

ISSUE

23-1

MARCH  
2023

**SABE**<sup>TM</sup>  
SERVICES GROUP

STAFF & KEY CLIENTS  
QUARTERLY NEWSLETTER

## Message From Our Managing Director

SABE Services Group has had a very busy start to 2023 securing a number of large contracts to add to our existing contracts. With these early successes the company is well placed to build on the strong performance of last year and continue to provide great outcomes for our clients and team members alike in the year ahead.

Our company celebrated 25 years of operations in 2022 and it is very rewarding to see our team of experienced and committed staff members continue to deliver our services at a high level after many years of operations.

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

Kind Regards  
Greg Dalton



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## *Building exceptional service through great people*

We had the pleasure of unveiling the artwork prepared by local contemporary artist Steve Bond at our recent staff breakfast. The artwork was commissioned as part of the commitments made under the company Reconciliation Action Plan (RAP).



Our Unique Value Proposition is building exceptional service through great people, with the company's ongoing success built around developing close working relationships with our team members and long-term clients. Trust, honesty, integrity, and respect are the cornerstones of our business success. Our Reflect RAP provides a pathway for us to create a lasting legacy of respecting the cultural heritage of First Australians.

By providing our team with opportunities to learn from and about the rich cultures of Aboriginal and Torres Strait Islander people we can contribute to the preservation of their stories, cultures, and connection to Country. Through these learnings we can help to bring about the respect and understanding required to bring us all closer together.



The SABE Services Group approach to doing business is very simple – create lasting business relationships through exceptional service, open and honest dealings, and great people. We look forward to continuing to successfully deliver HVAC services for many years to come.

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

# Women in Apprenticeships Award

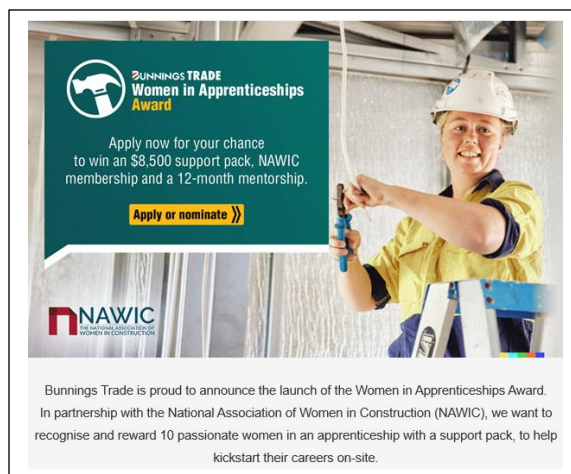
SABE Services Group nominates  
Stephanie Peters



Our Company 100% privately owned Queensland business engages approximately 60 full time employees with a genuine commitment to providing training opportunities within the trades services sector for young Australians. This commitment extends to include currently employing 13 full time apprentices encompassing both HVAC+R and Electrical apprenticeships.

In consideration of Bunnings Trade's (Women in Apprenticeships) Award, the business nominated Stephanie Peters an employee currently undertaking an apprenticeship identified as UEE32220 (Certificate III - Air Conditioning and Refrigeration).

Stephanie at 24 years of age is a driven young woman with a vibrant outgoing personality and the capacity to engage across all layers of business both internally and externally. Her positivity and overall passion toward her role has absolutely earned her the respect of both co-workers and management.



Receiving acknowledgement through this program will demonstrate to Stephanie and others across the industry group, that with the right attitude and commitment, women can actively contribute and excel within any career of choice.

