

TIERI NEWS

OCTOBER 2021

Family Day Care
Planned for Tieri

Calling for Smarty
Grant Applications

Indigenous Employment
Pathways Celebration



Safety and
Inclusivity
Top Priority
for Tieri Aquatic Centre



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Welcome to the New-Look Tieri News

Dear Tieri,

I am pleased to present the first edition of the new look Tieri News which will be issued quarterly right to your mailbox and available electronically at tieri.com.au.

It is great to bring back such an iconic feature of Tieri. We know from the Local Voices Pulse Survey that the newsletter has been missed. This tells us that you want to hear more about what's happening at our operations and in our community.

In each edition, you can expect valuable information on the latest news from on-site here at Oaky Creek Coal and across the community, ranging from local business updates, upcoming events, sporting club information, insight into the Oaky Creek businesses and a few fun stories on the side.

After the last 18+ months, it can feel like there are a lot of negatives in the world right now, but we grow stronger as individuals when we become closer to our community. I hope this newsletter helps bridge the community of Tieri by recognising all the great things about our top little town.

Importantly, this is your newsletter so we want to hear from you. Are you a local business owner? Do you run a sports club? Are you hosting a community event? If you have information that's relevant to the community, then we'd love to help you share it. Simply email us at Oakycreekhr@glencore.com.au with the details. Likewise, if there are stories that you would like to see included in future newsletters, please let us know.

For now, I hope you enjoy the new and improved Tieri News and we look forward to seeing you all at next month's Family Day and Tieri Town Party or one of the other events about town ([see page 14](#) for details.)

Stay safe,

Michelle Cody,
Human Resource Superintendent, Oaky Creek Coal

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OAKY CREEK
COAL

—
GLENCORE





Safety and Inclusivity Top Priority FOR TIERI AQUATIC CENTRE



As we settle into Spring, the team at Tieri Aquatic Centre have a clear goal in mind: providing a safe and inclusive environment for the Tieri community.

From their opening hours, to membership options, to lesson types, the swim centre aims to be accessible to everyone.

Opening Hours

Normal operating hours for the general public are Monday to Friday between 9am - 12pm and 2.30pm - 5.30pm, and 1.30pm - 5.30pm on weekends and during school holidays.

This is when there are lifeguards on duty, lessons are available (see below) and you can use kids club facilities for FREE! They have two session options available during the week: 9am -10.30am and 10.45am - 12.15pm.

If you work or have other commitments and can't get to the pool during normal hours, don't worry - you don't have to miss out! You can access the pool outside of general opening, at the following times:

Mon	Tues	Weds	Thurs	Fri	Sat	Sun
	4am - 9am	4am - 9am	4am - 9am		4am - 1pm	4am - 1pm
12 - 2.30pm	12 - 2.30pm	12 - 2.30pm	12 - 2.30pm	12 - 2.30pm	-	-
5.30 - 9.30pm	5.30 - 9.30pm	5.30 - 9.30pm	-	5.30 - 9.30pm	5.30 - 9.30pm	-

The pool is unsupervised out of hours, so you'll need to do a quick assessment by the team - including a 100m swim - and fill out a waiver and medical form. From there, you'll be given a swipe card to access the centre at a time that suits you.

During Term 4, the pool will be closed on Wednesdays between 8am - 2.30pm for school swimming lessons.

Membership Options

Whether you have a fixed training schedule, work Week-On-Week-Off, are looking for a family day out, or simply fancy a splash in the pool only when temperatures soar, there's a membership option to suit you.

- **Weekly:** \$14.40
- **Monthly:** \$39
- **3-month:** \$167 for a family including 2 adults and any dependent children / \$94 adults / \$37 children
- **6-month seasonal:** \$278 family / \$151 adult / \$61 children
- **12-month annual:** \$370 family / \$218 adult / \$104 children

All membership options give you unlimited access during normal operating hours - simply speak to the team, fill out the paperwork and you'll be given a swipe card to enter via the gate. If you don't want to sign up for membership, you can pay as you go. Single entry is \$3.80 for adults, \$3.30 for children, and under-3s and spectators can go along for free!

Lesson Options

If you're ready to take your (or your family's) swimming skills to the next level, then the Aquatic Centre has something for you. From parents and bubs, to stroke development, squad sessions, Learn-to-Swim for adults to Access with Inclusions, the five fully qualified

Central QLD SWIMMING

swimming queensland

New Season
Don't Miss Out!

Be a part of our team!

Beginning Thursday, 14 October – Gates open at 5.30
(week 2 of school term)

Swimmers of all levels welcome
BBQ running on the night – Snag on bread, chicken burgers,
cupcakes, drinks
More info: Lisa May 0432 121 426 or Megs Angel 0427 681 628

Swimming Queensland • Website: qld.swimming.org.au
 f SwimmingQLD i swimming_queensland t Swimming_Qld

and experienced instructors offer lessons Monday to Thursday, in the morning or afternoons.

There are three different pools available for different swimmers: the baby pool, the medium pool that the kids can stand up in, and the full 50m pool.

Safety First

All the instructors, along with lifeguard Janis Prout, are vigilant about reminding adults to follow the Keep Watch program. *"We want everyone to have fun and that means staying safe,"* explains Belynda Perkins, instructor and lifeguard at the pool.

"Anything can happen at any time, and often in split seconds which is why all children under 12 must be accompanied by an adult and we ask all adults to keep watch.

For babies and children aged five or younger, we ask parents and carers to give their full attention and always stay within arms reach so you're ready to respond if needed. And for six to 11 year olds, adults should keep active supervision - don't sit and read a book.

The team is also committed to maintaining a COVID-safe environment for the Tieri community. Everyone needs to sanitise their hands at the gate, check in via the Check-In QLD App, shower before swimming and keep social distancing in mind.

"If everyone follows these simple steps, we remain a safe place for the people of Tieri to come and relax, play or train."

For more information, to enquire about membership or to book a lesson, call the Aquatic Centre on 07 4981 6131 or email tieripool@gmail.com.

TIERI SHARKS SWIMMING CLUB IS Back and the Whole Family is Invited!

The 2021-22 season kicked off on 14th October at 5.30pm and runs every Thursday evening throughout school Term 4 and Term 1. Head along to the first night for a free trial then register via Swimming Central Queensland for approximately \$90* per child, which includes insurance.

Whether your child is an experienced swimmer, or just getting started, the swimming club is open to all ages and capabilities.

"We're really focused on promoting water confidence," says President of Tieri Sharks, Lisa May. *"For those who don't have much experience in the water, we start with a distance of 12m and welcome the use of swimming noodles, kickboard or a life vest, whatever helps to give them confidence. Parents can be in the pool with them or on the side, ready to hop in if their child needs help."*

Each week, the Club focuses on three different strokes: freestyle plus two others. The strokes will be posted on the Tieri Sharks Facebook page every Monday. By Thursday morning parents nominate their children for the race/s based on their preferred stroke and distance, 25m, 50m or 100m.

