

FOR OVER
18 YEARS
DELIVERED
WEEKLY TO
15,200
GLOBAL
READERS

Like and
follow us on



ISSUE 862 // August 7 2025

timber & FORESTRY *e*news



Safety Roadshow

This could happen to you

**Safety is
everyone's
responsibility!**

COVER STORY P 10

**Salespeople
are not born,
they're made!**

Award winning sales tools & tech
to build high performance teams.

arrowexec.com.au



**Do you
have
a job
position
to fill?**

ADVERTISE TODAY



Nominate today

2025 Richard
Stanton Memorial
Leadership Award
nominations
extended.

Click to learn more.



**ALL UNDER
ONE ROOF**

- IR SUPPORT
- TRAINING
- EMPLOYMENT
- WHS
- COMMUNITY



1800 822 621

Timber in July

Event draws bipartisan backing for Victoria's wood fibre industry.

MORE than 70 guests—including Ministers, Shadow Ministers, MPs, CEOs and industry stakeholders—gathered at Parliament House for 'Timber in July', a showcase of the growing importance of Victoria's plantation and wood fibre industry to the state's economy, housing supply and climate goals.

Hosted by the Victorian Forest Products Association (VFPA), the annual event highlighted the industry's critical role in sustainable construction, regional jobs, and advanced manufacturing, with strong bipartisan engagement across the political spectrum.

Speaking at the event were both the Minister for Agriculture, The Hon. Ros Spence, and the Shadow Minister for Agriculture, Emma Kealy, signalling shared political support for the future of timber and wood fibre in Victoria.

The Hon Ros Spence shared, "Victoria's plantation estate is not only the largest in Australia, but it also



From left to right: Emma Kealy, Andrew White and Ros Spence. All images: courtesy VFPA

contributes more than a quarter of the nation's total plantation wood supply. This makes Victoria the premier plantation forestry industry in the country.

"The Allan Labor Government recognises the sector for the powerhouse that it is — for its contribution to regional employment, its reputation for sustainability, its role in supporting climate action, and the long-term resource security it provides that is essential for housing. That's why the government

is continuing to invest strategically to support its growth."

Emma Kealy said, "Victorians need a sustainable timber industry. It is essential to regional jobs, supporting the natural environment and lowering the cost of building homes."

“OPPORTUNITIES FOR GROWTH IN THE WOOD FIBRE SECTOR ARE ENORMOUS

VFPA's CEO, Andrew White added, "[This] bipartisan support demonstrates the growing momentum behind the industry's efforts to address some of the state's biggest challenges—including housing shortages, climate change and regional economic development.

"It's encouraging to see genuine cross-party support for the plantation and wood fibre industry.

"This is an industry that's ready to help deliver more homes, cut carbon emissions, and support advanced manufacturing jobs in Victoria—particularly in our regional communities.

"[The] announcement by the Agriculture Minister funding more Trees on Farms is also a welcome step forward. We're pleased

Cont P 3



Preserve the Future, Preserve Timber





Choose a timber preservative that is suitable for use in all of your project applications.

- Vegetable Gardens
- Decking
- Garden Retaining Walls
- Playground Equipment
- Landscaping in Schools

www.kopperspc.com.au
1800 088 809

From P 2

to see a growing recognition of the role that farmers and agroforestry can play in supporting sustainable timber supply, improving farm productivity and delivering environmental outcomes.

"With the right policy settings and incentives, integrating trees into farming systems can provide a win-win for agriculture, regional communities and the environment," Mr White said.

At the event, guests had the opportunity to hear directly from the CEOs of Victoria's leading plantation managers and timber manufacturers, explore engineered wood

products and wood samples, and experience the latest in construction technology through VR headsets demonstrating timber-built housing.

"Whether it's new housing, bioproducts like low-carbon fuels, carbon markets or sustainable packaging, the opportunities for growth in the wood fibre sector are

enormous—and [this event] showed that Victoria's political leaders recognise this," Mr White said.

VFPA thanked all parliamentarians for their support and acknowledged the strong attendance from both Government and Opposition members, as well as Independents and Legislative Council

representatives.

The event also celebrated the value of ongoing government investment in plantation expansion, fire protection, and research and development—while calling for continued collaboration to reduce regulatory barriers and enable future growth.

"Timber in July is a reminder that smart policy and long-term vision can unlock major benefits for Victoria's economy and environment," Mr White said. "We look forward to working with all parties to realise that vision."

Attendees received chopping boards made from a world-first glue-laminated timber (GLT) produced using short-rotation bluegum—a current Victorian-government backed project is looking at how this new product can be manufactured at scale for use in structural beams for housing.



Eucalyptus Globulus chopping boards were gifted to all the attendees.

DESCARTES

**GLOBAL LEADER
IN PARAMETRIC INSURANCE SOLUTIONS**

UP TO A\$100 MILLION CAPACITY FOR CLIMATE RISKS

PRECISION **BUSHFIRE FINANCIAL PROTECTION**, TAILORED
TO YOUR EXPOSURE NEEDS

BENEFITS:

- FINANCIAL CERTAINTY & PRICE RELIABILITY
- TRANSPARENCY
- SWIFT PAYOUTS
- FLEXIBILITY

TO FIND OUT MORE, CONTACT US AT

<https://descartesunderwriting.com/contact-aus>

2025–2026 Timber Queensland Growth Scholarship recipients announced

TIMBER Queensland is proud to announce the recipients of the 2025–26 Growth Scholarship Awards Program. Strategic Relations Manager Clarissa Brandt said the judging panel was once again impressed by the calibre and diversity of applications received.

“This year’s recipients reflect the breadth of talent and innovation in our sector—from early career operators to seasoned professionals seeking to upskill and lead,” said Clarissa.

Clarissa said judges were impressed by the operational aspect of many of the applications which will deliver on-going benefits for recipients and practical outcomes for industry development.

The recipients of the 2025–2026 Awards are:

\$10,000 Kennedy’s Timber Foundation Partner Award - Gian Carlos Poletto.

\$5000 HQP Diamond Partner Award - Alan Ferguson.

\$5000 AKD Diamond Partner Award - Babar Hassan.

\$2500 DTM Timber Ruby Partner Award - Sebastian Ballard.

