

HUNTER INDUSTRY, COMMUNITY, SPORTS & ENTERTAINMENT

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EXCEPTIONAL WOMAN
Erin Lee - Coal Services,
NSW Mines Rescue



**EXCELLENCE IN DIVERSITY PROGRAMS
AND PERFORMANCE AWARD**
Port Waratah Coal Services



**TECHNICAL
INNOVATION AWARD**
Aga Blana - Nautitech Mining
Systems Pty Ltd



**GENDER DIVERSITY
CHAMPION**
Barbara Crossley - Umwelt



**EXCEPTIONAL
YOUNG WOMAN**
Phoebe Thomas - BHP



**OUTSTANDING
TRADE, OPERATOR OR
TECHNICIAN AWARD**
Hannah Berthold
- The Bloomfield Group



WORTHY WINNERS

MEET THE EXCEPTIONAL AND INSPIRING WINNERS OF THE 2021 NSW WOMEN IN MINING AWARDS. | PAGE 8-9

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FAMILY TIES

THIS MONTH IT'S ALL ABOUT FAMILY. A FAMILY ISN'T ALWAYS SOMETHING YOU ARE BORN INTO. FAMILIES ARE FORMED BY ANYTHING THAT BRINGS PEOPLE TOGETHER. WHETHER IT BE THROUGH BONDS OF FRIENDSHIP, STANDING TOGETHER THROUGH STRUGGLES, UNITED IN A PASSION, OR SIMPLY WORKING SIDE BY SIDE.



OPINION

RISE TO THE CHALLENGE

NSW IS DOING IT TOUGH WITH ANOTHER LOCK DOWN IMPACTING GREATER SYDNEY AND RESTRICTIONS ACROSS REGIONAL COMMUNITIES TOO.

Health and safety are our industry's top priority, which is why we're working closely with the NSW Government and our member companies to minimise disruption while maintaining safe workplaces. Working safely under these latest restrictions is just another example of how the miners of NSW continue to rise to the challenges we face. It's also a demonstration of the professionalism of the people that make up our world class mining workforce.

THE MAGNIFICENT WOMEN WORKING IN OUR INDUSTRY ALSO CONTINUE TO DEMONSTRATE THE IMPORTANCE OF THEIR CONTRIBUTION TO THE STRENGTH AND SUCCESS OF OUR SECTOR.

Last month we announced Erin Lee as the winner of our NSW Mining Exceptional Woman in Mining award for 2021. Erin is currently Regional Manager for Southern Mines Rescue at Coal Services and was the first woman in Illawarra Coal's 53-year history to take on

the statutory role of shift under-manager in 2015. Four years later, Erin became one of the first two women in NSW to hold a practicing certificate as an underground coal mining engineering manager. Erin is also the first woman to be appointed to a non-administrative role at NSW Mines Rescue.

Other winners included BHP's Phoebe Thomas who led the company's response to the COVID-19 pandemic in the Hunter Valley in 2020 and was awarded NSW Exceptional Young Woman in Mining, and Aga Blana, Owner and Managing Director of Nautitech Mining Systems, who was awarded for developing the first controllable Intrinsically Safe light for underground coal mining.

These award winners are shining examples of the many women making an important contribution to our sector as we continue to rise to the challenges we face.

Stephen Galilee, CEO, NSW Minerals Council

Like the team of 16 firefighters at Singleton Fire Station, 12 of which also work in the mining industry. This dedicated team are committed to protecting their community and protecting each other and that forms a bond that can't be broken. Next time you see one of these firefighters out and about, make sure you let them know just how much they are appreciated.

Family ties couldn't be stronger at Cessnock Engineering. While the business is passing down to the next generation, it will still operate on the same foundations of integrity and quality that Geoff Roberts started in 1970 and carry on the legacy he created.

This month we learn about Glencore's Indigenous Employment Pathways Program, a fantastic training and employment program for Indigenous Australians in our local

community. As the participants learn and develop together, they are forming new friendships and gaining mentors in our industry that will no doubt support them in their future careers.

The most important thing a family provides is safety. That's why Walton Mine Services are proud to unveil their new Fail Safe Spacer. A family-owned business that considers each and every employee an extended member of the family, keeping them safe is their number one priority. And keeping every other worker in the industry safe so they can go home to their family.

And last but not least the @ The Coalface family. To our loyal readers and supporters, know that we are so very proud and so very thankful that you are a part of our family.



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OPINION

STAMPING OUT SEXUAL HARASSMENT

IF WE WANT TO HELP MORE PEOPLE – ESPECIALLY WOMEN – TAKE UP OPPORTUNITIES IN THE HUNTER VALLEY'S OUTSTANDING MINING SECTOR, WE NEED TO CHANGE INDUSTRY CULTURE TO ELIMINATE SEXUAL HARASSMENT.



The Australian Human Rights Commission's groundbreaking Respect@Work report represented a significant turning point for Australian mining.

The findings in relation to the mining industry were alarming, unacceptable and profoundly disappointing.

Workplace sexual harassment in the mining industry was higher (40%) than the national prevalence rate (33%).

Almost half of those who experienced sexual harassment in the mining industry reported that the perpetrator was a co-worker at the same level as them.

Close to half of all sexual harassment in the mining industry occurred in a social area for employees such as a break or lunch room, compared to one quarter of all workplace sexual harassment.

AND MOST PEOPLE WHO EXPERIENCE SEXUAL HARASSMENT NEVER REPORT IT.

Existing legislation is clearly not working to prevent this behavior.

If it was, we would not see such a high level of sexual harassment across industries, not least of all the minerals industry.

With the industry male-dominated, improving employee diversity will be one way to stamping out inappropriate behavior.

The MCA is also taking action on behalf of the industry through a national industry code which was released recently.

The code sets clear expectations on MCA member companies to develop a culture of respect while improving support for workers.

It requires MCA member companies to provide alternative working arrangements to assist victims, facilitate access to support services

and take reasonable steps to prevent victimisation or reprisals.

Criminal conduct must be referred to authorities and outcomes of completed investigations communicated in a timely manner.

SEXUAL HARASSMENT CAUSES PROFOUND PHYSICAL, EMOTIONAL AND PSYCHOLOGICAL IMPACTS ON THOSE AFFECTED. IT IS UNACCEPTABLE, AGAINST THE LAW AND MUST BE ELIMINATED FROM OUR INDUSTRY'S CULTURE AND WORKPLACES.

We can do much better, including developing a culture of respect that empowers individuals to raise concerns in a supportive and protected way.

A uniform national approach enables all employers and workers to have the same expectations for respectful workplaces regardless of their location, job, gender or seniority.

The prevention measures in the code focus on culture and governance,

awareness and education, leadership and working environments.

Response measures aim to create an environment where raising concerns and reporting incidents is welcomed and encouraged.

It's also about providing appropriate support and protection to affected people, understanding how an incident occurred and why prevention measures in place were not effective and how they can be strengthened.

The MCA is currently developing a resource toolkit including fact sheets, guidance and templates to support member companies' implementation of the code.

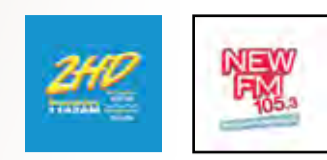
The industry acknowledges that we are only part way on the journey to eliminate sexual harassment.

Regrettably, we cannot change the past, but we will change the future.

Tania Constable
CEO, Minerals Council of Australia



IN THE NEWS



NEWS DIRECTOR JESSICA ROUSE FROM 2HD NEWFM HAS THE LATEST NEWS STORIES

WIND AND GAS FOR UPPER HUNTER SHIRE COUNCIL

Upper Hunter Shire Council voted to accept an offer from Hills of Gold Wind Farm Pty Ltd to enter into a Voluntary Planning Agreement to be administered by Council for community projects in the impacted areas.

The wind farm is located 5 km south of Hanging Rock and 8 km southeast of Nundle, and straddles the Local Government Areas of Upper Hunter Shire, Tamworth Regional LGA and Liverpool Plains Shire.

The Hill of Gold Wind Farm project involves the construction, operation and eventual decommissioning of the wind farm with 70 wind turbine generators and associated equipment.

The agreement is based on an annual contribution of \$3,000 per turbine towards a Community Enhancement Fund and a fixed contribution of \$5,000 per annum to cover administrative costs.

Council also voted in June to support the Queensland to Hunter Gas Pipeline project with the proviso that the pipeline be located on public land in a bid to minimise the disturbance to private land.

NO NEW COUNCILS UNTIL DECEMBER

The Local Government elections have been postponed again.

They were originally put off from September last year until September 2021 due to the COVID pandemic.

For the same reason they will now be held on December 4th instead of September 4th this year.

GAS IN NSW FUTURE

The NSW Government is ruling out gas production under the majority of Petroleum Exploration Licences (zombie pels) with the exception of those that support the Narrabri Gas project.

Deputy Premier and Minister for Regional NSW John Barilaro has released the Future of Gas statement which includes a map of where gas exploration will be prohibited, but also where it will be considered.

The area of land that is

available for gas exploration will be reduced by 77 per cent.

The Future of Gas statement also includes a map of where gas exploration will be prohibited but also where it will be considered.

It will be considered in areas around Narrabri, Boggabri, Gunnedah, Curlewis, Spring Ridge, Quirindi and Willow Tree to name a couple.

It will not be considered in much of the Upper Hunter, it is prohibited in many areas according to the statement.

MUSWELLBROOK HAS A NEW LEADER

Muswellbrook Shire Council has a new Mayor.

Martin Rush has stepped down after announcing he would be retiring in 2021 earlier this year.

Rod Scholes, the former Deputy Mayor, was elected unopposed into the position and Jacinta Ledlin was elected unopposed as the Deputy Mayor.

Both will hold their positions until the Local Government Elections later this year.

Mayor Rod Scholes said he is honoured to have been given the top job.

GOVERNMENT REHABILITATES REHAB RULES

There's new reforms for mining operators when it comes to rehabilitation plans.

The NSW Government has made several amendments to the Mining Regulation 2016 to modernise the framework and to ensure that progressive rehabilitation is carried out

throughout the life span of every mine in the state.

Mines will now have to prepare a management plan to identify and achieve rehabilitation outcomes, carry out rehabilitation risk assessments, develop a program to demonstrate an approach to progressive rehabilitation, make the information publicly available and report annually.

GET VAXED

The state's second mass vaccination hub opened at Belmont last month.

It has the capacity to vaccinate up to 20,000 people a week against COVID-19.

It didn't open without issues though, many had difficulty booking in their jobs.

HAUL TRUCK FIRE ON NIGHTSHIFT

An investigation is underway after a haul truck caught alight at a local mine.

Bengalla Mining Company has released a statement to say a haul truck caught fire at about 3 o'clock in the morning at their Muswellbrook mine.

Nobody was injured and the incident was brought under control.

Bengalla added they have reported the incident to the relevant authorities.

HOMES BECOME A REALITY FOR UPPER HUNTER HOMELESS SUPPORT

Upper Hunter Homeless Support has received \$580,000 to go towards securing housing in the area.

Upper Hunter MP Dave Layzell made the announcement out of the COVID-19 Sexual, Domestic and Family Violence Infrastructure Grant Program funded by the Federal Government.

"Upper Hunter Homelessness Support will receive a funding boost of \$580,000 for the acquisition of two properties to provide medium-term accommodation for sexual, domestic and family violence survivors," he said.

"It's more along the lines of support where we need to help people when they're in tough times and making sure that we've got the support services there to be able to manage that."

For confidential advice, support and referrals, contact: 1800 RESPECT (1800 737 732), The NSW Domestic Violence Line (1800 65 64 63) or Men's Referral Service (1300 766 491).

LOCAL SCHOOL CREATING ITS OWN ENERGY

An Upper Hunter school will soon be generating its own electricity.

Vacy Public School will be part of an innovative pilot program exploring the potential for schools to use solar PV panels and batteries to generate electricity for themselves and even help the state's energy grid.

Upper Hunter MP Dave Layzell said he's thrilled a local school is one of 25 in NSW with the opportunity to take part.

The 25 schools that are taking part will save \$300,000 in power bills, money which can go back into education, and the NSW Government said any unused power can go into the grid.



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A POSITIVE PATH

GLENCORE'S INDIGENOUS EMPLOYMENT PATHWAYS PROGRAM IS AIMED AT PROVIDING EMPLOYMENT OPPORTUNITIES FOR INDIGENOUS AUSTRALIANS IN OUR COMMUNITY AND IS ALREADY PROVING TO BE A HUGE SUCCESS.

We caught up with Tim Walls, Glencore's Approvals & Cultural Heritage Manager who heads up the program here in the Upper Hunter to find out how it is making a difference in the lives of local Indigenous people.

"We put a lot of thought into the program and how it could best work in consultation with local groups and the community," explained Tim. "The end result is a program that has been designed to deliver training and work experience, while at the same time providing potential opportunities for employment."

The Pathways Program first started in Queensland in 2019 and following its success was set to start in the Upper Hunter in 2020. Unfortunately, like many programs in 2020, Covid put a temporary halt on those plans. Thankfully in March 2021, the program officially kicked off for the first time in the Upper Hunter.



"When we knew we could go ahead with the program in 2021 we started by contacting all the people who had originally signed up for the program in 2020 to see if they still wanted to be involved. Our main requirement for candidates was people who were actively seeking work however we hoped to find participants who really wanted to grab hold of an opportunity like this and run with it," said Tim.

TIM SHARED HOW A PREVIOUS PARTICIPANT BEST SUMMED UP THE PROGRAM, 'PATHWAYS WILL OPEN THE DOOR, BUT IT'S UP TO YOU TO WALK THROUGH.'

The selection process for the program was not your typical job interview. Over two days at Mines Rescue Singleton the group watched presentations, participated in group activities, and shared their stories and interests. Although 15 participants were initially planned for the program, 17 participants were selected.

"We've ended up with such a fantastic and diverse group of participants. With ages spanning over two decades, they come from all walks of life and backgrounds but they are united in a common purpose of wanting to seize the most out of this opportunity."

Job Trail and Workpac have collaborated on the program with Glencore, with Job Trail assisting with the goals and structure of the program and Work Pac with the employment aspects. Plus, members of the local community have also got involved to help mentor the participants.

The program runs in two phases. The first phase ran from March 22 to June 11 and its focus was on mine skills, safety and back to work skills. Tim said an important focus of the first phase was pastoral care skills.

"WE TAUGHT THE PARTICIPANTS REALLY IMPORTANT LIFE SKILLS LIKE LEARNING ABOUT BUDGETS AND GOAL SETTING. WE WANTED TO ENCOURAGE THEM TO SET THEIR OWN GOALS AND BE ACCOUNTABLE. WE LOOKED AT

HOW YOU CAN GET INVOLVED IN COMMUNITY WORK AND WE ALSO COVERED TOPICS SUCH AS HEALTH AND WELLBEING. THE IDEA WAS NOT ONLY TO HELP THEM BE WORK READY BUT ALSO BE LIFE READY TOO.

