



Masterpieces

It's all about the Myner details.

Mastermyne

December 2011



Mastermyne's Safety Slogan



Mastermyne
Underground • Services • Engineering

On behalf of the senior management team I am very pleased to launch Mastermyne's safety slogan. After much robust discussion we have decided on the following slogan to accompany the Mastermyne logo. How did the slogan come about? Well 3 months ago we canvassed everyone in the business to get their thoughts on what our slogan should be? We received some really high quality ideas and we ended up taking a mixture of a couple of ideas to come up with this one. Some people may argue that production and safety shouldn't be mentioned in the same sentence because they contradict each other. Some say you can only have one or the other, you're either safe or you're productive. Well we challenge that thinking. At Mastermyne we believe you can be productive and safe at the same time. We've proven it in many of our

operations. At the end of the day we are a contractor and our reputation is founded on our ability to deliver highly productive operations or projects and we don't want to hide from the fact that this productivity is what keeps us employed. We also recognise that we have to deliver productive projects without injury and within the legislative rules and regulations under which we operate. Therefore the combination of these two goals led us to choose the slogan "Production Focus - Safety Always". So we will be reminded constantly with our new slogan that our mantra is that we will focus on production whilst being very productive, but we will always do it with safety at the forefront of our minds. I am pleased with the new slogan and it does push the boundary somewhat because it says what most are afraid to say. A company can be production focused in this day and age as long as we do it safely.

You will see the slogan start to turn up everywhere including on our shirts and now you know how it came about and why. I hope you will wear it with pride and let everyone know what it stands for.

Tony Caruso

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Queensland Multi Media Awards

The Mastermyne "some people have a job, others have Mastermyne" TV campaign is a winner! The TV advertisement picked up the gong for the best Queensland Regional TV Advertisement at the Queensland Multi Media Awards in November. The TV campaign is one part of a concept designed to look like nothing else in the mining space. The advertisement was applauded by the judges who commented on the "unique use of symbols and exceptional tag line". Great stuff!



Viv with Bonnie, Jody, Rebecca and Louise from Red Hot Blue

Article submitted by Viv Gayton

Message from the Chairman - Peter Slaughter



At the recent Annual General Meeting, the opportunity was taken to thank everyone for their contribution to our first full year as a publicly listed company and I want to reinforce that again – so thank you one and all for a job well done. We have grown significantly in the past 18 months and are fortunate to be in an industry which has been shielded from some of the economic pain being borne in other sectors of the country.

Last year my message raised the subject of being aware of the hazards associated with Christmas / New Year festivities. It is worth repeating a couple of key points.

- * If you care about your loved ones and other road users please don't drive when fatigued and
- * Try to plan your celebrations so you can really enjoy them without driving afterwards.

I hope that you, your loved ones and friends all have a safe and Merry Christmas and New Year.

As we approach Christmas/New Year, Mastermyne employees, working in increasingly widespread regions, will be looking forward to spending time with family and friends over this period, however, some of our newer employees from overseas will miss the opportunity to share that experience.

The first Christmas in Australia will be very different for some of these new members of our team but I know that the warm and friendly nature of Australian's will help make it an enjoyable and memorable time. Some may be puzzled by our interest in a game called cricket - so I hope any of us who are able to help these new employees in a country unfamiliar to them will make that extra effort to make them feel "at home" and try to explain the game to them. That should fill up a day or two!!

Over the past year, the Company's growth has been assisted by the establishment of Myne Start, our Mackay based training facility. Our confidence is such that we have committed to expanding our Myne Start training activities, as announced by Tony Caruso at the Annual General Meeting, by establishing a facility in Brisbane. We expect this to be up and running in April 2012.

A recent forecast by the Queensland Resources Council indicated that the real shortage of people for the resources sector won't be so much from professional staff and managers but frontline operators and trades-people. This supports our view that we need to train more miners for our projects as well as assisting our clients to get access to more trained people. I look forward to more Myne Start people joining our team in 2012.

Managing Director's Report - Tony Caruso



As we move into the Christmas period it's always a good time to look back over the year and reflect on what we've done and haven't done. This year has seen the Mastermyne business challenged in areas like HR and Safety performance and we have taken these challenges head on and turned them into strengths in the business. There's no doubting the success of the training centre and the quality of the people that are joining our workforce as a result. Our training centre is testament to how we have addressed a complex issue and made it a point of difference for Mastermyne. Similarly our recruitment efforts both locally and internationally have also brought the right highly skilled people to our projects. We don't always get it right, but to have grown our workforce to over 1000 full time employees suggests that we must be getting more right than wrong.

On the back of the success of the training centre in Mackay we have made the decision to start a second training centre in Brisbane. The centre will be up and running in April next year and we already have a huge amount of interest from many areas of mining.

With this substantial workforce comes significant exposure in safety. We are now working in 2 states, across 10 major projects, working on average 175,000 man hours a month

and 7 days per week and 24 hours per day. So how do we manage this? Well there is no magic answer (wouldn't it be nice if there was) but we all have a role to play in achieving zero harm. It's hard work, strong and visible leadership and a big part of it is making the right personal choices. Every time we carry out a task we make choices, we choose our tools, our PPE, a method of work to do the job, and we choose to follow the procedure or do it our own way. So think about the choices you're making when you do the task and ask yourself are they the choices that are going to ensure that you get home at the end of the shift without an injury. Remember we all have a role to play in achieving zero harm.