After all that exercise, dinner is readily available with a BBQ of burgers, sausages, drinks and cupcakes. All proceeds go back into running the Club. Depending on the time of year, the evening wraps up between 6.30 - 7.30pm.

After the restrictions of last year, the Sharks are excited to be bringing people together for some family fun. *"We've got our CovidSafe plan in place and look forward to seeing many of our regulars return this season, as well as welcoming lots of new faces. It's not just about the kids, we're always looking for parents to volunteer each week to help run the evening. It's a great way to get to know the community."*

The season runs until Thursday 9th December before taking a break for the holidays. It starts back up again on Thursday 27th January and finishes at the end March 2022 with a Club swimming carnival and break up party.

For more information, visit tieri.swimming.org.au, find us on [facebook](#) or contact Megan Angel on 0427 681 628/Lisa May on 0432 121 426.

**Exact price confirmed on 14th October*



DBS PARTNERS WITH GLENCORE Creating Career Opportunities for Indigenous People



Diversified Building Services (DBS) has once again partnered with Glencore to facilitate the Indigenous Employment Pathways Program for the third year in a row.

As an indigenous business, Oaky Creek approached Helen and Neil Berry, owners and directors at DBS back in 2018 to discuss the possibilities of piloting an indigenous Pathways Program with Glencore. Together, they came up with a program that created real outcomes for indigenous people - permanent, ongoing jobs and career opportunities.

"As an indigenous family, it was really important for us to get involved in the Pathways Program," explains Helen. *"Although we are very blessed ourselves, we know the struggle is real for indigenous people. We have many family members and people whom we love and care about who are still in this struggle. We saw an opportunity to assist, give back and to share insights into the daily challenges of being indigenous, that only an indigenous person would have."*

The pilot program kicked off in 2019 using DBS's recruitment and labour hire arm - that specialises in placing indigenous people into jobs and employment - to recruit 10 participants from local Traditional Owner groups to join the Pathways Program.

They came to Tieri and went through 26-weeks of training and development to prepare them for working in the resource section on Glencore mine sites, including going out on labour hire to their respective host employers for the last 14 weeks of the program.

The pilot was a success all round and DBS was awarded the 2019 Queensland Resource Council's Exceptional Indigenous Business of the Year award for the work they did - and continue to do - with indigenous kids at school and with the Pathways Program.

In 2020 Glencore extended the Pathways Program to include both Tieri and Glenden. Again, DBS was invited to partner with them to facilitate the recruitment and labour hire. This year, the Pathways Program is running in both Glenden and Tieri and has expanded into NSW.

Across all three years of the program so far, a large percentage of program participants have gained permanent and ongoing employment at Glencore sites in various roles.

For more information on DBS Recruitment and Labour Hire or any other DBS services, please contact Helen Berry at pathways@dbsqld.com.au on 1800 DBS QLD. ●

“It's been a win-win for all involved, with very rewarding and hopefully long-lasting outcomes. We look forward to being involved with the Pathways Program in the future, and we thank Glencore for the opportunity.”

Helen Berry



INVESTING IN Our Community

“ It’s crucial for us to hear what the Tieri community is looking for from an investment perspective. Glencore is proud to invest in and partner with so many passionate, dedicated and innovative individuals and organisations to bring meaningful initiatives to our community. ”

Joel May, Environment and Community Manager at Oaky Creek Coal.



Click to hear from Cam, one of the Rescue Crewmen.

In the latest Local Voices Pulse Survey, you were asked which areas of community investment were most important to you. Here are your top six areas, shown in order of the importance you gave them:

- Mental Health
- Rescue Helicopter Service
- Junior Sports Club
- Early Years Education
- Small Community Group Activities
- Tieri Community Events

Investing in Mental Health

To support mental health in our community, CTM Links will be running a series of wellness workshops and group activities as part of the ‘Tieri Together’ project. The upcoming schedule will be posted on the [CTM Links website \(ctmlinks.com.au\)](http://ctmlinks.com.au). More and more research is showing us that there are certain things we can easily do on a day-to-day basis to help improve our moods, reduce the risk of depression, strengthen our relationships, and keep us healthy - the [Wheel of Wellbeing \(wheelofwellbeing.org\)](http://wheelofwellbeing.org) workshops will show you how.

Oaky Creek Coal also has a comprehensive Employee Assistance Program (EAP) - delivered through Converge - that provides strategies and support across the spectrum of personal and work-based issues, including mental health.

“The EAP service is free and available to all Oaky Creek workers, Tieri residents and their family members,” reminds Michelle Cody, Human Resources Superintendent, Oaky Creek. “We strongly encourage all employees to take advantage of the service to support their mental health - especially during these challenging times.”

If you or a family member is struggling and could benefit from mental health support - or any other type of support offered under the EAP - simply call Converge on 1300 687 327 or eap@convergeintl.com.au.

We look forward to bringing you more information on these in the next edition of Tieri News.

“ The mental health and wellbeing of our team and their families is extremely important to us. Over the next few months, we’re excited to be adding to our wellness strategy to provide even more proactive options for our employees, including mental health first aid training to identify and assist colleagues in need of support and a digital Wellness Academy for workers to access valuable online resources for health and wellbeing. ”

Michelle Cody

Other Community Investments

RESCUE HELICOPTER SERVICE

Glencore Coal Australia is a proud long term partner of RACQ Capricorn Helicopter Rescue Service. Their support goes towards vital ongoing development through specialist education and training. In the above video you can hear from Cam, one of the Rescue Crewmen, about the training he’s undergone and what it’s like to provide world-class aerial search and rescue services to regional and remote communities like Tieri.

JUNIOR SPORTS CLUBS

Junior Sports Development Program rounds – awarded to Tieri Golf Club Junior Golf Program; Capella Cricket Club Junior Cricket Marquees and Banners project; Capella Tennis Club Lights for Juniors project. Further information on these community projects will be provided in upcoming issues of Tieri News and on the [Tieri website \(tieri.com.au/category/tieri-news/\)](http://tieri.com.au/category/tieri-news/).

EARLY YEARS EDUCATION

Glencore has partnered with Tieri State School to provide \$60,000 of funding across 2021-2022 for their ‘Engaging for Success’ project. ‘Engaging for Success’ aims to increase academic and behavioural engagement of students in their learning to improve their academic achievement, particularly in Science, Technologies and Mathematics (STEM).



STEM education enables students to develop solutions to complex problems by providing them with literacies and capabilities that will help them succeed in a world of technological change. As future innovators, educators, researchers and leaders, it is important that our students develop the skills required to compete on a global scale. The project centres around two key drivers of engagement:

1. **STEM-based thinking** - establishing immediate engagement with students by equipping them with digital literacies and design capabilities for the 21st-century. This driver will be the focus of Glencore's support.
2. **Positive Behaviour for Learning (PBL)** - a framework to teach students the academic and behavioural expectations that support success and lift engagement and wellbeing.

SMALL COMMUNITY GROUPS ACTIVITIES

Glencore has partnered with CTM Links to provide \$20,000 of funding for the 'Tieri Together' project, which includes a series of events and initiatives for people of all ages across our community, from young children, to teenagers, adults and families.

