

TIERI NEWS

DECEMBER 2021

Tieri
a top little town

Wishing you a
*Merry
Christmas*
and a happy
new year

LOCAL VOICES PULSE
SURVEY NOW OPEN.
WE WANT YOUR FEEDBACK!

Inaugural
Coalfields Cup

Sun Shines on
OCC Family Day

Smarty Grants
Community Investment
2021 Wrap-up



Building and
Recognising
Young Leaders



tieri.com.au

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To the residents of Tieri and the stakeholders of Oaky Creek Coal,

2021 has certainly been a year of local, national and international challenges, and we continue to learn how to manage and live with the COVID-19 virus and the associated personal effects, be they physical, mental, emotional, and/or financial.

During this time however, the Township of Tieri has demonstrated its ongoing resilience as we rolled from change to change and navigated our new environment. I thank you all for your patience, participation and adherence to government guidelines, without which we wouldn't be in such a strong position today.

Dr Jordan Peterson said: *"The answer to the problem of inequality is for the people who are fortunate enough to either have been gifted or deserved more to do everything they can to make the communities around them as strong as they possibly can."* I wish to give my sincere gratitude to those of you that have gone above and beyond, doing everything you can to make Tieri and our mine site community stronger with each passing day.

On the mine site this year we have had a focus on the 'person' and building systems to support this. Our concepts - which will continue to roll into next year - encompass the core individual beliefs of:

- 1. I genuinely believe that I can go to work and not get hurt:** That is, if I truly believe that I won't get hurt, I will take actions to make sure myself and those around me are safe and my actions always support this.
- 2. I feel valued for what I do at work:** No individual is more important than another in our team. We all have a key role to play in the business. We need to understand our roles and how they are crucial to our success.
- 3. I enjoy coming to work:** While admittedly, not every day is rainbows and unicorns, work can be fun. The environment and culture in which we operate needs to provide a rewarding and accepting place to work.

As we start looking towards 2022, it will no doubt present challenges of its own. However, the future looks very positive: we have our direction, we have a clear plan in place and, most importantly, we have great people to make it happen.

To close out, from my family to all of yours, I wish you all a happy Christmas and a safe, prosperous New Year. Please drive safely if you are travelling and I look forward to working with you all in 2022.

Kind Regards,

Dave Stone

Dave Stone,
General Manager - Oaky Creek Coal

Proudly produced by:

**OAKY CREEK
COAL**

GLENCORE





INAUGURAL Coalfields Cup



Tieri Golf Club, together with All-Pro Solutions, held the inaugural Coalfields Cup to raise funds for Challenge on Saturday 30 October.

15 teams from across the region took part in the 3-person Ambrose event with the winners coming from the Emerald Golf Club, Ryan Aspinall, Jacob Gibbs and Tim Harvie, who will hold the Coalfields Cup till next year's competition.

While the competition was serious (all players had to have a Golf Australia handicap) it was a fun day enjoyed by all.

The driver behind this was one of our committee members, Ben Liddell, who at the start of 2021, came up with the idea of supporting this charity through using the Leuk the Duck emblem on the Tieri Golf Club shirts, where a portion of the money goes to Challenge. The late great Australian professional golfer, Jarrod Lyle, was an ambassador for supporting children and families with cancer. Jarrod sadly passed away from Leukemia in 2018.

Challenge is a not-for-profit organisation that supports children and families living with cancer, 365 days a year. Leuk the Duck is the Challenge mascot and fluffy friend to all the kids and families Challenge supports. Leuk was created by world-renowned cartoonist Mark Knight in 1990 and has become an especially iconic figure in the golfing community through the support of our ambassadors Robert Allenby and the late Jarrod Lyle #DoingItForJarrod. ●

This story originally appeared in Emerald Regional News.





BUILDING AND RECOGNISING Young Leaders

Last year Capella State High School and Tieri State School were awarded a Smarty Grant from Oak Creek Coal for a three-year project. The project centres around a camp which aims to encourage leadership skills and assist students with the transition from primary school into high school. The camp was originally designed to be 'Bush to Beach', however evolved to 'Bush to Gorge' due to COVID-19.

The students visited the beautiful sites of Carnarvon Gorge including the 'Moss Garden' (an ancient moss forest) and the 'Art Gallery' where Aboriginal Art from thousands of years ago is close enough to examine.

"I loved meeting and working with new people," said student, Hillary Lines. *"It was great to work as part of new and different teams to learn and get things done – especially in a beautiful natural setting like Carnarvon Gorge."*

