



R.W.T.A.

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REFRIGERATED WAREHOUSE & TRANSPORT ASSOCIATION OF AUSTRALIA LTD

cold running

IN THIS ISSUE

Pg 1-2 RWTA 2009 National Conference & Exhibition

Pg 3 TWUSuper Update

Pg 4 Ironbark Software

Pg 5 Report On RWTA Sub-Committees

Pg 6-11 Special Report: India's Cold Storage Industry

Pg 12 Lower Cost Base/Increased Efficiencies

Pg 13-14 Dematic's Voice Picking Technology

Pg 15 Investing In Commercial Real Estate

Pg 16 2009 WFLO Institute

Pg 17 Training And Staff Retention

Pg 18 SCT On The Double To Perth

Pg 19 Manhattan's Extended Enterprise Management

Pg 20 A Small Amount Makes A Big Difference

Pg 21-22 Keeping Pace With A Maxi-Cube Classic

Pg 23 RWTA 2009 Calendar

Pg 24 New RWTA Members, Information & Contacts

2009 RWTA NATIONAL CONFERENCE AND EXHIBITION SOFITEL BRISBANE 23-26 AUGUST

The RWTA runs an annual National Conference and Exhibition to provide a forum for discussion and resolution of the key issues confronting the Australian Cold Chain.

The 2009 Conference will attract the key players in the Australian Cold Chain, representing manufacturers and processors of temperature controlled foodstuffs, cold store operators, refrigerated transport operators and the major food retailing chains. Government agencies involved in the many issues relating to our industry are expected to



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2009 RWTA NATIONAL CONFERENCE AND EXHIBITION SOFITEL BRISBANE 23-26 AUGUST

participate as are senior representatives from the Global Cold Chain Alliance out of the USA and senior representatives from other international companies.

Delegates, from across Australia, will mostly be senior management of large corporations and owner operators. Major Australian companies expected to be represented include Swire Cold Storage, Versacold Logistics, Montague Cold Storage, Oxford Cold Storage, Rand Refrigerated Logistics, Metcash, Harris Transport, Simplot, McCains Australia, Toyota Material Handling, Bidvest, Dematic, Blayney Group and Woolworths.

On past performance, we expect around 150 Delegates at the Conference plus Partners.

In addition, there will be an opportunity for some 20 associate members to join the trade Exhibition held in conjunction with the Conference.

Conference sessions will open on Monday morning 24 August and will run to Tuesday afternoon 25 August, followed by our spectacular Gala Dinner on Tuesday night.

Finalists for the prestigious Frank Vale Award will present during the Conference and the Award Winner will be announced at the Gala Dinner.

An Industry Golf Day will be held on Wednesday 26 August.

The location for 2009 is the Sofitel Grand Central Brisbane, a superb 5-star venue ideally located in the heart of Brisbane.

The theme for the 2009 RWTA Conference is “**BOOM CRASH OPERA.**” With apologies to the Melbourne rock band of the same name, our theme has been chosen to best encapsulate the commercial orientation of this year’s Conference.

We have been through a prolonged boom, we are now experiencing some difficult times but we must all focus on the opportunities of the future.

We may not be able to provide all the drama and magnificent singing of an opera at the Conference but we will certainly be aiming to provide an uplifting and rewarding experience for all Delegates.

Our 2009 Conference will deliver a solid line up of speakers who will help equip Delegates with knowledge and techniques to better understand the future opportunities for the Australian Cold Chain.

Don’t hesitate to register, this is going to be a terrific Conference!! Book early!!

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TWUSUPER UPDATE - THE FINANCIAL CRISIS AND YOUR SUPER

There has been widespread media coverage about the global financial crisis and its effect on superannuation. TWUSUPER offers members some reassurance and guidance about how to look after their super in these uncertain times.

Super is a long term investment and for many of us, there is time for our super to recover from the financial crisis. History shows that markets move in cycles of ups and downs, so it's important to take a long term view.

TWUSUPER members can take some comfort in the knowledge that unlike other funds, they belong to a low cost industry super fund that is run only to profit members. Low fees can make a big difference to your super, particularly in times like these.

Think twice before you switch investment options as this could turn a paper loss into a real one. Trying to time the market is very risky – super is all about time in the market, not timing the market.

If you're over 55 or nearing retirement, there maybe ways you can reduce tax to help build your super or make it go further when you retire.

Whatever your situation, it's more important than ever to seek expert advice.

TWUSUPER members can call Money Solutions* for straightforward advice about their super – TWUSUPER will pay for each member's first single-issue advice phone call. Money Solutions are independent, work on a flat fee for service basis, do not charge commissions and will only recommend a strategy if it is right for you. For more information call TWUSUPER on 1800 222 071 or visit

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IRONBARK SOFTWARE – SOFTWARE TO GROW WITH...

Ironbark has been around since 1978 when Chris Findlater - the owner and CEO - first began designing and developing large ERP systems. "We are constantly adapting and evolving", says Chris. Darwinism in action!

For over three decades, the team at Ironbark has re-engineered and re-designed and grown with our largest customers.

Chris believes much of the success of Ironbark is the result of building a culture that attracts bright young graduates. This Gen Y's are mentored and trained within a team of four/ five people. Each team partners with a pool of clients with who they work closely to create their unique flavour of Ironbark.

In Fresh Produce Supply Chain, Ironbark have solutions for Growers, Pack houses, Agents, Wholesalers and Distribution Centres. A good example is Foodstuffs Fresh (Auckland, New Zealand) who supplies daily fresh produce to 120 stores in the North Island. With 2,000 pallets/ day and 20,000 crates/ cartons handled, the entire warehouse is typically cleared and filled each day with extensive use of Cross Docking and Dynamic Staging Areas.

"Ironbark has a record of punching above its weight", states Chris.

Cold Storage 3PL providers are also gaining from the Ironbark Experience. These are typically in the 6,000 to 10,000 pallets facility range with RF and paper based systems. The simplicity & affordability of RF based systems is driving change in these providers and allowing cost competition with the larger operators.

Our clients are benefiting from the latest technology. One of many examples says Chris is "The use of digital POD signatures for inwards and outwards movements". Absolute proof of delivery! "Automatic email PDF alerts to customers are another".

As the degree of integration and transparency becomes more critical, the ability of software companies to provide a single unified solution with convergence becomes paramount.

Ironbark... Your Vision is our Vision.

RIZZI Cold Storage – Hemmant, QLD

Michael Graham – Rizzi's General Manager - says they "have never looked back" since implementing the Ironbark Wholesale Distribution Solution. "The way the system tracks and records stock and location details fits exactly with our physical process".

In Ironbark, Rizzi has found a cost-effective and flexible way to easily manage and monitor their operations. As a fully integrated system, double-handling is eliminated, Data and Stock Control is accurate, Stock Integrity is maintained and Pallet Traceability is optimal. This partnership has allowed them to provide a superior service to their existing clients and enabled the company to confidently seek out other business opportunities, knowing the requirements will be met within the existing Ironbark Framework.

