

SAND & STONE

The official magazine of the CMPA

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ISSUE 66

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Dec/Jan 2013

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Challenges that lie ahead

JOHN MAWSON, Chairman of the CMPA reflects on 2012 and the challenges that lie ahead for Members next year.

THE CMPA, your association has again in 2012 worked hard to improve members' skills and improve industry stakeholders' (especially regulators) about the issues that challenge our industry.

I believe that many Local and State Government Departments are now hearing our message. Judging by the feedback we get from many departmental representatives they even understand our concerns! The problem is whether they act on these concerns and make changes in light of the CMPA submissions that our Executive and Management Committee work so hard to prepare.

The challenge facing us as an association and more broadly, our industry, is to have that part of our Ministers' mind that he has free for us focused on our most significant concerns. More importantly we want him to give real credence to our advice on addressing these concerns.

It is with great dismay that I advise members of our continued inability to meet with the Minister, even now, more than two years into the Governments' term. One wonders what condition the States' infrastructure and building industry has to reach before our calls are returned!

In spite of the increasing regulatory burden and declining skill base across many Councils and State Government Departments the performance of the Victorian Extractive

industries in the key areas of safety, environmental compliance and profitability has been highly commendable.

In 2010/2011 a total production of 52.2 million tonnes of extractive industry products worth a total amount of \$760.2 million was produced in Victoria. The delivery of this material produced to customers generates approximately \$312.4 million on top of quarry sales, thus making us over a billion dollar a year industry. Importantly, it is estimated that over 40% of the total production in Victoria is from CMPA members.

Our industry remains a key employer generating an estimated 3,000 direct jobs and supporting 4,000 others amongst our suppliers. I believe that we can be proud of our contributions.

In 2013 the CMPA will continue to work hard representing members' interests across a broad range of areas including training, regulation and product development. With the continued support of strong and energetic sub committees and executive I am confident that we can make a positive contribution to the welfare of our members and all Victorians. ■



AGM & DINNER 2013 – PEPPERS THE SANDS TORQUAY

The CMPA AGM & Dinner 2013 in Torquay is shaping up to be a very fun filled weekend. Sponsorship for the event has opened and Associates are already committing to the event. Arrangements and bookings are currently being made for entertainment for the dinner as well as Saturday afternoon and Sunday morning activities are also being planned; including a golf event, winery tour, breakfast and a trip to the Ford Museum.

With only seven months to go it's very important if you are planning to attend, to book your weekend away early to avoid missing out on a room of your choice. Peppers The Sands Torquay has 112 rooms available and a great accommodation/breakfast package has been organised for the Friday to Sunday. Refer to their website for all your accommodation needs www.peppers.com.au/sands or phone (03) 5264 3333.

If you haven't already, put this date in your diary please do so now. Further details to come in the next issue of *Sand & Stone*.

Date: Sat. 24th August 2013
Location: Peppers The Sands Torquay
Time: 6.00pm for AGM,
6.30pm for Dinner
Cost: CMPA Members \$120

Site Photo – Finlay Screening & Crushing Systems at Gladstone, QLD



MEMBERS SPOTLIGHT

South Gippsland Quarries & Robert Knox

There's few quarry operators in the country that can match the lifelong connection the Knox family has maintained with quarrying in South Gippsland.

WITH over a century of quarrying under their belt, the Knox's at Leongatha have seen a raft of changes to the way the quarry business operates. From the days of hand drilling and steam driven engines to today's comfort controlled hi-tech machinery and all the challenges in between.

Rob, Jim and Phil are the third generation to operate out of a small quarry based at Nerrena and like many other small operators across the state; the quarry represents just a fraction of a more widely diversified business.

The Knox family company's main line of business is civil construction, representing about 75 per cent of the business with quarrying making up the rest.

Much of the quarrying production is also geared to the civil side of the business operations. Managing Director Rob Knox estimates 60% of production heads to external sales.

"It's a handy back up to our civil construction business" he said. "We are set up with a mobile crushing plant to produce road base materials and pug material.

The family connection with civil construction and quarrying was started by JT Knox, who used mobile steam driven crushing plants to supply materials when he won the contract to stone surface the existing South Gippsland Highway, stretching from Dandenong to Yarram.

A talented engineer with an eye for the terrain he worked his way south identifying suitable sites for extracting the materials required.

JT established a quarry near Leongatha in 1910 and built it up to become the largest operation in Victoria at the time. The remains of one of the three crushers he imported from England, for the now inconceivable sum of £856 pounds, can be found at the quarry today.

The crushing plant was built over the railway siding track to facilitate the loading of rail wagons from overhead hoppers as there was no such thing as large or small wheel loaders. Once loaded Vic Rail would deliver the wagons to metro Melbourne and beyond where the product was used for concrete aggregate, ballast and road base.

The family has been extracting from the current Nerrena site since 1932, in that time the industry has changed markedly.

In earlier times the restrictions of manual handling dictated how and where the materials could be extracted. The evolution of the machinery involved has made operations much more efficient and has literally changed the face of quarrying. At the same time the demands of compliance issues and regulatory framework has increased at a phenomenal rate.



60 SECONDS WITH A VOTING MEMBER...

What is your name? Robert Knox

Who do you work for? South Gippsland Quarries is a company created by my grandfather in 1899.

How many years have you worked for this business? Since I was about 16 years old.

What is your role at the company? Managing Director. Overseeing the operations and passing on knowledge and skills to the next generation.

How many years have you been involved in the Industry? 40 years.

What does your job involve? Day to day operations both at the quarry and the civil side of the business, as well as planning.

What is the best part of your job? Watching the company grow over the years and seeing my family involved in all aspects of its operation.

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MEMBERS SPOTLIGHT

While the presence of big players nearby would seemingly preclude the business from major expansion, the role of South Gippsland Quarries in the district remains important. For one, it delivers competition, another option for the local construction and building trades.

The Knox's are also prepared to supply materials such as beaching that can be an inconvenience that for other quarries focused on supplying mainstream products. "Our quarry is also hindered to some extent by not being close enough to the coast, with its subsequent construction growth, nor the Latrobe Valley to the north, so we really are in a sort of agricultural vacuum," Rob Knox said.

While readily identifying location and nearby competition as a drawback, the quarryman in Rob Knox also recognises that the industry regularly changes. He sees, along with many others in the industry, the quarantining of natural resources by various interested parties as the elephant in the room which might affect the industry sooner rather than later. Any resource must be mined where it is, not necessarily where you would like it to be. As material gets harder to find and the cost of compliance with the plethora of 'interested parties' rises, the general population has to be willing to wear the cost increase due to these issues.

With the fourth generation involved in all aspects of the business, and the fifth generation already practicing their skills in the sandpits at home, it is important to Rob that the company continue to keep up with the shifts in industry demands.

Robert Knox became involved in the CMPA about 12 years ago. A realist, he recognised the importance a strong association can have to a small operator of limited means.

The family have experienced first-hand the many changes to the regulatory frame work over the past century and the impact that Government decisions can make on business operations. Robert understands that "the CMPA is necessary for people like us. With so many levels of governance involved, it is vital to have a representative that can focus on improving the conditions for our business, leaving us to do what we do best.

"There are a few issues that arise but it's really about having a common voice for the smaller and medium players, the bigger players have their own voice and the Institute, but that's not really suitable to us."

Robert has also found the CMPA a useful sounding board. "I suppose that smaller operations like ours can get fairly passionate and the CMPA is sometimes a good mediator to have to discuss problems before taking them to another level," he said.

"Another opinion always helps, it gives you that intermediary, a relief valve I suppose and that is good. We didn't previously have an industry to talk to and perhaps our voice didn't count.

Many people have a misunderstanding of issues and I think that's probably why the association started because like-minded people need a representative body," he said. "I don't think that the CMPA will run short of purpose and they give us a good standard to work to."

With initiatives like the transport contract and the training courses, and crushing and screening manuals, it has been very beneficial, according to Rob. "It has become very scientific and when you try to do that yourself there is a cost." ■

Pictured on the front cover is a site photo of the Nerrena Quarry.



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CMPA NEWS

By **CMPA SECRETARIAT**

CMPA Secretariat provides an update of the latest news and happenings.

RECENT EVENTS

CMPA was represented at the WorkSafe Victoria Safety Awards at the Melbourne Exhibition Centre.

Robert Kelly, Manager for Earth Resources at WorkSafe Victoria visited the CMPA offices and met with Ron Kerr and Bruce McClure to gain an insight into the issues that are currently impacting the industry.

Bruce McClure met with staff from DSE and the DPI to discuss the potential of a Water Accounting Framework developed by the Minerals Council of Australia.

Sean Kinder met with Jarrod Donohue from Evans Quarries to look at the installation of skirting in the quarry. He also visited Terry Hickey from Gordon & Palmer looking at the automation of blending in the quarry.

The third and final Associates Committee meeting for the year was held at Super Signs in Carrum Downs.

Bruce McClure attended a meeting organised by Box Hill Institute with representatives from what they defined as the Service Skills and Creative Industries area.

Gavin Moreira visited 12 Associate Members in and around Melbourne across two days of travelling.

Adrian Town and Ron Kerr visited 10 current and potential members in the north east of Victoria, also across two days of travelling.

Bruce McClure attended the DPI Annual Cocktail Function held in Melbourne.