"We couldn't have done it without the fantastic support and assistance from Mines Rescue. Not only did they provide use of their Singleton facility for the entire 12-week first phase, but they also provided additional equipment and workplace safety training for all the participants as well."

Phase 2 of the program is paid work experience and commenced on June 15. Participants are hosted across Glencore sites including Bulga, Mangoola and Liddell. The participants are working in a range of areas such as mechanical, electrical, pit services, CHPP and administration. They are receiving training that will not only help them be job-ready at the conclusion of the program but will also see them having fulfilled the requirements to obtain a Certificate II in Surface Extraction.

"When it came to the area each participant is training in, we based it on where their interests lay," said Tim. "What was great about having so many Glencore sites involved was that by spacing out the candidates it really gave each site the opportunity to take the participants under their wing and prioritise them. Support from all the sites has been amazing and they've really embraced the program and the participants."

"For me it's really very rewarding seeing every participant grow and develop through the program. We've been clear with them that there's no guarantee of a job with us at the end. In fact, we expect some of them to come out of this with the skills to easily be snapped up by one of our competitors. That's the core of the program. Give them the skills and tools they need so in September when they finish they can successfully take any path they choose."

WE ASKED SOME OF THE PARTICIPANTS FROM GLENCORE'S INDIGENOUS EMPLOYMENT PATHWAYS PROGRAM TO SHARE THEIR STORIES ON WHAT THEY HAD BEEN DOING BEFORE THE PROGRAM, WHAT THE EXPERIENCE HAS BEEN LIKE SO FAR, AND HOW THEIR CAREER GOALS HAVE CHANGED SINCE ENTERING THE PROGRAM.

SONYA NAYLOR

Before moving to the Hunter Valley, I was a Project Officer for the restoration of an Indigenous cemetery. I'd been unemployed for a while before I applied for the program in 2020. When I got the call to participate in the 2021 program I jumped at the chance because I was really looking for a chance to find a good career.

It's been such a great experience and I'm gaining so many useful and practical skills. I'm doing my work experience at Liddell Coal, where they've given me the chance to try my hand at a lot of different things such as dispatch, stores and supplies, mine planning, blasting and even getting to spend time at the CHPP.

What's surprised me to learn about mining is the strong focus on rehabilitation. I've been so impressed with the environmental side of mining and I would love to work in rehabilitation and community.

RUSSELL HOUGHTON

Before I started the program, I was a furniture removalist for a local company and I was actively looking for a career change.

It's been a mind-blowingly awesome experience! Meeting so many people who have all been so accommodating has been a highlight. At first, I was learning about pit services at Mangoola but as I got to see the operating side of things I discovered a real passion for it. Once they saw my interest, they've let me start



training on the equipment which has been fantastic.

Now all I want is to stay here at Mangoola and drive haul trucks!

JEFFREY VAN HAREN

Before the program I was on Centrelink looking for a suitable job and was unable to find one.

The experience so far has been long, but very rewarding.

Since I started my goal has been to drive haul trucks but now my long term goal is to be able to operate a digger, excavators, and one day even a shovel.

STEPHANIE HAMPTON

Before I started the program I was working part time at a local supermarket as a personal shopper. I was also studying statements of attainments in different fields.

The experience has been great. The first 12 weeks in the classroom was an amazing experience and an opportunity to gain friends but also gain qualifications to help us get started in the mining industry. I'm now currently halfway through phase two of the program and I am in a

placement role as a Trades Assistant at United Wambo Joint Venture. I'm enjoying the hands on experience working alongside and assisting the plant mechanics and electricians on site.

My career goal at the beginner of the program was to obtain an apprenticeship and become a plant mechanic. It has changed since being in the program and I now have a new career goal and that is to become a mechanical engineer. I am still pursuing the apprenticeship as I would love to have the trade before I start pursuing a mechanical engineering degree at university.

ZHYIANJAMIN HARRIS

Before the program I was working as a casual for a logistics company but trying to get into the mining industry at the same time.

The experience is fantastic and the opportunity of lifetime. I'm grateful I got the opportunity.

My career goal hasn't changed since I entered the program. I want to work my way up starting with learning to operate all the machines, then in the future become a superintendent, then a mine manager and so on...

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ALTHOUGH COVID STOPPED US FROM CONGRATULATING THESE AMAZING WOMEN IN PERSON AT THE POSTPONED 2021 NSW WOMEN IN MINING AWARDS EVENT, WE WERE THRILLED TO SEE THE WINNERS PRESENTED ONLINE ON JULY 2 WITH THE HEALTH AND SAFETY OF OUR INDUSTRY NSW MINING'S NUMBER ONE PRIORITY. WE'RE PROUD TO BE CELEBRATING THIS YEAR'S AWARD WINNERS AND THEIR OUTSTANDING MINING ACHIEVEMENTS. IN A YEAR OF UNCERTAINTY, WE KNOW WE CAN BE CERTAIN OF ONE THING - WE HAVE SOME EXCEPTIONAL, INSPIRING WOMEN LEADING THE WAY IN OUR INDUSTRY. CONGRATULATIONS TO ALL WINNERS AND FINALISTS AT THIS YEAR'S 2021 NSW WOMEN IN MINING AWARDS.

EXCEPTIONAL WOMAN | ERIN LEE - COAL SERVICES, NSW MINES RESCUE

Erin is being recognised for the Exceptional Woman in Mining Award, sponsored by industry super fund Mine Super. This award recognises the exceptional achievement of a woman in the NSW resources sector in any occupation.

The award notes Erin's leadership skills, resilience, her methods of overcoming barriers and seeking out and accepting new responsibilities and challenges which have made her the leader she is today.

It is an award that also recognises her work to promote the industry's social licence to operate. Working to support other women and girls through mentoring as well as participation in school and University careers programs, Erin is paving the way for women in mining. "Receiving this award was a feeling like no other I have had in my career," said Erin.

"I am hoping this recognition opens up endless opportunities to expand my reach to other women who may be considering the industry or know someone looking for a rewarding career change; right through to the incredible women that work within the industry today to encourage and support them to achieve their personal and professional goals."

Erin began her career in mining as a graduate with BHP in 2010 and has consistently broken new ground

for women in mining in NSW.

A mining engineer, Erin was the first woman in Illawarra Coal's 53-year history to take on the statutory role of shift undermanager in 2015. In 2019, Erin became one of the first two women in NSW to pass the Mining and Petroleum Competency Board Assessment to hold a practising certificate as an underground coal mining engineering manager.

Erin again broke new ground when she started her current position of Regional Manager, Southern Mines Rescue, and in doing so became the first woman to take a non-administrative role at Mines Rescue.

Speaking of the awards celebrations during lockdown, Erin said she spent it quietly with her husband and kids, "My husband has been so amazing; he has been my rock, always encouraging me and supporting me in whatever I wanted to achieve."

"I would also personally like to thank the Minerals Council for these awards and Coal Services and Mines Rescue for their immense support."



OUTSTANDING TRADE, OPERATOR OR TECHNICIAN AWARD

HANNAH BERTHOLD - THE BLOOMFIELD GROUP

Hannah Berthold took home the Outstanding Trade, Operator or Technician Award sponsored by BHP, an award that recognises the achievements of a woman working in a trade, operational or technical role in the NSW mining industry. It also recognises Hannah's achievement in breaking new ground for women in non-traditional roles as well as her resilience, achievement of goals and support for gender diversity.

Hannah was the first female to complete an apprenticeship in the Bloomfield Group & Kings Engineering program and paved the way for other females to follow.

She completed her apprenticeship despite considerable physical hardship after a motorcycle accident in her second year, which saw her hospitalised for nine months. Hannah's resilience saw her not only complete her initial apprenticeship to become a 1st class machinist but go on to become a qualified fitter and plant mechanic.

Brett Lewis, CEO of The Bloomfield Group, congratulated Hannah on the award, recognising her resilience and dedication to ongoing learning and development.

"Hannah's determination to recover from her motorbike accident and go on to become a role model for others to follow makes her truly deserving of this recognition," Mr Lewis said.

On winning the award, Hannah thanked those who supported her recovery and who helped her build an amazing career.

"I'd like to thank my wonderful family, friends and colleagues who helped me to not only complete my apprenticeship, something after my accident I thought might not be possible, but to build a great career as a multi-skilled tradesperson," Hannah said.



GENDER DIVERSITY CHAMPION

BARBARA CROSSLEY - UMWELT

Barbara Crossley, Managing Director at Umwelt has been recognised for her excellence in the encouragement, promotion and advocacy for the attraction, retention and promotion of women within Umwelt and the NSW resources sector.

Barbara and her team at Umwelt have provided consultancy service to the resources sector for over 30 years, where she has led proactive internal programs that have resulted in strong participation and retention by women in the Umwelt workforce, as well as sharing Umwelt's experiences with resources company clients.

The Gender Diversity Champion also drove the early adoption of a paid parental leave policy at Umwelt, at least a decade before it was strongly advocated for, and partially funded by the government. Under Barbara's guidance, Umwelt has supported families with the creation of part-time roles for both female and male employees and by providing genuinely flexible workplace arrangements, for more than a decade.

Making a significant personal contribution to the careers of women at Umwelt Barbara has guided, mentored, and influenced the progression of many women in project leadership roles for large scale state significant projects (SSD) and other resource sector roles. "I was very humbled to receive this award," said Barbara.

"Over the last 30 years of my professional experience, we have come so far, with many great champions for gender diversity across the mining sector and beyond; that said, there is still plenty to be done!"

"At Umwelt, I am so very proud of our long established gender diversity; a focus on inclusion, empowerment and balance at all levels; supported by genuinely flexible work arrangements for our women and men to balance work and family needs."

Initiatives spearheaded by Barbara have had a significant impact. Umwelt's workforce participation by women is significantly above average with 57% of its workforce being female in comparison to the industry averages for professional, scientific, and technical services (42.8%). Parity goes through all the ranks, with the senior executive being 50:50 male and female, senior area managers split 52% male and 48% female, and graduate and upcoming talent roles being 55% female and 45% male.



EXCELLENCE IN DIVERSITY PROGRAMS AND PERFORMANCE AWARD

PORT WARATAH COAL SERVICES

Port Waratah Coal Services were announced the winners of the Excellence in Diversity Programs and Performance Award, sponsored by Hetherington.

This award recognises excellence and innovation in gender diversity programs and demonstrated outstanding performance in increasing the proportion of women in the workplace.

Over the last five years, through the implementation of a Diversity and Inclusion Strategy Port Waratah has achieved several milestones in gender diversity. Leading by example, female representation in the Senior Leadership Team has risen from 7.7 to 50 per cent and 30 per cent of non-manager leadership roles are now held by women.

Port Waratah CEO, Hennie du Plooy accepted the award on behalf of all employees,

particularly the Diversity & Inclusion Working Group, who have successfully engaged the broader team, facilitated acceptance, and developed an inclusive culture to make this progress possible.

"We are seeing the positive impacts that diversity of thought and experience is bringing to our organisation, but even more importantly, we are able to demonstrate to current and prospective employees that we have opportunities for all," said Mr du Plooy.

"The ultimate objective of the program has been to grow an organisation that looks different and feels different, is more flexible, inclusive and successful, and above all - in which everyone is valued," he said.

The program has also enabled new flexible work policy and a diversity and inclusion lens is applied to employee



lifecycle activities, including recruitment, learning and development showcasing Port Waratah as a leading employer in the Hunter Region.

In a testimony, Dr Kirsten Molloy, Non-executive Director, founder of the Equal Futures Project and former CEO of HVCC, said "As a key stakeholder in Port Waratah's delivery of services, it has been rewarding to watch their focus on diversity and inclusion and strategy over the years deliver real change."

"Taking an approach that considers customer needs, employees and the community Port Waratah have taken a considered and engaged approach resulting in much greater diversity in leadership and benefits associated with that."

TECHNICAL INNOVATION AWARD | AGA BLANA - NAUTITECH MINING SYSTEMS PTY LTD



Aga Blana is the owner and Managing Director of Nautitech Mining Systems and her passion for innovative

safety systems has seen Nautitech pioneer the first controllable Intrinsically Safe (IS) light for underground coal mining. This passion has also seen her awarded the Technical Innovation Award, sponsored by Umwelt.

This award recognises the achievements of Aga and the Nautitech team who have used

and promoted technological innovation in mining through the development and successful application of the CUBEX IS Light in the Australian resources industry, an innovative solution to improve safety in an underground environment.

The CUBEX IS Light is special and intrinsically safe because it doesn't produce sufficient electrical energy to ignite underground even if methane is present and is the first and only I-S floodlight and headlight for underground mining.

This light has been designed to keep our industry operators and contractors safer even in the event of loss of power, with up to five hours by an

uninterruptible power if a mine site completely loses power.

Aga commenced at Nautitech in 2006 as a quality manager and has since diligently built her understanding and knowledge of the underground coal mining industry to allow Nautitech to bring to market products that solve real problems for the industry particularly those which make underground environments safer places to work.

"I am absolutely thrilled to have received this award and I would like to pass full credit to team Nautitech!" said Aga.

Nautitech is a proud female-led company, with women accounting for 40 per cent of the management team.



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JOIN MINES RESCUE PROFESSIONALS FROM AROUND THE WORLD AT THE 2021 IMRB CONFERENCE ON 7 – 8 SEPTEMBER 2021. FOR THE VERY FIRST TIME THIS YEAR'S EVENT IS BEING HELD IN A VIRTUAL VENUE, SO IT'S NEVER BEEN EASIER TO ATTEND.

This year's IMRB Conference hosted by Queensland Mines Rescue Service (QMRS) is a two-day event which has dedicated speaking and panel sessions highlighting this year's theme "solving problems and sharing knowledge."

Leading industry experts from 19 countries around the world will all gather in one place to solve problems and share knowledge about the most pressing issues in mines rescue.

Alaster Wylie, State Operations Manager for NSW Mines Rescue, said he is honoured to be speaking at the event.

"I was fortunate to attend the 2019 IMRB conference in Colombia which was an incredible experience. I am happy to share our Mines Rescue knowledge at this event.

"The Australian mining industry maintains one of the highest safety records in the world. The number of incidents requiring the assistance

of NSW Mines Rescue and brigade personnel is limited, which is a credit to the safety culture of the industry," he explained. "But it is critical that we remain vigilant in maintaining a response model that is relevant to today's mining environment."

NSW Mines Rescue is working with industry to develop a contemporary mines rescue response model that enhances the first response skill set of brigade members whilst maintaining the long duration search and rescue capability.

IMRB21 FEATURES MORE THAN 20 PRESENTATIONS ACROSS 5 TOPICS –

- Impact of COVID-19 on mines rescue
- Women in mines rescue – challenges and successes
- Mines rescue response activities - problems solved and lessons learnt



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- Mines rescue training and competitions – development and innovations
 - Mines rescue equipment and techniques – innovations, applications and challenges
- All of this is presented alongside networking opportunities with speakers, sponsors and mines rescue colleagues. If you're working in the mines rescue space then don't miss out on this opportunity to meet, share and collaborate with colleagues from around the world with real time translation.



