

Message From Our Managing Director

SABE Services Group had another successful year in 2022 thanks to the efforts of our valued staff and continued support of our clients. It was very pleasing to see our business continue to grow with the introduction of new team members into key positions and the ongoing development of our longer-term staff.

The SABE Services Group Christmas party and recent social club outings have been enjoyable and provided an excellent opportunity for team members to get to know one another outside of the working environment. Look forward to attending some more of the scheduled events in 2023.

Trusting you all had an enjoyable and safe break. We look forward to successfully delivering our services in the year ahead.

Kind Regards
Greg Dalton



Building exceptional service through great people

SABE Services Group had a very successful year in 2022 due to the ongoing efforts of our team members and the support of our valued clients; many of which have been working with us for more than 10 years.



Our company opened a new office in Hervey Bay in 2022. The Technical Services team secured the QBuild maintenance contract across sites located on the Sunshine Coast, Gympie, Maryborough, Fraser Island, Hervey Bay, and other

locations in the Wide Bay area. The Projects team also undertook some major HVAC upgrades in the region which included the chiller and cooling tower upgrade at the Hervey Bay Hospital.

We expect the skills shortage will continue to present challenges for the HVAC industry in the year ahead. As we have done throughout our 25 years of operation, SABE services Group will continue to employ apprentices and trainees to meet the demands of our business. In addition, it will be important our existing team members make the most of the opportunities to develop their own skills to ensure we can continue to provide exceptional service through great people.

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 for more information.

Over the Border for “MEN IN GREY”

MIG Men in Grey travel “Over the Border”! Border Pass NOT Required! A long way from home!

The Mysterious Gold Coast MIG team working for the SABE organization, assisting various branches of government are tasked with protecting secrets and performing other strange activities.

One of our Gold Coast operatives has recently travelled over the Border to NSW, Lismore (No Border Pass Required), his Code name Mr. AB, with his KAM Apprentice in Training Mr. SC. Who were quickly dispatched by Loganholme Base Central Control operative “Marty the Magician.”



After a long journey from QLD to NSW, SABE operative Mr. AB & Mr. SC have managed to breathe some limited life into the very tired Temperzone PAC Units.

This is a new Galaxy far from our regular missions on the Star Maps of the Gold Coast and Logan.



The MIG team however sprang into action and transported to site.

Detailed condition reports were conducted which revealed as expected that most of the Cooling Units are beyond their Effective Working Life. Mr. AB also known as MacGyver, will return next week to coax the systems along and try and keep the units running until replacement.

The SABE Projects Men in Grey have been contacted and Emperor Pat is putting together a proposal for replacement.

The new systems will likely be an ECO SUPER SERIES Intelligent PAC Unit with EC fans, to allow new space aged cooling to the staff and customers of the Officeworks Lismore Store.

Written by the SABE Phantom



SABE Get to Know.....



Name: Lee Crane

AKA / Nickname: Leroy

Office: Sunshine Coast

How long at SABE: 2 months

Position: Service Technicians

What do you do in a typical day at SABE: I perform scheduled maintenances plus repairs and breakdowns sometimes quoting to help wherever I can. I'd like to think I'm a team player!

NRL Team: Bronco's

NRL Player: No favourites

Favourite Meal: T-bone with vegetables covered with white sauce.

Music: Hard Rock, Country, Punk Rock

Dream Holiday: Tropical Island, sipping on Pina Colada's

Hobbies: Cricket, badminton, pool / snooker



RECONCILIATION AUSTRALIA

There is much to learn along the way as our reconciliation journey kicked off in earnest.

We have seen some opportunities through our action plan to grow our collective cultural competence within our organisation.

Whilst most training opportunities seem equal in Aboriginal and Torres Strait Islander culture, we have found this is not always true.

We identified the most comprehensive and suitable training to be provided through the Centre for Cultural Competence Australia.

This training covers the following topics:

- Why Cultural Competence,
- Australia's First Peoples, and
- Worldviews, Kinship and Culture.

These modules increase knowledge of culture, philosophies, worldviews, and relationships (kinship).

This training is very flexible, and it is 100% online.

