

TIERI NEWS

WINTER 2025

Tieri
a top little town



Tieri Childcare Review Underway

Tieri Recycles 23,000
Containers for Change

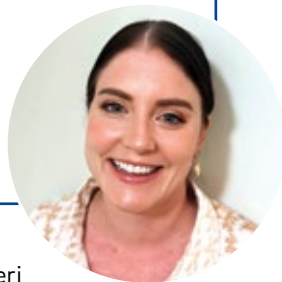
New Church Services
Come to Tieri Baptist Church

tieri.com.au



Par-tee for Frank

FROM THE Editor



Welcome to another jam-packed edition of Tieri News. Inside this issue we meet players from our local footy team, the Peak Downs Senior Pirates ([page 10](#)), and get to know some members of the OCC workforce 'Inside Out' ([pages 36-41](#)).

We shine a 'Spotlight On...' the stunning work of local photographer, Zoe Reghenzani ([page 8](#)), and hear from Pastors Robert and Doris Grierson about the new church services they're bringing to town ([page 28](#)). That's not the only new service coming to Tieri: UnitingCare will soon be offering access to family support services here twice a week ([page 23](#)). Thanks to Kath Hema and the team at CTM LINKS for initiating this valuable resource for our town.

A topic I know is of interest to many families in our community is childcare. We hear the latest update on the expansion of the Family Day Care model ([page 18](#)); speak with Summer Randall of CYDI about the childcare review that's underway ([page 16](#)); and get some fantastic tips from Enhance FDC about the different pathways to becoming an Early Childcare Educator ([page 19](#)).

And, of course, we showcase some of the fun-filled community events ([page 4-7](#)) that have been happening across town and give you a sneak peek of what to expect in the coming months, thanks to the relentless efforts of the OCC Events crew and CTM LINKS ([page 23](#)).

One event (well, two - it's a double whammy!) that I am especially excited to share is something for the whole community to look forward to. On the new date of Friday, 29th November, we'll be holding the much-loved Oaky Creek Coal Family Day and the Tieri Town Christmas Party! With two epic events on one day, it's sure to be a highlight of the year so make sure it's in your diary.

The OCC Family Day aims to bring work and community together in the best possible way. It's a fantastic opportunity for our Oaky Creek families to come together and experience a day in the life of their loved ones. From seeing what it's like to work underground and across our surface operations, to enjoying a range of activities for all ages.

Throughout the day, we'll also be celebrating a major milestone — Oaky Creek North is turning 30! This is a phenomenal achievement and OCC is incredibly proud of the operation and the amazing people (you!) who make it the safe, productive and engaging place to work that it is. But Oaky Creek isn't just a workplace, it's a family and we're fortunate to have such a supportive and connected community-family behind us. We look forward to acknowledging this support and success at the OCC Family Day.

After the Family Day, we'll roll into our annual Town Christmas Party, where we'll celebrate the year and the festive season together, in full Tieri-style!

Events like these are a key part of what makes life here so special. They not only give us something to look forward to, they bring us together and remind us of the strong ties we share.

If you love these events as much as we do, I encourage you to support them in whatever way you can: get involved in the planning or running side, attend as a guest, share your feedback, or put forward any ideas for a fun community event. The more engagement we have, the more we can continue to improve and to run great events throughout the year for the benefit of everyone. Please reach out to me at oakycreekhr@glencore.com.au — I'd love to hear from you.

Putting on an event of any size takes a significant amount of time and effort from many people across the organisation and throughout the community. So much of that hard work happens in the background and can often go unnoticed. I'd like to say a big thank you to OCC Events, CTM LINKS, and all the other community groups, clubs and individuals who put on events or volunteer their time. We wouldn't be the community we are without you, so thank you.

Before I leave you to enjoy this edition, I'd also like to give a shout-out to Catherine Hollyman from Behind The Scenes Communications. Cath is the incredible force who has been working 'behind the scenes' with OCC since 2020 to bring you Tieri News. Many of you may have spoken to her, but not yet met - she is responsible for sourcing stories, and working with you to pull together the amazing content in this newsletter and keep the community informed. She strives to make things as easy as possible for all contributors and pours so much heart into everything she writes. Cath may not be a 'local' in the true sense, but she is an integral part of our community and we're lucky to have her on the team. If you have any feedback on Tieri News or a story you would like to share with Cath, you can email her at catherine@btsccommunications.com.au.

And finally, to each of you. These past few months you have shown - yet again - what the word 'community' means. Thank you for being part of what makes Oaky Creek Coal and Tieri such a wonderful place to live and work.

Happy reading,

Michelle
Human Resource Manager, Oaky Creek Coal



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MESSAGE FROM Damien Wynn

General Manager at
Oak Creek Coal



As you're no doubt aware, on 23rd April 2025 there was an inflow event at Oak Creek North. Water from a surface storage entered an old part of the underground mine that was mined over 25 years ago, and then into a non-production area of the mine. This resulted in a controlled withdrawal of personnel from the underground mine.

Due to the inflow of water, it made its way into existing parts of the underground mine, closing some of the roadways used for travelling and conveying coal out of the mine. Production has since been suspended temporarily while we coordinate removal of the water, and the area is returned to normal and the safe production of coal can resume.

As always, safety was our first concern following the event. Thankfully there were no injuries amongst our teams and onsite colleagues, and the relevant regulators were notified.

The Oak Creek team quickly rallied together to plan what needed to be done and mobilise into action, wherever it was needed. We were underground within a day of the event and the crews have been working tirelessly to remove water from the mine; review the full effect the water has had; check and review the conveyor infrastructure and equipment; and - where necessary - build and install new infrastructures and support systems.

Whilst it doesn't surprise me, I am nevertheless in awe of how our teams have all pulled together. Surface and Underground Operations, Environmental, Engineering, and Technical Services have been leading the charge, with everyone else from across all corners of the site, rallying around to help wherever and however they can. In situations like this, we often need to deploy people into areas of the business that they are new to, supported by the people that normally work there. No-one has missed a beat. Everyone has had each other's back, showing real effort and mateship to get things done safely. Thank you to each and every one of you.

Despite the efforts of everyone (something you should all be proud of), there's no denying that the impact of the flood on our business is significant. Being unable to produce coal for an extended period of time is not something we'll be able to recover from this year.

Unfortunately, this comes at a time when the industry as a whole is already experiencing a downturn in coal prices, putting pressure on mining companies to reduce costs and operate even more efficiently. As a result, I ask everyone to maintain a clear focus and vigilance on minimising any further losses (big or small), reducing any waste and inefficiencies across the business, and optimising production in a safe manner.

I'm happy to report that your commitment to the safety of you and your teammates is clearly evident, and our safety performance this year is really encouraging. Let's keep this up.

I'm also delighted to announce that the Oak Creek Coal Family Day and 30th Anniversary celebrations for Oak Creek North will be held on 29th November, the same day as the Tieri town Christmas party. 2025 has not been our easiest year, and there's certainly a lot of work to be done over the coming months. During a period when work takes us away from our family and friends for a little longer, I believe it's all the more important and fitting for us to come together at the end of the year to acknowledge the support of everyone to the success of Oak Creek Coal, and to celebrate all that I know we can - and will - achieve before the year is out.

My thanks and appreciation,

Damien





COMMUNITY EVENTS

31ST MARCH

Easter Egg Delivery

Oaky Creek Coal (OCC) purchased chocolate Easter Bunnies for all the little ones around town and delivered the required allocation to all the childcare and playgroup services for them to hand out to the children in time for Easter.



“Thank you again for delivering the Easter bunnies - the children absolutely loved it!” said Jasmine from Tieri Possums Playgroup.



14TH APRIL

Easter Egg Hunt at OCC

This year, OCC created a fun game for the team to get involved with. 10 printed Easter eggs were hidden around the site, in safe, easily accessible areas that didn't require any lifting or climbing. The workforce was invited to find a printed egg and take it to the front desk to claim their chocolatey prize!

There was plenty of friendly competition and determination as employees deciphered the cryptic clues in a bid to be the first to find the eggs. It was a great way to spark some healthy rivalry and inject a bit of fun across site — and who doesn't love Easter chocolate!

Speaking of rivalry, the A/B side of the roster were by far the quickest to crack the clues and find the eggs! Game on next year C/D?



It was a great day and brilliant to see so many people turn up for the dawn service, and we raised nearly \$1,500 for Legacy.



25TH APRIL

ANZAC Day

Allan Barry coordinated another fitting memorial for the town to remember and pay our respects to the ANZACs.

A reflective dawn service was followed by a morning service. Then it was time to head to Tieri Golf Club for a tee-off at midday, before the customary 'Two-Up' at 3pm. Out of respect for the ANZACs, the events finished at sun-down.

“It was a great day and brilliant to see so many people turn up for the dawn service, and we raised nearly \$1,500 for Legacy,” said Allan.

“Thanks to everyone who turned up to honour the ANZACs, and a special thank you to Denise Farrar and my three boys - Lachlan, Nicholas and Kyle - for helping on the day.”





16TH APRIL & 6TH MAY

Tieri Ladies Social Hub - Let's Get Potty!

These popular craft events showed that Tieri is clearly home to some very creative ladies! At each event, between six and 10 talented ladies turned their hand to creating personalised plant pots that are sure to liven up any area of the home.

15TH MAY

Tieri State School Under 8's Day

Tieri State School held its annual Under 8's Day (page 25), much to the delight of families in town. CTM LINKS was very happy to be invited back to run a Face Painting Stall and a craft stall. A big thank you to CTM LINKS volunteer, Helen Daly for the planning and running of the clever and fun 'create a Peg Monster' stall.

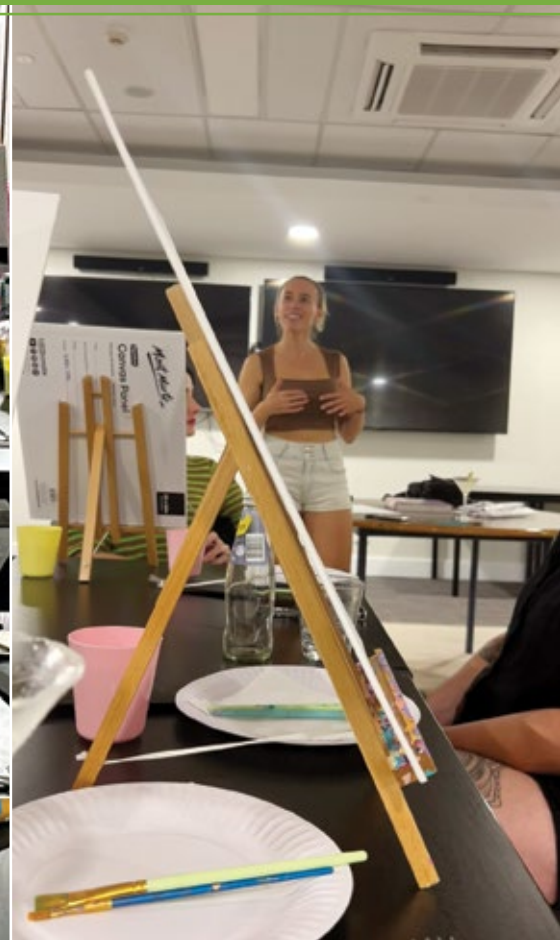
Oaky Creek Coal's CHPP and Environment & Community teams took part in the festivities. Activities included Magnetite Mazes and a special visit from Peter Hoult of PH Survey Solutions Pty Ltd, who showcased the seeder drone in action.

The event was filled with fun and learning, all centred around this year's theme of Unleashing Scientific Thinking through Play.





COMMUNITY EVENTS



24TH MAY

‘Paint your Peach’ - a Paint n Sip Event

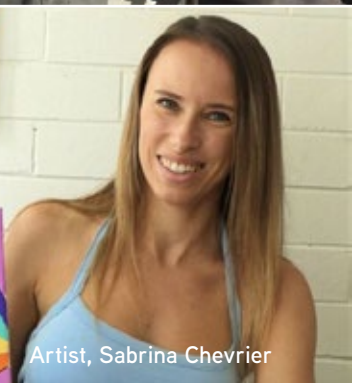
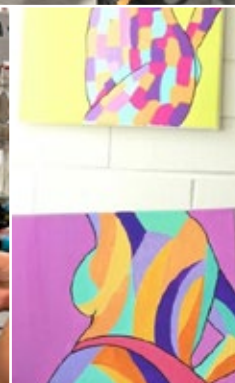
This collaboration between CTM LINKS and Tieri Ladies Social Hub was all about creating a safe, empowering, and joy-filled space for the women of Tieri to relax, express themselves, and celebrate who they are.

Artist, Sabrina Chevrier, asked participants to send a portrait of themselves prior to the event. Sabrina then pre-drew their figure onto canvas ready for the evening. At the event, everyone received their own, customised canvas and, under Sabrina's patient guidance and tuition, were taught how to paint their own masterpiece.

The aim of the event was all about women lifting each other up, having some fun and soulful conversations, and celebrating the fact that we are all different, unique, and beautiful.

Aside from the painting, many inspiring stories were shared over a discussion about self-acceptance, especially amidst the current societal pressures and the unrealistic beauty standards placed upon women.

Keep an eye on the [Tieri Ladies Social Hub Facebook](#) page and [Tieri Noticeboard](#) for the next Paint n Sip event.



Artist, Sabrina Chevrier





31ST MAY

Movie Night at Tieri Civic Centre

The Oaky Creek Coal (OCC) Events team presented a free, double-bill movie night for kids and adults to enjoy.

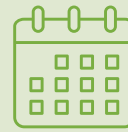
Family-favourite, 'IF' was screened at 3pm, followed by 'Magic Mike' exclusively for the over 18's at 8pm.

The community was invited to 'BYO chair or beanbag' and head on down to Tieri Civic Centre. Free popcorn and Slurpees were handed out in the afternoon, and delicious grazing boxes were available for order from Cheese And Kisses.

4TH JUNE & 11TH JUNE

Tieri Ladies Social Hub - Candle Making

The Ladies Social Hub came together for more crafty fun, and lots of laughs. This time, they handmade unique scented candles, some of which looked good enough to eat!



SAVE THE DATE

**Every 2nd Saturday (odd weeks)
@ 4pm: Dungeons & Dragons at
CTM LINKS**

6th - 13th July: NAIDOC Week

**26th July: Capella 'Xmas in
July' Markets**

23rd August: Capella Rodeo

**13th September: Capella Pioneer
Village Heritage Day**

**29th November: OCC Family
Day AND the Tieri Town
Christmas party!**



The Par-tee for Frank (held 22nd March) raised approximately \$20,000 from cash on the day, donation tins around town, and direct donations to the family. Such amazing support from the community for Frank and his family.





