



# Beattie Times

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and much more...

Contributions, feedback or suggestions:

What would you like to read about in the next issue of the Beattie Times?

Do you have stories or photos that you would like to share?

Let us know at [marketing@beattietransport.com.au](mailto:marketing@beattietransport.com.au)!

## We can. We Do.



BT is all about Can Do, and this is also what we have dedicated this newsletter to. In this issue, read about some of the people who write our company's success story through their everyday activities.

Find out more about some of our recent achievements, such as successful projects in heavy haulage, defence and rig moves, compliance and WHS, to name but a few.

Discover how to develop a more positive mindset or how to stay fit this autumn, and most importantly: sit back, relax and enjoy the read!

## Message from the CEO

Focus, Courage, Accountability, Networking, Drive and Oneness. That's "CAN DO"

Welcome to the April 2015 edition of the BT times. I would like to acknowledge all the hard work of the BT team and dedicate this edition to the "Can Do" culture of our great business and the diversity of our team.

As we continue on our journey in line with the company strategy we continue to understand diversity and growth are not just integrated, but inseparable. This belief is at the heart of BT's value of "Diversity for growth and innovation." Diversity puts

more possibilities into play, and inclusion—going beyond prevailing, predominant or traditional perspectives—makes tapping into those possibilities more likely.

At BT, combining what we have in common with what each of us brings as a unique individual is a powerful recipe of success. By coming together and sharing our unique perspectives, we grow as a company and as people. That leads to new insights and innovation which drives growth personally and

corporately.

We are proud of what we have achieved to date and we are motivated by a strong sense of purpose for what is still to come.

We believe diversity and inclusion strengthens us and we are committed long term to progress in our company and the industries we serve.

*We understand simply having diversity is interesting; doing something with it is powerful.*

Finally, I would like each

**Continues on p. 2 »**



## Message from the CEO (cont.)

and every one to embrace this edition as a confirmation that it takes all stakeholders, staff, suppliers, customers and contractors to drive the success of our company.

I personally thank everyone

for their ideas and input and encourage these ideas to continue and look forward to continuing the journey with each of you.

*"Remember we feel most fulfilled when we stretch ourselves to the edge of*

*our confidence and succeed."*

Phillip Mills, CEO



## Compliance Corner

By Kent Egglestone (National Compliance Manager)

Hi everyone, its time for a recap of some of BT's positive "can do" moments in recent months from a Compliance perspective.....

Briony and Liz successfully passed the last ECAAS third party surveillance audit of our certified quality, environment and safety systems. A remarkable achievement in itself as they both had only been with BT a matter of weeks but also a testimony to the work of their predecessors and others that they could come in to a new organisation and locate all the necessary documentation, procedures and the like to demonstrate Beattie's compliance with these international and Australian standards.

Briony and Bron backed this up a month or so later with the successful passing of the National Heavy Vehicle Accreditation Scheme (NHVAS) Maintenance re-entry audit then some 2 months after completed

the WA Heavy Vehicle Accreditation (Maintenance & Fatigue) re-entry audit. It is testimony to their professionalism in adapting and overcoming under trying circumstances, and to their predecessors for establishing and maintaining such robust systems and procedures.

As my predecessor Briony alluded to in the last edition of this informative publication, BT recognises the importance of training and its positive benefits to individuals and their organisation. The personal satisfaction derived from successfully completing a course, a degree or a diploma cannot be downplayed and an organisation must capitalise on this and encourage the use of an individual's newly gained knowledge and experience to further grow themselves and the organisation. Good people got us to a good position within the transport and logistics in-

dustry now good people will become great and so will Beattie Transport. At this point we must recognise an individual who has persisted with and at last completed his Cert 4 in Frontline Management – Damian Arnold. Damian is keen to continue his studies and we will continue to actively encourage and assist where we can to see that this happens.

As the saying goes, *onwards and upwards*.



**Congratulations to Damian Arnold for successfully completing his Certificate 4 in Frontline Management!**

### 7 Steps to Cultivating a Positive Mindset

Based on Katherine Hurst's article on [www.thelawofattraction.com](http://www.thelawofattraction.com)

Can Do is all about a particular mindset. It requires a positive outlook and the belief that one's own activities will contribute to achieving a specific goal.

In this issue, we have included seven steps that can help you become a more positive person.

## Meet Karran

### MC Linehaul Driver

Karran Haese is one of those people who will always stand out from the crowd. Lucky for us at BT she has recently joined our team of MC Linehaul Drivers. Karran comes to us with around 8 years of experience working in the transport industry.

Unlike the typical truck driver, she is the first member of her family to be drawn to the industry. Coming from a family where teaching is the profession of choice she has chosen to break the mould and go her own way.

In her first week working for us we soon learnt what makes her tick. She's got the 'can do' attitude and she

might look pretty and petite but she can back it up with a strength of body and character. She likes things clean and tidy but doesn't hesitate to jump in and get her hands dirty tying down a load or changing a tyre.

Karran started her career with First Fleet carting general freight and over the years gained experience transporting dangerous goods with McNeills Transport, as well as machinery and oversize loads with Hampton Haulage.

She's just clocked up almost 40,000 kms in her first few months with BT



with a variety of loads and destinations.

Karran is just one of a diverse group of Linehaul Drivers we are proud to have in charge of our vehicles, transporting our customers' freight and promoting our company values of safety and quality.

Do you have an interesting story that you would like to share in the Beattie Times?

Contact us at

marketing@  
Beattietransport.com.au

## Western Australian Reflections

By John Dale (State Manager WA)

As it is for the state of Western Australia it is for BT, economic activity is somewhat soft if not strained.

For many years we rode comfortably on the "sheep's back", and in the immediate past on that of the Pilbara's Iron Ore Industry and its numerous allied activities.

As an indicator of the downturn in both the Western Australian economy and that of the world especially our major customer China the price of iron ore has slumped to under US\$50.00 per tonne which has seen the failure of

the fourth largest iron ore miner in Western Australia with much speculation about the imminent failure of several more 2<sup>nd</sup> and 3<sup>rd</sup> tier miners.

