



R.W.T.A.

Refrigerated Warehouse & Transport Association of Australia Ltd.

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REFRIGERATED WAREHOUSE & TRANSPORT ASSOCIATION OF AUSTRALIA LTD

# cold running

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## RWTA 2008 CONFERENCE AND EXHIBITION Sunday 31 August - Tuesday 2 September

The theme for the 2008 Conference will be:

### “Frozen Links - Linking Suppliers, Retailers and 3 PL’s”

Under our 2008 theme, the emphasis will be on the many issues surrounding refrigerated transport and topics will include:

- *Chain of Responsibility*
- *Timeslot Delays at DC’s*
- *OH&S/Driver Fatigue Regs*
- *Environment Issues.*
- *Temperature Tracking*
- *Pallet Management*
- *Higher Productivity Vehicles*

Details will be released shortly on Speakers, Exhibition Packages, Partner Program, Social Events, Golf and Sponsorship Opportunities. Delegate and Partner Registrations will again be online-details available soon. Make sure these dates are in your diary. The place to be in August/September 2008 will be:

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## RWTA ACTS ON PALLET ISSUES

Here is a summary of the outcomes of a recent meeting with operators regarding Pallet Management Issues.

### 1. Industry Overview and the Need for Change

John Stuart of Pallet Loss Prevention (PLP) gave a brief overview of the pallet hire industry and the overwhelming need for change. Some of the main points were:

- There are no clear guidelines as to how companies should deal with rejections, delay days, etc. This has led to many companies creating their own rules – this is often done by pallet controllers without the knowledge of their company's senior management.
- The rejection policies of companies needs to be changed and standardized, this is particularly true of the major retailers where Pallet Transfer Authority dockets or Missing Docket forms are rejected if they are submitted later than the time limits stipulated by the companies who issue them. It is unlikely that these rejection policies will stand up to legal scrutiny and may contravene the Trade Practices Act. Pallet hire companies appear powerless to initiate change.
- The rejection policies by major retailers result in many companies losing pallets even though there

is no dispute that they were received. This has created a dog eat dog culture in pallet hire where many companies can not afford to alert their trading partners when they do not process their transfers on.

- The power of major retailers has meant that many companies fear retribution if they complain about their rejection policies.

### 2. What Needs to Change.

Input from RWTA members included the following:

- Ideally everyone who transacts in pallets should have a pallet account.
- Companies who do not have accounts should always have pallets to exchange. If they do not then the pallets should not be offloaded.
- In the event that an arrangement is made with a trading partner to let them owe pallets then they must be available for pickup within 7 days otherwise freight charges would be applied.
- Companies lose pallets to major retailers when store deliveries are made. Retailers insist that their documentation at store level is the only documentation that will be recognized for pallets owed. Many stores do not issue documentation and their head office pallet control refuses to acknowledge this fact.

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- Industry would be better off without delay days.

### 3. How to bring about Change.

- The ACCC is active in assisting in the development of Codes of Conduct where there is evidence that such a code would be of benefit. The advantage of a code is that it will provide clear guidelines and, with ACCC involvement, will ensure that unfair or illegal practices are eliminated.
- PLP have had preliminary discussions with the ACCC and have prepared a draft Code of Conduct. This draft requires considerable input from industry. As a preliminary step the draft will be sent to the ACCC along with a briefing paper on how the pallet hire industry operates.
- PLP have been active in trying to bring about change with the Victorian Transport Association

(VTA) and other industry associations. There appears to be widespread support for change and more support will be sought in the coming months.

### 4. The Code of Conduct.

A draft copy of the code will be circulated to RWTA members with a request to provide feedback in early May.

### 5. RWTA Pallet Trading Relationship Agreement.

A draft agreement will be circulated to RWTA members. This could be further developed to be used in selected instances where such an agreement could be of benefit.

## WORKSAFE (VICTORIA) DRAFT CODE OF PRACTICE

The RWTA Victorian Division and the National Office have worked very closely with WorkSafe Victoria on their Draft "Safe Operation of Cold Storage Facilities-Guidelines".

WorkSafe have developed the Guidelines in response to their concern about the high level of incidents in our industry. The Draft was recently released for final comment.

