



# AUSBITS



Issue 8 • 2012

**Supply Direct - a link in the chain**

**MinAnalytical - The first pour**

**Career paths in Africa**

**BRINGING MORE TO MINING**

# AUSBITS



## From the MD

I would like to welcome all staff, clients, suppliers and shareholders to our eighth newsletter. It's getting better and better every issue.

### We have done it again!

Another first half record revenue and record profit on all comparatives (see Shareholder Corner).

A fantastic result due to the dedication and hard work of all staff, across all the business units within the group.

During the past six months we have seen an increased level of activity throughout the operations from contracts previously awarded or renewed. Contracts like –

#### Australia

- RC Grade control contract at FMG
- Drill & Blast contract with Mineral Resources
- Drill & Blast contract with First Quantum
- Equipment Hire Contract with Central Norseman
- Equipment Hire Contract with Kimberly Metals Group

#### Africa

- Mining Contract with Perseus
- Mining Contract with Adamus
- Mining Contract with Golden Star
- Exploration Drilling Contract with Newmont

We are also actively bidding for many new contracts both here and in Africa.

#### Safety

We are continuing to work on improving safety performance. It is my unfortunate duty to remind every employee that we suffered two fatalities in our African operations last year. We lost site supervisor Joe Egan in a bulldozer accident and Michael Gyamfi who was also fatally injured in a bulldozer incident.

The heartbreak and sorrow the families of these two men have suffered is immeasurable and our thoughts and prayers go out to them.

These accidents should not have happened and I would like to remind every employee within the group that they have two roles as an employee of the company –

1. To provide the skills they were employed for and carry out their work safely and diligently
2. More importantly to be forever alert to the risks to themselves and all their workmates around them.

There is a poem on page 20 of Ausbits that emphasises the need for us all to look out for our workmates, and to never have to live with the regret that you could have done something to avert a life threatening incident.

#### Frontline Management Programs

I am very pleased to report that we have commenced our third Frontline Management Program with another 22 participants. The previous two programs had provided 40 graduates who are the champions of our safety culture and continuous improvement program.

#### 25 Year Book

As at the 23rd December 2011 Ausdrill technically turned 25 years of age.



Ausbits is published by  
Ausdrill Ltd

PO Box 1540  
Canning Vale  
Western Australia 6155  
Telephone **(08) 9311 5666**  
Facsimile **(08) 9311 5667**  
Email **ausbits@ausdrill.com.au**

Cover photo: Loading a chartered ship  
for Ausdrill Operations  
in Africa

Technically because that was the date the Company was registered. I think we officially kicked off on 26th February 1987, either way we are 25 years old and what a ride. There has been a few tears, a lot of laughs and an enormous amount of satisfaction and pride in what we have achieved.

To remind ourselves of our achievements the Company has commissioned Hugh Brown, our contract photographer, to produce a 25 Year Anniversary Year Book of photographs and short stories that will be delivered to all staff and shareholders in the next few weeks.

#### Christmas Parties

What parties! Big kids and little kids. The little kids had close on 1000 people. There must have been 1000 as we gave away that many ice creams from the new Fire Engine/Ice Cream Truck. With all the new rides and prizes the kids took home it made for a fantastic day. And I know my grandkids are looking forward to next year already.

The "word on the street" is that next year there will be a new float to compliment the new Fire Engine and the "word is" it looks like an ambulance. The big kids had over 700 people attend and a great night was had by all. Particularly Stella Clack who won the talent competition with her singing skills. I would also like to thank her for the hard work she put into organising both "kids" parties.

There is one small matter of a young man who performed a "streak" towards the end of the evening. There has been a bounty of 4 potato peelers and 4 knife sharpeners put on his head, with little response. We may have to release more telling photographs if he is not apprehended or gives himself up soon.

#### Ausdrill Way

I would like to thank everyone who has joined the Ausdrill Way. Over the past year the uptake has been tremendous with over 90% uptake to Christmas raising \$150,000 for the social club and Ausdrill has matched this with \$150,000 for the benefit fund, which has already helped support four of our fellow employees.

#### The Company is in great shape.

Have fun, enjoy your job, stay away from drugs, be safe and look out for your workmates and family.

Ron Sayers

#### ABOUT AUSDRILL

Ausdrill is a diverse and integrated mining services group providing exploration drilling, assaying, drill and blast, contract mining, equipment hire, procurement, logistics and manufacturing services to blue-chip mining and resource companies with operations in Australia, Africa and the UK.





# SHAREHOLDER CORNER

## FIRST HALF HIGHLIGHTS

- Revenue is up 23% from \$416.0m to \$511.7m
- EBITDA is up 48.8% from \$95.9m to \$142.7m
- EBIT is up 53.1% from \$56.6m to \$86.7m
- Profit attributable to Ausdrill is up 50.4% from \$36.3m to \$54.6m
- Basic earnings per share is up 30.4% from 13.87 cents per share to 18.09 cents per share on an enlarged capital base
- Interim Dividend increased to 6.5 cents per share, fully franked
- Continuing positive outlook for the mining sector with Africa poised for strong growth

## AUSDRILL DELIVERS A 50% INCREASE IN HALF YEAR NET PROFIT

Ausdrill announced a record net profit attributable to Ausdrill of \$54.6 million for the half year to 31 December, 2011.

The increase in revenues and profits is as a result of the increased level of activity resulting from a strong resources sector and the benefits of the Group's strategy of providing a diverse and vertically integrated service to the mining industry.

EBITDA has increased from \$95.9 million in the previous corresponding period to \$142.7 million for the half year to December 2011. The EBITDA has increased from previous periods arising from the benefits of vertical integration and in particular the higher levels of intra-group sales from the manufacturing division, the improved performance from the African Underground Mining Services joint venture, the turnaround of the Energy Drilling business and the first full six months of contribution from Connector Drilling.

EBIT has increased from \$56.6 million in the previous corresponding period to \$86.7 million for the half year to December 2011 whilst the EBIT has improved from that seen in the half year ended June 2011. EBIT includes the contribution from the African Underground Mining Services joint venture of \$6.4 million as well as the amortisation of intangibles arising from the Brandrill and Connector acquisitions.

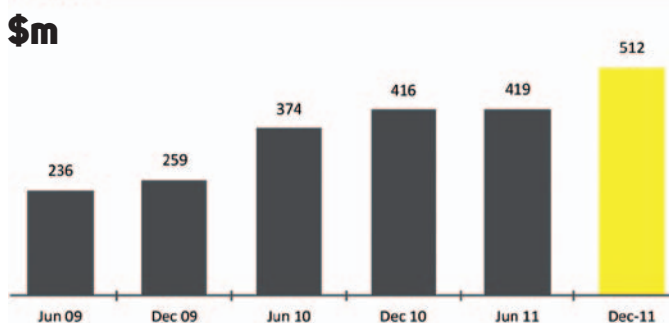
The after tax profit attributable to Ausdrill shareholders has increased from \$36.3 million in the previous corresponding period to \$54.6 million for the half year ended December 2011. The improved profits also include an additional tax expense of \$2.4 million in relation to the Brandrill acquisition which arose due to a change in tax legislation.

During the half year to December 2011 Ausdrill continued to expand its asset base and acquired plant and equipment of \$158 million. The increased capital expenditure is required to meet the growing demand from the mining industry with approximately half of the amount expended in West Africa. Australian growth areas include Connector Drilling, Energy Drilling Australia, Ausdrill Mining Services as well as the core drill & blast business.

The growth in business levels is not possible without human resources and the Ausdrill group has increased total staff from 3,802 at 31 December 2010 to 5,054 at 31 December 2011 (this includes the AUMS joint venture where staff numbers have increased from 362 to 570).

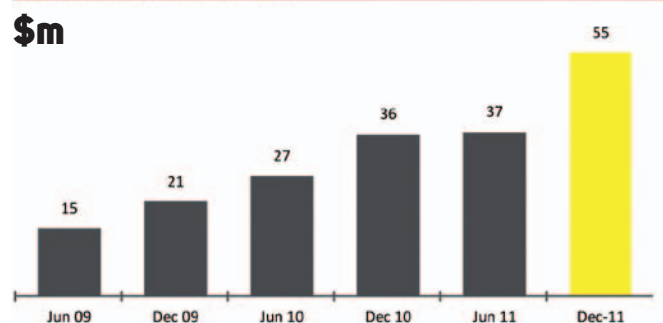
José Martins - General Manager Corporate Finance & Investor Relations

Revenue



Six month comparative

Profit attributable to Ausdrill



Six month comparative

MinAnalytical  
LABORATORY SERVICES AUSTRALIA PTY LTD

THE MINERS  
REST

DT  
HERCULES  
AUSTRALIA

REMET  
ENGINEERS

ENERGY  
DRILLING  
AUSTRALIA

AMS  
AFRICAN MINING SERVICES

synegeX

CONNECTOR  
DRILLING

LOGISTICS DIRECT

SUPPLY DIRECT  
Mining Supply and Logistics

# FOOD RESCUE – Saving Fresh, Nutritious Food



**Ausdrill is very proud to be a founding sponsor of Western Australia's own Food Rescue.**



**FOOD RESCUE IS THE MISSING LINK BETWEEN THE THOUSANDS OF TONNES OF FRESH, NUTRITIOUS FOOD THROWN INTO LANDFILL EACH YEAR BY THE FOOD INDUSTRY AND THE THOUSANDS OF HUNGRY AND DISADVANTAGED PEOPLE IN NEED.**



Food Rescue works with a network of charities, agencies and programs that reach people in need. Their values are Respect, Integrity and Compassion for all humanity and the environment. Organisations that benefit from their work include homeless shelters, women's refuges, youth crisis accommodation centres, drug and alcohol crisis centres, struggling families and the aged community.

