



## Welcome to the last Train Brain for the year

Before you track off for Christmas, we've got a trainload of good information we want you to take on board. That includes the dates of the first half of our MinEx regional workshops in 2023.

Have a look at what's already locked in through till June and see if we are rolling into your town. Our themes next year include a review of the health learnings from 2022, and a look at diversity and respect in the workplace.

That's something we all need to be thinking about given our need to attract more women and others who are underrepresented into our ranks.

Spelling that out is a report we cover from the Workforce Development Council which includes extractives. It warns we face being 40,000 people short in our wider manufacturing & engineering sector within five years unless we act now to widen our recruitment base and do better on training and retaining people.

That's one of the reasons behind MinEx helping bring together an event early next year to celebrate women working in our sector. The Komatsu Women in Extractives Lunch 2023 to be held in Christchurch on Friday 10 March, has awards honouring women who have made a difference. Please look at that story and pencil in the date.

In this Train Brain we also have the details of a revised MinEx booklet on slope stability which reflects the new quarrying regulations and the need to bring in geotech advice when you are working high-risk slopes which includes those above 15m.

We farewell MinEx's long-serving Chair (and Straterra CEO) Chris Baker who was a staunch supporter of improving the extractive sector's health & safety.

We also have commentary from Dr Mary Obele on the importance of getting enough sleep – particularly relevant as the year's end approaches and we are all getting more tired, which means higher risks.

On that note, can I alert you to two Toolbox tips that we've recently posted on the MinEx website. These are short sessions on [fatigue](#) and [mental health](#). Our Board has asked that we put even more focus on worker health going forward and these and other Toolbox tips (designed for use at smoko or more structured breaks) will be a resource you can draw on.

Here's hoping you can enter the New Year well-refreshed with some good health & safety practices at the forefront of your thinking.

Stay safe and best wishes.

Wayne Scott  
CEO MinEx and AQA

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## MinEx workshop dates for first half of 2023

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We've now confirmed dates for the first 9 of 16 MinEx workshops that we intend to run in 2023.

As we generally do, we are starting in February in the top of the South and West Coast. In April we will be in the lower South Island, in Northland in May and Gisborne in June.

We plan to visit Ashburton, Paeroa, Rotorua, Whakatane, Te Kuiti, Waipukurau and Palmerston North from August to October – dates TBC.

Our workshop themes next year will include a review of health & safety performance through 2022 in our sector and we are also going to explore diversity and respect in the workplace.

We will also look at:

- Learning from past incidents
- Principal Hazard Management Plans for quarries
- Changing our mindsets on fatal hazards and reporting

Here are the dates for the first half of the workshops. Please pencil these in for yourself and as many of your workers that could possibly attend. The costs are minimal and the learnings apply to people on the ground as much as those who manage them. I recall advice recently given by Australian H&S expert Jodi Goodall who MinEx recently hosted here; listen to your frontline experts – your workers.

- Nelson – Monday 13 February
- Blenheim – Tuesday 14 February
- Greymouth – Thursday 16 February
- Dunedin – Monday 17 April
- Invercargill – Tuesday 18 April
- Cromwell – Thursday 20 April
- Kerikeri – Tuesday 2 May
- Dargaville – Wednesday 3 May
- Gisborne – Wednesday 7 June

Payment by credit card is required for registration. [Register here](#), or head to our Training/Workshops tab on the MinEx website.

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## Confronting truths of our sector's skills shortages

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A critical skills shortage in the manufacturing and engineering sectors which includes quarrying and mining is set to grow by 38 per cent to 40,000 workers by 2028 if immediate action is not taken.

That's one of the stark, confronting truths in a report into the post Covid-19 workforce development needs in New Zealand's manufacturing and engineering sectors recently released, last week found.

It was commissioned by our pan-sector Workforce Development Council Hanga-Aro-Rau. Working with Deloitte, the report finds widespread disruption caused by Covid-19, immigration policy settings, constraints on supply chains and the international labour market. It says industry skills gaps will continue to widen if left unchecked.

