

# MAWSON CODE

DECEMBER 2008

## FROM THE MANAGING DIRECTOR



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### Not "Just another year."

Like the car salesman says; "This one's got the lot". That's pretty much how 2008 looks as we busily wind up what has been a very challenging year. 2008 brought some rains but more drought, some very busy months and some quiet sites as well as the challenge of getting to understand a new joint venture partner in ABL. Now, we are told, the world faces its greatest financial crisis since the great depression of the 1930's.

For us at Mawsons the economic slowdown presents another challenge. Lower interest rates, cheaper fuel and the boost to infrastructure spending will help us confront the economic uncertainty, but we can't make it rain or balance Barack Obama's budget. So we will have to concentrate on doing what we do very well!

Doing what we do very well means focusing on making our worksites safer, our business more efficient and our lifestyle healthier while still pleasing our customers; it is an on-going battle on all fronts.

At Christmas time we have the opportunity to look up from the "Battle field" of work and catch our breath, acknowledge our good luck, taste the BBQ, play with the kids and go for a water ski or surf. I hope that we can all be as good at holidaying as we are at working because good holidays; relaxing and doing something different, helps towards good work with safe, rejuvenated operators, families and managers returning after a break.

2008 has been a successful year for Mawsons. This is due to the skill and hard work of our team. 2009 will again be a challenge, so as we approach Christmas and look forward to some well earned holidays, I sincerely thank everyone for their efforts and sacrifices during this year which has "Had the lot".

A safe and happy Christmas to everyone!

**John Mawson,**  
*Managing Director*

## CAREERS DAY

The 2008 Careers Day at the Cohuna Secondary College during November was a great success with middle year level students seeking information to help them decide their careers for the future.

Guest speaker, Nathan Burke, former captain of the St. Kilda Football Club gave some insights into pursuing a career:

- **NO REGRETS** – don't fall into the trap of failing to give the opportunities that are presented to you the best shot.
- **AIM HIGH** – it is better to set your goals high and not quite reach them than set your goals low and fail to stretch your abilities.
- **YOU ARE MORE THAN YOUR JOB** – Nathan explained that as his career progressed he realized that his own character was much more important than the game he played. Whatever role you play it is important to be aware that your character is much more significant than your job. If you retire from your job it is your character that will define the type of person you are seen to be.

Mawsons were proud to take a sponsorship role in the day.

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## NEW MINE CONCRETE TRUCK

Mawsons have recently taken delivery of a new Ottawa 60T Truck for use as a concrete delivery vehicle at the Fosterville Gold Mine project. Imported by Daysworth International from America, these vehicles are mainly used to carry out container movements around warehouses and wharfs and as far as I know, this is the first time one has been put to use as a concrete transit mixer, especially in an underground mine situation.

Features of the truck include good driver visibility and access (through a rear door), together with a short wheel base ideal for its operation in close quarters such as exist for underground mine applications.

Powered by a Cummins ISC 8.3 Lt Motor at 260HP, coupled to a four speed electronic automatic transmission with low differential ratios great for travelling up and down steep mine declines whilst also enhancing its manoeuvrability underground, the truck has a top speed of only 60 kilometres per hour.

Who knows, Mawsons may have started something new which could take off in the underground mining industry

Cheers.  
**Dale Evans**



## INTERNATIONAL FRIENDSHIP AGREEMENT VISIT



A delegation from the Echuca district, including Campaspe Shire Mayor, John Elborough, Chief Executive Officer, Keith Baillie, several council staff and residents including our Jim McInerney recently travelled to Shiroi in Japan as part of Campaspe Shire's International Friendship Agreement.

The group was home-hosted in Shiroi and visited several sites as part of the exchange with the major feature of the four day visit involving the members taking part in the annual Shiroi Town festival, which attracted about 60,000 people over two days.

The festival promotes agriculture and industry, with the Echuca members presenting a selection of Murray Goulburn cheeses to visitors and made a presentation about life in Campaspe Shire.

This year marked the 10th anniversary of the Friendship Agreement, which is aimed at promoting and developing cultural awareness and community participation. The annual exchange also promotes mutual programs in education, economic development, tourism and other activities.

A Shiroi delegation will visit Campaspe Shire in May 2009.

# AROUND THE TRAPS

## FAMILY DAY 2008

This year's family day was held at the Gunbower Races and with the good fortune of some timely rain and a clear but cool day, the setting was perfect for everyone to have a really great time.

Our new Joint owners, Adelaide Brighton were represented by John Oakes and Mawsons Directors, Tom Douglas and Michael Kelly and their partners. Other special guests were Gary Higgins, to mark Gary's induction as a Twenty-Five Year Club member, along with fellow inductees Ivan Pigatto and Bill Thomson and their Partners.

