

TIERI NEWS

AUTUMN 2024

**Changes at the Tieri
Recreation and Aquatic Centre**

**OCC is Giving Hand Injuries
the Finger**

**Meet The Locals...
Dr Daniel King & Kate Legge**



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FROM The Editor

Welcome to another bumper edition of Tieri News. With so much happening in our top little town, there's certainly plenty to read about, including a brand new feature called "Inside Out" (page 33), that we've introduced based on your feedback in the last Local Voices Community Pulse Survey (page 16). Keep the ideas coming!

A story that's already got everyone talking is our new safety campaign at Oaky Creek Coal: "Let's Give Hand Injuries The Finger" (page 30) and our guest speaker, Theo Venter. Against the odds, Theo somehow managed to survive a 22,000-volt and 1,200-amp electric shock while working on a high voltage transmission line in Perth in 2006. He recounted his story in an open and, at times, emotional way during the launch of our hand safety campaign, serving as a stark reminder to our workforce to always wear their PPE.

It's great to see the Pirates are backing up their re-entry to the rugby league competition last year (page 23). Langerak Park is looking sensational thanks to the efforts of Roger Decker and his team at Town Services. It makes the experience of going to the footy on the weekend to support our local team all the more enjoyable, so be sure to get along to as many games as you can to support the Pirates - we wish the team all the best for the upcoming season.

We meet some new faces in town: our new Tieri Doctor, Dr. Daniel King (page 10), Acting Principal at Tieri State School, Kate Legge (page 12), and new Manager at Foodworks Tieri, Jason Amos. As Nicole Zeller hands over the reins to Jason to embark on a new adventure, she shares her story and parting words with us on page 8. All the best on this next chapter, Nicole!

Following a jam-packed events calendar for this year (page 7), more anniversary celebrations are heading our way in 2025. Oaky North will be celebrating its 30-year milestone and early work has already commenced on planning the events, which will include a family open day. Keep an eye on future editions for more details.

As this edition is distributed close to the Easter holiday season, please travel safely and enjoy time with family and friends.

Enjoy this issue,

Paul

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**OAKY CREEK
COAL**
—
GLENCORE



MESSAGE from Damien Wynn, General Manager and Senior Site Executive at Oaky Creek Coal

We've had a busy start to 2024 at Oaky Creek Coal (OCC). We've taken delivery of Shuttle Car 29 - a vital piece of equipment that is used to support the continuous miners to load coal onto the conveyor system where it's taken out of the mine. The new Shuttle Car brings increased reliability to our operations and is ready to be used in the underground mine.

The first quarter brought a lot of rain which has been great for our vegetation, assisting with seeding as part of our land rehabilitation efforts (see page 36).

Speaking of seeding, one of our recent Vacation Students - Madison Bennett - undertook a project during her time with our Environment & Community team to enhance our revegetation methodology. Through her research, Madison was able to recommend that we vary our seeding depending on the time of the year in order to better suit the various trees, shrubs, and grass types that we plant. We haven't had this level of detail for our seeding program before, but modern technology and improvements in equipment such as the use of drones make it much easier to incorporate these enhancements. This will mean we can be more selective in choosing the right seeds for the right time of the year, aiding our rehabilitation efforts.

All three of our Vacation Students provided value to their respective teams and to OCC overall during their time with us. They wrapped up their program with presentations to the Senior Leadership Team in early February. We were all really impressed with their value-adding work and wish them well in their careers...hopefully back here at Oaky Creek Coal! I was a Vacation Student with Glencore and my last placement was here at OCC, so I am highly supportive of the program. It not only allows us to identify future Graduate employees, the program allows us the opportunity to give back to up and coming students studying relevant disciplines. The program provides them with a taste of real-life mining, from the operations and life on a mine site, to living in a mining community and the real-world application of some of the theories they've been learning about at University.

Over the next few months, we'll be applying for more Government Progressive Rehabilitation Certification (see page 36) and overhauling and reconfiguring the last of our continuous miners to low seam configuration, as the seam gets thinner as we progress to other areas of the mine.

We're also finalising the plans for the safe demolition and recycling of Draglines DL01 and DL02. A Dragline is the largest piece of equipment in an open cut mining operation. It's a big bulk earth moving piece of equipment that's used to remove the overburden soil allowing us to get closer to the coal. There is a lot of history with these two old Draglines - they've been with OCC since the

early 1980s. They have been out of action since our open cut operations closed in the late 1990s, and now we need to demolish them and take the materials away for recycling so the land is cleared ready for rehabilitation.

As I think about the year ahead, I'm looking forward to the many community events that are coming up (see page 7). It's been great to see local businesses, community and sporting organisations come up with a full calendar of activities that will bring our community together. So much of this was driven by the feedback you provided after the success of Oaky Creek Coal's 40th celebrations. Feedback from the community is so important, which is why we continue to engage with Voconiq to run their Local Voices survey (see page 16), so we can understand how you're feeling and what you want for the town.

I'm also keen to take part in our new Virtual Reality Training Days that are scheduled throughout the year, covering first aid, Underground Hazard Identification, and various mining scenarios. Virtual Reality (VR) training provides a more interactive experience and supports our practical training.

I'm perhaps most excited about the level of talent, experience and engagement we have amongst our OCC team. Yes, we're a coal mining business, but it's our people that make our business happen. We're grateful to have such a strong team in place, who work well together, ensuring our mine operates efficiently and, most importantly, safely.

Safety is our number one priority at Oaky Creek Coal (see page 30). Nothing is more important than our team members going home safely to their family and friends.

Our leaders are currently undertaking Safety Leadership Workshops focusing on our Critical Leadership Tools of open questions and positive reinforcement.

I have also asked Oaky Creek Coal leaders to use the learnings from the workshops while completing their Workplace Interactions every month to ensure safe work practices. The interactions they have completed so far have been positive, providing further opportunities for improved safety performance in 2024.

As leaders, we will all be increasing our engagement with employees and contractors whilst they are working to positively reinforce safe work practices.

I am confident that, collectively, we can ensure everyone at Oaky Creek Coal goes home safely to their family and friends after every shift.

Look after yourselves and each other,

Damien



COMMUNITY EVENTS

CHRC AUSTRALIA DAY AWARDS 26th January 2024



Congratulations to all Tieri and Capella nominees for the Central Highlands 2024 Australia Day Awards

On Friday, 26th January, Regional Council Mayor Kerry Hayes and fellow councillors announced the winners (shown in bold) at a celebratory event in Capella.

"I extend my heartfelt gratitude to the Australia Day nominees who embody the spirit of our community through their selfless contributions," Mayor Hayes said.

"Your dedication paints a vibrant portrait of unity and service, making our region a beacon of inspiration. Thank you for adding value to a brighter future together."



*"I extend my heartfelt
gratitude to the Australia
Day nominees who embody
the spirit of our community
through their selfless
contributions"*

JUNIOR SPORTSPERSON OF THE YEAR NOMINEES

Lara French
Jett Palmer

YOUNG CITIZEN OF THE YEAR NOMINEES

Maccalyn Langtry
Robert Willadsen

SENIOR SPORTSPERSON/ADMINISTRATOR OF THE YEAR NOMINEES

Kristy Lane
Scott Schoo

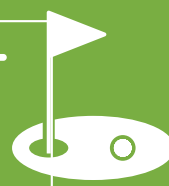
ARTS AND CULTURAL AWARD NOMINEES

Jaylin Kimmins

CITIZEN OF THE YEAR NOMINEES

Danielle Coveney
Kristy Lane
Narelle Mountford
Tracey Ryder Slatter
Kimberly Schoo

AUSTRALIA DAY GOLF CLUB EVENT 26th January 2024



The Tieri Country Club held the annual Australia Day celebrations at the Tieri Golf Club. The event was well attended by over 100 people and enjoyed by all.

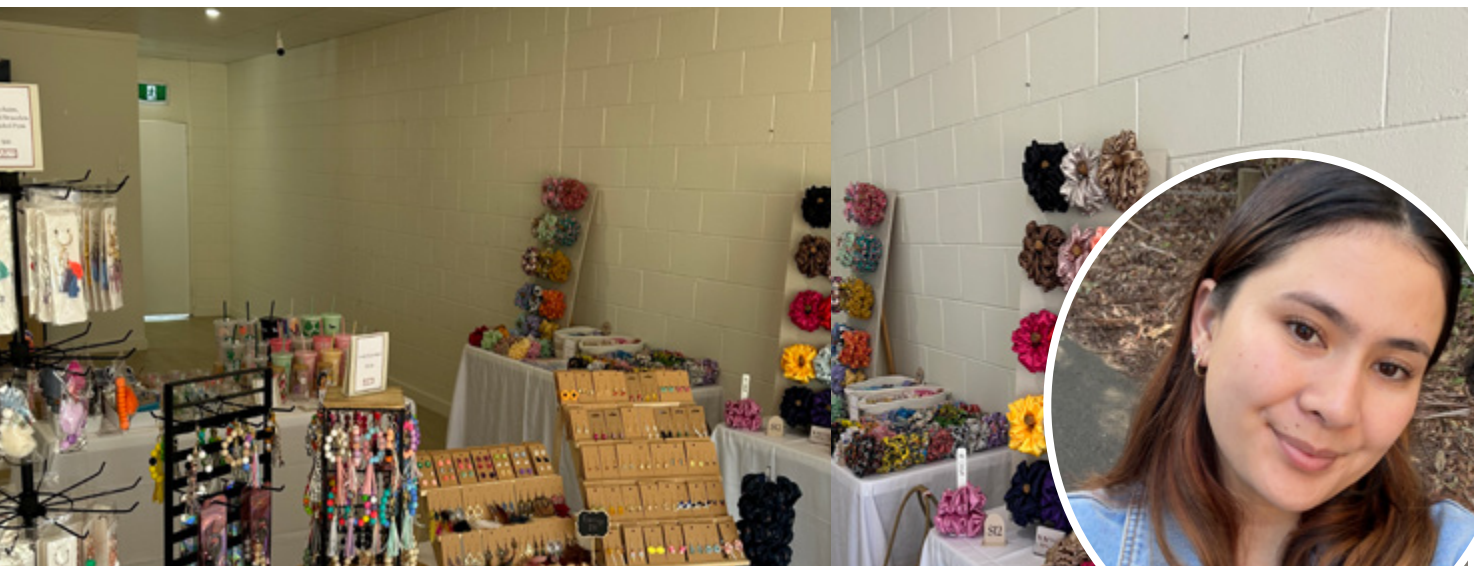
14 teams entered the two-man ambrose golf competition and the competitive scores reflected the excellent condition of the golf course – well done to Groundskeeper, Wayne Trenerry!

It was a community day designed for both golfers and non-golfers. Aside from the golf, there was water balloon fighting, ball games, cupcake decorating in Aussie colours, a BBQ lunch and lots of dancing.

"It was particularly pleasing to see the large number of children having loads of good old fashioned fun. The outdoor ball games and frequent rounds of water balloon fights created an audible excitement from the kids...and even some of the adults!" said Mathew Lines, President of the Golf Club Committee (see page 23).

"A big thank you to Mick McGrath who volunteered his time and audio equipment to entertain the crowd. He covered a wide range of music genres that kept the entire crowd pumped and the dance floor busy."

The Golf Club's next event will be on ANZAC Day and they hope to see as many of you there as possible.



NIC'S COLLECTIVE POP UP SHOP 19th - 21st February 2024

Tieri resident, Nicole Ashley Tanedo, made creative use of the Tieri Community Space last month when she opened a pop-up shop selling her hand-made scrunchies, and other arts and crafts.

We caught up with Nicole to find out how she found the experience...

Tell us about your business, Nic's Collective...

It all started when I was hired by Spotlight and had the opportunity to work with experienced seamstresses. They inspired me to learn how to sew and I developed the skill as a pastime. I made the decision to start my own small business selling scrunchies, tote bags and fabric wristlets. I add anything else to the mix once I've learned how to make it.