I would also like to take this opportunity to encourage everyone in the business to think about and plan your Christmas break. Plan the travel, plan the festivities and plan the drive home. Christmas is a time of the year to be celebrating so your choices will dictate the outcome.

In wrapping up for 2011 I would like to thank everyone in the business for their contribution in making this year a safe and successful year for the Mastermyne Group. I wish you all a Merry Christmas and look forward to working with you all to make 2012 just as successful.



What determines a Safety Perspective?

Experts have concluded that although situational factors will influence and to some degree determine an individual's behaviour, other variables such as previous experiences, cognitive processes and other person variables will contribute to the resulting behaviours in a given situation. A person's behaviour is not only influenced by past experiences and the continuing interaction with their current environment. A person's perceptions of the consequences resulting from certain behaviours has a large effect. In other words, people recall their own behaviours from previous situations self-evaluate against their own internal standards, then make an informed decision on a course of action.

A person's behaviour is often influenced by the environment in which they operate in and how other people react to certain situations. What is considered the 'group' norm or accepted behaviours often becomes the unstated group culture. Therefore, we must continue to question the group's acceptance to risk in order to raise risk awareness (perception). Visitors to new or unfamiliar worksites often look upon some tasks with a degree of concern and higher level of risk perception. This is much referred to as the four states of learning;

- * Unconscious/Incompetent
- * Conscious/Incompetent
- * Conscious/Competent
- * Unconscious/Competent

The key to improved safety culture, is for team members to operate in the Conscious/Competent state.

Training our industry

How the labour market has changed in the mining industry. Not so long ago people just about had to be born into the mining industry to become a miner. Indeed to "get a crank" in a mine several criteria had to be met, none of which had anything to do with capabilities or competencies.

Now we are seeing people from just about every different background entering the industry each bringing their life experiences with them. Being new to Mastermyne, the industry and to the underground environment, these new workers have their work cut out for them. How good are they going to be as underground miners? The answer to this is – only as good as they are trained to be! This is not only up to our trainers, it is up to all of us. New workers will develop work habits by copying those people around them – both good and bad.

We, as experienced workers have an obligation to ourselves, Mastermyne, the new workers and the mining Industry as a whole to train new workers to the highest possible standard. The standard that we train to today will become the standard that new comers to the industry see as accepted. They will in turn train to this same standard at a later date.

We all have differing duties and responsibilities, the common factor is that we must all work to the highest possible standard in the safest possible manner at all times.



Time To Remember

We were all shocked last year (19th November) when we heard that Pike River coal mine in New Zealand had exploded killing 29 miners. It did not seem like long ago since the workforce had been removed from the pit I was working at and we were all informed that Moura Mine had exploded.

How time flies, and so much has happened since then. I remember at the time thinking about the men underground, wondering where they were working and what they were doing at the time of the explosion. Had I performed the same job one or some of these men had been performing? This led my thoughts onward – what were the families of these miners doing when they received the news of the explosion, knowing that their son, father or husband was at the mine at that time?

I regularly have people coming to me saying that a lot of their time is taken up completing SLAM's, filling out pre start checks and this time could have been spent doing the job. Thinking about the Safety rules and procedures that are in place I can see that these take time, then I think, would I want my family to go through the same grief as the families of the Pike River or Moura miners? Absolutely not. Do I want to grow old enjoying my family,

kids and grandchildren rather than just being a memory to them – Definitely.

Listening to news and searching the web, I hear and read of disasters in underground mines on a semi regular basis – on November 11 this year an explosion killed 20 people in a Chinese coal mine. I read further, last year 2,433 people died in Chinese Coal mines (av 6 per day). Am I glad that I live in a country where these statistics are not acceptable and work at a workplace where Safety is a priority? You bet.

So I have a different perception of completing the Safety paperwork and adhering to the rules, if this assists me to go home to my loved ones what do I have to lose?

Let us never forget those who have been killed in any mine disaster.

Article submitted by Rod Irwin



INDUSTRY NEWS

WARATAH Coal, Rio Tinto Coal and the North Queensland Coal Terminal have been announced as preferred developers for a revamped \$A9 billion Abbot Point expansion.

** Taken from International Longwall News*



Social Media and the Workplace

Employees no longer save grumbles about their working day for the local pub, but instead express their views online to a potentially global audience which is listening 24 hours a day, seven days a week. With the increasing popularity of social networking and the blurring of the boundary between work and personal life, many employees are now choosing to voice their gripes about their employer or work mates online. Employees must be cautious however, as Workplace gripes voiced online can lead to harassment claims or be grounds for termination.

Recently an employee terminated for inappropriate postings on Facebook lodged an unfair dismissal case at Fair Work Australia, only to have their application denied (i.e. the dismal was upheld).

Details of the matter were that the employer terminated the employee for misconduct after it was found the Employee, who was very dis-satisfied with their supervisor due to an ongoing issue, posted on Facebook outside of working hours "I wonder how the f*** work could be so f***ing useless and mess up my pay again. C***s are going down tomorrow". The employee argued he was extremely "angry" at the time of the posting and did not intend for his supervisor to see the comment. Additionally the employee did not name his employer and his privacy settings were set to maximum. He did however have a number of co-workers on his Facebook friends list that saw the comment and passed it on to his superiors.

Ultimately it was found that the comment constituted threatening behaviour and that Employer was justified in terminating the Employees employment.