Disastrous from all aspects of the Western Australian [nee Australian] economic cycle. As the State Government seeks out new alternatives to raise revenue levels the challenge confronting Beattie Transport is to present our CAN DO philosophy to new markets.

This course is not a course easily tackled but with our

adventurous spirit and a defining effort by all our staff to garner their skills and expertise we are capable of not only confronting but bettering the task.

The challenge for all is to forge a work ethic that defines CAN DO.

As is the want of the writer I would like to leave you with this thought:

"The best cure for sea sickness is to sit under a tree."

And!!! Arsenal to win the premier league.

### Step 1

Start by acting like a more positive person

Research has repeatedly shown that forcing a smile can lift your mood, or acting like a confident person can actually affect your self esteem. How to start: try eliminating negative words from your vocabulary and smiling at strangers in the street, and surround yourself with positive and motivational things at home.



## BT Sales Team Expansion



Sales force in the making—Strategic Partnership Manager Steve getting help from his youngest grandson (3)

### Step 2

Become more appreciative

Keep a notepad and write down five things every day that you appreciate about your day, such as nice conversations you've had, moments of success or something beautiful you saw. This will train your brain to focus on positive things that make you feel happy or grateful to be alive.

Due to BT's continuing growth we are pleased to welcome two new members to the Sales Team.

Firstly, Lili Sun joins us from Schenker Australia, International Forwarder. Lili brings experience and skills developed after several years in the industry and will offer support to the entire Sales Team in all BT offices as Sales Coordinator. Her role

encompasses data entry, CRM management as well as preparing quotes. Lili has already settled into the role and is making a great contribution.

Troy Ellbourn was part of the BT Operations Team in Adelaide as Operations Assistant. When it was determined to expand the sales team Troy expressed interest in the role of Strategic Partnership Executive.

As BT has a policy of promoting from within when possible, Troy was interviewed and subsequently offered the role. He brings a wealth of practical experience from his years in the industry and will be a valued member of the team.

We welcome them both to the Team and should you require any assistance they'll be pleased to help.

Our new Sales Team members:  
Troy and Lili



## Meet Grant Whiteside

### Queensland Transport Coordinator in Brisbane

#### Previous position and background:

Operations Supervisor at Blenners Transport, I have been involved in the Transport Industry for over 15 years of varying aspects.

#### Qualifications/degrees:

- Success Strategies studied through Leadership Management Australasia
- Safe Driving Behaviours
- HSE for Supervisors
- CoR-Chain of Responsibility

#### What I like about my work at BT:

Winning a quote and making it happen!

#### Ways in which BT is different to my previous employer(s):

BT move a varying consignment of freight, my last employer of refrigerated produce delivered daily on a set schedule. At BT we go anywhere anytime as per customer request. I like that!

#### Hobbies/interests outside of work:

Every weekend you'll find me somewhere on my Mountain Bike 4x4ing the beach/bush and setting up camp somewhere escaping reality.

#### The first thing I do when I arrive at work:

That's my egg chilli and avocado toasted sandwich, specially made for me every morning.

#### Something I would not like to work without:

For sure that's the morning Coffee.

#### What influences my success at work the most:

Customer Satisfaction drives me.....

## BT Injury Management

Statistics for Injury Management again promote continuous improvement throughout our business. Communication to our workforce through Safety Alerts and Toolbox Meetings has delivered further awareness of many risks and hazards we encounter in our day to day work environment.

Employees are embracing their responsibility to check their equipment and surroundings before beginning work to ensure they are not

exposing themselves or others to unnecessary risk. Minor incidents and near misses are being reported and analysed to identify any patterns that could escalate to a more serious incident.

Because we do not currently have any injured employees, on restricted duties, we have been able to bring in an employee injured with another company and assist him with his return to work.

BT is pleased to be able to facilitate such a positive and rewarding venture. We feel it is a significant achievement in such a high risk work sector.

Congratulations to our employees for their commitment to workplace safety. We are seeing our procedures become second nature now as they are incorporated into everything we do, rather than being an add on extra.



## Customer Reviews

By Annie Broecker (Marketing Manager)

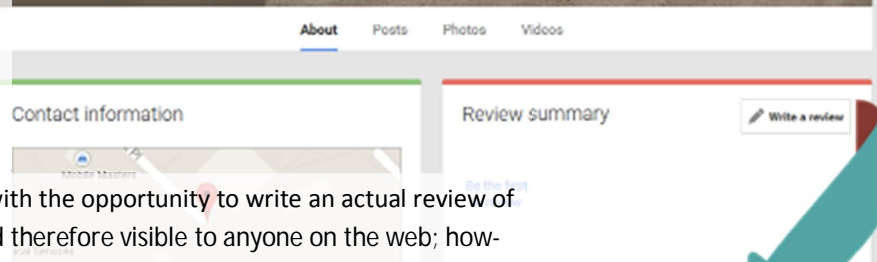
In addition to our company website, BT is represented on several platforms online. As part of being listed as a business on Google Maps, for example, BT has automatically been assigned local Google+ web pages for our locations, which we can use to share company updates, photos, videos and more.

Some of these details are then visible to users of Google Maps, while others show in organic search results for relevant keywords. Therefore, maintaining these pages makes sense from an SEO (Search Engine Optimisation) perspective, but there is another dimension to it: the business review.

Google offers a 5-star rating scale, together with the opportunity to write an actual review of a business or place. The results are public and therefore visible to anyone on the web; however, users must be logged into their Google account to be able to submit a review or rating. While this is a considerable limitation to who can review, many people already have such an account as part of their usage of services such as Gmail, Maps or Youtube.

The local page of our Adelaide Head Office has been viewed over 23,000 times, which shows that people have been looking at the page. For this reason, we at BT embrace this review system as an additional platform on which our customers and stakeholders can conveniently share their feedback. Of course you can still send us feedback the way you have been doing it so far: by email to your BT contact person.

