

# RIO TINTO

COAL AUSTRALIA



# CLERMONT *conveyor*

Edition 02 | September 2007

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BLAIR ATHOL

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# Blair Athol Mine

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## From the General Manager Operations



London based Chief Executive – Energy Preston Chiaro toured the Blair Athol Mine site in July and said he was pleased with the general appearance of the operation and specifically the condition of our heavy equipment roads. And so he should be. Our teams have spent a substantial amount of time cleaning up and organising our work areas. The results speak for themselves and have already resulted in measurable benefits, for example in the production area:

- Greatly improved heavy equipment road surfaces, edged with earthen berms, have significantly reduced the risk of single vehicle accidents
- Production trucked through the five inches of rain we received in June with minimal downtime and;
- We've used 20 per cent less tyres than in 2006. We celebrated this with a series of site wide barbecues in July.

The improved site standard is due to the initiative, dedication and hard work of the Blair Athol Mine workforce.



Berms at Blair Athol Mine

We've been busy on the recruitment front and with the addition of a few new people we now have a complete Leadership Team. This team will focus on the projects required to deliver our vision. Please join me in welcoming these newcomers to town.

The new recruitment, while necessary, has put pressure on our company owned housing. We've responded by improving some of our older homes and will continue to do so to meet needs. This work will continue to be awarded to local suppliers who remain competitive.

It is now almost nine months that my family and I have lived in Clermont and I am still amazed at how supportive of one another the community is. As I tell everyone who asks, it has been a very easy place to settle and I'm personally looking forward to spending several more years here.

**Andrew Cole**  
*General Manager Operations*

## Community meeting updates residents

More than 20 people braved the cold in July to attend a Clermont community information meeting with Rio Tinto Coal Australia (RTCA) staff.

Clermont residents were presented with an overview of the findings of a baseline socio-economic study commissioned by RTCA. The study involved a review of the region's demographics as well as interviews, focus groups and telephone surveys of Clermont residents.

Meeting attendees were also provided with an update about construction activity at the Clermont Mine Project by General Manager Construction Dave Lamb and on closure planning at Blair Athol Mine from General Manager Operations Andrew Cole.

Members of the community raised a number of questions, primarily about future accommodation needs in the town and the fly in fly out (FIFO) option to be offered to future Clermont Mine employees.

RTCA Community Relations Specialist Sam Faint said meeting attendees believe RTCA has the ability to positively influence the growth of Clermont but were concerned how future employment conditions would impact the community.

RTCA General Manager Projects Hennie du Plooy, who chaired the meeting, told the group the proportion of FIFO employees versus those who will reside in Clermont is still to be determined, though is likely to be less than 50 per cent once Clermont Mine has settled into operations.

Blair Athol Mine's current workforce is approximately 200 and the proposed Clermont Mine workforce will be about 380.

## Clermont Mine Project From the General Manager Construction

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Construction of early works is well and truly underway at the Clermont Mine Project site and, as at the end of August, the project was almost twelve per cent complete.

The construction of the Clermont Mine is a long project. We expect to start mining activity in May 2008 as we begin the box cut, with first coal expected to be produced in 2010.

Representatives of the local indigenous community have been involved in cultural heritage work on site, surveying, providing clearances for earthworks and undertaking mitigation work to ensure we can continue to advance the earthworks for construction of the mine industrial and administration buildings.

This work has also allowed the construction of the accommodation village, temporary sub stations, temporary access road and permanent construction offices to progress.

At the end of August, a total of approximately 313,000 hours were worked without a lost time injury or a medical treatment case incurred at the site.

While it is a very encouraging start, we are mindful we have a long way to go in the construction programme as we progressively

ramp up to a peak construction workforce of 450 over the coming months. I would like to take this opportunity to acknowledge the commitment to safety by all involved in the project to date.

In addition to the construction activity, we have also been establishing the teams of people and systems that will see us through the construction phase and into operations. You will begin to see an increased level of recruitment activity as we build our team to begin mining the box cut and eventually move from project mode to operations.

