

quote of the month

“Insanity: Doing the same thing over and over again and expecting different results.”

Albert Einstein



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WHAT ARE WE GOING TO DO???

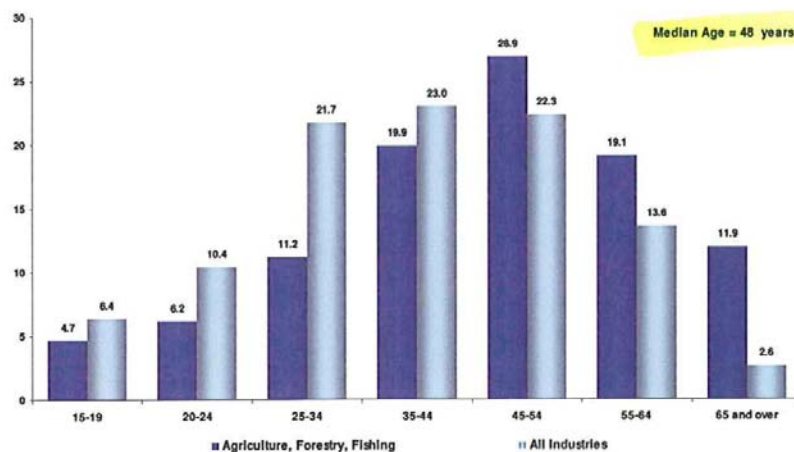
By Alicia Oelkers, Group Training & Recruitment Manager

Have you ever stood back and thought about what the average age of your workforce is? More importantly, the average age of your management team or skilled workers? Well I can tell you that in 2009, the average age of the Agriculture, Forestry and Fishing industry was 48 years old. That is 9 years older than the average age of all industries combined, and leaves the Agriculture, Forestry and Fishing industries with the highest share of mature age workers aged 55 years and over. The industry also has the lowest share of workers aged less than 35 years old.

What does this mean? In 10-20 years time 57.9% of our industry will be of retiring age. That is more than half of the industry in such a short amount of time. Let's take a step back and look at the immediate future. 11.9% of the industry's workforce is at retirement age TODAY! 19.1% will be looking to retire in the next 1-10 years.

You may think that you have plenty of time to replace 57.9% of the workforce with bodies, but what about all of the knowledge and expertise these people will take with them. We already have skill shortages in areas such as estimating and detailing and wood machining. Let's not let this happen!

Figure 9: Employed by Age compared with All Industries – (% share of employment) - 2009



Source: ABS Labour Force Survey cat. no. 6291.0.55.003 (four quarter average)

So what can we do? I know you have heard it all before, but we need to encourage young people to enter into the industry and we need to TRAIN!!! I continually go out to schools and careers days to tell them about opportunities in the industry. There are people putting their hand up for full time, part time and school based traineeships. They usually age from 15 years old to 30 years old. I know a lot of you are worried about investing time and money into training and then your employee leaves. But what if you don't train them and they stay!? If everyone has a positive attitude towards training, our industry will benefit, and in return so will your company.

If you would like to discuss training, whether it is short courses or traineeships and apprenticeships, just give me a call on 3254 3166. I look forward to talking to you all soon.

Timber & Building

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NEW TIMBER TREATMENT PROCESS @ iTREAT TIMBER

There is a lot of interest within the timber community about a new treatment process that can treat previously 'untreatable timber', but not only that, treats with full penetration of both sapwood and heartwood. Eye raising claims, that's for sure.

At our information session on 1st April, the gentlemen from Kop-Coat USA and New Zealand gave presentations about the history of their development and the milestones which have lead them to 2011 and the Australian market. Their testing process is somewhat extreme, with over 7 laboratories worldwide being utilised, however these claims definitely need scientific back up. And they appear to have it!

