

TIERI NEWS

SPRING 2025

Tieri
a top little town



OCC Hosts QMRS QLD State Competition

Introducing Little Love Care,
Tieri's Newest FDC

New Volleyball Courts at
Tieri Aquatic Centre

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Artwork by D'orsay

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FROM THE Editor



Welcome to another jam-packed edition of Tieri News!

Once again, these pages are filled with the incredible stories of people who make a difference every day, both at our mine and throughout our community. Their - your! - tireless efforts, whether through volunteering, lending a hand, or simply going above and beyond, make our working and personal lives better in ways big and small.

If there's one thing that shines through in every edition of Tieri News, it's this: even in tough times, we come together. The last few months have been a true demonstration of what can happen when we unite as colleagues, as neighbours, as a community. Together, we achieve great things.

Speaking of great things: I'm beyond delighted to share that Enhance Family Day Care (Queensland's leading FDC provider) has launched a second FDC service here in Tieri ([page 15](#))! This is a fantastic milestone on our quest to find scalable, sustainable childcare solutions for the town. We are incredibly fortunate to have such quality Educators - Amy Frost, from Little Love Care ([page 18](#)) and Lisa Austin-Richards from Ladybugs & Rugrats ([page 22](#)) - whose love and care for our littlies is truly admirable.

Also admirable is the commitment of our Queensland Mines Rescue Service (QMRS) volunteers, some of whom were awarded the Australian National Medal for their decades of service ([page 45](#)) - congratulations! What's more, Oaky Creek's Underground Mines Rescue and Surface ERT teams ([page 49](#)), recently put everything on the line in their respective competitions. Hosting the QMRS QLD State Competition ([page 47](#)) at OCC brought a real buzz to Tieri. Thanks to CHMS ([page 38](#)) and our contractor partners, we showcased our state-of-the-art mine and the incredible spirit of our town.

The spring season always brings a special energy to Tieri. As the weather warms up, it's wonderful to see the Aquatic Centre reopen, with the brand new volleyball court ([page 31](#)) adding yet another reason to get outdoors and connect with each other.

Social connection is so important in a remote town like ours. Getting involved in a community or sporting group can be a great way to not only keep physically fit ([page 24](#)), but mentally fit as well. The 2020-2022 National Study of Mental Health and Wellbeing (NSMHW) estimates that 43% of the Australian population has experienced a mental illness during their life, with 22% experiencing mental health struggles in the previous 12 months.

That's 1 in every 5 Australians.

With those figures, it stands to reason that many among us here in Tieri are struggling with mental health and wellbeing. It could be you, a member of your family, a friend, a neighbour, a workmate. Please know that support is available. Our OCC Employee Assistance Program (EAP) is a free, confidential service available to all employees and their immediate families. You can find more details about the program and how to access the services on [page 36](#).

Support can come in many forms and we warmly welcome Pastors Robert and Doris Grierson from Hopelands Church Tieri ([page 30](#)). They have committed to creating a place where people can be heard, supported, and uplifted, so be sure to reach out to them.

It's certainly uplifting to celebrate community initiatives that help provide more opportunities for social connection, often in aid of a good cause! The success of the Biggest Morning Tea ([page 7](#)) - thank you and congratulations to the organisers; the exciting Youth Space Project, led by CTM Links ([page 21](#)); and the Capella Community Op Shop ([page 8](#)) are just some of the many examples that leave me inspired by the spirit of our local community.

It's our ability to look out for each other, to celebrate our successes, and to face challenges with resilience and heart that make Tieri not just a great place to work, but a great place to belong. Thank you to everyone for making this a top little town.

Happy reading,

Michelle

Human Resource Manager, Oaky Creek Coal

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MESSAGE FROM Damien Wynn

General Manager at
Oaky Creek Coal

After a challenging two months, there were cheers all round as we successfully recommenced production after April's inrush water event. It was a significant milestone when the crews arrived at work on 26th June ready to get stuck in.

Returning to production was the result of the amazing collaboration of everyone throughout the business. It was truly an incredible effort and an example of teamwork and innovation ([page 34](#)) that will serve as a benchmark going forward. My sincere thanks and congratulations to you all - you achieved this.

I'm writing this message whilst attending the annual Queensland Mining Industry Health & Safety Conference on the Gold Coast. This year's theme is "Rock Solid - the Foundations of Safety Excellence" and the callout is for mining companies and their employees to revisit the fundamental principles of safety that form the foundation of our industry. As the program explains: "While advancements in technology and evolving practices have transformed

the way we work, the bedrock of safety remains unchanged—clear communication, proactive hazard identification, and unwavering adherence to safety protocols."

As I've listened to the various speakers, I've been reflecting on the water inrush event of April and how we drew on our well-established foundational safety protocols to effectively manage the situation:

- With safety as our number one priority, all workers were immediately withdrawn from the underground safely
- Queensland mine regulators were promptly notified
- We adhered to our 'No Plan. No Work' mandate and all water removal and recovery operations were carefully planned, risk-assessed and implemented by technical and operational teams to ensure a safe recovery process
- Transparent communication was had with all stakeholders throughout the recovery and remediation process
- Rigorous review and sign off from myself and the Senior Leadership Team prior to resuming production to ensure the safety of the site.

Whilst the inrush event was most certainly unwanted, our response to the incident not only showcased our teamwork, but also demonstrated the importance of doing the basics well. Thanks to the foundational processes and procedures we had in place, and the flexibility of our team, we were able to minimise the impact of the event, particularly from a safety perspective which is always our primary concern. This is an important reminder for all of us: get the basics right when it comes to safety.

With production now back up and running, our focus is on mitigating the impact to our business. Commodity prices have been steadily declining this year and this looks set to continue throughout

GENERAL MANAGER MANAGER

2026. We all need to be vigilant in ensuring that we have the right resources, equipment and people to deliver on our production targets safely, effectively and efficiently, and achieve our vision of being 'a safe, productive and professional business where our people are proud, engaged and enjoy achieving our goals'.

After the disruption and pressure of the inrush event and recovery operation, it was a real pleasure for Oaky Creek Coal to host the Queensland Mines Rescue Service (QMRS) QLD State Cup 2025 competition in August ([page 47](#)). It was a fantastic opportunity to show our mine at its best. So much work goes on in the background to make these events happen. A big thank you to the HR team for organising the functions and treat bags; the HST team for their support on the day; the Central Highlands Mining Services team ([page 38](#)) for their unbelievable effort in making the site look great and for fighting the weather to set up the events; and the volunteers who assisted during the competition - without your help the day couldn't happen. And, of course, to the Oaky Creek North Mines Rescue Team who put hours into training and getting ready for the event, on top of their normal job. A big thank you and congratulations also goes to our Oaky Creek Coal Emergency Response Team who brought home top honours from the QMRS Open Cut Challenge ([page 49](#)), winning first place, and a number of other awards!

To all our QMRS members, their families and partners: the sacrifice you make to attend training, spending more time away from home to represent the mine and gain invaluable, life-saving skills benefit not only your teammates here at OCC, but the industry as whole - thank you. In fact, I'd like to give a special mention to Darren Price, Jimmy Vardanega, Dan Kipping, Tony Armstrong and Frank Rolls who were recently acknowledged by QMRS for their incredible 15+ years of dedication to mine rescue ([page 45](#)) - congratulations, and thank you for your service.

They aren't the only ones who have recently been recognised for their phenomenal contribution to our industry. Colin Hoyle, Electrical Engineering Manager at OCC, was nominated for the Resource Industry Network's 'Standing out from the Crowd' Award...and won! Those that know Colin, will agree that he has always stood out from the crowd, going above and beyond, but never more so than after the high voltage (HV) incident of February 2024 where OCC teammate Adam Morrow, Outby Electrician, experienced an electric shock of over 11,000 volts. Colin proactively challenged the way we - and the entire industry - do investigations to avoid HV fatalities.

As Colin explained in his nomination video:

“At the time, we [Oaky Creek] obviously complied with the industry standards, but those standards needed to be lifted as a minimum. So we went down the route of pushing industry and creating change. It's not just an Oaky Creek thing; it's not even just a resource or coal mining sector thing; it's everyone that interacts with high voltage.”

Adam says: “Since my incident, [Colin] has put in different supervisor courses. He's taken the bar and lifted it and now everyone needs to catch up. He's definitely going to save lives.”



Colin, congratulations and thank you for your unwavering commitment to raising the standards and ensuring the safety of not only our people, but those across the industry.

Sadly, it's not all good news from the last few months. It's with a heavy heart that I report we had a non-work related medical emergency underground in July that resulted in the loss of one of our colleagues. Our thoughts are with his family, friends and workmates. This loss comes as we approach the one-year anniversary of the tragic incident of October 2nd, that claimed the life of Frank Thomas and seriously injured Kainan Smith. Tragedies like this undoubtedly leave their mark. We're all at various stages of grief and healing and I encourage you to reach out to Converge - our Employee Assistance Program provider - if you think you or a family member could benefit from the free, confidential support services they offer (see [page 35](#) for more details).

It's at times like this that I'm grateful for the community of support around me. As I was driving through town the other day, I was thinking about the number of families and individuals that we have been lucky enough to work and live alongside in the 30 years since Oaky Creek North officially opened in June 1995 (plus another 10 years when you factor in Oaky Creek!). Whether they've been with us for a short stint, or for the best part of those 30 years like Ann Coull ([page 10](#)), our mine and town have seen so many people grow and achieve incredible things. It's such a unique environment to be part of and I look forward to celebrating it with you all at the Oaky Creek Coal Family Day and Town Christmas Party on 29th November.

Until then, my thanks and appreciation to you all; stay safe,

Damien



COMMUNITY EVENTS



SAVE THE DATE

17th Sept at 7pm: Tieri Ladies Social Hub - Paint and Sip 'A Good-Looking Rooster' at the Tieri Brolga Hotel. \$30 per ticket. Visit [Tieri Ladies Social Hub Facebook](#) page to book.



2 consecutive Sundays, every month, at 10am: Hopelands Church Services at Tieri Community Church. Keep an eye on Tieri Shopping Centre Noticeboard, [Tieri Noticeboard Facebook](#) page, or [Hopelands Church Tieri Facebook](#) page for details.

Every 2nd Saturday (odd weeks) @ 4pm: Dungeons & Dragons at CTM LINKS. All are welcome! Reach out to Kath Hema on (07) 4984 8349 or via tieri@ctmlinks.com.au.

29th Nov:

- **Oaky Creek Coal Family Day**
- ✓ **Tieri Town Christmas Party**



23RD - 27TH JUNE

Happy 30th Birthday, Oaky North!

Oaky North was officially opened in June 1995. In celebration, cakes and hats were handed out for the OCN crews to enjoy at their Pre-Start meetings.





COMMUNITY EVENTS

26TH JUNE

International Women in Mining Day

A day to celebrate the perseverance, contributions, talent and spirit of the women - past, present and future - who are part of the mining industry worldwide.

It's a chance to recognise and celebrate the progress that has been made, and to identify and explore the opportunities available for the industry to become ever more inclusive, and reach gender equity.

This year, at Oaky Creek Coal (OCC), Shari Barwick, HR Manager – Projects at Glencore Coal Australia, facilitated a morning of networking, strategising and discussion amongst the OCC female workforce. Guided by the ethos of 'I am mining, and I belong', the focus was on identifying barriers for women in the workplace and exploring ways to overcome these, especially at the site level.

“The data was pretty compelling and prompted some robust conversation that ignited everyone's motivation and created lasting connections. I was proud to be part of it, and look forward to being one of many catalysts for change going forward.” says Michelle Cody, HR Manager at OCC.



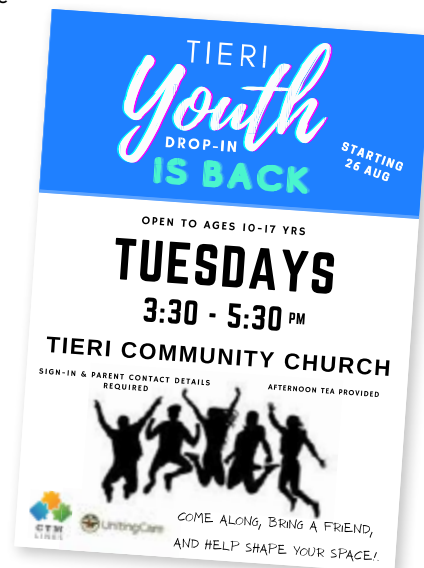
26TH AUGUST

Tieri Youth Drop-In Group is Back!

