

# Employee Newsletter



## SAFETY MILESTONES ACHIEVED

### PYD Mining Services 2 Years Injury Free

Marty Wilton and his night shift crew have reached an incredible 2 years completely injury free. This milestone was reached on the 24<sup>th</sup> October 2008 and recognition for this achievement was made at the PYD 2008 Xmas get together at the Scarborough Hotel in Wollongong during November 2008.



Marty and the night shift crew were presented with a glass tankard inscribed with the 2 years injury free statement and PYD logo and to recognise the contribution made by the original night shift crew, Marty Wilton, Mark Watson and Dale Lund, they had their name inscribed on the tankard.

In any industry this achievement is fantastic and shows that work can be performed in an injury free environment. The milestone is a credit to all the employees on night shift and is testament to their commitment to participate in the safety reporting culture at PYD.

Through recognising hazards and thinking about our jobs we can work injury free. Congratulations to Marty and the night shift crew on the achievement and we are looking forward to achieving the 1000 days injury free milestone.

Neil Parsons-Young  
Operations Manger  
PYD Mining Services

### Mastermyne Crinum East "C" Crew

On 04/11/08, C Crew at Crinum East achieved the milestone of having completed 800 days without a recordable injury. This coincides with the completion of Development of Mg 18, Mg19 Face Road and Mg 18 Face Road widening. This drivage took approximately 19 months to complete from 29th March 2007 to 29th October 2008.

The crew believes that some of the things that have helped them to be successful are:-

- \* Having a close knit crew who bond well together.
- \* The correct people employed to do the job.
- \* They feel at ease to put forward ideas that may make a job safer or easier.
- \* They are willing to challenge each other if they do not feel comfortable about something they see.

This safety trend has continued with "C" Crew at Crinum East, achieving 886 days without a recordable injury as at 29th January 2009.

Mark Salter  
Safety Training Coordinator



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Missing from the photo is Kev Fuller and Cameron Costello.



## MANAGING DIRECTOR'S REPORT - Tony Caruso

The February Newsletter sees a very different landscape for the Mining Industry; over the last 5 years we have been going through the biggest boom this industry has ever seen. Coal prices have been at unprecedented highs and unemployment at all time lows. The New Year has seen a slowdown in our industry resulting from the global credit crisis. While this will provide challenges in the short term the medium to long-term outlook is very positive. While it is hard to look past a lot of the doom and gloom there is always light at the end of the tunnel because downturns always ultimately end up sending work the way of the contractors as the industry recovers and rights itself.

Unfortunately for the moment the Mastermyne Group has not been totally immune from the downturn and we have reacted quickly to ensure each of the Mastermyne companies is in the strongest position it can be while the coal industry adjusts to the changed global landscape. We also want to make sure that we manage the group into a leading position past this current downturn and be ready for when the demand comes back on again.

What's essential during times like these is making sure we stay focused on the things we can change and not burn up our energy trying to change things that are out of our control. Mastermyne, like all a lot of companies, will use this time to review our business and right size in preparation for the immediate challenges that lay ahead, but also to set ourselves up for the next boom. To put it simply we have to become a "lean contracting machine". In the field we have to continue to work hard at our contracts by remaining focused on our safety and adding value to our clients operations.

On safety, the last 3 months has seen our safety performance go from strength to strength. I say this not because of the improved safety statistics but because of the proactive work that is being done in changing our behaviours, particularly around assessing risks on all tasks, challenging unsafe behaviour, communicating openly and honestly about safety and looking out for one another's interests. The safety statistics are a result of this, not vice versa. However there is always still

more to do and I am certain if we reflect on our work and home lives over the last day, week or month there will be something we've done where we took some risk, be it a little one or worse, and got away with it!! I know I have.

So while the industry recovers I want to reassure you that the management team of the Mastermyne Group are working very hard to manage the effects of the downturn and making decisions that will ensure that we stay at the front of the pack in the contracting arena. There are some excellent results being achieved in the area of business development and we are seeing more and more opportunities come across our table and it's these opportunities that will underpin the security of our group past this downturn and into the future. Mastermyne has always been a resilient company and I view this time as an excellent opportunity for us to set ourselves up to ensure we remain one of the leading mining services organisation. As ironic as it sounds I believe this downturn will be the catalyst for a bigger, better and stronger Mastermyne Group.

## GROUP SAFETY REPORT - By Anthony Aisthorpe

Thanks everyone! Our continued safety improvement is a direct result of what you are doing in the work place; that is, working safely.

Mastermyne's safety culture is rapidly developing into one that will continue to deliver fewer injuries. The big question is "Can we get to zero injuries?" - I truly believe that we can. How we get there and how long it takes is up to us.

December was an injury free month, which is a great achievement considering we have over 400 employees working in a variety of hazardous environments. The secret lies in our behaviour. We choose our behaviour, whether it be either safe or unsafe behaviour. Remember, it's our individual choice. Please don't

be afraid to challenge any person who you believe is not working safely and don't take offence if someone challenges your behaviour either. We are just looking after each other.