The RWTA Victorian Chairman, Mr Gabor Hilton from Oxford Cold Storage, has been most active and relentless in representing our members' concerns to WorkSafe that the Guidelines were too prescriptive and onerous on our industry.

Members have been previously advised that there is a real chance that the Victorian WorkSafe model for Code of

Conduct for the Cold Storage Industry may be adopted by other states.

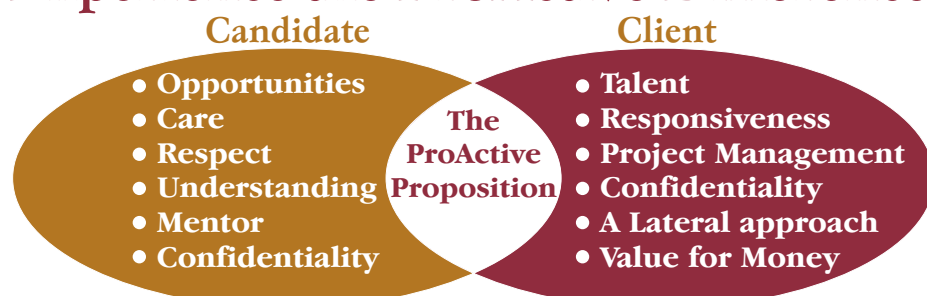
RWTA, representing the cold storage industry throughout Australia, will not give its approval to the Draft document in its current form.

Members will continue to be updated on this issue and the ramifications for all cold store operators.



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## HOW TRANSPORT COMPANIES LOSE – OLD DOCKETS

This is the first in a series of articles based on fictional people and companies which give examples of how companies lose money when it comes to pallets. All articles have a strong message for companies who hire pallets – whilst this is fiction it could be happening to you.

The fictional company is called UTC (Up The Creek) Transport and its owner is Tom Trucky. Tom's misadventures with a rental car can be related to pallet rental. Could the same rules that are being applied to pallet hire be applied to car rental? Read the story about car rental and agree that the behaviour described would be considered totally unacceptable. Then read the second part and you will see that this unacceptable behaviour is alive and well in pallet rental.

### Tom's Car Rental Problem

Tom Trucky hired a rental car and drove it into a city carpark and was given a ticket to exit the car park. Then, whilst walking round the city thinking about his lost pallets he suffered a mild heart attack. This ended up with him being taken to hospital for several weeks.

When he came out of hospital he was

walking down the street towards the car park when he saw his rental car being driven by the car park manager. He waved the car down and asked him what he was doing with his rental car.

"It's mine to use as I like now", replied the carpark manager, "and the best part of it is it costs me nothing because you have to keep paying the rental charge unless you want to buy the car from the rental company. Either way, it doesn't bother me as I can keep using the car".

"That's not fair", bristled Tom, "I've got a ticket here to get the car out of your car park".

The carpark manager looked at the ticket and cheerfully said, "No, sorry. It's too old. The print on the back says you have to remove your car within 48 hours otherwise you lose your car. I'd like to help you but I'm afraid its company policy".

"But I had a heart attack", explained Tom.

"Too bad", said the carpark manager, "We can't be held responsible for your diet and lack of exercise".

"Well, who wrote the policy?" asked Tom.

"I did", and with that the carpark manager sped off. Tom trudged the 50 kms up the road to the car rental firm.

"Good afternoon, can I help you", said the lady behind the counter.

Tom explained what happened and showed her his carpark exit ticket. "Oh", she chirped, "this is too bad, we know them well they are one of our major customers".

"How many cars do they hire from you, then?" said Tom.

"None", she said. "People often lose their exit tickets and, of course, if you don't have a ticket you can't get your car out of the carpark. We understand this doesn't seem fair but, rules are rules, so as far as we are concerned the person who hired the car has still got the car until they return it back to one of our depots".

"Yes", said Tom, "but can't you see them driving all over town in your cars and they're not paying any rental on them?"

"That's not my problem", she said, "You're the one that signed the rental agreement".

"Well, couldn't I just give you this carpark exit ticket and then you could get your car back and I could stop paying hire on it?" asked Tom.

"No, sorry. That's between you and the carpark management. It has nothing to do with us".