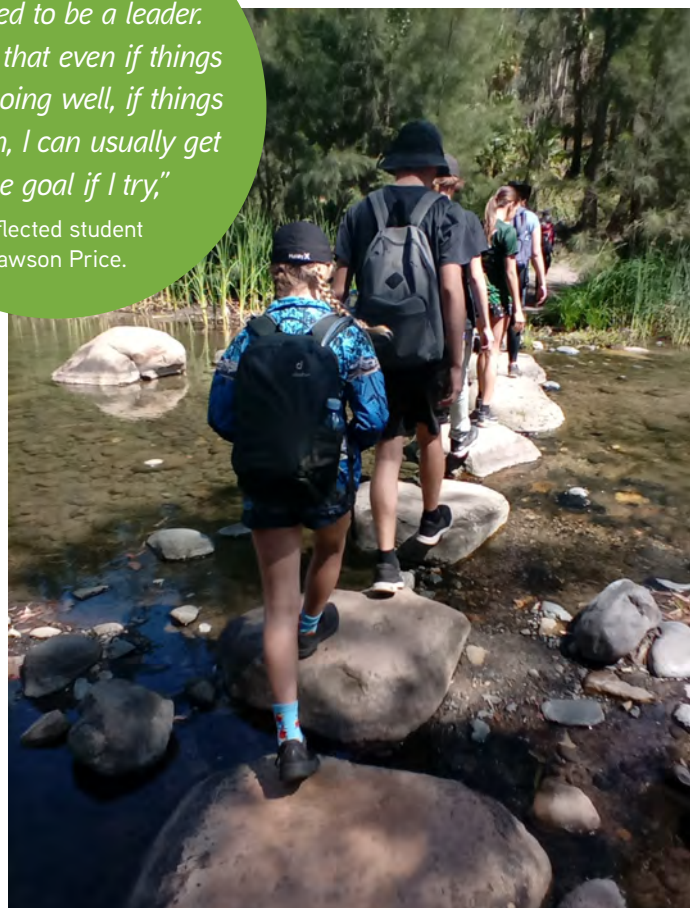
Capella State High School stated, *"The students showed tremendous teamwork and leadership in managing themselves. They cooked, cleaned, participated in activities and represented the school well without the need for consistent direction from the teachers. They are truly the next leaders of the school due to their ability to work independently, maintain self-control and work as a group effectively and quickly."*

"Oak Creek Coal is proud to support students with the difficult transition from primary school to high school," said Joel May, Environment & Community Manager at OCC. *"We are delighted to have played a part in shaping the future leaders not just of the school, but of the region overall. We look forward to this continuing over the next two years of leadership camps from the schools."*



"I learned to be a leader. I learned that even if things are not going well, if things are tough, I can usually get to the goal if I try,"

reflected student
Lawson Price.





Recognising Young Leaders

Another positive outcome from this camp is the development of the 'Glencore Young Leader Award'. Joel had the privilege of presenting this award - and the School Spirit Award - to students at Capella State High School on Tuesday 16 November.

Congratulations to Brodie Whalley from Year 12 who won the School Spirit Award for her continued support of school events and her positive attitude.

The inaugural Glencore Young Leader award, was presented to Tira Ker-David in recognition of her maturity, emerging leadership and teamwork skills - well done Tira, a fantastic achievement!

New Ways to Engage Students

Capella State High School continually looks for ways to engage students in their schooling - adding a Contemporary Music program, an Agriculture program and now fitness opportunities for students. The curriculum will also be extended next year in response to student interest with exciting new subjects like Media Studies and Sports and Recreation Studies.

Excitingly, the school has recently converted an unused room at the school to create a new gym facility for students. Once students get permission from parents or guardians, they are able to sign up for sessions and utilise the gym facilities during school hours. The response from students has been extremely enthusiastic. All students are supervised in the gym by staff members who volunteer... and even work out themselves! ●



Tira Ker-David & Joel May



Brodie Whalley & Joel May



TIERI FAMILY UNIT & Child Health Centre

Well Baby Clinic – What is Child Health?

Home visits are available to all newborns and at 2 and 4 weeks of age. All mothers are encouraged to call the centre for a home visit with their babies after birth. Phone today on 4984 8366.

Clinic at the centre is held on a Tuesday and Friday by appointment only. Assessments are done on babies and children at Birth, 2, 4 & 6 weeks, 4, 6, 9, 12 & 18 months and then 2 to 3 and 4 to 5 years of age.

Hearing, vision and speech assessments are strongly encouraged for children at 3, 4 and years of age.

The clinic also offers Neonatal screening and Development assessments, advice about breastfeeding, formula's, post-natal care of mothers and siblings, removal of clamps, heel prick, caesarean care, post-natal depression assessments, general care of the family unit.

Free Immunisation Clinic

1st and 3rd Wednesday of each month from 9am – 10am.

Immunisations are due at 6 weeks, 6, 12 & 18 months and then 4 years of age. Your child is not adequately protected until they complete their 4-year-old vaccinations.

Their next vaccinations are at 12 and 15 years of age then 50 years of age.

Parents are encouraged to take their child to the dentist prior to commencing Prep-School.

Free Well Women's Clinic

- Free Cervical Screening/Papsmear
- Education on Breast Examination
- Information on Menopause, Hormone Therapy,
- Hysterectomy etc
- Blood Pressure Check
- Blood Sugar Check
- Issues relating to sexual relationships

The women's wellness clinic visits the centre two times a year – bookings are essential. Please call 4984 8366 for details.

Live better Allied Health Visiting Services

Live Better has a variety of allied health services which visit from Emerald to provide specialist services to our community. Please contact 4984 8366 for a referral to see any of the following:

- Dietician
- Diabetes Educator
- Podiatrist
- Speech Therapist
- Occupational Therapist
- Counsellor – Doctor Referral
- Alcohol and other drugs Counsellor – Doctor referral
- Physiotherapist



Antenatal Education Classes

Individual session at 16 and 24 weeks with parents to be and local midwife. Full Day Group sessions are at approximately 32 weeks. Future parents are encouraged to phone between 12 and 16 weeks to commence this program.

Midwifery Clinic

If you would like to make informed decisions about your pregnancy, birth and care of your newborn then this is for you.

Share Care service with your Doctor providing an informed Pregnancy.

The local Midwife offers a Share Care service for women who are confirmed pregnant from 12 weeks with your doctor in Australia. This Antenatal Midwifery service works with both you and your doctor to provide a high level of pregnancy care.