TIERI COMMUNITY EVENTS

It's great to be able to host events again! You can read more about the past and upcoming events this year in the Community Events article on [page 14](#).

Many of these events are supported by [Glencore's Local Family and Community Events Grants program](#). If you've got a great idea for family based activities or a community event, why not apply for a grant?! See [page 17](#) for more information.

The Local Family and Community Events grant program was introduced as part of the 2021 - 2023 Community Development Plan and based on Local Voices survey feedback specifically to increase the number of local family-friendly activities and events that will benefit the Tieri community.

"It provides eligible community groups, organisations or individuals with the opportunity to plan and host an event or activity that brings the community together in celebrating everything that makes Tieri great," explains Hannah Murphy, Environment & Community Advisor at Oaky Creek Coal.

Future Investments

“As we plan for the coming year or two, feedback from the community will help guide our investment focus,” explains Joel.

"For example, we know childcare options are increasingly important to our community. Unfortunately the large scale operations aren't suitable for a town of our size so we've been exploring other viable options, in particular the Family Day Care model (see [page 16](#)) which we're excited about."

"We also know that the community would like to see more investment in opportunities for teenagers in town. It was great to have local teenage student leaders from Tieri State School attend the Tieri Community Reference Group in September to share their views on what's important to them. We're in the process of reviewing what we already have in place, awareness of these and how accessible they are, and then we'll put together a project team to work with internal and external stakeholders to create an action plan that addresses this need."

It takes a whole town to create a community, so don't forget to complete the next Local Voices Pulse Survey which will go live at the end of the year.

For more information on Glencore's Oaky Creek Smarty Grants program, contact the Environment and Community team via 4984 7200. If you've got a general enquiry or need to raise a complaint, you can call the Community Hotline on 1800 732 895. ●



Tieri Pharmacy has been serving Tieri since 2008. Locally owned and operated, Tieri Pharmacy's customers are guaranteed friendly and confidential service. You will find an extensive range of products including:

- Prescription and over the counter medicines
- Cosmetics and perfumes
 - First Aid
- Well-being and fitness supplements
 - Baby needs
- Hygiene/personal grooming products
- Essential oils and
- Gifts and homewares

OPENING HOURS:

Monday to Friday 8am to 7pm
Saturday 8am to 1pm

Email: tieripharmacy@gmail.com

Ph: 0749816756

Fax: 0749816785





Oaky Creek and UQ Trial Innovative Approach to Safe and Effective Woody Weed Management

Weed management can be a costly, labour-intensive and potentially risky business, especially across large areas of land and in 40 degree heat. As part of their continual efforts to find progressive and responsible practices, in February, Oaky Creek's Environment and Community team approached the University of Queensland (UQ) to help them determine the most safe and efficient way to manage the weeds on site.

In July, the UQ's woody weed specialist, Professor Victor Galea and research officer Brooke Johnstone, came out to Oaky Creek to begin a 12-month trial of a control method Vic and his colleagues at BioHerbicides Australia have developed, called the 'Injecta'. The Injecta method involves a hole being drilled into the woody weed before pushing a capsulised bioherbicide (a naturally occurring herbicide) or chemical herbicide into the tree.

"It's so much safer to administer than traditional methods," explains Hannah Murphy, Environment & Community Advisor at Oaky Creek. *"There's no heavy 20 kg drum of chemicals to carry, no risk of hazardous spillages, no large tools or equipment to cart around and no need to wear a mask, goggles, gloves or other personal protection equipment (PPE). It's just a modified drill and a little bottle of capsules. Drill the capsule into the tree and it's done. It takes seconds compared to traditional methods where you have to cut down the tree and then spray the stump which takes much longer and brings much more risk, both to us and the environment."*

The innovative Injecta method of weed control requires less herbicide and eliminates the risk of spray drift making it far safer for the environment and for the staff and contractors carrying out the land management. It's also highly efficient, portable and versatile, meaning it's less labour intensive and more cost effective.

Vic and Brooke established trials of capsulised herbicides on the identified Leucaena, Rubber Vine and Athel Pine to see which will be the most effective for Oaky Creek to manage the weeds on site.





“
We’ve just approached the three-month check point and the initial results from the trial look really positive. We’ve seen a significant decline in the health of the woody weeds, based on the colour (green, yellow, brown ratio) and percentage of foliage.
 Hannah Murphy

They also injected the capsulised bioherbicide into Parkinsonia infestations on site. This bioherbicide is lethal to Parkinsonia and can travel through soil and water to infect other Parkinsonia infestations, providing long-term and wide spread management of weed infestations, particularly in creeks.

As the trial continues, the entire OCC Environment and Community team, along with some local weed contractors, are undergoing on-the-job training so they can administer the Injecta method going forward. Later this year or early 2022, UQ and the Oaky Creek team will be holding a field day where landholders, councils, other Glencore mines and any interested parties can learn more about the new approach, take part in a demonstration, and hear further details on the outcomes of the trial.

We are all looking forward to seeing the success of this project and hope that these innovative methods will help improve safe and effective land management at Oaky Creek and in the region.

If you would like to learn more, please contact the Oaky Creek Coal Environment and Community team via 4984 7200. ●





“ Even though we’ve had to play with COVID in mind and adhere to the necessary safety precautions, we’ve had really great games, energy and retention so far this year. As a committee, we are extremely proud of how resilient our players are after being unable to play in the 2020 season. They’ve all done really well to get back into the sport and, for some, learn to be part of a team they haven’t been part of before. ”

Emma Rach



IT'S ALL FOR ONE AND ONE FOR ALL Pirates Reunite for the 2021 Season

After the NRL called time last year due to COVID, the Pirates battened down the hatches to ride out the storm. With play opening up again, there was a bit of hesitancy as players from across Tieri and Capella returned to the game at the start of the season. But, as Emma Rach, Secretary says, in true fighting spirit, they soon got into the swing of things.

The Peak Downs Pirates Junior Rugby League Club was established in 1999 and since its inception, there have been many players and supporters who have been proud to call themselves Pirates. The Club brings people together, teaches the kids respect and sportsmanship as well as giving them the opportunity to grow in confidence and create long lasting friendships.

The Club has picked up some notable bounty over the past few years. In 2018, the U10 team represented the Club at the Gordon Tallis Cup and were quarter finalists for the Wally Tallis Shield, whilst the U9 team attended the Paul Bowman Carnival and finished third highest of the Central Highlands teams that played.

In 2019, the U8 team was asked to play in the curtain-raiser game for the North Queensland Toyota Cowboys at the 1300SMILES Stadium in Townsville. Several of the Pirates were selected for Regional and



State level Rugby League through School Programs, and an U10 player received the Central Highlands Best and Fairest award.

2019 was also the year the Pirates began working with the NRL State of Minds Program, and became an accredited Club, something the Committee is keen to leverage as a way to increase awareness and management of mental health within the Club and throughout the communities they're part of.

