

# HSE News

Keeping you up to date

December 2016



## DIVERSITY

**HSE Mining is committed to equality and diversity in the workplace and with the mining sector's average female demographic at just 8.9 per cent, there is a great need for improvement. Our focus throughout this year has been to retain our female staff in non-traditional roles, such as production operators, at all of our sites.**

The People and Culture team, in conjunction with Griffith University honours students, embarked on a large-scale workforce gender diversity research project at South Walker Creek. This project sought to account for and address the issue of female employment participation at South Walker Creek.

The data was collected through qualitative and quantitative measures including a series of face-to-face interviews conducted onsite, extensive analysis of raw data and academic research.

**... INCREASE GENDER DIVERSITY TO ACHIEVE AN ASPIRATIONAL TARGET OF GREATER THAN 20 PER CENT FEMALE EMPLOYMENT BY CONTRACT RENEWAL IN 2017**

A report was completed and submitted to HSE Mining earlier this year and a presentation of the findings was made to the members of the National Leadership Team and the Project Manager of South Walker Creek. The report delivered recommendations that strive to increase the retention of female employees and to increase gender diversity to achieve an aspirational target of greater than 20 per cent female employment by contract renewal in 2017.

These findings were presented to BMC and resulted in a commitment from BMC to work alongside HSE Mining to proactively implement the recommendations.

*Contributed by Sarah Jury, HR Coordinator*

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**ALLAN FIDOCK**  
MANAGING DIRECTOR

**HSE Mining faced considerable odds in 2016 and with the resources sector still weathering challenging conditions, we must continue with great emphasis on operational improvement and cost efficiencies into the New Year. Although there is no doubt it has been a tough year, there has been great performance across many areas of our business, particularly in safety. I congratulate everyone on your tireless efforts to embed a successful Safety Excellence culture.**

We have achieved significant progress in most areas of safety, despite our LTIFR not achieving target of 0. Our TRIFR result, reduction in HPis and reduction in injury reports have all improved from 12 months ago. In total, this means that many less people are being hurt, and this is the key outcome we desire.

In September, we held our annual Safety Summit to seek input and discuss the development of our safety direction. With a focus on strengthening and embedding an improved and sustainable safety culture. Over 40 HSE Mining employees across all sites were invited to participate in the day to ensure diverse contribution and collaboration at the event. The day was a great success and the outcomes will be incorporated into the 2017 Safety Plan.

Throughout 2016, we aspired to be the solution provider of choice for our clients and retain all existing operating contracts. We successfully negotiated the new contract at Peak Downs, an extension of the existing contract at South Walker Creek and we won a new contract at Caval Ridge. These outcomes

were achieved by the hard work and commitment from so many individuals, including site-based teams who deliver the outstanding service to our clients every day, and the support functions in our offices who support them.

This year has seen the Continuous Improvement team driving efficiencies and decreasing costs across the business. From cleaning up, counting and reusing inventory in HSE Mining stores we have saved over \$770,000 alone. Other initiatives involved maintenance improvement, labour efficiency and utilisation, strategic procurement and streamlining a multitude of other processes across the business. Our aim is to embed continuous improvement as a norm (normal thinking) in our everyday approach. This work to constantly improve systems and practices across HSE Mining will continue as a priority into 2017.

HSE Mining has a clear strategy for 2017 and beyond. Our focus as always will be on safety excellence, with a goal of

Zero Harm and Operational Excellence with increases in productivity and cost efficiency. We will only succeed through our people; we need your focus and dedication to drive our culture of Safety Excellence to implement best practice across our business.

The Christmas and New Year period can be a busy and tiring time and it presents unique challenges for all of us – including lots of travel. Situational awareness is key to recognising potentially hazardous situations over the coming festive period and in turn, making good decisions. Try to plan, slow down and enjoy the festivities.

On behalf of myself and the National Leadership Team at HSE Mining, please have a safe and of course, enjoyable festive season.

Merry Christmas and Happy New Year!

Yours sincerely



**Allan Fidock**  
Managing Director

(L to R) Hans Wochnik, Regan Smith, Thomas Forge



**SARAJI 300 DAYS TRI FREE**

**On 3 September, the team onsite at Saraji accomplished the milestone of 300 days Total Recordable Injury Free.**

This is a significant achievement and one that we are all very proud of. Congratulations to the entire HSE Mining Saraji Team.

