

TIER1 NEWS

JUNE 2022

Help Bring Family
Day Care to Tier1

Local Voices Pulse Survey
Here's What You Said

Building a
'Safety First' Culture

 tier1.com.au

Community Events
**Janis's
Colour Splash**

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FROM The Editor



Did you know that next year marks the 40th anniversary of Tieri township? As we start gearing up for this momentous occasion, a 40th Celebrations Committee has been formed, including long time resident, Sue Hall from Tieri Family Unit and Child Health Centre Services, Kath Hema from CTM Links, Tieri Town Office, CHRC, representatives from Glencore Oaky Creek Coal and several members of the community. The committee is responsible for driving the agenda and organising the events and activities around town for the celebration. I'm thrilled to be part of the group, both as a representative of Glencore, but mostly as a long-time resident of Tieri who is looking forward to celebrating our history. We had our first committee meeting three weeks ago and we're all incredibly excited to celebrate our top little town. If you're interested in volunteering to join the 40th Celebrations Committee, we'd love to have you on board - please send me an email at michelle.cody@glencore.com.au.

Speaking of volunteering, my thanks to the many volunteers who have made our recent [community events](#) possible. Over the years, volunteers like you have played an integral role in bringing - and keeping - our community together. If you have considered volunteering, but are not sure where to start or who to volunteer with, you'll find the story on [page 21](#) helpful. And if you have an idea for a community event, why not apply for a Glencore Local Community & Family Events Grant? You'll find the details on [page 13](#).

I'd also like to express my thanks to the many up and coming small businesses who are establishing themselves here in Tieri. Our new [Spotlight On...](#) section aims to support these up and coming entrepreneurs, as well as our more established businesses, by showcasing their diverse range of products and services that we are so fortunate to have in our town.

If you've ever dreamed of starting your own business - and have a passion for making a difference to the lives of the children in Tieri - check out [page 8](#) for information on how you fulfil a life-long ambition of being your own boss AND help bring family day care to Tieri!

Whether it's through their business, volunteering, or just being a friend and neighbour, as I reflect on the great history of our local community and the journey we have been on over the last 40 years, I'm inspired by all the wonderful stories about the people of Tieri. Whether they were the first settlers here in 1983 or have recently moved to town, what strikes me most is the common virtue that exists in each of them: kindness and community spirit.

The residents of Tieri have consistently demonstrated collaboration, cooperation, and generosity that enables us as a community to solve bigger social problems, such as navigating the pandemic and tackling the effects of climate change. In organisations, educational settings, and just everyday life, it's important to highlight and recognise the immense power of this kindness and community spirit.

Doing good for the sake of others has a much larger impact than people realise. And so I would like to set a Random Acts of Kindness Challenge to us all! One day this quarter, let us each perform five random acts of kindness in our community - all five in one day. The acts do not need to be for the same person and the person or people don't even have to be aware of them. And it doesn't matter if the acts are big or small, though it is more powerful if you perform a variety of different acts. Examples of random acts of kindness include inviting someone who you may not have met for a coffee at the café, paying for a coffee for someone else at the bakery, picking up litter, helping a friend with housework, or providing a meal to a family in town. After each act, write down what you did in at least one or two sentences. For an even greater happiness boost, write down how it made you feel.

If you find yourself on the receiving end of a random act of kindness and would like to give a shout-out of thanks in the next edition of Tieri News, we'd love to hear from you. We'd also love to hear from you if you would like to contribute a story to the newsletter. Simply email the details to me at michelle.cody@glencore.com.au.

Until next time, sending you all warm wishes over the winter season,

Michelle Cody, Human Resource Superintendent, Oaky Creek Coal



From pharmaceuticals to festive fun, baked goods to beauty treatments, our local businesses are an integral part of our community, providing us with invaluable services. That's why we're introducing a new segment to Tieri News called "Spotlight On..." where we'll be shining a light on some of Tieri's established and emerging businesses so you know where to go for your daily, or one-off needs.

SPOTLIGHT ON...

Brown Sugar PICNICS

Founder/Owner: Denise Farrar

Established: March 2022

Locations serviced: Tieri, Capella, Blackwater and Emerald

Follow on: www.facebook.com/brownsugarpicnics/



What service does Brown Sugar Picnics provide to Tieri and the surrounding communities?

We're an event planning and styling company, specialising in picnics. We provide the full picnic set up, including tables, seating, linen, plates, cutlery, glassware, decorations, and more. Wherever you're having your event, we come in and set everything up, then come back 3-4 hours later to pack it all away - you don't have to lift a finger!

The only thing customers need to provide is the food and drink...or you could get it catered by local business, and one of our partners, Cheese & Kisses Tieri!

How did you come up with the name?

It all stemmed from the Rolling Stones song 'Brown Sugar'.

How did the business start?

I previously worked for The Real Group in Yeppoon. I was assisting the Marketing Manager at one of the venues with the set-up of events such as weddings, parties, and functions.

The lure of our two grand-daughters brought my husband and I back to Tieri earlier this year. Having previously lived in Tieri for over 10 years, I know the area well and realised an event planning and styling service would work well here. Tieri and the surrounding areas have a great community of women who are looking for something a bit different and special.

We've only been operating for eight weeks and it's already been extremely popular. I feel very lucky to have the opportunity to come back to Tieri, start a little business, and have so much support from the Capella, Tieri, Emerald, and Blackwater communities. People have been so generous in helping to spread the word and recommending our services to friends and family.

You've been away from Tieri for six years... how have things changed in that time?

The town has certainly gone through a journey of ups and downs. It's great to see it starting to return to its former glory. It's such a fantastic community here. Glencore provides a great lineup of events for us to come together and the number of attendees is always increasing. Alongside Brown Sugar Picnics, I assist the Glencore functions manager and Tieri Golf Club with the Pro-Am and other events. I love it here. I've got my dream job (or jobs!) in

my dream location with my beautiful family around me - I'm very lucky and never take it for granted.

What makes the ideal picnic?

I believe the perfect number for a picnic is 10. 10 friends and family members coming together, in a beautiful location, with delicious food...and a nice wine always goes down a treat!

Whether it's a baby shower, bridal shower, a birthday or anniversary, a work event or simply just catching up with friends, we're here to make your picnic event as easy - and stylish - as possible...and all for just \$200 for a picnic of 8-10 people.

Where do you get your styling items from?

We're proud to partner with Shanae Anderson from Endlessly Lit Candles who provides the stunning candles that create the perfect scented backdrop for the events.

As for the props, that's all my husband's handy work! He's always busy making furniture for the business. He's made all the timber work: from the tables to the wooden accessories.



What drives and inspires you as a business owner?

Bringing people together. When you live in a small mining town like Tieri, your support network means absolutely everything - no matter what stage of life you're in. I still have friends from when I was here before. We came for three years and ended up staying for 10, largely because of the people we were surrounded by! Bringing friends together and helping to facilitate these amazing and often lifelong connections makes me so happy.

What's coming up that the Tieri community should be aware of?

We're excited to be launching picnics under the stars for couples and intimate picnics for groups of four at the start of Spring. My husband is busy working on the furniture and props and I can't wait to create more magical moments for couples, small groups or parties of 10.

How can people find out more or book an event with you?

Head to <https://www.facebook.com/brownsugarpicnics/> and send us a message! ●



SPOTLIGHT ON...

AURORA Beauty Parlour

Founder/Owner: Jodie Roberts

Established: 2019

Location: Shop 9/10B, Tieri Town Centre (between the medical centre and the bakery)

Website: aurorabeautyparlour.as.me/

Follow on: www.facebook.com/aurorabeautyparlour/ and [instagram.com/aurora_beautyparlour](https://www.instagram.com/aurora_beautyparlour)

What services does Aurora Beauty Parlour provide to Tieri and the surrounding communities?

We're a beauty salon in the centre of town. My services include: Eyebrow Sculpting (mapping, shaping, waxing, tinting or dying, tweezing and trimming), Eyebrow Lamination which helps put eyebrow hair into a uniform shape, Eyelash Lifting/Tinting, and my most popular service, Eyelash Extensions.

We have a hairdresser, Vanessa from Statix Hairworkz, who comes into the salon every month, usually around the middle of month, to provide cut, colour and blow drying services.

And we have a beauty therapist, Nurse Wendy from New Age Aesthetics and Injectables, who comes in roughly every six weeks and offers a variety of services including cosmetic injectables, microdermabrasion, custom facial treatments, dermal fillers, skin needling and more.

How did you come up with the name?

The name Aurora Beauty Parlour was inspired by Sleeping Beauty. My clients close their eyes for their appointments and when they open them, their beauty treatment is done and their transformation complete.

How did the business start?

Back in the day, I was an actor and I always felt the need to have a back-up plan. I enrolled in a specialist make-up diploma and, as part of that course, I chose eyelash extensions as an elective and fell in love with it. I started focusing on the eyes and expanding my knowledge and skill set in that field. I qualified as a Beauty Specialist in 2017 and have since done a multitude of training within the industry, including a Diploma and a variety of other certificates and qualifications.

I started my business on the Sunshine Coast in 2016 while I was studying my Diploma. I ran my business from my home and had no room in my unit for anything, so I used to set up my beauty bed in my tiny lounge room and my clients would have to shuffle beside a wall to get onto the bed!

In 2019, my partner and I moved to Tieri with our young son. It felt like the right time and right place to set up my own salon and fill a gap in the community. It's so surreal to think back to where I started and now I'm in a salon! Our son is now four and we had our daughter a year ago. It's been an incredible journey - moving to Tieri was the best decision we ever made! We love this little town and think it's perfect for raising our family.

What do you love most about the work you do and the service you offer?

People often see you as simply a beautician, but it goes so much deeper than that. It's about giving people the gift of increased self confidence - I love being able to help make people feel good about themselves.





I've had a couple of clients who have been through chemotherapy and lost all their hair. They came to me so self-conscious because they felt that everyone notices their thinning eyebrow hair. I did an eyebrow sculpt and dye for one of the ladies and when I'd finished, she looked in the mirror and started crying with happiness. You don't necessarily expect people to get emotional about something so seemingly small, but it can have such a big impact.

Whatever their background or story, it's so heartwarming to know that I provide a space for people to open up, and walk away feeling more confident. That's ultimately my aim: to make people feel good about themselves. Because when we don't, it can be horrible, all consuming and even self-destructive. I want to use my skills and services to help people.