### Tom's Pallet Rental Problem

#### The Delivery

A UTC truck leaves Melbourne to deliver a load of freight to two major distribution centres in Sydney.

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The policy of one of the distribution centres is that they will not accept a pallet docket from the carrier or the sender; instead they will issue their own pallet transfer authority. This will be the only method of transferring pallets on to their account.

They also stipulate that the date they will accept transfer of the hire of the pallets is not the date they receive them but it will be at the end of the month following delivery. This could mean the carrier pays for hire of pallets up to 60 days after he has delivered them.

The second distribution centre's policy is that the driver must bring a pallet docket but the sender or carrier will not be able to have pallet hire companies process this transfer. Instead the distribution centre will be responsible for contacting pallet hire companies to get the docket processed. This distribution centre has a different effective date policy; they will accept transfer of the hire 30 days from the Friday in the week of delivery.

On arriving in Sydney the driver discovers that he can not locate any pallet dockets with his documentation. He is a subcontractor and does not fully understand how pallet transfers works.

At the first distribution centre they give him a pallet docket for the

pallets unloaded and he moves on to the second distribution centre. When the distribution staff find that he does not have a pallet docket they give him a form which states that the original must be returned to the distribution centre within 60 days otherwise it might get rejected.

### The Documentation

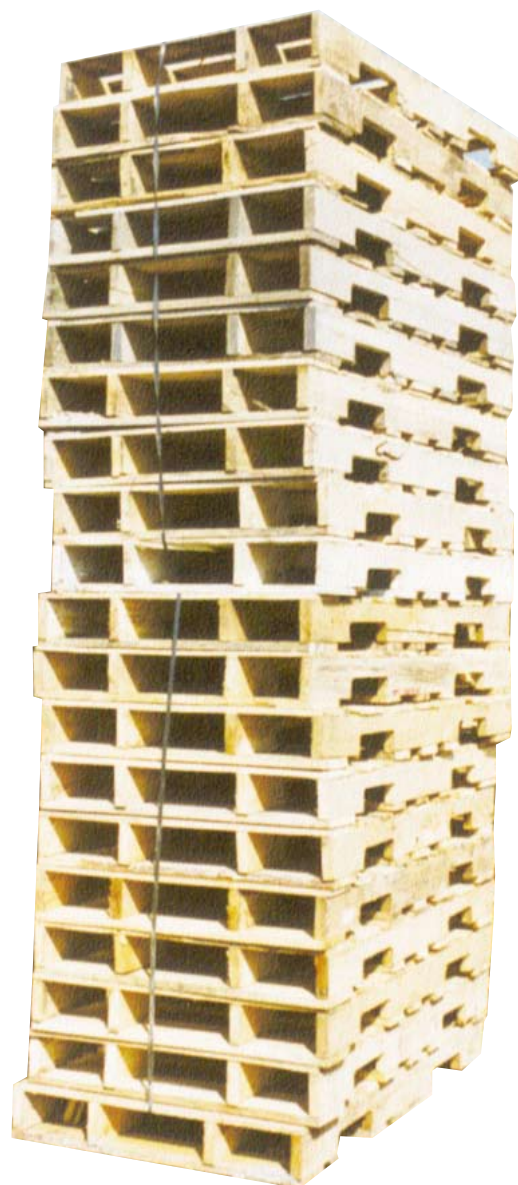
After 2 weeks the contractor's documentation is received by UTC's head office. This documentation is checked and then filed. The clerk who filed the documentation does not recognise that the pallet transfer authority and the missing pallet form needs to be separated and forwarded to UTC's pallet controller.

### The Discovery

Nine month's pass. UTC's pallet account is showing a significantly higher number of pallets than it should be and a big compensation payout to pallet hire companies is on the cards.

By accident one of the pallet transfer authorities is found by a clerk in Accounts Payable. A search then finds that there are many more dockets filed with proof of delivery documentation.

After totalling up the pallet transfer authority dockets the pallet controller



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finds that there are 2,000 pallets and they account for a large percentage of UTC's pallet losses.

When he reads the print on the pallet transfer authority it reads:

"Company x does not accept transfers if dockets are not received by pallet companies within 90 days from the effective transfer date".

