

NORTH WEST INDUSTRY, COMMUNITY, SPORTS & ENTERTAINMENT

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GAME TIME

THE VOICE FOR MINING FAMILY DAY IS ON SUNDAY APRIL 4, WITH THE NEWCASTLE KNIGHTS ONCE AGAIN DONNING HI-VIS MINING JERSEYS TO CELEBRATE THE MINING INDUSTRY.



PAGES 6 AND 7

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FLYING COLOURS

A NEW EXCAVATOR EMBLAZONED WITH THE LOGOS OF WESTPAC RESCUE HELICOPTER SERVICE WAS UNVEILED AT MAULES CREEK MINE ALONG WITH GENEROUS DONATIONS.

PAGE 8



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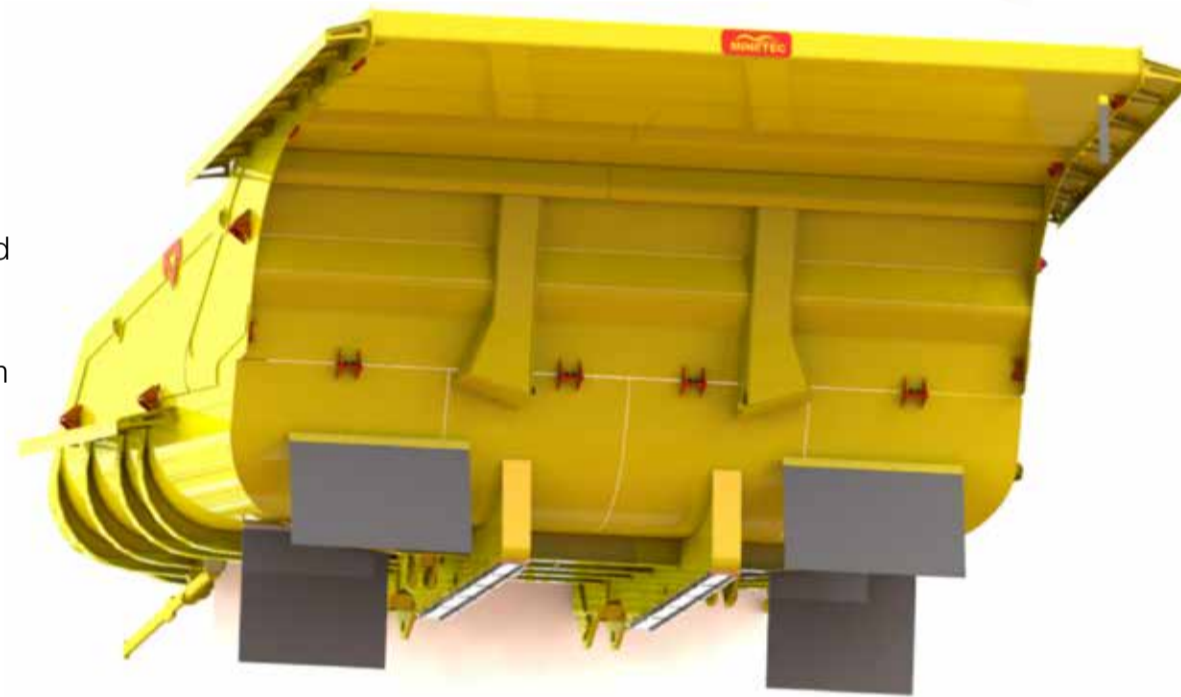
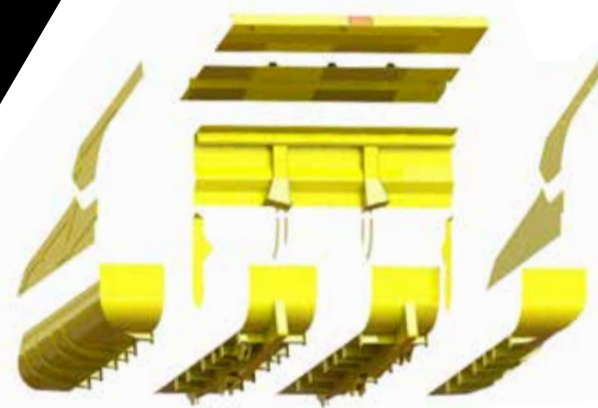
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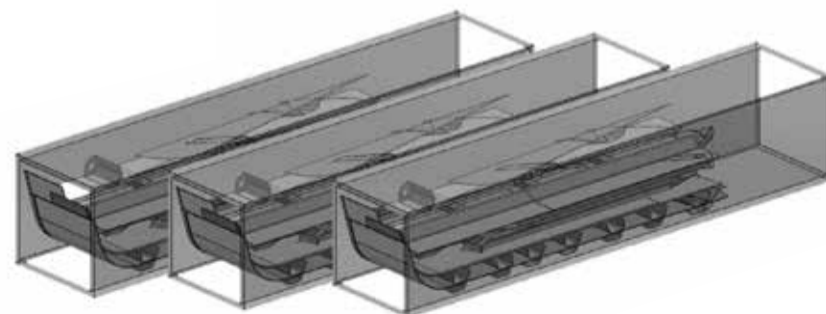


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NEW YEAR, NEW OPPORTUNITIES

FILLED WITH NEW OPPORTUNITY AND GROWTH IN OUR INDUSTRY, WE'RE STOKED TO BE KICKING OFF THE NEW YEAR WITH OUR NORTH WEST AUTUMN 2021 EDITION.

Last year despite the challenges of Covid our mining industry managed to stay alive and thrive and with 2021 well underway, we've seen an abundance of growth and opportunity in the North West region.

We see this in the success of businesses like Aztech who are now celebrating 10 years of operation, by constantly expanding the business to diversify into different markets, grow available equipment to further support their clients and most importantly support more local jobs.

Kelaher Industrial Services is another business that has jumped at the opportunity to meet the demand of a number of industries, from mining to agriculture, with their unique team of different trades.

Speaking of growth, Whitehaven Coal's Gunnedah Coal Handling and Preparation Plant have achieved an enormous 3000 days injury free, an effort that highlights the growth of safety training, vigilance and engagement in the workforce.

It's been an amazing quarter and we are so excited to share these stories with you, our beloved readers. And we can't do it without you! Being a quarterly magazine, we love sharing the stories of our industry and community so if you have any news you would like to share, any employees who are doing something great for the community, or anything that you think @ The Coalface readers would like to hear please get in touch at ashley@thecoalface.net.au Bring on the rest of 2021!

OPINION

GAME ON!

FOR EIGHT SEASONS THE NEWCASTLE KNIGHTS HAVE WORN THEIR NOW FAMOUS HI-VIS JERSEYS TO SHOW THEIR SUPPORT FOR THE MINERS OF NSW.

Last season this support was even more important, as our miners across the state worked hard to maintain operations under strict protocols to keep their workmates, families, supply businesses and communities COVID-safe.

The resilience of our mining communities has been amazing and we're starting to see good opportunities on the horizon with strong demand for our resources from our export markets.

IT'S BEEN A POSITIVE START TO WHAT WE ALL HOPE WILL BE A BETTER YEAR, MADE EVEN BETTER BY THE NEWS THAT OUR ANNUAL 'VOICE FOR MINING' FAMILY DAY IS ALSO BACK ON IN 2021.

The annual celebration of the partnership between mining and the Knights, sponsored by the NSW Minerals Council, was drastically scaled back in 2020 due to the COVID-19 pandemic.

However, on Saturday 4 April this year the Knights will once again take to the field at McDonald Jones Stadium in Newcastle in their hi-vis replica mining jerseys as they take on the St-George Illawarra Dragons.

Voice for Mining Family Day celebrates the 40,000 miners that live in NSW, inviting workers and their families to cheer on the Knights at the game and at home in hi-vis. The 2021 event will be conducted under strict COVID-19 safety protocols, in line with NSW Government capacity restrictions.

The Knights showed toughness, talent and promise last season, and some terrific signings have boosted an already strong squad for the season ahead. We wish the team every success as we all look to a more positive future on and off the field in 2021.

Stephen Galilee, CEO, NSW Minerals Council

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OPINION

BETTER TRAINING FOR MORE JOBS



OUR MINING INDUSTRY NEEDS MORE SKILLED WORKERS NOW AND INTO THE FUTURE TO MEET GROWING DEMAND FOR AUSTRALIA'S WORLD-CLASS RESOURCES.

And the nature of work in the Australian minerals industry – including in the many great mines across the Hunter Valley – is constantly evolving.

The need for enhanced skills in existing roles and technical skills in new roles across areas such as data analytics, robotics and artificial intelligence will only keep increasing.

These changes will require a workforce that is more diverse and digitally connected between different locations.

Workers will need skills and capabilities that are adaptable, transferable and relevant to our future needs.

As an industry, we know that skills development is central to our success.

This means more flexible, higher-quality and responsive training and workforce development.

TO RESPOND TO CHANGING WORKFORCE NEEDS, THE MCA WITH THE SUPPORT OF THE AUSTRALIAN GOVERNMENT IS COORDINATING THE MINING SKILLS ORGANISATION PILOT, OR THE MSOP FOR SHORT.

The MSOP has an ambitious approach to

lead industry engagement in the VET sector, develop and test nationally recognised training alongside the existing system and work with key players to boost the quality and extent of training for the mining industry.

Our training system is currently not meeting the needs of workers, learners or the industry.

So we need to explore new methods of assessment, encourage public, private and university providers to work better together and advising on the needs of the Hunter and other key mining regions.

THE MSOP HAS AN INITIAL GOAL OF AT LEAST 5000 NEW APPRENTICESHIPS TO MODERNISE TRADES TRAINING, EDUCATION AND DEVELOPMENT.

This will focus on the in-demand profession of Heavy Duty Diesel Fitters and developing models that better align industry need and apprentice knowledge.

We need to ensure that we use the best new technology to deliver training faster, especially in the growing areas of automation and the application of digital technologies.

There's a crucial need to attract and retain the best staff.

That's why we are working to position mining as an industry of choice by creating a longer and stronger talent pipeline for mining and METS.

Finally, qualifications reform will forge stronger alignment between industry need and available qualifications.

Finding ways for industry to make qualifications more relevant to skill needs now and into the future is a key priority for the Pilot.

We're working with employers, broader industry, government and the training sector to achieve these goals and make a long-term positive impact on education for existing and new members of our workforce.

When we emerge from the COVID-19 pandemic, a strong mining sector and a highly skilled and highly-paid workforce will ensure Australia has a faster economic recovery that benefits all Australians.

Tania Constable
CEO, Minerals Council of Australia

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TICKING OVER 10 YEARS

IN 2011 AARON SMITH STARTED HIS DREAM IN ESTABLISHING AZTECH EARTHMOVING REPAIRS; TODAY THEY ARE THE LARGEST LOCAL MECHANICAL BUSINESS IN THE AREA.

Director Aaron Smith first came to Gunnedah in late 2010 to relocate equipment to Whitehaven Coal's Sunnyside project and from the moment they arrived, him and his wife Debbie fit in with the community like a glove.

With the support of the community showing them great potential and solid foundations not only to start their business but also raise their young family, the pair established Aztech Earthmoving Repairs.

"FROM TWO EMPLOYEES AND WORKING OUT OF A LANDCRUISER UTE, TIMES WERE CERTAINLY NOT ALWAYS EASY AS A SMALL BUSINESS OWNER, SACRIFICES WERE TO BE MADE THROUGH MINING DOWNTURNS, DROUGHT AND A VERY COMPETITIVE INDUSTRY," SAID AARON.

But this didn't stop Aaron and Debbie from persisting with their commitment to growing their business from strength to strength whilst also raising their four children. The determination of both Aaron and Debbie is second to none, and it's done wonders for their business.

Aztech will be celebrating 10 years of establishment in March this year, and today are proudly the largest local mechanical business in the area servicing the mining, construction, automotive and agriculture industries, with two workshops based on Borthistle Road and a fleet of field service vehicles and ancillary equipment to support and service their clients.

"Most recently Aztech has diversified into the machine hire market to further support our clients, with a growing list of equipment

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available we have proven the ability to adapt to our client's needs," Aaron said. Starting out with 2 employees back in 2011, Aztech now employees 30 locals, including 7 apprentices and trainees. "Aztech is committed to supporting and providing opportunities for local youth and upskilling our people, this not only strengthens the company, but also the industry's future in Gunnedah," Aaron said proudly.

"GUNNEDAH HAS REALLY TAKEN THIS DREAM AND FAMILY BUSINESS TO NEW HEIGHTS WITH CONTINUED GROWTH."