I would also personally like to thank both Penny Barclay and Dan Hevenor for supporting this milestone, by capturing and reviewing our field leadership requirements. This includes Take Time Talks, Planned Task Observations, Critical Control Observations and Layered Audits.

To put this in perspective, Penny has manually entered more than 36,000 documents into the BMA and HSE Mining site safety systems databases.

Year to date at Saraji, the HSE Mining workforce has participated in and completed a total of 4,370 safety interactions. This is a direct result of the focus from our workforce and supervisory personnel.

At this stage, the project team is on track to achieving the target of 0 TRIFR at the end of November 2016. I ask each of you to remain constantly vigilant to the risks and hazards that we face to ensure we continue to keep our people safe.

*Contributed by Hal Morris, Project Manager*

SAFETY CHAMPIONS

**June Safety Champion**

**James Pollard**  
South Walker Creek

While working on a truck on the tyre pad, James heard an air leak on a Komatsu truck travelling to the ROM. James informed the supervisor who called the truck in for an inspection. The inspection found that position 4 tyre had a hole and was leaking badly. This saved a possible flat tyre in the pit, which was replaced and sent back to work with minimal downtime.



**August Safety Champion**

**Luke Darby**  
Saraji

Luke identified that the dump trucks used by HSE Mining Saraji are electric start which is a change from older air start models. Electric starts require larger batteries to be fitted to the front bumpers instead of the top deck, exposing maintenance staff to additional risk.

When fitting these batteries a mechanical aid or platform is used, however it is a very tight fit and requires them to be manually handled. There is a risk of the lip of the battery box hitting a worker's hand as the 35 kilogram battery slides very quickly into place, potentially breaking a finger or hand. Luke suggested extending the length of the battery carry ropes by 100mm, which means the battery would hit the bottom of the box and stop a person's hand from hitting the edge of the box as the battery slides into place.

Luke also suggested that a sticker should also be fitted inside the battery box to make people aware of the hazard. Luke's suggestions have also been nominated in the BMA Hand Safety Program.



**September Safety Champion**

**Lloyd Armistead**  
Saraji

Lloyd showed outstanding initiative during a wet weather event on ramp nine. Large amounts of water were running down the ramp towards the pit and into a lighting plant bund which contained a lighting plant. If it weren't for Lloyd's proactive approach, the lighting plant could have been submerged, resulting in loss of lighting plant and a significant cost to the company. Lloyd demonstrated good hazard identification and area awareness.





# 2016 HSE MINING SAFETY SUMMIT

**The third annual HSE Mining Safety Summit was held on 11 October 2016 in Dysart. Forty-seven people attended, including project managers, superintendents, supervisors, leading hands, operators and maintenance staff. It was great to see that almost 35 per cent of the attendees this year were operators or maintenance employees.**

The Safety Summit provides a platform to identify and discuss how we can improve our safety journey to achieve our goal of Zero Harm. As with all previous years, the information collected will be used to develop HSE Mining's Safety Plan which will be deployed to all employees in the new year.

Our safety performance has improved considerably. Over the last two years we have reduced our Total Recordable Injury Frequency Rate (TRIFR) from 10.45 to 1.87 as of the end of October 2016. If this level of performance is maintained, we will stay under our year-

end target of less than 2.5. Unfortunately, our business recorded a lost time injury in May which means we will not achieve our LTIFR target of zero. This was a serious incident which highlights the need to maintain vigilance at all times.

**ALL PARTICIPANTS OVERWHELMINGLY SUPPORT OUR NEW TRIFR TARGET OF 1.25 FOR 2017, WHICH WILL BE INDUSTRY LEADING**

As a direct result of our current performance and the outcomes of the Safety Summit, all participants overwhelmingly support our new TRIFR target of 1.25 for 2017, which will be industry leading. To achieve this milestone, the Safety Summit provided an opportunity for sites to present and discuss what has worked from the previous year and what issues they have faced. These presentations were also supported by a detailed review of our current safety performance, objectives against our current safety plan and a comprehensive overview of health and wellbeing.