### The Claim on the First Distribution Centre

The pallet controller send copies of the pallet transfer authorities to the distribution centre and receives a reply back saying that they are too old and will not be processed.

The pallet transfer dockets are clear proof that the pallets were received and yet the transport company now faces a compensation payout to pallet hire companies for around \$30,000.

In addition to this UTC has been paying the daily hire for pallets they don't have for over 9 months – this amounts to over \$19,000. During this time the distribution centre has avoided paying hire on these pallets and will continue to benefit from UTC's error.

### The Claim on the Second Distribution centre

A further 500 pallets are covered by missing docket forms. The pallet controller reads that these forms must

be sent along with a transfer docket to the relevant distribution centre within 60 days from the delivery date and the effective date will be 30 days from the Friday of the week the documentation is received.

The pallet controller sends the missing docket forms and the transfer dockets to the distribution centre but receives the same response. They are too old and will not be honoured.

Again the distribution centre's documentation is clear evidence that the pallets have been received by them. UTC now faces a compensation payout of around \$15,000 for these 500 pallets and has paid around \$9,600 in hire costs.

The distribution centre has benefited from UTC's mistake and will enjoy significantly lower hire costs.

### The Pallet Hire Companies

UTC contacts the pallet hire companies to try and get some help but is told that it is a matter between two trading partners and they will not get involved.

### Tom Trucky's Thoughts

Tom thinks that pallets are like a contest where the strong survive and the weak get sat on. He likens it to a football match where once a player crosses the white line he turns into a different person. People who are normally fair and responsible turn into

a different animal when it comes to pallets.

1. UTC faces the prospect of paying compensation to pallet hire companies for "lost " pallets. Why should compensation be paid when the pallets are not lost? UTC has documentation supplied by the distribution centres which is clear evidence that the distribution centres have the pallets.

If he doesn't pay compensation and the distribution centres won't give him his pallets back he will continue paying hire on the pallets for ever

2. The pallets that remain on UTC's accounts end up getting de-hired by the distribution centres. Pallet hire companies then issue them to a manufacturer who then contacts their carrier to pick up a load for a distribution centre in Sydney. When the truck arrives to pick up it has the UTC Transport logo on the cab. The manufacturer transfers the pallets on to UTC who are now paying again for the same pallets.

"It's not fair", thought Tom as he picked up the phone to book a rental car.

(Reprinted from the "Priority Report" with permission from the Victorian Transport Association)



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## FRANK VALE AWARD - PAST WINNERS

This is the first of a series of profiles of proud past winners of the Frank Vale Award.

### Steve Johnstone (2002)

I am 37 years of age, employed as a General Manager of a privately-owned coldstore company, Lago Coldstores in Brisbane.

I was fortunate to become involved in the Coldstorage industry back in 1986 as an apprentice refrigeration and air-conditioning mechanic for a company called Darwin Coldstores in Darwin NT. During this time I was trained in all facets of refrigeration and maintenance of a cold storage facility which operated on both ammonia and freon refrigerants. After spending 4 years at the coldstores I was transferred into another division of the company which provided service, repairs and installation of refrigeration and air-conditioning to clients throughout the Northern Territory. During this period I was involved in building small coolrooms and freezers. I progressed to assistant manager of this division and continued in this role.

In 1996, I returned back to Darwin Coldstores as the General Manager. This was a fast learning experience which I thrived on. During this period I was involved in all facets of coldstorage from operations, employing staff, customer relations, quoting, energy management, maintaining profits and sourcing new business. Darwin Coldstores was the largest ice supplier in Darwin as well as storing a range of seafood and meat products. The coldstore had the capacity to store approx 2000 pallets of frozen/chilled products.

Having learnt and achieved as much as I felt was possible at Darwin Coldstores, I had the desire to spread my wings and look for further challenges afield. In 1999, I took a position as maintenance officer at a much larger coldstore facility in Brisbane (Lago Coldstores). I packed up my wife and 2 young children and relocated the family to Brisbane. This position required me to return to my trade background of refrigeration and air-conditioning, being employed as the company maintenance officer.

