

REFRIGERATED WAREHOUSE &amp; TRANSPORT ASSOCIATION OF AUSTRALIA LTD

# cold running

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*Wishing all  
Members and your  
Families a Happy and  
Safe Christmas and a  
Prosperous 2008*

**Peter Quinn,  
Chairman, RWTA Board**

## NEW LIFE MEMBERS APPOINTED

Without doubt, any person who has the honour of being chosen as a Life Member of our Association will be joining an illustrious group of people who have all made a significant contribution, in their own right, to the RWTA and to the Australian Cold Chain industry.

Two such individuals, Mr Barry Harvey AM and Mr Paul Burn, were recognised for their outstanding contribution to the RWTA and to the Australian Cold Chain industry at the RWTA National Conference Gala Dinner held at the Hyatt Regency Sanctuary Cove 22 August 2007.

Barry Harvey's support and input to the Victorian division, over many years, has been tremendous. During his various tenures as Chairman of the Victorian Division, he has, without doubt, led the RWTA through considerable change, and has always left the position in an excellent condition.



**Barry Harvey AM (left) and Paul Burn proudly displaying their Life Members Trophies**

Barry was one of the key drivers and supporters of the change to making the RWTA a truly national organisation.

He has always been of great support to members of the RWTA and has always shared any improvements that he has been able to secure with other members.

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## PURPOSE DESIGNED, STRONG AND SAFE. NOW THAT'S A FIRST.

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Barry has been a keen lobbyist, especially in the Meat Regulations area and has always had the interests of the RWTA members when lobbying for improvements.

He has sat on other industry bodies and committees and always consulted RWTA members to ensure that his input will produce best practices for our industry.

Barry has also made considerable contributions to the success of RWTA National Conferences and social functions.

In serving as Chairman of the National Board of the RWTA from 2003 to 2007, Barry brought his skills, knowledge and respect to this position and led the RWTA through, what has certainly been, a most difficult period and indeed one which could easily have seen the demise of the RWTA but, due to the tireless efforts he and the other Board Members have made, we now see the Association in a stronger position than ever.

Paul Burn has been involved in the Refrigeration, Distribution and Transport industry for over 30 years.

The majority of that time was spent working for QRX Refrigeration Division starting as a Branch Manager and working his way to State Manager & General Manager, Australia. During his time at QRX Refrigeration, one of Paul's many contributions was to introduce refrigerated rolling stock, making QRX the first rail forwarder to offer temperature-controlled services. Paul

took the project from an idea to design to build into a successful segment of the QRX Refrigeration business.

After some 20 years with QRX, TNT and Toll, etc., Paul moved into the personnel recruitment business with ProActive Recruitment, specializing in Transport & Logistics and assisting many of our members with their HR problems and placements.

Paul has been a member of the RWTA for more than 20 years, originally with the Cold Storage Association QLD and then RWTA. His involvement at state level has seen him hold numerous committee positions and he was elected onto the RWTA National Board from its inception in 1993 as the QLD Representative and then Corporate Representative for Toll.

Paul followed Ross Bell as Chairman of the RWTA Board in 1999 and held that office for 4 years (1999 -2003). Paul's leadership was exemplary at a time when our Association perhaps didn't enjoy the support it has today, Paul was a stalwart.

Paul continued on the Board, from 2003 to 2007, as Immediate Past Chairman.

Paul's enthusiasm for the Frank Vale Award is borne out by a number of things, most recently the wonderful sponsorship by ProActive Recruitment of a travel prize for the 2007 Winner, which Paul instigated, and his mentoring and coaching of many of our great young applicants for the Frank Vale Award.



**Left to Right: Life Members Ray Barry, Warwick Unsworth, Barry Harvey AM, Ray Tanner, Paul Burn, Richard Guy, Doug Corey**

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## Board of Directors 2007/2008

The RWTA National Board of Directors for 2007/2008 was appointed at the Board Meeting held on 18 August 2007 at Hyatt Regency Sanctuary Cove, Queensland.