Ausdrill has combined with GR Engineering and Argonaut Securities to donate three new refrigerated vans for Food Rescue to collect and distribute donated food to organisations that can put it to good use.



To further support Food Rescue, Ausdrill will cover the maintenance, operating and fuel costs of the van over the coming four years.

Food Rescue is supported by many volunteers, businesses and high profile individuals. It has been spearheaded by the amazing and passionate Jacqui Jordan who has pursued her dream of establishing this very worthwhile charity. Food Rescue's mission is to alleviate hunger and reduce food wastage by rescuing fresh, nutritious food and distributing it to people in need. They do this with respect, integrity and compassion for all humanity and the environment.

Jacqui held the launch of Food Rescue in November to celebrate this milestone in the food industry of WA. It was a wonderful night of fine food, wine and entertainment. The launch was supported by 10 of Perth's most celebrated chefs, including Food Rescue's advisory board members and Ambassadors Russell Blaikie [Must Wine Bar] David Coomer [of Star Anise fame and Pata Negra] Vince Garreffa [butcher to the stars and Mondo's Butchers] and Neal Jackson [Jackson's Restaurant].

The three new vans were on display throughout the evening, which was held in the new facilities in Belmont. With our support and the collective force of other donors, supporters and volunteers, Food Rescue is sure to make an enormous difference in the lives of a great number of Western Australians. It will help to make good use of fresh, nutritious food that would otherwise be wasted. With the energy, passion and compassion of its founder, Jacqui, driving the charity, Food Rescue will make an impact on thousands of Western Australians' lives.

Ausdrill is proud to be a supporter of Food Rescue and wishes Jacqui and her team great success in the future.

Brad Loan - Employee Relations Advisor

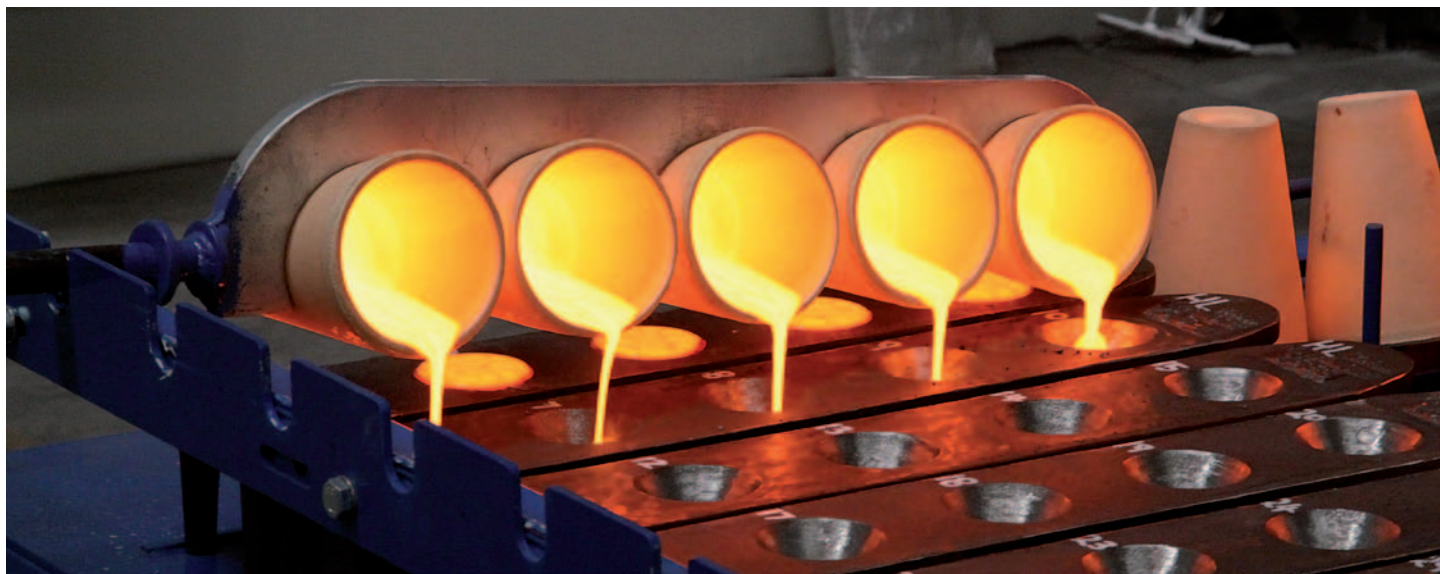


**For more information on this fantastic charity or to make a donation please follow the link - [www.foodrescue.com.au](http://www.foodrescue.com.au)**





# MINANALYTICAL – First Gold Assay



After months of test work and validation, the 15th of November 2011 provided an important milestone for MinAnalytical Laboratory Services Australia with its first Gold Assay and commissioning of the Sample Preparation sections. This coincided with the commissioning of the group's first Portable Preparation Unit in Ghana and the arrival of its initial batch of samples from Adansi Gold Limited. Our team members Ross Hunter and Dave Martin along with Mike Keegan - Supply Direct, Peter Gralla - Logistics Direct and Joe Kavanagh (with support staff from AMS) are to be congratulated on the successful start up of this project.

The Adansi Portable Preparation Unit is an important first step in the development of the synergies between the Ausdrill Group and MinAnalytical. With African Mining Services owning and operating the Adansi Unit and MinAnalytical providing the training, technical backup and, of course, the analysis of the weekly shipments of samples to Canning Vale. With a number of similar

projects coming on stream and a second Portable Preparation Unit being delivered to Ghana it is hoped these relationships continue to grow, thus providing an important one stop shop for explorers and miners in West Africa.

As far as our operations in Perth go, it is expected that the remaining departments and instruments will be completed and on line late February, once method development and validation has been completed. Samples for Low Level Gold and Base Metal Analysis will be assayed using a fleet of newly commissioned Inductively Coupled Plasma / Mass and Optical Emission Spectrometers (ICP/MS and ICP/OES). These very sensitive instruments will allow the chemists and technicians at MinAnalytical to analyse most elements in the periodic table down to levels of only a few parts per million and for some elements, a few parts per billion.

Since inception the team at MinAnalytical have focused on creating a state of the art



laboratory using their combined experience within the industry. Fortunately we have been able to build on this team with some very experienced and qualified people.

Unfortunately shire approval and subsequent building delays have hindered the progress. By the end of the first quarter of 2012 we will have a fully operational laboratory providing an exciting alternative option in the minerals assaying industry.

Lee Gough - GM Operations





# SUPPLY DIRECT - Forming a Link in the Chain



*Loading an entire ship chartered by Supply Direct*

Supply Direct was formed in 1994 to help with the supply of goods to Ausdrill's offshore operations. Due to the lack of available spare parts and consumables required to run Ausdrill's mining operations in places like Guinea and Ghana it was decided that Ausdrill would create its own supply and logistics arm, thus heralded Supply Direct. Initially it was run by a very small team operating within Ausdrill's Kewdale office.

The prime reason for the establishment of Supply Direct was to provide a solid supply base to assist Ausdrill companies to grow – to provide stable, reliable and direct supply lines from various manufacturers and suppliers, through our purchasing, stores and logistics operations to the frontline of Ausdrill's expanding international business.

Once Supply Direct was fully operational and the Ausdrill troops in Africa were receiving a relatively consistent supply of equipment (sea containers were being packed and sent on a regular basis) other mining and drilling companies started to take note. Some initially made approaches to book container space with the Ausdrill people on site. It was not long before Supply Direct was supplying several other companies. Supply Direct now has branches in Johannesburg, South Africa, Farnham in the UK as well as in Ghana. Supply Direct now has the global footprint required to service the ever expanding mining industry.

Alongside this we also operate "Logistics Direct" in Ghana which handles the freight that we send into the country. Coordinating

and handling the range and size of goods being sent is a feat in itself. Supplies and equipment for the mining industry do not fit into neat packages. Some orders are urgent and some items are enormous. This created a logistical challenge that Logistics Direct continually meets.

Supply Direct has grown over its 17 years in operation and now occupies new premises in both Canning Vale, Johannesburg and the United Kingdom. With a staff of 82 spread globally, Supply Direct dispatches between 15 and 20 tonnes of airfreight, and approximately 15 containers of equipment, via sea per month to our operations in Ghana, Tanzania and Zambia. With the increasing volume of freight being dispatched to our other customers around the world, we







now frequently charter full container ships to East and West Africa loaded with enough equipment to start up a new contract; everything from drill rigs, motor vehicles (from light vehicles to 100 tonne dump trucks) and all the necessary supporting vehicles and cranes. To this we add fully packed sea containers full of consumables and safety supplies (PPE).

