

## Message From Our Managing Director

SABE Services Group's focus on building lasting working relationships with end user clients over the past 25 years has put our company in a strong position to continue to grow the business in the years ahead.

To deliver on the company's value proposition of '*Building exceptional service through great people*', each team member needs to understand they have a role to play. To maintain our reputation for delivery of high levels of service, and quality outcomes, within the HVAC industry we must each deliver on the promises we make.

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*

SABE Services Group has started the new financial year well with both the Projects and Technical Services Divisions securing large contracts with our existing and new clients.

The SABE Projects Division has many years of experience delivering large HVAC projects within operational facilities as the Head Contractor. The Projects Division was recently awarded several HVAC projects as the Head Contractor; these include Caboolture Courthouse, Maleny Hospital, and the Palm Beach Community Health Centre. The above projects will require our team members to work closely with our valued clients to successfully deliver these complex HVAC projects and minimize the impact on the operations of each facility.



The SABE Technical Services team was awarded the Metro North Health Services - Community Health and Mental Health contract for 3 (+1+1) years. This is a new contract for the company and provides an exciting opportunity for the team to deliver HVAC services and build a long term working relationship with Metro North Health Services.

SABE Services Group has been carrying out installation and maintenance works within health facilities for over 25 years and is well placed to successfully deliver the services under the above contract.

Our Unique Value Proposition is *building exceptional service through great people*; with the company's ongoing success built around developing close working relationships between our team members and long-term clients. Trust, honesty, integrity, and respect are the cornerstones of our business success.

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

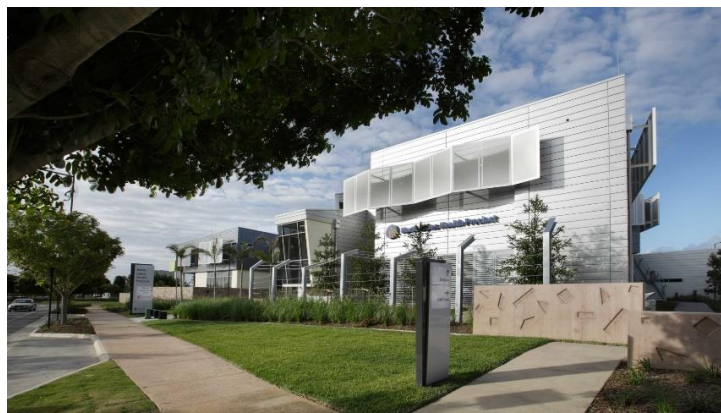
## Metro North Hospital and Health Service

Our recently secured agreement with Metro North Hospital and Health Service is an exciting opportunity that encompasses more than 30 health facilities across the northern Brisbane region and aligns with the business objective to extend our service delivery footprint within the health and government sectors.

The business was asked to meet short transitional timelines in commencement of this agreement, where it's important to acknowledge the efforts made by our Account Manager Ben Ovington, the administrative team and each of our technicians for their responsiveness and diligence in achieving the contract deliverables.

Well done to the team for delivering upon SABE's unique value proposition.

*'Building exceptional service through great people'*



## QBuild – Sunshine Coast

The good work and professionalism delivered through our Sunshine Coast Technical Services team has been rewarded with our client progressively extending our agreement to include an additional thirty plus sites transferred during the past quarter including **Nambour TAFE**. A great result and acknowledgement of the contribution being provided through all members of the team in delivery of QBuild's HVAC services within the region.

## Staff Training

Our ongoing commitment to training this year has seen a number of our Service Technicians provided the opportunity to attend OEM training with manufacturers such as Mitsubishi and Daikin on both VRV and City Multi VRF equipment.

Pleasingly several of our team continue to invest personally with currently undertaking external studies to expand their skills and knowledge base.

Working towards gaining qualifications in areas such as Cert IV - Work Health and Safety, Cert IV – Entrepreneurship and New Business and Diploma of Leadership and Management.

Investment in training will deliver mutually beneficial outcomes for all.

## SABE Get to Know.....



**Name:** Ben Hornby

**AKA / Nickname:** Ben

**Office:** Sunshine Coast

**How long at SABE:** 10 months

**Position:** HVAC Service Tech

**What do you do in a typical day at SABE:** Service, diagnose and rectify faults from north Brisbane to Wide Bay

**NRL Team:** Cowboys

**NRL Player:** Billy Slater

**Favourite Meal:** Parmigiana

**Music:** Country

**Dream Holiday:** Canada & America

**Hobbies:** Horses, fishing, Camping, Off-Road





**RECONCILIATION**  
AUSTRALIA

## *RAP Update*

We have just passed the twelve-month mark of our RAP journey. The annual RAP performance reporting has been completed through to Reconciliation Australia.