What have you learned?

That the industry isn't as vain as some people might think it is. And that our eyes really do play a huge part in the way in which we communicate and connect with people. This became really evident during the height of Covid when masks were mandatory. Eyelashes and eyebrows were the only things that were visible so people became a lot more aware of them and how we use our eyes to communicate with others.

How do you balance business and family life?

Well, it's definitely a juggling act! My partner works at Oaky North and, at the moment, I open when he has his week off which is why we're by appointment only.

Sometimes my son comes in to help me do inventory. He loves getting on the salon bed and having me brush his lashes with a wand.

I try to prioritise family life but that's sometimes hard because I truly love what I do. The balance has been easier to achieve thanks to the incredible support my little business and I have received since moving to Tieri! I'm absolutely blown away and so thankful that I get to do what I love as a career. I'm living the dream and that wouldn't be possible without the Tieri community so to you all, thank you for embracing me into this community and wholeheartedly supporting this business of mine that I love so much.

What's coming up that the Tieri community should be aware of?

The Tieri Town Ball is happening on the 6th of August, so be sure to book in advance so you don't miss your spot! If you're not sure what you want done, feel free to shoot me a message on my Facebook or Instagram page.

How can people find out more or book an appointment with you?

The best way to get in touch with any questions is via my Facebook page. Simply head to www.facebook.com/aurorabeautyparlour/ and send me a private message. Or to book an appointment, visit aurorabeautyparlour.as.me/. ●

SPOTLIGHT ON...

CHEESE & Kisses

Founder/Owner: Kelly Flood

Established: 2021

Locations serviced: Tieri and surrounding towns

Follow on: facebook.com/cheeseandkisses_tieri-1046873384408280

What service does Cheese & Kisses provide to Tieri and the surrounding communities?

We provide a personalised, bespoke catering service to the town of Tieri, as well as Capella, Middlemount, Emerald and Blackwater for a travel fee...and our cookies can be posted Australia-wide!

We offer a range of catering options from grazing boxes, table spreads, personalised sugar cookies, large and mini cobs, and custom sweet, savoury or mixed boxes. We can cater for small, intimate get togethers or large corporate or community events, no job is too big or too small.



How did you come up with the name?

My sister actually came up with the name for me and I instantly loved it. 'Cheese' represents my passion and the grazing side of the business, and the 'Kisses' represents all the love and care we pour into every order.

I'm fortunate that my sister and I sometimes get to work together - when I have bigger functions or events on, she will come out to Tieri from Emerald) and be my extra pair of hands.

How did the business start?

My whole business adventure actually comes from making my husband cribs (lunch) for the past decade! I've always loved getting creative with what I make. Josh's crew were my guinea pigs. I would send him to work with individual grazing boxes and cookies for the boys to "test" and would ask for their feedback.

I also put together grazing boxes for catch ups with friends and family. They'd always say I should sell them. Eventually, word got around and people began asking me to make them a grazing box for their event...it snowballed from there.

Just over 12 months ago I thought "why not?" and took the plunge into starting my own business! It's been absolutely amazing. The support I have received not only from the community but also Glencore and other small businesses in town has been so overwhelmingly positive and such a fun adventure!

What do you love most about the work you do and the service you offer?

I moved to Tieri in 2013. We have two beautiful children (Violet, 6 and Jack, 4). I love the Tieri community spirit and couldn't think of a better place to raise our little family. I think of all the special times we have together and want to create those for other people.

I love being able to make magical moments for special occasions. Anniversaries and birthdays are my all time favourite. It's incredible to provide something that's a little bit different and helps create a special moment amongst friends or family...especially in a town with limited resources.

What's been the most popular request?

My most popular services include our medium grazing box and our personalised sugar cookies, which have become very popular with children's birthday parties. The joy I see on the children's faces when they see the cookies I have created specifically for them just melts my heart and makes me feel so fulfilled.

What advice do you have for anyone in Tieri thinking about setting up their own venture?

As a small business operator, the options and opportunities are endless and I wouldn't have it any other way. That said, running your own business is hard work, with long hours and sometimes quite lonely, so it's important to do something that you love, especially given how much time, effort and love goes into just one order.

I chose cookies and platters as my favourite way of expressing ideas, bringing to life both your ideas and mine to create individual, personalised gifts and party favours. I love each and every one of my customers and thank them all for supporting my business.

What's coming up that the Tieri community should be aware of?

By way of thanks to the entire community for all your support, messages, love, shares and feedback that have helped me get started and continue to grow - and to celebrate our first birthday - we will be doing not one, but TWO giveaways at the end of June!

To be in with your chance of winning, simply mention this article via our Facebook or Instagram messenger ... and don't forget to follow our page if you're not already.

How can people find out more or book your services?

Visit our Facebook page (https://www.facebook.com/cheeseandkisses_tieri-1046873384408280) and send us a message, call me on 0411 225 736 or email cheeseandkissestieri@gmail.com. I'm always open to trying something new, so if you can't see what you're looking for, please get in touch and let's create something special together! ●



Tieri Possums PLAYGROUP



Tieri Possums Playgroup helps children learn and grow through playing – one of the key elements in early childhood development. Play has a vital role in developing resilient, sociable children and families to ensure health and wellbeing for their whole life.

The playgroup has been running for a couple of years, with Reannyn Murray and Kirsty Simpson at the helm, coordinating the sessions and providing an open, interactive and inclusive environment for children, parents, grandparents and family members.

They started out with just 12 families and now they are up to 22, a figure they would like to see continue to rise.

"We want every mum and dad in Tieri to come along, safe in the knowledge that there is absolutely no judgement here - we're all in the same position," says Reannyn.

The playgroup runs every Monday from 9-11am at Tieri Library, when kids ranging from a few weeks to 5-years old come together to play. The aim is to create a safe and welcoming space for the children to either play autonomously or do crafts with mum or dad. The centre provides everything from slides, mats and gymnastic equipment, to art supplies, sensory play items, outdoor toys, jolly jumpers and more. They've also recently applied for a local government grant of \$5,000 for new equipment for the library including tables, chairs and breastfeeding chairs - watch this space!

A key part of the playgroup's success has been the events they put on. From Messy-Play May which saw the kids playing with colourful spaghetti and bugs in the mud, to the Mothers Day Morning Tea, hosted with the support of local businesses Cheese & Kisses and Brown Sugar Picnic.

June is all about intergenerational play and bringing different generations together, something that has been made harder during Covid. *"We're always looking for ways to close the gap between the aged community and the young community. Previously we would have taken the kids and parents to an aged care centre, but that hasn't been possible since the outbreak of the pandemic, so we're starting a pen pal system with Moncler - the aged care facility at Capella Hospital,"* explains Reannyn.

"Each of our 22 families will be paired with the 22 aged care residents. They'll write letters back and forth to help the kids understand different generations and hopefully provide some childlike fun to the residents of Moncler."

July will be all about winter play with a Christmas market, and later in the year, Possums Playgroup will be collaborating with CTM Links to host a Halloween party on Saturday 29 October from 4pm. The event will be available to the whole community (regardless of whether you have children) and aims to include food vendors, fire brigade, jumping castle, face painting, a scavenger hunt for the older kids followed by a disco...and much more!

That will be followed by the Possums Christmas Party on Monday 14 November from 10am -12pm, with a jumping castle, petting zoo



"Despite being a close knit community, we know it can be isolating as a parent of young children all the way out here, but please know that there's a community of other mums and dads - just like you - who are ready and eager to connect." says Reannyn.



and face painting, before Santa arrives on a fire truck with gifts for the kids.

"From our weekly sessions at the Library to the events we put on, there's so much happening and so many opportunities to connect with other parents and families," says Reannyn. *"We're always looking for mums and dads to volunteer. Our aim is for each of the mums and/or dads to feel confident and comfortable to play an active role in setting up the playgroup sessions and helping to develop the community of young families we have here in Tieri."*

For more information about Tieri Possums Playgroup or to volunteer, please visit their Facebook page (@Tieripossumsplaygroupqld) or email Reannyn and Kirsty at tieripossumsplaygroup@gmail.com ●

Help Bring Family Day Care to Tieri



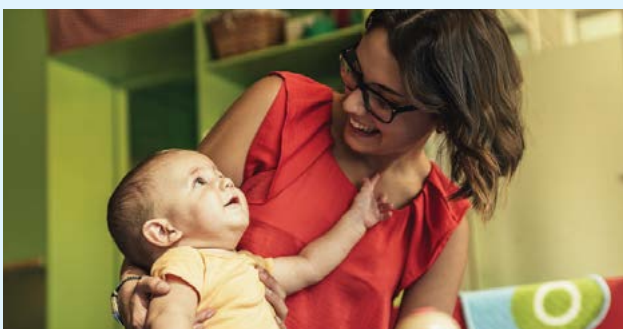
The child care options available in Tieri frequently come up as an area for improvement. After many years of researching and assessing different options, Glencore Oaky Creek Coal [announced late last year](#) that it has partnered with [Enhance Family Day Care](#) to bring the proven Family Day Care (FDC) model to Tieri.

According to the Family Day Care Association of Queensland (FDCAQ), family day care is education and care provided by a qualified educator in their own home. Importantly, FDC is safe and regulated, so you can trust that your children are cared for in a home-based setting that is approved, regulated and subsidised by the Australian government. For more reasons to love the family day care model, see the breakout box below.

Enhance Family Day Care are leaders in child care and proud members of FDCAQ - a trusted provider of early childhood education and care for over 40 years. Enhance is the largest family day care provider in Queensland, with 350 qualified educators and 13 offices working to provide day care to over 3,000 families across the state.

“By partnering with Enhance Family Day Care, we believe we have found the ideal, sustainable child care solution for our close-knit community here in Tieri - it ticks all the boxes for our top little town,” says Michelle Cody, HR Superintendent, Oaky Creek Coal.

“Enhance educators come from within the community, so they really understand the needs of the local families. We are currently working with Enhance to raise awareness of the FDC opportunity, and encourage expressions of interest from members of the local community to become a qualified educator and start their own child care business, right here in town.”



Be part of the child care solution: apply to become an Enhance FDC educator!

