

21-July 2025 — Example of Recurring Shipping Label Errors I Identified and Corrected in the absence of Leadership and locked out in 3 degrees.



Locked Out in the Cold Managers Abscent

Date: Monday 21 July 2025

Temperature: 2–3°C

“I live so close to Beaver that a 3-minute drive is pointless, and riding my bike only takes six minutes. That morning it was 2–3 °C, and in that temperature every minute felt twice as long.

Every day I ride over a bridge, and the footpath declines and curves. I then turn onto the path with Tonkin Highway on my left and the newly built bus and train terminal on my right. I pass by a colleague walking to work.

This path leads into the cul-de-sac on the south side of Beechboro Road, where the Beaver office and warehouse are located.

When I arrived at the end of the footpath the gates were locked. Dilara was the first one there. As I stood with my bike, Miu arrived.”

Dilara saw us and invited Miu and me into her heated car, offering warmth. As more workers arrived, cars began backing up down the road.

Michelle was there too. She works a fly-in fly-out job up north, and when she flies in she returns to Beaver and works.

Clause 8.1 requires prior written consent for any secondary employment, yet no written consent was ever shown in her case.

Other employees were discouraged or penalised for similar arrangements, while some were welcomed back after leaving for higher pay.

The clause was not functioning as a neutral rule but was applied selectively, depending on who management favoured.

Michelle was standing just outside her car and was on the phone. I presume she was talking with Adele. We waited 35-45 minutes before someone arrived who had keys


I chose to skip my morning coffee. I logged onto my computer and checked emails in case there were any that needed to be ready for collection.”

As I was standing at my computer, Michelle approached me. She had a coffee in one hand and her phone in the other.

She told me that Adele had asked her to pass on a message: there were many items for Beaver Global that needed to be completed before the end of the month, and if I needed help I should ask Chad.

At that time, the warehouse leader, Rohan, was not present. Claire was also absent; her chair was empty and her monitor was off. Michelle was acting as a messenger for Adele, who was also not on site.”

Chad, who Adele said would help me ‘get it done’, never showed. This example shows a shipping and connote error where multiple purchase orders were mixed, corrected, cancelled, and reissued, and I had to repeatedly fix errors caused by others.

Left-Side Label Details	Right-Side Codes & Barcode
To a.hartrodt Australia QLD	Docket: 3001262334
22 Chapman PI	
3001262334	ConNote: 105741833
EAGLE FARM QLD 4009	

Item 1 of 4

|| Pickup Date: 21/07/2025

Contents	Qty	Length	Width	Height	Mass
carton	1	25	25	27	16
carton	1	50	25	28	9
pallet	1	118	76	65	189
carton	1	60	62	39	9

Cubic Equivalent: 262

Total Mass: 223kg

Beaver Global PTY LTD

193 Beechboro Rd South Embleton

EMBLETON WA 6062

SIMON National Carriers Simon National Carriers ABN 24009895159 Ph (07) 4699 9555

Email Containing PO 3001205077 and Four Incorrect Labels

I received an email from Beaver Global Sales Procurement team. The message contained **PO 3001205077**. The email had three attachments: a packing list, an AR invoice, and a third file containing four consignment shipping labels.

I reviewed the packing list to check whether a label was included, and there was not. On the packing list, the dimensions and weight were ones I recognised. I had completed this order on **Tuesday 15 July 2025**.

When you pack an order and process the delivery in SAP, before you print it off and save it to the logistics folder, you are required to paste an Excel snippet of this detail showing the type (pallet), weight, and dimensions.

What was missing was the label for this specific pallet, and instead I had four other consignment labels attached. The contents on those four labels showed three cartons and one pallet, each with its weights and dimensions recorded.

The docket number was **3001262334**. This discrepancy indicated that I needed to investigate further and locate the content listed.

The only detail that aligned correctly was the visual confirmation that four items were booked under one consignment number (**105741833**), with a pickup date of **21/07/2025**.

The pallet listed as item **3 of 4** had the same dimensions as shown on the packing list, but the weight recorded was **189kg** instead of **203kg**.

I had already visually checked the packing list that was sent, and I recognised the dimensions and the weight, confirming that this pallet was **PO 3001205077**.

To reconfirm, I located the pallet myself to ensure the details matched the packing list. This step was necessary to reconcile the discrepancy and ensure the correct purchase order was matched to the correct freight item.

This now-confirmed consignment number **105741833** would have to be cancelled, but before I suggested that, I needed to find which three PO numbers belonged to the three cartons.

Absence of Manager Support

Manager roles were absent. I understood that this would need to be resolved and corrected before a courier arrived for the shipment.

A colleague stationed next to me offered help but could not assist, as he did not know the Beaver Global process. Later on, the same colleague said that Adele (SCM) was online.

I cannot be certain if I had emailed Adele or sent a message directly through Slack. My instincts tell me it would have been email as this option would have allowed me to give more detail.

What I can state clearly is that my communication was thorough, and I consistently used OneDrive for documenting and reporting.

All of this access was revoked on the day of my dismissal. However, I do clearly recall Adele's response being unhelpful — her exact words were: "Are there any cartons?"