Polar Group - Eagle Farm, QLD

"With the help of the support team at Ironbark, the adaptation has been very good to date and the challenging requirements brought by new customers has been handled well by Ironbark Software (...) Polar has gained substantial benefits from implementing IBS into our warehousing operations through increased handling efficiencies and accuracy of reporting to our clients, with IBS we look forward to surpassing our clients expectations and providing them with ever improving levels of service", says Paul Roe – Polar Group Queensland Manager.

Kalypso Kold Store – Morningside, QLD

Kalypso Kold Store was founded in 2002 and has since more than doubled in size.

"Our business is service", says Ian Lovell, "our ability to change rapidly to our clients' needs is essential as this enables us to continue to expand (...) We were looking for a system that is easy to operate and requires little training. Ironbark delivers this (...) Without this kind of system, we would not be able to operate effectively, nor meet our clients' changing needs."

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Report on RWTA Sub-Committees

We now have 4 Sub-Committees within the RWTA actively representing key issues on behalf of members.

OH&S Task Force

Chaired by Gabor Hilton (Oxford CS), the Task Force has been very active and now has 12 members representing Oxford, Montague, Swire, Versacold, CB Cold Storage, Newskills, National Workplace Training, Dematic, Beca Simons and Latus Business Solutions.

The Steering Group has been collecting relevant reference material to assist the preparation of a national guide to safe operating procedure.

The Steering Group has been examining how we can tap into all available funding from Workcover VIC and NSW etc. and is now looking at building in a training emphasis which will open opportunities for funding under the government PPP program and other sources of funding.

There may also be some sponsorship opportunities for training products.

We are currently in the process of having a consultant prepare a professional stand-alone document, which clearly identifies our objectives, to support our approaches for funding.

Pallet Management Group

The Pallet Management Group headed by Paul Fleiszig (Oxford CS), Peter Quinn (Montague CS) and Rick Woods (Swire CS) formed in early 2008 and conducted a Forum in Melbourne in March 2008.

The Group has been working with Phil Lovel at the Victorian Transport Association and John Stuart of Pallet Loss Prevention to establish options to create and enforce fair business practices.

Meetings have been held with the ACCC and the VIC Small Business Commissioner.

A Steering Group of Pallet Controllers across Australia has been formed under the Chairmanship of Trevor Gobbi, National Pallet Controller for Oxford CS.

The Steering Group has been formed to help resolve the day to day administration issues of pallet controllers and to support and assist the Task Force in tackling the major issues relating to fair trade.

The Steering Group held its first meeting on 16 April, which was very well attended with 12 in attendance and a further 7 on teleconference.

The next meeting is scheduled for 3 June.

Benchmarking Sub-Committee

David O'Brien (Doboy CS) is championing a Pilot Scheme to create a National Productivity and Benchmarking Study.

The study is based on recent surveys undertaken by the IARW in USA and Europe.

The Group will firstly review the content of the survey forms to establish what is applicable in Australia, make recommendations and then escalate involvement to a national level.

The benefits of such a study are considered enormous in terms of establishing the first comprehensive national report on the health of our industry and an opportunity to take stock of and improve individual business performance.

David is supported by Ian Lovell (Kalypso CS), Michael Graham (Rizzi CS) and Steve Johnstone (Lago CS) on the Committee. Additional possible Committee representatives are Doug Seccombe (Versacold) and Ken Saxen (Swire).

This project will require RWTA funding if we progress to a survey of members. The IARW have offered the services of their consultant who undertook the USA and European studies.

Transport Issues Task Group

This Group is scheduled to meet shortly.

Proposed by Paul Fleiszig (Oxford CS), the Group is intended to set industry standards and guidelines for the transport interface with cold stores. Essentially, it aims to task people to know exactly what their job responsibilities are:

- What are the responsibilities of warehouse operators?
- What are the responsibilities of transport operators?
- What are the responsibilities of customers?

Proposed Chairperson is Jacqueline Brotherton (Oxford CS). Those who have expressed an interest to join the Group are Paul Eakins (Harris), Chris Blackwell (Intercoast), Rohan Dwyer (RMD Group) and Steve Mason (BE Campbell).

All RWTA members are strongly encouraged to get involved with these and any other Committees that may be formed to tackle the key issues confronting our industry.

DEVELOPMENT OF THE COLD STORAGE INDUSTRY IN INDIA

India is a very large country and has different climatic conditions throughout the year, thus different agricultural produce is grown in different parts of the country. All types of vegetables and food grains are available throughout the year in one or another part of the country.

Basically, cold storages are meant for the storage of potatoes in India, although there are cold storages for the storage of fish and meat, but their development is not as much as it is for the storage of potato. Potato is almost consumed like staple food in India.

Cold storages for fish are mainly located in coastal areas. Previously they were in coastal metro cities only but now various other port cities have got good fish storage capacity.

Cold storages for meat, basically for buffalo meat, are concentrated in the central part of India where the buffalo meat is easily available. These cold storages are also not large in number because availability of buffalo meat is much less as well as the consumption of stored meat is not much in India. Basically this meat is exported to other countries.

Cold storages for potatoes are growing at a very fast

pace throughout India. Uttar Pradesh, a State of India, is the biggest producer of potato and has around 1300 to 1400 cold storages. Majority of them are above 6,000 metric tonnes storage capacity.

Now, some multi-chamber cold storages have also come up where various vegetables are being stored e.g. green peas, carrots etc. as well as fruits like apples and oranges but they are much less in number. Jaggery as well as various spices is also stored in cold storages in India but their number is also limited to approx. 250 to 300 cold storages all over India.

Cold Storage for the storage of potatoes was first started in the 1940's in Uttar Pradesh. These cold storages were installed for the storage of seed potatoes as there was a big need for seed potato in India. The preservation of seed potato was done by the most primitive method i.e. the farmer used to dig trenches or bigger pits and under various layers of sand, potatoes were stored under thatched roofs. In these type of storages, limited quantity of potato could be stored and further, up to the time of requirement for the next sowing season more than 50% of potato used to rot out.

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DEVELOPMENT OF THE COLD STORAGE INDUSTRY IN INDIA

Since the technology and the machinery was not known in India, an acceleration in the market growth did not take speed up to the mid 1950's. In the mid 1950's, various cold storages were built with slow speed compressors and use of diffuser system for evaporation within the chambers. The availability of insulating material was also very scarce. Cork was used as insulating material, which was imported from Burma.

