

MAWSON CODE

OCTOBER 2009

FROM THE MANAGING DIRECTOR



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ALL STEAMED UP

Welcome to Maldon and the 2009 Mawsons Family Day. In this, Mawsons' 97th year, we are returning to the days of the "Iron Horse" to enjoy an original steam train ride from Maldon to Muckleford and return. Of course the usual family day kids activities, Safety Awards, 25 Year Club presentations as well as a locally prepared meal are on the agenda, along with some sight seeing and maybe antique shopping in this wonderfully preserved historic town.



I trust that everyone will enjoy this year's event and take advantage of the opportunity to spend some fun time with family and work colleagues. A day at Maldon might even wet the appetite for other family trips and I encourage all staff and contractors to think about their own health and well-being and plan to take at least three weeks holidays over the next year.

John Mawson,
Managing Director

O4I UPDATE

It has been almost twelve months since we launched our Opportunities for Improvement initiative. In that time the response has been very encouraging. The system is still being regularly upgraded so that it better meets the needs of all managers, staff and regulators. I would ask everyone to keep submitting O4i's and giving feedback as to how we can further enhance this important management tool.

Starting in October Wayne Douglas will be helping Jason Hensley and his programmer, Aaron (from Integrating Technology) in the on-going development of the O4i system. Wayne will be providing the benefits of his

QA and OH&S roles with the objective of improving several aspects of the O4i system. Functions such as report receipt confirmation, follow ups, close outs and archival filing and searching that are not presently operating as planned will be improved.

During June judges for the "WorkSafe Best Strategy for Health and Safety Management Award" assessed our O4i system. They were very impressed by O4i and while we were not successful this year, they congratulated our staff and strongly recommended that we enter again next year.

TRIP TO WINTON

On 3rd May this year, Mawsons Fosterville and Yea Concrete operations hosted a customer day at the fourth round of the V8 Super car series at Winton Raceway in Victoria.

Customers from both Northgate Minerals Gold Mine and the Sugarloaf Pipeline Alliance project attended.

A great day was had by all with the SLPA people enjoying a photo shoot with the V8 grid girls. John Kelly, a Mawsons concrete customer from Mildura, is the father of Rick and Todd Kelly from Holden's Jack Daniels Racing Team. He didn't seem too impressed with Ramon's request for a quick squirt in one of their race cars.

To top the day off Craig Lowndes from Fords Vodaphone racing team won the event.



AROUND THE TRAPS

STALK TALK & ENGAGEMENT NEWS

STALK TALK

Colleen Balfour (Group OH & S Manager, Wangaratta) and husband Andrew have a baby son – Dean Cameron, born 6th May 2009 at 11.30pm 8lb 2ozs.

Travis Price (Echuca concrete) and his wife Melanie have a brand new baby boy Jaxson John Price born 24th June at the Echuca Hospital.

Chris Clough (Cohuna Workshop) and wife Melinda are the proud parents of a not so little daughter Lara Ella 9lb 14 oz born 12th August. Lara is a baby sister for Brylie.

Congratulations to all.

ENGAGEMENT NEWS

Congratulations to Peter "Shags" Bloomfield and Michelle Spence who have announced their engagement after 16 years together, and to Wayne Keyte, Mildura Concrete and his girlfriend Melanie, who announced their engagement early August.

Best wishes to you all.

ROADSIDE CAIRN TO FREDERICK YORK WOLSELEY

Mawsons' have proudly played a part in recognising the historical significance of a Wakool River pioneer and creator of Australia's first successful mechanical shearing machine – Fred Wolseley.

Together with a small group of interested people, and with the help of the Murray Shire and New South Wales Government funding, a Lake Boga Quarries stone complete with plaque, has been placed by the side of the road at Yallakool.

The cairn marks the locality of Cobran homestead, where a 17-year old Irishman named Frederick York Wolseley gained his five years "colonial experience" under the guidance of John Phillips, a former owner of Warbreccan station, Deniliquin. At this time, 1854, Wolseley's brother-in-law G. Ralston Caldwell held Cobran Station.