CTM Links was delighted to announce the reprisal for the popular Tieri Youth Group last month. Held every Tuesday between 3:30 - 5:30pm at Tieri Community Church, the drop-in group is open to ages 10-17 years.

In addition to the wide range of games, activities and projects available to entertain and engage the teens, afternoon tea is also provided to keep them going until dinner.

Sign in is required upon arrival, along with parent or carer contact details.



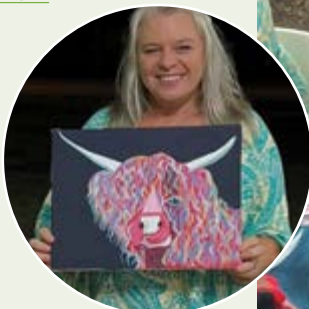
22ND JULY

Tieri Ladies Social Hub - Craft Night

It was another night of creative fun and chatter as the ladies of Tieri put their artistic talents to work. Their muse for the night: the Highland Cow!

As always, there was plenty of laughter as the group navigated their way through their colourful creations, some even describing the event as 'therapeutic'.

Keep an eye on the [Tieri Ladies Social Hub Facebook page](#) for details of the next Paint and Sip event!



Australia's Biggest Morning Tea

With generosity and excitement filling the air, the event raised well over \$3,000 for cancer research, all while giving the participants the chance to enjoy delicious treats and win fantastic prizes. This year included a spectacular cent sale which was a huge hit, with over 31 items available to win, for just \$2 a ticket sheet.

Local businesses and artisans generously donated prizes, while volunteers worked tirelessly behind the scenes to ensure everything ran smoothly. Jenny Pedler lovingly made the beautiful button flower centre pieces for all the tables, and Jim and Alison Gray made up ceramic potted plants, both of which were kindly donated at the end of the event to be auctioned off, adding even more to the funds being raised.

"As always, the support from the community was truly overwhelming, demonstrating the power of unity in making a difference," reflects Kerrie.

"It was wonderful to see so many of you come together to enjoy good company and tasty treats while supporting such an important cause," echoes Kath.

Stay tuned for next year's Bigger Morning Tea, which promises to be even bigger!

Thank you to our ABMT sponsors: Glencore Oak Creek Coal, Tieri Foodworks, Tieri Pharmacy, DBS, Tieri Post Office, CTM Links ([page 20](#)), Colin Boyce, Tieri Community Op Shop, QCWA Capella, Zoe Reghenzani Photography, A Flower in Time ([page 26](#)), Jacqueline Magat, Jim's Orchids, Alex Jaquet ([page 24](#)), Jeanette O'Brien, Sue McGuire, Sharon Thong, Denise Farrar, Nurse Sue, and Dani Murray. ●





Capella Community Op Shop

Your name: Pamela Fleming, Secretary

Locations serviced: 57 Peak Downs Street, Capella Qld

Follow us on: [Capella-community-op-shop-inc](https://www.facebook.com/capella-community-op-shop-inc) on Facebook

What is the Capella Community Op Shop?

We are a not-for-profit charity organisation that provides a retail outlet for preloved clothes and light household furnishings. We offer free support for individuals and families. Money that we raise through sales, donations and running raffles, we endeavour to invest into school projects as we firmly believe that every child should attend school as an equal, and no child should be disadvantaged for things outside their control.

Throughout the year, we also make donations to the pony club and Peak Downs Pirates Rugby League JRL.

We opened 16-months ago in a motel room at the Capella Couch Inn. Due to the growth we've experienced in that time, we recently moved to a much bigger space. You can find us in what used to be the old supermarket at 57 Peak Downs Street, Capella. It's wonderful to have such a large area to display and sell all the incredible items people donate to the shop.

What can people expect to find for sale in the shop?

From vintage clothing to the latest fashions, everyday essentials to homeware and furniture, books and DVDs to kids toys, accessories, handbags, shoes and other stylish pieces all waiting for their next chapter.

Where does the money from sales go?

As a not-for-profit, the money from sales goes back into the community. For example, the Back-to-School program, and donations to our local sporting club and Pony Club.

You also provide services for those in need; what can you tell us about those?

We provide practical assistance like food vouchers, clothing, and household items to those who need them most. Sometimes we are often the first point of support for people in crisis. Our work is deeply rooted in community compassion.





You've recently moved location; where can people find you now?

57 Peak Downs Street, Capella - it's a wonderful space.

With so much stock, how did you go about relocating?

We had many people from the community who helped us. A big shout out to Heather Luke, Scot the plumber, the Electrician from Springsure, Don and Ann who came up from the Sunshine Coast, CHF, Daryl - our handy man, and Arrian and the footy team from Tieri who painted our shop. There were many more who lent a hand, and we're grateful to all of them - thank you.

What does the new premise offer you and your customers?

It's a much more inviting and accessible space that reflects our care for the community. It's somewhere for people to connect with each other, with us and with the support we provide.

It's also much easier to find those hidden gems amongst all the items available for sale. We've recently created a dedicated 'Babies' section which we're very excited about. Customers will enjoy exploring all the wonderful items available for babies and young children, including clothes, toys, books and accessories.

Importantly, the new premise gives us an even stronger sense of purpose, knowing that each purchase directly supports the local and surrounding area.

How long have you been involved with the Op Shop and what have you learned in that time?

Since the closure of Saint Vincent De Paul, 16 months ago. That was when we decided to open a Community Op Shop so that our community was not disadvantaged. We wanted to continue helping and supporting the people of Capella and the neighbouring towns.

How can the local community support the Op Shop?

By donating thoughtfully. Passing pre-loved items that are in good condition helps stock our shelves for the community, and keeps usable goods out of landfill.

From helping us sort through our stock, to sharing stories on social media, there's a role for volunteers with every passion and interest. Some volunteers might enjoy visual merchandising, others might love chatting to and serving customers, others may prefer organising donated items in categories. We welcome all types of support so please reach out to us at the shop, via phone, or our Facebook page if you would like to volunteer.

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

Living and working here means being grounded in a place where resilience, generosity, and connection run deep. I love that every face in the shop tells a story, whether it's a local who pops in for a yarn, or someone finding hope through a second-hand treasure.

There's pride in supporting sustainability, but even more in watching our community lift each other up, one small act at a time. The Highlands isn't just where I live, it's who I serve and it's why I do what I do.

What are your opening hours?

We're open Tuesday through to Saturday, from 8:00am until 2:00pm.

How can people find out more information?

We regularly post updates on our [Facebook](#) and [Instagram](#) pages, highlighting any new arrivals in store, showcasing different categories of items for sale, and sharing all the wonderful stories of support that echo throughout our community.

Aside from that, you can give us a call on 0447 944 280, email capellaopshop@gmail.com, or pop in for a chat - we'd love to see you. ●



**Tuesday to Saturday
8:00am until 2:00pm
57 Peak Downs St, Capella**



MEET THE LOCALS

ANN COULL

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

As Oaky Creek North celebrates its 30th anniversary, in this edition, we meet former Tieri resident, and one of the first employees at Oaky North, Ann Coull...



Ann, you started at Oaky Creek North (OCN) on 24th July 1995, just weeks after it had opened. What do you remember about that day?

I was so nervous on my first day due to the fact I had never worked in coal mining before, but I remember being extremely delighted to be part of a brand new venture, Oaky North Mine.

How did you come to be at Tieri and OCN?

I moved to Tieri from Townsville with my ex-husband, now deceased, who accepted a post in the Surface Engineering Department at Oaky Creek Coal, in March 1995.

What was life like on the mine site?

At the start, life on the mine was very basic. Our first offices were dongas (demountable buildings) and ours was very old! My office just had a desk, a computer in a box, an electric typewriter, and a bookcase.

There were just six of us initially: Peter Lynch (Manager), Craig Clarke (Production Superintendent), Peter Binnie (Electrical Engineer), Joe Scicluna (Mechanical Engineer), Maurie Wright (Supply Officer) and myself. They were a great team to work with. We all had to multitask to get things done. I had to get a ticket for the forklift - that was something extremely different for me!

Working on the mine site was completely different to working in a town or city, however the comradery was amazing. There was no running out to a shop or cafe. You soon learned if you wanted to eat, you brought it with you.

One stand out thing about OCN: we were like a family. We socialised outside the mine which really helped us all integrate into life both at the mine and in town.

What did your role involve?

My role involved managing the Administration for OCN, to build it into a viable, smooth-running project. I made sure the "i"s were dotted and the "t"s were crossed, and all the ducks were in the correct row.

I had no knowledge of mining, but I drew on my administrative experience and I'm happy to say the mine gradually grew and I grew with it. It was truly a learning experience for me.

What other roles did you have during your time with OCN?

The other roles I had during my time at OCN were numerous. As the mine expanded, new staff arrived, new departments were created, and whole crews were continually recruited. My roles had too many variations to list here, but included Payroll, Leave Management, Travel, Catering, and general day-to-day management of an ever-expanding Administration. I was even the Fire Warden for the OCN Building and Surface.

Life was never boring - sometimes unpredictable, but definitely never boring!

When did you leave?

I officially retired in February 2017, nearly 22 years after joining that initial team.

Even today, mining is considered a predominantly male environment. What was it like as a woman working in mining in the beginning?

Working in a predominantly male environment back then was really not what some people might perceive. Quite the opposite in fact. The guys at OCN were great to get on with and they were always gentlemanly and treated me with nothing but respect and as one of the team.

How did things at the mine evolve over time?

Big changes at the mine happened when we moved over to the new site in December 1999. We had a huge office block, new bath houses, and new departments opening up. Inevitably, as OCN got bigger and bigger over the years, and as rosters changed, we ceased to be quite as family oriented as we were in those early years.

Evolution of the mine depended on the Managers and GM's at any given time. Things could take a different turn depending on who was in charge. When I started at OCN, it was owned by MIM and we worked according to their ways. Then it was owned by Xstrata, and we worked in accordance with their ways. And then Glencore, as it is now, took ownership and we worked according to their way. We just had to learn new ways and new programmes. Thankfully, our CEO, Ian Cribb, was a very consistent person and presence within the mine, which was very important.

How would you describe the town of Tieri back then?

Tieri Town, or 'TTown' as it is still affectionately called, was extremely community-minded then. People looked after each other, everyone knew one another, and we all socialised together. We had



“

“You can take a person out of Tieri, but you can’t take Tieri out of the person”

everything we needed. It was a terrific town to live in, and to bring young families up in.

What did you do outside of work?

Not a lot during the week as we worked long hours. My partner since 1998 - Peter Dunham - worked shifts at Oaky No1 and for most weeks we were ships that passed in the night. We had a few evenings together one week, and two weekends together a month when we would try to go away somewhere.

Most evenings when I got home from work, and mornings and afternoons at weekends, I walked the dogs. I played golf (or at least gave it my best shot!), played barefoot bowls, and attended social events. Even when Peter was working, I could always go along to these on my own because I knew everyone and there was always good company you could join in with.

When you look back at your time at OCN and in Tieri, what are some of your standout memories?

There are lots...The day they cut the first coal, and I was given one of the first pieces.

The day we were all down at the highwall where the portal would be cut. Peter Binnie had the Ventilation Generator ready to go and, after the third attempt, off it went! We were all cheering - they could now cut into the highwall and Oaky North was able to cut coal different to the drift.

When the Longwall got buried and was dug out from the surface by the two draglines. One of them had to be repaired quite substantially, and the other basically had to be rebuilt as a result. It was quite a sight seeing them walk over to OCN, then for them to dig down to the longwall and pull it out. I am not sure if it was the first time in the *world*, but I am positive it was the first time in Australia - it had never been done before.

There are a lot more memories of course, some of them hilarious, but that would be dobbing people in!

Was there a particular moment, event or person that had a big impact on you?

There were two people who had a huge impact on me at Oaky North. One was Noel Kathege. Noel was a semi-retired undermanager from No1 who agreed to come and fill the gap one of our first newly recruited Deputies left towards the end of the six-week induction. We were due to start the DNA Roster to cut coal. Noel filled in until we could get a replacement. When that was achieved, Noel was asked to do the training. He helped me enormously with the technology and terminology. He took me underground for the first time to show me what I was talking and typing about, and it was amazing. He carefully explained everything to me and everything just clicked and fell into place. He didn't even laugh when I asked if we could turn on the lights!

The second person was Maurie Wright. He was a huge help from the beginning, filling in parts of supply material and machinery on a continual daily basis. I owe a lot to both these people and thank them.

When was the last time you visited Tieri and how had things changed?

The last time I visited Tieri was for Oaky No1's closing weekend. There were lots of changes to the town and the ambience was

certainly different. There were empty houses and everything seemed to have closed down. I understand that's changed again and the town is now full again.