Zoe Reghenzani Photography

Your name: Zoe Reghenzani

Locations serviced: Tieri based, servicing the Central Highlands

Follow us on: @zoereghenzaniphotography on [Facebook](#) and [Instagram](#)



Tell us about your photography business and how it began...

It all began in 2019 when I was on maternity leave from being a primary school teacher. I felt the itch to do something creative. I was constantly taking photos of my family and they soon got sick of it, so I started roping in extended family friends for photoshoots and it flowed on from there. I spent hours and hours teaching myself how to use my camera manually (not in automatic mode) and watching YouTube tutorials on how to work with light to capture beautiful images.

What type of services and shoots do you provide?

Basically everything to do with love and families. Anything with emotion and connection - think maternity, newborns, family, motherhood and weddings.

There are lots of different types of photographers; how would you describe your approach and style?

My style of photography is relaxed, casual and fun. I live in - and shoot - the 'moment', the real stuff. There are no overly posed and stiff images. I truly want your photoshoot to feel like you; a real representation of your family. I want to capture the love in that moment for you to look back on and remember forever.

How long have you been a photographer?

I have been taking photos all my life. As a kid, I was obsessed with taking photos on my parent's film camera. I used to stage my sister in styled shoots - she hated it!

Then I would carry a camera around with me everywhere in my bag and take too many digital photos. I had photos printed out and pinned up on collage boards all over my walls as a teenager. I had albums and albums of way too many photos. And then of course photos of anything and everything on Facebook!

When I had kids, I started taking photography more seriously because I wanted to make sure everything was captured to remember forever.

What initially drew you to the camera?

The realisation that it is really only through photographs that we can freeze time. When everything is said and done, all we have are images, memories and things to remember people by. It's these images that preserve time and help ignite precious memories.

When did you realise you could make a living from doing something you love?

It wasn't until other people believed in me and started asking me to do photoshoots that I slowly began to believe in myself and believe I could actually make a go of this.

My husband has always been my number one fan and biggest supporter of everything I do. Sometimes all you need is that one person to believe in you and he was that person.

What makes a great photo, and how do you capture it?

For me, first and foremost, it's about capturing anything with emotion: love, joy, connection. Those are the images that stop me in my tracks and shoot.

From a technical perspective, I'm always considering light, location, angles and composition, but a good photo starts long before the shoot. People need to feel comfortable and safe before they have their photo taken. It's really important that I get to know them and know exactly what they want from their shoot beforehand, so I use a simple questionnaire to help understand their needs.

People also need to feel like they know me too and can trust me, which is why I like to use social media to share snippets of myself and my business. It helps give people an insight into me and my approach, building that trust.

What impact do you think smartphones have had on our relationship with photography and photographs?

A positive one for sure. It gives people immediate access to capture memories and be creative at their fingertips. That's what it's all about for me.





Examples of Zoe's work



How do you work with different types of clients (from shy adults, to runaway toddlers!) to help them relax and stay still for the camera?

Ah, a key word there: 'still'. I never want you to have to stay still! I always follow the lead of the kids or the families and work with them, not against them, to get the shot.

I thrive on the challenge of people who claim they are awkward and shy in front of the camera and love taking on toddlers and kids. Having three kids myself, and being a primary school teacher, I'm pretty well equipped to handle a good ol' tantrum and unruly behaviour.

I actually think being a people person is more important than technical ability. It's certainly what makes people come back. If people are relaxed and doing something they love, they let their guard down and enjoy the shoot...and that inevitably comes through in the images.

What have you learned about people during your time as a photographer?

That everyone wants to feel comfortable, connected and seen. If I can establish this, then we have the great basis for a photo shoot.

Also, everyone has hang ups on how they look, no matter their age, gender or style. I love capturing people in their best light and showing them how beautiful they are and how I see them.

What's your favourite type of photo shoot?

Hands down, it has to be activity-based shoots in locations you love! Examples of this could be a shoot at your house playing with the kids in the yard, or doing anything else you enjoy together like making pizzas, playing basketball, or doing a puzzle.

You could do a shoot walking your dogs, at the skate park or tennis court, playing at the pool, a day at the dam, at your property, riding a horse or feeding cows.

Sunsets in a field are beautiful but if you want photos that are truly you, I highly recommend doing something you truly love to feel relaxed and at ease to capture the real you.

What are your top 3 tips for anyone trying to capture the perfect shot... especially if there are kids involved?

1. Make sure you're fed and hydrated
2. Wear something you feel comfortable in that feels like you and you can move around in
3. Leave any expectations at the door. Take a deep breath and go with the flow. Let the kids be kids and enjoy the shoot. Trust me, trust the process - we will walk away with amazing images, no matter what!

What do you love about living and working in Tieri and the Central Highlands?

The people, the landscape and the country feel. Everyone is so friendly and welcoming and our stunning locations are easy to access and never crowded.

How can people find out more information or book a shoot?

Head to www.zoereghenzaniphotography.com.au to find all details of my packages, pricing, portfolio and contact information for when you're ready to capture some memories. ●





MEET THE LOCALS

PEAK DOWNS SENIOR PIRATES

Our top little town is full of interesting people from varied backgrounds. Each edition, we chat 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 meet a few of the players from the

Peak Downs Senior Pirates - Tieri's footy team...

Name: Ben Liddell

Height: 179cm **Weight:** 95kg

Position: Coach / Celebrity Dummy Half

How long have you lived in Tieri? I moved here in 2009.

What inspires or motivates you? Being told I can't do something really motivates me to pursue it. It's that same sentiment that really inspires me too: for example, people who have suffered a spinal injury who re-adjust to their new life and fight to recover and overcome the odds. Incredibly inspiring!

How do you describe yourself? Pretty quiet and persistent - I don't believe in giving up, either in people or in the things I believe in.

How would your mates describe you? Good at making poor life decisions, but not a bad bloke.

How do you spend your spare time and with whom? It's pretty much footy, golf, and the gym, all with mates.

5 things you can't live without? Footy, golf, the gym, rump steak and mates.

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

Bob Hawke (former Prime Minister), John Singleton, Jim Jefferies (comedian), Phil Gould (Bulldogs) and Dr Dinesh Palipana OAM, an Australian doctor living with quadriplegia and a passionate advocate for people living with a disability.

If you could have anyone else's job, whose would it be and why? I'm not sure exactly what his role is, but I reckon

I could handle whatever Hunter Cutts does. I mean, who wouldn't want to sit around laughing, eating and playing with crayons all day?! Up the Pirates!

Favourite part about Tieri and playing for the Pirates: Singing the team song with the boys after a win!

Favourite footy memory: Too many to name, but the mighty Red V winning the grand final the same year my daughter was born has to be up there.



Name: Hunter Cutts

Height: 191cm **Weight:** 102kg

Position: Second Row / Five-Eighth

Favourite part about Tieri and playing for the Pirates:

The close friendships I have formed with people in town, and being able to play in front of the town I have grown up in is pretty special.

How do you spend your spare time and with whom?

Probably the same as most of the team: aside from footy, playing golf with mates and enjoying a beer.

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

Margot Robbie (actress), Kobe Bryant (American basketball player), Ana de Armas (actress).

If you could have anyone else's job, whose would it be and why? A competitive eater! I won a lamington eating contest on Australia Day, and am now looking to use my unique talents to see the world.

Favourite footy memory: Probably watching Queensland win 8 straight when I was growing up.

Coach's comments on Hunter: On his day, he's one of the biggest hitters in the competition, dangerous running on the edge.





Name: Axel Cutts

Height: 194cm **Weight:** 115kg

Position: Front Row

How long have you lived in Tieri? On and off for about 22 years. I moved here for Grade 1 and 2, then had to move away for a couple of years, before Mum and Dad found their way back to the town they loved so much. I finished off my schooling here, before going away for university and work. I moved back to Tieri in 2021, Funny how it all comes full circle.

Favourite part of playing for the Pirates? I enjoy giving back to the town and bringing everyone together. Growing up, Langerak Park was always the place to be on a Saturday night!

What inspires or motivates you? I'm one of five boys so everything is a competition! The main thing that motivates me is to be able to try and travel whilst maintaining a comfortable home life and setting myself up for the future.

How do you describe yourself? I'd say I'm pretty laid back when outside of work.

How would your mates describe you? Outgoing and always up for a beer.

How do you spend your spare time and with whom? Footy takes up most of my spare time these days, but when that's not on, I like to play golf, go to the gym, or have a beer and relax with my mates or brothers.

5 things you can't live without? Sports, spotify, travel, family & friends and beer.

Dead or alive, who would be your ideal dinner guests? Probably a typical male answer: rock stars and sports stars! Dave Grohl (Foo Fighters founder, lead singer and guitarist) would be at the top of the list, he would have some wild stories. And Darren Lockyer (Australian rugby player) would also be up there.

If you could have anyone else's job, whose would it be and why? Something where you get paid to travel, maybe on a TV show like Getaway...even though I have a face for radio!

Favourite footy memory: Probably the first game we played after a 10-year hiatus for the club. To lead the team out for a home game, and to come away with the win was a special feeling. Winning the Jim Gallagher Medal last year was also a standout and a big surprise, and goes to show consistency pays off.

Coach's comments on Axel: No nonsense, leads from the front in every game. ●



Name: Lachy Mckenzie

Height: 175cm **Weight:** 95kg

Position: Second Row

How long have you been in Tieri? My family and I moved here in August 2019.

Favourite part about Tieri and playing for the Pirates? Tieri is a great town to bring up a family; the people here really care for one another and look out for each other.

What inspires and motivates you? What drives me the most is my family. Playing footy for a small country club like the Pirates isn't just about the game - it's about the pride you feel in putting on the jersey that keeps me going. I want my kids to grow up seeing what it means to be part of a team, to work hard, and to support the people around you. It's about setting an example for my family about commitment and being part of something bigger than ourselves.

What other interests do you pursue in your spare time? When I'm not getting folded on the footy field, I like to spend my time hitting over 100 on the golf course and worshipping my body with a beer...or seven!

Favourite footy memory? Playing football in front of the town and my family. Having my son, Teddy, come up to me and tell me how good I played and how he wants to play for the Pirates and be just like Dad when he grows up.

Coach's comments on Lachy: 2024 Pirates 'Most Improved' player! All heart and found his home on the edge.



INVESTING IN OUR COMMUNITY

APPLYING FOR A Glencore SmartyGrant



Glencore Coal's Community Investment Program supports activities and programs that make a positive contribution to the communities in which they operate, including our local area of Tieri/Capella.

To receive funding through this program, community initiatives must fall within at least one of the Glencore's focus areas - health, environment, education and training, Indigenous and/or an identified local need - and applicants must demonstrate how their initiative will make a positive contribution to their community.

A **2025 Oaky Creek Community Investment** grant is available for application three times a year. Round 2 is currently accepting submissions (see below). The amount of funding available per organisation allows for multiple community groups to benefit from the program. Glencore will accept applications up to a maximum of \$10,000 and assess them on their merit and value to the community.

The **2025 Oaky Creek Local Family and Community Events** grant accepts applications all year round, until 15th December. Again, to allow multiple community groups to benefit from the grants, the funding per organisation is assessed on the number of applications received, the site budget, and the community value the event offers. To note, the maximum that can be given to any organisation is capped at \$10,000.

For either grant, applications for a portion of the total project, initiative or event cost will only be considered if funding for the remaining project costs have already been secured, either from the organisation itself, or through other funding sources.

Is your community project eligible for funding?

As previous grant recipients, Friends of Capella Cultural Centre, suggest in their interview ([page 14](#)), *"firstly, and importantly, make sure you are in fact eligible for the grant you're applying for"*.

To be eligible for either an Oaky Creek Community Investment grant or a Local Family and Community Events grant, applications must:

- be from a not-for-profit, incorporated organisation operating a separate, auditable organisational bank account
- demonstrate the organisation's ability to manage the proposed project/activity in a professional manner
- primarily benefit at least one of the communities where we operate (i.e. Tieri)
- address a substantiated need in the community
- demonstrate how the initiative will directly benefit the local community
- demonstrate a high level of community involvement (i.e. be widely beneficial to the community)
- demonstrate financial sustainability (i.e. not become reliant on ongoing funding from Glencore)
- have clearly defined objectives and time frames
- be received at least 8 weeks prior to the planned project/activity/ event implementation, or within the funding round time frame.
- Complete projects/initiatives/events within 12 months from the time of funding (unless an agreed multiyear project is approved).

What information is required?

"Read the guidelines provided as they will tell you exactly what information you need to pull together," explains the Friends of Capella Cultural Centre, and it's a great tip to follow.

Simply head to the relevant application page (see below), and you can either preview the application form online, or download it. Either way, it shows you exactly what information you need to gather before completing and submitting your application.

Current Glencore SmartyGrants Available

2025 Oaky Creek Coal Community Investment Round 2 - NOW OPEN!

- Submissions close midnight 31st August 2025 (AEST).
- Round 3 will open will be open from 1st September 2025 (AEST) until midnight 15th December 2025 (AEDT)

Apply
Here

2025 Oaky Creek Coal Local Community and Family Events Grants - NOW OPEN!

- Submissions close midnight 15 December 2025 (AEDT).

Apply
Here



Here's an idea of some of the questions you can expect to be asked in the application:

Details about your organisation

- ABN
- Entity name
- Are you registered for GST?
- Main business location
- Primary contact details
- How long has your organisation been established?
- How many members does your organisation have?

Details about the aim of your proposed project, initiative or event

- Name of the project/event?
- Who will manage or oversee it?
- A short (~100 words) description of your project/event and what you are hoping to do
- Which Glencore focus area (health, environment, education and training, Indigenous and/or an identified local need) your project addresses
- What community need does it address?
- Who will benefit from the project/event? (gender, age and location/region of those participating in the project)
- What 3 things do you want your project/event to achieve in terms of benefits for participants and/or others (~200 words)
- What contribution will your organisation make to the project/event?
- What steps will your organisation take to implement this project/event?
- When do you propose to start the project?
- When is the estimated completion date?

Financial details

- How much money are you applying for?
- What is the total budgeted cost of your project/event?
- Provide a breakdown of items or services that need to be purchased for the project/event, their respective cost, and where the money is coming from (e.g. a local council grant, other industry grant, your organisation)
- Attach all relevant quotes that you have received for the various items or services required

"There's a common misperception that the application takes a long time to complete, but previous applicants continually tell us that's not the case," says Kate French, Senior Environment & Community Advisor at OCC.