Lago Coldstores is a private family-owned and operated company, which had prided itself on providing exceptional service within the industry. Victor Lago, the founding family member, was at the forefront of growing the business into the size and success it is today. I was employed by Victor's 3 sons, who continued to drive the business forward through the late nineties and early part of this century. My role at Lago required me to maintain, upgrade and repair all areas of

|      |                  |                                 |
|------|------------------|---------------------------------|
| 1993 | SEAN BIGNELL     | S.A. COLD STORES                |
| 1994 | GARY COWAN       | AUSTCO POLAR                    |
| 1995 | LEE LEWIS        | SAFRATE INTERNATIONAL           |
| 1996 | JEFF HOGARTH     | P & O COLD LOGISTICS            |
| 1997 | RICHARD MOSTYN   | CRAIG MOSTYN & SONS             |
| 1998 |                  | NO PRESENTATION                 |
| 1999 | ROBERT AGNEW     | NSW COLD STORAGE & DISTRIBUTION |
| 2000 | CRAIG ADAMS      | S.A. COLD STORES                |
| 2001 | PETER WALDRON    | SCOTT'S REFRIGERATED TRANSPORT  |
| 2002 | STEVEN JOHNSTONE | LAGO COLD STORES                |
| 2003 |                  | NO PRESENTATION                 |
| 2004 | FIONA NEWELL     | LAGO COLD STORES                |
| 2005 | SCOTT ALLARDICE  | SWIRE COLD STORAGE              |
| 2006 | LEANNE THOMPSON  | SWIRE COLD STORAGE              |
| 2007 | JENNIFER RYMER   | SWIRE COLD STORAGE              |
| 2008 |                  |                                 |

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the facility, which included refrigeration, paneling, electrical, material handling equipment and energy management.

Lago nominated me for the Frank Vale Award in 2002, which I accepted as a great honour. Having successfully won the state division, I was invited to attend the RWTA National Conference in Adelaide to compete against 6 other state finalists. I was successful at this Conference and awarded the prestigious Frank Vale Award for 2002. This was the additional kickstart to my career within the industry that has enabled me to progress to the current position that I hold at Lago today, as General Manager.

My role as General Manager of Lago Coldstores involves maintaining a facility with in excess of 23,000 pallet spaces, 60 permanent staff and a range of customers dealing in groceries, fast food, seafood and the meat industry. I have regular involvement with national and multinational companies in my current role.

Winning the Frank Vale Award has enabled me to meet and be involved with leading decision makers within the industry which has provided me many opportunities over the years. Both job and learning opportunities have flowed my way, many of which I would attribute to the Frank Vale Award success that I was fortunate to have.

I would continue to encourage employers to be involved in supporting the Frank Vale Award as the benefits to both nominees and employers are extremely rewarding. Both Lago and I have prospered from being involved with the Award.

## Gary Cowan (1994)

I was 33 when I won the Frank Vale Award, working at Austco Enterprises, trading as Polar Cold Storage, in Melbourne. I commenced employment with Polar in April 1985 and have worked there ever since.

I was nominated by Barry Harvey, the Managing Director of Polar. I received a brief on the Frank Vale Award and was honoured that I was nominated. I was interviewed at the old P & O Cold Stores in Footscray by David Frost and his panel and was selected as the Victorian nominee. I was later advised by Warwick Unsworth that I was the Frank Vale Award winner for 1994.

I became only the second proud winner of the Frank Vale Award as it was instigated in 1993.

The 1994 RWTA National Conference was held in New Zealand. In those days, you were selected prior to going to the Conference.

When I was advised that I was the winner, I was unsure as to whether I could accept as my wife had recently had twins which arrived 15 weeks early. We, unfortunately, lost one of the twins, a boy named Brandon soon after birth and the other twin, named Mikaela, was in the Royal Melbourne Childrens' Hospital struggling for survival. She remained in hospital for 114 days and is now 13 years old and is going great. She was actually the first premature baby in the world to survive a new treatment, pioneered by the Childrens' Hospital, that is now used the world over.

My decision to accept and go to the Conference was difficult as she was still in hospital and it meant being away from her, my wife Sandy and my other 3 children Kane, Tiahn and Zach. However, after discussions with my wife, she convinced me to go over for a few days and accept the Award as it was a great honour and, after all, Barry Harvey had encouraged me from day one and I felt indebted to him for all he had done for me and my family.