We have also chartered 225 tonne Russian Antonov cargo planes and loaded them with motor vehicles and a complete Schramm drill rig.

The Ausdrill group of companies has grown to the point where Supply Direct is now one link in a comprehensive chain, incorporating

design, engineering, manufacture, purchasing, transport, distribution and mining operations. Drill Rigs Australia designs and builds drill rigs. Remet Engineering and Drilling Tools Australia manufacture drill rods and drill bits. Supply Direct sources and dispatches these and other inventory. Logistics Direct arranges transport and distribution into our own companies operating in West and East Africa.

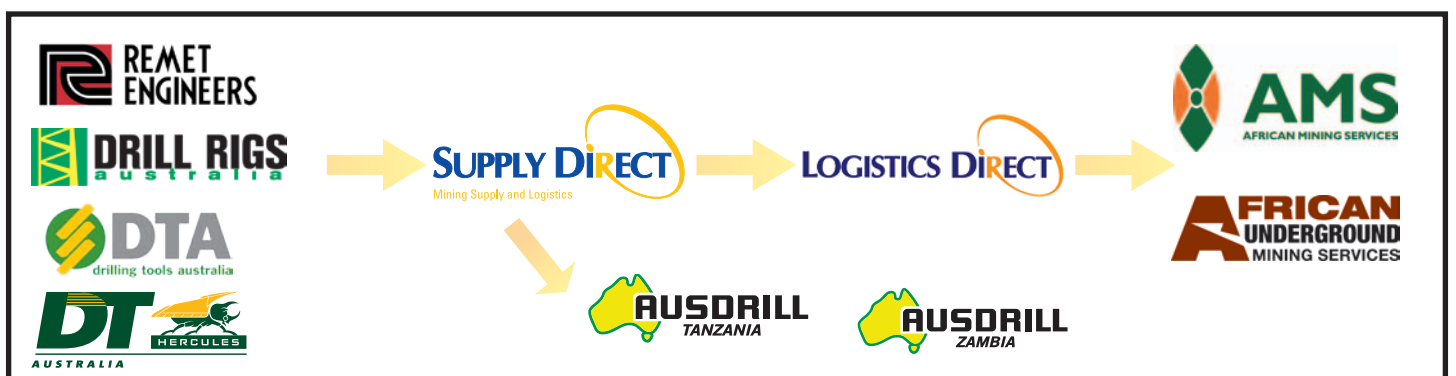
Outside what we supply within the Ausdrill group of companies both locally and overseas with African Mining Services (AMS) in Ghana, Mali and Burkina Faso and Ausdrill East African operations in Zambia and Tanzania, Supply Direct also supplies parts, equipment and/or logistics services to other

major mining related companies throughout the globe from Bulgaria, Mauritania, Eritrea to the Asian Pacific

Our client list includes major mining related companies such as, Newmont, Anglo Gold, Drillcorp Sahara, Capital Drilling, Bisha Mining, MMG Lane Xang, Phu Bia. Supply Direct purchases and freights equipment to these companies which are based throughout Africa, Egypt, Bulgaria, the Philippines and parts of Asia.

"When travelling the world be sure to keep an eye out for wooden crates with the name Supply Direct branded on the side."

Colin Hutcheson - GM Australia  
Mike Keegan - GM International





# AUSDRILL TANZANIA

## - The New Office, Store, Workshop and Yard

Ausdrill Tanzania has continued to grow since officially commencing in July 2009. The company now operates 12 blast hole rigs, two RC rigs, three diamond drill rigs and three multipurpose rigs. The total workforce is 270 national personnel and 30 expats. Up until June 2011 the Tanzanian operation has been run from the Geita Gold mine site, but the ongoing growth has meant that the old base has been outgrown.

The Regional Manager of East Africa, Chris Gall, and his team have been working on the new Mwanza facility in Tanzania for the best part of 18 months now. During this time the focus was shifted to setting up the new company in Zambia and work had to discontinue for a period of time. This slowed things up but good progress is now being made.

They have been working seriously on the facility again over the past four or so months and have leased the adjoining block and removed the internal wall. Earthworks have been started on that block to allow the expansion of the yard area. They are still a bit crowded at present but soon there will be plenty of room to operate.

It has been a very labour intensive operation to set the ground structure correctly. This yard and the surrounding area was and still is used as rice paddies. They have removed between 500mm – 750mm of the top soil and then back filled with compressed rock. They then spread laterite over the rock and compressed again. Unfortunately there has been a major wet season this year and the rock fill has sunk in certain areas. The photograph (bottom right) depicts a contractor removing all the laterite and rocks then digging down through the natural soil until such time as firmer ground was hit. The holes were then back filled with truck loads of the rocks again and then the lot was recompacted.

The office and stores are fully operational now and the workshop is about 50% completed, with around 14 staff members working in the new facility. The Mwanza facility is now the regional office and all of their operations will eventually be run from there. It is also the major facility for their exploration operations. Most of the containers used for the stores and workshop came from Cameroon in 2009 when they took possession of equipment

when Ausdrill Northwest wound up their operations with Sundance. The roofs came from Australia and the office block was purchased from a company in South Africa.

Chris is rightfully very proud of his team and their efforts. "We have done a lot of this work ourselves and we must congratulate Tom and his team led by John as they have been doing all the construction work on the containers and facility."

Chris Gall - Reg. Manager – East Africa





# AFRICA - Career Paths Within Ausdrill

## **An interview with Kevin Kirk - Drill Maintenance Supervisor, African Mining Services Ghana, Chirano Gold Project**

"If you don't know about the opportunity, you don't know how to find it!"

Ever thought about working overseas? Well, do it with Ausdrill!

One Ausdrill employee did just that. African Mining Services operates in Ghana, Mali and Burkina Faso. Ausdrill also services East Africa with Ausdrill Tanzania and Ausdrill Zambia. Kevin Kirk is now living a unique lifestyle of cultural diversity whilst expanding his career and seeing the world.

### **Tell us about how you started your Ausdrill career**

I was a light vehicle mechanic and got a job at Brandrill in 2005 as a trainee drill fitter at the Henderson workshop doing rebuilds. Then I started filling in for people out at site (relief for when people were away on R and R and holidays). I was then offered a full time position and did FIFO for a few years. I was at Sunrise Dam when I heard of jobs in Africa so sent my CV to HR in Canning Vale and was unsuccessful the first time. I then proactively touched base with HR every few months after that to see if anything else became available and was eventually successful starting out at the Damang site in Ghana in December 2010 looking after Drill Maintenance.

### **What attracted you to apply for a role overseas?**

I heard about working in Africa before from people I have worked with in the past. I wanted to travel the world. On my last leave, instead of using my flight to come home, I flew to Europe (Paris, Rome, and Florence with Munich being my favourite). I would like to go to Spain in the coming months. Expat work is a good opportunity to travel, not just overseas but within Africa, which I like to do on my days off. I get two days off a fortnight to sightsee in Africa locally or go to the beach / relax. Africa is so culturally diverse.

### **What is it like on site?**

Good facilities, always a brick house with pay TV and internet provided. No dongs or temporary housing for extended periods. They always try to make you as comfortable as possible whichever site you are at.

### **Apart from the travel, what would you say is good about working as an expatriate?**

You are restricted as to how much money



you spend because everything is paid for. When I was home every few weeks or weekend I would spend a lot! It's great for saving. I am paying off my mortgage and have made massive headway on it. You can live easily in Africa on only \$50 per week if you don't want to buy anything. Also, another positive I would say is giving opportunities to the local staff by training them to better themselves. You get a sense of accomplishment and they are also grateful. I get my service recognition by staying with the Ausdrill Group as well!

### **Where do you see yourself in five years?**

Hopefully in a supervisory / superintendent role. There are many examples of great role models who work in Africa like Darren Wheadon (Plant Manager) and Joe Kavanagh (General Manager) who have risen up through the ranks, so good to see it's possible and shows that hard work pays off, and is recognised.

Melanie Todoroff - Int. HR Advisor  
Kevin Kirk - Supervisor

**At present, we have various opportunities throughout Africa for Exploration Drillers, Drill Trainers, RC and Multi Purpose Drillers, Maintenance Supervisors and Superintendents as well as Project Managers.**

If you have a minimum of five years experience, please visit [www.ausdrill.com.au/](http://www.ausdrill.com.au/) employment to view all Ausdrill vacancies worldwide and to apply, email your CV / expression of interest to [recruitment@ausdrill.com.au](mailto:recruitment@ausdrill.com.au).

If you wish to talk more about working in Africa, please contact Melanie Todoroff, International Human Resources Advisor, on 08 9311 5675 or [melaniet@ausdrill.com.au](mailto:melaniet@ausdrill.com.au).