We appreciate all feedback, since criticism helps us improve and positive words help keep up the good spirit. After all, at BT customer satisfaction is our true measure of success.



Be the first to review

Have we been able to show you Can Do in action? Then why not write a review for your local BT office—find links to the pages on our website.

### Step 3

Spend more time focusing on the present

Living in constant limbo between old regrets or future worries will prevent you from fully experiencing and enjoying the present. Instead, focus on the now.

Practicing mindfulness exercises can help you experience joy in the simple pleasures in life, such as taking a walk in the sun or the feeling of soft bed sheets on your skin. Also try focusing on your breathing to clear your mind.

### Step 4

Seek positive influences

Put a bad apple into a bowl of fresh ones and they will soon all go bad. This is to illustrate that negative attitudes are infectious. Therefore, surround yourself by supportive, optimistic and energetic people. This will rejuvenate your spirit and give you something else to appreciate in your life.

## Technology Today

By Todd Newmarch (Company Accountant)

Both these pictures are of St Peter's Square, one in 2005 when Pope Benedict assumed the papal throne, the other was of Pope Francis in 2013 recorded by the thousands of iWitnesses packing the Vatican.



This highlights how quickly technology is changing and BT need to keep evolving to facilitate the 'Can Do' philosophy.

This is why we are investing in 10 Mbps up- and down-load speeds at the Cavan site with Telstra Fibre Optic technology that is dedicated to our network and not shared with others nearby. The other depots will benefit from reduced strain on their network. Additionally Wacol, Qld is rolling out

NBN later this year.

The 10 Mbps service is more than enough for our existing needs and will be 5 times faster than current internet speeds. This will give us a regular connection with downloads and uploads occurring simultaneously with no reduction in speed.

This technology will enhance Fleet Minder, speed up Translogix and users will find it easier to access network drives of other states;

additionally, communication will be improved through video conferencing.

This platform will future proof BT for the next 10 years and allow us to be proactive with technological advances in the logistics industry.

Telstra is currently installing the fibre optic cable to our premises and should be ready by June 2015.



## Department of Immigration Detention Centre Buildings Demobilisation

By Steve Moore (Strategic Partnership Manager SA)

Recently one of our customers requested a time critical relocation of 41 buildings from the Curtin Air Base near Derby in Western Australia to the Military Base located in Broadmeadows in Melbourne, Victoria. The particular buildings we were to move were required by a specific date in Melbourne so they could be set up in their designated sites and subsequently be renovated for immediate use.

By the time our customer could demount and prepare the buildings for transport the timeframe to complete the entire move was reduced to a window of only 14 days. The 5,000 kilometre journey would take 7 days to complete as the buildings were oversized. This necessitated all buildings be decommissioned and loaded within seven days to allow for the 7 days transit required.

BT Transport Manager, Mick Greenwell, was nominated to coordinate drivers with appropriate equipment to facilitate the operation.

Mick was able to source and supply sufficient resources to meet the challenge and developed a spread sheet which was constantly updated and forwarded to stakeholders so that buildings could be tracked and subsequently delivered in the required sequence at the destination point. He also appointed a project coordinator on site to liaise with our customer so that as buildings were available the appropriate equipment was loaded and despatched.

The buildings were of varying dimensions, which meant some could travel in double road train con-

figuration and others could only be transported as single trailers. State regulations stipulate that oversized road trains could only travel to Port Augusta. This meant Mick had to coordinate additional drivers to mobilise up to Port Augusta to collect second trailers and travel through to Melbourne. As part of BT's total solution package we also supplied the forklift and operator at destination site to unload and place buildings in their appropriate locations for recommissioning.

Of course BT's experienced staff were able to complete this small project on time and in budget as quoted. The customer, and our customer's customer, were very satisfied and we received grateful commendations on a task well done. ●●●●●●●●●●

### Step 5

Don't picture disaster scenarios

Whatever your goals are, picture yourself achieving them. Build up detailed pictures of your success and the happiness and pleasure it will bring. Remind yourself that you are able to deal with any situation that could possibly occur, and that any ordeal can be transformed into a positive learning experience, leading the way to success in the future.

We are entering into another agreement to transport more buildings from Curtin Air Base through to Brisbane this time with even more buildings to move on a return journey from Roma in Queensland to Katherine in the Northern Territory. The wheels at BT seldom stop turning...

## Logistics solutions even on leave By Steve Moore

While travelling on leave we came across an unfortunate incident where a driver had his caravan get out of control and end up on its side blocking the highway. (Fortunately no injuries to people). As it was the Tuesday after Easter there was substantial traffic volumes and a queue was forming quickly.

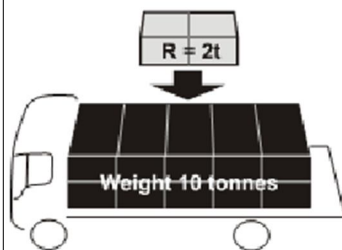
We immediately posted people at the heads of the queues both sides of the blockage to warn and stop oncoming traffic. After I closed and disconnected dislodged gas bottles we assessed the situation. It was obvious that the highway needed to be cleared as soon as possible. A plan was developed to connect retrieval straps to 2 x 4 wheel drive vehicles in parallel to stand the fallen car-

van up so it could be moved out of the way. Just then a Police Officer arrived on the scene and endorsed our plan which we then executed without incident. The van was righted and the actual towing vehicle which was still connected was able to move off the road. Even on holidays timely logistics solutions can be applied.

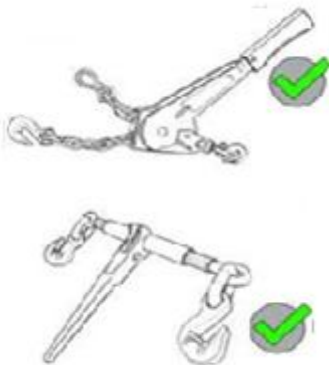


**CanDo\_Safety**

Just another way of BT showing the can do attitude, keeping our employees safe and delivering to our customers' expectations.