Upon reflection we have seen many changes to our business and corporate identity along the way. The fruits of these labors will be more visible in the coming months.

We have identified some exciting future opportunities through leveraging a new networking partner who has contacts that we expect will support our journey in the next six months and assist us in achieving more.

We are proud of our success to date however more hard work will reap better rewards for SABE.

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.



Australia is the skin cancer capital of the world. More than 11,500 Australian men and women are diagnosed with a melanoma each year, and an estimated 434,000 people are treated for one or more non-melanoma skin cancers. Skin cancer accounts for over 80% of all new cases of cancer diagnosed in Australia each year.

Luckily, skin cancer is almost entirely preventable and high-profile awareness and information campaigns telling Australians how to save their skin have been in place for several decades. But there are still a lot of misconceptions about skin cancer and sun protection.

UV radiation is a known carcinogen. It is also the major cause of skin cancer in Australia and represents a major workplace hazard to employees who spend some, or all, of their working day outdoors.

Outdoor workers:

- are exposed to sun for extended periods of time throughout their working life.
- receive significantly more UV radiation than people who work indoors.
- have a higher-than-average risk of developing common skin cancers.

Ultraviolet (UV) radiation from the sun doesn't just damage the skin. It can lead to eye complaints such as cataracts and cancers on the surface of the eye.

However, exposure to small amounts of sunlight is also essential to good health. A balance is required between avoiding an increase in the risk of skin cancer by excessive sun exposure and achieving enough exposure to maintain adequate vitamin D levels.

The Cancer Council Australia encourages people to become familiar with their skin, including skin not normally exposed to the sun, and

consult a doctor if they notice any change in shape, colour or size of a lesion, or the development of a new lesion.

Outdoor workers have a higher risk of certain kinds of non-melanoma skin cancer because they often spend long periods of time in the sun, all year round, over many years of working life.

Protect your skin.

For best protection, we recommend a combination of sun protection measures: **Slip** on some sun-protective clothing that covers as much skin as possible.

**Slop** on broad spectrum, water resistant SPF30+ (or higher) sunscreen. Put it on 20 minutes before you go outdoors and every two hours afterwards.

**Slap on a hat** – broad brim or legionnaire style to protect your face, head, neck, and ears.

**Seek** shade.

**Slide** on some sunglasses – make sure they meet Australian Standards.

## Workplace Hazard Focus

### Asbestos Containing Materials

Asbestos is a mineral found in nature that is made up of millions of fibres. Until the mid to late 1980s, asbestos was included in building materials because it's resistant to heat and corrosion.

Asbestos was also included in plant and equipment manufactured and imported up to 2003. Asbestos is still commonly used in some countries.

The risk of disease from asbestos depends on how often and how long a person has been exposed. Asbestos fibres become dangerous when they become airborne and can be breathed in, causing:

- asbestosis (scarring of lung tissue)
- mesothelioma (cancerous tumours that develop around the intestine or lungs)
- pleural plaques (thickening of membranes around the lungs)
- cancer of the lung, larynx and ovary.

Symptoms of asbestos-related diseases include breathing difficulties and scarring of the lung that can be detected by x-ray.

For further information, please consult the: **How to manage and control asbestos in the workplace code of practice 2021.**



## This Quarters Safety Roundup

### Incidents

4 incidents were recorded this quarter – 2 incidents related to minor injuries and 2 relate to property damage.





## SABE Get to Know.....



**Name:** Sean Brokenshire

**AKA / Nickname:** Red or Bluey

**Office:** Brisbane

**How long at SABE:** 15 years

**Position:** Project Manager

**What do you do in a typical day at SABE:** Days are spent organising labour required onsite for my projects and scheduling in according to the project deadlines and requirements, ordering materials and arranging deliveries. Site visits are a common occurrence, and these happen frequently. Making daily coffees is a must.