The Twenty-Five Year presentations were made by John Mawson to Gary, by Lee Bombardieri to Ivan and by Ash Miller to Bill.

What sort of a day was it? Well, the drinks were free, the food was delicious and the chance to enjoy a country race meet was something else again. Some of our more informed punters had a very rewarding day. Merv Taylor, who looked like a real pro, was seen on a number of occasions counting his winnings and was heard to say that he might go home in a taxi rather than the bus.

From the first race, where the horse with green colours bounced out of the gate and its hooves seemed to hardly touch the track to record an effortless win, the races were watched with much interest. If only I'd backed that first horse!

Congratulations go to the organising group for selecting the venue and arranging such an enjoyable day.



Photographs from this years Family Day

## 25 YEAR CLUB INDUCTEE – IVAN PIGATTO

Ivan Pigatto started work with Mawsons on 1st May, 1990 when Mawsons purchased the businesses of Pigatto Brothers. Prior to starting with Mawsons, Ivan was working for his father and uncle in their business and had been since 1982 after he successfully completed Year 12 at Shepparton High School.

Ivan has always worked in the concrete industry. From the time that he was able to walk he spent time on the job with his father Tony, his brother Mario and the teams of men that were employed.

In true Italian style, from a young age, Ivan worked like a man with his father. He spent every opportunity he had, including all his school holidays and work experience times, pouring concrete and working with the boys. This is where Ivan learnt his trade and at this time laid the foundations for his future.

Not many know but Ivan was born and raised in Cohuna, moving to Shepparton with his family in 1981, aged 16 years.

In Shepparton, he spent many years playing football with the Shepparton East Football Club and he also played cricket for Pine Lodge Cricket Club which he helped to start and was their inaugural President. Ivan's Presidency continued for 10 years and he is now proudly a life member.

Ivan has a strong family which was extended to include the Bergamin's who are here today.

Ivan is married to Sonya and is the father of three beautiful children, Gemma, Adam and Damien. They are all here today and we welcome them fondly.

A special mention and thankyou must be made to Sonya. Sonya is not only married to Ivan but by default she must also feel that she is married to Mawsons. Thank you to Sonya for many years

of support to Ivan and by default to Mawsons.

When I think of the strengths shown by Ivan over the years I think of concrete knowledge, loyalty, dedication, commitment and passion.

To his fellow workers Ivan has been a tower of strength. As a Plant Manager and now as an Operations Manager his practical knowledge and experience of concrete and his ability to communicate this knowledge and experience is second to none. He has the respect and co-operation of all those with whom he interacts at Mawsons and in the wider industry environment.

What I have also noticed over the years is that most customers love Ivan. He has a fantastic ability to gain the confidence and respect of even the toughest customers. His level of support and dedication to our customers has set the Mawsons Concrete standard over the years.

He has a unique ability to quickly structure, build and consolidate partnerships going forward. This is now a core competency of Mawsons and we have people like Ivan to thank for this.

Ivan, you are a fine example of what Mawsons is about - loyalty, commitment and dedication. It is people like you that are the strength and the future of Mawsons.

I am personally proud to have been part of your journey and wish you perhaps another 25 years journey ahead. I also personally salute you and THANKYOU for your dedication and support.

Please join me in congratulating Ivan Pigatto on reaching this significant milestone, Mawsons 25 Year Club.

**Lee Bombardieri.**  
*General Manager – Concrete*

## 25 YEAR CLUB INDUCTEE – W.J. (BILL) THOMSON

Bill Thomson officially started his association with Mawsons in October 1983 when he took over John Summers truck upon John's retirement but he had driven a truck on weekends for Mawsons prior to his official commencement.

Originally from Port Stevens, Bill became a qualified mechanic through the Air Force then drove trucks for Mayne Nickless in Melbourne for a time whilst spending weekends in Cohuna.

In October, 1983 John Summers who is also a 25 year Club member, offered his outfit, which was at that time a 1980 S Line to Bill. Bill accepted the offer and was employed by Ken Mawson. Bill had been friendly with the Summers family since his Air Force days.

Among the carriers and drivers working with Bill in those early years were Ken Roberts, Aldo Sugar, Graham McDonald, Hank Weegink, Tony West and Ian Behrens.

After doing over 1,000,000 kilometres in the S Line, he then drove an Atkinson in the early 90's before finally moving on to buy the Black S Line. It was about this time Bill found his passion for mobile phones.