I've been inspired to continue creating gorgeous hair products for anyone with thin, thick, curly, long, or short hair after selling a few scrunchies to my coworkers and receiving incredibly positive feedback on how they look and how sturdy they are.

Where do you normally operate from?

From our home in Tieri, where I have a room dedicated to my small business. I sell my products at markets and via my social media pages on Instagram and Facebook.

How did you hear about the Tieri Community Space?

From an email announcing that any local businesses were free to use it for their own purposes. I took that opportunity to introduce my small business, Nic's Collective, to the local community.

How long was your pop-up shop open?

Nic's Collective Pop Up Shop was open for two days, from 9am to 4pm.

How did you find the experience?

Overall, it was an incredible experience that was well worth the time. Without a doubt, I'll do it again later. The entire process - from hiring the space to setting everything up - was really simple and straightforward to follow.

Any shout outs?

I want to sincerely thank everyone who supported my small business by coming out to visit the pop-up shop; it was greatly appreciated. To my wonderful Mother, thanks so much for all of your support before and during the pop-up shop. And, a special thank you to Tait, I appreciate your unwavering support and assistance with my small business.

Where can people find out more about Nic's Collective?

You can follow me on Instagram



[@nics.collective](https://www.instagram.com/nics.collective)



[@bynicoleashley](https://www.facebook.com/bynicoleashley)

If you have a local business, community or sporting group and would like to make use of the Tieri Community Space, please visit <https://tieri.com.au/facilities/tieri-community-space/> for more information, or contact Tieri Town Services on 07 4984 7700 or tieritownservices@glencore.com.au.



COMMUNITY EVENTS

OAKY CREEK COAL FAMILY 'OLYMPICS' 16th March 2024



Around 80 people turned up for the Olympic-style Oaky Creek Coal Family event, held at Tieri Golf Club.

Friendly competition was in the air as families and friends battled it out to win the much-loved traditional games, including an Egg & Spoon Race, Tug O' War, Hessian Sack Races, Wheelbarrow Races, Ring Toss, Long Jump, Relay Races for the whole family, over 16s and under 16s, and more.

The complementary grazing table and traditional American BBQ pork, beef brisket and friends available for purchase from Fat Daddy's Smokehouse kept competitors fuelled and ready to demonstrate their sporting prowess, all against the live music provided by Angie that created the perfect soundtrack for the event.





Save the Dates:

Following the overwhelming success of Tieri's 40th anniversary celebrations, you provided feedback via the Local Pulses survey (see page 16) and anecdotally, that you would like to keep the momentum going and ensure Tieri has an ongoing calendar of events that bring a sense of fun and 'togetherness' to our community.

So, in December 2023, under the leadership of Katie Duncan, Site Administrator at Oaky Creek, an Events Organising Committee - including OCC employees, members of the CRG, local businesses, sporting groups and members of the community - met to brainstorm ideas, share suggestions and lock in dates and events for our top little town.

The Events Organising Committee has already met twice this year to further discuss, confirm, share and plan events for 2024.

"The aim is for the Organising Committee to meet every two months to learn what is going on in the community, give an update on what is happening with their business, club or group, and share ideas for events we can collectively bring to town," says Katie.

"After every meeting, I'll be updating the events calendar on tieri.com.au so the community has access to the most up to date information, allowing you to plan ahead, get involved and ensure you don't miss out on the action!"

Here's a taste of what you can expect in the coming months:

- **10th - 18th April:** Free Flu Shot at Tieri Medical Practice (see page 22), bookings required
- **22nd - 23rd April:** Women's Nurse in town
- **25th April:** ANZAC Day Dawn Service (5.30am) School Parade (10am) and Two-Up at the Golf Club
- **9th May:** Playgroup Mother's Day Morning Tea
- **16th May:** Australia's Biggest Morning Tea - LAC
- **18th May:** Mini Health & Wellbeing Expo, Tieri Town Centre CTM - 9am-2pm
- **24th May:** Capella Show
- **14th June:** Sunset Markets
- **15th June:** Tieri Town Ball
- **18th - 20th June:** Golf ProAm

To stay on top of the full calendar of events in Tieri, Capella and the surrounding area, visit <https://tieri.com.au/events-calendar/>



If you have an idea for an event, would like to be on the Organising Committee, or would like to volunteer to help out at any of the upcoming events, please reach out to Katie Duncan on 07 4984 7100 or Katie.Duncan@glencore.com.au.



SPOTLIGHT ON...



FOODWORKS TIERI

Business name: Foodworks Tieri

Managers name: Nicole Zeller (outgoing Manager) and Jason Amos (incoming Manager)

How long have you been managing the store:
Nicole: 5 years / Jason: a few weeks!

Locations serviced: Tieri and surrounds

Nicole, tell us about yourself and how you came to be running Foodworks?

My husband and I ran a pub in Baralaba for 4 years. The owner of Foodworks Tieri was a good customer of ours and he also owned the corner store in Baralaba at the time. When our pub contract ended, I asked him if I could have a job stacking shelves and helping customers, but with no responsibility. He said yes...but then a few months later he handed me the keys to Foodworks Tieri and I agreed to run it for him. That was nearly five years ago!

What products and services can people access at Foodworks Tieri?

- All your general groceries, including pantry items, drinks, snacks, confectionery, bakery products, fridge favourites, and frozen goods.
- Household items such as cleaning products, pet needs, health and beauty essentials.
- Fresh fruit and vegetables are delivered twice a week.
- Fresh meat and BBQ chickens...and we even have a butcher on site
- We also sell newsagent items and have the Lotto. We haven't had any big wins yet, but I keep telling our customers to try harder so we can receive a plaque!

What's the most popular item people buy?

Tuesday is the Mines roster change day, when the old crew leaves and the new crew comes in. It's become known as "Fat Friday" because the outgoing crew always stock up on confectionery for the last day of their tour!

When is the best time to shop?

Wednesday, after our main truck delivery has been unloaded from the day before.

What does a typical day look like for you?

I generally arrive at 6-6.30am. I do a bit of back-office work before the team arrives. We have a quick chat about the day ahead, then open the store. We receive any goods that are due for delivery that day, I place any orders required to ensure the shelves are well stocked...and then I leave my team to it with trust and appreciation.

Who else makes up the team there?

My current team consists of Samantha, Sharie, Robyn, Michelle, Christine and Barbra-Lee with Carol and Alisdair in the Butchers unit and now Jason Amos, who is taking over as Manager. I have enjoyed working with them all and fondly remember all those past employees who have moved on to bigger and better things.

What might people be surprised to learn about managing a store like Foodworks?

The camaraderie. My team is my adopted family...in fact, sometimes it feels like the whole town is! Because Tieri is a small town, everyone really looks out for each other. It's very supportive and friendly. Being the local supermarket, you get to meet pretty much everyone at some point. I've watched people get married, have babies and bring them up. It's been incredible.

What's the best part about your role?

Probably earning the trust of my team and them letting me into their confidence. Seeing their growth and, in turn, the growth of the store over the last half a decade has been brilliant.

After 5 years, you're handing over the reins to Jason Amos and heading off for a new adventure. What can you tell us?

My husband and I are moving to an even more rural location to start a sugarcane farm! My last day at Foodworks is Friday, 1st March and we'll be saying goodbye to Tieri mid-late March.

What has your time in Tieri meant to you?

I've absolutely loved it. My team, the growth of the store, gaining the loyalty and respect of the community...and the friendships I've made - I'll forever carry them with me.

Any parting words?

Thank you so much to the Tieri community for your support, your friendship and for teaching me so much. The biggest lesson being that there is still a lot of good, love and humanity in this crazy world! The generosity and support in this town is unparalleled and I'm honoured to have been on the receiving end of it, thank you. A big thank you to Sam for all your support, hard work and letting me adopt your kid. Gen and Chris at the bakery for the amazing long johns. Kath from CTM Links for allowing me to be involved in the community events and Jim and Allie at the Post Office for introducing me to Greg. Jamie and Lisa at Koa Hair for making me pretty, Andy at the Chemist for answering my stupid questions and Sarah at the Medical Centre for being a wealth of knowledge. "Every day's a good day here at Foodworks Tieri"

“*Thank you so much to the Tieri community for your support, your friendship and for teaching me so much. The biggest lesson being that there is still a lot of good, love and humanity in this crazy world!*”

Jason, welcome to Tieri! Where were you before this and what were you doing?

I was just down the road in Middlemount, working for Middlemount Bakery. My background is in managing supermarkets and petrol stations so I was really attracted to the challenge and opportunity of moving to Tieri (with my two fur children, dogs Pippa and Baxter) and running Foodworks Tieri.

This is your second week on the job - what have you learned so far?

Lots! I've been learning the systems and processes the team already has in place, and slowly getting to know our customers and who's who in town.

What do you hope to bring to Foodworks and the community of Tieri?

My first impressions are that Tieri is a great little town, very close knit and friendly. Nicole has fully engaged with the community and I hope to be able to do the same. By nature, I'm typically a quiet person, but I'm looking forward to getting to know everyone and bringing value to their lives through the reliability and consistency of products and service we offer in the store.

What are your opening hours?

7am - 7pm, 7 days a week.

We're closed on Good Friday, the morning of ANZAC Day, and Christmas Day.

How can people contact Foodworks Tieri?

Call us on 07 4984 8480 or email tieri@acresrural.com.au.

Any other information you'd like to share about Foodworks?

Just because we're an independent supermarket, our prices are not high and we are constantly running campaigns, so, please, shop local where you can.





MEET THE LOCALS

DR DANIEL KING



Our top little town is full of interesting people from varied backgrounds. Each edition, we'll be chatting to different members of the community to get their story and share it with you so you get to "Meet the Locals".

This edition, we met with Dr Daniel King, the new Doctor at Tieri Medical Practice...

Welcome to Tieri, Daniel! What attracted you to the role and this top little town of ours?

We'd been living on the Gold Coast for several years. I was working as a GP in Burleigh Heads, right on the main tourist drag. We were getting itchy feet and felt ready for a family adventure. We wanted a change of scenery, something a bit different and unique. Tieri ticked all the boxes.

You said "we" - who have you moved here with?

My wife, Laura, and our two sons: Asher who is 2-years old, and 10-month old Jax.

Did you always want to be a Doctor?

Yes, but I never thought I'd get here because it's such a long process. I genuinely love people - I was attracted by the opportunity to see them through the good, bad and ugly parts of life. As a GP, it's such a privilege to be with people on their journey.

Do you specialise in, or have an interest in, any particular area of medicine?

Being a GP is a speciality in its own right - it takes an additional three years of study after becoming a Doctor. I like being a generalist as it means you get to see lots of different cases come through your door.

Where did you do your training?

I studied through the University of Queensland in Brisbane, and finished my final years in Toowoomba. I trained in Science and Medicine for eight years at uni, then did a further three years to qualify in 2014 as a GP...11 years in total.

After all that training, it must be quite nerve-wracking going out on your own. Can you recall your first ever day on the job?

I remember my first rotation. It was at a rural hospital in Stanthorpe. You really have to hit the ground running. I remember doing ward rounds, blood tests and taking a clinic, followed by a few hours in the emergency department...all on day one! I was so grateful to the nurses who were there to support me. The reality check of going from books to the real world was mind blowing.

Over the years, what's been your biggest on-the-job learning?

I feel like in a rural practice you have less resources at your disposal, it really makes you draw on different skill sets that you normally wouldn't have to. I must admit each day you learn something different from patients, from research and from colleagues. Coming here to Tieri has been no different, I love it.

What's the biggest difference between being a GP in a city versus a small rural town like Tieri?

It's that access to resources and support. For example, the distance of our closest specialists for assistance can be difficult, especially for mental health. It means you need to establish a strong referral base, and that takes time. The isolation of small towns is very evident, so you rely more on telehealth.

What does a typical day look like for you?