The following Directors were appointed by the State Divisions to the Board:

- Mr Ross Butcher-Simplot Australia** (New South Wales)
- Mr Martin Porter-Retracom Insulated Panels** (Queensland)
- Mr Ray Tanner, Ray Tanner Consulting** (South Australia)
- Mr Jim Miller, Statewide Refrigerated Transport** (Tasmania)
- Mr Barry Harvey AM -Austco Polar** (Victoria)
- Mr Tony Sands-Sands Fridge Lines** (Western Australia)

The following Directors were nominated by their companies as the Corporate Directors on the Board:

- Mr Peter Quinn -Montague Cold Storage**
- Mr Greg Easy-Rand Refrigerated Logistics**
- Mr Paul Fleiszig-Oxford Cold Storage**
- Mr Allan Jones-Patrick Logistics**
- Mr Dean Newman-Pure Logistics Group**
- Mr Stephen Russo-Versacold Logistics**
- Mr Warwick Unsworth-Swire Cold Storage**

Subsequent to the Board Meeting, Mr Warwick Unsworth has resigned and been replaced by Mr Rick Woods, the newly appointed Chief Executive Officer of Swire Cold Storage.

As the positions of Chairman and Vice Chairman fell vacant, nominations were called for both positions and elections were duly conducted.

Mr Peter Quinn, who has served as Vice Chairman since 2003, was duly elected as Chairman and Mr Paul Fleiszig was duly elected as Vice Chairman.

Congratulations and best wishes to Mr Peter Quinn and to Mr Paul Fleiszig on their appointments and to all Directors for 2007/2008.



**2007/2008 Chairman, Mr Peter Quinn (right) being welcomed by the outgoing Chairman, Mr Barry Harvey AM**

## 2007 CONFERENCE - GREAT SUCCESS

The 2007 RWTA/Global Cold Chain Alliance Conference and Exhibition, held at Hyatt Regency Sanctuary Cove, Queensland from 19-22 August, was a great success, judging from the very positive feedback from Delegates, Partners, Exhibitors and Sponsors.

The final Delegate attendance was 137, an increase of 25% over the attendance in 2006 (110).

Partners attending totalled 46, the same as 2006.

There were 19 Exhibitors this year occupying 20 booths, compared with 14 Exhibitors in 2006, occupying 19 booths, a



very pleasing result.

The Conference returned a good profit and has positioned the RWTA well for 2008. Photos from the Conference, Exhibition and Gala Dinner were emailed to members in October. These, no doubt, rekindled fond memories for attendees and are a reminder to all those who were not able to attend what delights will be in store in 2008. Some of the excitement of the Gala Dinner, attended by 165 members and their guests, is captured in the photos above. If you would like a copy of any papers presented at the Conference, please contact the Executive Officer, David Costelloe.

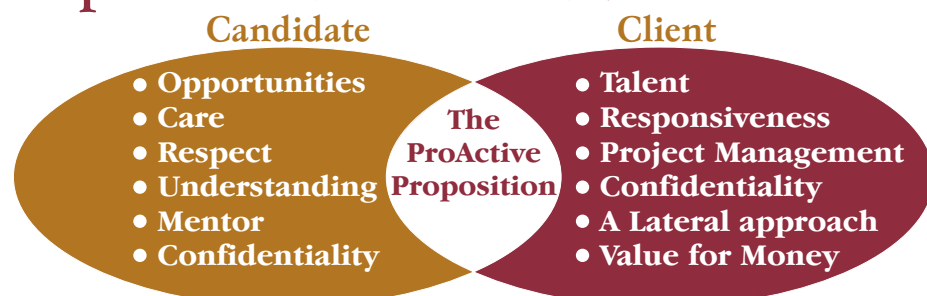
Our 2007 Conference was the first time the RWTA joined with the Global Cold Chain Alliance, our new affiliated body, and we were successful in securing 6 international speakers. Aspects of the duration and format of our Conference and Exhibition have been reviewed to ensure we continue to best serve members' interests at future events.

**STOP PRESS:** the 2008 RWTA Conference and Exhibition will be held from 31 August to 2 September at Crowne Plaza Hunter Valley Resort and Spa NSW, see Email Bulletin for full details!!!



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## WORKERS' COMPENSATION ISSUES

Workers conditions are much improved on yesteryear but injuries happen and there's still a number of issues facing employers today.