After the void of 2020, the 2021 season is now well underway, and proving that it's all for one and one for all as a Pirate. The dedicated team of volunteer coaches spend three to five hours each week with the players, teaching them techniques, game development and how to be part of a team, whilst encouraging them to do their best and ensuring they have fun. Parents and supporters volunteer their time to ensure home games and fundraising activities are a success. And the Executives are committed to creating the best club for all stakeholders, firm in their belief that everyone can - and should - benefit from being associated with the Pirates.

"We're already busy planning for 2022-2023 and doing the groundwork to make sure we have everything in place for an even bigger and better season next year," says Emma. "Our focus will be on improving our facilities, continuing to increase participation numbers and getting more girls involved in our fantastic game - it's shaping up to be our best season yet!"

If you'd like to get involved with the Pirates, please contact Emma Rach on 0488 113 235 or email peakdownsjrl@hotmail.com. ●



Six Graduates Honoured INDIGENOUS EMPLOYMENT PATHWAYS CELEBRATION



On 30th September, at the Tieri Civic Centre, six participants from the Tieri Hub of the Indigenous Employment Pathways program were honoured during a dinner and graduation ceremony.

Graduates Francis Dow, Troy Hegarty and Rhianna Holt from Clermont Mine, Kejanu Doyle and Jack Malone from Oaky Creek North, and Kaylynn Malone from Rolleston Mine were joined by representatives from Glencore, Diversified Building Services (DBS) ([see page 5](#)), PCR Polyweld, and Pathways Program ambassador and former NRL champion, Scott Prince.

Brian French, Glencore's Queensland Approvals and Cultural Heritage Manager and driver of the Indigenous Employment Pathways Program, took guests through the typical journey a Pathways participant embarks on during the program.

The program is broken into two phases over 26 weeks. Phase 1 is 12-weeks and provides participants with back-to-work skills, mine site compliance safety training and a range of life skills like budgeting, health and wellbeing, interview training, IT skills, as well as civil equipment and traffic management. Phase 2 is 14-weeks and includes training and paid work experience that aims to get participants job-ready.

At the completion of the program, participants have fulfilled the requirements to obtain a Certificate II in Surface Extraction and graduates have the opportunity to secure employment on merit with Glencore or other site employers.

"The Pathways Program has many parts to it," says Brian. "It provides a training and work experience program, but just as importantly, it is a



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Glencore will continue to support the Indigenous Employment Pathways Program in 2022 across both States and I look forward to working with the program partners as they begin their pathway to future employment.

Brian French

way for Indigenous People to connect back to country and shape their own future.”

Kejanu Doyle – a 2021 graduate of the program and now an Underground Miner at Oaky North – then took to the stage to describe his own experience of the Pathways Program.

“I want to remind you all, not all storms come to disrupt your life, some come to clear your path. We have our high peaks and we had our low lows but each participant sitting here tonight was able to grab their paddle and continue through the storms. Storms of uncertainty, disappointment, sacrifice, failure, unemployment, all kinds of storms. These paths lead onto Dump truck operators, Multi Skilled Operators, working in the warehouse, Underground Operators and working with DBS in Tieri. Those were the roles that each participant envisioned themselves being in as part of their second phase of work experience and I’m sure all did well.”

*“The two words that come to mind when I hear Glencore Indigenous Pathways Program are **Opportunity** and **You**. This program not only offers you an opportunity to get your food in the door, but allows you to have an incredible experience and insight into the mining industry. Multiple opportunities and involvement for jobs are within reach where this program provides ample support in guiding you to achieve your goals. I wanted to be an underground operator at the start of the program, and I understood that it was going to be challenging in getting there but I knew it was the process I had to trust and I was lucky enough to get there.”*

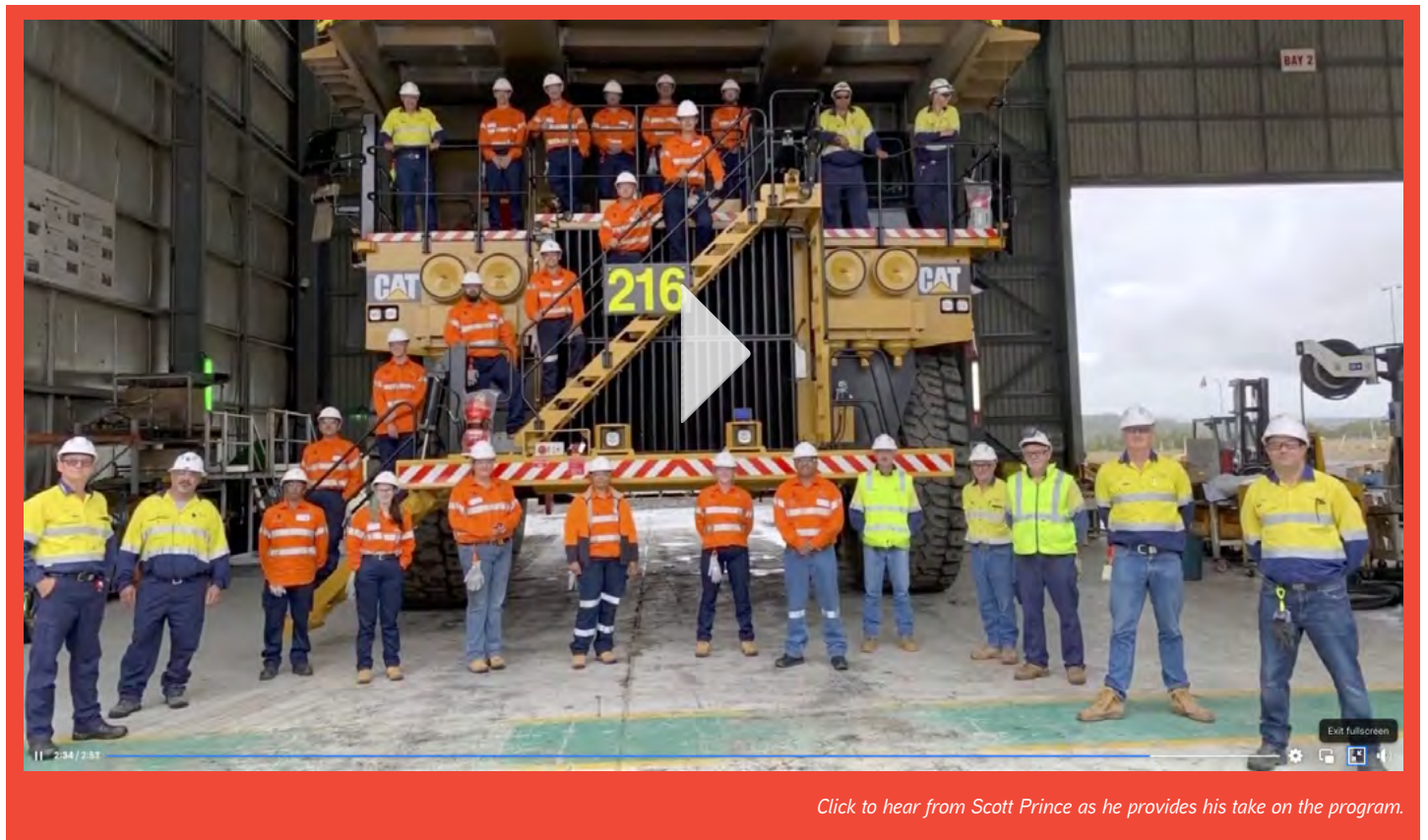
The formal part of the ceremony was led by Pathways Program Ambassador, Scott Prince, as he presented each of the graduates

with a certificate of completion and a ceremonial sash. Scott provides his take on the program, saying: *“Through mining, it creates a job opportunity for our mob. They can set their sights on obtaining a job at the end of the training and paid work experience in the Pathway Program so they could become leaders in their own rights, earn money for themselves but also their family, inspire the next generation coming through and create that leadership within themselves.”*

