



**AUSDRILL**

# AUSBITS



Issue 9 • 2012

**New Business - Best Tractor Parts**

**The Ausdrill Way - Update**

**Africa - Companies Working Together**

**Salary Sacrificing**

**BRINGING MORE TO MINING**



# AUSBITS



## From the MD

I would like to welcome all staff, clients, suppliers and shareholders to the ninth and "best ever" edition of our newsletter. I think you will find there is something for everyone in this one.

### The 2012 year that was –

We have had another record breaking year with Sales Revenue of \$1059.1 million, up 27%, and after tax profit of \$112.2 million, up 53%, along with the following highlights.

#### Contract Extensions

- A 5 year extension with 3 one year options (possibly life of mine) of the KCGM Super Pit drilling contract that we have had for 23 years. Contract value \$240M
- A 6 year extension of the Prominent Hill (Oz Minerals) Copper/Gold mine, Drill & Blast contract, that we have had (with Ausdrill/Brandrill) for 5 years. Contract value \$180M
- A 2 year extension of the Coobina (Consmin) Chromite mine in the Pilbara. Contract value \$12M

#### New Contracts

- A 4 year contract at the Edna May Gold Mine (Evolution Mining) in the Yilgarn. Contract Value \$48M
- A 5 year open pit mining contract at Syama (Resolute Mining) in Mali. Contract Value \$540M
- A 2 year underground development contract at Perkoa (Glencore) in Burkina Faso. Contract Value \$75M

#### Safety

Whilst we are continuing to improve our safety record it is my unfortunate duty to advise that we have had another two fatalities in the past year. The first was an AUMS employee in Ghana at the Kinross Mining Akwaaba Project where Mr Yaw Yisanoba was fatally injured in an underground accident on the 26th February. Yaw who was 46 years old is survived by his wife and three children. The company has provided for the family in our usual way and our thoughts and prayers are with them.



The second fatality was a road accident on the 3rd November in Burkina Faso where one of our employees was travelling in a transport contractor's vehicle when it blew a tyre, left the road and hit a tree. Our employee Mr Boubacar Drane and the driver both died at the scene and another of our employees received a broken leg. Our thoughts and prayers go to Boubacar's family.

Whilst this accident was largely outside our control we must remain forever diligent and be aware of the risks that surround us.

#### The Ausdrill Way

We also had a fatality out of work hours when Kaiawa Pahuru one of our employees from St Ives, and an Ausdrill Way member was tragically killed in a motor vehicle accident in July this year.

I am pleased to report that The Ausdrill Way Committee has been an enormous help to Kaiawa's family during this terrible period and is continuing to provide support going forward. Whilst it is a heartbreaking time for the family in a situation like this, I take great pride and satisfaction when I see The Ausdrill Way provide support to the family through the contribution of all employees.

#### Acquisitions

##### PW Mali Equipment

As part of the successful Syama tender it was necessary to purchase all of the assets of PW Mining International which were located at the Syama site, and to take over their national workforce, all of which has been completed. The project will be managed by Les Melrose from Edikan in Ghana. We welcome all the ex-PW staff into the Ausdrill Group and are very pleased to have Lindsay back in the fold.

##### Best Tractor Parts (BTP)

The BTP acquisition is the largest acquisition the Company has ever made (see story page 4) and was driven by our new CFO José Martins. José and his team worked many hours late into the night over the past five months in putting the deal together and have done a fantastic job.

#### 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.



I believe BTP will be a "perfect bolt on" to the Ausdrill Group and would like to welcome Brian and Greg Murphy and all of the BTP staff into the Ausdrill Family.

#### Hockeyroos

Whilst talking of acquisitions the best acquisition we could possibly have made is the right to sponsor the Australian Women's Hockey Team, prior to them competing in the Olympics where they performed admirably. See story page 7.

#### FIFO Families

Another great sponsorship we have undertaken is that of FIFO Families run by Nicole Ashby. Nicole tells me that she is really starting to "gain traction" in providing a better lifestyle for families that are part of the fly in fly out system, due in no small way to the support she has received from the wives of Ausdrill employees. See story page 21

#### Food Rescue

Food Rescue is another worthy cause the Company elects to support by providing one of the rescue vans used in the collection of food for disadvantaged people in need. See story page 30

#### Comings and Goings

I am pleased to report that we have two new Directors on the expanded Board of Ausdrill in Mr Don Argent, formally the CFO of Theiss Corporation, and Mr Mark Connelly, who was the former CEO of Adamus/Endeavour Resources. They are both very capable and experienced in their chosen fields and we welcome them to the Board and Ausdrill Family.

We also have two new employees in the Finance Department in Lee Trewartha (think Indian Chief Hiawatha) heading up Treasury and Garth Reardon (haven't got a name for him yet) looking after Tax.



Whilst we have some new employees we have also lost some. Greg Stagbouer, the General Manager of OH&S, has moved on to a partnership in another business and we wish him well. Greg was the catalyst in creating the OH&S Department that we have today and he should be proud of what he achieved in the time he was at Ausdrill. Greg has been replaced by David Melville and we wish Dave all the best in his new role.

It also saddens me to confirm that Mark Hughes our Senior Accountant and CFO for the past 18 years was forced into early retirement due to ill health recently. We are keeping an eye on him and wish him well in his retirement. As I mentioned earlier, José Martins has replaced Mark as CFO and we wish him well in his new role.

It would be remiss of me not to mention the people we lost with the cutbacks at the Fortescue Metals Group operations when we had to lay off approximately 100 people on site and at head office.

Unfortunately, in Contracting, these things happen and it is "the nature of the beast". However we have re-employed some of the people we lost and hope to re-employ others as we pick up new work.

## Christmas

It's Christmas time again and everyone is looking forward to the Christmas parties – big kids and little kids alike. My Grandkids are driving me mad already.

During the year we have acquired another fire engine so Kalgoorlie will now have their own and we also have a new ambulance in case Santa should get injured on his way to the Christmas Party.

Whilst talking of Christmas I was recently having a discussion with another employee of the same vintage as myself, who mentioned an entertainer named Gene Autry and I remembered as a child my Father and Uncles used to mention Gene Autry. So I had a quick look on the internet as

you do these days in search of information on him. I was surprised to learn he was an American performer who gained fame as a singing cowboy on the radio, in movies and on television for more than three decades beginning in the early 1930s. He appeared in 93 films and 91 episodes of "The Gene Autry Show" television series and lived to the ripe old age of 91.

He is probably best known for three very famous Christmas songs that he wrote – "Here Comes Santa Claus", "Frosty the Snowman" and "Rudolph the Red Nosed Reindeer".

He also created a "cowboy code\*", or a "Cowboys Ten Commandments" which, with a little finessing, we could turn into an "Ausdrill Code".

## His code is as follows

1. The Cowboy must never shoot first, hit a smaller man, or take unfair advantage.
2. He must never go back on his word, or a trust confided in him.
3. He must always tell the truth.
4. He must be gentle with children, the elderly and animals.

5. He must not advocate or possess racially or religiously intolerant ideas.
6. He must help people in distress.
7. He must be a good worker.
8. He must keep himself clean in thought, speech, action, and personal habits.
9. He must respect women, parents and his nation's laws.
10. The Cowboy is a patriot.

I will leave you with these thoughts for Christmas and wish all our staff and their families a wonderful Christmas and a happy and safe New Year.

Our success as a Company has been built on the hard work of all our staff.

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

## Ron Sayers

Managing Director

\* [http://www.geneautry.com/geneautry/geneautry\\_cowboycode.html](http://www.geneautry.com/geneautry/geneautry_cowboycode.html)



Long-time shareholder, Oscar Guglielmin (pictured 3rd from left), sadly passed away earlier this year. Oscar and his wife Eleanor have been attending Ausdrill's AGM for many years and we will miss seeing Oscar in the future, but look forward to seeing Eleanor each year.

## TOWARDS ZERO



getting there together

# SHAREHOLDER CORNER

## FINANCIAL HIGHLIGHTS

- Sales Revenue \$1059.1m (up 27%)
- EBITDA \$288.4m (up 48%)
- EBIT \$172.3m (up 53%)
- Profit before tax \$152.5m (up 53%)
- Profit after tax \$112.2m (up 53%)
- Basic earnings per share 37.28 cents per share (up 37%)
- Final dividend of 8.0 cents per share, fully franked
- Positive outlook for the Group

Ausdrill has achieved another year of record growth, reporting an after tax profit of \$112.2 million, in excess of forecast and 53% up on last year.

Sales revenue for 2011/12 was \$1,059.1 million, an increase of 27%. The increased revenue and profit is a result of the Group's expanded service offering, meeting the demand from the resources industry in both Australia and Africa.

We are pleased to achieve revenue in excess of \$1 billion for the first time in the history of the Company, and in doing so deliver our eighth consecutive year of record profits. Over the

## AUSDRILL REPORTS A RECORD NET PROFIT AFTER TAX OF \$112.2M FOR FY2012

past 12 months we have grown the Group by winning work from existing customers, expanding into new markets and building our relationships with the major operators in the mining and energy sectors.

An important factor in the continued growth of the business in the current environment has been Ausdrill's focus on revenues derived from the production phase of the mining lifecycle. Exploration drilling now accounts for just 11% of our revenues. This places us in a good position as any slowdown in the mining industry typically has a greater impact on demand for exploration services than production services.

Ausdrill is continuing to expand its service offering and during 2011/12 this has included the introduction of a division offering mineral sample analysis to the mining industry, along with a significant boost to the Group's investment in the expanding coal seam gas and water well drilling services sectors.

The Ausdrill board declared a fully franked final dividend of 8.0 cents per share, bringing the total dividend for the financial year to 14.5 cents per share. The final dividend was paid on 31 October 2012.

### Financial Performance

Group revenue has increased due to continued growth in all parts of the Group and includes a full year contribution from Connector Drilling which was acquired in February 2011.

The improved profit result includes the continued benefit of a lower tax charge due to the profits from the operations in Mali being tax

exempt for the first eight years and a revenue based tax system applying in Tanzania.

During the year to 30 June 2012 Ausdrill continued to expand its asset base and acquired property, plant and equipment of \$270 million. The capital expenditure was incurred across most of the segments within the Group with our African business representing almost half of the year's expenditure. The African segment has expanded into Ivory Coast and is set to benefit from an increased level of activity in the resources sector as evidenced by the recent intention to award the US\$540 million Syama contract to Ausdrill.

### Outlook

Ausdrill is continuing to pursue a strategy of:

- Providing a diversified suite of services to meet the needs of major companies within the resources sector;
- working primarily for the major mining houses;
- seeking long term contracts whenever possible;
- focusing on services to the gold mining industry, which historically has provided more than 60% of Ausdrill's revenue; and
- focusing on the provision of services for the production phase of the mining lifecycle

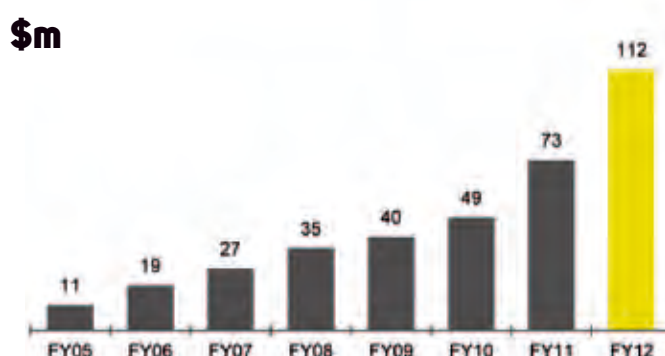
The Group's policy of diversification – both in terms of services offered, and geography (with Africa playing an increasingly important role) – provides a strong base for future growth.

**José Martins - Chief Financial Officer**

### SALES REVENUE



### NPAT





## AUSDRILL WELCOMES BEST TRACTOR PARTS

Ausdrill extends a very warm welcome to the 200+ members of the Best Tractor Parts (BTP) team who have joined the group from late October. BTP becomes our newest division after being acquired by Ausdrill.

Established in the mid 1980s, BTP specialises in the supply of new and reconditioned/ refurbished earthmoving parts; rental of heavy earthmoving equipment and specialised mining support vehicles; and sales of earthmoving equipment. These businesses are also supported by a hydraulics and engineering capability and a global procurement network.

The acquisition of BTP complements Ausdrill's existing equipment hire business.

"We are delighted to welcome the BTP team into the Ausdrill family," said Managing Director Ron Sayers.

"BTP provides a great fit with Ausdrill Mining Services and our other divisions. Bringing the team on board enables us to grow our hire fleet from 117 to 194 vehicles. It also means we can improve our maintenance capabilities and capture additional opportunities to build relationships with our key customers," Ron said.

BTP has been a trusted supplier to Australia's surface mining industry for over 25 years, and has grown to become one of the largest suppliers of reconditioned and refurbished earthmoving parts and equipment in the world. BTP specialises in several brands of equipment including Caterpillar, Liebherr, Komatsu, O&K Hitachi and Terex.