Identification of Carton Errors (Approx. 10:30am)

I went ahead and investigated further. I discovered that the two cartons — 1 of 2 and 2 of 2 — were linked to purchase order **PO 3001262334**.

This matched the docket number shown on the four shipping labels. When I checked the packing list against the cartons, I found that the weights and dimensions were incorrect — carton 1 of 2 had been switched with carton 2 of 2, which raised another red flag.

At that point it was about 10:30.

Slack Message and Revised Connotes (11:11am)

I sent a Slack message in the Beaver Global channel. I provided the details and listed the three POs I was referring to, explaining the mismatches.

Because I was new, I was careful with my wording to make sure it was clear that I was suggesting, not directing or instructing.

At 11:11am I received an email with the revised connotes. Before printing the revised connote labels, I discovered that item **4 of 4** was not a carton — it was a skid, and the weight was not **9kg** but **45kg**. I had identified a sequence of errors in the absence of leadership.

Incorrect Cancellations and Further Corrections

When I printed the revised connote labels, I saw that the three POs were not the correct purchase orders I had suggested cancelling. The three purchase orders that were mistakenly cancelled were:

- PO 3001107179
- PO 3001102654
- PO 3001242201

At 11:36am, Miu Yee Cheung asked if those three POs could be relabeled with new connotes. At 12:00pm, I responded that they did not need to be relabeled or rebooked, as they already had labels attached from 18 July (EAGLE FARMS consignment 105739321). I also confirmed in the Slack message that the shipping labels now matched:

- PO 3001262334 (EAGLE FARM 105743645)
- PO 3001272713 (EAGLE FARM 105742671)
- PO 3001205077 (EAGLE FARM 105743641)

I thought it was unusual that each PO had a separate connote, but what mattered was that the labels were correct.

 3001272713


 3001262334

 3001205077

Forwarder Request (1516)

At 3:16pm, Miu Yee relayed that the forwarder had requested new connotes for the three POs due to cancellation of the previous consignment.

This sequence shows that the cancellation occurred outside my control, even though I had already ensured the labels and connotes were correct.

P Procurement (Beaver Global) 

REVISED CONNOTES C... 11:11

Hi team, Please find the attached...

 **3001262334.pdf** +2

To a.hartrodt Australia QLD

22 Chapman PI

EAGLE FARM QLD 4009

- Docket: **3001262334**
- ConNote: **105743645**
- Item: 1 of 2
- Pickup Date: 23/07/2025
- Service: Road General QLD

Package Table Details:

Contents	Qty	Length	Width	Height	Mass
carton	1	50	25	28	16
carton	1	25	25	27	9

Total Mass: 25kg

From: Beaver Global PTY LTD, 193 Beechboro Rd South Embleton, EMBLETON WA 6062

Carrier: SIMON National Carriers ABN 24009898159 Ph (07) 4699 9555

To a.hartrodt Australia QLD

22 Chapman Pl

EAGLE FARM QLD 4009

- **Docket:** 3001262334
- **ConNote:** 105743645
- **Item:** 2 of 2
- **Pickup Date:** 23/07/2025

Package Table Details:

Contents	Qty	Length	Width	Height	Mass
carton	1	50	25	28	16
carton	1	25	25	27	9

Total Mass: 25kg

PO#3001262334

PACKAGE DETAILS: (CM) (KG)

TYPE	QTY	LENGTH	WIDTH	HEIGHT	WEIGHT
CARTON 1/2	1	50	25	28	16
CARTON 2/2	1	25	25	27	9



3001262334



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 **3001272713**

Simon National Carriers Pickup Date: 23/07/2025 Label 1 of 1
QLD EAGLE FARM

Doc: 3001272713
 ConNote: 105742671
 GINC: 40193999999105742671
 SSCC: 00093999999137865167

Sender Ref: 3001272713

From: Beaver Global PTY LTD
 EMBLETON WA 6062

To:
 a.hartrodt Australia QLD
 22 Chapman Pl
 EAGLE FARM QLD 4009

Special Instructions:

Recv Ref:

Gross Weight: 45 KG




PO# 3001272713

PACKAGE DETAILS: (CM) (KG)					
TYPE	QTY	LENGTH	WIDTH	HEIGHT	WEIGHT
SKID	1	60	62	39	45
TOTAL WEIGHT					45



To a.hartrodt Australia QLD
 22 Chapman Pl
EAGLE FARM OLD 4009

Docket: 3007435077
 ConNote: 105743641
 Item 1 of 1

Special Instructions:

Receiver's Ref:

Contents	Qty	Length	Width	Height	Mass
point	1	118	76	65	203
Cubic Equivalent: 195		Total Mass: 203kg			

Pickup Date: 23/07/2025

Road General
QLD

From Beaver Global PTY LTD
 193 Beachburn Rd South Embleton
 EMBLETON WA 6062

Simon National Carriers ABN 2400999150 Ph (07) 4689 5555



PO# 3001205077

PACKAGE DETAILS: (CM) (KG)					
TYPE	QTY	LENGTH	WIDTH	HEIGHT	WEIGHT
PALLET	1	118	76	65	203
TOTAL WEIGHT					203



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3001205077



**Safety is Your
Responsibility**

**Don't leave it to
someone else.**



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3001205077



**Safety is Your
Responsibility**

**Don't leave it to
someone else.**

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