



GRIT - the ability to keep working towards a goal despite challenges and setbacks.

GRIT helps us overcome obstacles, learn from failures, and develop resilience.

Whats your GRIT rating today?



**Kayne Warner MWL** - shout out to Kayne. During a work area visit Kayne suspected he'd found a previously un-identified wetland in the work area. Kayne made the call to Pan Pac, prompting a field visit with an ecologist who confirmed suspicions. Nice spotting Kayne!



### WAIPARI Feedback

*Please would you pass on our biggest thanks as a wood grower to the Pan Pac owners /team in Japan, and others involved, for the commitment to rebuild the Napier plant.*

*It's a big help to our business, and as I said last week, we wanted to hold off harvesting, until Pan Pac was able to take our logs. It is a great business relationship, and long may it last. Your Japanese team are always welcome to visit Waipari.*

### Incident Follow Up

#### Hazardous Substances

**We've had 2 recent events involving hydraulic fluid, 1 involving injection under pressure, the other a simple cut.**

"Worker cuts thumb while changing chain on harvester. He then fixes a hydraulic leak without covering the cut first. The next day the worker has an infected cut requiring medical treatment".



This was a near fatal blood poisoning. The infection did not happen 'under pressure', the critical point was the cut on the first knuckle of the thumb (we suspect the cut may have knicked a capillary).

### What a SDS says;



Skin irritation should not occur when used as recommended.

**Note:** High Pressure Applications Injections through the skin resulting from contact with the product at high pressure constitute a major medical emergency. Injuries may not appear serious at first but within a few hours tissue becomes swollen, & discoloured

### Learnings:

- This could happen to any of us who work with engines and oils at work or at home.
- It's important to know that any substance can be harmful once it gets past the skin barrier.
- Always cover breaks in the skin when using chemicals.
- Where high pressure injection is possible, de-energise and always use protective gloves.

### Operating Damages - Tutira

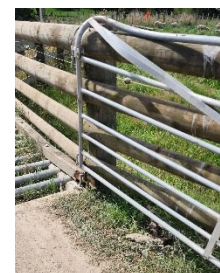
We need your help!

The gate damage is suspected to be from a log truck making contact. It's a relatively narrow gateway for larger vehicles and the driver may have had no idea.

If you suspect you may have made contact with something or see new damage, please contact your Pan Pac co-ordinator.

We are obliged to fix damage and it's appreciated by our Woodlot team each time they have the chance to get ahead of game with a repair plan for the owners.

Please report any damages.





## In Memoriam – Garry Lord

### Garry Lord

We'd like to recognise Garry's long service as a respected driver and leader in the industry. Garry has helped inspire many drivers and his extended family contribute to Pan Pac in many roles.



Thank you for your service, rest in peace and our condolences to the Lord family and friends.

### Peter Oliver

Peter had dedicated significant time to Forestry. Over 40 years he's help shape Forestry, most recently with the Forest Owners Association research and environment committees.



## Industry News

### Worksafe: ACoP

*The single most important upgrade in over a decade. This will set the H&S and operating landscape for years to come.*



As a result of industry feedback to date, Worksafe have delayed the 2<sup>nd</sup> round consultation meetings so they can revise the structure of the document.

Full public consultation – Feb/March 2025.

### Logging Train

In the news this month, Kiwi Rail, Napier Port and Earnslaw One combined forces to re-instate the log train from Waiouru, via Palmerston North to the Napier Port. Estimated to be 19 wagging, 600 tonnes, five days.



Removing 21 log trucks from the Napier-Taihape Road which we know continues to be in a poor state of repair.

## 2025 Start Up

Monday 6<sup>th</sup> January was planned to be a slow start with all operations completing set up, pre-start inspections (Forest lots & machinery) across Forests operations.

Rain over the Christmas break (and a few other events) significantly impacted the pre-break planning. And we weren't the only ones as our cartage out-work was slim as well.

This impacted a large portion of our team and yours; Harvest crews expecting to pace their start, instead pushed to 6 days to get the wood flowing.

Log Cartage volume was and continues to be significantly down as the outwork slowly builds.

It was great to see a push to get our stems fleet & 3PY running at capacity early. These teams needed a 'break' they were the last up and running after the Cyclone.

*Thank you to all who have supported Pan Pac through the January start up.*



## 2025 Conferences

### Woodtech 2025, 13-14 March, Rotorua

Discover cutting-edge innovations in wood scanning, drying, processing, and mill optimisation, featuring the latest global advancements to drive your operations forward.