On a personal note, I've also been very pleased with the level of community support for the project and very much enjoyed meeting residents at the Clermont Show in May and the community information meeting in July. I welcome the opportunity to receive feedback from the community, and encourage you to contact us if you have any questions or concerns.

A more detailed update on the construction project can be found on page five of this newsletter.

**Dave Lamb**  
*General Manager Construction*

## Darryl wins model

Retiring Blair Athol Mine employee Darryl Evans has a souvenir to remember his time at the mine when he won a model shovel at a draw at the Clermont Show.



# Committees provide community link

Two new community committees will provide an additional avenue of contact for the community with RTCA.

The Clermont Community Consultative Committee (CCC) replaces the Blair Athol Mine Closure Community Consultative Committee and is designed to be a two way forum between the community and RTCA.

During these meetings, to be held three

or four times per year, RTCA will provide information regarding the planning, design and closure of Blair Athol Mine and the development of the Clermont Mine Project, and will ask for input about these issues from community members.

These members act as representatives of the Clermont community and residents are encouraged to contact members with

questions or ideas they would like raised.

The Community Reference Group (CRG) has also been established, under an Alternate Water Supply Agreement, to provide a forum for residents to discuss environmental issues related to the Clermont Mine Project, specifically groundwater.

The CRG is largely comprised of Clermont Mine Project neighbours.

CCC Members		
	<b>Carolyn Moriarty</b>	<b>4983 2856</b>
	<b>Danny McKay</b>	<b>4983 1880</b>
	<b>Rob Hasson</b>	<b>0417 077 182</b>
	<b>Ian McCracken</b>	<b>4983 1105</b>
	<b>Elsbeth McDonald</b>	<b>4983 4000</b>
	<b>Andrew Gillies</b>	<b>4983 3445</b>
	<b>Maria Priestley</b>	<b>0408 527 638</b>
	<b>Alan Guilfoyle</b>	<b>4983 1172</b>
	<b>Tony Upton</b>	<b>0419 785 510</b>
	<b>Kim Wood</b>	<b>4983 1066</b>
	<b>Mark Robertson</b>	<b>0417 716 756</b>
	RTCA Blair Athol Mine General Manager Operations <b>Andrew Cole</b> (Chair)	<b>4980 2308</b>
	RTCA Clermont Mine Project General Manager Construction <b>David Lamb</b>	<b>3029 1254</b>
	RTCA Community Relations Specialist <b>Samantha Faint</b>	<b>0447 599 990</b>
	RTCA Blair Athol Mine Senior Closure Planner <b>Darren Springer</b>	<b>4980 2336</b>

CRG Members		
	<b>Robyn Cross</b> (Wolfgang Water Basin Landholders Group)	<b>4983 1778</b>
	<b>Geoff Hurrey</b> (Wolfgang Water Basin Landholders Group)	<b>4983 1518</b>
	<b>David Bridgeman</b> (Clermont Land Care Association)	<b>4985 6115</b>
	<b>Brendon Swaffer</b> (AgForce Queensland)	<b>0428 721 123</b>
	<b>Les Howard</b>	<b>4983 1211</b>
	<b>Mary Corbett</b>	<b>0417 639 250</b>
	<b>Carly Freischfresser</b>	<b>4983 1066</b>
	<b>Stacey Mills</b>	<b>4983 1535</b>
	RTCA Tenements Manager <b>Col Hughes</b>	<b>3361 4218</b>
	RTCA Environmental Specialist – Clermont Mine Project <b>Katherine Jack</b>	<b>3029 1348</b>
	RTCA General Manager Projects <b>Hennie du Plooy</b>	<b>3029 1248</b>
	RTCA Community Relations Specialist <b>Angela Gepp</b>	<b>3361 4682</b>
	<b>Barbara Bishop</b> (Independent Chair)	<b>3279 5224</b>



▲ Blair Athol Mine Environmental Support Officer Clare Foley checks eucalypt vegetation on site.

## Koala research informs closure planning

Koala research is guiding rehabilitation planning efforts for the closure of Blair Athol Mine.