"We are extremely proud of our team and we could not be more proud of where we are as a business today." Congratulations Aaron and Debbie and here's to another 10 years!



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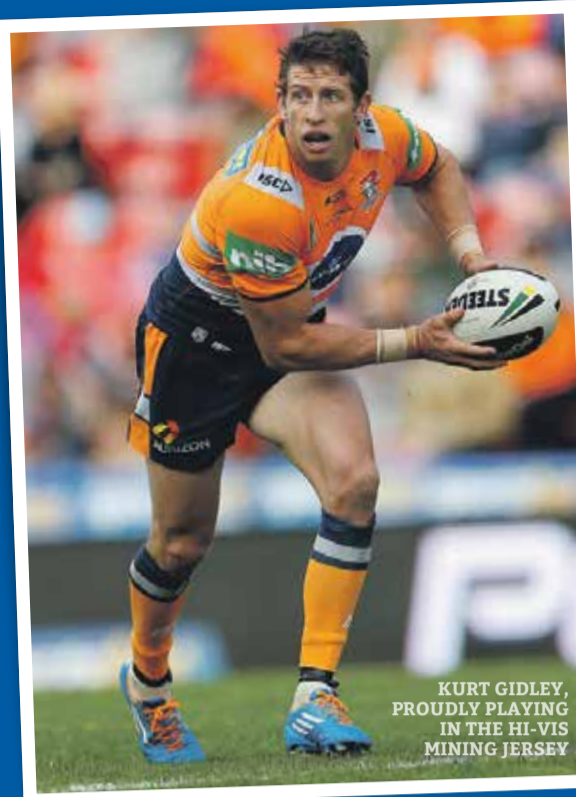


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KURT GIDLEY, PROUDLY PLAYING IN THE HI-VIS MINING JERSEY

GAME TIME

THE VOICE FOR MINING FAMILY DAY IS BACK ON SUNDAY APRIL 4, WITH THE NEWCASTLE KNIGHTS ONCE AGAIN DONNING HI-VIS MINING JERSEYS TO CELEBRATE THE MINING INDUSTRY.

The Voice for Mining Family Day brings together thousands of miners and their families and rugby league supporters to celebrate the contribution the mining industry makes to our communities.

It's a day that stirs all sorts of emotions, like pride, excitement and inspiration. For former NSW and Newcastle Knights captain Kurt Gidley, pulling on the replica hi-vis mining jersey for the first time in 2014 was one of the more emotional days of his career.

Gidley, whose brother Matthew also won an NRL premiership with the Newcastle club in 2001, has a strong connection with the rugby league community and the mining industry. His father Geoff drove coal trains between Narrabri and the Port of Newcastle for almost 30 years. And his brother Adam also worked in rail for a decade. So the connection to those hi-vis colours during his playing days was strong. And eight years after captaining the Newcastle Knights to their first win in hi-vis, he is reflecting on how much it meant to him, his family, and Newcastle Knights fans in the Hunter Valley and across Northern NSW.

"I REMEMBER MY FIRST IMPRESSIONS WHEN I DROVE IN. THE BIG PIECES OF MINING EQUIPMENT WERE A REAL EYE OPENER, SEEING THEM UP CLOSE. AND RUNNING OUT OF THE TUNNEL AND SEEING ALL THE HI-VIS. IT WAS EXCITING AND THERE WAS A GREAT DEAL OF EXPECTATION, BUT THEY ARE GREAT MEMORIES," HE SAID.

"It was a totally different scene from what we would normally see, and it was a real show of unity from our supporters, people who are proud to work in the mining industry.

"I felt a great deal of responsibility on Voice for Mining round. I have a lot of mates and former teammates that have worked in and around mining and I really wanted to represent everyone. I wanted to play tough and resilient like people who work in the

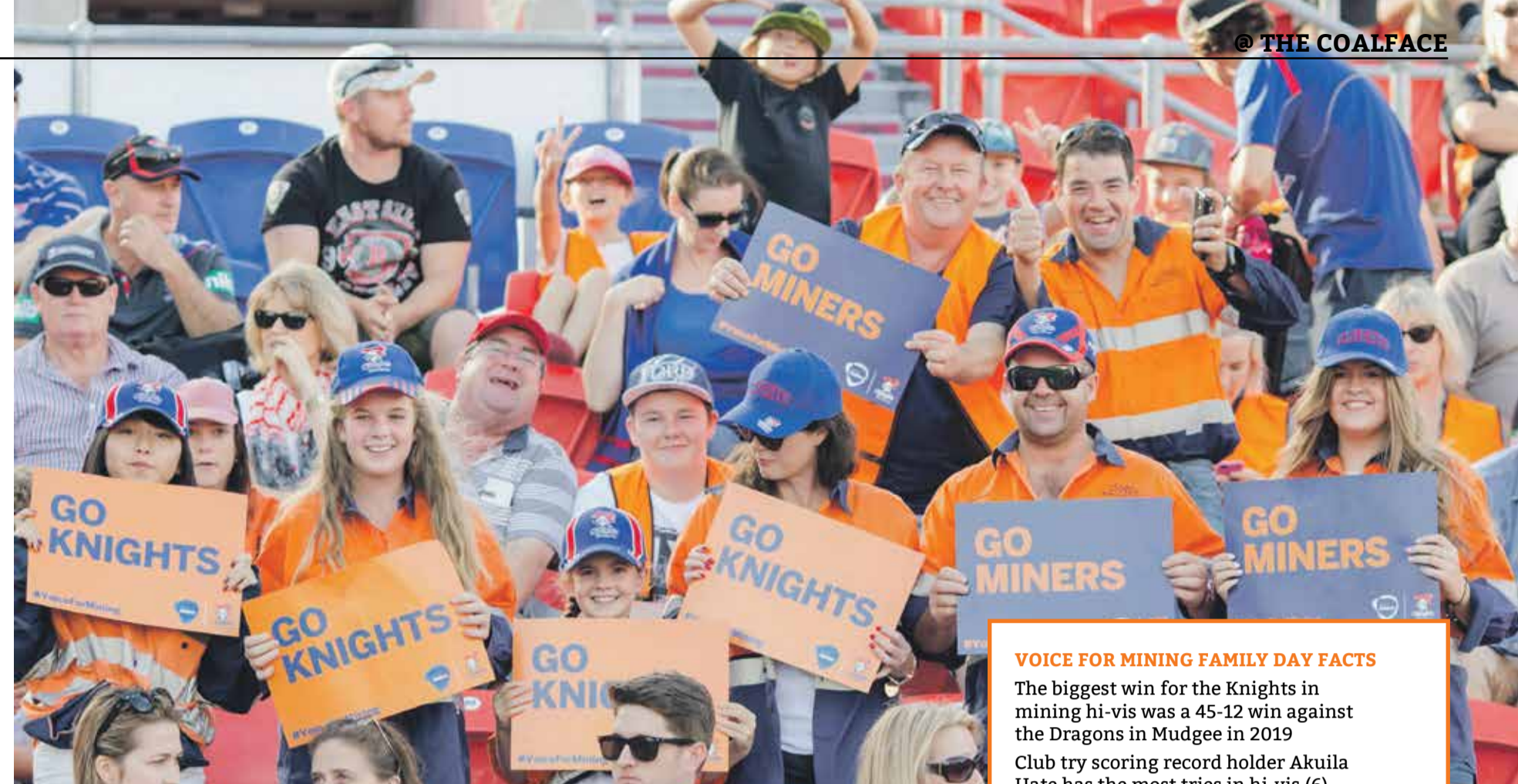
industry... and I wanted them to be proud of my performance and the team's performance."

That overriding emotion is something that the current players connect with too, including star fullback Kalyn Ponga whose father Andre has worked in mining in NSW.

"My old fella is tough and that's exactly what the jersey is. He's hard working, he's dedicated and when we put that jersey on, that's what we want to be," Kalyn said.

"Before we run out, that's probably the first thing we talk about, look around the room, look at what you're wearing. Not only that, look in the stands and the people of Newcastle are hardworking. I think everyone that knows Newcastle knows that. When we put this jersey on, we want to do them proud."

Kurt was the first player to captain the team in mining hi-vis, giving the annual game and the



VOICE FOR MINING FAMILY DAY FACTS

The biggest win for the Knights in mining hi-vis was a 45-12 win against the Dragons in Mudgee in 2019

Club try scoring record holder Akuila Uate has the most tries in hi-vis (6) including a hatrick in the first Voice for Mining Family Day game in 2014.

The club record attendance for Voice for Mining Family Day at McDonald Jones Stadium was 26,822 in 2013.

The most exciting finish in hi-vis came against the Tigers in Tamworth in 2018 when Shaun Kenny-Dowell scored in the corner in the 77th minute to seal a 2-point win.

Kalyn Ponga's father Andre is one of many people connected to the club that have worked in the NSW mining industry

jersey even more meaning. Gidley tells us that he didn't speak to his Dad a lot about his work when he was younger, but he knows the sacrifices he made and how hard he worked for his family.

"I THINK IT WOULD HAVE BROUGHT HIM A LOT OF PRIDE TO HAVE HIS SON PLAYING IN THE HI-VIS. IT'S SOMETHING THAT RESONATED WITH MY DAD IN THE INDUSTRY HE WORKED IN," KURT SAID.

"He was always really proud of me and my brothers when we were playing footy. But I think that day, maybe a little more as he sat there in his hi-vis vest and seeing

me running out and captaining the team, it would have been a bit emotional.

"It was emotional for me. I'm always passionate and emotional before every game. I was representing my family - my Dad, my brother Adam who worked at Pacific National for ten years. It stirred some emotion for me personally, but I think it resonated with the rest of the team too that it was more than just a normal game.

"There will always be a strong connection there because we represent the Hunter region, and I'm sure in the future we will continue to see the sons of coal miners coming into the team."



KURRI KURRI / AUSTRALIA
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A BUCKET OF BUCKS

THE WESTPAC RESCUE HELICOPTER SERVICE (WRHS) RECEIVED A FINANCIAL BOOST FROM WHITEHAVEN COAL. THE DONATION WAS PART OF WHITEHAVEN'S UNVEILING AT MAULES CREEK MINE OF A NEW EXCAVATOR DESIGNED BY CR MINING AND MANUFACTURED BY JAWS BUCKETS & ATTACHMENTS.

FRONT L-R RYAN SIRAIT (WHITEHAVEN COAL), ANDREW DENOVAN (WHITEHAVEN COAL), JADE LEES (WHITEHAVEN COAL), ROSS WHITAKER (WESTPAC RESCUE), ANDREW GARRATT (WHITEHAVEN COAL), MIGUEL GUIMARAES (CRM MINING), JORGE MORAGA (WHITEHAVEN COAL), DANIEL GILLETT (WESTPAC RESCUE), TAMARA O'REILLY (WESTPAC RESCUE), KATE EDSER (CRM MINING), DARREN SWAIN (WHITEHAVEN COAL)
 BACK L-R PAUL MUNGOVEN (CRM MINING), PAUL POWAZUK (JAWS), SCOTT FORD (JAWS)

The five metre high excavator bucket is the first in the world designed specifically to optimise efficiency of Whitehaven's 800-tonne class excavators and is emblazoned with the logos of the Westpac Rescue Helicopter Service, Whitehaven and the manufacturers.

Whitehaven donated \$50,000 to the Service as the new equipment was officially commissioned, with CR Mining contributing \$10,000 and Jaws a further \$3,500.

WRHS Community Liaison Officer Daniel Gillett said the funding made an enormous difference to regional communities that depend on the helicopter service.

"WE'VE BEEN ABLE TO HELP COUNTLESS PEOPLE ACROSS THE COMMUNITY AND EVEN AT MAULES CREEK, AND THAT'S WHAT IT'S ALL ABOUT. OUR SPONSORS MAKE IT POSSIBLE FOR US TO BE READY TO RESPOND 24/7, AND WE'RE CELEBRATING THAT AT THIS EVENT," MR GILLETT SAID.

Whitehaven Coal General Manager Community Engagement, Andrew Garratt said the Rescue Helicopter provided an absolutely essential service not only for the company, but for the region more broadly.

"We're thrilled to be able to help keep the Service in the air through our ongoing financial support and it's great to have a visual reminder on site of the terrific work the Service does for our region", Mr Garratt added.

The donation to the Service brings Whitehaven's overall contribution to more than \$154,000 for the past year and over \$1,000,000 since the Tamworth base was established in 2000. This includes a significant number of donations from mine workers, which are matched dollar-for-dollar by Whitehaven Coal.

