



DID YOU KNOW

Edition #12 - October 2024



Photo courtesy of Gary Foelz



DID YOU KNOW:

• **FROM THE GM:**

Hope you are all well. I would just like to pass on my sincere thanks for the efforts that everyone put in while Mick, Ali & myself were away having the trip of a lifetime.

I know Greg & Matty did a great job, but I would also like to thank Renee for all her efforts in helping Matt out as well as stepping into Ali's role – thank you.

It was wonderful to see what a great team can do without us, and also gives us peace of mind knowing that the people we have working at Gore's can just get it done not matter the conditions or changes that occur in everyday business are (with or without us here), so again thank you!

As I have mentioned since being back, we do live in the 'lucky country' and like most things, you don't realise until you go and have a look at what someone else is doing to notice the difference. I hope everyone gets the chance to travel to the USA just for a look as it is an unreal place & take notice just how they survive daily and the humbleness they have in spite of this.

Regarding the updated org. chart emailed last Friday, this has come about due to changes in the business as I need the time to spend working on the business, not in it every day like I have been for the last 4-years. We are slowly catching up on our to do list & I need to find some good jobs for next year which we are currently working on.

Matt F will become the point of contact for the day to day running of machines and operators and I will be mapping out our next 12-months and getting all the jobs ready and priced correctly to hand over to you when the time arrives with methodologies, job numbers & how it was priced, so you have a clear picture from day one on all jobs.

Ali's new role as Business Development Manager will see her responsible to formulate marketing & operational support strategies and manage all administrative functions. In addition, she will actively participate in the preparation and submission of tenders to drive sustainable growth and enhancing our presence with our external stakeholder group.

Greg D has had a title change in his role to HSEQ Manager which stands for Health, Safety, Environment & Quality. This is better aligned to industry standards and will value add in meeting with specific tender weighting criteria with a more 'safety centric' departmental name.

As we are leading into Xmas, please make sure you have booked into somewhere for a week and kick back and enjoy some time with family and friends.

Equally as important from now until the 19th December knock-off, make sure you are focused on the job at hand and looking after each other. This will ensure we continue to live out the Gore values of Safety, Quality, Productivity & Culture but more importantly not become complacent. Please remember to **Think Safe – Work Safe – Home Safe** every day.

Take care everyone and thankyou again for all the effort you go to working at Gore Earthmoving.

Cheers, Baldy.

• **FROM THE WORKSHOP:**

Servicing of machines onsite: Can all leading hand and operators prepare your work sites for future servicing of machines by positioning them so that the service truck can get in between, for example;

If a site has 2 machines to be serviced, line them up side by side with enough room in between so the service truck can be in the middle.

That way the mechanic doesn't need to pack up all his gear and then move to the next scraper. Or, if there is two mechanics working – each can work on a machine with the service truck easily accessible. If there is only one machine getting serviced, please leave it at the end of the line so a service truck can pull up beside it.



• **FOOTY TIPPING WRAP 2024:**

Footy tipping is done and dusted again for another year with Parry the champion giving us all a good old fashioned rugby league flogging.

2nd place went to Nichole (with the bookmakers still scratching their heads as to how) and Ryan Dalziell 3rd both who should thank Baldy for not doing his tips while in America).

Special mention goes to Jack coming in last – well done mate, big effort (see table below).

• **KEEP YOUR UTES & MACHINES TIDY:**

Please ensure our LV's and Machines are kept clean at all times - they're not a rubbish dump!



