



## OBJECTS OF THE SOCIETY:

- Organizational Structure
- Promotion & Development
- Recognition
- Skills
- Quality
- Education
- Standards
- Liaison
- Activities
- Strategies

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## EFFECTIVE COMMUNICATION

Communication is the key to doing our job, and good communication is doing it well whether it is between the grower, contractor or shed staff. It can be easier said than done, and many find it difficult, but it does get better with experience and practice.

One of the key areas specific to wool harvesting is the relationship between the person in charge of the clip preparation and the shed staff carrying it out.

“Getting on” with people is about how we connect, or the relationship we have with the other person, not what we say but how we say it.

In good relationships, we listen to each other, we’re patient, consider each others perspective and needs, and display non verbally as well as verbally respect in how we treat each other.

In poor relationships the opposite occurs: we don’t generally listen very well (if at all), we appear aggressive or defensive, we may be suspicious or distrustful, and we are less patient and considerate.

So if you have difficulty in communicating with someone, first consider the relationship you have with them and then consider how you can go about building or improving this relationship by:

- being more patient
- listening or showing that you are listening
- being more friendly by smiling giving encouragement or complimenting when deserved
- not contradicting or criticizing
- taking nothing for granted by assuming knowledge or skills
- taking time to explain clearly
- ensuring instructions are understood, and by being tactful.

### **Bale descriptions, specifications, presentation and accountability.**

All registered classers Q stencil holders and leading shed hands have to become accountable for not only what is put in every bale, but how it is described.

The areas we need to be accurate in are: the brand, bale numbers contents description, accurate and legible instructions and contact details.

Every mistake or inaccuracy causes delays, and costs time. So establishing a regular routine system for recording, checking and double checking bale numbers and descriptions is part of being a professional.

**While it may be the pressers job to press and clearly record the bale and its description, it is the classer, Q stencil holder, or leading shed hand who has the ultimate responsibility to ensure that it is done correctly and within the industry “Clip Preparation Best Practice Guidelines,” and if not done so, to rectify the matter by having it re branded or re pressed.**

*Copies of the Guidelines are available from the Registrar.*

## BOARD NEWS

For most, our classing season is coming to an end and it is time to get "print outs" of wool clip results and compare them with other seasons.

The NZWCA Board met in November in Christchurch and were updated on the progress of revamping Certificate in Wool Technology.

Since the meeting Tectra have visited TAFE in Dubbo, Australia to discuss a closer association in training Merino Wool classers so they can class on both sides of the Tasman. The NZWCA will keep those classers posted, who are interested in a qualification that will be recognized on both sides of the Tasman, with the aim of giving our members a longer continuity of work and income.

*At our meeting Board members were disappointed to hear from the Registrar that some well known classers have not paid their annual registration fee. I would like to remind those using a stencil registration number that you must be financial to be recognized and permitted to apply the stencil against the wool you have classed.*

In February NZWCA Board is hosting an "Industry Summit" to update and promote ideas for the future of the NZ wool industry.

I would like to wish everyone a Merry Xmas and a prosperous New Year of wool classing for 2009.

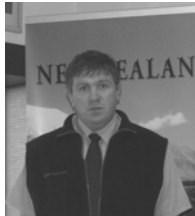
Graeme Bell (A 223) Chairman.

As of July **Dave Carr** has taken over the position as the Registrar of NZWCA. An ex farmer, classer, shearing sport judge and manager, and wannabe rally driver he was on the board since its inception dealing in particular with the revamp of training initiatives. Dave has resigned from the Board to take up this position.

**An invitation is extended to any NZWCA members who are interested in being future Board member candidates. Please contact the Registrar to register your interest and to receive an information pack.**

### New Appointment

**Mark Greenlaw** is the replacement broker representative on the NZWCA Board.



Currently based in Christchurch Mark is the Wool Manager of the Christchurch and Dunedin stores for Elders Primary Wool.

He has spent the past 27 years in the wool industry based in the South Island beginning his career as a junior classer in 1981 at Canterbury Farmer Co-op in Timaru. He remained in the area after completing the Diploma in Wool Classing at Massey in 1983/84 undertaking some shed classing as well as in store and later became an operations manager with Wrightsons in Fielding where he remained until 1996.

A shift to Christchurch saw him take some time out from the wool industry before a position became available with Primary Wool Brokers and his present position.

Throughout his career working with wool Mark has had the pleasure to meet some wonderful and interesting people in an industry "that handles the best fibre in the world."