I typically start work at 8am and see around 30 patients who are scheduled back-to-back every 15 minutes. It can be pretty full on. Then sometimes we might have an emergency, or a walk-in that changes the flow of things. But all we can do is our job, keep pushing and hope that the people waiting next are really patient. Then, after all that, I head home for dinner and the chaos of the bedtime routine!

What's the most rewarding part of your job?

It's actually not hearing a "thank you". I get a kick when people have moved on from the last medical problem and have forgotten it was even bothering them. That generally means I've done my job.

What do you hope to bring to the local community?

Support. I want the community to feel they have someone who actually listens, cares and is able to help with their health. I'm not perfect, but I want the Tieri community to know I'm here if they need help.

“

"I genuinely love people - I was attracted by the opportunity to see [patients] through the good, bad and ugly parts of life. As a GP, it's such a privilege to be with people on their journey"



QUICK-FIRE ROUND...

How do you describe yourself?

Cool, calm, collected.

How would your mates describe you?

Pretty chilled.

How do you spend your spare time...and with whom?

With my family - lots of tickle fights and wrestling with my 2-year old!

5 things you can't live without?

1. Coffee!
2. My wife, Laura
3. Spellcheck!
4. Yvette - our amazing practice Nurse
5. My script pad

What's a little-known fact or hidden talent people would be interested to know about you?

I love to travel... 22 countries so far.

Dead or alive, who would be your ideal BBQ guests?

My wife, any day of the week. We're a great team. Preferably we'd be child-free so we can sit down and actually enjoy the BBQ (as anyone with young kids will understand!).

If you could have anyone else's job, whose would it be and why?

I love my job so I wouldn't change anything...I've trained too long to do anything else.





MEET THE LOCALS

KATE LEGGE

We also met with Kate Legge, Acting Principal at Tieri State School...

Kate, what brought you to Tieri?

I came across from Capella in January to take on the role of Acting Principal at Tieri State School (TSS). I've been Head of Department/Curriculum at Capella State School for five years and I thought it was time for a leadership change. I love a good challenge and TSS is a beautiful school - it felt like a natural progression. Tieri SS is about half the size of Capella SS, so it's been great being able to get to know all the kids and the families. I'd like to extend my thanks to them all - everyone has been really welcoming, it's been an amazing and positive transition.

Where were you living before?

I've lived in a lot of different places. I grew up in Clermont and went to school there before going to boarding school in Yeppoon.

From there, I went to the University of Canberra (called Canberra College of Advanced Education back then), where I studied a Bachelor of Science in Cultural Heritage Management. It was fascinating! Afterwards, I worked at the Australian Heritage Commission for a number of years - they look after important artefacts for Australia so I got to see some pretty incredible things.

In 1997, my husband at the time got a project overseas and I went with him to the South Pacific with two young children. We spent three years in Niue and then six years in Samoa.

We came back to Australia around 2006 and settled in Maleny in the hinterland of the Sunshine Coast. Our three children went to school and graduated in the area.

In 2014, I moved to Bribie Island and frequently travelled back and forth to Clermont to visit my family. It was during this time that I reconnected with an old flame, Philip and we've been together since. In 2018, I moved to Capella to be with Philip and be closer to my family, and that's when I began teaching at Capella State School.

How did you first get into teaching?

It was when I was in Niue. The Principal of the local high school heard that I had a Bachelor of Science and asked if I'd be interested in teaching the students!

By the time we moved across to Samoa, I'd already started doing my Diploma in Teaching. It was so valuable to be able to teach whilst learning at the same time. It was in Samoa that I taught primary school children and discovered that's where my passion lies.

Can you recall your first day as a teacher?

Absolutely! It was a class of 40-plus 13- to 15-year-old Islanders. It was incredibly hot and we were all crammed into this tiny room. The kids loved having someone there to participate in their education. I remember the school had a 'whole school' clean up system each day which is very unlike our schools here, but otherwise, from an educational perspective and standard, it was similar to Australia.

What does it take to be a great teacher?

Patience, understanding and acceptance. How to teach comes with training but you need a strong foundation to build on.

You have no idea what a child's home life or back story is. Did they get a good sleep?



"Over the years, teaching has moved from blackboards to whiteboards to iPads, but at the end of the day, the children all still want the same thing: care and respect."



Did they get breakfast? It's so important to get to know the child, including the family. If you don't have a good relationship with them all, it limits your understanding of the child's needs and how you can be most effective as a great teacher.

Over the years, teaching has moved from blackboards to whiteboards to iPads, but at the end of the day, the children all still want the same thing: care and respect. So I always ask myself "what positive impact can I have on this child for the limited time that I have with them?".

Do you remember the best teacher you ever had? What did you learn from them?

Miss Hall, my Year 5 teacher back in Clermont. She was firm but fair, kind and was very inclusive - everyone was on an equal playing field. She showed everyone a lot of love and support and had a passion for teaching that showed through every single day.

These are all characteristics that I try to embody in my role as a teacher.

What would people be surprised to learn about being a teacher?

Teachers work long hours. Yes, we get long holidays, but they are less of a 'break' and more of a reset for the new learning that we'll be doing the following term, and a lot of planning. I think during Covid, people started to realise just how much effort goes on behind the scenes of the classroom. It's hard, but enjoyable and rewarding work.

If you weren't a teacher, what would you be doing?

I'd own a garden shop because I love gardening and plants. I'm also constantly looking at creative ways to recycle or upcycle things, so I'd probably sell some crafty and quirky items on the side. The other thing I love doing is fishing but I highly doubt I could earn a living from it! As I tell the kids, anything is possible, you just have to keep trying!

Resilience is often something schools (and parents) aim to teach children...what's your take on resilience?

As you get older, you have more bumps in life and it's how you approach these bumps that makes the difference. We can't control everything that happens to us, but our brains are owned by us so we can control our decisions and our actions. We try to teach children to adopt a growth mindset to help encourage them to understand that life is an ongoing journey and that it's going to be full of ups and downs. Making mistakes helps us grow emotionally and we need to surround ourselves with love and support and to keep learning along the way.

What's been your biggest accomplishment so far?

My three beautiful children - I'm very proud of who they have each become and what they're doing with their lives.



QUICK-FIRE ROUND...

How do you describe yourself?

Friendly, approachable and determined.

How would your mates describe you?

As someone with two degrees, but no common sense! I don't agree of course but they always tell me that - it must be my big ideas!

How do you spend your spare time...and with whom?

Enjoying some quiet time with my family and friends, my partner and my dog, Scrunchie, who is 13.5 years old now!

5 things you can't live without?

1. My garden - I love open space
2. My My diary - the traditional pen and paper variety!
3. Rainwater - I love drinking it
4. A glass of crisp, dry white wine
5. A good book - audio, hard copy, or digital.

What's a little-known fact or hidden talent people would be interested to know about you?

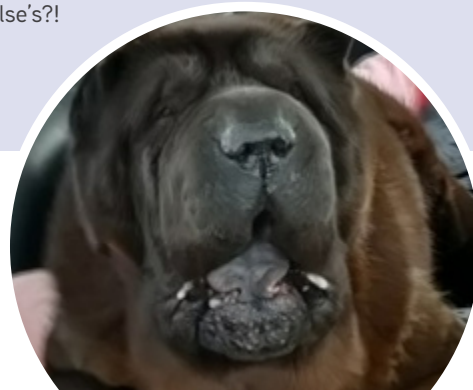
I once jumped out of a plane at 15,000ft in a tandem skydive - I kept my eyes open the entire time!.

Dead or alive, who would be your ideal BBQ guests?

Some of my friends and family - some alive, some passed away. It would be a great catch up!

If you could have anyone else's job, whose would it be and why?

A gardener, but I love my own job, so why would I want anyone else's?!





Oaky Creek Coal's SmartyGrant Program

In the most recent Local Voices Pulse Survey (see page 16), over two-thirds of the community agreed (48%) and strongly agreed (19%) that the community investment activities by Oaky Creek Coal (OCC) have had a “positive impact on my community”.

This community investment comes in different forms, one of which is the SmartyGrant program.

Every year, Glencore Coal and Oaky Creek Coal invest thousands of dollars to help community-focused organisations get their ideas off the ground to the benefit and engagement of the people in Tieri and the surrounding communities.

In late 2023, OCC awarded Community Investment Grants to:

- **Capella Pioneer Village:** for Capella Railway Station Inspector's Hut works. Advancing Capella and Tieri's educational and economic development while preserving our shared past.
- **Tieri Family Unit and Child Health Centre:** for children's books as part of their Reading for Children drive.
- **Tieri Family Unit and Child Health Centre:** for Tieri community health/mobility equipment for loan, including a wheelchair and a shower chair that can be hired for free.

- **Tieri C&K Tieri Community Kindergarten:** for shade covering their outdoor play equipment.
- **Capella State School & Capella C&K Early Childhood Centre:** for equipment for their annual Christmas in July Markets, including Square payment terminals, tablecloths and market umbrellas.

Another way OCC invests in the community is through in-kind support, including the use of facilities and the provision of goods, services, and labour. For example, earlier this year OCC provided free accommodation and meals in Tieri for the visiting BreastScreen Queensland mobile bus team and the visiting Community Women's Health Nurse, helping these essential services reach our community.

Other recent in-kind support includes fee-free Tieri Civic Centre hire for the Tieri State School concert and rehearsal, and CPR Training for Year 12 students and teachers at Capella State High School.



DO YOU NEED HELP GETTING YOUR IDEA FOR A COMMUNITY EVENT OR INITIATIVE OFF THE GROUND?

Then be sure to check out the multiple grant opportunities available in 2024:

Oaky Creek Coal Community Investment Grants: 3 rounds in total

- Round 1 – NOW OPEN - closes 30 April 2024, 5pm.
- Round 2 – Opens 01 May 2024 - closes 31 August 2024.
- Round 3 – Opens 01 September 2024 - closes 15 December 2024.

Oaky Creek Coal Local Community & Family Events Grants: 1 round

Apply any time throughout the year.
NOW OPEN - closes 15 December 2024, 5pm.

Glencore QLD Junior Sport Development Program: 2 rounds, with a maximum of \$7,500 per grant.

- Round 1 – NOW OPEN - closes 31 March 2024, 6pm.
- Round 2 – Opens 01 August 2024 - closes 31 August 2024.

Glencore General Grants: 2 rounds

- Round 1 - NOW OPEN - closes 31 March 2024, 6pm.
- Round 2 - Opens 01 August 2024 - closes 31 August 2024.

Glencore Schools Scholarships: 1 round

- Round opens – TBC.
- Local schools will be invited by Glencore to participate.
- Interested parties should contact their school's administration office for details.

Glencore Schools P&C Grant: 1 round

- Round opens – TBC.
- Local schools will be invited by Glencore to participate.
- Interested parties should contact their school's administration office for details.

Details on all the available grants, as well as criteria and guidelines for completing your application, can be found by clicking on this link.



As always, if you would like any further information please reach out to the Oaky Creek Coal Environment & Community team on (07) 4984 7100 or OCCEnvironment@glencore.com.au.



TIERI, YOUR VOICE MATTERS

LOCAL VOICES: Tieri, Your Voice Matters

Feedback is the basis for ongoing improvement. Without it, it's hard to know what is working, what can be improved upon, and how.

That's why the Local Voices Community Pulse Surveys are so important. Your feedback helps Glencore Oaky Creek Coal (OCC) understand the opinions of the Tieri community as a collective, and use these insights to:

- identify any knowledge gaps that need to be addressed.
- discover areas and ideas for improvement.
- inform their short and long term decisions, investments, resourcing and activities.

COMMUNICATION & ENGAGEMENT

The focus topic for the most recent Local Voices Community Pulse Survey was communication and engagement. The results (see pages 17 and 18) show that over two-thirds of the community are satisfied with the current content in Tieri News. However, there have been some valuable suggestions for improvement, including more information about the people on site at OCC, allowing their families to learn more about what they do.