TOPNOTCH JOBS

THERE'S BEEN PLENTY OF TALK AROUND FROM SOME POLITICIANS LATELY ABOUT THE WAGES AND SECURITY OF JOBS IN MINING. WITH A FEDERAL ELECTION ON THE HORIZON, GETTING THE FACTS ON MINING JOBS IS IMPORTANT AND THE MINERALS COUNCIL OF AUSTRALIA HAS DONE JUST THAT.

Based on the facts, it's clear that Australian mining workers are not underpaid or precariously employed. Australian Bureau of Statistics data show that the mining industry employs 256,000 highly skilled workers across Australia and pays higher wages than any other industry.

Median weekly earnings for mining workers were \$2,325 in 2020, double the median for all industries. And around 84 per cent of mining workers are permanently employed, compared to 78 per cent of workers across all industries.

Casual employees in mining had median weekly earnings of \$2,109 in 2020, which was 42 per cent higher than full-time permanent employees across all industries (\$1,486).

ACCORDING TO WORK BY DELOITTE ACCESS ECONOMICS FOR THE MCA, LABOUR HIRE WORKERS – WHO MAY BE PERMANENT OR CASUAL – ACCOUNT FOR 11 PER CENT OF THE MINERALS WORKFORCE AND 14 PER CENT OF THE COAL OPERATIONS WORKFORCE.

Labour hire workers deliver operational flexibility, which is crucial for mining because it experiences larger swings in production and revenue than other major industries, and also helps mining companies to seize expansion opportunities presented by temporary increases in commodity prices, supplement

core skills and provide a career entry path to new workers.

While applying a 'same job, same pay' policy could potentially initially benefit some workers, it would undoubtedly be bad for the industry. And what's bad for the industry will be bad for all workers.

Deloitte Access Economics has estimated that if mining companies were required to grant labour hire workers and service contractors the same pay and conditions as direct employees, labour efficiency and future investment would decrease.

This means employment in coal mining would decline by approximately 2,300 full-time-equivalent jobs a year to 2031, employment in minerals and other mining would fall by 4,900 jobs a year and employment in mining-related construction would contract by 4,000 jobs a year.

The mining industry has the highest standards of any industry – in safety, in performance, and in employment conditions. Ensuring the industry remains strong is the only way to ensure the standards do too.

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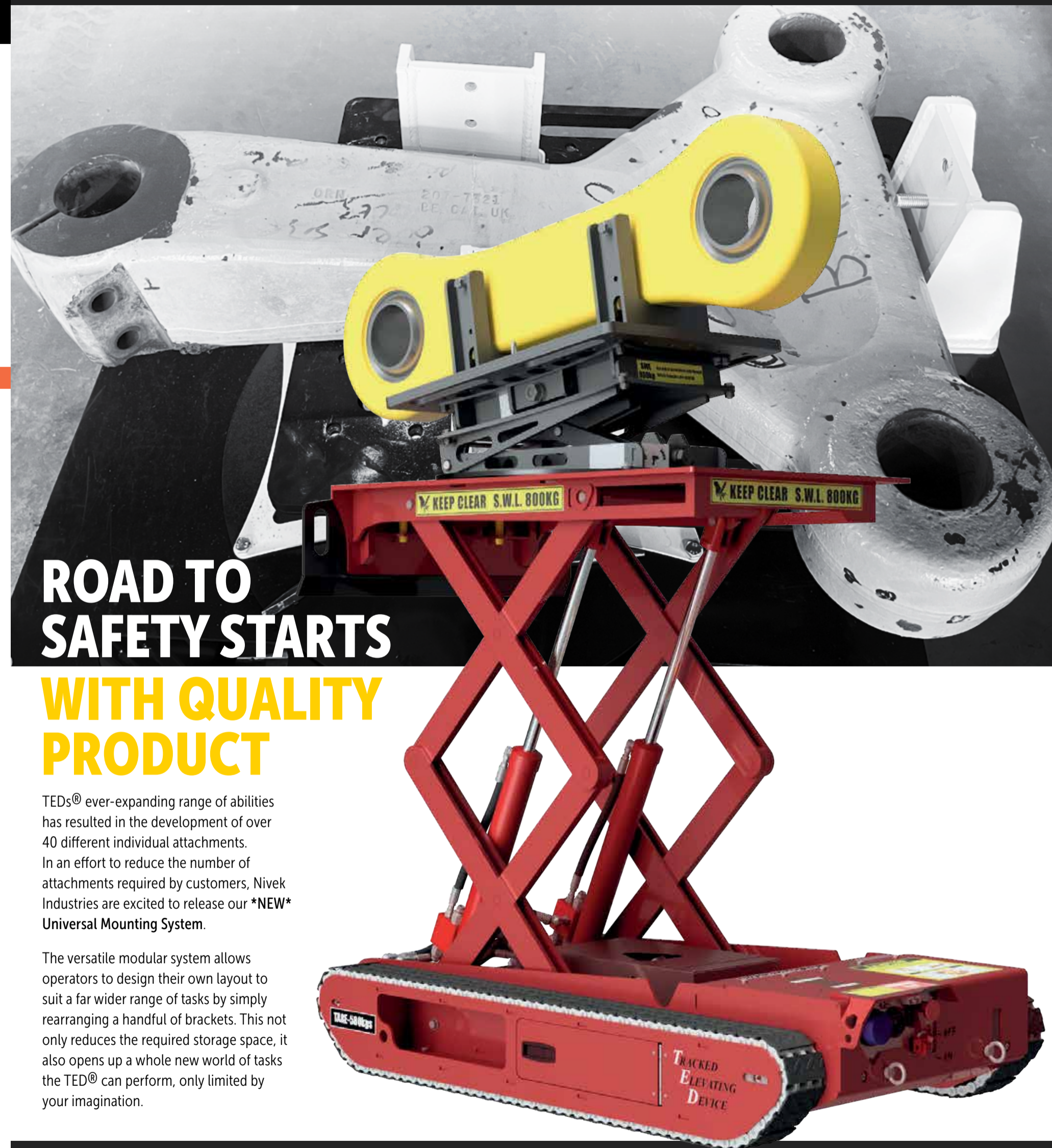
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OPINION COAL LONG SERVICE LEAVE SCHEME MUST ADAPT TO THE TIMES

AUSTRALIAN COAL MINERS FOUGHT FOR AND WON LONG SERVICE LEAVE ENTITLEMENTS OVER 70 YEARS AGO. THE COAL INDUSTRY LONG SERVICE LEAVE SCHEME BORN FROM THE BITTER SEVEN-WEEK COAL STRIKE OF 1949 WAS THE FIRST SCHEME IN AUSTRALIA FOR BLUE COLLAR WORKERS AND REMAINS ONE OF THE MOST COMPREHENSIVE IN THE WORLD.

Unions have won significant improvements over the years, including reducing the qualifying period for 13 weeks leave from 10 to eight years, recognition of breaks in continuity of service and inclusion of contractors and labour hire workers in the scheme.

However, there are further important improvements needed to strengthen the scheme and remove barriers to all coal miners receiving the industry entitlements they deserve.

Our union has strongly advocated for changes in recent years through government and industry working groups, to address some serious issues that have emerged – in part due to the rapid rise in casualisation in coal mining since legislation governing the scheme was introduced.

WE ARE HOPEFUL THAT A REVIEW RECENTLY ANNOUNCED BY THE FEDERAL GOVERNMENT WILL DELIVER CONSTRUCTIVE PROPOSALS THAT ENSURE NO COAL WORKERS ARE LEFT BEHIND.

Feedback from our members shows the scheme works largely as intended and is viewed and experienced positively by most coal miners. However, there are groups of workers facing difficulties accessing the entitlements due to them as coal mineworkers.

These include 'stranded' workers who are recognised as coal mineworkers under the Coal LSL scheme but whose employers refuse to participate, typically because they are mining services or maintenance businesses who argue they are not predominantly coal mining businesses. One example is our members at Hitachi, who work in Hunter Valley coal mines every day servicing equipment. They are coal workers who should be covered by the scheme and who have been accepted as eligible by Coal Long Service Leave, but their

employer does not pay a levy or record their hours meaning they are unable to access this important industry entitlement.

These companies are non-compliant with their legal obligations under the Coal Long Service Leave Act.

Our union has backed a proposal developed in consultation with employers that gives these companies a pathway to becoming compliant that is fair to employees, recognising their past service, while not hitting employers with a prohibitive backpay bill or getting bogged down in lengthy legal proceedings. We hope the Government endorses this practical proposal.

Another issue that must be addressed is casual mineworkers not having all their work hours counted. This is due to a legislative provision requiring employers to limit hours recorded at 35 hours in a seven-day period. However this penalises casuals on typical



rosters that compress hours into one week with fewer hours the following week. They get short-changed as there is no provision to average out the 35 ordinary hours over the roster cycle, as is the case for permanent employees. We strongly support a change to the method of calculating hours for casuals, so that all hours worked are averaged across the month.

Other significant issues needing to be addressed include the exclusion of shotfirers from the scheme and difficulties workers sometimes face in having past service recognised.

We will continue to support the Coal Long Service Leave scheme and advocate strongly for improvements to legislation compliance and enforcement to improve it.

For those wanting further information, our submission can be read at: <http://me.cfmeu.org.au>

Peter Jordan, CFMEU Northern Mining and NSW Energy District President

UHMD ON HOLD

AFTER A BUSY FIRST HALF OF 2021, THE UPPER HUNTER MINING DIALOGUE IS KEEPING A CLOSE EYE ON THE EVOLVING COVID 19 SITUATION WITH A VIEW ON HOW IT COULD IMPACT THE DIALOGUE'S UPCOMING ACTIVITIES.

Plans to host a Singleton Procurement Networking event on August 19 have been put on hold due the current Covid restrictions on gatherings. New details for the event will be released soon.

The Dialogue is still keen to deliver all its scheduled projects but will act in line with Government health advice which may impact some activities while other projects can be completed due to not being a Covid risk.

Fortunately, the Dialogue successfully hosted a similar Procurement Networking Event in Muswellbrook in June when more than 100 people from local business and the mining industry discussed opportunities for businesses to join the supply chain.

The Muswellbrook event was held before the current, increased Covid restrictions were introduced. Likewise, the first half of the Dialogue's School Mine Tours program was completed in June prior to the Sydney Covid outbreak forcing increased restrictions across the State.



AT THE END OF JUNE, 615 STUDENTS AND 36 TEACHERS HAD TOURED UPPER HUNTER MINES AS PART OF THE PROGRAM. THE MINE TOURS PROGRAM IS CURRENTLY ON WINTER HIATUS AND ITS SCHEDULED RETURN IN LATE AUGUST IS ALSO UNDER REVIEW.

All working group meetings have returned to an online basis due to the venue capacity and social distancing regulations and the potential Covid risk posed by face-to-face meetings.

Other activities which will be reviewed and considered in line with the Covid situation include:



• Community engagement activities including displays at the Broke Village Fair and Singleton Show in September and Hunter Coal Festival in October/ November.

• The Dialogue's Annual Forum scheduled for November in Muswellbrook.

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LEARN FROM THE LAWMAN

STUART BARNETT IS OUR MINING INDUSTRY'S LEADING PERSONAL INJURY LAWYER. THIS MONTH HE HAS SOME IMPORTANT ADVICE TO REMIND YOU TO CHECK THE ADEQUACY OF YOUR WILL.

The end of the Financial year is a good time to take a moment to make sure that your Will is up to date and meets your needs and, importantly, the needs of your family. Your Will is not a set and forget document. Alternatively, if you do not have a Will it's a reminder to finally get it done.

Whilst considering your own Will, something that is often overlooked is the question of whether your partner, your children, your parents or those that you care for and others who form part of your life have a valid Will. Everyone over the age of 18 should have a valid will, for example do you have a child or dependent who has turned 18 over the course of the year or have your elderly parents reviewed their Will in recent history.

Perhaps one of the first things to check is whether the appointment of your Executors(s) is still appropriate. Executors may have passed away, become ill or be unable or unwilling to act as an Executor. Alternatively, it might be as simple as the fact that your relationship with the person(s) you appointed have changed to the point where you no longer want them to be your Executor.

THERE WILL BE MANY OTHER ISSUES THAT YOU SHOULD CONSIDER, ANY NUMBER OF LIFE CHANGING EVENTS MAY HAVE OCCURRED OVER THE COURSE OF THE LAST YEAR OR SINCE YOU PREPARED YOUR WILL.

Generally speaking a marriage will invalidate all or part of a Will, so it is important that you and your partner prepare new Wills after you marry. Likewise, if you enter into a de facto relationship. The passing of a partner, breakups, divorces and separations should also be triggers for a full review of your Will.

You may also have had children, adopted a child or taken a child into your care since your last Will or review of your Will. Alternatively, you may have a new grandchild

or grandchildren and you want to provide for them. Sometimes it may not be your own circumstances that have changed but never the less it requires a change to your Will. It might be that the personal circumstances of one or more of your beneficiaries have changed, for example, adult children may have married or divorced, a beneficiary may have passed away, the financial or medical circumstances of a beneficiary may have changed for the worse or better prompting you to want to provide more or perhaps less for that beneficiary or you may have purchased or sold a major asset.

A regular periodic review of your Will won't always result in changes but occasionally it will, so an annual trigger to remind you like tax time or an anniversary is a great way to make sure that your Will is up to date. Just like you would regularly change the battery in your fire alarm to protect your family, so should you regularly change your Will.



This is general advice and because your individual circumstances will vary, I recommend seeking out specific advice for your needs.

STUART BARNETT, SLATER & GORDON LAWYERS

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During my check-up I asked the Doctor, "Do you think I'll live a long and healthy life then?" He replied, "I doubt it somehow. Mercury is in Uranus right now."

I said, "I don't go in for any of that astrology nonsense." He replied, "Neither do I. My thermometer just broke."

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WASTE NOT WANT NOT

ORIGIN IS SET TO SIGNIFICANTLY INCREASE COAL ASH RECYCLING AT ERARING WITH AN AGREEMENT THAT WILL SEE 900,000 TONNES OF COAL ASH FROM THE ERARING POWER STATION SUPPLIED TO GLENCORE TO HELP REHABILITATE THE TAILINGS DAM AT ITS TERALBA MINE SITE.

The deal is expected to almost double Origin's Eraring ash recycling program and will be a key aspect in progressing towards their goal to recycle 80 per cent of Eraring's ash.

Ash will be supplied over a two-year period which is expected to commence in July 2021. Trucks will deliver the ash using the private Eraring haul road, which will limit truck movements along public roads.

EXECUTIVE GENERAL MANAGER, ENERGY SUPPLY & OPERATIONS GREG JARVIS SAID, "THIS

AGREEMENT WITH GLENCORE DELIVERS GREAT OUTCOMES FOR THE ENVIRONMENT AND COMMUNITY. NOT ONLY IS ORIGIN SIGNIFICANTLY INCREASING OUR RECYCLING, ASH FROM ERARING WILL BE USED TO HELP REHABILITATE THE LAND AT GLENCORE'S SITE.