CMPA 2013 AGM & DINNER

Accommodation for the 2013 AGM & Dinner at Peppers The Sands Torquay has opened. The resort boasts 112 luxuriously appointed rooms. To make a booking call 03 5264 3333 or go to the website www.peppers.com.au/sands and complete a Guest Accommodation Booking Form. Get in early to avoid disappointment.

Sponsorship packages are currently being finalised and will be emailed to all Associates in early February 2013.

ASSOCIATE VISITS BY SECRETARIAT

The coming months will see Gavin Moreira visit Associate Members to not only say hello and put faces to names but obtain valuable information on how the CMPA is travelling and how we can better help your company grow.

The first two visits were held in Melbourne on Monday 10th and south east Melbourne on Monday 17th December 2012. This involved site visits of twelve associate members.

The Associates were very happy with the presentation, content and advertising opportunities in both CMPA publications *Sand & Stone* and the Associates Reference Manual. They also acknowledged the numerous networking opportunities associated with sponsoring the AGM and dinner, the General Meeting of members and other workshops and training days throughout the year.

There is great anticipation of the 2013 AGM & Dinner in Torquay, which looks to be a very fun-filled weekend.

It was great to hear that all Associates were very appreciative of what the CMPA does for its members. The CMPA's attitude towards safety and compliance is a major plus and draw card towards attracting membership. The Associates are all looking and hoping to get more involved with quarrying in the New Year to improve and expand their businesses.

Thank you to all the members recently visited by Gavin for taking the time to show him around your site and providing him with valuable information.

CMPA ASSOCIATE COMMITTEE MEETING

On the 13th of December the CMPA Associate Committee held its last meeting for the year at the new Super Signs Australia offices in Carrum Downs.

A total of 12 people attended the meeting including a couple of new faces. Discussions were had around next year's AGM and Annual Dinner to be held in Torquay. Items brought to the table included, sponsorship, entertainment and activities to make the event an enjoyable weekend.

The growth and development of *Sand & Stone* was discussed and so too the importance of associate member contributions in the form of editorial, advertorials and staff profiles to not only help keep the content interesting for all readers but to publically advertise your business. An integral part of being a member of an association is to be able to communicate to other members what you are all about and what you can offer to help grow each other's businesses. Successful businesses can only benefit the industry in the long run.

The CMPA Website needs to keep being developed and utilised by members not only as a resource but as a key marketing tool for the association and the industry. It's important that key links are created between the CMPA and all Preferred Suppliers. The latest update now gives the Associates the opportunities to include images, videos and maps on their individual pages.

Other networking opportunities for 2013 are currently being investigated including regional trade shows in conjunction with workshops and meetings. As well as other ways to be able to communicate more regularly with voting members was keenly discussed.

The associates were quite impressed with the CMPA wall planners and preferred suppliers stickers and look to develop them both further next year.

2013 CMPA WALL PLANNER

The 2013 CMPA Wall Planner was sent out in the last issue of *Sand & Stone*. This is the second year it has been put together and is bigger and better than last year.

Your feedback on its usefulness in the office or the lunchroom would be greatly appreciated. The CMPA is looking to improve on this tool for the years ahead.

If you require any more copies of the wall planner please contact the Secretariat and we will be more than happy to send them out to you.

Thank you to the twenty one Associate Members who have taken out ads your support is greatly appreciated.

Remember to Support the Suppliers who support you!

BOX HILL INSTITUTE SEEKING FEEDBACK ON STRATEGIC PLAN

Box Hill Institute recently convened a variety of meetings to enable industry members to provide their thoughts and feedback to contribute to the Institutes development of a strategic plan.

The CMPA was invited to participate in these discussions and Bruce McClure attended a meeting early in November 2012 to provide comments and feedback to Box Hill Institute.

The Box Hill Institute covers programs from short courses, certificates, diplomas, through to associate and bachelor graduate degrees for:

- Senior Secondary
- Adult Community Learning
- Vocational Training
- Higher Education.

NET VOLUME LICENSING PROJECT

Bruce McClure has attended a number of meetings organised by the Department of Sustainability and Environment and the Department of Primary Industries to investigate a Water Accounting system applicable to the extractive industries and mining in Victoria.

Industry stakeholders including the CMPA have been invited to join a Net Volume Licensing Project steering committee that will have an overview role on the project that will run from November 2012 to the end of April 2013. Further comments on this project are on pages 16 and 17 of this issue.

COST RECOVERY BY DPI

The Department of Primary Industries (DPI) has engaged Deloitte Access Economics to undertake the Regulatory Impact Statement (RIS) associated with a Cost Recovery Review for proposed amendments to the *Mineral Resources (Sustainable Development) (Extractive Industries) Regulations 2010*. As the Minerals Regulations are not sun setting, the proposed amendments are limited to cost recovery (fees). The State Government has a Cost Recovery policy for all Government departments.

DPI indicated the approach to cost recovery and the public / private benefit components of cost recovery can be scrutinised by industry during the RIS public consultation process. DPI noted that the setting of fees is the prerogative of the State following internal resourcing considerations.

Industry representatives were consulted during the cost recovery exercise pre development of the RIS but only on the on the cost structure, not on likely costs of the alternative structures. DPI has indicated that Industry representatives will be consulted during the RIS development.

Deloitte also indicated that assessment of regulatory efficiency is a role undertaken by the independent Victorian Competition and Efficiency Commission and that efficiency is difficult to assess through benchmarking against other jurisdictions.

In the RIS, the current regulations and the proposed reforms will be assessed against a base case of no regulations.

CIVIL CONSTRUCTION ALLIANCE MEETING

The latest Victorian Civil Construction Industry Alliance meeting was held in Melbourne late in November 2012. The CMPA is a member of the Alliance.

There were two guest speakers at this meeting. The first speaker was The Hon Kim Wells MP, Treasurer of Victoria, who made a presentation to the meeting. Further comments on what the Treasurer presented to the meeting are discussed on pages 18 and 19 of this issue.

The second speakers were staff from the sponsors/hosts for this meeting GR Design and Construct, who made a presentation about their innovative product, Unibridge, that has the potential of delivering considerable efficiencies in the replacement of timber bridges.

CREDIT APPLICATION AND CONDITIONS & TERMS OF CREDIT

The CMPA and a firm called Jones King Lawyers have developed a 'Credit Application and Terms & Conditions of Credit' document for use in our industry. The Credit Application and Terms & Conditions have been drafted with the *Personal Properties Securities Act 2009 (Cth)* ("the Act") in mind. This Act fundamentally changes the law relating to securities in Australia, and it will affect businesses that among other things, have retention of title clauses in their current documentation.

The document which is available through the CMPA will be held by Jones King Lawyers and they are prepared to work with a CMPA member who wants to utilise the document, to assist with the adaption of the Credit Application to meet the needs of the CMPA member. There will be a fee for Jones King Lawyers to prepare the document with the CMPA member's details, thus ensuring that all legal requirements are met.

The document has been based on similar documentation used by other CMPA members and is designed to ensure that your business is protected when dealing with customers and new circumstances as a result of the Act.



WHERE IS OUR INDUSTRY AT THE END OF ANOTHER YEAR?

BRUCE MCLURE, CMPA General Manager, reports on where the industry is at; at the end of another year.

If one quietly reflects on what has occurred within the extractive industries over the last twelve months and tries to list the resolutions of issues, the improvements to regulations and the like impacting on our industry, the answer would be that we end up with a very small list.

I recently attended a Department of Primary Industries (DPI) end of year function where a State Government Minister and senior DPI staff members painted a rosy picture highlighting on the achievements within the Department. There is no doubt that DPI has had some very major and important successes. They have received substantial funding for projects that are going to impact on Victoria in the future. Yet for all the rhetoric, for all of the cheery pats on the back, what is very sobering for the Extractive Industry associations involved with the DPI over the last twelve months is that very little improvement to our industry has occurred. Admittedly many of the areas that are causing the industry major grief like Native Vegetation, Cultural Heritage Issues, inappropriate uses of materials, are outside the control of DPI. However, many of the areas of concern that DPI do have jurisdiction over are still not resolved after another twelve months of meeting, discussions and submissions.

All Extractive Industry stakeholders have been involved with the *Mineral Resources Amendment (Sustainable Development) Act 2010 (MRSDA)* since 2010. The MRSDA is the opportunity from government and the industry to revisit regulations in place and seek improvements, refinements to the regulations to ensure that they will benefit all Victorians as we move forward in this State. Despite numerous meetings and submissions, only MRSDA Phase One has been approved by the State Government and Phase Two which has a major impact on the Extractive Industry is still to be finalised. All Industry stakeholders have major concerns with what was being suggested by DPI with respect to some of the changes proposed to the regulations and this was conveyed to government through a number of sources.



Photo Blurb – Processing materials at the Macarthur Wind Farm

The Government to its credit has not agreed to the draft regulation changes proposed by DPI and next year will see an attempt by DPI to address the concerns of industry and get the changes to the regulations back on track. It will be interesting to see what the final outcomes of the MRSDA Phase two will be.

Over the last twelve months we have seen reviews of current regulations, papers outlining proposed new regulations, policy changes or the imposition of another layer of bureaucratic red tape. The CMPA has made submissions on seven different reviews ranging from a review of the *Aboriginal Heritage Act 2006*, revised *Geotechnical Guidelines*, proposed DPI *Mineral Regulations* remake, *Future Direction of Native Vegetation in Victoria*, review of the *Regulation Impact Analysis* regime in place, proposed recommended *Buffer Distances for Industrial Residual Air Emissions* and reform of Victoria's *Environmental Impact Assessment System*. There has also been a number of projects that the CMPA has been asked to participate in or provide comment on.



