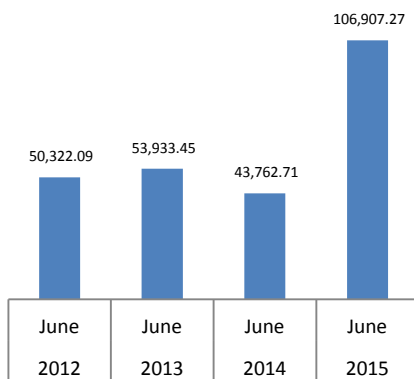


Despatch totals

Week Ending 28 th	Volume Kg
Plates	4,438.38
Fillets	25,421.12
Total	29,859.50
Week Ending 5 th July	Volume Kg
Plates	4,065.3
Fillets	22,595.01
Total	26,660.31

Getting back on track

June has been an amazing month; we have achieved a 144% increase in harvest and sales for the same time last year.



The targets we are achieving now are where we needed to be last year so we have got a lot of catching up to do to get us financially back on track. We couldn't do this without the hard work and commitment from every one of our team members who have all contributed to this outcome in some way shape or form.

One of the really important things to consider in our business is the interconnectivity of everything that takes place on the farm and how everything we do interacts in some way. This means that seemingly unrelated activities can impact on each other and it is important that we are mindful that everything we do on the farm has some sort of flow on effect.

Simple things like not completing tasks; not putting things away or not turning up on time all impact on those around us.

When we are working under the type of pressure that generates 144% increase in harvest and sales it is important that we all work as a team and make sure that we are all working as productively and efficiently as we can and support each other in a positive way.



GLOBAL LABOUR SOLUTIONS

"Service Beyond Expectation"



Global Labour Solutions

Australian Employment Agency (AEA) announced this week that it is closing its doors in Darwin as of Wednesday the 30th June.

We have engaged a new recruitment and payroll agency called Global Labour Solutions (GLS) to manage our casual labour requirements.

This means that all staff who are not direct employees of Humpty Doo Barramundi will need to complete paperwork to register with GLS.

The hours that were worked this week up until and including Wednesday the 30th will be paid by AEA and work for the 1st July onwards will be paid by GLS.

As our casual staff move on GLS will fill the gaps with their own pool of people and we will be using GLS to supply our packing and top up staff on high activity days.

To find out more information about GLS you can visit their website on the link below.

<http://www.globallaboursolutions.com.au>

Electrical test and tag qualification

Peter Fisher and Elton Dawes undertook a two day electrical test and tag course and are now qualified to do safety testing of electrical cord assemblies and cord connected equipment.

The course encompassed working safely, using a portable apparatus tester, identifying faults, applying tagging, arranging for the repair of faulty equipment and completing testing documentation.

PFD Visit

On Wednesday we had a visit from Kerry Smith and her family and we hosted a farm tour and a lunch. Kerry is the CEO and family business owner of the national food distribution chain that has 70 sites across Australia.



Humpty Doo Barramundi has recently commenced supplying Barramundi to PFD in Brisbane, Sydney, Melbourne and Adelaide.

A big thanks to Joanne and Rhya who prepared an amazing lunch for our visitors (see right) and to our staff for putting their best professional foot forward (in shoes).



PFD and Humpty Doo Barramundi are a good cultural match, both being family owned and operated businesses which have experienced massive growth over time.

It was unfortunate that we received a phone call during lunch from our transhippers in Adelaide notifying us that the PFD Brisbane load had turned up in SA and our PFD Melbourne bound load was missing – presumably on its way to Brisbane.

We have identified that there was no labelling or consignment error on the part of HDB (see labelled pallet in Adelaide), it was the handling error of the loaders in TOLL.



This error has cost HDB \$ 13,600.00 in lost sales and has created two very unhappy customers at the top and bottom of the country.

Not a great start to what we hope will be a long and mutually beneficial relationship.

Workplace culture

Workplace culture is a widely used term and is often difficult to define.

Culture is like personality. In a person, the personality is made up of the values, beliefs, underlying assumptions, interests, experiences, upbringing and habits that create a person's behaviour.

Workplace culture is made up of the values, beliefs, underlying assumptions, attitudes, and behaviours shared by a group of people who work together.

The workplace culture is made up of all of the life experiences that each employee brings to the workplace and is the behaviour that results when a group arrives at a set of- generally unspoken and unwritten rules for working together.

Culture can affect the way we feel about being at work and impact on how we do our work.

Successful businesses are generally recognised as having "Above the line" cultures. "Above the line" cultures result in a positive and productive workplace and "Below the line" cultures result in negative unproductive workplaces. Below are **some** the attributes of both of these.

ABOVE

Positive, Inclusive, Tolerant, Supportive

Negative, Judgmental, Critical, Whinging

BELOW

In the coming weeks we will be reviewing our roles and organisational structure and also our workplace culture. This means we will be looking at the behaviours that we value and those that we don't tolerate.

At the conclusion of our communication workshop last year we came up with an agreed set of team values and behaviours. However now that our team has grown and the dynamics have changed, it's time to review and agree on our values and behaviours.

Please take the time to review and consider our team values on the next page and think about the values that are important to you.



Nursery News

The babies are looking great and Angela is pleased to report that we have a very low number of deformities.



The grade is now taking place over the grading table and thanks to Peter and Elton doing the necessary repairs we can see the babies travelling up the hose.



Pete R, Fiona and Angela have started work to repair the nursery feeders and are waiting on parts to complete this.

Joanne (below) and Rhya have commenced training to assist with grading in the nursery. This will build our capacity to manage grading days when both Nathan B and Aaron head off to continue their adventures in September.



New harvest net

The new harvest net has arrived and been put into action with this week's harvest being dragged in the new net.

Reports are that the chain is lighter than the old net and the net is lifting when the leads are pulled, so we will need to tweak the weights. The net is also stretchier so it will take some time to adjust the technique to get the harvest just right.

The net is another huge asset to streamlining harvest.

Farewell Bob (the Goanna)



We are very sad to announce that our long term resident goanna Bob passed away on Thursday 2nd July. He was found down by the river pump.

Bob has had a tracking device attached to him for many years and has been an active contributor to goanna research in the NT, which involved monitoring the resilience of goanna populations with the arrival of the cane toad.

Goannas are territorial and we understand that Bob had an altercation with a somewhat larger goanna (named Pete) and after an intense wrestling match Bob fell into the raceway in the nursery.

Bob was rescued by Elton but observers say he hasn't really been the same since the fight and his health and wellbeing have deteriorated over recent times.

The larger goanna who has anger management issues and is hugely aggressive has attempted to move under the nursery so we will keep you updated on any further reptilian events.

The boys took time out of their busy schedule to farewell Bob today. RIP BOB