"The Eraring ash dam coal ash order and exemption were issued by the NSW EPA in 2020 following extensive analysis of the ash to demonstrate it was suitable for the proposed purpose and allows us to extract coal ash from the Eraring ash dam, enabling the use of the facility as a resource.

"We already recycle around 35 per cent of the ash from Eraring for use in industrial and construction sectors and this new deal will help us substantially increase our ash recycling levels at Eraring over the term of the supply," Mr Jarvis said.

A trial conducted in 2020 found that



coal ash from the Eraring ash dam would enable Glencore to cap its Teralba mine tailings dam. Glencore has since worked with Origin, specialist consultants and regulators to build appropriate safeguards and secure the required environmental approvals for this work. The project

is expected to bring forward final rehabilitation of the tailings dam by at least 10 years.

Eraring is Australia's largest power station, supplying around a quarter of NSW's energy needs and is Origin's only coal-fired generator.

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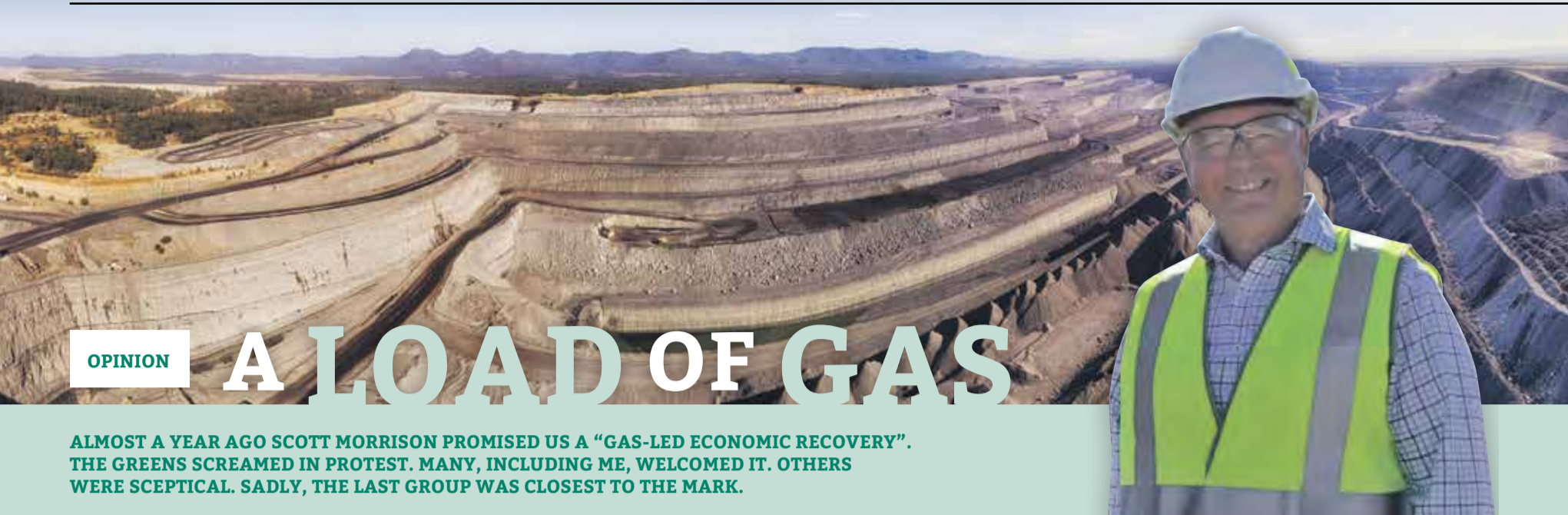
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OPINION

A LOAD OF GAS

ALMOST A YEAR AGO SCOTT MORRISON PROMISED US A “GAS-LED ECONOMIC RECOVERY”. THE GREENS SCREAMED IN PROTEST. MANY, INCLUDING ME, WELCOMED IT. OTHERS WERE SCEPTICAL. SADLY, THE LAST GROUP WAS CLOSEST TO THE MARK.

Our Prime Minister was going to get more gas out of the ground and build desperately needed gas pipeline capacity to deliver it. He said he'd establish an “Australian Gas Hub” in Queensland and “make sure Australians are paying the right price for their gas”. He said he'd “avoid any supply shortfall in the gas market with new agreements with the three east coast LNG exporters, making sure our gas exports don't cause higher prices at home”. The Prime Minister has done none of these things. Just ask our manufacturers, who copped a seven-fold increase in their gas prices last week. That's job destroying for businesses which by necessity, have an exposure to the

spot market. Our manufacturers can't compete without reliable and affordable gas. They use it to generate heat and electricity. Importantly, many of them use gas as a key ingredient to the things they make, everything from fertilisers for our farmers, explosives for our miners, the PPE which protects us from Covid-19, through to most of the things we use in our households. The main drivers of the recent gas price hike were temporary and once they're addressed, the spot-market price will normalise. But the combination of a severe cold snap and the loss of two coal-fired generator units exposed the vulnerabilities of our gas supply network. When demand spiked, gas producers were unable to deliver more gas. While manufacturers were calling their bankers to ask for more money, government silence remained deafening.

There was a chorus of calls for the export “trigger” to be “pulled”. This was a reference to the emergency option of initiating the Australian Domestic Gas Security Mechanism (ADGSM). The federal government established the ADGSM in 2017 in the face of angry community reaction to reports that consumers in Asia were securing Australian gas cheaper than Australians can. Technically, the ADGSM allows the government to force gas exporters to redirect their product to domestic customers if a supply shortfall is emerging.

Four years on, it has never been used. The ADGSM was designed to fail – as last week's events show – because the government's heart

was not in it. As last week's prices grew from \$8 to \$56 per gigajoule, the government argued the ADGSM is a “supply mechanism”, not a “price mechanism”. While this is technically true, the last time I checked, supply, demand, and price were intrinsically linked. The ADGSM is a side-show.

THE REAL ISSUE IN OUR GAS MARKET IS SUPPLY, OR LACK OF IT. THIS IS DESPITE OUR ENORMOUS ENDOWMENT OF ECONOMICALLY WINNABLE GAS. WE HAVE ENOUGH GAS TO BOTH EXPORT OUR HEADS OFF AND TO MEET LOCAL DEMAND. EARNING EXPORT INCOME CAN NEVER BE A BAD THING, EXPORT EARNINGS UNDERPIN OUR ECONOMY. WE JUST NEED TO TAP THE RESOURCE AND BUILD OUR CAPACITY TO DELIVER IT TO OUR HOUSEHOLD AND INDUSTRIAL CONSUMERS. TO ACHIEVE THIS, WE NEED NATIONAL LEADERSHIP.

Environmental activists continue to demonise gas, exploiting poor community understanding of both the product and the way we extract it. Government red and green tape remain a problem too, despite numerous promises to do something about them. The network of pipelines which deliver gas to market are ageing, full, and often monopolistic. Last week, pulling the ADGSM trigger would not have helped because the pipeline which transports the gas from Queensland to the southern markets was full. New pipelines will not only expand supply capacity, they'll also bring competition to the market.

The first priority should be an

additional Queensland-NSW link. It will deliver more gas at more competitive prices. New pipelines will also facilitate growth in the fledgling hydrogen sector. They can transport both gas and hydrogen and will undoubtedly do the latter in the future. Among other things, they'll deliver hydrogen to the new Kurri Kurri gas generator which will be engineered to run on hydrogen too.

Which raises another subject. By building the Kurri plant without keeping its other gas promises, the Morrison government risks exacerbating the supply-demand imbalance problem which raised its ugly head last week. Overcoming opposition to gas extraction won't be easy. But the industry enjoys strong support from a number of crucial state and territory leaders. We only need a little more courage and urgency. The pipeline solution is easier.

The commonwealth must follow expert advice and underwrite gas pipeline projects. That exercise need not cost taxpayers a cent, but it makes a world of difference for proponents chasing the finance needed.

Let's put downward pressure on gas prices, for both industry and households. Let's improve electricity reliability by putting more gas generators into the system. Let's use the firming power they provide to put more renewable energy into the grid. Let's convince our leaders that it's time to lead.

**Hon Joel Fitzgibbon MP
Federal Member for Hunter**

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FORGING A FAMILY LEGACY

IN 1970 THE LATE GEOFF ROBERTS BEGAN BUILDING THE FOUNDATIONS OF SUCCESSFUL LOCAL BUSINESS CESSNOCK ENGINEERING. TODAY, HIS FAMILY ARE CARRYING ON HIS LEGACY WITH FAMILY MEMBER DANIEL MILES AND JUSTIN BAILEY TAKING OVER THE BUSINESS IN THE SAME SHED GEOFF STARTED IN OVER 40 YEARS AGO.

Geoff started Cessnock Engineering in 1970 alongside his loving wife Janette at their home in Kearsley in the Cessnock region before moving the business around the corner to a purpose built shed in 1980, where it still proudly stands and operates today.

Their daughters Suzanne Gallegos and Kellie Hollingshed played their part in the business for a number of years implementing changes and

bringing about business growth. Passing through to the next generation in 1995, Geoff and Janette's nephews Chris and Aaron Roberts took over the running of the business. Chris's partner Lisa and Aaron's partner Cherie were also by their side working in the Cessnock Engineering office.

AFTER YEARS OF FORGING A SUCCESSFUL BUSINESS IN CESSNOCK ENGINEERING,

GEOFF PASSED AWAY IN 1999 LEAVING BEHIND A LEGACY THAT CONTINUES STRONG TODAY.

Janette kept ownership of the business until 2010 before passing the baton to Aaron and Chris, where during that time in 2002 Lisa's son and Chris's stepson, Daniel Miles started his apprenticeship with Cessnock Engineering at 16 years old.

Justin Bailey came on board to do work experience a year earlier in 2001 at just 14, before coming back to join the team in 2014 as a fitter.

Today, yet another generation has taken over the beloved family business with Daniel and his business partner Justin Bailey taking over in July 2021.

"GEOFF AND JANETTE BUILT A NAME FOR CESSNOCK ENGINEERING, AND WE'RE PROUD TO BE CARRYING ON THAT LEGACY," SAID DANIEL.

Starting their own business J&D Engineering around 5 years ago, Daniel and Justin were stoked to be given the opportunity to take over the business Geoff worked so hard to build. From humble beginnings, the business now has varying capabilities to support a huge range of clients' needs, from the manufacturing and fabrication of parts for various mining and manufacturing operations, to doing repairs on underground and open cut mining equipment in their fully functioning CNC and machine shop, and they're not stopping there.

"We're open to any kind of work and will always do our best to



CAPTION: L-R JUSTIN BAILEY, MATHEW ASPINALL, DOUG WOOD, PAUL HARRISON & DANIEL MILES

find the right solution to get the job done," said Justin.

"A goal of ours is to continue to train young people either leaving school or who have just finished year 12 to help them become qualified and skilled tradespeople."

It's not just family that have stuck around to keep the business moving. Boilermaker Doug Wood has been a part of the Cessnock Engineering team for 36 years now, with Machinist Paul Harrison shortly behind celebrating 30 years, Machinist Mathew Aspinall with 24 years, Admin Queen Jodie Campbell with over 16 years and the rest of the fellas serving more than 9 years on board.

To have a team sticking around that long, there's certainly something special about this local, family owned business.

AWARD WINNING APPRENTICE

TEFOL'S ASHLEY LINK HAS WON THE 2021 APPRENTICE OF THE YEAR FOR THE HUNTER & CENTRAL COAST REGION. WITH ONE TRADE CERTIFICATE ALREADY UNDER HIS BELT, THIS HARDWORKING YOUNG MAN IS NOW WORKING HIS WAY THROUGH A SECOND TRADE.

After completing his Certificate III in Electro-technology Electrician in 2020, you would think that Ash would be finished on his trade journey. But this industrious young man then decided to try his hand at Certificate III in Electronics and Communications with the full support of his employer Tefol.

Ash has been working and learning at Tefol's Rutherford workshop for the last 5 years and is set to complete his second trade next year. 6 years as an apprentice is an enormous investment to make, and Ash says it wouldn't be possible without the support from his employer.

"I'm thankful to have Tefol's support in attaining not just one trade certificate, but now on my way to complete a second," says Ash. "Tefol is such a great environment to work in. Every day there's always something interesting and challenging to get stuck into. We're encouraged to problem solve and be innovative and that's probably where I learnt the value and satisfaction in learning and developing my skills and knowledge, and what encouraged me to commence

a second trade straight after completing my first.

"IT HAS BEEN A LONG ROAD THOUGH SO WHEN I HEARD I WON THE AWARD IT WAS A GREAT ACKNOWLEDGEMENT OF THE HARD WORK I'VE PUT IN. WHAT I PARTICULARLY LIKE ABOUT BEING APPRENTICE OF THE YEAR IS THAT IT COMES WITH THE OPPORTUNITY TO BE A ROLE MODEL FOR OTHERS. YOU GET THE CHANCE TO DO THINGS LIKE VISITING HIGH SCHOOL STUDENTS AND TALKING TO THEM ABOUT HOW TRADES CAN LEAD TO SUCCESSFUL AND REWARDING CAREERS.

"Doing a trade is something I highly recommend. Unlike university, trades allow you to learn and work at the same time, so there's no waiting to implement what you've learnt each day. Each of Tefol's electrical team has their own specialty and being able to learn from them all provides a broader skillset and knowledge base than just learning from one teacher. Plus, here at Tefol, I'm not only being taught, but I'm being mentored as well."



Tefol's Marketing Manager Ben Dolman said they were all very proud of Ash and could not think of anyone more deserving of the win. "Ash is highly regarded in our electrical team. He has a genuine interest and passion for what we are doing here and we are lucky to employ a young man so committed to his job."

Tefol employs 15 apprentices across their sites at Rutherford, Muswellbrook and Mackay because they believe that ensuring skilled workers continue to enter the industry is vital to ensure the viability of the industry for years to come.

"Giving young people like Ash the opportunity to excel in a trade is something we are proud to do, and we will hopefully see many more of our apprentices follow in his footsteps," said Ben.

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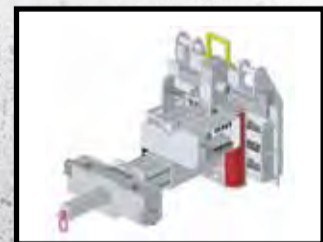
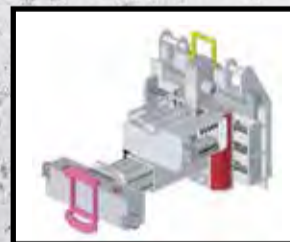
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LEGENDARY LEADERS

FORMER AUSTRALIAN PRIME MINISTER TONY ABBOTT WILL BE THE KEYNOTE SPEAKER AT THE HUNTER COAL FESTIVAL'S MINING LEADERS LUNCH ON FRIDAY, NOVEMBER 5.