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Photo Blurb – Liebherr Wheel Loader in operation

The DSE and DPI Net Volume Licensing project revolving around net water use is an example of this. No one is suggesting that these reviews, reports are not required. As a society we constantly need to update, revisit and change the regulations, the policies that set the course of our State. However what is sometimes forgotten is the time, the effort that the CMPA and other Extractive Industry bodies put into insuring that the respective changes, revisions, updates of other government departments are given proper scrutiny and review by the people who, as is the case for most our members, have to run a family business and try to keep it profitable and a going concern and be able to adhere to all the regulative burden imposed on them.

The CMPA has always maintained that we need regulations in place to control what actually occurs on work sites and to control the planning of future extractive industry sites. However, the CMPA has also consistently made it quite clear that we need balanced regulations that are fair and reasonable for all stakeholders and the general public. The state government has a stated policy of a 25% reduction in red tape. Yet there is little evidence to show where this policy has filtered down to the various departments working on policy and regulation changes. We all need to consider the state interests but Government and the Bureaucracy need to remember that as the majority of CMPA members are family businesses, those family businesses need certainty, they need simplicity as much as can be provided, they need to be able to make a realistic and profitable return on their investment and probably most important of all, they need to know that their industry has a future. ■

THE YEAR 2012 IN REVIEW

The CMPA, your association has been very active over the last twelve. Here are some highlights:

- CMPA Annual Dinner at Healesville attracted over 200 attendees
- CMPA Members Day, site visit to Northern Quarries, Blast Management Workshop and General Meeting was attended by over 50 members
- Development of Personal Work Record Book, Shotfirers Book, Magazine Management Safety Checklist and an update to the On Road Truck Pickup and Delivery Checklist Book
- Development of short form Transport Contract for use by CMPA members
- Development of Collect Routine Site Samples for Cert III in Laboratory Skills and Conduct Laboratory Based Acceptance Tests for Construction Materials for the Diploma of Laboratory Technology
- Members Survey for 2012 conducted and results sent out
- Submissions to government include: Productivity Commission – Regulatory Impact Analysis Benchmarking Study, Aboriginal Affairs Victoria – Aboriginal Heritage Act 2006 Review, DPI – Draft Geotechnical Guideline, DSE – Future directions for Native Vegetation in Victoria, EDIC – Parliament of Victoria – Inquiry into Greenfields Mineral Exploration and Project Development in Victoria, EPA – Recommended Buffer Distances for Industrial air Emissions and DPCD – Reform of Victoria’s Environmental Impact Assessment System.

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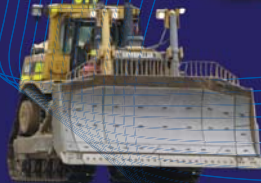
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VALE – MAXWELL JOHN RIGBY

The CMPA wishes to acknowledge the passing of an icon in the quarry industry.

Written by Max's son DON RIGBY in conjunction with the Rigby family.



Maxwell John Rigby (Jumbo)
Born 10th January 1935
Passed away 1st November 2012

MAX spent forty three years working in the quarry industry till his health started to decline. He is the third child of Wilton Benjamin and Edith Jane Rigby. Brother of Herbert, Arthur, Heather, Stanley and Douglas.

Max attended Coleraine Primary School, leaving at the age of 14. He had a range of jobs working on farms at Tulse Hill and Bellwyn as well as Tippetts Butchers and the Coleraine Brick Factory. In 1955 at age 20 he commenced working for George Riordan at the quarry. After this he worked for his father-in-law, Don Steff, driving trucks. With diesel now flowing through his veins, Max and Brothers Arthur, Stanley and Douglas purchased the quarry from George Riordan on 1st August 1969.

On the 1st of March 1958 Max married Delma Steff at the Presbyterian Church in Coleraine. It was not long before there was the patter of little feet with Christopher born in 1959 followed by Jillian in 1960, Delwyn in 1961, Maxine in 1962, Don in 1963 and Jason in 1970. Max and Delma also have nineteen Grandchildren and eight Great-Grandchildren. All three sons and five of his grandsons have and still are working in the quarry industry.

As published in the early Coleraine History on the 23-1-1912 Mr William Dolman who came with the Henty's was responsible for having fine blue stone quarry made into a permanent quarry reserve, which was owned by the Wannon Shire.

In January 1915 the Shire of Wannon purchased a Hadfield crusher with a short revolving screen for £412 pounds. The short screen gave one grade of material of metal and one of screenings. They never had portable bins because they were 16ft high and very hard to move from site to site.

They used drills that one man held and another man hit the top with a soft steel hammer. After every hit the man turned the drill. The drills were different lengths 2'6" to 5ft to 7'6" long. It was very slow and hard work. They could only drill down 7ft which would take 1 day to drill a hole.

The holes were filled with gelignite and gun powder with a long fuse which was used to blast the rock. The rock which is now called spalls were broken down smaller with a spalling hammer which weighed

between 12lb to 16lb depending on the size of the man. The spalls were then placed into a wheel barrow and wheeled up a wooden plank to the crusher. This was very slow and hard work.

The crusher was driven by a Traction Steam Engine which was owned by Mr A Templeton, the steam engine used a lot of wood and water while it was working. The Shire of Wannon would use contractors to drive the crusher with steam engines. Max's uncle Roy Rigby who worked in the quarry in 1924 with his father gave a lot of this history.

My great great grandfather Mr Ben Rigby owned a portable traction steam engine which was used to drive the crusher when it was taken out to the site where the roads were to be built.

My great great grandfather, my grandfather and my great uncles all worked in the quarry industry in the early 1900's.

The spalls were carted by horse and dray to the site, and then the crusher and steam engine would come and crush the stone. It was cheaper and faster to take the spalls out than crush them at the quarry.

In 1935 when the crushing resumed the wheel barrows were gone and horse and drays were used to cart the spalls to the crusher. There was a special wooden ramp built so they could turn their horses and drays around to tip their loads off.

In 1945 after the war Mr George Riorden was given the contract for the quarry. In



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1947 he was then given the lease which ran for 22 years.

On the 1st August 1969 Mr Riorden sold the lease to four brothers, who still own the business today. They are Max Rigby (Dec), Arthur Rigby (Dec), Stan Rigby and Doug Rigby.

The new primary was built in 1977. The primary is a Kuw Ken 36 X 24 double toggle in an oil bath, the jaw faces were second hand and have not been replaced to date, the feeder is a chain feeder, which fed to a scalping screen. In 1981 a No 1 Kummy Hammermill and conveyors were put on the plant to make crushed rock and then in 1983 a gryo, screen and conveyor was added to make more crushed rock and the over size from the primary then went to the old crusher to make aggregates.

The old crusher was diesel driven by a Leyland 600 motor, all the belts were flat transmission belts, the plant was changed over to electricity in 1984, some of the small flat belts are still used today, it had a 20 X 12 single toggle crusher which lead to a bucket belt then onto a screen to take the 20mm minus out and the oversize went to a 1 foot 8 gryo and the back to the bucket belt, what passed through the top screen was then screened into its designated bin, the 20mm and 14mm aggregate could be directed to a 1 foot 2 gryo to make the smaller aggregates as required. It was stated that Fred Harrip was the only person that George could get to work up on the top of the old crusher putting the tin on it

The Coleraine Football Club was a major part of Max's life. Not only the Coleraine Football Club, but also the Western Border Football League and then later in the South West Football League. Max filled many roles with the Coleraine Football Club. He served as president of Coleraine on two occasions during the Western Border times



and was timekeeper for both Coleraine and the Western Border Football League for many years. He was also president of the South West Football League after Coleraine transferred from the Western Border Football League in 1995.

Max took great interest in all his children, grandchildren and the great grandchildren and proudly used to sit up in his chair as the head of the clan with all his family around him.

Max's health deteriorated over the last few years and the cancer had spread to his bones causing him great pain. It was fitting that all his extended family was with him when he passed away. He will be sadly missed, but we have comfort in knowing he is no longer suffering. ■



Pictured above is:

Top picture – Arthur (dec), Max (dec), Stan and Doug Rigby

Second picture – (back row) Roy, Glen, Harold and Wilton Rigby; (middle row) Flo, Rae and Betty Rigby; (front row) Ben and Edith Rigby.



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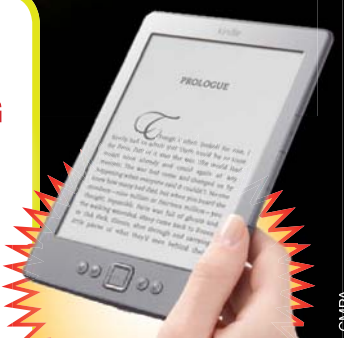
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Developing Emerging Leaders – Success or Failure is in your hands

JOHN ROBERTS, Business Development Manager of Leadership Management Australasia looks at the development of our emerging business leaders.

LEADERSHIP Management Australia has long held the view that many organisations set-up their emerging first time leaders for failure. It is the norm that one employee will be promoted into a supervisor or management role over another employee based on their tenure in the business or the calibre of their technical skills rather than their potential as a leader or manager of people.

Moving from a hands-on role into a supervisory or management role is often the most difficult transition employees will make in their career. Many struggle to make the mind shift and transition from being part of the team or “one of the boys” to leading a team to meet business goals and targets.

We often hear the story from participants doing our programs, “I’m finding it a challenge to delegate work I use to do myself to Bob. We’re good mates! We have a beer and a laugh down at the pub every Friday after work”.

