

What's Building



In for Christmas

Degree C's new home in Ulverstone



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In time for Christmas



Welcome to the Christmas edition of What's Building.

Enterprise Bargaining

Since commencing negotiations on new Enterprise Agreements for our Tasmanian Construction, Joinery and Facility Management divisions back in September, we have been actively engaged in discussions with the CFMEU. By inviting the union to the table we had hoped we might reach a position which our people, the company and the union would be happy with, and for the most part the talks have been constructive.

Unfortunately, despite our best efforts and a commitment by all parties to bargain in good faith, we have not been able to reach agreement on all of the matters being discussed. Therefore, the only fair way to resolve this impasse is to put the proposed Agreements to you, our employees, so that you can decide for yourselves.

As the CEO of our company it is my responsibility to point out the benefits of our offer compared to our competitors and the position of the union. I am also obligated to point out the consequences of unsustainable claims.

Firstly, the wage increases we have proposed, while admittedly not the most generous we have ever paid, are realistic, fair and sustainable. On a labour cost basis, we are struggling to be competitive in our markets (particularly in the north, north west and joinery) and any further pressure on wages will put us at a significant disadvantage to our competitors, preventing us from winning work and potentially leading to job losses.

Secondly, the four year duration of the proposed agreement is needed to allow our competitors time to catch up. If this does not occur, the union will not achieve the level playing field that it wants for the industry and the gap between ourselves and our competitors will still exist.

Thirdly, our Agreement includes Company Enterprise Allowance on RDOs, generous increases to Daily Fares & Travel including a full entitlement for Apprentices, a Service Allowance scheme which none of our competitors offer, and an increase to the base wage rate brought about by rolling a component of the current Enterprise Allowance in; meaning increased entitlements on RDOs, public holidays, annual leave and sick leave.

Our offer represents an increase in payroll costs of 8% over four years or roughly \$2 million. This is a very significant expense at a time when the Tasmanian economy is struggling and markets are highly competitive.

Therefore, when you go to the ballot in late January, I ask you to remember where we have come from as a company and how we have looked after our people for more than four decades. We train the best apprentices in the country, we directly employ our workforce and strive to provide the very best employment conditions, ongoing training and career path opportunities. We work very hard to provide job security and to support our employees and their families and above all, we enjoy an enviable lifestyle by any standard.

Awards

On a lighter note, I want to acknowledge once again the remarkable efforts of our people. At the National Master Builders Association of Australia Awards held in Canberra's Parliament House in November, I was proud to witness a momentous achievement as Phil De Jong stepped up to receive the National Apprentice of the Year Award. This was the third consecutive year in which a Fairbrother Apprentice claimed the top title in our industry - a feat unmatched by any other company to the best of my knowledge.

In addition, I congratulate Marcus Perkins, John Cornell and the rest of the Devonport Maritime Museum project team. This small but highly rated project took out the National President's Award across all categories. Well done team!

As in previous years, we take the opportunity in this edition to recognise the Divisional or Business Unit winners of our Apprentice and Employee of the Year Awards. If you turn to pages 9 and 10 you will find a list of the winners, each of whom will progress to judging in the overall Fairbrother Group award.

The overall winners will be announced in the April edition of our newsletter but until then, I congratulate each and every one of you for your achievements, commitment and positive attitudes.

Royal Hobart Hospital Redevelopment

The RHH project continues to move forward

with ongoing design, planning and costing. However decisions continue to be made which keep moving the goal posts, making it extremely hard for us to lock-in a commencement date for construction. A decision was made recently to change the construction methodology from a two stage build to a single stage build and, while this is good in that it reduces some construction difficulties, shortens the construction period and provides better amenity for patients during construction, it does unfortunately further delay the project commencement until later in 2014.

Fond Farewells

In drawing to a close I would like to take a moment to acknowledge the efforts of our SQE Systems Manager, Alana Fulton.