Mastermyne has recently received two allegations from Employees, one believing their Facebook account has been misused by a co-worker and the other alleging a co-worker was telling untruths about them on Facebook. Formal investigations into such allegations can be time consuming, costly and embarrassing. Once the allegation is made formally however, we have an obligation to undertake a formal investigation and act on the outcomes. An example of investigation outcomes in other workplaces are:

- ⇒ Termination of an employment sponsorship of a world class athlete after she posted a comment on Twitter that was derogatory and offensive to homosexuals.
- ⇒ Suspension without pay of a worker after he posted a video on You Tube of himself smoking pages of the Bible and the Koran.

A Mastermyne Social Media Policy has been developed and is available on INX (or by request through HR or HSEQ). Common sense always prevails - if you wouldn't say it in front of your supervisor or work colleagues then don't "post it" or "tweet it".



NSW underground coal safety lags industry (Article from -"International Longwall News")

UNDERGROUND coal mines are becoming less safe than open cut mines, with the lost time frequency injury rate for underground mines in New South Wales five times higher than open cut mines in FY2011.

Safety figures released by the New South Wales Minerals Council showed underground coal mines continued to record the majority of serious bodily injuries in the state's entire mining industry.

The single fatality that occurred in the industry during the year was in an underground coal mine, according to key industry statistics. The lost time injury frequency rate for underground coal was 11.31, compared with 2.03 for open cut coal in 2011.

The trend indicates that the open cut coal sector is having more success in addressing safety with last year's figure being almost 50% higher at 3.13. This compares with the relatively flat performance of lost time injury improvement of underground coal mines at 11.85.

The report found there were 18 serious bodily injuries in underground coal mines – which constitute half of all the serious body injuries in the state – compared to 10 in open cut mines for the year.

"The safety of workers in our industry remains our number one priority," the NSW Minerals Council said in the report. "The industry, unions and government regulators work closely through the Mine Safety Advisory Council, which in 2010-11 has continued to focus on building a world leading health and safety culture."

Overall, the report noted there had been a decade long trend of decreasing lost time frequency injury rates in NSW, but that improvement had been most dramatic at open cut coal mines.

(Article from International Longwall News - dated 14 December 2011)



Help Improve Safety - Doug Robinson



Summary

During a visit to pit bottom, a Redpath Mastermyne JV Site Administrator identified a potential trip / fall hazard as a result of inadequate housekeeping practices. Following this identification, employees and supervisors assessed the risk associated with poor housekeeping practices and began the planning process to improving housekeeping standards.

As the Site Administrator was new and unfamiliar with the underground mine environment, it emphasises the benefits of getting everyone involved in the hazard identification process.

This demonstrates that a positive approach and attitude toward Safety will result in overall improvements in safety & the work environment.

Trip and fall accidents caused by poor housekeeping practices, is a serious problem and can happen anywhere. They are often seen as trivial, but most trip and fall accidents can be avoided through good housekeeping practices.

Mastermyne have established a good housekeeping standard and strive to maintain that standard to ultimately reduce injuries and secure a trip and fall free environment.

What are the objectives?

- to ensure all areas of the mine site, including materials, stores and equipment on the mine site, are maintained and signposted to protect people from injury and the environment from damage
- to highlight potential safety issues and identify areas for improvements

What are the benefits?

- creates a clean/safe work environment
- reduces the likelihood of personnel being injured as a result of a trip or fall

Outcome

To ensure that we maintain good working standards; Risk perception is a discussion topic at this months Tool Box meetings, and all Redpath Mastermyne JV Supervisory/Technical/Administrative and Safety personnel are now scheduled to conduct weekly/fortnightly underground site visits which are tracked on the Lean Board.



Mastermyne Services Employee Profile - Antonia Heading



1. *What is your role at Mastermyne?*
Site Administrator

2. *How many years have you worked for Mastermyne?*
Coming up 3 months.

3. *What influenced you in choosing this career?*
Wanted a position with less stress.

4. *What is your favourite job at work?*
Interacting with everyone.



5. *What is your least favourite job?*
Reports.

6. *What would you consider your best achievement in this Industry?*
Would really need more time to think about this one.

7. *What has been your most embarrassing moment working at Mastermyne?*
Do not think I have had one yet but something for sure will happen - that is Murphy's Law.

INDUSTRY NEWS

ANGLO American Metallurgical Coal showed it was committed to tripling production of coal in Australia by 2020 after approving the \$US1.7 billion Grosvenor longwall mine in Queensland's Bowen Basin.

* Taken from International Longwall News

Mastermyne Underground General Manager's Report - Allan Purse



As Christmas approaches most of us reflect on the year past and wonder what the year approaching holds for our families. With this in mind, our teams and projects have grown across all portions of the business and also the families that rely on their safe return from work. Organic growth has been then a standout success this year and the major challenge has been in the area of safety on some projects. We will finish the year with over a thousand employees and another prosperous year awaits.

Safety whilst excellent on several projects is still maturing on several others. A reminder of the ever present hazards to be controlled were re-enforced recently when an employee was involved in a hi-potential electrical incident. A full recovery from injuries will result but the incident reminds us all about the constant diligence required by all employees. Several projects celebrated safety achievements during the year and these employees are to be congratulated on the focus required and the ability to look out for each other.

Operationally the projects have excelled across all districts with above target growth and new projects coming on line.

Our in seam drill rig has successfully completed 3 projects during the year with several bench marks achieved. Supporting long term client's has been rewarded with organic growth and reflects our reputation as the leading service provider in our sector.

