

# MAWSE CODE

FEBRUARY 2005

## PLANNING FOR 2005

At the beginning of the New Year, we are all encouraged to turn over a new leaf and set new goals and objectives in our private lives and in business. There is always the temptation to think big and become discouraged when we find we cannot live up to our own expectations. Setting goals can be influenced by ideas that are promoted by others and can often cause imbalance in our lives. We may plan to focus on economic outcomes and neglect our family, personal development, health and spiritual needs. Our lives can become caught up in the speed of the year and we can forget to steer a path through all the segments of life which are critical to achieve life balance. I encourage you all to review your outlook, critically examine your life balance mix and if it is not on track, fix it.

Over the next two months we will set about trying to predict our activity levels at Mawsons for the next financial year and plan our expenditure to satisfy our skill, knowledge and production requirements. Throughout this budgetary process we will be conscious of the need to leave space for

everyone involved in the company to have a life outside work. Brendan Dickson and his administration group will lead this process but we will all be expected to contribute supporting information.

Personally and as a company, we all need to watch out for the x factor, that issue that comes in to change everything else "out of left field", such as adverse health outcomes, "Living Murray" issues and the creation of national parks along the river on the local scene and the tsunami on the world scene. As a big Mawson team we must all try to support each other when we are aware of one of our team members experiencing an adverse x factor event. This is a real strength our company as shown in the past and a worthwhile goal for us to build on in the future.

Our executive team extends New Year's greetings to all - may it be safe, healthy, prosperous and balanced.

**Geoff Hall**, Acting CEO



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### SUPER FOR YOUNG EMPLOYEES

#### A message from CPA Australia.

Employees can increase their living standards substantially by making additional personal contributions to superannuation, but the longer they leave it the more they'll have to put in, according to research conducted by CPA Australia.

Recent modeling showed that employees can improve their standard of living in retirement by about 27 per cent if they contribute an additional 3 per cent to their superannuation from age 25. However, a follow-up report, Superannuation: the Right Balance? - the cost of delay, warns that if this starting age is delayed, the required rate of employee contributions needed to achieve the same effect increases exponentially.

### REMEMBER.....A CUSTOMER

- is the most important person in any business.
- is not dependent on us....we are dependent on him/her.
- is not an interruption of our work; he/she is the purpose of it, does us a favour when he/she calls..... we are not doing customers a favour by serving them.
- is part of our business, not an outsider.
- is not a cold statistic.....he/she is a flesh and blood human being with feelings and emotions like our own. A customer is not someone with whom you argue or match wits.....you must listen and negotiate, not alienate.
- is a person who brings us his/her wants.....it is our job to fill those wants.
- is deserving of the most courteous and attentive treatment we can give him/her.
- is the life-blood of this business.
- may not always be right, but he/she is always the customer.

## AROUND THE TRAPS....

### LAKE COOPER QUARRIES

New Wet Mix Plant for Lake Cooper - Construction of the new wet mix plant at Lake Cooper is well under way. The dry bins were fabricated earlier this year, with the next stage being the retaining wall, followed by a 60 metre conveyor and a radial stacker. It is hoped construction will be finished by February 2005. The plant will be capable of processing 400 tonnes plus per hour, while a cement stabilization facility will be added to the plant at a later date. The plant will utilize P.L.C. control and ultrasonic level control to ensure consistency and high production levels.

### SHEPPARTON CONCRETE PLANT

At the recent BUSINESS excellence awards held in Shepparton the Concrete Plant was named as a Finalist. Pictured below with the Powercor representative Phil Aggenbach are the team comprising of Ross Sidebottom, Ivan Pigatto, Bruce Ladgrove, Allen Bath and Leonard Natalizio, 95.3SR FM representative Kieran Humphrey, finalists Craig Trevaskis, Mario Pigatto and Greg Peace.



### BOORT CONCRETE PLANT

Boort has been very busy last month and it looks like it will continue during January and February. We worked in with Goulburn Murray Water to fill culverts under the road where the new water pipeline is being laid. Over the next couple of months we will be busy with the two Olive Companies in Boort with 1000 m3 for Olivecorp and about 300 m3 for Vic Olives, which should keep all those involved very busy.