2021 marks the third year of the Indigenous Employment Pathways program, and it keeps growing from strength to strength. This year, 39 participants enrolled in the program across Tieri and Glenden, and - for the first time - in the Upper Hunter Region of NSW. Of those, 27 successfully graduated both phases of the program, with 20 now expected to move into full time employment at Glencore sites, at other mines and with other non-resource companies. Glencore is working with the other participants and labour hire contractors to find suitable employment opportunities.

“We’re delighted to see this year’s participants graduate from the training and, most importantly, secure employment. That’s precisely what this program aims to provide: real pathways to employment opportunities for Indigenous Australians with connections to our coal mining operations,” Brian reflects.

For more information on the Pathways Program, please contact Brian French, Approvals and Cultural Heritage Manager, Glencore Coal at brian.j.french@glencore.com.au. ●



Click to hear from Scott Prince as he provides his take on the program.



COMMUNITY EVENTS Back in Full Swing!



Coming together for events is the lifeblood of our community. Meeting up and connecting with old friends and new acquaintances is one of the best ways to keep our top little town thriving. You've also told us through the Local Voices survey that investing in community events is important to you.

We all certainly missed them as COVID spread across the country. Now, with the rate of vaccinations increasing, it's great to see these much-anticipated (and much-needed) events reinstated in Tieri's social calendar!

We've already enjoyed some fun on the fairway. The two-day **Tieri Golf Pro-Am** back in June brought together some very passionate and committed competitors. More recently, the Tieri Golf Club hosted the **6 Hole Par 3 Golf Night** to support the [Mark Hughes Foundation \(markhughesfoundation.com.au\)](https://www.markhughesfoundation.com.au). Mark and Kirralee Hughes formed the Newcastle charity in 2013 following Mark's diagnosis with Brain Cancer. The Foundation's mission is to raise much needed funds for research and to create awareness and support brain cancer patients and their families. It was fantastic to see the Tieri community come out in force to support such a worthwhile cause.

With Summer just around the corner, we're excited to announce the return of the **Oaky Creek Coal Family Day** and the **Tieri Town Party**, both on **Saturday 13th November**.

The Family Open Day is a wonderful opportunity for all family members to experience what it's like to be an Oaky Creek employee and learn a bit more about our world-class operations at Tieri. There will be several different activities for adults and children of all ages to enjoy, including a bus tour of the surface operations





If you've got a great idea for a community event, why not apply for a grant through Glencore's Local Family and Community Events Grants program?

CLICK HERE TO APPLY

where you'll get to see the mine up-close and learn more about how Oaky Creek works.

Following the Family Day, will be the Annual Tieri Town Party. All family members and locals are welcome to join in the festivities for the night. There'll be rides, food, drinks, face painting and live music for everyone to enjoy. It's also when the winners of the coveted **Tieri Christmas Lights Competition** will be announced.

Entries are limited to one category per household and there are four categories to choose from:

- Street Party (3 or more houses in a row)
- Nativity Scene
- Novice (for those who have never entered the competition before); and
- Best Lights

Remember, you've got to be in it to win it, so mark these dates in your diary so you don't miss out:

- **10th November:** the cut-off date for all nominations to be entered in person at the Tieri Trade Shed
- **11th November:** make sure your Christmas lights are switched on so we can organise a map of the town
- **12th November:** the official judging takes place - may all your lights shine brightly on this night!
- **13th November:** winners revealed and prizes awarded at the Tieri Town Party

A big thank you to the sponsors who make this fun and festive event possible: Tieri Trade Shed, Tieri Foodworks, Tieri Medical Centre, Tieri Pharmacy, Bi-Rite Home Appliances, Izzy's Pizzeria, Tieri Brolga Hotel and Glencore.

Last, but by no means least, on our events calendar is the **Tieri Ball** and this year's theme is **CHRISTMAS**. Join us on Saturday 4th December, from 6pm at Tieri Civic Centre for an evening of fun, laughter, celebration and dancing to music by The Core.

Tickets are on sale at <https://tieriball2021.eventbrite.com.au/>. Book before 22nd October to get the early bird rate of \$75 per person. General tickets will be available for \$100 per person from 23 October until sold out. Note, this will be an 18+ event. ●



We look forward to seeing as many of you as possible at these events!

Family Day Care Planned for Tieri!



It's no secret that our top little town needs top care for our little ones. After doing exhaustive research and trials of the various options available, Glencore Oaky Creek Coal is thrilled to announce it has partnered with Enhance Family Day Care to bring a viable child care model to Tieri.

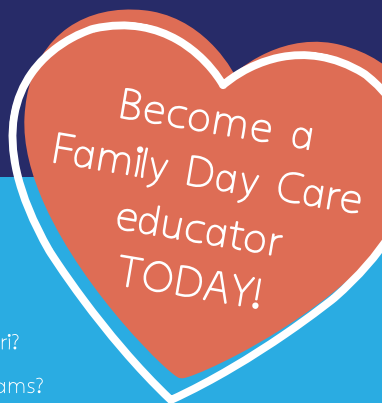
“This is something the community has been asking for a long time, and understandably so,” says Michelle Cody, Human Resources Superintendent at Oaky Creek Coal. “We know it's been frustrating that a viable solution has been slow to arrive, but all the work that's been happening behind the scenes has paid off. Through Enhance and their family day care model, we believe we have found a truly sustainable approach that will help our community connect and thrive.”

Enhance Family Day care is the largest family day care provider in Queensland and a member of the state's Family Day Care Association. They are a not-for-profit organisation of 350 qualified educators and 13 offices across the state.

Family day care is approved child education and care that's provided by a qualified educator in their own home. Children are cared for in a family-like environment, by the same educator as they grow, helping them to form lasting and meaningful bonds. The requirements are the same as long day care, however, children are cared for in smaller groups, resulting in fewer sick days and receiving more personal attention.



Exclusive opportunity in collaboration with Glencore Oaky Creek Coal Mine, Tieri.



- ✓ Love children?
- ✓ Want subsidised rent?
- ✓ Passionate about early learning?
- ✓ Want to run your own business in Tieri?
- ✓ Enjoy developing individual care programs?
- ✓ Are you Cert. III qualified or willing to study?