Recipient of the Kennedy’s Timber Foundation Partner Award Gian Carlos Poletto, Forester – GIS & Planning at Parkside Group, will undertake a learning project focused on drone and LiDAR technologies to improve forest



Gian Carlos Poletto, winner of the Kennedy’s Timber Foundation Partner Award. All photos: courtesy Timber Queensland

assessment and planning in Queensland’s private native forests.

“This project will allow me to support landholders with accurate vegetation and timber volume assessments, helping guide sustainable forest

management,” said Gian.

“To achieve this, I’ll complete specialised training in drone operation and LiDAR data collection, conduct field trials in private native forests, and develop detailed forest inventory reports. I’ll also engage with experts and industry groups to understand how these technologies can be practically applied in Queensland,” he said.

“By mastering remote sensing and spatial analysis, I’ll be able to produce detailed forest inventory reports that improve planning and harvesting decisions. This will directly benefit Queensland’s private native forests by enhancing data accuracy

Cont P 5



Australian Forest Products Association

AFPA THE LEADING VOICE FOR AUSTRALIA'S FOREST PRODUCTS SECTOR



WA Timbers

Join our panel of buyers to access plantation and native forest timbers.

Tender now available.

Find out more at
<https://bit.ly/fpcbuywood>



fpc Forest Products Commission

From P 4

and promoting sustainable practices.”

Alan Ferguson, a B-double log truck driver with Sunchip Group was awarded the HQP Diamond Partner Award to pursue a Certificate IV in Training and Assessment. One of the major challenges Queensland’s industry currently faces is a shortage of qualified trainers and assessors who have real, hands-on experience.

“There’s a real need for experienced trainers in our industry. As someone with extensive on-the-ground experience, gaining this qualification will allow me to help bridge that gap. I’ll be able to deliver training that is relevant, practical, and tailored to the real challenges drivers face in forestry operations,” said Alan.

Senior Forest Technician Babar Hassan from the Queensland Department of Primary Industries’ submitted a Learning Project application to help remove barriers to the uptake of timber and support more informed, evidence-based decisions around timber durability—especially as interest grows in mass timber and low-maintenance building systems.

Babar has been awarded the AKD Diamond Partner Award to strengthen his expertise in timber durability,



1/ **Alan Ferguson, HQP Diamond Partner Award winner.**

2/ **Babar Hassan, AKD Diamond Partner Award winner.**

3/ **Sebastian Ballard, DTM Timber Ruby Partner Award winner.**

termite protection, and service life prediction modelling. He will attend the International Research Group on Wood Protection (IRG-WP 2026) annual conference in Beijing and visit leading Chinese research institutes to help him understand how long-term field and lab data are applied in risk assessments and treatment development.

“My goal is to strengthen timber protection strategies against termite and decay damage, particularly under Queensland’s climate conditions,” said Babar.

“Insights from international research will help refine the wood service life predictions models and support more informed, evidence-based decisions around timber durability. This work will contribute to longer-lasting timber structures and more cost-effective protection

methods for our industry.”

Judges selected Sebastian Ballard, a trainee skidder operator at Sunchip Group to receive the DTM Timber Ruby Partner Award. Sebastian will complete his Certificate III in Forestry Operations to build foundational skills in machine operation, sustainable harvesting, and forest assessment.

“This qualification will give me the confidence and capability to take on more responsibility and grow my career in forestry,” said Sebastian.

“By upskilling, I’ll be better equipped to contribute to safe and efficient operations. Supporting early-career development like mine helps



ensure the industry has a strong, capable workforce for the future,” he said

Clarissa said the scholarship program continues to grow thanks to the generous support of industry partners.

“We are grateful to Kennedy’s Timber, AKD, HQPlantations and DTM Timber for their ongoing commitment to workforce development,” she said.

“We are pleased to support recipients who are at various stages of their careers but who all have a commonality – passion, drive and commitment to growing Queensland’s forest and timber industry.”

Nominate today

2025 Richard Stanton Memorial Leadership Award nominations extended.

Click to learn more and nominate online.

Recognise a leader and celebrate excellence in responsible forest management and sustainable timber utilisation practices.

Click here to apply online.

Entries close August 15, 2025.

Responsible Wood

RW/1-10-1



Hyne Group acquires Newcastle Pallets

THE Hyne Group, through its growing Hyne Pallets division, is pleased to announce the acquisition of long-term customer, Newcastle Pallets.

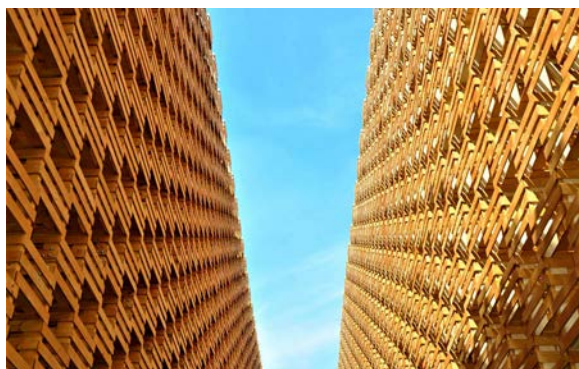
As Hyne continues to deliver on its acquisition strategy focussed on sovereign manufactured and vertically integrated businesses, this is the fifth pallet manufacturing acquisition in less than two years. Like the previous four businesses, Newcastle Pallets is located in one of Australia's leading population centres and manufacturing powerhouses of the country. Specifically, Newcastle represents the strong growth region of the NSW Hunter Valley and greater Newcastle area.

It also supplies a nationally operating customer base,

some of whom are also customers of our other pallet manufacturing plants, enabling Australia's significant manufacturing, mining, industrial and agricultural sectors to efficiently freight their goods.

Hyne Group CEO, Jim Bindon said Newcastle Pallets has been a valued customer of our Tumbarumba Sawmill in NSW during its approximately 25 years of operations.

"We are really pleased to bring Newcastle Pallets into the Hyne Pallets fold. I welcome the opportunity to have worked with the owner, our previously valued



The Hyne Group is acquiring their long-term customer, Newcastle Pallets. This marks the fifth pallet acquisition in under two years. Image: Shutterstock

customer, Anthony Turner, to deliver a smooth succession transition for his business. We will also ensure a seamless transition for the staff, customers and suppliers of the business over the coming months," Mr Bindon said.

