



Recognition

If you see someone doing something, taking action over and above, please don't hesitate to put their name forward (andrea.ball@panpac.co.nz). For individuals a certificate and \$200 Mitre 10 Mega voucher is gifted for those considered worthy.



Please submit any good news stories and photos to andrea.ball@panpac.co.nz

Mill Site – Near Future

This year progress is swift.

- Pulp - on track with the March livening.
- Lumber – great progress on achieving interim through put targets. Well on the way toward full production timelines.
- Security Building - completion means that on site personnel have 3 extra offices with services.



- Portacom village – the village at the entry is due to move to the 'village green' carpark area (expected approx. April).
- Forest & Lumber meeting rooms – to be temporarily re-established to help accommodate Lumber staff whilst their offices are re-established.

Pan Pac Forest Documents

We're sharing more on our contractor page including risk registers. Check it out!

Forest Documents

Mill Site – Security & entry relocates.



It's been a long time getting consents, equipment and contractors but our security team, first aid and the site entry have been relocated to their pre-cyclone position!

As we all get used to the change, please be patient. The advice to all;

- please swipe,
- wait until the arm is completely up and then drive through.

If you delay driving too long before movement, the barrier will begin to lower again before you drive through. If that happens, you will need to swipe again. Please do not try to race the barrier once it begins to lower.

We've been monitoring the performance of the barriers. Observing our fully loaded trucks. All trucks observed have been moving through the barrier within ½ the programmed time. However, as above, if you have a gear selection problem or other type of delay you may be pushing the barrier programming. Please take care.

The temporary entry on the boundary and its speed hump are booked for removal and we're just waiting confirmation of the day!



Interesting Fact: None of our security team have experience in this location... It's an improvement all around.



FICA

New CEO – Rowan Struthers



Having graduated from Canterbury University Forestry School, Rowan Struthers has over 30 years experience working in forestry. He has worked in most facets of the industry including silviculture, woodflow/supply chain management, harvesting, log trading, human resource management, sales and marketing of processed products, building supplies management, forest procurement and general management.



If you aren't already a FICA member we highly recommend you join.

The team is dedicated to representing contractors in the Forestry Industry and regularly works to support and solve issues that impact you. They are currently working hard;

- to finalise the long awaited Hauler Guarding BPG
- supporting the review of existing ACoP silviculture sections
- development of Thinning for Value BPG

It's great to see Silviculture operators and people receiving attention. As a critical part of our industry operations, silviculture remains labour intensive.

Pan Pac business model has always and continues to invest in Silviculture activities believing the market will always need the value add provided by pruning.

Forestry Safety Funding

(credit Radio NZ)

WorkSafe is pulling out of funding safety programmes to the tune of up to \$15 million a year, skittling a "really valuable" one in the high-risk forest industry.



ACC, which gives WorkSafe the money, says it (Worksafe) stopping the funding will make no difference to the overall spend.

"This decision does not reduce the overall amount of funds that ACC allocates to injury prevention initiatives," the two agencies told RNZ on Thursday. But for the Forestry Industry Safety Council (FISC), the impact has been harsh. It has just found out that 35 to 40 percent of its \$1.1-2m annual funding will be hit.

"So the amount of work that FISC can do is clearly now reduced," council chair Simon O'Grady said.

A final funding round under the outgoing arrangement would run from 1 July to March 2025. "ACC is now looking at opportunities to invest funds previously allocated to WorkSafe,"

For full details;

RNZ Forestry Funding



We've had clear signals for some time that the Worksafe review and changes would have an impact;

- Worksafe review
- CEO resignation with the new appointment being a change management specialist on a short-term contract of approx. 18mths.
- 100 staff laid off, resulting in;
 - 1 person allocated to Forestry ACoP review
 - FISC/FICA/Safetree joining resources to complete work to support the ACoP review & guidance.

This does not leave our industry unsupported, we are going through a change, however our industry leadership FISC, FICA, LTSC, FOA are all well positioned to maintain a Safety case for us and continue applications for ongoing funding.

Worksafe have continued to invest time in the Forestry Industry with the inspectorate increasing from 9-20. Their current model includes inspectors visiting regions as a group, scheduling visits to multiple forest locations. We are also well supported by our local inspectors.



Autum has arrived and it's time to review Planning & Procedures for Winter Weather arrangements.

All PCBUs that own, manage or operate in the forest must have arrangements for adverse weather. Ranging from PPE to procedures for forest entry & exit (including emergency extraction).



