

A QUICK WORD

Issue 18 Dec 2010

Helping to keep you informed



A Word from the Managing Director

Newsletters..... A Valuable Communication Tool or Junk Mail?

I posed this same question over three years ago in our very first issue of our newsletter "A Quick Word". I discussed the value or otherwise of such a newsletter. History has shown us that "A Quick" Word has been very well received by those that we wish to communicate with. To my mind what we are doing through this communication tool is have you understand that you our customer, supplier or prospective customers are very important to us.

Our circulation of this newsletter commenced at 75 recipients three years ago and today by request circulation it has topped 3000 copies.

Feedback has been plentiful and is most encouraging to know it has been well received.

Every day we strive to be better and more professional than yesterday. Are we winning? Yes we are. Today we are a better run and a better organized company, more able to meet your needs for quality product, timely delivery and price competitiveness than ever before.

We have restructured our workforce in order to drive our organization into the future with the knowledge and certainty that we will continue to set the bench mark for others to follow

Future publications will attempt to be a little more capability driven for those of you that as yet, don't know our full capability. Doing this will be an attempt to better communicate to you our knowledge and skills.

As this is our last publication for 2010 I would like to take this opportunity to wish you and your families a hearty and a Merry, Merry Christmas and I truly hope the New Year will bring you everything you wish for.

Jeff H



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Is laughter the Best Medicine?

I'm sure we all agree that good managers need to maintain a positive, safe, hostile-free, team-like, productive work environment. Why, you may well ask? Because productivity and loyalty increase when employees feel they are part of a positive team. As important as good pay is, many employees have left better-paying jobs for a job that pays much less. I have for many years tried to direct my son with the philosophy that you chase the job and not the money. If you love what you do and do it well the money will follow.

Study after study has shown that a positive work environment rates as one of the top reasons that employees give 100% at work and why they stay.

But how do you go about creating a more positive work environment? If laughing makes people feel better then why not encourage laughter at work?

Here is a few interesting facts: Children laugh an average of 400 times per day, but the average adult (older than 35) only laugh 15 times day. Depressing huh? So why did we stop?

Laughing lowers blood pressure, reduces stress hormones and increases muscle flexion. Laughter also triggers the release of endorphins, the body's natural painkillers, and produces a general sense of well-being.

What does this mean in the workplace? A recent study found that people who are light-hearted, have fun and in good spirits are more likely to be successful. Their positive feelings produce a positive menu for the brain of increased oxygen, endorphins and blood flow, which enables people to think more clearly and creatively.

"Taking" 15 minutes a day to work on laughing is not a loss of time; it's a productivity booster. Laughing helps people clear the cobwebs from the brain and helps the creativity juices flow. Great companies and leaders share these beliefs and leverage the positive power of laughing and healthy humour in their teams.

Having fun at work doesn't always mean telling jokes all day. In fact 70% of people polled reported that workplace jokes they heard centred around making fun of co-workers based on factors like age, sexual orientation and even weight! Additionally, 40% admitted that they themselves had made fun of a co-worker's age or weight. Other workplace joke topics included jokes based on accents, personal hygiene, and work behaviour (like poor attendance, asking the wrong questions, or working too closely with the boss). So how do you have fun at work? I personally believe it extends from having a positive attitude and not taking everything so seriously....mistakes will happen in every business and situation. Look on the positive side.

Being interested in having a positive work environment is nice. Committing to a positive work environment is a hallmark of great leadership, success and profitability. Let me know if you work in a fun environment and how do you do it



Three Year Partnership

Any organization no matter how large or small that is taking a responsible role in ensuring a safe and injury free workplace will require some form of OHS database for storing OHS information. Jeff Hort Engineering who is applying for certification to AS/NZS4801:2001 has recently received a "Certificate of Partnership" from STEMS (Safety Training Employee Management System) for their three year association with the company.

I asked the General Manager – Craig Hort what he thought were the advantages of such a system to Jeff Hort Engineering. He responded by saying:

- STEMS is a web based software management systems designed to manage our Safety, Training, Employees, Injury management, Asset management and many other aspects our business that may require tracking and reporting.

- It gives us the capability of tracking employees training records and warns us when certificates or licences are about to expire.

- OHS statistics can be obtained quickly and with the press of just a few buttons we are capable of drill down to the finest of details which helps us to implement actions of a specific nature to prevent future incidents.

Basically we would be struggling with the OHSMS without such a system.