The clinic is by appointment only. The Midwife will

- Check your blood pressure
- Complete a urine test
- Listen to the babies heart beat
- Complete your pregnancy record
- Discuss any concerns and questions you have.

Postnatal Clinic

Following the birth of your baby, questions will be asked to ensure you are recovering well and referrals provided should there be any concerns evident.





Positive Parenting Program (TRIPLE P)

The primary / seminar and group talks are provided by a Triple P Facilitator

- Group classes run over 4 sessions annual with a review at 3 months
- Seminars are held annually over 3 sessions
- Monthly parent information talks are held to discuss a variety of topics relevant for the parents of children aged between birth and 10 years of age ie. tantrums, toilet training and sleep.

WEBSITES FOR PARENTS

www.breastfeeding.asn.au www.tresillian.net
www.raisingchildren.net.au www.tmr.qld.gov.au
www.foodsafetycentre.com.au www.kidsafeqld.com.au
www.mumstheword.com.au www.zerotothree.org

EMERGENCY NUMBERS

AMBULANCE000
 13 HEALTH 1343 2584

OTHER IMPORTANT NUMBERS

Alcohol and Drug Information1800 177 833
 Cancer Helpline13 11 20
 Child Health Helpline1800 177 279
 Life Line1300 131 114
 Men's Line Australia 1800 600 603
 Parent Line Counselling Service1300 301 300
 Quit Line 13 18 48
 Poisons Information13 11 26
 Breastfeeding 1800 MUM 2 MUM
 Domestic Violence 1800 808 688
 Disabilities Services 4951 5910
 Kids Helpline1800 551 800
 Salvation Army1300 363 622
 Medication Helpline 1800 632 763

Tieri Family Unit & Child Health Centre

OPENING HOURS: Mon – Fri 8am – 4pm

- Home Visits
- Antenatal Care
- Post Natal Care
- Neonatal Screening
- Well Baby Clinic
- Immunisation Clinic
- Vision Screening
- Hearing Assessments
- Speech Assessments
- Visiting Specialist
- Referrals

All services are provided free of charge. Appointments are essential.

Sue Hall, Family & Child Health Nurse
 3 Talagai St (PO Box 62), Tieri QLD 4709
 Phone: 4984 8366 Fax: 4984 8945

Services visiting the Tieri Health Centre
 Ph 4984 8366

Well Women's Clinic Ph 4920 6211

Emerald hospital offers a variety of outpatient clinics with visiting specialists including Diabetes, ENT, Endoscopy, Colposcopy, Cardiology, Cancer Care, Ophthalmology, Surgical, Respiratory, Palliative Care, Paediatrics, Orthopaedic, Obstetric, Fracture Clinic, Dermatology.



The Tieri Family Unit and Child Health Centre will be closed from 4pm, Wednesday 22nd December.

I will be on holiday over January. The centre will be open Tuesday and Wednesday only during that time.

If the centre is unattended, please call and leave a message and someone will call you back to make an appointment.

On behalf of my staff, Kerry, Darrell and Tina, we would like to wish everyone a wonderful Christmas and a happy and safe New Year.

Thank you, Nurse Sue. ●



CTM LINKS, still supporting our COMMUNITY AFTER 34 YEARS



CTM LINKS - otherwise known as Capella Tieri Middlemount Community Support Network Inc - is a not-for-profit organisation established in 1987 to assist the local communities of Capella, Tieri, and Middlemount. Funded by the Department of Communities, Housing & Digital Economy and Central Highlands Regional Council, our objective is to assist in building long-term, sustainable social capital and develop a sense of social cohesion within our communities.

The role CTM LINKS plays within our community is broad and varied. The work is driven by a Community Support & Development Officer, employed by CTM LINKS in each town of Tieri, Capella & Middlemount. Here in Tieri, the officer is Kath Hema.

"On behalf of CTM LINKS, I want to thank everyone who has supported our organisation and events this past year," says Kath. "We'd also like to acknowledge and thank our funders and supporters including Queensland Government, Central Highlands Regional Council, Oaky Creek Coal Glencore, Emerald Neighbourhood Centre, Isaac Regional Council, and Anglo American Coal, without whom our projects, events and other community support programs wouldn't be possible."

CTM LINKS Projects

'Tieri Together' is a 24-month social cohesion project thanks to Glencore's Community Investment Program. *"The aim of the project is to provide a range of events, activities and projects that support and promote social cohesion and community capacity-building with consideration given to all members of the Tieri Community,"* explains Kath.



Some of the 'Tieri Together' events CTM Links has organised are:

- **Tieri Sunset Markets** – a community event involving community groups and local business. The quarterly markets would not be such a tremendous event without the community support from DBS, Foodworks Tieri, Tieri P&C Committee, Tieri Sharks Swim Club, Peak Downs Karate, Tieri Fire Brigade, Tieri Local Ambulance Committee, local and regional stallholders and community members.
- **NAIDOC 2021** – This year's event was held at the Tieri Shopping Centre. The aim of this event was to connect our community to the Traditional Custodians of the land on which we live, work and play, The Western Kangoulu people. *"Our NAIDOC Week celebrations included a special guest, Former NRL great, Scott Prince, speaking to the students at the Tieri State School parade about his experience and encouraging kids that dreams are indeed possible,"* recalls Kath. Numerous activities were held including Handprint Banner, make your own Cardboard Didgeridoo, get yourself a Temporary Tattoo of all the Australia Flags, discover artefacts from the Western Kangoulu people, do some chalk drawings, enjoy a fantastic display of cultural dancing from the Western Kangoulu dance troupe and watch Scott Prince undertake a training session with Peak Downs Pirates JNR NRL club members. The success of this event was achieved through the support of DBS, Foodworks, Tieri State School, Peak Downs Pirates JNR NRL Club, Peak Downs Karate, Western Kangoulu Traditional Owners and Traditional Dance Troupe and other community members.
- **Community Ground-up Building Workshop** – a 2-day workshop facilitated by Community Development Practitioner, Peter Westoby. The workshop aimed to share methods and skills in Community Development practice. Highlighting the many levels of community participation that contribute to a thriving community. Thanks to Oaky Creek Coal's Environment & Community Team, CHRC Community Development Team, Isaac Regional Council Community Team, Committee Members from local Community Groups, Foodworks and Blackdown Catering for supporting the event.
- **Tieri State School Under 8's Week Celebrations** - Thanks to Tieri State School for the invitation to attend Under 8's week and undertake a Pet Rock Making Stall. So much fun!
- **Tieri Sporting & Activities Group** – A community activity-driven group aiming to establish and organise a variety of sporting and activity opportunities for both adults and children in Tieri. The group is calling for interested people who would like to be involved. For more information, please contact Tieri Community Support & Development Officer, Kath Hema, on 0491 276 263.
- **Tieri Wellbeing Group** – A community social group aiming to meet regularly for cuppa's, morning tea, and social wellbeing activities. The group is calling for interested people who would like to be involved. For more information or to join the group, please contact Kath Hema on 0491 276 263.



Other initiatives from CTM LINKS

Community Support: CTM LINKS provides trusted, confidential, and practical community support, including but not limited to:

- Printing, scanning and uploading of documents
- Assistance with applications, documents, forms, etc.
- Emergency financial relief
- Practical support for community members
- Deliver practical and relevant community programs

Community Pantry: A community donation program. Donations of non-perishable grocery items, personal toiletries and school supplies will be greatly appreciated. Please contact your local Community Support & Development Officer to organise delivery or pickup of your generous donation. By giving to our Community Pantry, you will be supporting families and individuals in the Capella, Tieri & Middlemount Region.

Donations: Tieri Sunset Markets provide opportunities for our community to donate to worthwhile causes. *"Thanks to the generosity of you - our community - we have been able to donate much needed funds to Queensland Cancer Council, Movember and CTM LINKS' Emergency Relief Fund,"* applauds Kath.

Emergency Relief Fund: CTM LINKS offers the provision of financial or material aid for families and individuals in the Capella, Tieri & Middlemount Region to meet an immediate need. *"I would like to take this opportunity to acknowledge and thank the Tieri Catholic Caring Shop for their ongoing invaluable support,"* says Kath.

Information, Referral & Support: CTM LINKS Community Support & Development Officers are available to support all community members requiring information, referral, and support to access available services, resources and networks in our region. ●

"We couldn't have achieved all that we have without the support of our funders, partners and you, the community. As we approach the end of a pretty tough year, we would like to wish everyone a very Merry Christmas and a Happy New Year. We're looking forward to bringing you even more events, projects and activities in 2022 to ensure Tieri continues to thrive." Kath says, reflecting on all that has been accomplished throughout 2021 and thinking about the year ahead.





TIERI MARKETS

CTM LINKS Tieri Office Operating Hours

Monday – Thursday 10:00 to 16:00.

Address: 26 Talagai Ave, Tieri

Please call 07 4984 8349 or 0491 276 263 to make appointments.

Email: admin@ctmlinks.com.au or tieri@ctmlinks.com.au



CTM LINKS Christmas Closures

The last day of trading for our offices will be Friday 24th December 2021.

Reopening Monday 10th January 2022.

We will have Community Support & Development Officers on call over the Christmas Closure Period.

Contact Numbers 0491 276 264 or 0491 276 259

FOR ANY LIFE-THREATENING EMERGENCIES - CALL TRIPLE ZERO (000)

COMMUNITY DEVELOPMENT WORKSHOP





Tieri MEDICAL PRACTICE

Tieri Medical Practice is located in the heart of town at Shop 10A, Talagai Avenue, Tieri.

The team consists of Dr. Tim Craven and Dr. Abdul Saboor, Nurse Yvette Watts, Occupational Therapist Isobel Kemp and the newest member of the team, Physiotherapist Rachel Lynn. They are all supported by a team of four administrators.

A variety of services are available at the Medical Practice, including:

- GP services
- Blood tests
- Drug and alcohol screening
- Healthcare plans for patients with a range of concerns from diabetes to mental health
- Healthcare plans for different age groups
- Occupational Therapy focused on Return to Work plans and case management
- Coal board medicals

The Medical Practice is open Monday to Friday between 8.00am – 6pm and Saturday from 9.30am – 1pm. It's closed on Sunday. Physiotherapy services are only available Monday to Friday from 8.30am – 5pm.

The last appointment available before the Christmas and New Year period is on 23rd December. The Practice will be closed from (and including) the 24th December and will reopen on Tuesday 4th January 2022.

**TO BOOK AN APPOINTMENT,
PLEASE CALL 07 4984 8386.**

The practice also has a COVID-19 vaccination clinic based on demand. The COVID-19 clinic is open at variable days and times each week so please call 07 4984 8386 to make an appointment.

