

TRAINING ACHIEVEMENTS AND OBJECTIVES

W.J.EVANS  
Chairman L & FITB  
Logging Manager, NZFP

L & FITB - Brief History

Development in the industry from 1940 saw a transition from predominantly indigenous to predominantly exotic forest harvesting. Extraction methods changed significantly and production levels increased dramatically. Mass harvesting of plantation trees became a far cry from the previous indigenous logging and work methods underwent a major change.

By 1976 logging of plantation exotics was in full swing. Many workers had little previous experience and accident levels were increasing alarmingly. Many of the new work skills had not been recognised and no significant attempts had been made to identify the various job elements. Training was left pretty much to the "quick" learning from the "lucky".

Following meetings of interested industry representatives it was agreed that there was an urgent need for training in the Logging and Forest Industry. As a first step the N.Z.Loggers' Association was entrusted with the setting up of a Group Training Scheme for loggers in the Bay of Plenty region.

The basic philosophy of the G.T.S. steering committee was that productivity would be improved and work injuries reduced if correct work methods were practised throughout the industry. Thus a scheme was set up to:

- (a) identify desirable levels of skill and experience for each job function and standards by which to measure these
- (b) develop programmes to provide training for the various required skill levels
- (c) develop assessment standards and procedures
- (d) develop a means of recognition of levels of skill and experience attained.

In 1980 it was agreed that the established Group Training Scheme provided a suitable base on which to extend the logging scheme nationally and also on which to develop a similar programme for the Forest Silvicultural sector. As a result the Logging and Forest Industry Training Board was formed, an operating base established at Rotorua and the first staff member employed.

The L & FITBoard is currently made up of the following membership:

|             |                                           |
|-------------|-------------------------------------------|
| W.J.Evans   | Chairman - N.Z.Loggers' Association       |
| T.Brighouse | Vice-Chairman - N.Z.Forest Owners' Assoc. |

Members:

|                |                                                    |
|----------------|----------------------------------------------------|
| A.McConnell    | N.Z.Forest Service                                 |
| J.Malcolm      | N.Z.Forest Service                                 |
| M.Hetherington | N.Z.Forest Owners' Assoc.                          |
| R.Hamilton     | Forestry Council                                   |
| E.Dickson      | N.Z.Workers Union                                  |
| W.Gray         | N.Z.Timber Industry Industrial<br>Union of Workers |
| L.McIsaac      | Labour Department                                  |
| R.Wyatt        | Vocational Training Council                        |
| F.Cotton       | N.Z.Education Department                           |

Training Achievements

During the three years of the Board's operation three Executive Training Officers have been appointed, two based at Rotorua and the other at Nelson. In addition, 25 Trainers and Assessors within industry have been approved for on the job training and assessments.

Progress of the training programmes has been governed by the limited resources available. To April 1984 the Board operated on a rather fragile system of funding which provided little security or opportunity to expand. However, despite the limited resources steady progress was made with 893 (128 last year) holders of Loggers certificates. In addition a detailed Forest Skills programme has been developed and recently implemented on a limited scale. 61 forest workers have already received certificates testifying to their level of skill and experience.

What is the payoff?

1. Lower production costs resulting from improved efficiency due to:

- The use of proven work methods
- The proper care and operation of tools and equipment
- Improved morale

2. Reduced incidence and severity of injuries through:

- Correct work practices
- Improved knowledge of work rules e.g. Safety Code
- Improved knowledge and use of protective equipment e.g. hard hats, ear muffs etc.

3. A standard system of certification which testifies to a worker's level of skill and experience when applying for employment

4. Training and certification programmes which bring status and pride to what traditionally have been regarded as lowly rated menial jobs.
5. The prospect of lower A.C.C. levies as accident levels come down.

Quantifying the benefits of training is generally difficult to achieve because it is usually impossible to eliminate all variables over a time span, and also because adequate means are often not available to make comparisons.

However, the following claims are made as being at least partly as a direct result of Logger Training programmes:

1. Accident rates have been reduced. See Appendix A.
2. Morale in the workforce is being held at a satisfactory level. The massive windblow cleanup proceeded virtually incident-free giving evidence of high morale.
3. Productivity levels have been improved in most logging areas and in the face of one of New Zealand's less favoured work environments.

#### Future Extension

From 1st April 1984 the industry will be the major contributor of funding to a level which allows the Board to extend its activities over a much broader geographic base in line with the 3 year "Minimum Operating Proposal" which was submitted by the Board to Industry for consideration and which was subsequently endorsed by Industry representatives.