Based on that, we're excited to introduce a new section to Tieri News called "Inside Out", where we profile different members of the OCC workforce - check out our first one on page 33!

It was also suggested that we add a calendar of events for the next 12 months. Given the sheer number of events happening in Tieri and the wider community throughout the year, this would be difficult. However, based on your feedback and the subsequent work of Katie Duncan and the Event Organising Committee (see page 7), an online events calendar is now being kept up-to-date and published in real-time at www.tieri.com.au/events-calendar/ and we'll be including a snapshot of this and a link to the calendar in each edition of Tieri News (see page 7).

"We encourage the community to leverage the channels available and provide your feedback so we can collectively improve the things within our control and ensure Tieri remains a top little town for all."

Speaking of the Tieri website, your feedback shows there's some work to be done to improve the content and user experience.

"Since receiving your feedback, in addition to updating the events calendar, we've been working with the web developers to explore how to revamp the website so it better meets the needs of the community. I look forward to bringing you more information in the next edition of Tieri News," said Kate French, Environment & Community Advisor at Oaky Creek.

COMMUNITY INVESTMENT & THE ENVIRONMENT

Over two-thirds of the community agreed that the community investment activities by Oaky Creek Coal have had a positive impact on the community.

OCC will continue investing in the local community through its SmartyGrant program and other in-kind support (see page 14).

"Glencore's SmartyGrant program has been running for many years and, at a local level, Oaky Creek Coal has awarded thousands of dollars in SmartyGrant funding to sporting and community organisations in Tieri, Capella and the surrounding areas to help them get their event, project or initiative off the ground, to the benefit of the community," said Kate.

"It's a delight to be involved in this and I'm excited to see what ideas local organisations bring to our town in 2024."

You can find details of the SmartyGrants available this year on page 15.

On the topic of environmental impact, 22% of you agreed that the activities of Oaky Creek Coal increase the amount of dust in the local area. 35% of you were neutral, and the rest disagreed.

Through the Tieri News newsletter, Oaky Creek Coal is committed to sharing more information on their environmental management programs to explain how they responsibly monitor and minimise their environmental impact across a number of areas. You can find details of their dust monitoring programs on page 34.

AN ONGOING PROCESS: SHARE YOUR THOUGHTS

Oaky Creek Coal has a number of ways for you to provide feedback on relevant issues, including:

- **The regular Local Voices surveys:** the 5th Local Voices Pulse Survey is **NOW LIVE!** - see details below to take part.
- **The Tieri Community Reference Group:** see <https://haveyoursay.chrc.qld.gov.au/tieri-CRG> for details.
- **A dedicated email address for the Environment & Community team:** OCCEnvironment@glencore.com.au
- **Oaky Creek Coal Admin phone:** (07) 4984 7100
- **Tieri Town Services:** (07) 4984 7700
- **Oaky Creek Coal Community Hotline:** 1800 732 895

Kate encourages the community to *"leverage the channels available and provide your feedback so we can collectively improve the things within our control and ensure Tieri remains a top little town for all."*

LOCAL VOICES

October 2023
PULSE SURVEY RESULTS AT A GLANCE

Tieri's overall trust and acceptance of Oaky Creek Coal



In this 'pulse' survey, our aim was to assist Oaky Creek Coal in understanding the communication channels preferred by the community. The survey delved into various methods of interaction between the company and the community, identifying the preferred channels for communication.

Focus Topic: Communication Channels

Thank you to those who provided feedback on the Tieri News newsletter. Your valuable insights will play a crucial role in shaping Oaky Creek Coal's efforts to enhance communication and engagement. Here are some of the insightful comments shared with us:

More good news stories about people on site

More input from the community including a questions and answers section

Maybe involve the workforce more so partners and kids know what they do

Add a calendar for upcoming events (12 months)

Tieri News:

59%

Said they had read the most recent issue of Tieri News.

67%

Were satisfied with the content; 30% were neutral and 3% were not satisfied.

Accessibility

60%

Agreed that the current communications are accessible for a diverse range of community members; 32% were neutral and 8% disagreed.

The tieri.com.au website:

41%

Agreed the tieri.com.au website satisfied their need for information about community issues; 50% were neutral and 9% disagreed.

44%

Agreed the website contains quality content; 52% were neutral and 5% disagreed.

How could the tieri.com.au website be improved?

Thank you also to those who provided valuable feedback on the tieri.com.au website. Several suggestions for improvement were put forward.

Information on events

Community news & notices to appear on main page. A general refresher of the website is needed; some of the directory information is not up to date

Live community notice board

These valuable recommendations emphasise the importance of keeping community informed about upcoming events, ensuring easy access to pertinent news and notices, and maintaining the accuracy and relevance of website content. This feedback will help Oaky Creek Coal continue to create a more user-friendly and informative experience for all members of the Tieri community.



TIERI, YOUR VOICE MATTERS

Community reference group (CRG)

While most survey participants (92%) were not currently members of the Tieri Community Reference Group (CRG), 12% indicated they would be interested in being involved in the future. Many (42%) were unsure, with comments indicating a lack of awareness of the CRG:

I'm unsure of what this is, but always keen to get involved | I don't know what the CRG is ...

Community Reference Groups or CRGs are a collective of like-minded locals who are passionate about creating positive change in the region. The Tieri CRG meets regularly to provide community perspectives on a range of issues to create a better community together with local organisations and local council representatives.

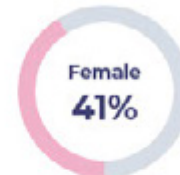
If you are interested in being involved, more information and future meeting dates can be found at: haveyoursay.chrc.qld.gov.au/Tieri-CRG



109

Completed surveys

600+ surveys completed in the Local Voices program so far.



\$3,600+

Donations unlocked for local community groups to date

Every completed 'pulse' survey donates \$5.

65%

of participants live in Tieri.

60%

of participants are current or former employees of Oaky Creek Coal.

Each completed survey helps your local community by unlocking a \$5 reward for a community group of your choice!

- 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
- Capolla Tieri Middlemount Community Support Network Inc (CTM LINKS)

If your local community group is not listed, you can nominate them at voconiqlocalvoices.com/tieri

Next steps

The Local Voices surveys will continue in 2024. If you have already registered to take part, an invitation to the next 'pulse' survey will automatically be sent to your email. 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.



The Local Voices 'pulse' survey is

NOW OPEN

Have your say this **March & April**
and go in the draw to win a **YETI
Tundra 35 Hard Cooler!**



- ✓ Help Oaky Creek Coal understand what matters most to you
- ✓ A \$5 donation is made to local community groups for every survey completed
- ✓ Participation is 100% confidential
- ✓ Your feedback will help Oaky Creek Coal support vibrant local communities

Learn more and
register now



OAKY CREEK
COAL

GLENCORE

For T&Cs visit: voconiqlocalvoices.com/tieri



New Principal at Capella State High School

Corey Kempthorne has recently taken on the role of Principal at Capella State High School...

Hello Tieri Community!

For those of you who I have not yet had the pleasure of meeting, my name is Corey Kempthorne and I am the new principal of Capella State High School – a posting that I am very excited about!

I have been a principal for seven years in rural and remote schools across Queensland including three and a half years at Stonehenge State School, approximately 150kms South-West of Longreach and two and a half years at Winton State School, approximately 150kms North West of Longreach.

At these schools I thoroughly enjoyed the rural aspects and thrived in the isolation. In these schools I began crafting my leadership style and today, have a very transparent and relational approach. I am also deeply passionate about opportunity and pathways for students and will work tirelessly to ensure that Capella State High School is fulfilling the needs of the children in its enrolment.

Half of this term has been and gone and I'm certain that I speak on behalf of the staff and students when I pose the question, "where has the time gone?" Already there have been numerous changes to our school.

Firstly, I want to acknowledge Ruby Foster and Gerowyn Lacaze for the two and a half years and four and half years of service respectfully. Their leadership can be felt across all areas of the school and their absence has certainly been noticed.

This brings me to the first change – at the end of this term I will be advertising the Head of Department position previously filled by Ruby and appointing someone to start in term 2.

In term 2, the principal position previously filled by Gerowyn will be advertised and a permanent principal will be appointed for the rest of the year. I am looking forward to both of these processes.

Finally, as a staff we have been working exceptionally hard to clearly define our behaviour management processes across the entire school. A key element of this process is increased communication with parents/caregivers about both positive and negative behaviours. It takes time to change culture!

Thank you for your ongoing support,

Corey



New Acting Principal at Tieri State School



Tieri State School, its students and families, and the Tieri community welcomes Kate Legge into the role of Acting Principal.

Kate, who was previously Head of Department/Curriculum at Capella State School, took up the reins at the start of the school year and is excited at the opportunities ahead.

You can learn more about Kate in our Meet The Locals interview on page 12.



Peak Downs Pirates
2024 Season
REGISTRATIONS NOW OPEN!
AGES U6-U11
U6-7 LEAGUE TAG
U8-11 TACKLE
Meet new mates,
be apart of a team
and have FUN!
\$160 per child
For more information email
peakdownspiratesjr1@gmail.com
Register at:
<https://www.playrugbyleague.com/play/>



Tieri Daycare Opening Hours

Educators Danielle Coveney and Helen Monsma would like to advise that Tieri Daycare is open:

Monday, Tuesday and Wednesday (school terms)
8:30am - 2:30pm

To contact the daycare, please call
07 4984 8554 or email
tieridaycare@outlook.com.au.



For waitlist applications
please visit:



LOCAL BUSINESSES & SERVICES



Reminders from Tieri Medical Practice

In addition to welcoming its new doctor, Dr Daniel King (see 'Meet The Locals' interview on page 10), Tieri Medical Practice is busy gearing up for flu season.

"Vaccination, good hand hygiene, and cough and sneeze etiquette are all essential to minimising the transmission of these troublesome viruses," advises Yvette Watts, the Practice Nurse.

To help ensure you have a healthier cool season, Yvette recommends planning ahead and scheduling a date in the diary to pop into the Practice for a check up and your vaccination.

From 10th - 18th April free flu shots are available at Tieri Medical Practice - bookings are essential. You can book an appointment with Dr King via Hot Doc or with Yvette by calling 07 4984 8386.

Outside of the flu season, Yvette stresses the importance of staying on top of your general health and wellbeing. *"One simple way to do this is to make sure your cancer screening is up to date."*

Tieri Medical Practice can facilitate Cervical, Breast, Bowel and Prostate Screening so there's no excuse to not get checked.



To book in for a screening simply call the Practice on 07 4984 8386.



Visit the practice

Shop 10A Tieri Shopping Centre, Talagai Ave
Tieri QLD 4709

Monday - Friday: 8:00am - 6:00pm

Saturday - Sunday: CLOSED

CONTACT US

reception@healthinitiative.com.au

(07) 4984 8386

(07) 4984 8377

P.O Box 178, Tieri, QLD 4709

OUR SERVICES

GP services

Physiotherapy

Coal board medicals

Drug and alcohol screening



HEART of AUSTRALIA



Peak Down Pirates Prepare for 2024 Season

The Peak Down Pirates will be playing again this year when the season kicks off on Saturday, 6th April.

Following this year's AGM, the Committee remains the same, with Justin Madden as President, Nick Barry as Vice President, Mitch Reinke as Secretary and Axel Cutts as Treasurer.

"As a committee, we learnt a great deal last year. 2023 was a huge shot in the dark for us," reflects Axel.

"Running the club should be a lot smoother this year, with a few new systems in place and a better understanding of what's required."

The team for the 2024 season is mostly made up of players continuing on from last year, which is testament to the passion and hard work that the Committee, the players and the community all poured into the Pirates. Excitingly, a few new players have joined the mix, adding fresh ideas and energy to the experience and commitment of the existing team.

"As a team, I think we are more confident of our positions which helps going into this season. We are all young and lack some size compared to the other teams, so we know how tough it will be this year," says Axel.