This year, presentations from our workforce also took place. James Pollard, Fitter from South Walker Creek, delivered a very engaging presentation on safety within HSE Mining from an employee's perspective. James has been with HSE Mining for nine years including five years at Ensham, where he also completed his apprenticeship. James advised that over the last two years, the South Walker Creek safety culture has continued to positively evolve. One area that James personally saw as

challenging was in communication between upper and middle management and people on the floor. He noted that strong involvement from the South Walker Creek safety team and safety representatives has significantly bridged this gap.

James is passionate about safety and in particular within HSE Mining. He said: "As a safety representative I had the privilege of attending the 'Switched on Leadership Program' which provided insight into the psychology about why we are safe at work, and uses models like the 'Top 4', 'Above the line' and 'Belief model'. Not only was it a great course that benefits safety culture at work, but it made me rethink assessing hazards at home. Just think how negatively your life would be impacted if you couldn't enjoy the Top 4 favourite things in your life?"

Aaron Davies, Boilermaker, South Walker Creek, provided a video on the impact to him and his family from of a serious workplace injury. Aaron suffered a fractured leg when he was gouging a bash plate from an excavator stick when the welding failed, resulting in the plate swinging down and contacting his leg. Aaron's story was enlightening and discussed how this incident restricted him personally and also the impact the injury had on his family.

Workshops were held for groups to identify priorities and strategies for the 2017 Safety Plan. The workshops included injury and incident management, revisiting and strengthening our current safety programs and health and wellbeing. All workshops concentrated on four key questions:

- (1) What are the major risks that HSE Mining needs to address now?
- (2) Why do you think this is a major concern?
- (3) What can we do now to address this risk? and;
- (4) What can we do in the long-term to manage these risks?

Each group identified various elements and control strategies that were then presented to participants at the end of each workshop. A review of the information that was generated throughout the day will now take place and form the basis of the 2017 Safety Plan. Once this plan is finalised, the National Leadership Team will deliver a briefing on content across all sites from January 2017.

MEET LISA TAPIN



**At only 160cm, Lisa (Malita) Tapin is not who you would typically expect to emerge from a 240-tonne truck. Lisa is one of our outstanding operators at Saraji, having recently become permanent through the Saraji Phased Recruitment Program. Lisa has been driving trucks for five years and is extremely proud of her achievements during this time.**

“You have to learn safety procedures before they teach you how to drive a truck,” Lisa recalls. “Safety always comes first in this business.”

Previously working in administration, hospitality and early childhood, Lisa had no experience of the mining industry. She has now found her place behind

the wheel of HSE Mining’s Cat 793Fs and there is no turning back. Lisa is very comfortable in her position driving trucks and hopes that one day she will learn to drive diggers and graders for the business.

*LISA IS EXTREMELY HAPPY TO BE A PERMANENT MEMBER OF THE HSE MINING TEAM*

Under the excellent leadership and mentoring from her supervisor, Emma Bounds, Lisa says her crew is like a second family and that no-one is afraid to ask questions. “There is always something new to learn and the more experienced members of crew give us tips when we approach new tasks. Having a friendly and supportive crew is of vital importance to a successful career onsite”.

Lisa is extremely happy to be a permanent member of the HSE Mining team. She points out it has had a huge impact on the financial security of her family and she is proud to be a strong role model for her four children. Lisa will continue to mentor Indigenous women through the “Sisters in Mining” program and says it’s never too late to make a start towards a new career goal.



**RICHARD BRADFIELD – FIGHT FOR YOUR CAUSE**

**Congratulations to Richard Bradfield, South Walker Creek C Crew Operator, who competed in this year’s Fight for Your Cause corporate charity boxing fundraiser.**

Held in Townsville on the 8 October, Richard climbed into the ring to raise money for his chosen charity: *The Cure Starts Now*. Richard competed with 26 other local business people, including Brooke Winterstein and Rudie Bowen (wives of North Queensland Cowboys Antonio Winterstein and Matty Bowen) and community members to raise funds for local charities. Richard faced

Townsville Councillor Russ Cook and defeated him in the third round by knock out.

*The Cure Starts Now* provides funding for research into treatment and to find a cure for paediatric Diffuse Intrinsic Pontine Glioma (DIPG). DIPG is often referred to as “The Deadliest Cancer Known to Man” and has the highest mortality rate of all illnesses. Richard raised an outstanding

\$1,500 with the total event raising \$78,100 for local charities.