**COVID-19
VACCINATION**
KEEPING AUSTRALIA COVIDSAFE

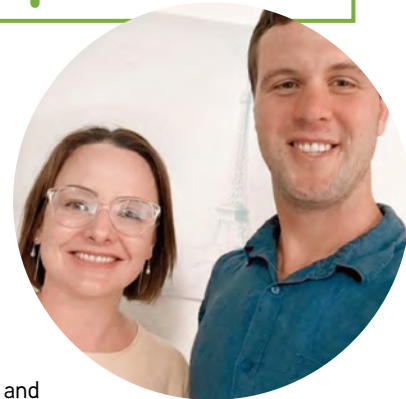


All healthcare workers have to be vaccinated however unvaccinated locals will still be able to receive treatment at the Medical Practice.

If you have any cold or flu-like symptoms, it's important that you advise reception prior to arrival.

INTRODUCING Coalfields Spine Care

Hi Tieri! I'm Dr George Hannaford, a Chiropractor and founder of Coalfields Spine Care, and this is my assistant, Kirby. We're here to tell you about the new Chiropractic office in town.



WHO ARE WE?

Coalfields Spine Care offers quality Chiropractic care for you and your family. We operate in Moranbah, Dysart, Mackay (Northern Beaches Spine Care), Middlemount and Tieri and we're committed to helping the local people in the coalfields through quality Chiropractic care.

WHAT DOES A CHIROPRACTOR DO?

Chiropractic is the systematic analysis and care of your spine to optimise your nervous system. Our modern lives put many stresses on our bodies. Long periods of sitting at desks, craning our necks at mobile devices, repetitive movements and playing sports can cause misalignments/restrictions in our spine and/or peripheral joints.

Our spine carries messages from our brain to all parts of our body and messages from all over our body back to our brain. It is easy to see how a problem in one part of the body can affect another part of the body, particularly if the problem happens to be in the spine.

At Coalfields Spine Care we aim to discover the stresses in your body and spine. We analyse your spine and nervous system to help you manage spine-related problems that may contribute to headaches, backache, sciatica, numbness, tingling, digestive problems, energy levels, focus abilities and much more. Through chiropractic adjustments, we gently bring your body back into balance.

WHO DO WE TREAT?

People come to see us for a variety of reasons. Whether it's immediate pain relief from an acute condition, help correcting a long term spinal problem, lack of joint function and mobility, or a desire to attain better health over the long term. We seek to help anyone suffering from headaches, dizziness, shoulder pain, back ache, disc injuries or injuries from sports and athletics. Our care is suitable for adults, including pregnant women, children and infants.

WHAT TO EXPECT:

We follow a simple 4-phase process:

Phase 1: We listen to how this problem has been affecting you, as well as your goals. We take a thorough clinical history including your diet, lifestyle, and stress. Our number one goal for this stage is to make sure you feel heard and understood.

Phase 2: We perform a comprehensive examination which may include neurological, orthopaedic and musculoskeletal tests designed to establish an accurate diagnosis.

Phase 3: Once we have formulated an accurate diagnosis, we create a tailored treatment plan designed specifically to help you achieve your goals in the shortest possible time.



Phase 4: We take a holistic approach to helping you heal. On top of our chiropractic adjustments, you will also be given rehabilitative exercises, lifestyle and ergonomic advice to help prevent future issues arising.

WHERE ARE WE LOCATED?

6 Talagai Avenue in the Town Centre...familarly known as the old medical building.

WHEN ARE WE OPEN?

Tuesdays from 3 - 7pm and Wednesdays from 7.30am - 11am.

HOW DO YOU BOOK AN APPOINTMENT?

No referrals are necessary, anyone can book an appointment. Simply call 0402 974 801 or book online via our [FB page](#) or www.iconpractice.com/ob/4677/CoalfieldsSpineCare-Tieri/481362/8.

WHAT DOES IT COST?

Initial appointments are \$120. We currently have a special offer for new patients: get your first consultation, examination and treatment/adjustment for **only \$88!** (some T&Cs apply)

A LITTLE BIT ABOUT ME:

I live in Mackay with my wife, daughter and our two dogs, Odin and Sunny. After experiencing fantastic outcomes from my Chiropractor as a teenager playing high-level sports, I decided I wanted to help people in the same way. I look forward to hopefully helping you and the people of Tieri soon. ●





JUNIOR SPORTS GOLF Development Set to Return in 2022



Throughout 2021, Tieri Golf Club in association with Glencore and Oaky Creek Coal has been running a Junior Sports Golf Development program. The free coaching clinics are run by Terry Price, a PGA professional golfer. They take place most Saturdays for boys and girls, ranging from as young as six or seven, up to 15-16 years old.

The group clinics run for 2-3 hours depending on how many people turn up. One to one coaching can also be arranged after school on weekdays for those who can't make Saturdays or who are keen for additional lessons.

Terry is assisted by parents who kindly volunteer their time to provide organisational support, as well helping the kids to follow Terry's training advice.

"The main objective of the program is to introduce juniors at a grass-roots level to golf, providing them with a sport they may wish to pursue, as well as an outdoor activity and exercise," says Arthur. "They respond really well to Terry's coaching style which is very interactive. He keeps it fun and engaging, creating games and friendly competitions to keep the energy and enthusiasm up."

The program has wrapped up for 2021, but is set to return in 2022, from February through to November, with a couple of breaks in between to accommodate the football season. Excitingly, Tieri Golf Club is hoping to get the participants of the Junior Sports Golf Development program to be part of the Central Highlands Junior Golf Competition. This is managed out of Blackwater and consists of five 18-hole golf competitions across the region, and the Club is

hoping one of those competitions will be held in Tieri. More details to come.

HOW DO I REGISTER MY CHILD?