Alana will leave us at the end of this year, bringing to an end 9 years of hard work building our safety, quality and environmental systems. Alana has provided guidance and direction to the Executive, project and site management, helping us to reduce the risk of accidents and incidents and substantially improve our safety culture.

In addition, Organisational Development Manager, Kate Blizzard is also leaving. Kate is leaving to take on a more senior role with TasWater and will be missed by everyone at Fairbrother and Degree C. Kate's personality and customer focus made her a valued member of our team.

I wish Alana and Kate all the very best of luck in their futures.

Finally, thank you all again for your efforts and contribution throughout the year. I wish you and your families a Merry Christmas and a safe and prosperous New Year.

Craig Edmunds
Chief Executive Officer

COCKTAIL FUNCTIONS

Up to 180 people, including clients, consultants and other valued business partners attended cocktail functions in Launceston and Hobart in recent weeks.

In Hobart, guests were issued with VIP Passes and provided with exclusive 'behind the scenes' access to the iconic Medical Sciences 1 Building.

Meanwhile, in Launceston the event followed

a similar format on the newly built St Patrick's College Year 10 Campus.

"This was a great opportunity to acknowledge some of the great people we've worked with during 2013," said Launceston Divisional Manager, Nick Freeman.

Pictured: the team behind the St Patrick's College Year 10 project gather at the Launceston cocktail function.



WORLDSKILLS 2013 TASMANIAN REGIONAL COMPETITION

WorldSkills Australia competitions are an opportunity for young apprentices under the age of 23 to gain new skills by competing against their peers in their chosen trade.

Operating on a two year cycle, regional competitions flow onto the national competitions which in turn provide a spring board to the international event. Tasmania hosts competitions across 20 skills categories and to date, WorldSkills Australia has seen more than 60,000 young people participate in various competitions.

This year eight apprentices from Fairbrother and Degree C participated in WorldSkills, with four securing places on the podium and two taking outright wins. The Fairbrother participants were: Jordan Flannery (1st) and Nathan Court (4th) in the Cabinetmaking competition; Ryan Neal (4th), Jackson Davies (6th) and Hayden Ray (7th) in Carpentry; and Luke Young (1st) in the Joinery contest. From Degree C were Blair Warren (7th) in Construction Steelwork; Jack Dillon (2nd) and Tim Bryant (3rd) in Refrigeration.

Jordan Flannery - 3rd Year Cabinetmaker

This was the second time Jordan had entered the competition and his previous experience has undoubtedly paid off. Winner in this year's Cabinetmaking category, by the end of the day Jordan felt confident that he put in a strong performance.



"We had to make a spice rack cupboard with a drawer, which incorporated some very challenging 'joint' work," said Jordan.

"It was a really good experience and was pretty stressful on the day. You're flat out for 9 hours straight and you can't afford to make any mistakes!"

"I highly recommend the experience to other apprentices because it's a fantastic opportunity to test your skills under pressure."

Luke Young - 4th Year Carpenter

Like Jordan, this was the second time Luke Young from Northern Construction has participated in WorldSkills and he too secured a win on the day.

"You only have one opportunity to get it right and you do get a bit nervous because you know full well you can't afford to fall behind or make any mistakes," said Luke.

"It was great to see such a large number of Fairbrother participants this year and it was great to see all the guys with their FB gear on representing the company."

Luke also recommends taking part in the competition but said it was advisable to do it a couple of times, so that you become accustomed to what's expected of you.

"My message to other young apprentices? Give it a crack!"

Winners will attend a medal presentation in February, with the National competitions to be held later in 2014.

Pictured: Luke Young (top) and Jordan Flannery (bottom) compete against other apprentices in the 2013 WorldSkills Tasmanian Regional Competition.

BIG TURNOUT FOR BURNIE TEN

The annual pilgrimage to the B&E Burnie Ten drew an especially large crowd this year, with 37 entrants from across Fairbrother and Degree C.