"The part that takes the longest is nailing down exactly what you need for the project or event, and what it's going to cost you. That's all information any organisation should be gathering regardless of whether they're applying for a grant or not. Once you know the specifics - the rationale and goal for your project, the desired outcome or benefit it will bring to the community, what resources you need for it to be successful, where you're going to get those from, how much they're going to cost you, and so on - the application for a Glencore SmartyGrant is smooth sailing." ●

C&K Kindy Receive SmartyGrant Funding

Last year, C&K Tieri Community Kindergarten applied for and received \$10,000 through Glencore's SmartyGrant program. The money was used to purchase and secure a permanent shade structure over the fixed playground, to help protect the children from the sun.

The idea for the shade came from parents, in conjunction with the staff at C&K Kindy. They identified that additional shade would allow for greater use of the playground by increasing sun safety and reducing the temperature of the equipment, especially in the height of summer.

Once she'd been notified of their successful application, and the money had been received, Centre Director, Natalie Collier, wasted no time in getting the project up and running. Planning work began in mid-2024 and everything was completed and the shade securely installed over the Christmas break, in time for the start of the 2025 year.

"Thank you to Glencore for providing the funds, Sam Reinke who applied for the grant and organised our fundraising committee, our parents and children for their support in raising funds to contribute to the shade structure, and to our management team at C&K."

Natalie and the team at C&K Kindy are delighted with the outcome of their SmartyGrant. It provides increased sun protection for the children, meaning they can make even greater use of the fixed playground equipment.

"The SmartyGrant process is very straightforward and the team at Glencore were extremely supportive and available to answer any questions," reflects Natalie.

“My advice to any community organisation thinking of applying for a SmartyGrant is to give yourself plenty of time to gather the required documents, consult with your stakeholders, and to draft thoughtful responses - this will increase your chances of success.” ●





INVESTING IN OUR COMMUNITY

SMARTYGRANT RECIPIENTS: Friends of Capella Cultural Centre

On Saturday 5th April, the Friends of Capella Cultural Centre hosted a pop-up art exhibition featuring some of the region's best amateur artists. The diverse art forms - including pottery, needlework, woodcraft, painting and brush art, metal sculptures, literature and wire art - were showcased throughout the Capella Cultural Centre using mobile art gallery walls purchased thanks to a Glencore Oaky Creek Coal Community Investment grant...

How did you identify the need to apply for a Glencore SmartyGrant?

We were thinking of ways to generate more activity through the Centre and thought it would be a nice idea to give local amateur artists an opportunity to showcase their talents. Whilst the Supper Room has some hanging rails throughout it, we don't have a proper art gallery as such so needed to find a way to display the artwork.

What Glencore SmartyGrant did you apply for?

2024 Oaky Creek Coal Community Investment grant.

How much funding did you receive through the Glencore SmartyGrant program?

In total, it was \$4,614.

What exactly was your SmartyGrant used for?

We used the money to buy two mobile gallery hanging walls and systems.

How long did it take you to fill out the SmartyGrant application?

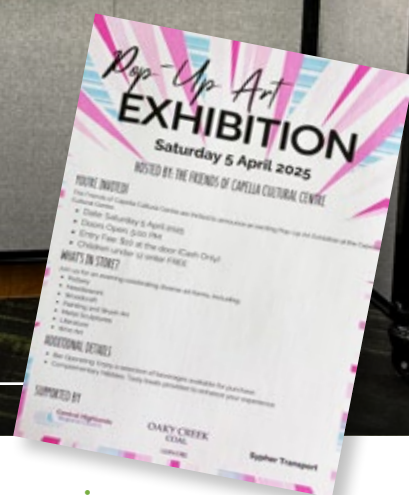
Once we got all the relevant bits of information together, it was about an hour and a half tops. That's one of the reasons why I love the SmartyGrant platform - it's one of the easiest platforms to use, it's brilliant!

How soon after you applied were you notified of your success?

We applied at the end of November 2024, and were notified at the end of February 2025 - which was pretty quick considering the holiday period fell in the middle of that.

And when did the grant money come through?

We received the funds within less than a fortnight, there were no delays.



When did you purchase the mobile gallery walls?

We bought them straight away because we'd been planning for the art exhibition to take place in April, before all the shows and events that happen in the region between May and June. We'd done all the research and had all the various quotes, so as soon as we had the grant money we spent it!

Where were the contributing artists from?

Funnily enough, the hardest part of the whole event was getting artists to contribute. We specifically target amateur artists - those who had perhaps done a couple of workshops or classes here and there - and I think it took a lot of courage for them to display their work in public.

We advertised in community newsletters, on community Facebook noticeboards, posters and flyers across the region, and tapped people we knew of on the shoulder. In the end, we were really pleased with the number of entries we had: 30 artists from Claremont, Capella and Gemfields submitted approximately 80 pieces of art work that we were proud to exhibit.

After the event, what response did you get from the exhibiting artists, and the visiting community?

Everyone was thrilled and very keen for it to happen again next year - as are we. I'm sure the 2026 Art Exhibition will be even bigger and better...we may need to apply for another grant so we can purchase more mobile gallery walls!

What tips do you have for other not-for-profit community groups who might be considering applying for a Glencore SmartyGrant?

We get it - if you've not applied for a grant before, it can be quite daunting. But it's really not as scary as you might think.



Anna French admires local art and local artist's work.



There are SO many grants available to you and it's a relatively simple process with lots of tools and resources available to help you clearly explain *what* you want to do with the grant money, *why*, and - most importantly - *how* it's going to be great for the community.

My top tips would be:

- Firstly, and importantly, make sure you are in fact eligible for the grant you're applying for.
- Read the guidelines provided as they will tell you exactly what information you need to pull together (e.g. rationale, exact quotes).
- Lean on the people who are there to help you: contact the Oak Creek Coal Environment & Community team and run the project or initiative past them. They'll give you some really helpful feedback and guidance on which grant to apply for and how.
- Based on the above, get all the various elements in place, fill out the form - and done! ●

GLENCORE JUNIOR SPORTS DEVELOPMENT PROGRAM Round 1 Recipients



Glencore Coal Assets Australia (GCAA) recently announced the Junior Sports Clubs that have been selected to receive a grant in Round 1 of its Junior Sports Development Program. Congratulations to the following local Central Highlands recipients:

- **Emerald and District Athletics Association Incorporated:** \$4,850 for Emerald and Springsure District Athletics Vault Upright, equipment and storage;
- **Capella State School P&C Association:** \$4,216 for its 'Cool it Down!' project;
- **Capella Polocrosse Club Incorporated:** \$7,500 for a 2-day Junior Horsemanship and Horse Safety Clinic.

Glencore's Junior Sports Development Program is about helping more young people have the opportunity to participate in, and enjoy the benefits that sports offer.

Specifically, the purpose of the program is to support sport amongst under 18 year olds in the Queensland operational areas of Glencore's Coal Assets Australia. The program aims to assist clubs and associations in building their capacity to cater for junior participation by supporting projects that address their long term needs.

These projects should have a focus on increasing junior sports participation on a sustainable (on-going) basis. Grants of up to \$7,500 each are available to help clubs get more young people involved, or help them stay involved in a sporting pursuit.

Incorporated, not-for-profit sporting clubs or associations are invited to apply for a Glencore Junior Sports Development grant twice a year (March and August). Communities associated with Glencore's operations are prioritised, generally this includes Collinsville/Scottville, Glenden, Tieri/Capella, Clermont, Rolleston/Springsure, Wandoan/Taroom, and Nebo/Pioneer Valley. ●



TIERI, YOUR VOICE MATTERS



Tieri Childcare Review Underway



Following ongoing concerns from the community about access to childcare in Tieri, Glencore Coal Assets Australia (GCAA) and Oaky Creek Coal (OCC), recognised the need to take an in-depth look at the current childcare options and explore practical, long-term, sustainable, solutions for the future.

As such, earlier this year, they commissioned **Summer Randell and her team from CYDI**, to conduct a comprehensive Tieri Childcare Review.

With a background in project management and community engagement, as well as personal experience living and raising children in a Central Queensland mining town, Summer understands first-hand the pressures families face in regional areas, especially when it comes to accessing essential services like childcare.

Summer's role is to bring an organised, community-focused approach to the review — listening carefully to local voices and turning that input into practical recommendations for GCAA and OCC.

Tieri News spoke with Summer to find out more about the review, the process and what the community can expect going forward...

Summer, what's the overall goal of the Tieri Childcare review?

The rationale is simple: Tieri families need access to quality, reliable, and flexible childcare.

At the moment, families face a number of childcare challenges, especially around limited places, long waitlists, a lack of solutions that support long work hours, and workforce shortages. These challenges are impacting families' ability to work and participate fully in the community.

The overall goal of the review is to understand the current childcare needs amongst the community, identify gaps, and offer realistic, community-informed solutions that support both families and the OCC workforce.

Importantly, it's also about ensuring current and future childcare services are sustainable in the long term.

When did the review kick off?

The review began in March 2025, starting with background research and planning.

What is the review process you're working through?

The review process is highly consultative, and evidence based. We're engaging directly with key stakeholders, while also drawing on previously collected parent feedback to ensure we're accurately reflecting community needs.

In April, we spent several days in Tieri and met with a range of people, including:

- Current childcare providers — including staff and committee members from Tieri Daycare, and the Family Day Care service; and
- GCAA staff and management — particularly those involved in workforce support and community planning.



We also reviewed enrollment data, utilisation patterns, and workforce trends from all services to identify current capacity, gaps in coverage, and opportunities for service expansion or redesign.

Importantly, our time in Tieri confirmed what we already suspected: the community is fully behind this. The town was incredibly welcoming, and everyone we spoke to — from service providers to employers — expressed a shared desire to see childcare options improved.

We haven't encountered anyone opposed to making positive changes. The key now is ensuring that whatever model or combination of solutions we recommend is realistic, meets the needs of local families, and can be sustained over time.

When will the review be complete?

At present, the review is expected to be completed by August/September 2025, but that remains flexible depending on findings.

Are you able to reveal any findings, observations, or learnings so far?

Yes — although the review is ongoing, a number of key insights have already come to light:

- There is **no single solution** that will meet Tieri's needs. We've found that building a brand-new childcare facility, such as a purpose-built Long Day Care centre, is simply not financially viable — the cost could be millions of dollars, and Tieri's small and shifting population makes it a high-risk investment.
- Because of that, we're now focused on exploring a wide range of more **flexible, smaller-scale models** and possibilities that can be more easily implemented, adjusted over time to ensure longevity, and supported locally. Some of the models we're considering, both individually or in combination, include options like:
 - Expanding the Family Day Care (FDC) model
 - Introducing in-home care and shared nanny networks, particularly for families on non-standard rosters
 - Reviewing the potential for the expansion and/or upgrades of current facilities.
- As we continue to explore the various models, one thing is clear: **childcare workforce remains the single biggest challenge**. Without qualified Early Childhood Educators, none of these models can function or expand — so recruitment, retention, and housing support for Educators are central to every option we're considering.
- Families have made it clear they **need full-day, Child Care Subsidy-eligible care**, that aligns with shift work.
- There's also a strong desire for continuity of care, options for babies and toddlers, and services that can flex around changing rosters.

In summary, the research suggests moving towards a **multi-model approach** that can evolve with the community and respond to both current constraints and future demand.

What happens once the review is complete?

Once the review is finalised, we'll share a final report with GCAA, OCC, and key community representatives.

Our report will outline a range of possible childcare options, along with the associated costs, benefits, and risks of each — but no decisions will be made at this stage.

The next step will involve engaging the community, service providers, and other key stakeholders to discuss the findings and subsequent recommendations, and collaboratively determine the most appropriate path forward.

How can the community stay involved and up to date?

I really encourage people to stay involved. This review is about the community, and the more voices we hear, the better the outcomes will be. To get involved, share your perspectives, or stay informed about community consultations, please reach out to the OCC Environment & Community team on OCCEnvironment@glencore.com.au.

I want to reassure families that their concerns are being heard, not just by me and my team, but by OCC and GCAA. They initiated this review because they have listened to your feedback, and want to work with you to design and build a childcare system that is sustainable and responsive, not just for now but for the future of Tieri's children. ●





TIERI, YOUR VOICE MATTERS

Have You Registered for the Next Tieri Local Voices Survey?

The sixth Local Voices Survey is scheduled for later this year. This next survey is a short 'pulse' survey. You can be the first to have your say, by registering now to take part [click here](#).

Independent research company, Voconiq, runs the Tieri Local Voices Pulse Surveys twice a year to help Oak Creek Coal (OCC) understand areas of concern or positivity from the community. The feedback you provide through the surveys is used to inform OCC's decision-making, resource allocation, and planning. Voconiq is very experienced in conducting these types of surveys across many different businesses and communities in Australia.

All community members, aged 18 years and older, who live and/or work in Tieri are invited to participate. More than one person per household can participate, provided they are over 18 years.

When you register, you will automatically receive an email when the next survey is open for completion.

It only takes around 5-10 minutes to complete the Pulse Survey, answering the questions based on your experiences and perspectives related to Tieri, even if you live in another town but work in Tieri.

Your survey responses will be kept confidential by Voconiq and will be de-identified and combined so that only the total results will be disclosed to Glencore or OCC, to indicate the opinions of community members as a collective. At no time will Glencore or OCC be provided with any information that can identify you or link you to your survey responses.

Your Voice Matters - Share Your Feedback

If you have feedback for OCC, here are the other ways you can express your views, share your experiences, ask questions, request information, and provide suggestions:

- **Email OCC Environment & Community:** OCCEnvironment@glencore.com.au
- **Call OCC Administration:** (07) 4984 7100
- **Call Tieri Town Services:** (07) 4984 7700
- **Email Tieri Town Services:** tieritownservices@glencore.com.au
- **Call OCC Community Hotline:** 1800 732 895

CLICK HERE
and follow
the prompts
to participate
in the Tieri
Local Voices
surveys

Your feedback supports local community groups

Once you have completed the Pulse Survey, you will receive five e-tokens (worth a total of \$5) to allocate to a local community group or club that's registered with the Local Voices Rewards program, or to share amongst a few groups. The community groups can then turn these in to receive the equivalent cash donation.

