

# Building a family-friendly company

SIXTEEN-year-old Matthew Boorn is one of the newest members of the team at CJD Equipment's South Guildford head office, but he is also a very strong link with the company's traditions.

Matthew, an apprentice heavy-duty plant mechanic, is the third generation of his family to work for the company — following in the footsteps of his father, Gary, and grandfather, Glen.

Glen Boorn was one of the 28 original employees when CJD opened its doors in 1974. Also a heavy-duty mechanic by trade, Glen was working for Chamberlain-John Deere as assistant national service manager when he learned that his senior colleagues Ron Rafferty and Rob Jowett were setting up the new distribution company.

CJD was not permitted to approach existing staff, so he asked Ron Rafferty for a job and was appointed service manager.

Glen recalls that, at the time, the workshop consisted of a 70x25ft shed. "When we started our expansion, we did most of the earthworks and drainage ourselves to help keep the cost down," he said. "Most of this was done after work or on weekends."

As the company grew and the service department was split into separate tractor and truck divisions, Glen's role changed. He had several years as truck parts manager, then was appointed purchasing and warehouse manager in the mid-1980s. Glen retained that position until he retired in April 2000, after 26 years and two months with CJD.

Gary Boorn knew the company from a very young age. At the age of 11, he spent his school holidays helping to spread roadbase to create a firm surface in the then-unsealed works yard.

However, he did his apprenticeship as



*The three generations of the Boorn family: apprentice Matt shows off a new Volvo excavator to his grandfather Glen, who was purchasing and warehouse manager until his retirement four years ago, and father Gary, the company's national commercial manager.*

a heavy-duty mechanic with Detroit Engine & Turbine Company and was managing its Kalgoorlie operation when he was invited in 1995 to be manager of CJD's new Kalgoorlie branch.

His first major task was supervising the building of the company's new facility in the Goldfields. Gary was transferred to Perth in 1998, and was heavily involved in carrying out the rapid expansion of the eastern states branch network over the last few years.

In May last year, Gary was appointed to his current position of national commercial manager and is nearing nine years' employment with the company.

Like his father, Matthew Boorn was an early starter at CJD. As part of his school vocational training, Matthew organised his own work experience visits to the CJD workshops.

Now employed by Apprenticeships WA, Matthew has been hosted by CJD since January this year.

Before Matthew joined the company,

Gary Boorn took the precaution of checking with the directors that there was no objection to his son working there.

"Their answer was, 'If he's as loyal as his father and grandfather, we want him working for us,'" Gary said.

The Boorn family's link with the WA heavy-duty plant industry goes back even further. Matthew Boorn's great grandfather, Reg Boorn, was also a heavy-duty mechanic who worked for many years as the assistant to the managing director of legendary WA construction company Bell Bros — just a short distance from CJD's present site.

Glen, Gary and Matthew also share a passion for old vehicles. All three are members of the WA Bus Preservation Society, spending their spare hours restoring and servicing buses up to nearly 80 years old. In his retirement, Glen Boorn even took his enthusiasm onto the screen, appearing as the driver of a period bus in the recent ABC television drama, *The Shark Net*.