If you would like to register your child for the 2022 program, simply phone the golf club on 0488 221 231 and speak to Arthur who will pass details on to Terry.

WHAT'S THE COST?

It's free!

DO WE NEED TO BRING ANYTHING?

No equipment necessary, everything your child needs will be provided. They just need to turn up ready to learn and play golf! ●

“Thanks to investment from Glencore’s Smarty Grant initiative, we were able to buy all the necessary equipment to coach the kids, including junior golf sets and training apparatus,” explained Arthur Dobeson from Tieri Golf Club.



LOCAL VOICES PULSE SURVEY NOW OPEN. We want your feedback!

12 months ago, Glencore engaged Voconiq to help get feedback about what is important to you in the Tieri community. Voconiq's "Local Voices" is a unique community engagement program that provides you with the ongoing opportunity to express your views and experiences in relation to Glencore, Oaky Creek Coal and its operations, as well as any number of topics including communication, community investments, events and activities, community groups, local businesses and services and much more.

We kicked off the Local Voices program with an Anchor survey which ran from December 2020 to January 2021. You can see the results from this survey at [here](#). This was followed by the first Pulse Survey in July-August 2021. The data from this survey is still being reviewed; we look forward to sharing the results with you once available.

Why participate in the Pulse surveys?

- Have your say about what's important to you - your voice matters!
- Direct unfiltered feedback to Oaky Creek Coal and Glencore
- Confidential - no personal details are disclosed to Oaky Creek Coal or Glencore
- Earn a \$5 donation for your choice of local community not-for-profit groups
- Be in the running for a prize
- Help inform decisions that directly affect you and your community

The feedback you provide helps everyone understand where our community is strong, and where we have opportunities to grow together and improve. ●

“Glencore and Oaky Creek Coal are committed to using the community insights from these surveys in our decision-making,” explains Joel May, Environment and Community Manager. “We may not be able to address or solve every issue raised, but your feedback means we have a far greater understanding of the things that matter to you the most and this helps us focus our efforts accordingly.”

Have your say, today!

The second Pulse Survey is now live and will remain open until the end of December 2021. To participate in this survey please click on the link.

CLICK HERE
TO HAVE
YOUR SAY



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

CHRISTMAS TRADING HOURS:

Open as usual until 7pm on Friday
24th December (Christmas Eve)

Closed 25th Dec - 3rd January
(inclusive)

Reopen Tuesday January 4th



Email: tieripharmacy@gmail.com

Ph: 0749816756 Fax: 0749816785





Capella Cattedogs Rugby Union Club

Smarty Grants Community Investment 2021 WRAP-UP



- Despite COVID-19, 2021 has been a big year for events in our Capella and Tieri Communities including:
- Tieri Beer, BBQ and Spirit Festival
 - Keppel Coast Arts Council – Capricorn Coast Writers Festival
 - Tieri Golf Club – Annual Pro-Am
 - Capella Cattedogs Rugby Union Club - 30 year Anniversary and Annual Ladies Day
 - Capella Rodeo Club - Annual Rodeo
 - Tieri Golf Club – Community Night Golf

“ Through our *Smarty Grants* program, Glencore is proud to invest in and support so many great community events that have sought to bring the community together at such a difficult and unpredictable time,” said Joel May, Environment & Community Manager at OCC.





Keppel Coast Arts Council – Capricorn Coast Writers Festival



Keppel Coast Arts Council – Capricorn Coast Writers Festival



R U OK plaque was donated by Atom as part of the blue tree conversation starter



Tieri ProAm



Tieri Amateur Swimming Club



“Kath Hema and the CTM Links team have done a tremendous job bringing together all aspects of our community,” said Joel. “It has been a pleasure to work with them and to see Kath’s passion flow through all the events she has held.”

Bringing Tieri Together

Another Glencore investment has been in CTM Links’ “Tieri Together Project” which has already had a remarkable impact on our community. The goal of the project is to enhance the social cohesion within the town of Tieri. The project involves events and workshops for all the families and the residents of Tieri to enjoy. ([see page 8](#))



Other Community Investments

It's not just been about the events. Over the last 12 months, Glencore has proudly supported a number of local initiatives designed to advance our towns, services and communities at large.

- Tieri Family Unit & Child Health Centre – Visiting Well Women's Clinic staff accommodation and meals
- Tieri Family Unit & Child Health Centre – Lactation consultant visits
- Tieri Family Unit & Child Health Centre – School human relations education
- Tieri Golf Club – Glass washer
- Capella State School – Sustainable food cube gardens
- Capella State High School – Sexual health presentations
- Tieri Amateur Swimming Club – Computer and system upgrade
- Tieri Golf Club – Junior Golf Development Program (see page 16)
- Central Highlands Junior Rugby Union – Players to referees project
- Capella Cricket Club – Junior cricket marquees and banners
- Capella Tennis Club – Lighten up and play (Nets, LED lights and equipment)
- Capella State High School – iPad lab
- Tieri State School – Automatic External Defibrillator (AED) machine
- Capella State High School - Heal country and community mural

“From providing local schools with iPad lab, to sustainable gardening activities, to health and wellness education programs, each of these projects will have a long lasting and positive impact on our local children, our families and friends... our community.” explains Joel.



Tieri Golf Club



Tieri ProAm



Tieri Golf Club



Tieri Golf Club





Capella Annual Ladies Day



“We’re looking forward to another successful year supporting innovative initiatives from the community,” said Joel. “With 2022 just around the corner, we’re calling on the community for ideas and events that will help our top little town thrive. If you have an idea for an event or project, we’d love you to apply for an appropriate Glencore Smarty Grant.”



