

What's Building?

NEWSLETTER OF THE FAIRBROTHER GROUP OF COMPANIES ISSUE 73 DECEMBER 2011

SAFETY
first

CEO's INNOVATION AWARDS

**EMPLOYEE & APPRENTICE
OF THE YEAR AWARDS**

YEARS OF SERVICE AWARDS

NATIONAL MBA & NECA AWARDS

SPECIAL AWARDS EDITION



Craig's Communiqué

Welcome to the Christmas edition of our newsletter - an edition which celebrates once again our people's fantastic achievements on a number of fronts.

During interviews to select an overall Apprentice and Employee of the Year, I was once again struck by the incredible talent that exists in our company. It never ceases to amaze me just how motivated, accomplished and inspiring our people can be and that gives me a feeling of great pride.

In this issue you will read about 14 remarkable people who have won recognition at a Divisional or Business Unit level for being role models who epitomise what it means to be a member of Fairbrother. Regardless of who is selected as the overall winner of each award (and this was a really difficult decision), every one of these people deserves our admiration.

As part of our quest to encourage and recognise innovation, I have also recently been faced with the equally daunting task of selecting an overall winner or winners of the CEO's Innovation Award. Again, this process has highlighted just how creative and dedicated our people can be, coming up with smart solutions to often complex problems.

Another way that we choose to recognise our people's commitment is to celebrate their years of service, and in this edition you will read a long list of people from every corner of our business who have achieved significant milestones. I would especially like to acknowledge some of our longest serving people including Degree C's John Oosting and Colin Taylor with a staggering 65 years of experience between them. As many of you would know, John was involved in a serious incident just recently so I would also like to take this opportunity to wish him a speedy and full recovery.

As I am sure everyone is well aware, we are experiencing difficult economic times and now that Government stimulus funded

projects have ended our industry has slowed considerably, particularly in Tasmania. We are facing a difficult and challenging period ahead and one where we will need to work smarter and more efficiently to ensure we remain competitive.

However, there are some great prospects ahead and our track record in tough periods with our excellent reputation for quality work and employing excellent people is a competitive advantage. Our staff is focused and working hard to secure projects and we are well placed with a number of projects tendered in recent time.

Finally, I would like to acknowledge three more recent achievements which you can read more about on the back cover and on page 19. Firstly, Rheanna Chenhall - our 4th year apprentice from Launceston took out the Master Builders Australia National Apprentice of the Year Award on the Gold Coast in November, becoming the first female to win this award. In addition, Fairbrother won national recognition for the Saffire Resort on Tasmania's East Coast. And finally, Degree C Apprentice Richard Styles has been crowned the NECA Commercial Electrical Apprentice of the Year - an outstanding accomplishment in the face of stiff competition in a challenging field. Congratulations to everyone involved and especially to Rheanna and Richard who continue the Fairbrother tradition of

apprentice success at a National level.

I wish you and your families a very Happy Christmas and above all, a safe and prosperous New Year.

Craig Edmunds
Chief Executive Officer

Cover photo: The geometric pre-cast facade of the Medical Sciences 2 building begins to take shape.

Below: Master Builders National Apprentice of the Year, Rheanna Chenhall and National Electrical and Communications Association Apprentice of the Year, Richard Styles.



CEO's Innovation Awards

Outstanding Nominees

Over the course of the year we received 8 nominations for the innovation award. Many of these ideas included multiple employees that came together to collaboratively search for a solution to an identified problem or to use the expertise of staff in materialising an idea. Each of this year's nominees have been rewarded with a \$50 gift voucher for bringing their ideas forward and for a job well done, so in many respects, they're all winners in their own right. But two innovations in particular caught my attention for the overall annual innovation award because they have the potential to make a significant difference to the way we do business. Before I announce the winners, the nominees are again listed below.

In the *Safety Award* category we had one nomination from December 2010 and that was Phil Berwick's time and back-saving 'Ammo Bag'. Manufactured by Wurth Australia, this inflatable bladder can greatly assist with the safe hanging and removal of heavy doors. Slid beneath the door and inflated with a small pump, it effortlessly raises the door to hinge height eliminating the need for a two-man lift.

In the *Plant/Product/Equipment* category there were two nominations...

Despite its inherently stable design, the tripod is still prone to strong gusts of wind, especially when heavy and expensive equipment is mounted on top. Having pondered this problem, Cameron Davidson from Northern Construction set about designing a 'tripod base' - a platform which can be anchored to uneven surfaces, locking the tripod in place. Because this innovation guards against expensive re-calibration and repair work, I felt it was a particularly deserving nomination.

The second nominee in this category was Darren Cooper from Degree C in Burnie. Darren has spent many weeks up to his ankles in mud and water testing the first

proper Grid Connect Mini Hydro system. I say 'proper' because although the concept of miniature hydroelectric systems has been around for some time, it is only now, with the advent of new technologies that it has become a realistic option for the agricultural community. The full details of Darren's innovation can be found in a separate story in this edition, but what I'd like to acknowledge is Darren's determination in bringing this innovative concept through to reality, paving the way for a new revenue stream for Degree C.

In the *Systems/Project Management* category there were three nominations including Matthew Scrimgeour and Jason Waldron's collaboration on the development of a Morbidelli Scheduling Database. The Morbidelli (for those who don't already know) is a remarkable piece of Joinery hardware capable of setting out, drilling and cutting sheets of material into joinery components within incredibly fine tolerances. But even though the equipment itself is state-of-the-art, the process of tracking jobs, billing stock and allocating work has always been done using pen and paper! Matthew and Jason's innovation was to develop a smart database (with expert assistance from IT Manager Nathan Sharp) which can be updated instantly, viewed live and used by a number of other people to raise invoices and track stock. What once was an onerous process with scope for error, has become an innovative, time and money saving process.

And the theme of collaboration continues with the next innovation. This time, Nathan Sharp and HR Officer, Laura Papiccio worked together to design and build a completely new system which streamlines the process of training coordination and record keeping. In a drive to achieve best practice, over several weeks they custom built, tested and implemented the 'HR Training Records & Planning System'. Thanks to their hard work we now have a central database which tracks competencies, training bookings, development needs, birthdays, anniversaries,

etc, etc! The efficient delivery of training relies on the accurate information so on that basis alone, this is another excellent innovation.

And last but by no means least is Mark Hallsworth from Southern Construction. Mark is the innovator behind 'Site View' - the culmination of a project spanning many months and subject to numerous debates and refinements! Mark's objective was to take a complex system of policies, procedures, forms and other documents, and turn it into an easy to navigate, relevant and valued tool. The real challenge lay in the fact that everything on TIMS is important, so Mark's innovation was to develop an alternate view of TIMS for project and site based personnel. All of the information in 'Site View' is presented in chronological order in sequence with the delivery of a project, saving our people time, and in turn contributing to an even more robust safety culture.