Restraint R against upward movement = 20% of load



**Examples of Approved Ratchet Dogs**

## Safe Work Instructions for Load Restraint

### By Liz Boyce (National WHS Manager)

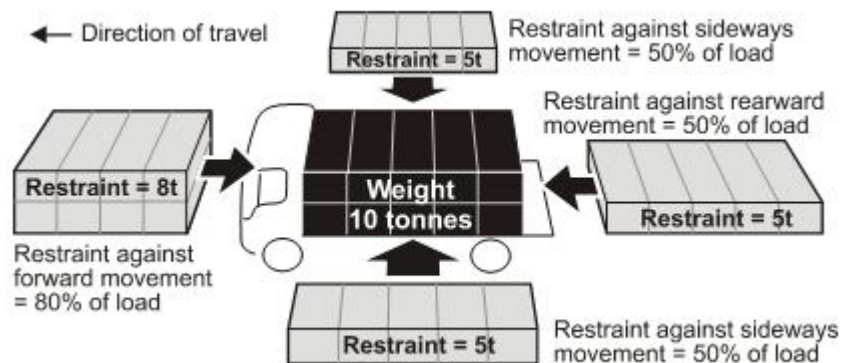
At BT we regularly carry unique loads for our customers. To ensure our drivers and loading staff are well trained and competent we have created Safe Work Instructions which give clear and simple directions for the appropriate load restraint to be used.

We currently provide specific training on loading and

securing glass, portable huts, PVC pipe, switch-rooms, earthmoving equipment, cement pipes, scissor and boom lifts and metal pipe.

We always begin our Load Restraint Instructions by following the basic 80/50/20 rule as set out by the Load Restraint Guide 2004 edition, which states 80% of the load's weight must be re-

strained from moving forwards, 50% of the load's weight must be restrained from moving backwards and sideways and 20% of the load's weight must be restrained from moving upwards. We use 8mm and 12mm chain with ratchet dogs as well as loading straps suitably rated for the heavy vehicle industry.



Once the weight and proportions of items being loaded is confirmed, the correct loading straps, chains, tensioning dogs and ratchets along with wooden bearers and metal bolsters are se-

lected. Headboards or drop deck trailers may be selected to chock loads. Weight is distributed over axles to prevent overloading the vehicle. Width, length and

height is checked to ensure loads are within size limits and subsequent requirements such as flashing lights, signage and flags are used for any oversize loads.

#### TYPICAL LASHING CAPACITY

Lashing	Lashing Capacity (LC)	
12 mm synthetic (silver) rope	300 kg	
25 mm webbing	250 kg	
35 mm webbing	1.0 tonne	
50 mm webbing	2.0 tonnes	
chain*	with claw hooks or winged grab hooks	with grab hooks or edge contact
6 mm transport chain	2.3 tonnes	1.7 tonnes
7.3 mm transport chain	3.0 tonnes	2.3 tonnes
8 mm transport chain	4.0 tonnes	3.0 tonnes
10 mm transport chain	6.0 tonnes	4.5 tonnes
13 mm transport chain	9.0 tonnes	6.7 tonnes

#### TYPICAL STATIC FRICTION COEFFICIENTS

Load surfaces	Friction coefficient
Wet or greasy steel on steel	0.01 - 0.1
Smooth steel on smooth steel	0.1 - 0.2
Smooth steel on rusty steel	0.2 - 0.4
Smooth steel on timber	0.3 - 0.4
Smooth steel on conveyor belt	0.3 - 0.4
Smooth steel on rubber load mat	0.6 - 0.7
Rusty steel on rusty steel	0.4 - 0.7
Rusty steel on timber	0.6 - 0.7



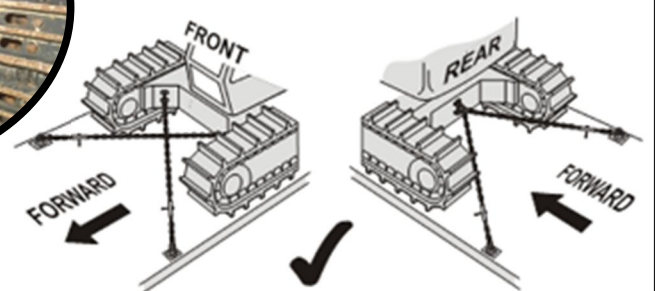
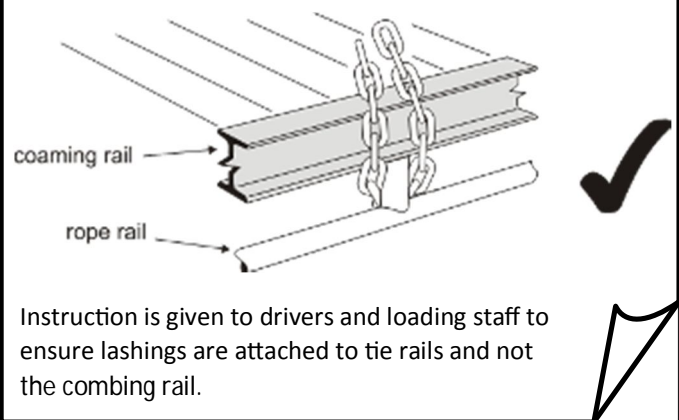


By providing Safe Work Instructions, detailing the correct requirements for restraining items of freight on our vehicles, we give our employees the confidence and ability to safely secure loads which may travel long distances, often in remote areas of unsealed roads.

Our Safe Work Instructions have been put together using the experience and knowledge of our diverse workforce at BT. We factor all challenges around legislation to ensure we will comply with National Heavy Vehicle Law (NHVL), then we gather ideas and statistics from previous experience and activities. We blend the old and the new using modern versatile equipment to keep our people safe and our freight damage free.



Attaching lashings to tie rails



Cross over chains should be angled at 45% to secure the front of tracked earth moving equipment and angled at 30% to secure the back.