Wolseley lived on both Cobran and Thule for 22 years. It was here he dreamed of creating a mechanical method of shearing sheep. In 1870 he began devising a mechanical sheep shearing machine and, 16 years later, gave the first public demonstration of the machine on his own property, "Euroka" near Walgett, New South Wales.

In 1887 the Wolseley Sheep Shearing Machine Company was formed in Sydney and, by 1906, thousands of the mechanical sheep shearing machines were being sold.

However, Wolseley had decided to transfer the manufacturing operation from Australia back to England in 1889 and when he returned to the UK and took up the role of Managing Director, he offered Herbert Austin the position of General Manager.

Ever the entrepreneur, Frederick Wolseley quickly recognised that the demand for motor cars far exceeded supply and engaged Herbert Austin to design the first Wolseley vehicles for him. Whilst working for Wolseley, Austin built two experimental tri-cars, the first in 1895 and the second in 1896.

The first four wheel Wolseley was built in 1899. This car was entered for the Automobile Club of Great Britain's 1,000 mile trial in 1900 and took first prize. In 1901 the Wolseley Tool and Motor Company, with financial backing from the Vickers Armaments company, was founded at Adderley Park.

Following Wolseley's resignation due to ill health, Austin reported to a board of directors and the relationship was rather tenuous. Inevitably, a conflict with the board ensued and, in 1905, Austin left Wolseley and set up The Austin Motor Vehicle Company.



FREDERICK YORK WOLSELEY

This cairn marks the locality of Cobran homestead, where a 17-year old Irishman named Frederick York Wolseley gained his five years 'colonial experience' under the guidance of John Phillips, a former owner of Warbreccan station, Deniliquin. At this time, 1854, Wolseley's brother-in-law G. Ralston Caldwell held Cobran Station.

Wolseley lived on both Cobran and Thule for 22 years. It was here he dreamed of creating a mechanical method of shearing sheep and in time perfected the machine that bore his name. It has become part of the rich history of the wool industry and is now perpetuated in poem and song.

In 1876 Wolseley moved to 'Arrarownie' in the Pilliga scrub then on to 'Euroka' at Walgett, N.S.W. He died in 1899 at Penge in South London, aged 62 years.

In 1894 Herbert Austin of Ascot Vale, Melbourne, at one time employed by Fred Wolseley, went on to produce one of Britain's first cars, and named it 'Wolseley'.

This project was undertaken by Murray Shire Council with funding assistance from the Australian Government through the Commemoration of Historic Events and Famous Persons grants program.

AROUND THE TRAPS

CAMBODIAN HOUSE BUILDING TRIP NOVEMBER 2007

In November 2007 I was one of four Cohuna people in a group of twenty-nine, who travelled to Cambodia to participate in a Tabitha Australia Foundation house-building project for the poor.

Prior to our trip we were required to fundraise in our community for the house-building materials. Due to the wonderful support from the Cohuna and District Community and beyond, we had an extra \$4,000 which was committed to the Tabitha Wells Program.

Forty-nine wells have been installed. Up to five families (approx. 40 people) can share a well, making a considerable difference to their daily lives. Villagers no longer spend many hours walking for water or using polluted local ponds. A safer and more reliable water supply means vegetable crops can be grown in the dry season, improving health outcomes and increasing food and income security.

Recently we received photos from the Tabitha Cambodia organisation of each of the forty-nine wells, surrounded by villagers, with each well displaying a sign "Tabitha Cambodia"- "donated by Cohuna and District Community". There was accompanying information documenting the families benefiting from the wells and the village in which the wells were constructed. The families are required to provide 15% of the cost of the wells via their savings program.

Two types of wells have been installed, depending on the source and quality of water.