Benefits of Becoming an FDC Educator

					
Control your income	Nurture individual development	Choose your own hours	Housing with subsidised rent provided	Shape your own learning environment	Stay home with your own children

What is Family Day Care?

FDC is approved child care that gives you the opportunity to run your own business from the comfort of your own home!

Work in collaboration with the Glencore Oaky Creek Coal Mine, Tieri, to receive subsidised rent and take control of your career with this exclusive opportunity today!



LET US HELP YOU GET STARTED TODAY!

0427 543 651 | cathryn.ackroyd@fdcqld.org
www.enhancefamilydaycare.org.au

CALLING FOR FAMILY DAY CARE EDUCATORS

Enhance Family Day Care educators have the same qualifications as other early years educators and work within the National Quality Framework and to the principles and practices of the Early Years Learning Framework and My Time My Place, similar to long day care educators.

Importantly, Enhance educators come from within the local community, so they understand the needs of the local families and work hard to help them work, study or volunteer whilst ensuring children learn new skills and stay connected with the local community.

“We believe the family day care model is perfect for a town like ours. We are looking for someone from within our community who is passionate about early learning, looking to run their own business and either Cert.III qualified or willing to study so they can become a FDC educator here in Tieri,” explains Michelle.

“In return, Glencore will provide housing with subsidised rent, they'll be their own boss, get to choose their own hours, take control of their career and income, and be a pivotal member of the community as they nurture the development of future generations.”

If this sounds like something you're interested in, please contact Cathryn Ackroyd from Enhance Family Day Care on 0427 543 651 or cathryn.ackroyd@fdcqld.org. For more information on Enhance, visit www.enhancefamilydaycare.org.au.



Smarty Grant Applications Now Open

CALLING FOR YOUR IDEAS!



Every year Glencore invests thousands of dollars in projects and initiatives dreamed of and driven by the local community.

From the Capella State School's 'Bush to Beach' (or 'Beach to Gorge' during the pandemic) to the classroom improvements at Tieri State School, and the swimming scoreboard for Tieri Sharks Swimming Club events, Glencore's Smarty Grants program is committed to supporting the communities in which it operates.

With the latest round of Smarty Grants now open and accepting applications, Tieri News spoke to Hannah Murphy, Environment and Community Advisor at Oaky Creek Coal to talk about the program, determine who is eligible to apply for a grant, and to get her top tips on how to complete a successful application.

WHY DOES THE SMARTY GRANTS PROGRAM EXIST?

To help give organisations with community-focused ideas a leg up, a helping hand to get their idea off the ground so it can bring value and engagement to the local area.

WHO IS ELIGIBLE TO APPLY FOR A GRANT?

To be eligible for a Smarty Grant, the applicant must represent a Tieri or Capella-based not-for-profit club or organisation. Importantly, the idea must address a need within the community and demonstrate financial sustainability. Full requirements are available here: glencore.smartygrants.com.au/2021OakyCommunity.

WHAT'S THE PROCESS... IS IT LONG AND COMPLICATED?

No, not at all, it's actually pretty quick. If you're from a local community NFP organisation and have an idea that brings value to the local areas of Tieri and Capella, all you need to do is complete and submit the relevant Oaky Creek Coal application form that's available at glencore.smartygrants.com.au.

Applicants will receive an email to confirm their submission has been received. In some cases, they may get an email asking for more information.

Glencore reviews and processes applications on a monthly basis and decisions are made based on the eligibility of the applicant and the idea. If you're successful in your application, you'll be contacted by a member of the OCC Environment and Community team with details of the next steps. Usually successful projects must start within eight weeks of the application and be completed within 12 months.

HOW DO I KNOW IF MY IDEA IS ELIGIBLE FOR A GRANT?

Any idea that addresses a real need within the communities of Tieri

and/or Capella is in with a shot. In particular ideas relating to:

- **Health and wellbeing**, so ideas relating to sport, exercise, and mental health, and encourage healthy lifestyles and better health care.
- The **environment**, including wildlife, ecosystems, recycling and sustainability.
- **Education** such as learning materials and resources, educational events or skills development.
- The **local community**, ideas for events and activities that engage, promote and foster community spirit.

WHAT AMOUNT OF FUNDING IS AVAILABLE THROUGH THE SMARTY GRANTS PROGRAM?

Typically the amount of funding available is up to \$10k under the Oaky Creek Community Investment programs, but there are other grant opportunities available for larger projects within Glencore's community investment process.

WHEN CAN I APPLY FOR A SMARTY GRANT?

You can apply for a grant anytime during the year to help non-for-profit organisations get assistance when they need it. Various program rounds are run throughout the year and are communicated via www.tieri.com.au. Applications are typically assessed within a few weeks of being submitted.

TOP 5 TIPS ON HOW TO COMPLETE A SUCCESSFUL APPLICATION?

1. Think of your idea from Glencore's perspective and ask why would they invest in this? Does it align with the areas they're focused on: health, education, the environment, and the wellbeing of the local community.
2. Sell your idea by explaining how it addresses the need you've identified and how it will benefit or enrich the community.
3. Give as much detail as possible. You might have been thinking about your idea for months so you'll have a clear picture in your mind of what you want to achieve, but all Glencore has is what's on the application form. Don't gloss over the detail, instead use it to bring your idea to life.
4. Make sure you know what your idea will cost, how much funding you are applying for and, if applicable, how much you getting from elsewhere.
5. We're here to help so you're not sure if you're eligible, or have any questions on how to complete the application form, get in touch! ●

If you think you may be eligible for a Smarty Grant, complete the relevant Oaky Creek Coal application.

Or contact the OCC Environment and Community team via 4984 7200 or OCCEnvironment@glencore.com.au.

**CLICK
HERE TO
APPLY**



About Town: AN UPDATE FROM TOWN SERVICES



We have nearly 500 houses in Tieri, with over 330 tenants consisting of families, couples, singles and friends. From babies and toddlers playing, tweens and teenagers studying and forming new friendships, adults who are primary carers, 9-5 workers, part-time or shift workers, through to our elderly residents...each of us with our own lifestyle patterns.

Our diverse community requires all of us to be considerate of one another. Take the time to chat with your neighbours and find out their work and lifestyle rhythms. Share your own patterns of behaviour with them too. Keep the lines of communication open so you can all be respectful and do your best to avoid noisy activities that might disturb their peace. For example, if you are living next door to a shift worker, be mindful not to play loud music during the times they are sleeping. When noise interferes with our sleep, it can result in fatigue and stress which can be detrimental to our health and wellbeing.

As your schedule changes, keep the lines of communication open to avoid any problems occurring. If we all take the time to consider our neighbours and contain and reduce excessive noise as we each go about our day-to-day lives, we'll all get to enjoy a positive, healthy lifestyle in the comfort of our own homes.

Thankfully, COVID restrictions are slowly beginning to ease. This, combined with the festive season approaching, means there are more events, social gatherings and celebrations happening in Tieri. As you enjoy the fun, please be aware that not everyone around you will be able to join in due to work or family commitments so be respectful as you move about town and make your way home. If you are planning a gathering at home, please let your neighbours know in advance so they can advise you of any concerns and remember that, at all times, you are responsible for both your own actions and those of any visitors you have at your property.