This is the second investment the Hyne Group has in Newcastle, with an existing, large distribution

centre to service the broad customer base of Hyne Timber with key framing and laminated beam construction timbers.

"This acquisition not only presents really good opportunities for our team members, customers and

suppliers, but it further integrates the Hyne Group Newcastle region footprint to ensure efficiency and growth into the future." Mr Bindon concluded.

The acquisition of Newcastle Pallets will finalise on 1 September 2025, subject to all Completion Precedents being met.

2025 DANA - GINGKO

GLOBAL WOODCHIP AND BIOMASS TRADE CONFERENCE & NETWORKING EVENT

GINGKO
CONSULTING

SINGAPORE CONFERENCE 20 - 21 OCT + 2 DAY FIELD TRIP TO WESTERN AUSTRALIA 23 - 24 OCT

2 day conference at Grand Copthorne Waterfront Hotel, Singapore

26 speakers on several themes:

- Global Wood Chip Trade: Regional user and supplier updates
- Details of 160+ dedicated woodchip vessel shipping fleet
- Global Biomass: w/chips, white/black pellets and PKS
- Global pulp-mill status/expansions/future: Market pulp trends
- A 'New Projects, New Products' panel

Optional 2 day field trip to Western Australia

Visits to:

- Eucalyptus nursery/plantations/harvesting
- Pine harvesting
- Pine Sawmill
- Bunbury Chip Export Port
- Albany Chip Export Port

FOR WEBSITE

[CLICK HERE](#)

OR TO CONTACT ORGANISER

[CLICK HERE](#)

AUGUST

19: Victorian Trees on Farms Program Information Session – ONLINE ONLY.

Learn the ins and outs of the Victorian Trees on Farms Program and the Trees on Farms Incubator Program and how you can take the next steps to grow trees on your farm. For more information and to register, visit <https://agriculture.vic.gov.au/trees-on-farms>

SEPTEMBER

2-3: Timber Queensland Biennial Conference "Doing Timber Business in Queensland" – Brisbane.

Highly informative conference covering a variety of topics including: building farm resilience, Queensland's future timber plan, EUDR and illegal logging, timber, beef and carbon opportunities. building our future in timber, housing demand, modern methods of construction, timber mid-rise apartments and social housing. Plus, networking dinner and industry site tour. To register, visit <https://www.timberqueensland.com.au/education-events> or for more information you can email the team at admin@timberqueensland.com.au

7-12: Gottstein Trust's

Understanding Wood Science Course – Albany and Canberra. The course is designed to provide exposure to a wide range of industry & research experts and includes site visits to leading plants across three types of end products. For further information and registration details visit <https://gottsteintrust.org/grants-courses/understanding-wood-science-course>

13: SAVE THE DATE: WFTN Cocktails for Charity event – Brisbane, 2.00pm - 6.00pm. Tickets \$65. Visit <https://www.ntha.com.au/eventdetails/32982/wftn-cocktails-for-charity> to purchase your ticket. RSVP by Tuesday, 27 August.

18-19: SAVE THE DATE: THU 18 - Onetrak/Tigercat field demonstration day. AFCA AGM & dinner - 5.30pm - 6.30pm (AEST) – QT Canberra, ACT. FRI 19 - Networking breakfast – Canberra. More details to follow.

30: Hoo Hoo meeting – Sydney, Club Ryde Ex: 6.30pm. The Sydney Timber Industry Institute, AKA "Hoo Hoo International", have a few willing members that want to re-establish this great organisation. We look forward to seeing you there

- Health Happiness & Long Life..

OCTOBER

13-14: Timber Construct 2025 – Melbourne. The program includes timber framing innovations, timbers strategic return to the light construction market and High-performance timber products for modern construction, architectural excellence in wood design, fire safety for timber's critical performance barriers and much more. For more information and to register, visit <https://timberconstruct.org/>

20-22: International Woodchip and Biomass Conference and Networking Event – Singapore. Subjects covered include: global & Asian macro-economic outlook, pulp-woodchip end user, improving chip quality and export yields, carbonised pellets, biomass trends and much more. For full conference details and to register, visit <https://www.danaevents.co.nz/2025singapore/home>

20-23: Forestry Australia 2025 Conference – Adelaide Convention Centre, Adelaide. The conference theme is 'Restoring forests and

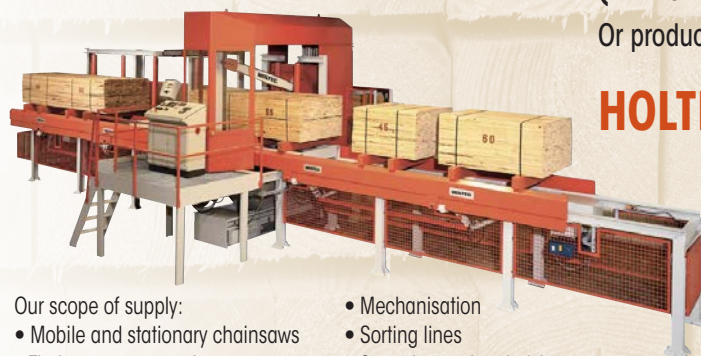
landscapes to secure Australia's future' and aims to develop both local and national collaboration. For more details visit <https://www.forestry.org.au/2025-conference/>

22-23: Melbourne Build 25 – MCEC, Melbourne. Victoria's largest construction and design show. For more details visit <https://melbournebuildexpo.com>

23-24: Conference Field Trip – Perth, WA. Follows on from the woodchip and biomass conference in Singapore. 2-day trip includes accommodation, breakfast, lunch, dinner and bus transport for site visits. Registrations or full field trip details, visit: danaevents.co.nz/2025singapore/fieldtrip

24: GTTIA – The Barn, Mt Gambier, SA. Nominations are now open for 2025 Green Triangle Timber Industry Awards. Nominate online: <https://gttia.com/nomination-form/> For full details on award categories and submission guidelines, visit: <https://gttia.com/2025-award-categories/>

A CUT ABOVE...



Our scope of supply:

- Mobile and stationary chainsaws
- Timber crosscut stations
- Log cutting stations
- Circular saws

- Mechanisation
- Sorting lines
- Scanning and optimising systems
- Special systems

Do you crosscut timber packs at ± 1 mm accuracy?

Or cut structural timber, panel products (MDF & LVL), paper rolls?

Or produce pallet dimensions or studs on fixed lengths?