L. to R. Ivan Pigatto, Steven Bergamin, Allen Bath  
 L. to R. Ashley Miller, John Mawson, Mick Coobs  
 L to R. Ron Reaper, John Summers  
 Fuzzy Cleary  
 Bus Captains - Fuzzy Cleary, Terry Haw, Phil Ryan Trevor Brown  
 Rick & Donna Dunham & Family

**FAMILY DAY 2004**  
 Our second Mawson Family Day was held at the Shepparton Sports Complex on Sunday 3rd October, 2004, with approximately 300 employees and family members present. Buses were again engaged to transport families to the venue, however many opted to make their own way to Shepparton. Steve Bergamin and Allen Bath were fore-front in organizing the day's activities, entertainment, meals and refreshments. Thanks chaps for a job well done. The entertainment was lively and enjoyed by all ages. Those who participated in charades did a great job and the younger set really showed us how the limbo and chicken dance should be done. Thanks to those present who filled in the survey form, your replies will be helpful and carefully considered.  
 The organization of our next Family Day is in the hands of our Campaspe Marketing Group and preparations are well underway. The day will be held at the Bendigo Race Track, Epsom. Please make a note in your diaries for Sunday 2nd October, 2005 for a great day out.



**STORK TALK.....**  
 Congratulations to Lee and Kate Bombardieri on the arrival of Claude Joseph on November 23rd at 12.30pm., weighing 8lb 8oz. Claude has two big brothers Jack and Henry.  
 Lachlan Ashley Hunter arrived on January 15th at 10.44pm. Lachlan is the second son for Mark and Justine and a brother for Alex. Congratulations.

## COHUNA BRIDGE TO BRIDGE

**It's on again -** The Cohuna Bridge to Bridge Swim, Run, Walk, Cycle for the Royal Children's Hospital and the Cohuna District Hospital. Events included are the 8 kilometre Swim, 1.2 kilometre swim, 6.5 kilometre Run, Jog or Walk, 25 & 50 kilometre Bike Ride, Kids 6.5 kilometre Bike Ride, 20 or 10 kilometre Paddle, Tri-athlon, Teams Events.  
 For a fun family day out come to Cohuna on Sunday March 6th.

For more information refer to the website <http://www.bridgetobridge.org>



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**PYRAMID QUARRIES  
PYRAMID HILL PRIMARY PLANT  
UPGRADE**

All good things must come to an end! Yes, after many decades of production, and with several of its sections being renewed and replaced, it was time to upgrade the old primary conveying system at Pyramid Hill Quarry.

The inaugural plant upgrade meeting was held on the 20th August 2002 at the quarry. Team members consisted of Roy Webb, Ashley Miller, Craig James, Ray Crellin, Brendan Dickson, Colleen van der Heyden, Ian Walsh and Dean Leeder.

This meeting brought out a lot of matters for consideration, and some things directly associated with or affected by this particular upgrade were:-

- Existing electrical facilities were under-powered, obsolete, and dangerous.
- Separate "crushed rock" producing facilities, questionable.
- Choice and size of crushers for a secondary plant upgrade in the future and the effect on production of Granitgard.
- Type and size of scalping screen.
- Spalls making facility tied to a scalping process.

The technical members of the team and a past employee Danny Pay, were asked to come up with and present their own individual design. Designs had to be around the proven Cedarapids horizontal, 2 deck, 3 shaft heavy duty vibrating screen, 900mm wide conveyor belts, maximum 400 tonnes per hour, averaging out to 200 tonnes per hour, and as many options of product availability as possible.

Eventually a proposed design with bits and pieces from team member's presentations was decided upon. This design came up with some seven conveyors, including three fixed, one only luffing, two radial and luffing and one only radial. There are also six options available at the single screen area, based around flop gate movement and chute work, namely:-

- Spalls to stock area, clean product to Secondary Surge Pile, and scalplings to rear, either of two stock areas.
- Spalls to Secondary Surge Pile, rest of product to rear, either of two stock areas,
- Spalls and clean product to spall stock area, and scalplings to rear, either of two stock areas.
- "Primary run" to Secondary Surge Pile.
- "Primary run" to spall stock area
- "Primary run" to rear, either of two stock areas.