FORMER AUSTRALIAN PRIME MINISTER TONY ABBOTT AND MINING HIGH ACHIEVER LIZ WATTS BRING "POWERFUL VOICES" TO THE HUNTER COAL FESTIVAL'S MINING LEADERS LUNCH, ACCORDING TO SINGLETON BUSINESS CHAMBER PRESIDENT SUE GILROY.

In what is shaping up to be the mining social event of the year, Mr Abbott will be joined on the speaking agenda by mining high achiever and researcher Liz Watts.

In Mr Abbott's time as Prime Minister, the carbon tax and mining tax were repealed, free trade agreements were finalised with China, Japan and Korea; the biggest federally-funded infrastructure program in Australian history commenced; and Australia hosted the G20 meeting of global leaders in Brisbane in November 2014.

Between 1996 and 2007, he served as parliamentary secretary, minister, cabinet minister - including across the Health and Ageing, Employment, Workplace Relations, Small Business and Public Service portfolios - and leader of the House of Representatives in the Howard government.

Mr Abbott served as the member for Warringah in the Australian Parliament between 1994 and 2019. Before entering parliament, he was a journalist with The Australian, a senior adviser to Opposition Leader John Hewson, and director of Australians for Constitutional Monarchy. He has degrees in economics and law from Sydney University and in politics and

philosophy from Oxford which he attended as a Rhodes Scholar.

LIZ WATTS HAS MORE THAN 20 YEARS' EXPERIENCE IN THE MINING INDUSTRY IN VARIOUS TECHNICAL, FRONTLINE PRODUCTION LEADERSHIP AND CORPORATE ROLES WORKING FOR RIO TINTO, XSTRATA, GLENCORE AND BHP.

In 2013, she was awarded the NSW Inaugural Outstanding Woman in Mining and the Australian Mining, Prospect - Mining Woman of the Year. She is currently completing a Masters of Social Change and Development at the University of Newcastle

Born in the Hunter Valley, she holds a Bachelor of Mining Engineering (First Class Honours) from the University of New South Wales.

Ms Watts also holds a NSW Open Cut Examiners Certificate of Competency (2003), a NSW Open Cut Mine Managers Certificate of Competency (2003), a Queensland Senior Site Executive Ticket (2016), a Masters of Business (University of Newcastle) and is a Graduate of the Australian Company Directors. She also holds an office bearer position with the Mine Managers Association of Australia.

"They both bring lifetimes of experience in areas of great importance to the people of the Upper Hunter," Ms Gilroy said on behalf of the Hunter Coal Festival's organising committee.

"Tony Abbott has been a staunch supporter and advocate of the mining industry and, as Prime Minister and in his roles in key cabinet ministerial positions, he has overseen the introduction of government strategies that continue to touch the lives of everyone in our community; both within and outside the mining industry."

Ms Gilroy also welcomed Liz Watts' appearance at the lunch as guest speaker following Mr Abbott's keynote address.

"Liz Watts has had an amazing, hands-on career in mining and will have some very interesting thoughts and reflections on the industry," Ms Gilroy said.

"In her spare time, she is studying a Masters of Social Change and Development at the University of Newcastle, which

involves completing a research project where she intends to focus upon improving the understanding of the barriers that exist to future social and economic development for the Upper Hunter - and I am certain that will be of major interest to everyone in the room."

THE MINING LEADERS LUNCH IS SCHEDULED FOR FRIDAY, NOVEMBER 5 AT SINGLETON'S CIVIC CENTRE, HOWEVER, MS GILROY SAID THE VENUE COULD CHANGE DEPENDING ON COVID 19 REGULATIONS ON SEATING CAPACITIES.

She said tickets for the Mining Leaders Lunch would be released for public sale once the venue had been finalised.

"We are keeping a close eye on the evolving Covid situation and how it could impact on all Festival events including the Muswellbrook Careers and Innovation Expo on Friday, October 29 and the Singleton Community Day on Saturday, November 6," Ms Gilroy said.

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RECENTLY, SINGLETON LOST ONE OF ITS GREAT CHARACTERS AND A GOOD FRIEND TO MANY. ADAM THOMPSON (AKA BOBBY BOUCHER/DUNGAL) LOST HIS BATTLE WITH CANCER, A BATTLE HE FOUGHT WITH DIGNITY AND DETERMINATION.



ADAM AND HIS BEST MATE CHRIS MARCH

Adam was a proud coal miner who used to help get @ The Coalface out and about at the Mt Arthur mine where he worked. The people who knew Adam will tell you he was a character in every sense of the word, a mad Penrith Panthers supporter, as well as a loyal supporter of the local Rugby League.

He legendary became known as "Bobby Boucher" through his role as Water Boy and Bus Driver for the Singleton Rugby League Masters team. What actually went into those water bottles nobody knew, but it definitely wasn't water!

He had a genuine love for Rugby League and was

always willing to help out wherever he could, including selling doubles/raffle tickets or helping to maintain the field. As his health began to fail, his apologies for not being able to physically help out came with food he would prepare for those doing the work.

Apart from his work with the Rugby League, Adam was well known in the community for his extremely generous contributions to several charities, including Youth off the Streets, Doctors without Borders, and Men of League.

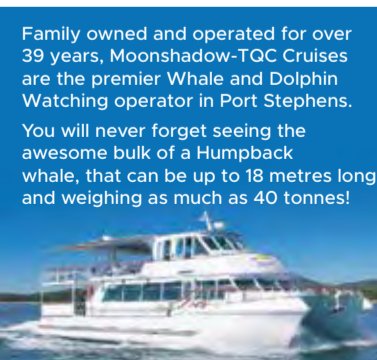
Adam will be remembered by many for his friendly nature and his generosity to anyone

in need. His popularity can be measured by the large number of friends who attended a "drink at the Pub", organised to show support for him during his time of need.

RIP 'Bobby Boucher.' You will never be forgotten and we can only hope that on Grand Final day you are sitting in a Pub somewhere in the Sky, cheering your beloved Panthers to a Grand Final victory.



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FENNER DUNLOP

Tell us about the business?

Fenner Dunlop operates in a diverse range of locations, servicing a diverse range of customers. We are one of 24 branches established across Australia.

We specialise in Australian made and designed premium conveyor systems, products and services. We provide customers with one supplier for the life of their conveyor – offering engineered conveyor solutions, from head to tail.

How long have you been doing business?

Fenner have been manufacturing in Australia for over 80 years and just last month we celebrated our second year of operating in the Hunter Valley. This growth is the result of consistent investment in our people and adapting to market demands.

How many people work for the business?

We are proud to employ over 1000 staff nationwide, with our Hunter team growing in the last two years to over 70 employees that include Technicians, Supervision and Support Staff.

Describe a typical day at 'The office'.

There's always a lot happening in our Hunter branch – whether its splicing a customer belt, lagging pulleys, or 3D printing a mobile BeltGauge unit – we are constantly working on new projects, while maintaining a high level of output, efficiency and innovative product development.

What's the best thing about the business?

Without a doubt, our TEAM – together everyone achieves more! Our workforce are the best in the business. In our manufacturing workshops and service centers we aim to foster an equitable, inclusive and diverse work environment. And with our ever-expanding workforce, we are always on the hunt for new talent.

We put a strong focus on the development of our people and as such offer a wide range of training and development opportunities, while supporting staff to establish their career pathway. After all, we are our people!



FENNER DUNLOP'S HUNTER VALLEY TEAM

The worst thing?

The many hours of travelling between sites, in any normal week. The Hunter Branch covers Newcastle to Muswellbrook, as well as the Orange, Mudgee and Gunnedah regions of NSW. Fatigue management takes priority and we have many systems in place to ensure our employees return home safely to their families.

What are the biggest challenges facing your business?

Safety is at the forefront of our business operations. With Covid we've had to adapt not only our training programs, but the safety procedures in our workshops and branches.

We have been operating throughout the pandemic, maintaining the supply of products and services to

our customer base. It has been challenging at times to stay connected, but we have found innovative ways to maintain strong internal and external relationships.

What is the biggest opportunity for your business right now?

We are excited about recent developments to our intelligent conveying offering, with the brains behind the technology based right here in the Hunter.

iBelt is our revolutionary network of connected technologies, providing customers with holistic and effective life-cycle management. Intelligent technology is the future of conveying, and we are proud to be leading the industry in this space. It's all about thinking globally, acting locally.

SUPPLIER INSIDER

What is the business most proud of?

In addition to our exceptional team, we are proud of building a service centre fully capable of end-to-end services. The relationships our branch has built – and will continue to build – with local customers will always be our number one motivator for success.

Community or other causes close to its heart and values?

Fenner is striving towards a more sustainable future in our branches and belt factories. This year we took part in Plastic Free July nationwide, with employees refusing single-use plastics, recycling, wearing reusable face masks and cutting down on plastics in orders and deliveries where possible.

Another strategic pillar for Fenner is our commitment to diversity and people development. During NAIDOC Week last month, we built cultural awareness with staff by acknowledging and paying respects to the traditional place names of the land on which our branches operate. We have a long way to go, but together we can heal country.

MY MINING LIFE

Hubert MHANGAMI



Who are you and what do you do?

Hubert Mhangami, Thiess Environmental Advisor at Mount Owen Mine.

When did you start in the mining industry and what was your first job?

I started in the industry in November 2011, during the second year of my environmental engineering degree. I was fortunate to take part in the 2011 to 2012 Mount Isa Mines vacation program for Xstrata, now Glencore, as an Undergraduate Environmental Engineer.

How different is your job now to what you wanted to be when you were a kid?

Very different, as a kid I wanted to be a Commercial Pilot. I'm grateful for the job I'm doing now because each day is different and it allows me to contribute to creating a sustainable environment for future generations.

What's a usual day at work entail?

In short – looking after the environment. My

responsibilities range from rehabilitation of disturbance areas, community engagement, water, noise, dust and waste management right through to rescuing lost pets and returning them to their owners.

What's the best thing about your job?

Rehabilitating disturbed areas into self-sustaining ecosystems that facilitate the movement of native fauna and flora. In my role I work to restore disturbed areas to the same, if not better, condition prior to mining.

What's the biggest challenge you've had to overcome?

Achieving my desired fitness goal. Thiess helped support me in achieving this goal by providing fitness memberships for employees to local gymnasiums, providing weekly site-based physio consultation sessions and providing an inbody scanner program throughout the year.

What has been your proudest achievement?

Participating in the 2019 Upper Hunter Mining Dialogue's School Mine Tours Program. We helped tour year five students from King St Primary School through the mine. The students enjoyed learning about all the aspects of the mining industry. Due to COVID-19 no school tours were conducted in 2020. We have a few school tours scheduled for later this year.

What's something about your job that would surprise people to know?

Just under 500 hectares of land has been rehabilitated to open woodland/forest at Mt Owen. Threatened species

like the spotted tail quoll, squirrel glider and brush tailed phascogale have been observed during both day and nighttime monitoring by an external ecologist.

What do you do in your downtime?

I like to participate in social sports. I've played in the local Singleton basketball competition and have run in the Newcastle Sparke Helmore triathlon. I've also represented Griffith University in the Brisbane soccer competition.

I enjoy giving back as much as I can, helping others makes me happy. I actively assist with the Mount Owen Mine return and earn program, Clean Up Australia days and have previously

assisted with weed spraying for the Mount Isa Land Care group and participated in a working bee for the Collinsville nursing home.

The mining industry gets more than its fair share of criticism. What is your view of our industry, and the impact is has?

The mining industry has many day-to-day benefits including the generation of electricity and providing the materials necessary to build our homes, schools, hospitals, roads and more. Our industry is also important to the success of our local, national and international economies by facilitating job creation and building more resilient supply chains.

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HELPING THE HOMELESS

A CHARITY GOLF DAY HOSTED BY GLENCORE'S MANGOOLA OPEN CUT COAL MINE EARLIER THIS YEAR HAS RAISED \$30,000 FOR UPPER HUNTER HOMELESS SUPPORT (UHHS).



UHHS is a local organisation that assists community members who are homeless or at risk of homelessness, particularly women and children escaping domestic and family violence, the number one cause of homelessness in the Upper Hunter.

UHHS General Manager, Lewis Millington-Blazey, said the funds raised at the charity event will go towards their Heart to Heart – Safer Rural Conversations program.

"THE \$30,000 RAISED BY MANGOOLA OPEN CUT WILL SUPPORT OUR HEART TO HEART – SAFER RURAL CONVERSATIONS PROGRAM WHICH AIMS TO BREAK DOWN BARRIERS WHEN IT COMES TO TALKING ABOUT DOMESTIC VIOLENCE AND RAISE AWARENESS OF WHAT IT LOOKS LIKE AND HOW TO RESPOND," HE SAID.

"To see this project funded beyond the next twelve months is so important to the community and we are incredibly grateful for Mangoola's support."

Mangoola Open Cut Operations Manager, Nick Slater, said the workforce was thrilled with the total funds raised as a result of the charity day.

"The team at Upper Hunter Homeless Support do fantastic work in offering comfort and support to vulnerable people who are facing challenging and often complex circumstances," he said.

"Thank you to each and every supplier, partner and employee for giving so generously to the cause. On behalf of Mangoola, we're really proud to be able to provide assistance and be part of a proactive approach to ending homelessness and family violence here in the Upper Hunter."



Muswellbrook Toyota was also a major sponsor of the event, putting up an Isuzu Ute as a hole-in-one prize.

The golf day was held at Muswellbrook Golf Club on Tuesday 18 May, prior to current COVID-19 restrictions.



COMMUNITY GIFT

THE SCONE NEIGHBOURHOOD RESOURCE CENTRE

THIS MONTH THE COMPLETE PARTS AND @ THE COALFACE \$500 COMMUNITY GIFT GOES TO THE SCONE NEIGHBOURHOOD RESOURCE CENTRE TO HELP FUND AND PLACE A MCGRATH BREAST CARE NURSE IN SCONE AND THE UPPER HUNTER SHIRE.

The Scone Neighbourhood Resource Centre (SNRC) is a not-for-profit organisation with 3 employees and more than 30 volunteers providing services and programs that vary to meet the everchanging needs of the local community.

SNRC Manager Lee Watts said she is calling for passionate people that are committed to making a difference every day by working to fund and

place a McGrath Breast Care Nurse in Scone and the Upper Hunter Shire.

"Breast Cancer Awareness Month is October, and I would like to see all of us be a part of raising funds to place a McGrath Breast Care Nurse here and show support for people experiencing breast cancer," said Mrs Watts.

"With many families in the Upper Hunter including Scone experiencing breast cancer firsthand, the women going through this journey need the support and access to information that McGrath Breast Cancer Nurses can provide.

"I spoke recently to a woman in

Scone currently going through treatment for breast cancer, and she told me that she has had many unanswered questions and needs reassurance from someone who understands what she is going through. Sometimes just a chat with a breast care nurse is what you need to get through the day."

The closest McGrath Breast Cancer Nurses are as far as Maitland, Newcastle and Tamworth, and the Upper Hunter needs better access to this valuable resource.