COMMUNITY GIFT GUNNEDAH FAMILY SUPPORT



THIS ISSUE THE GBP CRANES @ THE COALFACE \$300 COMMUNITY GIFT GOES TO THE GUNNEDAH FAMILY SUPPORT PLAYGROUP.

Gunnedah Family Support Inc. is a non-government, not for profit community based organisation that has been operating in Gunnedah for 30 years.

They are there to assist all members of the community including women, men, children, teenagers, couples and families by providing a professional and confidential service that offers support, information and practical assistance.

Their services include family support, homelessness services, domestic and family violence, courses, parenting programs and children's services such as their Supported Playgroup.

Early Childhood Consultant Kate Locke runs the playgroup which encourages learning through play.

"The first five years of a child's life are extremely important and the time when the foundations for their lifelong learning, good health, happiness and confidence are laid down," explains Kate.

"Our aim is to provide learning experiences through play, in a friendly environment where everyone feels welcome, involved and supported. We welcome families from all cultural and religious backgrounds."



Activities include painting, play-dough, craft, story-time, music, games and plenty of information on how to give your children the best start at school and in life. Families with children under 5 (including babies) are all welcome.

The playgroup is held at Curlewis Community Hall on Wednesday's from 10am - 12pm throughout the school term. To find out more contact Gunnedah Family Support on 0267421515 or email: info@gfsi.org.au.



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MEMBERS OF THE WHITEHAVEN COAL GUNNEDAH CHPP TEAM

CHPP CLOCKS 3000 DAYS INJURY-FREE

IN MID-JANUARY THE TEAM AT WHITEHAVEN COAL'S GUNNEDAH COAL HANDLING AND PREPARATION PLANT (CHPP) REACHED AN INCREDIBLE SAFETY MILESTONE, TICKING OVER 3000 DAYS – MORE THAN EIGHT YEARS – WITHOUT ANY LOST TIME TO INJURY (LTI), A WORKPLACE INJURY THAT LEADS TO ANY TIME OFF WORK.

Every day, there are about 100 people working at the CHPP, working to support Whitehaven's open-cut mines in the Gunnedah Basin. Coal is transported to the CHPP via road, then processed and transported by rail to be exported to customers.

The CHPP started operations in 2002 and over the years has processed coal from other mines now in rehabilitation, including Whitehaven's Rocglen and Sunnyside mines.

"The health, safety and welfare of our team is the priority," said Ian Taylor, Gunnedah CHPP Manager.

"OUR PRIMARY MOTIVATION IS TO ENSURE EVERYONE GETS HOME SAFELY AT THE END OF THE DAY."

"Maintaining this record for so long, and avoiding complacency, is a testament to our operators, contractors and staff who work day and night in a dynamic and at times challenging environment."

To achieve this record, the team has continually observed Whitehaven's evolving processes and procedures through ongoing training and

development. The team at the CHPP actively speak up if there is a safer way of doing a task, even if it means haulage or production needs to be halted. Importantly, the team never let a co-worker do something unsafe.

"3000 days LTI-free is a record for all Whitehaven Coal sites and demonstrates that, with continued vigilance and an engaged workforce everyone can go home safe and well every day," said Sarah Withell, Whitehaven Coal's Executive General Manager – Health, Safety & Environment.

Beyond ongoing training, the strong relationship between staff, operators and maintenance workers at the Gunnedah CHPP also gives people the confidence to voice their opinion.

"WE ARE CONTINUALLY LEARNING FROM PAST EXPERIENCES, CHANGING AND EVOLVING OUR APPROACH, AND ENSURING EVERYONE IS INFORMED, FOCUSED, AND LOOKING AFTER THEMSELVES AND OTHERS," ADDED IAN.

Congratulations to the entire Whitehaven Coal Gunnedah CHPP team from us here @ The Coalface. We look forward to seeing 3000 days more!

OPINION

Putting The Collective Back Into Bargaining

MOST MINERWORKERS' PAY AND CONDITIONS ARE SET BY THEIR ENTERPRISE AGREEMENT (EA). BUT THERE'S A BIG DIFFERENCE BETWEEN EAS ACHIEVED THROUGH GENUINE COLLECTIVE BARGAINING AND THE DODGY EAS THAT HAVE BECOME RIFE IN THE INDUSTRY THROUGH THE MISUSE OF LABOUR HIRE.

A boss and an individual worker don't have equal bargaining power, especially in the mining industry where the employers are often big multinationals. Under Australia's Fair Work Act, enterprise bargaining is a way for workers to band together to get a fairer share of the profits of a business, beyond the legal minimums. Collective bargaining over decades in the coal industry has delivered EAs with substantially better pay and conditions than the Black Coal Industry Award. Pay rates are about a third higher and agreements contain improved protections in areas from shift penalties, allowances and leave arrangements to rostering, notice and termination.

BARGAINING CAN BE TOUGH. BUT WHEN WORKERS STAND TOGETHER THROUGH THEIR UNION, ASSERT THEIR RIGHTS AND APPLY PRESSURE – THROUGH INDUSTRIAL

ACTION IF NECESSARY – THEY CAN TAKE ON THE BIGGEST EMPLOYERS AND WIN SIGNIFICANT IMPROVEMENTS.

But this is a world away from the sham bargaining we frequently see today. Many labour hire companies want an EA so they can lock in low rates to bid for contracts and undercut permanent workers.

Companies usually do this by developing a document with no input from workers, and then put it out to vote – sometimes to just a handful of people. But once the Fair Work Commission (FWC) approves it, the EA can be used to employ many hundreds or even thousands.

The union has successfully challenged many of these EAs in the mining industry, when we can prove they don't meet legal requirements around genuine agreement or satisfying the Better Off Overall Test (BOOT). Many other EAs in our industry are deeply unfair but don't breach any laws.

To start, the BOOT test only requires EAs to ensure workers are better off than the Award – not industry standard pay and conditions. This is a failure of the system.

And the Fair Work Commission regularly approves EAs that allow for casual work, even though casual work is not allowed for under the Black Coal Award. While EAs must be better off 'overall' than the Award, under the Fair Work Act they don't need to contain every Award provision. So by having an hourly rate slightly above the Award minimum with a 25% casual loading, the FWC can and regularly does decide that workers would be better off overall than the Award and give their stamp of approval.

This is a perverse outcome that leads to terrible disparities between minerworkers. If genuine casuals are needed, loadings should be applied to industry standard rates, not Award minimums.

Despite what some believe, the Union can't veto the making of Enterprise Agreements. We



may bargain on behalf of members, we may recommend members vote for or against an EA and we may be named in an EA in order to represent union members covered by it, but EAs only become valid by being voted up by a majority of employees and approved by the Fair Work Commission.

TO STAMP OUT SHAM BARGAINING, WE NEED FAIRER WORKPLACE LAWS. 'SAME JOB SAME PAY' LAWS FOR LABOUR HIRE WORKERS WOULD BE A GOOD START, TO STAMP OUT THIS TOXIC BUSINESS MODEL DESIGNED TO UNDERMINE THE BENEFITS OF GENUINE BARGAINING.

But we also need all workers in our industry to be active participants in bargaining. I urge all coal workers to get a copy of your own EA if you are covered by one, find out how it compares to others in the industry, join the union and encourage your workmates to do so. When your next opportunity to bargain comes around, strong union density puts you in the best position to get a better deal.

Peter Jordan, CFMEU Northern Mining and NSW Energy District President

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NSW WOMEN IN MINING AWARDS

There are so many incredible women in mining in NSW.

Entries are open for the NSW Women in Mining Awards, sponsored by Mine Super.

There are six categories including Exceptional Young Woman and Excellence in Diversity Programs and Performance.

Share your story and celebrate your achievements. Find out more: nswmining.com.au/events



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LAUNCHING A BUSY YEAR

GUNNEDAH SHIRE COUNCIL HAS LAUNCHED INTO A BUSY 2021, STARTING WITH A TRADITIONAL GUNNEDAH AUSTRALIA DAY.

Gunnedah Shire Mayor Jamie Chaffey said the Shire welcomed four new Australian citizens under the gums at Anzac Park on Australia Day and celebrated 13 people and groups at the Australia Day Awards the night before.

"Australia Day is a special start to the year in Gunnedah Shire, with the colour and fun of the Raft and Craft Race, a celebration of some of our really worthy community members, a welcome of new community members and many other events," Cr Chaffey said.

"Already this year we have had a number of other events including a presentation for the latest round of the Business Partner Program, and another for the 17 recipients of the Community Scholarship Fund. This unique fund is helping young people to get a headstart on their tertiary education journey. Congratulations to all the successful applicants for both the Business Partner Program and the Gunnedah Community Scholarship Fund."

Cr Chaffey said 2020 had been a year of challenges, but it had remained a strong year for Gunnedah Shire.

"THIS YEAR CONTINUES ONE OF THE MOST SIGNIFICANT TIMES OF DEVELOPMENT IN OUR SHIRE'S HISTORY," HE SAID.

"Last year, we helped many community groups realise their dreams through the Community Resilience Program. We have also seen major projects, such as the Second Road Over Rail Bridge and significant road upgrades, completed.



"There are many more major projects we will be progressing this year, including the Gunnedah Koala Park, the Saleyards Precinct Upgrade and looking to secure funding for the Cultural Precinct Master Plan. It really is an exciting time for Gunnedah that will make this an even better place to live, work and bring up a family. "We will also be keeping the pressure on the State Government to deliver on their promise of a \$53 million hospital upgrade in conjunction with the community's input and continuing to look for answers from the State Government to our Shire's desperate GP shortage. Health care is an absolutely

critical service for any community, and we are working to assist in whatever ways we can." Cr Chaffey said he was looking forward to a year of achievement for Gunnedah.

"Last year showed us just how strong our community is," he said. "Despite drought and COVID-19, we continued to support each other and to grow.

"GUNNEDAH SHIRE HAS AN AMAZING FUTURE AHEAD AND TOGETHER WITH THE COMMUNITY, COUNCIL IS WORKING STEADILY TO ACHIEVE GREAT THINGS FOR GUNNEDAH."



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LOADS OF COAL CAREERS

MINISTER FOR RESOURCES, WATER AND NORTHERN AUSTRALIA KEITH PITT SAYS THE LATEST JOBS FIGURES HAVE AGAIN CONFIRMED THE IMPORTANCE OF THE MINING INDUSTRY TO AUSTRALIA WITH A BIG INCREASE IN THE NUMBER OF AUSTRALIANS EMPLOYED IN THE SECTOR.



Minister Pitt said the figures are a testament to how crucial the resources industry has been to Australia in the COVID recovery. "The number of people employed in mining jumped by 22 thousand, or nearly 10 per cent, in the three months to November last year, providing jobs for 264 thousand Australians," Minister Pitt said. "Coal mining was the standout during the quarter, jumping by 25 per cent to employ an extra 11 thousand people and a total of 62 thousand across the country. "IT'S ALSO A 23 PER CENT INCREASE OVER THE YEAR AND IS THE MOST NUMBER OF AUSTRALIANS EMPLOYED

IN THE SECTOR SINCE 2012, WHICH IS A PHENOMENAL RESULT AND HARDLY AN INDICATION OF AN INDUSTRY IN DECLINE AS SOME ACTIVISTS SUGGEST," MINISTER PITT SAID. "Over one million Australians are also employed indirectly by the resources sector in everything from technical support to local corner shops." "The resources sector has delivered for Australia at a time we needed, and I thank all in the industry who've kept the production lines running without skipping a beat to overcome the challenges of the global COVID-19 pandemic," Minister Pitt said.

HELPING HEARTS

APPLICATIONS ARE NOW OPEN FOR THE 2021 VARIETY HEART SCHOLARSHIPS, WHICH PROVIDE GRANTS OF UP TO \$5000 FOR CHILDREN WITH A DEMONSTRATED TALENT IN SPORT OR ARTS BUT NEED HELP TO PURSUE THEIR DREAMS.



Variety Heart Scholarships support kids aged six to 18 years who are sick, disadvantaged or living with special needs and who have a demonstrated talent in the areas of sport or arts. The grants can be used for costs associated with uniforms, equipment, coaching, lessons, travel for performances or competition and other needs which help them progress towards their goals.

Variety NSW/ACT CEO David Small said the scholarships play a crucial role in helping talented kids reach their potential.

"As a parent, you want to give your child every opportunity to succeed and fulfil

their dreams," said David.