Do you still keep in touch with the friends you made at OCN and in Tieri?

Yes indeed. Most of our friends have retired and moved but we still keep in touch and see them. We also still have friends in Tieri and, thanks to good old Facebook, we keep in touch.

After 30 years, despite the rise in FIFO and DIDO workers, and the changing roster rhythms, OCN and Tieri are still very much known for their community-feel. What do you think is key to maintaining this?

I never doubted that the community spirit of Tieri and OCN would ever die. I think of the old adage: *“You can take a person out of Tieri, but you can’t take Tieri out of the person”*. The same is true for those of us who have ever worked - or continue to work - at OCN. The key is continuing to keep the spirit alive.

Quick-Fire Round...

How do you describe yourself?

Mostly easy going. I like to be treated the way I treat other people. I do not tolerate nastiness from anyone. When I lose my temper, it is volatile, but I come down quickly and if I am ever wrong, I will apologise. Oh, and I love humour!

How would your colleagues/friends from your OCN/Tieri days describe you?

I feel I have always had a good rapport with everyone at work and in Tieri and I hope that they found me pleasant, very friendly and accommodating, and enjoyed my company.

You may be retired, but you're busier than ever - how do you spend your time and with whom?

I spend most of the time with Peter and our little West Highland Terrier, Finlay. We walk the beach at Horseshoe, play golf, socialise with our friends and neighbours - something is always happening. I love to cook, bake or BBQ and entertain dinner guests. We go over to Townsville a lot, and away for a few days every now and then, to somewhere different. It's great that we can take the dog as there are heaps of pet-friendly places now. And we visit family and have friends and family visit us too.

5 things you can't live without?

Peter, Finlay, Laptop, Ipad, Phone....the latter three all allow connection to our family here in Australia and overseas.

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

Laughter is best at a dinner party, so my ideal guests would be Billy Connolly, Dawn French, Sean Connery, Michael Cain and David Jason.

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

No-one's. I was very happy in my position. There was plenty of variety in my role so I had a bit of a taste of other, quite different jobs, but I always loved mine better. ●



TSS P&C Receives \$14,000 Glencore Grant

Every year Glencore Coal runs its Queensland P&C Grants Program, offering up to \$14,000 to eligible applicants. This year, a total of 14 school P&C's across Queensland received a grant through the program, including three local recipients.

Capella State School P&C was awarded a \$14,000 grant for their outdoor classroom; Capella State High School P&C received \$14,000 for their outdoor gym fitness fanatic; and Tieri State School (TSS) P&C received \$14,000 for upgrades to their Performing Arts Centre!

Tieri News spoke to TSS P&C President, Michael McGrath, to find out more...

Michael, congratulations to you and the P&C on being awarded this injection of funding. What led you to apply for the grant?

The Performing Arts Centre (PAC) plays a vital role in delivering the Arts curriculum to TSS students, from Prep all the way through to Year 6. It provides them with essential skills and experiences across various artistic disciplines.

In addition to being a teaching space, the PAC is used to host events. Having both attended and run several events at the PAC, the P&C became acutely aware of the limited multimedia resources in the facility. It takes many hours of setup and pack-up to do anything special or spectacular for the students and, as a result, the venue only lends itself to hosting basic events.

As a P&C, we decided to apply for a Glencore Coal P&C Grant in the hope that we could improve the multimedia facilities.

What impact do the limitations of the existing multimedia system have on the school, teachers and students?

At present, the facility is equipped with only minimal and outdated resources, including obsolete multimedia equipment, which limits the teaching and learning opportunities. For example, there is no projector or screen for presentations; there is no fixed lighting system for performances; and whilst the sound system is good quality, it's not suited for a space that size, and is also not an intuitive system to operate. This is incredibly frustrating for teachers and students alike, as well as for any event organisers using the space for functions.

What will the multimedia upgrade include?

We're excited to have purchased a host of brand new, state-of-the-art items for the PAC, including:

- A wall-mounted short-throw cinema-quality projector
- A huge 3-metre motorised projector screen
- A permanently installed FX lighting system, with a wireless programmable console
- 2 x high-powered wall-mounted speakers
- A professional performance wireless microphone kit
- A sound mixer with Bluetooth connectivity, that is simple and easy to use.



When will the upgrade take place?

All the equipment and hardware has been ordered and arrived in time for installation during the September school holidays, ready for Term 4.

How will the new system benefit the teachers and students?

This upgrade to the PAC will significantly enhance students' access to high-quality arts education, enabling richer, more meaningful participation in creative practices. The improved facilities will not only support the development of students' artistic interests and abilities, but also foster their social, emotional, and intellectual growth, helping them to reach their full potential.

How would you describe the Glencore Coal grant application process?

The process is done through a very simple and easy-to-navigate online portal, with lots of support offered by the Glencore Coal team. I'd particularly like to thank Kate French from the Oak Creek Coal Environment & Community team for inviting and encouraging the TSS P&C to apply for the grant, and Tracey Snedden from Glencore Coal Assets Australia for providing support during the application process.

I'd also like to thank Susan Spackman, Principal at TSS, for her strong endorsement of the project which no doubt helped get our application over the line.

I'm excited to get the new system up and running, and to see what fun the students - and teachers...and us! - have with it. ●

“

"I'm excited to get the new system up and running, and to see what fun the students - and teachers...and us! - have with it."



Current Glencore Smarty Grants Available

2025 Oak Creek Coal Community Investment Round 3 - NOW OPEN!

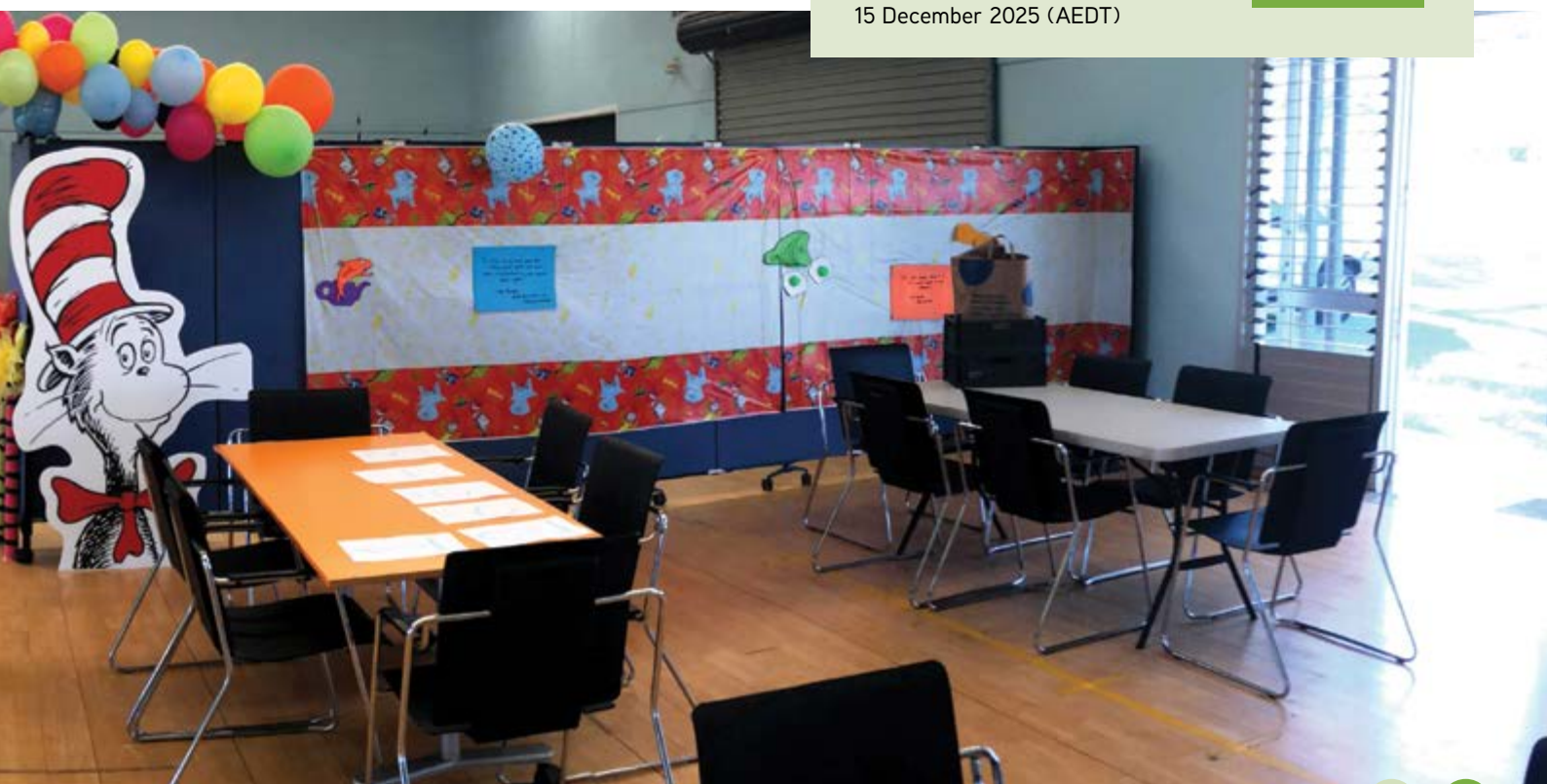
Submissions close midnight
15th December 2025 (AEDT)

[Click to
Apply](#)

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

Submissions close midnight
15 December 2025 (AEDT)

[Click to
Apply](#)





TIERI, YOUR VOICE MATTERS

Have Your Say

The sixth Local Voices Community Pulse Survey is scheduled for later this year, and you can have your say by registering now to take part: www.voconiqlocalvoices.com/en/tieri/.

The Pulse Surveys are run by Voconiq, an independent research company commissioned by Oaky Creek Coal (OCC) to help identify any areas of concern or positivity amongst the Tieri community.

Anyone aged 18 years and older, who lives and/or works in Tieri is eligible to participate. More than one person per household can also participate, provided they are over 18 years.

The survey asks a series of questions based on your experiences and perspectives related to Tieri, even if you live in another town but work in Tieri. On average, it takes between five and 10 minutes to complete.

Confidentiality is paramount and your individual responses will not be disclosed to Glencore or OCC. Instead, all responses are de-identified and combined so that Glencore only ever sees the total, collective results showing the sentiment of the community as a whole. At no time will Glencore or OCC be provided with any information that can identify you or link you to your survey responses.

The feedback Glencore and OCC receive via the survey is used to inform their decision-making, planning, investments and resource allocation, in both the near- and long-term.

Register now to have your say

To register and take part in the next Local Voices Pulse Survey simply head to www.voconiqlocalvoices.com/en/tieri/ or scan the QR code, below.

Once you have registered, you will receive an email announcing when the next survey is open for completion and inviting you to have your say.

For every survey completed, Voconiq donates \$5 to a local community group or club that's part of the Local Voices Rewards program. So [register now](#) to have your say and support a local community group!

Click to
register now

MORE WAYS TO HAVE YOUR SAY

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:

- **Participate in the Tieri Local Voices surveys:** visit voconiqlocalvoices.com/en/tieri/ and follow the prompts
- **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 ●

TIERI CHILDCARE Review Update



Earlier this year, Glencore commissioned a comprehensive Tieri Childcare Review to take an in-depth look at the current childcare options available in Tieri, and explore practical, long-term solutions for the future.

The reason for the review was simple: Tieri families face a number of childcare challenges, including limited availability, long waitlists, educator shortages, and a lack of solutions that support parents working longer hours.

The aim of the review is to help Glencore understand the emerging childcare needs amongst the community, identify gaps in the current offering, and identify realistic, community-informed solutions that *sustainably* support both families and the OCC workforce in the short and long term.

The highly consultative, evidence-based review began in March 2025, and ran until late August. A report was subsequently compiled and provided to Glencore Oaky Creek Coal. Whilst the report is still being assessed, a number of insights have come to light:

- There is **no single solution** that will meet Tieri's needs.
- Rather, the research suggests exploring a range of **flexible, smaller-scale models** that can be easily implemented, supported locally, and adjusted over time to ensure longevity. For example:
 - Expansion of the Family Day Care (FDC) model (see page 15)
 - The introduction of in-home care and shared nanny networks, particularly for families on non-standard rosters
 - The potential for expansion and/or upgrades of current facilities.
- This **multi-model approach** can evolve with the community and respond to the current challenges and constraints, whilst being scalable to accommodate future demand.

“The next step is for the report to be reviewed and its recommendations discussed by the various teams who are committed to finding a sustainable childcare solution for Tieri, including the OCC Senior Leadership team, Environment & Community team, HR team and Town Services,” explains Kate French, Senior Environment & Community Advisor, OCC.