A lack of investment in developing an employee’s supervisory and management skills and insufficient support in the role ultimately contribute to a higher than acceptable failure rate in new leaders transitioning to their first leadership role, as either leading hand, team leader, supervisor or manager.

Everyone knows training and support is important, so the question has to be asked – ‘why are our organisational leaders and senior managers so apparently short-sighted when it comes to investing in the emerging leaders of today and tomorrow?’

It may be that an organisation has had a bad experience with training in the past - “the training company over-promised and undelivered”, “it was too academic for our guys”, “a week later after the two-day course nothing changed”.

Or it could be an attitudinal thing - “we’re a small business and don’t have the time to put our guys through training”. This is in itself is a paradox. If a company wants to progress, they need to be seeking to improve performance and productivity.

Our research has shown that a manager’s working relationship with the immediate direct reports with whom they have frequent contact can have a significant impact on their performance and satisfaction in their role. In 2012 the top five most important characteristics for a good manager to have in order to positively influence their staff’s performance in their role at work are:

- Is trustworthy and open in approach
- Clearly communicates where we are going
- Gives me ‘space’ to do my work, supports me
- Listens to/respects my input into decisions
- Gives honest feedback on how I am going

Further the research highlights the top five biggest sources of pressure for leaders and senior manager at the present time as:

- Continuously being in demand
- Increase in personal workload
- Quality of staff in organisation
- Balance between personal and work life
- Ensuring effective communication within the organisation



People Drive your Business

Middle managers, and how they interact with and engage their teams, are the greatest threat to employee retention. People join a business based on a company’s reputation and the role expectations but often leave because they are poorly supervised and managed. We all know employee turnover represents a huge often unseen cost to an organisation.

The bottom line is, putting a great operator/performer into the role of leading or managing a group of their former colleagues without adequate training, development and support is a recipe for disaster. Sure, some will, through their own fortitude and focus, be able to adapt and apply themselves successfully to the role without support. But many will flounder, make avoidable mistakes and become disillusioned and de-motivated with what should be an inspirational development in their careers.

Once bitten or burnt, many will exit the role and fail to put their hand up for future leadership positions – they will effectively be tainted or scarred for life. It is this outcome that must be prevented – and the trick to preventing it is identifying, investing in and supporting first time leaders.

ABOUT LEADERSHIP MANAGEMENT AUSTRALASIA (LMA)

LMA was established 40 years ago. It delivers leadership and management programs to improve productivity, performance and leadership through 70 locations across Australia and New Zealand. LMA has worked with over 115,000 people in small and medium organisations, large corporations and government departments. ■

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Net Volume Licensing Project

BRUCE McCLURE, General Manager CMPA comments on the Department of Sustainability and Environment and the Department of Primary Industries proposal to investigate a Water Accounting system applicable to the extractive industries and mining in Victoria.

INDUSTRY stakeholders including the CMPA have recently attended a number of meetings where the stakeholders were invited to join a Net Volume Licensing Project steering committee that will have basically an overview role on the project that will run from November 2012 to the end of April 2013.

The DSE Officer managing this project, said "DSE and DPI initiated this project to investigate the potential to use the Water Accounting Framework developed by the Minerals Council of Australia to enable the rural water corporations (RWCs) to licence water used by a project approved under the *Mineral Resources (Sustainable Development) Act 1990 (MRSDA)* based on its net water use. The feasibility of this approach will be determined using case studies to look at limitations to water access, water use versus

water take in the mining and extractive industries, and the information available and required by RWCs to support an application to licence an operation's net water use".

The extractive industry sites of two CMPA members have been included as case studies that will be carried out by Sinclair Knight Merz on behalf of DSE and DPI.

The following information was provided to all stakeholders by the Manager of the project and sums up what the DSE, DPI and the rural water corporations who are also involved in the project would like to see as an outcome. With the involvement of the CMPA, our members will be kept up to date on what is happening with the project as it progresses and will be advised of likely impacts on industry once a final report has been produced.

BACKGROUND

In many areas across Victoria access to water entitlements to facilitate new development is either limited, or has the potential to be limited in the future, due to uncertainty about water supply or access to a secure supply of water. Limitations may arise due to difficulties in obtaining statutory approvals to satisfy large scale demands in a short time frame, limited availability of water entitlements, and/or the absence of water markets and barriers to trading where markets are established.

There are, however, a number of situations where, despite requiring significant volumes of water to be removed from an aquifer or surface water source, only a small proportion is used with a large proportion being returned to surface or groundwater. This raises the concept of net volume licensing


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Site Photo – Fulton Hogan Tynong Quarry

which refers to accounting for the volume of water taken under a licence issued under section 51 of the *Water Act 1989 (the Act)*, as being the net of that taken and subsequently returned to the source. Only that part of the licence volume not returned will have been considered to have been consumed.

Accounting for water returned to a source can be extremely complex. In some cases, it can be a simple matter, but for others, particularly for large mining developments water accounting may be extremely complex, involving detailed monitoring and accounting of both surface and groundwater and differing qualities of water.

The MCA, in conjunction with the Sustainable Minerals Institute, has developed a Water Accounting Framework for the Minerals Industry. MCA member companies have endorsed an initial phase of adopting the framework including the alignment of company water metrics and definitions consistent with the Framework's Input Output Model, and using these metrics to meet an existing company water reporting requirement.

A number of guidance tools have also been developed to assist minerals industry users in applying the framework. These include:

- Water Accounting Framework User Guide,
- Input-output MS Excel Template, and
- MCA Member Adoption Explanatory Note.

Other considerations in developing a net volume licensing framework include ensuring appropriate mechanisms are in place to provide assurance as to the suitability of water quality, or quantity of the receiving waters.

Disposal of water requires separate authorisation from that required for the taking of water. Disposing by means of a bore requires approval under section 76 of the Act, whereas disposal of water to a waterway requires appropriate approval, in most cases, by the Environment Protection Authority (EPA). Both mechanisms aim to provide assurance as to the suitability of water quality, or quantity of the receiving waters.

In most cases in Victoria, water available to be returned (disposed) to a source arises either because it is the by-product of the need to remove accumulated water in works such as a mine (dewatering), or water resulting from a process where water is used in activities such as gravel washing. Disposal may be active or passive as long as it can be accounted for appropriately and occurs in accordance with appropriate authorisation.

In Victoria, the mining development approval framework is managed by the DPI under the MRSDA. The work plan is one of the key regulatory documents for mining under this Act. All licensees must have an approved work plan in order to do any work other than low impact exploration or quarrying under the small quarry code of practice. Schedule 13 of the *Mineral Resources Development Regulations 2002 (MRD Regs)* describes the information required to be included in a work plan for a mining licence that exceeds five hectares. Schedule 1 of the *Mineral Resources (Sustainable Development) (Extractive Industries) Regulations 2010* describes the information required to be included in a Work Plan for extractive industries Work Authorities.

The ability to facilitate net volume licensing may be a fundamental consideration in the ability to fit different industries into the landscape.

PROJECT OUTPUTS

The main output of the project will be a report that includes:

- An assessment of the suitability of the Water Accounting Framework developed by the MCA to accurately measure an operation's net water use using a case study approach. The assessment will include consideration of whether or not the Water Accounting Framework is an efficient mechanism and if/how it can be made more efficient.
- Proposed standards for measurement and assessment that must be achieved to support net volume licensing.
- A draft guideline on net volume licensing for application in mining and extractive industries. ■

The Financial State of Victoria

BRUCE McCLURE General Manager CMPA comments on a recent address by the Hon Kim Wells MP Treasurer of Victoria on the financial state of Victoria.

AT the recent Civil Construction Alliance meeting held late in November 2012 the Hon Kim Wells MP addressed the meeting and commented on the state of Victorian finances and the economical and fiscal challenges ahead.

The details shown below are from the presentation that he made at the meeting:

Challenges Coalition faced coming to government

Number of significant budgetary challenges since coming to office:

Major project cost pressures – over \$2 billion black hole including:

- Myki
- Regional Rail (No budget for signalling or rolling stock)
- Melbourne Wholesale Market Redevelopment
- Health SMART
- LEAP/LINK Police Database
- Olivia Newton-John Cancer and Wellbeing Centre

Legacy of the disastrous Desalination Plant which will cost Melbourne water consumers \$1.8 million per day for twenty seven years.