***For all enquiries contact:***

**Registrar Dave Carr  
NZWCA  
PO Box 7327  
Sydenham, Christchurch  
info@woolclassers.org.nz**

**Office Phone: 03 353 9293  
Mobile: 021 372 244  
Home phone: 03 314 9117**

## **Its not what you say, its how you say it.**

There are three different channels by which we successfully communicate: visually, audibly and kinesthetically, and we each have a different and preferred method of receiving information and instructions that we are most comfortable with.

Some of us need to “see” things, to be shown, to “look” to see them clearly. Others need to “hear” what’s going on, to make sure it “sounds like”, while others need to get the right “feel” from a situation, to keep ‘in touch’ , and to ‘handle’ things well.

Around 50% of us have a visual preference.



**In order to communicate effectively in the shed it is important that the message is delivered in the style that the person receiving the information prefers – that is “on the other person’s wave length” rather than our own preferred method.**

**Visual** - people may complain that another person never sees it my way, or takes a short sighted approach, or more often than not can’t see reason.

**Auditory** - people may complain that others drone on and on, or are on a different wave length or doesn’t listen to reason.

**Kinesthetic** - people may complain that they can’t seem to get through to them, or he/she is so out of touch, or they can’t get a handle on what they are on about.

## **Which are You?**

Ask yourself: do you prefer to “see”, “hear” or “feel” your world mainly? You will connect easily with those who share your thinking preference, and it will be more demanding communicating with those who don’t.

## **Method of delivery**

The way information is delivered and received also depends on the receivers preferred processing styles. Some people prefer facts and sequence, while others may prefer concepts and ideas. Neither way is better than the other, only different.

(For a more comprehensive view on this subject visit the AWEX web site or Google “communication”)

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## **Crossbred Wool Industry Developments**

Meat & Wool New Zealand (M&WNZ) and New Zealand Trade and Enterprise (NZTE) combined in 2006 to form The Wool Industry Network to improve the economic contribution of the wool sector.

The work of the network is now complete with the development of Wool Grower Holdings a grower owned co-operative chaired by Merino farmer John Perriam, and Wool Partners International, chaired by Theresa Gattung as two key initiatives to drive industry change.

The new company is seeking to rationalize the crossbred wool industry along similar lines to the smaller fine wool one a decade ago.

Iain Abercrombie has been appointed as Chief Executive Officer of Wool Partners International Limited overseeing its mission to work collaboratively with the global wool industry.

Two further WIN initiatives that will be finalised in coming months are the Foundation for Research Science and Technology (FRST) Wool Research Consortium, and the Wool Enterprise Programme.

## Broker View

The standard of classing and preparation of wool for auction nationally this season has been good and all of those involved in classing and preparing wool for sale should be very proud of their efforts, which are sometimes done under extreme and trying conditions.

The season will become more difficult with the drought starting to have an effect in the North Island, East Coast and the east coast of the South Island is not very far behind.

Wool quality will start to deteriorate with tender wools and signs of coting in full length fleece becoming more apparent, this will create the need for more quality work from wool handlers and classers.

The market is very fragile at the moment and good preparation is paramount, exporters are facing some of the most challenging times seen in the industry for many years with letters of credit cancelled, orders withdrawn and lines of funding from banks harder to come by.

### **Preparation points to follow for the remainder of the season:-**

- Keep obvious length disparities separate, i.e. 2-3" separate from anything longer than 4". Too much variation will affect LAC (length after carding) results
- Remove tender wools for crossbred and mid micron
- Remove cotts and cotty points
- Remove poor coloured fleeces
- Remove VM mainly from necks and backs but also thistle heads which are a major concern for processors
- Bale weights are always an issue, low weights incur more costs for everyone, try to keep weights above or around the 180kg mark.

## Keeping your cool

### **Why doesn't wool get cold when it's wet?**

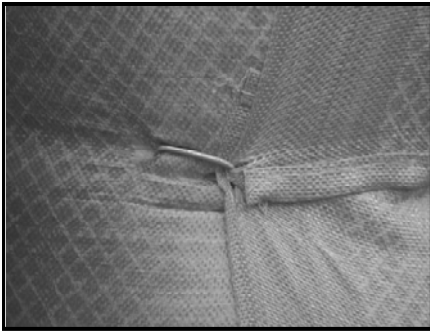
Most people know that when clothing becomes wet it gets cold. However, wool has a distinct advantage- wool actually releases heat when it becomes wet, through a process called heat of sorption.

Wool's superior performance relates to its chemical composition and the high degree of chemical bonding present between the protein chains that make up its structure. This bonding describes the attraction between oppositely charged molecules found in wool. When water enters the fibres these bonds are disrupted meaning contained energy is released as heat. The beauty of this reaction is that it occurs right at the moment it is needed the most - when your clothing gets soaked.

