



Connecting Darwalla



DARWALLA GROUP

No 9. November 2016

Message from the CEO Darwalla is progressing well on our two major projects – Allora Hatchery and Cleveland Power. As well as being key to the Golden Cockerel Group’s growth plans both projects will lead to us being more competitive in a very challenging industry. I will provide a more detailed update as we hit major milestones. There is however another rich source of competitive advantage that we are yet to tap into – our people. Nobody knows your job as well as you do. As managers we acknowledge that we have to learn to listen to your ideas and suggestions and help you make the incremental improvements that will create more efficient processes and eliminate waste. There is now an Ideas Board in every work site designed to capture your improvement ideas. The first round Frontline Management and Competitive Systems training has commenced. In conjunction with this Certificate IV course we will also be providing everyone with a series of toolbox training talks to encourage your participation. We need to continuously improve our business if we are to stay competitive and we look to everyone to contribute.



At the 2016 **Queensland Safety Awards**, The Darwalla Group was Highly Commended in two categories.

Category 1 - Best work health and safety management system,
Category 8 – Best demonstrated leadership in work health and safety (Nominees selected by judges from all other categories)
Thanks to the Darwalla team for this outstanding achievement.



New Appointments

Johannes Le Roux - Hatchery Maintenance



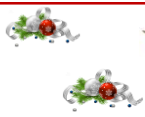
Johannes has worked as an electrician across a range of industries. His role within the Darwalla hatchery is to maintain plant & equipment through an effective maintenance program. He will perform monitoring, scheduling, calculations and recording of the Hatchery maintenance operations and machine checks & services.

Ben Murphy -Breeder Maintenance Leading Hand



Ben will work across all breeder production farms to maintain plant and equipment through an effective maintenance program. His main role will be to undertake repairs and preventative maintenance during the breeder farm clean out programme.

Hatchery: Phillip Te Aho , Deborah Burese **Laidley:** Tiffany Carpenter, Ainsley Love, Eric Neesom, Joanne Wallace .
Killarney Diana May **Victoria Hill:** Levi Cole, Rajesh Bode, Aaron Clough, Nikhil Sarikonda **Catching :** Jarret Stewart , Soo Sipiki , Mayour Keir, Christopher Hale, Liaum Healey, Nathan Tolcher, Troy Chisholm. **Refuse Truck Driver:** Justin Spicar . **Administration :** Laura Gray. **Truck Driver:** Stephen Turbull



Darwalla Staff Christmas Party 2016

Saturday, 10th December at Redland Bay Golf Club
RSVP by no later than 18th Nov to Anna Blackley



Supporting our community

In October, Anna Blackley made her 25th blood donation to the Australian Red Cross. Donation of blood is an important service to the community.

1 in 3 people will need to receive donated blood or blood products in their lifetime

1 in 30 people donate blood in Australia. It only takes around an hour to donate & there are mobile donor vans that visit Victoria Point, Cleveland, Alexandra Hills & Capalaba each month.

If you are interested in donating blood contact: Red Cross Blood Service on 13 14 95 or www.donateblood.com.au



The Mother - Daughter gridiron challenge

Christine Schultz, Hatchery Supervisor plays Defence - outside line backer and Offence – Slot Receiver for Griffith University Thunder Gridiron team. Her daughter, Sera Schultz:- who also works in the Hatchery, has been playing for three years and plays for Gold Coast Stingrays as Offence – Guard on the line. Sera is currently on top of the table and in the semi finals in November. For the first two years they both played together in the same team until Christine decided to join Griffith University Thunder to help an up and coming new team to the competition.

“At Darwalla we grow quality chickens, our business, our customers business and above all else we grow our people”



👍 Darwalla Site News

The Laidley farm is currently undertaking a major 5S project, part of this project included the installation of a new machinery shed. This shed will house the onsite tractors, and will also be used as the maintenance workshop. The Laidley team are fitting out the shed with racking, shadow boards and designated tool and equipment storage locations according to the LEAN principles and will be a be a 5S show piece. This will be the benchmark of the LEAN programme which is being implemented across the company.



👤 New Catching Team

In September, Darwalla formed a fourth catching crew to service the Northern NSW farms. As part of the formation the team, they received a new forklift from the Moffett supplier. This team is lead by James Semisi and includes Soo Sipiki, Christopher Hale, Brett Watts, Dylan Carbery & Jarret Stewart.



+ Safety Advisory Group

We are proud to announce Darwalla has formed the Safety Advisory Group with delegates from all departments:- Administration - Claudia Gray, Feed Mill/Workshop - Bryce Henry, Chicken Catching - Glen Gilmore, Hatchery - Christine Schultz and Breeders - Daniel Ravaillion. These staff members will soon commence their training and then be part of the continuous improvement and safety team.

✔ Training

On the 2nd November, Darwalla commenced staff training in Certificate IV in Competitive Systems & Practices and Certificate IV in Leadership & Management. These training programmes will provide the skills and knowledge to staff who will implement competitive systems and practices of LEAN at Darwalla.



🏆 Service Awards / Recognitions

Darwalla has a proud record of recognising how each employee has shown their loyalty and dedication to Darwalla. Staff contributions make a difference and for that reason Darwalla is committed to express appreciation to all employees.

On Thursday 27th October service awards were held at the weighbridge for Darwalla Drivers. **5 years** Mark Hanning
10 years Owen Castles
15 years Gavin Lack.



On Friday 28th October the Hatchery team hosted breakfast for the service awards. **5 years** Sukhjot "Lucky" Singh and Peter Fitzpatrick.



35 Years - Gary Heidenreich (Feed Manager)

According to the official Darwalla records, Gary has been with Darwalla since 1981. However Gary believes it has been longer. In his time with Darwalla he has worked in just about every department except the Hatchery. Gary is responsible for all aspects of feed production, grain & ingredient procurement and associated activities for all sites that manufacture feed or feed ingredients for the Darwalla Group of Companies.



👤 New Hatchery Update

The new hatchery at Allora is progressing with Darwalla recently ordering "State of the Art" automated hatchery technology to ensure that the new hatchery will be at the leading edge of hatchery operation and design.