The paper distributed at the information session about the Tru-Core Protection System (*if you would like a full copy please email me*), outlines in detail the following summary:

- The chemical-based process can be introduced to a substrate by dip, spray or pressure treatment and can be applied in-line or on-site.
- The process is compatible with most carbon-based preservatives and insecticides and the active ingredient types and levels can be adapted to meet performance needs.
- Key components of the Tru-Core system are TANO compounds (amine oxides) and buffers (eg. Borates). These components carry the active ingredients into the wood. One of the biggest advantages of Tru-Core is its ability to penetrate wood types and wood products that cannot be treated by other processes.
- The substrate picks up very little water during treatment; there is no damage to wood or wood composites and no reduction of engineering properties from the treatment process.
- Its success is due to versatility, ease of use, proven durability, ability to penetrate and cost effectiveness.
- Utilises globally recognised ingredients with excellent health, safety and environmental profiles.
- Products successfully treated with the Tru-Core process include Framing, Weatherboard, Millwork (furniture & window components), Fencing, Engineered Timber Products (I-Joists, LVL, Plywood, OSB), and Dual Treatment of Railroad Crossties.
- This process has fully penetrated Douglas Fir, Spruce, Radiata, Red & White Oak, Hemlock and Slash; further testing is in process on other species.

itreat Timber Pty Ltd

Keith Maitland (Tasman KB) & Cameron Scott (Kop-Coat New Zealand)



Andrew Christie (APTMM), Jeff Gibson (Hyne) & Steve Watt (Simmonds Lumber)



Ian Royal (QFP), Henk Van Zetten (Tilling Timber) & John Ryan (Forsyth & Romano)



Mitch O'Mara (Tradeware Building Supplies) & Paul Rutledge (Gunnensen)



MEMBERSHIP ANNIVERSARIES

For the month of
APRIL, the
following TABMA

Queensland members are celebrating their membership anniversaries. Thank you for your fantastic support of the Association!

PRYDA AUSTRALIA
- 9 Years -

QUEENSLAND FOREST PRODUCTS
- 8 Years -

TASMAN KB
- 8 Years -

EDUCATION IN TIMBER PROCESSING & BUILDING

The University of Tasmania has started its new Graduate Certificate in Timber (Processing and Building) with the first intake of students attending a teaching block in Brisbane in early February. These students are from a range of backgrounds: architects, timber sales and support staff, and production staff from the hardwood and softwood industries.

As the new course is offered online, it is available to industry members from around Australia and those without degrees are encouraged to apply. A structured pathway is available for those with a combination of training and work experience to enter the course.

Additional information about the course is available at www.csa.w.utas.edu.au or by emailing enquiries@arch.utas.edu.au

Graduate Certificate in
Timber
(Processing and
Building)



FACULTY OF SCIENCE, ENGINEERING & TECHNOLOGY

**CUT THE
COST+
LIFT THE
LOAD**

**WHS & Workers' Compensation
for the Timber Industry**

▶ REGISTER NOW

Stay abreast of current obligations and get ahead of imminent changes to workplace health and safety and workers compensation in the timber industry with an information-packed breakfast and workshop.

EVENT DETAILS

DATE

Wednesday, 18 May 2011

TIMES

7:15am Registration
7:30am – 9:15am Breakfast
9:45am – 2:30pm Workshop

LOCATION

Broncos Leagues Club,
Red Hill, Brisbane

Then, walk away with a **value-packed resource kit** with guides, tools and templates to help you implement these changes in your workplace.

Offering extraordinary value, **Cut the Cost + Lift the Load** is aimed at CEOs, managing directors, business owners, managers, workplace health and safety staff and rehabilitation and return to work coordinators.

You can't miss this timber industry event – which is hosted by Chamber of Commerce and Industry Queensland, together with Timber Queensland and TABMA Queensland – if you're serious about staying on top of workplace health and safety in your business.

BREAKFAST SEMINAR

We're delighted Simon Blackwood, Executive Director of Workplace Health and Safety Queensland, has agreed to be our keynote speaker, covering obligations, changing legislation and approaches to management.

You'll also hear from your industry's CEOs – Timber Queensland's Rod McInnes and TABMA Queensland's Karen Johnston – about issues, solutions and lessons learned, which will lead to the opportunity for a discussion session with your colleagues.

And, importantly, you'll hear about the power of passion: the difference management commitment has made to workplace safety at Northside Trusses and Frames. The company's general manager, Chris Hay, will be sharing his experience.

WORKSHOP

An industry workshop will follow and provide the chance to hear from senior leaders in Workplace Health and Safety Queensland, WorkCover Queensland and Q-COMP.

We'll cover topics including:

- managing workplace health and safety
- responding to incidents
- managing injured workers
- sourcing financial assistance
- managing risks for young workers.

