

ISSUE

24-1

January –  
April 2024

## Message From Our Managing Director

SABE Services Group's had a very successful start to 2024, with both the Technical Services and Projects Teams delivering exception service and providing great outcomes for our Clients.

To deliver on our value proposition 'Building exceptional service through great people' the company needs to attract and retain skilled team members. With this in mind we introduced alternate work hour arrangements for our site-based team members to provide for a better work life balance. This initiative has only recently been rolled out and we look forward to hearing your feedback regarding this initiative.

Again, thank you for your support of SABE Services Group and I look forward to continued success moving forward.

Kind Regards  
Greg Dalton



STAFF & KEY CLIENTS  
QUARTERLY NEWSLETTER

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## Building exceptional service through great people

Since our last newsletter SABE Services Group had a number of team members reach 10 years or more years of service with the company. Each team members efforts were recognized at the recent company breakfast with each of them receiving a plaque and as a thankyou a special gift from the company. The employees included Luke North (20 years), Sean Brokenshire (16 years), Ryan North (15 years), and Felicity Taylor (10 years).

These milestones were significant from a couple of different points of view. Firstly, the company was established 27 years ago with the above team members making a significant contribution to the continued success of the company in this time. Secondly, three of the team members completed their apprenticeships with SABE Services Group.



Please visit [sabe.com.au](http://sabe.com.au) for more information.

## Emerging Opportunities

Customers attitudes are changing, with a vision toward future proofing facilities through proactive investment in technology improvements, equipment upgrades and targeted maintenance programmes, all aimed at reducing operating costs, improved reliability, and minimising unplanned attendances that disrupt operations within their workplaces. Our Technical Services team work proactively with our clients delivering tailored solutions to achieve these objectives, through:

### Control Upgrades

As an INNOTECH technology partner, our Technical Services team has recently secured and delivered a number of controller upgrade projects, installing INNOTECH omni BEMS within select customer sites, encompassing Health, public venues and industrial manufacturing applications.



Exciting opportunities where SABE Services Groups can demonstrate our knowledge and capacity to project deliver within the BEMS sector.

### Mould Remediation

Unseasonal climatic conditions over the past quarter have resulted in an increase in microbial contaminant buildup within customers air conditioning systems including fungi, mould and bacteria.

Improve system performance & health through

- Routine professional cleaning programs
- Condenser coil cleaning and sanitisation
- Duct inspection and cleaning programs

SABE Services Group can tailor a solution to fit your building requirements.

### Chiller Upgrades



Technical Services have been awarded a project encompassing the replacement of the air-cooled condenser coils on an existing Smardt PowerPax Chiller within a local government building. The existing coils are in poor condition and no longer efficient. The project will include crange for the removal and replacement of the V-Form condensers coils from the plant deck atop a seven storey office building.

The project to be undertaken over Winter, will deliver a cost effective solution, achieve operational efficiencies and extending the life of the equipment significantly with minimal client disruption. Update to follow.

Before Clean



After Clean



## SABE Get to Know.....



**Name:** Nathan Turner

**AKA / Nickname:** Turner

**Office:** Loganholme

**How long at SABE:** 2 months

**Position:** Supervisor

**What do you do in a typical day at SABE:** Supervise lol

**NRL Team:** Raiders

**NRL Player:** Cam Smith & Andrew Johns

**Favourite Meal:** Spaghetti Bolognaise

**Music:** Queen

**Dream Holiday:** Recently enjoyed a small cruise with family, would like to go again. We did have good weather!

**Hobbies:** Running



**RECONCILIATION**  
AUSTRALIA

## *Our RAP Update*

SABE has been looking at engagement opportunities with indigenous businesses and we are proud to announce that we have engaged our first indigenous service provider.

We onboarded AKM Earth Pty Ltd t/as Raw Skips recently to provide waste removal services from one of our larger projects. As part of the documentation supplied by them was a copy of their Supply Nation registration certificate.

We are advancing our journey with the next stage of RAP – Innovate. This document has been further reviewed and updated. We are looking to have this document approved by Reconciliation Australia in the next three months.

This next stage sees a further consolidation of our commitments and business processes to the achievement of our RAP action plan.

If you have any questions relating to our RAP, the artist, or our corporate artwork, please don't hesitate to contact us via [RAP@sabe.com.au](mailto:RAP@sabe.com.au).



SABE Services Group acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.





Healthy Employees



Healthy Organizations



Healthy Workplaces

## Health and Wellbeing at Work

### What?

Work health and wellbeing focuses on improving work processes to benefit the health of workers and prevent chronic disease risks in the workplace. The work people do can positively or negatively affect the likelihood of a person developing an injury or illness. When it comes to work health and wellbeing, risk factors include physical inactivity including sedentary work, unhealthy eating, harmful alcohol consumption, smoking, obesity, and poor mental health.

When we look at work health and wellbeing in the workplace there are many factors we must consider.

- Work organisation – the way work is done. This includes systems, policies, procedures, processes, physical and mental demands, work characteristics and the organisational context.
- Physical environment – the plant, equipment, materials, vehicles, buildings, and structures where the work is performed.
- Workers – the physical, emotional, and mental capacities and behaviours demonstrated.

### Why?

Workers are more productive, more engaged, absent less often and less likely to experience workplace injuries when health and wellbeing is part of their daily working lives.

### Benefits?

Embedding health and wellbeing into organisational systems and culture will benefit the health of workers and prevent chronic disease risk in the workplace. Many health and wellbeing business goals will take time and commitment to achieve.

### Leadership!

Leaders set an example and show their commitment to work health, safety, and wellbeing by being actively involved in their business and encouraging and valuing workers.