“From there, we will engage with the community, service providers, and other key stakeholders to collaboratively determine the most appropriate path - or paths - forward.”

“One such path that we're all extremely excited to see progress, is the recent development of the FDC model and the arrival of the second FDC service in town, Little Love Care.”

Little Love Care is owned and operated by FDC Educator, Amy Frost (page 18). Amy joins fellow FDC Educator, Lisa Austin-Richards who has been running her FDC service - Ladybugs & Rugrats - here in Tieri since 2023 (page 22). Both Amy and Lisa, and their respective FDC services, are registered, audited and supported by Enhance Family Day Care, Queensland's leading provider of FDC services (page 15).

As always, we'll continue to bring you the latest updates in Tieri News. ●





Enhance Launches Second Family Day Care in Tieri

Enhance Family Day Care, Queensland's leading family day care (FDC) provider, is thrilled to announce that Early Childhood Educator, Amy Frost, has recently moved to Tieri to set up the second FDC service in town.

Little Love Care ([page 18](#)), an Enhance-registered FDC, will be located at 19 Banksia Street, in the new FDC house generously provided by Glencore Oaky Creek Coal.

Unlike traditional FDC services, which are typically run from the Educator's family home, 19 Banksia Street has been purposefully converted and fitted out as an FDC house for two Educators to run their daycare services from.

This unique model will provide greater childcare support for the Tieri community as the two Educators will operate on a week-on/week-off roster, including weekends, mirroring the OCC mine roster.

Enhance FDC, Queensland's leading FDC provider, is currently in the process of recruiting the second FDC Educator to join the Banksia Street FDC house.

"Finding great Early Childhood Educators can be tough and slow going, even in big cities. It can be even harder to find those who are willing to relocate to a small regional, rural mining town, like Tieri," explains Peta Fitzpatrick, Recruitment Officer at Enhance.

"What's great about this latest model of FDC is that we are not reliant on the Educator moving to Tieri. Much like the DIDO mine workers, the new Educator can drive in from surrounding areas such as Emerald, Capella, Clermont, Mackay or Rocky.

If feasible, they could do this on a daily basis. Alternatively, they can drive in weekly, and - thanks to the support of Glencore Oaky Creek Coal - be provided with camp accommodation and meals here in town for the seven days, meaning they (and their families) don't have to relocate.

This significantly opens up the pool of talented Educators that we have available to us!"

Tieri, Your Help is Needed!

If you know of any Early Childhood Educators who are looking for a change of scene, or to start up their own business, please encourage them to contact Enhance Family Day Care on 07 38991622 or 0447 127 137 and let the team know they'd like to talk about becoming an educator in Tieri! They can also contact us here www.enhancefdc.au/contact-us.

The Role of Enhance FDC in Tieri

Enhance Family Day Care is an approved FDC Service Provider and has registered Educators throughout Queensland, from the Southeast corner up to Cairns.

Any FDC Educator must be registered with an Approved Provider in order to operate. For Tieri, that registration sits with Enhance FDC.

Enhance has worked with Oaky Creek Coal for three years to look at ways to increase Early Childhood Education and Care options for families here in town. Lisa Austin-Richards was the first Educator to join the Enhance team in Tieri, with the launch of her Ladybugs and Rugrats FDC service in 2023 ([page 22](#)).

"Back then, it was quite a groundbreaking experience as Lisa welcomed children and families into her family home, where she operates her FDC service from. This was a vastly different childcare experience for the town to come across," reflects Peta.

"We have loved watching Lisa grow in her role and within the Tieri community. She has provided valuable insights from her FDC journey so far that has helped us identify how we can provide support to more Educators in Tieri."

“What's great about this latest model of FDC is that we are not reliant on the Educator moving to Tieri.”

Peta Fitzpatrick





TIERI, YOUR VOICE MATTERS

A Team of Support

Once registered and ready to open their FDC service, each Educator is assigned an Enhance Practice Mentor who supports them in their ongoing provision of care to the children.

Enhance's Practice Mentors visit the FDC Educators and their service to check not only the compliance of the physical environment and the required documentation, but also how the children and the educator are going. Are there any concerns with the children? Are any families in need of external support? Are there areas of practice the Educator would like some further professional development in?

The Practice Mentor is backed by a team of support staff ready to assist them and the FDC Educator.

Enhance's Assistant Manager, Pedagogical Leader and Quality and Compliance Project Officer provide support to the Practice Mentors and FDC Educators in times of difficulty, confusion or crisis. For example, navigating a natural disaster, or sudden changes in legislation that require careful attention. They also provide support with programming, training, compliance checks, visits from the Regulatory Authority and more.

And the Enhance Administration team keeps the enrolment, attendance and payments wheels rolling. They provide one-on-one training to any new Educators, and ongoing support to both Educators and families to ensure that attendances are recorded accurately, payments flow as smoothly as possible, and any little hiccups (like a forgotten PIN) are quickly resolved.

Governance, Compliance and Standard of Care

All Family Day Care services must adhere to the same legislation, National Quality Framework and Approved Learning Frameworks as any centre-based Early Childhood Education and Care (ECEC), and Outside School Hours Care (OSHC) service.

In ECEC centres, Educators use the Early Years Learning Framework (EYLF) to guide their practice as they work with the children to develop and review a plan for play and learning.

In OSHC services, Educators use the My Time Our Place Framework (MTOP) for working with school age children to develop appropriate play and leisure experiences.

In FDC services, Educators use both the EYLF and the MTOP framework to guide their practice and program, as they often work with babies right through to children reaching the end of their primary schooling.

"All these service types must have accountability systems built into their work. Enhance supports our FDC Educators through careful translation of the Regulations and National Quality Standards into Policy, Procedures, and expected Practice," explains Peta.

"The different members of our team each play a specific role in supporting our Educators to ensure they remain compliant and operate their FDC service within the regulations and standards."

ENHANCE FAMILY DAY CARE
Approved FDC Service Provider



Enhance
Family Day Care



LISA AUSTIN-RICHARDS
FDC Educator,
registered with Enhance FDC



AMY FROST
FDC Educator,
registered with Enhance FDC

TBC
FDC Educator,
registered with Enhance FDC

LOCATION 1



LADYBUGS & RUGRATS
FDC service, owned & operated by Lisa
from her home.

LOCATION 2



LITTLE LOVE CARE
FDC service, owned & operated by Amy
from 19 Banksia St FDC House

TBC
FDC service, owned & operated by TBC
from 19 Banksia St FDC House





Children and families are our heart

We listen and respond
We speak up and protect
We are responsible and accountable



We play well with others

We share ideas, challenges and successes
We are relationship-oriented and task-focused
We do what we say we will do



We colour outside the lines

We are change creators, makers and champions
We seek solutions powered by curiosity and creativity
Our success lies in the extra mile

The Evolution of FDC in Tieri

Being an FDC Educator and operating your own service is very different from working at a centre-based ECEC service. For example, you don't have a teammate to bounce ideas off, such as: *"What do you think about trying this with Sam at drop off tomorrow?"*.

For Peta and the team at Enhance, one of the most exciting aspects of the growth of FDC in Tieri, is that it provides an opportunity to build a beautiful 'community of practice' and peer-support amongst the FDC Educators in town.

"There are opportunities to support each other, share ideas, resources and equipment, meet for walks, excursions, library visits, and more," explains Peta. *"Of course, the children always love to meet up with each other for play dates, but it's also a vital opportunity for our Educators to connect."*

With the launch of the new FDC house in Banksia Street, two Educators will work shifts across each fortnight, providing care every day of the week, mirroring the rhythm of the mine's operations and expanding the availability of care. Families will enrol their children with Enhance FDC and generally be linked with both Educators in order to maximise flexibility and continuity of care.

As Enhance recruits for the second Educator to run their FDC service from Banksia St, the Enhance team is looking forward to

all of their Educators getting to know each other and the beautiful people of Tieri.

"The Oaky Creek team has put a huge amount of effort into growing the FDC presence in town and it continues to be wonderful to work with them," she says.

"Together, I believe we are creating something that is truly special so we can meet the needs of children and families in Tieri - it's an exciting time for sure!" ●

Families will enrol their children with Enhance FDC and generally be linked with both Educators in order to maximise flexibility and continuity of care.

Common Terminology

- **Enhance Family Day Care:** The approved Family Day Care Service Provider, which registers, audits and supports individual FDC Educators and their FDC service.
- **FDC Educators:** Qualified Early Childhood Educators who own and operate their individual FDC services via their registration with Enhance FDC.
- **FDC service:** the individual Family Day Care service that is owned and operated by the FDC Educator.

Introducing Little Love Care, TIERI'S NEWEST FDC



After a long, careful search, Enhance Family Day Care has appointed Amy Frost as the newest Family Day Care (FDC) Educator for Tieri!

Amy is the second Early Childhood Educator to open an Enhance Family Day Care service here in Tieri. In 2023, Lisa Austin-Richards opened the first Enhance FDC - Ladybugs & Rugrats - and has been operating ever since (see [page 22](#)).

Tieri News spoke to Amy to find out more about her background as an Educator, her new FDC service, and what the families of Tieri can expect...

Amy, welcome to Tieri! Tell us a bit about yourself...

Thank you! It's wonderful to be here and to finally call Tieri my home. I grew up on the Sunshine Coast with my family. My partner and I met in 2024; he works underground at Oaky Creek Coal on a 7/7 roster and we started a long-distance relationship. We took turns visiting each other every two weeks: I would go to Emerald to see him and his family, and he would come to visit me and my family on the coast. I feel fortunate to be familiar with this beautiful little town since my partner's brother and his partner also live here, so I've had the chance to visit a few times and be shown around.

What attracted you to the FDC Educator opportunity in Tieri?

I've always been drawn to working with children. My Mum was a Teacher's Aide at my primary school. I'd spend the majority of my breaks helping her. Then, when I went to high school, I would go and help Mum out on my days off.

When I reached Year 11, I began a school-based traineeship. Every Wednesday, I would go to the childcare centre where I did my practical placement. I quickly fell in love with childcare and knew that, one day, I wanted to have my own Family Day Care service.

Fast forward to 2025, and, growing tired of a long-distance relationship, my partner and I were continually on the lookout for opportunities for one of us to move. When we saw the advertisement on [Tieri.com.au](https://www.tieri.com.au) for an Early Childhood Educator, I couldn't believe my luck: it was an opportunity to move with my partner and fulfill a lifelong dream!

What's your background?

When I graduated Year 12, I was fully qualified in Cert III Early Childhood Education & Care. The centre I had been working at during my studies offered me a full time role. I stayed there for two more years until an opportunity arose for me to be a Nanny in West Virginia, USA, for three months.

When I came back home, I wanted to experience a different type of childcare centre as my previous one had been a very outdoor nature-based centre. I secured a role at Smartland Boutique Early Learning and began my Diploma in Early Childhood Education & Care.

At SmartLand, I soon became Lead Educator in the 3-year old room. There were 22 pre-kindy children so it was pretty hectic, but such a joy to be able to care for all 22 of them. After a while, I moved into the Nursery room, where I cared for babies from six-weeks old, to 18-months. All up, I was with SmartLand for about a year and a half before the opportunity in Tieri came about. It was hard to say goodbye to all the wonderful families I had made beautiful connections with, but I was also excited for the new opportunity ahead.

What can you tell us about the Family Day Care model of care, and how it differs from mainstream Early Childhood centres?

Both models must function under the National Quality Framework (NQF). Both are eligible for the Child Care Subsidy. Furthermore, both care types are evaluated and rated according to the National Quality Standard (NQS). And all registered Early Childhood services must adhere to the same educational frameworks (i.e. the Early Years Learning Framework).

However, Family Day Care, or FDC, offers a much more individualised approach to the care and education of the children thanks to the smaller numbers.

Early Childhood centres, which typically cater for a large number of children, have varying Educator:Child ratios depending on each age group. In accordance with government standards, Nursery rooms (typically for ages six-weeks to two-year-olds) have a 1:4 ratio; Toddler rooms (ages two- to three-years) have a 1:5 ratio; and Preschool rooms (for children aged three to Kindy) have a ratio of one Educator per 11 children!

By contrast, FDC services maintain a 1:4 ratio for all children under school age, which means one Educator for four children. This smaller group setting allows for more personalised care and attention that caters more closely to the individual child's needs. The maximum number of children an FDC Educator can have in total is seven children, including school age children under 13 the FDC service also offers before school, after school, and vacation care.