Conversely, removing water (e.g. by drying) requires the opposite - an output of energy. This could contribute to Merino being comfortable and cool in Summer. Also important in determining whether your Merino will keep you cool in summer is the selection of micron, yarn and fabric.

**Source: Dr Simon Causer & Dave Maslen, NZM.**

## Pressing Problem – lets get the clipping correct and why.



Incorrect side clipping



may result in this



or this lethal sharp edge

**THIS METHOD IS NOT PERMITTED IN AUSTRALIA OR DESIRED IN NEW ZEALAND.**

**Incorrect clipping:** Side clips placed at right angles to the pack, with or without a twist may result in injury. A number of other factors such as clipping technique, type of press, bale weight, wool type, new or second hand packs etc may also contribute to the clip rotating from its original position out of the pack.

While this is a common method of clipping and makes the presentation of the bale neater it does however have **3 main drawbacks, mainly related to health and safety:**

- 1) Under pressure, during the drawing out of the sample in the grab machine, the clip continues to twist, making the point of the clip in the top flap protrude up to make a lethal sharp edge.
- 2) When the wool is handled in the store, movement by the grab cat claws and especially during stacking with the squashing and relaxing of the pack, being dropped or hit by a forklift, enables the clips further opportunities to pop out putting pressure on the remaining clips, and to present a lethal sharp edge.
- 3) It causes significant problems when the wool is unpacked by the processor or when rehandled.

This issue and others pertaining to flap overlaps and evenness of the bale to ensure that they stand upright are covered in more detail in an article by Tectra in the latest edition of *Shearing*.

## Shearing Industry Health & Safety

- **Noise** ACC have put up funds to undertake an extensive study involving noise measurement in sheds. The study will be done by David McBride of Otago University. Workers will wear tiny microphones to record sound and the study will last a full working day including breaks.

The comment was that based on studies that have been done in other workplaces, it is likely that people will be conscious of the study for the first couple of hours and will keep noise levels down including radios but then slip back into normal practice so that by the end of the day they will have a good record of a “normal” situation for that shed.

The study will involve a period with radios off. The tests will mainly be in sheds in Otago but also in Canterbury and Central North Island and will involve Merino and half bred sheds.

- **Posters** Three new posters focusing on Health and Safety around all aspects of wool harvesting are presently being distributed to farmers and in some cases being placed on the walls of sheds by wool company representatives. NZWCA along with M&WNZ had major input into the content and design of these posters.

A website [www.shearsmart.co.nz](http://www.shearsmart.co.nz) has been established and it is intended this be refreshed on a regular basis.

## World Champions

New Zealand won four of the six world titles on offer at the World Shearing and Wool Handling Championships held in Norway in October to complete New Zealand's most successful world championships ever.

The Kiwis took out the double in both the individual machine shearing (Paul Avery, John Kirkpatrick) and wool handling (Sheree Alabaster, Joanne Kumeroa) titles in addition to also taking out the respective teams event titles.

Blade shearers Peter Race and Billy Michelle also chipped in with a third in the blade shearing team event.

### Role models:

Many people may scoff at the "show ponies" working in our shearing gangs, but these people are role models for our young workforce. They not only bring motivation, more often than not they take an active part in teaching and passing on skills, promote good work ethics and attitude. In doing so they play an important part in increasing the skill base and competency level of the New Zealand wool harvesting industry, which is second to none.



Left to right: Team Manager: Gavin Rowland, Joanne Kumeroa, Paul Avery, John Kirkpatrick, Peter Race, Billy Michelle and Sheree Alabaster.

### The "Blind Guesser" A 647

We would like to extend our support and best wishes to Dick McArthur, wife Beth & family in his time of rehabilitation after sustaining some permanent spinal injuries following a fall down a 10 metre bank in front of his Alexandra house recently.

Although he may be on his back at present, numb from the diaphragm down but with feeling in his arms and hands, he is certainly 'not out' as he contemplates the forthcoming pre-lamb classing season albeit from a wheelchair.

We all look forward to seeing him back on deck flashing that smile sometime in the New Year.

Dick is in the Burwood Spinal Unit, Christchurch and visitors are most welcome.

### Fibre Select Classer Mentorship Programme

The successful applicants for 2008/09 were Rebecca Braddick and Caroline Cameron.

Unfortunately Caroline was unable to take up the position this year due to a back injury.

This initiative by NZM to further professional development has been put in place to offer applicable classers the opportunity to experience all aspects of wool handling and to gain a greater understanding of the processes from farm gate to sale.

Market shrink \* drop in demand\*  
economic situation\* prices slump\*  
global down turn\* recession\*

*"In the middle of difficulty lies opportunity" Albert Einstein.*