1. Tube Wells, where a pipe is bored about 50 – 60 metres down to the water table and a hand pump is installed to pump the water to the surface. A well and hand pump costs approx \$140.
2. Open Wells, where a 10–15 metre hole is dug and concrete pipes are used to line the hole and rise about 1 metre above the ground. Tops are to be placed over the well to prevent pollution (and hopefully for safety!). These wells cost approx \$120.

I am pleased to share with you the positive impact your generosity has had on these Cambodian people.



Contributed by **Roslyn Dwyer**

Further information –

www.TabithaFoundationAustralia.com

MAWSONS CENTENARY

The year 2012 will mark the centenary of operations of the Mawson Company. Plans are in hand to mark the occasion, including the compiling of a book to record the company's history. To this end we want to include your stories and photographs of employees, projects completed, plant and equipment and their operators. If you have any photographs and information which we could include would you please contact Shirley Dobie at the Cohuna office and we will make arrangements to record your information and copy and return your photos.

NEWS FROM THE IT DEPARTMENT

The IT department recently had a cleanup of old equipment. In the cleanup were many CRT monitors, computers, printers and scanners. Instead of throwing the hardware into landfill and adding to the 6.1 million old computers in landfill, commonly now referred to as EWaste, we have placed them in a recycling program.

As EWaste breaks down over time, dangerous toxins leach into the groundwater, contaminating soil and waterways, ultimately creating an unsound environment for our children.

A standard sized cathode ray tube (CRT) monitor, for example, contains more than two kilograms of lead. The toxicity of lead has been well known for centuries, with children particularly susceptible to its effects.

For a small fee we have been able to take our EWaste to the Cohuna Transfer Station. From this point, our EWaste will be responsibly disposed of.

We remind all staff members that all surplus or redundant IT equipment needs to be sent back to Cohuna so we can determine if it can be reused. If it can't be, we will then responsibly dispose of this equipment.

As everyone has old electronic equipment at home (e.g. TV's.), we encourage you to also responsibly dispose of this equipment.



NEW RADIAL STACKER CONVEYOR AT YABBA QUARRIES



In an effort to improve production and sales efficiencies with its wet mix products, Yabba Quarries put forward a proposal for a radial stacker to reduce double handling of products and the need for long hours to prepare for up to 5 different wetmix products, to be made and loaded in the one day.

This was extremely difficult when all products had to come off the one belt! Options were considered, and a radial stacker to be designed by Ray Crellin and built by Cohuna workshop engineering, was agreed on. The stacker was built within an agreed time frame and within budget estimates and commissioned at the end of March this year. It has been operating successfully since commissioning.

NEW CRUSHER AT LAKE COOPER QUARRIES

Lake Cooper Quarries from time to time can get very busy. With short lead times and trucks coming from out of the wood work everywhere, it puts a great strain on men and machines. While the team at Lake Cooper kept up with their end of the bargain, some of the machinery did not.

For various reasons the existing secondary crusher was returning poor plant availability times, causing lost production and many late nights.

The decision to replace this crusher was not an easy one but one which had to be made. After researching options for a new crusher and making sure it would fit, a proposal was put forward for consideration and after a bit of fine tuning, the decision was made to purchase a Sandvik CS 440 cone crusher.

In early June the old secondary crusher was removed and the Sandvik 440 was put into place. It fitted in, just as Ray said it would. Since being commissioned the Sandvik 440 has met all expectations. With its state of the art automation and condition monitoring system, it is expected to achieve maximum crushing efficiencies for many years to come.



NEW EXCAVATOR AND ROCKBREAKER FOR THE MOBILE HIRE TEAM

Pictured at Pyramid Quarries with our new Cat 330DL Hydraulic Excavator and Rockbreaker are operator, Lawrence Mathers and Russell McIntyre, Manager Mawsons Mobile Drilling and Hire Team

The new 30 tonne machine replaces our aging Hitachi 27 tonne excavator, purchased in November, 2005 and with 7,600 hours up. The Hitachi will move to Lake Boga Quarries, where work will be, perhaps, less arduous and demanding.

