



# Employee Newsletter



# SAFETY FIRST

Mastermyne Director Darren Hamblin and Andrew Watts over the last two months have been travelling to all Mastermyne operations rolling out a safety action plan for 2008. It was obvious that the 2007 Safety performance was in need of improvement and Andrew in conjunction with the Mastermyne Project Managers reviewed the 2007 performance and developed a practical action plan with three main sections

- **Leadership Coaching and Mentoring**
- **Fatigue Management**
- **Commitment to Safety from all Mastermyne employees**

The safety action plan that is being rolled out is not complicated and particularly focuses on the fact that we are all responsible for our own safety and the safety of those around us. It isn't up to someone else to make us work safe, make our environment safe

or make our equipment safe, we need to do that for ourselves and we need to report things that aren't safe. The other key message in the presentation is around the



quality of how we use our risk management tools. Too often we see large numbers of

take 5's and SLAMS with the same generic hazards identified, slips, trips, manual handling and stored energy which is really not helping anyone if we are filling these out for the sake of filling them out. These tools are there to make us stop and think about the job and if we aren't using them this way then they are losing their effectiveness. Remember it's about quality not quantity.

The sessions have been rolled out across all sites now except for the DRE sites and were well received by all Mastermyne group employees and have set the foundations for

the 2008 safety performance. The feedback regarding the sessions has been positive and an immediate improvement has already been seen. The month of February saw 0 reportable incidents which is an excellent result. We need to focus, encourage and maintain the focus in all areas of safety, not only when at work but also when travelling and at home. If you see something which is unacceptable in these areas ask them to

## STOP AND THINK!

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## CEO REPORT - By Tony Caruso

Recently I was able to spend a couple of days on the road with Andrew Watts and Darren Hamblin, the two guys who started Mastermyne, as they rolled out the safety action presentation to the Crinum East site. By now most of you would have participated in this presentation and those who haven't will shortly. Also on the trip was Shaun Murray, a Mastermyne supervisor and long term Mastermyne employee at the Dendrobium Project in NSW who was involved in a workplace accident just prior to Christmas. Speaking on behalf of those who attended I am sure we were all touched by Shaun's story and thank him for his honest account of how his injury has affected him and his family. I know I now have a new appreciation for how life changing injuries in the workplace can be.

The safety presentation by Andrew and Darren has had a tremendous impact on the business and this has been reflected in the excellent performance across all sites in February and March. Thanks to everyone for

taking part in the presentations and more importantly for taking the message back to the work place.

While on site on this trip it was interesting to listen to the feedback from the Crinum East guys particularly around HR. The common story here was how Mastermyne was built on the back of its reputation for looking after its people and always putting the interest of its workforce above anything else. I was told how people left their previous employers to come work for Mastermyne because they heard that it was a great place to work or how their mates recommended they come over for the same reason. It was good to hear this and reminded me that as we grow and get bigger, expand onto more sites and make more acquisitions the key to continuing success is to make sure we look after the people in the business and to also attract new people. As the business continues to grow and decisions become more complicated it was a timely reminder that people are our business; so thanks to

the guys who met with us in the crib room for their honest feedback.

In finishing I would like to give a wrap to the way all the businesses and their respective management and workforces are performing at the moment. DRE is now operating on two sites, a significant achievement in itself and also has a full workload in its workshop for the next couple of months. Capricorn and the team are achieving good steady growth month on month and introducing some new safety systems which will serve them well for the future and Mastermyne's mining operations continue to perform strongly despite the impact of the floods in January and February. I would also like to make special of the Mackay head office team who have recently taken over the payroll and accounts of the DRE business as well as handling the extra growth occurring in the mining operations. Thank you to all involved.

## MASTERMYNE TOUCH FOOTBALL TEAM

This year, Mastermyne has entered a team into the Mackay Touch Football Competition. Each Wednesday night, the team consisting of Danielle Matthews (Team Coordinator), Lee Jansen, Katie Whelan, Keegan Beikoff, Tanya Quattrocchi, Tony Caruso, Shinae Grant, Chris Kneipp, Tim Miles, Jake Hutchinson and Carol Hutchinson take to the field.