The BTP group consists of 3 businesses:

**Parts:** Australia's largest independent provider of used and reconditioned original equipment manufacturer (OEM) parts to users of heavy earthmoving equipment. BTP's used parts business is relied upon by users of heavy earthmoving equipment who are operating machinery for longer hours and conducting more rebuilds due to supply constraints.

**Rental:** BTP's rental business operates a high quality fleet of low hour, high demand heavy earthmoving machinery and specialised mining support vehicles for the mining industry.

**Equipment sales:** BTP is one of the world's largest independent dealers of used earthmoving equipment to the mining industry.

BTP has developed a leading reputation for providing reliable, high quality solutions to meet the ongoing needs of large mining equipment operators in Australia. The company operates from modern premises in key mining hubs within Western Australia and Queensland, as well as a growing presence in NSW.

Like Ausdrill, the BTP team has a strong service orientated culture, geared towards working with customers to deliver the solution that is right for them.



# DIAMOND COMMUNICATIONS – Paul Tester

Diamond Communications services the infrastructure requirements of companies in the construction and maintenance of underground plant. Our business is diverse with quality skills being deployed in the mining, civil, telecommunications, power, water and gas industries. With locations based in Perth and Adelaide we have 100 staff operating across Australia with a range of skills and accreditations for design and construction.

Diamond Communications has increased its ability to meet clients' expectations with the purchase of a Vermeer D36x50 Horizontal Directional Drill and a IDS Ground Penetrating Radar.

## IDS

With the IDS Detector Duo ground penetrating radar we are now able to detect buried services in all types of ground at depths ranging from 50mm to 2.5m. (Including under concrete). In the past it was only possible to gain an indication of the location of services buried under sealed roads and car parks. We had to hire specialist locating services at excessive costs and not always in time to suit our needs. With the new instrument added to the locating tools and our machinery it not only increased and enhanced the services we are able to offer clients but also increased the profitability of a project. Significant savings have been made by not having to hire this type of equipment and a specialist technician to operate it.

The drilling capabilities of Diamond Communications increased greatly when we

became one of the very few contractors in WA to own a Vermeer D36x50 series ii rig. The minimum bore diameter for the rig is 90mm and the maximum bore diameter is a very impressive 750mm to a bore length of 240m. Thanks to Eddie Banner and the mechanical wizardry of Bill Beanie, Drill Rigs Australia (DRA), the drill is even able to bore through hard rock further enhancing the capabilities of this machine. DRA fitted an automatic foam and lubricant system for a rock hammer. However, without a skilled operator even the best machine will achieve little. Diamond is fortunate to have a skilled operator in Allen

Combs. Allen has been operating drill rigs for more years than he cares to remember so when he says he is impressed with a drill you can rest assured this is a good machine. Allen has yet to find the full potential of the 36x50 but is confident he could quite easily drill through the hardest rock with the drill - even granite. This is something most horizontal directional drills are not equipped or powerful enough to do. Once the word in the directional drilling industry is out Diamond Communications is confident Allen and the 36x50 will be given many opportunities to discover the full potential of this machine.



*Diamond Communications D36x50 drilling under the Swan River, Caversham*

# NEXT "WORLD'S BEST..." – Brad Loan



## We need your ideas?

Over the years Ron Sayers has had a knack for discovering "The World's Best ..." during his travels around Australia and the world. He's found The World's Best ...

- Bottle Opener
- Knife Sharpener
- Potato Peelers

and marked them with the Ausdrill brand.

These are items that we all often use so they're great things to promote Ausdrill on.

The boss says he's out of ideas and is looking for help from the team. Here's your chance to become part of Ausdrill's history as the one who suggested the next "World's Best ..."

Your suggestions need to be something

- unique
- world's best quality
- extremely practical
- that gets used in homes a lot

Everyone has hats, stubbie holders, coffee mugs, shirts, pens, beanies, USB drives, mouse mats

The next "World's Best ..." needs to be something outside the normal.

Send your ideas to [ausbits@ausdrill.com.au](mailto:ausbits@ausdrill.com.au) and look out for the next edition of Ausbits to see which bright spark from within the Ausdrill Group gets the glory!





# TRADES UPSKILLING PROGRAM – Siddharth Kapur

## “Up-skilling our maintenance employees”

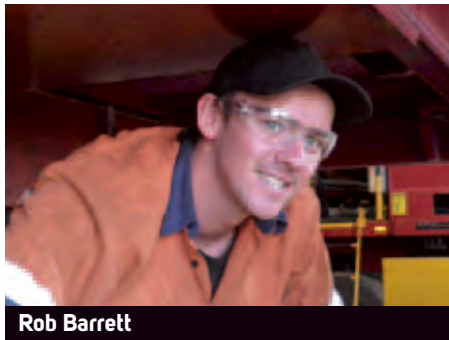
**Vision: - Up-skill our current maintenance workforce to achieve relevant, current trade qualifications and maintain currency of skills**

Ausdrill has started a program to up-skill our maintenance staff to a standard level across the Group. The purpose is twofold: to meet updated industry and organisational requirements, and to ensure the currency of skills.

The first step in the program has been to check all existing company records for our maintenance workforce. This exposed



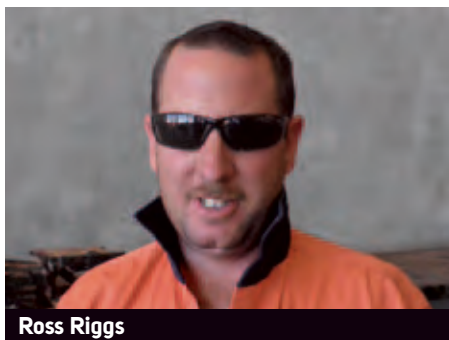
Leon Latham



Rob Barrett



Nick Brown



Ross Riggs



a number of gaps, so the next step was to contact all maintenance staff asking for copies of any qualifications or certificates that were missing. These were sent to a collective email address specially set up for the program ([maintenance.training@ausdrill.com.au](mailto:maintenance.training@ausdrill.com.au)) or directly to Siddharth Kapur, Teresa Greinacher or Mark Reed in the Canning Vale office.

Help has been enlisted from two training providers for the next step in the program. These training providers, known as Registered Training Organisations or RTOs, have put together kits to recognise the skills and knowledge of the prospective candidates and to help them reach the agreed standard and achieve the relevant trade qualifications.

The good news is that there is Government funding available to support this program and to help Ausdrill fund the work needed to get our staff the additional skills and qualifications. The employees who participate will also receive the incentive of the Government's Tools for Trade allowance.

The program is currently being trialled with twelve tradespeople selected from across the Ausdrill Group. Once the trial has progressed, and we can see that the program is working

as it's meant to be, then more maintenance staff can become involved. It will be important for the program to have a planned and manageable roll-out so that all the candidates are receiving the right amount of skills development to meet their needs and the needs of the organisation.

If you are a maintenance employee and would like further information on the trial talk to Sidd Kapur on 0405 625 485 or send an email to [maintenance.training@ausdrill.com.au](mailto:maintenance.training@ausdrill.com.au). When the trial is opened up to more candidates you will need your manager's approval to apply for the program.



**Siddharth Kapur**  
Superintendent Maintenance Training



# THE AUSDRILL HOCKEYROOS SPONSORSHIP STORY

– Peter Chisholm



I've been playing Hockey ever since 1974 when I started sub-juniors in the Goldfields and I'm still running around now – albeit much slower. Because of my long association with the sport whenever anything involving Hockey comes up in the media it gets my attention.

Earlier this year I was watching Tim Gossage on TV. He is renowned for his support of less popular sports like hockey. The story pointed out that 4 months out from an Olympic Games the most successful Olympic Sporting Team in Australia's history did not have a major sponsor! A quick search on Wikipedia will tell you the Hockeyroos many achievements:

- 3 Olympic Gold Medals
- 4 World Cup Medals (2 Gold, 1 Silver & 1 Bronze)
- 3 Commonwealth Games Gold Medals
- 11 Champions Trophy Medals (including winning it 6 times)

The story bugged me for a day or so and kept nipping at my brain so on the Friday morning I wrote a quick email to our Managing Director, Ron Sayers, pointing this out. It's pretty awesome that you can write an email direct to the MD and shows how good it is working for Ausdrill.

Ron's response was positive and after contacting Hockey Australia they put me in contact with Shane Tonkin, their Sponsorship & Marketing Manager. It was a Friday before a long weekend but I was more occupied by the possibility that Ausdrill could be sponsoring the Hockeyroos than what the weekend had in store. I called Shane Tonkin at about 4.50pm to let him know everyone at Ausdrill was on board and he may have a



busy long weekend ahead putting together a sponsorship proposal.

We all got together the following Tuesday and Ausdrill became the Hockeyroos' first major sponsor in over 10 years. The rest is history.

None of the current team have ever had a major sponsor before but all of them have done a great job of promoting their sponsor with the press coverage we've seen during the year. We actually had a front page photo in the West Australian leading up to the Olympics featuring local WA player Ash Nelson (with her Ausdrill shirt on).

Another player, Megan Rivers, recently started work for Ausdrill in the HSETQ Department. It's also our hope to support other Hockeyroo players wherever there's a skill match and they can be employed in one of our various business units. I'm sure you will agree that any of these highly motivated people would make excellent employees and role models.

It's great to know that we can support this WA based National team given the current economic boom being experienced here in the West. It's also good to know that we as a company can put something back into supporting our athletes, many of whom have relocated from the Eastern States to pursue their sporting dreams.

It is with pride that we can now see the Hockeyroos running around with the Ausdrill logo on their uniforms so keep an eye out for them everywhere. They were recently running around in Dublin spreading the Ausdrill brand.

I would like to thank all those involved for all the work they have done since the sponsorship deal was confirmed. Praise also to the Ausdrill Board for their foresight and being 100% behind the idea. Finally, thanks to you the employees for getting behind the team.



# OLYMPICS TRIP TO LONDON – Simon Fowles/Lynn Palmer

**Q:** What's more exciting than going to the London Olympics?

**A:** Being one of the lucky group nominated by our GM's and then chosen to go as part of the Ausdrill Hockeyroos supporter contingent, compliments of Ausdrill and Managing Director Ron Sayers.

Going to London was always going to be amazing, but combined with the carnival-like atmosphere created by the Olympics and the great company that we shared, it became a once in a lifetime trip.

For our loved up couple Daniel and Sonia, from Tanzania, it will be remembered as the place that he proposed.

After what seemed like an eternity on the plane (flying for 24 hours "has knobs on it"), followed by a surprisingly smooth run through Heathrow, it was a relief to be greeted by our drivers and transferred to our accommodation at the Leonard Hotel. Just a hop, skip and a bit of a wait at the lights from Hyde Park, was the venue for the women's triathlon. The remainder of the day we arrived was spent recuperating from the flight and having a wander around to get our bearings ... we may or may not have wandered into the odd pub or two on the way.

On Saturday morning, resplendent in our green and gold trackies, we breezed through the security check and up to our seats in the Hyde Park grandstand. We had an uninterrupted view of the start and finish line, the transition area and across the lake to the huge crowd that had gathered to cheer the girls on. The atmosphere was electric and the crowd was up and roaring for their team right from the start. We were no exception! We were rewarded with an edge-of-your seat photo finish and a bronze for Erin Densham of Australia. Those girls really are amazing athletes!

After the triathlon we were treated to a long lunch at the Beehive, a pub owned by Frenchman Daniel. He had never had an Aussie in his pub before, but soon became accustomed to our loud and gregarious humour. There were a few anxious moments when Mark took a shine to his treasured antique Queen Victoria bust, but he took it all in good stride.

Sunday and Monday brought trips to Stonehenge/Bath and Paris respectively and an opportunity to see some of the countryside, explore historic sites and see great works of art – hello Mona Lisa! There was a bit of excitement in Paris with a foot getting caught in a train door and a member of our tour group being targeted by pickpockets on the Metro, but thanks to some helpful locals we made it out in one piece and got to see all the sights.

I recommend a river cruise if you are ever in Paris – it's spectacular, romantic and you get to see all the good stuff without wearing your feet to the bone.

Tuesday was a free day and we were all able to wander at will and see some of the amazing city of London. Our tour manager Paul managed to get tickets to 'We Will Rock You' in the West End for those who had the evening free, which was much appreciated.

Our next Olympic event was on the 9th. Some of the group went to the hockey and some went to the women's football final at Wembley Stadium. We had been keeping an eye on the Hockeyroos as they made their way through the initial rounds and were devastated for them when they missed out on the finals after only conceding two goals in five games. We had tickets for the contest for 5th place at The Riverbank Arena. We got to 'scream for our team' as they showed China the door with a 2-0 win. We may have been a small contingent of Aussies, but we were loud and proud in our support of both the women's and men's hockey games. Sitting amongst the Hockeryoos' parents made the game a little more personal. The girls did a lap of the arena after the game and posed for photos to thank their supporters. The teams' family members all wanted us to pass on their appreciation to Ausdrill for the sponsorship and support and to let us know what a difference it has made to the players' Olympic journey.