While employment rates among other ethnic groups now exceed pre-Covid levels, the pandemic saw Māori and Pasifika participation in the national manufacturing and engineering workforce is as much as 25 per cent lower than before Covid-19.

The impact is even greater at a regional level, with an industry-wide employment decline recorded for up to 32 per cent of Māori and 18 per cent of Pasifika – in Waikato's manufacturing sector as an example.

Immigration restrictions and the loss of younger employees overseas under a possible brain drain scenario are key concerns for industry right now.

Small and medium-sized businesses were found to lack the capacity and training budgets

to keep up with the skills transformation – but they need the most support.

Opportunities were seen to increase the number of women and seniors in the manufacturing and engineering workforce and to improve retention rates and increase new hires into the sector through collective learning of best practices and targeted promotional initiatives.

To reduce the burden of costs from training in the workplace, cross-industry knowledge exchange and best practice needed to be facilitated to enhance the sustainability of businesses especially small and medium-sized enterprises (SMEs).

Hanga-Aro-Rau says it's clear our sector must act collectively – and immediately – to reduce barriers to developing an equitable domestic workforce.

Our WDC acknowledges this is a complex issue and will require a coordinated approach from industry stakeholders, the vocational education system and government support agencies to solve.

[Read the full report here.](#)

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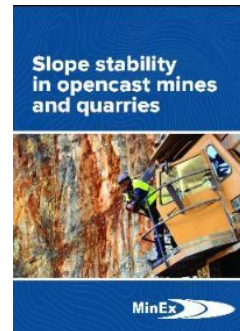
## High-risk working face requirements explained

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MinEx has produced a revised booklet providing advice on achieving slope stability. This follows changes in the new regulations for quarries, alluvial and opencast mining sites.

The main change is the introduction of a defined high-risk working face which now requires all quarries, opencast and alluvials to obtain competent geotechnical advice about any high-risk working face at a site.

That advice must then be taken into account in developing, documenting, implementing and maintaining the health and safety management system for the operation.



The Health and Safety at Work Act (Mining Operations and Quarrying Operations) Regulations define high-risk working faces as being more than 15 metres high; or posing a significant risk to workers as a result of the height of the working face, the ground type at its base, angle of its slope, its strength, composition or geological structure or presence of water on or around it.

Another definition of a high-risk working face is where it is part of an excavation that, at its deepest, is more than 30 metres below the surrounding ground level.

You can find a copy of the revised Slope Stability booklet on our [website](#).

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**It is a good idea to record your CPD restricted and unrestricted hours every time CPD is done. It only takes a few minutes!**

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## Farewell Chris and thanks

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Chris Baker stepped down earlier this year as Chair of MinEx after a decade in the role.

MinEx CEO Wayne Scott says Chris had a profound commitment to delivering better health and safety performance from the extractives sector.

“We are very much a stronger organisation for the contribution Chris has made. MinEx is in

a very sound financial and performance position, in part because he drove the initiative to bring MinEx (and the AQA) into one office with Straterra where he was also CEO for 12 years."

"That change continues to deliver real value for each of the organisations, not least MinEx as the smallest," says Wayne.

"It's allowed me as CEO to concentrate on improving our sector's health & safety, secure in the knowledge that MinEx was being supported and administered through the shared office structure."

Wayne says Chris ensured Board meetings were conducted in a harmonious and constructive manner marked by his good humour.

"Chris was an excellent chair and his extensive knowledge and networks in the wider minerals sector were real assets for MinEx."

Chris is now engaged in consultancy and director duties while enjoying a quieter life.

Joe Edwards, who represents the tunnelling sector on the MinEx Board, is Acting Chair and Josie Vidal has come from a senior role at la Ara Aotearoa Transporting New Zealand to become CEO of Straterra and MinEx Board member.



Chris Baker

## WORKSAFE

Mahi Haumaru Aotearoa

### All mines, tunnels, quarries and alluvial sites are required to complete a quarterly report for WorkSafe

[Changes to the health and safety at work \(mining operations and quarrying operations\) regulations 2016](#) came into effect on 18 July 2022.

One significant change means that all mines, tunnels, quarries and alluvial sites will be required to complete an [operations quarterly report form](#) for WorkSafe every quarter.

