

April 2019

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Warm greetings

As we get into autumn months it's timely to reflect on how we remain creatures of the seasons.

Summer always seems so busy – with our annual holidays in the middle – that I think many businesses put off making changes.



By the time we get to the time the leaves begin to fall, I think we are ready to take stock. Of course, for many of us, we are now also into a new financial year.

I want to start this newsletter by doing a big shout out about mentoring and training.

Here at MinEx, we started an extractive industry mentoring scheme less than two years ago and it's gone gangbusters. There are now 30 mentors around the country, helping dozens of CoC oral exam candidates.

We recently received an email from Trish Costelloe, Health and Safety Coordinator at the Heaphy Mining operation near Westport. She thanked MinEx for establishing the mentoring programme, and especially acknowledged Terry

Donaldson from NZ Coal who had generously stepped in to mentor a young operator who needed some guidance towards his CoC exams. Trish said Terry's help was invaluable.

Recently MinEx took things to another level. We funded some mentoring and training for a couple of smaller operations as a trial. Keri Harrison – who was one of our first mentors and now runs her own consulting business – did this work for MinEx. I think each of the employers would have been happy to pay but I wanted to get a handle on the cost and what could be delivered.

What is coming out of this trial is that there is a big gap still between what volunteer mentors can provide – and what is actually needed. We need more people like Keri able to go into workplaces and provide training, not mentoring.

Have a look at the article on this further on in this newsletter to see where this might be heading.

Please also read the commentary provided about semi-automatic quick couplers and how these will be phased out. Many quarries continue to use quick-release couplers for ease of changing attachments on excavators. These should only be used after a manual check that the locking pin is securely in place, but we all know that most often it does not happen. A tonne of bucket steel falling off an excavator onto a worker from time to time is among the consequences.

Also, take note in this newsletter of WorkSafe's emerging crackdown on those without CoCs and the latest development in Australia on health and safety, where those in Queensland who deliberately flout legal requirements are going to jail.

Check out details of the Rock the Future project, asking schools to devise a 21st century quarry. If you have children or grandchildren who might be keen to enter – or a family member who is a teacher – please have a look at encouraging them.

And a final plug for the second Minerals Forum in Dunedin at the end of May – please do consider attending. Among a number of interesting presentations, I'm facilitating a panel discussion on the topic: *'Worker Health and its Impact on your Site's Productivity'*

Worker health is an area that is increasingly coming to the fore. And it has a big impact on your mine's productivity. A panel of mine managers and health professionals will answer your questions on managing worker health at your

site.

Autumn greetings to you all as you read this MinEx newsletter – stay warm and safe.

Wayne

Wayne Scott
CEO
AQA/MinEx

Mentoring can't fill a training gap

Recently, MinEx funded mentor and training coach Keri Harrison to go into a couple of North Island quarries to work with some staff seeking to pass their CoCs.



Keri Harrison (left) and one of her first mentees -
Lara Murphy

This is a step-up from the mentoring that MinEx started nearly two years ago. While the focus was on achieving CoC oral exam passes, Keri Harrison (who is Canterbury-based) spent some days at Prenters Aggregates quarry based in Dannevirke; and Barkers Contracting, centered near Hastings.

This was much more intensive than a few hours of oral exam coaching. It included Keri taking her two learners to other quarries, so they could observe a different environment.

I am yet to have a full discussion with Keri but a recent email I received from another mentor summed up some of the challenges we face as an industry.

"It has been painfully clear that the candidates I have been involved with cannot in all good consciousness be put into an oral exam following a couple of hours of polishing as their only preparation. In most cases the mentoring only happens in the last week or two before the exam and is generally a part of our

service which we do not charge for, this includes extra advisory Skype sessions, phone calls and general management problem-solving outside the exam framework.

The level of knowledge displayed by candidates with regard to practical on-site operations has been reasonably high. There is no doubt that these candidates are good operators, however, it's the lack of theoretical knowledge within the competencies and its application into the workplace where the issue lies.



In every case, following an initial assessment of the candidate's current knowledge base, it has taken around two to three months of weekly three-hour coaching sessions (if the candidate is available) to get them to a level where we can be confident they have a good chance of passing the oral exam. These sessions are more coaching than mentoring as the mentoring can only start once the candidate understands both their responsibilities and the language.