Do you have an idea worth investing in?

OCC Community Investment Round 3, 2021 is still open until **midnight 31 December 2021** and the OCC Local Family and Community Events grants are open until **midnight 15 December 2021**. ●

Click the link for more information about Glencore’s Smarty Grant program, details on how to apply, and links to the relevant application forms.

For help with your application, please contact the OCC Environment and Community team via 4984 7200 or OCCEnvironment@glencore.com.au.

**CLICK
HERE TO
APPLY**



Visitors and families of the mine from across Queensland

Sun Shines on OCC FAMILY DAY



After a week of rain, the sun decided to shine on Saturday 13th November as 550 visitors and families of the mine works from across Queensland flocked to Oaky Creek Coal for the annual Family Day.

On the hour, every hour from 8am until 1pm, volunteers from Oaky Creek took a tour of people underground in a Drift Runner. In total, 150 people spent an hour experiencing what it's like for underground workers on the mine.

Back on the surface, every 90 minutes two 50-seater coaches took visitors between Oaky North and the Wash Plant. The 350 participants were able to get off the bus to see the surface equipment up close and ask questions of the volunteers.

"The objective of Family Day is to give family members a glimpse into where their husband, wife, or partner, or mum and dad work," says Lily McKelvie, Human Resources Administration Assistant and organiser of the event. *"Beyond that, it's an opportunity to bring the community together and share our story with them."*

Of course, it wouldn't have been a 'family' day without the kids there. Due to the age restrictions, children aren't allowed to go underground, so OCC organised a Kids Club so the adults wouldn't miss out. With a sand pit and plenty of activities to keep them occupied, the kids were kept entertained. A particular hit was the 'hand print' activity where each member of the family painted their hand and then imprinted it on the same sheet of paper. *"Seeing the handprints of their entire family on the wall everyday as our employees enter the mine serves as a poignant reminder to be safe at work,"* explains Lily.

Vendors were on site with information, kids activities, plenty of merchandise to hand out, and raffles to win a fire pit and a picnic hamper. ●



"We've received such positive feedback from the community. It's been fantastic to hear how much everyone enjoyed the experience and we're looking forward to welcoming the community back at next year's Family Day." Michelle Cody, Human Resources Superintendent describes the day as a great success. ”



“

“It was a truly informative and robust discussion that both affirmed and challenged our current thinking,” reflects Joel. “That’s why these touch points are so valuable, it gives us fresh perspectives from those who have incredible experience of the land we’re responsible for rehabilitating. We’re extremely grateful to our neighbours for giving us their time and sharing their expertise and look forward to continuing such conversations well into the future.”



TARGETED REHABILITATION of the Land



To progress responsible mining. That’s the purpose of Oaky Creek Coal’s Environment & Community team. There’s a lot that goes into this including, but certainly not limited to:

- Restoring disturbed land to an acceptable post-mining land use
- Managing the environmental aspects of our tailings & water facilities
- Minimising the environmental and community impacts of dust and other emissions
- Managing waste streams
- Mitigating impacts to native flora and fauna
- Preserving and protecting important cultural heritage values

As part of their targeted rehabilitation activities, the Environment & Community team seeks to engage with key stakeholders to gather their valuable insights and advice.

“On November 2nd, the team and I were delighted to be joined by local landholders who generously shared their thoughts and input on a number of important elements that can positively or negatively impact the successful rehabilitation of the land on which OCC operates,” said Joel May, Environment & Community Manager.

The group discussed the progress of the Woody Weed Management trial (read about it in the 2021 October Tieri

News), how to control black wattle, the rehab design, approval and acceptable standards, safe, sustainable options for land rehabilitation, identifying potential progressive rehabilitation certification areas, and the current closure plans and potential post-mining land uses, including native vegetation, low-intensity grazing and/or ecosystem services or recreation.

Everything from paddock sizes, tracks, fencing, and grazing methods; to watering points, dams and troughs; to main roads, washouts and concrete causeways; to livestock handling facilities, diversity in animals and how that leads to diversity in plants was covered. ●





Wishing you a wonderful festive season and a happy new year.

Dear Tieri,

Two years ago, as people around the world celebrated Christmas and the holiday season, a new global threat was beginning to emerge. Since then, the COVID-19 pandemic has taken many lives and caused massive disruption to families, communities, societies and economies across the globe.

As 2021 draws to a close and we wrap up another year of navigating the challenges that have come with COVID-19 and our new state of normality - with border closures, vaccinations, QR check-in codes, masks, and more - it's heartwarming to reflect on how our top little town has rallied together to pull through. In particular, it was great to see some of our annual events return this year, allowing us to come together as a community.

December is always a time to reflect on what is important to us all, and never more so than after the last 12-24 months. For me personally, this is my family, my friends and my community. I feel so grateful for each of them.

As the holidays approach, I would like to wish you all a wonderful festive season and a happy new year. I hope you are able to take the time to relax, reflect and enjoy the festivities, however you choose to celebrate.

Here's to a fresh start in 2022 - may it be our best year yet!

Michelle

Michelle Cody,
Human Resource
Superintendent,
Oak Creek Coal



OAKY CREEK COAL HR Update



At Oaky Creek we know that people are our greatest asset and we are really pleased to welcome new starters into the following roles:

- HST Manager
- Technical Services Superintendent
- HR Coordinator
- Conveyor Projects Engineer
- Under Manager in Charge
- Compliance Superintendent
- Electrical Coordinator – Development
- Mining Supervisor
- 2 x ERZ Controllers

As we celebrate all the new starters joining us at Oaky Creek, it's a timely opportunity to acknowledge those employees who will be leaving us this month. Our thanks to you all for your service.