And that brings me to the announcement that you have all been waiting for. This year I have identified two innovations which are stand out entries that will deliver benefits for the company for many years to come. They are both outstanding ideas which required the innovators to demonstrate commitment and determination.

The winners of the 2011 CEO's Innovation Award are Mark Hallsworth for 'Site View' and Darren Cooper for his pioneering work with Mini Hydro.

Congratulations to you both - you each receive \$300 gift vouchers and our sincere appreciation for a job well done. Congratulations also to the other nominees whose efforts have not gone unnoticed and have helped us to encourage a culture of innovation. You should all be proud of your achievements.

Craig Edmunds
Chief Executive Officer

4

In the News

2011 BURNIE TEN

Sunday 16th October dawned blustery and grey for 3,600 Burnie Ten participants. They were hailed on during their warm ups but persisted and completed Tasmania's most popular fun run.

Twenty Fairbrother and Degree C employees and their families took part in the race, all finishing with respectable times. Finishing with an average time of 41 minutes 6 seconds, 'Team Fairbrother' members Jason Waldron, Brett Mountney, Meredith and Bronte Irvine achieved second overall in the Corporate Shield (Mixed). A week later, Max and Ayla Sharp ran against Joshua and Haylee Saul in the 321-GO race, all finishing extremely well!

Well done to all the participants:

Brett Mountney, Jason Waldron, Tim Irvine, Meredith Irvine, Bronte Irvine, Ryan Irvine, Clayton Kelly, Karen Kelly, Gene Elliott, Leah Elliott, Jeff Melhuish, Nathan Sharp, Max Sharp, Ayla Sharp, Mylo Sharp, David Ray, Lisa Ray, Trent Madden, Wayne Hobson, Joshua Saul, Haylee Saul.

CHAMPIONS WANTED!

We are looking for willing, energetic and motivated champions from both Degree C and Fairbrother to lead our teams in the 2012 Burnie Ten, Launceston Ten, Run Devonport and Hobart Run the Bridge events.

The role of 'Champ' is simply to encourage others to pull on their running shoes and get involved. So if you're intending to participate in the 2012 event in your region, and have the power to influence, encourage, motivate (or gently coerce!) your fellow employees into running or walking alongside you, please contact Matt or Laura in HR.

You don't need to be an athlete and HR will take care of all of the registration paperwork for you and your team.

So come on, be a 'Champ' and help us to be fitter, healthier and more active in 2012!

Champs are needed for Degree C in Hobart, Launceston and Devonport AND for Fairbrother in Launceston, Devonport and Burnie.

OCTOPUSH ATHLETE

Underwater hockey (also called Octopush) is a global non-contact sport in which two teams compete to manoeuvre a puck across the bottom of a swimming pool into goals. Players wear a diving mask, snorkel and swimfins, and carry in one hand a short stick for playing the puck.

Degree C Hobart's Nick Yong represented Australia at the 2011 CMAS Elite Underwater Hockey World Championships in Portugal in August. Nick's fifth Championship resulted in gold for Australia, and Nick himself winning 'Most Valuable Player of the Tournament' and 'Leading Scorer'.

Nick remarks, "It was a hard tournament but Portugal is a really lovely place. I travelled a bit afterwards and managed to catch up with my family on the way home in Singapore."

Nick also represented Australia at the world championships in Canada in 2002 and with the team that won silver in New Zealand in 2004. At home in Tassie, Nick captains the 'Turbo Taddies'.

BENDIGO BANK FUN RUN

The 30th October brought 2000 entrants to Dai Gum San in Bendigo, ready to run the Bendigo Bank Fun Run. It was a hive of activity with participants and volunteers creating a carnival atmosphere from about 7.30am. The area was filled with people of all ages and included 14 Fairbrother employees and their families, contributing to the \$50000 raised for the Bendigo Health Foundation.

Simon Kelly was one of the runners in the 5km course: "It was a pretty cool day, but it was good once we warmed up. I'm still a little sore! Everyone did pretty well on either the 5km or the 10km, and the new Fairbrother running shirts got a lot of attention. They were great to run in!"

The run took in some of Bendigo's most iconic locations, including Lake Weeroona, Linear

Trail, Queen Elizabeth Oval, View Street, Tom Flood Sports Centre and Rosalind Park.

Pictured below: John Ellis (left) and Mark Miller (right) sprint to the finish in the Bendigo Bank Fun Run.



JOHN OOSTING

A group of willing Degree C volunteers attended a Working Bee at the home of John and Ann Oosting on Saturday 5 November.

Following John's recent accident and injury, the team felt that a little home help was in order and set about mowing, whipper snipping, weeding, pine barking and cutting sticks for the fire at the Oosting's lovely Wesley Vale home.

The green fingered volunteers were Tim Smith, Colin Taylor, Gene Elliott, John Tyson, Noel Sims and his wife Cheryl, Rhys Lillico, Chris Fontana (from Launceston), Andrew Dick, Phillip Brown, Jarrod Stones, Chris Whish-Wilson and Brett Mountney.

A morning tea was provided by the Oostings, giving Chris Whish-Wilson the perfect opportunity to present John with a certificate and a watch in recognition of 31 years of devoted service (*pictured right, inset*). John and Ann sincerely thanked everyone for their support and then morning tea was promptly followed with a barbecue!



TEAM BUILDING AT REDBANKS

A group of ten Southern Construction Project Managers and Site Foremen recently indulged in a spot of team building at outdoor activity centre, Redbanks.

The outdoor experience challenged the strength, accuracy and tenacity of each of the participants in 10 events including handball, archery, aqua golf, air rifle shooting, rifle shooting, clay pigeon shooting, sling shot, javelin, shot put and basketball.

Heath 'Chopper' Lovell (*far right*) won the day with a gold medal performance of 536.5 points, Mark 'Sooty' Hallsworth took silver with 520 points and Adam 'Bruno' Connor (*right*) took the bronze with 478.



6

The Launceston General Hospital Integrated Care Centre - the largest value project delivered in the north of the State.



Construction & Joinery Tasmania

“We’ve seen it all”

Here we are again, at the end of another calendar year! It’s fair to say that we have ‘seen it all’ this year - from the boom of the BER and Stimulus packages driving the Industry to record levels, to the point where we are scrapping and bluing with competitors to pick up enough work in an unbelievably tight and competitive market.

We reported last edition that the North West Division had secured two major projects in the Homemakers Centre and Project Frost for Lion Food. Unfortunately we have not yet been given the go ahead to proceed with either of these key projects, although we are confident that we will be able to strike a blow in the not too distant future. Both projects are progressing through the design phases and once documentation and approvals are in place, I am confident that the pressure will be back onto us to get these jobs completed.

Over and above these two noteworthy projects, the Division has been able to win and commence the Port Sorrell Primary School; valued at just under \$10 million, this will certainly assist. Whilst the Division has been coping with a few smaller projects along the way, let’s hope that we can get the larger jobs off the ground in early 2012 so that we have something solid to return to after the Christmas Break.