Russell McIntyre was in charge of arranging the replacement of the Hitachi and the decision continues Mawsons long relationship with William Adams and the Caterpillar brand. The Cat 330DL is bigger and more powerful, fitted at present with the same size hammer as its predecessor but with the capacity to step up to a larger hammer when the time is right.

Lawrence is thrilled with the performance of the new machine and we look forward to its continuing successful operation in our quarries.



MAWSONS COMPANY SAFETY AWARD – September 2009 Nominations.

Nomination 1 – Lester Hilli
(Glenrowan Quarries)
Nominated by – Trevor Gilbert
(Glenrowan Quarry Manager)

Glenrowan Quarry had a loader transferred to them from Yabba Quarry via William Adams' Cat Workshop in Swan Hill.

Prior to operating the loader Lester, in his capacity as a diesel mechanic, was asked to assist in preparing a risk assessment on the loader. Lester found that the loader still had several safety issues.

Trevor Gilbert has nominated Lester due to his diligence in not being afraid to "speak up" and accept a machine as being "right" to go when he could see that it was not.

Nomination 2 – Arthur Le Broq
(Mildura / Buronga)
Nominated by: Glenn Wilson
(member of public)

Arthur suggested a change to operational procedure for the water pump supplying the Sand Wash screen. Previously, when an operator needed to pre-prime the pump, he had to drag a hose around the pump and jam it into a tap, hold it in there while water would gush out, often getting wet in the process. In addition, because the pump was located alongside the supply channel, the operator had to stand awkwardly while trying to prime the pump – it was really a two person job.

Arthur suggested running a poly supply pipe underground and installing a three-way valve which would enable the operator to easily prime the pump by himself without any safety issues as the Trip and Fall hazard was eliminated. The pump is now self-priming - you just start the pump and all is good.

THE WINNER

Congratulations go to Arthur Le Broq (Mildura Concrete Plant / Buronga Sandwash) on a job well done.

The winner of the September Quarter Safety Award will be issued with a Certificate of Congratulations and a meal voucher to the value of \$100 at a local restaurant. They will also go into the running for Mawsons Annual Safety Award which is presented every year at Mawsons Family Day.

December 2009 Quarter Safety Award

If you wish to nominate someone for the December 2009 Quarter Safety Award, please do not hesitate to contact Colleen Balfour (0438 562409) with the details.

MAWSONS ANNUAL COMPANY SAFETY AWARD 2009

There were three nominations for this year's Annual Safety Award. The nominations are the winners of each quarterly safety award as follows:

1. *September Quarter – Alan Armstrong, Fosterville Concrete Plant*
2. *December Quarter – Rick Cogger & Anthony Chester, Benalla Concrete Plant*
3. *March Quarter – Kerang Concrete Plant*
4. *June Quarter – no nominations*

The Senior OHS Committee has awarded the Mawsons 2009 Annual Safety Award to **Rick Cogger & Anthony Chester** of the Benalla Concrete Plant.

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 and 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 washout 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.

Congratulations Rick and Anthony.

SAFETY PERFORMANCE

Recently Mawsons' WorkSafe insurer provided our Three Year Injury Performance Rating. It is very pleasing to note that Mawsons has a performance rating 26% better than the average for the industries in which we operate. This is an excellent result and all staff and contractors are to be congratulated on their efforts which have seen our business remain well ahead of the pack in terms of safety.

SAFETY MATTERS

How to reduce human error incidents:

Incidents happen when a person is in one or more of four "states":-

1. **Rushing**
2. **Frustration**
3. **Fatigue**
4. **Complacency**

The above "states" can cause or contribute to one or more of the below "critical errors" occurring which can increase the individual risk of injury:-

1. **Eyes not on task**
2. **Mind not on task**
3. **Line of fire**
4. **Balance / Traction / Grip**

"Critical Error" reduction techniques include:-

1. **Self-trigger on (recognising) your "state" so you don't make a critical error**
2. **Analysis close calls and small errors**
3. **Look at others for patterns that increase the risk of injury**
4. **Work on habits**

I CHOSE TO LOOK THE OTHER WAY

I could have saved a life that day
But I chose to look the other way
It wasn't that I didn't care
I had the time and I was there.