We are looking to roll out this training through our leadership and management ranks soon.

If you would like to explore our RAP, copies are available on our website at:

<https://www.systemair.com.au/reconciliation>

or on the Reconciliation Australia website:

<https://www.reconciliation.org.au/reconciliation-action-plans/who-has-a-rap/#who-has-rap-results>

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

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.



Safety Innovation

With high risk works for working at heights above 2m being well regulated, this leaves an opportunity to use innovative ways of managing the risks for working under this height.

Given that much of our service work involves working on wall and ceiling mounted units, it can be tedious carting awkward ladders in and out of buildings.

With this mind I began the search to find an alternative to the traditional a-frame ladder.

Welcome to the Little Giant Jumbo Step (image above).

The Little Giant is a hybrid of a traditional ladder, small stairs, and a platform ladder.

The footprint of the Little Giant is slightly larger than traditional a-frame ladders however due to the design and the integrated handle you can brace yourself and work from the top step nearly 70cm from the ground.

This is a working height higher than what is permitted on 120cm (4ft) ladders.

The ladder has a narrower profile making it easier to carry and store. It weighs somewhere between 6 and 7 kilograms making it extremely light.

We have two of the Little Giant Jumbo Steps currently on trial in Brisbane and the Gold Coast.

If the trial is successful, we are looking at updating all our 3ft and 4ft ladders currently in service into the future.



Workplace Hazard Focus

Ceiling Spaces

There are serious electrical safety and other risks in ceiling spaces. It's important to understand and manage these before entering a ceiling space.

What are the risks of working in ceiling spaces?

In most buildings, much of the electrical wiring for lights, socket outlets, air-conditioning and other electrical equipment runs through the ceiling space. Anyone who enters the space is at risk of electric shock.

Other risks associated with working in ceiling spaces include:

- the risk of falling from height
- excessive heat
- dust
- biological hazards such as vermin, insects, and moulds.

How do I manage the risks? Workers and management can work together to reduce the risks of working in ceiling spaces through risk assessments and implementing controls.

A safe place of work benefits everyone.

This Quarters Safety Roundup

Incidents

2 incidents were recorded this quarter – the worker received a minor back strain injury which resulted in our first LTI in two years. The second incident was a trip and fall resulting in a soft tissue injury to the workers wrist.

Both workers have returned to full duties.



SABE Get to Know.....



Name: Luke North

AKA / Nickname: Northy

Office: Brisbane

How long at SABE: 18 years

Position: Project Supervisor, Electrician and Refrigeration Mechanic

What do you do in a typical day at SABE: Everything and anything associated with Mechanical install from organising and supervising projects to installing high wall splits to sheet metal duct designs and installation.

NRL Team: Broncos

NRL Player: Corey Oates

Favourite Meal: A good pizza

Music: Punk rock, even a bit of country

Dream Holiday: A white Christmas with family in North America

Hobbies: Keeping a nice Lawn and yard at home, Caravanning with the family.



Far North Queensland Wet Season

ATCO Weipa AMRUN Laboratory – Progress Report

SABE Services Group has been engaged by ATCO Structures for the D&C of the air conditioning and mechanical ventilation systems in the AMRUN Laboratory located south of Weipa.



Ferry ride across Embley River

AMRUN is a Rio Tinto mine site located 40kms south of Weipa, staff were flown into Cairns and then onto Weipa with a ferry ride across the Embley River to get to the mine site and camp. Staff will be returning mid-January to continue and finalise the installation works.

SABE worked closely with ATCO and Rio Tinto to confirm and finalise the design brief and engaged DMA Engineers to provide a certified design. With many drawing revisions to avoid clashes we received the green light to commence the duct manufacturing.



Roof mounted exhaust fan

The laboratory is served by an 85kW Temperzone package unit. The laboratory also has two stainless steel exhaust hoods with roof mounted exhaust fan and low-level makeup air fan. The air conditioning and ventilation systems will be controlled by Innotech control systems.