The Northern Construction team has just handed over the LGH Project - the largest value project we have undertaken in the north of the State. This has been a great experience for all of the staff and employees involved and I am sure that the Division has gained valuable experience from the project. The office staff are now working hard to secure whatever projects we can in the region, but it’s no secret how few opportunities there have been in the region recently. In terms of the type of work we are trying to secure, the guys have really been thinking ‘outside the square’ to ensure that we have adequate work going into 2012. With Coles Mowbray just commenced and

Laminex Industries Warehouse commencing in the New Year, we have a couple of good backbone projects to build off going forward.

In the South of the State we have been experiencing a similar story in a tough and competitive market, but we have also had the benefit of some unusual work opportunities. Pontville Immigration Detention Centre has been one such opportunity, with the requirement to construct a complete detention facility at an old Army base at Pontville, \$15m being spent over a 12 week period. The project team achieved this task and handed the project over on the due date - an excellent achievement by all involved.



Also in the South is our Joint Venture project with John Holland on the Medical Sciences 2 building, where the concrete structure (pictured) being undertaken by Fairbrother is well and truly underway and should reach level four by Christmas! The installation of some really unique concrete fascade panels has commenced and they have very much become a talking point in and around Hobart. On our other JV project - the Institute of Marine and Antarctic Studies - we have completed demolition and are waiting for the

final approvals to commence construction in the New Year. In addition to these projects there are a fall smaller projects being undertaken which are keeping us going, with additional projects being required early in the New Year to maintain capacity.

Congratulations

I would like to use this opportunity to congratulate all of the Divisional winners in the Fairbrother Employee and Apprentice of the Year awards, we had some stand out candidates in all areas which is absolutely great to see.

Rheanna Chenhall’s success in the National MBA Apprentice of the Year award has been well publicised, but I would also like to congratulate and acknowledge her achievement with this award. Rehanna and Carrissa Carpenter have both been absolutely fantastic ambassadors for Fairbrother in their roles and they have done themselves and the company proud throughout their apprenticeships. Following the success of both young ladies, Southern Construction have employed another female first year Apprentice Carpenter who will commence in 2012.

Rehanna’s win at the 2011 National MBA awards was not the only success the company enjoyed, with Saffire taking out the National Award for Excellence in the \$20 million to \$50 million Industrial/Commercial category. To win at a National level is an awesome achievement, but in such a hotly contested category such as this, it is a real credit to all of our staff, employees and subbies involved.

Finally, I would like to take this opportunity to wish all our staff, employees and their families a safe and happy Christmas break, and I look forward to the opportunities in front of us in 2012.

Best wishes,

Peter Killick
General Manager



"Speech!" Phil Webb prepares to say a few words at his retirement dinner in November.

Construction Victoria

Farewell to Phil

The last edition of the newsletter carried the announcement that I would be taking over as General Manager of Fairbrother Construction in Victoria. Since then, I have been swept up in a whirlwind of activity and subjected to a very steep learning curve, but I am very pleased to say, that everyone that I've met along the way has been exceptionally welcoming and friendly.

So perhaps it's fitting, that as I make my first contribution to our company newsletter, I should start by acknowledging the hard work and dedication of my predecessor, Phil Webb, who retired on 11th November.

Phil took over the running of our Bendigo division back in July 2009, taking the reins from co-founder Terry Hurford. In the time since, Phil has helped to transition the business to a point where we are now fully integrated into the Fairbrother Group, name and all.

After a career spanning 38 years, Phil decided that it was time to hang up the tool belt and enjoy his retirement. At a celebratory evening on 11th November, we wished Phil and his wife, Eileen, the very best of luck for whatever adventures lay ahead.

Service & Study Rewarded

A lunch time function served as an opportunity to mark a couple of other noteworthy events.

Firstly, Fairbrother CEO, Craig Edmunds presented Years of Service Awards to a number of our team including: Jim Dole, Tim Hurford, Barry Jane, Simon Kelly, Mark Miller and Michael Ryan who celebrated 10

years with the company; Brett Billing, John Ellis, Noel Giri, Glenn Taig and Megan Grist who achieved 15 years; and our longest serving member of the team, Tony Elliott who celebrated 20 years of loyal service. Congratulations to you all.

Secondly, Simon Kelly was presented with a Diploma of Management - the product of 18 months of hard study and assignment writing! Simon attended four workshops in Tasmania as part of his development and this gave him the opportunity to network with the eight Tasmanian graduates who he has come to know quite well.



Victorian Role Models

I would like to take this opportunity to acknowledge our winners of the Apprentice and Employee of the Year Awards - Dane Stone and Jacqui Lovejoy. Dane has been an outstanding apprentice and is a deserving winner of the Victorian award which recognises his academic and technical achievements. Meanwhile, Contracts Administrator Jacqui, has been a tremendous contributor to our team and shows great potential for the future. Well done to you both.

Welcome Aboard

Whilst many of our existing people have been recognised for their accomplishments, I would like to turn now to welcoming two new members of our team: QSE Coordinator Mathew Schepers and Project Manager Ben Dahlstrom.

Ben started on 21 November having joined us from APM where he worked on projects up to the value of \$20 million. Meanwhile Mathew, who started on 14th November, has been busy getting to grips with our Systems and the structure of our business, aided by a 'Tour de Tassie' hosted by his QSE counterparts, Phil

Riley, Michael Caldwell and Systems Manager Alana Fulton. We welcome both Mathew and Ben to the team.

Finally, as the year draws to a close and we look forward to a short break to recharge our batteries before the challenge of the year ahead, I would like to wish you all a very Merry Christmas and a Happy and most importantly, a Safe New Year.

Darren Timmins
General Manager

Pictured centre: QSE Coordinator, Mathew Schepers tours Fairbrother Joinery with Tasmanian counterpart, Phil Riley; and inset, new Project Manager, Ben Dahlstrom.

Safety First

Inattention Kills

Driver inattention or distraction contributed to the deaths of 143 people on Tasmanian roads alone, between 2006 and 2010 inclusive. If you are inattentive or allow yourself to become distracted when driving, you are at risk of a serious crash.

Amongst the many possible distractions, the use of mobile phones is of particular concern given their widespread use in work and at home. Drivers who use a mobile phone, whether hand-held or hands-free:

- are much less aware of what's happening on the road around them
- fail to see road signs
- fail to maintain proper lane position and steady speed
- are more likely to 'tailgate' the vehicle in front
- react more slowly and take longer to brake
- are more likely to enter unsafe gaps in traffic
- feel more stressed and frustrated.

Research indicates that they are also four times more likely to crash, injuring or killing themselves and/or other people.

Using a hands-free phone while driving does not significantly reduce the risks because the problems are caused mainly by the mental distraction and divided attention of taking part in a phone conversation at the same time as driving.