### Women in Safety Conference, 8 May, Auckland

Theme: Leadership and Governance

### Safeguard Health & Safety Conference, 17-18 June, Auckland



Theme: Staying curious

We had a lot of strong nominations at the HB Forestry awards night. Check out the national safety awards categories.

Nominations close 4 April Download the entry pack [here](#).

### NZ Institute of Forestry, 26-28 June, Napier

### Environmental Forestry 2025 16-17 September, Rotorua

Theme: Improving our environmental performance in Forestry.





## Environment

### A successful falcon nest in Tutira

You may remember the trail camera on the falcon nest in Tutira woodlot in December. The camera captured this image of an adult bird feeding it's chick. Some days after this, the birds all left the original nesting site as the chick become more mobile. From this time, operations can start encroaching on the buffer zone. Using trail cameras is a game changer for us to be able to monitor nest progress and success and plan harvest activities around them.



### Wetlands... again!

Sunday the 2nd February was world wetland day, which is timely as there's been a lot happening in this space lately!

Currently we've got one consent application in waiting for some temporary crossings in a woodlot in Waiwhare, planning some willow control in a wetland in Kaweka, have had 2 harvest plans rejigged to pull away from wetlands in Mohaka and Manhakuri and have had an ecologist out to help deliniate a wetland in a woodlot in Central Hawke's Bay.

This one in particular was spotted by the keen eye'd Kayne Warner of MWL (further info under Great Work, frong page).

It's crucial to stay vigilant in identifying potential wetlands within our work areas. Under the NES-CF and the RMA, operations around and within wetlands over 0.25 hectares (roughly a quarter of a rugby field) will likely require a resource consent or an alternative work plan.

Not all wetlands are immediately obvious. They can range from large swampy areas and shallow lakes to seasonally wet ground that appears dry for part of the year. The key factor is vegetation—if an area predominantly contains wetland plant species, it is classified as a wetland under the RMA and NES-CF regulations, regardless of how wet it looks at any given time.

Proper identification and early planning can help avoid compliance issues and protect these sensitive environments. While Pan Pac staff do our best to identify and plan around these sensitive ecosystems, there may be some we have missed. So it's equally essential that contractors familiarise themselves with identifying them, and if in doubt get Dan out for a look!



Wetland in a woodlot in CHB. If an area makes up >50% wetland species like these rushes, it's considered a wetland even if the ground is dry. We can't operate machinery within 5m of a wetland like this without resource consent.

### CLOSE UP VIEW






**The Statistics:**

| CONFIDENCE                         |                                      | THIS MONTH | FYTD | TARGET | POSITIVE BEHAVIOURS |                     | THIS MONTH | FYTD | TARGET |
|------------------------------------|--------------------------------------|------------|------|--------|---------------------|---------------------|------------|------|--------|
|                                    | % Events Reported on Time            | 81%        | 81%  | 75%    |                     | # Risk Reviews      | 1          | 7    |        |
|                                    | % Major Events Investigated on Time  | 100%       | 79%  | 75%    |                     | # Learning Teams    | 0          | 2    |        |
|                                    | % Minor Events Investigated on Time  | 81%        | 94%  | 75%    |                     | # Staff Recognition | 12         | 107  |        |
|                                    | # Event Reviews                      | 2          | 9    |        |                     | # HS Awards         | 0          | 3    |        |
|                                    | # Completed Event Corrective Actions | 42         | 241  |        |                     | # Contractor Recog. | 0          | 10   |        |
| # Overdue Event Corrective Actions | 5                                    | 20         | <15  |        |                     |                     |            |      |        |

| ENGAGEMENT/LEADERSHIP                       |   | THIS MTH | FYTD | FY TARGET |
|---|---|----------|------|-----------|
|   | # Staff Inductions                                    | 5        | 28   |           |
|   | # Contractor Worker/ Service Provider Induction       | 55       | 408  |           |
|   | # Survey 123 Assessments                              | 6        | 144  | 250       |
|   | # Survey 123 Corrective Actions – Serious or Critical | 0        | 3    | 12        |
|   | # HSE Engagement                                      | 11       | 43   | -         |
| HSE Meetings - % Contractor reps attendance | NA  | *96.7%   | 75%  |           |