You might be reading this thinking ‘I’m interested, but have questions before I apply’. So, we tried to anticipate some of those questions and asked Michelle and the team at Enhance to provide more information to help you:

Q: I love kids, but don’t have any formal childcare qualifications or experience - can I still apply to be an educator and set up a FDC facility in Tieri?

A: All family day care educators must either currently hold OR be ‘actively working towards’ at least an approved Certificate III Level Education and Care qualification. You can find a list of approved qualifications here.

Q: What checks will I need to have done?

A: Family day care educators must also meet first aid qualification requirements, a National Police Check and meet the requirements of a Working with Children Check (Blue Card).

Q: What insurance will I need to run a Family Day Care business from my home?

A: Public Liability Insurance

Q: I’ve never run my own business before, do I need to have my own ABN?

A: Yes. You can find information on what an ABN is and how to apply for one here.

Q: What training and support will I receive from Enhance?

A: Enhance will provide training in the following areas: Child Protection, Safe Sleep, Food and Nutrition, and Guiding Children’s Behaviour, NQS 7 Quality Areas.

Q: I have kids of my own, do I have to pay for them to attend the FDC, even if I’m running it?

A: Your own children can absolutely attend your FDC business - they will simply be counted in your registered numbers.

Q: What hours will I be expected to operate?

A: You get to choose your own hours between Monday to Friday, 6am to 6pm. As a member of the local community, you will have a good understanding of what the parents of Tieri need from the child care provider.

Q: How many children will I be looking after?

A: This varies depending on your personal circumstances.

Q: Will I need to employ anyone?

A: No.

Q: What’s the earning potential?

A: This is hard to say as it all depends on the number of days and hours you decide to work, what you decide to charge per hour (we can help you with this), the hours that families actually use, and the number of children in your care each day.

Q: Will I need to invest any money up front?

A: The only investment required will be the set of your family day care environment in your home, for example learning resources, sleep and rest equipment, and eating furniture. We currently have learning resources we can share at our Emerald service.



Q: Am I expected to undertake marketing activities to promote the business?

A: Enhance does provide marketing resources and support, however because you are 'on the ground' and living amongst the community, we actively encourage our educators to self-promote their business amongst local families to help with word of mouth. This can be especially important when a new family comes to town and seeks recommendations, or if some families leave the area or their children move on to school.

Q: What is Glencore doing to help bring FDC to Tieri?

A: (from Michelle Cody, HR Superintendent at Oak Creek Coal) Glencore and the team here at Oak Creek are fully committed to supporting the successful set up and running of a Family Day Care business in Tieri. The exact scope of this support greatly depends on what the educator needs. For example, it might be subsidised housing support, or financial support to set up the family day care environment in your home, or to purchase educational equipment and resources. We're here to help and work with you to set up your own business and provide a much needed solution to child care here in Tieri.

The first step is to find the right person! We're actively working with the Enhance recruitment team to spread the word and encourage local residents to apply to become an educator.

Having lived in Tieri for six years and as a Mum of three children, aged 10, 6 and 2, I fully understand the need for sustainable child care. I know there are so many incredible people here in our

community who are passionate about helping others, would love to make a difference to the lives of our children, and would thrive on the opportunity to set up their own small business.

If this sounds like you, or someone you know, I encourage you to get in touch with me for more information and discuss the next steps.

Q: Great! I'm interested in becoming a FDC educator, where can I go or who can I speak to to find out more information?

A: The best place to start is to contact Michelle at Michelle.Cody@glencore.com.au.

10 reasons to love Family Day Care

1. Family day care is an extension of your family; children are cared for in a family like environment, in small groups, by the same educator, helping them to form lasting and meaningful bonds and relationships.
2. Care is provided in a nurturing, natural and flexible home learning environment.
3. Family day care services can provide flexible care, including all-day care, part-time, evening, overnight, casual, before and after school care, and care during school holidays.
4. Children and their families receive more personal attention in family day care and educators are better equipped to accommodate you and your child's individual needs.
5. Family day care can often be a more affordable option for families. While centre-based care has a set cost for the whole day, the cost of family day care is calculated on a per-hour basis and can include before and after-school care as well as casual care.
6. With smaller numbers of children in care, family day cares experience less exposure to illnesses, resulting in fewer sick days.
7. Family day care educators are qualified (or studying) to educate your child through play and working within the National Quality Standard and Early Years Learning Framework.
8. Family day care can be more inclusive, keeping siblings together for the duration of the day and not separating by age groups.
9. The Australian Government's Child Care Subsidy (CCS), payments assisting families with the cost of childcare, is available to families who utilise family day care.
10. While centre-based care is typically provided only to children from a few weeks to five-years old, family day care provides care for children up to 12 years old. ●

enhance
FAMILY DAY CARE

Exclusive opportunity in collaboration with Glencore Oak 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?

Become a Family Day Care educator TODAY!

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 Oak 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@fdcaid.org
www.enhancefamilydaycare.org.au



CENTRAL HIGHLANDS KARATE

It's a Family Affair

For Christel Jansen and husband Andrew, karate is much more than a hobby or a sport. It's a way of life and one that the whole family can embrace.

Christel and Andrew run Central Highlands Karate. They started as entry-level white belt students there 12 years ago when it was known as Peak Downs Karate. In 2013, Christel took over the marketing of the dojo (the Japanese word for training venue) and the following year the pair began helping out with the running of the club. By 2016 they were managing it full time.

In that same period, their training has seen them progress from white belt novices, through each of the fundamentals of karate including yellow, orange, green, blue, purple, brown to 3rd dan black belts and dedicated karate instructors.

"We were a family who never did anything together. We were overweight and used to each sit in different rooms just watching TV," reflects Christel. *"We wanted more for our daughter, Emielia. We wanted her to learn something that would give her confidence, so we signed the whole family up for karate lessons."*

Christel and Andrew currently train over 60 students across the Tieri, Capella and Emerald region. *"The students at our dojo range from five-years old to their late 40s, but there is no age limit. We know people in their 90s who are still training!"* says Andrew.

The couple train everyone and anyone who is interested in the pursuit of karate, from the recreational amateur right through to national or world champions. *"Our dojo has actually produced a couple of World Champions including our daughter who ranked 5th at the last world Championships,"* shares Christel, proudly. *"Andrew represented Australia in Bangkok at the JKA Asia Oceania Championships, August 2019, and won silver in his division."*

Closer to home, Christel and Andrew will be hosting the 6th Annual Mackay Central Highlands Karate Championships on the 25th June

2022 at Tieri Primary School. *"This opportunity would not be possible if it wasn't for Jennifer Farquar, principal of Tieri Primary, allowing us to train and compete at the school,"* reveals Christel. *"Jennifer literally saved our dojo - without her support, we and our students wouldn't have anywhere to train so a heartfelt thank you to Jennifer!"*

The annual Mackay Central Highlands (MCH) Karate Championships began in 2016, overseen by Sensei (Japanese for teacher or instructor) Lutie van den Berg, 7th dan JKA, JKA Australian National Team Coach and Head of the MCH. MCH consists of dojos in Emerald, Capella, Tieri, Dysart and Mackay. At the championships, students from all five dojos come together to compete in two events:

Kata - an individual sequence of movements, and the popular Kumite - fighting with one other competitor.

On the day, Christel and Andrew expect competitors from all over and all levels, including Australian National Champions and some World Champions. Joel May, Environment and Community Manager at Oaky Creek Coal will also be competing.

"Joel has been with our dojo for many years and earned his black belt last year. Like many of our students, Joel's wife, Lisa, and their two children also train with us," says Andrew.

"Karate is steeped in tradition and respect, meaning it's not so much a sport as a way of life, which is why the whole family can get involved," adds Christel. *"Given where we've come from, and the journey we've been on, we're really big on families at our dojo. You can train together but if you're not as fast as each other, or the students in the class, it really doesn't matter because karate is an individual journey that every member of the family can experience and enjoy."*

“
Karate has given us so much more than we anticipated, including the capacity to travel the world. We want to bring that same experience and opportunity to other families - that's our ultimate goal.
 says Christel.

If you would like to find out more about karate or sign up to the dojo, please contact Christel on 0419 715 202 or email centralhighlandskarate@gmail.com.



TIERI MEDICAL PRACTICE Welcomes New Physio

Located in Tieri's Town Centre, across from Foodworks, Tieri Medical Practice is a well-known fixture in our community. The practice is continually looking for ways to meet the needs of Tieri and, as such, is excited to officially welcome a new permanent Physiotherapist on board.

Alex Jaquet began working at the clinic in January, having moved to Tieri from the coastal town of Yeppoon with his partner, and dog.

"Our last few months have been quite challenging, moving all our belongings, getting settled into work and Uni, and introducing ourselves within the community," reflects Alex.

"We've noticed that Tieri is home to a hard-working, tight-knit community. Everyone we've met so far has been helpful and very approachable. We've been able to make a great group of friends through in-town social events like weekly ultimate frisbee held on Mondays and Friday afternoon golf where afterwards everyone digs into a few shandies, watches the footy on the big screen and Oaky Creek has been kind enough to supply a BBQ."

Alex is well-versed in providing musculoskeletal, sports, cardiorespiratory, and occupational rehabilitation and treatment. He is currently studying a Masters of Ergonomics, Safety and Health in pursuit of becoming an APA-titled Physiotherapist.

The addition of a permanent Physiotherapist sees the clinic expand its name to Tieri Medical Practice and Physiotherapy. Alex joins the clinic's full-time General Practitioner and nurse, Yvette Watts. Together, they provide the following services to the people of Tieri:

- Women's Health Checks including pap smears, family planning and prenatal and postnatal care
- Full routine skin checks
- Immunisations for travel and general protection
- Hearing and lung function tests
- Occupational functional capacity evaluations
- Pathology
- Physiotherapy (musculoskeletal, sports, cardiorespiratory, and occupational rehabilitation)
- Instant drug and alcohol screens

"The entire team truly values the need for excellent service and guarantees continual personal care," says Alex.

We asked Alex for his 'top tips' to staying fit and healthy over the winter period:

1. **Keep active every day** with at least 30-minutes of moderate intensity exercise, such as a brisk walk, yoga, step-ups or participating in any of the town sports that are available
2. **Eat a well-balanced diet** with dishes like soups, stews and curries that are rich in vegetables and legumes
3. **Rug up** with warm clothing
4. Head into Tieri Medical to receive your **FREE flu vaccination** to stay on top of this nasty flu season.