Although it might seem straightforward, driving is actually a very complex task and as a driver, you must give your full attention to driving at all times.

Mobile Phones and the Law

It is illegal to drive without due care and attention. If you are caught using a hand-held mobile phone while driving, you will receive a penalty of a \$300 fine in Tasmania or \$244 in Victoria, and three demerit points.

Using a mobile phone while driving is banned except to make or receive a phone call provided the phone:

- is secured in a commercially designed holder fixed to the vehicle, or
- can be operated by the driver without touching any part of the phone.

All other functions (including video calls, texting and emailing) are prohibited.

Holding the phone (whether or not engaged in a phone call) is also prohibited. 'Holding' includes resting the mobile on the driver's lap, or between the chin and shoulder or passing the phone to a passenger.

Legislation, regulations and standards can't keep pace with new technology that can potentially distract drivers. As a driver, it is ultimately your responsibility to avoid distraction.

Phones at Work

Mobile phones have become a useful tool for doing business and for keeping in touch with family and friends. But as with the case of using a mobile phone while driving, mobile phones in the workplace can be distracting and even dangerous.

Both Fairbrother and Degree C issue company owned mobile phones to people who need to be in contact for work purposes at all times. But even if you don't have a work issued mobile, our company policy still applies to the use of your personal mobile device.

Our policy states that:

- All employees (other than those personnel issued with a company mobile phone), must not carry or use mobile phones on sites during work hours; and
- Where possible, the use of mobile phones for personal matters must be restricted to normal work breaks; and
- The use of mobile phones while driving or operating plant and machinery on site is strictly prohibited; and
- The operator of a mobile phone must stand still when operating a mobile phone on the work site; and
- Mobile phones are to be turned off when entering site amenities and meetings.

The last point is also a matter of courtesy, so whenever you start a conversation or join a meeting, turn your mobile off and give the people you are dealing with your full attention.

More Information

This article is based on information from the following sources:

1. Department of Infrastructure, Energy and Resources factsheet, 'Using Mobile Phones and Visual Display Units' www.dier.tas.gov.au
2. Road Safety Advisory Council www.rsac.tas.gov.au/campaigns/inattention_distraction
3. Royal Society for the Prevention of Accidents (ROSPA) factsheet, 'Driving for Work: Mobile Phones' www.rospa.com/roadsafety/info/workmobiles.pdf
4. Fairbrother and Degree C policy 'Mobile Phone Use on Sites'





Joe O'Byrne, Nigel Curran and Callum Davis inspect works during the installation of a lift at Callum's Launceston home.



Fairbrother Foundation

La Trobe Uni Scholarships

We are proud to announce that an agreement has been reached between La Trobe University in Victoria and the Fairbrother Foundation.

Following an identical arrangement with the University of Tasmania, the siblings of Victorian employees will now be able to apply for a La Trobe University Foundation Scholarship worth \$4,000 per year for up to three years of study.

Immediate family members of an employee of Fairbrother Victoria are eligible to apply provided they are, commencing students enrolled full-time on campus in an undergraduate or postgraduate program of study at La Trobe University.

The La Trobe University Foundation aims to assist its students to foster beneficial links with its supporters and the Fairbrother Foundation will be following the progress of

successful applicants with interest.

One scholarship will be presented in 2012 with additional scholarships planned for 2013 and '14.

Applications must be submitted via the La Trobe University website:

www.latrobe.edu.au/scholarships/external-scholarship-opportunities

The recipient of the first La Trobe University and Fairbrother Foundation Scholarship will be announced in late January.

Peter Killick
Chairman, Fairbrother Foundation

A Big Lift

Northern Construction have helped a young paraplegic man to return home from hospital much sooner than would otherwise have been possible.

Callum Davis, 24, sustained a serious spinal injury following an accident at Binalong Bay last summer, and has been unable to access the upper storey of his family home in Launceston without the aid of a lift.

Northern Construction's Joe O'Byrne and Nigel Curran, undertook project management and coordination of the installation of a lift, donating their time whilst also providing assistance with materials.

With the generous support of Pitt & Sherry, Duo Ceilings & Walls, Contact Electrical and Wayne Manion Plumbing, the team have made light work of what would have been a daunting task for Callum's family.

WorldSkills

WorldSkills Australia aims to develop and nurture the skills of Australia's youth. Their purpose is to promote and build a skills culture by inspiring young people, celebrating skills excellence and providing them with an opportunity to showcase their trade and skill talent. This is done by WorldSkills holding competitions on a regional, national and international level.

This year, the regional competition was held around Tasmania from July – October. Several Fairbrother employees entered the competition in the Cabinetmaking and Carpentry categories with great results. Each competitor was provided with an identical work area and provided with the same materials, equipment and instructions. They were then given a project to complete in a single day, which was assessed during and at the end of the competition by an expert panel of judges.

The Skills Institute's Steve Kirkman said of the results, "The apprentices were a credit to Fairbrother and I salute them for their efforts in the Carpentry and Joinery sections of World Skills."

Results:

- Carpentry: 4th James Gamble; 7th Brad Fox; 11th Damian Woolley.
- Joinery: 4th Luke Young; 6th Dion Denouden.
- Cabinet Making: 1st Todd Jones; 4th Joel Mouritz; 5th Jordan Flannery.

Southern Apprentice Mentor Peter Adams attended the competition in Hobart to watch James Gamble's progress.

"I thought it was great experience for James - he did so well," said Peter. "I'm going

to ensure that we get a lot more entrants in the 2014 event. I think that everyone should have a go!"



world skills Australia

10

Employee of the Year Award

This year, 7 outstanding candidates have been recognised for their achievements and conduct in line with our company values. Each of these people is a Divisional or Business Unit winner which automatically puts them in the running for the overall Employee of the Year Award.

1. Trent Madden

Trent is Degree C's Employee of the Year, nominated for outstanding commitment to the company and his job. Trent has been with the business for 14 years and rates his rapid promotion from tradie to Workshop Leading Hand and then Project Manager, as one of the highlights of his career to date. Trent has a particularly keen eye for quality and during his interview said, "Quality reflects on me and on the company - that's why it's so important." What more can we say?

2. Andrew Gurr

Andrew is the Facility Management winner and is currently responsible for coordinating FM operations right across the north and northwest of the State. He thrives on a challenge and is excited by the prospect of growing the FM business in the region. Andrew's number one priority is his people - a philosophy which has driven him to invest time and energy getting to know the guys he works with, whilst challenging himself to be a better leader each and every day.

3. Alan Alford

"Alan is one of those people who digs in and gets on with the job at hand," says Divisional Manager of North West Construction, Darryn Smith. Having spent much of the past 2 years on the West Coast, his dedication to the company is beyond question. Amongst his career highlights, Alan counts the construction of a hydrocarbon chamber at the Savage River mine site as one of his biggest and best achievements to date.