At present, the following local community groups are registered to receive Local Voices Rewards:

- Capricorn Helicopter Rescue Service
- CTM LINKS
- Central Highlands Wildlife Carers Inc.
- Peak Downs Karate
- Tieri Family Unit & Child Health Centre
- Tieri Possums Playgroup
- Tieri State School P&C Association
- Tieri Sharks Swim Club

If you would like to nominate or register a local community group to benefit from the Local Voices Rewards Program, please visit voconiq.syd1.qualtrics.com/jfe/form/SV_1N5Gu4eYUWUQjJz. Eligible community groups must be not-for-profit and operating in and around Tieri. Examples include school P&Cs, charities, sports clubs, or other community organisations.

What are you waiting for?

Register to take part in the next Local Voices Pulse Survey (voconiqlocalvoices.com/en/tieri/) to have your voice heard and support a local community group! ●



Expansion of Family Day Care in Tieri

After months of research and countless interviews, Enhance Family Day Care has shortlisted suitable Early Childhood Educators for the second Family Day Care (FDC) facility in town. Together, they are currently progressing through the final stages of the recruitment process.

Once complete, the successful Educators will undergo an in-depth onboarding process with Enhance. This includes developing their start calendar, designing the look and feel of their new FDC home, determining what resources will be required and sourcing them, establishing their business name, branding, and entity, choosing their opening days, times, and fees, moving into their property, and setting everything up before advertising vacancies, and opening their doors!

With so much to do, it's still several months before it's up and running, but it's encouraging to know things are progressing in the right direction. As always, we'll bring you more information in the next edition of Tieri News. ●



Pathways to Becoming an Early Childhood Educator

Have you ever considered becoming an Early Childhood Educator?

Unsure where to start?

The first step is to get your **Certificate III in Early Childhood Education and Care (ECEC)**.

With so many study options available on the market, **Enhance Family Day Care** has this advice:



1

Look for well-established and recognised Registered Training Organisations (RTOs)

RTOs are organisations that have been approved and authorised by the Australian Government's Australian Skills Quality Authority (ASQA) to deliver and assess nationally recognised training in the Vocational Education and Training (VET) sector, and can issue you with a nationally recognised qualification and statement of attainment.

There are currently around 4,000 RTOs in Australia, most of them are regulated by ASQA. The National Training Register includes a list of all RTOs.

In addition to being listed on the national register, all legitimate RTOs should provide their unique RTO number on their website and in their documentation.

RTOs can include TAFEs, private training providers, and some industry associations and companies. Some of the well-established RTOs that deliver the Cert III in ECEC include:

- ✓ TAFE
- ✓ Creche & Kindergarten (C&K) Association
- ✓ Kath Dickson
- ✓ ACCCO

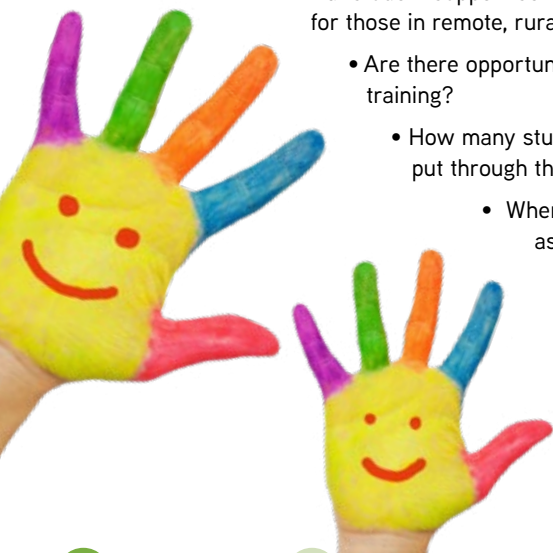


2

Narrow down your choice of training provider

Use the following questions to help you compare RTOs and choose which ones might be suitable for you:

- How do they deliver the course - is it online, face-to-face, or hybrid?
 - If it's in-person, or hybrid, where are they located and how easy is it for you to get there?
 - Consider arranging a visit to check out the facilities, either as a private tour or attend an Open Day
- How long does the course take? RTOs can set their own course durations, so the length can vary.
- What does the course cost and what are the payment terms? Are you eligible for any government funding to offset course costs? RTOs can set their own course fees, so training costs can vary significantly.
 - What student support services do they offer, especially for those in remote, rural locations?
 - Are there opportunities for funded or subsidised training?
 - How many students from this region have they put through the course?
 - Where is the trainer and assessor located?
 - Do they provide any credits or recognition of prior learning (RPL) for any of your previous qualifications and/or role/s?



3

Consider your practical ('Prac') placement

Regardless of which RTO you choose, it is a requirement of all Cert III ECEC programs to include 160 hours of practical work (or 'prac') in the course, including a minimum number of hours with babies.

During your prac, you work on site with a recognised childcare provider to gain on-the-job learning and first-hand experience as an early childhood educator.

Once you've narrowed down your RTO choices based on the fundamentals, it's key you understand the specifics of the practical component of the course and think about how you will incorporate that into your life.

Some questions to ask your preferred RTOs include:

- What kind of support do they provide to students before and during their practical placement?
- How will they ensure that your learning needs are met during the placement?
- What are their procedures for evaluation and feedback during your prac?
- How do they resolve any issues that come up during the placement?
- What if there are no options for a practical placement in or near Tieri?





4

Enrol!

The enrollment process differs from one RTO to another. There are usually step by step instructions available on their website, or a number to call for assistance.

If you have undertaken any registered training since 2015, (e.g. a First Aid & CPR course) you may already have a Unique Student Identifier (USI). If so, you can search for your USI at usi.gov.au/students/find-your-usi and it will streamline the enrollment process! If you don't already have a USI, you will be allocated one during your enrollment.

The TAFE QLD website ([Certificate III in Early Childhood Education & Care | TAFE Queensland](#)) has various locations and ways in which you can study, and advises 'If you're ready to get started, simply hit the Apply Now button on your preferred course information page and get your application underway online'.

The C&K College website has a handy [student guide](#) detailing the Application and Enrolment process.

ACCCO's [enrolment page](#) provides easy instructions for their 7 step process beginning with an enrolment form, and includes phone and email contacts for any questions you may have.

As at 12th May 2025, Kath Dickson Training Institute began transitioning their online enrolment to a new system and ask that you contact their administration team on 07 4633 8400 or enrolments@kdfc.com.au to enrol. You can download their student handbook via their website kdfc.com.au.





No matter which RTO you choose, it is important that you have a clear understanding about the financial and study commitments for the course prior to signing on the dotted line.

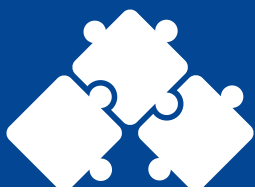
Considering a well-established RTO with a proven track record, and understanding what you are signing up for makes sense when undertaking studies that will set you up for a career in Family Day Care.

Don't be afraid to ask questions! You will find the RTOs are very helpful in answering your queries – perhaps a good indicator of how they will support you as a student.

Good luck!

Visit tieri.com.au/early-childhood-educator-pathways/ for useful links to help you start your journey.





It's been a busy few months for Kath Hema, Community Development Officer at CTM LINKS, and her team. Here's a snapshot of the work they've been doing to help strengthen connections and generate social wellbeing across our community...

Domestic and Family Violence Prevention Month

An important part of CTM LINKS' role in the community is to raise awareness around social issues and, in doing so, empower change from within. One of the most effective ways to raise awareness is through education and advocacy. By sharing accurate and compelling information about the social needs and issues right here in Tieri, as well as our broader society, individuals can become informed advocates for change.

Throughout May 2025, in honour of Domestic and Family Violence Prevention Month, CTM LINKS worked to raise awareness of how our words, actions and attitudes contribute to what children and young adults think is and isn't acceptable in relationships.

For more information and support relating to domestic and family violence in Queensland, please visit:

qld.gov.au

relationships.org.au



May Day Face Painting at Oaky North Lodge

Kath and Krissy Watson spent the day face-painting at Oaky North Lodge for the May Day Picnic. By way of appreciation, they received a very generous donation of \$500 that will go towards re-establishing Tieri Youth Group. Stay tuned for more details!



Tieri Youth Initiative - calling for volunteers

Thanks to support from Oaky Creek Coal, CTM LINKS is looking for youths keen to get involved in their Letterbox Initiative.

If you know of any teenagers who would be interested in delivering Tieri News, event flyers and other similar materials to letterboxes across town, please ask them to contact Kath at tieri@ctmlinks.com.au.

In exchange for their participation in a letterbox delivery drop, they will receive a \$75 Auspost Visa Card.



UnitingCare Brings Family Support Services to Tieri

Since the early 1900s, Uniting Care has been helping people across Queensland and the Northern Territory live life in all its fullness. They are a health and community services provider and one of the largest charities in Australia, with over 17,400 employees and 9,200 volunteers. Each year, they work with more than 430,000 individuals, families and communities in over 460 locations to provide a range of different services, including Family Support Service...something they're now bringing to Tieri!

UnitingCare Family Support Workers will be visiting Tieri twice a week to offer support to Tieri families facing difficulty or in times of need.

As their website states: *"Parenting is a continuous learning curve, which is why we take a holistic approach with the wellbeing of the child top of mind. Whether it's support to strengthen your family unit, help to keep your children safe and in the family home, parenting strategies, or returning your child from out-of-home care, we're here to support you with the most up-to-date developments and approaches."*

We can help you explore new parenting styles, understand children's behaviour, learn about child development and ways to stimulate development, and learn how to manage stress or depression. With your child's wellbeing as a priority, our programs are designed to support all members of the family."

For further information please contact Kath at tieri@ctmlinks.com.au for a warm, referral to a UnitingCare Family Support Worker.



[Click for more information.](#)



Supporting Employment for Young Adults

For the last three months, Kath has been collaborating with the Tieri Solar Farm to provide employment opportunities for local residents. In Queensland, it is a mandatory requirement for anyone working on a construction site to have a General Construction Induction Card (GCIT), commonly known as a Construction White Card.

To obtain the Construction White Card, workers need to successfully complete a general construction induction training course with a Registered Training Organisation (RTO). This training covers:

- work health and safety laws
- common site hazards and
- how to control the associated risks.

CTM LINKS has supported four young adults, aged 17 to 20, in undertaking their Construction White Card. They have provided office space, access to a laptop and, at times, financial support enabling them to complete the required training course, obtain their White Card, and apply for labour hire work at Tieri Solar Farm.

If this is something that interests you, please contact Kath at tieri@ctmlinks.com.au for further information.



Bushwalking Group

With the wattles in bloom and winter cool in the afternoons, you're invited to join Kath off the beaten track.

"I'm trying to establish a group of interested walkers to engage in some exploring, from gully tracks, to walking the town fire breaks, to further aspirations of trekking the Gemini Peaks, the Lords Table and beyond!"

Kath will advertise the walks on the [Tieri Noticeboard Facebook](#) page, [Tieri Ladies Social Hub Facebook](#) page, and the [Tieri Bushwalkers Facebook](#) page. ●

Do you have a suggestion for a new community group, event or activity?

Email Kath on tieri@ctmlinks.com.au, call her on (07) 4984 8349, or, better yet, drop by the CTM LINKS HQ at 26 Talagai Avenue for cuppa and a chat about what opportunities might be available to create something special for our community.





Under 8's Day at TIERI STATE SCHOOL

On 15th May, from 8:30am until 10am, Tieri State School (TSS) was taken over by the youngest members of our community in the annual Under 8's Day.

This year, the much-loved event was organised by Emma Gersekowski, Prep teacher at TSS. The theme for the morning was Unleashing Scientific Thinking Through Play, with the goal to highlight the importance of play-based learning during the early years of development and how it can promote positive outcomes in children.

Families from throughout the community with children aged eight years old and under were invited to come along and experience a wealth of carefully thought out activities and entertainment related to the theme. From drones and magnets, kinetic sand, slime, crafts, and gardening activities using natural resources, to cookie decorating, music practice, face painting, blocks, football, and an introduction to emergency services.

"It was wonderful to see all the children fully immerse themselves in the wide range of activities on offer. It gave the parents a perfect opportunity to connect with other families in the community, something that everyone benefits from." said Emma.

This was Emma's first opportunity to organise the Under 8's Day as Tieri State School's Prep teacher. For her, one of the standout highlights amongst a morning of many, was the depth and breadth of community involvement from both families and volunteers.

"It was very rewarding to see the success of the day and to have so much positive feedback from parents, children, colleagues and community members, the most common of which was about the diverse range of activities provided, all thanks to our wonderful volunteers," Emma shares.

"I'd like to thank everyone who came together and helped create a memorable morning for the youngest members of our community, in particular, I'd like to acknowledge Glencore, Emergency Services (QPS and QFS), Peak Down Pirates Junior Club, CTM Links, Tieri Town Library and the parents who ran stalls - your efforts were truly outstanding, thank you." ●





TSS P&C Brings Back the Tuckshop and More

With the much-loved Tieri State School (TSS) Tuckshop back up and running, we spoke to **P&C President, Michael McGrath**, about the role this important service plays in the school community, what else the P&C has been up to lately, and what's coming down the line...

What can you tell us about the TSS P&C and the work you do?

The core function of the P&C is to act as a support mechanism for the school and the wider community. We raise money to help pay for resources, services, excursions, camps and activities that enhance every students' learning experience, which may not always have government or school budgets to support delivering them.

The Tieri Primary P&C Association is made up of an Executive Committee - the President (me), the Treasurer (Emma Lane), and the Secretary (currently vacant - see below) - as well as members, parents, families of members, and general supporters. Everyone on the P&C volunteers their time and sometimes their skills and resources to ensure that the show always goes on.

It's thanks to this collective contribution that the P&C is able to make the overall school experience all the more richer and rewarding for the children of Tieri.

How long have you been involved with the Tieri State School P&C?

Since 2023, but in a previous lifetime I was involved in the P&C for Slade Point Primary School in Mackay. I held various roles there for over 10 years and was the second person ever to get a lifetime membership!

What motivates you to be involved?

I went to Slade Point Primary School as a kid and whilst I was there, my Dad served on the P&C. Decades later, when my own kids went to the same primary school, I wanted to give it a go, and give back to the school community.

I got a lot out of the experience but when we moved to Tieri three and a half years ago, I took a break from volunteering for the first year here. I'd been so busy in Mackay with the P&C, as Scout Leader, and working away, I wanted to spend more time with my family.

In our second year here, I volunteered to help out at a few of the events. The following year, a lot of people left the P&C which unfortunately meant limited fundraising activities, no uniform shop and, critically, no tuckshop - a service that a lot of parents, ourselves included, rely on. My youngest daughter is at TSS, and we use the tuckshop as a motivator for desirable behaviour at home. So, when it shut down, it was a catalyst for me to get involved more permanently.