What's more, FDC services are in a home-based setting, typically set up in the Educator's family home, creating a more home-away-from-home environment for the children.

Are FDCs just a glorified babysitting service?

Absolutely not! FDC services operate under the National Quality Framework (NQF) and focus on providing individualised childhood education, care and development all within a home-based setting.

Family Day Care Educators are qualified professionals who provide a nurturing, homely and flexible learning environment. Importantly, FDC Educators and the services they provide are subject to the same



stringent compliance checks and quality assessments as mainstream Early Childhood centres to ensure they meet the required standards for providing care to children.

What will your FDC service be called?

“Little Love Care” - it took me a while to come up with the name, but once I thought of it, the more it stood out for its warmth and nurturing qualities. It speaks to the environment and care that I will be providing the families and children of Tieri.

Where will your FDC service be located?

19 Banksia Street, Tieri.

You mentioned previously that FDC services are often run from the Educator’s family home; will this be the case for you?

No, this set up is slightly different because we won’t be living there. Rather, the four-bedroom house - complete with laundry, bathroom, kitchen, yard, etc. - is going to be a shared space with two Educators running their FDC services from the house at different times. The services will operate on an alternating roster of 7/7, to mirror the mine roster. The aim of this is to give the families of Tieri increased accessibility to childcare services.

When will Little Love Care be open for business?

[At the time of writing...] We’re in the process of furnishing the house, with the aim of welcoming the first children in September/October.

What will your opening hours be?

Little Love Care will operate on a Wednesday to Tuesday roster (the same as the mine), from 7:30am - 4:30pm, including weekends.

My counterpart will operate on the alternating Wednesday to Tuesday.

How many children will you be able to look after?

In line with government regulations, I can care for a maximum of four children under school age at any given time.

In addition to this, I can look after up to three school-age children, providing parents with access to before and after school care, and vacation care.

How can parents/carers find out more information and secure a spot for their child?

I invite any parents or carers to come and visit 19 Banksia Street to check out the space for yourself and to have a chat. You can also email me at Littlelovecare.fdc@icloud.com, call or message me on 0459 636 206, or reach out via the Little.Love.Care Facebook or Instagram pages.

What can families and children expect from you and your FDC?

A space where the children and their families can feel safe, comfortable, loved and at ease. I want parents to feel confident that their kids are having a fun time in a stable learning environment. For the children, I want Little Love Care to feel like a home away from home.

In terms of what an average day will look like, we consider your child’s home routine and strive to follow it as closely as possible. The daily schedule will evolve and adjust according to the children and the natural flow of the day, ensuring it best meets your children’s needs. Little Love Care provides a mix of planned activities, experiences and child-led play, emphasising learning and social engagement.



Important aspects of the day include morning greetings, play-based learning, progressive mealtimes, nap times that align with your child’s routine, excursions, and both indoor and outdoor play. Our routines are crafted to be consistent, fostering a sense of security and well-being that caters to the children, for example:

- Morning greetings
- Child-led play
- School drop off (if applicable)
- Arrive back
- Morning group time
- Wash hands
- Progressive morning tea
- Planned activities and experiences indoor or outdoor
- Clean up, wash hands
- Progressive lunch
- Rest/quiet time
- Get ready for walk
- School pick up (if applicable)
- Arrive back, progressive afternoon tea
- Afternoon child-led play

How would you describe your approach to Early Childhood Education?

I’m a nurturing, fun-loving Educator, who is there to make the early years of education as playful, enjoyable and relatable as possible. I aim to cater to the child’s needs and individualise their care and educational program to suit them and their family.

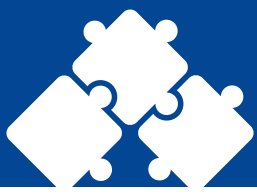
I’m heavily focused on play-based learning incorporating both indoor and outdoor environments. I aim to engage children in play activities that foster exploration, imagination, and social interaction. It’s a great way for children to actively construct their own understanding of the world around them by interacting with people, objects, and the environment. I like to see what each child is interested in and extend their learning from there, so they have fun and are engaged, whilst still learning the fundamentals and reaching the milestones outlined in the national Early Years Learning Framework (EYLF).

What do you hope your FDC service will offer the families and children of Tieri?

I hope it provides a safe, warm, loving and nurturing space that children happily come to. A space where parents can feel relaxed and confident leaving their child, knowing they will be well taken care of.

What are you most excited about?

The whole experience: seeing my dream come true; setting up the space; the Open Day; meeting local families; getting to know the children and watching them grow. I’m so thrilled to be part of the Tieri community. ●



CTM Links Update

It's been another 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, especially for Tieri's young people...

African Drumming & Creative Space in Tieri

The recent school holidays were full of fun and creativity for Tieri kids and adults alike!

Thanks to the Central Highlands Regional Council Youth Development Team, renowned musician, performer, and teacher, Gabriel Otu, visited Tieri to share his talents in African drumming and dance.

In partnership with CTM LINKS and the Queensland Baptist organisation, Gabriel ran an interactive workshop at the Tieri Community Church. Children learned to play traditional African instruments and enjoyed fun, hand-eye coordination games.

To keep the creative energy flowing, CTM LINKS and the Tieri Ladies Social Hub hosted an afternoon Creative Space Workshop. Children hand-made candles, painted rocks, played games, and experimented with Oobleck and cloud dough.

"The kids had an amazing time, and the feedback was full of excitement and smiles. Many are already hoping for more fun events like this in future school holidays!" said Kath.





Youth Space Restart Project

The Tieri Youth Space Restart Project seeks to create a safe, inclusive, and engaging environment for the young people of Tieri, with youth from neighbouring towns such as Capella and Middlemount also welcome to join.

In partnership with UnitingCare IFS, the project's core objective is to empower local youth, aged 10-16 years, by directly involving them in shaping their own hang out space at Tieri Community Church on Grasstree Street. Collectively, they will contribute to decisions about everything from the structure and layout, to activity ideas and afternoon teas, ensuring the space truly reflects their interests and needs.

The Youth Space will be coordinated by Kath and the CTM LINKS team, with on-ground support from one or two Family Support Workers from the UnitingCare Emerald Intensive Family Unit. Parents of the youths will also be invited to volunteer their involvement, as well as additional service organisations whose programs align with the needs of youth, families, and the wider community.

The venue for the Youth Space - Tieri Community Church - will be provided in-kind thanks to the Queensland Baptist Organisation.

"We're really excited by this project, though it's still in its early stages. The first step will be to invite Tieri's young people to a roundtable discussion to share their ideas and vision for what the Youth Space should look like," explains Kath.

To support the project setup, Kath plans to apply for funding through Glencore's Community Investment SmartyGrant program ([page 12](#)). "This will enable us to purchase youth-requested resources such as a basketball hoop, hula hoops, footballs, a gaming console, and audio equipment for outdoor movies."

Looking ahead, the sustainability of the Youth Space will rely on combining grant funding with strong community partnerships. Whilst successful grant applications will provide essential financial resources, developing relationships with local businesses, organisations, support services, and schools will create opportunities to collaborate and share resources.

Local businesses can contribute in many ways - sponsorships, donations, or in-kind support - while schools and service providers can deliver a wide variety of engaging youth-focused programs and mentoring opportunities.

"This holistic, collaborative approach will ensure the Youth Space remains responsive to the needs of Tieri's young people, while embedding the program within the wider community network," explains Kath.

"By working together, we aim to build a youth program that is inclusive, supported, and sustainable well into the future."

If you would like to get involved in the project, please reach out to Kath on (07) 4984 8349 or via tieri@ctmlinks.com.au.

Tieri Youth 'Letterbox Drop' Initiative - Calling for Volunteers

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

A big thank you to all the youths who deliver Tieri News to the community.



Do you have a suggestion for a new group, event, activity; or would you like to volunteer your time or services?

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.



A DAY IN THE LIFE OF Ladybugs and Rugrats_

As Enhance Family Day Care launches its second family day care (FDC) service in Tieri, we thought it was a perfect time to catch up with Tieri's original FDC Educator, Lisa Austin-Richards.

Lisa launched her Ladybugs and Rugrats FDC service back in 2023, under the umbrella, regulations and guidance of Enhance, Queensland's leading FDC service provider ([page 15](#)).

Enhance's Recruitment Officer, Peta Fitzpatrick, describes the arrival of FDC in town as a "groundbreaking experience in many ways". Until then, Tieri had only ever had mainstream Early Childhood centres, so the concept of a home-based daycare service was very unfamiliar.

But Lisa embraced the opportunity whole-heartedly as she opened Ladybugs and Rugrats, and welcomed the young children of Tieri into her family home to be educated and cared for.

In the two years since, Lisa has nurtured 15 children, aged six-months to seven years old. Along the way, Ladybugs and Rugrats has grown and evolved as Lisa, Enhance, and the Tieri community as a whole continue to learn from each other and adapt to the ever-changing childcare needs of the town.

We caught up with Lisa to chat about her experience so far, the arrival of a new FDC service in town (Little Love Care - [page 18](#)), and to learn more about a day in the life of the children under her care...



Lisa, firstly, congratulations on the success of Ladybugs and Rugrats! How would you summarise the last two years?

It's been an incredible journey, filled with creativity, growth, and a connection with each child that will stay with me forever. Each day has brought new challenges and opportunities to explore the magic of Tieri's smallest humans, and I am endlessly grateful for the support from our amazing families.

You opened your FDC service when your daughter was just 4 years old, so not only were you embarking on the wild ride of parenthood, you were also navigating the rollercoaster of running your own business. How did you manage this?

I could not have managed this without the incredibly supportive community around me. From my neighbour and friends offering to take my daughter to school; to the wonderful staff at Tieri Aquatic Centre ([page 31](#)) organising my daughter's swim lessons around a friend's schedule so she could attend; to the parents of the children I care for helping me set up large equipment. Every step of the way, the people around me have been amazing.

Finding time for just my daughter and me, without distractions, was hard at first, but we have finally found a good balance. Now, my

weekends are dedicated to spending quality time with her, whether we're at the park, pool, or skate park.

What have you found most rewarding and fulfilling?

There's nothing quite like the warm welcome I receive from a child in the morning - a bright smile, a tight hug, and an eager recount of their previous night's adventures.

And when the day draws to a close, their reluctance to leave speaks volumes about the sense of belonging and security they've found at Ladybugs and Rugrats. It's a powerful reminder that I'm on the right track, providing a nurturing environment where they can thrive.

But what really gets me is witnessing the "aha" moments - those instances when a child finally grasps a new skill after weeks of perseverance. A recent proud moment was when one of my little ones mastered the art of putting on their socks without getting them tangled. The beaming smile, the excitement in their voice as they showed off their newfound ability to me and their parent, it was a truly unforgettable moment, one that made all the effort worthwhile.

As Tieri welcomes Amy and Little Love Care ([page 18](#)) to town, what are you looking forward to?

The upcoming launch of the new FDC service is a thrilling development that fills me with anticipation, as it will provide a much-needed solution for families in our community.

It's been so disheartening to turn away parents who are in dire need of childcare, whether it's for a single day or for multiple little ones, simply because I haven't had the capacity to accommodate them. However, the arrival of another FDC service opens up more availability for families.

I'm eager to join forces with Amy and offer my support to ensure both she and Little Love Care thrive. By working together, I'm confident that we can make a meaningful difference in the lives of local families, providing them with much needed childcare.

Unlike mainstream Early Childhood centres, FDC's are typically run from the Educator's family home. How do you juggle sharing your business space with your family space?

By sharing our home with the community, my daughter and I have discovered a mix of benefits and challenges.

One of the most significant advantages is the flexibility it's given us. I can start my workday in the comfort of our own home, gently easing into the morning alongside the daycare children, while Lorlai sleeps in as late as she needs - sometimes until 8am! This relaxed pace



allows her to begin her day feeling refreshed and unrushed, without the added stress of an early morning wake-up call.

However, there's a downside to this arrangement that we're still navigating: the constant presence of children can be overwhelming for Lorlai. Her days are filled with the sounds and energy of kids. From the morning gathering at home, to a full day at school, and then back to our house, where she's surrounded by more children until the evening - this relentless pace can be draining for her at times, but we're learning to find ways around it.

You've recently received some exciting new outdoor resources for the children to enjoy, including a sandpit and shade in time for the warmer months. What experiences do you hope this will allow for the children?

The latest additions to our outdoor play area have been a huge hit with the kids, who can't get enough of the thrill of discovery and imagination. The sandy terrain has become a hotspot for budding adventurers, where they can dig, explore, and unleash their inner excavators, just like their parents they've seen at the mine site.