Our YTD Total Recordable Injury Frequency Rate for 2008 showed a 172% improvement on the previous year, which is a fantastic achievement. Major improvements have been evidenced in all projects and I would like to personally thank the Project Managers, Safety Officers, Coordinators and Supervisors for leading the safety improvement initiatives that have been enacted throughout the year. Well done!

A lot is happening in the workplace as a result of the recent downturn in

the coal industry. Don't let this distract you from focusing on the task at hand; it is what it is and we can't change it so consider the task and the hazards, control them and keep your head space on the job.

For those who have access to the internet I encourage you to watch the youtube video at [www.youtube.com/watch?v=MwCyVkulHvI](http://www.youtube.com/watch?v=MwCyVkulHvI) which shows 5 accident scenarios and how easily they can happen. Its just a reminder of how easily little things can cause major accidents. Complacency will hurt us; don't let it be you or your team mate who suffers from complacency.

Thanks again for your commitment to an injury free workplace. Trust yourselves we can achieve it.

## Business Development - Barry Sloan

Recently, Tony Caruso and I travelled to Saskatoon (Canada) and Mumbai (India) to follow up on several business opportunities that have been presented to Mastermyne. Although quite a substantial amount of time was spent onboard planes (approx 55 hours actual flying time) and in various airports (being regularly frisked!) during the weeklong trip we managed to achieve some very good results, the following is a brief overview of the time we did spend on solid ground, albeit in very different countries:-

Our first stop was in Saskatoon (Canada) where we had an arranged meeting with an equipment supplier who is looking to push their products into the Australian market. We managed to get a few hours sleep before meeting with the supplier at their workshop. We were amazed at the people and how nice they thought the weather was when the mercury was sitting around -8 degrees.

Through our group of Companies we were able to offer this supplier a very good all round alternative with manufacturing, electrical and mining angles. We are continuing discussions with the supplier and hope to be dealing with and distributing their products by the middle of this year.

On completing this part of the trip it was back on a plane to go through Heathrow airport and on to Mumbai, India. For those who remember the big snow event in the UK in January I can tell you that we departed a few hours before the snow storm hit. Had we got caught in it we would have been left stranded at the airport for several days!!

On leaving Heathrow we flew direct to Mumbai in India arriving on the Sunday afternoon. India was a real experience. Just driving from the airport makes you realise how blessed we are to live in Australia. There is a lot of poverty in India and almost no road rules.



**Mumbai Airport**

On the Monday and Tuesday we were involved in meetings with an Indian construction company that is looking to diversify its operations into underground coal mining in India. Most Indian mines are owned by two government companies and up until recently most of their coal was mined with open cut mining methods.



The purpose of our visit was to meet with this construction company and discuss opportunities to provide tendering and technical support on some of the underground projects that are being tendered in the country. Essentially Mastermyne would provide guidance and technical assistance on tendering for projects and if successful may provide some training and project management on projects to help get them up and running. Tony then ventured home and left me to visit 2 underground coal mines for the next 2 days.

Day 1: I flew from Mumbai to Hyderabad (which is in the middle of India) then drove for 6 hours to a place called Warangal. This was the KTK mine which is owned by SCCL and they currently have a tender for mining. They have 3 seams from 2-3m and currently mine 300 000t with 700men. The coal is 35Mpa and the floor and roof is 50Mpa. They have had Andy Rutherford as a consultant for the mine. The seam dips in this mine at 1:2.8. Visited the gateroad they are currently developing. Walked down the return which will become the belt road, this is at 1:5 into the section, and then rode back out the man rider.

The best way to describe my visit was to say it was like a history lesson. I think it was where Australian mines were 50-60 years ago.

After the mine visit we drove for approximately another 2 hours to arrive in Ramagundam (RG3 area) in preparation to visit the GDK10A mine. Again the accommodation was clean and comfortable with airconditioned ensuite rooms. The mines tend to have areas where the workers live and also generally have a guest house it seems.

Day 2; The GDK10A mine has a 150m longwall face and currently produce 700 000t with 1300men. They run approximately 20 man crews and currently have 250men in the longwall. They use road-headers in development and average 150m/month/unit. Last month however they got 300m from one of their units. They were mining a 3m seam, had a single entry maingate on a 1:6 grade. Again the mine was like stepping back in time. I summarise the GDK10A mine as an Australian mine 20-30 years ago. They were using an AM500 shearer and the coal was very hard on the face. They used a rail system underground and also in the drift. The dolly car at this mine had fran-line brakes fitted. They used a set of rails in the tailgate and a similar type of man riding system as was seen at the previous mine.



**Housing in Mumbai**

All in all the trip was very interesting and we hope that there may be some opportunities that eventuate from all our travelling. It was nice to hit the tarmac in Australia and I can vouch first hand that there's no place like home.