Beyond the tuckshop though, I ultimately want to make sure our kids have got everything they need to have a rich and fulfilling education experience, and that the parents have access to the information, tools and resources they - we - need to help facilitate this.

What has the P&C achieved so far in 2025?

After successfully applying for a Glencore Schools P&C Grant worth \$14,000 in the back half of last year, we were able to upgrade all the kitchen hardware in the Tuckshop, including a new oven, new dishwasher, new fridges and freezers, etc. Getting - and keeping - the tuckshop up and running has been a huge win.

On that note, I'd like to give a shout out to our Tuckshop Convenor, Jasmine Faheem, along with Janine Allen and Richelle Johnson. Jasmine and the team do an exceptional job running the tuckshop, always putting in discretionary effort to ensure the parents and children have the service they need.

It was initially only open one day a week, then two days. And now we're open three days a week, but we can only maintain that if families support and use the service. We don't run it as a profit



centre; once all the bills have been paid (wages, insurances, super, cost of goods, etc.), any extra money goes back into delivering the service, but breaking even is still a tough job. Overall, the aim is to make it as convenient as possible for parents to purchase quality, reasonably priced meals for their children, so please download the app and order something for next week...and the week after...and the week after!

The uniform shop is also back in business and, as part of this, at the beginning of the year we gave every student a new sun-safe hat. Every new family arriving in town also gets a hat for their child/ren, and every new 'Preppy' gets a hat. It's just another way for us to engage with the community and welcome new families as they arrive at the school.

And, of course, we've had some fantastic fundraising events this year, including the Cookie Dough fundraiser for school camp, and the recent Anything Disco, which was a huge success and great fun too!

What do you have planned for the rest of the year and looking ahead to 2026?

We've potentially got another School Disco in Term 4, along with a Colour Run in late August/early September.

These events and initiatives raise money to subsidise school activities that parents would normally have to dig into their pockets for.

We'll also be applying for some additional grant funding this year, but what that will be used for and what grant we apply for is yet to be determined.

What's the key to a productive P&C?

Simple: member engagement and parent involvement.

You obviously need the Executive Committee, who all volunteer their time for the greater good of the community, the school, and the students. But the committee alone isn't enough. We need the support of members and parents to help run the events.

That's the beauty of the P&C though - you don't have to be involved all the time. Even just an hour or two in the lead up to or during a fundraising event can make a BIG difference. In fact, it can often

be the difference between an event happening, and money being raised for the students, or not.

We encourage parents to think about the impact volunteering some of their time could have on their own child/ren...and then consider the incredible, ongoing ripple effect it could have on others. It really is extremely rewarding to know that you're contributing to the betterment of a whole community of children.

To any news families arriving in Tieri, or thinking of moving here, how would you describe TSS?

TSS is a warm, friendly school with motivated and dedicated teachers and support staff. The Principal, Susan Spackman, is very intelligent and driven; she understands the national curriculum guidelines intimately and engages her staff to work together to maximise the students' experience.

Some of the teaching and support staff have been at the school for many years which is testament to the culture there, and I know a number of contract staff who would like to stay on permanently, which again says a lot about the positive environment the school has created. ●

TSS P&C is looking for a Secretary to join the Executive Committee

- No experience necessary, all training provided
- 2-3 hours per month, plus any discretionary time volunteering at events
- Monthly P&C meeting (30-45 mins)
- Example activities: correspondence; minute taking and distribution; assistance in organising events and fundraisers; help with social media posts
- Must either have a child at TSS or a Blue Card (P&C can help with the application)

Interested?

- Contact TSS School Administrator on 07 4981 7555 or admin@tieri.ss.eq.edu.au and ask to be put in touch with Michael McGrath
- Or message Michael via the [P&C Tieri State School Facebook Group](#)





New Service Provider Appointed for Town Services

After months of research, a thorough tender process, and careful consideration, ISS has been selected as the new service provider for Oaky Creek Coal (OCC) Town Services.

OCC has partnered with ISS to deliver a revitalised scope of work in response to feedback that has been received. Together with Town Services, ISS are in the early stages of creating, managing and maintaining an environment that makes village life in Tieri comfortable and enjoyable for all of its residents.

"People are at the heart of ISS, and we're proud to bring our standard of care, safety, and service to Oaky Creek Coal Town Services," says Dan Anderson, Key Account Manager – Energy & Resources, ISS. "This appointment is an opportunity to build something meaningful. From day one, every ISS team member—no matter their role—is trained, equipped, and genuinely committed to making a real difference and helping people feel at home."

The transition to ISS begins at the end of June. From here, over the coming weeks and months, you can expect to see:

- An improved level of service in **the Mess**, through ISS' Balanced Food Solution. This solution builds on the traditional buffet-style model, focusing on individually framed food stations which enhances both food quality and presentation, whilst also providing an opportunity to engage with the professional ISS catering team.
- Some changes to the look and layout of the dining room at **the Mess**, to support the improved catering offer.
- Some new product offerings at **Tieri Bar & Grill** and **Tieri Bakery** - but don't panic, your favourites won't be going anywhere so you'll still be able to enjoy them!
- New linen, pillows and towels throughout the Single Person Accommodation (SPA).
- Improved standards of housekeeping throughout the SPA.

"We strive to deliver the experiences and services you expect in a modern mining village. We want your village and town experience to enhance your overall work experience and will always welcome your feedback to help us understand your needs in this regard. We look forward to working with ISS going forward to deliver on the exciting new scope of services," says Roger Decker, Town Services Superintendent.

The ISS team at Tieri will be led by the new Village Manager, Zach Nowotny, with the support of an Assistant Manager – Brendan Edwards, and the entire ISS team. ●

New Church Services to Come to Tieri Baptist Church

In her role as Community Development Officer for Tieri, Kath Hema from CTM LINKS ([page 23-24](#)) has had a clear objective in mind for the past year: to make use of the beautiful Baptist Church we have in the middle of town.

After months of research, meetings, conversations and planning, Kath is excited to reveal that, come July, Pastors Robert and Doris Grierson from Hopelands Church in Emerald are going to start running church services here in Tieri.

Tieri News spoke with **Pastors Robert and Doris** to find out more about what you can expect from the new **Hopelands Church Tieri...**

You've been involved with Hopelands Church Emerald for over 40 years; tell us how it began?

Church has always been part of our life. We've always wanted to take care of the community. We started volunteering over four decades ago, then began running a Sunday School for the local Indigenous children. We picked them up, brought them to the Church, ran the Sunday School, fed them and then took them home. We did that for many, many years.

That led into a Youth Group, and then those children grew up, got jobs and many of them now have children of their own.

As well as Pastors, you're actively involved with the Church's missions. What type of missions have you undertaken?

We've been travelling to Indonesia since 2012 for a couple of weeks at a time to run a Bible School. They draw Christians from all over Indonesia to the Bible School. We go in there with an interpreter to relieve the local pastors for a week. People aged 18 - 25 go there to be trained as missionaries so they can go out into the community and preach the gospel. It's a bit like boot camp, teaching them all about the bible, how to run a Sunday School, and more.

In April we came back from our third mission to the Philippines. We were over there ministering to leaders of churches, encouraging them to progress in their trade. Like many professions or vocations, when you've been doing it for a long time, with no outside influence, it's easy to get bogged down and stuck in certain ways of doing things. Our aim was to encourage them to break free of their old





ways, which are perhaps no longer the best or right approaches, and to open their hearts and minds to new ways that can lead them to do incredible things.

What is the core belief or purpose of Hopelands Church?

As our name suggests, we aim to share the message of hope found in Jesus Christ, to the lands in which we live. Hopelands Church is a place to receive, know, and share hope.

Our core purpose is to live out Kingdom-of-God realities and bring the hope of Jesus Christ to change lives, impact communities, and touch nations.

You're soon starting church services at the Baptist Church in Tieri. What can the people of Tieri expect during these services?

We were actually in Tieri, ministering at the same Church, about 20 years ago! It'll be lovely to be back there.

Our aim will be to equip the people of the Church - and community - by building up strong spiritual foundations. We have a wonderful service here in Emerald that we'll bring with us to Tieri.

It starts with 20-30 minutes of worship and singing, followed by communion. We take a 10-minute break, before reconvening for the 'message' for that week. Afterwards, we have the fellowship - a cuppa and sandwiches (often ham and pickle!) which gives people time and space to connect with each other, and with us, one on one.

We often find it's the most important part of the service. Everyone is so busy in their lives, they don't necessarily get to stop, chat and connect with others, talk about their needs, or offer to help those who might need it.

Connection is a consistent theme for us, our services, and our work. It's very important for us to connect with our congregation and for them to connect with each other.

All Pastors must have their own unique style of running a service; how would you describe your approach?

We're friendly, genuine and open. We've lived in the region for a long time and we want the town to get to know us and know that we're keen to help in any way we can.

I'm [Doris] very down to earth and always make sure I am myself. I minister a women's cell group and I know the women find it very easy to relax and talk about their life. My passion is to walk alongside others - especially women who may be struggling - and to help them discover the purpose they have in their lives. I look forward to bringing this approach to Tieri.

My [Rob] approach is also very natural and encouraging, particularly for the fellas. I see a lot of fellas who haven't yet found, or who have lost their place in the world. My approach is

to encourage them to read the bible and see what resonates with them, see where they fit, and to see how Christ lives within them.

What role do you believe a Church - or faith in general - plays in a community?

In many ways, it's the most important part. As humans, we exist in three parts: body, mind and spirit. The spiritual side of the person affects the body and the mind. Much like humans, a community also has a spirit. If that community spirit isn't cared for, it suffers, and everything else in the community suffers as a result.

The church plays a key role in nurturing that community spirit, in being there to help people, to strengthen families, and to strengthen the community overall. Oftentimes, in towns like Tieri, people don't have extended family nearby. We want to help strengthen the community ties - the spiritual side - that already exist in this top little town of Tieri.

Aside from the church services, do you have any other plans for Tieri?

It's important that we tread slowly. We want the people of Tieri to get the feel of us, and we want to understand what the town might appreciate, what it might need, and how we might be able to help. In particular we'll be looking at ways to bring families together, and connect.

If needed, my [Doris] desire for Tieri is to help the young women, especially the mums, find and believe in their purpose, and to find support in the community as they face their struggles. I want them to see the potential they have and to have the courage to embrace it, to feel confident, and to say to themselves, and to others, 'I can do this!'.

How can the people of Tieri get involved in the Church?

First and foremost, we'll be having a few Friday or Saturday night 'get to know you' BBQs somewhere in town before our first service. We invite everyone to come along and say hello and see what Hopelands Church is all about. All people are welcome!

As well as understanding peoples' spiritual needs, there are practical considerations we need to understand, like how many chairs we might require for the services, what equipment is available, even whether we need to get soy milk or full cream milk!

That's what we'll be spending the next few weeks doing, before starting up our services, ideally in July. We're initially thinking of twice a month, but we'll be guided by the community.

To find out more about Hopelands Church, visit hopelands.church ●

Hopelands



PARADISE PILATES is back in July!

Paradise Pilates is excited to welcome you back as classes return in full swing from Monday, July 7th!

Whether you're returning after a break or you're new to the studio; a complete novice or experienced practitioner, you'll find it energising and engaging to come together with likeminded people to move, breathe and build strength.

Classes will be held at the Tieri Community Space, next to the Post Office, on Mondays, Wednesdays and Thursdays. There are two start times to choose from, 5:00pm or 6:00pm. All classes are 40 minutes long and will leave you feeling revitalised, relaxed and refocused.

“Our Wednesday classes are extra special and now feature a dynamic Circuit Pilates session, which includes the introduction of the Pilates Reformer – a fantastic tool to support strength, alignment and flexibility. If you've never used a reformer before, don't worry – I'll be guiding you every step of the way.” says Jessie Esterhuizen, owner and instructor at Paradise Pilates.

”

Pilates Misconceptions

Pilates is an accessible and effective form of exercise, but there are a few common misconceptions that often stop people from giving it a try. Jessie is on a mission to dispel some of these myths and misunderstandings:

“Pilates is the same as Yoga” - While both focus on breath and mindful movement, Pilates is more dynamic and core focused. It's a structured workout designed to build strength, improve posture and enhance mobility.

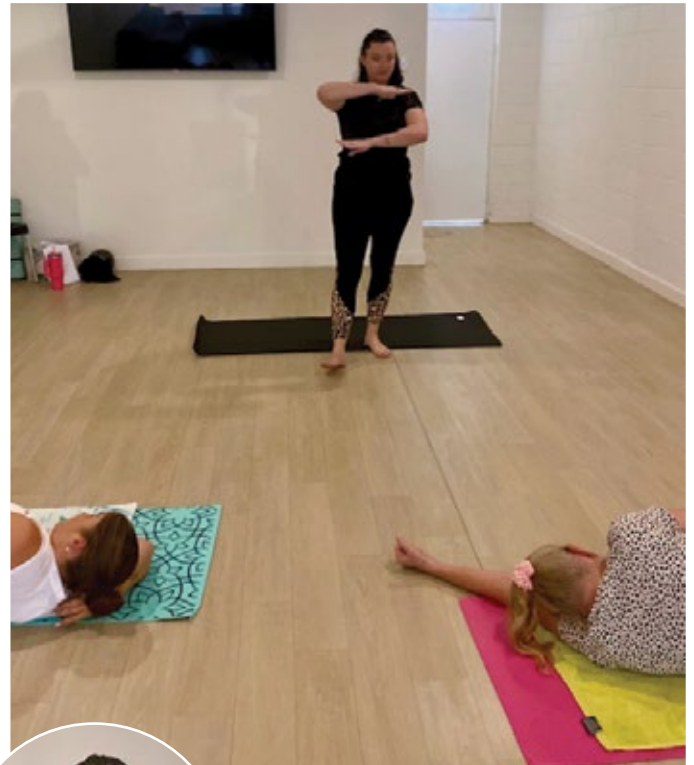
“It's not a real workout” - Don't be fooled by the calm appearance! Pilates works deep muscles and promotes functional strength. Many participants are surprised by how challenging and satisfying sessions are!

“I need to be flexible to start” - Not at all. Pilates actually helps *build flexibility* over time. So, come as you are! The movements can be modified to suit all levels. Whether you're a beginner or returning after a break, Paradise Pilates offers a warm, encouraging space to move, strengthen and reset.

How to book

All bookings need to be made through the [Vagaro App](#). If you're new to Paradise Pilates, you'll need to complete some important intake questions via the app prior to your first session. Your responses help Jessie to tailor your experience as needed and keep you moving safely.