HOLTEC has a solution for you!

For more information contact:



Ph: +64 9 416 8294 // Fax: +64 9 416 8296
Email: sales@holtec.org // Web: www.holtec.org

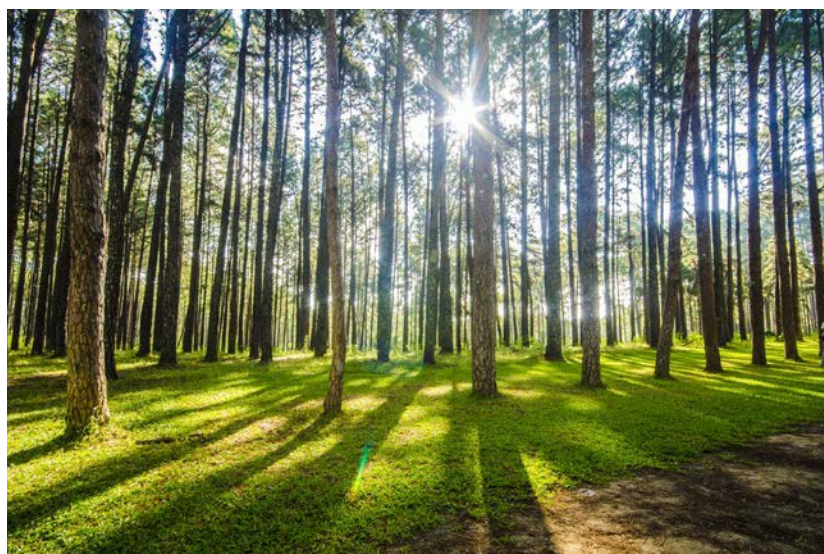


Trees on Farms Program

Victoria launches ambitious program to support farmers and the environment.

THE Victorian Government has unveiled the Victorian Trees on Farms Program; a groundbreaking initiative aimed at encouraging farmers and landholders to plant more trees on their properties. Announced by Minister for Agriculture Ros Spence at Parliament House during the Victorian Forest Products Association's Timber Plantations showcase, the program seeks to boost timber supply, enhance biodiversity, and combat soil erosion across the state.

Minister Spence highlighted the multifaceted benefits of the program, noting that tree plantations are vital not only for biodiversity but also for supporting the housing



This new grant offers landholders a chance to diversify their land usage and add additional income and environmental benefits to their property. Image: Shutterstock

pipeline, creating regional jobs, and producing paper and packaging products to replace single-use plastics.

The initiative offers grants of up to \$80,000 to landholders, enabling them to establish trees that provide long-term

advantages such as improved shade and shelter for livestock, enhanced stock and crop production, and carbon emission offsets.

The program's economic potential is significant, with farm forestry offering diversification opportunities. Landowners can generate extra income through timber production, using harvested wood for on-farm needs like

Cont P 9



**FROM PADDOCK TO PRE-FAB
DOING TIMBER
BUSINESS IN
QUEENSLAND
CONFERENCE 2025**
2 - 3 SEPTEMBER 2025 ►► BRISBANE



DAY 1
Building Farm Resilience

Queensland's Future Timber Plan // EUDR and illegal logging // Timber, Beef and Carbon Opportunities

DAY 2
Building our Future in Timber

Housing demand // Modern Methods of Construction // Timber mid-rise apartments // Social housing

PLUS
Steak & Stumps Industry Networking Dinner
Industry Site Tour Program

www.TimberQueensland.com.au/events
EXPLORE THE PROGRAM

Advertisement

Shape the future of Queensland's forestry and timber industry.

The draft plan outlines a 25-year strategy to provide the timber needed to build one million homes by 2044. This will complement the goal of *Primary Industries Prosper 2050* for prosperous food, fibre, timber and fisheries industries.

Join the conversation to build a thriving and sustainable forestry and timber industry.

Have your say on the draft 25-year Queensland Future Timber Plan 2050.



Scan the QR code, visit us at dpi.qld.gov.au or call 13 25 23.

**DELIVERING
FOR QUEENSLAND**



**Queensland
Government**

Authorised by the Queensland Government, William St, Brisbane.

From P 8

firewood and fence posts, selling harvested timber to mills, or by selling carbon credits to heavy emitters.

Environmental plantings, on the other hand, focus on benefits like buffering riparian corridors, reducing erosion and salinity, and boosting biodiversity and pollination, creating a synergy when integrated with farm forestry. This dual approach ensures that trees can enhance agricultural productivity, improve economic returns, and protect environmental values, whether through native mixed species or timber-focused plantings.

Complementing the main program is the Trees on Farms Incubator Program, which provides up to \$50,000 in grants to planting service providers and forestry professionals. This support helps landowners develop

tailored, implementation-ready project plans aligned with their specific goals, offering education, training, and upskilling in tree planting and management. The incubator program aims to build technical knowledge and informed decision-making, ensuring rural communities are well-equipped to succeed in their tree-growing endeavours. Together, these initiatives reflect a holistic strategy to integrate trees into farming systems, delivering timber, carbon benefits, and agricultural co-benefits.

The Victorian Government recognises that growing trees successfully requires more than good intentions. To assist, they are providing funding for on-farm planning, seedling purchases, tree establishment, and management, addressing the challenges rural landowners face. Well-managed trees extend benefits beyond

the farm gate, supplying timber and firewood to local markets, enhancing habitat, and improving soil and water quality. This support is designed to promote the long-term success of tree-growing projects, making them a viable option for farmers looking to diversify and strengthen their operations.

An information session is scheduled for Tuesday, 19 August at 2 pm, offering landowners a chance to learn more about the programs and ask questions. Registration is open, and participants can join the Trees on Farms mailing list to stay updated. For further details, the program

team can be contacted at plantationforestry@deeca.vic.gov.au, with additional resources available on their website: agriculture.vic.gov.au/trees-on-farms. This initiative marks a significant step toward sustainable land management, empowering Victoria's farmers to reap environmental and economic rewards while contributing to the state's broader goals.

The success of these programs hinges on collaboration between landowners, service providers, and the government. By leveraging grants and expert support, Victoria aims to create a resilient network of tree plantations that support both the environment and the economy. As the state moves forward, this program promises to be a model for sustainable agriculture, proving that trees on farms can be a win-win for all involved.