Tieri Medical Practice and Physiotherapy is open for your convenience on Monday to Friday from 8am to 6pm, and Saturdays from 9:30am to 1pm. They are closed for all public holidays. They offer bulk billing for children under 16, pensioners and health care cardholders.

To contact the centre, please phone: 07 4984 8386 or email: reception@tierimedical.com.au or physio@tierimedical.com.au to reach Alex directly. ●





Join the Tieri Sharks COMMITTEE



After passionately serving on the Tieri Sharks committee for many years, Lisa May, Megan Angel and Adrienne Bridges have made the difficult decision to step down due to personal reasons.

"Living in a small town, it's important that the kids have things to do and that parents don't have to travel too far. I've learnt a lot throughout the experience, watching the kids enjoy the Thursday night swim meets, with their friendly yet sometimes competitive attitudes. It's been a lot of fun!" says Lisa May.

The move paves the way for a new committee to take the helm next season. The outgoing trio is actively encouraging parents or carers of children travelling to and from carnivals to consider applying, however the positions are open to anyone who loves being active and supporting a community sporting group.

There are three positions to be filled in order for the Swim Club to continue:

- President (currently held by Lisa May)
- Treasurer (currently held by Megan Angel)
- Secretary (currently held by Adrienne Bridges)

Superstar Natalie Walsh will be continuing on with the committee in her role as Registrar (computers).

"I didn't know anything about the swimming club other than taking my kids each week and volunteering with timekeeping, when I stepped up to be President of the Sharks three years ago. But what I did know was that I didn't want to see the club fold just because there weren't enough committee members," says Lisa May.

An AGM will be held in the middle of the next term (date TBC) when the new committee will be nominated and voted in. This leaves plenty of time for the current committee members to provide a handover to the incoming committee.

"We're still very much a part of the swimming community and we want to see the Sharks continue to go from strength to strength," says Lisa. *"We are absolutely here to support and train the new committee members so they have all they need to succeed in their roles."*

Whilst the 2022 season has wrapped up for winter, the Sharks will be back in the water before we know it:

- Tieri Swim Club will return on Thursday, 14th October (week 2 of Term 4)
- Regional Carnival will be held Saturday, 3rd December (TBC - stay tuned for confirmation)

If you have any questions, want more information or would like to volunteer to be nominated for the role of President, Treasurer or Secretary of the Tieri Sharks Swim Club, please reach out to Lisa May, Megan Angel or Natalie Walsh. ●





Investing in OUR COMMUNITY

Tieri State School P&C President Kylie Sullivan, Tieri State School students Harper Bonetti and Lili Henry, Tieri State School Principal Jennifer Farquhar.

“We’re always looking for community initiatives we can support,” says Kate French, Environment & Community Advisor, Oaky Creek Coal.

“Contrary to what people may think, applying for a grant is a really simple process. All you need to do is submit the relevant application form that’s available on the website. We review applications on a regular basis and, if you’re successful, we’ll be in contact with details of the next steps - it’s as easy as that!”

Every year Glencore invests thousands of dollars in Tieri community projects and initiatives through its Smarty Grants program.

The aim of the program is to give community-focused organisations a helping hand getting their ideas off the ground to the benefit and engagement of the people of Tieri.

To be eligible for a Smarty Grant, applicants must represent a local not-for-profit club or organisation, and - importantly - the grant application must be for an idea, project or initiative that addresses an identified need within the community, for example:

- **Health and wellbeing:** 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.

Thanks to a Glencore Smarty Grant, Tieri State School P&C recently purchased a lifesaving AED (Automated External Defibrillator) machine. The machine is installed in the school office and is readily accessible should the need arise.

Do you have an idea worth investing in?

Glencore is pleased to offer a number of different Community Grants, including:

- **2022 Oaky Creek Coal Community Investment Grants - 3 rounds per year**
 - Round 2 is NOW OPEN! Glencore is currently accepting applications up until the close of 31st August, 2022
 - Round 3 opens 1st September and closes 15th December 2022
- **2022 Oaky Creek Coal Local Community & Family Events Grants - open all year round**
 - Apply any time between now and close of business 15th December, 2022
- **2022 Glencore Junior Sports Development Program - 2 rounds per year**
 - COMING SOON - Round 2 opens on 1st August, 2022 and closes on 31st August, 2022 ●

To apply for any of these grants, please visit <https://glencore.smartygrants.com.au>.

You can also scan the QR code 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
TO
APPLY



TIERI FAMILY UNIT & Child Health Centre

Tieri Family Unit and Child Health Centre offers the Tieri Community a wide variety of free services, provided by Queensland Health with Sue Hall - registered nurse, Midwife, Child Health Nurse, Immunisation Provider Nurse and Triple P facilitator.

- **Antenatal Care and Education by the Midwife for Private and Public Clients:** Tieri works closely with Emerald Hospital. The Centre offers Midwifery clinics where your pregnancy progress and questions are discussed, with blood pressure checks, urine tests and listening to your foetus. Antenatal Education has been proven to be very beneficial to mothers and fathers, in understanding the differences to a midwifery or a medical birth. These education sessions are held on an individual basis, to ensure your specific questions are addressed. Antenatal Education sessions are also held in Emerald Hospital on a Tuesday evening.
- **Postnatal Care:** for the first 8 weeks for mothers. An extended Midwifery Service for clients who discharge prior to Day 7 after the birth of their baby. Home visits are done for mothers and babies after discharge for clients in Tieri and Capella and surrounding properties. Please phone as soon as you are home or discharged from hospital to arrange a home visit to ensure your questions about your precious baby are answered.
- **Well Baby Clinic:** initial home visits are offered for all clients, followed by parents attending the Clinic in Tieri. All parents are encouraged to visit the Tieri Clinic for fine and gross motor developmental assessments when their babies are 2, 4, 6, 9, 12 and 18 months old, and then when their children are 2, 3, 4, and 5 years of age.
- **Speech Assessments:** are done at the 3-year-old development assessment, or earlier if parents are concerned.
- **Hearing and Vision assessments:** are available when children have their 4- and 5-year developmental assessments as part of the Well Baby Clinic. An 'Ages and Stages Questionnaire' is sent to parents prior to the appointment for completion at home with your child.
- **Positive Parenting Program:** individual, group and seminar sessions are all available, for FREE, at the Tieri Centre.
 - **Individual sessions** address specific issues such as tantrums, toilet training and sleep. Coming up on **Tuesday 12th July, from 9.30 - 11am:** starting solids 6-months and how to encourage your toddler to eat vegetables.
 - **Group sessions** run once a year, over 4 sessions. The next group sessions commence on **Monday 1st August, from 9 - 11am, for 4 weeks.** Bookings essential as there are limited places available. Phone 4984 8366 today to secure your spot and learn why children behave the way they do and why 'time out' may not be working. Suitable for children from 18 months to 8 years.



- **Seminar sessions** are held towards the end of the year. The 3 sessions cover the building block essentials for children. Classes are advertised on the [Tieri Noticeboard Facebook page](#), the Tieri Noticeboard near the Tieri Pharmacy, and the Capella Noticeboard near the Capella News Agency.
- **Immunisation Clinic:** held on the first and third Wednesday of each month, between 9am to 10am. The Immunisation Clinic is FREE for everyone, from birth to 100 years old. Clients from rural areas or other towns can make appointments for immunisation and developmental assessments on other days. Free Flu vaccinations are available all year round.
- **Well Women's Nurse (from Rockhampton):** this visiting service comes to Tieri twice a year to do cervical screening (pap smear), discuss contraception, fertility issues, menopause, and any other women's health needs in general. The next clinic in Tieri is on the **16th and 17th of August**. Call 4984 8366 now to book your appointment as this clinic fills fast. If you have not had a pap smear since December 2018 then you have not had a cervical screening which is due every 5 years. Your life is important to you and your family book today.
- **Dressings and Removal of Sutures, etc.:** these can be carried out at the Centre, free of charge on a need-by-need basis.
- **Referrals:** the Health Centre is able to provide referrals to a wide variety of health services in Emerald, Rockhampton, Mackay. Simply make an appointment to discuss your concerns and Sue will endeavour to help find a solution.
- **Video Conferencing Services:** are available for clients with specialists based in Qld.
- **Capella Clinic:** Sue provides baby clinic and vaccination clinic services in Capella on the second and fourth Thursdays of the month. Please call Tieri 4984 8366 to book an appointment for Capella.
- **Human Relations education:** will be starting at Tieri State School for Grades 5 and 6 students. These sessions run over 6 weeks and cover puberty, nutrition, exercise, hygiene, self esteem, and bullying. For further information, please contact Tieri State School.

For more information on any of the services above, to ask a question, or to book an appointment, please call the Tieri Family Unit and Child Health Centre directly on 07 4984 8366.

FOR EMERGENCIES:

- Phone **000** - do NOT go to the Ambulance station as they may be out on a job.
- **13 HEALTH** (432 584) is also available 7 days a week.
- **13 11 26** - Poisons Information Centre.

If you would like to provide feedback on the Qld Health Facility and the service you have received, you can contact the Compliments, Suggestions and Complaints – Consumer Feedback Service on 1300 030 909 or email CQHHSConsumerFeedback@health.qld.gov.au. ●



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**

We also offer a **free same day delivery** service around Tieri and **shopping centre car park delivery!**

Great for people who have tested positive for Covid and have to self-isolate, or for those less mobile or unable to get to the pharmacy.

TRADING HOURS:

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

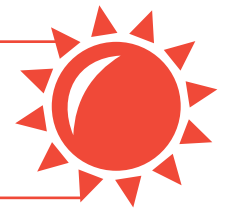
Email: tieripharmacy@gmail.com

Ph: 0749816756

Fax: 0749816785



Community Events



Community events are the heart and soul of Tieri. Come rain or shine, it's been fantastic to see everyone coming together over the past few months, especially after Covid restrictions limited our events for far too long.

It takes a lot of hard work, dedication and a passion for our community to put on these events. We'd like to extend a big thank you to CTM Links, Glencore, and to the members of our community who create these events or volunteer at them, and for the resources and effort they provide to bring us all together in this top little town of ours!

Here's a snapshot of our community events from the last few months...