## MASTERMYNE GENERAL MANAGER'S REPORT - Allan Purse

The start of 2009 will see challenges in all operations and fair to say all industries as the impact of recent economic events is fully understood. These adjustments ultimately will see competitive professional companies like Mastermyne maintain and improve their position in our industry.

Safety across our underground operations continues with momentum of good performance from our last newsletter. All sites continue to display best practice in safety and the emphasis will be on continued improvement during this next year. Dendrobium is currently in excess of 250 days DI free and is to be congratulated on this performance. These results are from hard work and safety focus of our teams at this site and not good luck. Well done to Joe Johnston and his team at this operation.

Since the last newsletter our crews have performed varied and complex tasks including longwall relocations, conveyor installations and salvage, mains drivage and gate road, secondary support, diesel maintenance, surface infrastructure works, ventilation works and fall recovery.

Our sites have continued to meet the client's requirements in all facets of their operations. In the last 2 months our sector has been impacted by the global adjustment as experienced in all industries. Our crews across all

sites have contributed to cost saving initiatives to assist the client in this current economic environment.

Recruitment leading into the Christmas break was hectic and successful. As the economic climate has changed the focus is now on ensuring secure placement of our teams. With the tightening in the labour market comes the opportunity to further streamline in all areas and be prepared as the industry recovers.

Kestrel crews have now returned to drivage. Recently they have become longwall relocation and salvage experts with a couple of salvage and installations at site incident free, under time and budget.

Crinum recently completed a conveyor installation and has returned to drivage. These works will include the special drivage required for Maingate conveyor roadways and portal access. Mid March will see the completion of drivage contract works at Crinum and all our team are to be congratulated on achievements at this site.

Dendrobium is mining in the mains at this site and has now started to emulate the good performances achieved in the gate road drivage. Safety, as noted earlier, is outstanding and we will continue to improve efficiencies at this site.

Moranbah Drivage crews have been utilized in all areas of the operation. These teams have recently been involved in a fall recover on the belt road which was achieved without incident and on target duration. The drivage contract was recently completed and these men have been deployed to the umbrella contract; this will ensure that this expertise remains at site.

Moranbah outbye has now progressed on the Umbrella contract at this site. Manning has now met the client's current requirement and our crews are demonstrating the benefits of this contract already. This contract will see Mastermyne become the sole contractor for underground works at this site.

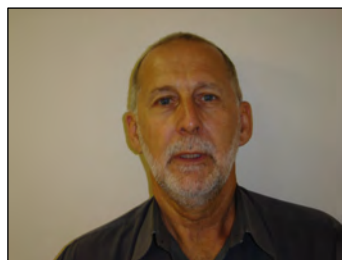
Oaky North crews continue to set the standard for conveyor installations at this site. The client has initiated some manning changes across both sites although our crews are continuing on tasks as planned.

Our trainee deputies have completed the module portion of the Deputy training course. The shot firing course and progression to the Oral examinations are the next challenges for these men.

I would encourage all sites to become involved in the efficiency programs of our clients, and discuss with your Project manager any initiatives that will assist these programs.



**Mastermyne**



## MASTERMYNE EMPLOYEE PROFILE - Beau Brookes

Beau Brookes joined Mastermyne in early December 2008 as the Fleet Manager.

Beau has in excess of 30 years experience within the mining industry both within Australia and overseas. This experience has been gained in Coal and Hard Rock operations in both Underground and Opencut mines throughout Australia and overseas. From working in a Research and Development environment designing and manufacturing specialised underground coal mining equipment to Service Manager for Dresser Komatsu for seven years and Fleet Manager for the large fleet of Komatsu mining equipment at Ensham Mine, Beau brings a vast amount of experience to Mastermyne.

Beau moved to the Mackay region in 2006 as the Qld Operations Manager for BIS Industrial Logistics managing the Hire Fleet of specialised underground mining equipment including the longwall relocation equipment. In this role Beau spent a great deal of time at all the underground coal mines throughout the Bowen Basin and built up a network of contacts within the industry.

In November 08 Mastermyne were viewed as an employer of choice so the decision was made to "move upstairs". Beau says working with the friendly and professional team at Mastermyne makes the working day almost enjoyable.

On the weekends Beau kicks back by slipping the leathers on and joining a different group of people riding motor bikes around the country side.

- Q1. What is your role at Mastermyne?** Fleet Manager  
**Q2. How long have you worked for Mastermyne?** 3 months  
**Q3. What influenced you in choosing this career?** Mastermyne viewed as the employer of choice in the industry.  
**Q4. What is your favourite job at work?** Locking the door on the way out of an evening.  
**Q5. What is your least favourite job?** Budget time  
**Q6. What would you consider your best achievement in this industry?** Staying alive / surviving in this industry.  
**Q7. What has been your most embarrassing moment working at Mastermyne?** Still to come I am sure.