From the early 1960's, a good number of cold storages came up as there was easy availability of insulating materials and compressors and technology, although up to this stage technology was quite primitive and power consumption was also very high. As the competition was rising, installation of very large capacity cold storages started taking place and cold storages up to 20,000 metric tones were installed but the majority of the cold storages during this period were 6000 to 8000 metric tones and generally were for the storage of potatoes. The demand for potatoes was skyrocketing and thus a bigger amount of stored potatoes was consumed. Storage of potatoes became a quite profitable business and competition was also increasing, thus cold storages also came forward and started helping cultivators in growing more and more potatoes. This accelerated the

growth of potato crops in the whole of India in which Uttar Pradesh, West Bengal and Gujarat were the major players.

From 1990 onwards, high speed compressors from Kirloskar started taking the place of slow speed compressors and by 2000 these compressors almost replaced slow speed compressors. High speed compressors were of 700 to 800 rpm and slow speed maximum up to 400 rpm. Easy maintenance and lesser power consumption attracted cold storage owners to the use of high speed Kirloskar compressors. This was the time when the diffuser system was being replaced by the bunker coil system. The bunker coil system occupied more space within the cold storage but was using much less power consumption. During the early 1990's, compact coil evaporators also came into existence and were used in place of the diffuser or bunker coil system but they are not very popular because of their extra cost.

At the present time, new entrepreneurs are more interested in putting up cold storages for various vegetables, fruits and milk products etc. There is a big demand in the market and people are wanting to cash in on the opportunities. Kirloskar expects a very bright future for the cold storage industry in India.

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Kirloskar has been hitting six's for quite some time in the cold storage of fruit, vegetables, dairy, ice cream, beverages, breweries and block and ice flake production of interest to R.W.T.A members.

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KIRLOSKAR NH3 COMPRESSORS PREFERRED FOR POTATO COLD STORAGE IN INDIA



Sanjay Grover
General Manager (Corporate Marketing)
Kirloskar Pneumatic Co Ltd

Today, the Potato is the fourth leading world food crop after rice, wheat and maize, because of its high nutritive value. The potato is a good source of dietary energy and micronutrients. Its protein content is very high compared to other roots and tubers.

Because of its ever growing importance, 2008 has been designated the International Year of Potato by FAO (Food and Agricultural Association). This reflects the importance of this crop globally, giving the necessary emphasis to its nutritive value.



Sowing the potato crop

The first potato crop was known to be grown around 8000 years ago near Lake Titicaca, which sits at 3,800 m (12,500 ft) above sea level in the Andes mountain range of South America, on the border between Bolivia and Peru, and is believed to have reached Indian subcontinent in the 17th century.

India is the third largest producer as well as consumer of potato in the world and produced around 26 million tonnes in 2007.

An Overview of Cold Storage Practice in India

India is the largest producer of fruits and second largest producer of vegetables in

the world. In spite of that, the per capita availability of fruits and vegetables is quite low because of post harvest losses which account for about 25 to 30% of production.



Potato sorting

Present cold storage capacity is only about 10.4 million tonnes, out of which cold stores of around 80,000 tonnes capacity are non-functional. Though 90% of these units are made to store only potato, these do not meet the requirement of the single crop, production of which is around 26 million tonnes. The demand for the cold storage in India is continuing to grow.

Preservation of food by proper storage is of great importance in a country like India where food shortage is a perennial problem. Several kinds of fruits and vegetables are cultivated seasonally, depending on rainfall, land and other climatic conditions. These have to be preserved, both at producing centres, as well as distributing centres. By applying correct storage practices it is possible to store food from two weeks to more than eight months.

In fact, there have been very concerted efforts by the government and the private sectors, to promote the cold storage business in India especially for potato. The All India Potato Cold Storage Association, headed by Mr Mahendra Swarup, is spearheading the growth of cold store business in the country.

The Process

The process of potato production includes: sowing, cultivation, harvesting, packaging, transportation, loading, cold storage, sorting, unloading and transport to market.

Temperature-wise there are two types of cold stores used for different applications:

Medium Temperature Cold Stores

These are generally designed for storing a variety of products at zero to 8°C. Commodities include various types of fresh fruits and vegetables, dry fruits, spices, pulses, milk products, etc. Most cold stores in the states of Uttar Pradesh, Bihar, Punjab, West Bengal and Madhya Pradesh are designed for single commodity storage such as potatoes. Units in Maharashtra, parts of Gujarat and the Southern States are of multipurpose type designed for storage of various commodities. The occupancy levels in the multi-commodity stores are much better than those used for single commodity storage.

Construction practices vary largely, in different parts of the country, depending on the type of usage. The bulk commodity stores have chambers of large sizes whereas the multi-purpose units have

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A cold store in India



A cold store plant room with Kirloskar NH3 compressors

CONTINUED FROM PAGE 7

many chambers of smaller sizes to suit the customer/product needs. These medium temperature cold stores are generally constructed with two to six floors. The capacity range is from 500 MT to 10,000 MT or more.

In India, potato is the most commonly used commodity of a medium temperature cold storage.

Low Temperature Cold Stores

There are a number of commodities which have to be processed and frozen for preservation over long periods of time. These include green peas, corn, okra (bhendi), mixed vegetables, mango pulp and tomato puree. The other items are ice cream, butter, fish and meat products. Frozen food stores are designed for a temperature of $-20 \pm 2^\circ\text{C}$ for most foods. But for items like ice cream, lower temperatures in the range of -25 to -30°C are specified.



Bunker type potato refrigeration

Construction Practices of a Potato Cold Store in India

The conventional construction includes brick walls with RCC frame and a roof with RCC slab. In Uttar Pradesh, Bihar and Madhya Pradesh, the roofs are truss type with GI/AC Sheet covering. Internal floors are constructed with RCC slabs and beams or with steel frame work with wooden batten flooring as a normal practice. In



Potato loading from a cold store for transport to market

some of the recent units RCC battens and steel grating have also been used.

In case of cold stores for pre-cooling plants and frozen foods, the stores are generally of single floor construction without any columns and beams in the chambers. Although the storage space provision will vary according to the room height and technology being selected, normally, a provision of 3.4 m^3 per MT of potato is considered for finalizing the room size with the bunker type of VCS technology.

Thermal Insulation

All the sides of the cold storage room have to be insulated to maintain the required temperature inside. Various types of insulating materials are used for insulation of side walls, partition walls, floor and roof. However, the most commonly used insulation material is thermo cole and sometimes polyurethane fiber (PUF) panels are also used for insulation depending upon the economics of the project. Proper thickness of insulating material should be used for insulation of walls. Normally, two layers of insulating material are used for insulation.

In some old units cheaper material like rice



The Kirloskar KC Skid Compressor

husk was used as the thermal insulation. Although the insulation itself is very cheap it necessitated very large wall thicknesses and also caused many maintenance problems.

For more than three decades now the better designed cold stores have been insulated with materials like expanded polystyrene, fiberglass or polyurethane. Whereas the insulation on walls and ceilings is finished with cement sand plaster in conventional cold stores. The latest trend is to use sheet metal cladding. The cladding materials are aluminum sheet or pre-coated galvanized steel sheet.