Our NSW operations are experiencing growth. Three drivage units, mine service contracts, supplementary labour and statutory official coverage across several mines have contributed to the significant expansion into this area. Several expansion

opportunities will commence in the first half of next year and opportunities for our employees will evolve across all projects.

Our Queensland operations have achieved significant growth in a very competitive labour market and have been supported by the great work done by the Myne Start and HR teams. Six drivage units, conveyor installation, longwall works and relocations, ventilation, secondary support, gas drainage, surface infrastructure, diesel maintenance and fall recovery works are in place across the basin.

The Myne Start has gone from strength to strength this year and is currently running consecutive classes to meet market requirements. Another facility is planned in the New Year and will supplement growth expectations in other districts of our business. The 2 training facilities will be supported by the successful recruitment strategies that our HR team have developed over the past year.

Our fleet division will see the arrival of a further 2 continuous miners, a road-header, several shuttle cars and considerable mobile equipment in the New Year. Our fleet team is also increasing to meet the growth being experienced.

Mastermyne extends our sympathy to the family and friends of Geoff Mullins who recently lost his battle with illness. Geoff has been an integral member of our fleet team and well respected across our industry.

I would like wish all employees, clients and suppliers and their families a safe and enjoyable festive season and look forward to another successful year for all.



INDUSTRY NEWS

THE Moranbah North roof fall is likely to stop production at the mine for more than a month and cost Anglo American Metallurgical Coal at least 40,000 tonnes of lost coking coal production.

** Taken from International Longwall News*

Mastermyne Underground Employee Profile - Anthony Hurst



Q1. What is your role at Mastermyne?
Underground Fitter

Q2. How many years have you worked for Mastermyne? 2 months

Q3. What influenced you in choosing this career? My old man

Q4. What is your favourite job at work?
Any job that goes to plan

Q5. What is your least favourite job?
Paperwork



Q6. What would you consider your best achievement in this industry?

Becoming Trade Qualified (4 years ago) and starting my own business, also take pride in passing on my knowledge to other cleanskin fitters new to the Mastermyne team.

Q7. What has been your most embarrassing moment working at Mastermyne?

Not having my own clothes to wear, as you can see from my shirt I'm Nicho today, that's the best I could come up with because I haven't been here long enough to make a fool of myself yet.

Mastermyne Engineering General Manager's Report - David Fitzpatrick



It is hard to believe that it is the Ho! Ho! Ho! time of the year again. This year truly seems to have flown by. Once again it has been a very eventful year for the Engineering Team with a couple of highlights which includes:

- ⇒ The relocation of the NSW facility
- ⇒ The relocation of the QLD facility
- ⇒ Attaining two (2) years loss time injury free days
- ⇒ Exceeding budget FY10
- ⇒ The expansion of our team from 42 to 52 personnel
- ⇒ The introduction of our HSEQ Co-Ordinator (Neil Collins) to our senior management team
- ⇒ The exceptional growth of our product range and The introduction of additional support (Trevor Earney & Aleksander Savic) personnel in our NSW facility.

Welcome to all the newcomers, many of which have been introduced in previous newsletters, we look forward to another productive year.

Naturally there were a few lowlights which included the departure of our Business Development Manager (Allan Busk) who has opted to get "down and dirty" by having another crack at underground mining and "Jock" Cash is also leaving us to take on the challenges of cattle farming. Best of luck guys, you will be missed!

Due to the fact that I have the pleasure of attending my father's 70th birthday this year I will, regretfully, not be attending our Christmas function. It is always great fun to meet the "better halves" of the team members.

I would like to take this opportunity to thank all of the engineering team for a truly outstanding effort and look forward to meeting the challenges presented to us in the New Year.

*Our mate "Busky"
Doubt he will be doing this on the back of a loader!
Careful..... do not give him a challenge*



There is always a little fun to be had at engineering. Jenny Cartmill took great pride in watching the Wallabies beat the Springboks and no doubt taking my 10 Dollars!

Mastermyne Engineering Employee Profile - Greg Barnett



Q1. What is your role at Mastermyne Engineering?

Leading Hand Boilermaker

Q2. How long have you worked for Mastermyne Engineering? 15 Months

Q3. What influenced you in choosing this career?

Busky's promises

Q4. What is your favourite job at work?

The 3D side of things in CAD.

Q5. What is your least favourite job?

Making Hose Reelers



Q6. What would you consider your best achievement?

Building a crib room from the drawings supplied

Q7. What has been your most embarrassing moment working at Mastermyne Engineering?

Seeing Brett Hooley take his shirt off at the Christmas Party.



Mastermyne Services Report - Ross Chisholm



Many favourable comments have been received from those who have been witness to the first installation works at KME AA02 project, according to Mastermyne Services Project Manager Mario Buterin. Although Mario has only been on the job for a little over a month, he has seen the project evolving as access to work areas continue to come on line.

The AA02 project, where Mastermyne Services is installing the pit bottom infrastructure at Rio Tinto's Kestrel Mine Extension, near Emerald, is now established and has met its initial target, when the two High Voltage Pit Bottom Switchboards were installed and commissioned early November. Following on from this work, the crews have progressed onto fit out of the concrete and ballast boreholes, together with Gas Monitoring – Tube Bundles, all of which is scheduled for completion prior to the end of the year.

Congratulations to Michael O'Shea and Martin Egan, both of whom have been promoted to leading hand positions in

recognition of the excellent work that they have performed on site.

Safety on all sites is paramount, and the AA02 project is no exception. The entire crew on site are very enthusiastic about safety, both their own and that of their workmates. This is reflected in the response to daily PASS meetings held at the beginning of each shift.