| ENVIRONMENTAL                                |  | THIS MTH            | FYTD | TARGET |
|--|--|---------------------|------|--------|
|  | # Survey123 Assessments                    | 17                  | 211  | 250    |
|  | # Monitoring non-conformance               | 4                   | 69   | <100   |
|  | # Outstanding Corrective Actions           | 7                   |      | <15    |
|  | # Compliance/Consent Breach                | 0                   | 3    | 0      |
|  | Stakeholder Recognition                    | 0                   | 2    |        |
|  | # Environmental Awards                     | 0                   | 1    |        |
|  | PM10 exceeding daily avg. limit of 50ug/m3 | NA – out of service | 0*   |        |
| Rainfall: 75.56mm – historic average 101.5mm |  |                     |      |        |

| DRUG TESTING RESULTS |  | # ALCOHOL TEST FOR MONTH | # DRUG TEST FOR MONTH | # NON-NEGATIVE DRUG TESTS | % ROLLING 12 MTHS |
|----------------------|---|--------------------------|-----------------------|---------------------------|-------------------|
|                      | Cartage (incl. log yard)  | 10                       | 11                    | 0                         | 5.2%              |
|                      | Engineering   | 1                        | 1                     | 0                         | 0%                |
|                      | Forestry  | 7                        | 16                    | 0                         | 2.3%              |
|                      | Harvesting (incl. 3PY)  | 15                       | 17                    | 0                         | 2.4%              |
|                      | Staff   | 2                        | 2                     | 0                         | 0%                |
|                      | <b>Totals</b>   | <b>34</b>                | <b>46</b>             | <b>0</b>                  | <b>2.9%</b>       |



| Event Type         | Total     | Worker Type        | Total     | Event Status       | Total     |
|--------------------|-----------|--------------------|-----------|--------------------|-----------|
| Incident           | 7         | Contracted Worker  | 15        | Completed          | 12        |
| Illness/Injury     | 2         | Third Party        | 0         | Not Started        | 1         |
| Near Miss/Hazard   | 7         | Worker             | 1         | Underway           | 3         |
| <b>Grand Total</b> | <b>16</b> | <b>Grand Total</b> | <b>16</b> | <b>Grand Total</b> | <b>16</b> |

## Events Summary

| ID    | Event Date | Event Time | Event Type | Event Category          | Description  | Learnings   |
|-------|------------|------------|------------|-------------------------|--|---|
| 85630 | 09/01/2025 | 14:30      | Incident   | Activity/Task           | When the operator pulled up a bucket of mud and slash, a branch flicked up and broke the bottom front window.  | Hazards of the operating environment, unlikely to cause serious harm to persons.  |
| 85635 | 10/01/2025 | 10:45      | Near Miss  | Policy/Procedure Breach | Worker had scarfed and back cut 3 trees which had not fallen (they were hung up). 3 other workers (including the owner and a PP assessor) entered the falling area to complete reviews and were unaware of the overhead danger. This occurred because the worker had left the falling area without marking or advising of the high risk remaining in the area. | High risk trees left unmarked and not notified to the supervisor or Forest owner.<br>Worker error in judgement, violation of ACoP.<br>Psychosocial factors. Improvement planning implemented, under monitoring. |
| 85638 | 13/01/2025 | 07:30      | Near Miss  | Driving                 | Complaint received regarding reckless driving of a log truck.  | Drivecam footage confirms.<br>Poor decision making resulting in violation of road code.<br>Breach of professional driving requirements.<br>Dangerous driving  |
| 85642 | 10/01/2025 | 13:30      | Incident   | Activity/Task           | While moving a pile of slash, a stray branch went through the machines steel grill and broke the small bottom window.  | Hazards of the operating environment, unlikely to cause serious harm to persons.  |
| 85653 | 15/01/2025 | 12:30      | Injury     | Bruising/Crushing       | While walking back to his cab, a log truck driver tripped on a small branch on the skid site and bruised his chest.  | Environs of the forest/skid. Uneven ground. Driver has tripped on some debris.  |
| 85654 | 15/01/2025 | 07:06      | Near Miss  | Activity/Task           | Logs were dropped in the water when loading shuttle trailers for a vessel. Spotters were not wearing life jackets when assisting with retrieval.   | Critical control breach.  |
| 85655 | 14/01/2025 | 16:30      | Near Miss  | Driving                 | A loader operator and trailer parked in shed 9 roadway outside of the designated loading area while loading MV AC Kathryn.   | Altered operations (change management). Risk assessment had been completed but there were missing elements.<br>Hazard not identified, resulted in Traffic Management Control was not implemented.               |