Pan Pac will;

- Monitor weather forecasts and local conditions.
- Issue warnings.
- Close Forests.

Some of the conditions we take into account include;

- Wind, snow & rain levels.
- Forest State – fragility of tree roots, roading.
- Emergency Access – if the forest is open to contractors there must be a means of rescue via road and helicopter.



2024

Will still cause us challenges. Many areas of our forest remain wind wrenched, whilst others have soil instability that is not always visible and have not fully dried due to the summer weather. This means in the coming winter we must remain cautious.

Forest Entry a Joint Responsibility;

Whilst Pan Pac will monitor and make calls on forest entry & exit, there are many operations that start early, finish late or work 24 hours.



Contractor PCBUs must have their own policy & procedures for entry & exit with supervisors & crew being aware of these and able to make the safe decision to delay operations, wait at the forest entry or other precaution.

Reminder: If we elect to start late or call a stop due to conditions, please let log despatch know so drivers can be advised.

Pan Pac will always support safety of our contractor work force!

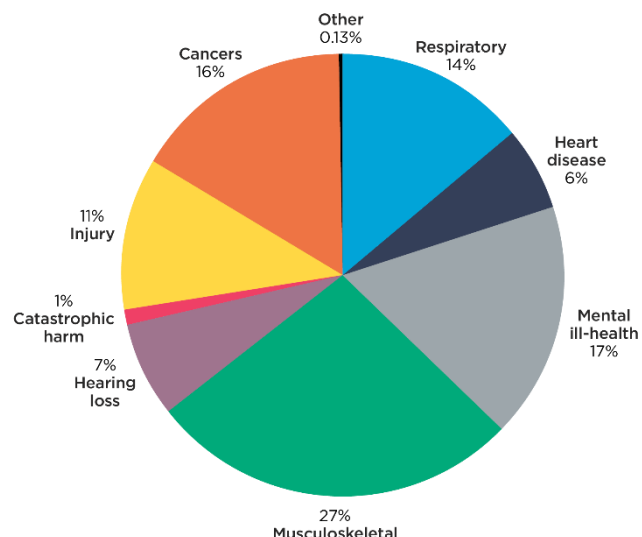
Hazardous Substances

In 2017 the new Regulations specific to Hazardous Substances was released.

These regulations transitioned the responsibility for monitoring workplaces and enforcement to Worksafe. There was a recognition that how we use Hazardous Substances was killing NZ workers at a greater rate than injury, the causal link was just harder to establish as most significant harm from Haz. Substances is done over years.

The impact is seen in Cancers 16%, Respiratory 14%

Work Related Harm in NZ



While we think we don't have a large amount of Hazardous Substances amongst our crews, this is not the case. Diesel, hydraulic fluid, engine oils, petrol, pesticides, herbicides, degreaser, lubricants, machinery & equipment CO emissions, paint are all present in our forests.

Hazardous Substances must be managed in our workplaces.

- Employees – those handling, decanting must have information and training to understand the health risks and safe handling (including ignition, fire risk).



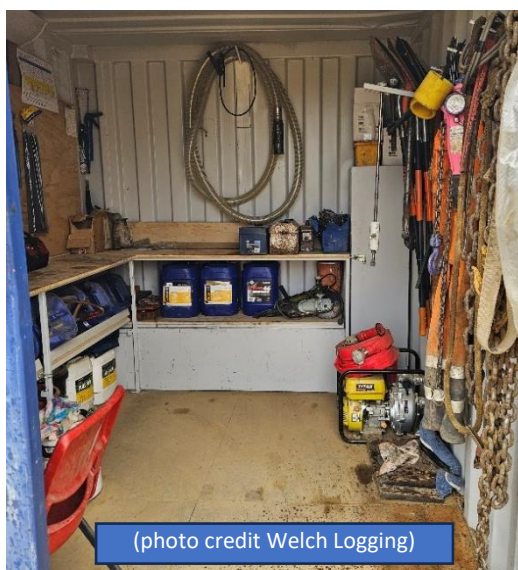
- PCBUs – must understand the full risk profile including acknowledging those hazardous to health, providing the appropriate training & PPE. They must also ensure that storage arrangements are suitable for the type and volume amongst other responsibilities.



Know your risk;

Many uses of hazardous substances come with multiple hazards and risks. Have you identified these and considered where you use and store them?