“THE SUCCESS OF THESE PROGRAMS HINGES ON COLLABORATION”



**RENEWABLE
SUSTAINABLE
RELIABLE
SECURE**

P: 07 3147 8790
E. sales@vidawood.com

VIDA **CANFOR**

FREE Safety Roadshow

Timber & Forestry Enews attended the first day (afternoon session) on Monday, August 4, of several Free Safety Roadshows the National Timber & Hardware Association (NTHA) is conducting to assist companies and staff in education on Work Health & Safety (WH&S).

Vicki Stableford of NTHA opened the session with a brief introduction and explanation of the proceedings, before handing the floor over to Michael Dryburgh of ITI Australia.

Michael explained, "On Feb 1st, 2021, John Cook & Sons had a workplace accident that changed a lot of lives forever, as the forklift accident resulted in a fatality." Michael added "This day was the beginning of many years of disruption, including Police investigation, SafeWork NSW Investigation, ongoing team welfare management, Workers Compensation impacts, business interruptions, and of course, a family without a father."

What started out as a very normal day, suddenly changed the lives of many - forever!

Michael then played on the big screen a video which opened with "This video is based on a true story, with actors recreating real events. It contains content that viewers may find distressing." This very powerful and moving video gives a brief glimpse into what happened and some of the lives directly affected. In the video, ITI CEO Germano Tomassetti explained, "We thought we had everything covered. We had been trading for 33 to 34 years without a notable incident. When this happened, the a-ha moment was, we



Michael Dryburgh (standing), starts the session, with "Our Story". All photos: Vicki Stableford (NTHA)

need to do more. We can't rest on our laurels and track record, we need to do more, invest more, focus more, and improve." Germano added, "this completely change our focus and our investment to ensure our people go home safe."

The video ends with the words "In memory of Baljinder Singh, 1 Feb 2021."

With the conclusion of the video, Michael introduced Keenan Smith, a lawyer from Hamilton Locke.

Keenan gave a **Legal Insight into WHS Officer Due Diligence** and understanding your obligations. He also covered **Safety Duties at a Glance**, which looked at the different roles of not only the Directors and or Officers but also the leaders, all workers and others with the role that they play.

Keenan touched on **Breaches under the New South Wales Jurisdiction**, with Category 1. Breach can have fines up to AUD \$11,150,183 for a Corporation, AUD \$2,318,844 and/or 10 years imprisonment for an officer, and AUD \$1,114,475 and/or 10 years imprisonment, as examples.

We then heard about **Key Concepts Informing WHS Act Duties**, and an **Overview of Due Diligence**, which included six elements:

- 1) Know
- 2) Understand
- 3) Resource
- 4) Monitor
- 5) Comply
- 6) Verify

Several case studies were presented before summarising with **Final Observations**.

Keenan then opened the floor for a **Question-and-Answer** session, where Steve Sweney-Ryan ITI's National Safety Manager also participated. Some excellent questions were asked and answered encouraging further conversation. The discussions clearly sparked reflection among attendees about their own roles and responsibilities. It was encouraging to see

strong participation and genuine interest. One attendee remarked, "I was trying to get out of attending today; however, I am really glad I came."

After the Q&A, Michael took the floor to conclude the event, offering a summary of key learnings, safety improvements they've implemented, and how technology can assist and enhance safety outcomes. A key reminder was shared:

Due diligence is a personal responsibility and a non-delegable duty: you can't outsource it.

As part of the SafeWork requirements, ITI developed an **app** as a **WHS analysis tool**, which they are excited to launch. The app is an industry specific app/tool to assist Officers and PCBU's, and is available through NTHA. **Importantly, you do not need to be a NTHA member to access this app.** The app is comprehensive and includes:

- WHS Report Forms
- Gap Analysis Templates
- Site Safety Management Systems

“DUE DILIGENCE IS A PERSONAL RESPONSIBILITY AND A NON-DELEGABLE DUTY”

From P 10

- Audit Checklists, Template Forms and Registers
- Training Registers
- Contractor Management
- Health and Wellbeing Tools
- How to park a forklift truck safely training module.

This app is fully maintained/developed and supported for two years.

I would highly recommend attending one of these informative WHS sessions. They are free and are being held at various locations around Sydney and Regional NSW:

- 12 August 2025 - Strathfield Golf Club (Strathfield)



Michael Dryburgh (left), addresses the Penrith session, with the assistance of Keenan Smith (standing right side).

- 13 August 2025 - The Builders Club (Wollongong)
- 14 August 2025 - Bomaderry Bowling Club (Bomaderry)
- 26 August 2025 - Park Beach Bowls Club (Coffs Harbour)
- 28 August 2025 - Club Macquarie (Argenton)

- 2 September 2025 - Dee Why RSL (Dee Why)
- 4 September 2025 - Canberra Labor Club (Belconnen)

“ I AM REALLY GLAD I CAME

- 9 September 2025 - Ettalong Beach Diggers (Ettalong Beach)

Sessions are available in both the morning and or afternoon.

Please visit: <https://www.ntha.com.au/events/events/> and look for the “Free Safety Roadshow” event.

A few comments from attendees on day one: “100% - well worth attending. I got heaps out of it”, and “The app you shared looks awesome and will really help us.”

You DO NOT need to be a NTHA member to attend.

For further information, please contact Vicki Stableford, NTHA on mobile: 0407 850 235 or email vicki.s@ntha.com.au



Free Safety Roadshow is on its way

**Coming to a NSW town near you!
August & September 2025**

- Listen to a member's experience of what happens when things go so tragically wrong.
- Learn about your legal obligations.
- Take away a free suite of customisable WH&S tools and resources.

Pre- Register your intention through the QR code to attend to secure your place, as limited numbers of places will be available.



Chain of Custody in action

Certification, a tool for market differentiation.

AS sustainability and ESG credentials become key criteria in construction and design procurement, certification is emerging as more than a compliance tool: it's a business advantage. That's the message Responsible Wood, the Australian governing body for PEFC, is hearing from certification holders like New Age Veneers. The company are leveraging their Responsible Wood and PEFC Chain of Custody certification to meet growing market expectations while driving product innovation.

New Age Veneers has long been committed to sustainable innovation, delivering high-quality timber-based surfaces for

commercial and residential use. The Australian-owned company's products are both PEFC and Responsible Wood Chain of Custody certified, meaning they meet rigorous standards for environmental, social, and economic sustainability throughout the supply chain.