I had the pleasure of meeting Frank Vale at the Conference and enjoyed a beer or two with him and learning about him and the outstanding accomplishments that he achieved. He was a very humble and diligent man.

The great part about the RWTA Conference is that you get to meet people from all over Australia, who work in the same industry. The networking with these people is excellent and provides the Frank Vale Award winner with a better insight into the industry.

Since the 1994 Conference, my career has strengthened and I have been able to learn all facets of the industry.

The Frank Vale Award is the only award of its nature, offered by the RWTA and therefore it is a unique award and is named after a great pioneer of our industry.

The ultimate achievement for any young achiever would be to not only be nominated but have the opportunity to attend the RWTA National Conference and to be a part of this growing industry. It also highlights any young achiever's accomplishments and encourages them to pursue an interest in all facets of the industry.

After reading these sincere, heartfelt testimonials from 2 very proud winners, all members are encouraged to act now to nominate your young star for the 2008 Frank Vale Award. Go to: [www.rwta.com.au/frank\\_vale\\_awards](http://www.rwta.com.au/frank_vale_awards). Nominations close 15 May.

## DRIVER FATIGUE COMPETENCY & TRAINING

### WHAT ARE THE REQUIREMENTS?

New laws governing driving & working hours have been developed as National Model Regulations by the National Transport Commission (NTC), these new laws will be implemented in participating states at the end of September 2008. The participating are likely to be South Australia, Victoria, NSW & Qld., with WA & NT continued to be governed under occupational health and safety.

The new rules have 3 tiers which will replace existing fatigue management schemes, the 3 tiers are:

1. **Tier 1 – Standard Hours** – (pared back from 14 hours “work” under current regulations to 12 hours “work” (including driving))
2. **Tier 2 – Basic Fatigue Management** (BFM) allows outer limit of 14 hours “work” provided the operator is accredited and has drivers trained and assessed in fatigue management
3. **Tier 3 – Advanced Fatigue Management\*** (AFM) additional flexibility provided the organisations fatigue management system is approved via a new Fatigue Authority Panel.

*\* may vary from state to state*

### So what does this mean to you?

If a company wants to take advantage of extended “work” hours under BFM & AFM a new training scheme is in place, the new scheme is now an accredited training program that is formally assessed under strict assessment guidelines rather than the previous “certificate of attendance” under TFMS. Also these new qualifications can only be delivered and assessed by Registered Training Organisations (RTO’s).

The new qualifications are targeted at 3 levels:

- TLIF 1007 C - Drivers
- TLIF 6307A - Dispatchers, schedulers, fleet controllers etc.
- TLIF 6407 A - Operations managers etc.

In addition the qualifications TLIF 1007A & TLIF 6307A are COMPULSORY for any one wanting to operate under either BFM or AFM. The major change in the new fatigue management scenario is that now any one organising, scheduling despatching trucks etc., must be formally qualified to do so.

This then means that if the person who is responsible for despatch/ fleet control under a fatigue scheme is on leave etc., then their replacement must also be qualified to TLIF 6307A in order to continue.

New training & assessment packages are now being developed by TDT & LATUS and will be available within the new 2 months, the packages will have a delivery component, which may range from face to face right through to web based. However, the assessment will be conducted under supervision.

Should you have any further inquiries about getting hold of the training package or getting your people trained to the new standards please call LATUS in Melbourne on (03) 8620 2800.

## FLIGHT LIEUTENANT MICHAEL SHAND

**Spitfire pilot who took part in the 'Great Escape' when 76 officers tunneled out of the Stalag Luft III PoW camp in 1944.**

The death of "Mic" Shand leaves only five survivors of the 76 officers who escaped through a tunnel from Stalag Luft III in Silesia, 100 miles southeast of Berlin, on the night of 24 March 1944.

This "Great Escape", as it became known, was an outstanding example of planning, organisation and determination intended to allow 200 Allied prisoners of war to get away. By an unlucky chance, a German sentry stumbled across the exit point beyond the wire as the 77th man emerged. All but three of those who got out were recaptured and, of those, on Hitler's order, 50 were shot by the Gestapo.

Shand was a New Zealander and a Battle of Britain Spitfire pilot, who was later awarded the DFC while a flight commander of 485 Squadron RNZAF. He was shot down while leading a low-level sweep against opportunity targets on the Dutch coast on 28 November 1942.