"For many families whose child displays natural talent in sport and the arts, supporting their continued learning and progress comes with huge challenges - whether it's the increased financial demands of participation, the equipment required, the travel and care required for a child with additional physical challenges or the cost of higher education in their field.

"VARIETY IS ABOUT GIVING ALL KIDS A FAIR GO AND THE VARIETY HEART SCHOLARSHIPS HELP BRIDGE THE GAP AND GIVE THESE KIDS THE OPPORTUNITY TO THRIVE.

"We're particularly thrilled to be able to offer the scholarships again

in 2021 after a hiatus due to COVID last year - and as sport and the arts are back up and running again, it's great to be able to provide support to kids and families in these areas.

"It's easy to apply and the information is confidential and the Variety team can assist in your application."

'AVE A LAUGH WITH COMPONENTS ONLY

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Had to quit my job in mining because I wasn't big enough or strong enough. So I handed in my too weak notice.

APPLY FOR VARIETY HEART SCHOLARSHIPS AT WWW.VARIETY.ORG.AU/NSW/
APPLICATIONS CLOSE WEDNESDAY 31 MARCH 2021

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THE PRICE OF PAY

THERE'S NO DENYING THAT COAL MINERS EARN A GOOD PAY. BUT IT HASN'T COME WITHOUT LONG YEARS OF BATTLES AND HARDSHIP.

Since the first coal was dug up in 1801, the coalfields have seen working class people fighting for fair employment conditions and pay. The difficult nature of the work in unsafe conditions for paltry wages brought miners together like in no other industry. This solidarity has helped them fight some tough battles over the years. We take a look back at some of the biggest battles fought in NSW.

In 1909, the NSW coalfields miners held a strike for a minimum wage and 8 hours bank to bank. The full weight of industrial legislation was used against them and union leaders were arrested and some even taken to Sydney in leg-irons. State Parliament rushed through an act giving it powers of repression and the strike collapsed.

In 1914, miners at six of the northern NSW collieries struck. After 523,000 working days and £259,000 in wages were lost, an agreement was reached with the men being paid extra for the afternoon shift. In November 1914 the collieries of NSW, Queensland, Victoria and Tasmania struck for and won the "eight-hour bank-to-bank" system of working. During this strike 50,000 workers were idle in NSW and Victoria alone.

In 1929 Northern NSW coal mine bosses attempted to impose a 12.5% wage cut and strip industrial



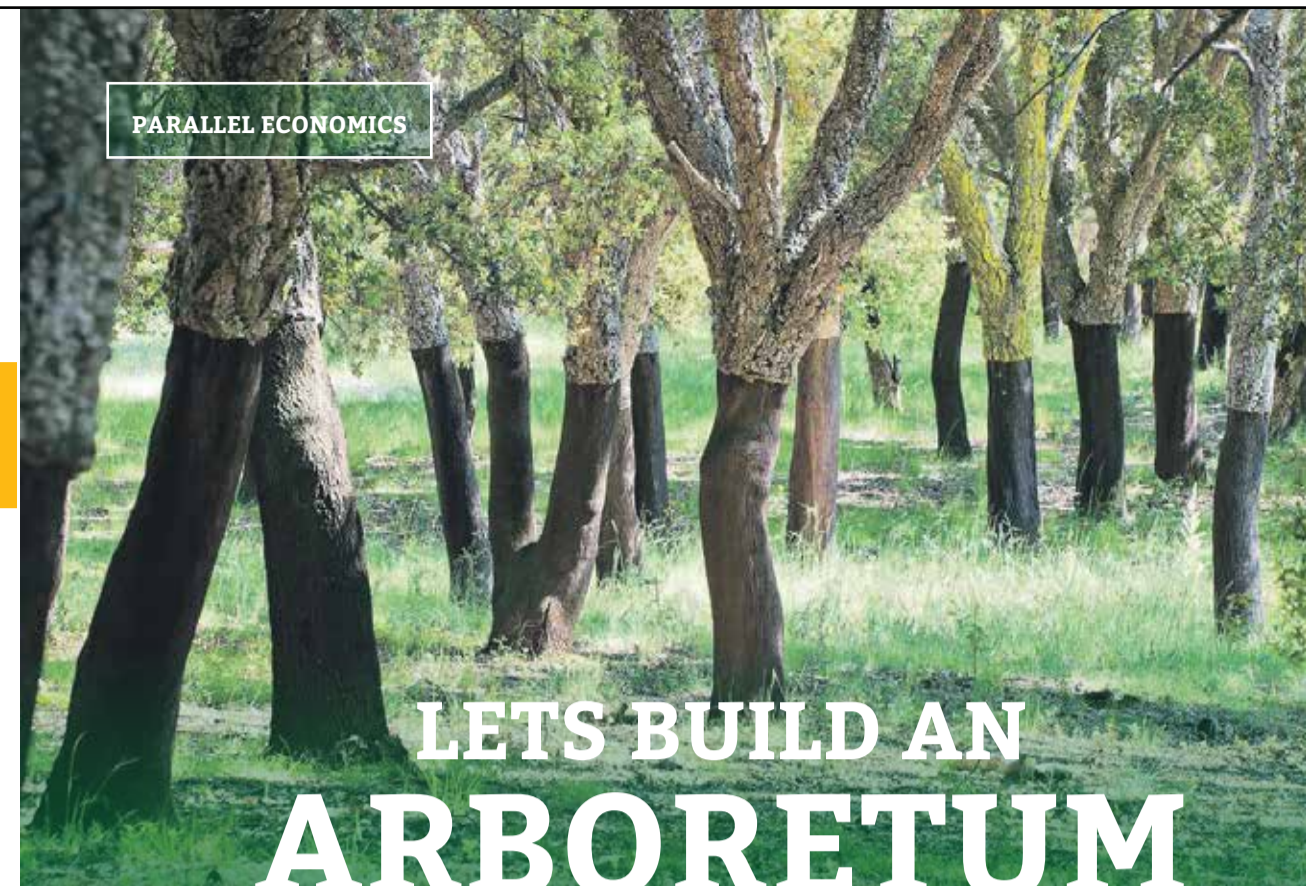
rights due to difficult economic times. When miners refused, the owners locked the gates of the mines. Eight months into the lockout the Rothbury mine was opened using scab or non-union labour. Huge numbers of protesters gathered and police were called in. The ensuing disaster saw one miner killed by police gun fire and many more injured. In an ensuing crackdown on protest, men, women and children faced harassment and beatings by armed police squads. 15 months after it all began, miners finally accepted the pay cut and returned to work. The lock-out and confrontation became known as the Battle for Rothbury.

THE MOST FAMOUS COAL STRIKE WAS IN 1949, AROUND DEMANDS FOR A 35 HOUR WEEK, LONG SERVICE LEAVE AND A WAGE RISE OF 30 SHILLINGS A WEEK.

23,000 miners lay down their tools in protest. The government passed legislation that made it

illegal to give strikers and their families any financial support including credit from shops, though not all shop owners complied. The government also froze union funds and then for the first time in Australia they put troops to work in the open cut mines to break the strike. Two weeks after the military was introduced, the miners returned to work their modest conditions unmet. Despite its defeat the strike opened the way for long service leave in the coal industry and its subsequent introduction to most other awards. It's these battles and many more over the years that have seen miners pay increase from convicts working for nothing, to the hard-won entitlements of today. And we think they deserve every cent.

PARALLEL ECONOMICS



WHAT IS AN ARBORETUM I HEAR YOU SAY? AN ARBORETUM IS A BOTANICAL GARDEN DEVOTED TO GROWING TREES FOR CONSERVATION, SCIENTIFIC RESEARCH AND EDUCATIONAL PURPOSES.

Pronounced "arr-boor-eetum" The term arboretum was first published by John Claudius Loudon in 1833 in The Gardener's Magazine. Arboreta specialise in growing particular types of trees. We actually have one already in Canberra. But with this kind of thing, another one would be a welcome addition that could support the national one.

The National Arboretum Canberra features 94 forests of rare, endangered and symbolic trees from around Australia and the world. Many of the trees are still young but two of the forests are over 100 hundred years old. Over 44,000 trees from over 100 countries are growing across the huge 250-hectare (618 acre) site, making it one of the world's largest living collections of rare, endangered and significant trees. WITH THE WEALTH OF MINE SITE TALENT AND EXPERTISE WE ALREADY HAVE AT OUR DISPOSAL HERE IN THE NORTH WEST, CREATING A VERSION OF OUR OWN ON MINE LAND WOULD BE BLOODY EASY. At the Canberra example the Village Centre

is the first point of arrival for many visitors at the Arboretum, offering an elegant and memorable welcome. This award-winning, architect-designed building with panoramic views over Canberra provides a variety of high-quality visitor services and facilities, including a restaurant, cafe, gift shop, information hub, and the National Bonsai and Penjing Collection. The unique nature-themed Pod Playground abuts the northern side of the Village Centre, and the Canberra Discovery Garden is located on the southern side. In time, the Arboretum will be home to 104 forests of rare, endangered and symbolic trees from Australia and around the world. Here in the North West we are already home to many endangered and heritage species and the opportunity to showcase them all together offers so much value in terms of science and tourism. It could take mine site rehab to a whole new level and the benefits to the community would be considerable. Bring it on we say.

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My boss arrived at work in a brand-new Lamborghini. I said "Wow, what an amazing car!" My boss smiled, then said, "If you work hard, put in all your hours, strive for excellence, and increase your workload... I'll be able to get a better one next year."

Growing with North West NSW

As the leading Australian producer of premium-quality coal, we help power our region, and economies in Asia where there is strong demand for our product.

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KAYLA KELAHER WITH HER TWO BOYS MAX & OLLIE

How many people work for the business?

Currently we employ 17 fulltime local staff.

Describe a typical day at 'The office'.

There is no such thing as a typical day, with so many different trades and services. We are mostly having fun designing and building solutions for our customers.

What's the best thing about the business?

Our people! We have a strict hiring procedure which assures the culture and presentation of the business is kept to the highest degree.

The worst thing?

That currently not enough people in the region know how helpful Kelahers can be with the amount of quality people we have.

What are the biggest challenges facing your business?

Out of town companies coming to the region bringing workers up on poor conditions and competing with us who solely employ locals and pay them great wages.

What is the biggest opportunity for your business right now?

The booming farming and agriculture season. All our tradesman come from farming backgrounds, so the agriculture industry is a key target of ours.

What is the business most proud of?

Kelaher Industrial is 100% female owned and operated, in an industry dominated by males the growth and success so far has been incredible.

Community or other causes close to its heart and values?

We sponsor and invest heavily in numerous sporting teams and local charities helping children. Our biggest focus is keeping local people employed putting money back into our region and community.



MY MINING LIFE

DEAN BAKHUIS

Who are you and what do you do?

I'm Dean Bakhuis, a team leader at the CHPP at Whitehaven's Narrabri underground coal mine.

Any nicknames good or bad?

Bako when I was growing up but it's just Dean at work.

Where do you live and how long have you been in the North West?

I'm from Gunnedah but I've been living in Narrabri for 22 years. I didn't move far.

When did you start and what's the ride been like?

I've been at the Narrabri mine since 2012 - first as a contractor, and now as a full-time employee. Before that, I was a tyre fitter for

17 years. Back then there wasn't much money in town and the mine offered more opportunity to progress. The ride's been up and down. You get out what you put in, if you put the right amount of effort in you can go places. If you only turn up for the mighty dollar, you're only going to get that.

What's a usual day at work entail?

On day shift, we start at 5:15am and finish at 6:15pm. First up it's a shift handover with the outgoing supervisors, then a handover with the oncoming crew, where we talk about safety and our plan for the shift - so if there's any machinery being serviced, which trains are being loaded, what blends, how many dozers we need to load that train. Then it's catching up on paperwork and helping out the team where I can, inspecting the CHPP and stockpiles, responding to process plant changes and equipment planned maintenance activities, and attending daily planning and review meetings.

How big is the crew?

Our full time crew is 6 people.

What's the best thing about your job?

The people, the variety of work, and the training. I've learnt better people skills and I've been able to progress even though I didn't have a trade.

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

There's a lot more computer work and paperwork than when I was tyre fitter.

The worst thing?

For me learning computers has been hard. I've been getting training, and everyone's helped me out whenever I've asked for it so it's been good.

What's a funny story about work that you can tell?

The team is always comedic. It's good just working with blokes you get along with, it makes life a lot easier.

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

I was a kid that didn't know what I wanted to do. I did struggle at school and that's why I took the physical route. Physical work was for me. As I got older, I thought I wasn't going anywhere on that type of income, so I took an opportunity to try and go further by hard work and it's been paying off.