According to CEO Kevin Kelly, certification goes far beyond ticking the box for compliance – it delivers a strategic advantage. "Certification provides our clients with the confidence that they're making responsible choices."

"Our partnership with Responsible Wood enhances our ability to offer products



Responsible Wood's Matt de Jongh with Armani Story and Joanna Hanby from New Age Veneers. Image: Responsible Wood

that are both cutting-edge and sustainable, aligning with the growing global awareness of the impact building materials have on our environment."

While speaking to the New Age Veneers team at their recent inhouse conference, Responsible Wood

Sustainability Manager Matt de Jongh shared that "certification isn't just a label".

"It's a third-party verified way for New Age Veneers and their customers to demonstrate ESG alignment, particularly around climate action, biodiversity, and supply chain responsibility."

For more information on how Chain of Custody or Sustainable Forest Management Certification could support your business, visit <https://www.responsiblewood.org.au/>.

Building the next generation of sales professionals!



Start your 12-month program today.

SCAN THE CODE TO LEARN MORE



ARROW
executive sales

Komatsu

Xtreme Excavators



Komatsu PC270LL
Log Loader



Komatsu PC300TL
Tractionline



Komatsu PC270HW
Harvester/Processor



Komatsu PC300HW
Shovel Logger



Komatsu PC300FX
Harvester/Processor



Komatsu PC300LL
Log Loader



Komatsu PC400HL
Harvestline



Komatsu PC400HD
Harvester/Processor

The Komatsu Xtreme models have been developed by collaboration between Komatsu Forest & Komatsu Osaka Factory to meet our tough forest conditions.

Flexible working arrangements and the drive to get people back to the office

By **PETER MAGUIRE**

ONE of the by-products of Covid lockdowns was that lots of people got the opportunity to work from home and that was really a game changer when it came to employees' views on what they want in a working arrangement today.

Of recent times, we have also had many employers trying to get their people back into their physical workplace at least for some of the time rather than just allowing them to work from home.

Then there are the workers whose jobs can't be done from home but who still might want some degree of flexibility in their working arrangements.

Plus, there are the legal and award provisions to deal with around requests for flexible working arrangements and the new jurisdiction for the Fair Work Commission to deal with disputes about requests for flexible working arrangements.

It is complicated but let's see if we can break it down.

The statutory right to request flexible working arrangements

For over 15 years, the Fair Work Act 2009 has provided some categories of employee with a statutory right to request a flexible working arrangement.

These include full-time and part-time employees who have been employed by the same employer for at least 12 months and casual employees who have worked for the same employer on a regular and systematic basis for at least 12 months, provided that there's a reasonable expectation of them continuing to do so.

The right is based on certain attributes which might give rise to an employee having



Work life balance and flexible working arrangements are becoming increasingly important to employees. Image: Shutterstock

a need for flexibility in their working arrangements because of that attribute. Today, these attributes are:

- Being the parent, or having responsibility for the care, of a child who is school aged or younger
- Being a carer under the Carer Recognition Act 2010 (someone who provides personal care and support to another individual who needs it because that other individual has a disability or a medical condition or a mental illness or is frail and aged)
- Being a person with a disability
- Being 55 years of age or older
- Being pregnant
- Experiencing family or domestic violence
- Supporting an immediate family or household member who is experiencing family or domestic violence.

While the statutory right is limited to people with one or more of these attributes, that covers a fair proportion of the workforce when you have a look at how many of your people might fit somewhere in that mix.

The important thing to remember though is that the right is attached to the attribute i.e. the fact that I might be a parent of school aged children does not mean that I have a right to request a flexible working arrangement unless it is for the purpose of caring for the school age children.

Not long ago, we had a case where an employer tried to change the start and finish times for employees and some of them who were over 55 years of age requested a flexible working arrangement to maintain their existing start and finish times. This was not related to the fact that they were over 55 years of age but rather that they didn't want to change their hours of work. So, it wasn't a valid request for a flexible working arrangement.

The reason for the 55 years and over attribute was originally to enable senior employees to transition to retirement or for those whose health might be deteriorating with age to move to reduced hours that might be more manageable for them.

What happens if an employee makes a request for a flexible working arrangement?

Requests for flexible working arrangements must be in writing and must explain both the changes being requested and the reasons for them.

The employer must then genuinely consider the employee's request and consult with them about it before making a decision and providing that decision to the employee within 21 days of the date on which the employee made the request.

It is open to the employer and the employee to reach agreement on an alternative flexibility arrangement to that originally proposed by the employee.

Refusing a request for a flexible working arrangement

An employer can refuse a request for a flexible working arrangement, provided that they have genuinely tried to accommodate it in consultation with the employee and there are reasonable business grounds for the refusal. These include:

- The requested arrangements are too costly
- Other employees' working arrangements can't be changed to accommodate the request
- It would be impractical to change other employees' working arrangements or to hire new employees to accommodate the request
- The request is likely to result in a significant loss in efficiency or productivity or would have a significant negative impact on customer service.

Factors such as the nature and size of the business could

Cont P 15

From P 14

also be in play.

If the decision is to refuse the request for a flexible working arrangement, the employer's written advice to the employee must include details of:

- the reasons for the refusal including an explanation of the grounds for refusing and how they apply to the request; and
- other changes the employer is willing to make or a statement that there aren't any changes to be made; and
- information about getting help from the Fair Work Commission for disputes about flexible working arrangements.

The new jurisdiction at the Fair Work Commission

If an employee is dissatisfied with either an employer's refusal of their request for a flexible working arrangement or their failure to respond in

writing with their decision within 21 days of making the request, the matter can be referred to the Fair Work Commission for conciliation or mediation or arbitration.

The FWC can make enforceable orders requiring the employer to make adjustments to the employee's working arrangements, if it believes that that is a reasonable outcome. That might include arrangements that are different to those originally sought by the employee.

Other considerations

One of the things that businesses are struggling with is finding and retaining the right staff and survey after survey tells us that flexible working arrangements are one of the most sought-after benefits for staff in jobs that can notionally be done remotely.

So, if you are going to be competitive in the labour market, you should be

considering ways in which you can offer flexibility in work arrangements.