But I didn't want to seem a fool
Or argue over a safety rule
I knew He'd done the job before
If I call it wrong he might get sore.

The chances didn't seem that bad,
I'd done the same, he knew I had
So I shook my head and walked on by
He knew the risks as well as I.

He took the chance, I closed one eye
And with that act, I let him die.
I could have saved a life that day
But I chose to look the other way.

Now every time I see his wife
I'll know I should have saved his life
That guilt is something I must bear,
But isn't something you must share.

If you see a risk that others take,
That puts their health or life at stake
The question asked or thing you say,
Could help them live another day.

If you see a risk and walk away
Then hope you never have to say,
I could have saved a life that day
But I chose to look the other way.

By: Unknown

AROUND THE TRAPS - COHUNA WORKSHOP



Adam Nicholson & Ash Bartlett



Keith Den Houting



Mitch North

LUCKY SHEPPARTON TEAM MEMBERS

Thursday, 3rd September came around, as it does and as usual, Bruce Ladgrove knocked off work and went to the Shepp Plaza to place our Powerball entry. The sales person, knowing that we were regular Thursday night Powerball players, suggested that we might enter into a syndicate with a few others to increase our chances of a win. Bruce thought that sounded like a good idea so he agreed.

On Friday morning, Bruce handed our ticket to Graeme Mansfield and told him how we had joined into a syndicate for this draw. As we were all very busy at the time, we didn't check our numbers at all that day.

Monday morning, as we were having lunch, Graeme noticed an article in the GV News saying that a Shepp Plaza syndicate had won \$5.6 million from the Thursday night Powerball. When we finished lunch, Graeme checked the ticket and realised that we

had the lucky numbers so he promptly sent Bruce to the Agency to confirm the win.

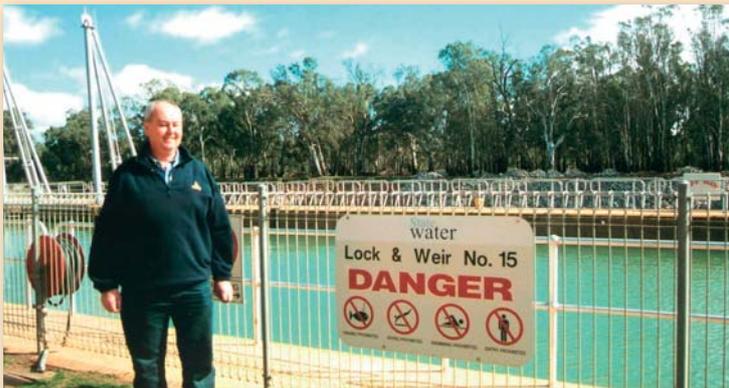
The lucky syndicate comprised twenty holders, each winning \$284,300 and as we had ten employees in our group, we each won \$28,430, which we all plan to spend very wisely in the near future.

From Craig Trevaskis,
Shepparton Concrete

EUSTON WEIR MAINTENANCE

Mawsons have recently supplied a quantity of 500mm Beaching Rock from our Lake Boga Quarries to the Euston Weir/Lock No. 15 for State Water as part of their ongoing special maintenance program.

Pictured below is Jim McInerney, Customer Accounts Manager from our Marketing Team, inspecting the completed job.



FOOTY TIPPING RESULTS

Another footy season is complete.....We ran a footy tipping competition again this year and the winners were Steve Bergamin who took out first prize and collected \$255.00 Blake Pitson and Shirley Dobie came equal second and shared the second and third prizes collecting \$150.00 each. Over the year there have been minor prizes, and a weekly prize, and these have been spread around. Congratulations to all involved.