Victoria's economic priorities

Challenging economic circumstances reinforce the need for strong public finances, low debt and a AAA credit rating. A stronger fiscal position underpins business and community confidence and builds greater resilience. Stronger finances are a key element in a broader economic strategy based on:

- Creating stronger budget capacity
- Improving productivity to boost prosperity
- Growing the economy
- Supporting industries to transition

Economic & fiscal challenges

- Current economic environment
- Global uncertainty
- High Australian dollar
- Slower Australian economy
- Subdued household & business sector confidence
- Budget surplus
- Reduced state revenues - \$7.6 billion over forward estimates

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- \$100m budget surplus objective; projection of \$2.5b by 2015-16
- Current debt levels
- Commonwealth funding
- Seeking support on major projects such as East-West Link and Melbourne Metro

Infrastructure Australia Submission

- Set out priority projects across four themes:
- Major city shaping projects
- Getting the most out of existing infrastructure
- Planning for longer term infrastructure
- Projects to enhance the National Land Transport Network
- These projects are designed to address gaps and increase efficiency of the freight and public transport network in metropolitan Melbourne
- Expand the resilience and capacity for cross city and orbital travel to benefit both business and the community
- Suite of projects to improve transport links for regional Victorians

Implementation Guidelines

- Apply to all on-site public building and construction work in Victoria
- Are binding on contractors in relation to their future privately-funded work
- Prohibit parties entering into sham contracting arrangements
- Prohibit coercion or pressure to make over-award payments
- Require contractors to take all reasonable steps to bring any unlawful industrial action to an end

Construction Code Compliance Unit


The CCCU has identified seventy six projects where the cost is greater than \$10m:

- the total cost of these projects is approximately \$7.5 billion;
- twenty three of these projects are now subject to the new Guidelines; and
- these twenty three projects have resulted in seventy three head contractors and their related entities being required to comply with the Guidelines

Conclusion

- Challenging economic circumstances reinforce the need for strong public finances, low debt and a AAA credit rating
- Policy frameworks are in place
- PPPs remain central to the government's infrastructure strategy, but must reflect lessons learned and changed economic situation

Following questions the Treasurer sought from the Alliance a submission that identifies how red tape (not funding deficiencies) is impeding the efficient delivery of the planning, design, construction, maintenance and management of civil infrastructure. The Alliance has agreed to prepare a submission for the Treasurer from the prospective of alliance members. The CMPA will keep members informed of any response back from the Treasurer on this submission. ■



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BUFFER DISTANCES FOR INDUSTRIAL RESIDUAL AIR EMISSIONS

BRUCE McCLURE General Manager CMPA comments on recently released draft guidelines for recommended separation distances for industrial residual emissions.

IN October 2012 the Environment Protection Authority Victoria (EPA), released a draft guide to separation distances intended to provide protection from residual odour and dust emitted by industry. The document is called "Recommended separation distances for industrial residual air emissions". The following comments are actual extracts from the guidelines document.

INTRODUCTION

This Guideline provides advice on recommended separation distances for odour and dust emitting industries from sensitive land uses. It is written for responsible authorities, industry, developers and the community to be used during strategic land use planning and during the assessment of planning permit applications.

This Guideline aims to support the effective management and allocation of land uses to:

- Protect public well-being and amenity
- Protect existing industry from encroachment by sensitive uses
- Prevent land adjacent to industry from being underutilised.

This Guideline replaces EPA Publication *Recommended Buffer Distances for Industrial Residual Air Emissions (AQ2/86) 1990*. In the past, the terms 'buffer' and 'separation distance' have been used interchangeably. This document uses the term 'separation distance' to mean the space between industrial land uses and sensitive land uses.

PURPOSE OF GUIDELINE

The purpose of this Guideline is to specify adequate separation distances between industrial land uses and sensitive land. To achieve this purpose, this Guideline aims to:

- Provide clear direction on land uses which require separation
- Inform and support strategic land use planning decisions and the consideration of planning permit applications
- Prevent the encroachment of new sensitive land uses into existing industrial land uses
- Prevent the encroachment of new or expanded industrial land uses into existing sensitive land uses

- Identify compatible land uses that can be established within a separation distance area.

LEGAL STATUS OF GUIDELINE

This Guideline includes a summary of relevant requirements in the *Environment Protection Act 1970*. The technical details in this Guideline are suggested measures for meeting these requirements.

SCOPE OF GUIDELINE

This Guideline applies only to off-site residual odour and dust emissions from industries which have the potential to impact on well-being and amenity. Noise, vibration, and hazardous air emissions have not been considered in the development of the recommended separation distances outlined in this Guideline.

Decision makers and applicants should review all relevant regulations, policy and guidance to ensure that other land use separation issues, including noise, vibration and hazardous air emissions, have been appropriately taken into account.

For a copy of the actual report please refer to the EPA website and do a search for "Recommended separation distances for industrial residual air emissions".

The CMPA prepared comments on the draft guidelines and submitted them to the EPA. The following are the CMPA's comments. We will keep members advised on the outcome from the EPA on this important issue.

With respect to the draft document now under consideration, the CMPA would like to raise the following issues as provided by members:

1. That Work Authorities have a limited life, a minimal footprint and whose final end use can revert to sensitive land use.
2. The right to challenge the proposed separation distances as a result of site specific operational and environmental conditions is allowed as long as it is supported with scientific evidence.

3. That the interface land use area as identified in the compatible land uses gives examples to be encouraged but it may be appropriate for some of those industries listed in the recommended separation distance schedule to also be encouraged as there is presently clear examples of this outcome being successfully managed.
4. That the separation distances recommended had been used by the DPI in the past to minimise the potential impact on the wellbeing and amenities to sensitive land use pertaining to noise and vibration and could be considered in the scope of the guideline.
5. That the reference of respiratory silica within the recommended separation distances attached to applicable Work Authorities requires scientific studies to be provided in identifying this as an issue by the EPA. This is required as material recovery, asphalt plants, unsealed roads, recycling and concrete businesses may also be implicated.
6. That the activity boundary for a Work Authority should be identified from its work plan and measured from its extraction limits and the footprint identifying the processing plant, stockpile and overburden areas.
7. That the separation distance between the activity boundary should be measured from the dwelling closest to the sensitive land use boundary as this is the method having been implemented by the DPI in the past. To apply it from the sensitive land use boundary will result in a financial restriction of entry to the market of all but the very largest operators. This will inevitably result in an increase to the carbon footprint of the industry due to cartage and escalation in the price of the materials being processed. ■

Conduct Blending Plant Operations

SEAN KINDER, Document Development Officer for the CMPA reports on the next Reference Manual - Conduct Blending Plant Operations.

THE newest addition to the CMPA library currently in development is the Conduct Blending Plant Operations reference manual. This new book elaborates and applies the concepts studied. Over the past few months many suppliers, quarry personal and educators have been contacted on the subject of blending and development of the manual and the course is now almost complete.

Blending is a very broad process and each site has its own technique, however, generally each plant contains a pugmill, chutes, feeders and conveyors as a means of handling materials, variations of storage bins, hoppers and silos and a collection of monitoring devices including software, moisture monitors and belt-weighers. Generally the blending process may include: the addition of water to crushed rock, re-combining split aggregate and water to crushed rock, cement treat and reconfiguration of the product to suit customer needs. The Conduct Blending reference manual aims to give new users or employees, a broad and generic understanding of how to operate the plant.

Throughout blending and batching plants on a quarry site, various hazards associated with moving parts (conveyors and pugmill), electrical circuitry (resulting in fires or electrocution) and slips, trips and falls, have been identified. Confined spaces and working at heights should also be considered when accessing the pugmill and any storage spaces. Techniques on how to identify these hazards and measures of control are detailed in the Work Safely reference manual.

Capital equipment is discussed at length, with inclusions of maintenance, basic problem troubleshooting and tips on getting maximum possible usage.

These days, little mixing is done by loader. This process is more commonly achieved with use of bins, feeders as well as a pugmill. With a scarcity of time and the need for more consistent, precise and accurate ratios; pugmills evenly add materials, stops segregation and provides thorough mixing.

Conveyors are the most frequently used method of transporting material throughout the blending plant. Several different types of conveyors have been researched as well as the generic rubber belting including: pneumatic conveyors, eliminating the use of conveyor rollers, pumping air to the underside of the conveyor belt, allowing it to slide over a smooth surface and screw conveyors and feeders. These are used in transporting materials which 'may be negatively affected' if exposed to elements (cement), by being sealed within a cylinder and being moved via a spiral blade surrounding a shaft. According to John Rist (Conundrum Holdings), 'rotary valves, containing a variable speed drive, may be installed underneath the cement silo and used to control the feed rate of cement into the aggregate'.

Developments in technology have brought a range of monitoring devices used to aid the operators of the blending plant, the most commonly used are belt scales, which measure material flow rates and total weight, ensuring correct proportions are sent to the pugmill. Various moisture monitoring devices, 'using microwaves and aids in quality control, minimising the need for sample collection and laboratory tests', mentioned by Trevor Powell of Ultra Dynamics, are now being implemented.

Terry Hickey and Brenden DeGraaff (Gordyn & Palmer Pty Ltd) explain that 'expansions in automation, with a combination of belt



Open Pugmill ready for inspection

weighers and probes, now allow quarries to remotely program their blending plants (consistently adjusting percentages of different aggregate size, moisture content and cement additives) and determining where it should be discharged. This is achieved by calculating the asset's position with the variables of belt speed, length and time.'

Systems now provide comprehensive reporting which includes materials usages, total production tonnages and downtimes. The system can also be supplied with a web interface for alarming diagnostics and reporting from smartphone, tablet or PC.

Setup, start-up and operating procedures of the blending plant are variable from site to site. Some factors which affect these may include degree of automation in the plant, age of machinery and production requirements. However there are some important things which should be checked regardless of these factors. Among enquiries of several people, checklists of Boral, Northern Quarries and Scope Engineering Services Pty Ltd have been collaborated and combined and the following is consistent throughout.

The pugmill should be inspected before and cleaned after use, as material may harden over time and become more difficult to remove. This also may decrease life of capital equipment and wear components. It is essential that the operator check for blockages, areas of spillage, that water spray nozzles are functioning and anything else which may impair productivity. For safety purposes inspections must be done of the overall plant and guarding. This includes structural supports of the bins, hoppers and silos, searches for potential foreign material which could contaminate the asset and undermine the foundations. Oil levels, gearboxes and generators should be regularly checked, to make sure they are correctly functioning and free of leaks. Wear components like paddle tips and bin liners should be inspected for damage and functionality assessed before operation. Once site and plant checks have been completed, the operator can proceed with setting belt speeds and water requirements for the desired ratio.