Researchers from The University of Queensland have been studying koala populations on the Blair Athol Mine lease since 1989 through a partnership known as Koala Venture.

The data collected over nearly two decades of research has allowed scientists and Blair Athol to develop a greater understanding of which trees koalas eat and which they use to sleep.

With the mine's remaining economic reserves due to be mined out by mid 2011, closure planning is well underway to manage environmental, economic and community impacts.

Blair Athol Mine Senior Closure Planner Darren Springer said research has shown that species such as *Eucalyptus populnea* (Poplar Box), *E. melanophloia* (Silver Leafed Ironbark) and *E. crebra* (Narrow Leafed Ironbark) are important for both dietary and roosting purposes, while other trees are purely for sleeping and others just for eating.

While areas of mined land have been progressively rehabilitated to restore native woodland ecosystems since 1984, Darren said the data collected by the koala researchers has been considered for future rehabilitation efforts.

"We've been able to select tree seed mixtures to ensure rehabilitated areas will

contain the right mix of trees for koalas," Darren said.

"It is hoped as the rehabilitation matures, koalas will re-enter the rehabilitated mine site from the surrounding forests and will find a feast of fresh juicy trees for eating and comfy trees for sleeping in."



## New meeting format to improve safety and issue resolution



▲ (From left to right) Back : Bruce Rieck, Steve Bridgeman, Andrew Dopson, Nicole Ohlsen. Front : Christine Sherry and Brenton Walton.

Employee feedback has prompted a new pre-shift meeting system designed to improve safety and communication flow at Blair Athol Mine.

Blair Athol Mine General Manager Operations Andrew Cole said the change was in response to employees' perceptions that too many long and unproductive meetings were held and site communication systems were ineffective.

"We needed to review and improve these systems to ensure everyone working at Blair Athol Mine has the information they need to perform their tasks safely and effectively at the start of each shift," Andrew said.

Implementation Manager Leon Dodd said while the review identified pre shift meetings as the most important, these meetings needed streamlining to ensure information was effectively shared with the workforce.

"We put together a standard agenda for every pre shift meeting held on site. The agenda covers safety first, site communications and task assignment," Leon said.

The safety discussion focuses on a review of the incidents or hazards identified since the team's last shift, a review of people's Take 5s and discussions about team specific hazard identification.

Notices and other communications are classified and critical or important pieces of information are shared, in a timely manner, with team members.

Finally, the team reviews the previous day's performance, addresses any issues and agrees on actions for the day.

Leon said opportunities for employee feedback and discussion are built into every agenda item.

"The new format is designed to take no longer than 15 minutes," Leon said.

Andrew said the new meeting format ensures people are 'switched on' to work safely from the minute they start work, it keeps people informed of key announcements and initiatives and provides a forum for people to raise questions and monitor follow up.

The new meeting format was implemented in July and a series of reviews will be conducted over the next few months for improvement and ensure the format remains effective.





*The accommodation village has been under construction at Clermont Mine.*

## Rain fails to hamper construction timetable

Construction of the Clermont Mine Project remains largely on schedule, despite the rain in June.

Manager Project Construction Gerry Randell said while the much needed rain brought benefits to the community and Blair Athol Mine, it did delay activity at the Clermont site.

"However, our contractors worked cooperatively to ensure site operations restarted in the shortest possible time," Gerry said.

Approximately 100 people have been working on the site over the past few months.

"Earthworks for the mine industrial areas have

commenced and will continue over the coming months," Gerry said.

The earthworks were accompanied by a continuing process of cultural heritage assessments to ensure the affected land was surveyed and issued with clearances.

Temporary construction offices are being established and the site now has a power supply.

The contractors have also been building the onsite village which will provide accommodation for more than 500 people.

The kitchen and mess facilities have been completed, the first of the accommodation units

are in place and opened for residents in early September.

"We started to mobilise more people in August as we begin work on the relocation of the Gregory Highway," Gerry said.

As mining activity is scheduled to commence at the Clermont Mine in May 2008, recruitment is underway for some of the key permanent roles in the operations team such as operations manager, mining and maintenance superintendents, supervisors and planners.