Sometimes, they might be about lifestyle choices rather than about statutory rights. For example, we recently had a case with an employee who wanted to work extra hours on 4 days of the week so that he could have Wednesday afternoons off to play competition golf. That worked OK for both parties and helped with retention of that key employee.

Tips for managing requests

Apply an open mind and genuinely consult people about what they want, why they want it and whether you are able to accommodate them in

some way.

If it is someone who has a statutory right because one of those attributes is in play, respect that and ensure that you follow the rules.

If you have to refuse a request, ensure that you have the business grounds clearly demonstrated such that the Fair Work Commission will be satisfied, on the evidence, that the refusal was on reasonable business grounds.

You also need to have clear policies and procedures for managing requests and, of course, as is the case with any area of law, ensure that you have access to competent professional advice.



Peter Maguire is the owner and practice leader of Ridgeline HR, an award winning HRM consulting practice which he founded in 2000. Peter is an acknowledged expert in workplace relations compliance and a high-performance leadership coach with over 40 years' experience in HRM. Ridgeline HR's by-line is Helping PEOPLE in BUSINESS and that is essentially what Peter does – help business people with their people business.

GREEN TRIANGLE TIMBER INDUSTRY AWARDS



Good People Doing Good Work? Nominate them today.

The 2025 Green Triangle Timber Industry Awards are your chance to recognise the people and businesses who lead by example – the reliable, skilled, and often unsung contributors in our industry.

Nominate now at www.gttia.com
It only takes a few minutes – and it means a lot.

Gold Sponsors



Silver Sponsors



Bronze Sponsors



The timber industry is full of incredible people

Meet Dr Erick Hansnata, Industry Economist and Program Manager.

FOREST and Wood Products (FWPA) is introducing some of their team to provide a glimpse behind the scenes and let members get to know the people working on their behalf to strengthen and promote the timber industry.

Erick joined FWPA in 2023, bringing more than a decade's experience in economics across academia, government and the private sector.

Previously working at the National Centre for Social and Economic Modelling at the University of Canberra, the ACT Government, and KPMG, Erick's roles have all required a keen eye for data and insights to support crucial decision making. This experience feeds directly into his role at FWPA, which he sees as "supporting industry capabilities with information, data and market research."

With a doctorate in agricultural economics, Erick describes his role at FWPA as "returning to my research focus and coming back home to support Australian agriculture."

Despite his data-focused remit, Erick explains that much of his responsibility relies on building relationships within the industry.

"An average week for me includes a lot of heavy engagement with stakeholders, from growers to processors and importers," he says.

"It's the best way to understand their business needs so we can support their strategies and decision making."

This process of travelling, meeting with industry members, receiving their input and feedback and using this to align FWPA's outputs to

support their needs has been one of the most rewarding aspects of the role.

"In two years, I've visited probably 20 mills," he says.

"Everywhere I go, I meet genuine, hardworking people who've been in the industry for decades and have such a commitment and dedication to this industry. They truly love what they do."

"It's amazing to be around. This is a small industry in some ways, but it is full of these genuine, passionate people."

For Erick, a particularly rewarding project was the *More Houses Sooner* report, which together with a three-webinar series on housing affordability explored what the forest and wood products industry can contribute to the significant issue of residential housing supply and affordability.

The report provides modelling on scenarios using timber to address housing supply issues, including increasing timber use in multi-residential constructions and increasing adoption of prefabricated home products.

"I received really positive feedback from the industry," he explains, "because while many think of our sector as small in terms of general agricultural or manufacturing sector, we have a critical role to play in this major issue facing Australian society".

"I think it was important for the industry to see that we are a key part of the solution."



Dr Erick Hansnata, FWPA's Industry Economist and Program Manager. Photo: courtesy FWPA

This connection to the residential housing sector is an aspect Erick wishes more people understood about the industry.

"Many think of forestry and timber in terms of logging and supplying wood, but they're not aware of how much we support the construction industry and the work behind the scenes," he says.

"There are so many technological advancements that have been put in place to improve the efficiency of how we produce timber products and increase productivity."

"It's also such a flexible product with many possibilities. The industry has the solutions already to build houses more quickly"

For Erick, reading is the secret to staying sharp and in tune with global trends. His early mornings are a ritual: "waking at 4:30 or 5:00, getting a coffee, and browsing the newspaper, *The Economist* magazine" and other key sources. But it's not all business – during the holidays, Christmas reading is a cherished family tradition.

When he's not crunching numbers and meeting with stakeholders to better understand how FWPA can support members with critical information and data, Erick can typically be found outdoors.

"I believe everyone needs a hobby, and outdoor activities and travel are mine," he says.

"I'm a keen cyclist and part of a community cycling club. I enjoy riding to work and making that contribution to 'net zero' but the community aspect is really valuable as well. Cycling clears my mind."

He also enjoys bushwalking, with favourite hikes including the Razorback Walk to Mount Feathertop as well as many areas around Canberra, influenced by his 10 years living in the capital.

Originally from Indonesia, he recommends many east Asian countries for their amazing food and cultural experiences, but his bucket list location is a little further from home.

"The dream is to do a bicycle touring around Europe – but I'd need a good three to six months!" he laughs.

"The idea of slowly riding from small town to small town, stopping when you want: that's the vision."

Erick's passion for both his work and personal pursuits reflects his holistic approach to life. Whether he's analysing data to support the industry or cycling through scenic trails, he's driven by curiosity, connection, and a desire to make a meaningful impact.

Call for Directors



Forestry Australia

THE Institute of Foresters of Australia trading as Forestry Australia is pleased to announce that they are now accepting nominations for their Board of Directors. This is an exciting opportunity for dedicated individuals to contribute to the strategic direction and governance of their association.

Forestry Australia will appoint two (2) Directors at the upcoming Annual General Meeting. If there are more than two nominees, an election will be held.

ABOUT THE ROLE

The term of office is three years. The expectations and scope of the role can be found in the Board and Directors Terms of Reference.

Forestry Australia encourages nominations from enthusiastic individuals eager to make a positive impact. As a skills-based board, they value diversity and seek candidates who bring a broad range of skills and experiences, including:

- Strategic thinkers with leadership experience or aspirations
- Science communication skills
- Academia, education and training
- First nations engagement experience
- Political acumen

- Experience in finance
- An early adopter or strong interest in technology and innovation and/or
- Are a Registered Forestry Professional

There will be two vacancies at the AGM in October. Blair Freeman will complete his second three-year term and, in line with the Constitution, is ineligible to re-nominate. Matt de Jongh's first three-year term concludes in October, he has indicated his intention to nominate for a second term.