At the conclusion of the shift or when the blending plant is no longer being used, a similar procedure as the setup/start-up should be undertaken as any damage may be noted and fixed accordingly.

Samples of inspection and checklists are available to be modelled in the reference manual. Not only does this manual develop equipment knowledge of blending, it also shows methods to increase overall plant and quarry production and efficiency. The procedures and checklists mentioned above were developed to reduce start and downtimes. For example, if the pugmill is clean and free of any material from the previous days' use, there will be 'reduced chances of contamination and an increase in overall production', according to Ryan Eldridge (DE Quarry Solutions).

Throughout operation, it is essential for good communication be exercised, as this optimises plant productivity. A broad description of this occurs between the bin-sales loader, laboratory and blending plant operators.

- Bin-Sales loader operator supplying required quantity and quality material to blending plant via bins, pits, bunkers, hoppers etc.
- Laboratory communicating with blending plant to outline the required material that is to be produced and to the required specifications.
- Loader driver communicating with blending plant as to the material that is to be distributed to customer.
- Laboratory testing the material to ensure that adjustments are made to ensure quality is maintained and within specifications of the customer.

Customer requirements will affect the way the blending plant is set. The blending plant will need to be set to suit these requirements to ensure the material is workable and meets industry standards and cost effective pricing. VicRoads broadly defines crushed rock classes on their website (Class 1 through Class 4).

The final product is either conveyed into bins ready for despatch or into stockpile. Over time, possible segregation may occur according to Ryan Eldridge, which means the rock sizes separate within the stockpile. There are various ways of reducing segregation including: using luffing conveyors and radial stackers, reducing the discharge fall height, having good quality product - ensuring correct product ratios, grades, moisture content and bindings are added, and that 'the loader continuously turns the load corners'.

Contamination of the product may result in a poor quality product being received by the customer. Impacts of this occurring may result in possibilities of contractors asking for a discounted price or returning the product for re-processing at the quarry's expense. Contamination occurs if foreign material is detected within the final product including oversized material and excess water. To reduce the risk of this event occurring, it is essential that the bucket of the loader, truck carting material and storage areas be free of any impurities (including dirt, clay, mud and other sized aggregate) before use and that moisture levels are monitored regularly, especially in extreme weather conditions. NATA accredited testing and visual inspections must be completed regularly on samples in these environments.

Conduct Blending courses and reference manuals are a part of the extractive industries training packages, with topics including conduct crushing, conveying and screening. Following this will be development on training material of Conduct Sand Plant Operations and the servicing of crushers, screens, conveyors, bins and hoppers. ■

To obtain an order form to purchase the Conduct Blending Manual or any other CMPA Publications contact the Secretariat on 03 5781 0655 or at enquiries@cmpavic.asn.au.

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Conduct Laboratory Based Testing

JILLIAN MANNIX, Teacher Primary Industries from Bendigo TAFE reports on the next level of laboratory based testing.

Conduct laboratory-based acceptance tests for construction materials (MSL973010A)

This unit of competency can be delivered independently or included in an accredited course of training in Certificate III, IV or Diploma qualifications.

Aligning the training of your staff to national qualifications ensures good quality training and a general level of competence for your employees. This training will assist your operation to meet the NATA testing accreditation changes due after 1 July 2013.

This training is applicable to laboratory personnel working in the geotechnical and construction material testing industry sectors; who conduct control and compliance tests in consulting laboratories or laboratories at extractive, manufacturing or construction sites using established test methods.

Your employees will gain the skills to conduct laboratory tests to confirm the acceptability of raw and/or manufactured construction materials.

During the training; your employees will learn how to obtain reliable test results safely and efficiently. These tests will involve construction materials routinely used in the job role, including: aggregates, concrete, soils, road pavement or other specialised construction materials and products.

Particular elements of the course include:

- Preparation for laboratory-based acceptance tests
- Preparing samples or test pieces
- Checking test equipment before use
- Performing laboratory tests
- Maintaining a safe work environment

Typical tests performed during this course conducted in accordance with Australian Standards include the following:

- AS 1289.2.1.6 – 2005 Method: 2.1.6: Soil moisture content tests
- AS 1141.11.1 – 2009 Method 11.1: Particle size distribution – Sieving method
- AS 1141.15 – 1999 Method 15: Flakiness index



Site Photo of a fines beneficiation plant.

- AS 1141.30.1 – 2009 Method 30.1 Coarse aggregate quality by visual comparison. (Unsound stone)
- AS1141.20.3 – 2000 Method 20.3: Average least dimension
- Health, site safety and environmental management requirements relevant to job role
- Confidentiality requirements relevant to job role

Other tests may also be considered for inclusion as required where relevant to course participants.

Skills and knowledge developed during this course includes:

- Estimating/calculating simple scientific quantities (for example density and moisture content)
- Recording and presenting results accurately and legibly
- Maintaining security, integrity and traceability of all samples and data /results
- Cleaning and maintaining equipment
- Demonstrating a professional approach and positive company/organisation image
- Expected values and sources of uncertainty (and methods for control) in construction materials tests routinely used in job role
- Procedures for recording and reporting test results, calculations, test observations and unexpected or atypical results and equipment problems
- Procedures for ensuring traceability of samples, test pieces, test data and results

By consulting with relevant industry experts from Vic Roads, Quarry enterprises, Members of the CMPA and independent Construction Materials Testing Laboratories, Bendigo TAFE have tailored industry specific training resources ready for delivery as required to employees working in this field.

Bendigo TAFE proposes to run a pilot course initially aimed at experienced personnel to verify the relevance of the content to the related industries and standards of practice.

The course will be delivered at an on-site Construction Materials Testing Laboratory by an experienced trainer and assessor well known in the industry, over a period of approximately 3 days, depending on the level of experience of attendees. ■

All enquiries are welcome. To find out more about this course or to book your attendance, please contact:

- Jillian on 03 54341752
jmannix@bendigotafe.edu.au or
- Stacey on 03 54351653
sclark@bendigotafe.edu.au

VLPA Update

PETER MCCLUSKEY provides an update on the Victorian Limestone Producers Association.

Ag. & Vet. Chemicals Reform

The Commonwealth Government recently introduced the *Agricultural & Veterinary Chemicals Amendment Bill 2012* into Parliament. The Minister for Agriculture Fisheries and Forestry, Hon. Joe Ludwig MHR indicated that legislation is being amended to ensure regular review of chemicals, "... so the general community can be assured that Australian produce is safe to eat and the environment isn't being damaged by use of chemicals"

VLPA and NAA have been invited to attend several meetings and seminars regarding this joint Commonwealth/States based legislation and we have been assured that it will not impact on regulating use of natural products in agriculture such as agricultural lime once the legislation is enacted.

Soil Health Programs Likely to Expand

Details will become clearer into the new year, but it appears there is increasing interest from industry peak bodies in reducing soil acidity leading to more productive pastures and cropping. Hence we are likely to have some opportunities to expand soil test programs on properties and be part of soil health seminars and field days.

Murray – Darling Basin Plan Accepted

The Commonwealth has signed off on the above plan but details of irrigation quotas and environmental flows are yet to be finalized. Farmers will get a better deal than originally expected with diversions to the environment down from 3200 gigalitres to 2750 gigalitres. Victoria is pushing for increased funds for efficiency works which will help farmers maintain adequate

irrigation levels. The region is an important market for us so the outlook appears more promising than originally intended. Just hope plenty of rain continues over the next few years.

Blue Gums Coming Out - Soil Will Need Lime

With extensive blue gum plantations coming out and returning to cropping and pasture, those involved in the process are indicating the pH needs lifting so this is presenting a new niche market for lime especially in the South West of Victoria. ■

Further information is available from Peter McCluskey on 0408 496 588.



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William Adams



DPI Update

JOHN MITAS, General Manager Minerals & Extractive Operations, looks at the issue of Community Engagement.

DPI recognises that engagement with communities and key stakeholders is critical to ensuring that our communities have the information they need to understand the impacts of the earth resources industries on them and have opportunities to make their views known.

Section 39A of the *Mineral Resources (Sustainable Development) Act 1990* outlines a licensee's Duty to Consult with [the] community throughout the course of the licence. The licensee is required to provide a reasonable opportunity for affected communities to express their views about the activities permitted by the licence.

Where a work authority is required for more intrusive exploration activities, a formal community engagement plan is required as part of that application. Schedule 13 of the *Mineral Resources Development Regulations 2002* outlines the requirement for a work authority community engagement plan.

The plan must:

- Identify the community likely to be affected by mining activities authorised by the licence and
- Include proposals for:
 - Identifying community attitudes and expectations and
 - Providing information to the community and
 - Receiving feedback from the community and
 - Analysing community concerns or expectations in relation to activities authorised by the licence and:



CMPA Member visit to Northern Quarries, Epping

- Include a proposal for registering, documenting and responding to complaints and other communications from members of the community in relation to mining activities authorised by the licence.

Guidance on the detailed preparation of community engagement plans is offered in publications like *Community Engagement: Guidelines for Mining and Mineral Exploration in Victoria* and through online tools such as the Community Engagement Plan template that can be downloaded from the DPI website.

Like other work authority elements, community engagement plans are subject to audit and ERRV will target their audit activities during the first half of 2013 on work authority community engagement plans.

