

A QUICK WORD

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Helping to keep you informed



A Word from the Managing Director

With the scarcity of skilled trades labour in Australia and our continuing loss of tradesmen to our mining customers, it is imperative to our organization's future that we do everything in our power to maintain a skilled workforce. It seems that were not in a position whereby we can compete with pay rates and working hours offered by the mines and the construction industry. There is unfairness in the system when one sees the motels full of mine construction personnel brought in by non-local companies and local companies are unable to utilise outsourced labour available to them and expect to be paid for their accommodation and meals. It seems that strategically we need to adopt new ways of being an employer of choice. We have embarked on developing further knowledge and skills attainment career paths for our apprentices once they have completed their third year at TAFE and incorporating our tradesmen in this program as part of a trade's career path development. Traditionally we haven't always been good at recognizing those in our workforce that go the extra mile and we have embarked recently on a small program to more fully recognise those that add great value to the business via their performance on the job. Employee recognition is not just a nice thing for organizations to do. By doing this we reinforce the actions and behaviors that we most want to see people repeat.

Appreciation of others for the things that we do is a fundamental human need. When employees and their work are valued, we believe that their satisfaction and productivity rises, and they will be motivated to maintain or improve their good work.

We acknowledge that praise and recognition are essential to an outstanding workplace and we needed to do better. People want to be respected and valued for their contribution. Everyone feels the need to be recognized as an individual or member of a group and to feel a sense of achievement for work well done. Everyone wants a 'pat on the back' this makes us feel good. With recognition, we have also added reward to help reinforce the message, usually along the line of a movie ticket or two, some specialist tools, or a dinner for two. The reward isn't big but those that have received a reward so far have expressed their appreciation of the thought behind the gesture. These incentives coupled with our change in management style I have noted a marked improvement in relationships between management and the employees. Morale seems to be high and quality continues to improve. When was the last time you said thanks for a job well done

Jeff H

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My Quote of the Week

"Sing like no one's listening, love like you've never been hurt, dance like nobody's watching, and live like its heaven on earth."

That's my Opinion....

What's yours?

There has been a lot said recently about carbon tax, carbon offsets and environmental impacts. We are seeing protesters marching on the streets, truck blockades and our two Pollies are too busy exchanging blow for blow expressing their opinions as to whether the introduction of a carbon tax will be of benefit now and for the generations to come.

As I understand it, and bear in mind, I am certainly no expert regarding the environment, but there are two-things we can do, firstly, we can change the things we can control and secondly we can influence the thing we cannot control. As an example, I was at a grocery store last week when the cashier asked if I had brought my green canvas bags. I apologised profusely, and was offered the plastic version.

Then it happened, I heard the cashier whisper, "that's the problem today", she said. "The former generations didn't care enough about our environment".

Technically, the cashier was correct we didn't have the "green thing" in our days. Then I started to think back to 'our days' when we returned milk and drink bottles, even our beer bottles to the store who sent them back to the plant to be washed, sterilised and re-used. We didn't have escalators or 300 horsepower fuel guzzling machines to drive two blocks to get the groceries. In our days we washed babies nappies we didn't have the throw away kind and we used solar and wind power to dry our clothes. We got our chips wrapped in newspaper now we have polystyrene boxes and plastic forks. We drank water from a tap.... not from imported plastic bottles.

We knew where the local pizza joint was, we didn't have to logon to our gadget to receive a signal beamed from satellites 2000 kilometres out in space to find out.

So I asked myself, how could I as one person amid billions of people influence our environment?

Well, I am going to start by making my little part of the world a healthy workplace. I hope that it will snowball and extend to the community at large, but for now I'm going to make a cuppa and think about it.

That's my Opinion....What's yours



WorkCover paid a visit to Jeff Hort Engineering (23/8/2011) for the judging of the 2011 Safe Work Awards.

Established in 2004, the WorkCover NSW SafeWork Awards is an annual event, designed to reward and promote high-standards of workplace health and safety (WHS) in workplaces around New South Wales.