NEIGHBOUR DAY – 29 March 2022

Relationships Australia - the originators of [Neighbour Day](#) - believe 'the community you want starts at your front door'. To create opportunities for social connection in the Tieri community, CTM Links organised a letterbox drop promoting Neighbour Day and providing a voucher for a free cuppa at Tieri Bakery or Tieri Bar & Grill for yourself and a neighbour.

"Unfortunately, there was a thunderstorm on the afternoon of the letterbox drop and we've been made aware that many people didn't receive their voucher as a result," says Kath Hema, Tieri Community Support & Development Officer (CSDO) at CTM Links.

"As a show of good faith, and with huge thanks to the relevant local businesses, we will happily provide another voucher for those that did receive one."

To request your voucher, please email tieri@ctmlinks.com.au with "Neighbour Day Voucher" in the subject line.

Special thanks to the following for their support: Tieri Social Cohesion Project, Tieri Bakery and Tieri Bar & Grill, Tieri Town Office, and McKie Letterbox Drops.



TIERI EASTER COLOURING IN COMPETITION - March/April

To celebrate Easter, showcase the talent of Tieri's youth community, raise awareness about the plight of the Bilby, and spark public interest in native wildlife conservation, a colouring competition was held.

The competition was open to ages 0-3 yrs, 4-7 yrs, 8 -12 yrs plus we had a surprise bonus entry from a 13+ year old entrant. For every entry, a total of \$4 was donated to the 'Save the Bilby' fund on the entrant's behalf, funded by Tieri Social Cohesion Project, a collaboration between CTM Links and Glencore Oaky Creek Coal.

All entrants received a Baby Bilby chocolate and a Certificate of Appreciation which was laminated on the back of their entry.

Congratulations to 1st prize winners, Oliver (0-3 years), Jaxtyn (4-7 years) and Maysie (8-12 years) who each received a Giant Bilby Basket containing a Bilby Plushie, Bilby Chocolates and age appropriate activities.

And also to 2nd prize winners - Lucy, Cienna, and Teah - who received a Cadbury Caramilk Easter Gift Box kindly donated by Foodworks, along with a card game, and age appropriate reading book and fun activity.

Their winning artwork can be found on the following page.

"The calibre of the entries was so wonderful, in addition to first and second place, we actually created a new 'Special Mention' prize category," remarks Kath. "Eligible recipients received a \$5 voucher to treat themselves to something delicious at Tieri Café."

Overall, 74 entries were received, totalling a \$296 donation to the Save the Bilby fund on behalf of the community. \$25 provides a bilby family with a week's worth of delicious, dried mealworm protein treats. \$60 provides enough food and supplements to sustain a bilby family for a whole week and \$200 provides a full year's worth of veterinary care for a bilby family in our breeding facility!

"We are thrilled with the response from the community and delighted to know the donation to the bilby fund will make such a difference," says Kath. "Next year, we'd love to see even more entries from the community. It would be great if together we could achieve a donation of \$2,800 which will purchase a GPS tail transmitter to monitor released bilbies."

Special thanks to the following for their support: Foodworks Tieri, Tieri Town Office, Tieri Bakery, Tieri State School, Tieri C&K Kindergarten, Tieri Daycare & Tieri Possums Playgroup, the McKie family, Oaky North Environment & Community team, Glencore and CTM LINKS's Tieri Social Cohesion Project.



AGE 0-3 1st Prize Winner: Oliver (with Amelia and Ryan)



AGE 0-3 2nd Prize Winner: Lucy (with Elizabeth)



AGE 4-7 1st Prize Winner: Jaxtyn (with Harlow)



1st Prize Package



AGE 8-12 1st Prize Winner: Maysie



AGE 8-12 2nd Prize Winner: Teah (with Erika and Harper)



TIERI EASTER MORNING TEA & EGG HUNT - 6th April, 2022

A morning tea and easter egg hunt was held at the Tieri Shopping Centre Playground to provide the Tieri community with a fun, engaging opportunity to catch up with friends, form new connections and create memorable moments for all the family.

A kids activity tent was set up and filled with mega blocks, colouring-in, toys and art supplies. Easter gift bags were given to the kids and Oaky Creek Coal donated chocolate eggs for the infamous Easter Egg Hunt.

"It was such a fun day with a terrific turn out from the community," says Kath. "It was so enjoyable to see all the kids hunting for the eggs. Over 60 gift bags were given out, which is a great indication of how many people joined in the fun."

Special thanks to the following for their support: Foodworks Tieri, Tieri Bakery, CTM LINKS, Tieri Town Office, Oaky Creek Coal, DBS Building Services, Cuttys's Electrical.

ANZAC DAY 2022 - 25th April, 2022

The Tieri community came together to commemorate ANZAC Day 2022.

A Dawn Service was held at the Tieri Cenotaph located in the Tieri Town Centre. Later in the morning Tieri families and community groups marched from the Tieri State School to the Tieri Cenotaph, for the morning service.

Representatives from Oaky Creek Coal laid a wreath at both services. Wreaths were also laid at the gatehouse entrances to Oaky North Underground and Oaky Surface.

The Tieri Golf Club held an ANZAC Day Ambrose Competition with half of the green fees donated to Legacy.

An afternoon of two-up was also enjoyed at the Tieri Golf Club.

Thank you to everyone involved in this year's event.



JANIS'S COLOUR SPLASH - 28th May, 2022

A heart-warming, community-driven event (supported by CTM LINKS) in memory of Janis Prout, the colour run aimed to raise funds to support Janis's children, with a percentage of proceeds being donated to Queensland Cancer Council.

"It was also an opportunity for a family-friendly fun day in Tieri and to show how we, as a community, have a strong desire to come together for each other at an event filled with fun, laughter and support," says Kath Hema, CTM LINKS.

Held at Tieri Langerak Park (Peak Downs Pirates Football Field) the Colour Run was based on a family-friendly obstacle course. Participants worked their way through wet, colourful, slime, slides, and easy-peasy obstacle stations as many times as they wished until we run out of coloured powder.

Alongside the colour run, the event included a Crazy Coloured Hair Spray & Braiding Booth, a Jumping Castle and market featuring stall holders from Capella, Emerald, Middlemount, Tieri, and Willows, Tieri Local Ambulance Committee and Nurse Sue who provided blood pressure and blood sugar checks.



There was also a fairy floss stand, BBQ, bar, DJ, snack bar and a raffle to win one of many prizes generously donated by the community, including: Weber Baby Q, Heston Bloomfield Portable Charcoal Grill, Sony Noise Cancelling Bluetooth Headphones, a \$100 Foodworks Voucher, a \$50 Aurora Beauty Voucher, \$100 Tieri Cheese & Kisses Voucher, a wine hamper and a JC's Nuts & Snacks hamper.

Despite having to postpone the event twice due to inclement weather, the day itself was spectacular and sunny - the epitome of a Queensland autumn day. Janis' husband, Brendan, and children Hayden, Antonia and Corbin were all there, along with Grandad, Bill, approximately 80+ Colour Run participants, and many more members of the local community who were there to join in the festivities and show their support.

Thanks to your generosity and community spirit, a total of \$7,300.87 was raised from individual donations, Colour Run registrations, raffle tickets, and sales from the BBQ, Snack bar, Bar, Crazy Hair Booth and Fairy Floss stall.

Lisa May, event organiser and dear friend of Janis and her family, reflects on the day: *"I couldn't be happier how Janis's Colour Splash went. It was the perfect day!! A very colourful and messy day!! A lot of time, effort and love was put into this event. THANK YOU to Sam Coates, Kath Hema and Stacey Barry. We didn't just raise funds in memory of Janis, we created forever memories, laughs, community and love. There are many others to thank for volunteering on the day and the lead up and I'd like to say a huge THANK YOU to you all."*

Samantha Coates, instigator of the event, fellow organiser and friend to Janis and family, agreed: *"Wow, what a wonderful day! A*



“*There are SO many people to thank, I will simply say a big THANK YOU to the entire Tieri community - to those that attended, supported, donated, volunteered and participated. What a brilliant day. A day of fun, community, gratitude and love. They say that the community you want starts at your front door, and you certainly showed that at Janis's Colour Run!*”
says Kath Hema.

colour run to remember in honour of Janis. A day filled with love, laughter, and a strong sense of community spirit. It was my honour and privilege to be a part of making this happen. A huge thank you to everyone who helped make this such a fun and successful day. It was everything we could have hoped for and more.”

Lisa and Samantha's sentiments were echoed by members of the community as they shared their feedback of the day:

- *"It was an amazing event filled with love, fun, laughter and definitely a lot of colour! I was overwhelmed by the amount of support our little town had to give and hopefully it becomes an annual event for people in need. I'm sure Janis would've been proud of the day and her beautiful children obviously enjoyed it with all their friends!! It was great to see them with smiles on their little faces. The beautiful people who organised the day went above and beyond and I know I'm truly grateful that our community came together to Share this amazing day!!!"* - Belynda Perkins
- *"We, my daughter Sophie and I, enjoyed the day heaps. It was so great to come together and support a good cause and have lots of fun. So good to see our community supporting each other."* - Cam McVey
- *"It was a great day! The sun was shining, the kids had a blast!, and it was for a great cause!"* - Genna Pfeifer

Keep an eye on www.tieri.com.au where photos of the day will be uploaded.

With tremendous support from: 2022 Oaky Creek Coal Local Community & Family Events Grant, Oaky Creek Coal, Michael McGrath Music, Blackdown Accommodation Services, CTM LINKS, Tieri Town Office, Tieri Bar & Grill, Foodworks Tieri, Central Highlands Mining Services (CHMS), Tieri Firies, DBS Tieri, Tieri Catholic Caring Shop, Tieri Social Cohesion Project, Mick Cutts Bi-rite Electrical, Tieri Cheese & Kisses, Tieri Aurora Beauty, Central Highlands Karate, and Tieri Swim Club.

“*This is the best day of my life!!*”
Unknown youth, covered with colour and slime, running through the obstacles



AUSTRALIA'S BIGGEST MORNING TEA - 7th June, 2022

At Tieri's Lions Park, Tracey Ryder, Nurse Sue, Kerry Walker, Debbie Robson and Kath Hema (CTM LINKS) hosted a morning tea for around 25 people.