## Team Announcements

We welcome to the Service team:

### Sunshine Coast

Ben Hornby – Service Technician  
Seton Sykes – Service Apprentice

### Brisbane

Josh Womersley – Service Technician  
Jacob Collihole – Service Technician

### Hervey Bay

Matthew Attwell – Service Technician

### Gold Coast

Brandon Cole – Service Technician

## SABE Get to Know.....



**Name:** Josh Womersley

**AKA / Nickname:** Josh or  
Womersley (wom-ers-lee)

**Office:** Brisbane

**How long at SABE:** 2.5 months

**Position:** Service Technicians

**What do you do in a typical  
day at SABE:** Fix Air Cons

**NRL Team:** Cowboys

**NRL Player:** Reuben Cotter

**Favourite Meal:** Crispy pork  
banh mi or a pub meal

**Music:** Anything -Open to all

**Dream Holiday:** Working  
holiday in Canada

**Hobbies:** Trying to play golf,  
going to the beach or camping





**RECONCILIATION**  
AUSTRALIA

## *RAP Update*

In late 2022 as part of our commitment to reconciliation, SABE Services Group commissioned a local contemporary Aboriginal artist, Steve Bond to create a custom artwork depicting the SABE story and covering our areas of Operations from the Gold Coast to the Wide Bay / Bundaberg Region.

After 5 months, we were proud to unveil our artwork to our staff at our first company breakfast held on 22 March 2023.

Our artwork will have pride of place in our corporate boardroom and will feature across many aspects of our business from documentation and emails to our fleet of vehicles.

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



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

# Chemical Training



The use of chemicals in the workplace is highly regulated.

Responsibilities and obligations from the manufacturer all the way to the end user are well documented and should be understood as they apply to workplaces.

Having reviewed current staff knowledge on the requirements of the use, handling, and storage of chemicals in the workplace it identified an opportunity to revisit this topic through a series of training sessions.

The first round of training was completed with our Gold Coast team. The team attended a session with scenario-based training delivered in an informal setting.

The scenario was based on a client's requirement to service and clean an ice-machine.

The team was provided with the equipment maintenance manual, recommended product SDS (discontinued and expired), and 2 x SDS's for an available and equivalent product (expired and current).

Staff were asked to describe the cleaning process as per the maintenance manual and what chemicals were recommended.

After discussing the expired product and the equivalent product, staff were able to ensure that the work is carried out as required by the manufacturer and to the client's expectations.

Staff learned the composition of the SDS, the information it contained

and how it applied to the workplace, and how to determine a current SDS.

A follow-up field visit was conducted with each team member.

Staff identified they are more confident to interpret the SDS and understand how to safely use, handle, and store chemicals in the workplace.

This training is in the process of being rolled out across all SABE Services Group regions.



## Workplace Hazard Focus

### Working At Heights

The built environment which we work in, presents many hazards.

One of the more common ones is working at heights.

Depending on the industry there are two separate definitions for high-risk working at height - >3m in the housing industry and >2m in the construction industry.

Irrespective of the definition, the hazards associated with working at height, needs to be managed appropriately.

This can be done through implementing controls developed in line with the Hierarchy of Controls. These can be physical controls (barriers, edge protection, etc) or through the use of fall prevention or fall arrest type controls.

So how do I manage the risks? Workers and management can work together to reduce the risks of working at heights through risk assessments and implementing agreed controls.

Our current suite of SWMS has effective controls for use when working at heights.

## This Quarters Safety Roundup

### Incidents

6 incidents were recorded this quarter – 4 incidents were recorded as First Aid only events. 2 electrical incidents were recorded with staff receiving electric shocks. The shocks were received due to 3<sup>rd</sup> party acts which resulted in unsafe conditions. Staff received full medical clearance after health assessments to return to work.





## SABE Get to Know.....



**Name:** Dan Li

**AKA / Nickname:** Dan

**Office:** Brisbane

**How long at SABE:** 6 Months

**Position:** Project Manager

**What do you do in a typical day at SABE:** I start my day off by checking my emails with a double short coffee and make calls to my teams on site to ensure they are on the right track for each task. Then I work on my to do list on each of my projects for most of my morning.

In the afternoon, I make another round of calls to my teams and get updates of the status of my jobs and start planning the labour for next day/week.