Outside of this project, Mastermyne Services continues to identify opportunities for future works and potential projects to build the division.



KME sprouts moustaches for "Movember"



Photo on left is the five major prize winners as follows:

"Best Mo" – Earl Tremain

"Have a Go Mo" – Chris Castley

"Thickest Mo" – Brent 'Kisser' Kinsey

"Most Creative" – Kevin Semrau

"Encouragement Award (5 a side)" – Brock Orbell



In Australia and around the world men sprouted moustaches to raise funds and awareness on men's health, specifically Prostate Cancer and Depression. In November the guys from KME joined in **"Movember"** and raised a total of \$1230 with their moustache growing efforts. Mastermyne has agreed to match this donation, so well done guys.



Christmas Trivia

- ◆ Electric lights for trees were first used in 1895.
- ◆ The first Christmas cards were vintage and invented in 1843, the Victorian Era.
- ◆ Clearing up a common misconception, in Greek, X means Christ. That is where the word "X-Mas" comes from. Not because someone took the "Christ" out of Christmas.





'Rent your Room' Database - Rachael Bell

International Employees and 'Rent your Room' database.

I would like to take the opportunity to introduce myself as the recently appointed International Liaison Officer with Mastermyne. Within this role I will support and assist the experienced international miners that are joining Mastermyne over coming months, with a key goal of ensuring that their transition from home country to Australia is as smooth as possible.

I'm sure that you will all welcome these new employees on board and are keen to teach them an Aussie phrase or two (my personal favourite 'have a tinny in the tinny').

The International Employees that are commencing employment with Mastermyne are highly skilled and experienced miners with a strong safety culture and productive work ethics. They have been and will be a huge asset to our industry.

As many of you are aware, accommodation can be difficult to secure in any region where mining is the predominant industry. This may come as a shock to some of our new internationals as in other parts of the world it can sometimes be a different situation and properties near mine sites are less desirable for employees.

Rent a Room database

To assist our international employees to secure a place to reside, we have started to develop a database of employees with rooms that they are happy to rent out to other employees. When I receive a request for a room to rent from one of the international employees, I will email out to the database the employee details and requirements and to ask if anyone has

availability at that time. As long as you are happy to receive the 'room requests' you are welcome to stay on the database as long as you like as I know that spare rooms fill up quick, but can become available again at short notice.

As an aside, I am more than happy to assist domestic employees who are looking for a room to rent to and require an email sent out to the database.

If you would like to add your name to the 'Rent your Room' database please email me on:

Rachael.Bell@Mastermyne.com.au or call me on 0419 134 697.



Meet Dave from Newstan

On Friday Nov 4th "Dave" our safety mannequin was unveiled to the workforce of Newstan.

Dave was met with some what mixed feelings from the workforce but has played an integral role since his arrival on site.

Dave acts as our visual aid toward safety, displaying a summary of any injuries and bandaged in the affected area should we be unfortunate enough to have one.

Dave is displayed directly next to Centennials log in so say Hi next time you visit.



Anthony Crosdale unveiling our safety mannequin "Dave"

Dave was all set to attend the Hawaiian Xmas party, Unfortunately due to unforeseen events Dave was unable to attend.



Darren Overall, Project Manager – Newstan



INDUSTRY NEWS

A STUDY by the Queensland Resources Council into the state's ability to handle planned expansions in the resource sector has found a need for nearly 40,000 additional workers, with demand to peak in 2014.

** Taken from International Longwall News*

Pink Day



The Mastermyne Team from the Mackay Office have participated in a number of Fundraising Events for the Cancer Council this year. These include "Australia's Biggest Morning Tea", "Daffodil Day" and most recently we held a "Dress Pink for Cancer Day".

For our "Dress Pink for Cancer Day" we raffled off a "Pink Car Care Pack" which was won by Di Mattingly from the Oaky #1 Project - I am sure all that "Pink Stuff" as Di put it, will look great in her V8 Ute! There was also a morning tea held and there were some very impressive Pink Outfits! Best Dressed Male prize went to Leon DuPreez (Business Development Manager) and Best Dressed Female went to Kate Wehrman (Receptionist). It was a fun day and great to see people get involved. Total raised was \$291.50 and Mastermyne has matched this amount. This takes the Mackay Offices fundraising total for the Cancer Council to \$1551.10 for the year so far.



It is great to be involved in a Company that supports the Community in this way and encourages its employees to get in, have some fun and offer support to those in our Community who need it. Mastermyne have also gotten on board with the "Myer Christmas Wrap" which raises money for the Leukaemia Foundation. Mastermyne Staff from the Mackay Office have volunteered their time on the 15th Dec to "man the station" at the new Myer Store in Caneland for the whole day from 9am till 9pm. Gifts are wrapped for a donation with all proceeds going to the Leukaemia Foundation. If you are at Caneland on Thursday 15th December, pop over to the Wrapping Station and say "Hi" and if you can, make a donation to this worthy cause.