Attendees played the biggest tea cup challenge, where they had to try to toss a dollar coin into a teapot, five metres away. 18 mystery auction boxes went under the hammer, each containing items kindly donated by businesses in Tieri and Dysart to the value of \$50. Every single one was auctioned off, selling for between \$40 to \$100 per box.

It wouldn't have been a morning tea without food, cakes, biscuits and savoury goodies which were all generously donated by members of the community. Dysart Truck Stop kindly donated five platters of sandwiches, driving the 45 minutes from Dysart to deliver them. *"My thanks to the ladies from Dysart Community Centre for kindly paying it forward and arranging this,"* said Tracey.

Any leftover sandwiches and fruit were packaged up by two work experience students - Willow and Kyle from Capella High - who drove the food parcels over to the aged persons unit in Capella, where they were donated to the residents.

"The staff and residents were delighted and it meant there was no waste from our event," says Tracey. *"I'm really grateful to Willow and Kyle for giving up their time to help us on the day. We were thrilled to keep paying it forward as that's what community is all about."*

A cake stall and plant stall were fully loaded with sensational donations from the community - and both stalls sold out in no time!

In total, the event raised \$2,250 thanks to the generosity of the Tieri community.

"All the money raised has gone to the QLD Cancer Council to provide crucial towels and linen for patients at their Rockhampton unit," says Tracey.

"As a remote rural patient myself, I'm well aware that without these sorts of funds and donations from local communities, these units simply can't operate. I'm absolutely gobsmacked at how much the people who attended our little morning tea managed to raise. My heartfelt thanks to you all for coming forward to help - I'm blown away by your support, thank you." says Tracey.



DATES FOR YOUR DIARY

- **TIERI 'GLITZ & GLAMOUR' TOWN BALL (Glencore):** Saturday, 6th August from 6pm at Civic Centre, Tieri. Buy your tickets [here](#).



- **NAIDOC 2022 (CTM LINKS):** Friday 12th August at the Tieri Shopping Centre
 - Designed to raise awareness of NAIDOC celebrations and recognise the history, culture, and achievements of Aboriginal and Torres Strait Islander peoples; connect our Tieri community with our Traditional Custodians of the land on which we live - Western Kangoulu; provide a community event that encourages participation and social connection.
- **MACRAME WORKSHOP (CTM LINKS):** Sunday, 21st August from 9:00am - 3:00pm
 - Choose from two Macrame Wall Hanger designs. Earthy Essentials Pop-Up Stall - macrame, home grown, home-made products and self-sustainable eco-friendly produce. Morning Tea and Lunch provided.
 - Thanks to a subsidy from the Tieri Social Cohesion Project (CTM LINKS and Glencore) you can benefit from half price tickets, just \$50 - normally \$100 per person.
- **BBQ FESTIVAL (Glencore):** Saturday, 3rd September

Please keep an eye on www.tieri.com.au, the Tieri Noticeboard Facebook page and the Tieri Shopping Centre Notice Board for the most up to date details and how to book tickets. ●



CTM LINKS: Far More Than Just Events!



If you've attended an event about town, you might be familiar with CTM LINKS. But their service to Tieri goes far beyond hosting or supporting the many community events (see page 16).

Here's a snapshot of the many ways in which CTM LINKS and, in particular, Kath Hema - Community Support and Development Officer (CSDO), work to create a warm, welcoming community and nurture this top little town we call home.

CTM LINKS is a not-for-profit organisation established in 1987 to assist the local communities of Capella, Tieri and Middlemount build long-term, sustainable social capital and develop a sense of social cohesion.

CTM LINKS plays an important role in strengthening community connections and generating social wellbeing across these three communities.

Their key areas of focus include:

- **Social cohesion** - working with individuals, families and community groups to provide ways and means for people to connect and engage in a variety of community activities, events and groups.
- **Conduit to support services** - connecting members of the community to social, local and government services.
- **Connection to networks** - establishing and maintaining a strong network of connections with local governments, local resource industries, emergency services, local businesses, human service sectors, schools and other groups in order to provide the community of Tieri with relevant, timely information and connections.
- **Community support** - providing trusted, confidential and practical community support including, but not limited to:
 - Printing, scanning and uploading of documents
 - Assistance with applications, documentation and forms
 - Internet connection for community members to access websites relating to government services, social services, study and employment opportunities
 - Emergency financial relief
 - Delivering a series of valuable, relevant community activities, programs, projects and events

If you have an idea for a community activity, event or project, CTM LINKS can support you in achieving your goal through:

- Planning support
- Facilitating meetings
- Assistance with grant submissions
- Auspice awarded grants
- Spreading awareness
- Being a participating party

To enquire, please email Kath Hema via tieri@ctmlinks.com.au.

The work of CTM LINKS doesn't stop there, they also collect donations, run the Containers for Change project, welcome newcomers to town and facilitate volunteering opportunities.

"Our Containers for Change program has raised \$394 that goes towards small community projects," says Kath. "The current project aim is to

raise \$500 to buy a trampoline for a 4-year-old foster child who has recently lost his only parent."

If you would like to donate your cans to worthy projects such as this, you can drop them off directly to CTM LINKS at 26 Talagai Avenue, or use their registration number (#C10419335) when at a recycling station.

"We also welcome other types of donations. We've received some wonderful preloved baby goods from generous members of the community, including a car seat, Jolly Jumper, nappies, bottle steriliser, and lots of preloved clothing for boys and girls ages 0 - 4 years. If you, or someone you know would appreciate the offering, please get in touch and let us know."

Volunteering Opportunities - Your Community Needs You!

Every day, across the globe, millions of people volunteer their spare time to help not-for-profit organisations and community groups reach their goals, help people and improve their respective communities.

In the latest Local Voices Pulse Survey (page 23), 32% indicated they have time to volunteer in the community but are unclear where and how to access information about doing so. Well, CTM LINKS is your starting point!

"Whether you want to give something back to Tieri, make a difference to the people around you, make new friends, connect with old ones, or develop a new skill, volunteering can be the perfect pathway...plus it's incredibly rewarding!" says Kath.

There's a wide variety of volunteering opportunities within Tieri and the surrounding area, including

- Tieri State School P&C
- Tieri State School Tuckshop
- Tieri Sharks Swim Club (see page 12)
- Tieri Possums Playgroup (see page 7)
- Central Highlands Karate (see page 10)
- Peak Downs Junior Pirates Rugby League Club
- Tieri Golf Club
- Tieri Local Ambulance Committee
- Tieri Community Reference Group
- Tieri Catholic Caring Shop
- CQ Wellbeing Hubs Inc.
- CQ Wildlife Carers Inc. to name a few.

And of course, with so much going on, CTM LINKS is always looking for volunteers themselves!

Drop in for a cuppa and to chat through the various opportunities with Kath at 26 Talagai Avenue, call her on 0491 276 263 or email tieri@ctmlinks.com.au for further details. ●

PLANNING FOR THE FUTURE Progressive Rehabilitation and Closure Plan



Organisations carrying out mining activities in Queensland are legally obligated to rehabilitate the land. In line with this, and in accordance with the Environmental Protection Act 1994 which requires that all areas disturbed by mining activity must be rehabilitated to a post-mining land use, Oaky Creek Coal (OCC) is in the process of developing a Progressive Rehabilitation and Closure Plan.

The main purposes of the Progressive Rehabilitation and Closure Plan (PRCP) are to help Oaky Creek plan exactly how and where activities will be carried out to maximise the rehabilitation of the land occupied by the mine and return it to a stable condition. The PRCP also outlines the condition and standard to which OCC must rehabilitate the land.

A PRCP consists of two parts: a Rehabilitation Plan and a PRCP Schedule. The Rehabilitation Plan includes the following information:

- General information about the mine site and operations
- A project description for the life of mine
- Details of technical studies regarding flooding, groundwater, revegetation, geotechnical stability, water management, etc.
- Proposed post-mining land uses, including analysis and justification
- Information about consultation with relevant members of the community (e.g. local landholders, Government, Traditional Owners, etc.)
- Details of the proposed rehabilitation methods and techniques that will be used

The timing for delivering the rehabilitation is the second part which forms the PRCP Schedule.

OCC will submit the PRCP (both the plan and the schedule) to the Department of Environment and Science (DES) for regulatory approval.

They (DES) will assess whether it meets the legislative requirements in the Environmental Protection Act. The assessment process for a proposed PRCP consists of four stages: application stage, information stage, notification stage and the decision stage.

If the DES decides to approve the PRCP, they will issue the final PRCP Schedule. This PRCP Schedule is a statutory document that includes time-based milestones that Oaky Creek must comply with for the successful completion of rehabilitation.

As part of its ongoing rehabilitation process and certification, OCC has always engaged and consulted with local landholders. As part of the PRCP development process, and in line with guidelines set out by the DES, Oaky Creek Coal is currently in consultation with local landholders and other relevant members of the local community regarding the rehabilitation and closure of the site. The feedback and insights provided by community members during this consultation period will help inform and shape the final PRCP which is due for submission early next year.

We'll continue to keep you updated on the progress of the PRCP in Tieri News and via www.tieri.com.au. ●



LOCAL VOICES PULSE SURVEY

Here's What You Said

At the beginning of the year, you shared your feedback in the second Local Voices Pulse Survey. Here's a snapshot of what else you said...

Trust, acceptance and feeling heard

The level of overall trust and acceptance of Oaky Creek Coal amongst the Tieri Community has improved since the last Pulse survey. The trust score was 3.6 out of 5 (up 0.2) and the acceptance score was 4.1 (up 0.3).

38% agree or strongly agree that Oaky Creek Coal listens to and respects the opinion of community members, which is up 17% from the original Anchor survey.

"I appreciate the community's recognition of our efforts to foster positive and trustworthy relations and look forward to all parties collaborating to progress our relationships further in future" says Joel May, Environment & Community Manager, Oaky Creek Coal.

"That's why we continue to run these Pulse surveys - it's a way for people to share their feedback and ideas that can help shape Tieri. It's also why we're members of the Tieri Community Reference Group and actively work with CHRC to encourage people to [join the CRG](#) so they get to have their say and advocate for improvements to benefit the whole community."

Environment and the Community

Encouragingly, nearly two thirds (63%) of respondents disagree or strongly disagree that Oaky Creek Coal has a negative impact on the environment.

32% indicated they have time to volunteer in the community (with a further 37% unsure), however 40% agreed or strongly agreed that it is unclear where and how to access information about doing so.