"But we understand the importance of fitness, especially due to the struggle with playing numbers because of rosters, and have been busy training every Tuesday and Thursday. We encourage anyone to come along and join us at these sessions for some fitness and fun!"

To join the Peak Downs Pirates training, head to Tieri football fields, Langerak Park at 6:30pm, on Tuesdays and Thursdays.

You can follow the Pirates on Facebook and stay abreast of the upcoming matches and results here, or at www.tieri.com.au/events-calendar/.



Welcome to Tieri Golf Club's New Committee



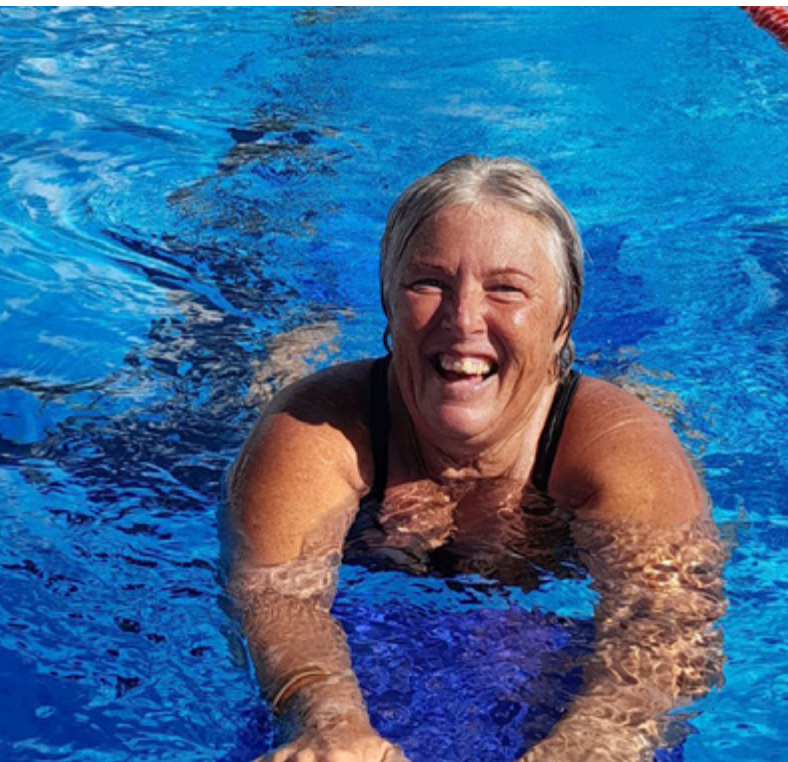
Following the Golf Club's AGM in December 2023, we give a warm welcome and big thank you to the following elected committee members.

- President – Mat Lines
- Vice-President – Mick Cutts
- Secretary – Rebecca Kirkpatrick (Lines)
- Treasurer – Arthur Dobeson
- Golf Club Captain – Joshua Edmonds
- Committee Member – Matty Martell
- Committee Member – Denise Farrar
- Committee Member – Fred Farrar

The committee is bigger and more diverse this year with a wide range of skills and perspectives on community and golf club ideas. The fresh thinking of incoming members is balanced - and benefitted - by the vast knowledge and experience of ongoing committee members, Mick Cutts and Arthur Dobeson, who have been with the Golf Club for many years.

"The Tieri Golf & Country Club is operated on a voluntary basis. While we have an elected committee to steer the club in the right direction, we can only survive due to the continued support of a wide range of volunteers," explains Mat Lines, President.

"With the support of the local community, sponsorship from local businesses and ongoing commitment from all volunteers, we hope everyone will continue to enjoy the warm atmosphere of the Tieri Golf & Country Club."



New Supervisors Spark Exciting Changes at Tieri Recreation and Aquatic Centre

With a new senior team at the helm, 2024 is already shaping up to be a big year for Tieri Recreation and Aquatic Centre.

Long time Tieri resident and Centre-employee, Genna Pfeifer, has been promoted to the role of Gym Supervisor, whilst newcomer Charlotte 'Charlie' Casey arrived here in November 2023 to take on the role of Pool Supervisor.

Susan Hickey rounds out the leadership team in her role as 2IC to Genna and overall support for the Centre.

"The three of us have quickly formed a really strong, cohesive unit," says Genna. "We all have the same vision of what we want to achieve for the pool and gym, and the motivation and strong work ethic to pull that off."

"We're lucky to be surrounded by an equally passionate team, including Chantel McLaren, Shari Sewpersad, Meg Angel, Jaqui Walker - who has been with the aquatic centre for a few years now - and two Junior Lifeguards: Shilah Pfeifer and Mia Healy. They are all just as excited as we are about the improvements that have already happened and the plans for the future of the Centre," adds Charlie.

The catalyst for many of these plans was a much-needed upgrade to the central software system the Centre operates from, which was completed in January.

The new system has meant improvements across both the gym and pool, from a new fob entry system, to making it quicker and easier to enrol new members and renew existing ones, to enabling communication with members via SMS and email.

"The old system was outdated which meant everything took so long to do. It was all disjointed, making it hard to get any consistency," explains Genna.

“*The new system allows things to run much more smoothly, meaning it's much quicker. We are saving heaps of admin time which frees us up to focus on the member experience, where we can improve and how we can bring new elements into the Centre.***”**

WHAT NEW ELEMENTS?

"Watch this space!" she laughs. "We're still doing our research and working out what the best options are, but some of the things we're exploring include new equipment at the gym, the possibility of group training classes, getting a personal trainer in, and adding Water Polo for Adults to the social calendar."

Charlie adds: "We'll be running more events and challenges throughout the year too, in the hope of encouraging more people to join in at their local facilities. We kicked this off in January with our Pool Challenge and it's been great to see an increase in people from Tieri and the surrounding areas come to use the pool and participate in the challenge."

The Pool Challenge is for the community to swim from Tieri to Brisbane, a distance of around 1,000 kms, depending on where the finish line is. Anyone can join the challenge. You simply log your individual distance and it will be added to the community's collective efforts.

"Together, Tieri has already swam over 250 kms, which means we're somewhere around Canarvan," says Charlie.

"A big shout out to Tracey Ryder who just hit 100 kms, Andrew Montgomery, Amy Scott and Kelly McGrath who have all put in some pretty big kms! Andrew was a big inspiration for this challenge as he's currently training to swim the English Channel again this year - we're all with you, Andrew!"



FREE Kids Club Attracts Mums

The team is also passionate about making the Centre more accessible to Mums in the area, which is why the Kids Club is FREE for kids of any age and open to Mums (or any parent or carer) wanting to use the pool or the gym.

There are two time slots available between Monday to Friday, each one able to accommodate up to 10 children:

1st session: 9:00am - 10:30am

2nd session: 10:45am - 12:15pm

To book your child in, simply call 4984 8711 or message the team via the [Tieri Gym Kids Club Facebook page](#).

"It's easy: just book your spot then bring some snacks for the kids and Susan, Chantel, Shari, and Meg will take good care of them whilst you get your workout or swim in," says Genna.

"We have a really good group of Mums and bubs at the gym, but we want to spread the word and let other Mums know they don't have to miss out!"

KEEN TO JOIN?

Sign up today! There are plenty of different options available depending on your requirements:



Extended opening hours catches the early birds (or should we say 'fish'?!)

In an effort to be more accommodating so more people have the opportunity to use the facilities, the team has extended the opening hours.

Monday - Friday:

4:30am - 5:30pm

(lifeguards on duty from 5:30am - 5.30pm)

Saturday, Sunday & Public Holidays:

11:00am - 6:00pm

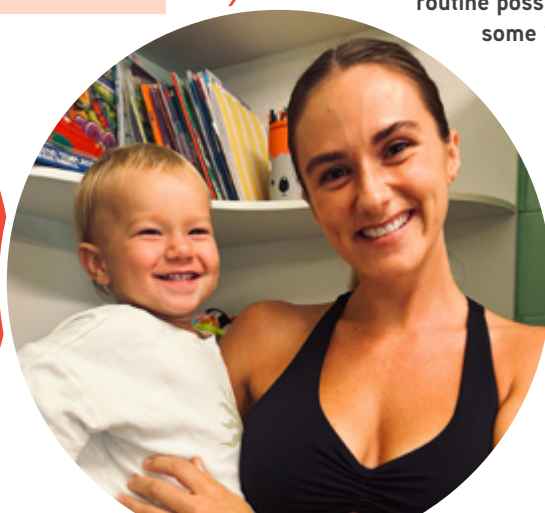
(lifeguards on duty until 6pm)

Winter opening hours will be announced shortly.

"It's been great to see people taking advantage of our extended morning opening hours - we've definitely seen an increase in membership for both the gym and pool since we extended the hours," explains Genna.



If you are interested in running classes or PT sessions at the gym, or know someone who might be suitable, please get in touch with Genna on 07 4987 7700 or at tierigym@glencore.com.au



"The Tieri Gym Kids Club is such a wonderful facility and provides parents like myself the opportunity to make a daily fitness routine possible, as well as being able to fit in some 'me time' while juggling life with little kids.

We've been attending Kids Club since my little girl was just 4 months old, and from an anxious new mum to now, I've always felt at ease knowing she is in the care of an amazing team of ladies. I am truly grateful for their support and what Kids Club offers my family."

- Eliza Edwards



Update on Tieri's New Multi-Purpose Courts

Work has already begun on the new multi-purpose sports courts that the Central Highlands Regional Council announced last year.

We spoke to Stephen McMaster, the contractor responsible for the project, to get some background, get the latest progress report, and find out what's to come...

Stephen, what drove the decision to build the multipurpose courts in Tieri?

With the existing courts beyond repair, both the Central Highlands Regional Council (CHRC) and Glencore agreed that two new multi-purpose courts would provide a more user-friendly and maintainable solution for the future. The decision has certainly been well received by the community.

Who is running the project and who else is involved?

CHRC is managing the project, with the build awarded to Court Craft.

What stage is the project currently at, and what does that involve?

The new courts are currently in the design phase, where soil samples are taken and analysed, and grounds are surveyed all to help determine the best foundation and overall design of courts.

When will construction begin?

Weather dependent, construction is due to begin in late-March/April 2024.

What will that entail?

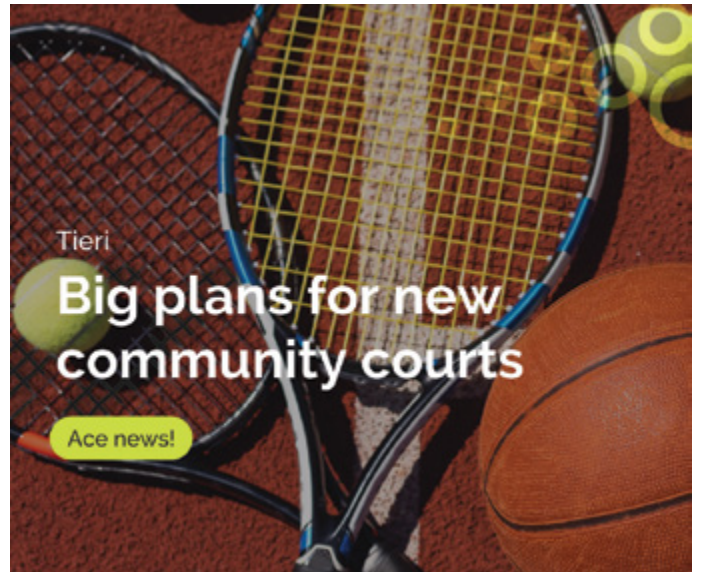
Firstly the excavation and placement of subgrade as per the soil test requirements, followed by construction of the new courts, including fencing and lighting. Then the seating and shelters will be relocated.

When is the project likely to be completed?

The new courts are currently forecast to be completed and ready for use in late June 2024.

Where will the new courts be located?

Roughly in the position where the old clubhouse stood, making them accessible from the parking area. This also gives us the ability to retain the existing tennis courts until the new courts are available, so people can keep using them in the meantime.