What would your mum say about you when you were a kid?

I reckon she'd say - he's done some stupid things, but I love him.

Family?

Wife, three daughters, and two grandkids on the way.

What do you do in your downtime?

Outside of work it's a lot of work around the house and driving my daughters to sport and doctors' appointments, that kind of thing. Whatever my wife wants me to do.

What is one thing about that you that would surprise people to know?

I can be pretty loud at work, but my teammates probably don't realise how much of a hermit I am when I finish work.

KELAHER INDUSTRIAL SERVICES

units. Our business covers a huge array of industries with Tradesman of the following: Builders, Concreters, Electricians, Boilermakers, Fitter machinists, Communications Techs and Diesel Mechanics.

How long have you been doing business?

Kelaher Industrial is still growing with the support of the region, currently only running for just over 12 months.

Tell us about the business?

Our business is quite unique for our region. We have a fully equipped workshop and large number of mobile field

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Two brothers, Mason (4), and Daniel (5) are talking at the kitchen table while they wait for their mother to make them lunch. Daniel turns to Mason and says, "You know what, I think I'm old enough to start swearing now... I think I will say bloody, whenever I feel like it." Mason nodded, then said, "Yeah sounds good, and I'll say butt." Their mother walked into the kitchen then turned to Daniel and asked, "And what would you like for lunch today?" Daniel grinned then said, "Well mum, I think I'll have some bloody spaghetti." Immediately his mother grabs him by the ear, washes his mouth out with soap, then smacks him and sends him to bed. Fuming she turns to Mason then asks, "And what do you want?" Mason looks up at his mum and replies, "I don't know mum... but you can bet your butt it won't be spaghetti!"

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Currently, data collection is a manual process that is time consuming, requires a different method for each type of mining equipment and is prone to errors. Inaccurate data and poor visibility contribute to unscheduled breakdown events, excessive fuel usage, and underutilised assets. BOB overcomes these issues by delivering an automated, unified data collection process.



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Needing only a single person to operate and no tools, Ultraswing Poles save both time and money and in turn increase overall productivity. These bad boys come fully assembled with easy access, 360 degree rotation, no clash zones and 6 safety stop positions for increased operator safety.



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WITH AUTOMATIC LEVELLING AND ITS FOUR-WHEEL DRIVE SYSTEM MAGNI TELESCOPIC HANDLERS CAN REACH HEIGHTS IN COMPLETE SAFETY, EVEN ON ROUGH TERRAIN.

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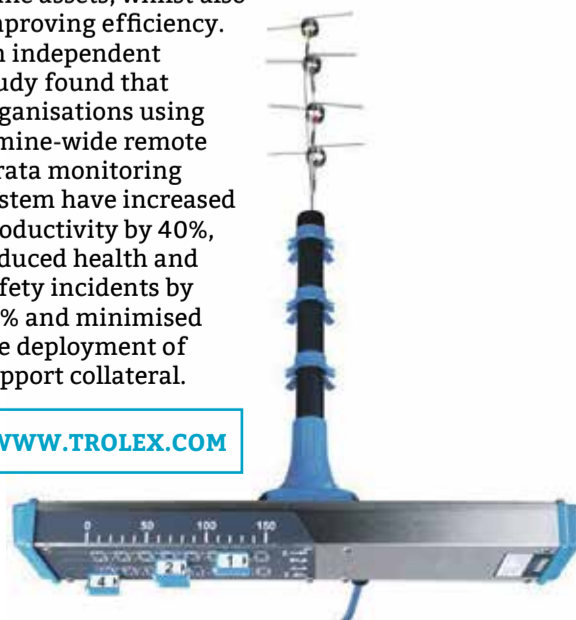


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Leveraging advanced firmware algorithms and diagnostics, the RockMonitor XR Telltale delivers comprehensive, real-time data on strata conditions, to better protect the operator and mine assets, whilst also improving efficiency. An independent study found that organisations using a mine-wide remote strata monitoring system have increased productivity by 40%, reduced health and safety incidents by 65% and minimised the deployment of support collateral.

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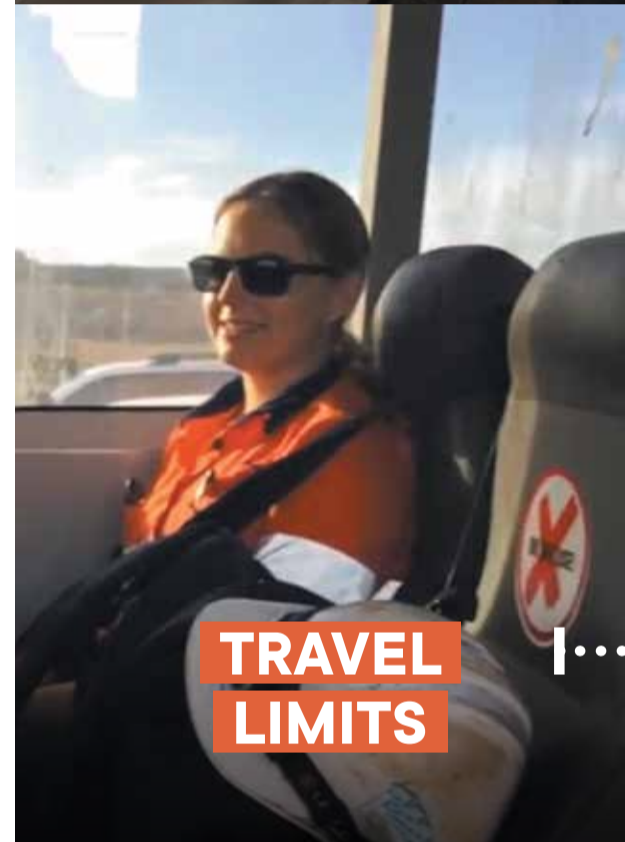
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minerals.org.au/covid-19





LEARN FROM THE LAWMAN

STUART BARNETT IS OUR MINING INDUSTRY'S LEADING LAWYER. THIS MONTH HE HAS SOME IMPORTANT ADVICE FOR COUPLES WHO OWN A HOME.

'AVE A LAUGH WITH COMPONENTS ONLY

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"I was recently asked who my favourite vampire was. I said, "Definitely the Muppet from Sesame Street."

They told me, "He doesn't count!"

I replied, "I assure you, he certainly does."

Recently I was approached for help by a widow following the passing of her husband. Though there was a valid will and most of their valuable assets and cash were in joint names, their home was only in the husband's name. Her question was, "Do I need to spend money on obtaining Probate of the Estate?"

THE ANSWER WAS, UNFORTUNATELY YES. BECAUSE THE HOUSE WAS IN THE HUSBANDS NAME THE ONLY WAY TO HAVE IT TRANSFERRED INTO HER NAME WAS VIA PROBATE OF THE ESTATE. BUT THERE IS A WAY TO AVOID THIS.

There are many reasons homes are purchased in one name even though it is their principle place of residence for a couple. It might be

because of tradition, tax reasons or financing requirements. Many couples nearing retirement consolidate their assets and make binding nominations for their Superannuation funds, but they often forget about the family home.

It is relatively inexpensive to convert the title in the family home from individual ownership to a joint tenancy whereby both people own the property. So, when one partner passes, the property does not form part of the estate and instead automatically passes to the surviving partner.

The law provides that where a couple wish to convert the title into a joint tenancy the transaction is exempt from stamp duty. All that is required is a simple

statutory declaration confirming that the parties are in a bona fide relationship and that the property constitutes the principle place of residence of the couple and the payment of filing fees.

HAVING THE FAMILY HOME AS A JOINT TENANCY WILL PROVIDE SECURITY TO THE SURVIVING PARTNER AT A DIFFICULT TIME AND IF THERE ARE NO OTHER ASSETS THAT REQUIRE PROBATE IN ORDER TO BE TRANSFERRED, MAY PROVE VERY INEXPENSIVE AS COMPARED TO THE COST OF OBTAINING PROBATE.

If there is a mortgage, then you will require the permission of the mortgagee however usually this is not a problem.

If you find yourself in this situation and would like to consider converting the family home to a joint tenancy take some advice from a solicitor to see if it is worthwhile in your circumstances.

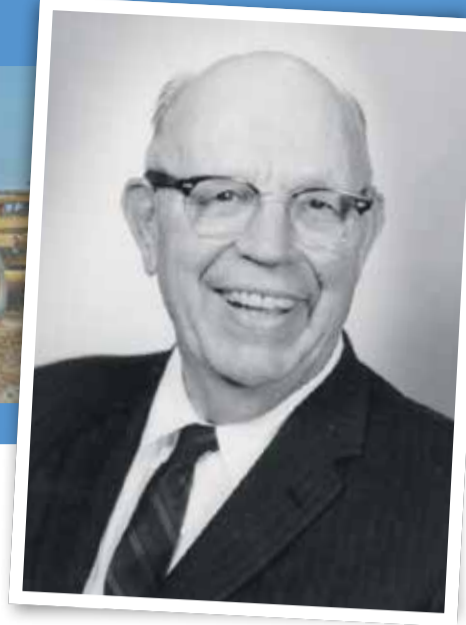
**Stuart Barnett
Slater & Gordon Lawyers**

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**

FAR FROM FRENCH

DESPITE SOUNDING DECIDEDLY FRENCH, THE NAME LETOURNEAU IS SYNONYMOUS WITH THE UNITED STATES AND WAS ONCE JUST AS WELL-KNOWN AS CATERPILLAR.



Kicking off in 1929 out of Stockton, California, Robert Gilmour LeTourneau was a prolific entrepreneur and inventor possessed with the ability and interest to solve common, everyday mechanical problems and make existing tasks more productive. Considered by many as the father of the modern earthmoving industry, R.G., as he was best known, enjoyed pushing the limits of design and believed there were

'no big jobs, only small machines!'

Such was his thirst for solutions that at the time of his death in 1969, aged 80, he held over 430 patents and is credited, among other things, to have been the first manufacturer to use welding to build earthmoving equipment in place of bolting or riveting.

Opposed to the use of hydraulics, one of R.G.'s most daring, successful and expensive undertakings in 1950 was the earthmoving industry's first internal electric wheel motor, a technology considered 'mainstream' in mining today. Still, a defining feature of LeTourneau's loaders, the replacement of major mechanical components with electric generators and wheel motors powered by a conventional

diesel engine permits a range of outcomes that their mechanical counterparts could only dream off. These dynamics include infinitely variable speed range, lower centre of gravity and tighter turning radii during loading cycles.

NEVER ONE FOR AESTHETICS, R.G.'S DESIGNS WERE PRACTICAL AND THE SORT YOU'D EXPECT TO SEE IN SCIENCE FICTION BOOKS. SUCH WAS HIS PHILOSOPHY TO POWER, THAT IF ONE OR TWO BIG DETROIT DIESELS WERE NOT ENOUGH, HE WOULD TRY ADDING THREE, FOUR OR MORE ENGINES TO MAKE 'THINGS' HAPPEN (GOOGLE 'TACTICAL TREE CRUSHER'!)

A religious man, R.G. and his wife Evelyn were dedicated philanthropists giving an estimated 90% of their fortune away as well as founding the Letourneau University. Albeit many transitions over its time, the LeTourneau marque remains. Now owned by Komatsu Mining Corp., the Company continues to be headquartered at its original plant



in Longview, Texas where to this day their loaders are manufactured entirely from the ground up.

Enduring, the LeTourneau philosophies continue to stand the test of time and can be found in all modern earthmoving and mining machines. Should you find yourself with some spare time this festive season, YouTube 'R.G. LeTourneau, Pioneer Recognition.', it's truly a fantastic story.

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SAFETY PRIORITIES

THE NSW RESOURCES REGULATOR HAS PUBLISHED THEIR JANUARY - JUNE 2021 COMPLIANCE PRIORITIES WHICH SETS OUT THE KEY COMPLIANCE PRIORITIES FOR THE NEXT SIX MONTHS.

The publication not only sets out the key compliance priorities, but aims to increase transparency, community and industry confidence in their regulatory activities, and to also increase levels of voluntary compliance.

THE SIX COMPLIANCE PRIORITIES ARE: RESPIRABLE DUST – REVISION TO EXPOSURE STANDARDS

The management of airborne contaminants has been a key focus area over recent years. With the implementation of the revised exposure standards for silica and respirable dust, and a new exposure standard for diesel exhaust emissions, airborne contaminants was a priority project between July and December in 2020 and will continue to be a focus area for the first half of 2021. The

interaction and communication between mine operators and contractors has been a contributing factor in dangerous or high-potential incidents. This project will focus on the implementation of contractor safety management systems, the mutual review of the safety management system as required under clause 22 of the Work Health and Safety (Mines and Petroleum Sites) Regulation 2014 and the process of determining which safety management system the contractor will be working under.