The first three games of the season proved a little too wet for the Mastermyne team to take the field, as the touch grounds seemed a more likely venue for sports such as kite surfing, or water skiing. However, the monsoonal rains around the region couldn't keep them off the field for too long. Four weeks into the season, the Mastermyne team laced up their boots and stood at the side-line awaiting the referee's whistle, although they would be waiting a while. A severe injury in the preceding game left a young girl unable to move from the field, and as a result, the team was forced to play a 20 minute game using only half of the field. It was, however, worth the wait. The first game of the season proved the Mastermyne team victorious, demolishing the somewhat younger, somewhat fitter high school team 6-3.

The winning streak would continue for the enthusiastic team. The second game of the season was once again a showcase of the brilliance of the Mastermyne line-up. As the full-time siren rang, the team walked off the field to a final score of 8 tries to 2. The third and fourth games were of a similar calibre, forcing the team to be moved into the top ranking teams of the competition. The competition will continue for around another 2 months, depending on the round-robin style of the final games.



## Introducing - Allan Purse Mastermyne General Manager

A Fitter by trade and a Leader by nature, Allan Purse has recently joined the Mastermyne team as the General Manager of Mining Operations.

Allan began his mining career as an Apprentice Fitter and Turner with Clutha Mines in Southern NSW. He has been underground since 1975 working in a variety of settings ranging from maintenance in bord and pillar panels and Development environments to production roles with some of Australia's largest Longwalls. After some 18 years in the Lithgow valley at Clarence and Baal Bone collieries he decided some sunshine was required.

In 1998, Allan started with MIM at Newlands Southern underground in QLD. More recently he has been Production Manager at Newlands Northern underground operations.

During his career, Allan has led some great teams to

achieve a variety of industry benchmarks for safety and production. In Allan's role as GM, he will be drawing on his hands-on practical experience, coupled with strong people and leadership skills to further enhance our excellent market reputation. He has held roles from Leading hand thru to SSE during his career. This has allowed him to have a grass roots understanding of issues and contribute at the senior management arena. The skills and attributes acquired, will allow him to further enhance the culture and performance at Mastermyne.

.... Allan's motto is "Optimising Production Safely" and as such will be strongly reinforcing the Mastermyne message of "Always Safety before Production"

Allan has a love of family, motorsports and cricket. He is happily married to a local businesswoman and has two adult children that he is extremely proud of.

## MASTERMYNE GENERAL MANAGER'S REPORT

My first report as GM of operations has seen me inherit the projects performing extremely well. As always the underground portion of our business has been hectic. The big wet has effected all our QLD operations to some extent.

The final round of Safety performance presentations were given at Crinum East recently. Coming off what was a poor performance in 2007 it is encouraging to see a strong start to the year in this area. February was the standout month with no reportable injuries. All teams are to be congratulated on this result. The challenge going forward is to maintain the momentum thru out the year. Commitment at all levels is expected and imperative to a safe and productive year.

Dendrobium performance in safety and productivity has been outstanding. The turn around particularly in safety is too be commended. Productivity is also improving. As I have seen in our industry, safety and production can be hand in hand and Joe's team at this project is demonstrating this. Well done to Joe and his team.

Kestrel continues to perform at a high level. Cleave and his team continue to maintain consistency in all areas at their operation. Well done to Cleave, Richo and the team.



**Mastermyne**

Crinum continues to show the industry the standards that can be attained in gate road drivage. Comments from the client and visitors alike confirm this. Steve and the team at Crinum demonstrate what can be achieved when we focus on high standards and accept no less. This will see us well placed for future contracts. Trevor recently stepped up while Steve was on leave. By all accounts a job well done by Trevor. To the team at Crinum keep up the good work.

Ross's Oaky North conveyor team continues to set the pace in their project works. The project continues to meet targets set. These high standards and meeting set targets will reinforce to our client that we are industry leaders in this work.