**Sports Team:** Broncos / Australian Cricket Team

**Sports Player:** Tiger Woods

**Favourite Meal:** Steak, mash with red wine jus

**Music:** Country Music

**Dream Holiday:** Golfing Holiday to Pebble Beach, Augusta National in America and then St Andrews in Scotland.

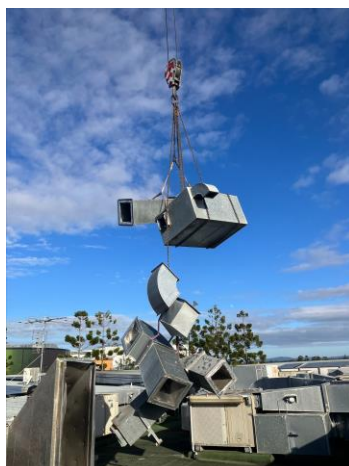
**Hobbies:** Golf, Babysitting



### QBuild - North Lakes State College Pathway Resource Centre

SABE Services Group was engaged by QBuild as Principal Contractor to complete the HVAC replacement works at North Lakes State College. The works were to be completed in stages and in a tight timeframe. After in depth planning and discussions with QBuild and the College it was agreed on a 3-stage program that would have the works complete over 26 weeks from receiving the order to project completion.

The entire SABE team along with sub-contractors worked tirelessly and combined stages 2 and 3 to bring the project in 2 weeks ahead of schedule, just before exams.



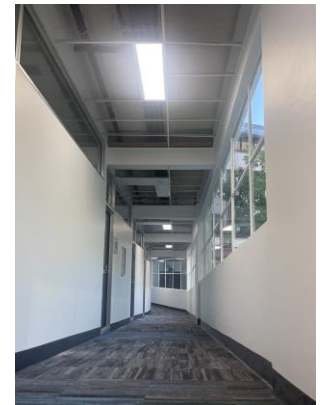
Scope of works was to decommission and remove 13 rooftop package units, existing MSSB and other associated equipment. Mitsubishi Electric VRF systems were installed which entailed 14 condensers to 25 split ducted units and 7 in ceiling cassettes along with 26 fans and 6 roof cowls and 1 new MSSB to provide power to all new mechanical equipment.



The project had many challenges, working in a live environment with half of the building being occupied while removing and reinstating ceilings and all HVAC components. With the existing rooftop equipment removed it was agreed by the client to remove the existing waterproof membrane that had various leaks throughout and install new membrane across the entire rooftop area to address the continual leaks. This was all complete in the timeframe allocated.

### QUT Gardens Point M - O Link Bridge

SABE Services Group was awarded the project to install new in ceiling cassette air conditioning units and outside air fans serving the offices on the link bridge between M and O Blocks.



The works were to be completed with minimal disruption to the working areas and the works in the offices had to be completed over a 2 week term break. Scope was to decommission and remove 12 existing chilled water under ceiling units and supply and install 2 new VRV condensers serving 12 in ceiling cassettes with outside air fans.



Works were completed within the allocated time frame and handover to the client for the commencement on the new term.

# Staff News

## SABE Biannual Breakfast

SABE directors hosted our biannual staff breakfast at the historical Brisbane Powerhouse Rooftop Terrace. Once the control room for the original Powerhouse the venue retains abundant history and character along with the best river views.

This was a great opportunity for all departments to come together to socialize, enjoy a delicious breakfast and get a business update from our Managing Director Greg Dalton.



## Social Club

A group of our members participated in the interactive paintball battle at Skirmish Samford.

Armed with an air powered paintball gun, the group battled it out trying to outmaneuver the opposition.

They experienced the fun, the rush, and a few bruises!



## Social Club Update

As we approach silly season the social club will propose to hold one more event for the year. This will depend on numbers and venue availability.

We intend on providing updates on next year's social calendar.

## Save The Date

SABE Christmas Party.....  
Saturday 9<sup>th</sup> December  
2023.



## STAFF ANNIVERSARIES



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

*Sean Brokenshire – 15 years on the 7<sup>th</sup> August.*

*Stewart Large – 8 years on the 28<sup>th</sup> September.*

*Jason Chown – 7 years on the 1<sup>st</sup> August.*

*Liam Wholohan – 3 years on the 24<sup>th</sup> August.*

*Martilize Stock – 2 years on the 8<sup>th</sup> July.*

*Billy Mennell – 2 years on the 9<sup>th</sup> August.*

*Shane Abel – 2 years on the 10<sup>th</sup> August.*

*Kurt MacGregor – 1 year on the 8<sup>th</sup> August.*

*Daryl Loader – 1 year on the 12<sup>th</sup> September.*

*Alex Reddich – 1 year on the 19<sup>th</sup> September.*



The staff were put to the test in team building challenges and knowledge quizzes. Thanks to everyone for participating and congratulations to all the winners.