NOMINATE

Nominations for the position of Director must be:

- Made using the Call for Director Nomination Form
- Made by a current financial member, who is eligible to vote, and in good standing
- Accompanied by supporting documentation

- o No more than 200 words about why you would like to be director and what you can bring to the role, including the skills and attributes that you bring to the Board. (in Word format)
- o No more than a 200-word introduction to you and your background for members to consider (in Word format)
- o A completed Call for Director Skills & Attributes Form

Nominations close 5.00 pm Monday 8 September.

Please send the completed nomination form and supporting documentation to Sue Bruce finance@forestry.org.au.

ANNUAL GENERAL MEETING

DATE: Tuesday 21 October

TIME: 5.50 – 6.30 pm (ACDT)

LOCATION: Forestry Australia's 2025 Conference, Panorama Room, Adelaide Convention Centre. Those not attending the Conference will be able to attend the AGM electronically (links to the meeting will be available in due course).

NOTICE: Member's resolution: If members have a resolution that they wish to put to the meeting please provide the resolution and supporting documentation at least 21 days before the AGM.

Forestry Australia thanks its members for their ongoing support and commitment and looks forward to receiving the nominations and working collaboratively to support scientists, professionals and growers who manage, study and care for our forests.

If you have any questions regarding the Call for Directors, please contact either Jacquie Martin, CEO at: ceo@forestry.org.au or Dr Michelle Freeman, President at: president@forestry.org.au



**Timber Media
AUSTRALASIA**

Timber & Forestry Enews is an authoritative and rapid deliverer of news and special features to the timber and forest-based industries in Australia, New Zealand and internationally. *Enews* is delivered weekly, every Thursday, 48 weeks of the year. Advertising rates are competitive with other industry publications. *Timber & Forestry Enews* hits your target market – every week, every Thursday!

HEAD OFFICE

Timber Media Australasia Pty Ltd
PO Box 3001
Maraylya NSW 2765

PUBLISHER

Timber Media Australasia Pty Ltd

EDITORS

Donyale Harrison
Jess Hockridge
Nicky Ainley
editors@timberandforestryenews.com

ADVERTISING

Campbell McInnes // +61 (0) 406 223 007
campbellm@timberandforestryenews.com

ACCOUNTS

Chris Parker // +61 (0) 413 710 203
cparker@ttnews.com.au

SUBSCRIBE

www.timberandforestryenews.com



The information contained in this publication has been obtained from sources assumed to be reliable. However, the publishers disclaim all warranties as to the accuracy, completeness, reliability or adequacy of the information displayed. Opinions expressed in Timber & Forestry enews are not necessarily those of directors or the Timber & Forestry enews team. We do not accept responsibility for any damage resulting from inaccuracies in editorial or advertising. The publishers are therefore indemnified against all actions, suits, claims or damages resulting from content in this publication.

CLASSIFIED ADVERTISING

EMPLOYMENT

ADVERTISING PACKAGES

PRODUCTS & SERVICES

LATEST JOBS:

Click this link
to advertise
online...

PACKAGES:

Click this link
to learn about
advertising
packages...



WA Timbers

Join our panel of buyers to access plantation and native forest timbers. Tender now available.

Find out more at
<https://bit.ly/fpcbuywood>

 **fpc** Forest Products Commission

ADVERTISING RATES

DISPLAY AD RATES

FULL PAGE: 297mmH x 210 mmW \$560

HALF PAGE: \$330
Vertical • 256mmH x 93mmW
Horizontal • 125mmH x 190mmW

THIRD PAGE: \$250
Horizontal • 73mmH x 190mmW

QUARTER PAGE: \$220
Vertical • 125mmH x 93mmW
Horizontal • 63mmH x 190mmW

BANNER ADVERTISING PACKAGES

• PREMIUM PACKAGE: \$195

FRONT PAGE publication module, email and website modules

- Front page module • 68mmW x 45mmH
- Top email banner • 1200pxW x 145pxH
- Home page website banner • 1000pxW x 120pxH

• STANDARD PACKAGE: \$135

PAGE 6 (or similar) module, email newsletter and website module

- Module • 93mmW x 63mmH
- Email module • 336pxW x 336pxH
- Website module • 720pxW x 744pxH

CLASSIFIED ADVERTISING

JOB / BUY & SELL ADS: ONLINE & IN PUBLICATION

720pxW x 744pxH - all ads to be in jpg format

TERM DISCOUNTS

12 WEEKS: 7.5% 24 WEEKS: 10% 48 WEEKS: 15%

All pricing is excluding GST and based on a weekly booking. Overseas bookings are exempt from GST. Banner advertising packages are a minimum 12 week booking.

DEADLINES

Display ads: Book by 9.00am Tuesday prior to publication.

Supplied artwork: 12noon Tuesday prior to publication. Supply hi-res jpg or pdf to our specifications. This is a digital publication, therefore **NO crop marks or bleed is required.**

Classified advertising: JOB ADS ARE COMPLETED ONLINE.

Go to www.timberandforestrynews.com/post-a-job/ to place a job vacancy. Book by 12noon Tuesday prior to publication. Job ads are for individual positions. If more than one position is to be advertised, separate ads will need to be created and advertised accordingly.

BUY & SELL ADS ARE COMPLETED ONLINE. Go to www.timberandforestrynews.com/product/buy-sell-advertisement/ to place an ad. Book by 12noon Tuesday prior to publication.

PAYMENT TERMS

New clients invoiced on booking. Existing clients 14 days. All other standard Terms & Conditions apply.

CONTACTS

Media releases and editorial:

Donyale Harrison // Jessica Hockridge // Nicky Ainley
e: editors@timberandforestrynews.com

Display ad bookings:

Campbell McInnes // e: campbellm@timberandforestrynews.com

Accounts:

Chris Parker // e: cparker@ttnews.com.au

Have some news to share?

Send media releases, news stories, events, any timber and forestry news related information with us anytime to Donyale, Jess and Nicky

editors@timberandforestrynews.com

timber
& FORESTRY eNEWS

Contact Donyale,
Jess or Nicky today...