What will happen to the existing courts?

The four basketball courts have already been demolished. The four existing tennis courts will be demolished only when the new courts are available for use.

What can the new courts be used for?

The courts will be designed and constructed for tennis, netball and basketball.

Who can use them?

Anyone can use them - the courts will be open and available to the public.

How can they be booked?

No bookings required.

What do you hope the new courts will bring to the people of Tieri and the surrounding communities?

Essentially, the courts will provide a brand new multi-purpose sports facility that's LED-lit so it can be used day or night.

We Can See Clearly Now; the Vision is here!

At the last general council meeting for 2023, councillors voted to receive the Central Highlands 2043 Community Vision and 13 community profiles, including Tieri.

Since May last year, the Central Highlands Regional Council, in partnership with award-winning engagement specialist, Articulous, has been consulting the community to create a collective Vision for the Central Highlands in 2043.

Over 1,600 community contributions were received in round 1 of the engagement period. These consisted of surveys, DIY conversation kits, visual artworks and postcards. Community themes were identified, areas for improvement were determined, and drafting of the documents began.

Round 2 saw the final opportunity for feedback on the vision with over 300 responses received. Council were thrilled with the dedication that community showed to ensuring the Community Vision document was an accurate reflection of their aspirations and hopes for the region as we move toward 2043.

Council has now completed a 2043 Vision Highlights flyer to inform the community about council projects between January and June 2024 that align with the vision. A similar flyer will be published at the beginning of each financial year and reported on as part of the council's annual report.

If you would like to view the finalised 2043 Vision, the Community Profiles and the 2043 Vision Highlights please check out the 'Have Your Say Central Highlands' project page <https://chrc.info/MyCHVision>.

Central Highlands Regional Vision Statement

In 2043 the Central Highlands region has opportunities for all.

In the Central Highlands, people with different abilities and at all life stages are well-cared for and we thrive together. Our young people are celebrated and can easily access childcare, the highest quality education and extra-curricular activities like music and sport. Our seniors can stay in their homes and communities, supported by local health services.

Our spirit shines in our culture, history, unique regional events and celebrations and our community-minded volunteers are supported to make things happen. We take care of our parks, sporting grounds, cultural and entertainment centres, that are rich with the activities that bring our community together.

The natural environment and our outdoor attractions are important to us and we protect these assets for the future.

We are resilient in the face of adversity and always work together for the common good. Equal opportunity and fair investment is provided in each community of the region.

The Central Highlands is an important contributor to state and national economies and we are proud of what we produce locally. We are well connected across our large, expansive region and enjoy our safe and resilient infrastructure. Our business and industry thrive with strong, diverse and secure economic activity throughout the region.

The people visiting our region – for work or pleasure – want to stay and call the Central Highlands home and can easily find housing throughout the region.



Scan me

To view the project page for the 2043 Community Vision, scan the QR code.

Here you will find the highlight document, the Vision in its entirety plus you can read **your** community profile!

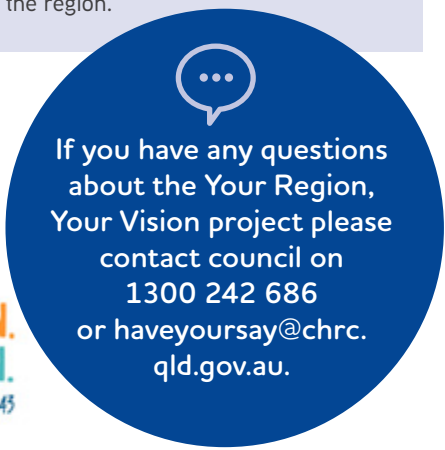
The Community Vision is here!

Council wanted to know about people's aspirations for the future of the region. Throughout 2023, we have been asking you, how you see the Central Highlands in 20 years.

These ideas were then turned into a region-wide vision and a vision for each of our 13 place-based communities.

All of community is encouraged to work together and take inspiration from the Community Vision to act on these community aspirations and big ideas for the future.

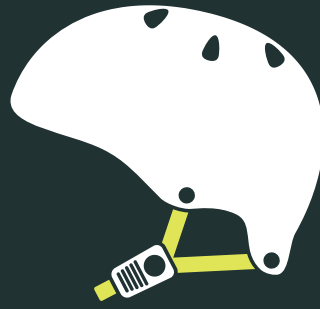
We would like to thank everyone for taking part in the vision, together we can all work towards seeing some of the aspirations and big ideas come to life!



If you have any questions about the Your Region, Your Vision project please contact council on 1300 242 686 or haveyoursay@chrc.qld.gov.au.



Rules for riders



- Always wear a helmet with straps fastened
- Age limits apply (16+, or 12-15 years with adult supervision)
- No doubling – not even an adult with a child
- Leave your phone alone
- 12km/h max on footpaths, 25km/h max elsewhere
- Don't drink and ride
- Park safely

Scan the QR code for all rules on e-scooters, e-skateboards and other similar devices.



StreetSmartsQLD



Queensland
Government

QuickSmarts

PMDs – Get the facts



Personal Mobility Devices include e-scooters, e-skateboards, solowheels and similar devices.

PMDs are a fantastic way to get around. However, there are some rules that must be followed to keep you and others around you safe.

The facts

10 people in Queensland have lost their lives riding personal mobility devices in the past 4 years (late 2018 to late 2022).

952 people presented to Emergency Departments for serious injuries related to PMDs in 3 Brisbane hospitals alone, over a period of 2.5 years*.

Fractures, dislocations, and head injuries were among the top 5 types of injuries. This is a stark reminder that PMDs are not toys, and serious injury can occur.

Following the rules below will help minimise the chance of a crash and the risk of serious injury. You could also be fined for not following these rules.

Children and under 16s

PMDs must not be used by children 11 years and under. They are designed for riders at least 16 years of age, or 12-15 years, with adult supervision.

Safety equipment

- Always wear a helmet, with the straps fastened properly. Approved helmets include bicycle and motorcycle helmets.
- You may be fined for not wearing a helmet, same as the rules for bicycles.
- Your PMD must have a flashing or steady white light on the front, and a red light and reflector at the rear when travelling at night or in hazardous conditions.
- PMDs with handlebars must have a working bell as warning device.
- Your PMD must have a working brake. Test it before each ride to make sure it is safe.

Intoxication

- Don't drink and ride. It is illegal to ride whilst intoxicated (drugs or alcohol), and extremely dangerous. Take the risk and you could get a date with a magistrate.
- Alcohol is present in almost one-third of people who are seriously injured while riding e-scooters*.

Doubling

- Ride solo – passengers are not allowed on PMDs as they are built for one person only at a time. It's against the law to carry another person, no matter how small, including children. Fines apply.
- A PMD can tow a trailer with passengers provided the trailer is designed for this purpose. Riders must not tow a trailer carrying passengers unless they are at least 16 years old, and any passenger must be less than 10 years old and wearing a bicycle helmet.

Risky behaviour – not giving way

- Always give way to pedestrians and share the path. PMD riders are required to obey general road rules in the same way as other drivers/riders, for example traffic lights and signs, give way rules and rules for making turns.
- Indicate when changing direction – either by using hand signals or indicators if fitted.
- Ducking and weaving close to other path users is not safe for you or the other path users. Use a bell to alert other path users of your presence, and slow down if space is limited.

Riding two abreast & towing

- Just like bicycle riders, you may ride alongside one other person travelling on a road in the same direction (commonly referred to as two abreast).
- This also applies on paths. However, you must not cause a traffic hazard by moving into the path of another driver or unreasonably obstructing the path of any other road user. Ensure you ride with courtesy, give way to pedestrians and stay to the left.

You must not:

- be towed by another vehicle
- hold on to the back of another vehicle
- ride within 2m of the rear of a moving motor vehicle continuously for more than 200m.

Grab Your Piece of History for Just \$10

Reminder: Copies of 'A Top Little Town – 40th Anniversary History of Tieri 1982 to 2023' are still available for purchase via Tieri Town Services Office and at OCC Admins.



A great present for family and friends, or just for you - secure your slice of history for just \$10 per copy!

Where to ride

PMDs can ride on:

- Footpaths, shared paths, dedicated bike paths or the bicycle side of a separated footpath.
- Dedicated bike paths, like the Veloway 1 in Brisbane's South, can be used by PMDs. The maximum speed for PMDs on bike paths is 25km/h.
- On-road bike lanes where the speed limit applying to the road is 50km/h or less. Remember the maximum speed you can ride is still 25km/h.
- Any bike lane which is physically separated from the road, regardless of the speed limit applying to the road. Physical separation can include concrete kerbing, bollards or median strips. For example, the CityLink cycleway in the Brisbane CBD.
- Local streets where the speed limit is 50km/h or less and there is no dividing centre line or median strip.
- Always keep a safe distance from other path and road users, such as bicycle riders and pedestrians and be courteous when passing.
- Alert other path users to your presence and ensure there is no oncoming traffic.
- Slow down, if required and pass at a safe speed, allowing plenty of space.
- Take particular care around families with children or pets, and the elderly or people with a disability.

Speeding

- PMDs must ride no faster than 12 km/h on footpaths and shared paths unless signed otherwise.
- The speed limit on dedicated bike paths or permitted roads is 25km/h. It is never safe or legal to ride faster than 25km/h. Police can and will enforce speeding and you could receive a fine of more than \$600.
- Be aware that while hire e-scooters are speed limited, some private e-scooters are not.
- A safe speed for the circumstances may be far less than the speed limits. Ride safely and to the circumstances.

Using mobile phones

- Leave your phone alone when riding, for your safety and the safety of other road users. Fines of more than \$1,100 apply.
- It is illegal to hold your mobile phone in your hand or have it resting on any part of your body while riding a PMD. This includes tucking a phone into your clothing. These rules apply even when stopped at traffic lights. The phone does not need to be turned on or in use for it to be an offence.
- A phone mounted in a cradle on the handlebars of a PMD can be used for things like hands free calls and navigation or as a speedometer while you are riding. You must always maintain proper control of your device and not be distracted.



Let's 'Give hand injuries the Finger'

In 2023, Oaky Creek Coal's (OCC) safety performance data showed 70% of injuries were hand-related.

"We stopped and did a safety reset in an effort to understand what was happening," said Clint Cody, Production Manager at Oaky Creek Coal. *"We recognised that our usual safety measures weren't cutting through, so we had to think outside the box and do something different."*

OCC engaged Light & Shade Media, a content production company, who came up with the idea of a multi-sensory campaign called 'Give Hand Injuries the Finger'.

"The aim is to encourage the workforce to have a plan for their hand safety, not just a plan for the work itself," explained Clint.

"It's a multi-sensory campaign including posters with punchy slogans. At the heart of the campaign are multi-coloured work gloves."

"Our work gloves typically come in a single colour, so we don't really give them a second thought. The new colours (including pink, green, orange, and yellow) help trigger the brain and bring focus to the hands."

After months of planning and development, the campaign kicked off in early February with Clint presenting to the workforce.

"I really wanted to engage the entire team and get them talking about the various hazards that exist for hands, and brainstorming what safety controls can be put in place. It was a group effort which resulted in some really valuable discussions and ideas."

As part of the campaign, Clint is encouraging the workforce to come up with different styles of gloves that will help prevent incidents. Each month, the best innovation will be rewarded with a Party Crib (pizza, etc.) for them and their crew. And the best innovation for the whole year will be sent to the annual industry safety conference in Queensland.

At the end of February, renowned speaker and hand-injury survivor, Theo Venter, spoke to all OCC North and Surface employees at a series of training days.

As he was working on live power poles, about 11 metres in the air, Theo was trying to replace an insulator but couldn't get the nut undone. He was faced with a decision: take the time to stop and reassess his risks and come up with another plan, or remove his protective insulated gloves for just a second and remove the nut.