Richard would like to make special mention of South Walker Creek’s C Crew who kindly donated \$500 and the BMC Social Club, in particular Butch Parker, for securing a sizeable donation to the cause.

*Contributed by Olivia Fordyce, Training Coordinator*

LONG SERVICE:



**Brad Barndon**  
10 years  
Operator, South Walker Creek



**Joe Misau**  
10 years  
Operator, South Walker Creek



**Rob Triffett**  
10 years  
Operator, South Walker Creek



**Alastair Cameron**  
10 years  
Operator, South Walker Creek



**Dwain Long**  
10 years  
Operator, South Walker Creek



**Stephen French**  
10 years  
Training Supervisor, Peak Downs

Project Manager Cliff Dickson presented each recipient from South Walker Creek with their awards. Ian Jolliffe, Project Manager presented Stephen with his award.

NEW STARTERS:

Benjamin Ellen  
Maintenance Support Specialist, Brisbane  
Amanda Ginn  
Operator, Caval Ridge  
Rachel Hemingway  
Operator, Caval Ridge  
Ralph Mapley  
Operator, Caval Ridge  
Cody McPaul  
Operator, Caval Ridge  
Francis Recoquillion  
Operator, Caval Ridge  
Stuart Sutton  
Operator, Caval Ridge  
Bradley Titmarsh  
Operator, Caval Ridge  
Lloyd Turner  
Operator, Caval Ridge  
Daniel Allen  
Operator, Caval Ridge  
Mervyn Barsby  
Operator, Caval Ridge  
Ross Campbell  
Operator, Caval Ridge  
Gary Davenport  
Operator, Caval Ridge

Jack Robinson  
Operator, Caval Ridge  
Nicholas Todd  
Operator, Caval Ridge  
Colin Watson  
Operator, Caval Ridge  
Bradley Buzza  
Operator, Peak Downs  
Aaron Grimshaw  
Operator, Peak Downs  
Anthony Scott  
Operator, Peak Downs  
Warren Leadbitter  
Operator, Peak Downs  
Benjamin Astbury  
Operator, Peak Downs  
Brendan Kent  
Operator, Peak Downs  
Emily McIntyre  
Operator, Peak Downs  
Robert Menzies  
Operator, Peak Downs  
Ronald Robertson  
Operator, Peak Downs  
Trevor Horne  
Operator, Peak Downs

Campbell Dews  
Operator, Peak Downs  
Daniel Niven  
Operator, Peak Downs  
Jennifer Beggs  
Operator, Peak Downs  
Mark Cheers  
Operator, Peak Downs  
Kayleen Colby  
Operator, Peak Downs  
Douglas Cossart  
Operator, Peak Downs  
Brendon Garland  
Operator, Peak Downs  
Corey Gillam  
Operator, Peak Downs  
Kerry McGrath  
Operator, Peak Downs  
Craig Rainford  
Operator, Peak Downs  
Leslie Reed  
Operator, Peak Downs  
Tim Siddins  
Operator, Peak Downs  
Keith Simpson  
Operator, Peak Downs  
Paul Adermann  
Operator, Peak Downs

Eric Aughton  
Operator, Peak Downs  
Ryan Curtis  
Operator, Peak Downs  
Leslie Etherington  
Operator, Peak Downs  
Scott Morey  
Operator, Peak Downs  
John Smelt  
Operator, Peak Downs  
Brendan Urquhart  
Operator, Peak Downs  
Jason Simpson  
Operator, Peak Downs  
Lance Squires  
Production Supervisor, Peak Downs  
Shaun Thompson  
Production Supervisor, Peak Downs  
Jeffrey Lestone  
Production Supervisor, Peak Downs  
Colin Deller  
Production Supervisor, Peak Downs  
Sean Kendall  
Operator, Saraji

Rudolf Kriz  
Maintenance Superintendent, Saraji  
Pamela Walters  
Site Administrator, Saraji  
Emma Bounds  
Production Supervisor, Saraji  
Bradley Ramsland  
Maintenance, Saraji  
Jodie Bulloch  
Production Employee Level 1, South Walker Creek  
Henry Clein  
Production Employee Level 1, South Walker Creek  
Craig Douglas  
Production Employee Level 2, South Walker Creek  
Tyson Geiger  
Production Employee Level 2, South Walker Creek  
Todd Hagan  
Production Employee Level 1, South Walker Creek  
Timothy Healey  
Production Employee Level 1, South Walker Creek