## HUMAN RESOURCES REPORT - By Anthony Aisthorpe

Manning up the Moranbah North Coal umbrella contract has kept the HR department very busy. Thanks to all the efforts from Matt and Lee in HR and Gay, Megan and Michelle in Payroll. December and January saw Mastermyne employ an additional 67 people. This is an amazing achievement.

To all those new starters we say welcome. You have joined a company that continues to grow and develop an excellent reputation throughout the mining sector. Your career with Mastermyne will present you with many

challenges and you will develop some fantastic skills along the way. Mastermyne is a team effort and everyone gets in and gets it done, no matter how challenging the task. This was certainly demonstrated by the team at Kestrel who brought in the Kestrel Longwall relocation 2 weeks ahead of schedule and injury free.

Kestrel even said that Mastermyne had set a new benchmark for the mine. Congratulations to Cleave and his team as this is a mammoth task and a great end result.

The current economic environment is certainly providing us with some challenges as we are directly affected by the client's decisions in most cases. It is even more important that we focus on the job we have to do with respect to getting it done safely and efficiently so that the client sees the value that we add to their operations.

Thanks again for all your efforts. It's our employees that make Mastermyne so successful.

## New Starters are:-

<b>Peter Austin</b>	PYD Mining Services - West Cliff	<b>Adam Henry</b>	Mastermyne Kestrel Project
<b>Mark Bailey</b>	Mastermyne MNC Umbrella Project	<b>Mariah Huisman</b>	Capricorn Mining Services
<b>Adam Banks</b>	Mastermyne Dendrobium Project	<b>Stuart Kemp</b>	PYD Mining Services - West Cliff
<b>Darren Bartley</b>	PYD Mining Services - West Cliff	<b>Mitchell King</b>	Mastermyne Kestrel Project
<b>Benjamin Bekesi</b>	PYD Mining Services - West Cliff	<b>Darryl King</b>	Capricorn Mining Services
<b>Marty Bermingham</b>	Mastermyne Kestrel Project	<b>Dean Ling</b>	Mastermyne Oaky North Project
<b>Roger Bethel</b>	PYD Mining Services - Abel Mine	<b>Connor McVey</b>	Mastermyne MNC Umbrella Project
<b>Craig Blinksell</b>	PYD Mining Services - West Cliff	<b>David Morgan</b>	Mastermyne MNC Umbrella Project
<b>Beau Brookes</b>	Mastermyne Mackay Office	<b>Fernando Munoz</b>	Mastermyne MNC Umbrella Project
<b>Shannon Brown</b>	Mastermyne MNC Umbrella Project	<b>Richard Naphthali</b>	Mastermyne Oaky North Project
<b>Richard Bugeja</b>	Mastermyne MNC Umbrella Project	<b>Andrew Nicholson</b>	Mastermyne Dendrobium Project
<b>Luke Burke</b>	PYD Mining Services - West Cliff	<b>Jason Northey</b>	PYD Mining Services - West Cliff
<b>Val Cakarovska</b>	PYD Mining Services - West Cliff	<b>Darryl Peters</b>	Mastermyne MNC Umbrella Project
<b>Josh Caldwell</b>	Mastermyne MNC Umbrella Project	<b>Darren Pickthall</b>	Mastermyne Dendrobium Project
<b>Ross Carradus</b>	PYD Mining Services - West Cliff	<b>Gary Poll</b>	Mastermyne Crinum East Project
<b>Chris Connors</b>	Capricorn Mining Queensland	<b>Mitchell Rowe</b>	Mastermyne MNC Umbrella Project
<b>Ashley Cunningham</b>	Mastermyne MNC Umbrella Project	<b>Michael Scott</b>	Capricorn Mining - Newcastle
<b>Aaron Davis</b>	PYD Mining Services - West Cliff	<b>Rob Shailer</b>	Mastermyne MNC Umbrella Project
<b>Gordon Donastas</b>	Mastermyne MNC Umbrella Project	<b>Jason Shephard</b>	Mastermyne MNC Umbrella Project
<b>James Duffy</b>	Mastermyne MNC Umbrella Project	<b>Michael Simon</b>	PYD Mining Services - West Cliff
<b>John Dwyer</b>	Capricorn Mining - Newcastle	<b>Joel Simpson</b>	Mastermyne Dendrobium Project
<b>Doug Francis</b>	PYD Mining Services - West Cliff	<b>Kane Smith</b>	Mastermyne Kestrel Project
<b>Michael Francis</b>	Mastermyne Oaky North Project	<b>Todd Staden</b>	Mastermyne MNC Umbrella Project
<b>Peter Gervinas</b>	Mastermyne MNC Umbrella Project	<b>Troy Telfer</b>	Mastermyne MNC Umbrella Project
<b>Grant Goulding</b>	Mastermyne Dendrobium Project	<b>Ross Tennent</b>	Mastermyne Crinum East Project
<b>Robert Graham</b>	DRE Lake Lindsay	<b>Legh Thomasson</b>	Mastermyne Crinum East Project
<b>Zane Gray</b>	Capricorn Mining Services	<b>Daryl Tickey</b>	PYD Mining Services - West Cliff
<b>Angela Grice</b>	Capricorn Mining Queensland	<b>Luke Velscek</b>	Mastermyne Kestrel Project
<b>Brett Gumm</b>	Mastermyne MNC Umbrella Project	<b>David Wakeling</b>	Mastermyne Crinum East Project
<b>Phil Harms</b>	Mastermyne MNC Umbrella Project	<b>Bruce Walker</b>	Mastermyne MNC Umbrella Project
<b>Matthew Hayes</b>	Mastermyne MNC Umbrella Project	<b>Dave Walker</b>	Mastermyne Kestrel Project
<b>Heath Hayward</b>	Mastermyne MNC Umbrella Project	<b>Luke Williamson</b>	Mastermyne MNC Umbrella Project
<b>Jamie Head</b>	Mastermyne MNC Umbrella Project	<b>Caine Wright</b>	Capricorn Mining Queensland
<b>Joseph Hennessy</b>	Capricorn Mining Queensland		

