



# DID YOU KNOW

## Edition #13 - November 2024



*Photo courtesy of Jayden Jones*

**DID YOU KNOW:**

- **FROM THE GM:**

Hello Team,

Hope everyone is well and battling through the wet weather as best they can as I know it is painful for everyone including ourselves. Please be patient, as it will dry out and then we need to make hay while the sun shines. If anyone has any concerns financially to get through this period, please come and see me.

On the work front we are following some good leads for work for next year but again it's a work in progress and a very hard market at the minute with numerous other factors dictating what is going.

Please don't forget the Xmas party this Saturday and enjoy the night, which I'm sure we will have no problems doing. Thank you to everyone who is making the effort as it's our way to show our appreciation for the jobs great jobs you do for us day-in and day-out, for the company to grow and prosper.

Thank you again & see you all Saturday night!

- **BDM / ADMINISTRATION UPDATE:**

We say goodbye to Lucy on the 29th of this month, as she starts her maternity leave (hopefully getting a couple of weeks rest before bub makes an appearance).

Lucy has been a great asset to Gore since starting with us 12 months ago and we wish her all the best as she heads into motherhood and all the joy (and sleeplessness) that a baby brings.

Whilst Lucy is on leave, Nichole has stepped in to process timesheets and Renee has taken on the Accounts Payable side of Lucy's role. Please see Nichole for all enquiries regarding timesheets.

With Nic taking a step sideways in the business to further her skills in the role of processing timesheets, we have welcomed Amara to the team, who will be filling Nic's shoes for the next few months. Amara is your first point of contact for any issues with prestarts etc. Nic has a big role to fill and limited time to process timesheets, so please be mindful of who you need to be directing enquiries to for any issues in this space.

With Christmas shutdown fast approaching, please ensure you have any leave forms submitted well in advance, as processing of Christmas period payroll must be completed prior to Christmas shutdown.

We recently updated our Capability Statement (copies in the tearoom) and were able to use some of the brilliant photos that our operators/drivers have taken over the last couple of years. We're now in the process of updating our website and again will be featuring photos submitted by you! If you are out in the field and get the opportunity to take a photo of your site/team, please do so and either email to me in original file size or swing past my desk and airdrop if you have an iPhone. I also use these photos for the year in review video which will be shown at 2025 Startup meeting.

We're really proud of the work you all do and want to show it off so please share those photos!

In the background – a few months ago we applied to UniSQ to be a part of a program they run, where businesses can submit a project and the students will work on it as part of their assessment. We submitted an application and were fortunate to be approved, with two teams working on developing an app for Gore Earthmoving.

The app development is coming along brilliantly and we can't wait to see the final result and implement it into the business – if the students manage to pull it off and all goes well, we will eventually roll out a Gore Earthmoving timesheet app, where all timesheets will be submitted electronically through the app and uploaded directly to our system for approval and processing.

This is an exciting innovation for us, as it is being custom built to replicate our paper timesheets. It will remove the chance of human error when working out timesheets/entering timesheets as well as give us better data integrity for reporting purposes. Watch this space as this project progresses!



**HAPPY BIRTHDAY:**

Happy upcoming birthday's go out to:

- Ryley Ponting 27.11.24
- Jacob Humm 28.11.24
- Matt Owen 29.11.24
- Stephen Wilson 06.12.24
- Jai Bevis 10.12.24
- Chris Webber 14.12.24



**DAD JOKES BY TONY:**

- What's a fork lift... food usually!
- What's the last thing through a bug's mind when it hits the windscreen... its backside!
- I tried kickboxing... but I could never get the hang of walking with boxing gloves on my feet!
- Why does a chicken coupe only have two doors... because if it had four it would be a sedan!
- I drove by Lego land today; it was insanely busy... people were lined up for blocks!



**HEALTH & WELLBEING:**

• **Mental Fitness:**

Imagine a world where everyone looked out for those close to them with the simple gesture of a text, or a call?

When you think about it, this is a message that transcends borders, countries and continents. Taking action to build mental fitness and end suicide is something the whole world can do together. Please watch Gus Worland's TED talk (12min – link below) and see Gotcha 4 Life's vision for making a more mentally fit future.

- TED talk <https://www.gotcha4life.org/ted>
- Gotcha 4 Life <https://www.gotcha4life.org/about-gotcha4life>



- **Crisis contacts:**

In an emergency call 000 or go to your local hospital emergency department.