Rodd Melville  
Production Employee Level 1, South Walker Creek  
Adrian Orr  
Production Employee Level 1, South Walker Creek  
William Pagden  
Production Employee Level 1, South Walker Creek  
Kelly Peeters  
Production Employee Level 1, South Walker Creek  
Darren Rogers  
Production Employee Level 1, South Walker Creek  
Andrew Slater  
Production Employee Level 1, South Walker Creek  
Adrian Wallace  
Operator, South Walker Creek  
Clive Whittingham  
Operator, South Walker Creek  
Ishumael Zvirikvzhe  
Maintenance, South Walker Creek



**CONGRATULATIONS**

**Hayden and Emma De Hennin**

Hayden and Emma, both HSE Mining team members at South Walker Creek, welcomed their first little girl, Indi Jean on 30 June.

Hayden is a digger operator and appointed step up supervisor and Emma is the B Crew serviceperson, within the maintenance team. They have both been with the company since Ensham days. Congratulations, both of you!

*Contributed by Olivia Fordyce, Training Coordinator*



**BEST WISHES**

**For Rebecca Bauer**

The team at Saraji recently held a morning tea in honour of site administrator Rebecca Bauer who is heading off on maternity leave.

Rebecca and her husband, Tim, are expecting their first child in November. The team at HSE Mining wish Rebecca and her family all the best for a healthy and happy arrival!

*Contributed by Jacqui Lum Wan, Rehabilitation Coordinator*



**JERSEY DAY – 2ND SEPTEMBER 2016**

On 2 September, both Perth and Brisbane offices participated in an awareness campaign for organ donation. All staff were encouraged to wear their favourite sporting jersey or brightly coloured top. If you would like to know more about organ donation, discover the facts and register your decision, search for The Australian Organ Donor Register.

*Contributed by Melissa Scott, Executive Assistant*

**WHISTLEBLOWING**

**The John Swire & Sons Pty Whistleblowing Policy provides a framework where wrongdoing by a Swire business, employee or other party we have a relationship with can be raised without fear.**

Examples of relevant reporting concerns:

- Fraud, corruption and bribery
- Theft, misappropriation of funds and/or classified documents
- Abuse, conflict of interest and misrepresentation of power and authority
- Legal or regulatory non-compliance
- Harassment or discrimination
- Action or inaction that could lead to financial loss and/or damage to Swire's reputation.

To make a report, speak to your manager or email: [ethics@swire.com.au](mailto:ethics@swire.com.au) or mail: PO Box 3920, Sydney NSW 2000. (Addressed to: John Swire & Sons Pty Ltd, Chairman and clearly marked "Private and Confidential"). Only the Whistleblowing Committee has access to the [ethics@swire.com.au](mailto:ethics@swire.com.au) email account and all reports will be treated confidentially and in accordance with the Whistleblowing Policy. You can choose to make your report anonymously if you wish.



**TIPS FOR MAINTAINING MENTAL WELLNESS DURING THE HOLIDAY SEASON**

**For many people, the festive season can bring added financial and emotional stress and pressure to already strained schedules. Here are some tips on how to regain control, reduce stress and help focus on the true holiday spirit.**

**Make a budget... and stick to it** - Decide what you realistically want to spend on gifts and food and make a list before you go shopping. Make a list of who you are going to buy for and if funds are short, be creative.

**Plan ahead** - Write your to-do list and complete a few items each week in the lead up to Christmas. If you don't achieve everything you planned to, that's ok, be kind to yourself.

**Keep your normal routine** - exercise and relaxation are even more important during busy times, to ensure you maintain physical as well as mental wellness. Remember, overindulgence only adds to your stress and guilt.

**Be realistic** - The holidays don't have to be perfect. As your life changes, traditions and rituals may change as well. Choose a few to hold on to, and be open to creating new ones.

**These are your holidays too** - Be sure you don't spend all your time and money on pleasing other people. Plan activities that you will enjoy and that fit your budget and schedule.

**Reach out** - For those on their own or separated by distance, Christmas may be a time of loneliness and isolation. Look for community, religious or other social events. Volunteering your time to help others is also a good way to lift your spirits and broaden your friendships.

If you know someone will be on their own, why not invite them to your celebrations.