Look After Your Pets

If you would like to keep a pet at your property, you need to notify and seek approval from Town Services. All dogs must be registered and owners should be mindful of their dogs behaviour, especially when they are left alone.

Barking is one way dogs communicate, for example to tell you they are hungry or thirsty, excited to see you, alert you to danger, or ask you to play with them. However, when dogs are lonely, bored, sick, provoked, untrained, lacking exercise or scared, their barking can become excessive, causing distress to both the dog and the surrounding neighbours.

The [RSPCA](#) has some useful tips on what to do if your dog is barking excessively. First, they suggest speaking to your vet ([Maraboon Vet](#) is based in Emerald) to identify why your dog is barking so much and what triggers may be causing it. From here, you can develop a plan of action to make life better for your

dog, yourself and your neighbours. For example, if the trigger is boredom, make sure you have plenty of toys to keep them entertained. If it's loneliness, try training your dog on how to cope with being alone. Again, [the RSPCA has some great suggestions on how to do this](#) and your vet will also be able to help.

If you are currently experiencing noise from your neighbour's dog, talk to the dog's owner as they may not be aware that their dog is barking excessively. If they are unwilling to do anything about it, visit our [local council webpage \(chrc.qld.gov.au\)](#) for advice, or drop into the local office at the town library.



Going Out of Town or on Holiday?

Encouragingly, the opportunity to go away on holiday to escape the day-to-day grind and relax is fast becoming an option again. Before you leave, check and double check that all the entry points to your home are closed, locked and secure. Don't forget to check windows and doors. It's also worth removing any loose items from outside the property that could be damaged - or cause damage - during extreme weather conditions.

And of course, if you do have a pet but you're not able to take them with you on your break, please organise appropriate care for your furry friend. For example, take them to the nearest kennels such as [Maraboon Pet Resort](#) or [Emerald Vet Clinic's kennel services](#), ask a family member or friend to look after them, or enquire about a pet sitter on the [Tieri Noticeboard Facebook page](#).

Keep Watch in the Water

Whether on holiday or here in Tieri, if you are in the water please keep watch of your children at all times...even if a lifeguard is on duty. If you are not in the water with them, you need to be within arm's reach and ready to react if needed.





More Food Options Coming Soon to Tieri!

Exciting plans are in place to bring you more culinary choice as the town bakery is set to reopen and the cafe is expanding. The intent is for the bakery to open around 5am until 2pm to provide Tieri with breakfast and lunch options. Then, from 2pm onwards, the cafe will transition into more of a lunch through to dinner venue with a tavern-type atmosphere, providing Tieri with food offerings throughout the day and night.

Town Services is also close to concluding an extension of the cafe that adds another room to the venue for increased capacity, and space for functions and training purposes.

"Whilst there is still some fine tuning to be done, we're thrilled to tell the people of Tieri that you'll be able to get fresh bread again very soon!" says Roger Decker, Town Services Superintendent, Oaky Creek Coal. *"You'll also have more choice for dinner options with the family, something we know is important to the community. With the cafe, we're trying to create a space for people of all ages to come together and the extra room means you'll be able to do it in an air conditioned area to escape the heat of the summer sun."*

Everyone involved is working hard to get things completed and open before the end of the year. We look forward to bringing you more information in the next edition of Tieri News - stay tuned! ●



Keep Watch Checklist

Actions to prevent your child from drowning include:

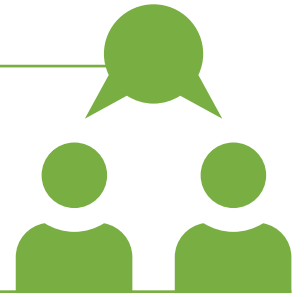
- Child actively supervised
- Child not left alone or left in the care of an older child while in the bath
- Everything ready for bathing your child or going swimming e.g. towels, dry clothes etc
- Bathtub empty and door to the bathroom closed
- Pool fenced effectively. Checklist from www.homepoolsafety.com.au completed
- Checked for water dangers such as open drains around the home
- Set of rules established for your children around water
- Enrolled in a CPR course. Checked www.royallifesaving.com.au for course details
- CPR skills updated annually

FOR MORE INFORMATION ABOUT KEEP WATCH VISIT: WWW.KEEPWATCH.COM.AU



OAKY CREEK COAL HR UPDATE

Exciting Announcements



It's been a busy month for Oaky Creek Coal's HR team. Since June, we've welcomed 10 new starters to the OCC family:

OCN

- Daniel Van Der Westhuizen – Condition Monitoring Technician
- Cody King – Electrician, Engineering Surface Infrastructure
- Shae Smith – ERZ Controller
- Micah Welsh – Geologist
- Bill Hoover – Outbye Mining Coordinator
- Adam James – ERZ Controller
- Nicholas Bell – Development Electrical Coordinator

OCS

- Peter Allan – Mechanical Technician
- John-Ross Barnes – Maintenance Coordinator
- Craig Bleakney – Production Superintendent, CHPP

We're thrilled to welcome you to the Oaky Creek team and wish you every success in your role.

Employee Assistance Program Update

There have been some changes to our on-site EAP service. We will no longer have Meg and John attend Oaky Creek Coal as on-site counsellors. You can however still get in contact with Meg Diversi by contacting Converge and directly request her as your counsellor.

Employees will still have access to all EAP services available through Converge by calling 1300 687 327 or emailing eap@convergeintl.com.au to arrange a more immediate service.

As a reminder, this service is available to *all* Oaky Creek employees and their family members.

Your wellbeing is important



Free



Confidential



For you and your immediate family

EAP Connect

Access on the go support from Converge International
To download search 'EAP Connect' in your app store. Install today to find out more



Find out more:

T: 1300 our eap (1300 687 327)
E: convergeinternational.com.au
convergeinternational.com.au



Years of Service

This month we've also celebrated our employees who have contributed significantly to Oaky Creek Coal. 5, 10, 15, 20 and an incredible 25+ year milestones were recognised, and the individuals were presented with gifts to commemorate their time with Glencore.

This brings the total number of service milestones recognised this year to 156! We would like to congratulate and thank every one of them for their outstanding service to Oaky Creek Coal.

Recent 3rd Class Ticket Achievers

Congratulations to Robbie McShane and TJ Rawiri! Passing the 3rd Class Ticket - Deputies Certificate of Competency - is a major achievement and we are all very proud of their success, well done both.

Rosters

The 2022 OCN and OCS rosters have now been distributed to all Oaky Creek Coal employees via their payslip email address. We have included a small version of these in this quarter's newsletter. [See pages 22 and 23.](#)

Vaccination Incentive Program

Glencore Coal Assets Australia (GCAA) strongly supports the Australian Government's national vaccine roll-out program for COVID-19. The vaccines available in Australia have been demonstrated to be highly effective in protecting people against severe illness, hospitalisation and death if they catch COVID-19.