A Great Combination

JSG is a subsidiary of the Australian private company, John Sample Group. In 2010 the John Sample Group will celebrate 89 years of trading in Australia highlighting a long tradition with industry and a 10 year partnership with Jeff Hort Engineering. Brendon O'Loughlin the NSW Sales Manager for JSG commented that the technical expertise shown by the staff of Jeff Hort Engineering is evidence of a long-term relationship. Jeff Hort (Managing Director) of Jeff Hort Engineering suggested as a means of celebrating this fortuitous association we would like to introduce and offer the Guardian 12 Volt Cordless Rechargeable Grease Gun at an incredible price of:

\$259.00 + GST

This is a once only offer and will definitely end on the 30th of December, 2010

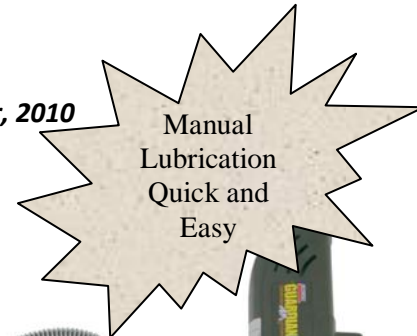
Traditionally grease guns require two hands and a lot of force to properly lubricate most equipment, while the simple one-hand operation of the Guardian 12V cordless grease gun reduces the effort and time needed to keep your equipment operating efficiently.

Features

- Powerful 12V motor
- Uses standard 400g or 450 grease cartridges or bulk-fill
- Built in coupler holder keeps hose secure when not in use.
- Supplied with single battery unit and charger
- Recharges battery in one hour
- Include compact and impact resistant carrying case and a 760mm high pressure hose
- C-Tick compliant

Specifications

Operating Power:	12V
Max Operating Pressure:	4000psi (276 bar)
Lubricant Viscosity:	up to NLGI #2
Weight:	3.5kg
Capacity:	1300mAh
Input:	220V 50/60Hz
Hose pressure rating:	7500 psi



Also in the JSG Product

- Automatic Lubrication Systems
- Lubrication Pumps, Pump Stations & Controllers
- Diesel & Fluid Management Systems
- Fire Suppression Systems
- Air Operated Diaphragm Pumps
- Flow Meters
- Hose Reel Products

Order Details

Jeff Hort Engineering
 Alan Mascord – 0419 240 263
 E: sales@jeffhort.com.au

Account Customers – Cash - Visa or Master Card

MAJOR JOB STARTS

Jeff Hort Engineering has just started a major job manufacturing 1800 Galvanized Cable Brackets. The cable brackets are 900mm long x 90mm x 10mm thick angle iron. That represents 16.2 Kilometres of angle iron and 12,600 25mm holes weighing approximately 21 tonnes. The projected time line for this task is 7 working days.



Above: The Parkinson Bandsaw makes short work cutting the angle iron 12 at a time



Above: As does the Punch and Shear 12600 holes later.



Of to the Galvanisers

Five minutes with

.....John Anstey Estimator/Planner



“Hey John you got five minutes”?

“Yeah Sure.... what’s the camera for”?

“I need to take a picture so people know what you look like”

“You’re new here at Jeff Horts... the new boy on the block so to speak”

“When did you start”?

Five weeks ago

What is your job title and what will you be doing at Horts?

Originally Estimating, now Estimator/ Planner

So where did you work before you came here and what did you do?

Mercer Stainless.....job title the Fat Controller.....estimating, costing planning, engineering support, sales.

Products range included: Conveyors, bulk materials handling, packaging and specialist OEM equipment, high volume production equipment, storage tanks and general engineering projects.

Always been involved at some level in engineering along with business development and in family business’s including a Delicatessen, Coffee Shop and Real Estate Practise and all are currently run by family and the extended family.

So why did pick Orange to live?

Orange found me.....aren’t I lucky! Just a country boy at heart.

Any kids or family?

Three adult children and over 25 rent-a-kids globally. Exchange students predominantly from around the world.

Matthew, Clare and Tom are Claudia and my children

Matthew is a chef, Clare an English and theatre/drama teacher, Tom is in the Defence Force (Army)....proud of all of them all.

Best of all Claudia my wife of 35years.....has both the brains and good looks!

Youngest of six siblings myself.

I know it is still a bit early for you but what do you like about our organization so far?

Best welcome I’ve experienced. Really enjoyable environment.

Do you play or follow any sort of sport?

Love sports of all and any persuasion. Played football (soccer) into my 50’s. Cricket, Union, League and more recently Dragon Boat Racing, keen to get the golf clubs out again, not that I’m that good at it.

If you had a magic wand what one thing would you change in the world today?

My bank balance!

Claudia and I are Rotarians and passionate about those things that Rotary undertakes throughout the world from the eradication of Polio though to shelter box..... so much to do in so little time.

Do you have a philosophy you live by?

Life’s for Living, loving and laughing, not whinging, whining and worrying.

“If you always do, what you’ve always done, you’ll always get what you’ve always had!” Dare to be different!

Thanks John and Good luck with your career with Jeff Hort Engineering

Now Smile