There is lots of information available on the WHSQ website for both organisations and individuals relating to Health and Wellbeing at Work. Together we can create and support healthier workplaces.

## This Quarters Safety Roundup

### Incidents

4 incidents were recorded this quarter – 2 incidents related to minor injuries, 1 medically treated injuries, 1 near miss.



## Workplace Hazard Focus

### Respirable Crystalline Silica

This new Code is Australia's first silica dust code of practice for the construction industry and commenced in Queensland on 1 May 2023.

It applies to all construction work as well as the manufacturing of materials such as bricks, blocks, tiles, mortar and concrete.

The Code outlines how duty holders can meet the requirements of Queensland's work health and safety legislation, including eliminating or minimising exposure to respirable crystalline silica (RCS) at work by:

- using tried and tested dust control methods that prevent silica dust from being generated or being released into the air, including water suppression and on-tool dust extraction.
- using appropriate respirable protective equipment to safeguard at-risk workers.
- using exposure data from air monitoring to check dust controls are effective.
- providing health monitoring to at-risk workers, with clearly defined triggers for testing based on level of risk.
- consulting with workers, as well as training, education, instruction, and supervision of workers.

The Code was developed in close consultation with workers, employers, and technical experts across Queensland, building on international best practice to ensure silica dust is managed safely and workers are protected in the construction industry and the manufacturing of construction materials.

We can find the risk of exposure to RCS in our workplaces when we are cutting or drilling into concrete, bricks, tiles and mortar.

Ensure that all controls from your SWMS are implemented to reduce the risk of exposure to workers.

## SABE Get to Know.....



**Name:** Ryan North

**AKA / Nickname:** Northy

**Office:** Loganholme

**How long at SABE:** 15 Years

**Position:** Electrical

**What do you do in a typical day at SABE:** AC Replacements, duct work / hat sections and electrical work.

**Sports Team:** Broncos

**Sports Player:** Darren Lockyer

**Favourite Meal:** Nandos

**Music:** Punk-Rock

**Dream Holiday:** Cruise

**Hobbies:** Gaming



### Making the Impossible Possible - Officeworks Lismore

In the early hours one Monday morning in April, our team of 4 set off for a destination south of the border. Lead by their valiant leader the team had one goal in mind.....to return home by Friday. In what was viewed as an unachievable goal the team got set straight to work.



They were hit with many obstacles such as late deliveries, juggling trucks, stacking PACS to changing cranes. By day 2 the battle was on to achieve that goal.....to be home on Friday.

As the morning mist cleared on day 3 it revealed a rooftop like new.



Battling the elements, rain, cold mornings, long days, and the commute to site the team made it through. By day 5 they had done it, 6 from 6 Roof Top Package Units, installed and commissioned. With time for lunch, they cleaned up checked out and headed home to achieve their goal and be home by Friday!!

Well done team in achieving a great result with much effort in a small timeframe.

### GCHHS Palm Beach CHC – Progress Report

As the project approaches the 7 month mark it is nearing practical completion. All new systems have been commissioned and tested including new cooling towers, HVAC units, fire system including new fire panel, new lighting systems, security, and communications.



The internal building has also had an upgrade with a new colour scheme chosen to replace the outdated colours throughout including new carpets, vinyl flooring and new kitchen cabinets. Project handover is scheduled for 31st May. The project has run smoothly with great communication between SABE and Gold Coast Health.





## STAFF ANNIVERSARIES



Happy Work Anniversary to the following staff. You have made a significant contribution to the company during your time with us!

*Felicity Taylor – 10 years on the 22<sup>nd</sup> April.*

*Adamm Wolff – 3 years on the 29<sup>th</sup> March.*

*Jamiyah Fewquandie – 2 years on the 6<sup>th</sup> January*

*Dan Johnson – 2 years on the 6<sup>th</sup> January*

*Geoff Oxtoby – 2 years on the 23<sup>rd</sup> February.*

*Michelle Read – 2 years on the 4<sup>th</sup> April.*

*Seton Skyes – 1 year on the 9<sup>th</sup> January*

*Ben Hornby – 1 year on the 9<sup>th</sup> January*

*Dylan Williams – 1 year on the 12<sup>th</sup> January*

*Tristian Oxtoby – 1 year on the 12<sup>th</sup> January*

*Josh Womersley – 1 year on the 30<sup>th</sup> January*

*Matthew Attwell – 1 year on the 20<sup>th</sup> February*

*Dejan Drljaca – 1 year on the 11<sup>th</sup> April*

## Staff News

### Community

Shane and Tamara from our Service Department attended the ceremony of the 2024 Logan City Council Tertiary Education Bursary.



It is a great pleasure for SABE to be a part of the program and meet students like Ramneek who studied at Canterbury College and Ramneek's parents who were really very appreciative of the grant and the assistance this would provide in their daughter's future pathways.

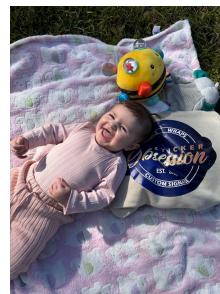
### Apprentices

Congratulations to Dylan and Zeke for winning the apprentice prize packs at our recent staff breakfast. Victoria Park hosted our team with a morning filled with staff celebrations fun and laughter. Thank you to Milwaukee for assisting with the prizes.



### Our SABE Family

Congratulations to Andre and Bianca on the birth of their baby girl Skylar Michelle, born 8<sup>th</sup> January



Congratulations to DJ and Ashlee on the birth of their baby boy Chase Darley. Chase was eager to enter the world delivering early on 13<sup>th</sup> March at 4 pound 5oz / 1960g.