- Chain sharpening/ Welding – is a hot work and when completed near hazardous substances is an ignition source.
- Aerosols are flammable and should not be stored near ignition sources.
- Generators are a source of ignition and fuel for a fire.
- Oils & Lubricants are not just a hazardous substance but larger containers are a manual handling risk.



March Activity:

Take a look at your equipment, storage and Hazardous Substance arrangements. Do they contribute to the ease of your work day by being well organised, maintained in a tidy fashion? Do they limit manual handling or inadvertent contact? Do they meet the storage requirements of the Hazardous Substance Regulations and limit health and fire hazards?

Cartage

Pan Pac & Belly Chains

TERNZ (transport research) released a review of auto tensioning systems to LTSC November 2023. As a result, there is no change to Pan Pac requirements;



- Logs will be loaded and secured in accordance with the LTSC Log Load Securing Requirements.
- The use of self-tensioning load security systems such as air-winches should also follow LTSC guidelines.
- If trucks do not have self-tensioning load security systems fitted, then all loads must be belly chained.

Truck Monitoring

Safety – staying on track!

In Cab Artificial Intelligence (AI) - The upgrade of truck monitoring hardware and software continues with all trucks to be on the same systems by the middle of 2024.



With more sensitivity AI is making a difference;

- Seat Belts – in cab warning improves safety. We know from experience that seatbelts saves drivers from serious injury and potential death in accidents (particularly rollovers).
- Near Miss & Recording – more footage available when needed for drivers & owners. This ability has already proven a great defence when others get it wrong.

Driver Buddy – we strongly recommend signing up to driver buddy if you haven't already done so. Receiving timely information on your driving statistics is a real bonus for you and your boss.

Driver Buddy





Environment

Allen Rd Culvert – Ticking Flood and Fish Passage boxes

Last week, Dan and members of the HBRC freshwater ecology team did some electric fishing surveys in a couple of our streams in Gwavas forest. In the Mid Upokororo which goes under Allen Road and hasn't been surveyed before, they found large numbers of Dwarf Galaxiids, which are only found in the Tukituki and Ngaruroro River catchments (this stream is in the Tukituki Catchment).

This shows how important it is that we look after our waterways, even the small ones way in the back blocks. This includes ensuring the culverts we put in allow for fish passage. The NES-CF requires all culverts provide fish passage, and that they are embedded by 25%. This means that the culvert retains gravels, which help break up fast flows. It also prevents the outlet scouring out and becoming a waterfall.

In this case, the engineering team and the operators did an amazing job with this culvert which replaced the old one that got blown out in the cyclone. By over sizing the culvert from one that could cater to 1 in 50 year floods, we've increased the resilience of this critical piece of infrastructure, and allowed for fish passage at the same time.

It's also encouraging to see so much fish life after such a devastating flood.



Dan and Spencer from HBRC zapping fish



Dwarf galaxiid. These evolved off our common whitebait species inanga



Textbook culvert installation for fish passage. We even caught a couple of fish living in the culvert!






The Statistics:

CONFIDENCE		THIS MONTH	FYTD	TARGET	POSITIVE BEHAVIOURS		THIS MONTH	FYTD	TARGET
	% Events Reported on Time	100%	81%	75%		# Risk Reviews	15	48	
	% Major Events Investigated on Time	100%	98 %	75%		# Learning Teams	0	0	
	% Minor Events Investigated on Time	84%	84%	75%		# Staff Recognition	12	149	
	# Event Reviews	0	8			# HSE Awards	0	16	10
	# Completed Event Corrective Actions	4	174			# HSE Commendations	0	1	10
	# Overdue Event Corrective Actions	3	36	<15					

ENGAGEMENT/LEADERSHIP		THIS MTH	FYTD	FY TARGET
	# Staff Inductions	3	30	
	# Contractor Worker/ Service Provider Induction	58	743	
	# Survey123 Assessments	11	161	250
	# Survey 123 Corrective Actions – Serious or Critical	0	3	12
	# HSE Engagement	5	127	120
	HSE Meetings - % Contractor reps attendance	61.25	62.5%	75%

ENVIRONMENTAL		THIS MTH	FYTD	TARGET
	# Survey123 Assessments	29	272	250
	# Monitoring non-conformance	15	85	<100
	# Outstanding Corrective Actions	17	50	<15
	# Compliance/Consent Breach	1	1	0
	PM10 exceeding daily avg. limit of 50ug/m3	NA – out of service	0*	
	Rainfall: Average for the month 34.25mm, historic 116.2mm			

