

## Message From Our Managing Director

It has been a busy quarter for the business with a number of new initiatives introduced to improve on our service levels. It is important that SABE Services Group continues to evolve by staying abreast of trends in the industry and listening to feedback from our clients regarding areas for improvement or additional service offerings that would provide a better outcome.

In other exciting news our company has had its Reconciliation Action Plan (RAP) endorsed by Reconciliation Australia. The plan represents a framework for SABE Services Group team members to take positive steps in the reconciliation journey now and into the future.

Again, thank you for your continued support and look forward to continued success moving forward.

Kind Regards  
Greg Dalton



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## *Building exceptional service through great people*

The Technical Services and Projects team members are very pleased to secure the Logan City Council HVAC maintenance contract for further 3 (+1+1) years. SABE Services Group's head office is located within Logan and has been working with the Logan City Council for many years. This contract provides further security for our existing team members and helps ensure we can continue to provide opportunities for young locals to complete apprentices and traineeships.

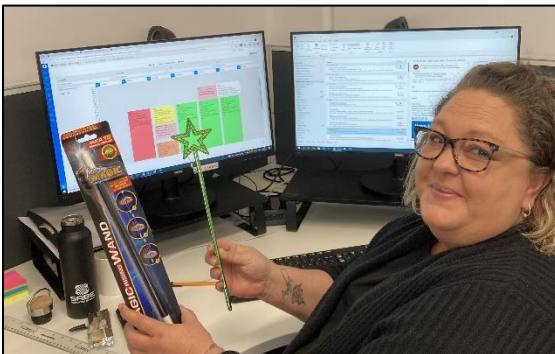


Like many trade sectors, the HVAC industry is presently experiencing a skills shortage. SABE Services Group has been in operation for 25 years and has always prided itself on direct employing and training young Queenslanders. Our team presently includes ten apprentices, an administration trainee, and a cadet engineer. We have plans to employ a further four apprentices between now and the end of this year.

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. The opportunities to expand our business into new regions has come about as a result of our company's experience and track record for delivering on our promises. Securing the Logan City Council contract again is a reward for providing high levels of service and we look forward to continuing to successfully deliver HVAC services for many years to come.

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

# The New GC MIG “Men In Grey” & “Their Magician”



There has been a change on the Gold Coast, New MIG Men in Grey and Orange have landed!

New mysterious men working for the SABE organization, assisting various branches of government are tasked with protecting secrets or performing other strange activities.

Our Gold Coast operation have new arrivals from outer space, Code names **Mr. AB, Mr. KM, Mr. TC and Mr. DT**, coupled with an old hand **Mr. DN**. They are ably dispatched at Loganholme Base Central Control by **“Marty the Magician.”**

The new team have been performing Top Secret SABE planned maintenance in operational sites all over the Gold Coast and Logan Galaxies. Often, the MIG team are called out on special missions by Marty the Magician (seen above with her Magic Wands).

Using their latest tablets with simPRO Mobile installed, they travel at safe speed in their SABE transporters directed by Marty using her intergalactic simPRO Enterprise program. Specialist training has been provided by Obi-Wan Ben Ovington Kenobi.

Due to the magnificent work by all our MIG teams the Logan Council Contract has been resecured and will continue for a further three plus years.

Our quasi-government agents have sworn to serve the LCC, COGC and KDR, they have stories that will set your hair on end and chill you to the bone. Any eyewitnesses are persuaded to keep quiet about top secret operations and what they may have seen.

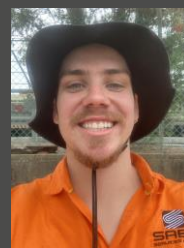
All operatives carry simPRO neutralisers, you may have even witnessed one of our secret operations but are now oblivious to what occurred.

Mr. AB, Mr. DN and Mr. AN attended a recent crisis at the KDR Home Planet. Two rouge condensers had lost their gas charge. Unable to save the escaping refrigerant, long hours were spent on urgent repairs. But alas the condensers could not be saved, ravaged by the Gold Coast environment.