Are you considering the termination of a worker following a work related injury? If so, you should ensure that all attempts have been made to rehabilitate the worker back to their pre injury duties or, at the very least, permanently modified duties. All possible options need to be exhausted and, if a return to their normal job is not a viable option for the worker, then vocational assessment of the worker to identify other transferable skills for other suitable roles within the business will be necessary. If there are no suitable roles within their medical restrictions, external redeployment may need to be an option.

It is important that you not only seek advice from your company's Human

Resources or Industrial Relations experts with regards to the termination and what risks this poses the business, but you should also check with your insurer or broker about how terminating the worker will effect the cost of the claim and in turn your premium at your next renewal point.

If a worker who is receiving weekly benefits under their claim is terminated, the insurer is immediately required to increase the estimate to account for the additional costs this will have on the claim.

For example, in NSW, depending on the timing of the termination, the claim can incur an increase in the weekly benefits estimate anywhere from 104 weeks up to 8 years of benefits, depending on the age of the worker. Also costs need to be considered for future injury management and rehabilitation costs for vocational retraining.

Often, employers who have had no other option than to go forward with terminating a worker have not considered the timing of when this is carried out and/ or the impact that

this will have on their premium. This can often result in a big surprise at renewal time when they receive their premium notice and their premium has significantly increased.

This is where the services of GSA Workers Compensation can help your business. They are a recognised leader in the provision of advice to employers and the management of workers compensation claims. GSA offer a fresh approach to the traditional and adversarial model of workers compensation claims management. GSA's Ongoing Management Services can provide you with strategies to better manage long term claims to prevent the above scenario from occurring. They can also provide claims and premium forecasting when you are facing the above situation.

Should you require more information in relation to GSA services, please contact Nicole Mellick on (02) 8274 8124 or [nicolem@workerscomp.com.au](mailto:nicolem@workerscomp.com.au).

## NEW DVDS TO FIGHT FATIGUE AND DRUG TAKING

The Victorian Transport Association (VTA), as a member of the Transport Industry Safety Group (TISG), has initiated a safety program to reduce the risk of fatigue and drugs in the transport industry. The safety initiatives involve providing transport companies with information to enable the development of

a fatigue management plan and robust drug policy supported by a fair but thorough drug testing regime.

These initiatives are now available on DVD.

The "Implementing a Fatigue Management System" DVD provides advice to companies on the "Safe Systems" that need to be put in place within the company to manage fatigue. Philip Lovel, CEO of the VTA said "the

DVD is especially relevant as the new National Fatigue Regulations are due to be implemented in September 2008. All transport operators and their customers need to start planning now for the new regulations which will greatly affect all parties in the chain".

An "Implementing a Drug & Alcohol Policy" DVD has also been produced that highlights the issue of drug taking in the industry and provides "Best Practice" solutions to reduce the risk to company

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**[www.gsaib.com.au/RWTA-members](http://www.gsaib.com.au/RWTA-members)**



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employees. Fatigue is a key factor in the taking of drugs by heavy vehicle drivers.

Philip Lovel said the primary aim of the DVD is to encourage companies to adopt Drug and Alcohol Policies with a fair and on-going drug testing program.

Mr Lovel said that drug and alcohol use are a major cause of deaths and injuries

within the workplace and on the road. Many best practice companies have adopted Drug and Alcohol Policies which dramatically reduce the risk of accidents.

The DVD contains a number of case studies from industry leaders on how they have implemented their drug and alcohol policies, Mr Lovel said.

The key elements in developing a policy

is a consultation process with employees and unions and a supporting education, training and support program.

Copies of the DVDs are available at the VTA's web site [www.vta.com.au](http://www.vta.com.au)

## AIRAH HELPS INDUSTRY TO GET ITS FULL ARC LICENCE

Around the country, there are thousands of experienced refrigeration technicians who don't hold a formal TAFE qualification. They've been granted a temporary refrigerant handling licence so they can continue to work, but they need to formally demonstrate their competence to receive their full licence.

A recognition of prior learning (RPL) program now available through the Australian Institute of Refrigeration, Air Conditioning and Heating (AIRAH) is helping technicians prove their competence and gain their full licences.