Utilities

Availability of soft water and dependable power supply at the site needs to be ensured. In case the power available is not dependable, provision of a Diesel Generator set is incorporated in the project. Similarly, if water at site is not soft and its hardness is within the limit for treatment, a softening plant is incorporated to match the capacity.

Refrigeration System

A cold storage unit incorporates a refrigeration system to maintain the desired

room environment for the commodities to be stored. A refrigeration system works on two principles:

1. Vapour Absorption System (VAS)
2. Vapour Compression System (VCS)

VAS, is quite economical in operation and adequately compensates the higher initial investment. Wherever possible such a system is selected to conserve on energy and operational cost. However, it has its own limitations when temperature requirement is below 10°C and many of the fruits and vegetables except seeds, mango, etc. require lower than 10°C for long storage.

VCS is cheaper than VAS. There are three types of VCS systems available depending upon the cooling arrangements in the storage room. They include:

1. Diffuser
2. Bunker
3. Fan coil

The diffuser type is selected only when the storage room heights are low. The operational cost of such units is also higher.

The bunker is preferred when storage room heights normally exceeds 11.5 m. Its operational cost is also low.

Fan coil is very energy efficient with low operational cost and higher space availability for storage of produce.

In India most of the cold stores for potato are using the bunker system at present, but after realising the power savings, the shift is seen towards the fan coil type. The refrigeration system in a cold storage is usually a vapour compression system comprising the compressor, condenser, receiver, air cooling units and associate piping and controls.

Although several types of compressors and condensers are available, high speed reciprocating compressors and atmospheric condensers are preferred. Kirloskar reciprocating compressors are preferred compressors in India. Compressors used in the potato cold stores are of Kirloskar make because of lower cost, energy efficiency, ease in maintenance and strong distribution/ service network across the country.

According to Mr Satinder Singh, a machine operator at one of the cold store in Agra, the local community of machine operators prefers to run a reciprocating compressor with high speed like Kirloskar, because of its reliability, easy maintenance and efficient after sales service and the continuous technical training being imparted by Kirloskar on the technological changes taking place.

In the medium and large sized units say 500 tonne and higher capacities, the practice in India is to use a central plant with ammonia as the refrigerant. It is estimated that almost all cold store units in India have ammonia refrigeration systems.

Needless to say, ammonia has proved itself as an economical and reliable refrigerant, especially, in the industrial refrigeration field including cold stores, as it is also environment friendly.

Kirloskar has been the pioneer in



The KC-X-6 Air Cooled Compressor

promoting ammonia as refrigerant in India for the last 30 years. The use of ammonia in urban areas is prohibited by the government, whereas in the rural area it is permitted to be used and most of the cold stores are located in rural belts near

We are one of the largest manufacturers of industrial open type reciprocating compressors. Kirloskar Pneumatic Company is a part of Kirloskar Group. Because of its unique technological edge, Kirloskar has enjoyed customer preference for almost half a century, serving products and customised solutions in diverse fields like refrigeration, marine HVAC, gas compression, air compression and transmission.

Kirloskar's energy efficient reciprocating type KC and KCX series industrial refrigeration compressors are supplied to more than 40 countries for food and beverage processing and preservation. for fruits and vegetables processing, cold storages, milk and ice cream, beverage and breweries, chemicals and pharmaceuticals process cooling, ice plants and many more applications.

There are more than 27,000 Kirloskar compressors operating round the clock and the number is growing day by day.



The KCX Screw Package

the production areas. Ammonia is always a better refrigerant compared to R22 as its pungent smell helps in the fast detection of leaks. Ammonia refrigeration plants mostly employ gravity fed systems with flooded coil evaporators, where a certain level of refrigerant is maintained in the evaporator coil. In case of larger cold store units the trend is to use liquid recirculation pumps for the circulation of low temperature and low pressure refrigerant. This system offers the advantage of a centralised control and an efficient performance of the evaporator coils due to force circulation of the liquid refrigerant.

With our ever-expanding market share and worldwide presence, industrial refrigeration engineers across the globe have come to rely on our compressors. Kirloskar Refrigeration has played a pivotal role in the past in building the cold storage chain in the country and is committed to continue the same in future.

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Cold Storage Data for Potato :

Product	Storage Temp. °C	Product Life, Weeks	Typical Storage Season
Potato	2-4	32-36	March to October

LOWER COST BASE AND INCREASED EFFICIENCIES

The skills shortage experienced over 12 months ago has been completely reversed with the downturn in the economy. Companies were forced to think outside the square to attract the talent required for their businesses to thrive in a booming and highly competitive economy.

The mining industry was dominating in the successful attraction of highly skilled employees, leaving companies in non-related industries struggling to attract and retain quality personnel. The transport industry was one of the hardest hit, with experienced drivers looking toward the mining industry for higher wages.

To an extent, skilled employees were determining wage rates with EBA negotiations and demanding over award payments with the commitment to their employers hanging on the dollar return for their services.

Companies were forced to invest in financial and non-financial incentives to retain the intellectual property that was vital for the ongoing success of their business.

As the unemployment rate continues its journey towards 7%, the reality of the current economic climate is driven home for employees and business alike.

Employees - have had to become more flexible with their work practices with many companies introducing 4 day weeks or 9 day fortnights to try and retain their employees during these trying times.

An increase in available labour has forced employees to take a critical look at their skills base, identify gaps and become more flexible with the type of work they will conduct. Maximising the skills of the current workforce has become a major priority for business and an essential reality for employees.

Businesses - have had to strip back their cost base and increase the bench mark for the skill levels and productivity of their employees.

Trimming their cost base has unfortunately led to a reduction in the full time work force and increased margin pressure on their supplier base. This scenario has led them to labour providers that can offer the flexibility whilst adding essential efficiencies to their business function.

APS - as a specialist in the supply of blue collar labour acts as a

conduit between employees and businesses. APS' focus is on the most productive outcomes for businesses and the presentation of career enhancing opportunities for employees.

APS - works closely with their client base to gain a complete understanding of their long term requirements and future direction of their businesses.

Enforcing the "Character First!" recruitment philosophy, APS are able to add value to both parties with the supply of highly skilled, job ready employees that more importantly contain the set of values that will become an asset to the long term culture of the business.

There are key efficiencies created in developing a relationship with a labour provider that are industry specialists in Logistics, Warehousing and Transport.

The APS team strives to become an extension to their client's daily business activity. Introducing points of difference that will ensure that a strong mutually beneficially relationship is developed and maintained has been essential for our client's success.

- On site delivery model
- Daily scheduling of all APS casuals
- Daily scheduling of all Client's staff rosters, if required
- Daily, weekly & monthly reporting mechanisms
 - Spend per profit centre
 - Time & Attendance
 - Productivity assessments
 - FTE's
 - Overtime analysis
- Start up of all new employees
- Work site and job assessments
- Tailored Service delivery plans
- Industry specialists controlling supply of labour

Labour providers will continue to play a key role to ensure that flexibility is maintained and skill and productivity levels are developed in the continual search for maximizing efficiencies with a very controlled cost base.