The SABE Projects Men in Grey have been contacted to build new space aged efficient Mitsubishi VRV condensers and cool the KDR environment.

Written by the SABE Phantom

## SABE Get to Know.....



Name: Mathew Owen

AKA / Nickname: Matt

Office: Brisbane

How long at SABE: 7m

Position: Service

Technicians

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

I perform scheduled maintenances and unit repairs to the highest standard

**NRL Team:** Cowboys

**NRL Player:** Jason

Taumalolo

**Favourite Meal:** Home cooked pulled beef with slaw on a bread roll.

**Music:** Hip Hop & R&B

**Dream Holiday:** Set up on the beach, overseas relaxing to tunes and having a few drinks

**Hobbies:** Having 10 coffees a day and mowing the lawn

## Positions Vacant

The SABE Services Group has a number of opportunities to join our team at present.

The Technical Services team require a Service Technician in each of the following areas:

- Wide Bay Area
- Gold Coast
- Brisbane Northside



## RECONCILIATION AUSTRALIA

It is with great pleasure that SABE Services Group is able to share the news of its inaugural Reconciliation Action Plan (RAP) developed in collaboration with Reconciliation Australia.

Our Reconciliation Action Plan (RAP) represents a framework for SABE Services Group team members to take positive steps in our reconciliation journey now and into the future. We are committed to engaging with, and increasing employment opportunities for Aboriginal and Torres Strait Islander peoples within our local community.

We believe being an employer of choice encompasses creating pathways to maximise opportunities for everyone in our community. The next step will be to roll out our RAP internally. This will include strongly encourage applications from local Aboriginal and/or Torres Strait Islander peoples on job advertisements.

The Directors and senior management of SABE Services Group have been the driving force behind getting our RAP up and running and will continue to play an active role in the plan's progression and success.

We are currently working with a local contemporary Aboriginal artist who has been commissioned by SABE Services Group to create an artwork piece that illustrates our corporate identity, our past, present, and future. We look forward to sharing this art once it is completed.

If you have any questions regarding our RAP, you can direct these to Geoff Oxtoby our HSEQ Systems Manager and RAP Champion via email at [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.



# Safe Work Month October 2022

Safe Work Month is in October and aims to raise community and industry awareness about the importance of work health and safety, and best practice rehabilitation and return to work.

But it's not something we should focus on just in October - safer, healthier workplaces are for everyone, every day.

You can get involved by accessing events from Workplace Health and Safety Queensland, including:



- Work Well Conference in Brisbane on 24 October 2022.
- Work Well Breakfast Forums in Rockhampton (5 August), Toowoomba (18 August), Cairns (22 September), and Mackay (2 November).
- Work Well 365 Speaker Series: FREE Online professional development sessions streamed throughout the year focussing on health and safety and return to work topics.

There's something for everyone with a jam-packed program covering topics such as good work design, incident preparedness, enhancing your team's safety skills, behaviours, and attitudes, creating a positive culture around workplace safety and wellbeing, navigating unexpected career change, work-related violence, mental health and wellbeing and more!

Workplace Health and Safety Queensland's Safety Advocate Robyn Neilson will also share her harrowing story of being the first responder to a serious injury on a remote cattle farm and the importance of being prepared for an emergency.

You can also keep health and safety top of mind 365 days a year by accessing an extensive range of free resources at [WorkSafe.qld.gov.au](https://www.WorkSafe.qld.gov.au).



## Remember;

**In safety, the standard you walk past is the standard you accept!**

## This Quarters Safety Roundup

### Incidents

2 incidents were recorded this quarter – both workers received minor first aid injuries for small lacerations.



## Workplace Hazard Focus

**Electrical Safety:** - Electrical risks are risks of death, shock or other injury caused directly or indirectly by electricity.