The usual suspects hit the pavement at speed, with Joinery's Toby Enniss recording

the fastest time for a company entrant of 41 minutes and 4 seconds over the 10km course.

Peter Adams (43:31), Grant Cooper (43.54), Chris Wilson (45:26), Luke Young (46.35), Peter Elliot (48.14) and Marcus Perkins (48:20) rounded out the sub-50 minute pack with strong performances.

Families were once again well represented and for the first time, Degree C participants donned their very own company branded sports tops.

To view the full set of results visit the event website at www.burnieten.com.au



IN THE COMMUNITY

Our people have always been willing to lend a hand and make a contribution to our communities and the past few weeks have been no exception.

Hobart's Darren Thompson recently went to the aid of St Aloysius Primary School, enlisting the help of James Gamble and Adrian Muenich to hang six framed mosaics in time for the annual school fair.

Meanwhile the team at NRAS in Launceston organised an impromptu fund raiser for the Glee Club for people with disabilities.

Responding to a request for sponsorship for Allen Seymour (son of Fairbrother's Tim Seymour) to support the Glee Club's Annual 'Spudathon', the crew from Brock Plaster seized the initiative and organised a meat raffle.

On 30th October, with Allen drawing the

winning ticket, the team raised an impressive \$330 towards upgraded facilities at the Glee Club Hall in East Devonport.

Pictured (below left): Adrian Muenich, Darren and Charlie Thompson, and James Gamble at St Aloysius; and (right), Stephen Mullins from Brock Plaster, Allen and Tim Seymour.



Construction, Joinery & Facility Management

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2013 in review

Wow, it's Christmas again! I think I say that every year - a sign of getting older perhaps! But what an interesting year it's been; a real roller coaster ride for our industry and for our people.

Looking back over the last year I am amazed at some of the challenges we've met head on and proud of the outcomes we've achieved. In a market where many of our competitors struggled and in some cases, closed down, we managed to have a relatively strong year with some great projects and good results. It hasn't been plain sailing and the year had many low points, but I really believe we can be proud of what we have been able to achieve as a company.

Ten Year Celebration

One of the highlights of 2013 for me was the recent celebration of our 10 year partnership with John Holland. Like any relationship we've each had our highs and our lows, but it's remarkable to think that we're now heading into our fifth joint venture together on the Royal Hobart Hospital. This is an unusual track record in our industry, where most collaborative efforts last for just a single project. The strength of the John Holland Fairbrother Joint Venture is a credit to all of the staff and employees of both companies - a real team effort.

Another highlight has been the achievements of our people - celebrated once again in this edition of the newsletter. The awards and accolades secured by individual employees, project teams and the company as a whole is a fantastic endorsement of the quality of people we employ. I pay particular attention to the third consecutive win by a Fairbrother Apprentice of the National MBA Apprentice of the Year Award. This remarkable hat trick of awards is unsurpassed and says a great deal about our commitment to recruiting and developing outstanding young men and women.

Divisional Performance

Our Construction Divisions had a pretty mixed bag throughout the year. North West commenced the year with two very large projects by regional standards, keeping the Division busy throughout the year. It is only in recent weeks that the workload has begun

to subside and gaps have started to appear in our labour schedule.

The North West management team have been actively chasing new work opportunities over the past few months and from what I can see, there are some reasonable opportunities to be priced and won in early 2014. While I don't foresee any projects on the scale of Homemakers or Project Frost, there are a number of \$2 million to \$5 million projects that we are hoping to secure.

In the North the extraordinarily tough environment continues to challenge us. Project opportunities have been few and far between and those that do exist have been relatively small in scale. One exception has been the NRAS student accommodation for the University of Tasmania at Newnham. With its \$16 million price tag and a completion time of just 7 months, this has been a huge challenge for our people whose efforts have been hampered by bad weather. Nevertheless, the team have given it their all and are powering ahead.