The design also incorporated both radial stackers, Nos. 5 and 6 coming to a common point, a common surge pile, in case one day a separate "crushed rock plant" either permanent or mobile is required.

The next problem being, who could design and build such a plant? Because of the physical size and complexity of design, it was felt that it would have to be out sourced from the Mawson team.

A site survey was carried out and draft layout plans were drawn up by our resident engineer, Ray Crellin. These plans were then submitted for quotation to recognised plant builders, namely:- Total Quarry Services from Young in NSW, Jaques Ltd., Melbourne, Wieland Process Equipment,

Sydney and Industrial Conveying Aust., Bendigo.

It was decided not purely on price to use ICA in Bendigo, mainly due to the fact that they were local, all equipment made and finished "in-house" including electrical fitting and supply of PLC equipment, excellent workmanship, and that we could meet regularly to view design plans and over-see fabrication.

Only supply of the hydraulics was out sourced. They were supplied and fitted by McCulloch and Son of Bendigo.

Design work was started in March 2004; fabrication began in May with an expected completion date about November 2004. Work progressed smoothly until about August when the Project Engineer decided to call it quits. Shortly after, the Project Manager went missing so this left the design and fabrication sections running well behind schedule until the above positions were filled again. Equipment started to arrive on site at Pyramid Hill by the end of November with the erection near completion by the end of January 2005.

The Mawson fabrication team have been busy adjusting some drop boxes and skirtings before the initial commissioning. Ashley and the rest of the team will be very pleased to see this new plant in full production mode.

**MOBILE CONCRETE PLANT  
FOSTERVILLE GOLD PROJECT**

The Fosterville Gold Mine is 100% owned by the Perseverance Corporation. Since acquiring the mine in 1992, Perseverance has conducted open pit oxide ore mining and heap leach operations. Positive results from deeper drilling in 2001/2002 led to a bankable feasibility study in 2002, for the development of the site. The Fosterville Gold Project commenced construction in early 2003, under the management of Cullen Mining Services, and is currently progressing well. Over this period many construction contractors have been engaged on the project to help facilitate commissioning of the plant and production of Perseverance Gold by March 2005. When fully operational, the treatment plant will be capable of processing over 800,000 tonnes of sulphide ore each year, translating to gold production of around 110,000 ounces per annum.

I appreciate the contribution that Ian Morrison and the team at Mawsons have made to this project during the Civil Construction phase.

**Contributed by Daniel Cullen - Fosterville Gold Project.**



Ian Morrison, Barry Woodward and Robert Frost were responsible for the production of approximately 5,000 m3 of concrete and Lake Cooper Quarries supplied approximately 4,000 tonnes of crushed rock over a period of six months, at the mine site pictured below.



**PYRAMID QUARRIES STONE  
IN SYDNEY**

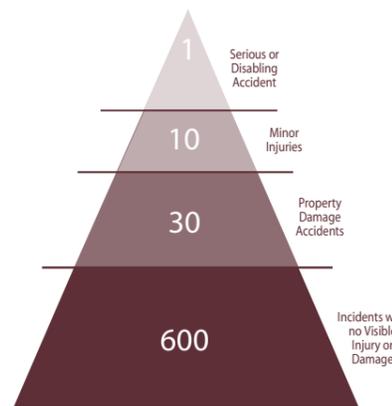
In June 2004 Paul Toma delivered a load of 10mm Filter Aggregate from our Pyramid Quarries to Porous Paving Company in Sydney. This material was "treated" and used around trees by the Sydney City Council. The colour of the stone from Pyramid was an almost perfect match to the pavers used in the street scape in central Sydney. We have since sent, in 1 tonne bulka bags, more stone to Sydney from Pyramid Quarries. Requests for samples of stone from our other quarries have resulted in other Sydney Councils recommending our stone for their street works. Randwick Council favour Yabba Quarries material and Parramatta Council our Glenrowan Quarries stone. We should enjoy more sales to Sydney in the future.