The most common electrical risks and causes of injury are:

- electric shock causing injury or death. The electric shock may be received by direct or indirect contact, tracking through or across a medium, or by arcing. For example, electric shock may result from indirect contact where a conductive part that is not normally energised (such as a metal toaster body or a fence) becomes energised due to a fault.
- fire (such as fire resulting from an electrical fault), arcing or explosion causing burns. These injuries are often suffered because arcing or explosion or both occur when high fault currents are present.
- electric shock from 'step-and-touch' potentials
- toxic gases causing illness or death. Burning and arcing associated with electrical equipment may release various gases and contaminants.

Even the briefest contact with electricity at 50 volts for alternating current or 120 volts for direct current can have serious consequences for a person's health and safety. High voltage shocks can cause contact burns and damage to internal organs.

Electric shocks may also lead to other injuries or illnesses and may include muscle spasms, palpitations, nausea, vomiting, collapse, and unconsciousness.

Workers using electricity may not be the only ones at risk—faulty electrical equipment and poor electrical installations can lead to fires that may also cause death or injury to others.

## SABE Get to Know.....



**Name:** Adamm Wolff

**AKA / Nickname:** Wolffy

**Office:** Brisbane

**How long at SABE:** 1y 6m

**Position:** Warehouse

**Coordinator**

**What do you do in a typical day at SABE:** I look after the warehouse, stock, vehicles, plant and equipment.

**NRL Team:** Bulldogs

**NRL Player:** Matt Burton

**Favourite Meal:** Steak cooked on the fire!

**Music:** Drum and Bass

**Dream Holiday:** Canada or Alaska

**Hobbies:** Go Karting, 4wd & camping!

## Positions Vacant

The SABE Services Group has several opportunities to join our team at present.

The Projects team have a position vacant for a

- Project Manager
- Duct Installer / Sheetmetal Worker
- HVAC & R Installation Technician



## Rosedale Rovers Meals on Wheels

SABE Services Group was requested by Logan City Council to review the current kitchen exhaust system for the Meals on Wheels kitchen at Rosedale Rovers. Through the investigation the system was found to be non-compliant in multiple areas.

SABE carried out the preliminary design for the kitchen exhaust system to AS1668 and had this verified by DMA Engineers, design drawings were completed and from that the kitchen exhaust hood, exhaust and make up air fans were procured.

Once all equipment had arrived the process of booking the works in with the client to provided minimum shutdown time to the facility was organised, SABE was also requested to provide a temporary freezer and refrigerator solutions for the facility whilst power shutdowns occurred.

SABE Services Group looks to build lasting relationships with our clients through providing consistently high level of service and turnkey solutions.

## Redlands Hospital Building 390

The SABE Services Group Projects Team were approached for a Design & Construct project with ATCO Structures.



SABE engaged the relevant contractors to carry out the patching and painting of the ceilings.



The project involved working with DMA Engineers on a suitable design to supply and install split ducted systems to the demountable building.

Rough in of the units and other components was completed offsite at the ATCO manufacturing facility and the remainder of the works completed onsite at Redlands Hospital. In total there were 34 split ducted units and 2 high wall splits along with outside air fans and toilet exhaust fans.



## IHEA Conference

SABE Services Group had the opportunity to speak at the Institute of Healthcare Engineering (IHEA) Conference held at Victoria Park in July.

The conference provided the opportunity to network with other professionals, share practical experiences and provide developing technologies within the industry.

SABE partnered with DMA Engineers and Children's Health Queensland (CHQ) to present the complexity and the successful delivery of the PICU Project.



SABE Services Group worked collaboratively with our client to successfully deliver health facility upgrades

## New Business and Contracts secured in the Quarter

Technical Services are pleased to announce that following Council's recent open market tender, SABE has been awarded the contract for a further 3 Year term with the provision to extend through 2 x 1 Year options.