# MANAGEMENT CONFERENCE

## - Managing One of Australia's Best Mining Service Businesses



Left to right:

1. Peter Hawkins – Group Management Accountant
2. Senad – Chef, The Miners Rest
3. Glenn Heard – General Manager, AUMS
4. Dion Ashlin – Operations Manager
5. Peter Wright – General Manager, Energy Drilling Australia
6. Joe Angelini – Production Manager, DT Hi-Load Australia
7. Chris Gall – Regional Manager, East Africa
8. Paul Clarke – Maintenance Manager
9. Chris Terlet – General Manager, Remet
10. Alan Olive – Guest

11. Chris Ackland – Operations Manager, Connector Drilling
12. Matt Lucas – General Manager, Technical Services
13. Gavin Bell – IT Manager
14. Strati Gregoriadis – Legal Counsel / Company Secretary
15. Gary Searle – Contracts Manager, Ausdrill Northwest
16. José Martins – General Manager, Corporate Finance and Investor Relations
17. Brian Mann – General and Exploration Manager
18. Bob Leatham – Facilitator
19. Paul Tester – Construction Manager, Diamond Communications
20. Ron Sayers – Managing Director
21. Lee Gough – General Manager, Operations, MinAnalytical

How do you coordinate and strategically manage one of Australia's largest mining services businesses when it actually operates as 18 autonomous business units in most states of Australia and several countries in East and West Africa?

One of the answers is to host an annual management conference over a week that brings together the Ausdrill directors, company general managers and senior managers. Given Ausdrill's Kalgoorlie origins and general corporate philosophy, the conference is not all spreadsheets and pie charts!

There is a fair amount of "open communication" that goes on in the form of karaoke singing, dart and pool competitions and a few other nocturnal events.

The photo above shows our company leaders just about to board the buses for the trip to the "secret company bunker" (Ron's holiday house in Peaceful Bay and some wood-cutter's cottages) to set the strategic direction for the Ausdrill group.

Cheers

Alex McCulloch - General Manager Australia & East Africa Operations



**The team on the way!**



**The team at play!**





- |  |   |
|--|---|
| 22. Domenic Santini – Group Financial Controller                             | 33. Alex McCulloch – General Manager, Australian & East Africa Operations |
| 23. Bob Marrell – General Manager, Diamond Communications                    | 34. Garry Billing – General Manager, Synegex                              |
| 24. Mick Crocker – Group Engineering Manager                                 | 35. Tony Tamlin – General Manager, Operations                             |
| 25. Wayne Bucknall – General Manager, Ausdrill Northwest                     | 36. Brian Sanfead – General Manager, DTA                                  |
| 26. Colin Hutcheson – General Manager, Supply Direct – Australian Operations | 37. Alan Jenaway – General Manager, Human Resources                       |
| 27. Mark Hughes – Chief Financial Officer                                    | 38. Peter Lock – General Manager, AMS                                     |
| 28. Gary Wheeler – General Manager, Business Development, MinAnalytical      | 39. Carl Davies – General Manager, Connector Drilling                     |
| 29. Richard Lang – General Manager, DT Hi-Load Australia                     | 40. JoE (Kiwi) Geary – Area Manager, Drill and Blast                      |
| 30. Rob Walters – Sales and Service Manager, DTA Brisbane                    | 41. Eddie Banner – Group Workshop Manager                                 |
| 31. Mike Keegan – General Manager, Supply Direct – International Operations  | 42. Darren Wheadon – Plant Manager, African Operations                    |
| 32. Greg Stagbouer – General Manager, HSETQ                                  |   |



**The team at work!**



**The team refuelling!**



# THE TRAINING DEPARTMENT

## New Team Members

The Ausdrill training team has expanded with Ryan Gray and Greg Riley joining us – both in the role of training advisor. Ryan joins us from the Australian Defence Force where he conducted training and assessment of soldiers as a qualified instructor and assessor. Ryan has been developing the two day induction course and is developing an on-line refresher induction course. Prior to “chilling on a tropical island” for several years, where he managed a plumbing and general maintenance company, Greg had his own registered training organisation for over 12 years. Projects that Greg is involved with include position profiles, frontline management and researching relevant training courses.

## Training Needs and Research

Ausdrill has facilitated management skills training for a number of our managers and supervisors through the successful Certificate IV in Frontline Management Program. We are currently researching other training that can be delivered to graduates of FLM that will further develop their relevant job skills. If you are aware of any training courses you think would be relevant to the work you perform, let us know and we will investigate further.

## Training Working Party

One way for the training department to remain relevant to the Ausdrill workforce and to provide the best possible service, is by working and communicating with representatives from as many business units and sites as possible. The training working party meets regularly to help the department set priorities and direction.

Work to date has covered:

- New templates for assessment tools
- Reviewing newly drafted rig training manuals
- Drill trainers workshop held in November

- Training resource development priorities
- Accident investigation training program conducted internally in 2011

## Induction – A two-day experience

Since late last year, the Ausdrill group induction has been increased to two days. This allows us to induct new employees with knowledge of the company, our safety standards and the various benefits available to them in detail. The main topics covered are:

- Introduction / Fitness for Work
- Employee Assistance Program, Ausdrill Way and FIFO Families
- Injury Management
- Fatigue Management
- Hazard Management
- Risk Management
- Job Hazard Analysis, Working in a Hazardous Environment, Isolations, Tagging and Pre-Starts, Heat Management, Manual Handling
- Explosives and Blasting
- Wellbeing of FIFO workers
- Living and Working Remotely

The induction is structured to cover the employees' specific needs and to allow them to only attend relevant parts.

1. All new employees within the Ausdrill Group complete day one. This completes the induction for all Corporate and MinAnalytical employees, who can now return to their jobs.
2. Remaining employees, both FIFO and non-FIFO, complete the first four sessions



Mark Reed, Ryan Gray, Rachael Bavaro, Lee Jackson (Manager), Greg Riley

of day two. Non-FIFO employees then depart, and only FIFO workers attend the last two sessions.

## Development of Assessment Tools

The industry in which we operate is one where continual demands are made for improvements in the way we do things. This is just as true for the training area and in particular the assessment process we use to ensure our workforce is appropriately trained and skilled. With new technologies and processes being developed every day, assessment materials must be developed and updated. If you have an urgent need for the development of a specific assessment tool and can provide a subject matter expert, we will provide a training advisor to complete the process. If you are going to develop an assessment, remember to check the document management centre for the correct template.

Greg Riley - Training Advisor

# APPRENTICE RACING SCHEME - V8 Supercars

2012 will see the re-introduction of the Ausdrill apprentice racing scheme, where 2 apprentices will be selected to attend each of the 16 rounds of the V8 Supercars and help support Michael Patrizi driving for the Ausdrill sponsored Tekno Autosport Racing Team.

Round 1	Clipsal 500	Adelaide	Mar 1-4
Round 2	Formula 1 Australian GP	Melbourne	Mar 15-18
Round 3	Tasmanian Challenge	Launceston	Mar 30-April 1
Round 4	ITM 400	Hamilton	April 20-22
Round 5	Challenge Cup	Perth	May 4-6
Round 6	Phillip Island	VIC	May 18-20
Round 7	Skycity	Darwin	June 15-17
Round 8	Sucrogen Townsville 400	Townsville	Jul 6-8
Round 9	Ipswich 300	Ipswich	August 3-5
Round 10	Winton	Winton	August 24-26
Round 11	Sandown 500	Sandown	September 14-16
Round 12	Supercheap Bathurst 1000	NSW	Oct 4-7
Round 13	Armour All GC 600	QLD	Oct 19-21
Round 14	Yas V8 400	Abu Dhabi	November 2-4
Round 15	TBA	TBA	
Round 16	Sydney Telstra 500	Sydney	Nov 30-Dec 2

This is an excellent opportunity for all Ausdrill apprentices to not only support Michael but to get behind the scenes of the car racing industry to see how a professional, effective and competitive team functions.

Mark Reed - Apprentice Coordinator





# APPRENTICE OF THE YEAR -

# The Donny

Ausdrill has introduced an annual Apprentice of the Year award. The award is named 'The Donny' in honour of Don Lithgow. Don has had a long association with Ron Sayers and Ausdrill and recently retired from his position as Apprentice Coordinator and mentor. Much of Ausdrill's recent success in developing our apprentices is due to Don's wisdom and guidance. Mark 'Chopper' Reed now occupies this position and continues the tradition.

Congratulations go to Adam Taylor from Drilling Tools Australia who was the recipient of the inaugural award. Adam was a very worthy winner of 'The Donny'. Unfortunately Adam could not attend the Christmas party as he was in hospital recovering from an operation but he is seen here receiving his award from Ron in front of the entire team at DTA. Adam's award comes with a prize of a trip overseas to visit Ausdrill suppliers. Adam is planning a trip to the USA to visit Sandvik and a mining expo in Las Vegas.

The Ausdrill group has employed 14 new apprentices for 2012, taking the total to 44, six are mature aged and have crossed over to adult apprenticeships from other positions.