# BT Projects

## The Heavy Hauler

BT Heavy Haulage: supporting our internal divisions operating throughout the remotest regions of Australia, delivering urgent mining shutdown and underground replacement equipment the length and breadth of this country of ours.







BT have just finished delivering a major portion of the APLNG contract on behalf of Origin / DHL with the delivery of extremely large electrical switch rooms direct to the nominated remote substation sites throughout the APLNG pipeline network from Mayfield's in Adelaide.

Additionally, with all the poor weather conditions in Queensland over the past couple of years, BT Heavy Haulage have supported Origin with short-term storage solutions offered off site to assist the manufacturing facility. Each of these deliveries is a major production in terms of the necessary pre-planning, with the infrastructure road manager across three states, statutory authorities and state police—all of which is completely supported by the BT compliance team ensuring national compliance and safety regimes are all accommodated. Typically, BT leave little to chance as the heavy haulage division is a serious area of work.

Our BT Heavy Haulage Team supported the Ichthys Project in performing the OSOM movements from Adelaide and Perth to the project site in Darwin. From Adelaide, working with the 3PL with the interstate distribution of the water treatment plant components all of which require unique specialist handling and detailed cartage engineering system reporting for exacting procurement.

The BT Heavy Haulage Team ensures that the level of dedication and commitment to these indivisible and over-mass delivery programs fits within our core business model "The Can Do People" as all these journeys required detailed planning on the part of our national operations and compliance teams internally with exposure externally to ensure a range of OSOM floats could be utilised where legally possible and physically practical to deliver the best outcomes to our client.

The precision required by our Heavy Haulage teams to ensure that the task is performed efficiently, safely and cost effectively, to the linehaul operations ensuring correctly consolidated vehicles delivered to site safely and on-time and the heavy haulage of these large oversize, over-mass components with the same exacting delivery requirements across Australia. Congratulations to our drivers, operations and compliance teams for a job well done. Resource projects like this don't just happen without huge amounts with preplanning; as a reward for our efforts BT makes them appear quite simple in the effective delivery of our pursuit to ensure the on time delivery of materials to wherever they are required.

Again, well done to the our drivers, operations and compliance teams for the tasks that we perform regularly across Australia—great work, team.

**By Syd Redfern**  
General Manager Projects & Defence



# more Projects

## Defence Tactics

BT Defence & Military Logistics, through our 3<sup>rd</sup> party partnership, continues to support the (JLU) Joint Logistics Units through (ADF) Australian Defence Force contractor with recent Defence Tactical manoeuvre's, coordinating the uplift and safe delivery of the our defence operations M113AS4 APC's, ASLAV's and heavy vehicles to and from their intensive training manoeuvre operations. One being strategically based in Queensland whereby there were some 75 units to be uplifted from the Army operations at Gallipoli Barracks within the Enoggera defence facility, which sore both JLU and BT working closely together with the Army personnel. The Army Barracks within the Enoggera Base (QLD) has certainly been upgraded and extensively developed to cater for the vehicle division's residing within this base. Between the JLU and BT there was a strict distribution time table established via the ADF to achieve this large deployment to the remote JLU-NQ (to both Cairns and Townsville) over a period of 10 days. This required a solid commitment by BT nationally to support the JLU teams in Enoggera, Cairns and Townsville with equipment in a timely manner in readiness for the Army manoeuvre and upon completion of these same manoeuvre the JLU and BT have returned to bring these defence units back to Enoggera after 6 weeks of tactical warfare in North Queensland. While North Queensland is a beautiful place to sit back and enjoy life as it slowly passes by (with an Ale or two), the mon-

By Syd Redfern  
General Manager Projects & Defence

soonal weather and tropical conditions in combination with the intense demands placed on our defence force and their equipment is often another story in ensuring the defence of our country. Well done to the BT Queensland team who managed the coordination of the tight uplift schedules in both mob and demobing these ADF projects via the JLU.

Another being strategically based in the Northern Territory whereby multiple units were uplifted from the Army operations at the Army Barracks within the RAAF Edinburgh Base as well as the P&EE defence facility in Port Wakefield, which saw both JLU and



BT working closely together with the Army personnel. These ADF facilities are common place for the BT teams with regular requirements to perform OOG distribution to and from these support units. The DT910 and DT935 Oxidiser mobilisation challenges meant that BT were responsible for supply of all crange for consolidation at P&EE and Edinburgh onto the OOG linehaul equipment for receipt by JLU-N (to Mount Bunday, NT) of this strategic deployment to the remote regions of NT.

Again requiring detailed timing by BT nationally to support the JLU teams in Edinburgh and Darwin with specialist equipment in a timely manner in readiness for the complex manoeuvre and upon completion of this remote task the JLU and BT have returned to bring these critical units back to Edinburgh and P&EE after 10 weeks in remote Northern Territory. Well done to the BT South Australian and Northern Territory teams who managed the coordination of the difficult uplift schedules in both mob and demobing this ADF project via the JLU.



BT Defence & Military Logistics team ensure that the level of dedication and commitment to these programs fits within our core business model “The Can do people” as all these journeys required detailed planning on the part of our national operations and compliance teams internally and exposure externally to ensure OOG road trains could be utilised where legally possible and physically practical to deliver better outcomes. Additionally this meant the placement of Load Masters on the defence site to ensure vehicles, equipment (such as crange) and consolidations were all accommodated by the defence specific materials experts in terms load restraints and overall safety.

The precision required by our Defence & Military Logistics teams to ensure that all defence movements travel safely to and from site is simply no accident, at BT Defence & Military Logistics we take all consolidations seriously. Our client ultimate client in the ADF and the JLU place strict demands on BT in terms of the on time movements—uplift date and times as well as (RDD) required deliver date.