Along similar lines is the new Target store at Mowbray, which was completed in an exceptionally tight time frame. When you look back at what has been achieved in order to deliver this exceptional result to a valued client, you come to appreciate the tenacity and capability of our people.

In the South the situation is very similar to the North West, with a huge amount of turnover occurring in the early part of the year, including two sizeable Joint Venture projects reaching their peak. Unfortunately both of these projects have now been completed and we are actively tendering and competing in the market for whatever projects are available. Thankfully for the Tasmanian industry there will be some amazing opportunities in the south of the state in the next 8 to 12 months, which should see construction activity on the rise once again. This outlook will be further enhanced by the commencement of construction work on the Royal Hobart Hospital Redevelopment at some stage during 2014.

Our Facility Management (FM) team has

probably had the most consistent year of all and with the exception of a small increase in activity towards the end of the financial year, it really was business as usual. Ideally we'd like to secure some additional work in the north for our FM team, as this would allow us to locate a staff member in our northern office, but at present this simply isn't feasible.

FM has continued to build on some fantastic relationships with regular clients during the year and as I have said many times before, I am truly amazed at the variety and diversity of work that FM undertakes.

Last but by no means least, Fairbrother Joinery have also had a mixed year, but they certainly haven't suffered as a result of the lack of work in Tasmania. Three major projects were delivered one after the other, with the University's Medical Science 2 building, the Warleigh Apartments in Melbourne and the Institute of Marine & Antarctic Sciences in Hobart ensuring that the division had one of its busiest years ever.

It will probably be some time in the future before we experience similar levels of work for Joinery, so we will be relying on the current Tasmanian market to maintain market share. A lot of experience has been gained this year by our Joinery staff and employees and it really has been a steep learning curve for a relatively young, but enthusiastic team.

Seasons Wishes

Finally, having reflected on the year that was 2013, I would like to sincerely thank our management staff and employees for the effort they have put in throughout. It certainly has been very challenging at times and I see 2014 as being no different, but that's the nature of our industry. There's no point us whining or complaining about it because that won't change the situation - we simply have to make the most out of what we've got and capitalise on every opportunity that arises.

I wish you and your families all the very best for the festive season and I look forward to working with you all again in 2014.

Peter Killick
General Manager



Fairbrother
CONSTRUCTION



Fairbrother
JOINERY



Fairbrother
FACILITY MANAGEMENT

The Silly Season!

In keeping with tradition, we find ourselves working especially hard during the lead up to the Christmas break, focused on delivering what feels like three months work in just four weeks! Is it any wonder they call this the 'silly season'?!

This year timing has conspired against us and a number of key projects fall due for completion either immediately before or just after Christmas. These include the Mercy Health project in Warrnambool, the Girton Grammar Science Building in Bendigo, the magnificent Bendigo Art Gallery Expansion and the LaTrobe University Dental Laboratory, also in Bendigo. Meanwhile, the Mirridong Aged Care facility's Ansett Sparrow Wing continues to progress well and is scheduled for hand over early in the New Year.

As much as there is a great deal of satisfaction in completing and handing over these projects, it is inevitably followed by the need to secure new project work in order to fill the void. Despite missing out on some good tender opportunities of late, we remain optimistic that we will pick up our fair share of work for the New Year. Pricing will continue right through to Christmas with a number of promising tenders yet to close. The same situation applies to both the Central and South West Victoria regions.

Fortunately we have a number of projects that run through to next year and this will keep many of our people busy. The Wimmera Base Hospital, Golden Square Primary School, Mirridong Aged Care and Kilmore & District Hospital Redevelopment are all serving us well and continuing at a pace. With Kilmore set to run into 2015, Adam, Brad, Dave and the rest of the site team have a long road ahead of them. The works consist of a new outpatient building located at the front of the site, a new inpatient building at the rear of the site, and remodelling of various parts of the existing hospital including the operating theatre.