## DRE ELECTRICAL OPERATIONS MANAGER'S REPORT - Trevor Hyde

The first quarter of this year has been a quiet start for DRE with two major projects winding up. The opportunity has allowed us to clean up our equipment, take some well earned leave and organise some of those last minute details that got left behind during busy periods.

DRE is extremely pleased to be involved from the outset on the Peak Downs dragline build project due to commence in the 2<sup>nd</sup> half of this year. Bucyrus have already commenced work on the Peak Downs dragline in their fabrication workshops and DRE is currently assisting with testing equipment and preparing the erection site for offices, warehouses and workshops. Mitch Cunningham and Richard Lancaster have taken a trip to the USA to speak to the Bucyrus assembly personnel around efficiency and learnings from the build of the Lake Lindsay machine. Richard has also been involved with the Bucyrus planning team in Brisbane, putting together complex timeline and equipment ordering sequences. This is a positive start that re-enforces us being the Bucyrus preferred electrical team.

On other fronts, Curragh mine has had us on site on a few occasions to carry out some important upgrades to their draglines. This has been promising as they have welcomed

our industry expertise and have already started to plan a number of technically challenging projects that had been shelved or delayed.

A few changes within BMA should also see us start to win back some of the work that had been consumed by alliance contracts over recent years. We are already getting calls for assistance and hope to make further ground over the coming months.

### Workfronts

#### Lake Lindsay

Our dragline support crew have been doing a terrific job of babysitting the machine through the trial period. As always with a new machine of this size and complexity, issues are sure to arise. Thankfully Warren and the team have working knowledge of the onboard equipment and systems minimizing downtime. Reports are she is a fast and powerful machine, with the guys actually getting motion sickness from the speed at which she works.

#### Riverside

The project has come to an end with a lot of accolades being touted around the BMA group over its success. The load-out now fills a train inside 2 hours and the stockpile lights up like the MCG. A close out meeting was held on site which reviewed DRE performance over the entire 12 months we were on site. We were extremely happy with the report from

BMA and had actually gone into the meeting with a lot harder mark against ourselves and our team than what we received. It was terrific to finish on such a good note with our excellent safety performance the clear leading factor.

### Workshop

Roger and Tommy have really got a production line running on the repair of Hay Point lights. We approached the terminal about repairing the lights back in the workshop to get a service exchange going rather than trying to fix the fittings on-site. From all reports this has helped to make a big dent in the work program down at the terminal. Well done, a little enterprise can make a huge difference.

### Underground Electrical

We welcome Dean Ling, Mitchell King and Bernard Gormley to the DRE Electrical team. The guys have all recently completed "Hazardous Area" EEHA training and have started the competency processes at their relative sites. Our team of underground electricians has now swelled to six supporting Mastermyne across the Basin.

### Mastermyne Integration

Not much to report this round as we have been running seamlessly with the corporate team. We did a lot of work on getting personnel information into the INX documentation system over the Xmas period. This is already producing great results by automatically prompting us to have mandatory training requirements brought up to date keeping our men ready for work in the field.



## DRE ELECTRICAL EMPLOYEE PROFILE - Thomas Coombes

Thomas has been working with DRE as a school based apprentice for the past twelve months and recently changed over to a full time apprenticeship with DRE.

### Q1. When did you start with DRE Electrical?

I started in the workshop with Roger and the guys in January 2008. I was working two days a week while I completed Year 12 at Holy Spirit College.

### Q2. Did you always want to be an Electrician?

I always wanted to be a tradesman and was inspired to be a builder. During Year 10 I did work experience with a builder and then did some work with an electrical company which changed my opinion.

### Q3. What do you like about being an Electrical apprentice?

The work is interesting and constantly challenging, right now I am happy with getting equipment to work without shorting out the shed or street for that matter. Fortunately Roger would never let me get that far.