For many years, the refrigeration and air conditioning industry has had a problem with untrained, unlicensed 'cowboy' installers carrying out substandard jobs and taking work away from qualified tradespeople.

There's been a change in recent times though, and federal regulations introduced in 2005 require anyone who handles fluorocarbon refrigerants to prove that their skills are up to date and obtain a licence to continue working in the industry.

The Australian Refrigeration Council (ARC) is the body responsible for issuing these licences. Those who have completed a TAFE certificate have been able to show their formal qualifications as evidence of their skills. But there are a great many technicians who have been operating for years, carrying out good quality work, without a qualification.

They aren't cowboys - they learned their skills on the job, and many are among the most skilled operators in your company and our industry. Many of these technicians have been granted temporary 'experienced persons licences', pending a formal assessment of their skills.

The problem is that the TAFE system is full to bursting point already and there just aren't enough places there for all of these experienced technicians to have their assessments.

This is where AIRAH is stepping in, offering an assessment service to those experienced technicians who need to complete either a recognition of prior learning (RPL) or recognition of current competency (RCC) to maintain their licences.

The AIRAH ARC Assessment program offers certificates on two levels. However, the certificate of interest for the refrigerated warehouse and transport industry is UTE 30999 Certificate III in Electrotechnology Refrigeration and Air Conditioning.

This allows technicians to install, commission, maintain, fault find and repair refrigeration and air conditioning equipment, components and systems in domestic, commercial and industrial premises.

The assessment program is mapped to the learning outcomes of the equivalent TAFE Certificate III course.

Interested companies should contact the AIRAH office by e-mail or telephone to request an appropriate RPL preliminary assessment kit for their employees.

Once you speak to the team at AIRAH you might realise that some or all of your employees already meet particular certificate requirements. In this case you can provide proof of your workers' ability to meet the competency standard. This previous experience is what is referred to as recognition of prior learning.

The second part of the process requires candidates to sit a competency based assessment. The assessments are scheduled in towns all over Australia.

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The hands-on assessments are carried out using portable assessment equipment, so that they can be held in rural and regional centres, in addition to outer metropolitan areas.

The portable assessment equipment has been developed for AIRAH by Degem Systems. Support from the Australian Refrigeration Council, Refrigerants Australia, the Federal Department of Environment and Water Resources and major wholesalers has been secured to ensure its ongoing viability.

The assessment itself will take around three hours. It includes answering a series of multiple choice questions, finding faults on operational air conditioning and refrigeration simulators, and interacting with AIRAH's team of qualified and experienced assessors.

Furthermore, companies also have the option of having the AIRAH ARC assessment visit their workplace. AIRAH's assessors can make the journey to your company to conduct the full assessment process for a minimum of four participants; however, please note the assessments are subject to the suitability of your locale.

Once candidates have gone through the assessment process, one of two things will happen. If AIRAH's assessors are satisfied of your employees' full competency, they'll be granted the certificate needed to get their appropriate ARC license. If the assessors find some areas where they're not yet competent, they'll need to do some additional training before they can get the certificate. Candidates will be eligible for a 12 month ARC training license whilst they complete any training requirements.

The AIRAH ARC Assessment program asks prospective candidates to determine whether they already have the key competencies they need. Candidates need to prove their competency by providing evidence and supporting documentation of their work experience - recognition of prior learning (RPL).

Copies of any documents used as evidence must be certified and verification is required for examples of your past work.

Statutory declarations need to accompany references and work records.

Call AIRAH on 03 8623 3017 to book your employees' in for an assessment or e-mail [arcassessmentprogram@airah.org.au](mailto:arcassessmentprogram@airah.org.au)

Don't forget to ask the AIRAH ARC Assessment team how your employees can sit the assessment in their very own workplace! AIRAH's assessors can make the journey to your company to conduct the full assessment process for a minimum of four participants. Please note: The assessments are subject to the suitability of your locale – contact AIRAH to see how you can arrange a group assessment today!

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## CASH IS KING

### *Unlocking the Hidden Cash in Your Business*

Few will disagree that, in business, cash is king. Notwithstanding, few businesses fully capitalise upon one of their most untapped resources– the debtors ledger.