ERRV's district inspectors will be examining a cross section of Community Engagement plans across all of Victoria's Earth Resources Districts to ensure that the community engagement commitments in approved work plans are being effectively delivered.

The audit will also allow good practice in community engagement in Victoria's earth resources sector to be identified and promoted to the industry in general. ■

For more information please contact Mark Ritch, Program Manager Community Engagement on mark.ritch@dpi.vic.gov.au or Phone (03) 9098 5860.



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No Such Thing as a Handshake Deal

ANDREW LUMB, Senior Counsel with Nevett Ford Melbourne Pty Ltd comments on the preparation of a simplified version of the Transport Contract developed for the use of CMPA members.

ALTHOUGH arising out of timber industry issues and to a large extent directed towards timber cartage contracts, the *Owner Drivers and Forestry Contractors Act 2005* ("ODFC Act") significantly changed the landscape for the wide range of industries using cartage contractors, including extractive industry. The ODFC Act applies to the engagement of harvesting contractors, haulage contractors (both relating to forest products), and generally speaking to all owner drivers.

As most people are aware, the ODFC Act specifies several requirements for contracts under which owner drivers are engaged, including but not limited to a requirement that contracts must be in writing, and also imposes a number of obligations on hirers. In addition a Code of Practice has been introduced in regulations under the ODFC Act incorporating further restrictions and requirements. While no specific penalties are prescribed in the legislation for non-compliance with any obligation the ODFC Act addresses unconscionable conduct and provides processes for dispute resolution and ultimately for disputes to be dealt with by VCAT, which is given a wide range of powers.

At much the same time as the ODFC Act was introduced "the chain of responsibility" initiative led to legislative changes, in particular to the Road Safety Act, which pushed back up the chain of control responsibility and liability for breaches by drivers of road laws and other applicable laws and regulations.

It was probably the case that in the past many businesses, particularly smaller ones, used owner drivers without written contracts. This ceased to be a viable option after the ODFC Act and the chain of responsibility measures. Apart from questions of compliance with the ODFC Act, business owners now need to ensure compliant practices and accountability on the part of owner drivers.

The problem which emerged after discussions with Bruce McClure, General Manager CMPA, Tony Tamburro, Logistics Manager Conundrum Holdings and Tim Bird of Allstone Quarries was largely a practical one. Tony had been trialling the long form of

contract developed by the CMPA, but take up had been very slow due to its size and perceived complexity. The reality was that owner drivers did not want to go to the expense of taking legal advice, and to get acceptance it was necessary to present an agreement short enough and clear enough for them to feel confident about signing. After these discussions, we at Nevett Ford Lawyers proceeded with preparation of what hopefully would be a short form contract. However a minimal document inevitably means less layers of bulletproof comfort and can be a delicate exercise.

The document we have developed is intended to be concise and simple to use and covers the basic legal and other compliance obligations including the mandatory requirements of the ODFC Act and other statutory obligations, as well as the specific payment and other contract terms. However it became clear that frequently businesses have individual procedures requirements and rules for the contractors they use in their businesses. For example the contractor may be required to have a fatigue management plan, or a maintenance plan for vehicles, and to provide the Hirer with copies of these and evidence of compliance. The form of contract developed makes provision for these individual requirements to be inserted in an Annexure to the contract. In addition in some cases the Annexure incorporates sections which are to be completed by the Contractor to include vehicle, driver and insurance details.

We have been able to assist several CMPA members with contracts using the basic simple contract with an Annexure incorporating tailored individual terms and conditions. ■

Any CMPA member who would like to obtain a copy of the Transport Contract please contact:

Mr Andrew Lumb at Nevett Ford Melbourne Pty Ltd.

Phone: (03) 9614 7111

Email: alumb@nevettford.com.au



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Dangerous machines endanger lives

WorkSafe Victoria's Manager – Earth Resources, ROB KELLY looks at the new campaign targeting dangerous machines.

WORKSAFE Victoria has launched a campaign targeting dangerous machines. WorkSafe's Manager – Earth Resources, Rob Kelly, said "While machine safety is an issue for all workplaces across Victoria, it is particularly relevant to the extractives industry, where workers frequently operate machines to extract, convey process and transport material."

WorkSafe statistics reveal almost 450 body parts have been amputated from Victorian workers by common types of machinery used in workplaces over the last five years.

The amputations, together with cuts, crushing and other injuries to nearly 11,000 workers have led to a \$220 million bill for medical treatment, rehabilitation and income support during the same period.

These injuries were caused by machines that cut, mix or convey materials and common power tools.

A recent spate of prosecutions and serious injuries involving dangerous machines prompted a WorkSafe call for businesses to do all they can to make machines safer and help reduce the number of injuries.

In the last four years almost \$2-million in fines have been imposed on employers following prosecutions relating to unguarded and unsafe machines.

"There are still too many workers being hurt by common types of machines", WorkSafe's Health and Safety Operations General Manager, Lisa Sturzenegger said.

"If we're going to keep Victoria the safest place to work, employers have to do more to control dangerous machines."

"We know they're essential to many businesses, but they can be dangerous and must be controlled. The risks dangerous machines pose are well known, with cheap and effective solutions freely available."

WorkSafe's statistics reveal of the nearly 11,000 injuries related to dangerous machines in the last five years:

- 71% (7733) occurred in manufacturing, construction, transport, warehousing and storage industries;
- 27% (2952) involved cuts and lacerations to the body
- 32% (3453) involved workers' hands and fingers
- 441 body parts were amputated, with 98% (433) of all amputations involving hands and fingers being torn off the body

The Assistant Treasurer, Gordon Rich-Phillips, said it was a timely reminder to check workplace machinery.

"Taking the time to make sure machines are safe can prevent injuries and the pain they cause people and businesses." While Victoria's workplaces are the safest they've ever been, safety must be top of mind every day" he said.

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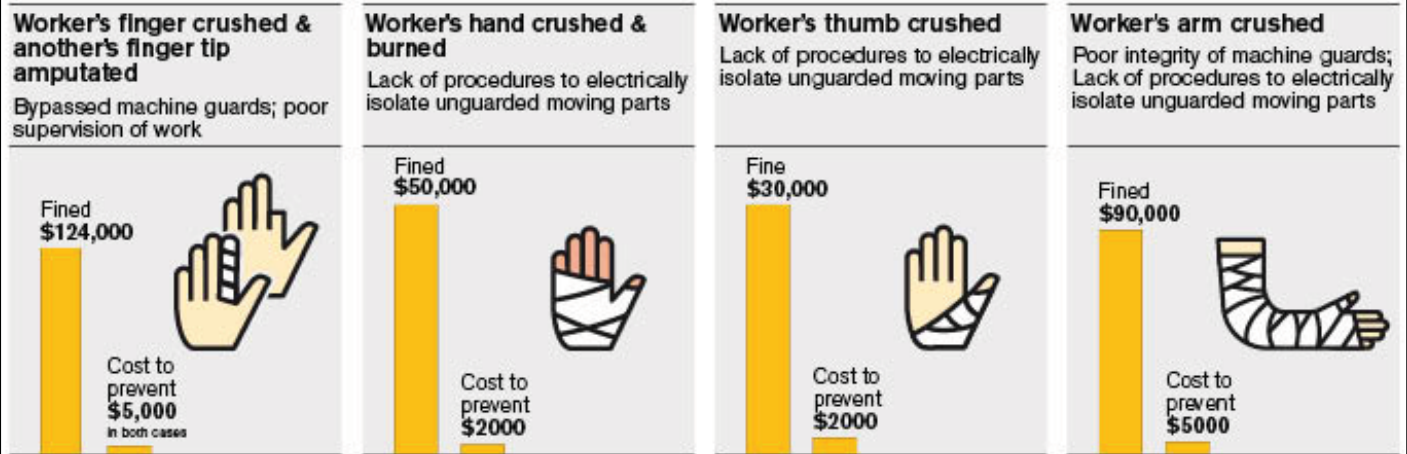
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* Information based on recent prosecutions by WorkSafe Victoria

Over the next 12 months, WorkSafe inspectors will be upping the ante on employers to control dangerous machines by ensuring they are properly guarded, have emergency controls in place and train and supervise their workers properly. Inspectors will be issuing safety improvement notices to companies to ensure risks are controlled.

“It’s not just Victorian employers who are covering the cost through their workers’ compensation premiums but also the injured people, their families and the wider community. Many injuries caused by unsafe machines are debilitating, long lasting and often permanent. Employers must get on the front foot by taking a preventative approach to identifying and controlling the risk of dangerous machines at their workplace. Workers need to ask questions and not take anything for granted.” Ms Sturzenegger said.

“We’ve got plenty of advice and guidance for employers on how they can control their dangerous machines and keep their workplace safe, so really there’s no excuse,” said Ms Sturzenegger. ■

To make machines safe, ensure:

- The machinery is not broken and has all the appropriate parts
 - A person could not be injured using or maintaining the machine
 - The machinery is properly guarded and safety interlocks are regularly checked before operating
 - People do not operate the machinery without guarding being attached
 - Production schedules allow for safe operation
 - Operator controls are easily accessible and clearly labeled. Warning lights/sounds are working
 - Energy supplies and services such as power, water and air are physically isolated before any maintenance is done
- Energy stored in the machines such as spring tension, gravity or hydraulic pressure is released before maintenance is done
 - Workers are provided with regular information about the hazards associated with machinery and how to operate them safely
 - Workers can identify when the machinery is not safe to use
 - Supervisors regularly check to see workers are operating/cleaning machines the right way
 - Untrained workers are not allowed to operate or maintain machinery.