Drill Rigs Australia .....4  
Drilling Tools Australia.....3  
Ausdrill Boulder.....3



DT HiLoad.....2  
Ausdrill D&B Pilbara.....1  
Connector Drilling .....1  
Congratulations to DTA for employing our first female apprentice in the metal trades area. Bec started as a 1st Class Machinist and has fitted in well in a predominantly male area.

It is Ausdrill's policy to give preference to employing the family members of our current employees. If you have someone in your family who is considering an apprenticeship we encourage them to apply. They will need the education, capabilities and experience that we are looking for, but they will be given preference over other applicants if all things are equal.

## ANGELS - 2012 Apprentice Intake

January has been a good start to 2012 with the Ausdrill group of companies investing in the future of the next generation of tradespersons. Ausdrill has signed on 14 apprentices across four trade areas and looks forward to a long lasting relationship with these people. The Ausdrill Training Department would like to welcome the following apprentices who have joined the ranks of the Ausdrill Angels AUSDRILL Group 2012 Apprentice Intake



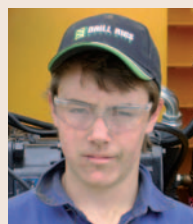
**Murtaza Rind**  
DRA  
Auto Elec



**Anthony Mancini**  
DRA  
Plant Mech



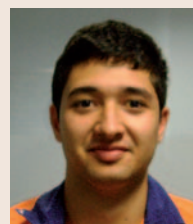
**Joshua Higginson**  
DRA  
Fab Welder



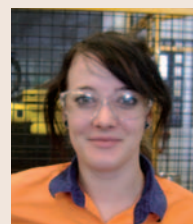
**Branden Marshall**  
DRA  
Plant Mech



**Sean Humphreys**  
DTA  
1st Machinist



**Corey Jouana**  
DTA  
1st Machinist



**Rebecca Fowles**  
DTA  
1st Machinist



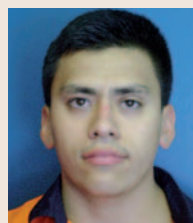
**Dustin Hardman**  
Ausdrill Boulder  
Plant Mech



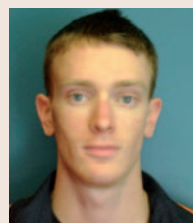
**Luke Genovese**  
Ausdrill Boulder  
Plant Mech



**Denver May**  
Ausdrill Boulder  
Plant Mech



**Salvador Chavez**  
DTHiLoad  
HD Welder



**Nick Doyle**  
DTHiLoad  
HD Welder



**Zac Rigas**  
Connector  
Plant Mech



**Kirk Woods**  
Ausdrill Cloudbreak  
Plant Mech

Ausdrill is not only committed to the ongoing training of its young apprentices but also the opportunity for established employees to participate in apprenticeships to gain a qualification to further enhance their value to the company. This year we have employed six adult apprentices across three trade areas and for the first time one young lady as a 1st class machinist apprentice. Cheers Chopper.

Mark Reed - Apprentice Coordinator

## David Blake - Project Manager Area C

When I left school I didn't really know what I wanted to do with myself. I worked several jobs on building sites and in a panel beating shop until I found a job that I liked working as a ceiling and wall fixer. It was a one man show and I was his labourer.

In the early 90's we had a recession and my employer went bankrupt. Work was really hard to get at the time and I ended up getting a job at Liqourland where I worked for the next three years, working my way up to assistant manager. Liqourland was not the ideal place to work and I didn't really enjoy it. I was still thinking about what I wanted to do as a career but nothing really grabbed my attention.

At this time two of my mates went to Kalgoorlie looking for work in the mining industry. One of them got a job as a driller's offsider on an exploration drill and the other got a job as a shot firer's offsider. When these blokes were on R&R they would tell me about all the things that went on up there. It sounded really good. They were making good money and they didn't have to cook or clean. Then there were the stories of the characters that were on site and some of the antics that these blokes got up to.

I started thinking more and more about this and finally decided to leave Liqourland and see whether this industry was for me. In May 1994, my best mate and I drove up to



Kalgoorlie and started knocking on doors, looking for whatever work we could get. He got a job in the Super Pit working in the mill and I got a start with Ausdrill as a shot firer's offsider at the Bronzewing mine site. We had a really good crew there, the camaraderie was great. The crew really looked out for each other, and some of the stories that got told at the 'wetty' were a good laugh. I knew within the first month that I would be in the industry for a while.

Three months after I started the site slowed down and most of us got transferred out to other sites. I ended up going to exploration at a site near Cue and was an offsider for the next two months until drill and blast picked

up again.

Next was a position as a serviceman at the Daveyhurst mine which I did for about two months. I wanted to learn the drills so I used to go into the pit with the night shift drillers and drill for about an hour each night. We had a driller on our crew that left the company and they needed holes in the ground urgently, so my drilling career kicked off from there.

Over the years with Ausdrill I would give the shot crew a hand when it was required and later on moved into the grade control side of the company. The experience and knowledge that I received from Ausdrill was great, but I did eventually leave the company and worked for some other mobs. When I came back to Ausdrill it was then that I noticed that they really are a good company with good values. I liked the way that they did things and where they wanted to head. Their fleet is a lot better than the others and they do give all employees the opportunity to work their way up the ladder.

When I re-joined the company I drilled for the next two years and then started supervising, and eventually ended up running my own site. I am now running the Area C mine site. The role is very challenging, yet rewarding. All Ausdrill employees have the opportunity to make it to this level if they want to put in the time and effort.

## \$5000 FINDER'S FEE

One of the keys to Ausdrill's success over the past 25 years has been finding and keeping the right people - achievers who share the same vision and have a 'can-do' attitude. With this in mind we believe that the best recruiters that we have are our workers. We are encouraging our employees to recommend Ausdrill as an employer and to bring people with the skills and experience that we need into our company.

Ausdrill offers a Recruitment Finder's Fee of \$5,000 which is split evenly between the person who has found the new recruit and the person who is being nominated into the vacant position. The fee is paid after six months of unbroken service.

The Recruitment Finder's Fee applies to the following positions-

- Qualified fitters and auto electricians - trade certificate with two years post trade



*The boss and the Boys - Greg Selleck with the Boulder maintenance boys*

- heavy duty or industry related experience.
- Experienced drill operators - minimum two years industry specific drilling experience at driller level.
- Shotfirers - WA shotfirers permit and minimum two years practical experience

The fee is subject to specific eligibility criteria and procedures for making a claim and they must be followed for the claim to be successful. The policy document and

application form can be found on the Ausdrill intranet in the document management centre. Go to the human resources and payroll section. Information can also be requested by emailing [recruitment@ausdrill.com.au](mailto:recruitment@ausdrill.com.au).

*Note: The recruitment finder's fee is not applicable to all group companies, check with the relevant general manager or the HR department.*



## Chenoa Tremblay - MINANALYTICAL

### Where were you born?

I was born in Wentworth, New Hampshire. It is a very small town in the United States.

### How long have you been in Australia?

I arrived in August 2011. It is the first time I have ever been in Australia.

### What attracted you to Ausdrill?

I was particularly attracted to MinAnalytical because it was a start-up that involved working with some interesting and challenging chemistry. I have experience with starting up new laboratories and with some of the techniques that are going to be used. I really enjoy learning new things so being involved in an industry that I haven't worked in before is very exciting. I also find that benefits like the Ausdrill Way tells me the company cares.

### What is your current role?

I am currently involved in two roles at MinAnalytical; quality manager and R&D chemist. In my role as quality manager I am assisting in developing protocols and procedures for our quality system. Since it is a new company, I will also be assisting in developing and validating the new methods for analysis.

### What previous roles have you had and where were they?

I graduated in 1999 from Plymouth State University in New Hampshire with a four year Bachelor Degree in Chemistry. I started off working for Genzyme Pharmaceutical in Cambridge Massachusetts formulating, developing and testing nasal sprays and inhalers. The company was bought by another pharmaceutical company. My job was then to learn all the roles and

responsibilities of the personnel that did not want to transfer and train a new crew of employees. After three years I was hired as the first employee of Xenplar Pharmaceuticals to develop the laboratory and make the lab cGMP compliant within six months of moving into our facility. In 2005, my partner and I moved to Albuquerque, New Mexico. I got a job with a small R&D facility for Cabot Corporation called Superior MicroPowders. I was hired to help bring the lab up from a small research laboratory to a fully operational analytical laboratory. Between 2006 and 2011 I took undergraduate and graduate classes in Physics at the University of New Mexico.

My first two years at Cabot Superior MicroPowders was working with elemental analysis across the periodic table. This is my overlap with MinAnalytical. We used titration, ICP-OES, and energy dispersive XRF to determine the composition and concentration of components within engineered powders and inks.

As part of my physics degree work I assisted in the building and development of the Long Wavelength Array, a radio telescope being built outside in the plains of San Agustin in New Mexico.

### What are the major differences between living in Australia and the USA?

There are many differences between the US and Australia; the cost of food is much higher here, language (not all English is created equal), no shopping on Sunday and the wide range of deadly creatures. The biggest difference is that the steering wheel is on the wrong side and Australians drive on the wrong side of the road (LOL).