Finish the session by firing your toughest questions at senior lawyers, inspectors and rehabilitation advisors in a Q&A session.

The workshop represents extraordinary value for money. For one, we're bringing industry leaders in workplace health and safety to you, specifically to talk about your industry.

Plus, **every workshop attendee receives a resource kit developed by these leaders for the timber industry.** You'll receive a comprehensive workbook – covering everything learned in the workshop – plus a CD tool kit with guides, tools, templates and useful links.

The day concludes with an opportunity to network, visit trade stands and enjoy lunch with your industry peers.

The group of collaborators for this seminar have been working together for about 6 months.

WHY?

1. Workcover Premiums are calculated using an average of industry. If we reduce the number of workplace accidents across the timber industry, every business benefits with lower premiums.
2. A corporate culture committed to safety starts at the top. Do you know what your responsibilities are? We want to make sure you do.
3. As at January 2012, National Harmonisation of Workplace Health & Safety laws will be in effect. Are you ready for the changes?
4. Do you find that you just don't know where to start, or it all seems too expensive? Attendees at this workshop will receive a practical kit including templates to help with implementing solutions at your workplace.
5. This seminar has been designed deliberately to assist businesses from every sector and of every size within the timber industry.
6. The program includes speakers from Workplace Health & Safety Queensland, CCIQ, Q-Comp, Workcover - legal and qualified people to assist with your specific issues!

TO REGISTER VISIT:

<http://cutthecostlifttheload.eventbrite.com/>

Register Now for our Early Bird Discount*

*Closes 15 April. Seats are Limited. View full program on registration page

▶ REGISTER NOW

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Current Exhibitors



TOP FIVE REASONS WHY EMPLOYEES LEAVE THEIR JOBS

How to avoid unnecessary staff turnover

The findings in this article are part of the [*Kelly Global Workforce Index*](#), which obtained the views of approximately 134,000 people in 29 countries, including more than 20,000 in Australia.



More than 60 per cent of individuals in today's workforce say they will change their career and re-invent themselves at least once during their working life, so employers need to stay ahead of the game by creating a work environment that fosters opportunity and encourages employees to want to stay long-term while at the same time realising their desire for change.

While every business wants to stay fresh and ensure they are recruiting the best talent available, going through the recruitment process simply because your employees will not stick with you is something no business can afford.

People are already a business's largest expense. Replacing an employee costs an employer up to three times that person's annual wage, so constant employee turnover can quickly spiral out of control - not to mention the interruption that turnover causes to productivity.

Kelly interacts with candidates on a daily basis and the shift we have seen over recent years in regard to employee attitudes towards career progression have been significant. During the downturn people were only interested in having a job, today we are seeing a return to the post downturn trend where candidates wanted to better understand the progression opportunities that exist within an organisation before they consider joining.

Employees are once again demanding consideration, coaching, understanding and clear advancement opportunities. If these demands are not met, employees are showing a willingness to terminate the relationship. The question for employers is how to balance these expectations with the needs of the business.

Below are the top five reasons why employees leave their jobs and suggestions on how your business can take action to minimise the loss of quality talent:

1. **Negative relationship with direct manager.** When an employee feels unrecognised and unappreciated by the person they report to it is unlikely they will be motivated to perform at a high standard or feel compelled to stay. Ensuring all managers within your organisation understand the impact their management style has on retention is vital. Training managers in the softer skills (personal communication) required to engage a team can make a significant difference.
2. **There is little hope for career advancement or growth.** Employees often feel that many jobs offer little or no opportunity to advance. Employers should work with employees to understand each individual's career expectations and where possible design a clear, step by step development path to achieve these goals. It's important employers don't over promise in this area, because not delivering an agreed promise can quickly lead to an employee becoming disengaged.
3. **The reality of a role does not match what was promised during the recruitment process.** If an employee believes they received an unrealistic or incorrect job description when they applied for their position, they quickly develop a general lack of trust in their employer. Employers must ensure they provide a detailed and accurate description of the job throughout the entire recruitment process, from ad placement to interviewing and at all touch points in between. Engaging a recruitment expert to advise you on how to best communicate the benefits and pitfalls of a role can help avoid this.
4. **Employees are overworked and stressed out.** Many employees perceive an overwhelming lack of respect for themselves and their work/life balance. It is ironic that this perception is one of the primary reasons for leaving employers when so many are publicising the fact that work/life considerations are a priority. Employees have decided that, in many cases, this is more rhetoric than fact. Employers need to lead by example, showing that they have a balanced life and encouraging staff to do the same. Ultimately a balanced life will lead to a healthier and more productive workforce.
5. **Employees perceive a lack of coaching and/or mentoring from their employers.** Heavy workloads and a focus on short-term success can result in employers not making sufficient time for meaningful and constructive individual engagement with their employees. When this one-on-one interaction is not provided employees can quickly lose direction and feel unappreciated. Employers need to ensure they regularly acknowledge both negative and positive performance. Setting aside regular times to engage with employees is vital as is ensuring quality employees have the ability to engage with other people across the business in a bid to drive knowledge sharing and development.