DRUG TESTING RESULTS		# ALCOHOL TEST FOR MONTH	# DRUG TEST FOR MONTH	# NON-NEGATIVE DRUG TESTS	% ROLLING 12 MTHS
	Cartage (incl. log yard)	5	6	1	0.8%
	Engineering	7	7	0	0.0%
	Forestry	9	22	0	1.9%
	Harvesting (incl. 3PY)	17	17	0	1.9%
	Staff	1	1	0	0.0%
	Totals	36	53	1	1.5%



Event Type	Total	Worker Type	Total	Event Status	Total
Incident	14	Contracted Worker	17	Completed	11
Illness/Injury	0	Third Party	0	Not Started	2
Near Miss/Hazard	7	Worker	4	Underway	8
Grand Total	21	Grand Total	21	Grand Total	21

Events Summary

ID	Event Date	Event Time	Event Type	Event Category	Description	Learnings
84864	01/02/2024	06:30	Near Miss/Hazard	Procedure Breech	On his way into work a worker was following a vehicle driving dangerously on the road. The vehicle was consistently driving over the center line even in foggy weather. The dangerous driver moved into the center of the road to stop other vehicles behind them from overtaking even though the driver was driving under the speed limit.	Procedure & NZ Road Code breech. Unsafe driving is a personal choice and not acceptable in any circumstances.
84866	02/02/2024	09:45	Near Miss/Hazard	Driving	Security received a call from lumber dispatch advising of a logging truck sitting at the North Gate. The other security guard was away escorting, so I was unable to leave the main gate to check.	Change in traffic management due to resurfacing of main entrance.
84868	02/02/2024	09:00	Incident	Non compliant activity	Metal trucks are using the truck wash without clearing all material from the decks prior. This results in excess material going into the wash system.	Metal trucks putting excess waste into the truckwash. Damage to wash system.
84871	01/02/2024	06:45	Incident	Vehicle	Worker started to move the white tanker into position. The brakes didn't hold the weight of the tanker and it bumped into a trailer damaging the front left corner steps.	2 master cylinders had failed. Older vehicle, reliability issues, has been flood damaged previously.
84877	08/02/2024	10:00	Near Miss/Hazard	Chemical	While working on the skid, the helicopter spraying in the area sent spray mist across the skid and over the worker. Buffer zone did not work.	Helicopter was not using telemetrics with geofence. Notification to the crew was done. Occurred as the helicopter swung around at the end of the run with the bucket swinging out. Opportunity to avoid existed 1. when notified nearby ops close for the spray period. 2 use of geofencing would likely improve outcomes 3. Spray during non-operational periods
84879	07/02/2024	22:12	Near Miss/Hazard	Policy/Procedure Non-compliance	Security ute entered the log yard by the log infeed deck without following the procedure and calling up for access while the log yard was operational.	Failed to establish comms upon entering the logyard. Not properly inducted.



84880	08/02/2024	11:30	Near Miss/Hazard	Driving	I was driving along Wakarara between marker 9 and 10, just about to turn down Cook Rd. There is a culvert which has been repaired and the metal is quite thick in places. As I was coming round the corner, I lost traction in the metal and skidded into the water table on the other side of the road.	Driver attention and response, Rooding condition kay but average and has developed single tracking in some areas from truck movements. Rooding requires grading,
84883	08/02/2024	09:30	Incident	Chemicals	Harvesting Crew worker has complained of getting spray drift on him. Helicopter was working the next gully from the harvesting op. Worker believes the helicopter was coming over the ridge (inside a set buffer zone), this resulted in mist "rolling down" slope toward their harvest operation.	See event 84877 (reported by co-ordinator and crew)
84886	08/02/2024	11:00	Incident	Property Damage	Operator was moving anchor machine when the bucket tooth hit the front window.	Operator had a lapse of concentration. Multiple hazards present. Concentrating on the guy ropes, looking at them when shifting machine rather than at bucket creeping towards the cab.
84887	13/02/2024	08:00	Near Miss/Hazard	Maintenance	The surface in G Block and surrounding areas is creating hazard with deep ruts and potholes.	Ongoing R&M required for lime stabilized areas; this has now been repaired.
84888	13/02/2024	05:30	Incident	Fire	The machine operator noticed the smell of hydraulic oil in the cab and saw a hydraulic hose spraying over the bonnet of the machine. The oil went through the vents and caught fire.	No further additions to Contractor investigation.
84889	09/02/2024	09:30	Injury	Laceration/Cut	As the worker was pulling the guy rope around the stump he dropped the eye down but it hit a piece of wood which flew up and cut him near his eye.	Forest debris – known hazard of environment. Clear debris around the stump. Eye protection is required when completing tasks in the open in a forest environment. (Forest Ops Manual s8.3)
84894	13/02/2024	12:31	Injury	Sprain or Strain	Worker was walking down a slope and he didn't see the hole as it was hidden by long grass. He stepped on it and got his leg trapped.	Known environs of Forestry operations. Hole not visible from above due to the 'cut' in the hillside and ground level weeds/grass.
84903	19/02/2024	09:00	Incident	Driving	Turning around on a narrow overgrown track in long grass. Front bumper caught on a tree lying in the grass. Damaged front bumper.	Hazard not identified due to long grass. Known hazard of the environment.
84908	27/02/2024	06:52	Incident	Driving	Log truck # slow through the entry barriers after swiping. Had trouble putting truck into gear. Hit barrier arm. Slightly bent. (second barrier arm from the security building). Security spoke to the driver.	Driver swiped, stowed card then put seat belt on whilst at the entry barrier. This caused the truck to exceed the programmed delay period.
84909	27/02/2024	19:27	Incident	Driving	Log truck # slow through the entry barriers after swiping. The driver hit the barrier as it was coming down. The barrier hit the driver's side of the cab and the truck continued to drive on.	Driver swiped, stowed card then had a gear selection delay (road ranger). This caused the truck to exceed the programmed delay period.