"HAVING A MCGRATH BREAST CARE NURSE DEDICATED TO THE UPPER HUNTER WOULD PROVIDE SUPPORT TO THOSE OF US ON THIS JOURNEY WE NEVER WANTED TO TAKE WITHOUT HAVING TO UTILISE THE OVERTAXED SERVICES IN NEWCASTLE AND TAMWORTH," MRS WATTS SAID.

This latest cause is another example of the amazing work SNCR does every day. Working with vulnerable families and children as well as providing services to the wider community, the centre offers a range of support including a food pantry

and different courses through Joblink Plus to anyone wishing to gain new skills.

They support children on their way to school with volunteers preparing and serving a healthy breakfast from the 'Morning Bites, Breakfast van' every school morning. The centre hosts an annual Connecting Communities event offering free haircuts and podiatry appointments and access to support services to access information.

Then there's the community laundry, a new project that will be completed by the end of the year. These kinds of programs and events provided by the centre are invaluable to the local community.

With 1 in 7 women diagnosed with breast cancer in their lifetime in Australia, the centre's latest cause is extremely important to the Upper Hunter community, especially those currently going through breast cancer treatment and their families. If you would like to get involved and be on the committee, phone 02 6545 2562 and let's start painting the town pink.



SNRC VOLUNTEERS PROVIDING HEALTHY BREAKFAST TO SCHOOL KIDS FROM THE 'MORNING BITES, BREAKFAST VAN'



L-R JAN KELAEHE, OFFICE MANAGER; JAALA PRESLAND, COMMUNICATION COORDINATOR; AND LEE WATTS, MANAGER

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CULTURAL CELEBRATION

UNCLE WARREN, ELDER OF THE WONNARUA PEOPLE, HUNTER VALLEY LAUNCHED HIS BOOK, SPIRIT OF PLACE – ABORIGINAL SITES OF THE HUNTER REGION, ON JULY 22 IN AN EFFORT TO INCREASE AWARENESS OF THE IMPORTANCE OF THE HUNTER REGION AS AN AREA OF SIGNIFICANT ABORIGINAL HERITAGE.

The event saw guests gather at Singleton Civic Centre in celebration of Uncle Warren's latest book, including representatives from Glencore's United Wambo Joint Venture who sponsored the publication.

Filled with photographs of cave art sites, rock engravings, stone formation sites and the beautiful landscapes of the Yengo and Wollemi National Park, the book celebrates Aboriginal cultural heritage in the Upper Hunter region with art sites from Wonnarua country and the surrounding lands.

"We are proud to have been able to help make Spirit of Place happen," said a United Wambo Joint Venture representative.

"During consultation on the United Wambo project, we identified a number of initiatives that could enhance cultural awareness among our employees and the wider community.

"SPIRIT OF PLACE WILL DO THIS BY CONTRIBUTING TO GREATER UNDERSTANDING OF THE HUNTER REGION'S ABORIGINAL HERITAGE."

"We look forward to seeing the book become an educational resource in universities and museums, libraries, schools and local Councils."

During celebrations on the night of the launch, guests enjoyed Aboriginal dancing



by the Puwampi Unti Kunarr Dance group, light refreshments and drinks. Uncle Warren also took the stand to talk about Spirit of Place, thanking everyone for being there.

Reflecting the next day, Uncle Warren said, "last night would have to be the highlight of my life."

"I wouldn't have been able to do this without the support of my family, friends, Carol Carter, James Mitchell, Allan Chawner and Glencore United Wambo Joint Venture.

"Thank you to the Puwampi Unti Kunarr Dance group, you should be so proud of yourselves, your dancing was amazing."



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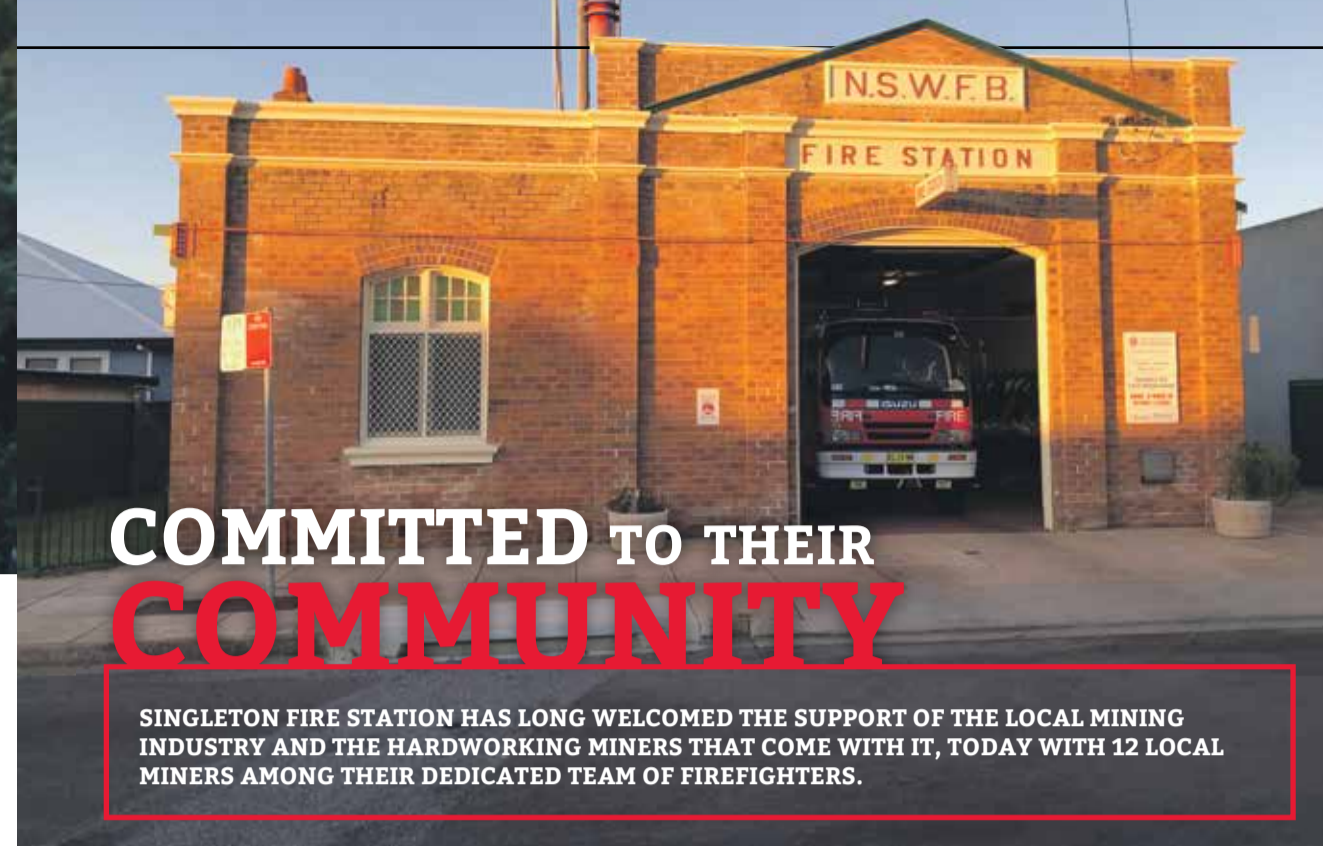
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COMMITTED TO THEIR COMMUNITY

SINGLETON FIRE STATION HAS LONG WELCOMED THE SUPPORT OF THE LOCAL MINING INDUSTRY AND THE HARDWORKING MINERS THAT COME WITH IT, TODAY WITH 12 LOCAL MINERS AMONG THEIR DEDICATED TEAM OF FIREFIGHTERS.

Out of their team of 16 firefighters at the Singleton Fire Station 12 are also dedicated local miners using their spare time to be there for our community when we need it most. With mining rosters regularly changing, this is no simple task.

For every member of Fire and Rescue NSW's (FRNSW) Singleton team, the commitment to protecting their community is what keeps them on the job, ready to go.

Luke Davis is a Dispatcher at Glencore Ravensworth Open Cut, and with 4 years of service at FRNSW Singleton and a wife and young kids at home he has his work cut out for him. "But I absolutely love it," said Luke.

"For most of us this is our secondary job, we definitely don't get out of bed at 3am for the money it's the love for the job that keeps us showing up.

"WE HAVE A GREAT TEAM OF HARDWORKING INDIVIDUALS HERE AT THE SINGLETON FIRE STATION, ALL SINGLETON LOCALS."

With 12 of their team having to work around mining rosters, Luke said it can be a struggle having 4 people ready to go. "We have to have 4 people at all times on call, ready to roll and everyone has changing or different rosters."

"I do the standard 4 panel mines roster and then on my days off on the weekdays my wife works so I have the children while she goes to work, then when she gets home, I'm available at the station... sometimes I'm finishing work at 6am in the mines and on call at the station by 7am."

Balancing their time between shifts in the mines, other jobs, their families, fighting fires and even the odd cat stuck up a tree, the FRNSW Singleton team don't do it for the recognition.

"I had the spare time and I wanted to help out and I think most of the guys joined up for that same reason, not for the glory but knowing the difference we make.

"FOR SOME PEOPLE ON SCENE, IT'S THE WORST DAY OF THEIR LIFE AND WE'RE THERE TO TRY AND MAKE IT SOMEWHAT BETTER."

Every call Singleton Fire Station receives is different with the team never really knowing what they are going to. "Sometimes it can be classed as just a backyard fire, you get there and it's a house fire or it could be the opposite, a call for a house fire and it's just someone cooking a BBQ," said Luke.

"We get called to car accidents and you never know what you're going into there.

"This week we had a cat up a tree, the next day we had a plane crash, it can be one extreme to the other."

As miners and firefighters, they also bring a wealth of skills to the table, with many members of the team in the Mines Rescue and ERT crews on site able to use their training and skills from FRNSW to keep their crew and those around them safe.

With Covid putting a halt on their face to face education at schools, community engagement and open days, Luke said they're hoping it goes back to normal soon.

"We head around to people's houses, usually for the elderly, and safely fit smoke alarms for them which was put on hold for a while due to Covid, but thankfully we're now back doing that for our community."

Next time you see one of the FRNSW Singleton team around town or on the job, give them a pat on the back (or maybe a thumbs up with social distancing in force). They could have just sat down for dinner or put the kids in the bath, and when they get the call saying they're needed they jump up and are on their way. In other words, these guys and gals are local legends.



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THE OUTDOORSY DAD



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Developed by outback survival expert Bob Cooper, the Survival Kit contains all the necessary items for survival in the wilderness that can also be super handy in casual outdoors activities as well. Using this practical kit, you can survive in the Australian outback until you walk out, or assistance arrives. For the not so life or death situations, the kit is handy for camping, hiking, fishing as well as for keeping in your vehicle while you're on the road, with items like a knife, fishing line and hook, plastic bags, plasters, multi tool, torch, and even mini playing cards to keep you further entertained. With 26 components in total covering the 'Big 5' priorities - water, warmth, shelter, signals, and food - you won't have to stress about dad next time he's on an adventure.

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THE STYLISH DAD



FOR THE DAD THAT TAKES PRIDE IN THE WAY HE LOOKS THESE KILLSHOT 2 SNEAKERS BY NIKE WILL BE SURE TO IMPRESS.

Inspired by the timeless OG low profile tennis shoe, the Nike Killshot 2 sneakers are a modern adaptation with a variety of textured leathers to create a fresh look with original comfort and class. From the moment the original Nike tennis shoe hit the shelves they became a staple of the fashion world, forever in style. Grab dad a fresh pair of Nike Killshot 2 sneakers and he'll be able to wear them today, tomorrow and in 5 years' time and still be on trend.

WWW.NIKE.COM

THE BOGAN DAD

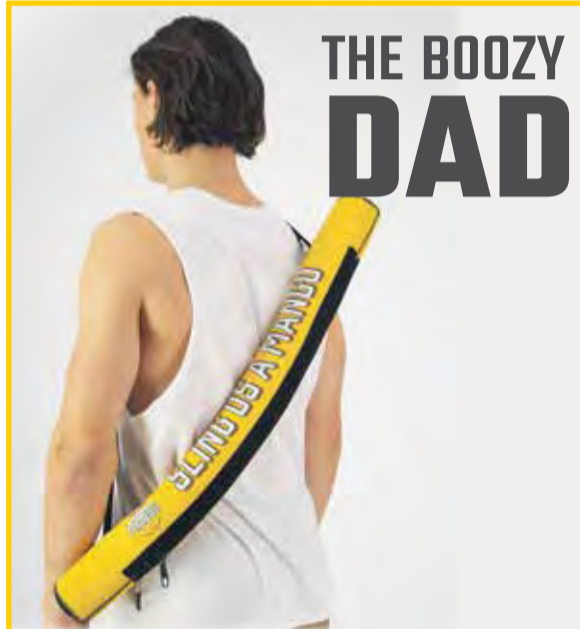


FOR THE TRUE BLUE, AUSSIE BOGAN THIS BOX OF GIFTS IS LIKE A HAMPER SENT FROM THE HEAVENS.

Naturally, the Bogan Box Gift Hamper by Yellow Octopus starts with a couple of VB tinnies or as us bogans call it - frothy nectar of the gods. Dad can then crack open a cold one with the Cheers Mate talking bottle opener and have a read of The Strayan Dictionary to top up on his Aussie slang to use next time he's down the pub. There's a selection of top snacks to enjoy as well. Cook up a feast with Buffalo sauce from the classic bogan Hog's Steakhouse or enjoy some beer pickles with cheese and tomato artisan crackers. Of course, to finish it off there's an Aussie made milk choccie for dad to enjoy. If you think there's a better box for a bogan, you're dreaming mate.

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THE BOOZY DAD



IF YOUR DAD LOVES A BEER OR 6 THEN HE WILL LOVE THE MILTON MANGO SLING.

Simple yet refined, Milton Mango have taken the hassle out of drinking on the move with this 100% Aussie made and printed Can Sling. The Mango Sling perfectly holds 6 x 375ml cans and made from high quality neoprene will keep your drinks ice cold. Dad can take it fishing, to the neighbours BBQ, to the beach or even chuck it over his shoulder while he mows the lawn without having to make multiple trips to the esky for a fresh one.

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ARE YOU EMOTIONALLY INTELLIGENT?

WHEN IT COMES TO HAPPINESS AND SUCCESS IN LIFE, YOUR EQ (EMOTIONAL QUOTIENT) MATTERS JUST AS MUCH AS YOUR IQ (INTELLIGENCE QUOTIENT). LEARN HOW YOU CAN BOOST YOUR EMOTIONAL INTELLIGENCE, BUILD STRONGER RELATIONSHIPS, AND ACHIEVE YOUR GOALS.

Emotional Intelligence (EI) is a psychological theory first developed by Peter Salovey and John Mayer but was popularised by an American psychologist Daniel Goleman in 1995 when he wrote his bestselling book Emotional Intelligence.

EI is the ability to understand and manage your own emotions, and those of the people around you. People with a high degree of emotional intelligence know what they're feeling, what their emotions mean, and how these emotions can affect other people.