Our final Olympic sporting event was the men's Hockey where we saw the Kookaburras defeat Great Britain for the bronze medal. It



was a real treat to experience the atmosphere created by a lively and supportive home crowd but even better to be the noisy minority celebrating a win. After the game we took some time to have a bit of a wander around Olympic Park and appreciate the atmosphere. The Brits did a great job on the facilities and the organisation and we felt very lucky to have been able to see it all.

Our final night in London saw us piling into cabs to Australia House to join in the festivities surrounding the closing ceremony. Our group took over a couple of couches in front of one of the big screens and enjoyed the food, drink and music. Someone (you know who you are) even had a nap! It was over all too soon and with last minute packing to do and an early start for those flying out it was back for a final round at the hotel before goodbyes and bed.

Thanks to all our fellow travellers for being such great company and, once again, thanks to Ron and Ausdrill for giving us such a wonderful opportunity.



# THE SYNERGIES BETWEEN AUSDRILL COMPANIES IN AFRICA

– Gary Wheeler, Mike Keegan, John Kavanagh and Peter Gralla



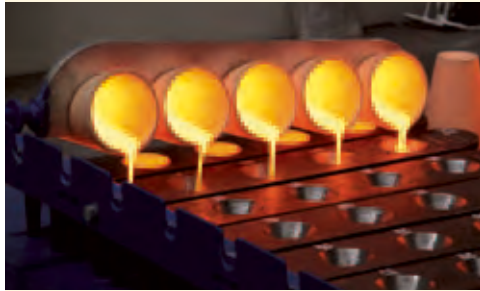
**Step 1. Exploration Rig in Africa**



**Step 2. Portable Processing Unit on site**



**Step 3. Loading the plane with samples heading for Accra**



**Step 4. Pouring Molten Samples in MinAnalytical WA**



**Step 5. Laboratory Analysis on machines in Canning Vale**



**Step 6. Mining Operations (Earth moving) at the resulting Mine site**

Ausdrill has been operating in West Africa since 1991. Initially our activities centered around drill and blast and exploration drilling under the Ausdrill banner. In 1996 African Mining Services (AMS Ghana) was formed providing exploration and contract mining services, including earthmoving, drill and blast, grade control and civil earthworks.

As Ausdrill has grown and diversified over the years, our group of companies has been able to provide complimentary services, creating synergies between businesses to provide a fully integrated service to the mining industry in West Africa. The businesses that currently operate in West Africa are:

- African Mining Services - Exploration Drilling
- African Mining Services / MinAnalytical JV – Portable sample preparation
- Logistics Direct – Freight and export of samples to Australia
- MinAnalytical - Gold and base metal analysis
- African Mining Services and African Underground Mining Services (AUMS) – Contract surface and underground mining
- Supply Direct – Supply of equipment and consumables

This group offers a one stop shop for companies undertaking mineral exploration and mining in remote areas within West Africa. In the last year, the Ausdrill group has added sample analysis to its capabilities and the following is a summary of the services

now provided in relation to exploration activities.

AMS provides exploration drilling services including Reverse Circulation, Diamond Drilling (core) and Air Core Drilling sample holes and their clients then deliver these samples to the onsite sample prep unit that is owned and operated by AMS. MinAnalytical provides all the technical support and auditing, ensuring quality standards are maintained to the highest level.

By locating the sample preparation units with the drill rigs or close to the exploration site, clients can benefit from an individual client dedicated service. They can also control the priority of their own samples and cost-effectively expedite the return of assays to determine follow up drill targets.

On a weekly basis AMS arranges for samples to be sent from the preparation sites by either road or air to Accra, Ghana and delivered to Logistics Direct.

Logistics Direct has for the past 14 years supported the exploration and mining industry in Ghana with customs clearance and freight forwarding services of mining equipment, parts, consumables and samples to and from Ghana and the other countries in West Africa such as Burkina Faso and Mali. Logistics Direct handles all the export documentation and arranges airfreight of the assay pulp samples to MinAnalytical's main facility in Canning Vale. The details of these

sample consignments are sent to Supply Direct. Supply Direct looks after and arranges the import and quarantine clearance before dispatching to MinAnalytical's facility.

The samples are received at MinAnalytical in Canning Vale, Western Australia, and the batch details confirmed, cross checked and logged into a laboratory information management system (LIMS). They are then analysed for either gold and or base metals, using a range of analytical options. In Q1 2013 MinAnalytical will also be able to offer iron ore analysis upon commissioning of a new fully automated XRF cell.

Our dedicated team employs stringent quality control throughout the analytical and reporting process in order to ensure the client receives the best quality assay and service.

Few contractors know Africa like AMS. We've been operating in Africa since 1991 and in more recent years with the emergence of AUMS JV provide greater flexibility, efficiency and safety.

The satisfying result of all this was being recently awarded the group's single biggest contract to provide surface mining services at Resolute's Syama gold mine in Mali.

This demonstrates the value of Ausdrill's services to West African explorers as they become miners and clearly shows that the Ausdrill group does Bring More to Mining.





# THE POWER OF TEAMWORK... – Nada Velemir



"You could see it coming from a mile away.... but what was it?"

Lit up like a Christmas tree, and with more escorts than a President, along Tonkin Highway came the 'Hercules'.

True to their name, two Liebherr T282 DT 'Hercules' trays made their way through the suburbs, as if in Greek Mythology – powerful and regal in convoy on the road to Henderson wharf.

These were two of nine trays creating a

majestic impression on their way to be shipped to Queensland.

At DT Australia, all our 'Hercules' bodies are custom built to site and customer specifications. They vary in size and make, ranging from as little as 60m<sup>3</sup> up to over 200m<sup>3</sup>.

We have proudly completed twelve Liebherr T282B (210m<sup>3</sup> capacity bodies) for Peabody Energy. They will be commissioned at Millennium Mine site in Queensland. These are the largest capacity bodies to be

manufactured in our Perth workshop, with little over 10cm remaining on either side as they exited the workshop doors.

This was a huge team effort. Everyone from DT Australia's sales team, our design and manufacturing team, the transport company, as well as the Main Roads and police escorts were involved. It was like moving a mountain through the streets of Perth.

It is without a doubt that everyone involved in this project was proud to be part of such a significant accomplishment.

# AUSDRILL ANGELS – Mark Reed

## Mid-Year Apprentice Intake

The mid-year apprentice intake has now been completed. I was impressed with the quality and quantity of applications from prospective candidates for 2012 – this year's intake was our biggest to date: 10 apprentices were employed across the group, 5 of which were adult apprentices. I would like to welcome the following people to the ranks of the Ausdrill Angels:



**Adrian Lally**  
DRA  
Mechanic  
Adult Apprentice



**Daniel Goodwin**  
DRA  
Mechanic



**Luke Henderson**  
DRA  
Auto Electrician  
Adult Apprentice



**Tyson Rowling**  
DRA  
Mechanic  
Returning to DRA



**Jason Taplin**  
Henderson  
Auto Electrician  
Adult Apprentice



**Mitchell Connor**  
Henderson  
Mechanic



**Myles Fleay**  
Henderson  
Mechanic



**Michael Meltam**  
Christmas Creek  
Mechanic  
Adult Apprentice



**Brett Laurent**  
Boulder  
Mechanic



**Troy Burgess**  
DT HiLoad  
Welder  
Adult Apprentice

## Apprentice Reward Scheme -V8 Supercars

Over the course of the year 24 apprentices from nine different Ausdrill companies have attended a round of the V8 Supercars, with four still to attend the final two rounds.

The young men have travelled across the country, and in some cases, across the world. Friendships have been formed with other apprentices from within the Ausdrill group who have also attended the same event.

The feedback that has been coming in from the Tekno Autosport team has been very positive, particularly the way the apprentices have conducted themselves whilst representing the Ausdrill Group.

On behalf of the apprentices I would like to thank Ausdrill and Tekno Autosport for making this experience possible and for the continuing support for future apprentices.



### Abu Dhabi V8 round

Kevin Gee (left) DT HiLoad and Matt McGillivray (right) Ausdrill Northwest soak up the atmosphere at the Abu Dhabi V8 Supercar/F1 round.



## U.S.A. WORK TRIP – Adam Taylor



In 2011 I was nominated for the Ausdrill Apprentice of the Year award – ‘The Donny’. On the day of the announcement I was in hospital with appendicitis. I received a call from Ron Sayers informing me that I had won the Award. This came as a huge surprise as I didn’t know I was even nominated! I was even more surprised and excited to hear that I had also won a trip to anywhere in the world to visit a key Ausdrill supplier.

Due to our great relationship with Sandvik Coromant, I decided that I would visit a few of their workshops in the USA and also go to MINEXPO in Las Vegas. I met some great Sandvik staff in Los Angeles who showed me some of their workshops, including their new, state of the art, productivity centre in L.A. The centre helps their customers get the best productivity out of their tools and inserts. I was also able to visit a workshop that made parts for Boeing Aerospace. This workshop was very clean and tidy but still not up to the safety standards we have at D.T.A. I also made time to see some amazing places like Universal studios, Santa Monica Pier, The Hollywood sign and Rodeo Drive.

I hired a car and drove from L.A. to Las Vegas. Driving on the opposite side of the road and sitting on the opposite side of the car was very different, and a lot of fun. Las Vegas was an amazing place to drive into and totally not what I expected. MINEXPO in Las Vegas ran over three days and was larger than any expo I had ever seen before. There were three separate viewing areas which were too large to be seen in one day. There were dump trucks, large drill rigs and some other huge machines you would not expect to find indoors.

After Las Vegas I flew to Houston to see a few more workshops and also spend some time with more Sandvik staff. I was able to visit the Sandvik/Coromant insert production centre and see how all of our inserts were made.

Houston was a busy, business orientated city. Whilst in Houston I managed to try my hand, unsuccessfully, at fishing for flathead catfish and also visit the N.A.S.A. space centre. It was, excuse the pun, ‘Out of this world!’ I feel privileged and honoured to have won



this award and to have had this experience. Whilst I was away I realised that D.T.A. has much better safety standards than any workshop I visited. The work atmosphere is also not as tense and strict here in Australia as our economy is doing so much better. After going on this trip I feel confident of my future prospects with D.T.A. and I look forward to seeing what the future will bring.

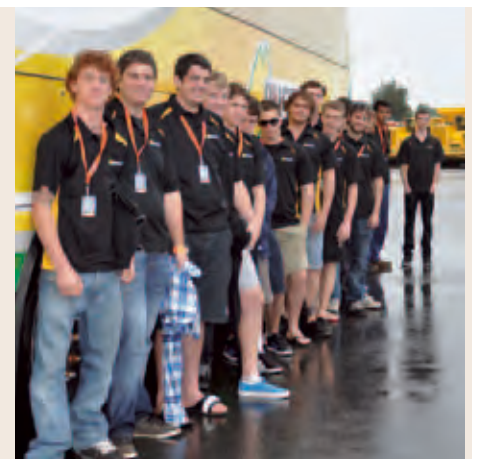
## APPRENTICE OF THE YEAR AWARD (THE DONNY) – Mark Reed

The winner of the 2012 Donny Award will be announced at the annual Ausdrill Christmas Party. This award not only recognises the Apprentice but also the Company and staff where the Apprentice is employed.

Finally I would like to congratulate Matt Boath and Jacob Zelesco on gaining their Trade Certificate!

### The award is judged against the following Selection Criteria:

- To be eligible for The Donny the candidate must be an apprentice in the current calendar year or part thereof.
- The apprentice must demonstrate a practical and theoretical knowledge relevant to their trade at their current year level.
- The apprentice performance appraisals conducted by their immediate supervisors will be used as an indicator for their practical assessment, safe work practices, attitude / commitment and attendance/ punctuality.
- TAFE statements of academic record will be used as an indicator for theoretical achievement.
- Apprentice contributes in a positive way to the Ausdrill group.
- The final decision is made in consultation with Ron and Alex.



## NEW DRILL & BLAST OFFICE - BOULDER - Brad Loan



The home of Ausdrill Ltd. Drill & Blast in Boulder for the last twenty+ years has been in two dongers originally salvaged from a mine site. Now, the "engine room" of Ausdrill can move to the new, purpose-built facilities in the Boulder Ausdrill yard. Finally, some space to move! Kiwi, Dave Hart, Jason Sakardi, Luke Phillips, Bruce Dixon, Mick Bunting, Michele Robinson and the D&B Trainers have worked in very basic conditions for many, many years and have remained focused on the growth of their business. Now they can do it in style & comfort.