With our toy trucks and tunnels, the little ones have been busy constructing their very own miniature mine, complete with wooden figurines standing in as brave miners, bringing the entire operation to life with their vibrant imaginations.

How would you describe the Ladybugs and Rugrats experience from a child's perspective?

I asked a few of my daycare children what they liked about being at Ladybugs and Rugrats. Here's what they had to say:

- J, 4-years old: "I love it, I love the art trolley and feathers"
- L, 6-years old: "Ummm everything!"
- J, 5-years old: "Playing with the hose and water"
- L, 2.5-years old: "Digging and mud"

In my experience, the FDC setting is all about embracing a child-led and spontaneous approach to learning, where the children take the reins. Our small group of just four during the day allows us to adopt a gentle, flexible pace that's tailored to their unique needs and interests. This means they can dive deep into their learning without feeling pressured or rushed, and genuinely enjoy the process.

When it comes to my after-school group, the focus shifts to unwinding and having a great time. After a busy day at school, they arrive, refuel with a snack, and then get to indulge in some well-deserved playtime. The highlights of their afternoon are often lounging on the super-comfy nugget couch and getting creative with our Minecraft blocks.

What does a typical day look like for the children at Ladybugs and Rugrats?

As the morning unfolds, the early risers get to enjoy some quiet time, lost in their own little worlds of creativity. They might spend their time colouring, molding playdough, or exploring other self-directed activities.

Once the rest of the gang arrives, and the older kids head off to school, we gather for a mid-morning snack, accompanied by a captivating story that sets the tone for the day. But the highlight of the morning is yet to come - the beloved craft session. I unveil the treasure trove of artistic delights, overflowing with paints, crayons, pompoms, and a plethora of other exciting materials. The children's eyes light up as they select their favourite tools and we embark on a creative adventure together.



After the craft session, we transition into more independent play, followed by lunch and a well-deserved rest.

The afternoons are just as engaging, with a pick-up from school, a snack, and some musical or storytelling fun. As the day winds down, we slip into a gentle rhythm of independent play, waiting for the parents to arrive and bring the day full circle.

A large part of our day is spent doing or observing everyday things. For example, we recently got a new fence installed in the backyard and the children sat watching for the majority of the morning. They asked a ton of questions, both to me and to the workers.

Whenever the lawn is being mowed, several of the children sit at the door observing and commenting on what they see. And we cook almost daily. Sometimes it's simply chopping up vegetables, other times it's making cheesecake from scratch.

I try to involve the children in as many normal, everyday activities as I can as a way to teach life skills. Currently several of the children have really embraced learning to fold and so I always have a basket of clean facewashers or towels available for them to practice on.

Is there anything that's surprised you about running your own FDC service?

The unpredictability of daily life is a constant source of fascination for me. One day's passions can quickly give way to new and unexpected interests, leaving even the best-laid plans up in the air. I've lost count of how many times I've tailored a day's activities to a child's previous enthusiasm, only to have them wake up the next morning with a completely fresh fixation.

What's more, I've come to realise that children often possess a depth of knowledge that surpasses my own. They have an uncanny ability to unearth obscure facts and trivia, which, upon further investigation, frequently prove to be astonishingly accurate - and entirely new to me. This phenomenon never fails to leave me in awe of their curious minds and innate thirst for learning.

As the end of the year approaches, what can the families of Tieri expect from Ladybugs and Rugrats in 2026 and beyond?

I look forward to continuing providing care for the families of Tieri, and to collaborating with Amy and the new FDC service to help them get situated. ●



SUPPORTING Safer, Healthier & Stronger Communities

In addition to his work at Tieri Medical Practice, local physio, Alex Jaquet, has recently launched 'Jaquet Health & Safety' (JHS) as a way to provide the community and local businesses with even greater access to a variety of health, wellbeing and safety services.

In pursuit of his passion to *"support safer, healthier and stronger communities"*, JHS offers **Home Care Support Services** and **Community Health Services**. Despite his busy schedule, we managed to pin Alex down for a chat about what each of these services mean for the people of Tieri...

Home Care Support Services

Our **mobile physiotherapy services** are now available to those who can't get to Tieri Medical Clinic.

The mobile physiotherapy services bring expert, personalised care directly to your home. Whether you're recovering from an injury or surgery, managing chronic pain, or wanting to improve mobility and strength, I tailor each session to your goals and health needs. All required equipment is provided, so you receive the highest standard of care without the need to travel.

I'm available outside of clinic hours (mostly weekends, and some evenings) meaning you can receive physiotherapy care from the comfort of your home. Additionally, for clients outside our travel area or those preferring remote support, our telehealth consultations provide professional assessment, treatment guidance, and progress reviews via a secure video call.

To support older Australians to live safely and independently at home for longer, we deliver **physiotherapy under the Home Care Package (HCP) Scheme** (Levels 1-4).

Our approach combines gentle, functional exercise with personalised care to maintain strength, balance and mobility; prevent falls; manage pain; and provide gentle rehabilitation after illness or hospital stays. We liaise directly with your Home Care Package providers to ensure services are fully compliant and aligned with each client's care plan.

To book or find out more, email admin@jaquethealth.com.au or visit the website: www.jaquethealth.com.au.

Community Health Services

For such a small town, we've got a well-equipped community gym here in Tieri. I've partnered with them to offer 1:1 sessions and small group classes.

The **group classes** are for local organisations or community groups looking for wellness-education or physical fitness sessions. I also run 'closed' group classes for small groups of mates that want to train together - for example, a group of mums.





Group classes are proven to encourage a healthy lifestyle, improve overall physical fitness, and enhance social connection thanks to engagement with the community.

I currently run group classes at Tieri Community Gym on Mondays, Wednesdays and Thursdays at 6:30pm, for 45-60 minutes. A minimum of three people is required to set up a group class.

Recognising that some people prefer to train on their own, I also offer **1:1 Personal Training** sessions at Tieri Community Gym or the Hanger Gym in Capella. 1:1 personal training is ideal for anyone looking to get into good training habits, improve their confidence, or perfect their technique.

This includes an initial consultation to discuss your goals, background, etc. From there I develop your training plan that I will guide you through. All sessions are designed to be 45-60 minutes.

The exercises involved will be dependent on your goals and training experience. For those who want to build their strength, I'll incorporate things like weights, resistance training, dumbbells, body weight, free weights, and the machines. For those more interested in cardio, I'll include high intensity interval training (HIIT), treadmills, bikes, ski-ergs, and more. It all depends on the client and what you're trying to achieve. Whatever your goals, I aim to keep the training fluid within structure, and incorporate some variation so you don't get bored - this means you're likely to stick with it for longer.

Similarly, my training style will vary according to the client. Some clients like a gentle, nurturing and guiding approach, whilst others tell me they respond better to a more 'bootcamp' style. We cover all that off during the initial consultation.

To get the most out of your training:

- I recommend training with me at least once a week as this will help build discipline.
- For the more experienced or enthusiastic, consider supplementing your PT session/s with a custom training program for you to train by yourself throughout the rest of the week (see below).
- Regardless of how often you train, it's important to show up with the right attitude from the start;
- Don't expect it to be easy - you're paying to get something from the training. The whole point is to push yourself outside of your comfort zone.
- Similarly, set realistic expectations for yourself - if it was easy, everyone would be fit and healthy!
- And, perhaps most importantly, remember that consistency is key to results.

To get started, simply email admin@jaquethealth.com.au or reach out on Facebook at Jaquet Health & Safety.

Prefer to train by yourself, but still need some guidance? Then I can create a **custom training program** for you to follow on your own!

- 3-day split, custom-built plan for you and your goals.
- 4-week custom training plan, includes nutrition/diet tools.
- 8-week custom training plan, includes nutrition/diet tools.

FREE lung checks

for former Queensland mine & quarry workers

FREE lung checks on the HEART5 Mobile Health Unit or at authorised clinics

Bookings are essential call 1300 445 715

Resources Safety & Health Queensland

MINE DUST HEALTH SUPPORT SERVICE 1300 445 715 minedusthealthsupport.com

Alex's focus isn't just on community health and safety, JHS also has a number of workplace services available too:

Safety Solutions: Custom Ear Protection

With the recent changes to Queensland legislation coming into effect regarding audiometric testing for workers exposed to hazardous noise, many workplaces may now be at greater risk of non-compliance under WHS obligations to noise and hearing.

To mitigate this risk, we provide:

- On-site or appointment-based ear impression taking
- Certified Class (3 to 5) custom earplugs, manufactured here in Australia by Pacific Ears
- Fit testing services
- Local support for maintenance, servicing and repairs of hearing protection
- Full tracking and documentation for safety and compliance
- Clear audit trail for risk reduction. ●



LOCAL BUSINESSES & SERVICES



How do you come up with your pieces?

When it comes to crafting the perfect piece, I like to prioritise understanding of my customers' preferences by asking them questions. This includes their favourite colour and what home décor or themes they resonate with. I combine these insights with my own expertise to visualise and create floral designs that meet their expectations.

I actually find it quite challenging to pinpoint or articulate my creative process - it's mostly intuitive, I think I just have an appreciation for aesthetically pleasing elements.

Where are you based?

I live and work in Tieri where life is peaceful and family is close. Living in a remote, rural area doesn't stop me from pursuing my passion of floristry for others to enjoy.

How can people order from you?

I am beyond excited to announce the launch of my new website - www.aflowerintime.com.au - where you can quickly and conveniently purchase floral arrangements. Or you can contact me via [Facebook](#) or [Instagram](#) for a more one on one conversation.

Where do you deliver?

I can ship the floral arrangements anywhere across Australia! I take great care and pride in ensuring that each piece is packaged securely, so you can trust your order will arrive safely at its destination.

Alternatively, you can effortlessly place orders for local pick-ups directly on the website.

If you require delivery, please reach out to me via email (aflowerintime2023@gmail.com) or social media to discuss local delivery availability and the associated delivery fee.

Do you have pre-designed pieces on your website for people to choose from?

I sure do! The website offers a wide array of beautifully predesigned florals for you to choose

from. Every two weeks I create fresh new pieces that are introduced online. I aim to provide you with an abundance of colour options and various price ranges to suit your specific needs.

What if someone has a special request, do you do custom designs?

Absolutely - I also offer custom designs that are specifically tailored to your budget and floral aspirations. So, if you can't find what you're looking for on my website, simply navigate your way to the "About" section of the website and send me an email. I'll be in touch within 24 hours. Alternatively, you can reach out to me via [Facebook](#) or [Instagram](#).

What's the turnaround time for a ready-to-ship item vs. a custom designed piece?

The turnaround time for any of my ready-to-ship arrangements is 1 - 3 business days.

Understandably, custom designed pieces may take a bit longer, depending on whether I have the stock on hand to create your bespoke piece.

If I do, then I aim to have your unique creation designed, arranged, packed and shipped to you within 1 - 3 business days.

A Flower in Time... IS NOW ONLINE!

Ever struggle between wanting to support local businesses, whilst still being able to buy great gifts for family and friends that live further afield?

Well, the struggle is over!

A Flower in Time has recently launched an online store, meaning the fabulous, funky floral creations of Emily Barrett can now be enjoyed by people all over the country...

For those that don't know about your business, what is A Flower In Time?

As a florist and the founder of A Flower In Time, I believe that nothing can brighten someone's day - after day, after day, after day - like beautiful, preserved and artificial flowers.

My passion and expertise lies in creating unique and funky floral pieces that bring a special touch to any friend, relative, space or event. Whether it's a thoughtful gift, home décor, or a wedding, the handcrafted arrangements are all designed and arranged by me, tailored to meet your needs, using florals and preserved blooms sourced from Australian local farmers and businesses.





However, if specific florals need to be sourced and ordered from the Australian farmers and businesses I work with, then the turnaround time from order to shipment is likely to be 2 - 3 weeks.

How much are your pieces?

I aim to ensure my floral arrangements cater to a variety of budgets so no-one misses out. They start at the affordable price of \$25 for petite arrangements. Any custom-designed pieces will be quoted for in our initial conversations.

How long do the floral arrangements last?

Preserved and dried flowers can maintain their beauty from six-months to 3-years or more, with proper care and placement.

To maximise the lifespan out of your blooms please see our Care Guide located on [Instagram](#). This will help you enjoy your floral arrangements to the fullest.

What are your top 3 tips for people considering a floral arrangement for themselves or as a gift?

When selecting the ideal floral arrangement for yourself or as a gift there are a few key factors to keep in mind:

- 1. First consider the colour scheme** - think about the style and decor of the intended space, as well as any favourite colours as this will help ensure I'm creating blooms that will complement the unique aesthetic of the recipient.
- 2. Establish your budget** - ensure you find something beautiful without spending outside of your means.
- 3. Identify any specifics** - reflect on any specific flowers that you or the recipient may have in mind. Choosing the right flower selection will guide you into making a gift more personal.

