



Issue 20 – December 2017

Index

- ❖ Message from Management
- ❖ Transport Women Australia Gets New Chair
- ❖ RWTA Life Member Award
- ❖ OH&S Standards at Oxford
- ❖ Christmas in the Park 2017
- ❖ Little Additions
- ❖ Providing Value
- ❖ Oxford Years of Service 2017
- ❖ Oxford Footy Tipping Results

OXFORD
COLD STORAGE

Message from Management

As 2017 comes to a close, it is time to reflect on the year just past and look forward to the year ahead. We are currently in a time of transition for our business. This will present us with many challenges and opportunities.

Paul Fleiszig



As I noted in last year's newsletter, a new competitor from overseas has entered the cold storage market, which has heavily disrupted our industry. This has created a serious threat to our business. Unfortunately, three substantial customers have decided to leave us. One has gone already and two plan to leave early in the New Year. It is sad to lose customers which we have serviced for so many years. It is, however, reassuring that none of these customers left us due to service deficiencies. In fact, all have asked to stay beyond their contracted terms due to difficulties experienced by their new service provider. They have all left us to avail themselves of much lower rates. Time will tell if this was a prudent move for them.

Challenge brings both threats and opportunities. We have taken our opportunities and picked up a number of excellent customers. Over 2017, we have commenced doing work for **Woolworths, Beston Foods, Califia Farms, HAVI** and a number of smaller valued clients.

It is a great reflection on our business that during these very unstable market conditions, so many new clients have trusted Oxford as their logistics partner.

During the year, we also welcomed back **Bulla Ice Cream, Burra Foods** and **Aussie Wave** as well as picking up more work from **Oriental Merchant**. We previously serviced **Dr Oetker** through its supply chain arrangement with **Simplot**. Dr Oetker has now become a customer of Oxford in its own right. In the past couple of days, **Parmalat** have agreed to extend its contract for a further three years. The growth of each of these clients is a testament to the hard work and great service all at Oxford have provided.

To add to our challenges, we are dealing with substantial increases in some of our larger expenses. The cost of electricity will nearly double in 2018 and our insurance costs have increased substantially. Cold storage rates remain under pressure due to market disruption so we must continue to look at reducing costs where we can. We must all work collaboratively and endeavour to drive efficiencies within the business in order to counter the effects of these rising costs.

Management would like to thank all our staff for their understanding and support. As long as we continue to work together, we will all prosper together into the future.

The key driver to efficiency in the future will be automation. Our Automated Guided Vehicle (AGV's) pilot in Freezer No.10 is now running well. This innovative project was a lot more complex to deliver than we had planned. The Freezer 10 team lead by **Raymond Brown** has been on a very steep learning curve and have done an incredible job running the new system. **Mark Fleiszig** and **Gabor Hilton** along with the software development team led by **Anthony Walshe** have been instrumental in rolling this project out.

Radio Terminal Systems (RTS) is a business that delivers high-end data capture solutions. As is commonplace with technology, this industry has become commoditised and many of the skills and services delivered by RTS are no longer required. **Justin Anderson** is working with his team to change the focus and service offering of the business. We wish the RTS team all the best with their endeavours.

Management thank all our staff who continue to provide our customers with exceptional service. As business becomes harder and our customers transition, we will all need to work together to get through this difficult time.

Our best wishes are extended to all Oxford staff and their families. The Fleiszig & Stern families wish everybody a safe and healthy Christmas and a happy New Year.



Below from L-R:

*Luis Fleiszig
Gabor Fleiszig
Gabor Hilton
Mark Fleiszig
Dezso Stern
Paul Fleiszig
Steven Fleiszig
Rodney Fleiszig*

*Above:
Oxford's
7-tier
racking
system
for frozen
products*



Transport Women Australia Gets New Chair



Jacqueline Brotherton (Transport Manger at Oxford Cold Storage) has returned to the role of Chair of Transport Women Australia Limited (TWAL) Board, a position she held between 2009 and 2011.

The announcement comes following TWAL's annual general meeting on 27/11/2017, when the organisation bid farewell to long-time Board member and former Chair, Pam McMillan who was thanked and congratulated for her outstanding service to the organisation and the entire transport industry during her 18-year term on the Board.

At the AGM, Jacqueline said, "This is my second time as Chair and I never expected to be back in the role. However, with Pam retiring, it was a decision that was made with the support of the Board in keeping the association strong. And as we move forward with our new Board, I feel that – as a team – we have never been stronger.

"It is by far the largest number of Board members we have had in my time with TWAL and we are a great team dedicated to continuing the hard work of our predecessors."

Jacqueline says the TWAL team will be making some changes over the next few months. "We hope that these changes will make it easier for the Board to operate, with members encouraged to have more input into the association, if they wish," Jacqueline says.

"The Board will now concentrate their efforts on the next TWAL conference in May 2018, as well as 'some other exciting functions' throughout the year.