No more will people feel uncomfortable on Monday morning & Friday afternoon as they walk past Hart & Lukey being doubled up in the same space. Even I get an office (with a window) now that I'm no longer a "newbie"!

After all the years spent in not-so-luxurious office accommodation, and without wishing to make anyone else envious, we have even managed to provide windows in the new offices ... and they actually open!

## CHRISTMAS IN JULY - BOULDER



The crew at Ausdrill Boulder have run a very active and friendly social club for the past 20 years. It is an institution that is almost as old as Ausdrill itself. The Social club is run independently of The Ausdrill Way. All are welcome and there are events held most months. There is always something coming up and they are always great fun. Some events are for adults and others are definitely family-friendly events. They often finish with

a bouncy castle and the ice cream van. Kid Heaven!!!

Each year the Boulder Social Club hosts a Christmas in July party at the Miners Rest in Kalgoorlie. The food is great, the drinks flow and the members have a great time. The theme this year was 'Sport', in honour of the 2012 Olympic year. There were a couple of hysterical costumes worn - Adam Bealing

dressed as a man riding an 'inflatable' horse and a Neil Best and his partner came as a fisherman and a man eating shark.

The social club is open to all Ausdrill workers in the Kalgoorlie- Boulder area and is always great fun and excellent value for money. If you are interested in joining please contact Michele Robinson at [mrobinson@ausdrill.com.au](mailto:mrobinson@ausdrill.com.au). Everyone is most welcome.



# DRILL AND BLAST MANAGERS CONFERENCE – Bruce Dixon



**Brian Mann** – General Manager Ausdrill Ltd



**Kiwi (John Geary)** – Operations Manager Goldfields, NT SA



**Dion Ashlin** – Operations Manager Pilbara



**Tony Tamlin** – Operations Manager D&B Civil

In September this year, the annual Ausdrill Ltd Drill & Blast Managers' Conference took place in Kalgoorlie/Boulder.

The venue for the two day conference was the Miners Rest, hosted by Dion Ashlin and facilitated by Bill Jackson (BJ). The theme for the conference was "People".

Attendees included Project, Area and Operations Managers as well as a sprinkling of other key players from Corporate and other support units (Safety, Training, Employee Relations, Finance and HR). Our people are far flung across Australia and the conference provides all participants invaluable learning and networking opportunities.

At the start of the conference it was revealed that FMG would be reducing, rather considerably, the amount of work we would be doing for them in the Pilbara, which subdued the proceedings and shifted the focus to what that would mean for drill & blast in the immediate future.

The first day was a procession of presentations including; an Ausdrill overview by Alex McCulloch; Region updates from Kiwi, Dion and Tony; Learning and Development by Lee Jackson; Training by Bruce Dixon; Health and Safety by Greg Stagbouer; Human Resources by Alan Jenaway; OHS Goldfields by Stephen Reid; OHS Pilbara by David Melville and last but not least QA and "Bill's Book Shop" by

BJ. Some of these were hastily rehashed as a result of FMG's decision but all went ahead without a major hiccup.

Day two started with Mick Bunting getting work groups of 'experts' (no comment) for the review of D&B's risk based Standard Work Procedures and was followed by updates from The 'Minister' for Employee Relations, Brad Loan and The 'Minister' for Beans (the counting of), Ivana Castle.

Unfortunately Managing Director, Ron Sayers was unable to close the conference as originally planned.

Once again Golden Drill Rig, a quiz and performance based award was up for contention. Some of the answers given were hysterical and left you wondering. The eventual winner was me and I took home the annual trophy and travel voucher.

Friday afternoon was set aside for a round of golf at Kalgoorlie/Boulder Golf Course.

The conference was wrapped up with a famous Kalgoorlie- Boulder pub crawl and refreshments along with world famous pizza by Donna and the Gals, at the "Shed" at Kiwi's place.

Many thanks to the Geary Clan for their hospitality.

# THE AUSDRILL WAY UPDATE – The Ausdrill Way Committee



*Peter Bozic – Ausdrill Ltd Boulder*

*Christopher Shorten – Ausdrill Ltd Fimiston*

## THE AUSDRILL WAY

The Ausdrill Way has been operating since January 2011 and it is now doing EXACTLY what it was set up to do – provide assistance to members in situations of extreme hardship.

## THE HISTORY

Ausdrill started as a small, family owned company in a back yard in Kalgoorlie. As a family focussed company it has always been our tradition to look after our own when they hit hard times. There have been many occasions where people have received financial assistance both from their mates and the company to help them through difficult times. In tragic cases where a member of the Ausdrill family has passed away we have always passed the hat around amongst their workmates and the company has not only matched these funds but also added more if required.

## THE REASON

As Ausdrill has grown our workforce has changed. We no longer all live and work in Kalgoorlie. Ausdrill has 15 individual businesses operating in Australia and four in Africa. We have businesses and sites in WA, SA, QLD and NT. Some sites have teams as small as five or ten people, while others may have as many as 200. Our workforce now lives all over Australia and, in some cases, Bali, Thailand, New Zealand and beyond. Although we are now a diverse and complicated workforce Ausdrill still places great emphasis on Family looking after their own. The Ausdrill Way was established to ensure that every one of our employees is included equally in the protection that it provides. Whether they be new starters, FIFO workers, work in a small team, don't know many people or hold junior positions they are all treated equally.

The Ausdrill Way is a form of passing around the hat on a weekly basis so that we can gather a pool of money to help and assist our members when needed. Each of us in the Ausdrill Family contributes \$2 a week into a fund that will continue to grow and will be there ready when a member of the Ausdrill Family finds themselves in severe hardship.

\$2 is a small amount of money in everyone's language (less than a cup of coffee) and will most certainly not be noticed when it is deducted directly from a member's pay. The fund needs us all to participate as it relies on the vast majority of members to contribute, knowing that they may receive nothing in return, so that funds accumulated are sufficient to ensure that we have money available to assist those in need when required.

## THE COMMITTEE

The Ausdrill Way is administered by a committee of six people, all of whom are members of The Ausdrill Way. Three were nominated by Ron Sayers, as long serving and trusted employees, and the other three were elected by our staff across Australia. We would like to welcome Kimberley Welsh from Drilling Tools Australia who has filled a vacancy that opened during 2012.

All decisions are made solely by the committee and are driven heavily by the direction set by Ron Sayers – "If it aint fair, it aint right"

## THE AUSDRILL WAY STRUCTURE

The Ausdrill Way has been set up in two parts:

1. Social Fund
2. Employee Assistance Fund

## THE SOCIAL FUND

The money that is collected from members

by the Social Fund is held in a specific bank account and will be spent, in full, on social activities. To ensure that we are fair in the distribution of the funds we are faced with some enormous challenges because of the diversity of our staff and particularly where we live and work.

The primary vehicle to provide social activities is to host major Christmas parties in the two original homes of Ausdrill – Kalgoorlie and Perth. These will be major events funded by The Ausdrill Way. Both Kalgoorlie and Perth will host one party for adults and their partners and another for families and their children.

In order to pass our overriding fairness test, funds collected from people who are unable to attend the parties (because they have been rostered on for work or they're from worksites that are interstate) will be returned to the areas from whence they came. That money can then be put towards social activities at a local level. Interstate members will also have funds returned to their head offices to host their own Christmas party.

## EMPLOYEE ASSISTANCE FUND

Each dollar that we put into the social fund is matched by the Company in the Employee Assistance Fund.

The Ausdrill Way Employee Assistance Fund is set up as a safety net for all members. Its primary function is to support families in the case of a severe injury or long-term illness to the family of an Ausdrill Way member. The assistance is immediate and short term.

The Ausdrill Way also provides immediate, short term assistance to a member or their family in the case of a death, tragedy or





*Jesse Hall - Ausdrill Northwest*

*Abasaheb Maruti Shelke - Remet Engineering Kalgoorlie*

extreme hardship. The assistance is intended to allow breathing space after a tragedy, allowing a member or their family time to adjust to events and make the necessary arrangements to move forward. It is not intended to sustain the luxuries in life but rather to give people in distress peace of mind and financial security for a short period while they adjust their life and financial situation after a difficult time.

#### **ASSISTANCE PROVIDED TO DATE**

Since its inception The Ausdrill Way has collected \$291,000 in the Social Fund and this has been matched by the Company in the Employee Assistance Fund. Of the funds provided by Ausdrill, assistance to the value of \$161,500 has already been required.

It is inappropriate to discuss personal details of people who have received assistance as we will always protect the confidentiality of people's private lives.

In general terms:

- 17 families have received assistance from The Ausdrill Way
- Monies paid out range from \$2,200 to \$50,000 per claim
- Funds have been provided due to members' loss of income because of illness or accident, or in one case, the death of an employee.

#### **THE PROCESS**

Any Ausdrill Way member can make an application for assistance from The Ausdrill Way. The main criteria must be a demonstration of extreme hardship and the applicant must be a financial member of the fund. Medical certificate/s need to be provided.

Please be aware that employees who choose not to become members will not be eligible for any form of assistance.

There is an application form on Ausdrill's Document Management Centre that needs to be completed and signed by your Supervisor or Project Manager. The form then needs to be forwarded to me along with medical evidence as well as a statement from the member. Please feel free to email me at brad.loan@ausdrill.com.au if you need a copy.

Some thoughts to conclude

- You may have your own insurance but The Ausdrill Way provides IMMEDIATE relief and will be paid long before any Insurance Company has processed a claim. Please bear in mind the normal waiting period for Insurance is 60-90 days.
- You may be single, have no dependants or own everything and believe that you don't need assistance but please consider this – you do have workmates that might be in a very different position that will at some point need your help. The Ausdrill Way is about helping our fellow workers.
- The Ausdrill Way is not about putting in \$2 and making sure that we all get something back. We are hoping that NONE of our members find themselves in a position of hardship.
- The Ausdrill Way is unique. There is nothing like it in any Company that I am aware of and it is solely created to protect our workers and their families when they are most in need. It's all about US and the Company providing a safety net.



**New Committee Member, Kimberley Welsh**



# SPOTLIGHT ON ... NATARSHA COOPER

## Liaison Officer for Indigenous Employment

My name is Tarsh (Natarsha) Cooper and my role is the Liaison Officer for Indigenous Employment.

A bit of background: I have recently moved to Perth after living in the Pilbara region for over 30 years and have worked in Indigenous employment, training and development for the past 8 years, primarily for the mining & construction industry. It is through this I have found a true passion in watching Aboriginal people grow and develop in their lives and careers.

My duties as the Liaison Officer are quite varied and my responsibilities include recruitment and retention of Indigenous employees by means of career planning and mentoring, sourcing alternative pre-employment training referrals and funding where available. I am also responsible for ensuring our contractual obligations are being met, however my core value remains sourcing the right employees for the job at hand.

During the past 8 months with Ausdrill I have found my role both challenging and rewarding, and I am pleased to note that the unique

aspect of Ausdrill is how it offers its vacancies to people. The positions that we provide are not borne from a necessity to meet statistics; they are 'real jobs' with 'real progression' for those who wish to build a long-term career with Ausdrill. The job prospects that we offer, not just for our Indigenous people but all employees, have the potential for career progression to those who work hard and want to succeed.

It is through this method of recruitment and training of Indigenous employees that we will remove the ideal that this effort is not just one of a contractual obligation but of a moral obligation to provide employment to those who have a connection to the land we mine. This understanding and manner will ensure better retention which, in turn, will see more Indigenous people in pivotal roles. They will become working role models to future entry level employees, thus beginning a sustainable employee cycle.

As a means of providing extra support, I am also an advocate for the Indigenous arm of FIFO Families (which is in the process of being created) as well as mentoring Indigenous staff



and their families for any cultural and/or external barriers that some may experience. Ausdrill has signed onto the Australian Employment Covenant (AEC) to show the Company's commitment to ending Indigenous disparity.

Finally, I have an open door policy if you have any queries on protocol or if you are a manager requiring employees, stop by for a yarn, drop me an email or give me a call – I'm happy to assist in any way I can.

## RETURN TO WORK – Anita Terrigno

Getting people back to work – FAST

As part of Ausdrill's culture of 'One family' we are building a range of strategies to provide safety nets under our people.

These include

- The Ausdrill Way
- FIFO Families
- The Employee Assistance plan
- Salary Continuance through Spectrum Super
- Our Return to Work-Injury Management Team

Ausdrill has a dedicated Injury Management Team based in the Canning Vale office to help



Jaime Wert

Anita Terrigno

workers through the process of recovering from a workplace injury as smoothly as possible. Their aim is to manage the return to work process to allow an injured worker to return to their normal role as soon as possible. Sometimes the process of getting into a doctor or medical service provider can be slow. Ausdrill has preferred medical providers in Perth and can arrange immediate medical treatment including same day imaging, specialist reviews and admission into a private hospital. The Injury Management Team will liaise with your treatment providers so that appropriate steps can be taken for you to return to work in appropriate timeframes, and with appropriate treatment and support.