The Moranbah drivage project team is continuing to provide the client with works to a high standard and in

a timely manner. Crew performance in productivity has been consistent. The continued increase in contract works reflects this. The outbye works team continues to increase their contract works as a result of hi standards and consistency. These performances will see us well placed in regard to the umbrella contract under consideration at present. Well done to Tony and his team at Moranbah.

Recruitment of strong teams continues to be a focus for our projects. We are actively recruiting at all levels and ask all to keep this in mind. If you know of people looking for a job with a respected company with job security get them to make enquiry with us.

I have recently taken up my role in the group and hope to catch you all in the near future. My industry background is elsewhere in our newsletter.

Allan Purse  
General Manager  
Mastermyne

## DRE GENERAL MANAGER'S REPORT

Firstly I would like to take this chance to thank all our long time employees for their efforts during the 2007 shut-down season. Your loyalty during times when there is not much about has been greatly appreciated.

### Workfronts

During Q1 of 2008, DRE Electrical started Stage 2 of the Riverside Train Loadout Upgrade where the crew has recently completed the TLO Control Room upgrade and the majority of the work associated with CC3. From all reports it went well considering the wet weather delays we experienced during February and it's a credit to the guys out at the TLO to piece together a somewhat difficult project. Jake and the crew that worked through Easter (we have hired Armaguard to bring out the pays) must also get a mention, your efforts helped bring the CC3 conveyor in on time. Well Done!

Our excellent safety performance at Riverside is again to be commended. Congratulations to all for this result. I sincerely hope we can continue this trend.

The TLO crew will now continue on with CC5 conveyor upgrade followed by CC4 conveyor.

Our commitments at Hay Point continued through Q1 as normal.

There's currently a bit of action in our Mackay workshop as we are moving to a new location just behind the BP service station at city gates. Be sure to drop in and get the hand me downs from Roger as he is known for throwing heaps of old stuff out. We have also been awarded the Curragh 8200

Dragline PCR construction and Roger and the boys will commence that shortly in our town workshop. The works include the design, procurement, termination and commissioning of the entire room from scratch. The project should see completion during the month of September.

The Lake Lindsay dragline construction crew has ramped up and the fabrication division with the assistance of the electricians is busily installing brackets and cable tray in the revolving frame of this monster. At this stage we are hoping to start pulling the 35 odd kilometers of cable that will go into the machine in late April with HV terminations to start in May. Projected completion date of this project will be in September 2008.

Sadly I have to report we have had our first LTI out here oh sorry I mean LTTI (Lost Table Tennis Injury) with Ray Jones finally succumbing to an injury sustained during a brutal battle with James (The Pope) Burgess.

On a more serious note the safety at The Lake has been outstanding with the boys working in confined space areas on a daily basis.

### Underground Electrical

We are slowly making progress employing electricians to work in Mastermyne underground crews. We have a few on the books and will continue to pursue this throughout the year.

### Mastermyne Integration

There are still quite a few challenges on the horizon to get our systems aligned with Mastermyne. The changeover to the new Pronto software system started February 2008. Although we have had a few hiccups all seems to be going along swimmingly now. I appreciate everybody's patience with the change over to the new payroll system and hopefully we are not paying you too much. A well done goes out to Gay, Sarah and the team for their assistance.



### Personnel

I would like to take this opportunity to welcome all the bright new faces we have working for us at the moment and also welcome back previous employees that had a little break at the beach. As we are constantly recruiting don't hesitate to pass on the company's details to any potential employees.

Also big thanks to Mrs. Hutchinson for her efforts over the course of the business. She has now retired to a life of luxury and matching jet skis, I'm sure she will be sorely missed.

Thanks to everyone for your efforts in the first quarter 08 and here's hoping we all have a safe and prosperous rest of the year.

Richard Lancaster  
Project Manager Lake Lindsay  
DRE Electrical

## Mastermyne becomes major sponsor of Whitsunday Miners

Mastermyne is set to be the major sponsor of Mackay's Queensland State League (QSL) team, the Whitsunday Miners.

The Whitsunday Miners will be one of the foundation clubs of the state's soccer league, which is also the feeder competition to the national A-League.