Linking Our Business to Yours

APS is a leading supplier of high quality temporary and permanent Labour to a broad spectrum of business sectors, including:

- > Integrated Logistics
- > Transport
- > Warehousing & Distribution
- > Production & Manufacturing
- > Office & Administration



*The ability to compete can sometimes come down to having the right resources in the right place at the right time.
If you know where to find the right people the other two will look after themselves.*

"Experience the APS difference"

Phone Ben Matthews - National Sales Manager : 03 9682 3555

Vic - NSW - Qld - SA - WA

COLD STORAGE INDUSTRY THE LAUNCHING PAD FOR A DECADE OF SOUND SUPPLY CHAIN SOLUTIONS

There has been a lot of technology innovations implemented across the supply chain over the past decade. However, few have created bottom line savings and competitive advantage as consistently as voice-directed technology.

Since Dematic introduced voice picking to Australia 10 years ago, hundreds of companies have embraced the concept, increasing productivity, accuracy and throughput, reducing labour costs and enhancing workplace safety.

And the Cold Storage Industry was the first to implement voice picking, quickly realising the productivity and OH&S benefits that hands-free, eyes-free order picking delivers.

The first Voice Picking application in Australia

Dematic's installation for Versacold (formerly P&O Cold Storage) at its Murarrie DC in Brisbane, proved to be a highly successful full case picking application.

Since its initial implementation, Versacold has rolled out voice technology to various sites and has upgraded its initial systems to new fourth generation Vocollect hardware.



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Cold Storage Handhelds: The paperless way to maximise productivity and accuracy

COLD STORAGE INDUSTRY THE LAUNCHING PAD FOR A DECADE OF SOUND SUPPLY CHAIN SOLUTIONS

Voice has now established itself as the first choice solution for both full and split case picking, with most users achieving productivity gains of 10 to 25%, compared to RF picking.

Voice outperforms RF Picking

One of the best proving grounds for comparing the performance of voice picking to RF picking was at Dick Smith Electronics (DSE) national DC in Sydney.

Dematic's General Manager of Real Time Logistics, Nathan Taylor, said: "The logistics industry had been waiting for an application like DSE that gave us the opportunity to directly compare the performance of RF and Voice Picking, and the results were outstanding."

Within its first six months of operation, Dematic's voice picking solution had already delivered DSE with a substantially better than expected productivity gain of over 20%.

Voice Picking suitable for all sizes of operations

"Over the past couple of years, we have seen strong growth in the uptake of voice picking by a whole second tier of voice users," said Dematic's General Manager of Real Time Logistics, Nathan Taylor.

"Increasingly we are seeing manufacturers, importers, wholesalers and distributors turning to voice technology to improve productivity, throughput and accuracy.

Veterinary products distributor, Provet, is a case in point. According to Glenda Sinclair-Gordon, since integrating

10 voice picking terminals into their integrated system, the company's warehouse staff have embraced the new technology and it has had a major impact on the workplace.

"With the previous paper-based system, pickers spent a lot of time walking to collect the orders. Now, with voice picking, we literally take the orders to the picker, which has certainly helped increase productivity," she said.

The evolution of Voice Picking technology

"At first the idea of a computer telling a warehouse operator where to go and what to pick sounded like Science Fiction, however, Dematic could instantly see the benefits of hands-free, eyes-free in order fulfilment applications and searched the world for the best technology vendors," said Dematic's Nathan Taylor.

"Vocollect was the only vendor who could offer a 'speaker-dependent solution', which provides very fast and accurate speech recognition in noisy, industrial environments, regardless of the user's background or accent. Vocollect also offered direct interfaces to most leading WMS systems, negating the need for middleware or stand-alone integration software."

Fast Return on Investment

As voice-directed technology continues to mature, implementation costs have dropped, reducing the payback period to less than twelve months in some applications.

"We've seen some customers achieve a return on investment (ROI) of less than a year for voice picking applications with anywhere from two to 200 operators per site," said Mr Taylor.

Dematic now supports more than 7,000 voice users in the field across a wide range of logistics applications such as 3PL, Pharmaceutical, Apparel, Discount Variety, Food, Beverage and Ports.

Further information:

Dematic Pty Limited, 24 Narabang Way, Belrose NSW 2085. Tel: +61 2 9486 5555.

Fax: +61 2 9486 5511. www.dematic.com.au

INVESTING IN REAL ESTATE - IS THIS THE RIGHT TIME?

When I moved to Australia three years ago after having had a successful career in commercial real estate brokerage and investing for eighteen years in Toronto, Canada, I was surprised to watch purchasers make deals that made no sense from the cash flow standpoint. This is when I learnt a euphemism “negative gearing”, which in reality meant lack of fundamental knowledge and sophistication in real estate investing, as well as greed based on an erroneous belief that someone else will come along and bail the owner out by paying an even more ridiculous price.

The banks are also at least partly to blame, since they were throwing money at speculators hand over fist and in certain cases it wasn't unusual to see loan-to-value ratios for commercial properties approaching 90%. There were schemes allowing purchasers to capitalise interest to reduce the impact of negative gearing, but that was creating a gradual erosion of the owners' equity, so it was not without the price. At the time buyers didn't care about the erosion of equity, as there was a belief in the market that the prices would continue to go up, which in theory should make up for this loss of equity.

Today we are experiencing a totally different market. Across the board the property values have declined, in certain areas or segments of the market by 30%. The banks are no longer talking about capitalising interest and the loan-to-value ratios have gone down to a more realistic 65%. The valuations are very conservative, often based on a fire-sale scenario. The debt service ratio has gone up from 1.2-1 to 1.5-1, which means that for every dollar of mortgage interest there has to be \$1.50 of rental income. Investors have smartened up and now nobody rushes to buy anything unless they can see at least 9% return or on certain single purpose assets even more. On the positive side, the interest cost is around 6.2% as quoted to me by one financial institution that still lends money.

The answer to the headline question is not cut and dry. It

is true that the fundamentals are far better now than they used to be a couple of years ago. Every deal has positive cash flow from day one. On the other hand we are in recession and business failures are a fact of life. If a tenant goes into bankruptcy, all those carefully calculated ratios will mean nothing, as the time necessary to replace the tenant is much longer today and it may not be possible to achieve the same rent.

Here are a few pointers how to mitigate the risk. First, it is better to stick to the area of one's expertise. If an investor is a cold store operator, it makes more sense for him to invest in a cold store rented to a cold store tenant. Secondly, the importance of thorough homework cannot be overstated. The investor should have a reasonable understanding of the tenant's business and its position amongst its competitors. Checking the financials is a must. Thirdly, the choice of industry is of utmost importance, as some of them are more recession proof than the others. For that reason, I like the food industry; yes, we've heard it before, even in recession people still have to eat.