COMPONENTS THAT ARE CRITICAL FOR EMOTIONAL INTELLIGENCE. SELF-AWARENESS, SELF-REGULATION, MOTIVATION, EMPATHY AND SOCIAL SKILLS.

Having a high level of emotional intelligence allows you to empathise with others, communicate effectively, and

be both self and socially aware. How we respond to ourselves and others impacts our home and work environments. Every day we interact with many different types of people and face constant change and surprises. Being emotionally intelligent is key to how you respond to what life deals out. It's also a key component of compassion and understanding the deeper reasons behind other people's actions.

Here are some tips on how you can increase your EI and improve your everyday life.

OBSERVE HOW YOU REACT TO PEOPLE. Do you rush to judgment before you know all of the facts? Do you stereotype? Look honestly at how you think and interact with other people. Try to put yourself in their place and be more open and accepting of their perspectives and needs.

LOOK AT YOUR WORK ENVIRONMENT. Do you seek attention for your accomplishments? Humility can be a wonderful quality and it doesn't mean that you lack self-confidence. When you practice humility, you still know what you did and you can be quietly confident about it. Give others a chance to shine and don't worry too much about getting praise for yourself.

DO A SELF-EVALUATION. What are your weaknesses? Are you willing to accept that you're not perfect and that you could work on some areas to make yourself a better person? Have the courage to judge yourself honestly as only then can change the way you think and act.

EXAMINE HOW YOU REACT TO STRESSFUL SITUATIONS. Do you become upset every time something doesn't happen the way you want? Do you blame others or become angry at them even when it's not their fault? The ability to stay calm and in control in difficult situations is highly valued both in the business world and outside it. Keep your emotions under control when things go wrong.

TAKE RESPONSIBILITY FOR YOUR ACTIONS. If you hurt someone's feelings, apologise directly and don't ignore what you did or avoid the person. People are usually more willing to forgive and forget if you make an honest attempt to make things right.

EXAMINE HOW YOUR ACTIONS WILL AFFECT OTHERS. Before you take action think about how it will impact others and try to put yourself in their place. How will they feel if you do this? Would you want that experience? If you must take the action, how can you help others deal with the effects?

Having a high level of emotional intelligence will serve you well in your relationships, in the workplace, and in all areas of your life. Who wouldn't want that? It's important to remember that while you can't do much about increasing your IQ, you can easily improve your EQ if you are willing to do the work.



A SAFE SPACE

WALTON MINE SERVICES HAVE DESIGNED AND MANUFACTURED A FAIL SAFE SPACER FOR UNDERGROUND COAL MINING ROOF BOLTING RIGS TO SOLVE THE RISK OF HAND CRUSH INJURIES.

Recently we met with Walton Mine Services Director Matthew Walton in his Beresfield workshop to take a look at their Fail Safe Spacer in action, and to hear Matthew share the story behind the creation of this innovative safety product.

"I was contacted after a hand crushing incident occurred on an underground site when the worker was changing a feed cylinder," explains Matthew. "It's a story you hear too frequently in the mining industry. That's when I decided I needed to come up with a design concept to prevent it from happening again."

"I've had my share of injuries over the years in my time working underground and so I know just how easily injuries can occur. Especially hand and finger injuries. When it comes to working on roof bolting rigs there's really only ad hoc methods

in place so the risk of injuries is increased. To be honest, it's actually quite surprising that there's nothing purpose built already in use."

Matthew's design is surprisingly simple and effective. The Spacer can be used for all HFX Bolter rigs to prevent accidental movement while replacing feed cylinders. It is placed at a designated location on the bolter where the dowels correspond so it locks in perfectly prior to retraction of the cylinders.

"We took every aspect into consideration to make this product," says Matthew. "From the design to the engineering to the materials. The composite material is lightweight so the whole thing weighs less than 5kg and we've factored in aspects such as the shape and the feel. We designed it to be usable, practical, light and virtually indestructible because I know that if you don't make

something easy and convenient to use then people simply won't use it. "We've tested it every way imaginable. Compression, velocity, 3D modelling. It will withstand way beyond its requirements. And not only will it make the job safer, but it will also reduce the time taken to swap feed cylinders."

Matthew says it's been a long road, but they are very proud of the end of product, which they have made in different sizes to suit different rigs. "It's been a time-consuming process to get it certified because there's a lot of boxes to tick to ensure due diligence has been done. As it's completely our design we have a patent pending, but I'm pleased to say that our Fail Safe Spacer is already being well received in the industry and is in use on sites here in NSW and in QLD.

"IT'S VERY REWARDING TO HAVE DELIVERED A SOLUTION TO PREVENT ACCIDENTS AND TO BRING SAFETY INTO MAINTENANCE OPERATIONS UNDERGROUND AND AT WORKSHOPS. SAFETY IS AT THE CORE OF OUR BUSINESS AND WE WILL ALWAYS GO THE EXTRA YARD TO MAKE SURE OUR WORKERS ARE SAFE. I'M REALLY PROUD THAT THIS PRODUCT WILL MEAN THAT WE CAN HELP KEEP PLENTY OF OTHER WORKERS SAFE TOO."

It's fantastic to see local businesses playing a part in improving the safety of workers in our industry. Matthew sums it up best. "If you see something that can be improved to make things safer, then it's your responsibility to do it."



HANDYMAN'S HEAVEN

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2021 CAT® 7495 MINING SHOVELS FEATURE UPGRADES TO DRIVE EFFICIENCIES AND LOWER COST PER TONNE.

Drawing from more than a century of rope shovel innovation, the 2021 Cat® 7495 and 7495 HF Electric Rope Shovels (ERS) combine multiple standard feature upgrades that increase operating efficiency up to 10% to improve machine productivity. Component enhancements, increased frame durability and improved serviceability help reduce cost per ton of material moved by as much as 15%. Slashing maintenance time by days while enhancing safety, reconfiguration of the crawler carriage allows drive shaft and tumbler replacement from the outboard side without removing the propel transmission. With this design, thrust loads are evenly distributed on large, tapered roller bearings rather than bronze thrust plates, increasing durability to align with 25,000-hour planned rebuilds, even in harsh environments.

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MINI BUT MIGHTY

FOR VERSATILE AND SIMPLE MACHINERY MOVING WITHOUT ANY SACRIFICE TO PERFORMANCE, THE NEW ML40 MINI-LIFT GANTRY BY ENERPAC DOES THE JOB.

The Enerpac SL-series and SBL-series gantries have long been trusted by lifting professionals. They have always stood for a safe and efficient way to lift and position heavy loads in applications where traditional cranes will not fit and permanent overhead cranes are not an option. When used with a track system, Enerpac hydraulic gantries also provide a means for traveling heavy loads. With the introduction of the new Enerpac ML40 Mini-Lift Hydraulic Gantry and its built-in synchronisation and safety features, all an operator needs for nearly any 40 tonne lifting job is a standard power supply and basic training.



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SUPER SCANNER

A NEW DUAL-WINDOW SCANNER THAT HALVES DATA CAPTURE TIME HEADLINES THE LATEST MAPTEK MINE MEASUREMENT IMPROVEMENTS.

The exciting new Maptek XR3-D mkII laser scanner with dual window arrangement cuts scan acquisition time in half. Conventional terrestrial laser scanners capture data from one window, spinning to achieve a 360° field of view; the XR3-D captures data from both sides simultaneously, with the scanner head only needing to spin 180°. Survey crews can incidentally scan surrounding terrain in both directions while they're on their way to capture highwall and stockpile data. There's no need to return to the pit later, as the haul roads, gradients and infrastructure have already been acquired seamlessly. The new hardware release from Maptek is the confluence of research into cutting-edge sensing technologies and customer feedback, enhancing user experience through improved range, speed, image clarity and quality.

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The new Sandvik RR240 air bearing bit features all the benefits of the previous Sandvik RR321, Sandvik RR221 and Sandvik RR222 rotary bits, plus updated cutting structures and improved wear protection, as well as the new PowerCarbide™ SH75 on selected models. All in all, Sandvik RR240 provides longer bit life compared to standard products, as well as higher penetration rates and reduced total drilling costs.

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TROLLEY ASSIST INITIATIVE SAVES TONNES

NEWMONT MINING RECENTLY RELEASED A CLIMATE STRATEGY AND SUSTAINABILITY UPDATE THAT ANNOUNCED SEVERAL SUBSTANTIAL INITIATIVES TO DELIVER A REDUCTION IN GREEN HOUSE GAS (GHG) EMISSIONS OF OVER 30% BY 2030 AND NET-ZERO EMISSIONS BY 2050.

Already well advanced in improving sustainability, Newmont currently operates an "all-electric" underground gold mine in Borden, Ontario, and has completed detailed analysis to optimise haul routes across all its mines, as well as introduce energy-saving variable frequency pump motors at numerous sites.

In this most recent announcement, the company stated it aims to exceed the 30% reduction in GHG emissions through its current fleet of operating assets. Newmont will achieve this via a combination of fleet electrification,



KOMATSU'S 830E-5 PHOTO CREDIT: KOMATSU



KOMATSU'S TROLLEY ASSIST PACKAGE FOR THE 830E PHOTO CREDIT: INTERNATIONAL MINING

fuel switching, shifting to renewable energy sources and achieving improvements in site energy efficiency through its "Full Potential" program. Investing \$500 million over the next five years, the renewable energy opportunities identified across Newmont operations will deliver a reduction in CO2 emissions of over 800,000 tonnes.

CLOSE TO 80% OF THE 2030 TARGET IS LIKELY TO BE DELIVERED THROUGH INITIATIVES IDENTIFIED AT JUST FOUR SITES ACROSS AUSTRALIA AND LATIN AMERICA.

Approximately 45% will come from wind and solar at Boddington, 10% from Tanami through wind and solar, and in Latin America, a further 30% from wind and solar projects at Yanacocha and Penasquito, respectively. There are also plans to reduce emissions by introducing battery energy storage in Suriname at their Merian mine site and locally through battery energy storage and

an electric underground equipment fleet at their Tanami Expansion 2.

In respect to improving sustainability within their existing haulage fleet, Newmont evaluated its major projects and identified several initiatives to reduce costs and emissions, including retrofitting trolley assist systems at its Penasquito gold mine in Mexico. The company stated, "The haulage fleet is already equipped with diesel-electric wheel drive motors. By adding overhead power lines on the most fuel-intensive haulage routes, we can provide electric power to the Penasquito fleet saving up to \$30 million and potentially reducing our emissions by over 20,000 tonnes of carbon per year."

Totalling 83 Komatsu 930E electric drive haul trucks, this Penasquito fleet of trucks will be retrofitted with a Trolley Assist Package currently under development by Komatsu and its AC electric drive supplier

Wabtec. Schedule to launch 2022, Komatsu's Trolley Assist Package for the 830E is already well advanced, with the system currently being deployed at Copper Mountain Mining in BC, Canada.

With these initiatives set to deliver the 2030 target, Newmont is working towards strategies required to achieve net zero emissions by 2050. These strategies will likely include carbon sequestration, "nature-based" solutions, conversion across all sites to solar, geothermal, wind, hydro, and hydrogen energy, plus the introduction of battery electric haul trucks and trolley assist across all sites.

COMPONENTS ONLY

THANKS TO COMPONENTS ONLY, OUR HEAVY EQUIPMENT EXPERTS



Aboriginal Community Development Fund

MACH Energy Mount Pleasant Operation

ACDF - "Targeting issues, needs & opportunities of local Aboriginal communities"

MACH Energy Australia oversees commitments relating to the Aboriginal Community Development Fund (ACDF).

The Fund seeks to support partnerships that target issues, needs and opportunities which are priorities for local Aboriginal communities in areas such as health; economic development; cultural and community development and education in the Upper Hunter Valley, NSW.

For Applications or further information about the ACDF please visit: www.machenergy.com.au/acdf





TOP TURNOUT FOR INAUGURAL INDIGENOUS ROUND



THE DK HEAVY PLANT SERVICES GROUP 21 INDIGENOUS ROUND WAS HELD ON JULY 11 IN LINE WITH NATIONAL RECONCILIATION AND NAIDOC, WITH FANS FLOCKING TO SINGLETON'S PIRTEK PARK FOR A GREAT DAY OF FOOTY.

The DK Heavy Plant Services (DKHPS) Indigenous round for Group 21 was introduced for the first time this year, locally hosted in Singleton. A number of teams proudly wore indigenous jerseys on the day with Laurie Perry, local Wonnarua Elder performing a welcome to country ceremony prior to A-Grade kick off.

The sunny weather welcomed excited crowds who came along to support their teams, including local Wonnarua people who came in support of the inaugural Indigenous round.

Some of the greatest supporters on the day included employees from the indigenous round

sponsors, DKHPS, with Company Director Jane Komacha and General Manager Luke Hammond there to cheer on a couple of employees who took to the field. "We hope to be able sponsor this event annually now as this year it was a great success," said Jane.

"DKHPS has a strong focus on increasing diversity and inclusion in our workplace and our community groups.

"We feel that it is a very important educational tool for highlighting the importance of the indigenous people in the football and the wider community.

"THE INDIGENOUS ROUND PROVIDED AN OPPORTUNITY TO BRING PEOPLE TOGETHER IN SUPPORT OF NOT ONLY OUR INDIGENOUS PLAYERS, BUT ALL TEAMS INVOLVED."

Harry Schumaker, first-year DKHPS apprentice, played for the Aberdeen Tigers in the Under 18's celebrating on the day his 18th birthday. Jane announced a "special shout out and happy birthday Harry."

Jason Fordham, DKHPS Boilermaker Supervisor also stepped up on the day to play in First Grade for Singleton Greyhounds.

"Both Harry and Jason with their respective teams came away with wins," said Jane.

Sponsorship for any team is extremely important – without sponsorship for local teams these games and teams wouldn't exist. "We have sponsored the Aberdeen Tigers for 3 years and they have worn our logo proudly whilst they have played," said Jane.

"The DKHPS sponsorship helps to purchase jersey's, provide vital first aid equipment and essential items for the teams to operate."

A congratulations is in order to all players who took part in the inaugural Group 21 Indigenous round this year, including sponsors DK Heavy Plant Services, proudly supporting our indigenous players and community.

WHEN THE WIND BLOWS... GO FISHING!



DESPITE THE WILD WINDS BLOWING OUT ON THE WATER, WE'VE BEEN ENJOYING SOME AWESOME WINTER FISHING. IN FACT, THIS MONTH THE FISHING HAS BLOWN US AWAY!

ESTUARIES, LAKES AND BAYS

These sheltered areas have been where it's at over the past month with plenty of wild wintery weather to contend with. This month will be much the same as last on the fishing front, with the Bream and Blackfish providing plenty of action throughout the enclosed waters.

All the local breakwalls will be the area to hit, whether it's targeting the weed eaters or floating a few baits for a Bream. Jewies have also been active especially around the lead up to the full and new moons with some great opportunities to find a bite using lures, particularly soft vibes around the deeper areas in the top half of the bay. It will be much the same fishing the structures in the Lake and Newcastle Harbour.