Chief Executive Officer Tony Caruso said the company is

thrilled to have the opportunity to support the city's soccer team in the QSL's inaugural year

Tony said "This is an exciting time for the Whitsunday Miners and the Mackay community and we're delighted to be a part of it.

"When Mastermyne formed in Mackay in 1996 the local community and business backed us. We see sponsorship of the Whitsunday Miners as a way to give

something back.

"As a show of our commitment to the team and the Mackay community we have agreed to a three-year sponsorship deal with the Whitsunday Miners," said Tony

Mastermyne is one of Australia's leading underground coal mining services companies with operations along the eastern seaboard of Australia.

### HOME GAMES PLAYED AT HARRUP PARK COUNTRY CLUB

v Bundaberg Spirits	3 May	v QLD Academy of Soccer	5 July
v Brisbane Strikers	17 May	v NQ Razorbacks	13 July
v Olympic	1 June	v Redland City Devils	20 July
v Capricorn Cougars	15 June	v Sunshine Coast Fire	3 August
v Logan United	21 June		

If you would like tickets to any of the following games, please contact us!



### EMPLOYEE PROFILE Kevin "Bomber" Johnstone

**Q – How many years have you worked with**

DRE Electrical? 5 years

**Q – What type of work were you doing before mining?**

Carting cane & picking tobacco in

New Zealand

**Q – What made you choose a mining career?**

The Money

**Q – What is your earliest mining memory?**

Did three day shifts before being switched to rotating shifts for 20 + years

**Q – What is your favourite job in a coal mine?**

Coal Quality Control at Blackwater Washplant

**Q – What is your least favourite job in a coal mine?**

Working with Electricians

**Q – What would you consider your best mining achievement?**

Becoming Lead-Hand of the mighty fabrication division

**Q – What was your most embarrassing moment in a coal mine?**

Putting the wrong con note on a train delivering the coal to the port

**Q – What was your scariest moment in a coal mine?**

Watching a Washplant stacker blow over during a storm & working with "Turbo"



## CAPRICORN MINING GENERAL MANAGER'S REPORT

The safety performance started off quite poorly at Capricorn Mining during the last quarter. We had a number of medical treatments for injuries that were avoidable (minor cuts, and even a spider bite). The roll out of the Group Health and Safety system started at Capricorn Mining for this reason and it is very pleasing to see an immediate and very significant reduction in injuries as a result.



The roll out of PASS meetings each morning has helped to focus the team on personal safety and hazard identification. These meetings are obviously commonplace for the mining companies within the group but were a new approach and concept for the workforce and management here. It is industry leading for a manufacturing environment to adopt the high standards in place across the mining industry – but it goes without saying that the highest standard should be what we aim for. If the result is that we do not injury our people then any effort is worthwhile.

The December and January period is traditionally the most difficult for Capricorn Mining in terms of sales. Whilst we did see the same traditional dip it

was very pleasing to see that we still increased sales by 33% on the same period last year. 3 week manufacturing months combined with disrupted ordering from mine sites, have always had an impact on sales and it was a very good effort by the team to keep the bar high.

Our finance systems are now streamlined after some excellent work in both finance and purchasing. I do not underestimate the changes and effort that were required to allow us to provide financial data at a group level within acceptable timeframes.

Capricorn Mining has had a team of consultants reviewing our stockholding systems over the past six months. This review was completed in March with some very good results (for example, 46% of all materials need to be made inactive) that will help us clean up our data and start to manage stock levels a lot easier - auto ordering via min/max levels. Implementation will begin in early April.

In production, our Fabrication division maintained a very busy quarter and continued to trend upwards in sales. The recent problem has been in

meeting lead times due to work load. Now that the Christmas period is well behind us that issue has been removed and we can return to giving clients the fast quality service that they expect.

Our Consumables division has had a difficult period. Weather conditions that have affected mine sites across Queensland have meant poor demand for brackets and general consumable items. We understood that this affect would last until late March and this has indeed been the case. Unusually we managed to sell high volumes of Calcium Chloride which is traditionally a 'winter' product, and this helped to compensate for some of the lost bracket sales.