In conclusion, I think there are opportunities out there right now, and if the tenant company is blue chip, in the right industry, with strong balance sheet and cashed up and if the return of approximately 3% above the cost of money is achievable, it might be worthwhile to buy such an investment.

For further information, please contact Voyt Reich, Transport and Logistics Sales and Leasing Executive at Raine and Horne Commercial on mobile 0403 662 212 or at voyt@rnhcommercial.com.au.



*Voyt Reich,
Raine and Horne
Commercial*

2009 WFLO Institute

When I was approached to apply for the WFLO Institute International Scholarship, I truly believed that it would be a million to one shot that I would win. I was flattered that I was even considered by my company to be a worthy applicant. On the 5th January, I was asked to call my Managing Director. Never did it occur to me that he would tell me that I had won the scholarship. Well he did and I had won the Scholarship.

The next month was then a whirl wind with getting everything ready. In amongst all this, I had a daughter starting High School for the first time and, as any parent knows, getting kids settled back in after school holidays is no mean feat. I also gained this insidious thirst for knowledge about the USA. I bought every book I could lay my hands on about the cities I would be visiting – I had to make the most of the time I was there.

Exactly 1 month after finding out that I was off to the WFLO Institute, armed with my books on the USA and my maps of Australia, I flew off into the blue yonder on my first overseas trip. I couldn't sleep for the excitement and yes, 2 weeks before flying a plane landed in the Hudson River – but I had faith in Qantas! Apprehension was high. I must have been like a kid in the lolly shop on the plane, no one except a child would be that excited at the prospect of a 14 hour flight!!

First stop was Los Angeles. I met up with some colleagues from our facility in Domingez Hills and, after my initial faux pas of trying to get into the wrong side of the car, I quickly learnt that most cold storage facilities are alike. I did the compulsory tacky tourist things and did the Stars Home, Hollywood Boulevard Tour. I took many photos of star homes that seemed a must do at the time. On reflection I now struggle to remember which home belongs to which star.

Next stop – The Institute – Georgia Tech University - Atlanta Georgia. As an international student I could pick and choose what sessions I wanted to attend – to “audit the course”. The course is generally taken over 3 years and broken down into what I could see were 5 main areas; Operations, Facilities Management; Leadership Development, Staff Management and Customer Service. The course material given out was comprehensive.

Day one and we had the welcome and opening session. The 3 scholarship winners were presented to the rest of the institute. The panel of experts answered our questions on everything from the current global economy and its effect on our industry through to rate structures and safety. We

then sent forth on our quest for learning.

Day's 2-4 were filled with learning about the different areas of the course.

I learnt during these 4 days that no matter where you are in the world of cold storage the issues dealt with on a daily basis are similar. Productivity, delivery window, damaged product, difficult customers, truck turn around times, audits.....the list goes on. I threw myself into the discussions held during classes and found that my new American friends were appreciative to find out we too have the same issues as they do, and how we handle them. Obviously, some legislative requirements vary but primarily we do the same things.

I met some wonderful people and the hospitality afforded to me was amazing. I gained the nickname of Ozzie very quickly and found myself at many times with my map of Australia explaining to everyone who asked what Australia was like – I think Toursim Australia would have been proud. I, apparently, have an accent and was asked many times to speak more slowly so that I could be understood.

Bill, Corey, Colleen and the entire Institute team were there to offer assistance with whatever I needed.

I felt a twinge of sadness at having to leave Atlanta and my new friends. We had connected so well, and if felt strange to leave after such a short time together, however I am sure that I have made some life long friends.

I then flew off to New York for a couple of days of serious retail therapy, before jetting off back home.

Overall I had a wonderful time at the Institute. I learnt a lot about my management style, how to be a better leader, and the fact that I don't really like American beer.

The WFLO Institute course content is very thorough and certainly covers many relevant areas pertaining to running a facility on a daily basis.

I thank everyone involved in the Institute for this wonderful opportunity, and would welcome any opportunity to go back, whether it be as a student or tutor and share my experience.

Rachel Corcoran, Regional Human Resources and Health, Safety & Environment Manager for Versacold Logistics Services was the successful and very proud recipient of the 2009 WFLO Institute International Scholarship.

STRONG LINK BETWEEN TRAINING AND STAFF RETENTION NCVER STATISTICAL FINDINGS 2008

NCVER (National Centre for Vocational Education Research Ltd) collect and analyse statistics from nationally recognised training.

Findings from 2008 indicate that employees who have a positive learning and development experience supported by their enterprise are more likely to enhance their allegiance to their employer.

‘..few training initiatives have a direct impact on the retention and better utilisation of skills, the major exception to this being nationally recognised training. In both the survey and, more emphatically, the case studies, the use of nationally recognised training was strongly linked to employees deciding to stay with their organisation and with employers claiming that they were better able to use the full range of their employee’s skills.’

‘The most important finding from a recent national survey of employers was that the “learning climate” of an organisation determines the extent to which skilled employees are retained and how their skills are used to greatest effect in organisations. The learning climate consists of three components: commitment to learning; open mindedness; and shared vision.’

This statement neatly fits with Newskills’ philosophy of meaningful training with measurable outcomes by means of the three elements: communication, consultation and continuous improvement.

‘Training is a critical component to the learning climate of an organisation, but equally important is ensuring that training is mutually beneficial. Nationally recognised training is an important way of achieving this.’

NCVER November, 2008.

Nationally recognised training, in practical terms, will provide your current and future workforce with:

Training for the existing workforce

A Recognition of existing skills

A cultural shift within the workplace focused on learning and development

Existing older workers passing on invaluable skills

Increased workforce participation

Greater understanding and commitment to safe work practices

Increased self esteem

Improved language, literacy & numeracy proficiency

Improved job security and workforce retention

All of which should not be exclusive to one party but mutually beneficial to all concerned; the worker and the enterprise.

For further information: contact David Frost, Chief Executive Officer , Newskills Ltd. on 03 9321 4500 or at dfrost@newskills.com.au.

SCT ON THE DOUBLE TO PERTH

SCT Logistics will be operating a second rail service from Parkes to Perth, due to commence on Tuesday the 3rd March 2009.

SCT is now firmly established in Parkes, servicing both New South Wales and Queensland freight movements for Western Australia. Over the past year the company has seen its trains grow from 4,900 tonnes' capacity to 6,000 tonnes every week, with overflow freight having to be directed via its Melbourne terminal.

The new service will depart the Parkes terminal every Tuesday evening for arrival into Perth terminal in the early hours of Friday morning. This additional service will support the existing Saturday service from Parkes, providing customers in the eastern states six rail services per week into Perth.

In addition, SCT Logistics will be increasing its investment in Parkes with the relocation of its road linehaul fleet to the site, utilising Parkes as the hub for the company's interstate transport operation.