Importantly at BT our drivers remain the face of our business on the ground with the Defence personnel and suppliers at uplift and delivery points nationally around Australia, their commitment to “The Can do people” and willingness to assist the defence personnel on site, compliance to fatigue regulations and importantly ensuring no damage in transit. The BT national operations team are our customer service centres with direct online contact with both defence (POC) points of Contact ensuring that the drivers arrive on time to consolidate, depart safely, monitoring each consignment in transit, on time delivery and reporting back to the JLU’s with the (FO) freight order in-transit data as required by the ADF and JLU. Again well done to the our Drivers, Operations and Compliance teams for all the defence tasks that we perform weekly—great work, team. Defence projects like these don’t just happen without huge amounts with preplanning as a reward for our efforts BT make them appear to quite simple in the effective delivery of our pursuit to support the defence of our wonderful country.

BT Defence & Military Logistics supporting Australian made Defence, contact us on [defence@beattietransport.com.au](mailto:defence@beattietransport.com.au).

For decades Australia's defence industry has been successfully building and rebuilding fleets of ships and submarines that have assured the security of our national interests. What it hasn't had is a long term plan that maximised the sovereign, security and economic benefits to Australia. BT joined the Australian Made Defence campaign and I thought you might like to do the same. Sign up to support Australian made ships and submarines here:

<http://australianmadedefence.com.au>





## more Projects

# All the Rig(ht) Moves

Not such a long time ago, the Oil & Gas sectors were ruling the waves of success whereby domestic and off shore export market demands appeared to far outweigh the prospect of actual supply. Over recent years BT Resource Logistics have been participating in supporting the industry with the constant movement of international rigs into and out of Australia.

By Syd Redfern  
General Manager Projects  
& Defence

It seems only like yesterday when Rig 970 arrived into the Port Adelaide wharf on the Industrial Dart. This was a medium sized land based rig requiring multiple road train combinations, OOG extendable trailers, a range of one way tow units and multiple heavy haulage floats to get this project out of the Port Adelaide precinct to Moomba, or more specifically into the Big Lake Project.

The Industrial Dart arrived in dock and once cleared opened her huge holds whereby the ship's derricks (cranes) started the long process of discharging the vessel piece by piece. The BT Resource Logistics Team coordinated

with the ship's master, stevedores, owners and lease operators of the inbound Rig 970, even with our own people to ensure that "under ships hook" arrangements were delivered onto the appropriate type of equipment to minimise the requirement for on wharf laydown usage.

Naturally, the vessel discharged 24 hours per day until all cargo was cleared from her holds, thereby demanding three shift round-the-clock operations on wharf by the BT load masters, drivers, contractors and associated securing crews all MSIC clearances and Flinders Ports accreditation. Ingaug

consolidations were deployed as quickly as they were coming off the vessel, in order to meet the tight delivery requirements so that Rig 970 could be quickly reconstructed on-site at Big Lake—a bit like inline sequencing in the automotive manufacturing process.

This represented part of the massive expansion to the Big Lake Project, which saw a huge fleet operation of ODOM delivery direct to the Cooper Basin, SA. The dedicated team of metropolitan and intrastate OD escorts, along with our onsite BT load masters and drivers, all worked in complete unison to ensure that the discharge of the





Industrial Dart and Rig 970 consolidations were all performed by the BT specific materials experts in terms of load restraints and overall safety to ensure they hit the road on time.

The BT Resource Logistics Team ensures that the level of dedication and commitment to these important delivery programs fits within our core business model “The Can Do People”, as all these journeys required detailed planning on the part of our national operations and compliance teams internally with exposure externally to ensure a range of OSOM floats could be utilised where legally possible and physically practical, to deliver the best outcomes to our client.

The precision required by our Resource Logistics Teams to ensure that the vessel discharges while “under the ships hooks” is performed efficiently, safely and cost effectively on wharf, to the linehaul operations ensuring correctly consolidated vehicles, delivered to site safely and on-time and the heavy haulage of these large oversize, over-mass components with the same exacting delivery requirements along the Strzelecki Track. Congratulations to our drivers, operations and compliance teams for a job well done. Resource projects like this don’t just happen without huge amounts of preplanning; as a reward for our efforts BT make them appear to be quite simple in the effective delivery of our pursuit to ensure the on-time delivery of materials to the Resources Sector.

At BT Resource Logistics we remain focused on the future of the Oil & Gas sector given the current economic climate, and while we are busy demobing Rigs from many remote regions—remember that this is a cycle, this downward trend is just part of that cycle.



Again, well done to the our drivers, operations and compliance teams for the resource import tasks that we perform regularly in all ports across Australia—great work, team.



## Health & Wellbeing Corner

As cool breezes are getting more common and there are fewer daylight hours, the peak season of autumn blues gets on its way.

A lack of motivation and drive often goes along with the change of seasons, caused by hormonal changes related to daylight: The body produces less serotonin, the happiness hormone, but more melatonin, the sleep hormone. A disbalance can occur, which might need some time to adjust.

What you can do to help your body make the transition more easily:

Spend time outside. Sure, you need to resist the call of your comfy, warm lounge room. But even on a cloudy day,

spending at least thirty minutes in natural light can make a big difference to your wellbeing.

Exercise and healthy eating habits—maintaining a healthy balance of vitamins and minerals—will also boost your immune system. Skin care is also important in this season. Combat effects of cold air outside and dry air in heated rooms by applying moisturisers to hands, face, lips etc as needed.

During the seasonal transition, our bodies also need more rest than usual. Sauna visits or alternating, hot and cold showers might not only revive you, but can also help prevent cold and flu. Speaking of which: Now is also a good time to think about getting a flu shot.



### Staying fit this autumn

Spending time outdoors will boost your vitamin D levels, even on cloudy days

**CanDo\_Compliance**

The BT Compliance Department shares an insight view—All the things you probably don't know that they do. Showing a true can do spirit, they always make it happen.

**Step 6**

Share positivity with other people

By being nicer to people, their reactions create a positive feedback loop, fostering good feelings in you and encouraging you to share even more positivity with others. You could, for instance, make compliments where credit is due. Little gestures that make people feel great will serve the overarching goal of becoming a more positive individual.