### Q4. What is your scariest work moment?

I was working on equipment in the workshop and turned around to get some water and came face to face with a big brown snake. Well he wasn't that big but he had me back-pedaling as fast as I could go.

### Q5. What is your funniest work moment?

Roger is going to make me sweep the floor for a month for saying this but he makes me laugh when he gets into his fruit bag at lunchtime. Some of the exotic fruit he eats is really mushy and he ends up with more on his face than in his mouth.

### Q6. How is it now that you have moved from part time to full time?

It's different not going to school but Roger is a great tradesman who really makes sure I do a quality job and get it right the first time. I will learn a lot working with him.



## PYD MINING SERVICES GENERAL MANAGER'S REPORT - Neil Parsons-Young

We have started the New Year in a very positive light. PYD employees revisited their SafeWork commitments in the first weeks back at work and all have agreed to work together to ensure everyone goes home in the same condition they arrive at work. We had an injury free December and two report only incidents in January 2009. Our safety reporting has improved for this year as the shift supervisors are now focused on involving all employees in the safety reporting regime. We ended up with a LTIFR for 2008 of 26.50 which a great improvement on 2007 of 66.0. We now need to maintain our good start to the year as we progress through 2009.



It seems that most of the talk today is focused around the "Global Financial Crisis" (GFC). I can say that at present PYD as a company has so far come through the period relatively unscathed. Our work at West Cliff is continuing and based around our secondary support, ventilation and outbye services contract along with pipe work and outbye secondary support. We have been cut back on

providing supernumerary supplementary labour in development but we will still continue to cover for long term absenteeism and gas drainage labour cover. Other contractors on site have been asked to leave which leaves PYD as the only contractor doing major works at West Cliff. We have also been given the tube bundle installation contract that will keep us busy for 4-5 weeks. It is a credit to PYD employees that BHP still see us as a good investment in these uncertain times. If we continue to strive to create a new standard in our finished work then we can minimise any impact on PYD due to the GFC.

Work is still underway in the Hunter at Tasman Mine with a small crew supporting outbye ribs and as recently as last week, PYD has been asked to source mine deputies to fill vacancies. Other long term opportunities are still on the drawing board but have been put back until September 2009.

On the HR front we are close to being fully manned at West Cliff. We did lose 3 men to BHP in January and we

had 3 people decide to move to greener pastures. We are still seeking a shift supervisor for afternoon shift due the departure of "Coggo". Val has started as our administration manager and has been involved in a lot of training with Sarah and the "PRONTO" software. I'd like to welcome Val to the team and say we are happy to have you aboard. Thanks to Sarah for the training to date.

Financially, for the first 6 months of FY09, PYD is on budget and looks on track to finish that way. The only thing that could jeopardise this is a slow down at our current projects. In order to combat this we must ensure that we are as efficient as we can be in the execution of our works in each contract.

It is a credit to all that the industry still sees the group as a good investment. I am confident that we can ride out the GFC and come out the other end with in a better position to take advantage of the industry resurgence.

Neil Parsons-Young  
General Manager

## PYD MINING SERVICES EMPLOYEE PROFILE - Val Cakarovska

**Q1. What is your role at PYD Mining Services?**

Westcliff Site Administrator.

**Q2. How long have you worked for PYD Mining Services?** 7 weeks

**Q3. What is your favourite job at work?** Undecided

**Q4. What is your least favourite job?**

At work— undecided; at home—ironing.

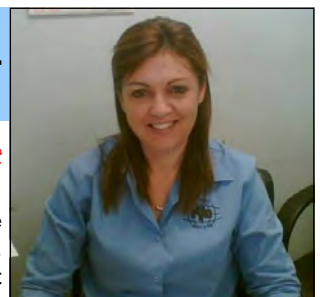
**Q5. What would you consider your best achievement in this industry?**

Managed supplementary labour for all mines in the Southern coal fields (Illawarra).

**Q6. What has been your most embarrassing moment?**

*Previous employer* – Attended a site meeting with the Mine Manager. Great meeting, secured more work at the colliery after my little brag session on how great we are etc... I then had to walk back in and tell them that I had run out of petrol. I was stranded there for a while, while one of their guys drove to a petrol station for fuel.

*None work related* – I went to pick my kids up from Pre School. After wishing one of the teachers a merry Christmas and giving her a present, I asked her when she was due to have her baby. She looked at me and gave me "The Look" and said that she was not pregnant and the reason why she looked as if she was is because it is hormonal. I looked around and everyone was staring at me, I apologized and collected my kids and left.