Recruitment for operators and maintainers will begin in October 2007.



## Employees consider their future plans

Blair Athol Mine employees have been considering their future plans as part of a programme to help them transition from Blair Athol Mine when it closes.

'My Future Plan' is a programme designed to match both employee preferences and business needs during closure.

Blair Athol Mine Human Resources Advisor Jacqui McLintock said employees have received a presentation outlining future operational and manning requirements for each department. With this in mind, they were asked to nominate their future employment preferences and put forward any questions or concerns they had about future employment options.

"We received a lot of questions, mostly around employment conditions at Clermont Mine and redundancy and retrenchment arrangements," Jacqui said.

"Some wanted to be involved in start up at Clermont Mine, some indicated a desire to work at other Rio Tinto sites, while others indicated they would like to stay at Blair Athol Mine until closure."

Jacqui said leaders are now meeting with employees for a third time to provide updated information on the Blair Athol Mine Plan and review employees' preferences.

Blair Athol Mine will then review the plans in line with site requirements and begin implementing strategies to manage any concerns.

Two actions that have already come out of the My Future Plan process are financial counselling workshops and assistance for private tax advice.

"As both Blair Athol and Clermont Mines will operate simultaneously for a period, balancing RTCA's manning requirements and employees' preferences is an ongoing process. To ensure employees are kept up to date on any changes each employee will have six monthly reviews, starting in February 2008, to ensure their Future Plans stay on track," Jacqui said.

## Climate change focus at Show

Pencils made from recycled paper and pens made from corn starch were some of the gifts received by visitors to the RTCA stand at the Clermont Show.

Blair Athol Mine has long been a regular participant in the annual Show, but this year RTCA used the opportunity to provide information about climate change, the closure of Blair Athol Mine and the Clermont Mine Project.

Organiser, Blair Athol Mine's Helen Rathbone, said as RTCA had launched its climate change action plan in February, the Show provided a good opportunity to talk to the community about RTCA climate change initiatives such as water and energy conservation.



(From left) Blair Athol Mine employees Jeff Farrell, Darren Springer and Gareth Wockner.

"We also provided information about the coal industry's initiatives to find large scale and sustainable reductions in emissions created by burning coal," Helen said.

Representatives from the Clermont Mine Project and the Blair Athol Mine closure team were also available at the stand to answer community questions about their activities.

"We had a number of visual displays to help the community better understand our mining and rehabilitation plans," Helen said.

"We always enjoy Show day and it's a great informal opportunity for the community to talk directly with the people working on issues that affect them."



Chris Verrall, Dave Lamb (General Manager Construction Clermont Mine), and Gerry Randell (Manager Construction Clermont Mine).

## Clermont Business goes global

Clermont businesses can now showcase their services to the world with the launch of a new website.

An initiative of Clermont State High School and supported by the Blair Athol Mine Community Development Fund, the [www.clermontbusiness.com](http://www.clermontbusiness.com) website was officially launched in July with a breakfast attended by 50 local business proprietors.

The website provides an online venue for Clermont residents to shop, sell and participate

in their community.

The school's multimedia students monitor the website and will provide free training sessions for the community to help them use the site. Once trained, businesses can register and advertise their services and job vacancies, free of charge. Community notices can also be posted by community groups or individuals.

Teacher Peter Gerke with Clermont State High School students.



## Employees clock up 111 years of service



Blair Athol Mine employees Darryl Evans, Colin Munster, Bill Peterson and Don Smith are thanked for their long service by General Manager Operations Andrew Cole.

Four Blair Athol Mine employees were recognised for their long service in July.

Don Smith and Colin Munster both celebrated 25 years with Blair Athol Mine after starting at the old Blair Athol site in 1982.

Bill Peterson was congratulated for his 35 years of service while Darryl Evans was farewelled to his retirement after 26 years with Blair Athol Mine.

## Funds for more community groups

More than \$70,000 of funding has been provided to four community projects in the Clermont district by the Blair Athol Mine Community Development Fund in its second meeting for 2007.