The first quarter commenced on 1<sup>st</sup> October 2022, and you will be required to complete the online quarterly return for the quarter Oct-Dec, in January 2023.

WorkSafe have prepared a [step-by-step guide](#) to assist sites in preparing their quarterly report which can be found on the MinEx website.

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# Sleep is a natural performance enhancer

## by Dr Mary Obele

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A number of things enhance your work performance; you should limit your work to 50 hours per week, allow time for rest, social & leisure activities – and critically, get enough sleep.

Sleep makes you potent and powerful. It can improve your mathematical skills, decision making, judgement, speed, accuracy, reliability, coordination, communication and your emotional control. Wow!

When the work piles up, we tend to work more hours and sleep less. But that's not a good return on invested time. Lack of sleep makes you less productive. When you are tired, you have mood swings and upset people. You get snappy and irritable, or uncommunicative and withdrawn. And the work piles up.

Good sleep habits increase your chances of a good sleep:

- Routine – getting up and going to bed at the same time each day gets your body into a good sleep rhythm.
- Unwind – do some stretches, read a book, have a warm shower, be consistent so your mind and body get trained to prepare for sleep.
- Disconnect – switch off the TV, phone, computer and other devices.
- Comfort – get rid of the clutter in your bedroom, buy a new pillow, make sure your bedroom is dark, quiet, undisturbed and comfortable.
- Light – get at least 20 minutes of natural bright light when you wake up.
- Look after you – your mind and body need healthy food, exercise, and good relationships.

The last two hours of an eight-hour sleep are the most important, so don't miss sleep and get up too early.

If you can't sleep, get out of bed and do something quiet – no screens, no eating or drinking, no work. Manage your worries – write a journal, talk to a friend or a mental health professional. Get physically and mentally tired during the day. And please, sort out your snoring – lose weight, drink less alcohol, see a doctor.

Things we know DON'T work:

- Sleeping pills – don't give you a deep, refreshing sleep and don't work long-term.
- Alcohol – makes you feel sleepy but then you get night sweats, restlessness and frequent waking, not to mention a hangover the next day.
- Caffeine, cigarettes and drugs – don't promote good sleep.
- Naps – if you have to have a nap, limit it to 30 minutes and stay awake at least 4 hours before you go to bed.
- Party all night and work all day – respect your health and sleep 8 hours if you can.

Good quarries and mines promote good sleep and a positive culture at work. Think about the importance of sleep to your staff when doing rosters:

- Have reasonable workloads and performance expectations.
- Include travel time.
- Set complex and dangerous work to be done early, when people are more likely to be alert.
- Use forward rotation day-afternoon-evening.
- Limit work to a maximum of 5 consecutive workdays.
- Roster free weekends as much as possible.
- Give at least 24 hours' notice for out-of-hours work.
- Minimise after-hours communications and work.
- Try not to add overtime to evening or night shifts.
- Move away from rewarding workers for working very long hours or being available to work after hours.

Good leaders (all of us) talk about good sleep and model good sleep behaviour:

- Value the importance of family time and down time, away from work.
- Watch out for signs of poor sleep – tiredness, irritability, dizziness, nausea, headaches, poor memory, attention, concentration or focus, slow reaction times, mistakes, and accidents.
- Support workers to seek help for their sleep problems.

\* Dr Mary Obele is a specialist Occupational and Environmental physician, a long-time friend of the extractives sector and a presenter of the IOQNZ's Jim MacDonald lectures.

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# Women in Extractives being recognised

MinEx is honouring former Board member, the late Kristy Christensen, with a memorial award to be presented at an event next March for women working in the extractive sector.

CEO Wayne Scott says Komatsu has confirmed it will sponsor the Women in Extractives Lunch to be held at Christchurch on Friday 10 March. The lunch is being organised by Straterra, the AQA and MinEx. See article further on for more details.

Kristy will be posthumously given the inaugural Kristy Christensen Memorial Award for championing diversity in the workplace.

“Kristy did a huge amount to advance the cause for women who want to work in our sector, so it’s right and fitting we name an award after her and that she is the initial recipient,” says Wayne.