To ensure fairness and allow waitlisted clients the opportunity to attend, cancellations must be made *at least* 12-hours prior to the class start time. Any cancellations made after this, will incur the full class fee. ●



Class schedule

- Mondays, Wednesdays & Thursdays
- 5:00pm & 6:00pm
- Community Space next to the Post Office





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Tieri Local History

We invite the Tieri community and visitors to view our new local history area.

It is rich in history and memories, with some articles dating back to 1979.

Browse through our albums or view the slide show.

Tieri Transaction Centre

Monday to Friday: 9am - 1pm and 2pm - 5pm
Saturday: 9am - 12pm

Corner of Grassie & Annecroye Streets, TIERI
Ph: 4984 8270 E: tierilibrary@chrc.qld.gov.au



HEALTH & WELLBEING NEWS

Free Flu Vax

For all OCC and contractors and your family who live locally.

Call Tieri Medical Practice on 4984 8386 to book in.

This is a free of charge vaccine for you and your family. Any questions or queries, contact Ana Downey-Smith, Health & Hygiene Coordinator at OCC ([page 36](#)).





ABOUT TOWN



Tieri Recycles 23,000 Containers for Change

Did you know we have a container recycling point right here in the centre of town?

Did you know you can get a 10-cent refund for every eligible container you recycle?

We spoke with **Hanna Clark, North Queensland Network Lead at Containers for Change**, to bring you the details...

Hanna, what is the Containers for Change program?

Containers for Change is Queensland's container refund scheme, giving individuals, charities, schools, businesses and community groups the opportunity to earn money while cleaning up Queensland.

How does it work?

There are more than 380 container refund points - including depots, bag drops, reverse vending machines and pop-ups - across Queensland where eligible containers ([page 33](#)) can be returned in exchange for a 10-cent refund.

For Tieri, the nearest container refund point is right in the centre of town - a bag drop location at 1 North Road, behind the Tieri Broлга Hotel!

When you return your containers, the local operator counts and sorts them into different material types. The material is then sold to accredited recyclers, who turn it into new products such as beverage containers, road base, and packaging.

Who runs the Containers for Change program?

Containers for Change is run by Container Exchange (COEX), the not-for-profit organisation appointed by the Queensland Government to administer the scheme.

The scheme is 100% funded by beverage manufacturers who pay a fee for eligible products sold in Queensland. That fee is used to pay the 10-cent refund to customers. The fees also cover the cost of operating the network of refund points and transporting the containers for processing and sale to recyclers.

Why should people participate - what are the benefits?

Since Containers for Change began in November 2018, Queenslanders have returned more than 10 billion eligible beverage containers.

This has put more than \$1 billion in 10-cent refunds back into Queensland communities, including \$17 million raised for charities and community groups.

Containers for Change has boosted recycling in Queensland. Before the scheme, just 18 per cent of eligible containers sold in Queensland were recycled. Now almost 70 per cent of containers are recycled.

Containers for Change has also led to a 60 per cent reduction in container litter.

100 per cent of containers returned through Containers for Change are recycled. The scheme provides a clean, reliable stream of recyclable material to fuel the circular economy, with many of the containers given a second life as a new bottle or can.

How many containers has Tieri exchanged to date?

Containers for Change began collecting containers via the Tieri bag drop at the start of the year. Since then, the community has dropped off approximately 23,000 containers for recycling, which has put \$2,300 in 10-cent refunds back into the local community.

As a region, North Queensland is home to some of the State's top recyclers. In 2024 alone, 246 million containers were returned across the region through Containers for Change.

How do people use the bag drop?

Bag drops are a convenient way to return containers 24/7 to collect the 10-cent refund per container.

A member number is required to claim the 10-cent refund or make a donation via the bag drop. Individuals, charities, schools, clubs or businesses can [sign up for a member number on the Containers for Change website](#).





Tieri's Containers for Change bag drop at 1 North Road

To return your containers at the bag drop, place your containers in a sturdy bag like a rubbish bag, grocery bag or cardboard box. Bags cannot be returned once collected.

Clearly label the bag with your member number and mobile number. Labels can be made using masking tape, homemade tags or stickers – just ensure they're securely attached to the bag.

At the bag drop, just open the shoot to deposit your collection and drop it in. It's as easy as that!

How and when does the money get paid out?

The containers are collected weekly from the Tieri bag drop and transported to the Containers for Change depot in Dysart, where they are checked, sorted and counted. The total refund is then transferred to your nominated account via EFT or PayPal, or donated to your nominated charity.

Designed for convenience, bag drops take slightly longer for you to receive your refund than at a depot. This is because bag drop sites are only serviced a few times a week, depending on the location.

To receive an instant cash refund, you can return your containers to your nearest depot. There is a depot in Dysart and one in Emerald. Operating hours for both can be found on the [Containers for Change website](#).

What type of containers can be dropped off?

Most aluminium, glass, plastic, steel and liquid paperboard beverage containers between 150ml and 3L are eligible for the 10-cent refund.

This includes glass wine and spirit bottles, which were included in the Containers for Change scheme in November 2023.

What can't be exchanged?

There are some beverage containers that are not eligible for a refund, including plain milk containers and cask wine.

You can check if a container is eligible by using the barcode scanner in the Containers for Change app or by entering the barcode on the Containers for Change website.

Do the containers need to be cleaned?

No, containers do not need to be cleaned before they are returned. Cans that are returned via a bag drop or depot can be crushed.

Why did you choose Tieri as a drop off location?

There are more than 380 container refund points across Queensland, including the bag drop at Tieri. Bag drops are a way

for Containers for Change operators who service a large region to provide residents with convenient access to recycling.

The Tieri bag drop is operated by the not-for-profit organisation NQ Green Solutions.

What difference can one person make in the great scheme of things?

Every container recycled through Containers for Change has a positive environmental, social and financial impact for Queensland.

Whether you're returning the containers consumed in your household, coordinating a recycling initiative for the school or kindy, or encouraging local businesses to get involved, we all have the potential to be a change maker.

A great example of this is retiree Selwyn "Nuts" Nutley from Emerald, who has raised more than \$100,000 in 10-cent refunds for Central Queensland (CQ) Pet Rescue simply by returning containers through Containers for Change.

Mr Nutley recycles up to 6,000 containers a week using a retrofitted ute to transport wheelie bins.

Mr Nutley and CQ Pet Rescue were finalists in the 2024 Change Maker Awards in the Charity & Community Group of the Year category, which recognises Queensland charities and community groups using small change from container refunds to make big change for important causes.

To find out more about the Containers for Change program, visit containersforchange.com.au/qld/ ●





UPDATE ON OCC's Dragline Decommissioning Project

Since the early 1980s, Draglines DL01 and DL02 have been a prominent feature on the Oaky Creek Coal skyline. They were the largest pieces of equipment at the OCC open cut mining operation and, like giant shovels, were used to remove the over-burden soil allowing closer access to the coal.

When the OCC open cut mine closed in the early 2000s, the Draglines were no longer required, but remained a fixture on the landscape until last year.

Dragline DL02 was the first to be demolished during an intricately planned blast on 26th October, 2024. The entire site was cleared by the end of the year and rehabilitation is already underway. Dragline DL01, located 15kms away, was safely demolished on Saturday 12th April, 2025.

We caught up with **Paul Cane, Projects Superintendent at OCC**, to find out how it went, the status of the decommissioning project, and what happens next...

Paul, what can you tell us about the blast?

It took place on a Saturday, just after lunch, and went extremely smoothly. This was mainly due to a seven month lead up, during which we carefully planned for various scenarios, and the clear communication between us and CMA, the contractor we used to carry out the safe and effective demolition.

How did the second time compare to the first?

We took a lot of learnings from the first one to improve this one. For example, the amount of engineered "pre-cuts" we did prior to the blast. Pre-cuts are essentially the removal of the structural integrity of components which allows for the ideal 'concertina' fall, where the dragline collapses in on itself helping to contain the debris, instead of exploding out everywhere. This made it a lot faster both pre and post blast.

We also had a better area to work with this time around. There was more open space and the nearest other traffic and drivers were nine kilometres away so we knew we weren't going to obstruct, or be obstructed by, other vehicles and machinery.

There were also some existing road systems out there, although they haven't been used in many years. The Oaky Creek Surface Civil Team worked hard to ensure their safety and stability so they could accommodate the 40-tonne trucks driving up and down them 10 times a day!

And lastly, we worked more closely with the Environment team to plan around the weather which was a great help.

What have you been doing since the blast?

We've been downsizing the steel. The blast breaks the single structure into many pieces, but some of those pieces can still be over 20 metres long! We've been busy resizing (cutting) them to fit onto the trucks so they can be transported out.

That's been another key lesson from the first experience: knowing how best to resize and load the material onto the trucks. Last time we needed 173 trucks/trailers to transport all of the steel off site. We expect that to be a little less this time - more like 130 - as we've become more proficient at downsizing.





Before

After



What has been the most challenging part of the entire dragline decommissioning project?

Sticking to a plan.

The nature of the project means there are countless inherent risks involved.

We did a comprehensive risk assessment and ranked them. Then we worked together to put extremely thorough plans, measures, controls and protocols in place to mitigate the risks associated with things like working at heights, cutting, gas, methane, hydro carbons, and more.

This has required constant positive communication between our Capital Projects team and the CMA Engineers to ensure we're all perfectly aligned on exactly what is happening at any - and every - given moment. My Coordinators and Supervisors were - are! - so attentive, monitoring absolutely everything very closely, and ensuring the lines of communication are always open and flowing. Everyone had to understand the plan for the day, and be clear on what was to be done and how. There was no room for deviation from the plan, and no room for error.

Everyone has meticulously followed Oaky Creek Coal's vital safety rule of 'No Plan, No Work.' - it's too risky and not worth it.

What's been the most rewarding part?

Seeing how quickly the rehabilitation has kicked in at the site of Dragline DL01. We removed all the debris, cleaned up the area, then the Environment & Community (E&C) team did what they do best, top soiled it, and the vegetation is already starting to grow back! Nature is truly remarkable and it's wonderful to see the site begin to return to its original condition.

What has been your key learning?

The effect the weather can have on all aspects of a project; scheduling work at the right time of year can have a tremendous impact.

The heat at the end of last year was excruciating and exhausting. As a result, fatigue was another huge challenge for us during the first phase of the project. We were constantly monitoring the physical and mental safety of the team to ensure they were getting enough rest and hydration, especially during the height of summer.



Of course, the weather is unpredictable, but we need to keep the ball rolling, keep the project moving forward. From the outset, we need to be forward-thinking and have high level plans in place for different scenarios. That way, we know in advance what we can plan to safely do whilst the weather is unfavorable.

What happens now?

All debris has pretty much been cleared from the site using a huge electromagnet to pick up any loose materials from the surface. Once complete, we'll handover to the E&C team so they can begin land rehabilitation through the area. I'm excited to see what it looks like in a few months time - stay tuned for photos! ●



INSIDE OUT WITH...

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: Ana Downey-Smith

How long have you been with Glencore and Oaky Creek?

I am a newcomer, I have only been here for just shy of four months.

What's your current role?

Health and Hygiene Coordinator at Oaky Creek North (OCN).

What are you responsible for?

All things health and hygiene related. I look after health promotion, hygiene conditions for the workforce underground, workplace ergonomics, and educational programs to enhance the physical and mental health of the OCN team.

For example, I'm currently working on a 'SmartSwaps' campaign that compares food and beverage items and provides education on easy, healthier alternatives you can choose without making a notable change to your diet. Something as simple as swapping out full sugar cola for Coke No Sugar, or energy drinks and iced coffee options.

We're putting up different posters across site every month showcasing different 'smart swaps' and encouraging people to make better choices.

We have better success with health incentives and initiatives if they can be incorporated into life outside of work. Understanding some simple 'smart' swaps can be beneficial to you and your family.



Another exciting initiative that I'm excited to be rolling out over the coming months is focused on improving strength, health and fitness at work. This was a need I became aware of thanks to feedback forms I provided to the workforce. Based on the team's input, the aim of the initiative is to help workers improve their strength and conditioning around tasks specific to their role.

As a certified strength and conditioning coach with a Masters degree in Sports Medicine, this is something close to my heart and I look forward to sharing more details soon - stay tuned!

What does a typical day look like for you?

The alarm goes off at 4:45am. I drink a big glass of water, make an even bigger coffee, and drive to work in time for the day shift pre-start. I try to make as many pre-starts as I can each week and get underground at least once a week so I have a good understanding of the environment and conditions people are working in so I can design programs, initiatives and improvements accordingly.

After the pre-starts, no two days have been the same since I started!

What do you enjoy most about your job?

Everybody at OCN is welcoming and approachable, something I am really grateful for as a cleanskin. I love getting underground and seeing how everything works.

I always ask so many questions and feel so lucky that the workforce keeps answering them all.

I also love having the opportunity to develop programs that are directly tailored to OCN and that I can get feedback from the workforce about what to do next.

What's the most challenging part?

Understanding mine plans and mining terminology! Just when I think that I am getting the hang of it, I get flipped up on my end.

Have you always worked in the mining industry?

No! This is my first underground gig, and I spent a little time in open cut coal mining beforehand. Prior to this, I was working as a Manager at a University in Brisbane. I led a team that ran seven labs to teach undergraduate Health, Radiation and Medical students. Some of our labs had 1,200 students go through the doors every 48 hours, which required a lot of logistics and planning!

What attracted you to the mining industry, Glencore and OCC/Tieri?

Family life. My husband has done FIFO from the area for the past five years. I wanted to spend more time with him, and I really enjoy the country life up here.

If you weren't working as a Health and Hygiene Coordinator at OCN, what would be your ideal job?

I would love to be a talent scout for regional based Paralympians. I've done some basic support work in this area in the past and it changed my perspective on a lot in life.

What do you like to do outside of work?

I love cooking and baking, as well as all things sports and running. I've signed up for the Yeppoon half marathon in July and would be stoked to have any members from the OCC community join me. If you're keen, let me know!



Who do you spend your time with?

During the weekdays, when I'm not at work with the Health, Safety and Training (HST) team, I spend time at home with my husband and our two dogs, Molly and Mack.

On the weekends, I like to get out and about and make the most of living in such a great State. I was born and raised in NSW Central West for 28 years; I definitely don't miss the six months of winter we used to experience every year down there!

What's a little known fact about you?