Nippers Season Starts



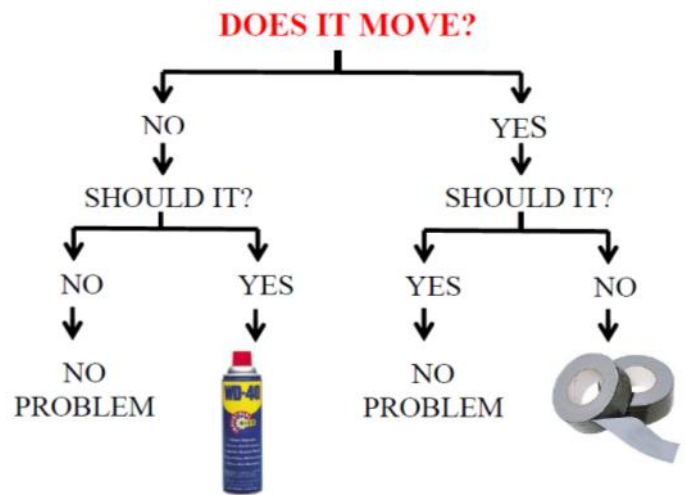
We have had a fantastic start to our Nippers Season, with over 300 members, new and old joining the club.

The season kicked off on a positive note with the GOLD Sponsorship taken on by Mastermyne, who kindly donated \$15000 towards upgrading our Junior equipment. This sponsorship is a huge contribution to the club, going towards helping the club purchase up to date equipment for regular training of our future lifesavers. With this money we purchased 2 nipper foamie boards, 6 nipper racing boards and 4 racing boards as well as shirts for the Tri Series events.

A huge thank you to Mastermyne for supporting the Mackay Surf Lifesaving Club.

Tracey Vella Mackay Surf Lifesaving Club

Fix it Flowchart for Men



Pioneer Valley Ladies Golf



Pioneer Valley Lady golfers recently competed in the North Queensland Pennants in the Burdekin. Mastermyne sponsored the teams with playing shirts to compete for the weekend, the Silver Division (A-grade) played against Bowen and defeated them winning 4 of the 5 games playing at the Ayr golf course.

Although teams had pulled out in the Silver division giving the Silver team only one game, they had to face up to strong A-Grade opponents with some of the Valley ladies having to compete against players with much lower handicaps.

Silver division Players were, Kerry Bridger, Robyn Arthur, Carene Vandersee, Jan Sievers & Cheryl Scown.

The Bronze Division (B-Grade) played 3 games over the week-end at the Home Hill Golf Club, winning their division with 16 points, nearest team was on 7. Bronze division player were, Madonna Blackburn, Sai Stiller, Karen Hindle, Carol McAuley, & Elaine Rielly.



Both teams will now be in the top Division Pennants for next year. Chris Jeffcoat & Russell Vandersee (Mastermyne) both have wife/partner playing in the teams.

Below: Ladies Silver Division team



Article contributed By
Michelle MacKenzie



Right: Ladies Bronze Division team



New Starters - Welcome to the Mastermyne Team

Colin Anderson
 Joel Anderson
 Anthony Bahnisch
 Shane Bailey
 Wiliam Banaghan
 Aaron Banks
 Kori Barber
 Matthew Barber
 Rachael Bell
 Dominic Bone
 Matthew Brailey
 Matthew Brand
 Matthew Brodsky
 Jackson Brutnall
 David Buchanan
 Scott Butcher
 Lachlan Byrd
 Leanne Callagher
 Seiorse Carthy
 Shannon Caruana

Matt Carvosso
 Edward Chalmers
 Steven Chilcott
 Neil Collins
 Craig Cooper
 Nathan Corbett
 Romeo Corradi
 Daniel Couch
 Joseph Cowan
 Tina Cox
 Adam Crawford
 Luke Crowther
 Steven Cummings
 Christopher Daley
 Christopher Davies
 Shane Davison
 Nikki De Villiers
 Rachel Dillon
 Brett Drady
 Paul Drew

Trevor Earney
 Andrew Egan
 Sean Ewart
 Paul Famularo
 Adam Faulds
 Regan Findlay
 Wade Genrich
 Colin Gosley
 Aaron Graham
 Andrew Greene
 Lucas Gresham
 Anthony Hackett
 Perry Hakaraia
 Simon Harris
 Brendan Heath
 Jamie Herewini
 Daniel Hern
 Luke Herrle
 Murray Hiles
 Daniel Hong

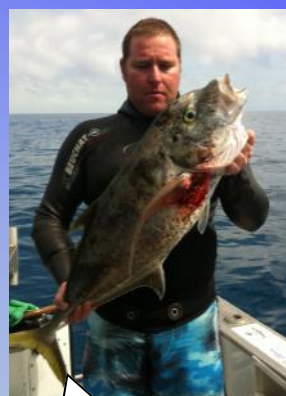
Craig Hope
 Troy Irwin
 Lorraine Jamieson
 Brett Johnson
 Chad Johnson
 Steven Judd
 Matthew Kell
 David Kelly
 Michael Kilkelly
 Richard King-Siem
 David Knowles
 Steven Koschel
 David Le Page
 Madelein Leach
 Donovan Leaney
 Shane Leigh
 Grant Litt
 Ty Lobie
 Rebekah Leak
 John Lord

Look Who's Been Fishing!



Noah Robson caught this 1.3m, 23kg fish at Port Macquarie

Di Mattingley on one of her fishing trips.