4. Matthew Scrimgeour

Quickly ascending the career ladder from Cabinetmaking Apprentice to CAD Designer, Fairbrother Joinery's Mathew Scrimgeour is focused on learning and growing with the business. Also fulfilling the role of Apprentice Mentor, his intuitive approach to leadership and a strong community focus are just some of the attributes that have won him recognition in this year's awards.

5. Jacqui Lovejoy

Construction Victoria's nominee is Contracts Administrator, Jacqueline Lovejoy. Known for her dedication and hard work ethic, the support that Jacqui has provided to Project Managers over the past 12 months has contributed significantly to the success of the business in Victoria. Her General Manager, Darren Timmins, told us that Jacqui was a reluctant winner because she feels that others are just as deserving. "She's hard working and humble and a real team player," said Darren.

6. Nick Freeman

Nick's rise to the position of Project Manager has taken him right across Tassie. From Savage River on the West Coast to Saffire on the East, Nick is enthusiastic about the learning opportunities he has been provided along the way. With aspirations to one day be a Divisional Manager, Nick recently completed a Diploma in Management and now has his sights firmly set on gaining as much experience in project management and people management as possible.

7. Travis Smith

Southern Construction Foreman, Travis Smith has had a "stellar year" according to Divisional Manager, Paul Ransley. His standout achievement was delivery of the \$15 million Pontville Immigration Detention Centre in a staggering 12 weeks - a remarkable achievement requiring careful coordination of a large number of subcontractors and Fairbrother employees. Having started his career in a joinery shop before signing up as a BGAS apprentice, Travis has steadily climbed the ranks from Apprentice to Carpenter, then Leading Hand, Sub Foreman and now Foreman. His ambition is to be a Site Manager and possibly a Construction Manager.



5



4



6



2011 Employee of the Year

The winner of the 2011 Employee of the Year Award is Matthew Scrimgeour.

The judges felt that Matthew performed strongly against all criteria which included a demonstrated commitment to people, honesty and integrity, an unwavering commitment to quality standards, a focus on innovation and strong evidence of a contribution to the broader community. In addition, Matthew displayed ambition, leadership and a commitment to the Fairbrother brand.

Currently employed as Fairbrother Joinery's CAD Designer and Apprentice Mentor, Matthew enjoys fantastic rapport with his peers and with the Apprentices for whom he fulfills an important support role. Outside of work, Matthew volunteers his time for a number of worthy causes including giving three days each year to participate in 'Solo Sons' at Camp Clayton - a program which aims to provide positive role models to boys aged 8 to 12.

"Matthew epitomises the Fairbrother way," said CEO Craig Edmunds, "He is proactive in both his work role and in his community."

"His career progression and achievements to date have been outstanding, he is a leading advocate for our company values and is recognised by many as a leader and a role model. I am thrilled to be able to recognise his efforts with this award."

"Choosing a winner was extremely challenging - as it is every year - because each of our seven finalists represent the best of the best. I congratulate each and every one of them for their achievements, their loyalty and their unquestionable honesty and integrity.

"The process of meeting them and learning about their careers, their lives and their goals was an incredibly rewarding one."

Matthew's name will be added to the Fairbrother Honour Board alongside recent winners Mark Hallsworth, Phil Berwick and Simon Kelly.

7



Apprentice of the Year Award

This year, 7 outstanding candidates have been recognised for their achievements and conduct in line with our company values. Each of these people is a Divisional or Business Unit winner and participated in an interview to decide the overall Employee of the Year.

1. Cameron Crowden (Cabinet Maker)

Fairbrother Joinery's Cameron Crowden is no stranger to the Apprentice of the Year Award, having already been a finalist back in 2009. Cameron excelled during his apprenticeship, winning the Skills Institute Apprentice of the Year Award for Cabinetmaking during his fourth year. Having now had the opportunity to run packages of joinery work for himself, Cameron has demonstrated great potential for the future - a future that his boss, Kurt Arnold, is keeping a very close eye on.

2. James Gamble (Carpenter)

Hobart Carpenter James has become a structural specialist. Listing one of the highlights of his apprenticeship as work on the installation of pre-cast elements on the RACT project, James has transferred his experience to the Medical Sciences 2 building where he's responsible for coordinating the installation of decks to form the suspended slabs. When not working, James is working on his father's farm or running his own earth moving business!

3. Andy Redman (Carpenter)

A community-minded third year apprentice, Andy is an advocate for the Oaktree Foundation, which is committed to ending global poverty and was a coordinator for the 'Live Below the Line' campaign requiring him to live on just \$2 a day. When he's not volunteering in his community, Andy is volunteering at work; recently leaving the North West to do a short stint on the Medical Sciences project in Hobart. With plans to complete a Certificate IV and as much additional training as possible, Andy has a bright career ahead of him.

4. Dane Stone (Carpenter)

Victorian Apprentice Carpenter, Dane Stone, is another third year with big plans for the future. Currently working alongside Glenn Taig at Horsham in Regional Victoria, Dane has rapidly gained experience in a number of vital areas. Hanging doors, installing

roof trusses and interpreting plans are just some of the skills he has acquired. A keen sportsman, Dane keeps fit by running with the CFA, playing tennis in the summer and footy in the winter. Career ambitions? Leading Hand is first on his list once he completes his trade apprenticeship.

5. Daniel Fox (Carpenter)

Daniel is Northern Construction's Apprentice of the Year. Reflecting on his development over the past four years, Daniel is enthusiastic about the experience he has gained and the skills he's acquired. Now armed with a trade qualification, Daniel is eager to forge a career in the construction industry. His highlights include 11 months on the Saffire project and time alongside Ritchie Dell on the Thynes project in Launceston. In his spare time he enjoys 'doing up' Fords and fishing at Lake Leake.

6. Tim Bryant (Refrigeration Mechanic)

One of two Degree C winners, Tim is one of the most enthusiastic people you could hope to meet. He loves his work, takes pride in a job well done and looks forward to Monday mornings and the challenges the week will bring. Having worked since the age of 14, it will come as no surprise that when he's not at work, he busies himself with projects at home - like restoring a 1 Tonne HB panel wagon! With a genuine desire to learn and gain new skills, this is one young man with a fantastic career ahead of him. Oh - did we mention that he's only a second year?!

7. Richard Styles (Electrical Technician)

Richard initially commenced employment with Degree C as a Heap Pump Installer but soon realised that electrical work is where he really wanted to be. Leaving Degree C to pursue an Electrical Apprenticeship, circumstances soon conspired to bring him back, this time as a mature-aged apprentice under Wayne Hobson and Bruce Fraser. Richard's highlights to date include working on the Holman Clinic where he was able to utilise his broad electrical knowledge and skills, and also had the opportunity to lead parts of the project.



4



7



5



2011 Apprentice of the Year

The winner of the 2011 Employee of the Year Award is Degree C's Richard Styles.