94910	28/02/2024	07:15	Near Miss/Hazard	Equipment	30cm hole exposed near the Z Diesel Tank (Mill Site). Cover has been removed.	2 cones placed in the area. Covers must be replaced if they are moved.
84927	29/02/2024	15:30	Near Miss/Hazard	Driving	The worker was driving around a bend and was confronted by a fast approaching oncoming vehicle that was overtaking a log truck. The worker veered onto the left shoulder to avoid an accident. The private vehicle did not have enough space to complete there overtaking manoeuvre.	Ute following log truck had the vehicle details and supplied. Report has been made to the police. Defensive driving is required at all times.
84929	28/02/2024	08:30	Incident	Driving	Log truck driving travelling alone Dartmoor Rd. Whilst taking a left hand turn the tail of the load swung and connected with the side mirror of the school bus travelling in the opposite direction.	Narrow Roads. Stem overhang. Need to be prepared to slow on narrow roads with on-coming traffic where the truck or stem overhang may cross the centre line.
84930	29/02/2024		Near Miss/Hazard	Breach of procedure	Unison tree fellers have presented to fell trees near powerlines. When approaching the site they have driven through a tree felling/chain shot sign and parked in the prepared (not yet in use) skid. They have not made contact with the felling operator as per the sign and were close to breaching the 2 tree length requirements of felling.	Power lines felling was requested. There was no need to be on the prepared skid or in the vicinity of the felling. Near miss and requirements to be forwarded to unison.
84934	26/02/2024	15:00	Property Damage	Other	Wind came up when I was flying the drone at PHL. There weren't any good flat spots to land so I decided to land on the bonnet of my ute. The drone landed on the bonnet and as it was landing it slid forwards off the front and one set of propellers clipped the front of the ute and snapped.	Landing pad should always be a stable surface.

February Commentary:

Near Miss/Hazard Reports – its great to see fully 30% of our reports this month were for near miss or hazards! These reports have all resulted in time spent with observations of the task or area to see if there is a resolvable problem, review of procedures or other action to prevent harm or damage.

Driving events actual/near miss continue to be a cause for concern. Driving is considered by Pan Pac and our industry as a high risk task, this then requires the following;

1. PCBUs – must have in place a procedure for monitoring in vehicle telemetrics and following up (including penalties) on non-compliant personnel.
2. Individuals – must drive within the NZ Road Code and licensing requirements on public roads and the requirements of forest roads.

Whilst the PCBU has a duty in relation to monitoring and follow up, driving issues and events are as a result of drivers choices, most frequently their own choices. Each person driving within the Pan Pac business model needs to take a good hard look at their driving practises including any available telemetrics.

NB: In event 84927 we see the PCBU and driver take the appropriate action. That is the driver has phoned *555, reported to the PCBU, then Pan Pac as Principle and a formal report has been given to NZ Police with all available details or footage. We recommend this procedure is followed in all circumstances.