I review labours, budgets, programme, technical problems and make sure we can deliver projects at high standard within construction programme and budget.

At the end of each day, I send text messages to my teams for the job next day.

**Sports Team:** Manchester United

**Sports Player:** Ryan Giggs

**Favourite Meal:** Dry Aged

**Wagyu Steak**

**Music:** Heavy Metal

**Dream Holiday:** Japan & Europe

**Hobbies:** Fast cars, playing guitar, travel

## SABE Services Group Acting as Principal Contractor

### Wide Bay Hospital & Health Services

### Hervey Bay Hospital Covid Preparedness Project Progress Report

SABE Services Group has been engaged as Principal Contractor for this project by WBHHS.

The project involves new installations and modifications to the air conditioning and ventilation systems to accommodate patients affected by SARS-CoV-2



**Upgraded duplex exhaust fans for isolation rooms**

With SABE acting as the Principal Contractor has engaged a local builder along with a multitude of other trades to complete the works.

The areas of work for this project are:

- New Covid Ward
- Emergency Department (*Isolation Rooms Exhaust*) (*Clinical Area AHUs*)
- Hospital In The Home
- Birthing Suites
- Maternity Ward (*Single Bed Room*)
- Paediatric Ward (*Single Bed Room*)
- Main Chiller Plant (*Install New Chiller and pumps*)
- Maryborough Hospital (*Emergency Resus Bay 1*)



**New AHU for emergency waiting area**



**Replacement AHU being rebuilt**

Newly installed equipment  
1 x water cooled chiller  
9 x chilled water AHU's  
25 x various fans  
11 x attenuators  
1 x chilled and condenser water pumps



**New Austec Controls throughout**

### Team Announcements

We welcome to the Projects team:

Dylan Williams – Projects Apprentice

Tristian Oxtoby – Projects Apprentice

# Staff News

## Company Breakfast

We recently held our bi-annual staff breakfast at the Cricketers Club, overlooking the spectacular GABBA Ground where we had the honour of revealing our RAP artwork and meeting Aboriginal Artist Steve Bond.



Steve spoke about the SABE Story behind the artwork and provided us with some traditional Aboriginal culture in playing the didgeridoo.



The breakfast gave us great opportunity to catch up with our work colleagues and have some fun, reliving a childhood memory in making paper planes.



The task saw each table make paper planes to compete in a showdown to



see which plane would fly the furthest.



We all got very involved, transforming the dining room into a sea of coloured paper planes, and having many laughs.

Congratulation to all the winners. Planning for our next company breakfast will get underway this month so keep an eye out for details.

## Social Club

The 2023 calendar has commenced with our first 2 events for the year - Smash Room and White-Water World.



Well done to everyone who attended, we look forward to the next event NRL Magic Round at Suncorp.

## Our SABE family grows!

Proud parents Dylan Williams & Nicole welcome baby, Carter John Williams born 27/01/2023.



Proud parents Alex Anderson & Belinda welcome baby, Penny Lue Anderson, born 13/02/2023



## STAFF ANNIVERSARIES



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

**Ryan North** – 14 Years on the 17<sup>th</sup> March.

**Adamm Wolff** – 2 Years on the 29<sup>th</sup> March.

**Daniel Johnson** – 1 Year on the 6<sup>th</sup> January.

**Jamiyah Fewquandie** – 1 Year on the 6<sup>th</sup> January.

**Mitch Hurry** - 1 Year on the 17<sup>th</sup> January.

**Geoff Oxtoby** – 1 Year on the 23<sup>rd</sup> February.

**Matthew Owen** – 1 Year on the 7<sup>th</sup> March.

## SAVE THE DATE

Social Club Magic Round Friday 5<sup>th</sup> May.

## SOCIAL CLUB UPDATE

We are excited to see a great start to the Social Club events for 2023.

We will be reviewing events for the next two quarters, if you have any feedback or suggestions please get in touch.

Keep an eye out for updates coming soon.