A mature-aged Apprentice, Richard has demonstrated great tenacity and determination to get to where he is today - a capable Electrical Technician with an exciting career ahead of him. When the judges interviewed Richard they were particularly impressed by his level headed approach to work, a very strong commitment to safety and quality, and his well developed knowledge of the electrical industry.

Further highlighting his capability and future potential was the recent announcement that Richard is the National Electrical and Communications Association (NECA) Commercial Electrical Apprentice of the Year - a remarkable accolade in a competitive field which combines trade skills with academic prowess.

"Again, this year's finalists were all outstanding candidates with numerous fine qualities," said CEO Craig Edmunds.

"As challenging as it was, our job was to choose just one overall winner and that was Richard Styles.

"Richard demonstrates a passion and enthusiasm for his work that really rubs off on you! He spoke confidently about his trade and yet was quite humble about his recent achievements at NECA.

"In selecting Richard for this award I believe we have identified a person who has the potential to be a good leader. He is already fulfilling the role of coach and mentor by assisting those less experienced than himself. Learning new things and then passing his knowledge and experience on to others is clearly something he does well and really enjoys."

Richard acknowledged the support that he has received from others including Electrical Services Manager Wayne Hobson, Launceston Divisional Manager Bruce Fraser, Apprentice Mentor Tim Chiselett and importantly, Peter Grimditch - an experienced hand who Richard holds in extremely high regard.

6



Years of Service Awards

This year witnessed the introduction of a new Years of Service Recognition Policy, which aims to recognise our peoples' service at the key milestones of 10, 15, 20, 25, 30, 35 and 40 years of service.

In implementing the new policy, the Fairbrother Executive were eager to ensure that those employees who may not have been recognised since becoming part of the Fairbrother group of companies, would be formally acknowledged for their commitment and contribution in the past.

"There were a number of people from Victoria and Degree C who hadn't been recognised previously," said Fairbrother CEO Craig Edmunds.

"Now that they are part of the wider Fairbrother group to which the new policy applies, we felt that it was important to acknowledge their commitment and contribution."

Below: Construction Victoria Foreman, Tony Elliott who recently celebrated 20 Years of Service; and (bottom), Peter Adams, Dylan Graham and Andrew Burns from Southern Construction who celebrated their ten year milestone.



Fairbrother

A number of Tasmanian and Victorian Fairbrother staff and employees have been recognised for their distinguished service.

For Victorian employees, time served with Morey and Hurford was counted as service to the Fairbrother.

The Fairbrother Board and Executive Management Team sincerely congratulate the following people on achievement of key milestones:

10 Years of Service

Peter Adams (South)
Tameika Adkins
Andrew Burns
Jim Dole (VIC)
Peter Fenton
Dylan Graham
Philip Haines
Timothy Hurford (VIC)
Tim Irvine
Barry Jane (VIC)
Simon Kelly (VIC)
James Mansfield
Jai McKay
Mark Miller (VIC)
Mark Ranger
Michael Ryan (VIC)
Scott Thompson

15 Years of Service

Brett Billing (VIC)
John Ellis (VIC)
Graeme Frankcombe
Noel Giri (VIC)
Megan Grist (VIC)
Paul Ransley
Charlie Rundle
Glenn Taig (VIC)

20 Years of Service

Tony Elliott (VIC)
Brett Pearce
David Scrimgeour

Degree C

At a special ceremony on 7 October at Grindelwald near Launceston, Degree C General Manager, Chris Whish-Wilson presented Years of Service Certificates to a number of employees celebrating key service milestones. Six employees celebrated service in excess of 25 years and in so doing, gained entry to the exclusive 25 Year Club.

Once again, the Fairbrother Board and Executive Management Team sincerely congratulate the following people:

10 Years of Service

Adrian Spencer
Andrew Coe
Andrew Jacklyn
Cameron Jones
Chris Whish-Wilson
Jarrod Stones
Jeff Melhuish
Mark Cooper
Michael Edwards
Peter Harris
Phil Brown
Trent Charry
Trent Madden

15 Years of Service

Andrew Dick
Brett Mountney
Des Gallagher
Geoff Webb
Michael Boltong
Pat Gallagher

20 Years of Service

Brendan Sheehan
Greg James
Judy Meers
Steve Eiler

25 Years of Service

Brett James
Bruce Fraser
Noel Sims
Tim Smith

30 Years of Service

John Oosting

35 Years of Service

Colin Taylor



Colin Taylor is congratulated by General Manager, Chris Whish-Wilson on reaching 35 years of service.

15

Regrettably, John Oosting was unable to attend the ceremony due to a recent injury. Chris took time to acknowledge both John and Colin's extraordinary loyalty and dedication to the business and wished John a speedy recovery and return to work.

"Colin and John were industrial Refrigeration Mechanics with Wildridge and Sinclair (as the business was known) when I started my apprenticeship 34 years ago," said Chris. "John was the Service Supervisor."

"Since then, they have both worked in a number of refrigeration orientated positions, accumulating a massive amount of knowledge and experience that will be almost impossible to replace. Fortunately for the industry and for us, they have both chosen to pass their wisdom on to the younger guys who they take great delight in mentoring.

"Their individual and collective contributions to our company over the past 30 plus years are incalculable. They were among mainstays of the company right back in the early days when we were only doing industrial refrigeration work, and they have helped to

train many apprentices - myself included - in the years since.

"Since sustaining a serious injury, the last few months for John and his family have been extremely challenging and we are really pleased that he is making slow but steady progress on the long road to recovery. We will certainly continue to do all we can for John during this time.

"And as for Colin - he's been telling us that he thinks he can make it to 50 years service, so he is obviously feeling pretty fit right now and is still enjoying his role in the industry!"

Below: Degree C recipients of Service Certificates for (clockwise from top left) 10, 15 and 20 Years of Service; and (bottom left) some of the newest members of the 25 Year Club - Colin Taylor, Bruce Fraser, Noel Sims, Brett James, and Tim Smith.

About the 25 Year Club

The exclusive 25 Year Club has been established for employees who achieve 25 years of service. The company organises and provides members with an opportunity to meet once a year for a meal, accompanied by their partners. Members of the 25 Year Club also receive a commemorative wooden plaque and membership continues even after the employee has left the business.

This year's gathering took place on the 29th November at Essence Restaurant in Devonport.

The current members of the 25 Year Club are:

- David Ingram
- Victoria Pendrey
- John French
- Peter Killick
- John Jago
- Tim Seymour
- Colin Taylor
- John Oosting
- Bruce Fraser
- Noel Sims
- Tim Smith
- Brett James



16

Hobart Service Coordinator Craig Ribbon - "we are committed to providing exceptional customer service".



Degree C - Maintenance & Repair Services

Capable & Responsive

Degree C's capability extends well beyond the design and installation of anything they sell. Drawing upon the expertise and experience of their complimentary business units, Degree C offer a range of maintenance and repair services including:

Rapid Response Breakdown Service

A rapid response breakdown service State-wide manned 24 hours a day, 7 days a week by expert technicians to minimise lost production for clients by providing a fast and reliable response to any technical issues.