Parkes' proximity to Brisbane (12 hours), Sydney (5 hours), Melbourne (9 hours) and Adelaide (12 hours) will provide SCT with a central hub facility in which to handle interstate and intrastate road freight services, with the relocation of the linehaul operations allowing for better utilisation of fleet and drivers, whilst maintaining adherence to all relevant legislative requirements.

SCT's future plans for Parkes expansion includes expanded warehouse facilities and cross-dock operations for temperature controlled freight.



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ENHANCED VISIBILITY AND EXECUTION FOR THIRD-PARTY LOGISTICS PROVIDERS WITH EXTENDED ENTERPRISE MANAGEMENT

Global supply chain optimisation provider Manhattan Associates, have announced the updated release of Extended Enterprise Management (EEM), featuring instant visibility for Third-Party Logistics providers (3PLs) to manage orders, shipments and inventory. The enhanced level of supply chain visibility now provided by EEM enables 3PLs to maximise inventory consolidation/de-consolidation opportunities at distribution centres (DCs) and to employ strategies such as 'DC bypass' where goods can be routed directly to downstream DCs, stores or customers.

"EEM specifically supports our 3PL customers by providing cross-docking and flow-through support that allows 3PLs to play a key role in the 'pop-up' supply chain - a philosophy that allows retailers and manufacturers to dynamically adjust their transportation and inventory networks to meet changing seasons or trends," said Eddie Capel, executive vice president for product management and customer support, Manhattan Associates. "This capability is seamless due to the visibility EEM provides, along with the capability to make quick decisions should an unexpected event occur anytime during the movement of goods."

Manhattan Associates' Extended Enterprise Management

is designed to connect with trading partners and customers to provide the overarching visibility and event management capabilities required to successfully manage inventory through global supply chains.

Features and enhancements of Manhattan EEM include:

- A centralised, browser-based solution allowing 3PLs to manage order fulfilment and automate communications with customers;
- End-to-end visibility of orders, shipments and inventory from sourcing to cargo delivery;
- A single, consistent, real-time view of an entire global supply chain for greater inventory control and optimal fulfilment channels;
- Ability to track and monitor supply chain events in real time and respond immediately based on alerts to critical exception events, which may threaten a company's ability to meet customer commitments;
- Ability to reduce transportation costs by leveraging optimal equipment utilisation.

For more information, please contact:

Jennifer Noonan
Marketing Manager Asia Pacific
Manhattan Associates

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A CASE OF A SMALL AMOUNT MAKING A BIG DIFFERENCE

An article from TWUSUPER

We recently spoke to TWUSUPER member, Barry Lang, who feels he is on track for a better retirement because he decided to regularly put some money into super at a young age.

“About 20 years ago I decided to put away an after tax contribution from each pay. I didn’t get the money in my hand so I forgot about it after a while.”

A couple of years ago, Barry noticed a mystery deduction on his payslip.

“I hit the roof when I found out it was money I had been adding to my super all these years!”

“Putting away that small amount regularly meant my super was in great shape. I was really happy that I had managed to build up my super without feeling like I was giving up extra money each pay.”

“My only regret is that I didn’t remember to up the amount as the years went on!”

Like most Australians nearing retirement, Barry is concerned about the current economic situation, but he understands that his super is still a long-term investment.

“I have been pretty lucky with my super, and frankly, it’s money I would have spent if I didn’t save it. I have had some very strong years and figure that the balance will move up and down over time. I plan to be retired for a long time – so there’s plenty of time for more growth”.

To make his super work even harder, Barry started a TWUSUPER Transition to Retirement Pension last year. By turning some of his super into regular income, Barry has been able to cut down his working hours and spend more time with his family without cutting down on money in his pocket. Extra tax breaks now that he’s 60 mean he can afford more days away every now and then.

If you would like to know more about the features of TWUSUPER’s tax effective pensions, please call **1800 222 071** or visit ‘contact us’ at www.twusuper.com.au to contact your local Client Relations Officer who can help you for free. It’s important to make the right decision for you. If you would like financial advice about your options in retirement, call **1800 046 144** to speak to our financial advice partner, Money Solutions*.



KEEPING PACE WITH A MAXI-CUBE CLASSIC



With a strong reputation in the refrigerated transport industry for its class leading thermal efficiency, construction and durability, the quality and features of the Maxi-CUBE Classic model were showcased when Pace Farm took delivery of a B-Double Maxi-CUBE Reefer trailer, designed to perform at temperatures down to minus 30 degrees.

Formed as an egg producer in 1978, Pace Farm was founded by Frank Pace with just one property managing 22,000 hens. The business has grown through the utilisation of the most advanced farming technology and management systems to ensure the highest standards in food safety and animal husbandry.

Today, Pace Farm is one of Australia's leading producers of eggs and egg products with operations across several states. Pace Farm remains a private, family-

owned business based in Minchinbury, 30km west of Sydney.

Its transport division, MWP Transport, is run by director Matthew Pace, who ensures the delivery of egg and poultry products to supermarkets and distribution centres across Australia. MWP contracts to a number of organisations throughout the poultry, stock feed milling and food industries. The refrigerated fleet consists of 10 refrigerated trailers including four Maxi-CUBE Classic B-Double combinations and five single Maxi-CUBE Classics.

Naturally, operational efficiency and visual appearance of the fleet are of major importance to Pace Farm. With everyone at Pace Farm being so passionate about ensuring the delivery of the highest quality products to their customers, SX Trailer's Phil Mason had the

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KEEPING PACE WITH A MAXI-CUBE CLASSIC

opportunity to demonstrate how the Maxi-CUBE Classic Reefer will add value to the transport task of the company.

As Matt noted, “In addition to achieving operational efficiency and high thermal performance, it is important that, as a supplier of food transport services, our equipment conveys the message that we’re an extremely professional, hygienic operator, constantly working hard to exceed customer expectations.”

The Classic Reefer combines superior wall panel construction with innovative in-house manufacturing procedures to provide leading thermal performance.

Because Maxi-CUBE utilises a unique “cast to gauge” process to manufacture the urethane foam insulation, they were able to deliver precise panel thickness to meet Pace Farms specific requirements. The use of twin-seal hard-back door seals further exemplifies Maxi-CUBE’s commitment to ensuring every aspect of the trailer is contributing to overall thermal efficiency.

Importantly, the B-Double has been built to conform to the full range of food transport safety requirements. Pace Farm uses the internationally recognised and scientifically based food safety system known as HACCP (Hazard Analysis and Critical Control Point) and their involvement in this program ensures that their eggs, and the equipment they use to transport goods and produce, are always of the highest order.

Maxi-CUBE can assist operators to customise and ensure that each trailer built, meets both general and specific food transport safety requirements.