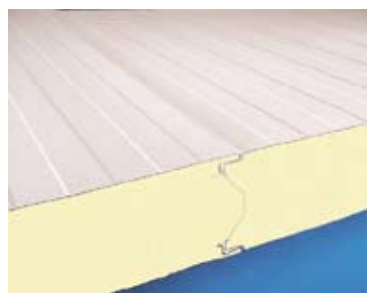
To truly maximise the value of your debtor's ledger, it is important to understand the two key phases of ledger management:

1. The Credit Management Phase
2. The Debt Recovery Phase

#### **Credit Management Phase**

The credit management phase begins at the point where a customer applies for credit, and ends either at the point where payment is received or the debtor becomes a problem. The credit management phase is typically managed internally in a business.

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A successful credit management system will encompass the following aspects:

- A professionally drafted credit agreement encompassing personal guarantees.
- Appropriate credit checks.
- A properly defined credit policy specifying the action to be taken at the relevant ageing intervals (eg. on a 14 day account, action to be taken at 30, 45 and 60 days).
- A defined "trigger point" at which the debt is arbitrarily determined to be a problem.
- A regular ledger review process facilitated by an objective person (usually from outside the business).

## Debt Recovery Phase

The debt recovery phase begins at the point where a debtor becomes a problem, and ends at the point where payment is received.

The debt recovery phase often results in legal action and is best managed by an external service provider such as a lawyer or debt collector.

Success in the debt collection phase is usually dependent upon the following factors:

- Identifying problem debtors early and referring them for external action as quickly as possible.
- Maintaining a relationship with a firm that specialises in debt recovery who you can rely upon to provide the best possible service and advice.
- Maintaining a strong line of communication with your chosen firm.
- Understanding the legal avenues available to achieve full recovery of your legal costs, together with interest on the outstanding debt.
- Maximising your return by engaging a firm who is legally able to recover collection legal costs, and who does not charge commission.

Unlocking the hidden cash in your business may be as simple as an effective review of your credit management and debt recovery process – after all, cash is king.

Our new Member, **Results Legal Solutions**, is pleased to offer members a personalised, comprehensive Ledger Management Review, free of charge. Please contact Karl Hill, Director, on 07 3234 3200 or by email at [khill@resultslegal.com.au](mailto:khill@resultslegal.com.au).

## THE JAMES HARRISON MUSEUM PROJECT

The RWTA is proud to support the James Harrison Museum Committee in its goal to establish a Memorial Museum for James Harrison, a true pioneer of the refrigeration industry.

The Committee is appealing for funds to build a museum- interpretation centre at Geelong, Victoria to commemorate the many achievements of James Harrison.

The Museum will be built on the site where Harrison perfected the world's first commercially viable ice-making machine in 1856.

The site has been secured by the Corangamite Catchment Management Authority. The City of Greater Geelong is currently assisting the Committee to prepare a business plan and, when this is complete, a major national appeal will be launched to finance the museum.

The Committee has been working for two decades to bring the pieces together so that they can raise the finance to complete the project.

They have been encouraged by the success of the Bert Hinkler Museum project in Bundaberg, Queensland and the eventual support it received from local, state and federal governments as well as the private sector.

But, whereas Hinkler was an aviation pioneer, Harrison's invention changed

the world and the way we live. Where would we be without refrigeration? Whole industries now depend on it: not only the refrigeration industry, but transport, the frozen food industry, pharmaceutical companies and medicine.

And ordinary people in most civilized societies would now find it difficult to live without refrigeration.

And all because a Scottish immigrant newspaper editor in Geelong was fascinated by the cooling powers of ether which was used to clean lead 'type' in his printing process.

The estimated cost of the completed Harrison Museum building will be between \$2,000,000 and \$2,500,000.

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It will be built in two stages:

(1) The mounting of a large "Linde Ammonia Compressor", rescued by the Geelong Rotary Club, because of its historical and engineering significance. A substantial contribution by the Federal Government has also identified the Linde's importance. The display area and the workshop will also be included in this stage.

(2) The Conference Hall, Interpretation/Information section, Ice-Carving Demonstration/Education area and Cafe', including other items of interest directly connected to James Harrison, will complete the Centre.