During his time as a road hauler, Bill carted out of all Mawsons quarries and sand pits. Some of the major jobs he was involved with include:

- Carting Rail Ballast out of Glenrowan, which was half a day carting for seven days a week over three months.
- Wangaratta Airport
- Echuca Railway Bridge
- Torrumbarry Weir
- Carting Screened Dust to Ballarat and Clyde tile factories
- Delivery of Sealing Aggregates to sites as far away as Ivanhoe, in NSW.

In February, 2004 Bill wanted a change of direction and swapped his truck with Peter Henery to take on the bin truck job at Pyramid Quarries, where he currently works.

While he has many endearing ways, Bill has always been a keen observer of fuel prices and has been known to be reduced almost to tears when the price on the site bowser has changed before his eyes while he was filling up.

Congratulations Bill!

## LAKE BOGA – SOLAR SALT EVAPORATION PONDS

Even although we remain in the grip of a drought, Lake Boga Quarry has been carting an average of 3.18 megalitres of ground water per month from the site. Unfortunately this water has been of little use as the chemical composition is effectively the same as sea water.

Traditionally the water has been transported by tanker from the quarry to a nearby salt works, requiring a 58 kilometres round trip. When the salt works notified Mawsons that the site was no longer available, a renewed search was carried out looking for an alternative site.

At the same time Darren Colville, Assistant Manager at Lake Boga had been given a project to investigate the possibility of establishing salt evaporation ponds, similar to those located at Pyramid Hill and Mt Hope, where water is extracted from bores and allowed to evaporate, with the salt then being harvested, processed and sold.

This idea seemed feasible and although it has taken two years to do the planning, achieve the necessary permits and carry out construction, the first major storage pond has now been covered with LDPE liner.

This in itself was a major event as the pond was approximately 180m long by 60m wide and required personnel from Pyramid Hill Salt together with "volunteers" from several other quarries, as the 7 metre wide liners needed to be joined and placed as quickly as possible (a strong wind would have seen a very large black kite high in the sky). It had been hoped to complete the job in one day but unfortunately this was not possible so the plastic had to be held down overnight with many prayers being offered for no wind.

The job was completed the next day but not before some



anxious moments as several storms could be seen in the distance.

The above photo shows part of the team joining the plastic and the high level of teamwork required. The Pyramid Salt employees (who provided the technical expertise) were so happy with the teamwork displayed that they offered the crew a job early next year when they have to line their next pond at Mt Hope.

As can be imagined the work was not easy as, in addition to the physical work required, the plastic became very hot. Some concept of the size of the project can be gained when it is realised that the small shimmer in the top left hand corner is actually the first 30,000 litres of water.

When next you are in the area, stop at the quarry and have a look at what the Lake Boga crew have every right to be extremely proud of – sorry no salt will be available until 2012.

## EMERGENCY SERVICES DAY

As part of a community engagement plan at Lake Cooper Quarry, it was decided to conduct an information session for the local Emergency Services.

This event was set for 26th October at the Quarry. Letters were sent out to the C.F.A. Brigades at Colbinabbin and Corop, the Rochester SES and the Rushworth police.

On the day, we had 20 people attend, with morning tea provided. Lake Cooper's site hazards were explained and our safety procedures detailed and any questions were answered. This time also allowed each group to mingle and talk about things after which a quarry tour was taken with stops along the way to explain features of the site and answer any further questions.

Upon returning to the lunch room, a general discussion took place between the groups as to what to do if they were ever called to the Quarry again. They then had a look at the loaders and dump trucks and were amazed at the size of them.

Everyone was impressed with the morning and it allowed them to understand what we do. It also gave the Colbinabbin Brigade an idea that they approach the two other major employers in the local area about doing something similar with them.

All participants expressed their thanks for Mawsons holding this information day as they now have an idea of what they can expect if they receive an emergency call to the Quarry.



## CONCRETE ACTIVITY BENDIGO

Mawsons have been supplying pre-mixed concrete to Ausform Pty. Ltd. for Bridge Construction on the Calder Freeway project. This project is one of several major supply contracts carried out by the Bendigo team over recent months.

Another significant contract was for the supply of concrete to the new Hazeldene's Chicken Farm Pty. Ltd. complex at Lockwood.



## SAFETY MATTERS – SAFETY MATTERS – SAFETY MATTERS

### SAFETY AWARD

The December Quarter Safety Award has been given to **Rick Cogger and Anthony Chester of Benalla Concrete plant.**

*Their nomination, made by Rick Layley, was as follows:-*

Rick and Anthony came up with a simple idea to reduce their exposure to a fall hazard when working at a height. It was common/accepted practice to wash out the agitator truck bowls with a hose whilst standing on the agitator truck ladder. This hazard was eliminated by fitting a stand pipe at the wash out bins at the Benalla Concrete Plant, thus eliminating the need to climb up the concrete agitator truck's ladder to hose out the bowl, therefore making it safer.