I like the concept of "giving back to the industry" and do so as much as I can, but it has to be within reason and it is not a one-way street. Employers and the candidates have to be prepared to do their part. Employers need to be prepared to give the candidate time to study and the resources to study with (training, time, access etc) and candidates need to ensure they do the work properly and keep up to date. If they don't, the chances of the mentoring and coaching sessions being worthwhile dramatically decrease. This is not about being good students academically, it's about being prepared to be a manager and work at management level with all the legislative, strategic and dynamic expectations placed on managers today."

I want to gauge whether other coaches/mentors are experiencing similar issues and how this is best dealt with.

First, I want to take my hat off to all mentors. You and your companies have been generous to a fault.

But, as noted, MinEx accepts that mentoring is only part of the solution. What we need is something much more comprehensive.

Keri's paid work in Hawkes Bay only confirmed what the email was saying. She refreshed her candidates with information on risk assessments and hazard management. Leadership, worker health and emergency management were also covered along with information to assist with their learning and more to follow when Keri got home. She noted both quarry sites were tidy and well maintained and they both take great pride in their management, with it being

hard to find hazards or items to remedy. So big ups there.



But we can't fill all training gaps with volunteer mentors.

MinEx is now giving serious consideration to how it can further assist. We may possibly be able to tap into some funding to help provide more on-site training.

I think there is a core message here. We need a wider discussion about training, who provides it and who funds it.

Rest assured, MinEx will do its part. We will lead that discussion and seek funding to assist but the industry has to step up to the plate.

WorkSafe taking a harder line

As if to reinforce the need to have qualified CoCs, WorkSafe is now getting tougher on sites that don't have CoCs.

We've just marked three years since the Health and Safety at Work Act came into force and WorkSafe has provided some leniency to the extractives sector until relatively recently.

It has identified 1200 quarry sites across NZ and last year

perhaps 300 did not have CoCs in place. WorkSafe has laid charges recently against two quarry operations over failure to comply with workplace health and safety legislation. The first was charged with failure to meet their duty of care, and for operating under a prohibition notice; the second was charged with failure to have on site a holder of a Certificate of Competence.



This is the first time WorkSafe has charged a quarrying operation under the Health and Safety and Work Act, other than as a result of an incident, since its establishment in December 2013.

I support WorkSafe's decision to take a stand, particularly if sites ignore the directions of inspectors, repeatedly. They've been visited and had the opportunity to rectify any shortcomings.

There's plenty of assistance available for all extractives sites and most

extractive operations are doing the right thing. A small number of operations risk the reputation of the sector. My advice? Put your hand up and ask for help; the time to think you can avoid detection or prosecution is over.

Queensland sends them to jail



Meantime, an Australian company director has been convicted of reckless conduct under Queensland's Work Health and Safety Act 2011 after a worker died falling off a roof in circumstances where the company had made a decision not to install safety rails at the worksite.

The director was sentenced to one year in prison (suspended after four months) and the company was fined \$1m. It is noted that since the death occurred, Queensland has introduced industrial manslaughter laws with significant penalties (that is a maximum penalty of 20 years imprisonment for an individual, or \$10m for a body corporate. [See WorkSafe Queensland's media statement.](#)

And yes, where Australia goes is where we are likely to go in the not too distant future.

Coupling up with Australia

In two years, Australia will also ban semi-automatic quick couplers. New Zealand is likely to follow.

A typical use is on an excavator which has many attachments such as buckets and hammers. The operator can drop one bucket and pick up another in a few seconds. Except he or she is also supposed to then check the safety pin is in place. Of



course, that takes time and often people don't bother. The consequence can be a tonne of steel bucket landing on a worker.

NSW Government agency, WorkCover, moved to phasing out of semi-automatic quick couplers in 2013 after two deaths in the first few months of 2012 due to quick coupler-related incidents, to be replaced by fully automatic quick couplers. Fatalities like these can happen when the attachment safety pin is not used (which WorkCover NSW says is up to 50% of the machines), or if the pin is not engaged correctly. See our [recent safety alert](#) for more guidance.