As Phil confirmed, “There are number of variables that have an impact on the freshness of an egg, with the temperature at which they are held being a critical component. Because Maxi-CUBE makes its own insulation foam, all the refrigerated Maxi-CUBE models have developed a strong reputation for ensuring consistent temperature levels during operation, thus leaving operators and their customers satisfied with the freshness and condition of the arrival of their goods.”

Completing the externals of the B-Double are polished aluminium corner extrusions and cast corner caps that provide smart appearance and easier cleaning.

To further enhance the overall safety of the B-Double reefers and the goods they carry, they have been equipped with both EBS (Electronic Braking System) and ABS (Anti-lock Braking System) to provide improved stability control and safety for drivers and other road users. Importantly for Pace Farms, this also helps ensure that fragile eggs are carted as safely as possible.

Upon receiving the B-Double, Matt revealed that “We have used Maxi-CUBE for a period of time now and over the years we have developed a pretty good understanding of the Maxi-CUBE Classic specification and know the benefits that the B-Doubles will provide the business in terms of performance and thermal efficiency, all of which helps our bottom line.”

SX Trailers specialises in Maxi-CUBE, Freighter and Lusty EMS new and used trailer sales and also provides full service and parts support throughout New South Wales. With dealerships located in Sydney, Newcastle and Wagga Wagga, SX Trailers is well positioned to cater to the transport requirements of customers such as Pace Farm and deliver value added services.

Further information on the full range of Maxi-CUBE refrigerated transport equipment including dry freight and Slide-A-Side vans and rigid bodies can be downloaded at www.maxicube.com.au. Further sales information can be found at www.sxtrailers.com.au.

Further information contact:

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RWTA 2009 CALENDAR

NATIONAL

DATE	EVENT	COMMENTS
Sun 23- Tues 25 Aug Wed 26 Aug	2009 RWTA Conference and Exhibition Industry Golf Day	Sofitel Grand Central Hotel Brisbane Brisbane (TBA)

NEW SOUTH WALES

DATE	EVENT	COMMENTS
Tues 5 May	Member Breakfast Meeting	Mecure Hotel Parramatta
Tues 20 May	Annual NSW Golf Day	Riverside Oaks Golf Course
Wed 1 July	AGM & Member Breakfast Meeting	Mecure Hotel Parramatta
Wed 2 Sept	Member Breakfast Meeting	Mecure Hotel Parramatta
Wed 4 Nov	Member Breakfast Meeting	Mecure Hotel Parramatta
Wed 4 Dec	End of Year function/Sydney Harbour Cruise	TBA

QUEENSLAND

DATE	EVENT	COMMENTS
Wed 6 May	Operations Meeting – Noon	Lunch Meeting
Wed 3 June	General Meeting – 7:30am	Breakfast Meeting
Fri 12 June	RWTA (QLD) Annual Charity Golf Day	Oxley Golf Club Inc
Wed 1 July	Annual General Meeting	290 Boundary Road, Oxley
Wed 5 Aug	Operations Meeting – Noon	Breakfast Meeting - "Frank Vale Award" State Finalist announced
Wed 2 Sep	General Meeting – 7:30am	Lunch Meeting
Wed 7 Oct	Operations Meeting – Noon	Breakfast Meeting
Wed 4 Nov	General Meeting – 7:30am	Lunch Meeting
Fri 4 Dec	Christmas Function	Breakfast Meeting
		TBC

VICTORIA

DATE	EVENT	COMMENTS
Mon 25 May	General Meeting	Breakfast Meeting
Sat 18 July	Annual Dinner Dance	Science Works
Mon 3 Aug	General Meeting	2 Bookers Street Spotswood
Mon 19 Oct	Annual VIC Golf Day	TBA
Fri 30 Oct	General Meeting	TBA
Fri 20 Nov	Annual General Meeting and Lunch	TBA

WESTERN AUSTRALIA

DATE	EVENT	COMMENTS
Fri 8 May	Sundowner	
Fri 22 May	Annual WA Golf Day	Wembley Golf Club
Thurs 11 June	Breakfast Meeting	
Wed 22 July	Frank Vale Award State Finalists Golf/Curry Night	
Thurs 10 Sep	Breakfast Meeting	
Fri 16 Oct	Sundowner	
Sat 22 Nov	Christmas Function	
Thurs 11 Feb (2010)	Breakfast Meeting/ AGM	

NEW RWTA MEMBERS

The RWTA warmly welcomes the following members who have joined since 1 July 2008:

Full Members

- K&C Refrigerated (VIC)
- Kalypso Kold Store (QLD)
- RMD Group Pty Ltd (VIC)
- JBD Coldstores (QLD)
- Polar Group (QLD)

Associate Members:

- Display and Storage Group (SA)
- Pacific Green Energy (SA)

- LXE Australia (NSW)
- United Equipment (NSW)
- Oomiak Pty Ltd (QLD)
- Environmental Coatings Pty Ltd (VIC)
- APC Storage Solutions Pty Ltd (VIC)
- APC Storage Solutions Pty Ltd (QLD)
- Alpha Workforce Solutions (NSW)
- Newskills Limited (QLD)
- NTP Forklifts Australia (SA)
- Ironbark Software Pty Ltd (QLD)
- Air Wrap Systems (SA)
- Vaughan Constructions Pty Ltd (VIC)
- Human Jigsaw Pty Ltd (NSW)
- GWS Genco Group (VIC)

RWTA DIVISIONS

“The RWTA Ltd has a Division in each state of Australia. These State Divisions are run by an elected Committee, appointed by the members at their respective AGM, and each Division nominates a representative to the National Board of Directors.

All Divisions conduct regular business meetings, including breakfasts and luncheons, with guest speakers on a wide variety of topics and site visits, where possible.

The meetings are designed to provide a suitable forum for information exchange, update on issues and activities at the national level and enable participants the opportunity to network, an integral part of today’s business environment.

In addition to business meetings, each Division conducts an annual golf day and a variety of mid-year and end-of-year social functions for members, their partners and guests. These sporting and social functions are strongly supported in all states”.

CONTACTS

For information on the RWTA or your State Division please contact the following:

National Office

Executive Officer David Costelloe Ph: (03) 8620 2802

Victorian Division

Secretariat Robin Meyers M: 0420 961 720

Queensland Division

Secretariat David O’Brien M: 0419 723 7908

South Australian Division

Secretariat Tina Pasvouris Ph: (08) 8304 6000

Western Australian Division

Secretariat Stephen Nash Ph: (08) 9311 5200

Tasmanian Division

Secretariat Jeff Franklin Ph: (03) 6391 8655

New South Wales Division

Secretariat John Howell M: 0419 974 678

INFORMATION, PUBLICATIONS ETC.

The RWTA publishes and distributes a variety of industry relevant protocols, guidelines etc. For information on any of these publications, please contact your State Division Secretariat. For information on all RWTA publications and industry guidelines, please visit our website at www.rwta.com.au.



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