"We look forward to continuing to work closely with our sponsors including our foundation business partners – National Transport Insurance, BP and Volvo as well as other sponsors to whom we are deeply grateful.

"Our aim is to continue to grow the TWAL profile, increase membership and supplier partners while building on our current projects in addition to commencing some exciting new projects".

Jacqueline has been in the industry for over 47 years and continues to dedicate her time on a voluntary basis to improving conditions for the transport industry. Having joined the TWAL as a Board member in 2008, Jacqueline is a life member of the Livestock, Bulk and Rural Carriers Association (LBRCA).

Paul Fleiszig awarded a Life Member of The Refrigerated Warehouse & Transport Association of Australia

Following a career as an Accountant before joining the family business in 1993, Paul has over 24 years of experience in all facets of the cold storage industry. He has been involved in the design and project management of a number of Oxford Logistics Group's new constructions on site. Paul has been most active in the investigation and adaption of new warehousing technologies.

Paul has been an active member of the RWTA in Victoria for many years before becoming a member of the National Executive as a Board Member. Paul served as Vice-Chairman of the RWTA from 2007 – 2011 as National Chairman for 4 years 2011 – 2015 and has continued to serve as the immediate Past Chairman since 2015.

Paul recognised that RWTA members wanted to contribute and to share ideas about day-to-day issues confronting our businesses. To this end, Paul was responsible for establishing sub-committees to involve and engage RWTA members. His advocacy in this area saw sub-committees created to address industry concerns in the areas of Pallet Management and Controllers, Transport Issues and Energy Efficiency.

Always ready to share his knowledge, Paul is most generous with his time to ensure others in our great industry benefit from his knowledge and expertise. Paul was elected as a Life Member at the RWTA-GCCA conference held in Sydney in October 2017.

RWTA life Membership is bestowed on those members who have made an outstanding contribution to the Cold Storage Association of Australia (1941 to 1993), and to the RWTA (1993 to present day), through their involvement and commitment to the Australian Cold Chain.

Paul Fleiszig received Life Membership from Martin Porter, MD of Retracom Group at the RWTA-GCCA Annual Conference and Exhibition in Sydney



Christmas in the Park 2017



With only a week to organise an event during the busiest month for social activities, most workers were either pre-booked with other social commitments or had been scheduled to work. However, in regards to the quality of having a great wholesome time with Oxford work colleagues and their families, we had good weather to play three 'intense' soccer matches, a game of touch rugby and a six-person chess tournament. The group enjoyed top quality BBQ meat, a tonne of shared food and even a special visit from Santa which the kids absolutely loved. Overall, it was a huge success!



Little Additions



Aurelia Da Costa

May 7th, 2017
Daughter of Cherie Napolitano & Duarte Da Costa (Systems Administrator)

Hannah La

June 28th, 2017
Daughter of Hillary Ho & Toan La (Supervisor, Freezer 12A)



Zara Fleiszig

November 4th, 2017
Daughter of Adina Fleiszig & Rodney Fleiszig (Workplace Relations Manager)
Granddaughter of Leonie & Luis Fleiszig (Director)



OH&S standards at Oxford Cold Storage

Safety is always a challenge at Oxford and we constantly strive to reduce incidents and injuries:-



Maggie Montagnese
OH&S Manager



- In 2012, drug and alcohol testing was introduced and by 2017, offenders were dramatically reduced to only two in 12 months.
- Reach truck battery guards were painted bright yellow to reduce battery damage.
- Safety cages are essential for lifting personnel to areas that are hard to reach. Following a Worksafe campaign to make cages fail-safe, our maintenance department added a pin to the back of the forklift tyne and a chain that wraps around the mast and slips into the slot, ensuring the cage is secure.
- All personnel using a cage now wear a 'Y' lanyard. This ensures the worker always has a contact point if he needs to vacate the cage to enter the rack.
- Entanglement of equipment was often an issue in 11B/C battery room with long leads connected for forklift charging entangling in the wheels, pulling the charger from the wall. **Drago Pandurevic** suggested we install spring balancers, which has helped to alleviate this issue.
- Personnel working between double-stacked pallets in staging areas could not be seen by forklifts or other mobile equipment. Flags placed above double-stacked pallets are now used to alert materials handling equipment operators that a worker is present.
- To combat back injuries in Pick Face area, a 'Pallet Slider' was invented, a simple but effective device enabling an easy transfer of a pallet to the top of cartons in readiness for the next pick.
- In 2014, our site-specific induction video was created and has been a very useful tool for introducing all workers and contractors to our site prior to commencing any work.

Above are just a few of the many accomplishments at Oxford Cold Storage over the years and we look forward to the challenges to come.



Pictured L-R :
Admond Khosaba, James Muscat, Simona Maifea, and Raymond Brown

(Picture taken by **Ted Charewicz**)

"The best and most effective way to get ahead in any company is to provide value; working effectively with people to complete tasks is valuable, being punctual is valuable, learning new skills and encouraging others to do the same, is valuable!

