

Paper (g)

TRANSFER OF TECHNOLOGY, WHOSE ROLE  
Operator Training for the Forest Industry. A Company view

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INTRODUCTION

NZFP has summarised its corporate objectives to its shareholders, employees and customers and to the New Zealand community as a whole, in fourteen identifiable statements.

Six of the statements rely wholly or partly on in-Company training to realise the stated objective.

TO offer employees security and satisfying rewards and to provide opportunities and training for increased responsibilities and advancement within the Company.

TO recruit, train and properly reward a labour force adequate to meet present and future needs which will be comprised substantially of New Zealand citizens and offer to them employment for advancement to the highest possible positions in the Company's Management consistent with knowledge, experience and performance.

TO promote high standards of safety and working conditions.

TO utilise profitably, particular advantages in skills and experience developed by our staff.

TO recognise the place of the Company in the New Zealand economy and to act responsibly with due emphasis on the economic, social and environmental consequences.

TO communicate appropriately the Company's plans and achievements to staff, investors and the community. And to be receptive to constructive comment from these sources.

OPERATOR AND DRIVER TRAINING

Prior to 1974 there was no organised training pattern for NZFP operators and drivers. Various Managers and Supervisors had instituted or conducted short familiarisation and refresher sessions on new or specialised equipment on a "once only" basis.

In July 1974 the Kinleith Garage Training Centre was opened with a dual function:

- a. To train Garage apprentices
- b. To train any NZFP group operators and drivers on all material handling and transport equipment.

To date, 9,700 students have attended the school (attendance data attached) and instruction has been given on a wide range of Forestry machines and equipment.

The basic operator training function has been developed to include:-

- a. Special refresher courses on Forestry fire vehicles prior to the start of the fire season.
- b. Full instruction on defensive driving as a co-operating agency of DDC Council.
- c. Principles of economic driving for fuel savings.
- d. Detailed instruction on the application and driving of alternative fuel vehicles.
- e. Full licence coaching and testing facilities in co-operation with Ministry of Transport.

Since 1977, NZFP has allowed other Forestry organisations to send students on Kinleith courses as and where vacancies occur. Students have been from:

Tasman Pulp & Paper Mills  
Caxton Paper Mills  
Fletcher Wood Panels  
Senton Sawmills  
Winstone-Samsung Ltd  
KLC  
NZ Forest Service, etc

NZFP has also co-operated with non-Forestry organisations in conducting operator and driver training at the users work site, eg:

Taranaki Co-Op Dairy Company  
Bay of Plenty Co-Op Dairy Association  
ACC, Hamilton  
Auckland Farmers Freezing Co-Op  
Owens Group  
Mid-Northern Co-Op Dairy Company  
Winstone Plastics Ltd  
Northland Fertilizers Ltd  
AE Thorpes Ltd  
Tokoroa Borough Council, etc

### BENEFITS OF TRAINING

The benefits of training are normally a long time maturing and are difficult to quantify, but in the area of Kinleith vehicle fleet accidents records, some interesting factors emerge.

- a. Accidents have dropped from an average of 550 a year in 1975 to 77, to 400 a year 1981 to 83.
- b. On kilometres travelled the ratio has gone from 1 accident per 22,500 Kms in 1975-76 to 1 accident per 29,300 Kms in 1982-83.

Other operating records show features such as:-

Lower operating and R & M costs

Less machines in areas because of increased machine availability.

Less breakdown repairs

Better operator/workshop liaison

Increased output

Cleaner machines

Increased safety awareness

### WHAT OF THE FUTURE

NZFP will continue to provide operator and driver training to all divisions, departments and subsidiaries of the group.

Requests for training from associated Forestry and other highly mechanised industries will always be welcomed.

My own personal forecasts are:-

- a. A continually increasing need for better liaison with the secondary schools education system to acquaint potential youth employees of futures in the Forest industry.
- b. A professional Forestry orientated video company readily available to the industry on a contract basis for instructional programmes.
- c. A national training centre for operators and drivers employed in all industries.
- d. Increasing use of simulators in operator and maintenance training as aids to introducing semi-technical data and skills, eg
  - (i) Driver and operator in-seat simulators
  - (ii) Hydraulics, pneumatics, electrics and hydro-static transfer of power systems.

- e. More recognition by Insurance companies and lending institutions effecting premiums and interest repayments, of the savings accrued by correct basic training for operators and drivers.
- f. More involvement by equipment suppliers in providing training facilities to purchasers of modern, complex and costly mobile Forest industry machinery.