LEADERBOARD		WHO TIPPED WHAT		WALL			
NRL - TIPPING Season							
Pos.	Player	GF	Total	12 =	JoshDalziell	0 (8)	135 (422)
1	Coopers grandad	0 (12)	162 (365)	13 =	McGlashanScott	0 (8)	124 (378)
2	NicholeL	0 (10)	152 (340)	14 =	Mattf482	0 (8)	114 (396)
3	Ryan Dalziell	2 (2)	151 (312)	15 =	Des Cowley	0 (8)	111 (362)
4	Hilto2	0 (14)	150 (374)	16 =	Little goer	0 (8)	99 (390)
5	Renee Stephenson	0 (14)	149 (391)				
6	Gazza.02	2 (6)	149 (402)				
7	Me	2 (2)	144 (344)				
8	travo:)	0 (16)	143 (406)				
9	Karl Tomkins	0 (28)	143 (530)				
10	DuncBritto	0 (8)	139 (385)				

HAPPY BIRTHDAY:

Happy belated and upcoming birthday's go out to:

- Michele Gore 22/10
- Brendan Sheridan 30/10
- Mick Gore 06/11
- Luke Pattison 19/11
- Kev Hilton 21/11
- Clayton Anderson 24/11



TONY'S DAD JOKES:



- What do you call a woman who burns her bills... Bernadette!
- Just tried on some clothes from 5-years ago and they fit, so proud of myself... they were socks but hey let's keep up the positive!
- I was recently asked who my favourite vampire is, I said the muppet from Sesame Street... they said to me he doesn't count – I assure you he does!
- The difference between me and Superman... Superman has super vision, I require supervision!
- I never trust stairways... they are always up to something!



HEALTH & WELLBEING:

- **Self-care planning to improve your emotional wellbeing:**

Self-care is often the first thing that gets sacrificed when life is busy and stressful, but that's when it's most important. Taking time to care for your health and wellbeing isn't a luxury, it's a necessity.

Self-care refers to the activities and practices that we deliberately choose to engage in on a regular basis to maintain and enhance our health and wellbeing. Regular practices may include exercise, reading, meditation, disconnecting from technology, or talking with a friend or family member.

Dr Jan Orman, GP Services Consultant says incorporating these kinds of activities into your day or week are an effective way of preventing stress and anxiety, and increasing your productivity.

Black Dog Institute has developed a self-care planning template (see attached separate to the DYK), to help you identify what strategies help to improve your wellbeing, what may be triggering or unhelpful activities, and what you can do to cope during challenging times.

Self-care planning is like taking tried-and-true advice from yourself. Write your plan when you're feeling mentally healthy and able to think clearly. Consider things like who were the co-workers you felt were able to listen and support you during a challenging period? What were the activities you engaged in that brought you the most peace of mind when you last felt stressed or unwell?

Refer back to your plan and account for changes to your needs or demands that you may be facing personally and/or professionally.

Create your own self-care plan: Learn how to build your own daily self-care plan by downloading our template below. It will guide you through the 4 steps of self-care planning:

Step 1 | Evaluate your coping skills

Step 2 | Identify your daily self-care needs

Step 3 | Reflect. Examine. Replace.