Aside from your new website, what else is happening at A Flower in Time?

Well, I'm excited to say that I am preparing to enter motherhood this November! I want to assure the community that I will continue to

be available for all your floral needs. However, I will be taking some time off to cherish moments with my new family and fully embrace my role as a mum.

I'll share specific dates on social media as we get closer to the end of the year, but I encourage you to reach out now if you need floral arrangements for Christmas or end-of-year birthday gifts, so I can create the perfect statement blooms for you.

I'd like to take a moment and say a BIG thank you to everyone who has supported my small business over the last three years. It means so much to me, and I couldn't have done any of this without you guys, thank you. ●





AURORA BEAUTY PARLOUR is Expanding!

Since moving to Tieri in 2019 with her partner and then one-year-old son, Jodie McKenzie - founder and owner of Aurora Beauty Parlour - has been on a mission to give the people of Tieri a space to relax, invest in themselves, and walk away feeling more confident.

With Aurora's list of services expanding, we caught up with Jodie and new team member, Brearne, to get the latest details...



Jodie, it's been a big couple of years for you and Aurora Beauty Parlour! Tell us what's been happening?

The last couple of years have been such a whirlwind. Aurora Beauty Parlour has gone from being my solo passion project, to a busy, buzzing clinic.

We've expanded our service menu, upgraded our equipment, and welcomed so many wonderful clients through the doors. I've also focused on creating a space that feels like a little escape for our clients - somewhere they can relax, be pampered, and leave feeling their absolute best.

Alongside that, I've had a few interstate trips for work, educated other artists in the industry, and even won some awards along the way!

You've recently expanded the team and your service offering; what was the driving force behind this?

For me, I'm always considering what extra services I can bring to our town. I know first-hand how hard it can be to travel for certain treatments, so I want Aurora Beauty Parlour to offer our little community as much as we can, right here at home. Expanding our team and menu means clients can access a full range of treatments - from quick pick-me-ups, to advanced skin therapies - without having to go anywhere else.

What are you most excited about with this latest business development?

I'm so excited about the new energy that comes with expanding our team. Our latest treatments, like advanced facials and skin therapies, are already getting incredible feedback.

I love that we can now offer more appointment times, more variety, and keep growing with our clients' needs.

With the end of the year fast approaching, do you have any special offers, new services, or events people can look forward to?

Yes! We've just launched our new skin treatment menu - including microdermabrasion, peels and dermaplaning - and are offering an introductory 10% off for a limited time before the year is out! We'll be adding microneedling in the near future as well, which we can't wait to introduce.

Facials and skin treatments aren't just for women - men benefit too. Treatments like microdermabrasion are especially effective for those who work on site or underground, as they deeply cleanse and unclog the skin, leaving it refreshed and healthier.

And of course, our gift vouchers are always popular for Christmas - perfect for those last-minute presents...for others, or for yourself!

The holiday season is always a busy time for you; what are your top tips for people to avoid disappointment?

The earlier you book, the better! December fills up incredibly fast, especially for skin and brow appointments, so I always recommend booking your Christmas or New Year pamper sessions well in advance.

If you can't find a spot, send us a text on 0473 043 521, message us via [Facebook](#) or [Instagram](#), or ask to join our waitlist. We always do our best to fit everyone in when cancellations pop up.





As you look towards 2026 and the future, any other big plans afoot?

Definitely! I'm always thinking about how we can grow and improve. In 2026, I'd love to host more beauty events, and bring in additional advanced treatments. My goal is for Aurora Beauty Parlour to be a one-stop-beauty-parlour, providing our little town with as many high-quality services as possible.

Brearne, welcome to Tieri! You've recently joined the award-winning Aurora Beauty Parlour. Tell us a bit about yourself...

I'm Brearne West. I moved to Tieri from Townsville in July and I'm so excited to be part of the Aurora Beauty Parlour team. I'm passionate about all things beauty, and I love helping people feel confident and radiant in their own skin.



What were you doing before arriving in Tieri?

I was a Skin and Laser Technician at a skin clinic in Townsville, as well as a Support Worker helping people with disabilities.

What attracted you to the role with Aurora Beauty Parlour?

My own personal journey with acne and scarring really sparked my passion in skin therapies. I know firsthand how skin concerns can really affect your confidence. Now, my aim is to help others achieve their skin goals and to feel amazing in their own skin. When I first spoke to Jodie, I soon realised that my desire to help people feel good about themselves aligns 100% with her mission for Aurora Beauty Parlour.

What's your area of expertise?

I specialise in skin treatments - from deeply relaxing facials to results-driven clinical treatments.

What does this involve?

First and foremost, I take the time to really get to know my clients, learn about their top skin priorities, and work with them to create a personalised treatment plan that will achieve beautiful, lasting results.

How long have you been doing skin treatments?

I completed my Diploma of Beauty Therapy in 2022 and have been working in the beauty industry for three years.

Describe your signature treatment...

My signature treatment would have to be microneedling. I love recommending it because it can address so many different skin concerns, from texture to scarring, and delivers incredible results for my clients.

Why do customers keep coming back to you?

I genuinely love seeing the transformation in my clients, both in their skin and in their self-confidence. My clients see and feel this. They rebook with me because they know I truly care about their results and their comfort. My aim is always to create a treatment experience that's both effective and deeply relaxing.

What do you hope to provide the community of Tieri with?

Like Jodie, I hope to provide Tieri with a space where people can unwind, feel pampered, and receive high-quality, results-focused treatments. More than just great skin, I want my clients to leave feeling refreshed and confident, like they can achieve anything! ●





Hopelands Church Arrives in Tieri

In the last edition of Tieri News, we announced that new church services were coming to town, thanks to Robert and Doris Grierson of Hopelands Church Emerald.

Robert, we last spoke in June, at which point you were still in the planning phase of bringing the services to Tieri. Have you since held your first service?

We certainly have! We held our first service as Hopelands Church Tieri on July 20th. It was a very exciting time for us and our home church (Hopelands Church Emerald) who have sent us here. We had a live feed set up at our home church and they introduced us to the community and gave a big shout out to Tieri.

Three families from Tieri and four from Emerald joined us for the inaugural service. We began with praise and worship, followed by the communion message, and then the main message. After the 'official' service, we all enjoyed getting to know each other over an informal chat with ham and pickle sandwiches, coffee and cake.

We received a very positive vibe from all those who attended, which we were grateful for, especially as it was our first one - so thank you.

We've since held four services at the church. Along the way, we have enjoyed seeing some regular faces and welcoming some new ones each week, which is always a good sign.

It is only early days and we are still learning about the town of Tieri and the requirements of the community. The more time we spend here, the more I hope people see and believe that we are fully committed to the town of Tieri - we're here for the long haul.



As we have already learned through chatting with the locals and through first-hand experience, people are constantly coming and going from Tieri. In fact, one of the families who attended that first service has already left town.

Whether you're here in town for the first time, for a short time, or have called Tieri home for your entire life, Doris and I would love to meet you. In addition to the bi-monthly church services, we'll be at as many community functions and events as possible, and look forward to saying hello and having a chat.

Whatever life throws at you, we want you to know that you are not alone. Church is a place to be heard, loved and uplifted. We are here to listen and to care, and to remind you that you matter. If you need support and encouragement on your journey through life - today or every day - we'll be glad to journey with you, together.

Come along to one of our Sunday services, held twice a month, or reach out any time during the week; we would love to connect with you.

To find out more about Hopelands Church, visit hopelands.church/. For details of upcoming church services, see the Hopelands Church [Facebook page](#). ●


Hopelands
CHURCH TIERI
Bringing the hope of Jesus Christ to Tieri
& uniting the Body of Christ
Pastors Rob & Doris Grierson





New Volleyball Courts AT TIERI AQUATIC CENTRE

Tieri Aquatic Centre re-opened earlier this month, with an exciting new addition. Our top little town is now home to our very own 'beach' volleyball courts!

Volleyball has always been a popular sport here in Australia and across the world. In fact, according to [Volleyball WA](#), globally, it is second only to soccer. And it's easy to understand why.

There are countless benefits to playing volleyball. In addition to the physical benefits - such as increased flexibility, endurance, and strength - it also improves hand-eye coordination, develops better reflexes, and encourages a sense of team spirit. Not to mention, it doesn't require a great deal of kit or equipment!

In particular, it's a great sport for children to get into because it's inclusive, accessible, gender equal and non-contact. [Volleyball Australia](#) describes the sport as *"easily adaptable, engaging dual-gender opportunities, a rebound and non-contact sport, making it one of the best choices for entry-level opportunities, social play or competition."*

With the summer months beckoning, take these safety tips into consideration:

- Drink plenty of water before, during and after play
- Play within your limits
- Wear 30+ sunscreen, appropriate clothing and a hat
- Do NOT play in extreme weather conditions.

The new volleyball courts are available for anyone to use. The Aquatic Centre is open Monday to Friday from 9:00am to 12:00pm, then 1:00pm to 6:00pm, and Saturday and Sunday between 1:00pm and 6:00pm.

A variety of different entry fee and membership options are available to suit your needs, including:

- Single entry
- Weekly pass
- Monthly pass
- 3-Month pass
- 6-Month or Season pass
- Annual pass

Full details on opening hours and entry fees can be found at www.tieri.com.au/sport/tieri-aquatic-centre.

We look forward to seeing you on the new volleyball courts soon! ●

Permanent employees at Oaky Creek Coal (OCC) can reclaim the cost of membership to the Aquatic Centre thanks to OCC's Active Lifestyle Reimbursement Policy. Chat to your manager or the OCC HR team for more information.



New Allied Health Facility Officially Opens IN EMERALD



A major boost to healthcare access in the Central Highlands was celebrated this week with the official opening of the new Allied Health Facility in Emerald.

Delivered in partnership between James Cook University's Central Queensland Centre for Rural and Remote Health, Central Highlands Healthcare and the Australian Government, the new facility will support both the community and the next generation of health professionals.

Mayor Janice Moriarty said the investment represents a turning point for healthcare in rural and regional Queensland.

'This isn't just about a new building, it's about better health care, better training and more opportunity, right here in Emerald, not hundreds or thousands of kilometres away,' Mayor Moriarty said.

Photo: CHRC



The new clinic and training centre will:

- Bring allied health services closer to home, reducing the need for families to travel long distances.
- Support students and clinicians to train and practise rurally.
- Create opportunities for local careers in health and strengthen workforce retention in the Central Highlands.

Mayor Moriarty acknowledged the Australian Government, Assistant Minister for Rural and Regional Health Emma McBride, and the Country-to-Coast Primary Health Network for their investment and commitment to regional healthcare.

'This is an investment in people, in having care closer to home, in building local careers, and in making sure rural and remote Queenslanders get the health services they need, when they need them,' she said.

The Emerald Allied Health Facility is now open at 1 Pilot Farm Road, Emerald. ●

Photo: CHRC



CENTRAL HIGHLANDS

20 September - 6 October SCHOOL HOLIDAY ACTIVITIES

AT THE TIERI LIBRARY

Corner of Grasstree & Annrouye Streets, Tieri

Activity	Date	Time	Ages	Price
Robotics - Ozobots	Tuesday 23 September	10:00 am	4+	Free
Youth Activity	Tuesday 23 September	2:00 pm-4:30 pm	12-17	Free
Craft Activity - Wall hanging	Thursday 25 September	10:00 am	4+	Free
Hobby horse making & obstacle course	Friday 26 September	10:00 am	4+	Free
Reef Guardian -Activity	Tuesday 30 September	10:00 am	4+	Free
Make Do Kit session	Thursday 2 October	10:00 am	4+	Free
Movie- Luca	Friday 3 October	10:00 am	4+	Free
Blocks & Lego	All Holidays			Free

REGISTRATION IS REQUIRED!

To register your interest for any of the above events, speak to a library staff member. Some events have a limited capacity so you may be placed on a waiting list.

- Children under the age of 12 must be accompanied by an adult for all library activities.

For more information contact your library on **4984 8270** or tierilibrary@chrc.qld.gov.au



OCC PROJECTS & INITIATIVES

INNOVATIVE ENGINEERING: Introducing the 'Muck Guzzla' project

In the midst of April's inrush event that ceased production at the mine, teams from all across Oaky Creek and beyond came together quickly and efficiently to collaborate on recovery and remediation work.