ENTANGLEMENT AROUND CONVEYORS

This project focuses on the risk of entrapment around conveyor belt systems, particularly at underground operations and coal handling and preparation plants.

FOR MORE INFORMATION ON THE COMPLIANCE PRIORITIES GO TO WWW.RESOURCESREGULATOR.NSW.GOV.AU

focus for this period will be planned inspections, industry engagement and following up on exceedances.

MANAGEMENT OF HAZARDOUS CHEMICALS

The Regulator has completed a wide-scale review of their approach to the regulation of hazardous chemicals in the mining industry and released a position paper outlining the outcomes of that review, and their approach to regulating hazardous chemicals into the future. This project will incorporate planned inspection programs across each sector, presentations at industry engagement forums and publication of guidance material and fact sheets.

CONTRACTOR MANAGEMENT

From recent regulatory activities it has been identified that the

OPERATIONAL REHABILITATION REFORMS

The Regulator is improving compliance and reporting requirements for rehabilitation through the development of a new regulation under the Mining Act 1992, which will replace mining lease conditions relating to rehabilitation and set clear, achievable and enforceable requirements for rehabilitation.

PROGRESSIVE REHABILITATION

The Regulator will be focusing on how a mine site is designing and constructing final landforms to achieve sustainable rehabilitation outcomes. Targeted assessments will be undertaken following a risk profiling review.

SAFETY STANDARDS

MINING COMPANIES WILL START 2021 UNDER A NEW INTERNATIONAL ORGANISATION FOR STANDARDISATION (ISO) STANDARD, ISO/PAS 45005, TO ENSURE SAFE OPERATIONS DURING THE COVID-19 PANDEMIC.

ISO/PAS 45005, occupational health and safety management – general guidelines for safe working during the COVID-19 pandemic was developed by a panel of experts from 26 countries.

It aims to manage risks arising from COVID-19 to protect the health and safety of employees, stating that workers “should not be required to work unless these measures have been implemented”.

Under the new standard, organisations must understand the risks of its activities to visitors, customers, service users and the public.

It must also assess external issues that may impact its workers' health and safety, such as the prevalence of COVID-19 within the local community, local, regional, national and international circumstances, along with the availability of services such as testing, treatments, hand sanitisers, masks, thermometers and personal protective equipment (PPE).

ISO/PAS 45005 also instructs organisations to consider how their employees travel to and from work, such as fly-in, fly-out mining operations.

FOR MORE INFORMATION ON ISO/PAS 45005 GO TO WWW.ISO.ORG/OBP/UI/#ISO:STD:ISO:45005:ED-1:V1:EN



NOT ONLY DO MINERS HAVE TO DEAL WITH DANGEROUS WORK, BUT OFTEN ON TOP OF THAT ARE THE HAZARDS ASSOCIATED WITH SHIFT WORK. BUT THERE ARE WAYS TO MITIGATE THE EFFECTS OF SHIFT WORK ON YOUR MIND, BODY AND SOUL.

Shift work is often in direct conflict with our biological functions and creates disorder in our circadian clock (inner body clock). Body temperature, heart rate, blood

pressure, respiration rate and adrenaline production normally rise during the day and fall at night. Altering these natural rhythms will affect behaviour, alertness,

reaction time and mental capacity in all people by varying degrees.

WHEN YOU HAVE TO MODIFY YOUR TIME FOR SLEEP, MEALS AND LEISURE IT'S NO WONDER IT CAN LEAD TO STRESS, FATIGUE, DEPRESSION, HEADACHES, HIGH BLOOD PRESSURE AND OTHER MORE SERIOUS HEALTH ISSUES.

Adapting to shiftwork is easy for some people while others never adjust. There are strategies and lifestyle changes that can help you adapt, but even with the best practices in places studies are suggesting that in the long-term shift work is likely to lessen your life span alongside the increased health risks.

The first step to take in minimising these risks is exercising and maintaining a well-balanced diet. It's also important to minimise alcohol, get rid of the cigarettes and the absolute number one key is to sleep! At least 8 hours every day. When moving to shift work sleeping is a lot harder than you think so you might want to try scheduling naps, learning about different sleep strategies and making sure you are in an environment that is conducive to sleep.

IN ADDITION TO THE IMPACTS ON YOUR PHYSICAL AND MENTAL HEALTH, SHIFT WORK ALSO CONFLICTS WITH FAMILY AND SOCIAL LIFE WHICH COMES IT WITH ITS OWN SET OF PROBLEMS.

You need to get the family and friends on board. Work out ways you can still fit in with their activities

and make the most of your time off. The more active you are, the more you get out and have a good time, the easiest it will be to sleep and the more productive you will be at work.

SHIFT CHANGE TIPS

- Reset your sleep-wake cycle by refraining from eating for 12 to 16 hours before you want to be fully awake. When you begin eating again, your internal clock will reset as if it is starting a new day.
- No gorging on big meals at night.
- Go to bed as soon as you get home from afternoon or night shift.
- Go out in daylight before your afternoon and night shift.
- Always take a nap later if you didn't get enough sleep.
- Try to avoid exposure to daylight on the way home from afternoon and night shift. Wear sunglasses.
- Sleep only two to three hours after your last night shift and then get a good sleep that night and on the following nights.
- Get plenty of exposure to daylight on your days off as this will help adjust your body clock to a daytime setting.
- Rotating shifts are best in a clockwise pattern with each new shift starting later than the last. (Day – Afternoon – Night – Day)
- Don't fall for the quick fix. There is no supplement or sleep aid that will provide the same benefit as just closing your eyes and drifting happily to sleep.

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SMART MASK

IT'S NO SECRET THAT COVID-19 HAS MADE WEARING FACEMASKS THE NEW NORMAL AND WE NOW SEE THEM EVERYWHERE, BUT I PROMISE THAT YOU'VE NEVER SEEN A FACEMASK LIKE THIS.

Razor has created what they claim to be 'the worlds smartest mask', and I think they may have just done that. Project Hazel is Razor's latest release - a facemask design focusing on five key areas to maximise safety and quality of life. With a surgical N95 respirator, active ventilation and auto-sterilisation function it's one of the safest designs on the market. The mask has a clear, transparent design so that people can see you speak, low light mode when it's dark and voiceamp technology to ensure no muffled speech. This baby has sustainable and comfortable features, and you can even personalise your mask with a choice of 16.8 million colours and iconic effects. I'm even going so far as to say this is the coolest mask I have ever seen.



WWW.RAZOR.COM

ESCAPE REALITY



WWW.OCULUS.COM

MANY OF US HAVE BEEN STUCK AT HOME AT SOME POINT OR ANOTHER OVER THE PAST 12 MONTHS, SO IT MIGHT BE TIME TO INVEST IN A HEADSET WITH THE ABILITY TO TAKE YOU TO OTHER WORLD'S RIGHT FROM YOUR LIVING ROOM.

The Oculus Quest 2 is a virtual reality headset that has been taken to the next level. With no wires and no limits, this is the most immersive all-in-one Oculus Virtual Reality system yet. From entering the world of Star Wars and exploring the wilds of Batuu, to climbing mountains anywhere in the world, to coming face to face with a Velociraptor in the Jurassic World Aftermath, the places and experiences to explore are endless.

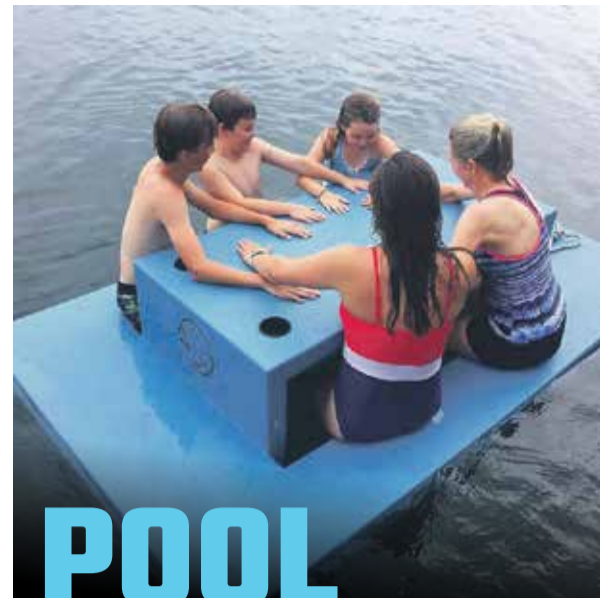
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WHY STAY ON LAND FOR LUNCH WHEN YOU CAN DINE ON THE WATER WITH THE FLOATING PICNIC TABLE BY RHINO BUILDING PRODUCTS.

This unique and lightweight product comfortably seats 4 people and is perfect to take to your next pool or beachside party. Each end of the table has a set of eyehooks to strap your swim gear and cooler and there's cup holders in each corner to keep your beverages steady on the moving water. Having lunch on the water has never sounded so fun.

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CRACK THE CODE

IT'S A WELL KNOWN FACT THAT MEN ARE IMPOSSIBLE TO BUY GIFTS FOR, SO MAN CRATES HAVE COME UP WITH A CODE THAT ANY MAN WOULD LOVE TO CRACK.

Their solution is to buy your man a concrete brick. It may sound a bit boring but it's far from your average brick. The gift comes with a two inch concrete brick, spring-hinged goggles and a ball-peen hammer and only one instruction - destroy the brick. Once fully demolished they will be left with a code that can be redeemed for a gift card from brands such as Nike, Amazon and Gamestop. If they want their present they will have to fight their way through concrete for it.

WWW.MANCRATES.COM



24/7 COVERAGE

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2021

Here at DK Heavy Plant Services, we are proud to see our first ever completed PCR come full circle and end up back in our shed 3 years later. The TRD668 was completed in November 2017 for BHP and was a huge accomplishment and stepping stone for our business.

We pride ourselves in our ability to be able to train and provide our employees with career growth opportunities. One of the Plant mechanics that successfully completed the PCR in 2017, has stepped up through the years and has now internally progressed as a Supervisor to Plant Mechanics on the current PCR work.

Since then we have successfully completed back to back rebuilds for Mt Arthur BHP for mobile and ancillary division and have built a team of strong plant mechanics who are very passionate about their PCR work.

DK Heavy Plant Services would like to thank BHP Mt Arthur for their continued support of our local business and other Muswellbrook businesses helping our Muswellbrook economy to thrive.

With BHP's support over the years it has enabled us to employee Muswellbrook local workers into our workforce. Without the support of BHP and other mine sites in the area we would not have been able to grow our business to include around 150 local jobs.



BEFORE

2017



AFTER

2017



2021



2021



2021



AFTER

2021



2021



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BRAVING A MARATHON FOR BRAVEHEARTS

SINCE 2019, STEPHANIE BROWN HAS BEEN PARTICIPATING YEARLY IN THE BRAVEHEARTS' 777 MARATHON, AN ULTRA-MARATHON THAT SEES PARTICIPANTS RUNNING 7 MARATHONS IN 7 STATES IN 7 DAYS.

It might sound crazy, but for such an amazing cause you can understand why it's an event so close to the heart of Gunnedah's Stephanie Brown.

Bravehearts is Australia's leading child protection organisation working holistically to prevent child sexual assault and exploitation. The 777 Marathon (777) was created in 2013 as a unique way for individuals to get involved in raising money and awareness of Bravehearts.

Steph started running around 2014 to handle stress and mental health, completing her first ever marathon in 2016. This is where she first heard of Bravehearts. "During this event I saw a few of the national runners completing their 7th marathon in as many days and I was struggling to get through one; I honestly thought they were crazy and never wanted to do another one again," said Steph.

"But the idea of the 777 stuck with me so I researched it a little more to find out why they were doing such crazy things, and when I found out who Bravehearts were I understood."

COMPLETING HER FIRST 777 IN 2019, STEPH RAN WITH A FIELD OF 22 NATIONAL RUNNERS AND GOT TO KNOW THE PEOPLE AROUND HER AND THEIR REASONS FOR TAKING PART IN THE HUGE MARATHON. "SOME WERE SURVIVORS WHO SHARED THEIR STORIES, AND SOME WERE THE SAME AS ME AND WERE JUST MOVED BY WHAT THEY DO," SAID STEPH.