#### **Mawsons Annual Company Safety Award 2008**

There were five nominations for this year's annual safety award. These nominations come from the winners of each quarter's safety award throughout the year.

1. December Quarter – **Ros Dwyer (Head Office)**
2. March Quarter – **Dual Winners**
  - a. **Paul Bell (Mobile Quarries)**
  - b. **Frank Roberts (Cohuna Concrete Plant)**
3. June Quarter – **Ashley Miller and Brett Jardine (Pyramid Quarry)**
4. September Quarter – **Alan Armstrong (Fosterville Concrete Plant)**

The Senior OHS Committee has awarded the **Mawsons 2008 Annual Safety Award to Paul Bell.**

Just a little bit of background on Paul's contribution to Mawsons Safety Culture.

A big rock had jammed in the Primary Crusher at Lake Boga. All standard methods of freeing the crusher had been exhausted so a few unorthodox (but safe) methods were tried without success.

A 20 tonne crane had been organised from Swan Hill for the following day, however this too was unsuccessful. As a last ditch effort to free the rock a jackhammer had been hired for the following morning – this method was approved by Mawsons General Manager of Quarries, Geoff Wakeman.

Paul had been on site to check the problem and later that night he rang Geoff Wakeman to say that he considered the jackhammer to be unsafe and that the Rock Breaker should be floated to Lake Boga and used to clear the rock.

Paul had the courage to point out that a planned practice was unsafe and that the cost of doing it safely was immaterial.

#### **Congratulations Paul Bell.**



Paul Bell

## HAZARDOUS MANUAL HANDLING

### INTRODUCTION

Manual handling related injuries are one of the most significant issues to industry in terms of frequency, severity and cost.

Hazardous Manual Handling means having any of the following characteristics as defined in the Victorian Occupational Health and Safety (OHS) Regulations 2007:-

- (i) Repetitive or sustained application of force
- (ii) Repetitive or sustained awkward posture
- (iii) Repetitive or sustained movement
- (iv) Application of high force being an activity involving a single or repetitive use of force that it would be reasonable to expect that a person in the workforce may have difficulty undertaking.
- (v) Exposure to sustained vibration
- (vi) Manual handling of live persons or animals
- (vii) Manual handling of unstable or unbalanced loads or loads that are difficult to grasp or hold.

This can represent a broad range of activities within Mawsons workplaces. These activities may include but not be limited to:-

- Shovelling
- Getting into and out of vehicles.
- Lifting cement / colour / fibre bags.
- Working in mechanical workshops.
- Lifting items into and out of vehicles.

### YOUR LEGAL DUTIES

The OHS Regulations contain specific legal duties on employers for the control of risks associated with hazardous manual handling.

#### Employers

As an employer, Mawsons and their Site Managers have a general duty to make all Mawsons workplace safe, as well as specific duties in relation to hazardous such as manual handling.

These duties require you to identify any tasks involving hazardous manual handling. If these tasks pose a risk of musculoskeletal disorder, you must eliminate the risk.

If it is not reasonably practicable to eliminate the risk, you must reduce the risk, as far as is reasonably practicable, by:-

- Changing the workplace layout, the workplace environment, or the systems of work;
- Changing the objects used in the task; or
- Using mechanical aids.

If there is still a risk after using these methods, you should control it by providing information, training or instruction.

#### Employees

All employees have a general duty to take reasonable care for your own health and safety, and that of others who may be affected by your work, and to cooperate with your employer, Mawsons, efforts to make the workplace safe.

This may include, but is not limited to:-

- Using manual handling equipment properly;
- Following workplace policies and procedures;

- Attending health and safety training; and
- Not taking any shortcuts that could increase manual handling risks.

You can also make your workplace safer by notifying your employer, Mawsons, of any hazardous manual handling tasks that you become aware of.

### COMPLIANCE AND ENFORCEMENT

WorkSafe applies a strategy of 'constructive compliance' – a combination of incentives and deterrents – to improve workplace health and safety.

This strategy recognises that real and sustainable improvement in workplace health and safety requires active involvement from employers and employees in identifying hazards and controlling risks. It also recognises that enforcement action, including prosecution, may be taken whether or not a breach of Victoria's OHS laws has resulted in death, injury or disease.

#### HOW TO COMPLY

There are many solutions for controlling risk in hazardous manual handling tasks which can be readily implemented.

Where solutions are not obvious, employers should use the process of consultation to help determine the most effective control measures for the manual handling risks in the workplace.