The other thing I have noticed is that it is far more family oriented. I have never lived somewhere that has parent rooms or pram parking places. I have really come to appreciate some of these things.

### Who would you most like to have dinner with?

If I could have dinner with anyone, it would be with Neil Gaiman, a very creative, intelligent author of comics, kids stories, novels and movies.

### What is the best advice you have ever been given?

"When in Rome, do as the Romans." I am hoping it will keep me out of trouble while living in Australia.

### What is your favourite meal?

One I don't have to cook.

### Describe yourself in a word

Curious - I have the "curiosity that killed the cat" type of personality. I love to learn and I tend to ask lots of questions.

## INVITATION

**To all employees** - Ausbits will now be released four times a year. Two editions will go to all shareholders as well as every Ausdrill employee. The other two editions will be distributed 'in-house'. These are a great chance for us to share news and events between the many parts of the Ausdrill family.



I invite everyone to send in articles, announcements and suggestions that may be suitable for the magazine. We will need high resolution pictures of 3meg or more. I can't promise to publish it all but I can't put in what I don't know about.

Please send your contributions to [ausbits@ausdrill.com.au](mailto:ausbits@ausdrill.com.au)  
Brad Loan - Employee Relations Adviser

## EMPLOYEE BENEFITS

**Health** - Ausdrill employees can now access **discounts, bonuses** and **extras** with four health insurance funds. Just phone and enquire to make savings immediately.

- **Medibank Private** - 132 331 or web link [medibank.com.au/Client/Documents/pdfs/Corporate\\_Health\\_Cover\\_brochure.pdf](http://medibank.com.au/Client/Documents/pdfs/Corporate_Health_Cover_brochure.pdf)
- **HBF** - 1300 132 549 or email [corphealth@hbf.com.au](mailto:corphealth@hbf.com.au)
- **HIF** - 1300 134 060 or web page [hif.com.au/ausdrill/default.aspx](http://hif.com.au/ausdrill/default.aspx)
- **BUPA** - 134 135 or James Young 0400 405 105 [james.young@bupa.com.au](mailto:james.young@bupa.com.au)

**Future Employee Benefits** - Use your email address to keep you in the know - Please make sure that you have your current and correct email address in the system so that I can make sure that all Ausdrill employees hear the good news as it is announced. Keep an eye out for an exciting and growing **Employee Benefits Program** that all members of the family will be able to access. There is plenty in the pipeline.

# SYNEGEX EVOLVING



For the past two and a half years the SynegeX team has been working hard to “get it right” and continuously improve how we go about our business.

Our small team works particularly well as a close unit to achieve a common goal.

Along with our management team we have a great core of loyal operations personnel who are on the front line of our service and do a great job. Tracey Traeger holds a tight and tireless control of financial etiquette and purchasing.

The team at SynegeX is pleased to announce the completion of its triple product MPU. This unit will undergo a series of trials to determine the optimum product it can produce. Much work is needed to tailor our product to suit the new tecEology built into this unit.

The aim is to replicate this unit another three times so that we can replace the bowl tecEology we currently use, as it is less efficient.

The target is to get the next three built in less time. This “prototype” has been given great attention to detail to ensure the unit is flexible enough to be able to produce variable blends to suit our client’s needs. Our TecEical Manager, Michael Rokich, has put in many hours in the development of the truck and, with the assistance of Dan Pascucci, has produced a unit which is unique and well equipped for the task.

Along with this they have built four more units on new cab chassis for our customers. Two are 4X4 Anfo units built by IEE to our specific design requirements and are well suited to work on contour jobs with a generous capacity. Two are new 6X4 bowl

units. One is a rebuild unit on a new cab chassis and the other is a complete new build. This will be ready for service by March. These have been built to quickly replace our aged and high maintenance bowl trucks which are currently in service.

Further to this equipment we are developing our site storage facilities to maximise efficiencies by manufacturing bulk solution storage units on site.

Our team is determined to continue to improve our services in the future to become a ‘customer focused’ unit able to cater to our customers’ needs with efficiency, quality and safety.

I take this opportunity to thank our administration, tecEical and operations teams for their efforts.

Garry Billing - General Manager.



# THE AUSDRILL WAY



For \$2.00 a week – less than the price of a cup of coffee – you can ensure that when the unexpected happens, the ones you love most in the world will get financial assistance immediately.

The Ausdrill Way is a social and benefit fund for employees of the Ausdrill Group. In relation to the benefit, the fund provides members with financial support in the case of a tragic event or set of circumstances. It is a way for the company to provide support to our employees when they need it most – IMMEDIATELY!

The Ausdrill Way is unique and is a direct result of Ausdrill's Kalgoorlie beginnings. As the company grew a tradition developed where the staff would pass the hat around when one of their own hit hard times. The company would match the staff contribution and add more if needed. Ausdrill has a long and proud tradition of looking after its own. The Ausdrill Way allows the company, as it is today, to bring this culture into the modern context of a large multi layered group of businesses.

The employees of Ausdrill have embraced the concept and the participation rate is now over 90% of all Australian workers.

If you have watched any television lately you could not help but see the constant ads that are run, especially late at night, selling funeral insurance. They claim to offer great value for money with packages ranging from \$1.72 to \$5.62 a week, buying between \$10,000 and \$15,000 of funeral cover. That only covers the cost of a funeral. The Ausdrill Way represents much better value.



For only \$2 a week the Ausdrill Way provides immediate relief and support of up to \$50,000. The fund will cover funeral expenses and provide immediate cash relief for the family in the case of a member's death. This isn't just for work related accidents. It's there 24/7, anywhere, anytime. There are no medicals needed and no one is excluded from being protected.

When tragedy strikes in a family, the realities of day to day life do not go away. Mortgage repayments, car loans and daily living expenses go on and then there are funeral costs. The Ausdrill Way provides immediate financial assistance. Personal insurance payouts and the release of a person's assets can take months to come through, often leaving a family struggling and under pressure at a time when they need to stop, take stock and grieve. The Ausdrill Way provides relief at this time.

**It is important to note that "The Ausdrill Way" provides immediate short term financial support. It cannot be seen as a substitute for having adequate long term financial insurance and support for personal circumstances.**

During the latter part of 2011 an election was held for staff representatives and the inaugural meeting of the Ausdrill Way

committee was held. Six Ausdrill employees have taken a place on the committee, three elected staff representatives and three nominated corporate representatives. A secretary has also been appointed to work with the committee to facilitate meetings and follow through with committee decisions.

To date the Ausdrill Way has provided direct assistance to four Ausdrill employees, who have found themselves in tough situations and in need of a helping hand. Each of these people for differing reasons found themselves unable to work and the Ausdrill Way provided short term immediate cash support. In every case they expressed feelings of relief and gratitude when they found out that they were going to be helped out when they needed it - Immediately. In each case the funds were transferred in a lump sum on the same day that a decision was made.

The Ausdrill Way was set up as a way for Ausdrill workers to help out their workmates when they hit hard times. It was always intended to provide immediate, short term relief and is now doing exactly that.

**In life, we never know what is in front of us but we now know that The Ausdrill Way is behind us.**

Brad Loan – Employee Relations Advisor

## The Ausdrill Way committee members are:



**Amy Wainwright**  
Ausdrill NW  
Kewdale  
RC Administrator



**Alan Jenaway**  
Ausdrill  
Canning Vale  
GM Human Resources



**Bill Addlink**  
Ausdrill Ltd  
Boulder  
Drill trainer



**Brad Loan**  
Ausdrill  
Boulder  
Employee Relations  
Adviser



**Marg Lockhart**  
Ausdrill  
Canning Vale  
Corporate Administrator



**Stephen Reid**  
Ausdrill  
Boulder  
Goldfields HSE Manager



**Colin Hutcheson**  
Supply Direct  
Canning Vale  
GM Australia



# AMS - Ausdrill Mining Services



**North Royal** - Located in Norseman approximately 10kms out on the Eyre Hwy the old mine workings have been reopened, including North Royal, which had been closed for 15 years and filled full of water.

Western Mining was working on the mine at the time and the profits were utilised to develop St Ives, Kambalda. CNG took over in 2007 and they saw the potential of high quality ore, and here we are today.

Start up preparations began in December, 2010. Originally the dry hire of machines was all that was required but the client requested help with manning levels. AMS were happy to oblige and within two weeks we had three crews of operators running day and night.

The fleet consists of an excavator (PC1250), a dozer (D9R), a grader (16H), a loader (990), 4 dump trucks (777F Cats and 785 Komatsu) and a water cart (775 Cat)

We have now established a great relationship with the client and AMS foresees a future with more dealings and contracts at satellite pits that will soon be starting up.

The workshop is located approximately three kilometres from the main office which is centrally located for the pit. The new instalment of the hose container supplied by Drill Rigs Australia has been an asset and production down time has been minimised. Although the main workshop has not yet started construction, the personnel have worked hard to ensure the temporary workshop is adequate and very manageable to work in.