Taken prisoner and incarcerated in the vast, purpose-built prison camp for captured Allied Air Force officers at Sagan, he became an enthusiastic member of the tunneling team working on a complex plan to get out of an installation specifically sited and constructed to prevent escape. The camp huts were on stilts to prevent tunneling and stood in a clearing in a vast pine forest, miles from anywhere. It was subdivided into separate compounds to facilitate close control.



The camp's north compound escape committee, headed by Squadron Leader Roger Bushell, hit on the idea of sinking a vertical shaft through and then below the concrete base of a kitchen or washroom at the end of one of the huts. The escape committee also decided that the best chance of escape lay in constructing three tunnels simultaneously so, if one should be discovered, effort could be diverted to one or both of the others.

Two tunnels code-named "Tom" and "Dick" were to run some 280 feet to the forest edge beyond the wire to the west, while the longest tunnel "Harry" ran northwards. Work began in April 1943.

Digging had to be suspended on Harry, which demanded the largest work force, when a large group of prisoners was moved to a camp in Poland. When it was learnt in June that a new compound was to be built where Tom and Dick were due to emerge, all effort was switched to Tom, which had reached the greater distance, so the escape could be made before work on the new compound began. Priority had to be changed again when traces of sand found in the entry point hut led to discovery of Tom. So, on 10 January 1944, work resumed on Harry.

Nine weeks of highly organised work and concealment of huge quantities of extracted soil under the camp theatre led to the completion of Harry by 14 March. Two hundred prisoners were carefully selected for the breakout at full moon ten days later. The first 30 were fluent German speakers, thought to have the best chance of making a "home run". The next 70 had worked on the tunnel and the final 100 were names taken from a hat of 500 volunteers.

Shand had worked hard in the tunneling and drew a number in the seventies of the escape sequence, just before his friend Squadron Leader Len Trent, who was number 79. The pair had no sophisticated disguise or plan but intended to

cont. over page



travel rough, “hard-arse” in prisoner terms in the direction of Switzerland.

The start time for the breakout was delayed, first by difficulty in moving the escape hatch at the far end of the tunnel and then the appalling discovery that the exit hole was 25 feet short of the forest edge and clearly visible in the snow. A snap decision to go was taken, however, as the perimeter sentries would be watching inwards; the real threat came from the prowler sentries patrolling outside the fence.

Shand emerged from the tunnel and was heading for the forest edge as Trent was crawling out when one of the two escapers, acting as controllers and watchers at the exit, saw a sentry walking slowly towards where they were lying. The sentry was actually leaving his beat only to urinate in the snow, but found himself standing over Trent in the act of emerging from the tunnel. At the same time, the surprised sentry's attention was distracted by movement at the forest edge and, rather more to give the alarm than to kill, he fired a single shot over Shand's head. The sentry then blew his alarm whistle, leaving Trent and the two exit controllers no alternative but to surrender. Shand ran on into the forest.

He continued on the run for four days in the bitter cold, walking through the dark hours and resting up by day. He ruefully acknowledged years later that neither he nor the majority of others who got out had any real hope of reaching England. The nights were freezing, and German police and home guard had been deployed on special alert to trap or track down the escapers.

As with many others who took part in the escape attempt, whether they actually got out or not, he felt he just had to do something to cause what chaos they could in Germany.

Shand was caught by the German police while trying to jump aboard a train. Initially held in a local prison with other recaptured airmen, he had no inkling of the procedure by which 50 of their number were selected to be shot in

compliance with Hitler's order. It appears that an element of humanity was exercised, in that very young officers and those who were married with young children were spared. Shand was one of 15 of those recaptured to be returned to Stalag Luft III. After interrogation by the Gestapo in Berlin, eight were sent to Sachsenhausen concentration camp from where, almost unbelievably, three managed to escape.

Michael Moray Shand was born in Wellington, New Zealand, in 1915 and educated at Nelson College. After the war he returned with his English wife to New Zealand and spent the rest of his working life farming in the Wairarapa region of the North Island. His wife predeceased him, and he is survived by their son and daughter.