## Checks And Balances

By Bronwyn Sinclair (Compliance Assistant)

Whilst most departments are responsible for organising and sending loads all over the country, the Compliance Department is charged with the responsibility of making sure that all of those loads and all of the vehicles used to carry those loads arrive at their destinations legally and safely, and that our drivers are safe behind the wheel and

on the road. This is achieved in many ways:

The first and most obvious is the issuing of permits and authorisations, Gazettes and notices for both Single Trips and Annuals. As everyone is aware, nothing can move anywhere in Australia without the correct movement documentation. This is a task that can often be

fraught with problems and delays due to bureaucratic issues and changes to information supplied, due to innumerable outside influences, creating issues which can cause enormous challenges..... but one way or the other, it all seems to fall into place, often in the nick of time! We are continually striving to come up with better and more effi-

**Continues on p. 17 »**

## Meet Kent Egglestone

National Compliance Manager in Adelaide

### Previous position and background:

My last 7 years were as HSE & Heavy Vehicle Compliance Coordinator at railroad Transport, a general freight operator that dabbled in specialised contracting. I was responsible for the organisations health, safety, environment and quality in addition to their heavy vehicle compliance (NHVAS Maintenance, Basic Fatigue Management, Mass Management and WA Heavy Vehicle Accreditation – Maintenance and Fatigue). We were responsible for the storing and transporting of race infrastructure, and constructing the Clipsal 500 race track each year from its inception in 1999. I was also involved in their Karratha-based scrap reclamation joint venture overseeing weighbridge operations and materials tracking during scrap boat shipments periodically through the year.

Prior to this I spent 12 years at McMahon Services – 9

years as working as a labourer then leading hand in the asbestos abatement division before becoming the organisations health, safety and environment systems manager.

### Qualifications/degrees:

Advanced Diploma Occupational Health & Safety

### What I like about my work at BT:

The get up and go, the positivity and enthusiasm in the organisation from the CEO down.

### Ways in which BT is different to my previous employer(s):

Previous employer had an unwritten policy of zero communication and zero consultation amongst most staff. Very difficult to develop and improve company systems, procedures and processes when there was no senior management direction (or input) or support. No active marketing or promotion of the organisation.

### Hobbies/interests outside of work:

4 kids (3 girls and a boy) so running around to netball training and games, ballet and surf lifesaving with the girls and football for my son is almost a full time occupation in itself!!! I enjoy AFL (Westcoast Eagles member), fishing, camping, airshows, and the beach.

### The first thing I do when I arrive at work:

Greet my colleagues, turn on the laptop and boil the kettle for a cuppa.....

### Something I would not like to work without:

Coffee.....

### What influences my success at work the most:

The gaining of knowledge through my interaction with colleagues and third parties and task completion.



## Checks And Balances (cont.)

cient ways to deliver this service.

Driver fatigue monitoring is an on-going task. Checking that no-one has driven for too long, that rest breaks are taken properly and that licences and medicals are up to date is an important and legal aspect. We monitor driver diary pages and pre-start inspections, checking a minimum of 10% of our drivers via Logchecker each month (closer to 30%).

We also keep a track of registrations and paperwork associated with keeping the fleet on the road.

Most people aren't aware that almost everything that happens in this industry is audited, be it by the different legislative bodies or by our large clients. This is also

a rigorous and often time consuming exercise.

Induction of both new staff and subcontractors is a huge ongoing task at the moment. With many businesses laying off drivers, we have had a large influx of both small and large transport companies wishing to sign up with BT. Organising inductions is a lengthy process, one which we are currently working on, to become at least partially On-Line accessible, (with the assistance of our IT Intern Max).

Our latest project is the stocktake of all trailing equipment and coming soon—all the equipment carried on each trailer. It may sound like a simple task but can be anything but, considering the size of the

fleet together with the size of the country. Trailers can be swapped and moved many times during the week and can cross the country in a matter of days. Knowledge of their whereabouts at a given point in time is essential, whilst keeping a track of the equipment carried on each trailer and monitoring where it is and where and how any losses are occurring can save the company a small fortune.

These are just some of the processes that go on upstairs... out the back!... But while all this legal "stuff" has to be carried out, we still try to make it a welcoming office and greet people with a smile and some cheer (even if sometimes we don't feel like it!). We try to "Make it Happen"!

### Step 7

#### Treat yourself kindly

While keeping step 6 in mind, it is always important to also meet your own needs. Selfless behaviour is therefore counterproductive, since you don't want to end up feeling drained and exhausted.

Take some me-time when you need it, and make sure that every day involves some act of kindness towards yourself, such as listening to a favourite song or preparing a healthy meal for yourself.

After all, you deserve love and care, and recognising this is a key part of a positive mind-set.

## New First Aid Kits for 30 Fleet Vehicles

Some months ago an incident report came through to the WHS Office. It was minor on the scale of things. A simple cut finger. But our policy at BT is to be thorough in our investigation of incidents and so the process began. Our investigation soon highlighted a need for better first aid kits in our linehaul fleet vehicles.

Managing the safety of our employees is paramount and when we send them out the gate to deliver a load we want them to return in the same fit and healthy state they left.

Wendy Greenwell and Phillip Mills researched many first aid suppliers until they found a suitable first aid kit for our trucks. These have now been distributed to 30 fleet vehicles. We have implemented a procedure

for drivers to collect the kits, monitoring and re-ordering supplies and returning the kits on ceasing employment, so we can keep them fully stocked and up to date.

Knowing our employees have quick and easy access to basic medical supplies, if ever they need them, reassures us we can provide the initial first aid needed and prevent minor incidents becoming major ones.