This is the first time Jeff Hort Engineering has entered the awards. This decision was taken following the successful certification of our OHS Management System to international standard AS/NZS 4801:2001 by DNV Certification Services in June this year

While a healthy and safe workplace is a legal requirement for all NSW workplaces, these awards specifically seek to recognise and reward those organisations and individuals who have gone the extra mile to make their workplaces an even safer environment said Craig Hort General Manager and OHS Manager.

These Awards also serve as an opportunity for colleagues and fellow professionals to share in improvements and innovations that foster a safer workplace.

Since the implementation of our OHS management system our safety culture has improved dramatically, Hazard and safety observations are up and the incident rate has dropped dramatically in what we deem is a high-risk industry.

Craig went on to comment that the more external audits we have, the better it allows us to view and continuously improve our system on a larger scale. The main reward comes from industry recognition and knowing that we have sent our employees home injury free every day.



New South Wales Government
WorkCover Authority of NSW



Murphy's Law...

We have all heard of Murphy's Law well here are a few you might not have heard

- Light travels faster than sound. That is why some people appear bright until they speak.
- If the shoe fits, get another one just like it.
- The things that come to those that wait may be the things left by those, who got there first.

• One more thing about the origin of Murphy's Law!

One important fact about Murphy's Law was that it wasn't actually coined by Murphy, but by another man of the same name

• How did Murphy die?

One dark evening, Murphy's car ran out of petrol. As he hitchhiked to a service station, facing on-coming traffic and wearing HiVis reflective yellow, he was struck from behind by a British tourist who was driving on the wrong side of the road

- When there is a very long road upon which there is a one-way bridge placed at random, and there are only two cars on that road, it follows that:
 - (1) The two cars are going in opposite directions, and
 - (2) They will always meet at the bridge.

• Nothing is fool proof to a sufficiently talented fool.
Smile...

Tomorrow could be worse

SYSTEMIC LABOUR SHORTAGE IN THE BUSH

There is undoubtedly a shortage of skilled labour in Australia, in seems more prevalent in the engineering metal trades. Jeff Hort Engineering employs 154 staff and trades people including 28 apprentices and mature aged apprentices.

With a limited supply of available labour in the local area, we have decided to extend our search Australia wide.

Peter White – Projects Manager for Jeff Hort Engineering said we are using every possible means to attract the right calibre of people to the Orange area. We are now advertising nationally using print and electronic media. We have had our company representatives at the “Regional Lifestyle Expo” held in Sydney recently. This was a huge success with many leads still to be pursued.

Peter continued by saying ‘we have developed a small flyer so when we do travel interstate we can leave them at strategic locations with the aim of attracting people who are after a tree change. This year Jeff Hort Engineering will advertise for ten additional apprentices of whom five will be school leavers and five will be mature aged. This is in line with our organizational philosophy “if we can’t find the labour resource we need to continue to expand at the rate we are then we will make them”.



Orange NSW

Australia's 'Colour City', and.....
"Hub" of the Central West

Looking for a lifestyle change?

Tired of the traffic jams.. the pressure.. the rush!

Then this is for you

Jeff Hort Engineering over the past 16 years has expanded from a small two person business to a diversified organization employing over 150 staff including 26 young and mature aged apprentices.

Due to the continuing demand, we are seeking expression of interest in the following

Engineering and Metal Trades incl'

FABRICATORS/BOILERMAKERS

1st CLASS MACHINISTS, FITTERS AND TURNERS

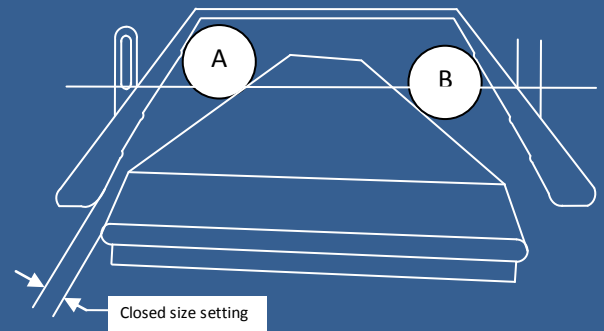
MECHANICAL FITTERS

See Details over leaf



Closed Side Gap Setting Leads

Jeff Hort Engineering has been manufacturing “Closed Side” (CSS) Gap setting Leads to the mining industry for the past 16 years. The gap setting leads have been manufactured to the highest standards, offering a cone design comprising of consistent size and shape for easier handling and accurate measuring of the closed side gap setting of most Cone Crushers. Supplied in sealed buckets for easier handling and storage