Dig in and help the kids

The Rock our Schools project is for primary and intermediate school students, asking them to design a quarry of the future. If you have children or grandchildren at school – or a family member who is a teacher - see if they are interested in the competition; then help them with it.

Today's students are tomorrow's quarry operators and managers, or the designers of our equipment – or at least, users of our material. See details of the school competition [here](#) and school resource material [here](#).



Join the Women in Extractives Network NZ

Earlier this month we were delighted to see the launch of the Women in Extractives Network NZ (WENNZ).

The aim of WENNZ is to increase the



number of women in the industry, enhance their visibility, and to facilitate networking opportunities and support in the extractives sector.

It also seeks to promote diversity and inclusion and to assist in growing the network of wahine toa at all levels, across New Zealand's mining, quarrying and drilling sectors.

If you, or someone you know is keen to take part or you have any ideas, register your interest at event@straterra.co.nz and please include your region.

Health and Safety Professionals Pipeline Project

HASANZ and WorkSafe are co-funding a Health and Safety Professionals Pipeline Project. This aims to understand the current knowledge and resources across many health and safety disciplines, and help plan what will be needed in 10 years' time.

Please help the project by completing this survey. We are told no identifying details will be used in any analysis or reporting from this survey. The survey will be open until 26th April.



Complete [the survey here](#)

MinEx 2019 workshops

The workshops are flying by - only 12 more to go.

This year we are running two half day sessions (on the same day) - so you can gain 2 lots of 4 hours of CPD in one day.

The focus is on Operating and Safety systems, Emergency Management, Leadership and Legislation - and we would like to acknowledge WorkSafe and Brofil for their support.

The cost to attend is a modest \$100 + GST and you **MUST** register beforehand.

Ashburton - May 1

Paeroa - June 5

Rotorua - June 6

Kerikeri - July 2

Dargaville - July 3

Invercargill - August 20 & 21

Greymouth - Sept 19

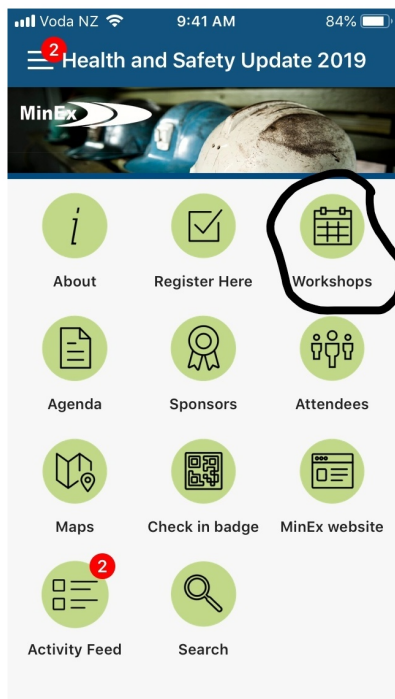
North Canterbury - Sept 25

Ngaruawahia - Oct 16

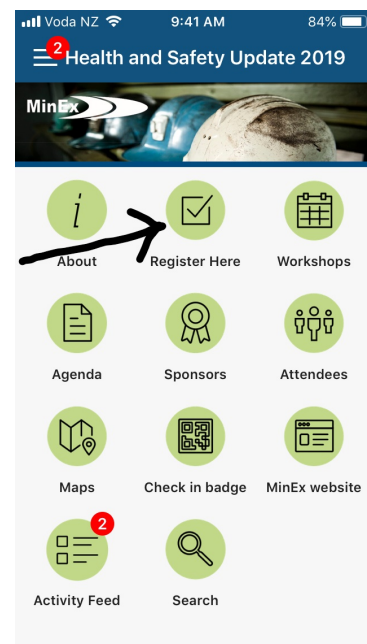
Taumarunui - Oct 17

Whakatane - Nov 7

To register download the MinEx app on your Apple or Android phone (see links below) and click *Register Here*.



To find a date for a workshop (without registering), download the app and click on *Workshops*



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With a huge thanks to our 2019 workshop sponsors



And finally ...

As we head into winter, it's conference season.

Please consider attending either or both of our two industry conferences.

I'm chairing a panel at the [NZ Minerals Forum](#) in Dunedin in late May.

And the [QuarryNZ Conference](#) in Invercargill July 17-19 promises attendees many pearls of wisdom among the oysters.

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