BEACHES

Everyone needs a Plan B during the winter westerlies and the beaches are an awesome place to check out with the minimal swell. With the offshore winds whipping up a storm you'll definitely need a fire to huddle around between dropping lines while you listen to some tunes and warm up with a brew or two.

When you do drop a line, expect some exceptional fishing with Tailor and Salmon providing plenty of fun for those throwing metals around the white water. Bream and Jewfish hunting along the gutters with fresh cut baits and beach worms will be sure to produce the goods.

OFFSHORE

This target area has slipped down the list for the time being due to the lack of weather windows of late, although those lucky enough to time a chance have been rewarded with a great Snapper bite on the inshore reefs. These fish have been reacting well to floating baits along the reef edges in a burley trail and of course, soft plastics. Kings and Bar Cod have

been caught around the deeper reefs and on the shelf along the coast.

On the Tuna front, everything's sitting ready off the coast with an upwelling and 0 altimetry line well within reach. All we need is the chance to suss it out so we are keeping our fingers crossed.

FROM THE OCEAN ROCKS

Things have been a bit wild around these areas especially earlier in the month with only the very sheltered areas being accessible. But with the prevailing Westerlies on the way we will have plenty of opportunities to explore a bit of ground this month.

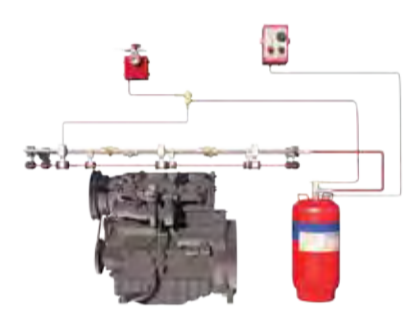
The Winter targets will continue Bream, Blackfish, Drummer and Grouper from the wash. Spinning metals will again produce Tailor and Salmon - this is best done during first and last light.

Keep floatin' - Thrifty's

PIRTEK WE'LL KEEP YOU OPERATING



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THE PEOPLE'S PUB

RENOWNED FOR ITS BIG HEARTY MEALS, COLD BREWS AND STUNNING HISTORIC EXTERIOR, THE HEDDON GRETA HOTEL HAS STOOD THE TEST OF TIME AS THE OLDEST HOTEL ON THE SOUTH MAITLAND COALFIELDS.

Its classic exterior has barely changed since the Heddon Greta Hotel was first established in 1902, taking you back to a time when coal mining in Kurri Kurri and the surrounds really started to take off. Stepping inside, you can almost imagine the fellas knocking off at the pits and heading to the Heddon Greta Hotel for a cold beer over a century ago.

Known as 'the peoples pub' today, it's not just the pubs rich history that draws in locals and people passing through. Inside, the classic yet modern styling and thoughtful layout creates a warm and comfortable atmosphere.

Having dropped off copies of @ The Coalface for Heddon Greta pub patrons for some time, I thought it was about time I stopped in for a meal.

As per usual, my mum came along for lunch on a lovely Friday and if anyone is going to give me an honest opinion of their meal it's this woman. Even more so as she ordered her all time favourite dish, Creamy Garlic Prawns.

KNOWN AROUND TOWN AS THE CREAMY GARLIC PRAWN QUEEN, MUM IS RELENTLESS WHEN IT COMES TO THIS DISH. SERVED AT THE HOTEL AS 10 PRAWNS ON A BED OF RICE IN A CREAMY GARLIC SAUCE WITH A CHOICE OF 2 SIDES, MUM WENT FOR SIDES OF CHIPS AND VEG. THE DISH DEFINITELY LOOKED THE PART WHEN IT CAME OUT, WITH ITS GENEROUS PORTIONS AND VIBRANT, FRESHLY COOKED VEG.

Mum's partner Dee came along for the experience as well, partly to come and enjoy a meal in good company and partly to keep mum in line if her favourite dish went south.

Thankfully, Mum bloody loved it. "This creamy sauce is delicious, and the veggies are cooked to perfection," said Mum in between mouthfuls.

Knowing we were in the clear, Dee and I let out a sigh of relief and tucked into our own dishes.

Dee ordered the Gourmet Steak Stacker Burger with steak, bacon, egg, cheese, pineapple, lettuce, tomato, onion, beetroot and BBQ sauce, served on ciabatta with a side of chips. It was huge, and in Dee's words "very yummy".

I went for the Vegetarian Pasta with sun dried tomatoes, olives, eggplants, mushrooms, cherry tomatoes, basil, garlic & baby spinach in a Napoli sauce. The dish was rich in flavour, and again very generous in size.

The 3 of us agreed that any hungry coal miner would be extremely satisfied with the traditional menu options, great meal sizes and delicious pub grub available at the Heddon Greta Hotel.

We left the historic establishment feeling very full, satisfied and impressed with the friendly service, tasty food and welcoming atmosphere. Mum was particularly happy with her experience, asserting the hotels Creamy Garlic Prawns received her tick of approval. It's a pub that's definitely worth the visit if you're in town.



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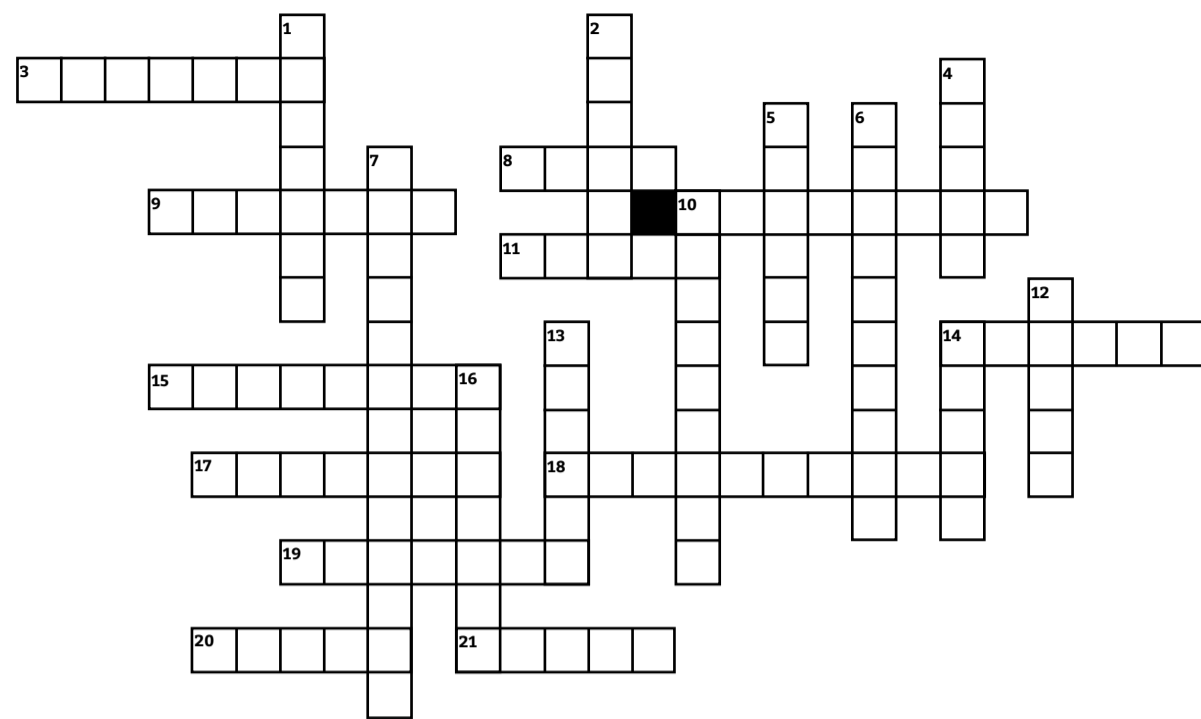
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CROSSWORD



DOWN

1. Phenomena that keeps planets in orbit around Sun (7)
2. The moon Titan orbits this planet (6)
4. The path travelled by a celestial body in space (5)
5. Planet with the most moons (6)
6. 27 percent of the universe is composed of this (4,6)
7. First man to walk on moon (4,9)
10. Study of the stars, planets and galaxies (9)
12. Constellation that represents a hunter and weapons (5)
13. Large group of stars, dust and gas (6)
14. Famous asteroid (5)
16. Planet with supersonic winds (7)

ACROSS

3. Planet with fastest rotation (7)
8. Colour of Mar's sunset (4)
9. Famous astronomer (7)
10. Vesta is which type of celestial body (8)
11. Brightest planet in the night sky (5)
14. Name of the Sun's outermost atmosphere (6)
15. A highly magnetised rotating neutron star (6)
17. There are 181 of these in our solar system (5)
18. Protects Earth from radiation (10)
19. Smallest planet in our solar system (7)
20. How many stars make up the Big Dipper (5)
21. Only planet not named after Greek gods (5)

Space

@ THE COALFACE
PRIZE WINNERS

Volume 5 - No 6: July 2021

CRIB BAG
John Elias

ROBERTS MEATS RAFFLE
Mikaela Cameron

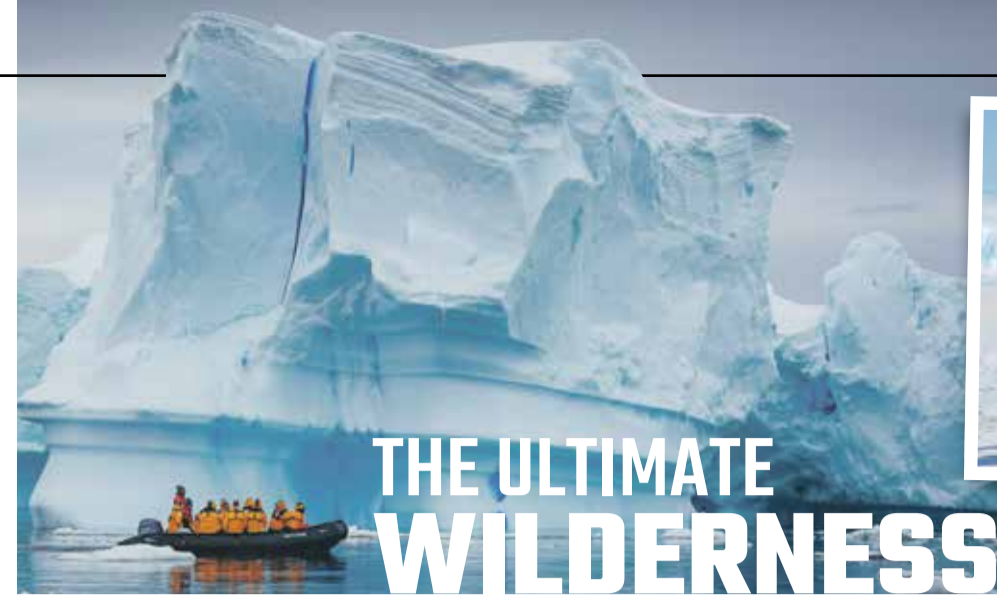
BANLAW FUEL VOUCHER
Mick Brennan

BLUNDSTONE BOOTS
Rudi Bronkhorst

ULTIMATE KIDS VOUCHER
Royleen Thorley

BCF VOUCHER
Bradley Mears

CONGRATULATIONS TO ALL OUR WINNERS!



WITH ANOTHER LOCKDOWN LOOMING, TAKING A HOLIDAY ANYTIME SOON IS PROBABLY JUST A PIPE DREAM. SO WHY NOT START SAVING FOR A HOLIDAY TO A DESTINATION YOU'VE PROBABLY NEVER DARED DREAMED OF?

Antarctica. The 7th continent and the ultimate wilderness adventure. A vast, pristine landmass completely encased in ice where large luminous icebergs rear up against the horizon in a thousand different shapes and forms. Inland, a sweeping icecap covers mountains and fills trenches. Home to an extraordinary array of wildlife, this is where the elemental forces of snow, ice, water and rock meet to form one of the most unique places on earth.

Antarctica's remote wilderness is something you only see on nature documentaries and it might seem impossible to imagine yourself visiting this hard to reach place. But it's not. If you're prepared to fork out plenty of cash.

Antarctica is the only continent

on Earth without a native human population. All activities are governed by the Antarctic Treaty of 1959 and since no country owns Antarctica, no visa is required to travel there. However, if you are a citizen of a country that is a signatory of the Antarctic Treaty, (which Australia is) you do need to get permission to travel there.

One of the most remote destinations on the planet, Antarctica is only accessible by vessel, and this is nearly always done through tour operators. There are rules laid down by the International Association of Antarctic Tour Operators (IAATO) covering such things as the size of cruise ship allowed to enter Antarctic waters and where it can land, so you should always make

sure that the tour company you use is a member of IAATO.

Whilst cruises will infrequently depart from Australia, to avoid a lengthy sea journey most cruises depart from South America. Visits are mainly concentrated during November to March during the Antarctic summer period where at the peak you can experience almost 24 hours of daylight.

In the winter, pack ice extends over 620 miles around the continent, it is almost permanently dark, and temperatures drop to as low as -60C which means that from March to November, Antarctica is left mainly to the crews of the scientific bases. These scientists and research station workers live in severe conditions and tirelessly work to expand our knowledge of the world. On a trip to Antarctica you may have the opportunity to arrange a visit to a research base and see some of the amazing work they do.

WHILE MANY PLACES IN ANTARCTICA DON'T ALLOW GROUPS TO MAKE LANDFALL, THERE ARE STILL PLENTY OF AREAS WHERE YOU CAN HIKE,

SNOWSHOE, SKI, SNOWBOARD, OR IF YOU'RE AN EXPERIENCED MOUNTAINEER YOU MAY EVEN BE ABLE TO DO SOME CLIMBING. THERE ARE ALSO HISTORICAL SITES SUCH AS WHALING STATIONS AND MONUMENTS THAT YOU CAN VISIT. ONE OF THE MOST POPULAR ON LAND ACTIVITIES THOUGH IS CAMPING. WITH ONLY A MAT AND THERMAL SLEEPING BAG, THERE IS NOTHING BETWEEN YOU AND THE STUNNING BEAUTY OF THE ANTARCTICA NIGHT SKY.

On the water there are amazing adventures such as kayaking, cruising in a zodiac boat, snorkeling and scuba diving. Or join the ranks of the many Antarctica travellers who take the Polar Plunge, a leap into the icy waters that is considered a badge of honour.

But the top reason to go to Antarctica would have to be to see its abundant wildlife: seals, sea lions, penguins, fish, whales, and a wide variety of seabirds, including albatross, petrels, shearwaters and skuas. Whilst you cannot interact with any of the wildlife, you will have the opportunity to see many up close and personal.

If freezing your butt off on a boat isn't your idea of a fun holiday but you still dream of seeing Antarctica, then why not take a round trip day flight which are available from several Australian airports. Take in the dramatic mountains, the dazzling glaciers, and the frozen landscapes of Antarctica all while sitting back in comfort and warmth as you sip a glass of champagne.



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