The next quarter will see us completing our budgets and forecasting for the 2008/2009 year. We are also looking at integration of our business software into the Mastermyne system, and setting up HR and OHS documentation. No doubt we will continue to have exciting times ahead...

Derek Culligan  
General Manager  
Capricorn Mining



### EMPLOYEE PROFILE - Gary Holden

**Q What is your role at Capricorn Mining Queensland?**

I look after the field service for the Ferrets.

**Q How many years have you worked for Capricorn Mining?**

I have been at Capricorn Mining for 1 year. Prior to this I was doing design and development in auto suspension and power steering.

**Q What influenced you in choosing this career?**

It was purely by chance that I got involved in this line of work.

**Q What is your favourite job at work?**

I really enjoy the customer relations side of it.

**Q What is your least favourite job?**

Working around negativity and red tape.

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

Getting the first upgraded Ferret to site with the help of Dane Pettett and Dave Mcdougall.

**Q What has been your most embarrassing moment while working at Capricorn Mining?**

Writing off my vehicle on the way to work, trying to avoid a kangaroo (Yes I know, you should just hit them!).

## DRUG TESTS – PITFALLS

There are a number of pitfalls in drug testing. Many people take an over-the-counter medication without realising it can affect their drug test.

There are a couple of **easy ways to get around this**.

The simplest if you cannot remember the advice, just advise the Pharmacist **“I want some medication”** (for whatever the problem may be) **“but I could be randomly drug tested at the mine so it mustn't be something that will show up”** – this way the Pharmacist will give you medication and you will know that it will not affect your drug test.

**Know the medication to avoid: -**

**The two most common problems associated with over the counter medications are those containing**

- Codeine – (still better to ask the Pharmacist), but basically anything that has “plus” in the name – e.g. Nurofen +, or finishes with ‘deine’ - e.g. Panadeine, etc. They have codeine in them, which is a breakdown product of morphine. Urine drug tests cannot tell the difference between codeine or morphine! – therefore your drug test will come up as **positive** for morphine.
- Cold and flu tablets e.g. Sudafed and all similar tablets used to help blocked noses. They all contain a type of ephedrine, which is related to amphetamines. Consequently your drug test will show up **positive** for amphetamines.

**Simple answer**

- don't buy any medication for coughs and colds without discussing your problems with the Pharmacist;
- don't accept tablets from anyone else because you can never know what is in them;
- don't take anything for pain that contains codeine or has a 'plus' in the name, nothing other than simple paracetamol.

## JOKES!!

After Marriage



Before Marriage

**Flatulence:**

**Noun: Female**

An embarrassing by-product of digestion.

**Noun: Male**

An endless source of entertainment, self-expression and male bonding.

I've learned that you cannot make someone love you. All you can do is stalk them and hope they panic and give in

I've learned that no matter how much I care, some people are just assholes.

I've learned that it takes years to build up trust, and it only takes suspicion, not proof, to destroy it.

I've learned that regardless of how hot and steamy a relationship is at first, the passion fades, and there had better be a lot of money to take its place!

I've learned that 99% of the time when something isn't working in your house, one of your kids did it

I've learned that the people you care most about in life are taken from you too soon and all the less important ones just never go away.

## POSITIONS VACANT

### Capricorn Mining

- **Mechanical Engineer**
- **Design/Draftsperson**
- **Workshop Supervisor**

To apply please contact us -  
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PO BOX 1658  
YEPPOON QLD 4703  
[hr@capricornmining.com.au](mailto:hr@capricornmining.com.au)  
(07) 4939 4222

### DRE Electrical

- **Electricians**

To apply please contact us  
[master@mastermyne.com.au](mailto:master@mastermyne.com.au)  
(07) 4952 6680

### Mastermyne

- **Underground Miners**

**Sites:** Moranbah North Coal, Kestrel Coal,  
Oak Creek Coal, Crinum East, Dendrobium

- **ERZ Controllers**

**Sites:** Dendrobium, Moranbah North Coal

- **Fitters**

**Sites:** Kestrel

To apply please contact us:  
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### We're on the Web

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