**Flight Lieutenant Michael Shand, DFC, Battle of Britain pilot and survivor of the Great Escape from Stalag Luft III, was born on 20 February 1915. He died on 22 December 2007, aged 92.**

**(Flight Lieutenant Michael Shand is the father of well-known RWTA member, Peter Shand from Beca. Our sincere condolences go to Peter, his sister and family. This tribute is reprinted from The London Times.)**

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**Please contact David Costelloe**

**Phone: (03) 8620 2802**

**Email: [dcostelloe@rwta.com.au](mailto:dcostelloe@rwta.com.au)**

The Refrigerated Warehouse & Transport Association of Australia Limited



## 2008 RWTA EVENTS

### NEW SOUTH WALES

| MONTH    | DATE           | EVENT                               |
|----------|----------------|-------------------------------------|
| April    | Wednesday 9th  | Breakfast Meeting                   |
| May      | Wednesday 7th  | Golf Day - Riverside Oaks Golf Club |
| June     | Wednesday 11th | Breakfast Meeting                   |
| August   | Wednesday 13th | Breakfast Meeting                   |
| October  | Wednesday 8th  | Breakfast Meeting                   |
| December | Friday 5th     | Christmas Cruise Sydney Harbour     |

### QUEENSLAND

| MONTH     | DATE           | EVENT  |
|-----------|----------------|--|
| April     | Wednesday 30th | Breakfast Meeting  |
| June      | Tuesday 13th   | Golf Day - Oxley Golf Club                                 |
| July      | TBA            | Annual Penguin Ball<br>"Frank Vale Award" Winner Announced |
|           | Wednesday 23rd | AGM  |
| September |                | General Meeting  |
| October   | Wednesday 22nd | Breakfast Meeting  |
| December  | Friday 5th     | Christmas Luncheon   |

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## 2008 RWTA EVENTS

### WESTERN AUSTRALIA

| MONTH    | DATE  | EVENT                           |
|----------|---|---------------------------------|
| February | Wednesday 13th                                      | Breakfast Meeting / AGM         |
| April    | Friday 11th   | Sundowner                       |
| May      | Tuesday 6th   | Golf Day - Wembley Golf Complex |
| May      | Thursday 22nd                                       | Breakfast Meeting               |
| August   | Wednesday 13th                                      | Breakfast Meeting               |
| November | Thursday 6th  | Breakfast Meeting               |
| November | Saturday 22nd (Dinner)<br>or<br>Sunday 23rd (Lunch) | Christmas Function              |

**NOTE:** Venues & Details to be advised

Please contact Sean Prosser on **0413 753 397** or [sean@apcgroup.com.au](mailto:sean@apcgroup.com.au) for any enquiries

## NEW RWTA MEMBERS

**The RWTA warmly welcomes the following new members:**

### **Associate Members:**

- MHF Imports (VIC)
- Shelving and Racking Australia (SA)
- JobFind Centres Australia (NSW)
- Exago Pty Ltd (VIC)
- National Workplace Training (VIC)
- Tyco Fire & Building Products (VIC)
- APC Storage Solutions (NSW)
- SCF Containers International Pty Ltd (SA)
- Superior Coatings Australia (VIC)
- Results Legal Solutions (NSW)
- Thermo King West (WA)
- Wilson Logistical Solutions (VIC)
- Bidvest Australia Ltd (QLD)
- Dairy Farmers (NSW)
- Toyota Material Handling (QLD)

### **Full Members:**

- Blayney Cold Storage & Distribution
- Sandridge Food Services
- Mosskito Cold Chain Logistics
- P.Pullar & Co (Cobram) Pty Ltd
- S & D Logistics Pty Ltd
- Foodboss Pty Ltd
- Frew Logistics Pty Ltd

## RWTA DIVISIONS

"The RWTAA 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 John Wilson M: 0412 250 978

### Queensland Division

Secretariat Trish Naggs Ph: (07) 3902 7070

### South Australian Division

Secretariat Tina Pasvouris Ph: (08) 8304 6000

### Western Australian Division

Secretariat Sean Prosser Ph: (08) 9378 0500

### 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](http://www.rwta.com.au).



R.W.T.A.

Refrigerated Warehouse & Transport Association of Australia Ltd.

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