"After this event it was easy for me to know that Bravehearts will always have a part in my life."

Since completing her first 777, Steph has signed up each year. Even with 2020's event unfortunately being washed out with Covid, Steph still completed 9 half marathons in 9 days in her local area and raised money, along with working full time in her role at Kelaher Industrial Services.

The passionate runner has now signed up for the 2021 event and looks forward to getting back out there for a cause that has cemented itself in her heart, as it has with many individuals and families.

"I have created the Annual Bravehearts Charity Golf Day in Gunnedah which for 2021 was held on February 14, raising \$7150 without including the raffles which are ongoing," said Steph.

"This year my goal is to raise a minimum of \$15,000 for Bravehearts, currently with all things involved I am at approximately \$9,000."

Steph's other goal outside of the 777 Marathon is to start raising money and work with council and the local community to bring Bravehearts Ditto education program into Gunnedah schools. And with the determination she has shown throughout her Bravehearts journey, we know Steph is going to make it happen.

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Her: I'm exhausted, I was up till 4am with the baby.

Him: It's probably not good to keep a baby up that late.

Life Isn't Always About Getting Black Rocks Out Of The Ground

LOCALLY WE HAVE SOME OF THE BEST QUALIFIED AND COMMITTED MINING PROFESSIONALS IN THE BUSINESS IF NOT THE WORLD. THAT COMMITMENT TO EXCELLENCE COMES FROM A COMMITMENT TO LIFE AND BEING THE BEST YOU CAN BE IN YOUR CHOSEN FIELD.

So it makes sense that when discipline becomes excellence at work, it is often the discipline, commitment and passion in many miners private lives that helps bring life together on and off the job.

A group of local miners from Whitehaven and Boggabri Coal use martial arts to enrich their personal and professional lives.

Daniel Roman, Group Training Specialist, Whitehaven Coal is a proud devotee of the ancient martial art of Japanese Jujitsu and was keen to share the enormous benefit of his dedication to the art along with the people and fellow mining industry members who have also enriched their lives through their involvement.

HE IS PARTICULARLY PROUD AND GRATEFUL FOR THE GUIDANCE AND, DEDICATION AND INFLUENCE OF THE PEOPLE WHO HAVE SHARED THIS MOST SPECIAL OF PURSUITS THAT HAS BROUGHT SO MUCH TO HIS LIFE.

In particular, he told us about his Master Teacher Phil Hinshelwood, a true master of the art and Director of Koryu Jujitsu Division of the Australian Jujitsu. Phil is a decorated retired Police Officer who has trained countless people at 'the coalface' of the most difficult and dangerous aspects of policing.

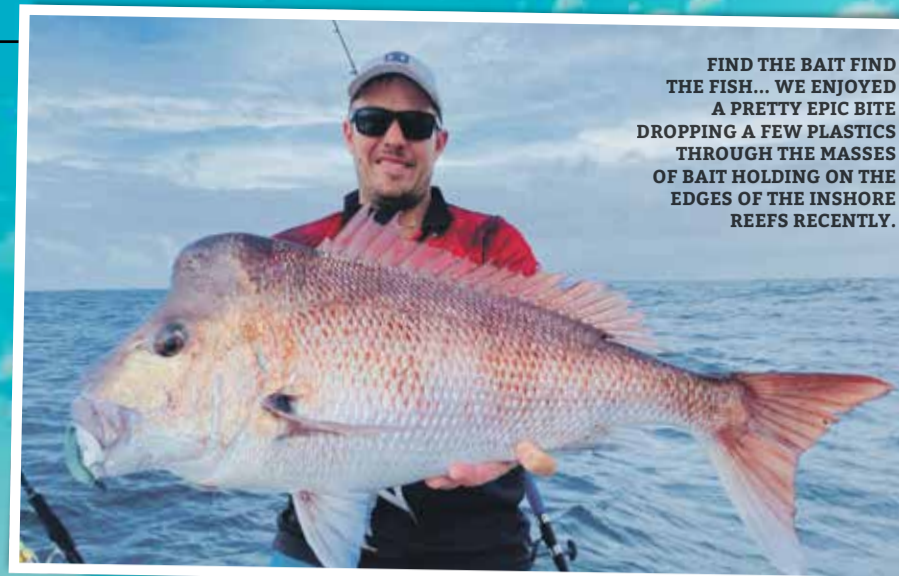
Those skills and the knowledge and discipline he has gained since beginning to practise the art in 1971 have now been passed down to younger generations, giving them invaluable skills in the art of life as much as the ancient art of Japanese Jujitsu. A recipient of the highest honours from the leaders in the art, his influence has created a legacy in the community and even mining that will be passed on for generations.



(L-R) DAMIEN ROMAN WHITEHAVEN COAL GROUP TRAINING, MIKE BRADY (STANDING), TATS SAKAGUCHI WHITEHAVEN COAL DIRECTOR OF MARKETING - JAPAN, SENSEI PHILLIP HINSHELWOOD, WILL TORRENS BOGGABRI COAL OCE (STANDING), DARCY ROMAN ST MARYS HIGH SCHOOL GUNNEDAH

ON AUSTRALIA DAY SENSEI PHIL HINSHELWOOD RECEIVED THE IVAN TOWNS MEMORIAL AWARD FOR HIS COMMITMENT TO COACHING AND MENTORING HIS MANY STUDENTS OVER AND WORK COLLEAGUES OVER 45 YEARS.

The story is a beautiful reminder of the dedication to life that many in our industry have, and how that dedication transfers through to excellence on the job. Keep up the good work. Here at @ The Coalface it is clear the industry is in very good, and extremely safe hands.



FIND THE BAIT FIND THE FISH... WE ENJOYED A PRETTY EPIC BITE DROPPING A FEW PLASTICS THROUGH THE MASSES OF BAIT HOLDING ON THE EDGES OF THE INSHORE REEFS RECENTLY.

THE FISHING IS MAD GET CRACKING!

IF YOU'RE PLANNING A FISHING TRIP THERE ARE SO MANY OPTIONS TO TAKE YOUR PICK FROM. THIS IS ONE OF OUR FAVOURITE TIMES OF THE YEAR TO BE OUT ON THE WATER, WHETHER ITS CHASING THAT PB OR TAKING SOME TIME OUT TO RELAX.

OFFSHORE

As mentioned, everything will be on the cards from Trag, Snapper, Jewies and Kings on the reefs, to Flathead over the sand for those looking to bag a few table fish.

We decided to chase some fish for the table recently with Snapper being number one on the target list and we weren't disappointed fishing plastics over the shallow reefs off the bay. The bite was something we'd expect during the middle of Winter, we managed some cracking Snapper around the reefs, a bag of Flathead from the sand, and a dozen Squid fishing the quiet bays on the way home.

PELAGIC'S

The hot water has hit the mid North Coast with a bang resulting in plenty of warm water moving around. We have started to see the current push in close and with it we are seeing a more consistent inshore black Marlin bite from the port of gold and even a few nice Dollies in the mix. It would pay to target the Fads though if

you're looking to target a few Dollies.

On the shelf we are starting to see a few Stripes and Blues turn up as well.

A little further north, the Mackerel, Cobia and Longtail Tuna are steaming south, turning up at all the usual hang outs. I wouldn't be surprised if we don't see more than one Spanish hit as far south as Port Stephens with this warm water pushing south this year.

BEACHES

Beach Jewies continue to fire and should get better as we see the Mullet start to run. We managed to tag and release a couple of Jewies recently from the beach. It will be interesting to see where these fish turn back up again as we are thinking that the fish we see on the beaches are either migrating along the coast or hitting the beaches to feed from a nearby reef or estuary. These being the first we have been able to successfully release from the beach using an oversized live well esky to revive the fish before they hit the wash. We are hoping to gain some useful data not only for us but also for the DPI.

LAKE MAC

Short and sweet for this area this time around as you could imagine the fishing is also catering for all forms around the Lake the stand out would have to be the Squid fishing with a couple of small jigs on a paternoster rig definitely the most productive way to secure a bag of Squid. School Jew are reacting well to soft plastics as they hang out under the bait.

FRESH WATER DAM'S AND RIVERS

The much-loved rain and mild Summer temps have definitely kept the fishing interesting and enjoyable around the freshwater systems so far this year. All fishing destinations whether it's the eastern side of the range or western are fishing well due to the constant water temps and water flow in the rivers and lower water temps in the Dams. Whether its throwing a few lures around for Bass, Cod or Yellowbelly in the creeks and rivers or trolling a few deep divers in the western dams for Cod, you're definitely in for a chance this month.

Keep floatin' - Thrifty's



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Well, that was me on my first visit to one of Gunnedah's newest favourite restaurants, Coal N Steel Smokehouse when I actually had to wait more than 1 minute for a meal to be delivered.

In my defence, I had just driven about twelve hours with literally around 200 stops in between delivering the latest edition of the mag. Let's be honest though, if you're that bugged and cranky it is probably best to just order in a delivery to your motel room and get some rest. So, with humble apologies and humble pie crumbs stuck to my chin, I thought it only fair to make a return visit in a better frame of mind to see why this place is so packed with happy diners. I'm so very glad I did.

COAL N STEEL SMOKEHOUSE OFFERS A VARIETY OF WOODFIRED MEALS FROM SMOKED MEATS, RIBS TO WOODFIRED PIZZAS AND BURGERS. THE SETTING IS A COMFORTABLE MIX OF STYLISH WOOD TONES INDOORS AND BIG COMFORTABLE OUTDOOR TABLES TO CATER FOR THE BIGGEST GANG OF FRIENDS OR FAMILY FOR ANY OCCASION.

Let's call my second visit my first proper one can we. So, on my 'first' proper visit me and my offside Jase strolled in to be greeted by a super friendly, pumped and ready to please crew as an avalanche of eager other locals

streamed in for a great night.

Straight up we were seated and served a perfectly chilled beer before getting down to the serious stuff of ordering. It is a serious job too I must say, as the menu is as long as coal train when you're waiting at a crossing.

We soon settled on entrees of bruschetta and oven roasted camembert cheese. It was yummo, but we didn't go too hard on it because for the main show we ordered the motherload. A heaving platter of smoked goodness consisting of pork and beef ribs, chicken and gourmet Sausage, plus variety of pulled pork and beef. For sides came a delicious slaw and golden perfect fries.

THE WHOLE SHEBANG WAS, HOW CAN I SAY IT? BANG ON!

It was a massive feed we had no chance of finishing, but I can tell you we loved every single mouthful.

Doggy bags were ordered and we polished off another beer before leaving the big crowd of other diners assembled for the very popular weekly trivia night as we rolled ourselves back up the street to our digs full as a human could be.

Will we be back? Bloody oath we will! If you haven't been, do your belly, friends and family a favour and book yourself a table as quick as you can. Thanks guys, and sorry about my bad manners and impatience first time around that we shall never speak of again.



Show Time!

THIS YEAR WE PUT 2020 BEHIND US AND LOOK FORWARD TO THE RETURN OF OUR FAVOURITE SHOWS ACROSS THE NORTH WEST. EVENT ORGANISERS HAVE GONE ABOVE AND BEYOND TO PUT COVID SAFE MEASURES IN PLACE TO MAKE SURE THESE FANTASTIC SHOWS GO AHEAD THIS YEAR, AND WE CAN'T WAIT!

AGQUIP - AUGUST 17, 18 & 19

AgQuip is Australia's largest and premier primary industry field day, this year celebrating its 49th anniversary. Running since 1973 AgQuip has grown into a brilliant event located on a permanent, purpose-built site just 8kms west of Gunnedah. Attracting over 100,000 visitors each year over the 3 day period, it's one of the nation's biggest agricultural events. Over 3,000 products and services aimed at farming professionals will be exhibited in one central location. You'll be treated to live demonstrations, fantastic food to taste and loads of activities for anyone and everyone.

WWW.ACMRURALEVENTS.COM.AU

ENERGY, INNOVATION AND MINING EXPO GUNNEDAH (EIMEX) - OCTOBER 8 & 9

One of our favourite events have announced their return for 2021 after a couple of setbacks due to Covid, and we are ecstatic. Exhibitors from the energy, innovation and mining sectors are again coming together at Gunnedah Showground to showcase and demonstrate the latest technology and equipment. Our mining industry is a leader when it comes to innovation, and this event gives you the opportunity to see this firsthand. There will also be an accompanying breakfast, dinner and seminars, along with a community day on the Saturday for all the family to get involved.