We've welcomed Maryanne Harvey as maintenance clerk and she has helped with numerous tracking requirements for parts and ordering. She has quickly become an integral part of the team. The team has worked hard in making the workshop their



own and should be very proud as it would be highly regarded as the tidiest around. The high quality standard they have set is a credit to them and shows how a great team can accomplish anything when working together.

Recently all AMS operators were taken on by CNG, and AMS went back to the original

plan of dry hiring and maintaining the equipment.

The future holds great prospects for AMS and with a great team and high standard maintained it's great to see North Royal being a positive asset.

Dan Forster - Maintenance Superintendent



# COAL and CIVIL – Achieving Safety Milestones

The coal and civil drill and blast division of Ausdrill has achieved recent milestones that are something to crow about. Civil drill and blast is always a challenge, particularly on Barrow Island where urgent airfreight can take a week and a half to get to site. Barrow Island is a 202 km<sup>2</sup> island located 50 kilometers off the coast of northwest WA.

Unique set-backs on Barrow Island:

- All items over 10kg must be shipped to site via barge
- Quarantine clearance and dispatch to the island takes 6-8 weeks
- Urgent items can take up to a week to get to the island
- At any one time over 1,000 shipping containers are either on the island or in transit
- Deliveries to Barrow Island are also at the mercy of wind and tide

Some of the service trenches we've been drilling and blasting have been very close to buildings, bulk fuel tanks and equipment, (we're talking metres folks!).

Almost two years into an eight to ten month contract with over 500 days LTI free (Lost Time Injury) we have a happy client!

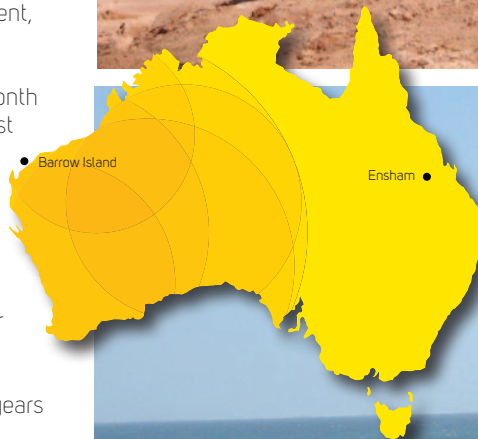
Ensham mine site is located 50 km east of Emerald and 230km west of Rockhampton. Ensham is currently our largest coal contract in Queensland, drilling around 90,000 to 115,000 m per month.

Some interesting facts about the last 5 years at the Ensham contract:

- At the end of December 2011 we had achieved 3000 days LTI free
- Production drilling requires 270mm diameter holes to 70m deep at 70°.
- In the last 3 years we have established an exploration drilling division on site.
- Ensham receives up to 560mm of rain annually.
- Matt Lakeland drilled 2024m in a single shift – **An Australian record!**

The committed team at Ensham will ensure this project will run for the next three years with the same focus on safety and performance which has seen them reach this significant milestone.

Gary Morley - Site Manager Ensham  
Steve Furge - OHS and Training Advisor Barrow Is.





# BRINGING MORE TO MINING IN AFRICA – Indaba 2012

Mining Indaba is the world's largest gathering of mining's most influential stakeholders and decision makers vested in African mining. It is held annually at the Cape Town International Convention Centre in Cape Town, South Africa, and this year the event attracted over 7,000 delegates.

We have been involved with Mining Indaba for the past five years with representation from the Ausdrill group businesses operating or providing services in Africa.



This year, in line with Ausdrill's overall new branding strategy, we elected to consolidate the businesses being represented at Mining Indaba under the Ausdrill group umbrella to portray a unified presence. The display stand was specially designed using an African theme and colours to promote the services of African Mining Services, African

Underground Mining Services, Ausdrill East Africa, Supply Direct, Drilling Tools Australia, MinAnalytical and DT HiLoad in Africa. The newly designed display stand lifted our corporate profile, created a lot of interest in the Ausdrill group of companies and demonstrated our commitment to Bringing More to Mining in Africa.



## PATRIZI RETURNS TO V8'S

Michael Patrizi will be returning to the V8 supercars full-time with Tekno Autosports (the 2011 Mother energy drink team) with Ausdrill as a sponsor of his 2012 V8 campaign.

"This is the opportunity we have been waiting for and wanting for a long time," Michael said.

"The Tekno Autosports team is a team with good direction and aspirations for the future, which excites me the most. I always said I was never rushing to be back into V8 supercars and I really enjoyed my racing last year aboard the Ausdrill Porsche for McElrea racing but this opportunity was a must.

"Fortunately I am close friends with Jonathan Webb, the team owner. However, friendship aside I am very grateful for the opportunity they will give me, for 2012 and beyond.

"In 2012 I will have to work harder than ever and I will do everything I can to give the team Tekno Autosports and Triple Eight engineering, our technical partners, the best feedback I can.

"It's great that Ausdrill are continuing on with us and moving into this new chapter of my



career. The apprenticeship scheme will return for 2012. I am looking at giving young guys the opportunity to experience motorsport like I did, as well as different life experiences that are gained through the travelling motorsport community."

The equipment used this year will be Triple

Eight built Holdens, meaning the team has switched manufacturers from Ford to Holden in a bid to achieve success.

[www.teknoautosports.com.au](http://www.teknoautosports.com.au) is the team's website.

Michael Patrizi - V8 Supercar Driver



# SAFETY - Looking After our Workers

Safety starts in the mirror,  
don't be afraid to take  
another look

***I Chose To Look The Other Way***

*I could have saved a life that day,  
But I chose to look the other way.  
It wasn't that I didn't care;  
I had the time, and I was there.  
But I didn't want to seem a fool,  
Or argue over a safety rule.  
I knew he'd done the job before;  
If I spoke up he might get sore.  
The chances didn't seem that bad;  
I'd done the same, he knew I had.  
So I shook my head and walked on by;  
He knew the risks as well as I.  
He took the chance, I closed an eye;  
And with that act, I let him die.*

*I could have saved a life that day,  
But I chose to look the other way.  
Now every time I see his wife,  
I know I should have saved his life.  
That guilt is something I must bear;  
But it isn't something you need share.  
If you see a risk that others take  
That puts their health or life at stake,  
The question asked or thing you say;  
Could help them live another day.  
If you see a risk and walk away,  
Then hope you never have to say,  
"I could have saved a life that day,  
But I chose to look the other way."*

By Don Merrell

## EARLY MORNING STRETCHING AT FIMISTON



The **-Start the Shift with a Stretch-** program has been embraced by our Fimiston and Sunrise Dam projects. The program is paying dividends for our workers, both at work and at play. It starts the shift with the body stretched and gives the crew, their supervisors and managers the chance to improve flexibility, warm up and have a laugh. Our brilliant stretch leaders make it an enjoyable experience.

Initially there was some resistance to the program with plenty of grumbling. Very few workers were able to stretch past their knees when stretching their hamstrings. Most couldn't do a basic quadricep stretch without falling over due to poor balance and weak core strength. These very same people can now touch the ground and stand and perform stretches with improved balance and strength.

There has been a measurable decrease in soft tissue injury occurrence and an increase

in core strength. Several of our workers have said that it has helped improve their lower back pain. Ian Chisholm, a senior driller at our Fimiston operation was one of the initial doubters of the program but has since seen the personal benefits of the stretches.

"I am the first to admit I was not a fan of the stretching and felt like an old man when it started. I was unable to bend over very far and I certainly didn't think I was that out of shape. I now can touch the ground and am finding that if I don't stretch on my days off that when I come back to work and do the stretches, I feel it! My back, which tends to get sore at times, is better and there is more I am able to do on break without ending up too tender and stiff. I would now encourage any person who arcs up like I did to give it a go and feel the benefits." Ian Chisholm

Jo Kerr-Adcock - Senior HSE Advisor  
Goldfields

## INFLUENZA VACCINATIONS



The flu season is nearly upon us and in March/April this year we will be conducting the vaccination program at Ausdrill. Due to the number of staff and the increase in workplaces this will now be co-ordinated across the following sites:

<b>Ausdrill</b>	<b>149 Forrest St, Boulder</b>	<b>3/4/2012</b>
<b>Drilling Tools Australia and Remet</b>	<b>24 Gauge Circuit, Canning Vale</b>	<b>27/3/12 (am)</b>
<b>Supply Direct, AMS and MinAnalytical</b>	<b>20 Gauge Circuit, Canning Vale</b>	<b>27/3/12 (pm)</b>
<b>Ausdrill Northwest</b>	<b>170 Kewdale Road, Kewdale</b>	<b>28/3/12</b>
<b>DT Hi-Load Australia</b>	<b>435C Dundas Road, Forrestfield</b>	<b>30/3/12</b>
<b>Diamond</b>	<b>24 Adams Drive, Welshpool</b>	<b>29/3/12</b>
<b>All others</b>	<b>Uppsala Place, Canning Vale</b>	<b>26/3/12</b>

Information and forms will be sent out via email and circulated on notice boards nearer the date.