Employee Recognition

We are fortunate to have a great number of outstanding people in Victoria and I am pleased to announce that our site teams have been well represented in this years Employee of the Year Awards.

As is customary, every year we challenge ourselves to select just one person for special recognition - someone who typifies the ideals that our company believes in and who is a role model for others to follow.

I am extremely pleased to announce that this year we have selected Tim Hurford, a long serving and dedicated member of our team and a first class Foreman.

success. Jack Bennett is the recipient of this special accolade, because as all would be aware, Jack was thrown in the deep end when he was asked to take on a supervisory role at the Bendigo Art Gallery.

Nobody would have blamed Jack if he had been overwhelmed by the sheer scale of the challenges presented to him, but he rose to each and every challenge with enthusiasm and tenacity. I sincerely congratulate Jack - a young man with a very bright future indeed.

Service Awards

This year is my 15th with the company and like many of our long serving employees, I have witnessed a great deal of positive change over that time. 2013 was also the 15th anniversary for Dan Miller and the 20th for Brett Billing and John Ellis - that's 70 years shared experience between us!

Brett and John have both been presented with gift certificates as a token of our appreciation and I congratulate them and Dan on their service.

In closing, to all of the Fairbrother Team far and wide, thank you to each and every one of you for your commitment to our continued success throughout the year.

We wish you all a Merry Christmas and a Happy New Year and I hope the time you spend with friends and family over the festive season will be safe and enjoyable.

Simon Kelly
General Manager

Pictured: Jack Bennett on site at the Bendigo Art Gallery (top) and Construction Victoria's Employee of the Year, Tim Hurford.



In recent times Tim has displayed significant growth and commitment to the execution of our quality and safety

management protocols. He balances his time in the site office and out on the site very well and this is reflected in the outcomes his team have delivered. Congratulations Tim - your contribution and the leadership you have shown are very much appreciated.

High Potential Award

This year we felt the need to recognise one individual with a special award in recognition of their high potential for future growth and

Moving Home

After much anticipation and an 11 month build by Fairbrother Construction, we have at last completed the relocation of our North West Division from our old premises at Don Road in Devonport, to our new, purpose built facility at 2 Fairair Court in East Ulverstone.

Several years in the making, our new property is state of the art and has been designed and built to suit the specific needs of our growing business long into the future. It incorporates numerous special features from a 20kW solar panel array and solar hot water system, to energy efficient lighting throughout the building, working on motion and light sensors to ensure that we keep our energy usage to a minimum and our carbon footprint as small as possible.

The building monitoring system allows us to track and report our energy usage at any given time, so that we can implement management processes to reduce the building's running costs. Our electrical team have also incorporated a web-based CCTV system to the perimeter of the building, so that we can monitor building security from anywhere with an internet connection.

For the Fabrication team in particular, the new building provides first class amenities and workspaces, which are a quantum leap from what they have been accustomed to. From the spacious, naturally lit work areas to the overhead crane, the new manufacturing facility is a pleasant and more productive place to work.

On behalf of the entire Ulverstone team, I would like to sincerely thank Fairbrother's Marcus Perkins, Jim Mansfield and their entire crew. I would also like to acknowledge the hard work of all the subbies involved in this project, including of course, our very own people. It was the cooperative nature and 'can do' attitude shown by all of these people, which has resulted in such a great outcome for our business.

Award Winning People

At this time every year we acknowledge the hard work, effort and commitment of selected individuals who serve as role models for Degree C and their peers. The annual Fairbrother and Degree C Employee and Apprentice of the Year Awards provide us with an opportunity to promote the achievements of our people right across the Fairbrother group of companies, in Tasmania and in Victoria.

This year, the Degree C Employee of the Year is Launceston Service Manager, Chris Fontana. Chris has demonstrated great leadership, initiative and dedication to his role and as such is a deserving recipient of this award.

The Apprentice of Year Award - for which we are able to select two apprentices - goes to Hobart's Jack Dillon and Launceston's Tim Bryant.