Kristy passed away in February from breast cancer. After qualifying as a geologist she worked at Waihi’s Heritage Gold mine before moving to an underground coal mine in central Queensland. On her first day she was briefly banned from going underground because her 1,200 male co-workers didn’t believe a woman would work in a mine.

She then faced issues including no female toilet on shifts lasting up to 12 hours and ill-fitting PPE designed for men.

Through her career and her company, Shesfreetobe, Kristy continued to advocate for women in extractives and in 2020, was the only New Zealander named among 100 Global Inspirational Women in Mining.



Kristy Christensen

## Komatsu Women in Extractives Lunch 2023



### Three new industry awards launched

Three awards will be presented at the inaugural **Komatsu Women in Extractives Lunch**, to be held in Christchurch on Friday, 10 March 2023.

These awards are to celebrate diversity and inclusion in the extractives industries and are supported by Straterra, AQA and MinEx.

In 2023, the Kristy Christensen Memorial Award (sponsored by MinEx) will be awarded to Kristy Christensen posthumously in recognition of her valued contribution to diversity and inclusion in the industry. This award will be open to nominations in 2024 and is to recognise someone who has been a champion for diversity. A champion is someone who believes in, supports, and fights for a cause. They will be a leader within your company that supports diversity and inclusion in the workplace and who will find ways to make it happen in a way that benefits all involved.

## The awards

Straterra, AQA and MinEx are accepting nominations for the following two awards:

### Emerging Star Award (sponsored by MITO, a division of Te Pūkenga)

To recognise a young person who over the past year, and during their career, has demonstrated exceptional leadership skills, unwavering commitment to outstanding personal performance, and innovative thinking to provide value for their company, as well as for themselves. In demonstrating leadership, they will show consideration for all their colleagues.

### Leader of the Year (sponsor TBC)

To recognise a leader who has demonstrated vision, dedication, and determination for their team to succeed. This person will be a leader who develops their team members through purpose and passion, sharing of experience, and a commitment to teamwork. They will have demonstrated a commitment to diversity and inclusion in their everyday work.

### Nominations/entries

Please send your [nominations/entries](#) to [team@straterra.co.nz](mailto:team@straterra.co.nz) by COB Tues, 8 February 2023.

### Judging

Award judging will be undertaken by a panel from Straterra, AQA and MinEx. The judges' decisions will be final.

You can purchase tickets [here](#) with venue details in Christchurch will be advised to ticket holders.

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## Targeted training and apprenticeship fund to close

Inside Resources - by Colin Willisroft



Extractives industry training provider MITO will resume charging fees to employers next year, with the Government's Targeted Training and Apprenticeship Fund closing on 31 December.

Employers who have trainees enrolled in MITO programmes with annual fees will receive an invoice in January that will cover the period to the 'anniversary date' when each trainee began their training.

Invoicing will then occur annually from that 'anniversary date'.

For example, for an enrolment that started on 1 June 2022, the employer will receive an invoice in January 2023 covering fees for the period 1 January 2023 to 31 May 2023.

An annual invoice will then be sent in June 2023 to cover 1 June 2023 to 31 May 2024, and annually thereafter.

For trainees enrolled in MITO programmes with fixed fees that commenced in 2022, employers will be invoiced a pro-rata portion of the training fees from 1 January until the expected completion date, except for trainees who are expected to complete their programme prior to 1 March 2023.

New enrolments in 2023 will be invoiced for the full training fee on the date of enrolment. Some trainees will still be eligible for assistance under the separate Fees Free scheme.

### Training activity

There were 286 enrolments in MITO extractives programmes over the year, as at 17 November.

Of those, 43 were in the A Grade Surface Extraction programme, with three in the A Grade Tunnel Manager programme.

B Grade Surface Extraction had 123, with six in B Grade Tunnel Manager.

Incident Investigation had 18, with eight in RockUp, a micro-credential for schools.

The Safety Critical Explosives Knowledge programme had 17 enrolments, with 10 in the Safety Critical Surface Manager programme.