#### Consult

Employees' expertise can make a significant contribution to improving workplace health and safety. Regular, proactive consultation can help identify issues in the workplace and build a strong commitment to health and safety by including all views in the decision-making process.

Under the OHS Act, Mawsons must consult with employees when identifying hazardous manual handling tasks and making decisions about risk control.

#### Find

While not all manual handling tasks are unsafe, manual handling is hazardous when it involves any items listed in the definition above in the introduction. Find all the tasks which have these characteristics. Work out whether any of the tasks you've found pose a risk.

#### Fix

Work through the controls listed above in Your Legal Duties – Employers and implement the most appropriate.

#### Review

It's important to review all manual handling risk controls regularly to ensure they are implemented correctly and to monitor their effectiveness.

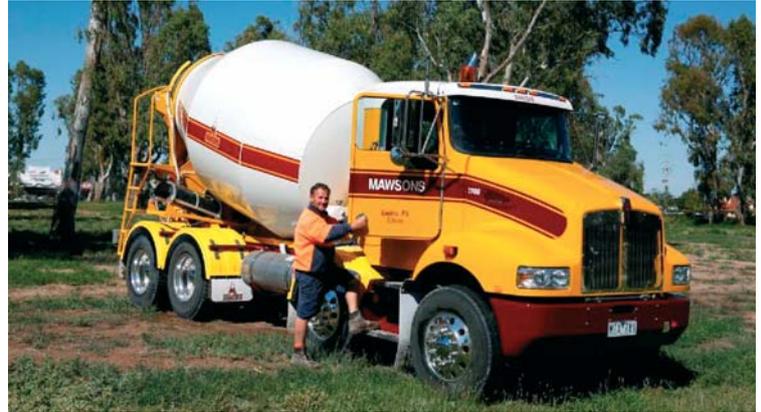
### CONCLUSION

A Guidenote regarding Hazardous Manual Handling is in the process of being developed in consultation with Mawsons Worksites. This Guidenote will list identified Hazardous Manual Handling in the workplace and suggest control measures to be put in place. If you wish to contribute to the development of this Guidenote please do not hesitate to contact Mawsons OHS Manager Colleen Balfour (0438562409), all input will be greatly appreciated.

## New Concrete Delivery Trucks

The introduction of four new 8 x 4 Kenworth T358A trucks to be fitted with 8m<sup>3</sup> Di Medio Transit Mixers has increased the fleet delivery capacity without increasing its size. Each truck is powered by a Cummins ISC 8.3 315HP motor and 6 speed automatic transmission and they will be a pleasure to drive. Two of the trucks will be Mawson fleet upgrades and the others will be owned and operated by Carlo Cecchin and Frank Roberts, who are both to be congratulated on their progressive outlook

Pictured is the first vehicle delivered to Frank Roberts.



## Pink Ribbon Lunch Fundraiser

Colleen Balfour and Roslyn Dwyer recently co-ordinated a fundraising lunch to support Breast Cancer Awareness. The event took the form of a Murray River cruise on the paddlesteamer, P.S. Pevensey and just over \$1,600 was raised whilst at the same time providing an enjoyable outing for those attending. Colleen was thrilled with the result as her original aim was to raise \$1,000.

The event raised funds for The National Breast Cancer Foundation's breast cancer research. Some forty-five women including Mawson staff, their friends and families joined forces to cruise the mighty Murray for several hours while dining and socialising.

Several local businesses were generously involved in providing services for the event –

- Lorelle Opthoog from Two Tarts Cooking in Echuca served up a delicious feast at a reduced rate
- Mawsons covered the tab for the remainder of the meal
- Melissa and Duncan Friday from Party and Paper Echuca provided pink decorations free of charge (Duncan also works at our Fosterville Concrete Plant)
- Ros Beriman (Peter's wife) donated a very generous array of Nutrimerics products as two raffle prizes

Women from as far away as Melbourne attended the luncheon, showing just how widespread support is for the National Breast Cancer Foundation. Bernadette, a palliative care nurse from Echuca Regional Health gave a very informative talk on the

facilities available in our district for women undergoing treatment for Breast Cancer. It was an invaluable talk which highlighted some previously unknown services. The emphasis was, however, on the importance of regular screening and the need for early intervention.

In keeping with the NBCF's colour theme, Colleen decorated the boat in shades of pink and many women also dressed the part.

A very pleasant day was had and all for an excellent and most worthy cause.



## STORK TALK

### CONGRATULATIONS

Congratulations to Lee and Kate Bombardieri on the arrival on 7th October, 2008 of their fourth son, Charlie Brigg Bombardieri who weighed 8lb 8oz.