A third year Refrigeration Apprentice, Jack has shown great aptitude for his trade and consistently demonstrates a mature and responsible approach to his work. For many

of his clients, Jack is the 'tradesman of choice' and this speaks volume for his positive, professional attitude and customer service ethic. Well done Jack!

Tim Bryant is no stranger to the Degree C Apprentice of the Year Award, having already won the award twice before! Now a fourth year Refrigeration Mechanic, Tim was singled out for a special mention by the CEO in 2011 and '12 for his unshakable enthusiasm, passion and hard work ethic. Congratulations once again Tim - this is a tremendous achievement.

Another Year Over

While it is hard to believe that another year has passed, I would like to take this opportunity to individually thank Bruce and the team in Launceston, Brett Mountney and the Service and Refrigeration team across the state, Kent Nugent and his team in Hobart, Tim Smith and the Fabrication guys, Wayne Hobson and the state wide electrical team, Brett James and the Ulverstone (nee Devonport) crew and last, but by no means least, the hard working Admin team led by Judy across the state. I would also like to thank our contractors, suppliers, loyal clients and customers for their continued support throughout 2013.

Finally I would like to wish all of our people, clients, partners and their families a safe and happy Christmas and a prosperous New Year.

Michael Rogers
General Manager



Pictured: Michael Rogers addresses attendees at the opening of Degree C's new premises in Ulverstone.



National MBA Awards

Three in a row!

When Southern Construction's Phil De Jong won the Fairbrother Apprentice of the Year title in December 2012, it was predetermined that he would stand as the company's nomination for the 2013 Master Builders Association of Tasmania Apprentice of the Year Award.

But winning the Tasmanian title would be no easy feat given that Launceston's Rheanna Chenhall and Hobart's James Gamble had already won it in the two previous years. Adding to the pressure, both Rheanna and James had then progressed to take out the National title, establishing Fairbrother as a leading employer and trainer of apprentices Australia-wide.

So in August this year, when Phil was crowned the 2013 Master Builders Tasmania Apprentice of the Year, jubilation quickly turned into further expectation! Could Phil also win the nationals? Could it be a hat trick for Fairbrother - three in a row at the state and national level?

At the MBA Awards in Canberra in November, the weight of expectation was finally lifted from Phil's shoulders when he was announced the 2013 National Apprentice of the Year. For company CEO, Craig Edmunds

who was sitting in the audience with Phil, this was a momentous occasion.

"As one of many builders represented in the audience that night, I can't begin to tell you how proud I was to hear our name called out again," said Craig.

"James' success was undoubtedly a reflection of his own abilities," explains Peter Killick, Director, General Manager and former Fairbrother Apprentice.

"But his win also confirmed that the focus we place on the development of young people is continuing to pay off. We have an enviable

track record for success with apprentices and a large part of that success comes down to the hard work and commitment shown by our Apprentice Mentors and supervisors."

Master Builders Tasmania Executive Director, Michael Kerschbaum agrees with Peter's sentiment:

"In the past ten years Fairbrother has won no less than seven state and six national titles, as well as numerous awards for excellence as a leading employer of trade apprentices," he said.



"Rheanna's win in 2011 was exciting enough, not just because she was our first female Apprentice to win the award, but because it followed earlier wins by Adam Ritson in 2003, Dylan Graham in 2004 and Dion Clarke in 2006."

When Southern Construction's James Gamble won the title in 2012, Fairbrother looked set to dominate the honour board.

"This record is a credit to everyone at Fairbrother who plays a role in the training, mentoring and career paths of its apprentices. It is also testament to Fairbrother's selection processes, because they have consistently selected some of the best apprentices in the country."

Pictured: Phil De Jong receives his award at a ceremony in Canberra.

Top Honour for Devonport Maritime Museum

The Devonport Maritime Museum took line honours at this year's MBA National Awards, securing the prestigious National President's Award.