David Ellis speared this Giant Trevallies on his Cairns trip

Aaron Jennet speared this Spanish Mackerel





New Starters - Welcome to the Mastermyne Team

Peter Lowe	Bradley Neal	Bradley Shotter	Waclaw Turek
Chris Lycenko	Dean Neilsen	Brett Simmonds	Alexander Tyree
Matthew Lynch	Leon Nystrom	Kurt Sivyer	Andreas Vandenhout
Nathan Lyttle	David Ogden	Richard Smethhurst	Cameron Veigel
Samuel Mackenzie	Blake Patrick	Darren Sowman	Robert Walker
Francis Mariu	Shane Pendergast	Phillip Spicer	Robert Warne
Brett Martin	Russell Perren	Shane Staff	Shane Warren
James Martin	Glen Perry	Martin Stone	Ryan Webb
Dianne Mattingley	Tom Petrov	Nathan Stone	Nicole Wellspring
Troy Mavin	Jeffrey Prickett	Joel Streater	Joshua Wetherell
Benjamin McDonald	Jay Purser	Mark Sumner	Chad Wheller
Shane McDonald	Andrew Quinlan	John Swannell	Jake Wilkins
Colin McLroy	Kiona Reyenga	Mathew Tamaki	Norbert Willis
Matthew McLean	Troy Rheinberger	Tamati Te Rangi	Nathan Wilson
Joy McLellan	Stephen Roberts	Stephen Thomas	Simon Windsor
Paul Meldrum	Aleksandar Savic	Dylan Tibbo	Mark Woods
Andrew Miller	Matthew Sharland	Rohan Torney	Peter Wright
Joel Miller	Suzanne Shaw	Jessica Townsend	Kent Yarrow
Hohepa Morgan	Lance Shields	Adam Trott	Mitchell Young
Raymond Murray	Allison Shoemith	Trevor Tudehope	

Body Language - Seating Positioning In Relation To Others



A lot of unnecessary friction is created in work/communication situations due to ignorance and lack of thought about seating positions. The 'science' of where people sit in relation to each other, and on what and around what, is fascinating and offers opportunities for improving relationships, communications, cooperation and understanding.

- Sitting opposite someone creates a feeling of confrontation. For one-to-one meetings, especially with emotional potential (appraisals for example) take care to arrange seating before the meeting to avoid opposite-facing positions. If you cannot arrange the seating give very deliberate thought to seating positions before you sit down and/or before you invite the other person to sit - don't just let it happen as commonly, people often end up sitting opposite if free to do so.
- Consider the rules about personal space. Do not place chairs so close together that personal space will be invaded. Conversely sitting too far apart will prevent building feelings of trust and private/personal discussion.
- Sitting at a diagonal angle of about 45 degrees to another person is a comfortable and cooperative arrangement. This is achieved naturally by both sitting around the same corner of a square table, which also enables papers to be seen together without too much twisting. The same angle is appropriate for and easy-chairs around a coffee-table. A table ceases to become a barrier when people are sitting at a diagonal

angle, instead it becomes a common work surface for studying papers, or exploring issues together. Importantly, simply try to avoid opposite or side-by-side positions. An angle between these two extremes is best - somewhere in the range of 30-60 degrees if you want to be technical about it.

- Theory suggests that when a group sits around a table the person sitting on the leader's right will generally be the most loyal and aligned to the leader's thinking and wishes. A (likely) mythical origin is said to be that in Roman times a leader would place their most loyal supporter to their right because this was the most advantageous position from which to attempt an assassination by stabbing (given that most people then as now were right-handed). Assassination by stabbing is rare in modern work meetings, so positioning an opponent on your right side (instead of allowing the normal opposite positioning to happen) can be a useful tactic since this indicates confidence and strength.
- Sitting side by side on a settee is not a good arrangement for working relationships. It threatens personal space, and obstructs communications. Low settees and easy-chairs and low coffee tables cause people to sink and relax back are usually unhelpful for work meetings. For this reason much seating in hotel lounges is entirely unsuitable for work meetings. People naturally are more alert and focused using higher formal table and chairs.

Article submitted by Dave Fitzpatrick



November

Matt Allen, Robert Anderson, Daryl Anderson, Gregory Barnett, Michael Barrowclough, David Bowden, Matthew Brand, Nicholas Burling, Stuart Campbell, Aaron Carter, John Cash, Steve Cashman, Geoffrey Clark, Victor Colnar, Shane Davison, Kain Dillon, Andrew Egan, Dane Enright, Paul Famularo, Alan Hale, Richard Harris, Simon Harris, Jamie Herewini, Craig Hope, Corey Hoskins, Kenneth Hudson, Lisa Iliffe, Aaron Jennett, Kristian Masterson, Kate McCallum, Marcus McDonald, Aidan McDougall, Paula McNamara, Robert Mellor, Jonathon Munro, Craig Murkins, Peter Nicholls, Daniel Niotakis, Greg Pilkington, John Quetti, Bradley Reh, Laurence Roche, Dallis Rose, Adrian Sanden, Carla Schwarz, Rebecca Sherry, Timothy Simon, Gavin Smith, Kerri Smith, Peter Smith, Jessica Townsend, Richard Treloar, Ian Turner, David Van Der Drift, Andreas Vandenhout, Michael Warren, Desmond Welk, Chad White

January



Anthony Bahnisch, Mark Baily, David Bosworth, Royden Brien, David Buchanan, Allan Busk, Graeme Carnie, Shannon Caruana, Christopher Ciantar, Nathan Cook, Kevin Crosby, Bradley Doust, Grant Ferguson, Sarah Fordyce, Nathaniel Graham, Selena Harvison, Lorraine Jamieson, Roger Jones, David Kelly, Joshua Kelman, Paul Keys, Troy Maxin, Colin McIlroy, Belinda Morrison, Raymond Murray, Bradley Neal, Matthew Neilsen, John Ognenovski, David Perry, Jay Purser, Malcolm Reay, Daniel Rye, Nicholas Scalisi, Paul Scanlan, Joshua Singh, Andrew Smith, Darren Sowman, Nicholas Stewart, Rhys Takerie, Rohan, Torney, Drew Tusamoa, Jarvis Turczynski, Lynton Vonderwall, Robert Vormister, David Warman, Robert Warne, Katie Webb