## CAPRICORN MINING GENERAL MANAGER'S REPORT - Steve Brady

After a great Xmas and New Year holiday break most of us returned to work on Monday 5/1/09. We came back to a busy schedule of work to complete and have out before the Australia Day long weekend. Several people went interstate to visit family and friends over the holiday period with the majority enjoying the company of loved ones locally. Gavin Welsh was probably the bravest of all of us. Gavin returned to Yeppoon just before Xmas after a three week driving holiday with his family, including his mother-in-law from Scotland. They drove to Sydney, survived and returned in good spirits to tell the tale.

We had several new people join us to fill critical positions in early January.

Caine Wright joined the fitters shed. Caine is from Adelaide, which is a big move for a young man..... just shows those Queensland tourist ads are still working. Chris Connors and Daryl King joined the fabrication shed. All three guys come with excellent credentials and are working out very well in their new roles. Mariah Huisman commenced work with the Engineering Department in the drawing office. Mariah is a trainee who arrived with excellent school results and a positive attitude. She is making the transition to working life well.

Zane Gray joined us as Consumables and Despatch Supervisor. Zane has a wealth of experience in stores and stock control. He will be a tremendous asset to Derek Culligan in his capacity as Manager of the Consumables Division. Zane has a love of cars

particularly American Mustangs, even though the steering wheel is still on the wrong side of his canary yellow model with 'Starsky and Hutch' wide black stripe down the centre.

Nick Morley commenced his new role in Sales Support. Nick will provide customer onsite advice and assistance for equipment refurbishment. Nick has been with us for twelve months and has built up his knowledge of the products and systems within Capricorn Mining. He comes from a boilermaker/ engineering background and will be an asset to the development of this line of business.



Leanne, our industrious Management Accountant, got married on the 8<sup>th</sup> January on Herron Island. We wish Leanne and her new husband Phil Bettiens every happiness in the future. You will notice the change in Leanne's email address to "Leanne Bettiens".

Leanne's department has lost one of its very popular members, Maddi Crigan. Maddi has ventured off on a "Road Trip" south to see the sights. We wish her well while she is travelling.

Brett McPhan has had his patience rewarded with the occupation of Company premises at Thornton. This places Capricorn Mining in a tremendous position to take advantage of the NSW market particularly the Hunter Valley. Brett has been active in other parts of NSW as well and has won a large contract in Narrabri and several

refurbishment jobs in Wollongong. Newcastle has an excellent airport at Williams Town and good services from Qantas and Virgin allow same day travel from Yeppoon. Both Derek and I have plans for separate trips in February to support Brett in his efforts to establish the branch. At this stage Brett will handle consumable sales, with support from Derek and his team. Brett will handle equipment refurbishments in the Thornton workshop. Engineering, drawing and new fabrication will remain in Yeppoon with transport of finished equipment between branches.

Bill Prior, Michael Blackmore and Stuart Simpson, with able support from Jayne Baxter, deserve congratulations for the strong guidance they have given their respective teams on safety during January 2009. Undoubtedly the primary reason for the improvement in safety standards between January '08 and January '09 is due to the efforts of the boys on the shop floor. Although we measure safety performance by the "Total Recordable Injury Frequency" (TRIF) method now to meet current industry standards, we have not had a 'Lost Time Injury', the former method of measurement, since 16<sup>th</sup> February 2008. All deserve our congratulations and encouragement to keep up this high standard. The Drug and Alcohol policy was fully implemented mid January. It is reassuring to everyone who works on this site to know we have an alcohol and drug free work environment.

Steve Brady  
General Manager

## CAPRICORN MINING EMPLOYEE PROFILE - Carl Lieschke

**Q1. What is your role at Capricorn Mining?**

Boilermaker, working on cutting machine.

**Q2. How many years have you worked for Capricorn Mining?** 4 years.

**Q3. What influenced you in choosing this career?**

Took a job as a labourer. Became trade qualified in 1977.

**Q4. What is your favourite job at work?**

Just enjoy coming to work.

**Q5. What is your least favourite job?**

Nothing in particular

**Q6. What would you consider your best achievement in this industry?** Becoming a qualified tradesperson. Overcoming challenges of dyslexia to complete TAFE.



**Q7. What has been your most embarrassing moment working at Capricorn Mining?** It wasn't at Capricorn Mining, but turning up on site on a rostered day off.

## New Innovation at Capricorn Mining

Capricorn Mining has installed a new profile table that improves the efficiency of cutting steel for fabrication.

The new table is 5.2 metres long x 2.6m wide. The previous unit was 3.0 metres long x 1.8m wide. The new unit is more user friendly than its predecessor. It is water based with small ball head stands that allow the plate to be cut without cutting the support bars as was the case on the previous table.

The new stand reduces fumes from the plasma and oxy cutter. The table was designed and made in house.



## Red Cross "Club Red" Program

On the 27<sup>th</sup> January a group of employees from the Mastermyne Mackay Office volunteered to give blood as part of the Club Red Program organised by Red Cross. In the group were Beau Brookes, Chris Kneipp, Carmel Luck, Lee Jansen, Ross Dewson and Danielle Matthews. Although Ross and Carmel were "regulars" to the Blood Bank, the rest of the group were new blood donors and they were a little apprehensive at the start. For the most part no-one had any major problems and they could not believe how quick and easy it was to give blood. Most of them had given blood within 10 minutes although there were procedures and other checks that had to be taken before becoming a donor; this is a once off check. Everyone is now keen to encourage more people to give blood if they can.