**Seek professional help if you need it** - If you are feeling prolonged periods of stress or sadness, sharing your feelings will help. The following services are confidential and available 24/7:

- **Employee Assistance Program 1300 361 008**
- **Lifeline 13 11 14**
- **Beyondblue 1300 22 4636**



**SUPPORT FOR YOU AND YOUR FAMILY IN CHALLENGING TIMES**

**HSE Mining offers employees and their immediate family a free, confidential counselling and coaching service called the Employee Assistance Program (EAP).**

The EAP has helped many employees and their families deal with personal and work-related challenges including:

- Relationships/marital problems
- Troubled teens/elder care
- Substance abuse/addiction/eating disorders
- Depression/anxiety/stress
- Work life balance
- Workplace conflict/communication
- Retirement/career path
- Financial and legal counselling

The service is strictly confidential and HSE Mining is not provided with information about who uses it. The EAP is provided by Optum and is accessed by calling the national toll free number: **1300 361 008** or visiting: **[www.livewell.optum.com](http://www.livewell.optum.com)** using access code auswire



**NAME OUR NEWSLETTER**

**HSE News is getting a makeover in 2017, to ensure it remains relevant, engaging and reflective of what is important to you. Can you name the next incarnation of HSE News? Entries will go in the draw to win an iPad Air 2. Please submit your entry to [communications@hsemining.com.au](mailto:communications@hsemining.com.au) by Friday, 27th January 2017.**



## DRIVER SAFETY SYSTEM FATIGUE MONITORING

**HSE Mining recently conducted a trial of Driver Safety System (DSS) Fatigue Monitoring on four haul trucks at South Walker Creek Mine. Fatigue is a significant risk in the mining industry and we are committed to building on efforts made to date and seek further solutions and control strategies.**

DSS is based on eye tracking technology that detects if a driver is distracted or falling asleep while operating heavy equipment. Using sensing equipment that is mounted on the dashboard of the truck (see figure 1), it tracks head alignment

*FATIGUE EVENTS WERE REDUCED DURING BOTH PHASES TWO AND THREE ONCE FULL FATIGUE INTERVENTION PROTOCOLS WERE IMPLEMENTED*

to detect potential distraction events while also tracking and analysing eye behaviour to detect signs of fatigue, such as excessive eye closure and microsleeps (figure 2). When the system detects a fatigue or distraction event, it provides immediate feedback to the operator via an audible alarm and seat vibration. When a fatigue event is confirmed, the

supervisor is notified to allow them to intervene and manage the operator's fatigue appropriately.

The 60-day trial was conducted in three phases:

1. Silent Phase: No alarms or contact from the monitoring centre
2. Alarms Enabled: In cab alarms activated for fatigue events
3. Fatigue intervention plan is initiated for all operators who experienced a fatigue event

Fatigue and distraction events occurred at regular intervals throughout phase one, however a comparison of HSE Mining with 10 other mines showed that the average fatigue events per mobile hours was lower than average. This is a good indication that the education programs and operational controls implemented to date are proving to be somewhat

effective. Fatigue events were reduced during both phases two and three once full fatigue intervention protocols were implemented. The reduction in verified fatigue events from phase one to the end of phase three was 94 per cent.

The trial highlighted not only that DSS is a valuable tool in detecting and managing fatigue events, but also that implementation would be just one part of HSE Mining's overall fatigue and distraction strategy.

*Contributed by Adam Austin, Health and Safety Specialist*

*Main image: Olivia Fordyce (SWC Safety and Training coordinator), Adam Austin (HSE Health and Safety Specialist), Brett Haskin (Caterpillar Safety Services Fatigue Consultant) (on the ground) with Hastings Deering Auto Electrician and Jorge De La Hoz (Caterpillar Engineer) during installation of the DSS units.*



## VALVE STEM GUARD INSTALLATION

**HSE Mining commenced a valve stem guard installation trial three months ago at South Walker Creek, to minimise valve stem damage and tyre failure.**

Numerous position three and six valve stems have been broken off from the double gutter rims on the 789 and 830 rear dump trucks while in operation.

Peter McKee approached Bridgestone Earthmover/Topy Wheels in Mackay and asked if they could come to site, take measurements and advise on costs involved to proceed with the installation of valve covers to the rims. These guards were installed on the 830s and since the trial commenced, South Walker Creek have not damaged or had to replace any valve stems or tyres prematurely.