Project Managed by Devonport's Marcus Perkins and built by John Cornell and his team, this landmark local project involved extension of the existing Port of Devonport Harbour Master's residence to provide a modern museum space for maritime exhibits.

With its rough sawn weatherboards and curves reminiscent of a ship's hull, this high quality project caught the President's eye



over projects of all shapes and sizes from right across the country. Well done team!

Apprentice of the Year Awards

Young talent on the rise

The annual search for the Apprentice of the Year has started with the selection of winners at the Divisional or Business Unit level. In previous years the quality of those selected for recognition has been exceptional, and this year is no different. Each of the six winners below will go forward for consideration in the overall Fairbrother Group Apprentice of the Year Award, the results of which will be announced in April 2014.

Selected for a number of attributes including positive attitudes, commitment to learning and strong work ethics, Tim, Jack, Toby, Luke, Justin and Caleb each receive a \$250 gift voucher and a special certificate. Well done to this year's winners and good luck in the overall award!



Tim Bryant
4th Year Refrigeration Apprentice
Degree C Launceston

Commenced: 25th August 2010

Selected for his outstanding attitude towards his work and clients, hunger to learn and inner drive to be the best he can possibly be. Tim consistently displays great rapport and professionalism with his customers and is described by Launceston Divisional Manager, Bruce Fraser as a "real role model."



Jack Dillon
3rd Year Refrigeration Apprentice
Degree C Hobart

Commenced: 8th November 2010

Selected for his natural leadership qualities and for proactively offering support to other tradesmen and apprentices. For many clients Jack is the 'tradesman of choice' with all placing their trust and respect in this young professional. Jack consistently demonstrates a mature outlook and approach to his work.



Toby Enniss
4th Year Cabinetmaking Apprentice
Fairbrother Joinery

Commenced: 11th January 2010

Selected for his hard work ethic and willingness to tackle any task set for him. Toby is a good listener who readily accepts and acts upon feedback and is always prepared to go the extra yard.

Joinery Manager, Kurt Arnold described Toby as "a very level headed and mature young man."



Luke Young
4th Year Carpentry Apprentice
Northern Construction

Commenced: 11th Jan 2010

Selected for demonstrating maturity beyond his years, Luke already displays many of the traits of a good leader.

"He is highly organised, attentive to detail and always demonstrates complete honesty and integrity," said Northern Manager, Nick Freeman.



Justin Howlett
4th Year Carpentry Apprentice
Southern Construction

Commenced: 2nd December 2009

Selected in recognition of his outstanding technical ability, Justin is fastidious about producing work of the highest quality standards.

A quiet achiever but very mature for his age, he demonstrates the potential to be an exceptional tradesman in future.



Caleb Alford
3rd Year Carpentry Apprentice
North West Construction

Commenced: 17th January 2011

Selected for his willingness to accept a challenge and take on responsibility, Caleb displays tremendous enthusiasm and a strong commitment to quality.

His manager, Darryn Smith said, "Caleb shows real leadership potential and sets a great example for others to follow."

Employee of the Year Awards

Role models recognised

As with the Apprentices, the process of identifying employee role models has started with the selection of six winners at the Divisional or Business Unit level. Selected for demonstrating a consistent and strong alignment to the company values, each of the 2013 award recipients has been recognised as role model and leader in his own right.

We congratulate Chris, Trent, Jim, Tim and both Craigs on an outstanding year and thank them for their hard work, energy and commitment. Each winner will receive a \$250 gift voucher and a special certificate and will commence to judging in the overall Fairbrother Group Employee of the Year Award.

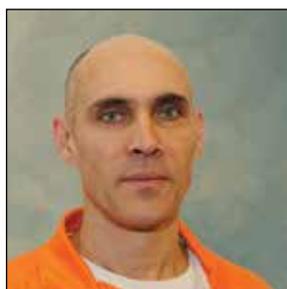


Chris Fontana
Service Manager
Degree C Launceston

Commenced: 10th June 2009

Selected for demonstrating outstanding leadership qualities, a well developed knowledge of the business and for being an ambassador for the Degree C brand.