If you know of anyone who would like to receive the Train Brain email [office@minex.org.nz](mailto:office@minex.org.nz) and we'll help keep their training on track

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## MITO Courses

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Visit the [MITO website](#) for details on qualifications and courses you can do through MITO.

Contact MITO on 0800 88 21 21 to enrol.



### 2023 SCHOLARSHIPS ARE OPEN

A reminder to get your scholarship applications in by **16 December 2022**.

If you are working in the automotive, extractives, gas, transport or logistics industry, a scholarship is a great way to advance your career by completing a national qualification. In partnership with Inspiring Futures Foundation, there are numerous scholarships available across 12 categories.

A new category honours MITO's previous Chief Executive - the Janet Lane MNZM scholarship will be awarded to an individual that shows great promise in leadership. The recipient of this scholarship will be given the opportunity to complete a university Graduate Diploma or a management, leadership, governance and strategy course at Harvard University.

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Remember to keep all evidence of CPD activities to provide when you apply/renew your CoC

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Tai Poutini Polytechnic are currently running A & B Grade Quarry courses in Greymouth, Christchurch, Gore and Palmerston North.

To view available courses please go to <https://tpp.ac.nz/study-options/civil-and-mining/quarryandmining/> or contact Nicole Scalmer on 03 769 9645 or [nicoles@tpp.ac.nz](mailto:nicoles@tpp.ac.nz).

Target Training and Apprenticeship Fund (TTAF) for free training in critical industries like construction, agriculture, community support, manufacturing and more until the end of 2022.

Students may be eligible for free fees, see more information [here](#).

## ACT Safety Courses



See our list of courses for December 2022 and January 2023. Click on the relevant link for more information and to book.

### DECEMBER 2022

Date	Units	Description	Booking
5-7 December	7143-7144	Inspect and Report	<a href="https://book.actsafety.co.nz/event?id=2415">https://book.actsafety.co.nz/event?id=2415</a>
8-9 December	30902	Plant equipment	<a href="https://book.actsafety.co.nz/event?id=2416">https://book.actsafety.co.nz/event?id=2416</a>
12-13 December	28983	Risk Management	<a href="https://book.actsafety.co.nz/event?id=2417">https://book.actsafety.co.nz/event?id=2417</a>
12-13 December	17694-21152	Explosives	<a href="https://book.actsafety.co.nz/event?id=2418">https://book.actsafety.co.nz/event?id=2418</a>
15-16 December	8902-8905-8909-8922	Safety Check	<a href="https://book.actsafety.co.nz/event?id=2419">https://book.actsafety.co.nz/event?id=2419</a>
15-16 December	21151	Rehabilitation	<a href="https://book.actsafety.co.nz/event?id=2420">https://book.actsafety.co.nz/event?id=2420</a>
19-20 December	16686	Incident Investigation	<a href="https://book.actsafety.co.nz/event?id=1638">https://book.actsafety.co.nz/event?id=1638</a>

### JANUARY 2023

Date	Unit	Description	Booking link
16-17 January	16686	Incident Investigation	<a href="https://book.actsafety.co.nz/event?id=2421">https://book.actsafety.co.nz/event?id=2421</a>
16-17 January	21156	Environmental	<a href="https://book.actsafety.co.nz/event?id=2422">https://book.actsafety.co.nz/event?id=2422</a>
19-20 January	26855	Human Factors	<a href="https://book.actsafety.co.nz/event?id=2423">https://book.actsafety.co.nz/event?id=2423</a>
19-20 January	21156	Environmental	<a href="https://book.actsafety.co.nz/event?id=2424">https://book.actsafety.co.nz/event?id=2424</a>
23-24 January	17694-21152	Explosives	<a href="https://book.actsafety.co.nz/event?id=2425">https://book.actsafety.co.nz/event?id=2425</a>
26-27 January	8902-8905-8909-8922	Safety Check	<a href="https://book.actsafety.co.nz/event?id=2426">https://book.actsafety.co.nz/event?id=2426</a>
30 Jan – 1 Feb	7143-7144	Inspect & Report	<a href="https://book.actsafety.co.nz/event?id=2427">https://book.actsafety.co.nz/event?id=2427</a>