We would also like to congratulate TJ Rawiri and Jason Cordell on successfully achieving their 3rd Class tickets! All the hard work and effort you have both put in over the last couple of years has paid off and we are all very proud of your achievements, well done.

Workforce Engagement Survey

Oaky Creek Coal has commenced a site Workforce Engagement process, across all our employees and contractors.

The engagement process uses our Goals, High Performance Culture Focus and the Leadership, Culture and Accountability Framework to gather the views and opinions of our employees on a range of topics.

The survey is a two-part process: a paper based/online questionnaire followed by focus groups where employees will be given the opportunity to provide specific feedback on:

- How are things really going
- The good ... and the not-so-good
- Opportunities for improvement.

The survey has already commenced at Oaky North and will be rolled out at Oaky Surface in early 2022.

The results of the survey will be available to employees once completed and finalised.

Vaccination Incentive Program

We have had over 300 employees and contractors apply for the Vaccination Incentive Program.

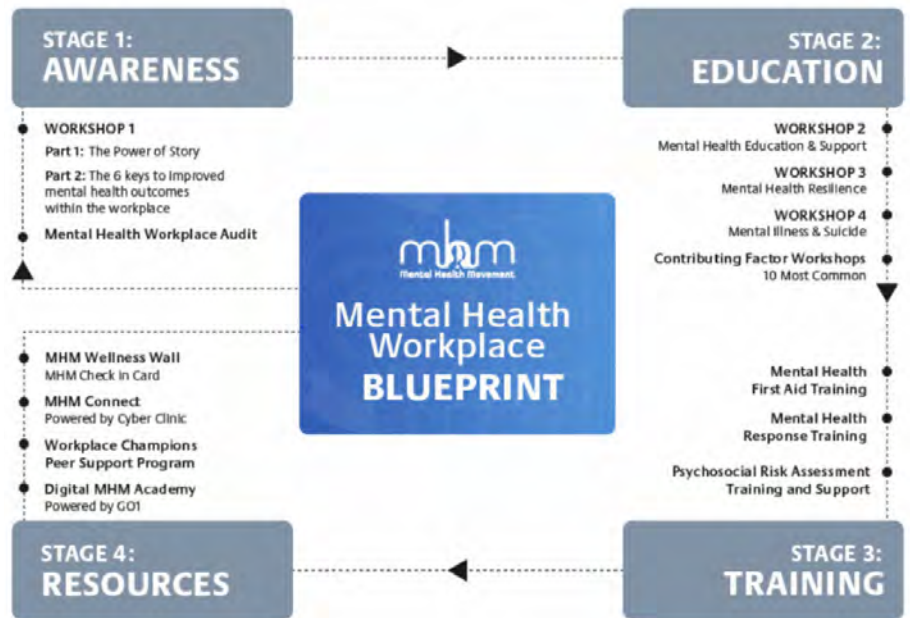
For those still wanting to participate, the incentive program is **open until the 31st of December 2021**. Applications for the incentive must be received before that date.

To be eligible to receive your gift card, please provide the following to your local Human Resources Manager:

- **COVID-19 digital certificate** – this is available for download through your Medicare account
- **Glencore Privacy Collection Notice: COVID-19 Vaccination** – signed and dated

This incentive program is intended to support the national vaccination rollout and is not intended to operate as a bonus scheme.





Mental Health

Did you know that one in five individuals will experience mental ill health in any 12-month period? And one in two individuals will experience mental ill health in their lifetime?

With this in mind, Oaky Creek Coal has partnered with Mental Health Movement to roll out a four-phase mental health blueprint. This blueprint will allow us to better understand the challenges of our employees, design appropriate solutions for our workforce, and follow through to ensure the required supports are provided and the behavioural transformations take place.

As part of our focus on raising awareness around mental health, we recently found a tree and gave it a 'blue lease on life'. By spreading the paint and spreading the message that "it's OK to not be OK", we can all help break down the stigma that's still largely attached to mental health.

A huge thanks goes to CHMS who went above and beyond to assist us in rolling out the #starttheconversation initiative on site.

Looking after yourself and your loved ones

For many, Christmas is a jovial time to celebrate with friends and family. However, packed calendars, financial stress and the family issues that roll in with the festive season can quickly become very overwhelming. The added stress and expectation to be happy and have fun during Christmas can often exaggerate symptoms of depression and anxiety. Whether you have a mental health condition or not, it is important to take time to look after your mental health at Christmas and reflect on how you are feeling.

Recognising and changing behaviours that contribute to your stress will help you get through the Christmas period. **Remember to stay healthy** - eating well, exercising and getting enough sleep can help you cope with Christmas stress.

Need more help?

There are many free services available that offer mental health support (www.healthdirect.gov.au/mental-health-where-to-get-help). If your symptoms of [stress](#), [anxiety](#) or [depression](#) are severe or long lasting, [see a doctor](#) who can make a diagnosis and arrange treatment.

If the holiday season or anything else is getting too much for you and you need support, call [Beyond Blue](#) on 1300 22 4636, or [Lifeline](#) on 13 11 14, to talk things through. If you or someone you know is at risk of hurting themselves or someone else, call triple zero (000).

And don't forget all employees and their immediate family members have free access to our confidential EAP service through Converge International. They can be contacted on 1300 687 633. ●





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