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THE SCT EXPRESS

The cover image is courtesy of our Horsham team. Many thanks to them for giving us a moment of their time to get this shot. This issue is all about our people, from the youth that we've opened our doors to, to gatherings and celebrations of work milestones. We also get a closer look at Wide Awake, an initiative to improve the working environments of our truck drivers.

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Vic Operations and Refridge Team Gatherings

The SCT Victorian team gathered to connect by walking away from their desks or tasks for a break to celebrate special moments. The BBQ sessions took place towards the end of April. The teams in the Dry and Refrigeration warehouses began their celebrations with the Years of Service award presentations and then cut cake for the staff sharing birthdays in that month.

"Congratulations to all the team members who received this Award, especially for their commitment and unwavering loyalty, which has significantly contributed to SCT Logistics' success! Also, a big thank you to Ashley Haining – Transport Manager, and his Fleet team, and Susan Warbrick – Accounts Payable Officer, for hosting the BBQ event. A further thank you to Michael Hollis and Adrian McDonald for assisting with the event.

A special mention also to Mena, who was the driving force behind getting this event started."

Michael Hilder
State Manager Victoria



Years of Service

10 years

- David Martinali : Refrigeration
- Kyle Okeroa : Victoria Operation
- Jason Cox : Victoria Operations
- Jeffrey Ly : Victoria Operations

20 years

- Daryl Werner : Victoria Operations
- Mark Baldacchino : Refrigeration

Eddie Davies : 30 years with SCT

If you ask the question "Tell me about Eddie" to anyone who's known or worked with him, you get many stories pointing to his character as someone who takes pride in their work, keeps active, and is an inspiration—someone who is passionate about life, in and out of work.

"Tenacious " comes to mind when we talk about Eddie. A trait that has served him well when dealing with obstacles with a can-do attitude, evidence of the SCT Spirit we all live by." – Mark Pitcher

"Eddie played an integral part in the first rail service into Western Australia, which proved to be an extremely challenging time to start. He needed to learn on the go while managing a limited fleet, long hours, minimal wagon unloading docks, and warehouse capacity with ever-increasing volumes. Eddie would later move to Forrestfield to take on the rail and warehouse manager role." – Mark Pitcher

Another colleague, Cherie Hyland, who's known him for the duration of his time with SCT, has fond memories of him since his early days as a truck driver. She has witnessed his career growth with the first step looking after the warehouse and intermodal yard at the old depot in McDowell Street.

Throughout his career at SCT, all who have worked alongside him have bared witness to a man who tirelessly takes on all tasks, whether or not they were assigned to him. He was always there to help.

He has been known to be on call 24/7 for all driver & rail issues and working weekends to depart our trains. Even with everything Eddie has poured into his job, he's found time to keep himself in good mental and physical condition during his time as a rugby player in the veterans' competitions. He's also looked out for the safety of others as a chief fire warden, a 10-year stint that he recently stepped down from, handing over his beloved red hat. Eddie has also trained many of our staff over the years, which many current employees are very thankful for.

Eddie's son, Andrew, a PM Shift Supervisor in the Melbourne team, says he's always looked up to his father's dedication and work ethic. He puts his all into his work and will go above and beyond. He recalls seeing his father still working after getting home. An event that's stuck in his head for years was when he told Eddie that he had received a job with SCT through a recruitment agency. The first thing his father said to him was along the lines of " You better work hard. If I walk past you doing nothing, I'll give you something to do., And if I catch you mucking about, I'll fire you myself, even though I'm not your manager".



Rail Conference

On the 11th and 12th of May, we conducted a Rail Division Strategy Workshop in Lancefield, Victoria. The purpose of this workshop was to discuss the year ahead and get feedback from SCT's key stakeholders to develop the three-year business plan for SCT Rail; we did so by exploring ways to improve SCT's Rail business from a safety, financial, service, and cultural perspective.

We engaged the services of Deb Dickson to lead and facilitate the session. Deb is a Senior Consultant with Pique Global and is passionate about organisational plus culture change, leadership growth, and capacity building. Deb did a fantastic job keeping the team on track and getting the best out of all participants.

We were pleased to have our MD, Geoff Smith, CEO, Glenn Smith, and one of our Board Members, Charles Mobrici, attend the session on day one and gain their valuable insights. It really showed a strong commitment to all those associated with the SCT Rail business.

It's now all about finalising our plan and, in turn, sharing the vital elements with the broader rail team over the coming months.



Meet our YAY Rail Interns

For six weeks, we had four interns join the business. It was part of an initiative driven by the Victorian Chamber of Commerce (VECCI) in partnership with Jobs Victoria and YAY (Youth Activating Youth).

Two of our interns sat with the rail team as Data Analysts. The team's goal was to give them an understanding of how SCT wagons move through the system and how to implement strategic planning methods to improve overall availability and increase freight volumes. One of those interns was Sakariya Qasse. His focus was on rail vans – both Dry and Refridge. Initial tasks included identifying dwell times per rail van type and terminal to identify areas of improvement that would ultimately reduce dwell time and increase wagon utilisation.



Along with the many elements that were worked on, he prepared reports for presentation to the rail leadership team. Sakariya's feedback on his experience was, "I have felt very comfortable and welcomed in the friendly environment at my workplace. The supportive atmosphere has made it feel like a second home to me. My colleagues have been incredibly helpful and instrumental in helping me understand the company's business. I have learned a great deal so far, particularly in terms of applying my skills to solve real-world business problems. I am still learning and growing and have also improved my time management skills in the process."

Our other rail intern was Ayalew Mekonnen. His focus was reporting on wagon utilisation and corridor trips to improve forecasting of upcoming wagon maintenance planning.

Recently, Ayalew said about his time with us, "It has been great so far dealing with actual problem data and learning through the process. I have felt at home within a short time as the staff is supportive and helpful. The staff assistance I have got to settle and understand the data resources, trips, wagon types, and route restrictions has been wonderful.

In terms of technicality, I have learned and am still learning how to deal with real data with many factors to consider. I have also learned how the industry works, which helps me make sense of what I am analysing. I am looking forward to learning more as the journey continues."

VECCI interviewed our interns to find out their thoughts on their journeys and takeouts from them. Connie, our people and culture intern, who has a degree in psychology, said, "It has been an amazing experience. I applied last year. It was my Christmas present because it was in December," she says. "It has been really good because I'm learning a lot about the industry, not just in human resources but getting some knowledge for everything for the future."



And finally, Fahmi Mohamed is an example of one of the initiative's ultimate goals of getting interns into the workplace. In his interview with VECCI, Fahmi advised that he is now a permanent employee in operations.

He works with truck drivers and subcontractors for weekly planning as part of his primary role of looking after orders between Melbourne and Sydney. He told VECCI, "A lot of this job is different to other things I do because it's a lot of active thinking; you don't just think for tomorrow, but you also think on the spot. Things can change at any moment."