The donated blood can be used in many ways, including helping cancer patients, burn victims and babies. All of these volunteers have now become lifetime donors and only have to give blood every 12 weeks. All said it was a great feeling knowing that they helped people out.

**Blood donations are priceless.**

## NEW ARRIVALS...

*Congratulations  
to.....*



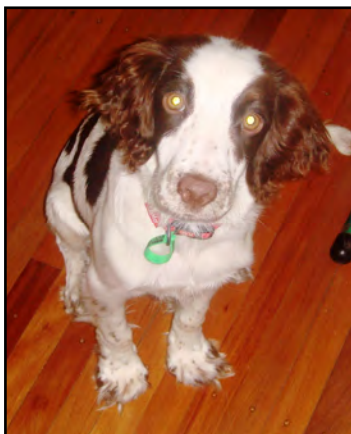
**Darren and Mel Hamblin** on the safe arrival of baby *Will Riley* on 1st March, weighing in at 10lb 3oz! Will is welcomed by big sisters Sarah, Lucy and Alice.

**Chris and Jacquie Connors** on the safe arrival of their son, *Cooper*. Weighing in at 7lb 11oz, Cooper arrived on 24<sup>th</sup> February and is Chris and Jacquie's first child.



## OUR PETS

"Delta" (Pure Staffy) and  
"Zena" – Staffy cross kelpie  
Owner: Steph Thorn



"Tao"  
(Springer Spaniel)  
Owner: Damon and  
Amanda

## "Catch of the Day"



Andrew Ivory  
(Chelsea's "other half")

## POSITIONS VACANT

### Capricorn Mining

Please forward Résumé to -  
[sales@capricornmining.com.au](mailto:sales@capricornmining.com.au)

### DRE Electrical

Please forward Résumé to -  
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### Mastermyne

Please forward Résumé to -  
[master@mastermyne.com.au](mailto:master@mastermyne.com.au)

### PYD Mining Services

- Experienced Underground Electricians

Sites: Abel Mine, NSW

Please forward Résumé to -  
[admin@pydmining.com.au](mailto:admin@pydmining.com.au)

## A little bit of light relief. . . .

### **"Trivia for the Toilet"**

- \* Mosquitoes have teeth.
- \* Lizards communicate by doing push-ups.
- \* Pearls melt in vinegar.
- \* No word in the English language rhymes with month, orange, silver, and purple.
- \*  $111,111,111 \times 111,111,111 = 12,345,678,987,654,321$ .
- \* Months that begin on a Sunday will always have a "Friday the 13th."
- \* Dynamite is made from peanuts.
- \* Ducks cannot walk backwards.
- \* No animal or insect will eat margarine... makes you wonder why we do.

## Contact Us

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Three blondes walked into a bar.  
You'd think *one* of them would have seen it!

## Managing the Global Economic Crisis

*With the financial uncertainty of current times, and interest rates showing signs of a further downward trend, now is a good time to consider your financial position for the year ahead. Why not set a budget and identify your financial goals to keep a healthy bank balance during 2009! The following tips will help you manage your finances....*

### **Prepare a Budget**

If you've ever found yourself wondering where your money goes from one week to the next, getting on top of your finances could be as simple as starting with a budget. A budget can help you keep track of what you're earning, what you're spending, and what happens to the rest. You can then use your budget to set some guidelines for yourself when it comes to how you spend what you earn. Don't forget to factor in incidental spending like that morning coffee - it all adds up!

### **Consider your Savings**

Every budget should have money set aside as a buffer in case of a financial emergency. Even though interest rates are coming down, you can still get some great rates on savings accounts and term deposits. The general rule of thumb is to try to save ten per cent of your monthly income, but even setting aside what you can afford is always better than nothing.

### **Set a Savings Goal**

To get you started you need to have a savings goal. Decide what you are saving for and write it down. Perhaps it is a long or short term goal, a goal for your retirement in twenty years time, a holiday next year or even to pay off a debt. Once you have decided what you are saving for, set realistic targets and deadlines so that you are making progress along the way.

### **Use your Mortgage to Save**

With interest rates decreasing, consider keeping your existing repayment rates or if you are reducing your repayments consider making extra payments when you can. By making extra payments on your home loan you can reduce the interest you pay and it can be redrawn when needed, in the same way as you would draw from a savings account.

### **Review your Banking Habits**

It is not necessary to pay bank fees and charges on your savings so contact your financial institution and ask what they can offer, or perhaps consider alternative arrangements.

**We're on the Web**

[www.mastermyne.com.au](http://www.mastermyne.com.au)