Blair Athol Mine General Manager Operations Andrew Cole said the fund had supported projects with \$192,987 in funding so far this year.

"The Blair Athol Mine Community Development Fund is now in its fifth year, and has provided more than \$860,000 since it was established in 2003," Andrew said.

Projects supported by the Blair Athol Mine Community Development Fund include a feasibility study, scholarships for tertiary study, training for community workers and workshops focused on business management and succession.

Clermont State High School was again successful in receiving \$20,000 in funding for the Blair Athol Mine Leadership / Citizenship Scholarship. This scholarship provides assistance for up to two Year 12 students attending Clermont State High School to continue their education over a three or four year tertiary course.

The Board approved \$22,000 in funding for the Belyando Shire Council to undertake a feasibility study into the establishment of a sporting / multi purpose complex for Clermont in the existing sports grounds. The study will examine the viability, costs and sustainability of a sporting complex.

Clermont Community Housing received \$18,000 to enable community workers and volunteers to undertake a Certificate IV in Community Services in Clermont.

"The training will enable Clermont Community Housing to provide vocational training to a range of individuals to assist it in delivering housing and other forms of community service assistance in the region," Andrew said.

The 'preserving your future' project from the Central Highlands Regional Resource Use Planning Cooperative (CHRRUP) will host an interactive seminar for Clermont landholders covering people management and succession in agribusinesses. The Board approved \$11,440 in funding for the seminar which will be run later this year.

"Through this programme we want to provide positive outcomes for Clermont, and create more sustainable regional and rural communities," Andrew said.

## Climate change inspires young artists



Jack Pippenger (Manager Production), Helen Rathbone (General Manager and Community Support) and Natalie Flohr (Administration Assistant) with award recipients at the Civic Centre.

Students from four local primary schools (Clermont State School, St Joseph's School, Kilcummin State School and Mistake Creek State School) participated in the annual Blair Athol Mine Poster Competition. With the theme, "Climate change.....We can make a difference!", the winning posters will be used in the 2008 Blair Athol Mine Calendar. The winners are:

Category	School	Name	Place
Year 1 & 2	Mistake Creek State School	Tammi Ludwig	First Place
	Mistake Creek State School	Alyssa Martyn	Merit
	Clermont State School	Samantha Farquharson	First Place
	Clermont State School	Meghan Tschumy	Second Place
	Clermont State School	Takaylah Francis	Merit
	St Joseph's School	Charlee-Rose Dahms	First Place
	St Joseph's School	Jackson Brockie	Second Place
Year 3 & 4	St Joseph's School	Bailey Richardson	Merit
	Kilcummin State School	Sarah Cook	First Place
	Mistake Creek State School	Melanie Martyn	Merit
	Clermont State School	David Boyes	First Place
	Clermont State School	Jordan Pickering	Second Place
	Clermont State School	Erin Marteene	Merit
	St Joseph's School	Cade Agius	First Place
Year 5, 6 & 7	St Joseph's School	Kate Finger	Second Place
	St Joseph's School	Clare Connelly	Merit
	Kilcummin State School	Emily Agius	First Place
	Kilcummin State School	Emily Parry	Merit
	Clermont State School	Peyton Heffernan	First Place
	Clermont State School	Braydon Broad	Second Place
	Clermont State School	Jack Ede	Merit
St Joseph's School	Shannon Dillon	First Place	
St Joseph's School	Madeleine Macfarlane	Second Place	
St Joseph's School	Veronica Mohr	Merit	



## New name for newsletter

Blair Athol Mine Administration Officer Natalie Flohr presents Mandy Medhurst with her travel voucher.

Clermont's Mandy Medhurst won the \$500 travel voucher for naming this newsletter the *Clermont Conveyor*.

Mandy said she came up with the idea after reading in the last edition that a conveyor belt

will be constructed to move product between the two RTCA sites.

"The conveyor moves coal just as the newsletter moves information from the mine to everyone in the community," Mandy said.

Mandy said her family of five were planning to use their winnings to visit Townsville for the weekend.