|       |            |       |           |                      |  |   |
|-------|------------|-------|-----------|----------------------|--|---|
| 85666 | 20/01/2025 | 06:54 | Near Miss | Driving              | Log truck driver was searching for a radio channel when an oncoming ute came around a blind corner in the middle of the road. Both vehicles swerved and narrowly avoided a collision.              | Public/Forest shared road. Driver did not know what channel to be on before entry/exit. Was channel searching at the time (distraction)<br>Despatch schedule to detail clearly the driving channels for outwork/on truck.   |
| 85668 | 21/01/2025 | 11:45 | Near Miss | Critical Rule Breach | Felling Machine Operator observed operating machine in cutover with Cab door open and in breach of ACOP 6.1.4  | Under investigation.  |
| 85669 | 17/01/2025 | 12:00 | Incident  | Activity/Task        | Dozer operator got too close to the excavator when it slewed around and it hit the blade of the dozer damaging the excavator walkway.  | Failure to manage machine on machine risk.<br>Breach of boom min distance.<br>Clear operating area between machinery, planning should put machinery on the fully sighted side of machines with a boom.  |
| 85672 | 07/01/2025 | 09:00 | Incident  | Security Breach      | Plotting operations have found a poacher (in chaps, dogs had tracking collars on) in the Forest. Have approached and asked the person to leave. The poacher has not left.                          | Gate access with poachers locks swapped in are an issue.<br>Contractors may refuse unsafe work and move to another area.<br>Security team mobile and available as required.   |
| 85673 | 11/01/2025 | 11:58 | Injury    | Laceration/Cut       | Worker cuts thumb while changing chain on harvester. He then fixes a hydraulic leak without covering the cut first. The next day the worker has an infected cut requiring medical treatment.       | Open wound allowed contamination from Hazardous Substance. Near fatal.<br>Failure to identify the hazard. Normalisation, has not happened before unless under pressure.<br>Training & understanding,  |
| 85679 | 21/01/2025 | 06:15 | Incident  | Activity/Task        | While pushing a small tree over the operator didn't have the digger tracks the right way. He went to adjust them, and the top of the tree fell on the back of the digger causing damage to digger. | Task review completed prior to beginning.<br>Machine tracks were not in the best position for the task causing the release of the tree being pushed over.   |
| 85682 | 28/01/2025 | 12:30 | Incident  | Activity/Task        | Operator hit the trailer headboard with grapple while loading old wire ropes /guy ropes.   | Design of the receiving trailer vs use and operation of a grapple means there is a potential for damage.  |
| 85685 | 30/01/2025 | 12:30 | Near Miss | Public Relations     | Member of the public ignored road closure signs and falling banners. They left the banners open and drove through the felling zone.  | Member of the public has driven through 2 large and clear "public access closed" "logging operations in progress" signs, then removed a falling banner that was placed across the road.<br>Deliberate violation. Clear lack of understanding the risk they put themselves in, then others by leaving the sign down.<br>Controls upgraded: Banners both ends of the felling area, gate closed but unlocked in operation. |



|       |            |       |           |                         |  |  |
|-------|------------|-------|-----------|-------------------------|--|--|
|       |            |       |           |                         |  | Follow up by Forester to request persons exit the area.  |
| 85687 | 29/01/2025 | 12:00 | Incident  | Driving                 | Trucks have damaged the entranceway gate to HBRC Tutira Forest. No damage reports were filed so not sure when it happened or who did it. Notification to; landowner, despatch and forest owner.  | Driveway is narrow for stems units and is a causative factor for these loads. Access to the harvest lot is via a separate owners land/driveway with additional tension that associates. Reminder to all; keep us ahead of the game, report what you know, report what you see. |
| 85630 | 09/01/2025 | 14:30 | Incident  | Activity/Task           | When the operator pulled up a bucket of mud and slash, a branch flicked up and broke the bottom front window.  | Hazards of the operating environment, unlikely to cause serious harm to persons.   |
| 85635 | 10/01/2025 | 10:45 | Near Miss | Policy/Procedure Breach | Worker had scarfed and back cut 3 trees which had not fallen (they were hung up). 3 other workers (including the owner and a PP assessor) entered the falling area to complete reviews and were unaware of the overhead danger. This occurred because the worker had left the falling area without marking or advising of the high risk remaining in the area. | High risk trees left unmarked and not notified to the supervisor or Forest owner. Worker error in judgement, violation of ACoP. Psychosocial factors. Improvement planning implemented, under monitoring.  |
|       | 29/01/2025 | 07:30 |           | Activity/Task           | Worker was cutting a double leader scrub. The chainsaw has 'swung' around and cut back toward the workers chaps. The chaps were cut.   | Loose chain.   |

**January Commentary:** Keep registering your hazards and near misses. Keeping ahead of the game, actively seeking solutions is a key contributor to everyone's safety.