"A community like Tieri thrives thanks to the work of countless volunteers," says Joel. *"Our local community and sporting groups are always in need of people willing to give up their time and provide support. Kath Hema from CTM LINKS is the perfect place to start ([page 21](#)). She does a great job connecting generous volunteers with relevant local organisations. By way of example Kath, with other volunteers who work in the community at local businesses such as Foodworks, Town Services, DBS and the gym's kids club, ran a community-driven event - the Colour Run: Jani's Colour Splash ([page 18](#)) - which not only raised funds for a family of the community in need, but also held a great community event driven by the community."*

63% agreed or strongly agreed that some community services, like the gym and pool, should be subsidised by the company, with a similar proportion (67%) agreeing or strongly agreeing that they'd be happy to pay for more services, like personal training and swimming lessons.

70% of respondents agree or strongly agree that Oaky Creek Coal does enough to support local business and services.

The majority are satisfied or very satisfied with the support Oaky Creek Coal provides to local health services such as the pharmacy ([page 15](#)) and medical centre ([page 11](#)) (84%), food stores in Tieri (80%), and sport and recreational facilities including the gym and pool (61%). Half (50%) of respondents are satisfied or very satisfied

with the support provided to CTM Links ([page 21](#)) and Education Services. However there is less satisfaction with the support provided to the Country Club (30%) and childcare services (23%).

"As a father of two, I personally understand the importance of childcare services. Glencore recognises that this has been a long-standing concern for the families of Tieri and has been working hard to find a sustainable solution," says Joel.

"We believe we have found that solution in the Family Day Care model. Late last year we partnered with [Enhance](#) - the largest family day care provider in Queensland - to help us bring a viable childcare service to Tieri ([page 8](#)). We're excited to work with Enhance and the local community to make this a reality."

Encouragingly, 35% of survey respondents agreed or strongly agreed that the proposed Family Day Care arrangement will indeed solve the childcare issues in Tieri.

However, over half (55%) remain neutral/unsure. With more than a third of respondents (who currently use or plan to use childcare) reporting 'No knowledge' about the Family Day Care model, childcare subsidies or the qualifications needed to become an early childhood or family day care educator, this neutrality is perhaps due to a lack of awareness and understanding about the Family Day Care model.

As such, Glencore is working with Enhance, CTM LINKS and other community groups to provide more information on the Family Day Care model, how it works, and - importantly - how the community at large can help bring FDC to Tieri ([page 8](#)). Keep an eye out for further details coming soon.

Have your say and support a local community group

The next Local Voices Pulse Survey will happen in late 2022. If you have already registered to take part, an invitation to complete the survey will automatically be sent to your email when it launches. If you have not yet registered, it's not too late to join. Registrations always stay open. If you haven't done so already, register to take part.

REGISTER NOW!
Your voice is important.

CLICK
HERE

If you're looking for a reason other than providing feedback that can help shape the town, for every completed Pulse survey, a \$5 donation is unlocked for a community group of your choice (choose from the list on the survey website, or nominate a new group!)

So far, including the original Anchor survey (which unlocked \$10 per completed survey), a total of \$2,300 has been donated to the following groups, thanks to your feedback:

- Capricorn Helicopter Rescue Service,
- Central Highlands Wildlife Carers Inc.,
- Tieri Sharks Swimming Club,
- Peak Downs Karate,
- Tieri Possums Playgroup,
- Tieri Family Unit & Child, Health Centre,
- Tieri State School P&C,
- Capella Tieri Middlemount Community Support Network Inc (CTM LINKS) ●

BUILDING A 'Safety First' Culture



The safety of its employees has always been a top priority for Glencore Oaky Creek Coal - it's a constant area of focus. So when, during routine safety stops and crew discussions, feedback was provided on what was needed to improve the safety culture at OCC, the team jumped on it.

"The main issue identified was that the existing program, Microsafe, a peer-on-peer observation program, wasn't working as well as it could, especially as many workers were unaware of the program requirements," reflects Sandie Schofield, Health, Safety and Training Manager at Oaky Creek.

"It was suggested that a new program be introduced, with clearer requirements and easier to implement. And so MATEsafe was developed."

MateSAFE is a Planned Task Observations program carried out by personnel who work in the same or similar role or level of employment. It's all about the conversations, looking out for your work mates and the process of engaging everyone in building a 'safety first' culture.

Part of OCC's Total Visible Leadership Program, MateSAFE is designed as a peer-to-peer safety strategy using observations and conversations to provide for a positive learning environment, where colleagues look out for each other and can learn from each other.

Every week, each workgroup selects a Tour Safety Champion. During their tour, the nominated Safety Champions are required to conduct at least one peer-on-peer observation of their workgroup using the MateSAFE program.

At the G-Com (the crew level start-of-shift meeting), the crew discusses upcoming tasks and selects a task to conduct the observation on. The Safety Champion will determine when the MateSAFE interaction will occur.

At the allotted time, the Safety Champion observes the workgroup and evaluates whether the work is being conducted in accordance to site procedures and in a safe manner. They also observe the overall environment to ensure all hazards have been identified and controlled effectively. They will interact with the workers and discuss the activity, any hazards and the controls, and provide feedback on positive observations and behaviours.

"The MateSAFE process is designed to reinforce a positive safety culture with a primary focus on having the courage to coach and mentor your mates so everyone stays safe at work," explains Sandie.

OAKY CREEK COAL		MateSAFE OBSERVATION CHECKLIST	
GLENORE			
BEHAVIOURS			
Stopped CMW	Safe CMW	Stopped CMW	Safe CMW
Positions of People		All Safe <input type="checkbox"/>	PPE
Injury Causes:		Head-to-Toe Check:	
<input type="checkbox"/> Striking against or being struck by objects	<input type="checkbox"/>	<input type="checkbox"/> Head	<input type="checkbox"/>
<input type="checkbox"/> Caught in, on or between objects	<input type="checkbox"/>	<input type="checkbox"/> Eyes and Face	<input type="checkbox"/>
<input type="checkbox"/> Falling	<input type="checkbox"/>	<input type="checkbox"/> Ears	<input type="checkbox"/>
<input type="checkbox"/> High Temperature Surfaces	<input type="checkbox"/>	<input type="checkbox"/> Respiratory System	<input type="checkbox"/>
<input type="checkbox"/> Contacting Electric Current	<input type="checkbox"/>	<input type="checkbox"/> Arms and Hands	<input type="checkbox"/>
<input type="checkbox"/> Inhaling, absorbing, or swallowing hazardous substances/dust	<input type="checkbox"/>	<input type="checkbox"/> Trunk	<input type="checkbox"/>
<input type="checkbox"/> Repetitive motions	<input type="checkbox"/>	<input type="checkbox"/> Legs and Feet	<input type="checkbox"/>
<input type="checkbox"/> Awkward Positions / Static Postures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tools & Equipment		All Safe <input type="checkbox"/>	Procedures/Plan
Are They:		Are They:	
<input type="checkbox"/> Right for the job	<input type="checkbox"/>	<input type="checkbox"/> Available	<input type="checkbox"/>
<input type="checkbox"/> Used correctly	<input type="checkbox"/>	<input type="checkbox"/> Adequate	<input type="checkbox"/>
<input type="checkbox"/> In safe condition	<input type="checkbox"/>	<input type="checkbox"/> Known	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Understood	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Followed	<input type="checkbox"/>
CONDITIONS			
Work Area Inspection		All Safe <input type="checkbox"/>	Environment
Are They:		Check For:	
<input type="checkbox"/> Clean	<input type="checkbox"/>	<input type="checkbox"/> Ventilation	<input type="checkbox"/>
<input type="checkbox"/> Orderly	<input type="checkbox"/>	<input type="checkbox"/> Strata	<input type="checkbox"/>
<input type="checkbox"/> Right for the job	<input type="checkbox"/>	<input type="checkbox"/> Gas	<input type="checkbox"/>
<input type="checkbox"/> In safe condition	<input type="checkbox"/>	<input type="checkbox"/> Water	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Thermal	<input type="checkbox"/>

"Importantly, the Safety Champion will engage with their peers in conversations around safety by asking questions like 'what can be done better, safer, or smarter?' and 'what is stopping us from doing this?'" describes Sandie.

To close things out, at the following shift G-Com, the Safety Champion will discuss their observations and conversations with the team and suggest to their supervisor any improvements or actions that are needed to increase safety.

"MateSAFE was only rolled out recently, so it's still early days, but we're encouraged by requests from the teams to get training on the program as it shows passion and commitment to building a safety first culture and demonstrates a sense of safety ownership from our crews," says Sandie.