#### TRAINING OBJECTIVES

##### The Employer - the cost bearer

The ultimate goal of an employer who commits money to training must be the best possible bottom line profit figure. Most employers accept that training helps to meet the bottom line goal by:

- (a) Shortening a worker's learning period
- (b) Helping with the introduction of new machines or systems
- (c) Maintaining or improving productivity
- (d) Promoting improved morale.  
(Achieving and maintaining a high level of morale within the workforce will minimise absenteeism, minimise staff turnover and reduce accident rates.)

##### The L. & F.I.T.B.

The objectives of the Training Board are simply to meet the identified needs of Industry.

The Board has to:

Identify desirable levels of skill and experience for each job function and the standards by which to measure these.

Develop and coordinate implementation:

- of programmes that provide training to meet the stated needs
- of standards and procedures
- of systems that provide recognition of the levels of skill and experience achieved.

The terms of reference for the L. & F.I.T.B. are as written on Appendix 3.

APPENDIX 1

Personnel Accidents

If it is accepted that reduced accident rates are an indication of the positive effects of training the following statistics give tangible support to the past training activities. It should be understood that the figures relate to the early years of Logger programmes with only minimal activity in the Forestry sector.

A.C.C. compensated accidents (i.e. more than 1 week lost time)

|                 | <u>1979</u> | <u>1981</u> |
|-----------------|-------------|-------------|
| Forestry        |             |             |
| Workforce       | 5028        | 6636        |
| Total accidents | 721         | 945         |
| ** Injury rate  | 143         | 142         |
| Logging         |             |             |
| Workforce       | 2806        | 3783        |
| Total Accidents | 346         | 310         |
| ** Injury rate  | 123         | 82          |

Comment Logging injury rate showing significant downward trend. No L & FITB activity in Forestry during this period.

Statistics for later years are not yet available but the reduction in the A.C.C. levy rates with effect from 1st April 1984 is strong indication of a continuing significant reduction in compensation payout. (Logging levy rate down by 23% and Forestry levy rate down by 8%.)

\*\* Compensation paid 1981

|          |           |                         |        |
|----------|-----------|-------------------------|--------|
| Forestry | \$503,000 | Average payout/accident | \$ 532 |
| Logging  | \$365,000 | Average payout/accident | \$1174 |

From the above it is reasonable to conclude that had the 1979 rate continued the 1981 payout for logging accidents would have been approx. \$546,000 - an increase of \$181,000.

\*\* Statistics/data from the N.Z. Official Year Books  
Frequency rate is - number of accidents per 1000 of workforce

APPENDIX 2

Productivity Trends

For one large logging company in New Zealand the following productivity trends apply:

|                                               | <u>1976/77</u> | <u>1980/81</u> | <u>1983/84</u> |
|-----------------------------------------------|----------------|----------------|----------------|
| Average tonnes/day/crew<br>(mixed crew types) | 222            | 247            | 264            |
| Average tonnes/man/day<br>(tractor crews)     | 34.2           | 36.1           | 40.6           |

Note: No attempts have been made above to adjust for variables such as stand type and piece size.

APPENDIX 3

Terms of Reference

The aims and objectives of the Board are:

- (a) To Identify and Define the specific manpower and educational training and developmental needs of the forest management and logging sector of the forest industry.
- (b) To Promote the timely and organised development of all people in the industry in order that they may fully utilise their individual skills and abilities to achieve maximum productivity and personal developments in an atmosphere of harmonious relationships.
- (c) To Co-ordinate the activities of all companies and other organisations in the area of personnel education, training and development.
- (d) To Promote understanding and co-operation amongst all persons, organisations, companies, government departments, educational and training institutions concerned with the improvement and development of people in the industry.
- (e) To Serve as a representative voice for all persons, organisations and companies on the subject of personnel training and development in the industry.
- (f) To Establish liaison with relevant government and non-government organisations, local authorities, training and educational establishments as required to further these objects.
- (g) To Serve as a consultative body for all organisations, companies and persons concerned with training and development of people in the industry.
- (h) To Foster the establishment of training and development facilities whenever relevant to the task of developing people in the industry.
- (i) To Encourage companies and organisations in the industry to establish their own educational, training and development services to meet their specific and identified needs and to develop systems for evaluating training effectiveness.
- (j) To Promote and Facilitate the collection, analysis and distribution of information about training and development of people in the industry.
- (k) To Assist other organisations in their efforts to inform public opinion and stimulate a positive interest in the industry and its various functions.

- (l) To Promote or Undertake research into any aspect of educational training and development of relevance to the industry and to issue reports of findings.
- (m) To Promote and Co-ordinate courses of study in any technical or general areas of interest having relevance to the role and operation of any plant or establishment in the industry.