Hi I'm GIZZY

Cute little 2 year old
Shi-Tzu owned by
Nathan Corbett



BIRTHDAYS

December

Simon Bigg, Michael Blackmore, Beaumond Brookes, David Brown, David Burrell, Scott Butcher, Stephen Carew, Regan Carthy, Brendan Collins, Darryl Crane, Alec Davis, Joshua Eaves, Jason Eiser, Regan Findlay, Simon Finglas, Aaron Flannery, Christopher Hanley, Brendan Hinchliffe, Daniel Hong, Brett Hooley, Troy Irwin, Kiel Johnston, John Jones, Beth Jooste, Neville Lavis, Grant Litt, Francis Mariu, Brett Martin, Gregory McCallum, David McDonald, Anthony McKenzie, Brett Melnacic, David Mirfin, Adam Mogford, Michael Nesbitt, Jason O'Connell, Brock Orbell, Dudley Ormond, Michael Peters, Gabreil Phillips, Harry Phillips, John Phillipson, Michael Pickering, Chris Rapaport, Dean Reed, Matthew Richardson, Dane Robson, Gaven Rossandich, Adam Ryan, Mark Saddington, Donny Saumalu, Mark Sawatzki, Peter Sisson, Colin Skelly, Roul Skipsey, Roxie Stafford, Gordon Sutherland, Peter Tanner, Stephen Thomas, Anthony Van Der Sanden, Adrian Vassie, Andrew Watts, William Wickerson, Brenton Wilson, Craig Wilson, Nathan Wilson

SUDOKU

		9		1			3	2
	3		9				4	
		8		4				1
7			5	6	1			3
3		2	4			9	5	6
2		5						
							7	
	7	3	1		6		8	9

Employment



Are you an existing employee wanting to apply for a role internally? Please contact your site HR champion.

For friends and family wishing to join the Mastermyne Team please apply at:

www.mastermyne.com.au

Community Sponsorships

In line with Mastermyne's commitment to contribute positively to the Community, we are happy to advise that sponsorships and/or donations were recently provided to the following organisations:-

- * Sarina Saints Football Club
- * Mackay Down Under Spear Fishing Club
- * Lions club of Woonona
- * Lake Macquarie Union Club
- * Police Legacy Scheme - Child Safety Handbook
- * McGrath Foundation
- * Whitsunday Anglican School Volleyball
- * Movember
- * Pink Day - Cancer Council Qld
- * Catherine Hill Boardriders Club
- * Rotary Club of Fairy Meadow
- * Variety Qld Inc 2012 - Children's Movie Spectacular
- * Moranbah Neighbourhood Centre
- * Salvation Army
- * Cystic Fibrosis
- * MAIN - Bowen Basin Safety Conference 2012



Christmas Word Search



S	N	O	W	M	E	N	P	G	I	G
S	A	M	T	S	I	R	H	C	O	I
I	N	E	S	L	E	D	O	A	R	N
N	A	C	Y	D	N	A	C	R	N	R
H	Y	Z	A	Q	R	I	T	O	A	H
T	Y	G	K	Y	U	A	Q	L	M	T
O	P	R	E	S	E	N	T	S	E	A
Y	C	H	I	M	N	E	Y	S	N	E
S	T	H	G	I	L	G	L	T	T	R
R	E	E	D	N	I	E	R	V	S	W
E	S	A	N	T	A	E	T	G	E	K
K	L	D	L	J	E	N	N	M	W	S

santa
snowmen
christmas
presents
ornaments
tree
lights
wreath
reindeer
sled
chimmney
elves
candy
star
carols
toys

Contact Us



MASTERMYNE PTY LTD MASTERMYNE UNDERGROUND

Level 1 Riverside Plaza
45 River Street
PO Box 1671
Mackay Qld 4740

P: +61 7 4963 0400
F: +61 7 4944 0822
E: master@mastermyne.com.au

MASTERMYNE SERVICES

Level 1 Riverside Plaza
45 River Street
PO Box 1671
Mackay Qld 4740

P: +61 7 4963 0400
F: +61 7 4944 0822
E: services@mastermyne.com.au

MASTERMYNE ENGINEERING

42 Monier Road
Parkhurst Qld 4702
PO Box 5258
Redhill
Rockhampton Qld 4701

P: +61 7 4920 0800
F: +61 7 4920 0899
E: engineering@mastermyne.com.au

MASTERMYNE ENGINEERING

Unit 1/13 Nelson Road
Cardiff NSW 2285

P: +61 2 4956 7067
F: +61 2 4956 7106
E: engineering@mastermyne.com.au

Or find us on the web:

www.mastermyne.com.au

SUDDOKU ANSWERS

6	4	9	8	1	7	5	3	2
1	3	7	9	2	5	6	4	8
5	2	8	6	4	3	7	9	1
7	9	4	5	6	1	8	2	3
3	1	2	4	7	8	9	5	6
8	5	6	3	9	2	4	1	7
2	8	5	7	3	9	1	6	4
9	6	1	2	8	4	3	7	5
4	7	3	1	5	6	2	8	9