During an extended weekend trip to Sydney in October - Dot, Sheryl and Shirley tracked down the Pyramid stone in the streets of Sydney.



**THE COST OF LOST TIME  
INJURIES**

In identifying the cost of injuries in the workplace, some attention needs to be focused on the 'non-injury' part of the problem. In 1959, F.E. Bird Jr. devised "The Bird Accident Ratio" which stated that for every one serious or disabling accident there were 10 minor injuries, 30 incidents with property damaged and 600 incidents with no visible injury or damage (a near miss).



In order to help Mawsons to provide a safe workplace, it is essential that all accidents, incidents and near misses are recorded regardless of their severity. As a company we are very good at reporting the incidents that are obvious, e.g. an ankle injury. More emphasis needs to be placed on the reporting of near misses. Through the reporting of near misses it can help to identify potential accidents and allow time for preventative measures to be implemented. Prevention is better than cure.

In reflecting on Mawsons Lost Time Injury (LTI) statistics for the current financial year, 6 LTI's have been recorded. According to the 'Bird Theory' there should have been 600 near misses reported for each of these LTI's. However only 20 incidents in total have been reported. That means that 30% of all incidents resulted in a LTI. Not a very good statistic.

Of the 6 LTI's, Mawsons lost a total of 89 days. That's an average of approximately 15 days per LTI.

Injuries caused by slipping, tripping or falling make up 50% of Mawsons LTI's. 68 of the 89 Lost Time Days are due to injuries sustained through a slip/trip/fall injury. That makes up 76% of all Lost Time Days. On average if you sustain an injury through a slip, trip or fall you will be off work approximately 23 days. That's over 4 weeks.

Of these 3 Slip / Trip / fall injuries, only one has been closed out, at last estimate these claims had cost in excess of \$40,000. It is worth noting that this cost only includes wages and medical expenses, not the premium increase, training costs, return to work costs, etc.

**What causes Slips, Trips and Falls?**

Slips, trips and falls can be caused by poor housekeeping, wet, dirty or slippery floors, poor dismantling of fixed and mobile plant, poor planning, etc.

**How can Slips, Trips and Falls be Prevented?**

- Maintain good housekeeping practices.
- Clean away spills such as water, oils, greases, etc immediately.

- Implement non slip floor coverings on slippery surfaces.
- Dismount fixed and mobile plant correctly. Always maintain 3 points of contact, face the ladder, ensure boots are relatively free of mud, etc.
- Plan activities in advance.

Workplace injuries affect everyone in the workplace, not just the injured worker.

In addition to the injured worker's pain and suffering, there is an increase in Mawsons Workers Compensation Premiums, cost of medical care, replacement labour, loss in productivity, increased pressure on sites and individuals due to operating one man down, etc.

Finally, I challenge each and every Mawsons employee to have a good look at their individual work practices and ask yourself "Is this the safest way I can complete this task?" If not, take measures to rectify the problem. Your first step is to REPORT IT!

**The following article was submitted by  
Duncan Brady - Mildura Quarries**

During the maintenance of one of the loaders in the Mildura Quarry fleet, I spoke to the mechanic "Bob" from A.T. Allen, who has been servicing, maintaining and building equipment since anyone can remember. It was a Friday afternoon and I was explaining the sign in/out, lock out/tag out procedures and general site rules with Bob whilst working at the Mildura quarry. Bob listened very well for the main and when asked if he had any questions or doubts about anything, his reply was "I've been doing this sort of work for about 50 years....." held up both his open hands and said "... And I've still got all my fingers!"



Work went on for the rest of the afternoon and we all went home. Sunday night I got a phone call from Bob's wife. She said "Bob will be in tomorrow to help finish the loader but he is not at full capacity". When I questioned what's wrong, she laughed and said, "Apparently you muzzed him on Friday." How? I asked. She replied "When he came home and started working on Darren's (his Son's) truck, he severed his right hand index finger clean off through the nail".

Micro surgery fastened a piece of it back on and a home made protective cover, made from 30mm PVC pipe, had him back at work on the Monday morning. No doubt lock out procedures may be implemented next time as turning the key to help roll the alternator belt back on the pulley whilst holding it with your hand is risky.