# EMPLOYEE BENEFITS - Perth Racing

## Employee Benefits Program

Ausdrill, together with Perth Racing, have organised vouchers that are available to ALL Ausdrill staff. There are two types of vouchers available. One has four free entry coupons and a discount offer in the Terrace restaurant. The other voucher is for entry for one person and a free middy, burger and a racebook.

The vouchers can be used at Ascot and Belmont racecourses. (Not on Carnival days.)

All Ausdrill staff and their families can use the vouchers. Please contact Stella Clack on 089 311 5673 or email [stellac@ausdrill.com.au](mailto:stellac@ausdrill.com.au). Just let Stella know which voucher you'd prefer, how many you need and the address that she can send them to.

Have a great day at the races!!!



## Perth Racing

Ausdrill has a corporate membership with Perth Racing, giving us 20 tickets to attend either Ascot (summer) or Belmont (winter) Racecourse in the corporate hospitality area.

These tickets are available for all staff to use to attend any race function (please see [www.perthracetrack.com.au](http://www.perthracetrack.com.au) for details). They would make for a great day out for a social club. A site based work crew may like to use the opportunity to arrange a staff day out.

The tickets can be reserved by contacting Stella Clack ([stellac@ausdrill.com.au](mailto:stellac@ausdrill.com.au)) at the Canning Vale office. Please give Stella the details of the race date and number of tickets required. Stella will also need a list of the names of the Ausdrill employees who will be attending and where they work. The ticket is for entry to the course and the corporate hospitality area but does not include a meal or drinks.

Separate tickets are issued for 'Festival' days such as Melbourne Cup and Oaks Day. These tickets do include a finger buffet but not a beverage package. Again, these are issued on a first come / first served basis. These events will be advertised via email and noticeboards as and when they occur (the information is also available on the Perth Racing website).

## DRAG RACING - Perth Motorplex



**Ausdrill is one of the sponsors for our very own Paul Ryan who races in the Drags at Perth Motorplex. Paul is a senior HSE advisor at Area C in the Pilbara.**

**Car type:** The dragster in question is a 1965 Woody Gilmore Front Engine Dragster. Woody Gilmore was a big name dragster chassis builder in the 1960's and 1970's in the USA.

**Current engine type and size:** 350ci Chevrolet small block, 1960 Hilborn fuel injection.

**Gearbox and diff details:** 2 speed Powerglide transmission and a fabricated reinforced Ford 9" diff. My legs are positioned over the diff when sitting in the dragster (hence the reinforcing).

**Class raced:** I compete in the modified division which consists of front and rear engine dragsters, altered and hot rod style cars.

**Best Time:** With the current setup, the car has run a best ET (elapsed time) of 8.72 seconds @ 145mph (233kph).

**How long:** I have been competing in drag racing on and off since 2006. I have been around drag racing for most of my life thanks to my parents.

**Who else is involved:** The crew is quite a family concern. There have been several people involved since the commencement of running the dragster in the 2010/2011 season. My current pit crew consist of Lynne (mum), Mick (father), Sharon (sister), JoE (mate and sisters boyfriend from Westside Engine Reconditioning) and Bryan (mate) who are a great help. JoE and Bryan ensure I'm securely strapped in before each run. Other great helpers are Rocka (former sprintcar racer), Graham and Neil (Southside Engine Centre), Stewart and my uncle JoEny.



In April and May 2011, my father and I travelled throughout the USA to various drag race meetings and my now mate, Randy who I purchased the dragster from in Bakersfield, California, allowed me to make a pass at the legendary Famoso Dragstrip in one of his supercharged front engine dragsters which I will cherish forever.

"Nostalgia is my passion"  
Paul Ryan - Senior HSE Advisor





# 2011 CHRISTMAS PARTIES

## Adult's Christmas Party

Masquerade! The elegant gowns and flamboyant masks were rolled out in force for this year's Ausdrill staff Christmas party. The gala event was held in the Ascot members lounge. There were over 700 people at the party who came together to see off a very successful work year and celebrate the Christmas season.

Now that the dust has settled and the party

is over you can view the evidence of all those parts of the evening that you had hoped would remain forgotten ...

View pics on <http://intranet/Pages/Ausdrill-Christmas-2011-Party.aspx>

A huge thank you goes to Stella Clack and her band of helpers for their gargantuan effort in planning these parties and bringing it all together.



## Christmas Party

WOW! What a magical, wonderful time everyone had at the 2011 Ausdrill Christmas Party. A kids' wonderland was created. Every child was given pressies and won prizes. The rides were amazing. It was like the Royal Show – but FREE!!

Santa came on Ausdrill's genuine fire engine which was loaded with ice creams and lollies and treats. The elves and firemen gave out sweets and surprises all day. Every child won a prize EVERY time they played a game. The rides were free, the lines were short. Santa welcomed the kids onto his sleigh to ride along for hours and sing carols over the loud speaker.

This big kid had a wonderful day and got a real taste for the way that Ausdrill looks after its family of workers and their families too.

The day brought back wonderful memories of going to the famous 'Christmas Trees' on Boulder mine sites when I was a kid. The time each year when a little bit of magic and wonder came to the bush for a day. Father Christmas on a fire engine, ice creams, lollies, pressies, rides .... Now that same bit of magic is an annual event for the lucky kids of the Ausdrill family.

Judging by the faces of the kids on the day nothing has changed. Kids are still kids and Christmas can still be a magical time. At least it is at Ausdrill.

## Bring on next year!

Brad Loan  
Employee Relations Advisor







# AUSDRIll



## BRINGING MORE TO MINING

### SERVICE AWARDS

#### 20 Years Service

Phillip Pearce	ADL	1/08/91
George Grljusich	REM	2/09/91

#### 15 Years Service

Phillip Tremeer	ADL	1/08/96
Richard Della Vedova	ADL	7/08/96
Bradley McCrystal	ADL	15/08/96
Adam Grubac	ADL	26/08/96
Sean O'Hare	ADL	2/09/96
Jason Baker	REM	9/12/96
Terry Checketts	ADL	9/01/97

#### 10 Years Service

John Mountjoy	SDWA	13/08/01
Stephen Butcher	ADNW	24/09/01
Stephen Leo	ADL	29/11/01
Jason Sarkadi	ADL	15/12/01

#### 5 Years Service

Michael Jacobs	ADL	3/08/06
Luke Wills	ADL	7/08/06
Robyn Tomlinson	CORP	7/08/06
Warren Barnard	ADL	8/08/06
George Freemantle	ADL	8/08/06
John Davies	DTA	14/08/06

Alexander Howard	ADL	22/08/06
Christopher Borg	ADL	24/08/06
Patrick Edwards-Benson	ADL	6/09/06
Travis Panting	REM	11/09/06
Trevor Allen	BDL	11/09/06
Zane O'Brien	BDL	13/09/06
Royce Baxter	ADL	25/09/06
Michael Crane	ADL	25/09/06
Mark Reed	ADL	26/09/06
Matthew Alexander	ADNW	8/10/06
Richard Cartwright	BDL	11/10/06
Trevor Stuart	ADL	12/10/06
Andrew Dymock	ADNW	16/10/06
Grant Rees	ADL	19/10/06
Jayson Duff	ADNW	23/10/06
Peter Gilbride	BDL	23/10/06
Glenn Finnerty	BDL	25/10/06
Ian Nelson	DTA	27/10/06
Chris Amper	BDL	27/10/06
Nathan Craig	ADL	30/10/06
Francois Du Preez	DRA	30/10/06
Shane Caddy	ADNW	6/11/06
Amy Wainwright	ADNW	9/11/06
Simon Fowles	DTA	14/11/06
Turama Hawira	ADL	15/11/06
Darren Gelven	ADL	15/11/06
Peter Hawkins	CORP	16/11/06
Mitch Steel	DTA	3/12/06
Mafi Ifa	ADL	4/12/06
Darryl Carter	ADL	7/12/06

Liam Bowden	BDL	11/12/06
Jade Wake	DIAMOND	18/12/06
Steven Jackson	ADL	4/01/07
Samuel Smith	ADL	12/01/07
Adam Bender	ADL	15/01/07
Aaron Meneghini	ADL	25/01/07
David Melville	ADL	27/01/07
Michael Thompson	ADL	6/02/07
Martin Carmichael	ADL	8/02/07
Richard Geaney	ADL	15/02/07
Robert Bowers	ADL	21/02/07
Bryan Murphy	ADL	22/02/07
Neil Taylor	ADL	22/02/07
Paramasivan Giovindan	ADL	22/02/07
Scott Taggart	ADL	27/02/07
Steven Riseberry	ADL	27/02/07
Peter Carrington	CORP	8/01/07
Bradley Mcaloon	DRA	8/01/07
David Troode	SYNG	16/01/07
Matthew McGillivray	ADNW	29/01/07
Aaron Solomon	ADNW	29/01/07
Kenneth Briscoe	CORP	30/01/07
Adam Jacques	CORP	31/01/07
David Wilson	CORP	12/02/07
Sarah Merry	SDWA	12/02/07
Graeme Lightfoot	ADNW	19/02/07
Ian Hampson	DIAM	28/02/07