The Conference Hall will be available for 'Naming Rights', with a company or

individual having their name recorded in perpetuity for a sponsorship of \$500,000.

The James Harrison Museum committee is seeking early donations toward its museum appeal, but, when the appeal is formally launched, it will be able to offer naming rights for various rooms and venues within the museum centre for more substantial sponsors.

The support of early donors will be recognized by their names, companies or individuals, being displayed on a special panel within the museum for the life of the building.

**Please feel free to contact the Committee if you require more information or you have any Queries:**  
**Graham Hobbs (Chairman.) on 03 5243 7355 or email ghobbs@pipeline.com.au**  
**Bruce Webster (Secretary.) on 03 5221 4949 or email jrbwebster@bigpond.com.au**  
**Postal address : 4 Daisy Street, Newtown. Geelong VIC 3220**  
**PO Box 693 Belmont Geelong VIC 3216**

## GLASBORD PANELS - THE WALL LINING ALTERNATIVE

Glasbord panels have been used in the food industry for years in the USA and our member company, Aerodynamic Developments, has begun to pave the way in the Australian market in food preparation and manufacturing areas.

Glasbord is a fibreglass reinforced plastic (FRP) and is widely used throughout the construction and building materials industries due to the protective finish called Surfaseal. The trademarked Surfaseal finish is a specialty surface chemically fused to the polyester resin finish. This specially treated surface makes daily maintenance easier than ever – up to 10 times easier to clean than other FRP panels and up to 6 times more stain resistant.

In applications where cleanability

and sanitation or abuse resistance are required, Glasbord is a great option for your wall linings as the entire panel is moisture resistant, not just the surface which means that it does not support mould or mildew, and will not rust or corrode like other commonly used products. Glasbord is also highly resistant to impact and the unique Surfaseal finish resists scratches and abrasions.

Glasbord is also available in a range of grades to meet a variety of code requirements including the Factory Mutual approved Fire-X Glasbord with Surfaseal finish. This panel has a Class A (1) rating for flame spread and smoke development whilst still retaining the characteristics mentioned above.

Installation is also easier, quicker, and cheaper with Glasbord compared to other materials. The panels are lightweight, and are easily cut and drilled with carbide-tipped equipment. There is also vinyl

moulding's available to use between panels to enhance the look of your panelling, and provide a maximum seal against moisture when used in conjunction with a bead of silicone.

Glasbord can also be laminated to a Styrofoam core to create a sandwich panel suitable for insulating any cold storage facility.

**For further information contact:**  
**Aerodynamic Developments Pty Ltd**  
**Unit 8/ 171-175 Newton Road,**  
**Wetherill Park NSW 2164**  
**Phone: 1800 05 11 00**  
**Fax: 02 9604 7468**  
**Email: sales@aeromfg.com.au**  
**Web: www.aeromfg.com.au**

## FRANK VALE AWARD WINNER 2007



Ms Jennifer Rymer, Health, Safety, Security and Environment Coordinator for Swire Cold Storage, Queensland is the proud winner of the 2007 Frank Vale Award.

Jennifer was selected by a national judging panel at the 2007 RWTA/GCCA Conference and Exhibition recently held at Hyatt Regency Sanctuary Cove and the announcement was made at the Conference Gala Dinner, attended by 165 delegates, their partners and guests.

Jennifer is pictured above receiving the Frank Vale Award from Mr Barry Harvey AM, Chairman of the RWTA (on the right) and Mr Ross Christensen, Managing Director of ProActive Recruitment.

ProActive Recruitment generously sponsored a \$5,000.00 travel prize for this year's Frank Vale Award winner. This prize will enable Jennifer to attend the 2008 Global Cold Chain Alliance Convention to be held in Florida, USA next April.

There were 11 nominations for the 2007 Frank Vale Award from 4 states. Jennifer won, in a very tight contest, from the other 3 state finalists:

- Mr Scott Dinnie, National Logistics Supply Manager, National Foods Limited, representing Victoria;
- Ms Rachel Pampano, Customer Relationship Manager, Rand Refrigerated Logistics, representing NSW; and
- Mr Toby Partridge, Supervisor, Swire Cold Storage, representing WA.