From one of our workers -

*I injured myself on nightshift on a Friday (torn cartilage and ligament in my left knee).*

*I was seen by medics that night and helped to my room. I was seen by medics on site again Saturday and Sunday.*

*The first two days after the injury I spent in my room in pain and were not good. My workmates called in on me on the way to work and brought me a meal each afternoon.*

*On Monday I was flown to Perth where I was met by Jaime (Ausdrill Injury Management Team) and things started to progress rapidly. We went directly to a medical centre where I was seen by a doctor who sent me to have an MRI scan.*

*I returned to see the doctor on Tuesday who sent me to a surgeon in the same medical centre, who decided to operate on my knee on the Thursday.*

*Over the next two weeks my recovery was far enough advanced that I could walk and drive. As I was well enough to do light duties the team at Canning Vale got me working again. I worked and recovered over the next four weeks before returning to my normal role on site.*

*The girls from the Injury Management Department were very efficient, professional and caring. They made sure that I got medical treatment very quickly so I could get better and get back to work as fast as possible. I could not ask for better care or consideration from Jaime and Anita.*

*Greg Bentel*



## AUSDRILL'S UNSUNG HEROES – Michele Robinson

### A VOLUNTEER'S TALE.....

The aim of Scouting is to encourage the physical, intellectual, social, emotional and spiritual development of young people so that they take a constructive place in society as responsible citizens, and as a member of their local, national and international communities.

For the past 23 years as a member of Scouts Australia, I continue to experience life time memories through the places I have travelled to, the activities I have undertaken, the friends I have met along the way and the programs I endeavour to achieve for the youth members.

Coming from the Far North Coast of NSW, I have been a Leader of 1st Boulder Scout Group for many years, teaching and assisting youth members of various ages and supporting my fellow team Leaders. We have been operating since 1909 and in 2009 celebrated their 100 year anniversary.

In April 2012, I experienced the 29th Asia

Pacific Region Scout Jamboree in Sri Lanka and helped them to celebrate their 100 years of Scouting through their culture. From Australia, 31 members attended (21 youth 10 adults) ranging from areas such as Broome, Subiaco, Perth, Goldfields and one from QLD.

From 2500yr old temples, climbing thousands of stairs to over see the beautiful country side, safari tours, tea factory tours, turtle hatcheries, theme parks, performances, activities and cultural experiences the opportunities were endless.

In January 2013, 1st Boulder Scout Group is sending about 13 Scouts and three Leaders to a Queensland Jamboree in Maryborough for 14 days. This involves countless hours of fundraising, BBQs and lots of badge work. With the support from Ausdrill, making this a dream a reality for these kids to attend such an event is amazing. THANKS AUSDRILL!!!!

*Michele works as Site Admin advisor for Ausdrill in Boulder*



## PAINTBALL – Dan Woods

Paintball is one of the fastest growing extreme sports and I've been playing since I was 15. It isn't as most people think: "Commandos in the bush". It's a really quick game played on a field of inflatable barricades on a small sports pitch (about 50 meters long). It even has coaches and pit crew!

Games usually only last 2-3 minutes, but in that time it's normal for players to shoot about 1,000 paintballs each. The guns shoot 15 paintballs per second and the paintballs fly at 300 feet per second. Generally the teams are five-a-side and a team needs to win 4 games in a row to win the match (with 2 minute breaks in between each game to reload).

I play for a team called STK and we have been the best Australian team in 2010 and 2011 (in 2009 I was Player of the Year in Australia). We compete in the Asian League Series called PALS. Paintball has taken us to Malaysia, the Philippines, Japan and Thailand. We've also been around Australia several times. So far this year I have been to Bangkok, Thailand and Kuala Lumpur in Malaysia. My next trip is to Langkawi in Malaysia to compete in "World Cup Asia".



Last year we finished 3rd and this led us to compete in the 'Intercontinental Cup'. This is comprised of the best teams from around the world (not just Asia Pacific) - we finished 4th in the competition.

Playing paintball offers a unique way to experience different countries. We have made friends at the tournaments in each of the

countries who show us around and take us to eat locally. I feel like we have a more natural, less "touristy" perspective of the countries we visit now as a result of having friends that live in them.

*Dan works in the IT Department in Canning Vale*

# EMPLOYEE BENEFITS PROGRAM - Brad Loan

## Ausdrill Rewards Card

As part of Ausdrill's Employee Benefit Program every Ausdrill employee should have received an Ausdrill Rewards card and your 'Welcome to the Family' rewards booklet. These are given to all new employees at their Ausdrill induction (existing employees should have received theirs at their home address).

The Rewards Card can be used at hundreds of businesses in Perth, Kalgoorlie and in some cases, Australia wide. The card gives us immediate access to discounts and special offers without having to be a loyal customer. Savings can be made from the first time you make a purchase in that business and then every time after that.

Keep an eye out for the monthly newsletter which will be emailed to you in the last week of each month so that you can start saving from day one in the coming month. It will keep you up to date with new businesses that have signed up to offer us discounts as well as remind you of existing ones.

Most months there will also be a 'HOT OFFERS' section featuring businesses that have offered extra special deals or savings to our staff for a limited time.

If you have not received a card and booklet or if you are not getting the monthly rewards newsletter please contact me on brad.loan@ausdrill.com.au and we'll fix that immediately



Everyone in the Ausdrill family should have received an employee rewards booklet and Rewards card. The card gives you instant access to hundreds of discounts and special offers in Perth, Kalgoorlie and, in some cases Australia wide.

Every time you use your card you save money. Remember you can use it time and time again without ever needing to accumulate points. It's an instant reward for being an Ausdrill employee.

LATEST HOT OFFERS		
 <b>DVG Perth</b> <b>\$250 off</b> <a href="#">Read more</a>	 <b>Ultra Tune Kalgoorlie</b> <b>10% off</b> <a href="#">Read more</a>	 <b>Solver Paints Perth</b> <b>30% off</b> <a href="#">Read more</a>
 <b>The Sale Shed Kalgoorlie</b> <b>25% off</b> <a href="#">Read more</a>	 <b>Little Wooden Toybox Perth</b> <b>20% off</b> <a href="#">Read more</a>	 <b>Inspired Life Gym Kal</b> <b>48% off</b> <a href="#">Read more</a>

  
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## Smartclub

Ausdrill has combined forces with SmartClub to bring you the Ausdrill Rewards card.

To get the most out of your Rewards Card you need to register your card. Phone SmartClub direct on (08) 9330 0784 or visit their website at [www.smartclub.com.au](http://www.smartclub.com.au) While you are there have a look around. There are hundreds of opportunities to save on the site.

When you register your card you will receive a monthly newsletter from SmartClub that

will keep you and your family up to date with the new deals, discounts and offers that have been added to the card.

SmartClub allows all Ausdrill employees access to cheap tickets to the movies, Adventure World and the Rottnest Island Ferries. To get these discounts SmartClub have purchased tickets in bulk and will pass the savings on. All you need to do is call the SmartClub office a few days before and the tickets will be mailed to you the same day. In this case you can't present the card on the day and ask for the discount.





# EMPLOYEE BENEFITS PROGRAM – Salary Sacrificing

## Paying Extra Super

### Salary Sacrificing Additional Superannuation

You've probably heard someone talking about 'salary sacrificing' into their superannuation. But what does it actually mean? Basically you can pay extra money from your wages into super before it is taxed. You avoid paying PAYG tax and the money is taxed at a lower rate when it goes into the fund.

It involves giving up some of your take-home pay and putting it into your super fund instead. You will save tax and boost your super.

Salary sacrificing is when you and your employer agree to redirect a portion of your pay as a contribution to super. By 'sacrificing' some of your pre-tax salary and putting it into your super fund, you get taxed at the special rate of 15%. That's why they're also known as 'concessional contributions' because there are tax concessions with these types of contributions.

There is a limit on how much you can put into super each year by salary sacrifice. You can contribute up to \$25,000, including your employer's 9% super guarantee contribution. This is called the concessional contributions cap. Be aware that this was changed at 1 July 2012. In previous years if you were 50 or over you could contribute up to \$50,000, now all individuals are capped at \$25,000. For more details see the ATO's information on key superannuation rates and thresholds.

Salary sacrificing additional superannuation is available to all Ausdrill Employees. The form that you will need to complete is on Ausdrill's Document Management Centre (Human Resources – Forms – Voluntary Superannuation Contribution Form) or contact [brad.loan@ausdrill.com.au](mailto:brad.loan@ausdrill.com.au).

**Case study:** Judy boosts her super by salary sacrificing. Judy earns \$90,000 before tax, excluding her employer's super contribution. If she decides to redirect \$10,000 of her pay into salary sacrifice super contributions, she will save \$2,350 in tax, with the money going into her super fund instead of her pocket.

Judy's boost	Does nothing	Salary sacrifices \$10,000
Take-home pay	\$68,750	\$62,450
Tax	\$22,600	\$20,250
Extra money into super	\$0	\$8,500
Net benefit	\$68,750	\$70,950 (\$2,350 better off)

Assumptions: The figures used in this table are estimates only and are based on 2012/2013 income tax rates and a Medicare Levy of 1.5%.



Note: This is not intended to be financial advice. Please contact your own financial advisor for advice on salary sacrificing additional superannuation.

## Airport Parking for FIFO Workers

### Salary Sacrificing Airport Parking

For those Ausdrill workers who are FIFO workers and need to use long-term airport parking we now have an option in place that will allow you to pay for your parking in pre-tax dollars. For some of our people parking can cost over \$2500 each year and it is currently paid in money that has already had income tax paid on it. Through Salary Sacrificing it is possible for each FIFO worker to save somewhere near \$700 a year. That's cash right back in the pocket of our workers and their families.

FIFO workers can now apply for the tax reduction on a quarterly basis - in the first pay's in April, July, October & January. It's simply a matter of completing the Airport Parking

Reimbursement form, attaching receipts and getting it authorised by the officer who normally authorises other reimbursements. (I suggest you keep a copy)

Basically the steps are

1. *Employee pays the parking fee*
2. *Employee completes a Salary Sacrifice claim form and attaches the original receipts*
3. *Ausdrill reimburse the full amount to the employee's salary*
4. *Ausdrill then deducts the parking (less GST) from the employees' pre-tax income.*
5. *The employee is reimbursed in pre-tax dollars.*



# FIFO FAMILIES UPDATE – Nicole Ashby

October, 2012, saw FIFO Families reach its second year anniversary since launching our website back in 2010. How time flies and wow, we have come such a long way.

FIFO Families has approximately 45 local groups across the country that meet on a regular basis. We are active in WA, NSW, QLD and VIC and are very close to getting some local groups off the ground in Tasmania. We are helping over 4000 families cope with some of the demands and challenges and of being a FIFO family.

Ausdrill has been nothing short of fantastic in helping us to reach our potential and help spread the word to families about the services that we provide. In fact one Ausdrill employee's partner, Tracey Hunter (partner to Spida Hunter) has recently put her hand up to volunteer to run the new Mindarie group in Perth.

Tracey has unlimited enthusiasm for her role and has been proactive in bringing local FIFO families from Mindarie and surrounds together to connect and build new friendships. Not only has this meant that Tracey and Spida now have a new "extended family" to tap into but it has literally changed the lives of some of the women who have joined.

Here is what Tracey has to say.



Family Pics of Spida and Tracey Hunter



Spida has been employed with Ausdrill for 12 months now. Our two girls and I have been in Perth for 10 months. The transition to a new country with a young family, a husband working away, unfamiliar surroundings, and with no family or friends is bloody hard! We had only been in Perth 3 months before I was considering moving the family back to NZ. The FIFO life was just not for me, my kids or us as a couple. I was over being lonely!

One night while at site Spida rings me, he was aware of how I was feeling but felt helpless in knowing how to support me. He said, "Babe, I've signed you up through Ausdrill with 'some lady' (as he put it). I don't really know what it's about but it sounds good".

I was thinking, oh no what's he getting me into. A few days later the email arrives. Subject: FIFO Families.

I begin to read, having no expectation of the contents. To be honest I started reading the email probably more out of boredom. I mean, come on. There are only so many times you can go walking or shopping in one day, hoping to strike up a conversation with someone... anyone! Even a stray dog!! Just to feel normal.

The email from FIFO Families read, 'As an employee of Ausdrill you are entitled to a 12 month membership with FIFO Families'. I decide to have a look around the site to see what was on offer and the rest is history. A happy history!!

Being introduced to FIFO Families by Ausdrill has changed our FIFO lifestyle into an absolute positive one. I'm now busy out and about with all my new FIFO friends, who offer support, encouragement and laughter. Spida has met other FIFO workers in our area and now has male company to enjoy a cold beer with when he's on his R&R. The kids have play dates of all ages and don't just rely on me for entertainment.

