

# Amcor Fairfield Mill

## Health & Wellbeing Now until Closure - 2011



October 09



## Focus on Health & Wellbeing til Closure

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## 1. Introduction

- The Fairfield Mill Management Team
  - Group General Manager – Mr. Sonny Coleiro
  - General Manager – Mr. Darren Georgeson
  - Commercial / FRC Manager – Mr. Tony Cavasinni
  - F6 Production Manager – Mr. Jason Macreadie
  - HSEQ Manager – Ms Kellie Ogilvie
- The Fairfield Mill - Staff
  - F6 Operational
  - FRC Operational
  - F6 & Rewinders Dispatch
  - F6 & FRC Contract Maintenance
  - Paper Divisional
  - Paper Sales & Marketing
  - Paper Supply Chain / Logistics
  - Vic Recycling
  - Amcor Research & Technology



## 2. Site Overview

- The site is located at 626 Heidelberg Rd Alphington Vic, which is approximately 7km from the Melbourne CBD.
- The site has been Operating at this location since 1921 prior to this operations where conducted on the banks of the Yarra River at Southbank.
- The site is approximately 18 hectares zoning residential / Industrial, the southern perimeter is the Yarra River. The site is home to the following;
  - **F6 Paper Machine & F6 Waste Paper Plant** (1960's) – Liner board machine that makes specialty grades such as White Liners, Plaster Liner Board & Paster Basic.
  - **Fairfield Recycling Centre** (FRC) (1997) – Manufactures variety grades of white pulp fro F6 Paper Machine & External customers – Paperlinx & Encore tissue.
  - **Power Plant** (1960's)– two boilers produce condensate for the site & turbine.





## 3. Discussion

### 1. Employees Snapshot

- 12 hr five shift rotating roster – 4 days on 4 days off (2 DS & 2 NS)
- 78 Employees on the site including
  - F6 Paper Machine & F6 Waste Paper
  - FRC
  - Despatch, Rewinders, Utilities & Yard Crew
  - Power Plant
- Gender – Male
- Age for the site ranges from 25 – 65; with the majority residing in the 40 – 45 age bracket.
- Approximately 75% of the workforce have been working at the Mill for 10+ yrs – long termers with 40+ yrs.
- Long term engrained culture / habits to the site.



## 2. Health snapshot – Shift worker 12hrs & 8hrs

- Shift workers – sleeping transitions from DS to NS.
- Poor Diets / Nutrition / Metabolism – diet management going from DS to NS, facilities, access to good food.
- 25% of the workforce have been identified as fulltime smokers (figures do not including contract maintenance).
- Lifestyles – one weekend off a month, don't usually do the shopping in the household.
- Impact on family relationships of shift work – one weekend off per month, can lead to absence from family functions - mental health.



## 3. Issues/ Challenges

- Manufacturing Workforce 100% Male!
- Mill Closure 2011 end of an era – announced Feb 08 - lots of innuendo for many years around longevity of the site. Lots of questions, mixed feelings, some of the sites workforce have only ever worked for Amcor.
- An Aging workforce.
- Long term tenure at the Mill – Complacency & can lead to resistance to change, and also lack of engagement – “I’ve seen this all before” / “Another Safety program!!” ....
- Shift work – fatigue & frustration.
- 25% of workforce fulltime smokers – increase chance of cancer & heart disease.
- Intermittently active – due to process automation & improvements in runnability on the machines resulted in drop off of physical fitness - rushing.
- Manual Handling issues – strains & sprains.
- Weight associated issues, high blood pressure & high cholesterol which can lead to heart conditions.



## 4. Management

- Prevention & intervention - onsite professional health team
  - Mill Doctor – Dr Paul O’Halloran
  - Mill Physiotherapist – Dr Tony Flanagan
  - Mill Massage therapist – Tanya Maloney
- Access to counseling / chaplaincy service
- Employee Engagement - Being Amcor
  - SafeStart Program rolled out in 2009 - people
  - Health programs - Quit Campaign – 5 employees & 4 contract maintenance – health & safety
  - Communication – mthly site news “Pulp Fiction” newsletter
- Annual Health checks – Body Mass Index, Blood pressure, lipids / cholesterol, flexibility and mobility checks.
- Safety Systems – AS/NZS 4801, ISO 9001, ISO 14001 certified.
- Crew training session 6 times a year – next round Nov 09
  - Manual Handling – certified physiotherapist
  - Quit Smoking Campaign / Nutrition - Dr Paul O’Halloran



### 4. Health & Wellbeing is the focus til Closure - date 2011

- Since the closure announcement by the GGM & HR in Feb 2008 it has been business as usual for the site.
- The focus for the all Amcor Fairfield Mill is ZERO incidents now till closure 2011 – definitely achievable through employee engagement. The sites current safety stats are trending in the right direction and evidence of this.
- It is the primary focus for the Management team of Fairfield Mill to ensure that all its workforce are in a fit and healthy state, both physically & mentally so the transition from Amcor Fairfield Mill to the new employer is simple process.
- Its all about teamwork and that's something that is very strong at Fairfield Mill which is evident in the production figures for the site post the closure announcement.
- And that is why I love working at Fairfield Mill.





Darren Moon memorial cricket match 2009 the decider – won by F6 Production . Ment the series was won 4 / 3 by F6 Production

Thank you for your time.  
Questions