A great acknowledgement of the quality of services delivered, the strength of our brand and the individuals within our delivery team responsible for the daily delivery, thank you to all involved during the last 5 years.

- QBuild 2504 (Hervey Bay to Maryborough) Maintenance and Repairs – 3 Year Term
- QBuild 2506 (Noosa to Gympie) Maintenance & Repairs – 3 Year Term
- Logan City Council – Maintenance and Repairs - 3 Year Term
- KDR Light Rail Gold Coast – Maintenance and Repairs – 2 Year Term

The Projects Division secured several large contracts in the quarter. HVAC Upgrade projects included:

- Brisbane SHS Chiller & J Block
- Fraser Coast Covid Pandemic Modifications at Hervey Bay & Maryborough Hospital.
- Australian Laboratory Services at Stafford.
- QUT Garden Points AHU Replacement
- QBuild Various Schools – AC Replacements
- Scenic Rim Council - Mt Tamborine Library

It also sees the projects team head to Fraser Island to carryout A/C replacements at the Eurong Police Station.



## Technology Update

It's been an exciting quarter technology wise where the service team has transitioned from simPRO Connect to simPRO Mobile providing greater transparency for technicians in the field.

SABE Services Group has commenced the rollout of simPRO's Maintenance Planner, an add on enhancement providing greater functionality in management of customer assets.

Each asset uploaded will have a dedicated task sheets relative to the contract or industry standard maintenance practice with the capability of tracking life cycle costs allowing more informative decisions in management of assets.

We have additionally been testing simPRO's Customer Portal, a web-based portal enabling customers the capacity when set up, to view their specific customer records including, assets, service schedules, asset history, job status, quotes and other key data.

# Staff News

## SABE Services Group Company Breakfast

Our company breakfast was a great success.

It is always a great opportunity for our team to catch up and *build exceptional service through great people*.

Thank you to The Broncos Leagues Club for hosting and to Matt Gillett for joining us again and asking the hard questions to some of our team in a get to know you.



## Social Club

### July 2022 Gordon Country Camping Trip

This event saw a small crew venture out for the staying at the picturesque Gordon Country. We enjoyed the serenity of the flowing creek, whispering winds through the towering gum trees and abundance of wildlife.



After filling our bellies with a camp cook up, Mick's bonfire special set the scene for a relaxing time to wind down and cosy up with some campfire stories (some to intrigue and other quite entertaining).

### September 2022 Slideways Go Karting

The team took to the track for an adrenaline rushed evening, sliding around the track at Slideways Eagle Farm. The multi-level track saw some disadvantages to those needing a little extra horsepower to get up the hills.



After three rounds of racing, bumping, and sliding Daniel Young took out the win, followed by Andre Stock and wooden spooner Jasper Filmlalter.



Well done to Jamiyah, who was selected to play in the international series for the under 22 Australian Indigenous Oz Tag in Coffs Harbour.



Congratulations to Chelsea on the birth of her beautiful baby girl Chicago Born 02.08.2022.



## Team Announcements

New employees to join the team in the quarter include:

### Service Team

Gold Coast Technicians:  
Damon Tunnicliffe  
Tyson Coles

Brisbane Technicians:  
Daniel Rutter  
Kurt MacGregor  
Alex Reddich

### Projects Team

Darryl Loader  
Michael Bador

## SAVE THE DATE

SABE Christmas Party – Saturday 10<sup>th</sup> December 6pm.

Casino themed night held at the Morrison Hotel. Look out for your invite coming to you soon.

## SABE Services Group Vehicles

A reminder to our staff who are on a vehicle allowance that the company does offer an extra allowance should you get your vehicle sign written with the company's livery. The amount payable is dependent on extent of the sign writing, and should you be interested we encourage you to discuss with your manager.

## Referral Scheme

A reminder to all existing SABE team members that the company has an Employee Referral Scheme that provides an incentive for both existing SABE staff; and the new team members should they come on board. We encourage you to talk to your manager for more details regarding the scheme.