



From the CEO



Welcome to the first edition of the Darwalla newsletter. You will initially see it regularly

appear on your noticeboard and we intend to explore more user friendly ways of delivery in the near future. I recognise that Darwalla's people are dispersed over many locations and regions and that it is too easy for many to feel isolated and poorly informed. This initiative will underpin our efforts to better communicate events, achievements and news of interest.

I want the newsletter to be a product of your feedback. Let me know what you would like to see and hear about and I will do my best to include it. If you have any news or insight that you can contribute it will also be considered for inclusion.

Enjoy,
David Greaves

Certifications

We are pleased to announce that Darwalla has been re-certified for all its quality programmes. This achievement is one we are particularly proud of as it demonstrates our commitment to providing the highest quality products and services to our clients and further establishes Darwalla as one of the leaders in the poultry industry.



Staff News

New Appointments

Diana Paez Quality Project Facilitator



Diana at Hendon Breeder farm

Diana joined the QA department to assist in various projects related to process and product improvement. This internship position from CRC will be completed in one year.

Sam McLary Killarney Breeder Farm Manager

Sam joined Darwalla in 2012 as a Rearing Farm Hand. In May 2014 he was appointed as Rearing Farm 2IC and shortly after in November 2014 he was appointed as Breeder Rearing Farm Trainee Manager at Killarney Farm.

Due to Sam's performance and his contribution to the Darwalla Group, Sam has been promoted to the Killarney Breeder Farm Manager position.



Baljit Kumar (Harry) Mt Molar 2IC Trainee Manager



Harry has been working with Darwalla for over six years. Due to Brian Byrne's retirement, and Harry's capabilities and willingness to take on new challenges, Harry was appointed as 2IC Trainee

Manager for Mt. Molar Farm.

New Staff

Killarney: Umberto Carli, Lauren Boissonnet, Gabrielle Boileau, Chloe Beaudoin, Matteo de Paola.

Laidley: Adrian Dragus, Paula Rangil

Mt Molar: Bengie Dickeson

Hatchery: Darren Walters, Susan Scrimshaw, Tracy Scrimshaw, Jessica Weinert, Michael McGrath.

Thank you for choosing Darwalla as the place where you can make a difference, learn, and grow. We're glad that you're here to contribute to, and share in, our success!

Lessons Learnt this month

Leadership Development



David Greaves at Fitzy's

Each year Darwalla prepares Strategic and Operational Plans to guide it's activities for the coming year. These plans keep us on track to achieve the goals and KPI's that we set for

ourselves. This year we want to develop a Strategic Plan for the next three years. We also want to work with Frontline Managers and key staff to devise Operational Plans that are aligned with and support the Strategic Plan. It is very important that we are all working on the same plan and toward the same goals.

Training has been provided to those that are to be directly involved in this "Strategy Deployment Process". The training provided included Lean Leadership and Leader Standard Work.

This is just one of the many Leadership development programs that Darwalla has put together to help achieve its goals and KPI's.



Les Hewet - Efficiency Works Training facilitator

Take 5

Based on "engaging the mind before the hands" or "Think before you Act"; Take 5 has been introduced at Darwalla as a tool to identify hazards before a task is undertaken. All employees have received a booklet and training in how to use it. We encourage you to use it as a model to assess risk before performing any operation in order to prevent accidents/incidents from happening.



Certificate III in Poultry Production



We continue to deliver our Certificate III in Poultry Production. So far we have graduated fifteen (15) employees and thirty nine (39) are currently undertaking training. We expect to conclude training and celebrate completion of the program by October 2015.



Events / Awards / Recognitions

Employees and contractors recognition is a vital part of the Darwalla Group. Recognising and supporting the contributions of our employees and associates is critical to fulfilling Darwalla's mission.

WH&S Award

This award aims to raise awareness of workplace health and safety requirements and encourage, recognise and celebrate staff who make significant contributions to improve safety performance at the Darwalla Group of Companies. This year the Darwalla WH&S committee has recognized the contribution of the following recipients:-

Individual Award Gwynneth Brauns



For her constant support and drive for the WH&S needs of the Darwalla Group and her enduring participation in the improvement of the WHS Program.

Team Award Chicken Catchers



While working within a high risk environment, the Chicken catching team approaches their responsibilities with a great deal of commitment achieving an outstanding reduction of WH&S incidents over the past 3 years.

Service Award

Darwalla acknowledges that each employee makes a difference, and for that reason is committed to ensuring that the contribution of staff members to the company activities over a long period of time are recognised and celebrated. Long service awards have been presented to staff in recognition of having served 5, 10, 15, 20, 25 and 30+ years of continuous meritorious service. The recipients of the latest service awards are as follows:

10 Years: Kerry Hokins (Back Plains)

5 Years: Louisa Aldridge (Hendon), Jammie Slater (Killarney), Kerry Hokins (Back Plains), Anthony Procter (Back Plains), Yvonne McWhinney (Back Plains), Sital Kaur (Back Plains), Sandhya Deshle (Back Plains).

Broiler Growers Awards



We recently met the Queensland Growers for lunch at Fitzy's. David Greaves and Guy Holcroft gave an update on the current state of play. We also handed out awards to our Queensland Growers who have achieved >350 PIF and >375PIF. It is pleasing to see an increase in the number of these awards:

375 Club: B183: Jaswinder Takhar; B184: Jaswinder Takhar & Roy Billiau

350 Club: B179: Michael and Fiona Shay; B182: Jaswinder Takhar; B183: Roy Billiau, Gayle Remington, Michael Gyldenlove; B184: Andrew Rhodes, Waterford; B185: Roy Billiau Heinemann Road, Julia Benfer, Michael and Fiona Shay, Rudi Van Eck, Banjo Smith, Jim Dowding, Ben Sinivouri; B 186: Doug and Tina Phipps, Dan Edge, Brett Vivien, Matt and Sam Grima, Ben Sinivouri; B187: Rudi Van Eck, Sothy Om.

Biggest Morning Tea – 2015



Thanks to everyone who donated biscuits, cakes, muffins, tarts, slices, brownies, dips, chips and breads and to the hatchery who was kind enough to help with the set up. To those who took the time to share a cuppa and make a donation, thank you – we collected \$256.70. Darwalla will match this – the total raised for Cancer Research and supporting those who are affected by it is \$513.40!.

Hope to see you all next year.



Poultry News

Chicken Meat Will Dominate Australian Plate for Coming Years

According to the Department of Agriculture, Chicken meat will be Australia's dominant protein over the next five years by an increasing margin, although little improvement will be seen in exports. Domestic chicken production and consumption will rise, with the latest Department of Agriculture report forecasting a four kilo per capita consumption increase between 2015 and 2020. Meanwhile, domestic output will grow to 1.32 million tonnes, up from 1.08 million tonnes last year.

The report said "strong productivity growth" over successive decades has kept chicken prices below that of competing proteins for the consumer, who now prefers fresh over frozen product. According to the Australian Chicken Meat Federation "Consumers appreciate the good value that chicken represents but also appreciate the consistent quality, convenience, versatility and nutritional qualities of chicken meat."

Source: The Poultry Site. Chicken Meat Will Dominate Australian Plate for Coming Years (9 March 2015). Retrieved from <http://www.thepoultrysite.com/poultrynews/34460/welfare-and-efficiency-can-we-have-it-all/>