GCAA encourages all eligible workers to receive the COVID-19 vaccine as recommended by the Government.

To provide additional encouragement to receive a vaccination, GCAA is offering an incentive to employees and eligible FTE-A contractors at its mine sites, projects and corporate offices.

Employees and eligible FTE-A contractors who have been fully vaccinated will be entitled to receive an IGA gift card with a value of \$200. Gift cards will not be able to be used to purchase alcohol or tobacco, cannot be redeemed for cash in store and will have a validity period of three years.

Please contact the HR Department should you have any questions regarding the Vaccination Incentive program. ●



COVID-19
VACCINATION
KEEPING AUSTRALIA COVIDSAFE

Scan for more information on the vaccine roll-out.





ROBBIE MCSHANE: “It Was a Hard Goal to Accomplish, But It’s Worth It”

Robbie McShane is only 29 years old, yet his achievements are an example to his Tieri peers. His latest win: he is the first one in his cohort to pass the 3rd class ticket examinations, which means he has recently been offered an ERZ Controller role at Oaky North.

Born and raised in Charleville, a peaceful rural town located in the Queensland outback, Robbie felt he found a new place to call home when he first arrived in Oaky Creek back in 2011. After completing his apprenticeship, he began working as an electrician for Glencore in January 2015.

Since then, Robbie feels settled and happy here in Tieri: “I enjoy the mateship and close relationships; that’s what I love about small towns. And of course, I love my golf”. Like many other Tieri locals, Robbie is a golf aficionado who spends his days shooting balls at the local golf course.

When talking about his exams and professional life, Robbie is, without a doubt, a hard-working and determined young man: “It’s a long road, but it’s worth it. You have to get out of your comfort zone; there’s a lot within Oaky Creek that will help you get there. Just be prepared; it won’t be easy but keep the goal in mind.” That’s Robbie’s experience and advice for anyone who aspires to grow professionally, just like he did.

When asked what he believes his most significant accomplishment in Tieri and in his life is, Robbie’s answer is fast and firm: his fiancée Bec, a soon to be speech pathologist. Originally from Tasmania, Bec currently works at the bank while she finishes her studies. Even though the COVID restrictions have forced them to postpone their wedding in Hobart, they hope to finally tie the knot in Bec’s hometown next January.

In the meantime, they both spend some of their downtime in their cattle property close to Dululu.

Starting this new chapter both in his personal and professional life, Robbie hopes to focus on his job and family, and to continue growing in all aspects of life. ●

OAKY CREEK SURFACE - ROSTER 2022

Oaky Creek Surface - Roster 2022

	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON
January	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Afternoon	B	B	B	B	D	D	D	D	D	D	A	A	A	A	A	A	A	C	C	C	C	C	C	C	C	B	B	B	B	B	
Night	A	A	A	A	C	C	C	C	C	C	C	B	B	B	B	B	B	D	D	D	D	D	D	D	A	A	A	A	A		

	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON
February	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Afternoon	B	D	D	D	D	D	D	A	A	A	A	A	A	A	C	C	C	C	C	C	C	B	B	B	B	B	B	
Night	A	C	C	C	C	C	C	B	B	B	B	B	B	B	D	D	D	D	D	D	D	A	A	A	A	A	A	

	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU
March	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Afternoon	B	D	D	D	D	D	D	A	A	A	A	A	A	A	C	C	C	C	C	C	B	B	B	B	B	B	B	D	D		
Night	A	C	C	C	C	C	C	B	B	B	B	B	B	B	D	D	D	D	D	D	A	A	A	A	A	A	A	A	C	C	

	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
April	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Afternoon	D	D	D	A	A	A	A	A	A	A	A	C	C	C	C	C	C	B	B	B	B	B	B	B	D	D	D	D		
Night	C	C	C	C	C	B	B	B	B	B	B	B	D	D	D	D	D	A	A	A	A	A	A	A	A	A	C	C	C	

	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE
May	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Afternoon	D	D	D	A	A	A	A	A	A	A	C	C	C	C	C	C	B	B	B	B	B	B	B	D	D	D	D	D	D		
Night	C	C	C	B	B	B	B	B	B	B	D	D	D	D	D	D	A	A	A	A	A	A	A	A	C	C	C	C	C		

	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU
June	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Afternoon	A	A	A	A	A	A	A	C	C	C	C	C	C	C	B	B	B	B	B	B	D	D	D	D	D	D	D	A	A	
Night	B	B	B	B	B	B	B	D	D	D	D	D	D	D	A	A	A	A	A	A	C	C	C	C	C	C	C	C	B	B

	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SAT
July	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Afternoon	A	A	A	A	A	C	C	C	C	C	C	C	B	B	B	B	B	B	D	D	D	D	D	D	D	A	A	A	A		
Night	B	B	B	B	B	D	D	D	D	D	D	D	A	A	A	A	A	A	C	C	C	C	C	C	B	B	B	B	B		

	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED
August	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Afternoon	A	A	C	C	C	C	C	C	C	B	B	B	B	B	B	D	D	D	D	D	D	A	A	A	A	A	A	A	A	C	
Night	B	B	D	D	D	D	D	D	D	A	A	A	A	A	A	C	C	C	C	C	C	B	B	B	B	B	B	B	B	D	

	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI
September	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Afternoon	C	C	C	C	C	C	B	B	B	B	B	B	B	D	D	D	D	D	D	D	A	A	A	A	A	A	A	A	C	
Night	D	D	D	D	D	A	A	A	A	A	A	A	C	C	C	C	C	C	C	B	B	B	B	B	B	B	B	B	D	D

	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON
October	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Afternoon	C	C	C	C	B	B	B	B	B	B	B	D	D	D	D	D	D	A	A	A	A	A	A	A	A	C	C	C	C	C	
Night	D	D	D	D	A	A	A	A	A	A	A	C	C	C	C	C	C	B	B	B	B	B	B	B	B	D	D	D	D	D	

	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED
November	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Afternoon	C	B	B	B	B	B	B	D	D	D	D	D	D	A	A	A	A	A	A	A	C	C	C	C	C	C	C	C	B	
Night	D	A	A	A	A	A	A	C	C	C	C	C	C	C	B	B	B	B	B	B	D	D	D	D	D	D	D	D	A	

	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
December	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24*	25	26	27	28	29	30	31
Afternoon	B	B	B	B	B	B	D	D	D	D	D	D	A	A	A	A	A	A	A	C	C	C	C	C	C	C	C	C	B	B	
Night	A	A	A	A	A	A	C	C	C	C	C	C	C	B	B	B	B	B	B	D	D	D	D	D	D	D	D	A	A	A	

School Holidays
Public Holidays *24/12 - Only PH from 6pm to 12am

MAINTENANCE A - C/D PERM DS
 MAINTENANCE B - A/B PERM DS

Production Crew
 Day Shift Wednesday - Tuesday
 6:15am to 18:30pm
 Night Shift Wednesday - Tuesday
 18:15pm tp 6:30am

Maintenance Crew
 Day Shift Wednesday - Tuesday
 6:15am to 18:15pm





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