I am a registered podiatrist and strength and conditioning coach, with a background in sports medicine. I have a big interest in performance footwear and biomechanics. Unfortunately, it's not something I can talk about much in a social setting, without looking a bit strange!

What movie have you watched and rewatched the most... and why?

My Big Fat Greek Wedding. I have a really big family so this movie never fails to make me laugh and always feels like a comforting visit from my family. My husband has no cousins or extended family, so this movie is very similar to when he met my family!

What song will you always turn up louder?

'The Horses' by Darryl Braithwaite, because you just can't beat perfection!

Favourite quote?

"Nothing can dim the light which shines from within" - Maya Angelou. I try my best to always be positive and supportive so this one means a lot to me. ●

Name: Joel Haywood

How long have you been with Glencore and Oaky Creek?

I've been with Oaky Creek Coal for nine years now.

What's your current role?

I'm the Electrical Coordinator for Conveyor Operations.

What are you responsible for?

I manage the electrical maintenance and performance of our conveyor systems.

What does a typical day look like for you?

My day starts early — I'm up at 4:00am, on the road by 4:20am and start work at 5:00am. I lead a team of eight electricians. We focus on fixing any faults or issues impacting conveyor performance while always keeping safety front and centre.

I also oversee the maintenance of our outbye belt starters, pumping systems, and drilling operations. I assist where needed with gas monitoring systems too.

Each day, I assess the condition of these assets and plan out where to direct the team to keep things running smoothly.



What do you enjoy most about your job?

I get satisfaction out of fixing things, especially when something hasn't been working properly and we get it sorted.

What's the most challenging part?

There's a lot of variety in our work, and the scale of it is big. We've got 16km of conveyor belts, including seven trunk conveyors, a longwall, and up to three development conveyors operating at any time.

Each set up is different, so there's always something new to learn or problem-solve. Because our team covers a broad area, we're usually the first responders for any outbye breakdowns, which keeps us on our toes.

Have you always worked in the mining industry?

Not always. I started my apprenticeship in Sydney working in commercial and industrial settings. I moved to Queensland and finished it off in Mackay with a mining contractor. That was my entry into the industry.

I took a break from mining for a while and worked for Thales, installing new torpedo systems on Navy vessels, contracted for a time, and worked in sales.

What attracted you to the mining industry, Glencore and OCC/Tieri?

The lifestyle. It's a safe, steady set up and I get to come home to my family every day. That's worth a lot.

If you weren't working in your current role, what would be your ideal job?

Something where I can make my money work for me, so I've got more time to enjoy life. That's the ultimate goal.

What do you like to do outside of work?

I love watching the footy, getting out for a round of golf, and hitting the beach for a paddle when I can.



INSIDE OUT WITH...



Who do you spend your time with?

My family; they're everything to me.

What's a little-known fact about you?

I'm into the stock market and investing. I spend a fair bit of time tracking that.

What movie have you watched and rewatched the most... and why?

I'm not huge on movies, but I do like a good adventure - Lord of the Rings, Avatar, those kinds of films. I enjoy the escape into something completely different.

What song will you always turn up louder?

Anything that lifts the mood and makes me feel good — if it's got that vibe, I'll turn it up.

Favourite quote?

"The right mindset turns problems into progress." ●

Name: Randall Meier

How long have you been with Glencore and Oaky Creek?

I started working at Oaky Creek No. 1 on 15th February 1993. In November 2008, I was transferred to Oaky Creek North (OCN) - a total of 32 years continuous service!

What's your current role?

I've been a Trainer/Assessor with the Health Safety Training (HST) department for the last two years and have recently been re-elected as Site Safety and Health Representative (SSHR) - or 'Checkie' - for OCN, a role I've had for approximately nine years.

What are you responsible for?

Implementation of the overall training scheme and providing training and assessments for Coal Mine Workers (CMWs). This can be as simple as CABA training (training people how to use Compressed Air Breathing Apparatus), to being involved in emergency exercises. We also perform inductions for OCN Underground and Surface teams.

In my role as Checkie, I am responsible for ensuring that all equipment is safe for use, and all processes are carried out safely and in line with legislation and procedures.

What does a typical day look like for you?

I'm awake at 4:00am and I let the two dogs out for a run. I arrive on site around 5:25am and am generally met by people saying hello or goodbye and have a great day...as well as *"I couldn't find an assessment"*, or *"I left assessments on your desk"*, or asking questions in relation to my role as a Checkie.

Our Prestart meeting is at 6:00am, followed by the G/Comm, an open forum where the CMWs discuss and agree on the plan for the shift, responsibilities, safety performance and anything else relevant to that shift. From there, my day is divided between training and Checkie work.

What do you enjoy most about your job?

The training and interaction with other CMWs. A great example is Induction Day training. The CMWs come with such different levels of experience and exposure to different aspects of coal mine work, it can sometimes be a tough gig trying to bring a diverse group of people together and build trust amongst them.

We do the CABA training underground. Some people don't appreciate just how dark and pitch black it is down there until they turn their lights off. Then I ask them to walk out, lights off! That's always a pivotal moment for them.

For me personally, the training days and underground scenarios presently being conducted at OCN have been extremely rewarding, and the feedback from people has been very positive. My coordinator, Natalie, deserves the credit here; I'm very appreciative of her support - thanks, Nat!

What's the most challenging part?

Doing Toolbox Talks (briefings) in front of people, whilst being mindful of peoples feelings and experiences. I'm not the world's greatest talker and, by nature, I am shy so I find that difficult.

Have you always worked in the mining industry?

No, I was an Engine Cleaner for Queensland Rail, before progressing to Fireman/Driver Assistant.

I got transferred to a little railway siding between Richmond and Julia Creek, called Nonda in 1988. We were there for two years, during which time we had our second child and I qualified as a train driver.

The population was just 10; there was only ABC TV, no phone, no shop - which meant no everyday items such as milk. Moving from Ipswich to Nonda was a real eye opener! As a relatively new family, we certainly did a lot of growing up in that time.





Then, in 1991, I started at Cook Colliery as a Shiftman Miner. I was retrenched in November 1992, and started at Oaky Creek No.1 in February 1993...and I'm still with Oaky!

What attracted you to the mining industry, Glencore and OCC/Tieri?

Back in the 80s and 90s, if any CMW had been made redundant, they had the first opportunity to apply for any job opening in the industry. When all CMWs had either accepted or declined the available positions, if there were any jobs remaining, the opportunities would be open to the general workforce. This was referred to as 'the books being open'.

So, in 1991, we were sitting at Nonda, waiting for a transfer, when my wife's (Kez) Dad called and said the books were open and there were jobs going at Cook - Blackwater. I said yes and off we went.

When I became redundant at Cook in 1992, jobs were going at Gordonstone (Kestral), North Goonyella, and Oaky Creek No.1. I applied for all of them, but Oaky Creek replied first. I came for an interview and Kez had waited in the car. During the interview, they'd suggested we go and have a look at the town so when I came out, that's what we did...and we fell in love with it. Our first impression of Tieri town centre was that it was like we were on the Gold Coast! Smart, casually dressed, and very welcoming people, with NO high vis or work clothes in sight.

If you weren't working as a Trainer/Assessor, what would be your ideal job?

When I qualified as a train driver, it was an eight-hour oral exam, followed the next day with a practical exam, driving a train to Hughenden and back, all in the presence of a Train Inspector. He asked me this same question and, honestly, I had no reply. But he had one for me: advance your career to an Inspector, or go through the training path.

So, here I am, 35-odd years later, doing what I think is my 'ideal' job: trainer/assessor, with a Checkie role 😊 (although some would say the Checkie role is not exactly an ideal job).

What do you like to do outside of work?

Kez and I are into our gardening, the veggie and flowering types.

We also have a caravan which we use whenever we can, we love that lifestyle. Kez usually out fishes me when we manage to wet a line.

Cooking is also something I love to do, especially with the music on. I enjoy talking with Kez and having a red wine - I'm rather partial to Penfolds and love their history.

Who do you spend your time with?

Kez and I recently celebrated our 40-year wedding anniversary. Peyts, our granddaughter, is a regular visitor.

What's a little known fact about you?

I was President and founding member of Tieri Tigers Junior Soccer Club, undoubtedly one of the most successful soccer clubs in the Central Highlands, given the size and population of Tieri. Mitch Langerak, former Australian Socceroo and International, was part of our club.

My collection of wine is my one vice. Tasting and enjoying is another vice. Both Kez and I enjoy stage musicals.

And I once had the humbling experience of being asked, as an SSHR, to be on a tripartite committee to review a Recognised Standard (a legislation for the mining industry here in Queensland) following a recommendation from the 2020 Board of Enquiry that was convened to investigate the Grovesnor incident in which five CMWs were injured. The Board examined all aspects of Queensland coal mining in regard to methane exceedances and controls, including spontaneous combustion.

What movie have you watched and rewatched the most...and why?

The first Top Gun movie, maybe it's the music or that we've memorised the words - it drives our kids insane.





INSIDE OUT WITH...



Other movies we love are Christmas with the Kranks and Lampoons Christmas Vacation. We can definitely recognise some of our own Christmas family traits in them - we love our lights at that time of year and I have a feeling this year there may be some friendly competition in the air!

What song will you always turn up louder?

Any song by Queen - we've seen the stage show twice. Bob Seiger, Bruce Springsteen and Neil Diamond also get a flogging. At the moment any version of Sound Of Silence is striking a cord with me. And last but not least, is 'Hooked on a Feeling' - the original by B.J. Thomas is cool, but the remake by Blue Swede is brilliant. It's featured in the movie Guardians of the Galaxy. It's a bit sookie, but I love the lyrics. Kez says...no, I'm not going to say what Kez says!

Favourite quote?

From a personal perspective, for me, the quote "A true friend accepts you for who you are, but also helps you become who you should be" has Kez written all over it. That saying is her to me.

Also "Truly great friends are hard to find, difficult to leave, and impossible to forget" which always makes me think of my mate who passed away from Motor Neurone Disease.

My least favourite quote is "It is what it is".

From a work-related perspective, I'm drawn to: "Let's get this done. Done and dusted." and "Not Born A Coal Mine Worker, But Made a CMW." ●

Name: Michelle Pease
...but most people
call me Shelly.

How long have you been with Glencore and Oaky Creek?

It will be two years in July.

What's your current role?

Washplant Administrator.

What are you responsible for?

It's hard to put it into a nutshell. I support the administrative needs of the Superintendents, Coordinators and the crews. I liaise with the Planning team during shutdowns and generally try to keep our paperwork and teams flowing so they can be out in the field doing what they do best.

What does a typical day look like for you?

Most mornings I am up by 4:00am to get ready for the day, and usually arrive on site between 5:00-5:30am. Some days are later, some days are earlier, it depends on what is happening on site at that point in time.

I always come into work with a job list of things I need to get done, but that usually goes out the window as I have to work on the fly a lot.

What do you enjoy most about your job?

The people, hands down! I have met so many incredible people here. Everyone is so good to me. And, not to blow smoke, but my boss, Rob Shepherd, is literally the best. He always explains things to me that I might not understand and never makes me feel stupid. He really looks out for me and I feel so grateful to be working for him.

What's the most challenging part?

That I am still learning something new every day, but that is a GREAT challenge. Some days I think I will never wrap my head around it, and other days I think wow, I really have learned a lot in such a short time. It's a doubled-edged sword.

Have you always worked in the mining industry?

Actually no, this is my first experience in mining. Before we moved to Tieri I was an Administrative Assistant at QLD Xray in Townsville for two years, and before that I was with The Good Guys in Townsville for 17 years where I held a series of roles including Purchasing Officer, Salesperson, Warehouse Dispatch, Commercial Administration and Administration Manager.

What attracted you to the mining industry, Glencore and OCC/Tieri?

We moved here for my husband. The plan was for me to be a stay-at-home mum. After three months I was climbing the walls! As fate would have it, this role came up so I applied and got it.





If you weren't working as Washplant Administrator, what would be your ideal job?

Oh wow, big question! Well, it might sound crazy to some, but I actually do love admin work. I love to work with people, but I also love spreadsheets and data and programs. So anything with those aspects would suit me.

What do you like to do outside of work?

We have a caravan and try to get away camping as much as we can. Sometimes I will go dirt bike riding with my son around in the bush which is always a bit of fun. I'm not very good or confident at it, but I always have a good crack.

I love to paint, so you can often find me on our deck with a canvas and a big mess. I'm also trying to get a gym routine happening...trying being the key word there! At the very least, I frequently go for a walk around town to put some kilometres on the ol' Apple watch!

Archer (my son) and I like to go into Emerald on the weekends for movies and a sushi date. And I'm a fire bug, so with the colder weather coming in, I cannot wait to have frequent backyard fires with nibbles and a tequila or two...or maybe even a port.

Aside from that, when I get a spare moment, I really enjoy wandering a few doors down to study chemistry and physics with my neighbour, Josh 😊 (see page 35 of [Tier1 News, March 2025](#)).

Who do you spend your time with?

My family mostly, but we do have some lovely friends in town that we try to see when the stars align, you know how shift work can make it hard to catch up. You can often find me with friends at the Brolga on a Friday night for Jag the Joker!

What's a little known fact about you?

I studied Beauty Therapy when I was 24 and had my own at-home nail salon for 12 years. I was one of the top 10 leaders in Australia for a make-up company for eight years and even got a 5-star, all-expenses-paid trip to Canada out of that experience!

Oh, and I'm pretty handy with a shotgun.

What movie have you watched and rewatched the most...and why?

Oh this is going to expose me haha: any rom-com with Adam Sandler. I am a hopeless romantic and adore 50 First Dates, The Wedding Singer, and Just go with it.

And, not a movie, but I am obsessed with F.R.I.E.N.D.S. - I could quote you every single episode by heart.

What song will you always turn up louder?

There are SO many! I go through obsessive periods with my music tastes, I think it's quite eclectic. If you've heard me driving around town, you will know my music is always jacked up pretty loud!

My current go-to songs for blasting out are: 'Aftertaste' by Loud Luxury, 'Classic' by MKTO, 'Do I Wanna Know' by Arctic Monkeys, 'Lost In Time' by J.Calm, and 'So Into You' (Rules Bootleg Remix) by Jac Ross.

Favourite quote?

I have a lot of quotes but my go to ones are:

- *"Today is a great day to have a great day."*
- *"Everything works out in the end, and if it's not worked out, it's not the end."*
- *"Do what you have got to do to get you through today. That's all you need to do."* ●





OCC PARTNERS WITH Dendra to Explore Fixed Wing Technology

The Oaky Creek Coal (OCC) Environment & Community team is continually exploring innovative ways to enhance and progress its rehabilitation efforts.