It's fantastic to be a part of a company such as Ausdrill, that understands and cares enough to realise their employees' state of mind, attitude to work, and mental stability, bringing back the security, well-being and happiness of one's family.

Thank you Ausdrill!! You have played a major part in all of this by introducing our family to FIFO Families. It has been a wonderful journey so far and I'm sure it can only get better.

Warmest Regards  
Spida and Tracey Hunter





# FOOD RESCUE – A SUCCESS STORY – Brad Loan

In our last issue we introduced Food Rescue and the important service they provide in regards to assisting those disadvantaged in our community.

To re-cap, Food Rescue is a charity that collects fresh, nutritious food from supermarkets, cafes, restaurants and catering venues. The food is useable but surplus. Food Rescue transports it to their warehouse in Belmont, where the food is quality checked by the staff and volunteers. It is packed and distributed to 30 charities that disperse it to people of all walks of life, including those struggling with homelessness, women & children in crisis, youth and low income earners.

By utilising this food and providing this service, the food that they have rescued to date has saved a massive 250 tonnes of CO2-equivalent, thus also relieving the environmental impact of waste.

Ausdrill's commitment to assist Food Rescue is in the form of funding one of their refrigerated vans (including all fuel and maintenance costs). After Ron Sayers made some phone calls, GR Engineering and Argonaut also came on board and now we are providing a much needed transportation fleet.

Food Rescue continue to be reliant upon donation from WA's business and corporate

donations in order to continue funding their work- however it is not without struggle.

"The larger we get, the more food we collect and distribute to Perth's needy, the more difficult it is to find the funds and resources necessary to continue our work. We are in danger of being swamped by our own success".

If you can help Food Rescue continue their valuable service by volunteering or making a donation please contact: Sam Soley at office@foodrescue.com.au or call on (08) 9 277 8851.



Help us to continue the Food Rescue service

Contact Samantha Soley  
Telephone 08 9277 8851 / 0422 308 048  
Email office@foodrescue.com.au

### ABOUT US

Food Rescue is a non-denominational charity committed to rescuing fresh, nutritious food and distributing it safely to people in need in WA.

- Emergency relief
- Homeless & needy
- Women and children in crisis
- Low income earners
- New arrivals
- Men's support
- Youth in crisis
- Indigenous Australians

3 DONATED REFRIGERATED VANS

2 DELIVERY BIKES

1 WAREHOUSE IN BELMONT

3 FULL TIME STAFF

43 REGULAR VOLUNTEERS

### OUR ACHIEVEMENTS

**182,676 KG+**

**FOOD DISTRIBUTED**

To date we have rescued & distributed in excess of 182,676 kilograms of food

**365,352**

**MEAL EQUIVALENT**

This equates to approximately 365,352 meals

**32**

**AGENCIES EXPANSION**

From 4 agencies at the end of 2011 to 32 agencies now

**290.6 TONNE SAVING**

Potential saving of over 290.6 tonnes of CO2-e emissions

**HONOURABLE MENTION**

**INFINITY AWARDS**

Honourable Mention in the 2012 WA Waste Authority Infinity Awards

**FOODRESCUE.COM.AU**

Help us to continue the Food Rescue service

Contact Samantha Soley  
Telephone 08 9277 8851 / 0422 308 048  
Email office@foodrescue.com.au

### THE FACTS

**90%**

**NOT ENOUGH FOOD TO MEET DEMAND**

Nearly 90% of Australian agencies reported not having enough food to meet demand, and 70% are experiencing an increase in people requiring food assistance

**INCREASED HEALTH RISKS**

Low Income Households struggle to afford a healthy diet, leading to an increased risk of obesity, diabetes, heart disease and other chronic illnesses

**\$5.2 BILLION**

Dollar value of food wasted every year in Australia

**TOUGH CHOICES**

Low income households are more likely to make tough choices between essentials such as rent, utilities or food

**32**

**AGENCIES**

We supply food to 32 agencies in WA

**5000**

**PEOPLE**

Those agencies feed approximately 5,000 people in need a week

**100%**

**REPORTED AN INCREASE**

100% of the agencies surveyed reported an increase in their food related services over the last 12 months

### HOW WE HELP

**COLLECT FOOD**

We collect produce from 23 supermarkets and sandwiches and wraps from 8 Croissant Express stores and Street Chef which is of particular benefit to those sleeping rough with no access to kitchen facilities.

**SORT + PACK**

Produce is transported back to our warehouse in refrigerated vans, quality checked by volunteers, repacked into recycled banana boxes, and then allocated for distribution, free of charge to our recipient agencies.

**DISTRIBUTION**

Food is distributed to people in need such as emergency relief, homeless & needy, women and children in crisis, low income earners, new arrivals, men's support, youth in crisis and Indigenous Australians.

Data referenced from Foodbank End Hunger Report WA, WACOSS Cost of Living Report 2011 and Food Rescue 2012 survey results Current as at 05.Dec.12

# HEALTH SAFETY ENVIRONMENT TRAINING AND QUALITY (HSETQ) – Greg Stagbouer

According to current wisdom, managers are principally administrators—they write business plans, set budgets and monitor progress. Leaders on the other hand, get organisations and people to change. Managers are usually appointed and may come in the guise of a multitude of positions, from General Managers to Supervisors. Leaders may be in senior roles or can be one of the workers. Leaders are people who have the respect of the team as a whole. That respect has had to be earned.

You don't have to be tall, well-spoken and good looking to be a successful leader. You don't have to have that "special something" to fulfill the leadership role.

What you have to have is clearly defined convictions and, more importantly, the courage of your convictions to see them through. Only when you understand your role as guide and steward can you become a good leader.

Good leaders develop trust by walking the talk and doing what they preach. Why is this important for safety?

Many of our incidents could easily be avoided by clearer direction and strong leadership. When the leaders of a team practice safety then employees are more likely to follow. When safety is 'Do as I say' and not 'Do as I do' employees are less likely to follow safety practices. Strong leadership by example

creates a strong culture, for both safety and production.

You regularly hear that safety is everyone's responsibility. The HSETQ team can put together all the systems, practices and processes but unless they are followed we will continue to have incidents and continue to hurt people. Whether we're a manager or an employee we can all be leaders in safety, encourage our mates to act safely, congratulate them when they are being safe and direct them to be safe when they are off track.

Ausdrill now has the systems, practices and processes that will assist you all going home to your families safe and well. It is up to leaders to ensure that these are used and embedded in the day to day work routines, rather than as something separate. As managers, leaders and workers within Ausdrill, keeping your workmate safe is your greatest responsibility.

I sincerely wish you all the very best, and that Ausdrill continues to grow and prosper.



**Dave Melville** General Manager HSETQ Ausdrill

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

(Greg has moved on from Ausdrill to pursue opportunities and we wish him the very best in his future endeavours. Dave Melville has been appointed as the General Manager of HSETQ of Ausdrill. Congratulations to Dave on his promotion to the position.)



## MICHAEL PATRIZI RACING / TEKNO AUTOSPORTS

- Michael Patrizi

On the lead up to the Endurance races the #91 Tekno Autosports Ausdrill car had produced a string of great results, including the fifth place finish at Barbagallo, having run second for the majority of the race.

We achieved six 'Top 10' places in the qualifying rounds and the races from Barbagallo through to Sandown. The endurance races looked to be very encouraging for the Ausdrill car. However, after the finish of Bathurst the #91 car had scored zero points after two non-finishing results. (Michael was out of the car and not in control).

At the Gold Coast 600 event the #91 car was running fourth before being given a drive through penalty to come home and finish eleventh. We now head into the final event

of the 2012 season and we look forward to ending on a high.

Motorsport is a funny game but as you can see this year, after two years of V8 Supercar racing with the support of Ausdrill, we have finally found a competitive working team of great people to be involved with. The results speak for themselves.

I hope you guys have enjoyed watching your car this year. The Ausdrill apprentices that have come across as part of the Apprentice Scheme have been outstanding and of great assistance. I would personally like to thank them all for their help with #91 team at our events this year.





## Speedway Kalgoorlie – Dean Shore

On Saturday November 10th at the Esperance Speedway, Dean Shore and his Kalgoorlie-based Racing Team were getting prepared to start racing at 6pm. Dean has been sponsored by Ausdrill for several years. Racing started two hours late due to the track being too wet, but once the racing was underway the entertainment started - it was ON!!

Dean qualified in pole position and competed in three races as well as the final, each time going out with one of the cleanest cars in the race.

In the first race Dean stole the show and came in at first place, then first again in the second race. In the third race he wasn't quite so lucky but still came in second.

In the final race Dean started off really well, then all of a sudden the left-hand side steering component broke.



He lost all use of his brakes and could only drive with the use of three wheels. Dean fell back to third place but with his great driving skills he got back up the ladder and finished

in second place, still taking home a trophy. Some fantastic racing and a great night's entertainment - well done Dean!

## Speedway Corner – Chris Ackland



I have been racing "on-and-off" for some 20 years and am currently competing in the '360 Class / Limited Class'. I have worked and raced with some of the best sprint car drivers in Australia, and the world.

Thanks to my sponsors, including Ausdrill, this year I am scheduled to take part in some 'Open 410' races and my cars have been shipped over to the USA. By July/August I had competed at 15 race meetings across five states, with speeds of over 140mph (225km/h), winning some and finishing most.

I am very much looking forward to the Australia 360 Sprint Car season, with the title race being held in Bunbury where it is anticipated some 60+ cars will be entered.

## Team Selleck Racing - Modified Production Sedan - Gary Selleck

The Selleck family boys have a long tradition of motor racing. Gary Selleck from the Boulder Ausdrill workshop started racing in 1968 and retired after the state title in Karratha in 1999. Brendan began racing junior sedans in 1996 aged 13 and raced until he was 17. He then raced the Commodore for five years until that was sold and a VY Commodore was built. He won the state title in 2008 and finished second in the national title the same year.

The team had a late start to the 2011/12 season due a write off in Esperance and had to build a new car. The new car was raced in Albany in March and won the final. The next meeting was the state title in Carnarvon. We were the top point scorer in the heats and started on pole position in the final. In the final lap the car came down the straight in front, after leading for the final for 15 laps, and broke the rear axle and hit the fence.

### That was one that got away.

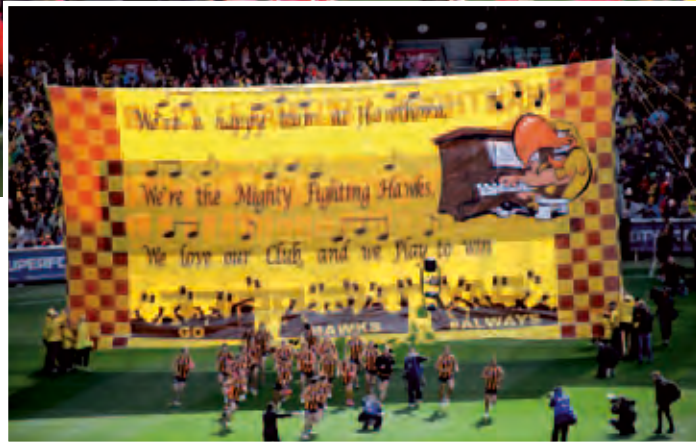
We went back to Carnarvon for the North West Championship and won that. After fixing all the panel damage we raced at the Carnival of Flowers in Toowoomba at the end of September. The car started out off position nine in the 50 lap feature race. Another car spun amongst the leaders at the start and

wrecked six cars. Unbelievably ours was one of them. The car has been rebuilt again and our next meeting is at the Kwinana Motorplex on the 8th of December. There are two meetings in Albany after Christmas and then we're off to the State Title in Albany on March 2nd and 3rd. Then it's back to Toowoomba for the National Title at Easter.





# 2012 AFL GRAND FINAL COMPETITION – Emma Morris



I never thought I'd get the opportunity to attend an AFL Grand Final, so I was absolutely ecstatic when I found out that I had won an 'all expenses paid' trip for two to watch the 2012 Grand Final in Melbourne! It had been offered to EVERY member of Ausdrill's staff in Australia and I won – wow!

We flew out of Perth first thing on Thursday morning and managed to fit in an afternoon of shopping (of course) before getting ready to go to the Grand Final Footy Show that night at Rod Laver Arena. It was hilarious, especially watching the players review.

On Friday we braved the rain to line the streets of Melbourne to watch the Grand Final Parade, which was great fun. All of the Sydney & Hawthorn players took part and even Brownlow Medallist Jobe Watson made an appearance. Melbourne city itself was overrun by AFL supporters and Federation Square was set up as 'AFL Central' for Grand Final week.

We had decided that we were going to barrack for Hawthorn at the Grand Final, so we went and bought ourselves a scarf and beanie to look the part.

After the parade I bumped into Adelaide's Taylor "Tex" Walker at one of the shopping malls and he was nice enough to stop for a photo.