Enquiries

Please Ring Chris Collins – Wear Resistant Materials
Superintendent **02 6369 1411**

www.jeffhort.com.au

We don't Cut Corners... *We paint them*

The Industrial Paint and Blast division of Jeff Hort Engineering is now working two shifts in order to keep up with demand. Supervisor Cec Bilby said this morning. He also added 'our primary objective is to continuously improve our reputation as a supplier of Quality Services that fulfils the ever changing needs and expectations of our customers.

Working to Australian standard AS1627.4:2005 and with our modern state of the art Industrial Abrasive Blasting and Painting facilities we can remove all grades of contaminate up to and including rust grade D (a steel surface that has mill scale rusted away and has considerable pitting. Given the diversity and range of protective coating on the Australian Market, it is no wonder more and more companies are turning toward Jeff Hort as their preferred supplier of industrial protective coatings. When you are considering your next abrasive blasting and protective coating project you may wish to consider some of the following features

- The largest blast tank in the central west of NSW.
- The largest Industrial heated painting tank in the central west of NSW
- Factory area big enough to handle the largest of jobs.
- Surface finish up to class 3



My Final Word

Who am I?

- I am your constant companion.
- I am your greatest helper or your heaviest burden.
- I will push you onward or drag you down to failure.
- I am completely at your command. Half the things you do, you might just as well turn over to me, and I will be able to do them quickly and correctly.
- I am easily managed you must merely be firm with me. Show me exactly how you want something done, and after a few lessons, I will do it automatically.
- I am the servant of all great men. Those who are great, I have made great. Those who are failures, I have made failures.
- I am not a machine, though I work with all the precision of a machine and the intelligence of a man.
- You may run me for profit, or run me for ruin; it makes no difference to me.
- Take me, train me, be firm with me and I will put the world at your feet.
- Be easy with me, and I will destroy you.

Who am I? Well I think we all guessed, I am a **Habit**.

When the majority of people hear this word "**habit**", a negative thought pops up in their minds. Typically, most people think of a habit as being negative like smoking or compulsive eating disorders. The secret to your future lies in your daily habits so ask yourself right now, "Are my habits today going to help me achieve my WHY in life?" This is a life-empowering question if you truly ask it and listen for the answer.

One of my daily habits is spending time each morning feeding my mental spirit by reading or listening to a motivational message, crossword puzzles, basically, anything that will stimulate the grey matter. This habit warms me up for the day ahead. Everyone washes their physical body and feeds their body every morning, but 95% of people will find an excuse about why they cannot find the "**TIME**" to invest in a habit of feeding their **MINDS**!

I consider this particular daily habit of mine to be the driving force behind my ability to consistently maintain my intense focus on the journey of success and living a dream life.

Another question! Is it easy all the time? NO of course not, but when it becomes a habit – you will do it! If you commit today to begin each morning warming yourself up for the day ahead by feeding your mental spirit, your entire life will change in a positive fashion very quickly. It is like driving a race car with the emergency brake on and you try to go ahead, but you can't move. You stay in the same location with your wheels spinning, burning up, making a lot of noise, but not going anywhere!

All it takes is to release the brake and you will fly towards your WHY in life!! You need to review what your habits are and ask yourself... "Would I recommend MY habits to someone I truly love and care about?" Your entire future lies in your daily habits—positive or negative. You have the most powerful force right now in your hands, the ability to decide what your habits will begin to be.