Scheduled Maintenance Services

An adaptable and flexible maintenance service to fit in with clients' expectations protects their investment in equipment through regular maintenance and servicing.

Warranty Repairs

Access to manufacturers, equipment and suppliers to ensure that the equipment does what it was meant to do throughout its warranty period.

A Typical Day?

And this all happens in one day! Take Thursday the 10th of November in Devonport for example...

The day starts with a Toolbox meeting at 7:30am to discuss OHS in the workplace, Apprentice training progress and general business. Work placement for the day is reviewed with two employees on leave, and one apprentice attending training at the Skills Institute.

Then, just as everyone is being allocated their jobs for the day, Devonport Service Manager Noel Sims receives a call and has to send two Refrigeration Technicians on a two hour drive to Edith Creek to attend an urgent breakdown. Two of Noel's key resources are already in Hobart working on equipment failure, so he moves the rest of his workforce around to ensure that a Scheduled Maintenance booking for a refrigerated truck

is still taken care of.

Another two Refrigeration Technicians are on their way to carry on with works at Petuna Seafoods where Degree C are supplying and installing Blast freezers. They turn around and head to Forth Farm Produce to fix an urgent breakdown of a 10 tonne-a-day ice machine. Noel dispatches two more to pick up the maintenance work at Petuna.

Suddenly a call comes through from Montague Cold Storage (who have approximately \$17 million worth of frozen vegetables in storage) that they have lost refrigeration. This will be repaired



and Degree C will not leave the job until refrigeration is fully restored.

"At the end of the day, I am satisfied that we have been able to provide rapid response to all of our clients' needs, drawing upon our diverse skill sets to deal with the largest industrial refrigeration plant to the smaller domestic customer with a heat pump problem," Noel reflects.

"One of the most challenging tasks is to access the equipment required to keep all clients operating at all times. This is where Degree C preventative maintenance scheduling allows us to carry out full servicing of equipment, pre-empting what a

client requires before the breakdowns occur." The Degree C Launceston service department operates the same way – their workload frequently changing. Service Coordinator, Chris Fontana says, "There are usually a few decent sized jobs ahead of us to carry on with, as well as preventative maintenance. But at the drop of a hat, all of our plans can change and we find ourselves hastily dealing with breakdowns at some of our largest cold storage facilities... Statewide Independent Wholesalers or Swire Cold Storage for example.

Stock Worth Millions

"Both of these valued clients hold millions of dollars of frozen stock and downtime of their refrigeration plant needs to be kept to a minimum."

In Hobart, Tasports and a number of KFC stores rely on the Degree C Rapid Response Breakdown Service.

"Our service technicians are focused and committed to providing exceptional service," says Hobart Service Coordinator, Craig Ribbon.

"Our 24 hour on-call service means that the client is guaranteed fast and effective service when it's needed most. One of the

most satisfying parts of this job is when you have a client phone up, stressed and worried about loss of stock, but by the time the job is finished, you can see how relieved they are and how appreciative they are of our efforts.

"A happy customer is what makes the 2am emergency call outs worthwhile!"

Pictured centre: The Launceston Service and Repair team which includes (from left), Tim Bryant, Des Stagoll, Daniel Watt, Sam Allen, Chris Fontana (Service Coordinator), and Craig Surrall.

Degree C - New Website

A new Degree C website has been built and will be going live this December. Designed by award winning, Devonport-based web designers, Xazz Creative, with input from our Human Resources and Corporate Communications team, the new site takes full advantage of social media to increase traffic and attract more hits.

Some of the key features of the new site are highlighted below...

Dropdowns (points to the navigation menu)

Product links (points to the banner image)

Services links (points to the service category tiles)

YouTube Videos (points to the video player area)

Quick links (points to the footer navigation)

Social Media (points to the social media icons)

The screenshot shows the Degree C website interface. At the top, there is a navigation bar with a logo and menu items. A dropdown menu is visible under 'Home'. Below the navigation is a large banner image with a text overlay: 'DEGREE C - Specialists in conditioned air & processing technologies'. A red arrow points to this banner with the label 'Product links'. Below the banner is a 'call us soon ... 1300 665 753' button. The main content area features a 'Welcome to Degree C' section with a brief description of services. Below this are four service category tiles: 'Mechanical Services', 'Metal Fabrication', 'Electrical Services', and 'Refrigeration Services', each with a red arrow pointing to it and the label 'Services links'. Further down is a 'Degree C @ YouTube' section with two video thumbnails and a red arrow pointing to them with the label 'YouTube Videos'. The footer contains a grid of 'POPULAR PAGES', 'SERVICES WE OFFER', 'MORE INFORMATION', and 'HEAD OFFICE' with various links. A red arrow points to the footer with the label 'Quick links'. At the bottom right, there are social media icons for Twitter, Facebook, and YouTube, with a red arrow pointing to them and the label 'Social Media'.



Focus on Sustainability - Micro Hydro Systems

Micro Hydro Explained

Most people would be familiar with the basic concept of hydroelectricity; water flows downhill from a lake or dam, via a network of pipes to a large turbine connected to an electrical generator. In essence, it is the force of the tumbling water that generates the electricity with zero emissions and zero waste. In Tasmania alone, hydroelectric power stations generate 9000 gigawatt hours (GWh) per year - enough to meet the power needs of more than 50,000 small businesses across Australia!

'Micro hydro' is a term used to describe scaled down versions of the same concept - systems which typically produce up to 100 kW of electricity. These installations can provide power to isolated houses or farms and are sometimes connected to the electricity network so that surplus power can be fed into the 'grid'. There are many of these systems in place around the world, providing an economical source of renewable energy.

Micro hydro systems complement solar energy systems

because in many areas, water flow, and thus available hydro power, is highest in the winter when solar energy is at a minimum. A small stream can generate consistent, clean, renewable electricity at a fraction of the cost of solar or wind.

The amount of electricity produced depends entirely on the available flow, available head (fall) and the duration that the flow is available. Some farms struggle to maintain adequate dam levels and experience low environmental flow during irrigation seasons, which can impact on their ability to generate hydro power. But others enjoy almost continuous, uninterrupted flow because of their location in water catchment areas.

Having researched and proven the viability of the technology, Degree C is now retailing a micro hydro system called PowerSpout. Manufactured from up to 68% recycled materials, PowerSpout can generate clean, dam free, renewable energy from little more than a fast flowing stream.

Ashgrove Cheese

Degree C, in conjunction with Ashgrove Cheese at Elizabeth Town, have been working on a low head, grid connected mini hydro system. The installation consists of two 'tubular reaction' type turbines with a capacity of up to 3 KW each and requiring a flow of 45 litres per second.

