, there is strong demand for our product, with customers demanding more. Meanwhile we have several mills that are struggling with consistency to meet budgets and customer demands. This is exacerbated by employee shortages and Covid issues impacting team numbers on a daily basis, creating stress and risk.

So right now we face challenges, we face adversity, and as a team we have a choice, will the adversity pull us apart or will we work together? This is really important when you relate this to your own personal relationships, "when the chips are down" and you need help, who comes to your aid? Family and true friends right??

So right now we get to see what teams are truly robust and have real resilience. One of our AKD pillars is "High Performing Teams". High performing teams is also another description for a high performing culture. So what is your reflection of a high performing team that faces challenges and adversity? What do you believe are the factors of a team that shows resilience and perseverance through difficult times?

I believe we see collaboration through more two-way communication, Blame games and gossip disappears, everyone agrees on common goals and purpose, leaders lead, and team members sacrifice their individual needs for the team's needs. When it gets tough, you want people to "lean in" not "lean away".

Take care everyone, stay safe, look after your family and teammates. Lean in, don't lean away when someone asks for your help.

**Shane Vicary**  
CEO