Mental health access line - 1300 MH CALL (1300 642 255) is a confidential mental health telephone triage service that provides the first point of contact to public mental health services to Queenslanders. 1300 MH CALL is available 24 hours a day, 7 days a week and will link to the caller's nearest Queensland Public Mental Health service. The 1300 MH CALL service:

- is the main point of access into public mental health services
- can provide support, information, advice and referral
- can provide advice and information in a mental health emergency or crisis
- is staffed by trained and experienced professional mental health clinicians
- will provide a mental health triage and refer to acute care teams where appropriate.

**Other 24/7 crisis contacts are:**

- [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 SHARE:**

When driving in and out of the depot please ensure you are giving way and being situationally aware of other traffic travelling on Town Common Road. We have seen an increase in other vehicles not adhering to the speed limit especially coming from the common making our entry and exits dangerous.

The state of the road is also not great with numerous potholes so again please drive personal and work vehicles safely to avoid tyre damage.



- **Working in and around mobile plant:**

Mobile plant such as delivery trucks, forklifts and earthmoving machinery are frequently involved in serious incidents on construction sites. This film explains how to manage the interaction between powered mobile plant and pedestrians to keep your construction site safe. <https://www.worksafe.qld.gov.au/resources/videos/films/working-in-and-around-mobile-plant>





# STAFF SPOTLIGHT

**NAME:** Alison Hilton  
**POSITION:** Business Development  
Manager

**Q: How long have you been with Gore Earthmoving?**

A: 1 year, 7 months.

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

A: Be inquisitive. Ask questions & seek solutions. There is always an opportunity to learn something new. Never stop growing your knowledge.

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

A: When working in banking – mentoring younger people – setting goals, working out savings strategies & eventually seeing them buy their own homes after following the plan.

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

A: Since starting at Gore, I've learned how to approach things in a more calm, methodical way, rather than the shoot first, ask questions later approach I usually have.

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

A: A workplace where we all look out for each other, while producing quality work. Always striving to be productive. I love the culture at Gore – every day is a great day!

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

A: I've written a song and had it recorded.

**Q: What would your perfect weekend look like?**

A: Me, Baldy, the kids & grandkids – just being together, making memories & eating good food.

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

A: Pillion passenger on the back of a Harley.

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

A: Always wanted to learn to surf.

**Q: Name one thing on your bucket list.**

A: Swim with sharks.

**Q: Have you ticked it off yet?**

A: Not yet!





# STAFF SPOTLIGHT

**NAME:** Greg Hilton  
**POSITION:** General Manager  
**NICKNAME:** Baldy

**Q: How long have you been with Gore Earthmoving?**

A: 7 years, 2 months.

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

A: Always start at the bottom & work your way up from there. No one likes a know-it-all and we all get it wrong from time to time.

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

A: Taking a chance on people and watching them learn & grow into a role they enjoy and they do it well over time.

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

A: There is no such thing as a short cut as they always bite you on the arse! Ask questions!!!

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

A: Safety – Do every job as safely as possible.

Quality – Make sure every job is your best effort.

Productivity – Be as productive as you can every day.

Culture – Always have a giggle when at work, it makes the day go quicker!

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

A: Honestly don't think I have one.

**Q: What would your perfect weekend look like?**

A: Camping, camp fire, family & red rum cans.

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

A: Riding my Harley and kicking back at home.

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

A: Play the banjo.

**Q: Name one thing on your bucket list.**

A: Travel once the kids left home & ride a Harley to Darwin.

**Q: Have you ticked it off yet?**

A: Yes – to America & No – haven't ridden to Darwin... yet.



**BONUS QUESTIONS!!**  
**How well does Baldy know Ali?**

1. What would your partner say are your worst habits? Snoring! ✓
2. Where in the world do you most want to travel together? Canada for snow. ✓
3. What is your partner’s favourite?
  - a. Food – Steak & chips ✓
  - b. Movie – Dirty Dancing ✓
  - c. Music – Kip Moore ✓
4. What is their dream car? – HQ Monaro, 4 door, red in colour ✓

**BONUS QUESTIONS!!**  
**How well does Ali know Baldy?**

1. What would your partner say are your worst habits? Procrastinating. ✓
2. Where in the world do you most want to travel together? Canada. ✓
3. What is your partner’s favourite?
  - a. Food – Curried snags ✓
  - b. Movie - Avatar ✓
  - c. Music - Country ✓
4. What is their dream car? – XC Ford Ute ✓

**Just how opposite are Baldy & Ali?**

<b>BALDY</b>	<b>ALI</b>
Rum	Scotch
Country – specifically Slim Dusty	Definitely NOT Slim Dusty
Morning Person	NOT a morning person
Burn ya skin off HOT Shower	Cold Shower
Always busy	Loves a nap!
Happy-go-lucky	Firey
Go with the flow, make no plans	MUST have a plan! Cannot 'wing it'