As Theo writes on his website: *"I removed my gloves and moments later I found myself being exposed and uncontrollably contorted by the beast. Boiling up from the inside with over 1,000 amps rushing into my left arm, through all my soft organs and heart and out my right wrist onto the steel cross-arm. I lost consciousness after being hooked on for at least 2 1/2 seconds, and my lifeless body dropped straight down into the bottom of the basket."*

Theo is the only person known to have survived 22,000 volts and 1,200 amps through the heart and lived to see another day.

"Theo's story really touched a nerve," said Clint. *"He spoke for two hours and all 120 people in the room were on the edge of their seats for the whole time. Everyone was fully immersed in his experience and could easily see how it could happen to them. It certainly serves as a wakeup call and a reminder to stay focused on even the smallest of details."*

Given the amount of positive feedback received following his presentation, Theo has been invited back to do some workshops on hand safety for the whole workforce later in the year.



Empowering Workers to STOP

"Obviously this campaign is specifically targeted at reducing hand injuries, but the message is applicable to everything we do," explained Clint. *"We want the workforce to feel empowered to stop if something is not right, and to put controls in place before continuing."*

"As a team and as individuals, we all have the power to stop. If you don't have the right tool, the right resources, the right plan or the right controls in place to ensure your safety, and that of your team, then STOP."

Importantly, Clint hopes the message will reach home to the families and friends of the Oaky Creek Coal workforce.

"Oaky Creek - Tieri - is a community, so to all the partners and families who read this, please remind your loved ones to wear their PPE, to put the safety controls in place, and to stop if something isn't right...even if it's just a feeling. Together, I know we can give hand injuries the finger."

GIVE HAND INJURIES THE FINGER



**PLAN FOR
YOUR HANDS**



Longwall Move

In mid-February, Oaky Creek Coal (OCC) reached the end of Longwall 706B. It was a 350 metre wide, 3.5 kilometre long panel, held up by 203 powered roof supports.

"One single powered roof support can support the equivalent weight of two Airbus A380s, or 250 full grown African elephants," said Clint Cody, Production Manager, Oaky Creek North.

Longwall 706B has since been bolted up and the salvage of the Longwall kit has commenced.

Specialist machines are used to complete different parts of the tear down process. A Shearer Carrier is used to pull off the shearer

(the machine which cuts the coal) and transport it to the surface to go away for overhaul. A loader with a specialised trailer (chariot) is used to transport the shields off the face. Other loaders, with purpose-made implements, are also used to salvage the armoured face conveyor, which is used to convey the coal off the face and onto the belt system.

"We're lucky at Oaky Creek Coal to have two complete longwalls," said Clint. *"That means while one is cutting coal, we can install the other, so we can be in constant production."*

In fact, we've already started mining at Longwall707. A big thank you to Andrew Skien and Davin Harrison from HD Mining, and all the Oaky Creek Longwall & Engineering teams for safely and efficiently completing the Longwall 706B bolt up and the install of 707."



INSIDE OUT, WITH...

“All our dreams can come true, if we have the courage to pursue them.”
– Walt Disney.



Karena Bosworth

Life on a mine site is like no other. The people you work with are more than just colleagues, they are your friends and family. They have your back, and you have theirs. Every day you work hard to make sure the other gets home safely at the end of your shift.

We're fortunate to have so many incredible people working on site at Oaky Creek Coal (OCC) and we want to get to know them "Inside Out"...

Name: Karena Bosworth

How long have you been with Glencore and Oaky Creek Coal? 8 years in August

What's your current role? Inventory Analyst

What are you responsible for? Management of inventory items, additions to catalogue, stocktaking correlations, collecting and organising inventory data.

What does a typical day look like for you? I wake up at 5am and plod around until 6am before heading to site for a full start at 7am. I finish at 4pm and try to drive home to Emerald on a Wednesday, but, if I'm tired, I'll stay in Tieri Camp. I usually fall asleep around 7:30pm.

What do you enjoy most about your job? The interaction with people.

What's the most challenging part? Ensuring critical spares for each department are available and correctly labelled.

Have you always worked in the mining industry? No, I was in retail for many years before mining. I managed EB Games.

What attracted you to the mining industry, Glencore and OCC/ Tieri? Something different from retail, but still within the same experience set.

If you weren't working as an Inventory Controller, what would be your ideal job? CEO of the Disney Corporation, if you know you know .

What do you like to do outside of work? I play computer games; mainly Fallout or Skyrim. Open world games are my favourite.

Who do you spend your time with? My family.

What's a little known fact about you? I can whistle almost any tune thrown at me!

Anything else you'd like to add? "All our dreams can come true, if we have the courage to pursue them." – Walt Disney.



Dust Monitoring & Management Programs at Oaky Creek Coal

In the most recent Local Voices Pulse survey (see page 16), 22% of you agreed (16.5%) or strongly agreed (5.5%) that the activities of the Oaky Creek Coal (OCC) increase the amount of dust in the local area. 35% of you were neutral, and the rest disagreed (43.1%).

To help raise dust management awareness in our community, we asked Kate French, OCC Environment and Community Advisor, to explain how OCC monitors and manages dust to ensure it complies with industry, Government, and environmental standards, and the standards you, the Tieri community, have come to expect from OCC.

"The OCC mining operation includes one active underground operation (Oaky North), and two legacy mining areas - Oaky Surface Open Cut and Oaky No. 1 Underground - both of which are no longer operating. These operations are located over 10 kilometres from the township of Tieri.

Large areas of the two legacy mining areas have been successfully rehabilitated, with many areas achieving Queensland Government certification (see page 36), indicating they have reached the desired rehabilitation status. The remaining land of the legacy mining areas is currently undergoing rehabilitation.

With only one active mining operation, which is underground, the nuisance dust impacts from the OCC mine site are significantly reduced, but still an important environmental aspect that requires management for our environment overall, the landholders surrounding the mine, and the community at large.

In accordance with our Environmental Authority, our role as the Environment & Community team is to responsibly manage 10 key environmental aspects relevant to OCC's mining operations, including:

- General
- Air
- Water
- Groundwater
- Sewage Effluent
- Noise and vibration
- Waste
- Land
- Regulated structures (e.g. a dam)
- Community

According to the Queensland Government Department of Environment, Science and Innovation (DES), who administers our Environmental Authority, 'Air' includes dust nuisance, which they describe as "the release of dust (or particulate matter, or both) resulting from the resource activities must not cause an environmental nuisance, at any sensitive or commercial place."

DUST MONITORING

As a preventative measure to make sure dust from its mining activities does not cause a nuisance and negatively impact its stakeholders, OCC monitors dust on an ongoing basis.

Because dust levels can be significantly affected by soil type, activity type and weather factors, OCC monitors dust via a series of gauges and air quality monitoring stations spread across the mine lease area and the surrounding neighbouring landholders, giving us accurate information on the dust levels.

Along with our monitoring program, OCC has put the following measures in place to help minimise dust:

- Responsible mine planning and design to reduce land disturbance.
- Equipment operation requirements and standards.
- Environment & Community Risk Assessment – including air quality considerations.
- Rehabilitation of land areas as soon as possible, limiting exposure to wind erosion and the creation of dust.
- Leaving - or creating - a buffer of vegetation to provide a natural windbreak and reduce erosion.
- Water sprays as required on coal conveyors, transfer points and stockpiles, wetting the product and making it less vulnerable to dust whilst maintaining its integrity.
- Optimising rail loading procedures and standards.
- Setting appropriate road speed limits.
- Watering haul roads, infrastructure areas and high traffic areas that are more prone to dust.
- Sealing surfaces around high traffic areas.
- Environmental and weather monitoring stations to record dust, wind speed and direction, along with rainfall data, enabling appropriate proactive and reactive management activities to be implemented accordingly.
- Air quality standards, TARP (Trigger Action Response Plan), management plans, training & awareness.

In addition to the above, OCC has undertaken dust suppressant trials to explore different ways it can responsibly minimise dust. For example, by adding an environmentally safe commercial product to water carts and water sprays to increase efficiency and longevity in suppressing dust so it doesn't get into the air. As methods and technology in this area improve, more dust suppressant options are becoming available and OCC will continue to review and assess their applicability as they do.

INDEPENDENT ANALYSIS

All monitoring sites are checked on a regular basis by external environmental contractors and samples are sent off-site to an independent laboratory. The results enable OCC to track dust levels over time, across the different areas of the mine site, and throughout the different seasons, and implement appropriate management actions if required.

All monitoring activities must meet Australian Standards and the Air Quality Sampling Manual developed by the Queensland Government's Department of Environment, Science and Innovation (DESI).

To date, OCC is proud to say it has not had any air quality management issues or air nuisance incidents reported - a record it is committed to upholding.

If you would like any further information on OCC's dust monitoring and management programs, please reach out to the OCC Environment & Community team via the OCC Admin line on (07) 4984 7100 or OCCEnvironment@glencore.com.au.



Oaky Creek Coal's Annual Neighbours Day

At the end of last year, Oaky Creek Coal (OCC) invited neighbouring landowners to an update on the mine's operations and plans.

Landholders from Crinum and Oak Park joined Damien Wynn, OCC General Manager, and Environment & Community (E&C), Surface SSE and Technical Services representatives in the Meeting Room at Tieri Bar & Grill.

Kate French, OCC E&C Advisor, took them through the Tieri Underground Project (TUG) - an exploration drilling program; OCC's Progressive Rehabilitation & Closure Plan (PRCP - see page 36); environmental monitoring updates; pest control; Tieri Local Voices Community Pulse Surveys (see page 16); and an update on Tieri businesses and services (see page 22).

Bec Lathwell, from Glencore Colinta Holdings, shared details of the Vence (virtual fence) project at OCC.

As reported in the last edition of Tieri News, Colinta is undertaking a grazing trail using new virtual fence technology to manage cattle grazing activities in and around the OCC mine site, including rehabilitation areas. Instead of a physical fence, Vence uses radio waves and satellite connection to section off areas, enabling cattle to graze across the site without installing extensive fencing infrastructure.

After the presentations, there was plenty of time for general discussion and questions, during which the landholders were keen to talk about the virtual fencing further, exploring the challenges, opportunities, limitations, and costs.

In addition to their ongoing engagement with local landholders, OCC will be holding another annual Neighbours Day later this year.



Christmas Cheer

Every year the OCC Environment & Community team delivers Christmas hampers to neighbouring landholders surrounding the mine.

"It's another great opportunity to catch up, share the latest happenings and plans, see if they have any feedback, questions or concerns, and wish them well for the festive season and the year ahead," said Kate French, OCC E&C Advisor.

Pictured: Kate French with the Chalmers Family at Yan Yan Station.



Land Rehabilitation Certificate

To date, Oaky Creek Coal (OCC) has achieved Queensland Government certification for 1,475 hectares of rehabilitated mined land...that's an area equivalent to *twice* the size of Hamilton Island!

Damien Wynn, OCC General Manager, said this environmental performance is the *"culmination of more than 20 years of dedicated work by employees, reflecting the significant investment made to deliver quality rehabilitation outcomes aligned with both Government and community expectations."*

Tieri News spoke with the OCC Environment & Community team to find out more about land rehabilitation, what it involves and why it's important.

What exactly does land rehabilitation mean?

Land rehabilitation simply means transforming the land from how it was used by the mine for its operations, to landforms ready for post-mining uses such as grazing, open woodlands, and creek systems.

What does land rehabilitation involve?

The scale of rehabilitation work differs depending on how the land was used and the level of disturbance that has occurred.

For example, areas of land impacted on the surface by underground activities may require ripping of subsidence cracking, with minimal change to the topsoil layer as it is not removed, remains relatively undisturbed and still contains a large seed bank and good growth medium. These ripped areas rehabilitate relatively quickly. Drainage and ponding of water is a consideration in subsided areas. Infrastructure on the surface of these areas (e.g. polypipe lines, ped/underground communication lines, boreholes, etc.) are also removed, sealed and rehabilitated as part of the process.