TABMA Queensland can assist you with all of these points. Call us for a chat!

“Great products and services can take a company only so far. People shape the long-term success of every business, making investment in their development more important than ever before.”

Training & Development

*Management
SWOT
Analysis*

Facilitation

Staffing & Recruitment

*Staff
Satisfaction
Surveys*

*Staff
Development*

*Team
Building*

*Exit
Interviews*

Mediation

HR Suite of Services

WHAT IS HR?

Phone 3254 3166

- A term used to describe the individuals who make up the workforce of an organisation.
- The name of the function within an organisation charged with the overall responsibility for implementing strategies and policies relating to the management of individuals (ie. the human resources.)
- Reflects the adoption of a quantitative and strategic approach to workforce management, demanded by corporate management to gain a competitive advantage, utilising their workforce.

WHY INVEST IN HR?

- People are an asset to the enterprise, whose value is enhanced by development.
- You cannot do business without employees. Employee costs are likely one of the largest expenses in your business, so why would you not want to ensure it performs at its best?
- The quality of an organisation is reflective of the quality of its people.
- High job satisfaction typically leads to career success. Highly satisfied employees are more engaged in their jobs, their productivity is higher and they do more to generate profit for your company. Employees who are highly engaged or motivated will be better at their job.
- Engaged employees are not recruited, they are created.
- The importance of training and development lies in its links to performance and competitiveness. Research shows that training and development is linked with improvements in labour productivity, the quality of output and the ability of an organisation to cope with change.
- Strategically it has also been linked to providing a competitive advantage in the marketplace by means of assessing and addressing skills deficiencies.
- The timber industry as a whole needs to adopt a 'training culture' and begin to invest in people to both ensure qualified staff for the future and develop a more stable and productive workforce.
- Management of human resources needs to become planned instead of ad-hoc.
- Creating value is recognising the natural synergies that already exist and jointly seeking new ways to be innovative and proactive in adding to individual and business success.
- The 'eat em up & spit em out' mentality of high turnover sales teams does nothing to build the self worth of a salesperson. Taking a personal stake in advancing the lives of your sales force has a direct effect on the bottom line.

Annual Timber Industry Charity Golf Day



variety
the children's charity

Now in its 25th year the Queensland Timber Industry Charity Golf Day is set for

Friday 27th May, 2011

with proceeds going to the Variety Club of Queensland

THE DETAILS:

Competition is a 4 ball Ambrose, 4 players per team. Prizes awarded to teams for 1st, 2nd & 3rd places as well as the Bradman prize for last place. There is a maximum of 36 teams able to play so get in quickly.

COST:

\$600 per team of 4, includes lunch.

\$150 per individual, includes lunch.

VENUE:

Gainsborough Greens Golf Course
Yawalpah Road, Pimpama

RSVP:

Friday 6 May, 2011

AGENDA FOR THE DAY:

8.00am

Arrive & register at Gainsborough Greens Golf Course. A hot BBQ breakfast will be served.

9.00am

Shotgun start.

2.00pm

Return to clubhouse for a hot lunch. Well renowned entertainer, Fred Lang followed by prize presentation.

More Info Contact: 0419 754 681

PLEASE COMPLETE BELOW & RETURN BY FAX TO 5483 6179 OR
EMAIL MORTY@SPIDERWEB.COM.AU

COMPANY NAME

PLAYER 1

EMAIL

PLAYER 2

PHONE

FAX

PLAYER 3

ADDRESS

PLAYER 4

A Joint Industry
Association Event