We are now considering trialling this across all 789 and 830 machines as they are rotated through the crack testing process.

This is an excellent example of Continuous Improvement, where team members are taking preventative steps to avoid tyre damage or failure. This also provides further support and value to our client BMC, considering they supply the tyres.

Congratulations to Peter McKee, Area Tyre Supervisor for showing great initiative in launching and running this program.

*Contributed by Michael Johnston, Maintenance Manager*



*Before: Position 3 and 6 double gutter wheel on the 789, the valve stem was prone to damage from rocks and debris, causing the tyre to deflate*



*After: The valve stem is protected*



**MESSAGE FROM  
GEOFF CUNDLE**

**I recently attended all the Safety Summits for Swire’s operating companies in Australia. In my presentations I acknowledged the good progress made by all companies but stressed there is no room for complacency as we strive for our target of Zero Harm. It was great to experience the level of engagement and commitment our people have to continuously improve and move towards a safety culture where we look after each other. Please keep up your efforts in 2017 - we may have already plucked the low hanging fruit so improvement from now on is likely to take an even greater conscious effort by all of us.**

The Australian economy continued to experience mixed fortunes through 2016. The depressed resource sector has taken its toll on HSE Mining and Kalari with customers continuing to press for price concessions. The recent pick-up in commodity prices is not seen by our customers as being sustainable so 2017 promises to be another tough year. Swire Cold Storage undertook an extensive restructuring program as we strived to turnaround what has been a steady deterioration in performance over many years. Early signs are positive but only just in time for an anticipated surge in competitive capacity in Melbourne and later Sydney. Alex Fraser has benefited from the strong residential construction market in Melbourne and the resultant strong road-building activity. Activity volumes for 2017 look positive but rates remain depressed.

2016 has been challenging for our businesses but efforts to make us more “match fit” sees us better equipped to handle what is expected to be more of the same in 2017.

Thank you for your hard work in 2016 and I wish you and your families a Merry Christmas and a healthy and safe New Year.

Regards

**Geoff Cundle**  
**Chairman, John Swire & Sons Pty**

**KEEPING CAPABILITY  
WITHIN SWIRE:  
GLEN CESAR**

**Glen Cesar is a perfect example of taking up the opportunities presented through the Swire group.**

“After being at the Kalari Fitzgerald Road depot for a year, it was closing down. They said if anyone wanted to stay on, there were opportunities at other depots. I wanted to keep doing what I was doing and they said, ‘would you like to go to Hopetoun?’ I said, ‘where’s that?’ I figured I had nothing to lose so I took a chance and ended up staying there for four and half years.”

With the downturn in the Iluka Murray Basin North business, Glen was again faced with an opportunity to move. “Even though I had my forklift and loader licence, I didn’t have a truck licence and they needed people to multitask. I wanted to stay with the Swire group; it’s a good company to work for.”



Glen’s manager contacted Kalari HR to put the feelers out to other Swire businesses. With forklift and loader experience, Glen had the relevant skills for positions within both Alex Fraser and Swire Cold Storage.

“Next thing you know, Jeff Burns at Alex Fraser wanted to speak with me about a loader operator role with the Asphalt business in Laverton. I asked if all my holidays and sick leave would get transferred over and he said yes, which was good.”

When asked about the differences between the two businesses Glen replied that both had welcomed him and have been great people to work with. “Both the bosses have been great. You do the right thing by them, they do the right thing by you.”

Having worked at three different sites, for two different businesses, Glen is now approaching five years with Swire. He shares his tips for success: “Just do your job safely and be yourself. That’s what I reckon Swire want. Friendly people, people who want to do things around the company. You do your job and have a laugh along the way.”

**Ian Andrew Coull, 1932-2016**

**IN MEMORIAM**

We regret to announce the death of Ian Coull, former New South Wales Manager for Transwest Haulage Holdings Pty, on 6 August. Ian joined the Swire group in 1976 as National Operations Manager, Frigmobile Pty. Ltd. before joining Transwest. During the 1980s he played an important role in developing Transwest’s pioneering specialist scrap steel recycling business – now a part of Swire Industrial Services Pty. Ian retired in 1997. We extend sincere sympathy to his wife Pamela and family.