Those present at the Conference and Gala Dinner were most impressed with the professionalism and exemplary conduct of the four state finalists, all of whom would have been worthy winners. They are all a credit to their employers and the industry.

Our warmest congratulations go to Jennifer Rymer as the winner of the 2007 Frank Vale Award.

Details for the 2008 Frank Vale Award will be circulated shortly together with Application Forms.

Every RWTA Member (Associate, Full and Corporate) should be seriously thinking now of nominating one or more of their young achievers for the 2008 Award. This is a great way to show your key staff how much you value them by providing them with the possibility of experiencing our National Conference (and possibly winning a great travel prize, as well) and, at the same time, helping you, the employer, retain key staff. Yes, history has shown that the majority of winners stay with their sponsoring company!!!!

FRANK VALE AWARD WINNERS		
1993	SEAN BIGNELL	S.A. COLD STORE
1994	GARY COWAN	AUSTCO POLAR
1995	LEE LEWIS	SAFRATE INTERNATIO
1996	JEFF HOGARTH	P & O COLD LOGIST
1997	RICHARD MOSTYN	CRAIG MOSTYN &
1998		NO PRESENTATIO
1999	ROBERT AGNEW	NSW COLD STORAGE & DISTRIB
2000	CRAIG ADAMS	S.A. COLD STORE
2001	PETER WALDRON	SCOTT'S REFRIGERATED TRAN
2002	STEVEN JOHNSTONE	LAGO COLD STOR
2003		NO PRESENTATIO
2004	FIONA NEWELL	LAGO COLD STOR
2005	SCOTT ALLARDICE	SWIRE COLD STOR
2006	LEANNE THOMPSON	SWIRE COLD STOR
2007	JENNIFER RYMER	SWIRE COLD STOR
2008		
2009		

## HIGH TECH SIMULATOR BOOSTS TRUCK DRIVER TRAINING

DECA Training is taking the heavy vehicle industry into the future with the introduction of Australia's first driver training simulators, DriveSim. These state-of-the-art simulators have been designed and built in the USA specifically to suit the Australian market.

Drivers of all levels, from trainee to advanced will now be able to develop their skills in a high tech environment comparable to flight training simulators for airline pilots.

In addition to significantly maximising the efficiency of available training time, DriveSim helps overcome one of the major barriers to entry for drivers into the industry: Apprehension at having to learn a difficult craft on the road. .

Many inexperienced drivers find it hard to change gears, manage speed and also have problems with hazard perception, following distances, observation and planning and vehicle manoeuvrability. DriveSim will help develop their skills in a safe environment and significantly more quickly.

The drivers feel as if they are in a real truck with quality audio and visual outputs that support the vehicle, traffic and road situations. The simulator can replicate motion, braking and acceleration while taking into account gradients, load, weather and vehicle specifications.

DriveSim can simulate any vehicle on Australian roads, and can be used to train for any driveline with any combination of engine, gearbox or axle ratio. It can simulate anything from automatic to synchromesh or constant mesh gearboxes in Rigid Trucks, Semi Trailers, B-Double, B-Triple or Road Trains.

Two DriveSim units are fixed at DECA Training's Altona North and Carrum Downs Victorian facilities with a third unit in a trailer for mobile training at clients' premises.

"These units will provide a revolution in how truck drivers are trained in Australia," said Mr Ian Bushby, Managing Director DECA Training.

"The transport industry is vital for Australia's economic future. Every day, every Australian is beholden to the industry whether for the delivery of goods from farms to warehouses, from warehouses to retail stores, or from wharves to warehouses and distribution across the country.

"There is a critical shortage of drivers in all classes of vehicle and it is imperative the industry markets itself to potential drivers of all ages and creates a clear and worthwhile career path. We must meet the challenges of attracting and retaining highly skilled drivers."

Mr Bushby explained that the simulator featured a multi-channel gas plasma screen system and offered a wide range of complex driving environments.

"It is a safe, efficient and realistic way of training drivers and complements existing techniques.

"The simulator can create scenarios that you couldn't produce under normal driving conditions and situations that drivers hope they never experience. It can be programmed to put drivers into situations impossible to replicate in real life because of risks to personnel, road users and equipment.