Since 2020, they have been working with Dendra, a data and artificial intelligence (AI) environmental technology company, to capture high-resolution imagery using drones and AI to detect plant distribution (right down to the species level), types of land cover, land erosion, and more.

This technology has allowed OCC to expedite rehabilitation certification and assure compliance by tracking multi-year vegetation cover trends across the mine site; reduce weed management costs by targeting interventions more precisely; and detect significant changes in erosion features – all contributing to a compelling narrative to Oaky's successful revegetation of rehabilitated areas towards their designated post mining land use.

Technology advancements

Recently, Dendra has evolved its data capture capabilities to include manned fixed wing aircrafts – using small aircrafts specially modified for survey work – without compromising the quality of the images taken.

This in-house technological development has been pressure-tested through numerous rounds of quality control, testing, and real-world validation to ensure the image resolution matches the data captured from their drones and other Unmanned Aerial Vehicles (UAVs), with many additional benefits.

"The quality and resolution of the images captured by both the drones and the fixed wing aircrafts is the same – 0.56cm GSD – meaning we can still see individual characteristics to distinguish species from each other. But there are a couple of notable differences in the scope and scale that our planes provide," explains Maxim Stoker, Product Marketing Manager at Dendra.

"For example, our fixed wing technology allows for greater spatial coverage per flight – around 2,000 hectares per day – compared to our rotary drones. This means they can survey up to 10 times the average area we would typically capture with drones, making them particularly effective for surveying extensive projects like Oaky Creek coal or linear assets like roads and railways."

Planes also overcome the scale limitations of drones, which are restricted to flying at 120 metres above ground. Surveying planes can fly up to three times higher while capturing the same resolution, enabling far greater coverage."

No 'boots on the ground' required

Dendra equips low flying planes with their sensor suite, crafted specifically for the purpose of capturing ultra-high-resolution images.

The planes operate in a 'hub-and-spoke' flight model: launching and landing from a central 'hub' (often a nearby airport), then surveying surrounding 'spokes' of interest. The sensors capture multiple images per second and stitch them all together to create an interactive map, laying as the foundation for the ecology-trained AI models, that is then deployed upon for the OCC Environment & Community team.



This data capture approach provides another key differentiator. Whereas drones need to be physically deployed by a team of pilots from a site within the rehab area, the fixed wing aircraft completely eliminates the need for 'boots on the ground' to capture the imagery, significantly reducing the cost of data capture and scaling insights to extents never seen before.

More than just imagery

For OCC, fixed wing aerial capture brings a powerful layer of visibility and insight across entire key rehabilitation zones, including areas that are remote, hazardous, or otherwise difficult to access.

By removing the need for boots on the ground, it not only supports safer, more repeatable monitoring at scale, but also facilitates multi-thousand-hectare data capture with the utmost safety. And the insights go far beyond raw imagery: from native species identification and vegetation height profiles, to land cover health assessments and weed infestation patterns.

The result is a standardised, repeatable dataset covering the entire site, that feeds directly into rehabilitation planning and Progressive Rehabilitation and Closure Planning reporting, giving OCC a defensible, data-driven foundation for decision-making.

"Compared to traditional field surveys or drone-only methods, fixed wing surveys deliver significant gains in both cost-efficiency and operational speed, providing faster access to high-confidence data without compromising on quality," says Maxim.

Environmental significance today and in the future

Scalable, greentech monitoring such as drones and fixed wing aircraft has a multitude of advantages for the environment, including:

- Reduced human risk and ecological disturbance
- More frequent, cost-effective insight into large or inaccessible areas
- Early identification and intervention that prevents small issues (e.g. weed outbreaks, erosion) from becoming unmanageable
- Increased accountability on organisations thanks to defensible data for regulators and stakeholders.

Recognising this, Dendra is committed to exploring other ways technology can enhance rehabilitation efforts for companies like OCC.

"We have a wide program of ideas and technologies in various stages of development, such as detailed terrain modeling in steep or forested areas, AI-native species detection, slope and erosion risk models, deducing changes in canopy size, and tailoring our product suite to more closely match a mine's PRCP challenges," reveals Maxim.

"We look forward to continuing our work with Oaky Creek and bringing some of these exciting new developments to the mine to enhance the rehabilitation of the site." ●





Progressive Rehabilitation and Closure Plan (PRCP) UPDATE

Rehabilitation of the land on which a mine operates does not have to wait until the mine has closed in order to begin. Quite the contrary, in fact. Plans for rehabilitation are made at the very beginning of a mine's existence, and are systematically put into action as mining operations move from one section of the site to another.

At Oaky Creek Coal (OCC), land rehabilitation has been a core part of daily business operations since the 1990s, with considerable resources being attributed annually to progress responsible land rehabilitation works across site.

To date, over 5,500 hectares of land have been rehabilitated. Nearly 3,000 of those have achieved Progressive Rehabilitation Certification by the Queensland Government's Department of Environment, Tourism, Science and Innovation (DETSI). That's equivalent to almost four times the size of Hamilton Island, and represents approximately 17 per cent of the overall site's mining lease on which OCC operates.

OCC's current and future plans for rehabilitation form part of its Progressive Rehabilitation and Closure Plan (PRCP). Although rehabilitation isn't a new concept, rehabilitation detailed in the PRCP style document format is - previously this rehabilitation was in site Rehabilitation Plans. All operating mine sites in Queensland are in a transitional phase to establish PRCP's, which will standardise the information across sites. The OCC PRCP was submitted to DETSI in November 2023 and is currently in the review/Information Request phase of the process.

The PRCP provides a detailed description of the activities OCC will carry out through to Life of Mine, and beyond, to successfully rehabilitate the land used for mining, and return it to a stable condition suitable for approved post-mining land uses.

Change to PRCP Application

Earlier this year, OCC updated its PRCP application to include additional longwall panels planned at Oaky Creek and acknowledge the full area OCC is authorised to mine.

In line with this, Life of Mine was also updated to include these mine areas in both mining and rehabilitation planning.

“Whilst this change doesn't affect our rehabilitation strategy, it allows us to have consideration for current and future market conditions, leverage our infrastructure investment, and optimise our operations, without compromising on safety, or our ability to responsibly rehabilitate the land back to its intended post mine land uses such as grazing, and/or establish natural habitats such as open woodland areas,” explains Joel May, Environment & Community Manager at OCC.

As a result of the change to the application, finalisation of the PRCP is expected to be at the end of 2025 or early 2026.

Joel and the E&C team are currently in the process of conducting additional studies and preparing the necessary documents as part of the 'Information Request' stage of the process.

Once DETSI receives this information, and assesses it along with the rest of the PRCP, they will either request further information or progress the PRCP to decision stage whereby a PRCP approval document and associated rehabilitation schedule will be issued to OCC for feedback. Upon finalisation of these approval documents, OCC will be required to comply with them and will be periodically assessed by DETSI for compliance, typically every five years.

We expect to hear more for the next newsletter, and will keep you informed along the way.

OCC's Environmental Authority Now Includes Certified Areas

Like all mining companies, in order to operate, OCC is issued with an Environmental Authority (EA) by the DETSI.

An EA is the main environmental compliance document for sites, detailing the legal management and monitoring requirements OCC must adhere to as part of its mining operations. These included air, water, groundwater, sewage effluent, noise and vibration, waste, land, regulated structures, and community.

On 16th May 2025, OCC was issued with a new EA that supersedes the previous version from December 2023.

The revised EA includes a minor update, made by agreement between DETSI and OCC: it now incorporates OCC's newly certified rehabilitation areas, a total of almost 3,000 hectares.

“This update reflects our rehabilitation efforts and the current condition of those areas of land,” says Kate French, Senior Environment & Community Advisor, OCC. ●

For reference, EAs for all sites are publicly available via the [Queensland Government website](#).





THE NEXT GENERATION Amy Scott

A few years ago, Amy Scott had never been on site at a mine. Today, she's setting herself up for a long, successful career thanks to Glencore's Graduate Program.

Amy didn't always envision herself working in the mining industry. But after undertaking vacation work while she was studying at university, she was hooked.

"I came into it with the idea that I was going to earn a bit of money during the summer, have fun and get my hours so I could graduate," she says. "I didn't really expect to like it, but I did – and I've stayed on ever since."

Brisbane-born Amy started working at Glencore in 2021 while she was studying for degrees in chemical engineering and geographical science. She went on to join Glencore's Graduate Program and where she did a rotation at Oaky Creek Coal as a Graduate Process Engineer.

Glencore's two-year graduate programs help build fulfilling careers for people in a variety of roles, from engineers like Amy to environmental scientists, geologists, accountants and IT professionals. Offering roles within its coal, zinc and copper operations, Glencore has welcomed 620 new graduates since 2020.

Over halfway into her graduate rotation, Amy, 24, says she's already seeing the advantages of the program, including access to mentors and an opportunity to take on some big projects.

"I think my career has really benefitted from being a part of Glencore and the grad program," she says. "From starting out as a 21-year-old who'd never been on a site before and didn't have much confidence in my abilities, to where I am now has been incredible. Everyone's really willing to share knowledge and teach you."

What appeals most to Amy about her role is the variety. *"Every day is different, which I love," she says. "I guess that's the nature of site work. Some days I'll be doing day-to-day reporting and plant checks, other days I'll get to hang out with the enviros or go on an underground tour, even though that's not really my department. The fact that everything changes every day is probably the best part."*

She also loves the camaraderie within the workforce, particularly among the graduates who shared a house in Tieri. *"At Oaky Creek, there were three grads, including me, in my cohort and eight first-year grads who'd just started, so we had a good gang," says Amy. "Oaky Creek has a pretty cool culture. Working on site has a family vibe. You're there for 12 hours a day together, so you kind of have to get along."*

While she may just be starting out, Amy says she's looking forward to a long career in the mining industry.

"I would love to stay on site and hopefully move up the ranks. I see myself moving more into a supervisor role. I'm drawn to the people-managing side rather than the technical side. I like to chat, so I think that's more my style than Excel. Hopefully, I'll just stick on this path and keep enjoying what I do."





OCC First-Year Apprentices Shine

In May, Oaky Creek Coal's first-year apprentices completed their first block of TAFE training, and began their initial placement on site at the mine.

As part of the Glencore Apprentice Program, at the end of their TAFE block, they participated in an annual presentation day, along with their peers from other Glencore mine sites.

They each had to prepare and deliver a presentation about their apprentice journey so far, as well as present their TAFE fabrication and machining projects - a vice, a centre punch and a community picnic table, amongst other things - to the panel of judges.

We're excited to share that a number of apprentices from Oaky Creek Coal were among the award recipients! Congratulations to...

- **Daniel Smyth-Jenkins:** Best Overall
- **Emma Kennedy:** Most Consistent
- **Daniel Smyth-Jenkins and Emma Kennedy:** Machining Projects (Excellence)
- **Keira Milton:** Most Improved
- **Kaden Boyce:** Team Player (Teamwork)

Congratulations to the award winners and a big shout out to all the apprentices for the quality of the overall presentations and projects presented.



Congratulations

To all of our first year apprentices, and a special mention to those who have been recognised for selected awards, at the 2025 presentation day.

GLENCORE



OCN GRADUATES Volunteer for STEAM Event at Outback Exploratorium

Boasting the title of most remote science museum in Australia, The Outback Exploratorium in Emerald is a pioneering institution with a vision to ignite curiosity and cultivate engagement in STEAM learning (Science, Technology, Engineering, Arts, and Mathematics).

They are the sole non-government funded, community-based, not-for-profit group of its kind in the state and, for almost 30 years, have been at the forefront of delivering informal STEAM education in rural and remote Queensland.

Through collaborations with local partners and community groups, The Outback Exploratorium works to nurture a hands-on, active interest in discovery and innovation. Beyond their acclaimed Science Squad, they organise various STEAM events such as open days, educational expos, and school holiday programs.

Science and Engineering Challenge 2025

One such partnership is with The University of Newcastle's [Science and Engineering Challenge](#). Together, they present a series of engaging educational Challenge and Discovery days, tailored specifically for students from rural and regional Australia.

Glencore has funded the Outback Exploratorium directly to run this program. Funding is provided over three years (2024, 2025 and 2026) to assist with the operating costs and, where possible, volunteers from Glencore are invited to assist in running the challenge.

Two graduates currently on rotation at Oaky Creek Coal - Lipin Joseph, Graduate Electrical Engineer (right), and Hamish Carter, Trainee Mechanical Engineer - volunteered to help at the recent two-day challenge held on 8th and 9th May.

On day one, the primary school students (years 5 and 6) immersed themselves in activities like Earthquake, Electropolis, and Get a Grip, where they designed and built structures, tackled electrical engineering puzzles, and created functional bionic hands.

On day two, the high school students (years 9 and 10) took on challenges such as Bridge, Confounding Communications, and Grasping at Straws, where they delved into more complex engineering and scientific concepts.

"All the kids did the same activities on both days, but on the second day, it was strictly timed for the older kids, and they had more scenarios to navigate per challenge. I loved seeing how all the different teams worked together, and how people think and behave differently, meaning that the same task was completed in a multitude of ways," reflects Lipin.

"The difference in thinking amongst the years 5 and 6 versus years 9 and 10, was quite surprising. We really had to take our time explaining things to the younger students, be more patient and cut them a bit of slack - they definitely got restless much more quickly. It was easier to manage the older students, but I was certainly exhausted by the end of the two days!"

By providing meaningful, fun and interactive challenges and experiences, the event aimed to ignite curiosity, foster teamwork, instill a passion for innovation and excellence, and inspire young minds from across the area to pursue futures in science and engineering.

"As a kid I didn't have a clue what I wanted to do, but if I'd taken part in one of these events, it would have fast-tracked my interest and learning in Engineering for sure! That's why events like these are so important to young people - they help spark or build interest and encourage students to attend similar events, to continue learning more and more."

Lipin exclaims. ●



"When I was at uni, I saw people go to STEAM days run by companies, and thought this was a great chance to be involved in one. Learning in a classroom environment is great, but having the chance to apply it in practice, it's a totally different level of learning for students, you take so much away with you," says Lipin.

"As a grad who is still learning myself, I wanted to build my teaching skills, gain experience of working with children, and hopefully ignite a spark of interest in science or technology."



Tieri Community Directory



| | |
|---|----------------------------------|
| 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 |
| 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 | 4884 6200 |
| 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 | tiericomcommunitychurch@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 - DECEMBER 2024



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?



**SUBMIT YOUR
STORY HERE**



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