WWW.EIMEXGUNNEDAH.NET.AU



GUNNEDAH SHOW - APRIL 16, 17 & 18

The Gunnedah Show is scheduled to go ahead in April but will be determined by Covid-19 status closer to the event, so let's pray to the show god's that this year's amazing program gets the seal of approval. Friday 16 will kick off with pavilion showcases from children's literature and needlework to decorated cakes and produce. The rest of the weekend is jam packed with boutique markets, the truck pulling challenge, Australia's top freestyle entertainment show, wood chopping and two days of rodeo excitement. Keep an eye out on the Show website for updates, this year's event is not to be missed.

WWW.GUNNEDAHSHOWSOCIETY.COM



NARRABRI SHOW - APRIL 30 - MAY 2

The Narrabri Show always attracts a wide range of competitors bringing the community together for days of fun and excitement, and this year is no different. After the cancellation of the 2020 show due to Covid, they're back with an amazing program under the theme 'Raindrops and Gumboots'. The event will showcase some of Australia's finest stud stock and the kids will love the animal nursery where they can feed baby lambs and other baby animals. Leading into the night the family will enjoy live entertainment and bar facilities on both the Friday and Saturday. And as always, the show will close with a spectacular firework display.

WWW.NARRABRISHOW.COM



QUIRINDI SPRING SHOW - SEPTEMBER 11 & 12

Quirindi puts on a show at this family-friendly event and the entertainment over the 2 days is overflowing. With events like saddle bronc riding, bull riding, steer wrestling, breakaway roping, barrel racing, rope and tie, steer undecorating and more, there's entertainment to be found at every corner. The local trick riding team, High Velocity Trick Riding will be performing, you'll be able to have a boogie with the DJ and there will be a barbeque for snag sangas all round. The bar will also be open Saturday night for a beer or 3.

WWW.QUIRINDISHOWSOCIETY.COM

WEE WAA SHOW - MAY 14, 15 & 16

Running for over 85 years, the Wee Waa Show is the major event for the small cotton capital town of Wee Waa, but for such a small town they certainly know how to put on a show. The show promotes local producers and exhibitors with an array of events such as working dog trials, shoe and shine barrel racing, horse events, cattle judging and different demonstrations, poultry exhibitions, as well as providing an entertaining carnival atmosphere with side show alley and market stalls.

WWW.WEEWAASHOW.COM.AU



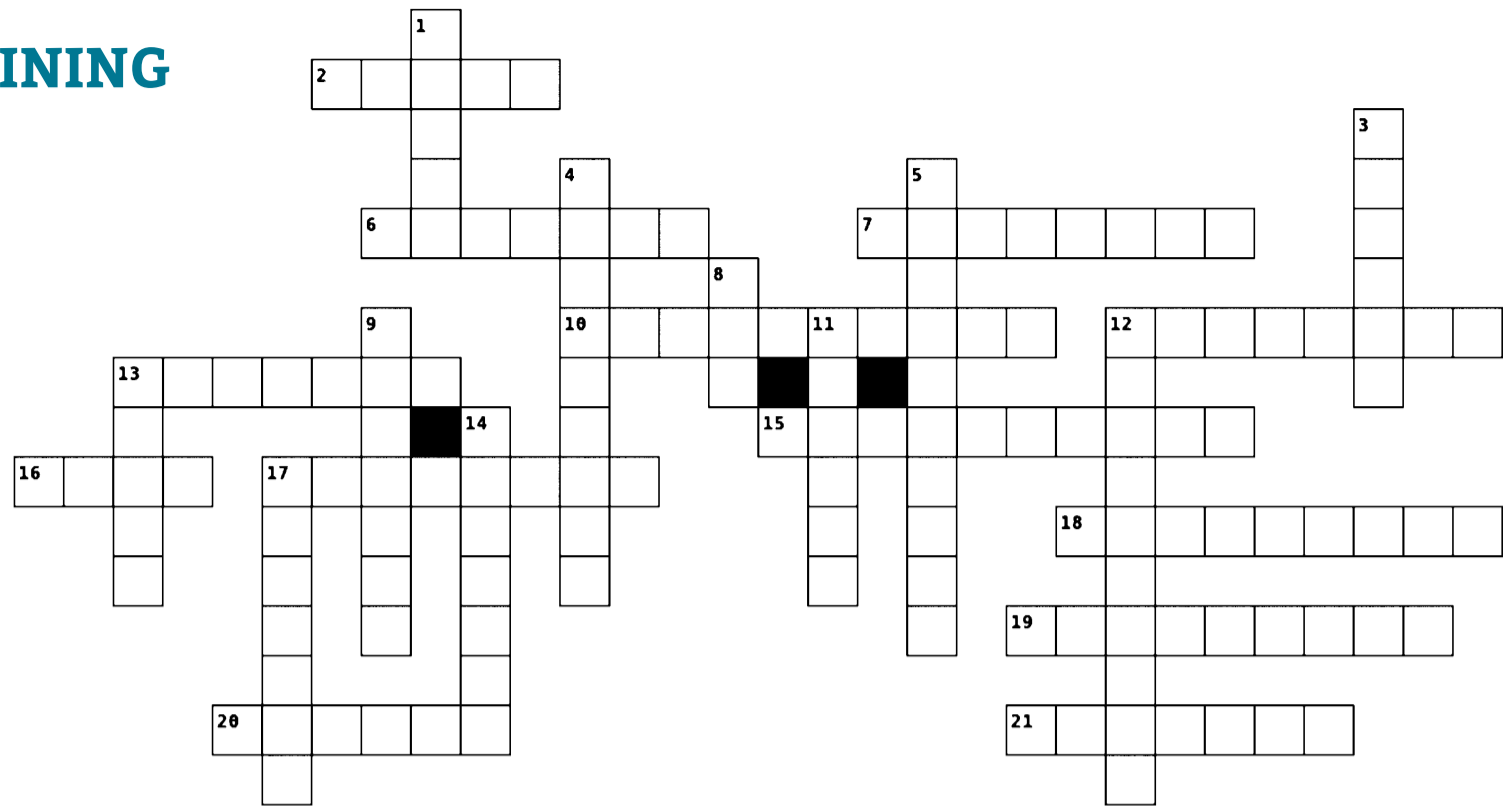
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CROSSWORD

MINING



ACROSS

- 2. A term for small or fine coal
- 6. A term for a fist sized lump of coal
- 7. A term for any mixture of methane and air
- 10. Coal suitable for the manufacture of coke
- 12. A means for transporting coal
- 13. A gas analyser used in underground mines
- 15. An instrument for measuring air velocity

- 16. Term for the semi-permanent or permanent closure of a roadway
- 17. Location of belt drive mechanism
- 18. A term for carbon monoxide mixed with air
- 19. Crushed limestone
- 20. A block of coal left to hold up the roof
- 21. A brownish black coal

DOWN

- 1. A term for a hand shovel
- 3. The direction along a roadway away from the face
- 4. A term for carbon dioxide
- 5. A term for a large hanging or fallen lump of stone
- 8. A term for the coal walls of a roadway
- 9. The light worn on a miner's helmet

- 11. An elevated structure on the surface
- 12. The name for tunnels that join the bords
- 13. A controlled explosion
- 14. Coal cutting machine used in longwall system
- 17. A container to carry crib in made from galvanised tin

2021 DROVERS RUN

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6-22 AUGUST 2021

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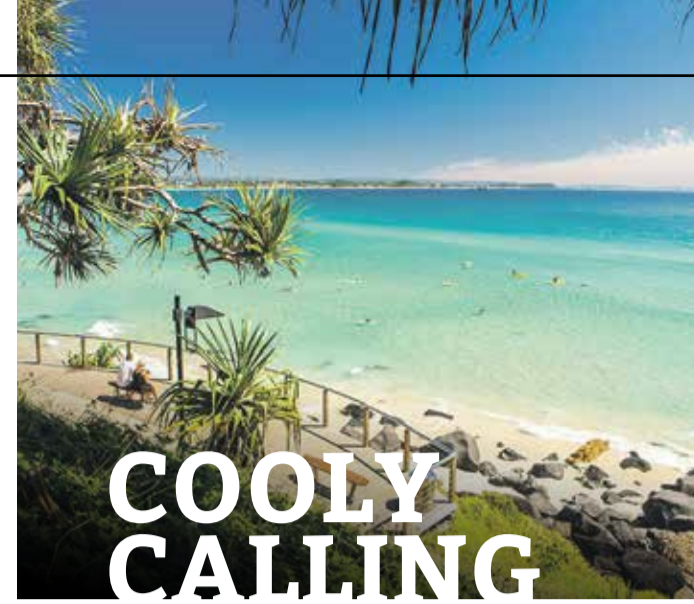
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COOLY CALLING

THE GOLD COAST'S COOLER SIBLING, COOLANGATTA, GIVES YOU ALL THE RAZZLE DAZZLE OF THE GOLD COAST WITHOUT THE PRETENTIOUS GLITZ. YOU CAN'T BEAT IT FOR A RELAXED BEACHSIDE VIBE.

Don't get me wrong the Gold Coast is easily one of the best places to visit in Australia. For me though, it has become so built up and hectic it just isn't as relaxing as I want when it's time to unwind, get a bit of salt water up the nose and soak up some rays.

Just after Christmas I made a snap decision that I needed a bit of extra time off and decided to book eight days at Queensland's Southernmost town, Coolangatta. While 'Cooly' is technically its own destination, years of development and migration by Southerners has seen the Gold Coast expand to be one of Australia's largest and most vibrant localities. With that, 'Cooly' is now really a satellite suburb of the 'Goldy' just a short 30 - 40 minute drive up the Coast.

Getting there from here is lot easier and quicker these days. What used to be a winding, never ending crawl up the coast taking

ten to twelve hours depending on stops, is now a breezy seven or so hours on a world class freeway virtually door to door.

Anyway, off we set on a sunny January day for what was a perfect hassle-free drive. Reaching Nambucca Heads, we stopped in for a quick, tasty pub lunch and two schooys before heading off on the last leg. After starting just before nine, we arrived still feeling fresh just after midafternoon.

Checking into our tenth floor apartment, 'The Meridian', a beer was cracked in under sixty seconds before sitting on the balcony overlooking crystal clear blue-green waters with the high rises of the Gold Coast framing part of the picture. The smell of salt water carried on the breeze and the sound of waves crashing in the background soothed me into a state of relaxation that had been sorely missing in 2020.

FROM THERE A DETERMINED REGIME OF EATING, DRINKING, MORNING AND AFTERNOON SWIMS AND EXPLORING GOT INTO FULL SWING.

On the food side, there are some seriously good eats to be had. My picks are as follows; Xenia Bar and Grill serving up refined Greek share plates that are to die for. Choofa's Smokehouse & Seafood for seriously awesome steaks, seafood, and beers with a cool and relaxed vibe. Then there is one of the best seafood platters you will never be able to finish at Coolangatta Surf Club.

MY PICK OF THE PICKS THOUGH IS TUPE ALOHA IN KIRRA. THIS JOINT SERVES UP THE BEST MEXICAN / HAWAIIAN THEMED FOOD YOU WILL EVERY EAT. FRESH, SIMPLE BUT A BIT REFINED AS WELL. THE COCKTAILS ARE AS GOOD AS IT GETS AND NOTHING WILL COOL YOU DOWN AT THE END OF A HOT SUMMER DAY LIKE THEIR MEXICAN BEERS. IT'S ALL SET IN AN ULTRA-COOL - KITSCH THEMED SPACE STAFFED BY THE FRIENDLIEST PEOPLE ON THE PLANET.

For activities we mostly went to the beach and had a side visit to Sea World, which was great but there's only so much screaming children and having to move out of way of endless selfie shots that one can take.

My pick of picks though was skydiving the beach! The landing spot was right out the front of our apartment on the sand and after watching dozens of people successfully land, I decided it was just the circuit breaker I needed to put the icing on a perfect getaway.

So, on a perfectly still and clear Gold Coast morning up I went to twelve thousand feet, the only customer that morning and took my second ever jump. Having done it before, the nerves were pretty much nonexistent and the crew at Gold Coast Skydive are way beyond professional and slick giving anyone the confidence needed to take the leap. What a day to do it and place to do it.

Totally in the zone the whole way, we hurtled to earth at a leisurely 200kph taking in the breathtaking coastline views. The parachute then deployed, and we glided down over 'Cooly' taking in the view. It was just bloody fantastic and my advice is just do it!

So for the coolest holiday around, take my advice and check out Coolangatta.



BIG MOMENTS IN MINING HI-VIS

VOICE FOR MINING FAMILY DAY
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