Step 4 | Create your self-care plan

- **24/7 crisis services:**

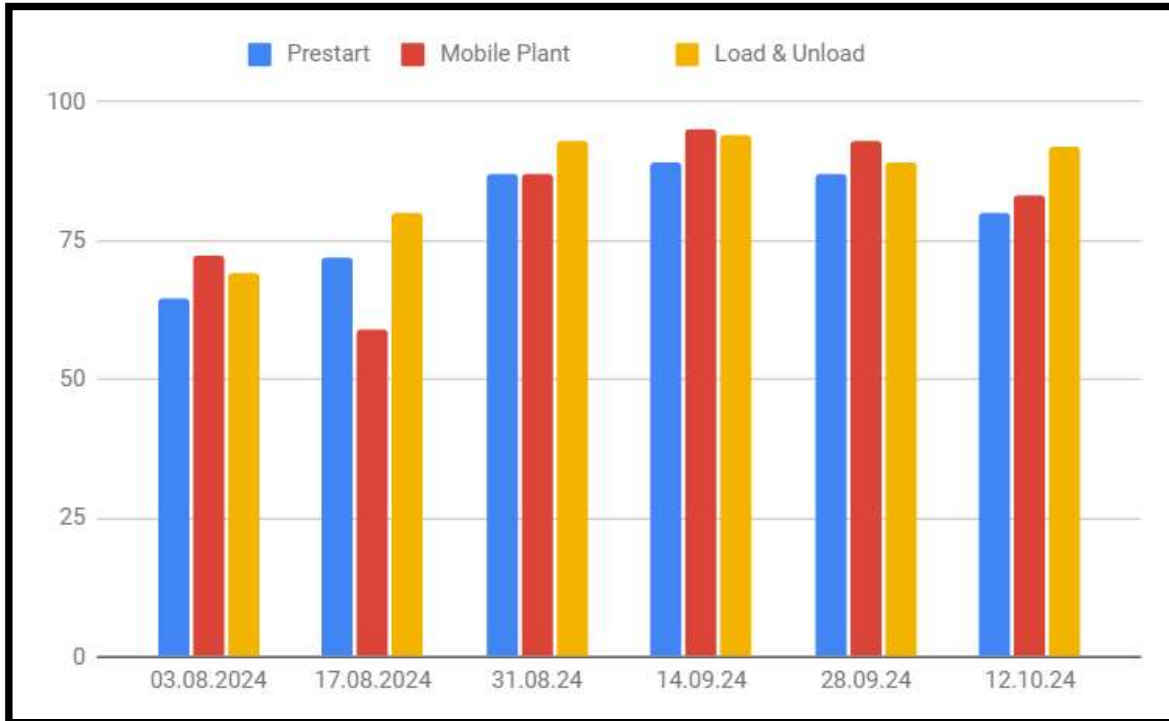
- [Lifeline](#) 13 11 14
- [Suicide Call Back Service](#) 1300 659 467
- [Beyond Blue](#) 1300 224 636
- [MensLine Australia](#) 1300 789 978
- [Kids Helpline](#) 1800 551 800
- [1800 Respect](#) 1800 737 732
- [13 YARN](#) - 13 92 76 - for Aboriginal and Torres Strait Islander people



SAFETY & COMPLIANCE:

- SAFETY ADMIN. CONTROL STATS:**

Disappointing results still below. I will be driving accountability going forward as there is no excuse not to be completing your safety documentation.



• **WORKSAFE QLD - Worker seriously injured after being struck by forklift:**

In a recent incident, a worker suffered serious injuries after being struck by a forklift carrying a pallet of stock inside a warehouse. Initial enquiries indicate the worker was walking through a section of the warehouse when, for reasons yet to be established, the person was struck by the moving forklift.

Safety issues:

Forklifts are a practical way to move and stack goods and materials. However, they are also one of the most hazardous workplace vehicles. Forklifts are frequently found in warehouses, workshops, and factories. People working with or around them often become complacent because the vehicles can be quiet, used frequently, and are often part of a busy work environment.

Forklift operators and pedestrians are at risk of serious crush injuries caused by falling loads and the forklift itself. Even at low speeds, forklifts can leave people with serious injuries or worse. Pedestrians are at risk as well as the person using the forklift.

Examples of risks when using forklifts are:

- Collisions - both with people, other plant, and structures. Colliding with a structure can pose an immediate risk to the operator, but also create instability in the structure leading to further risk to people close by.
- Instability - tipping over can happen quite easily (for example, when carrying an uneven load, or braking or accelerating down a slope).
- Speed and stopping distances - applying a forklift's brakes inappropriately can cause the forklift to tip forward or lose its load.
- Falling objects - incorrectly supported loads can tip and fall from the forklift tines. In some cases, it is recommended to secure the load to the tines (check forklift or attachment manuals for the recommended lifting technique).

Possible control measures to prevent similar incidents:

It's important to operate a forklift safely and create a safe work environment to minimise the risk of incidents. Simple measures that can make a big difference, are:

- Proximity devices to warn and control pedestrian and plant interactions.
- Separating pedestrians from forklifts such as overhead walkways and physical barriers
- Observing speed limits and stop signs.
- Wearing correctly fitted seat belts.
- Slowing down and sounding the horn at intersections
- Forklift operator having a clear view in the direction of travel.
- Use of a spotter directing forklift movement and pedestrian interaction.