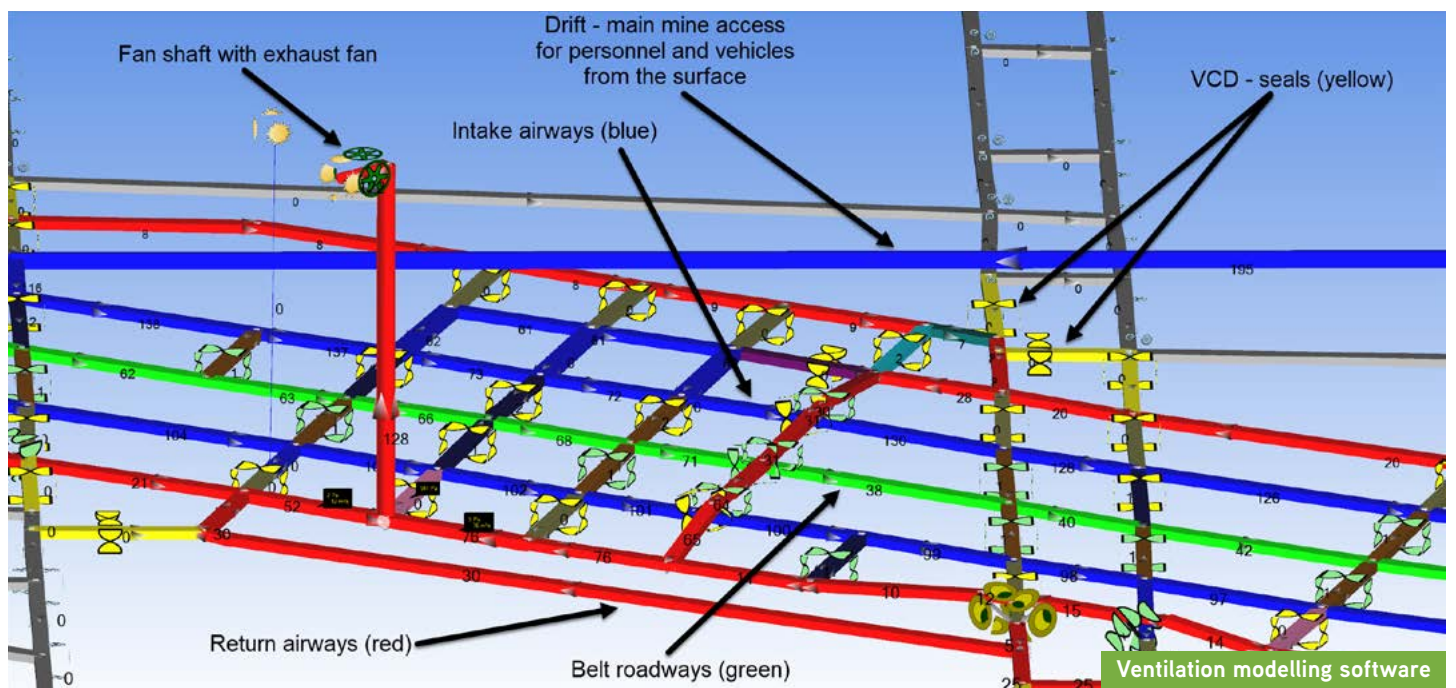
"We're currently developing the training and getting ready to roll it out over the coming months. We're hoping the MateSAFE program will be a catalyst for valuable initiatives that continue to drive improvements in our safety."

Safety trends at Oaky Creek are improving compared to previous years' performance. In fact, Oaky North recently set a new safety milestone for the site after recording 200 days Total Recordable Injury Free.

"Programs such as MateSAFE and the G-Com process are integral to our site safety performance as they ensure all workers are fully briefed on the necessary information to complete their shift in a safe and productive manner," says Sandie.

"At the end of the day, it's on all of us to make sure our work mates get home safely to their family and friends - we all have a role to play in building a safety first culture." ●





BREATHE EASY Ventilation Awareness and Certification

Fraser Pearce, Ventilation Officer at Oaky Creek Coal, recently achieved his Graduate Diploma in Ventilation. We took the opportunity to chat to him about the significance of this qualification, and how everyone at the mine plays a role in keeping the air clean and healthy.

What does 'ventilation' mean in the context of a mine site?

Ventilation for a mine site is a broad term, but essentially it involves providing clean, fresh air to workplaces and removing any contaminated air from the mine.

What is the role of a Ventilation Officer?

The primary objective for a Ventilation Officer (VO) is to ensure safe production. We identify and assess risks, hazards or other issues that may affect the safe functioning of the mine. We gather information, analyse emerging issues and seek objective evidence to draw conclusions and ultimately eliminate or minimise any problems.

We achieve this by making sure that adequate ventilation is made available in order to cool workplaces, dilute any flammable and/or noxious gases, and to reduce particulate matter.

A VO is responsible for managing the mine's ventilation network including fans, ventilation control devices which direct the airflow, and monitoring arrangements.

The VO is involved in strategic planning at a variety of levels, including on a daily, weekly, 3-monthly, 5-yearly and life-of-mine level. This means we have to keep an eye on how things are today, as well as consider how they might be well into the future!

Why is the role of a VO so important to the health and safety of employees and to the performance of a mine?

Ventilation Officers are of critical importance to the health and safety of workers. In addition to the above, Ventilation Officers have responsibilities under many of the principal hazard management plans, including gas management, methane drainage, mine

ventilation, and spontaneous combustion. Each of these elements has a critical impact on the wellbeing of our Oaky Creek team.

You recently achieved your Graduate Diploma in Ventilation - congratulations!...

Thank you!

...What did the course involve and why is it so significant?

The UNSW Graduate Diploma provides professional development in mine ventilation and mine environment monitoring. The course has been developed from industry guidelines and combines theory with different operational perspectives and practical case studies, so it is immediately relevant and applicable to the workplace.

It took just over a year to complete, a little longer than expected due to Covid. The course involved three one-week tutorials, followed by assignments, further research and study to complete before taking our final exams.

To graduate, you have to demonstrate an understanding of the disciplinary body of knowledge, including established theories and recent developments relevant to mine ventilation, be able to analyse problems or issues, articulate appropriate accurate and safe solutions and justify propositions and/or professional decisions.

In Queensland, mining staff in certain positions - including the role of VO - need to show they have the appropriate skills and knowledge to perform their duties. As of 2019, Ventilation Officers appointed at an underground coal mine are required to have a certificate of competency. Successful completion of the Graduate Diploma is required for anyone with less than three years experience as a VO to apply for their Certificate of Competency.

What can the average worker at the mine do to improve or contribute to ventilation best practice at OCC?

Be sure to close ventilation control devices (VCD's) as you pass through and always report any damage to VCD's to your Explosion Risk Zone Controller (ERZC). Also, keep roadways clear of rubbish, implements and other obstructions where possible.

Is there anything else the Tieri Community might be interested in knowing about ventilation at a mine site?

The VO can't do the job alone! We rely on others including Communications Officers, for monitoring and communicating the status and alarming of the mine atmospheric monitoring system; ERZC's for conducting shiftly face ventilation surveys and inspections of VCD's; and all coal mine workers to report any abnormal or unusual ventilation conditions to a Statutory Official or through the Communications Officer as soon as possible. ●

OAKY CREEK COAL HR Update



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

- Outbye Mining Coordinator
- Town Service Coordinator
- Mine Geologist
- Mechanical Coordinators Diesel Bay
- Electrical Coordinator Conveyor Installs
- Senior Mining Engineer
- Mechanical Coordinator Conveyor Operation
- Electrical Coordinator Conveyor Operations
- CHPP Process Engineer
- Mechanical Shift Engineer
- Belt Installs Electricians
- Gas Field Coordinator
- HST Coordinator
- Senior Geologist
- Town Maintenance Coordinator
- HST Superintendent
- Site Administrator

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

In particular, we would like to give a special mention to some of our longest standing employees who are about to embark on the next stage in their life: retirement!

- **Ray Knight**, who commenced his employment at Oaky Creek nearly **40 years** ago, on 25th January 1983 - the beginning of Oaky Creek and the town of Tieri!
- **Silvio Coppo**, who commenced his employment at Oaky Creek 30 years ago, on 23rd November 1992.
- **Steve Giles**, who commenced his employment with Oaky Creek on 11 November 2005, 17 years ago.
- **Mal Morgan**, who commenced his employment with Oaky Creek on the 16 January 2006, 16 years ago.

We would like to wish Ray, Silvio, Steve and Mal all the very best as they commence their retirement. Our heartfelt thanks for your significant contribution and commitment to Oaky Creek, as well as the Tieri community at large - congratulations!

At Oaky Creek, our philosophy is to hire for attitude and train for skill. We are committed to encouraging and assisting employees develop their knowledge and skills so they can enhance their career opportunities. We have invested significantly in developing our people through our Education Assistance Program. Our aim is to have employees that are industry leaders.

In line with this, and as part of the continued commitment to developing our people, we would like to congratulate:

- **Chris Roberts**, for obtaining his 3rd Class ticket – ERZ Controller ticket, and
- **Fraser Pearce and Michael Rosina** for completing their Graduate Diploma in Mine Ventilation. You can learn more about mine ventilation and the qualification in an interview with Fraser on [page 25](#).

Glencore Coal Apprenticeships 2023

Applications are now open online for the **Glencore Coal Assets Australia Apprenticeship Intake for 2023**.

For further information, head to www.glencore.com.au/apprenticeships to view videos of our apprentices in the program, download an ebrochure, and to apply for an apprenticeship.

During the recruitment process, all children of Glencore Coal Australia employees will be afforded the opportunity to sit the online aptitude assessment. When applying, they will be asked to declare this relationship in their online application and are required to comply with the request to be identified as the children of an employee.

Applicants will be notified of the details for the online aptitude assessment once applications have closed and been reviewed. **The deadline for applications for the 2023 intake is 19th June 2022.**

GLENCORE



Glencore Coal
**Apprenticeship
Program 2023**



Flu Vaccinations

Flu vaccines are available from the Tieri Medical Centre and will be offered free-of-charge to:

- Employees of Glencore in camp and town
- Families of Glencore Employees
- Tieri Residents
- Contractors in camp and town

You will need to make an appointment with Tieri Medical Centre to receive the vaccine. You can contact the Centre on 07 4984 8386 or by emailing: reception@tierimedical.com.au.

Mental Health Movement – Oaky Creek Wellness Academy

Oaky Creek Coal has launched the Oaky Creek Wellness Academy, an online education centre for building mentally healthy and supportive communities.

As part of our Wellness Academy, in May, Oaky Creek hosted Dan Hunt, founder of the [Mental Health Movement](#), an organisation that specialises in mental health education and training. Dan facilitated a series of employee wellness sessions, with positive feedback received from employees.

All Employees and Contractors should now have access to the Oaky Creek Wellness Academy, where they can participate in courses such as Drug and Alcohol Awareness, Psychological First Aid, Personal Finance and so much more.

To find out more about the Wellness Academy, or to gain access if you don't have it, please contact Erinn Beames or Michelle Cody.

Australia's Biggest Morning Tea

On Thursday 19 May, OCN and OCS staff held Australia's Biggest Morning Tea events on site where together we raised a total of **\$1,097.50 for the Cancer Council**.

Our thanks to everyone who volunteered, participated, attended and donated. Every dollar raised through Australia's Biggest Morning Teas helps to fund Cancer Council's life-saving research, prevention, support programs, and information.

Oaky Creek Coal Mines Rescue Team

A big congratulations to Oaky Creek North's Mines Rescue Team who came first place at the QMRS Memorial Cup and received the coveted George Carbine Shield for Excellence in First Aid. We're all extremely proud of you!

The Oaky North Team will now go on to participate at the State competition in July, which will be held at Ensham Mine. ●





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tier1.com.au

If you would like to contribute a story to Tier1 News,
please email the details to michelle.cody@glencore.com.au.

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