"It can be programmed to simulate road conditions in city or country, on freeways or mountain roads, day or night, rain, fog or snow.

"New or experienced drivers can develop greater confidence by being able to repeat exercises until they react correctly," Mr Bushby said.

Mr Bushby noted that the DriveSim will save time and money by dramatically increasing the efficiency of driver training and education.

"Experience in the USA suggests that one hour of training in the simulator could be worth up to four hours of in-vehicle training on the road."

He pointed out that the transport sector employs more than 420,000 people across the country.

"That's 4.5 per cent of the workforce and it contributes five per cent of GDP. A major problem is its ageing workers, most of whom are over 45 years. Recruitment will remain a priority and retaining workers crucial to the future," he said.

DECA Training was established in 1974. It is a not-for-profit Registered Training Organisation (RTO) that has six training facilities in Victoria, New South Wales and Tasmania. In 1981 it became part of the Victorian education system operating out of TAFE colleges. It supplies driver training services to Governments, industry and individuals throughout Australia, New Zealand and the Asia Pacific region.

### For more information:

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## PANDEMIC PREPARATION

One of the many government committees that the RWTA is represented on, through the Executive Officer, is the Food Chain Assurance Advisory Group (FCAAG).

FCAAG is chaired by Dick Wells, CEO of the Australian Food and Grocery Council and members are made up of the major retailers, food manufacturers, transport operators, state and federal government departments and other associations.

One of the prime objectives of FCAAG has been to progress the development of national plans to maintain continuity of the food and grocery supply chain in the event of a human influenza pandemic.

Members have been circulated with various updates on both government and industry plans that are being developed to address pandemic preparation and disaster recovery planning.

The Executive Officer attended a meeting at Unilever, Sydney, in mid November of a sub-committee, the Food Industry Working Group, which met to progress the group's pantry list initiative and develop communication strategy to broadly prepare the community.

The pantry list initiative is aimed at raising community awareness and building household resilience by ensuring each Australian household stores a certain level of essential foodstuffs and other items.

The launch of the pantry list initiative is planned for February 2008. Members will be updated as soon as confirmation is at hand.

Some of the general observations coming out of the meeting are:

- that all of the retailers, and many of the manufacturers, are continuing to incorporate pandemic preparedness into their wider planning arrangements and this is fully endorsed by senior management;
- that there has been a very concerted effort by FCAAG to raise awareness and support amongst all levels of government throughout Australia; and
- the NSW Department of Commerce, Office of Industrial Relations recently released the NSW Workplace Guide to Manage Flu Pandemic, which is being incorporated into a number of corporate plans .

The Guide can be accessed on the website  
[www.industrialrelations.nsw.gov.au/isys/isiquery](http://www.industrialrelations.nsw.gov.au/isys/isiquery)

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## WILSON LOGISTICAL SOLUTIONS

Wilson Logistical Solutions is a new member of the RWTA.

John Wilson has launched his new business venture specialising in Consultancy and Training to the Logistics Industry.

The company will be introducing a new Middle Management ( Supervisor – Senior Team Leader) course in the new year. WLS believe this is an area where they can supply companies with the greatest benefits, by uncapping the talent in this area of the business.

There is an old saying " I taught him all he knows, but I didn't teach him all I know"

WLS believe that, because of the pressures of business, many people are in that position where they have been taught enough to do their job but not enough to keep introducing continual improvements.

This course is specifically designed to help them do their job EASIER which always means more efficiency for the company. If you would like more details, please contact John Wilson at Wilson Logistical Solutions on 0412 250 978 or by email at [wilards@optusnet.com.au](mailto:wilards@optusnet.com.au).

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## VALE FOR VERE LODDER

The RWTA extends its deepest sympathies to the family and friends of Mr Vere Lodder, Group General Manager of Rand Refrigerated Logistics.

Vere had a long association with Rand and, before that, with AHG, Rand's parent company. His expertise will be a great loss to the industry.

Vere passed away on the 10th of October, after an extended period of illness of heart failure and has left a loving wife and grown children whom will miss him greatly.

## 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:

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### Queensland Division

Secretariat Trish Naggs Ph: (07) 3902 7070

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### 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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