Traffic management plan:

Whenever mobile plant such as a forklift is used in a workplace, a traffic management plan must be implemented to ensure the safety of drivers and pedestrians. It should be developed by those in charge of the business in consultation with workers and others in the workplace. Everyone affected by the plan must understand it and follow it.

The plan should consider:

- The physical environment, such as lighting, road surfaces, ventilation, and weather.
- Traffic destination, flow, volume, and priorities.
- Forklift stopping distances, turning (tail swing), and operator blind spots.
- Forklift characteristics, such as stability and attachments.
- Load characteristics, such as height, width and type - reorganising the layout of the workplace to minimise areas shared by pedestrians and forklifts.
- Ensuring workers are not placed at risk by walking with a load on the forklift to stabilise the load.
- Blind spots and corners. Blind corners that have been identified as high risk include on entry to warehouse doors and entry to rear factory from both access points. Also, most types of mobile plant have blind spots where the operator cannot see certain angles due to obstructions by the plant (mirrors, mast, frames, stacking of dunnage), or difficulty for the driver to twist in position to see in all reversing directions. See Figure 1.

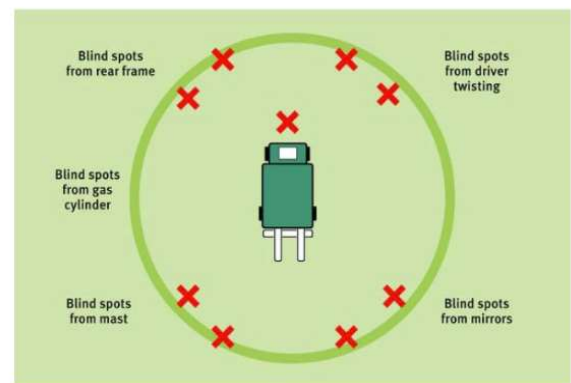


Figure 1: Forklift blind spots





STAFF SPOTLIGHT

NAME: John Pearson
POSITION: Diesel Mechanic

Q: How long have you been with Gore Earthmoving?

A: Started in 2011 with Dennis – 13 years

Q: What's the best advice you can give someone who has just started their career?

A: Look, learn & listen.

Q: Tell us about a professional success story that you're proud of.

A: Operating own workshop.

Q: What have been some of the most important lessons you've learned throughout your career?

A: You don't know everything, always learning.

Q: The Gore Values – Safety, Quality, Productivity & Culture – what do they mean to you?

A: Look out for others. Do the best you can.

Q: What's your secret talent no one knows about/something most people don't know about you?

A: None.

Q: What would your perfect weekend look like?

A: Time away with the kids & grandkids – spoil the grandkids rotten.

Q: Describe an interesting hobby or pastime that you have.

A: Just flying away.

Q: What's something that you've always wanted to try/learn?

A: Learn a foreign language.

Q: Name one thing on your bucket list.

A: Travel overseas.

Q: Have you ticked it off yet?

A: Yes, I do it sometimes 😊





STAFF SPOTLIGHT

NAME: Robert Bunney (Rob)

POSITION: Truck Driver

Q: How long have you been with Gore Earthmoving?

A: 2.75 years.

Q: What's the best advice you can give someone who has just started their career?

A: Pay attention and listen when you're being shown how to do stuff.

Q: Tell us about a professional success story that you're proud of.

A: Getting to drive a road train.

Q: What have been some of the most important lessons you've learned throughout your career?

A: To ask questions.

Q: The Gore Values – Safety, Quality, Productivity & Culture – what do they mean to you?

A: To work in a safe but productive way and that you're doing the best you can.

Q: What's your secret talent no one knows about/something most people don't know about you?

A: To be able to forget what someone has told me straight away unintentionally.

Q: What would your perfect weekend look like?

A: Sitting on my computer playing games.

Q: Describe an interesting hobby or pastime that you have.

A: Computer games, woodwork & riding motorbikes.

Q: What's something that you've always wanted to try/learn?

A: To fly planes

Q: Name one thing on your bucket list.

A: Own a house & get a pilot's licence.

Q: Have you ticked it off yet?

A: No.

