

Finally...rain!

Although the rain caused a few issues with flooding, road closures and delays with earth works, the resulting green has been tremendous!

A big thank you to those who worked long hours after the evacuation of Hendon & Vic Hill due to a close neighbour's potential dam collapsing. The good news is that the safety of our people & wellbeing of our birds weren't compromised.

Here's a few before & after shots, courtesy of Sam at Mt Molar.



Below: Frank & Dom holding some of the huge carp which washed out of the Vic Hill dam



Project updates

Breeder shedding: While Laidley's chicks have settled into their new shed, Killarney's chicks have just been placed, with the new shed completed just in time.

Back Plains earth works are almost complete, after lots of beautiful rain delayed things & gave everyone a few (more!) grey hairs! The shed slab will be poured next week.

Welcome to Darwalla

Welcome to all who have joined the Darwalla Family, we wish you success in your new roles.

Regina & Mark have recently joined the hatchery team as leading hands. Thanks to Carla & Ravi who are busy training them to get up to speed.

We also welcome:

Hendon Asanka, Fahim, Nevil & Wimukthi
Killarney Jake & Thomas
Laidley Steven, Jake, Nicholas & Jason
Family Intern Michael Heidenreich



Staff Recognition

RSPCA audits

During some of the hottest days in early February, our Waterford, Monarch & Gatton 25-32 farms were audited.

"It is great to see that, once again, no non-conformances were observed at Darwalla during this assessment period. The whole livestock team and growers are obviously dedicated to maintaining the Standards and we recognize the hard work that you all put in to creating a better life for your birds. Keep up the good work, all!" RSPCA auditor

Well done!



Thank you

Sam at the feed mill recognized Jake for taking ownership for replacing a worn hose on his truck. The workshop boys were busy with free range doors, so Jake took it upon himself to get it sorted, increasing the efficiency of unloading.

Thank you cards were also recently presented to:

- ✓ Loretta for helping Luke with data for free range
- ✓ Mark Bardon at Killarney for making perches for the new shed saving \$3000
- ✓ Thomas & Deniss at the Hatchery for responding to machinery breakdowns

Who else did we miss??

Let us know & send us pictures for the next newsletter!

Service Recognition



Luke Crowe was presented with a 15-year award, while Kate received her 5-year award.

Mick Allen at Back Plains also reached his 5-year milestone.

Will DeVries has racked up 10 years & Wayne Morgan an impressive 15 years, however but quite cunningly managed to avoid the camera...

Have you ever considered quitting smoking?

Soon we will be sending out some information to help you with that goal to quit the cigarettes. In the meantime, discuss it together with your workmates – maybe you'll find a buddy to support each other, or maybe your whole workplace decides to quit!



Quit Smoking

Engagement Survey Results

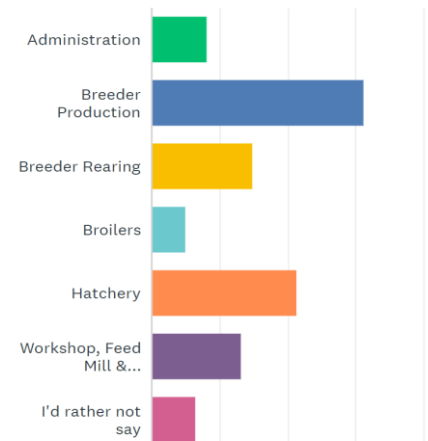
Thank you to those who completed the Engagement Survey back in December – which seems like ages ago – apologies for the delay.

Here are the results in a comparison table from our previous 3 surveys, along with the themes from the free-text questions. Overall, the sentiment was a little lower than the previous survey, but higher than August 2018 – there's always room for improvement.

We listen to your feedback; some of your suggestions are being worked on right now, others are in the pipeline.

These results have been shared with your managers. We encourage teams to discuss the results & come up with ways to improve your individual work area. Share your stories!

Where do you work?



Question posed		Aug-18	Feb-19	Dec-19	Change from Feb 19
number of respondents		77	75	61	-14
q1	On a five-point scale, how satisfied are you with Darwalla as a place to work.	3.99	4.07	3.90	-0.17
q2	I know what is expected of me at work.	4.45	4.43	4.51	0.08
q3	I have the materials and equipment I need to do my work.	4.11	4.26	4.20	-0.06
q4	At work I have the opportunity to do what I do best every day.	3.99	4.15	4.10	-0.05
q5	In the past seven days, I have received recognition or praise for doing good work.	3.43	3.55	3.57	0.02
q6	My supervisor, or someone at work, seems to care about me as a person.	4.12	4.23	4.25	0.02
q7	There is someone at work who encourages my development.	3.73	4.03	3.95	-0.08
q8	At work my opinions seem to count.	3.74	3.80	3.92	0.12
q9	The mission or process of Darwalla makes me feel my job is important.	4.17	4.24	4.18	-0.06
q10	My colleagues are committed to doing quality work.	3.83	3.99	3.97	-0.02
q11	There is someone I can confide in at work.	3.61	3.83	3.89	0.06
q12	In the last 6 months, someone at work has talked to me about my progress.	3.29	3.69	3.70	0.01
q13	This last year, I have had opportunities at work to learn and grow.	3.67	3.99	3.72	-0.27
Total weighted average		3.86	4.02	3.99	-0.03

Engagement survey- Individual free text responses

If I had to make one change at Darwalla, it would be:

- Better relationships
- Better pay
- More accountability
- Reward & recognition
- Training/upskilling
- Better teamwork
- More social events



What is the major strength of Darwalla?

- The overwhelming response related to our people; their commitment,
- unity, people going above & beyond, both colleagues & management
- Caring, family business
- Quality product
- Willingness to change, be progressive & improve



What is the most important action your supervisor could take to positively impact your engagement?

- Provide feedback on my performance, both positive & negative, providing rewards where appropriate
- Improve communicate – explain things, listen carefully, be more present; spend more time socially
- Provide opportunities for learning & development
- Be a stronger mentor
- Be more understanding of staff – empathy
- Be more appreciative
- Be more proactive
- Less favouritism



WANTED – Newsletter curator

Are you good with words? Interested in people? Savvy with graphics? We are seeking someone to put together the Darwalla newsletter.

Please contact Kate or Anna to discuss, or email hadmin@darwalla.com.au for more details



WORKSHOP TO THE RESCUE!

Our handy workshop boys slapped up this wheelchair ramp for a community member who has recently suffered a debilitating stroke. This ramp has been installed to assist the stroke survivor to return safely to his own home. Thanks to Darcy, Andy & Greg for their craftsmanship.