No matter where in Melbourne we were, everybody was walking around in either Hawthorn or Sydney supporter gear.

Saturday was game day! We were both really excited and quickly got ready, throwing on our Hawthorn scarves before making our way to the Hilton for our Grand Final Experience VIP Luncheon where we were treated to a three course meal & drinks. We were fortunate enough to listen to guest speakers such as Ross Lyon (Fremantle), Jimmy Bartel (Geelong), Brent Guerra (Hawthorn), Marc Murphy (Carlton) and also Andrew Swallow (Captain of North Melbourne). Dyson Heppell from Essendon Football Club was sitting on the table behind us. I spotted Andrew Swallow in the lobby of the Hilton as we were leaving so I was also able to snap a photo with him.

We'd never seen so many AFL supporters in one place! While we were making our way to the MCG for the game people were sitting in carparks with BBQ's and TV's set up ready to watch the game. We made our way to our seats wearing our brown & gold ... then we saw that we were actually sitting

with all Sydney supporters which just added to the fun.

The atmosphere at the game was amazing, and as the scores got closer in the fourth quarter I think just about everybody was on the edge of their seats. When Sydney scored the sealer the MCG just erupted! Not long after that the siren sounded and the place erupted once again. We soon ditched our Hawthorn scarves in our bags and joined in with the Sydney celebrations.

It was such an amazing experience, and one that I will remember for a very long time! Thanks Ausdrill.





# YARRADALE RACE HORSE SYNDICATE



Yarradale Stud race horses are renowned for gracing the Winner's Enclosure of race courses across Australia week in, week out. In the past few weeks Ron Sayers, Ausdrill's Managing Director and owner of Yarradale has had success in winning the \$200,000 'Champion Fillies' at Ascot in Perth and has, as many of you would know, won races all across Australia. But just ask Ron, or any owner for that matter, and he will tell you that the best part of winning races anywhere is winning them with other people, be they family, friends, workmates or people who you have just met. The track brings you all together to watch your pride & joy run on race day. There's nothing quite like the thrill of horse ownership in a group.

Now you too can join in the fun & excitement of racing a Yarradale Stud racehorse with your workmates – for as little as the equivalent of a carton of beer (or a good bottle of wine) a week! There is no initial outlay to buy the horse as Yarradale is offering a lease. All you have to pay is the ongoing expenses. For a 5%

share we envisage there will be a maximum charge of \$150/month when in full training and less than \$50/month when your horse is spelling in the paddock.

As with any lease, the syndicate will pay the owner 20% of the stake money when your horse runs a first place (the industry standard is 30%). The beauty of a lease is that no money is needed up front!

Ron is providing an opportunity for 20 Ausdrill staff to become owners of a Yarradale bred horse. Employees are invited to join a group that is being formed to lease a horse so be sure not to miss out on getting involved. If you would like to be a race horse owner please express your interest to [brad.loan@ausdrill.com.au](mailto:brad.loan@ausdrill.com.au).

There are also other options available. If you and a group of your fellow Ausdrill employees would like to get together to form a syndicate and lease a horse just work out who is in, elect a syndicate manager and make contact

on the same email. It can be a group from one business, site or a crew. The offer is also open to an Ausdrill employee and a group of their mates.

Remember – the more people in the syndicate the less it costs, so the fewer people in the MORE it costs.

Put your thinking caps on ... your horse is going to need a name ... **and a fast one!**



## The Dodge Brothers

Speedy (Colin Hutcheson), Eddie Banner, Robbie Russell, Budda, John Macaloon

One of the first Syndicates of Ausdrill people to lease a horse from Yarradale Stud. The boys raced **Born Princess** and had success at Mooney Valley.



## A REMINDER – Perth Racing Vouchers

Every Ausdrill employee, their family (and even their mates) can have a very cheap day out at the Perth races any time\*. The Ausdrill Employee Benefits program has arranged free vouchers with Perth Racing that are available to all of our staff.

They can be used at Ascot and Belmont race courses for all meetings\*\*. There are two types of vouchers that are available:

1. Free entry coupons for four people (or four times for one person) with a discount voucher for the Terrace Restaurant.
2. A voucher for one person giving them free entry, a free midday, burger and a race book.

### A fun day out with mates or family with little or nothing to pay

If you would like to get some vouchers just email Stella Clack at [stellac@ausdrill.com.au](mailto:stellac@ausdrill.com.au)

and she will be happy to send them out. Brad Loan at the Boulder office also has vouchers to distribute.

Please indicate how many and which voucher/s you want, and what address you would like them sent to.

\*Excludes carnival days such as Melbourne Cup, Carlton Draught Super Saturday, etc

Ausdrill Employees are also entitled to FREE ENTRY to the Kalgoorlie-Boulder Racing Club (Normal meetings). Just show your Ausdrill Rewards Card at the gate.



# BABIES AT CHRISTMAS CREEK – Justin Woon

## Is there something in the water?

There is a remote site in the Pilbara, a couple of hours drive into the bush from Newman where there is definitely something going on. From a fairly small crew of Ausdrill workers there has been a continual flow of babies born to the partners of our guys based there. Perhaps there is something in the water.

Seriously though, from all in the Ausdrill family we send our warmest congratulations and good wishes to you all.

Perhaps another generation of members of the Ausdrill family is on the way and will be here for our 50th celebrations in years to come.

Over the last year or so there have been 7 babies born to guys on the one site.



**Baby name**  
Eva Nicole &  
Tahlia Rose  
**DOB**  
24/4/2011  
**Dad name**  
Cody Wyatt  
**Position**  
Sampler



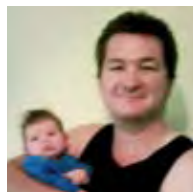
**Baby name**  
Declan Cooper  
**DOB**  
29/11/2011  
**Dad name**  
Justin Woon  
**Position**  
Site Manager



**Baby name**  
Armali Faithe  
**DOB**  
20/1/2012  
**Dad name**  
Daniel Standring  
**Position**  
Driller



**Baby name**  
Anna Maija  
**DOB**  
25/2/2012  
**Dad name**  
Jason Eastwood  
**Position**  
Senior Driller



**Baby name**  
Joseph Mark  
**DOB**  
12/4/2012  
**Dad name**  
Patrick Edwards-  
Benson  
**Position**  
Alternate Site  
Manager



**Baby name**  
Cooper James  
**DOB**  
30/4/2012  
**Dad name**  
Hayden Duff  
**Position**  
Driller



**Baby name**  
Luca Peter David  
Del-Favero  
**DOB**  
11/12/2012  
**Dad name**  
Jason Del-Favero  
**Position**  
Maintenance  
Supervisor

## FIFO - A DAY IN THE LIFE – Brad Loan

### DAY 1

04:00 Turn off loud, intrusive alarm & get up  
04:20 Walk to Mess for breakfast (who ever thinks of food at that time?!)  
04:35 Make & pack lunch (lunch? It's still dark!!)  
04:45 Line up and board the bus to site (maybe catching a few zzzz's on the way)  
05:00 Pre-start meeting  
Work for 12 hours (it is most likely to be either hot & dusty or freezing & wet. They build resorts in paradise but mine sites tend to be located elsewhere!)  
17:00 Knock off  
17:15 Line up and board the bus to camp  
17:30 Shower & change  
18:45 Go to mess for dinner  
19:15 Walk past pool, gym & movie room (too tired even to look to see if the equipment is still there)  
19:30 Call home  
20:20 Bed (off to sleep early so I can get up early tomorrow to do it again)

### DAY 2

04:00 Turn off loud, intrusive alarm & get up  
04:30 ..... same same same

### DAY 3

THEN AS ABOVE FOR THE DURATION OF THE ROSTER – Except the second half of the swing is done in the dark on night shift.



The FIFO lifestyle has improved over recent years and modern mining camps provide a level of comfort and access to facilities that were unheard of not that many years ago. Some are called luxurious. Everything is provided and it's a clean comfortable environment. It is still a tough life and there is little time in a swing for much more than working, eating, sleeping and perhaps a couple of cold beers at night.

There are even luxuries like pools, gyms and flat screen TV's in most. My point is that it's not all beer and skittles. Our people work long hours in isolated and remote conditions, often in harsh environments. The luxuries that mining camps provide are really only trying to match the way that most Australian's live at home in modern Australia.



# AUSDRILL WEBSITE GETS MAJOR MAKEOVER – Gavin Bell

It's been a long time coming. The new Ausdrill corporate website has now been launched. The continued expansion and diversification of our business meant our old website was well and truly past its use by date.

The new site, designed by our brand agency Mindfield, is not only a refreshing visual change, it also allows us to better show the world what we do across our 19 businesses.

One of the challenges with the old website was being able to tell customers of one business, what else we can do for them. Not any more! A customer who is interested in our Load and Haul services in Africa, is now able to see in a few clicks what other products

and services we can offer them from around the world.

We urge you to go online and see for yourself how as a Group, we're serving the resource lifecycle.

## One down, 19 to go!

Now the corporate website is live, Ausdrill's IT team is busy working with the Group's brand and web agencies to redesign, rewrite and relaunch the websites for the individual businesses within the group.

In coming months you will see big changes online as we continue to build global awareness for our brands and capabilities.



## NEW DOCUMENT MANAGEMENT CENTRE

### HAVING TROUBLE FINDING A DOCUMENT YOU NEED FOR YOUR JOB?

Then look no further –

Ausdrill has a new Document Management Centre that ensures you'll find the doc you need (every time) in your own company's Document Library (DL). You'll be able to find all of the important forms and procedures you need, e.g. Leave form, various SWPs, HSE procedures, and all other documents used by your business.

DTA and Diamond Communications libraries are now live in the new DMC. Along with the other Ausdrill business units, they will soon start using the Document Management System which allows them to maintain the documents required for their own Libraries.

The Operation's Manager from DTA, Mark Bilton, says "The New Document Management System is an easy to use library with all DTA's documents and procedures held in a modern visual format. It's a refreshing change to be able to find documents easily and not have to be a brain scientist to use the system. It provides plenty of search options to find that needle in a haystack document, which makes the process stress-free."

GM of Diamond Communications, Paul Tester, says, "The new DMC will allow greater uptake of our standards and procedures by field supervisors and other key personnel. They will be able to find the documents they should be using. The high level of visibility of our documents means everybody will be able to follow and improve the systems we've put in place. The automated triggers built in to DMC will make a big difference to our business. It will ensure much easier maintenance



of our documentation and recertification within our quality system. It will reduce our documentation related workload, as we focus our attention on those documents related to our core business, and we rely on Ausdrill's corporate services to provide and maintain quality documentation for the corporate business functions."

The manager responsible for the design of the DMC, Tony Mitchell, says that 'planning

and scheduling is underway for each business unit to adopt the new DMC'. He highlights that 'those businesses that have seen how the system works are really keen to start their transition'. Tony and the Quality team are working with representatives from most of the business and corporate services to offer them their libraries sooner rather than later. He invites interest from all businesses to initiate planning for transition to their new library in the new Document Management Centre.



# A TRIP TO BALI – David (Hardrock) Radosevich

Bill Jackson and myself were in Bali in February and while walking through the markets in Kuta on our last day came across a guy painting a new wood carving he had just taken delivery of. Having a closer look, we could see it was a carving of a team of horses racing. Unfortunately we were both already packed and over our weight allowance so could not bring it back this time. We both thought it would make a great gift for Ron as a thank you for all he had done for us and decided whoever was the next to come to Bali would buy this carving and bring it back to Australia for him.

A month after we returned to WA we were both invited to Ron's 60th birthday, but neither of us could think of a suitable gift for him. It was decided that I would slip over to Bali and pick up that wood carving if it was still there.

Friday night I took off and arrived in Bali at midnight ... ahh, that hot, tropical air. I went straight to the hotel and was up before the sparrows to get to the market for 9am and buy that carving. I got a taxi and headed off to the market. When I got there I found that everything was locked up! I rang Bill to make sure I was in the right place (I was) so went for a walk to the back of the markets. It was quite dark and I tripped base over apex, skinning my knee and palm of my left hand. I picked myself up and found a policeman who explained to me the market would be closed all day because of Nyepi Day (the end of the Hindu celebration). I was blown away – of all the days to come to Bali I had to pick this one!

Anyway, all was not lost. There are many wood carving galleries in Ubud and Mas. I hired a taxi for 350,000 Rupiah (about \$35) for the day and headed out to Mas, about 1½ hours out of Kuta. When I got out there I remembered another carving of two horse heads we had also seen on our previous visit. I found the gallery and took a look, but it was sold. Back into the taxi and down to the next gallery – nothing of interest here, so back in the taxi to the next gallery. This went on for two hours and I was getting terribly thirsty and rather sunburnt.

Eventually I came across a gallery with at least 12 different horse carvings in it. I picked the one I thought would be most appropriate and the salesman said he wanted 6,000,000 Rupiah (\$600) for it. I offered him a lot less than that, to which he replied "OK, but you give



me bonus 500,000 Rupia." I just turned around and walked, with him chasing me out of the gallery yelling "OK mister, OK".