Pioneer of the technology in Degree C, Burnie Manager Darren Cooper, described the

interested members of the agricultural and broader community with an opportunity to inspect the equipment.

The Sales Pitch

If you are lucky enough to have a stream on your property and would like to offset your power bills by taking advantage of the free flowing water, give Darren a call today.

Comparing micro hydro to a typical solar system; you only need to generate a constant 200 Watts all day long from your water turbine, to gain the same return as a 1.5 kW solar panel array. Bearing in mind that the average household uses around 26 kWh per day, this can easily be offset by a system which generates just 1kW per hour.



From early 2012, Degree C hopes to be able to offer the all new 'ultra low head' PowerSpout - a generator capable of producing power from even the most modest flow. The prototype unit is currently undergoing final testing in New Zealand and has already produced a staggering 750 watts with only 3.3 meters fall. This unit will probably be

the most common unit installed in Tasmania and will be available for both grid connect or standalone (battery) systems.

Degree C are looking for a high head site with a 40m plus fall to install a PowerSpout grid connected unit for demonstration so if you are one of the lucky ones in Tasmania with the facilities, come and negotiate an install.

biggest challenge as the connection of the micro hydro system to the electricity grid.

"Connecting it to the electricity network was tricky" said Darren. "We ran into a few technical issues but with permission from Aurora Energy, the assistance of the inverter manufacturer and some very smart software changes, we were able to make it all happen."

Degree C will be running the two units side by side for several weeks to evaluate their capacity and performance before modifying one of the units to enhance its output.

During February 2012, Darren will host an open day at Ashgrove Cheese Farm in conjunction with Dairy Tasmania, providing

Pictured centre: during and after installation - the Ashgrove Cheese Farm micro hydro system.

To see video of the Ashgrove micro hydro project in action, visit Degree C on YouTube at www.youtube.com/user/DCDegreeC



19

Facility Management

Mo Bros for a cause

The manly men from Fairbrother Facility Management decided to go all out to support a good cause - Movember.

On November 1st, the FM guys registered at Movember.com with clean-shaven faces and for the rest of the month, these selfless and generous men, (also known as Mo Bros), groomed, trimmed and waxed their way into the annals of fine moustachery. Supported by the women in their lives (Mo Sistas), Movember Mo Bros raise funds by seeking out sponsorship for their Mo growing efforts.

For the 30 days of Movember, the FM Mo Bros became walking, talking billboards and through their actions and words hope to have raised awareness by prompting conversation around the often ignored issue of men's health.

At the end of the month, our Mo Bros and their female supporters raised in excess of

\$500 and celebrated their gallantry and valor by throwing a barbecue.

Pictured above (from left): Mo Bros Richard Colman, Michael Rogers, Matt Legro and Andrew Gurr; and below, Scott Massie sporting a classic 60s mo.



The Movember Effect: Awareness, Education, Survivorship, Research

The funds raised in Australia support equally the two biggest health issues men face – prostate cancer and depression. The funds raised are directed to programs run directly by Movember and our men's health partners, the Prostate Cancer Foundation of Australia and beyondblue: the national depression initiative. Together, the three channels work together to ensure that Movember funds are supporting a broad range of innovative, world-class programs in line with our strategic goals, in the areas of awareness and education, survivorship and research.

For more information, go to the official Movember website at:

<http://au.movember.com>

Breaking News - DC Apprentice Wins at NECA



Degree C Electrical Apprentice, Richard Styles is riding high on a wave of a success.

The 31 year old from Launceston, recently won the Tasmanian Domestic/Commercial Apprentice of the Year Award - an accomplishment any young sparky would be proud of. But seeing his potential, the

National Electrical and Communications Association (NECA) put Richard forward for judging in the even more prestigious 2011 National Apprentice of the Year Award.

Richard travelled to Melbourne on the 9th November to be interviewed by two highly esteemed NECA members and industry leaders, though a total of 5 judges assessed the projects which included a PowerPoint presentation, written tests, project assignments, and the interviews.

"The judging process was pretty arduous," said Richard. "It's nice to be rewarded for the effort I put into the projects. I was thinking I might come third so I was shocked when they said I had won!"

Richard's boss, Electrical Services Manager, Wayne Hobson had a quiet confidence in his apprentices' ability.

"Richard has been an outstanding apprentice and will make a first class tradesman," said Wayne.

"When the awards were announced several months ago, I remember thinking that Richard could go far, and he hasn't disappointed!"

At a gala dinner on Thursday 24 November at the Grand Hyatt in Melbourne, Wayne, Richard and his proud parents held their breath as Richard was announced the 2011 NECA Commercial Electrical Apprentice of the Year.

"Fairbrother's Rheanna Chenhall recently took out the Master Builders National Apprentice Award," said Degree C General Manager, Chris Whish-Wilson. "So to add Richard's success to the honour roll is incredibly satisfying."

20

Breaking News - Master Builders National Awards



MBA National Apprentice of the Year

Launceston-based Rheanna Chenhall has been crowned National Apprentice of the Year at the Master Builders National Excellence in Building and Construction Awards for 2011 - beating back finalists from all of the other States and Territories. The award was given to Rheanna for displaying excellence in her carpentry apprenticeship.

The judges recognised that while Rheanna is the only female apprentice in the Northern Construction Division - in what is traditionally a male-dominated industry - this has not been a struggle for her. In fact, it has helped to make her an exceptional employee and demonstrates her potential as a future leader in the building and construction industry.

Such are Rheanna's abilities that in 2011 she was promoted to Leading Hand, responsible for a team of 5 people, comprising both trade apprentices and fully qualified tradesmen.

The National Apprentice of the Year Award adds to Rheanna's growing list of achievements which include: the Prime Minister's Awards for Skills Excellence, in 2006; an individual gold medal, and a team bronze medal, at the WorldSkills Australia National Championships in 2006; a Rotary Youth Leadership Award in 2011; and, Master Builders Tasmania Apprentice of the Year in 2011.

National Award for Excellence for Fairbrother

At the same event, Fairbrother was presented with the National Commercial/Industrial Construction Award in the \$20 million to \$50 million category for the Saffire Resort. This is an outstanding achievement for the company in light of the stiff competition from mainland entries in a very challenging awards category.

The project, which has been recognised globally as an architectural masterpiece, is testament to the capability of our company and its people, many of whom contributed to delivery of this remarkable project on Tasmania's remote East Coast.

Accompanying Rheanna at the gala dinner on the Gold Coast was her very proud mum, Kaye, Royce and Thea Fairbrother who accepted the award for Saffire on behalf of the company.



Pictured: (top) Rheanna Chenhall is presented with her award for National Apprentice of the Year 2011 by Shane Williams from DEEWR; and (bottom) Royce and Thea Fairbrother are presented with the award for the National Commercial Construction \$20 - \$50 Million category for Saffire Resort by Greg Pownall from Assa Abloy.

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