Since being promoted to a supervisor role a year and a half ago, I've been heavily involved in the Automated Guided Vehicle (AGV) pilot in Freezer 10 and have had the absolute pleasure of working closely with Gabor Hilton and the Fleiszig family for a little over a year now. Working in Freezer 10 I've learnt a tonne! Not just with automation but with people and the importance of a healthy work culture.

I believe if we collectively work on building value together and strengthen our work culture across all levels, we can scale the company through difficult times, providing more opportunities to local families, improving our quality of work life and overall satisfaction, and no other competitor will be able to take that away from us" ... **Raymond Brown.**

Oxford Years of Service 2017

Acknowledging the valuable contribution of all staff, especially those who have achieved service milestones ten years and over

Over 40 years

Gabor Hilton	43
Noel Tavendale	41

Over 30 years

Blaga Talevski	37
Joe Kanzamar	35
Lidiya Vidanoski	34
Ian Jukes	33

Over 25 years

Darren Giacobbe	29
Anita Talevski	27
Marek Glowicki	27
Nick Giacobbe	25

Over 20 years

Ryszard Karczewski	23
Rod Beckham	23
Tolly Charewicz	23
Joe Abdulofski	22
Andrzej Sobkowicz	22
Lupce Petroski	21
Neso Vidakovic	21
Julius Tui	21
Sam Fastuca	21
Mauro Selva	20

Over 15 years

Mario Manibo	19
Nizami Redzepi	19
Les Gulan	19
Edith Wood	18
Cvetko Stojcevski	18
Ivan Paotama	18
Joven Adonis	18
Jason Kaa	18
Lirim Abazi	18
Adam Frankiewicz	17
Fred Paotama	17
Van Dinh Ngo	17
Neil Campbell	17
Syd Cassidy	17
Geoff Aquilina	17
James Muscat	17
Paula Sita	16
Steven Toth	16
Jose Hernandez	15
Tiriamate Teokotai	15
Slobode Vidanoski	15

10 years and over

Jason Pallpratt	14
Ted Charewicz	14
Turan Ademi	14
Matt Remuera	14
Tom Wilson	14
George Opasik	14
Bradley Johnston	13
Trevor Gobbi	13

Frank Verzaci	13
Timothy Black	13
Dragoslav Pandurevic	13
Vladislav Pandurevic	13
Reeves Moetaua	13
Paul Hansen	13
Wayne Derby	13
Dean Vailea	13
Philip Easaw	12
Mohamed Naghar	12
Teariki Akama	12
Giovanni Bonanno	12
Faruk Ibraimoski	12
Kenneth Penberthy	12
Dejan Popovic	12
Armando Nacua	12
Tra Le	12
Craig Russell	12
Elvis Lee	12
Grant Keating	12
Kevin Lancer	12
Bobby Estanislao	12
Ashley Colaso	12
Frederick Ormsby	12
John Enoka	12
Mark Nankervis	12
Michael Schembri	12
Solo Fetalai	12
Leslie Galbac	12
Jonathan Hogan	12
William Jennings	12
Positi Matapa	12
Armandino Oliveira	12
Robert Walker	12
Phuc Truong	12
Ambel Getahun	11
John Pefianco	11
Andy Tetevano	11
Joseph Vella	11
Joven Ataaere	11
Primo Cordeta	11
Ricky Ho	11
Damir Suljagic	11
Seadin Ademi	11
Alataua Aufata	11
Zewdie Debalkew	11
Fernando Liu	11
Joseph Mizzi	11
Hue Tran	11
Paul Cowan	11
Brian Meeking	11
Khambao Sonephady	11
Stephen Poaru	11
Sabin Lory	11

David Taia	11
Jim Kostantinidis	11
Julie Toro	11
Admond Khoshaba	11
Tan Le	11
Scott McCarry	11
Gerard Peter	11
Edwin Schless	11
Paul Alexander	11
Stevie Walters	10
Parnell Aue	10
Thomas Chan	10
Paul Curtain	10
Simona Maifea	10
Moetaekore Moore	10
Tony Nguyen	10
Michael Sanchez	10
Nikolas Tseros	10
Alfredo Fortunato	10
Michal Pietrzak	10
Bert Taia	10
Tupou Ezekielia	10
William Tepania	10
Bobby Curcinski	10
Jacqueline Brotherton	10
Lee Baulch	10
Jasonlee Lloyd	10
Richard Wilson	10
Larry Barbarich	10
Shane Allen	10
Corey Felli	10
Raymond De Vries	10

Oxford Footy Results

Congratulations to 2017 winners



1st Prize - **Dinesh Gooneratne**
(Hume Rd) Scored : 132



2nd Prize - (shared 2nd & 3rd prize)
Vlado Madzunarov
(Freezer No. 9) Scored : 131



2nd Prize - (shared 2nd & 3rd prize)
Awin Antony Scored : 131

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