I purchased the carving and it was wrapped up using shredded paper and sheets of brown paper. That night I went to the local department store and bought the biggest suitcase I could find. When I got back to the hotel room I realised this carving was not going to fit in the case. I wrapped it up in the bubble wrap I had brought with me from Perth and put it in the case the best I could. I then tied it up with local twine. It looked rather like a human leg hanging out of a suitcase!

That night I couldn't sleep thinking about what I would do if they wouldn't let it on the plane. I got a taxi from the hotel to the airport 3 hours before I was due to fly. I thought if I have problems I may have enough time to send it by a freight company. I hired a porter at the airport and as we approached the Security at the front door I thought, "Here goes ...". The porter wrestled the suitcase onto the security belt so it could be x-rayed. To my surprise it went through the machine

... nobody moved. The porter picked up the case and we immediately took it to the machine that rolls them in plastic as a security measure. I paid the guy 80,000 Rupiah (\$8) and he wrapped it up – with much difficulty, I must add.

We got to the check in counter and I saw there was a Trainee at the desk. I was praying that I would get her to check me in. She looked up and saw me standing at the front of the line and said "Yes please". I was thanking everything that was holy as I placed the case with the carving on the scales. 23 kilos ... I'm only allowed 20 kilos and I still had my luggage to put on! She indicated to place my other case on the scales which I did. I tried to place only half of it on the scales and half on the rail surrounding the scales, but she moved the carving suitcase forward and my luggage case fell on top of the scales. Another 10 kilos ... total weight, 33.4 kilos. I had to pay excess baggage but I told her my story and what was in the large case. It must have worked because she charged me AU\$100, which is the cost for an additional 4 kilos. I couldn't get the money out of my wallet quick enough!

When I got on the plane I sat next to a guy who I had seen at the check-in counter. He turned to me and said "Couldn't help noticing your baggage mate, did you have a body in your case?" I explained what it was, to which he replied "You're dead lucky to get away with that. It's an aviation policy that all goods must be contained within the packing case they are in". Obviously I'd just been lucky that day!

Finally got off the plane in Perth and waited at the baggage carousel for my cases. Once I had them I headed to Customs for inspection. I told the guy what I had and that it would take quite a while to unwrap. He had a knife and just cut the plastic and wrapping off it. The shredded paper the carving was wrapped up in originally in Bali was everywhere once he had finished inspecting it.

I quickly packed it up the best I could and headed for the taxi rank. First I got a sedan but it wouldn't fit in the boot, so I had to wait to bring it home in a taxi station wagon.





# ANXIETY – How Much Is Too Much?



## So, what can you do about it?

Untreated, anxiety can lead to depression so reach out and contact our EAP Psychologist from PeopleSense to talk about:

- Psychological therapy or Cognitive Behavioural Therapy
- Relaxation training, meditation
- Medication

Recovery is possible with treatment and support.

If you or your family have any questions about anxiety, depression or counselling please contact Ausdrill's Employee Assistance Program provider, PeopleSense, on 08 9388 9000 or 1 300 887 724 for free, confidential advice.

Everyone feels anxious at some stage ... remember your first date? last job interview? first day of work? This is a normal reaction, but sometimes people find it hard to control their worries or have irrational fears about a wide range of things and this can affect their everyday life. This happens to 1 in every 4 people at some time in their life. If this causes ongoing distress, then this information might help you:

### Physical signs of anxiety might include:

- Palpitations or irregular heartbeat
- Dry mouth, excessive sweating, dizziness
- Excessive thirst, frequent urination
- Shortness of breath or difficulty breathing
- Stomach ache, nausea, diarrhoea
- Headaches
- Drowsiness, fatigue, difficulty falling or staying asleep
- Panic attacks

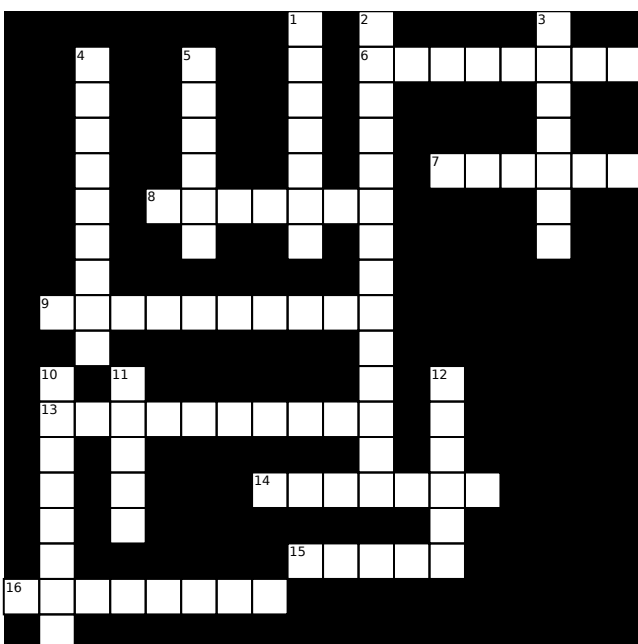
### Psychological signs of anxiety might include:

- Restlessness, feeling "on edge"
- Trouble concentrating, easily distracted
- Impatience, irritability
- Finding it hard to stop worrying
- Fear of dying
- Avoidance of social contact



*Every Ausdrill employee, their partner and children are entitled to four counselling sessions with a qualified Clinical Psychologist each year. Just call PeopleSense and tell them that you work for Ausdrill. The sessions will be charged back to Ausdrill. The service is for normal people with normal problems. It is strictly confidential and available 24 hours a day, 7 days a week.*

## CROSS WORD



### ACROSS

- David Radosovich is also known as \_\_\_\_\_.
- Bruce Dixon won the \_\_\_\_\_ Drill Rig at the 2012 Drill & Blast Managers Conference
- Ausdrill Employee Benefits racing vouchers can be used at Ascot and \_\_\_\_\_ Racecourses in Perth.
- Ausdrill sponsor which female sporting team?
- If you or your family have any questions about anxiety, depression or counselling please contact Ausdrill's Employee \_\_\_\_\_ Program provider.
- FIFO workers can salary sacrifice airport \_\_\_\_\_.
- The apprentice of the year award is known as the \_\_\_\_\_.
- DT HiLoad have completed 12 Liebherr T282B "\_\_\_\_\_" for Peabody Energy.

### DOWN

- Ausdrill achieved revenue in excess of \$1\_\_\_\_\_ for the first time in history of the company.
- Michael Mettam is an Ausdrill Angel from mid year apprentice intake for which site?
- Michele Robinson is a leader of the 1st \_\_\_\_\_ Scout Group.
- \_\_\_\_\_ Drilling was acquired in February 2011.
- Natarsha \_\_\_\_\_ is the liaison Officer for indigenous employment.
- October 2012 saw the second anniversary of FIFO \_\_\_\_\_.
- Dave Melville has been appointed as the General Manager of \_\_\_\_\_ of Ausdrill.
- Emma Morris was lucky enough to see which team win the 2012 AFL Grand Final?



# AUSDRILL

## SERVICE AWARDS

### 20 Years Service

Michael James Cross	BDL	10-Apr-92
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### 15 Years Service

Gavin Bell	CORP	20-Oct-97
Gary John Morley	BDL	31-Oct-97
Alan Jenaway	CORP	10-Nov-97
Peter Chisholm	CORP	1-Dec-97
Steven Szeremeta	ADL	25-Jun-97
Mark Christopher Voyce	ADL	17-Jul-97

### 10 Years Service

Tommaso Arianna	ADNW	22-Apr-02
Laniola Pasikala	ADL	2-May-02
Raymond John Ahrens	ADL	6-May-02
Nicholas Jeremy Beaumont	Huntley	10-Jul-02
Justin Alan Rudd	ADL	18-Jul-02
Matthew James Iwankiw	ADL	5-Aug-02
Desmond John Emmett	ADL	2-Sep-02
Kingsley James North	ADL	2-Sep-02
James Leonard Emmett	ADL	2-Sep-02
Robert John Stewart	ADL	3-Sep-02
Steven Henry Godman	ADL	24-Sep-02
Robert Stanley Green	ADL	7-Oct-02
Robert Burns McNab	ADL	21-Oct-02
Ronald Francis Compton	ADL	20-Nov-02
Ross Lawrence Elliott	AMS	5-Sep-02
Chris Ackland	CORP	23-Apr-02
Nathan Elford	CONN	12-Jun-00
Frank Peter Moulds	DTA	13-Jul-02
Andrew Gracie	CONN	29-Aug-02
Paul Gleeson	ADL	30-Sep-02
George Cole	CORP	24-Oct-02
Mervin Welsh	AMS	16-Oct-02

### 5 Years Service

Kenneth Robert Mutton	DIAM	10-Apr-07
Alex Cespedes Campos	DT HILO	16-Apr-07
Sean David Humphreys	DTA	23-Apr-07
William Daniel Heitkonig	DTA	23-Apr-07
Graham Arthur James Lauder	DIAM	8-May-07
Casey Paul O'Connor	ADL	10-May-07
William Luke Webber	ADNW	18-May-07
Linda Porteous	APPL	19-May-07
Karen West	APPL	19-May-07
Keith Clarke	CORP	19-May-07
Adam Paul Hudson	ADNW	21-May-07
Anthony Terence Hickey	CORP	28-May-07
Gary Poata	ADNW	5-Jun-07
Michelle Kristy Teague	DIAM	25-Jun-07
Reyce Douglas	DTA	25-Jun-07
Craig Baker	DTA	25-Jun-07
Grant Todd	CONN	3-Jul-07
Nathan Broughton	DTA	23-Jul-07
Rodney Charles Wurfel	ADNW	26-Jul-07
Pam Scott	CORP	1-Aug-07
Avril Ingrid Lippert	DTA	14-Aug-07
Jacob Walker	ADL	16-Aug-07
Paul Harris	DTA	20-Aug-07
Stella Clack	CORP	20-Aug-07
Sonam Tamang Lama	ADNW	3-Sep-07
Orlando Aldunce Navarro	DT HILO	3-Sep-07
John Angelini	DT HILO	3-Sep-07
Charlie Hurihia Edwards	DIAM	5-Sep-07
Douglas Sudbury	ADNW	17-Sep-07
Buck Charles Goldsmith	ADNW	10-Oct-07
John Lawrence Huxley	DRA	31-Oct-07
Andrew Elton	ADNW	4-Nov-07
Peter Lock	CORP	5-Nov-07
Ryan Paul Hickey	DIAM	26-Nov-07
David William Marwick	DTA	10-Dec-07
Jian Zhang	DT HILO	12-Dec-07
Yuwei Hu	DT HILO	12-Dec-07

Steven John Good	ADL	3-Apr-07
Michael Alan Desker	ADL	18-Apr-07
Hayden Aaron White	ADL	30-Apr-07
Adam John Hicks	ADL	3-May-07
James Allan Stewart	ADL	15-May-07
Simone Marion Baldock	SDWA	15-May-07
Samuel Kofi Eshun	ADL	29-May-07
Grant Alexander Hegan	ADL	31-May-07
Jamie Andrew Goodwin	ADL	12-Jun-07
Marta Rozsa	ADL	18-Jun-07
Brock Terrence Baxter	ADL	28-Jun-07
Steven John Dowling	ADL	11-Jul-07
Robert John Henderson	ADL	12-Jul-07
Sean Fitzgerald Hayes	ADL	6-Aug-07
Rob Johnson	ADL	16-Aug-07
Brian John Gavin	ADL	20-Aug-07
Shannon Dale Heke	ADL	28-Aug-07
Devaraj Lakshmanachettiar	REM	30-Aug-07
Jade Allan Moriarty	ADL	3-Sep-07
Lance Patrick Soloman	ADL	17-Sep-07
Colin William Kiddie	ADL	18-Sep-07
Deanna Tearoha Malcolm	ADL	24-Sep-07
David Bruce Horton	ADL	24-Sep-07
Paul Adrian Burke	ADL	4-Oct-07
Rohan Ernest Broom	ADL	15-Oct-07
Ian Robert Sydney	ADL	27-Oct-07
Douglas William Boyd	ADL	30-Oct-07
Cameron Desmond Slagter	ADL	30-Oct-07
Julian Macnamara	ADL	2-Nov-07
Gregory Dean Trevaskis	ADL	22-Nov-07
Gareth Rory Henfrey	ADL	28-Nov-07
Todd Riender De Graaff	ADL	3-Dec-07
Shawn Frederick Moore	ADL	3-Dec-07
Troy Russel Jobe	ADL	3-Dec-07
Kyne William Biddle	ADL	4-Dec-07
Abasaheb Maruti Shelke	REM	13-Dec-07
Andrew Reif	ADL	14-Dec-07