**EUROPE AND UK TRIP**

**as taken by Ray and Joy Crellin**

We left Cohuna on 10th August 2004 for our long plane trip (some 21hrs 20mins. ,16,800 Kms) to London where our daughter Alicia and her friend Travis met us at the airport. We stayed with them for 4 days doing all the tourist things around London, before we started our 14 day "Highlights of Europe" bus trip.

**Day 1** - We caught the ferry at Dover which took us across the sea to Brussels (Belgium). **Day 2** - was onto Kahlshru (Germany) where we had a river cruise on the Rhine. **Day 3 & 4** - We headed to Munich (Germany) then onto Innsbruck & Salzburg (Austria). **Day 5 & 6** - We headed for Venice (Italy) for our long awaited gondola ride (Joy was glad to get out of it). We had a boat ride out to Burano Island, a little



fishing village for a seafood dinner (very tasty). **Day 7 & 8** - Took us to Rome (Italy) where we visited the Spanish steps, Vatican Museum, Sistine Chapel, St Peter's Basilica, Colosseum, Roman Forum, Catacombs & of course the famous Trevi Fountain (where you throw a coin in and make a wish). **Day 9** - It was onto Florence (Italy) to see the famous statue of David. **Day 10 & 11** - was to Lucerne (Switzerland) which was the pick of the countries that we visited, where we had a river cruise, railed up Mt Pilatus and a horse & carriage ride to a country farmhouse for a taste of their afternoon tea. **Day 12 & 13** - On to Paris (France), where we climbed to the second level of the Eiffel Tower and then took a cruise at night to see the flashing lights of the Tower. We also visited the Army Museum and the Louvre (which is the longest museum) where the famous Mona Lisa painting is housed.

This was the end of our Europe tour, as we left the bus and trained to Amsterdam (Holland) where Alicia and Travis were meeting us to spend the next 4 days. While in Amsterdam we visited the Anne Frank house, windmills, saw clog making and a cheese farm, flower market, Van Gough Museum, a tour through the Heineken Brewery and of course Ray had to visit the Red Light district, just for a look.

After Amsterdam it was back to London for 4 days seeing more sights, a ride on the London Eye and a visit to Wimbledon Tennis Centre, before our 13 day bus tour of Scotland, Ireland and Wales.

**Day 1** - We boarded our bus and headed to York (England). **Day 2, 3 & 4** - We were in Edinburgh (Scotland) and we visited the Edinburgh Castle which is where the Military Tattoo is held, Holy rood House (which is the Queen's Palace when she is in Scotland), a Scottish cabaret where we tried the customary dish, Haggis, a Whiskey Distillery and of course the famous St Andrews golf course (where they hold the British Open) and where Sean Connery (ex James Bond 007) was as well. **Day 5** - We were in the Highlands (Scotland) and had a boat cruise on Loch Lomond. **Day 6** - We headed to Chester, had a look at the ruins of Hadrian's Wall and took a train ride. **Day 7 & 8** - We caught the ferry at Holy Head to go across to Dublin (Ireland), while there we visited Dublin Castle, Presidents House, Customs House and went to a cabaret show. **Day 9 & 10** - Was onto Tralee (Ireland) where we visited the Irish Horse Stud (where Melbourne Cup winner Vintage Crop was resting), drove around the "Ring of Kerry" and enjoyed a jaunting cart ride with our own Jarvie who showed us around the town. **Day 11** - Our first stop was Blarney (Ireland) where we climbed the tower and kissed their famous "Blarney Stone", then onto Waterford (Ireland) to visit the crystal factory. **Day 12** - We caught the ferry at Rosslare and are heading to Cardiff (Wales) to see their Castle and go to a cabaret show. **Day 13** - Our last day we headed back to London and on the way we visited Bath (England) and Stonehenge (England).

We spent another 5 days in London with our daughter before returning to Melbourne and home back to Cohuna. It was a very pleasant, relaxing and educational trip, well organized, without a glitch. Australia has very little history to see as compared to overseas.