To find out more about how to make machines safe, visit worksafe.vic.gov.au/dangerousmachines

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Indeco Australia starts its 20th year with a Boom

PAUL TIMONEY, Sales & Marketing Manager for Indeco Australia Pty Ltd reports on the installation of two new Indeco Crusher Boom Systems.

WHAT better way to kick off 2013 and marking the 20th year of Indeco Australia with the installation of two Indeco Crusher Boom Systems in Victoria. Quarry and Mining Equipment (Q.M.E.) and Allstone Quarries will take delivery of their individually custom designed Indeco IBS55-2/1500 units in early January.

Q.M.E. has been established since 1986 and from their base at Kangaroo Flat in Bendigo Victoria has been supplying a diverse range of equipment to the quarry and mining industry throughout Australia and the world. Q.M.E. is recognised for excellence in the quality of their products, fast and efficient delivery times, strict codes of practice and a detailed understanding of the industry and its needs due to the many years of involvement in the industry.

From the driveway to the highway, Allstone Quarries has the products and expertise to meet all your concrete, road base and landscaping needs. They produce high quality quarry and recycled products for private contractors, as well as Local, State and Federal Government agencies, which regularly utilise their products for some of the state's biggest construction projects. Allstone Quarries also supply materials for residential sub-divisions, rural properties, local contractors and also direct to the public through their retail outlets.

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When Q.M.E. and Allstone Quarries needed a Crusher Boom System designed to suit their specific needs, they turned to Indeco Australia, a CMPA preferred supplier.

Both Indeco Crusher Boom Systems will have an industry leading Indeco HP1500 fitted to the purpose-built 5.5 meter boom and dipper arm assembly. Aimed at eliminating the conventional and hazardous methods of unblocking feeders by removing oversized stone from primary crushers, the Indeco Crusher Boom Systems will not only remove these dangers, but also significantly increased productivity and production.

Another innovative design of the Indeco Crusher Boom System is that it can be operated either from the mounting point of the arm or by mobile radio control giving an unrestricted view of the crusher jaw. This allows the operator to attend to the blockage from any access point or via cameras viewed from the remote operating cabin.

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visiting customers, taking sales enquiries, preparing quotations, liaison with the factory to delivery and commissioning of new equipment.

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Associates – Your Preferred Suppliers

TEJ PANESAR, CMPA Associate Chairperson reflects on the status of Associate Members as your Preferred Suppliers.

THE CMPA Associate Members have always played a vital role in bringing quality products and value-added services to the Voting Members. The coherence of the relationship has brought a sense of belonging and partnership that allows the comfort and freedom of a healthy interaction. At every step in the business relationship, the Associates have put their best foot forward to support the cause of the Quarries and Cement Mix plants. The Voting Members in turn have supported these suppliers and have now formalised their position by treating these Associates as their preferred suppliers.

Stickers have been issued that can be affixed by the Associates to their Vehicles and their quotes to reflect the preferred supplier status.

This will encourage a greater interaction with the site teams and Associates.

The Associates Directory, an exclusive reference manual of the CMPA, updated with the latest information on products and services along with Associates profiles, is now in hot circulation and will be available at every operational site and Voting member office and easily accessible to the operational staff and buyers alike for increased interaction with the Preferred Suppliers. It is intended to further strengthen the working relationship and bring high quality products and services at competitive prices to the users. I would personally request and encourage full use of the reference manual to deal with the Associates, yet expecting an ever increasing quality of attention.

The 2013 wall planner has also been released and allows for updating key activities and events at each site and office of both the members and Associates. It has been sponsored by key Associates whose adverts

border the planners and is another ready reference with contact details for enhanced interaction. The use of the planner and its prominent display also shows the pride and strength shared by the group and the bond that the group shares.

The CMPA Management Committee has very proactively supported the Associates and the secretariat has translated it with actions that are truly commendable. This encourages the Associates to support the CMPA with greater resolve and put their heart and soul to a cause. Together we can make CMPA stronger day by day and present a model of solidarity and purpose.

On behalf of the Associates I wish the CMPA, the Best of Seasons Greetings, a return from a well deserved break and the choicest of wishes for an excellent and successful 2013 and beyond. ■

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FIFO Capital – Getting on top of Cash Flow

ANDREW ALLEN, Head of Operations for FIFO Capital, reports on the challenge of getting on top of cash flow these holidays.

IT'S a very old story and it's known to every business – some trade debtors are slow payers and more so over the New Year's holidays. It's not that they won't pay. It's just that for a whole range of reasons, they take longer to put the cheque 'in the post.' Ordinarily that's not too much of an issue. But what if your own cash flow is going through one of those 'tight' periods? Or perhaps a particular job has been larger than usual so the amount outstanding is more significant. Similarly, any business subject to seasonal variation, and certainly every business that has experienced growing pains knows that 'cash is king,' and having funds locked up in invoices can be highly frustrating.

WHAT ARE THE OPTIONS?

According to Jaspreet Singh of FIFO Capital, invoice financing is the ideal solution for businesses with working capital stress. Invoice financing refers to the business selling one or more of its current invoices to a third

party, which then pays the business a large part of the face value of the invoice. In FIFO Capital's case, Jaspreet says that's 80% of the value. Then, when your trade debtor actually settles the account, FIFO Capital remits the balance of 20%, less its fee.

According to Jaspreet the advantages are considerable. "It could be that you want to invest in new plant or equipment, or you simply need a quick fix to meet your own obligations. Rather than having to go to your bank for additional overdraft or other borrowing arrangements that generally require collateral, you simply turn the asset you already have – the invoice, into instant working capital. It's amazingly quick, painless and efficient. And it's also becoming a preferred option. In fact, many banks will recommend it because it does not interfere in any way with your existing financing.

Recently an excavation business needed a one-off \$35,000 cash injection to pay for equipment and running costs for a large project which

they had just won. With only a handful of clients, their next round of invoice payments were a good 30 or so days out – leaving them well short of funds to commence the project. To quickly improve their cash flow position, the customer selected one of their outstanding invoices valued at approximately \$45,500 and 'sold' it to FIFO Capital – at which point an advance of \$36,400 was provided to the business. The business was then able to pay for equipment and labour allowing them to commence and complete the project without any cash flow disruptions.

In this instance, from first contact FIFO Capital advanced the funds within 24 hours. But Jaspreet says that after that first transaction, one fax or email is all it takes and subsequent invoices can be turned into working capital within 2 hours. ■

Anyone interested can discuss their requirements with Jaspreet at FIFO Capital on 1300 786 540 or Jaspreet.singh@fifocapital.com.

60 SECONDS WITH AN ASSOCIATE MEMBER...

What is your name? Jaspreet Singh

Who do you work for? FIFO Capital

How many years have you worked for this business? 1 year

How many years have you been involved in the Industry? 6 years

What is your role at the company? Franchisee

What does your job involve? Assisting businesses to grow by providing tailored cash flow solutions.

What is the best part of your job? Working closely with businesses and see them grow is very satisfying for me personally.

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TRAINING & EVENTS

CMPA AGM & DINNER 2013

Just a reminder to keep this one in your diary:

Date: Saturday 24th August 2013

Location: Peppers The Sands Resort, Torquay

Time: 6.30pm Dinner

Accommodation: Peppers The Sands Resort offers luxury accommodation and a harmonised balance of facilities that cater for conference, leisure and special events needs in the burgeoning peninsula area. The resort boasts 112 luxuriously appointed rooms. To make a booking call 03 5264 3333 or go to the website www.peppers.com.au/sands.

Refer to the CMPA website www.cmpavic.asn.au at any stage for an up-to-date list of all upcoming training courses and events and their relevant booking details.

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This covers two mandatory units in the Certificate II from the Resources and Infrastructure Industry Training Package, being RIIOHS201A and RIIRIS201B. It requires the attendance of both day's training and the successful completion of an assessment task.

Date: Friday 15th and Friday 22nd February 2013

Time: 8.30am – 4.30pm

Where: Northern Quarries, 375 O'Herns Road, Epping

Cost: TBA

Class Size: Numbers are limited to 12 so please get in early

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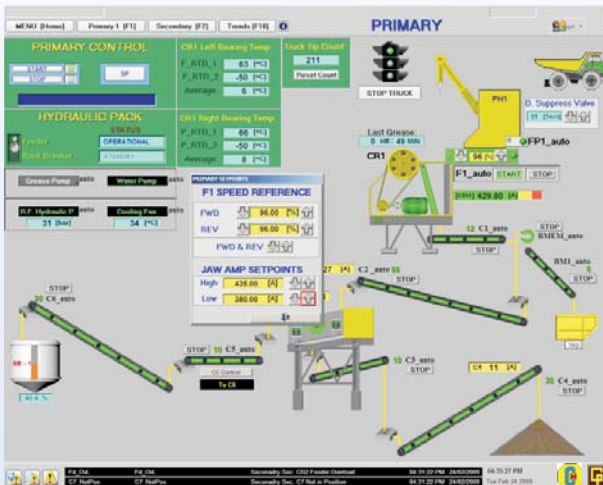
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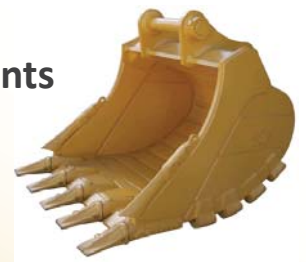
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