SABE Services Group Working closely with our clients to provide practical and achievable solutions



SABE carried out the internal rough in works at ATCO's manufacturing facility at Luscombe, all remaining equipment, fans, ducting, MSSB and other items were loaded into a 40ft shipping container and transported to Cairns by road, then on a barge to Weipa.



Taking a proactive approach to skill shortages in the HVAC Industry

Skill shortages in the air conditioning industry are not new, with a trend that older tradespeople are leaving the industry and younger generations expressing less interest in those blue-collar manual roles.

The challenge our industry faces is that HVAC as a trade is not perceived as attractive as some other trades such as Electrical and Plumbing, yet the industry has much to offer, with emerging technology developments, sustainability and automation driving industry change.

What has become evident is that skilled tradespeople are a valuable commodity, able to pick and choose their employers and name their price.

Independent sources report that refrigeration and air conditioning technicians are among Australia's highest earning tradies, many earning far more in comparison than a first-year university graduate.

At SABE Services Group, our commitment to direct engagement and training apprentices is paramount to the long-term success of our business, focusing on home grown development of high quality tradespeople, where many post completion continue their employment representing the company.

This year we have engaged five new apprentices bringing our team to a total of thirteen apprentices encompassing both HVAC and Electrical trades.

Additionally, SABE Services Group have qualified as an approved sponsor enabling the engagement of international skilled migrants.

We are actively working with two current candidates for placement within the Wide Bay region where it has historically been challenging to secure appropriately skilled resources to deliver services.

Referral Scheme

Importantly for our existing staff, if you know of a tradesperson you would recommend for a role within the business, the company "Employee Referral Scheme" provides an incentive to both yourself, and the new employee should they join the company.

Please speak with your line manager should you know of someone for more details.



Positions Vacant

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

The Technical Services team require a Service Technician in Brisbane.

Business Development Manager – Planned Maintenance

Team Announcements

New employees to join the team in the quarter include:

Service Team

Kate Mills – Service Coordinator
Josh Willington – Service Technician
Ross Kubler – Key Account Manager
Elio Folino – Service Technician
Stephanie Peters – Apprentice
Daniel Smith – Apprentice
Lee Crane – Senior Service Technician

Projects Team

Dan Li – Project Manager

Staff News

End of year *CELEBRATIONS* SABE Christmas Party

What a way to finish the year and celebrate together as a team with a casino themed party.



BlackJack, Roulette, and Poker tables transformed our venue into a casino allowing us to take the tables and gamble with SABE “fun” money!



The night was certainly entertaining and while it was all in fun there was a winner for the most chips at the end of the night, winning a night at the real casino “Treasury Casino & Hotel Brisbane”.



Well Done to LEE for taking it out!



Christmas Giving

Well done to the SABE team who helped contribute to the **Friends with Dignity - Christmas Collection – Gifts For Friends.**



We were able to provide great support and gifts to Adults and Children impacted by domestic & family violence.

The SABE directors extended their support to the Sponsor a Sleigh program.



20 years with REECE

It was great to celebrate our 20-year Reeceaversary at the end of November. A long-lasting relationship with the supplier captures our culture here at SABE.



Liam Wholohan took to the Firth Park Footy Field to play in the Pan Pacific Master Games.

Playing 6 games over 4 days his team the Burleigh Bears were placed 2nd in the competition. A great effort against some tough competitors including ex NRL players.



Staff Anniversaries

The December quarter has seen several employees have their work anniversary. Congratulations, you have made a significant contribution to the company during your time with us!



Luke North – 18 Years on the 4th of October.

Tamara Pele – 4 Years on the 3rd of October

Alex Nock – 2 years on the 1st of October

Jack Stephens – 2 years on the 9th of November

David Nordstrom – 2 years on the 7th of December

Andre Stock – 1 Year on the 25th of November

Alex Anderson – 1 Year on the 16th of December

SAVE THE DATE

Social Club Rage Cage – Saturday 11th February

SABE Company Breakfast – Wednesday 22nd March

Social Club

We are excited to see a full Social Club calendar for 2023.

Our first event being Rage Cage on **Saturday 11th February.**

If you are currently not a member of our social club and would like to be a part of the fun, please speak with Ben or Michelle at the office for more details.