Degree C's Bruce Fraser said, "Chris has an overwhelmingly positive attitude and displays great potential."



Craig McPherson
Joiner
Fairbrother Joinery

Commenced: 4th July 2011

Selected for his hard work ethic, flexibility and unwavering focus on the client. Joinery Manager, Kurt Arnold described Craig as being, "highly committed to his team, capable and very conscientious."

Craig recently delivered Joinery's second largest project on record.



Trent Atkinson
Site Foreman
Northern Construction

Commenced: 13th February 2006

Selected for being a strong leader with excellent organisational skills and a clear commitment to continuous improvement.

Nick Freeman described Trent as being someone who is very well respected and who always endeavours to give his all.



Jim Mansfield
Site Foreman
North West Construction

Commenced: 27th May 2002

Selected in recognition of the outstanding work that Jim has delivered to the company over the years, this self proclaimed 'shed builder' played a strong leadership role in the delivery of his division's flagship project for the year - the new Degree C facility at Ulverstone.



Craig Saville
Senior Estimator
Southern Construction

Commenced: 1st July 1998

Selected for going above and beyond the call of duty by willingly taking on statewide estimating duties during a busy tendering period. Craig is respected for his market knowledge and experience and has been instrumental in growing estimating capability for Fairbrother by mentoring less experienced staff.



Tim Hurford
Site Foreman
Central Victoria

Commenced: 5th February 2001

Selected for his unwavering commitment to systems compliance, Tim is always willing to jump in and get the job done.

Construction Victoria General Manager, Simon Kelly said, "Tim is a good leader and role model, especially for the younger guys following in his footsteps."

Bulletin Board

Information and announcements, to share



Congratulations and best wishes to the following couples who recently celebrated the arrival of bouncing bundles of joy:

- Jai (Northern Construction) and Johanne McKay on the birth of Imogen on 26th August.
- Tim (Northern Construction) and Grace Ferguson on the arrival of Sonny on 9th October.
- Murray (Southern Construction) and Julia Wise on the birth of Thomas William on 19th November.
- Tony Smith (DC Launceston) and Emily Sawdon on the birth of Cooper Smith on 1st September.
- Pieter (DC Ulverstone) and Tania Boon on the arrival of baby Lars Willem Boon on 22nd October.

- Dwayne (Joinery) & Renae Aherne on the birth of Mani Jarvis on 23rd September.
- Jeremy West (North West Construction) & Beki Fox on the birth of Matilda Amelia on 20th August.
- Tim (Corporate) & Marcia Wilson on the birth of Amelia Faith on 19th August.
- Tim Jordan (DC Electrical) and his partner Jo Zines on the birth of Maxwell Laurence Jordan on 4th October.

Congratulations also to the following couples who recently married or were engaged to be married:

- Hayden Rhodes (Northern Construction) and Lauren Harper on their engagement.
- Matt Hill (DC Launceston) and Louise Ray who married on 19th October.
- Aaron Goodwin (North West Construction) and Angie Alexiou who married on 16th November.
- Natalie Bell (North West Construction) and Nick Gillard on the news of their engagement.
- Rick Ellis (Central Victoria) and Samika Fahy on their engagement on 26th August.



Festive Fun: Staff at the Holman Clinic at the Royal Hobart Hospital enjoy a little festive cheer at Site Foreman, Travis Smith's expense!

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Newsletter of the Fairbrother Group of Companies

Head Office

12 Stony Rise Road
Devonport Tasmania 7310
Ph. (03) 6420 7000
E. info@fairbrother.com.au
W. www.fairbrother.com.au

Editor

Matt Clement
Human Resources & Corporate Communications Manager
Ph. (03) 6220 9000
E. mclement@fairbrother.com.au

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