By contrast, areas of land mined by open-cut mining activities generally require a more extensive rehabilitation process. The open-cut spoil piles are reshaped into a specially designed post-mining landscape using large earthmoving machinery such as bulldozers and scrapers. The landform is routinely surveyed during the reshaping process to ensure it meets the design criteria, which is important for erosion, drainage and post-mining land uses.

Following landform reshaping, a layer of topsoil is applied (if required) to develop suitable vegetation for the post-mine land use. The area is then reseeded with a mix of grass, shrub and tree species. The preference is always for plant species that are local to the site.



G4 East & OC1 Certification Areas (2023)

Seeding can be done using dozers with ripper seed boxes fitted, wheeled spreaders and tractors, or aurally with helicopters and even drones.

Land rehabilitation doesn't end here. An extensive rehabilitation monitoring program follows, during which time the rehabilitated areas are routinely monitored to ensure they are progressing to a designated completion criteria.

Overall, who is responsible for rehabilitating the land?

As per government licence conditions, as the Tenement Holder, Glencore Oaky Creek Coal is responsible for rehabilitating the mine site. As the Environment & Community team at OCC, we are responsible for leading Glencore's rehabilitation activities in this area. Some rehabilitation works are completed internally using existing Surface Operations equipment, while other works are undertaken on a campaign basis by external contractors and overseen by us. In all situations, the goal of the rehabilitation is to responsibly restore the land to safe, stable and sustainable post-mining land use.

How long does it take to rehabilitate land?

Depending on the size of the area and the work required, rehabilitation earthworks can take anywhere from one month, through to several years. There is no set time for successful rehabilitation and it varies greatly depending on the level of disturbance, spoil/topsoil characteristics, location, weather, and numerous other factors.

How do you know if the land has been successfully rehabilitated?

Regular rehabilitation monitoring measures progression towards the desired set criteria. We can then apply for Government certification of an area with the Queensland Department of Environment, Science and Innovation (DESI), through its Progressive Certification application process. Approved applications are deemed 'successfully rehabilitated', provided they continue to be monitored and maintained until OCC relinquishes the area from its mining tenure.



PLANNING FOR THE FUTURE

In November 2023, Oaky Creek Coal (OCC) submitted its Progressive Rehabilitation and Closure Plan (PRCP) to the Queensland Government Department of Environment, Science and Innovation (DESI) for review.

The PRCP is a plan explaining how Glencore will rehabilitate the land occupied by OCC and transform it ready for post-mine land use.

The plan includes details from the numerous technical land and water studies conducted for OCC, and the proposed suggestions for post-mining land uses, including analysis, justification and details of the rehabilitation methods and techniques the team recommends.

OCC has proposed the following post-mining land uses for the area:

- **Grazing** - where land will support light grazing as per the surrounding environment.
- **Open woodland** (or 'Terrestrial Ecosystem Services') - where land will predominantly consist of established open woodland vegetation, and include secondary potential uses of light grazing, fauna habitat, and recreation.
- **Water Storage for stock watering** - land where water naturally accumulates or 'ponds' and meets cattle drinking requirements.

- **Ecosystem Services** (Ephemeral Waterways) – creeks and diversions of creeks that support a short-term waterway in a manner and condition similar to surrounding areas.
- **Non-Use Management Areas** (NUMAs) - land that is unable to safely and sustainably support a post-mining land use in the long term. A proposed 1% (89 hectares out of a total of 6,770 hectares) of the final landform will be left as a NUMA.

The PRCP also outlines the specific activities Glencore will carry out in order to successfully rehabilitate the land, including details of where, when and how these activities will take place.

To help them develop a comprehensive PRCP, OCC held a series of consultation sessions with local landholders, Council and State Government, and other relevant members of the local community, including the Tieri Community Reference Group (CRG), regarding land rehabilitation, post-mining land uses, and the closure of the mine. The PRCP incorporates the valuable feedback provided during these sessions.

OCC is now in consultation with the Queensland Government Department of Environment, Science and Innovation regarding its requests for further information.

Whilst the process is expected to take several months, we'll keep you updated on any progress in the next edition of Tieri News.

What criteria does the rehabilitated land have to meet in order to be Government certified and who sets the criteria?

To secure Government certification, rehabilitated areas must meet stringent criteria including landform stability, plant species diversity, water management and sustainability. The specific criteria will vary depending on the land being rehabilitated. The criteria for each area of land is established in consultation between Glencore and Government regulators at the Queensland Department of Environment, Science and Innovation.

How much land has Oaky Creek Coal successfully rehabilitated and been granted Government certification for?

To date, more than 5000 hectares of previously mined land has been progressively rehabilitated at OCC. Of this, 1,475 hectares (twice the size of Hamilton Island!) is approved by the Queensland DESI as certified rehabilitation, meaning it has been 'successfully rehabilitated' and meets the required standard for closure.

These rehabilitation areas continue to be carefully monitored and maintained into the future. Rehabilitation certification is an ongoing process, with OCC aiming to submit new areas each year.

What certification milestones has Oaky Creek Coal achieved?

In 2023, OCC received government sign-off on 909 hectares of rehabilitated mined land, the third successful certification in four years, having received certification for 433 hectares in 2022, and 133 hectares in 2020.

What are your current rehabilitation targets?

In 2023, we met our progressive rehabilitation target of 439 hectares. In 2024, we are aiming to rehabilitate a total of 680 hectares of land – 205 hectares of which will be levelled or contoured, and 475 hectares will be seeded.

What will happen to the land once Oaky Creek closes?

OCC will continue to rehabilitate previously mined land to suit post-mine land uses including grazing, stock water dams, open woodlands, creeks and waterways ready for OCC to relinquish its tenure and ensure areas are ready for post-mine land uses in a timely manner.



Grasree Certification Area (2020)



Apprentice Success at Oaky Creek North

Congratulations to all Glencore Apprentices for successfully completing their trade qualifications and the Glencore Apprentice Program, with many taking permanent positions within our Glencore businesses.

At the beginning of the year, Glencore's Queensland Apprentices all gathered in Emerald for their presentation day and to recognise their achievements.

A special shout out to the following Oaky Creek Coal Apprentices for receiving some of the top honours:

Tom Britt: Team Competition Leadership Award - This award was given to an individual who displayed outstanding leadership through the team challenges during the apprentice week. Tom competed fiercely and demonstrated great leadership - well done, Tom!

Cameron Spencer: 2023 Electrical Apprentice of the Year

- This award was based on overall scores for the entire 2023 year, and is based on a range of criteria including TAFE results, apprentice challenges, attendance record and more - well deserved, Cameron!

A special mention also goes to past Oaky North employee, and son of our very own Andy Morris:

Dylan Morris: 2023 Overall Glencore Apprentice of the Year

- whilst Dylan is currently at Glencore's Hail Creek Operation, we like to believe the skills acquired to take home the award were developed here at OCC! Outstanding achievement Dylan!

Glencore's four-year apprenticeship program enables participants to develop their skills, gain experience and expand their knowledge. It involves a combination of onsite, offsite and TAFE training. The program is open to candidates who have completed Year 10, through to mature age candidates.

Applications for the 2025 intake will open in May 2024. Keep an eye out for more details on the program and how to apply.



Australia Post Tieri	4984 8108
Bi-rite Electrical	4981 6650
BKT Taxation Bookkeeping Services	0418 390 664
Blackdown Accommodation Services	4984 8131
C&K Tieri Community Kindergarten	4984 8304
Capella Cultural Centre	4984 9300
Capella State High School	4988 7333
CHRC Library & Transaction Centre	4984 8270
Coalfields Spine Care Chiropractic	0402 974 801
DBS Recruitment & Labour Hire	1800 327 753
Foodworks Tieri	4984 8480
Furry Friends Hydrobath	0407 651 345
Hodgson Building & Excavations	0438 390 664
Marist College Emerald	4994 9100
McKie Pet Sitting	0407 651 345
Tieri Ampol Service Station	4984 8434
Tieri Bar & Grill	4981 6692
Tieri Bakery	0401 902 952
Tieri Brolga Hotel Motel	4984 8555
Tieri Daycare	4984 8554
Tieri Family Unit & Child Health Centre	4984 8366
Tieri Medical & Physiotherapy	4984 8386
Tieri Pool	4981 6131
Tieri Pharmacy	4981 6756
Tieri Police Station	4932 3970
Tieri State School	4981 7555
Tieri Trade Shed	4981 6088
Tieri Microbusinesses	Refer Tieri Noticeboard Facebook

Community Information & Support

CTM LINKS Community Support & Development	0491 276 263
Justice of the Peace	Enquire Tieri Noticeboard Facebook
CH Wildlife Carers Inc.	0475 288 301
Snake Catchers - Allan Barry	0458 494 413
Brad Lane	0400 260 478
CFMEU Oaky North Lodge	0419 761 807
13 Health (Assessment, Referral, Advice)	13 43 25 84
LIFELINE (Phone Support)	13 11 14
1800 Respect	
(Domestic Family Violence Support)	1800 426 820
MensLine Aust. (Prof. Counselling & Support)	1300 78 99 78
Kids Helpline	
(Prof. Counselling & Support Ages 5-25)	1800 55 1800
CQ Financial Counselling Service	4928 1844
QLD Gambling Helpline	1800 858 858
QLD Alcohol & Drug Information & Support	1800 177 833
Tieri Community Church	tiericomunitychurch@gmail.com
Nearest Vets	Emerald or Clermont

Social Media - Facebook
Tieri Noticeboard

Oaky Creek Coal & Town Services

Town Services - Housing / Maintenance	4984 7700
Membership Golf Club / Gym Pool	4984 7700
Kids Club Creche Gym / Pool	4987 7700
Oaky Creek Coal Reception	4984 7100
Oaky North Comms	4984 7144
Oaky Surface CHPP Comms	4984 7292
OCC HR & Payroll	4984 7401
Oaky Creek Coal Community Hotline	1800 732 895
Employee Assistance Program (EAP)	1300 687 633

Emergency Services

In an emergency, call Triple Zero (000)

Police Fire Ambulance 000
Police Link 131 444 SES 13 25 00

Central Highlands Regional Council

PH: 1800 242 686

WATERING DAYS (for Private Gardens)

Mondays	No Sprinkler use
Tuesday, Thursday, Saturday 4 - 8pm	Zone A (NW of Malvern Av.)
Wednesday, Friday, Sunday 4 - 8pm	Zone B (SE of Malvern Av.)

BIN DAY - THURSDAY

Red Lin Bin (General Waste) WEEKLY	
Yellow Lid Bin (Recycling) FORTNIGHTLY (Even numbered weeks)	

WASTE FACILITY - DUMP

Tieri - Capella Road (3km from town)	
Monday - Sunday 9:00am - 5:00pm (Closed 1:00 - 1:30pm)	

TIERI LIBRARY & TRANSACTION CENTRE

Corner of Grasstree & Anncrouye Streets	
Monday Friday 9:00am - 5:00pm	
Saturday 9:00am - 12:00pm	

Community Groups & Volunteering

- Tieri State School P&C
 - Tieri State School Tuckshop
 - Tieri Sharks Swim Club
 - Tieri Possums Playground
 - Central Highlands Karate
 - Peak Downs Junior Pirates Rugby League Club
 - CTM Links Community Support Network Inc.
 - Tieri Golf Club
 - Tieri Local Ambulance Committee
 - Tieri Community Reference Group
 - Tieri Catholic Caring Shop
 - Central Queensland Wellbeing Hubs Inc.
 - Central Highlands Wildlife Carers Inc.
- Email: tieri@ctmlinks.com.au for contact details

OAKY CREEK
COAL
GLENCORE



Follow QR Code to www.tieri.com.au for more about Tieri, Upcoming Events & Updated Contacts

DATA CORRECT AT TIME OF PRINTING - SEPTEMBER 2022

Share your story in Tieri News

Do you have news or a story to share with Tieri regarding your local business, service, community organisation or sports club?



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