Bryce Heit collecting the first aid kit for his truck from Wendy Greenwell



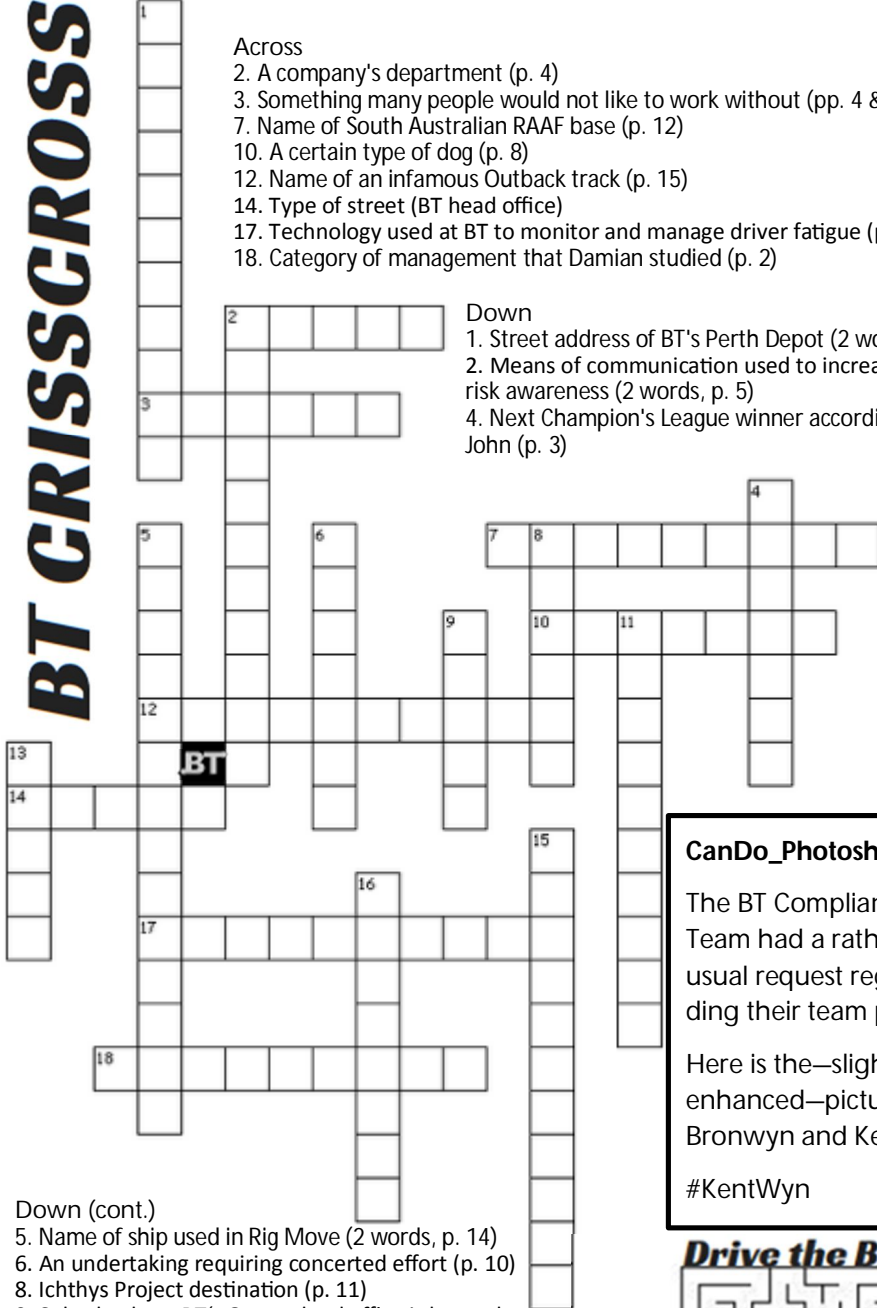
# BT CRISSCROSS

Across

2. A company's department (p. 4)
3. Something many people would not like to work without (pp. 4 & 16)
7. Name of South Australian RAAF base (p. 12)
10. A certain type of dog (p. 8)
12. Name of an infamous Outback track (p. 15)
14. Type of street (BT head office)
17. Technology used at BT to monitor and manage driver fatigue (p. 17)
18. Category of management that Damian studied (p. 2)

Down

1. Street address of BT's Perth Depot (2 words)
2. Means of communication used to increase risk awareness (2 words, p. 5)
4. Next Champion's League winner according to John (p. 3)



Down (cont.)

5. Name of ship used in Rig Move (2 words, p. 14)
6. An undertaking requiring concerted effort (p. 10)
8. Ichthys Project destination (p. 11)
9. Suburb where BT's Queensland office is located
11. Something difficult to keep up with these days (p. 6)
13. Australian provider of ISO Accreditation (p. 2)
15. Items now being collected by BT drivers for linehaul fleet vehicles (3 words, p. 17)
16. Ship's cranes (p. 14)

## CanDo\_Photoshop

The BT Compliance Team had a rather unusual request regarding their team photo.

Here is the—slightly enhanced—picture of Bronwyn and Kent.

#KentWyn

## Spotted in Town:



## Drive the BT truck home!



In January this year, BT reached a particular milestone with Origin Energy & DHL Industrial Projects:





Where is Phil?  
Can you spot our  
CEO?

Thanks to Syd for sharing  
this puzzle with us!

### Thought of the Moment

*Keep your words positive, be-  
cause your words become your  
behaviours.*

*Keep your behaviours positive,  
because your behaviours be-  
come your habits.*

*Keep your habits positive, be-  
cause your habits become your  
values.*

*Keep your values positive, be-  
cause your values become your  
destiny.*

—Gandhi—

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Your address for questions and sug-  
gestions, e.g. crossword puzzle solu-  
tion, photos for the next issue, inspi-  
rational stories, anecdotes...

### Congratulations

To Briony Gilmore-  
Rankine and her hus-  
band Matthew on the  
birth of their baby boy  
Alexander Anthony



The Brisbane team sent in photos of this impressive load. Loaded in Moran-  
bah in Central Queensland, driver Ben Rolfe is taking it all the way to Regency  
Park in South Australia.



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We hope you enjoyed this issue!

Thanks to everyone who contributed to the making of this newsletter! We already look forward to more inspiring Can Do stories in the near future. In the meantime, stay in touch with BT via LinkedIn



And on a final note: Smile—it makes people wonder what you're up to :-)

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