One example of how teamwork can shine through in even the most challenging of times, was the collaborative innovation of the 'Muck Guzzla' - a new, specialised pump that was conceptualised, designed, manufactured and delivered to Oaky Creek in an incredible eight days!

Tieri News spoke with Dan McPhee, Mechanical Services Engineer, and Travis Smith, Longwall Electrical Coordinator to find out how the various contributors came together to achieve this...

Day 1

We were briefed by the Oaky Creek Coal (OCC) Incident Management Team. The brief was clear: build a pump that could help drain silt suspended in water from an underground coal mine.

We gathered a small team on site from within the Engineering department to define the scope and start thinking of how we could go about designing and building this specialised pump.

Day 2

Through some quick research, Brian Carlton, Engineering Manager at OCC, identified a possible solution using dredging pumps (known as Eddy pumps) used to clean sludge from the bottom of ports and



harbours in WA. These pumps are designed to suck up material that ranges from the consistency of a thick-shake or smoothie, to that of wet cement. This gave us the foundation of the idea and we worked from there.

Day 3

We engaged Plus Pumps from WA who supplied the Eddy pumps as well as various external stakeholders including JET Engineering, G-Mech, and Gricon, all of whom are incredible technical experts from around the region.

Together we worked through the capability design process to determine and agree on exactly what we needed from the pump, such as the power, flow rates, and so on. With those in mind, we reverse engineered everything to design the set-up: essentially two serial mounted Eddy pumps being belt-driven by 160kw electric motors mounted on a site-owned QDS "ducks bill".

Day 4

We took the concept proposal to the Incident Management Team, who approved it straight away meaning we could move into the product development stage.





“

“It was time-consuming to set up, but once you got it going and the material consistency was right, it moved muck like I’ve never seen before,”
Mal explained.

Days 5-7

The product was manufactured off site at JET Engineering in Mackay and we based ourselves there so we could oversee the project. The Eddy pumps were shipped in via express delivery from WA and the team worked diligently to manufacture and test the finished pump to get it back to site ASAP.

During this build phase, we were throwing around some names and Travis came up with the ‘Muck Guzzla’ - it does what it says on the tin! The official name however is the ‘Brian Carlton 320’ or BC 320, in honour of Brian identifying the pump that became central to the innovation.

Day 8

The new ‘Muck Guzzla’ pump was dispatched to OCC to help support the recovery and remediation work of technical and operational teams from across the mine. It was amazing to see how everyone from all corners of the mine were pulling together to safely get back to production.

Reflections

Whilst we’re all proud of the role the Muck Guzzla played in the massive collective effort to restore the mine to normal operations, its journey wasn’t without challenges.

As with many things, success breeds confidence, and it quickly became clear that the Guzzla’s performance was heavily dependent on the consistency of the material it was tasked with moving.

Mal Lacey, one of our experienced and long-serving shift engineers, was an early supporter of the BC320. After seeing it in action for the first time, he became a strong advocate for making it work. *“It was time-consuming to set up, but once you got it going and the material consistency was right, it moved muck like I’ve never seen before,”* Mal explained.

Our standard submersible water pumps were continually failing after limited-service time. They simply weren’t designed to handle such a high volume of solids. This is where the Muck Guzzla came into its own. However, due to the shallow depths it operated in, it would quickly clear the local area of ‘thick-shake material’ leaving behind a much thicker consistency as water was displaced. This meant the effort to set it up often had a short-lived payoff.

The Muck Guzzla was a standout performer when conditions were right - and a bit of a hindrance when they weren’t. But overall, it made a meaningful contribution to the mine’s recovery under conditions none of us were used to dealing with in our day-to-day roles.

Acknowledgements

It’s not often we get a chance to be involved in something like this, where different people from different fields of experience collaborate.

We’re grateful to our OCC teammates that worked alongside us, and to the unwavering support of our suppliers - no, partners! - who worked around the clock for eight days straight to ensure the Muck Guzzla could help with the broader recovery efforts. A huge thank you to:

- Matt Bennetto and Adam Whitcomb from Plus Pumps who flew over from WA to support the implementation of their Eddy pumps;
- Tony Hutchinson and the team at JET Engineering for fabrication and assembly;
- Matt Grima, Mick Condie and the team from Gricon for supplying electrical support;
- Ashley from G-MECH for supporting and providing the facility to test the pumps before their return to site. ●



OCC PROJECTS & INITIATIVES

Employee Support AT OCC



Since the 1960s, Converge has provided mental health and wellbeing services to the employees of businesses across Australia and New Zealand, through its Employee Assistance Program.

Today, they partner with thousands of organisations to support millions of employees and their families, living up to their mission of 'making care immediate and accessible – anytime, anywhere, 24/7'. In particular, they prioritise mental health and wellbeing to ensure it is an integral part of how people work every day.

Tieri News spoke with Mishelle Zara, Senior Strategic Partnerships Manager, Queensland, to find out more about the different types of care services available through Converge, who can access them, and how...

Mishelle, what exactly is an Employee Assistance Program?

An Employee Assistance Program, or EAP, is a suite of support services that's available to workers whose employer has partnered with an EAP provider. Glencore has partnered with Converge as their EAP provider for almost 14 years.

How does it work?

As Glencore's EAP provider, Converge offers support to Oaky Creek Coal (OCC) employees - and their immediate family members - in the form of counselling and practical coaching with relevant, qualified professionals.

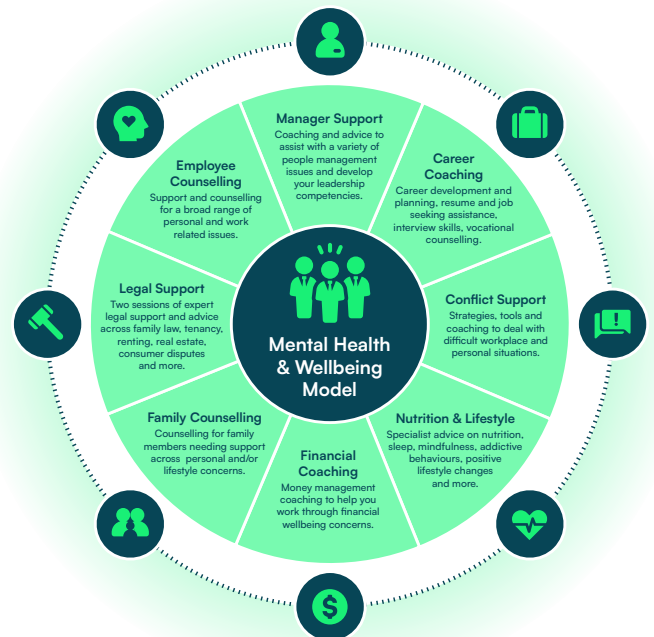
What specific care services and support can be accessed through your EAP?

We offer eight core areas, or 'streams' of support:

1. Employee Counselling
2. Manager Support
3. Career Coaching
4. Conflict Support
5. Financial Coaching
6. Legal Support
7. Nutrition Support
8. Family Counselling

What sort of situations can each of these services support people with?

Employee Counselling offers support for employees experiencing any type of personal or work-related issue, including: work and personal stress; work, career and life changes; personal and workplace relationships; emotional difficulties; communication and relationship tension, conflict and breakdown; grief and loss; sleep and fatigue; gambling, drug, alcohol and other addictions; anger and violence. A common misconception is that employee counselling is only for those who are experiencing hardship or at crisis point. In actuality, while this is partially true, we're also here to support all employees



with proactive wellbeing management. This could be a simple chat, guidance on supporting others, or overcoming a minor to severe issue. Our expert team is versed in all areas of mental health counselling and will support all employees who reach out.

Manager Support is for people-leaders looking for practical strategies to help navigate challenges such as how to evaluate, plan, implement and achieve personal, professional and organisational goals; developing self-awareness around your leadership and working style; managing underperforming staff and other difficult staffing issues; addressing workplace conflict and building successful teams; developing and implementing strategies to support your staff and their mental health; change management support; or improving workplace and interpersonal relationships.

Career Coaching is focused on supporting you to make informed decisions and to prepare for the next stage of your career. Perhaps you are looking for clarity around your next career step and would like impartial support to identify future job options and opportunities; maybe you are experiencing major change in your personal or professional life prompting re-evaluation of your career goals and priorities; or maybe you could benefit from speaking with an independent person about your current or future career plans. This service can provide guidance on updating your resume, job seeking assistance, practice interviewing skills, and help you better navigate your career development.

Conflict Coaching offers practical strategies, skills and tools to better manage personal or work-related conflict, and help avoid a conflict from becoming entrenched. Our Conflict Support consultants can work with you to build stronger, more supportive relationships; positively address disagreements before they lead to open conflict; help identify the behaviours and situations that lead to conflict; find common ground and create a collaborative and supportive work environment.





Financial Coaching is an invaluable service that provides financial education and awareness through things like budgeting to make your money work a little harder; reviewing your superannuation, mortgage rates and other financial matters; creating a debt payment plan; managing stress caused by personal financial challenges; learning new financial skills that improve your confidence; building new habits to better manage money, minimise stress and reduce personal conflicts; or negotiating with creditors to obtain achievable payment arrangements.

Our **Legal Support** services can help you gain a clearer understanding of the law and your legal options across a range of areas including family law; relationship matters and parenting arrangements; legal wills; tenancy and renting; real estate and property matters; consumer disputes and more.

Our **Nutrition Support** coaches you on your nutritional needs to help you achieve an effective and healthy work-life balance. For example, developing a realistic action plan that can build your mental fitness and emotional resilience; providing specialist nutrition advice and information; giving you tools and strategies to better manage stress and/or anxiety; teaching you mindfulness techniques; or assisting you through life stages, retirement transition and planning.

Finally, our **Counselling for Family Members** services provides support to immediate family members of OCC employees across a wide range of personal and lifestyle issues including how to build stronger, more supportive relationships; how to proactively address disagreements before they lead to open conflict; tips and strategies to better balance the demands of work and life; advice around parenting and managing the needs of children, teenagers and young adults; depression and anxiety; navigating step families and more.

Who is eligible to access support through your EAP services?

All Oaky Creek Coal employees can access any of the services under the eight streams I've mentioned.

What's more, their immediate family members (spouses, children, a relative you live with, for example) can access our Family Counselling support services.

What does it cost to access the support?

There is no cost - your first three sessions are completely free for all Oaky Creek Coal employees! Not to mention, all sessions are completely confidential.

How many times can support services be accessed?

You can access up to three sessions per annum. From there, you can work with your consultant to determine if further sessions are required. EAP is a short-term solution-focused model of support; our consultants will make referrals to longer-term external supports if they deem this appropriate.



Can more than one support service be accessed at a time - for example, if someone is going through a divorce, they might benefit from legal support, financial support, and health & wellbeing support?

Absolutely. The three sessions per annum can be spread across any of the eight support streams above.

What percentage of the workforce take advantage of this free service?

The average utilisation rate for EAP as a whole tends to be 5-6% of the employee population. However, we'd love to see this number grow. Statistically, 64% of employees hide their mental health challenges due to a range of factors. But that doesn't have to be the case. Remember, our services are there for all employees to proactively and reactively manage their wellbeing.

5-6% seems quite low. What are some of the barriers that prevent people from accessing the support available?

Employees are sometimes concerned that their employer will know that they have accessed the service. However, at Converge, our EAP service is strictly private and confidential.

The service is completely confidential?

Exactly. No-one at OCC or Glencore will ever receive the names of any employees or their family members who access our EAP support services. Everything goes through Converge and we maintain your confidentiality.

What information is passed on to OCC?

No personal details are ever passed on to OCC or Glencore. The only data we share is broad utilisation rates and general, high-level issue trends. We do this because such data can help inform future support options for wider teams.

If OCC employees want to access any of the services available, what should they do?

Call us on 1300 687 327. You'll speak with one of our intake team who will ask you some very basic, general questions about where you work (i.e OCC/Glencore) and the type of concern you're facing (e.g. financial, career, legal).

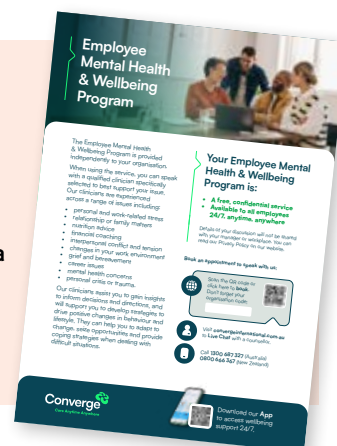
These questions ensure we appropriately match you with a consultant who has the relevant experience, qualifications and specialisation to support you.

Alternatively, you can book via our website -

convergeinternational.com.au - or download the Converge App.

Where can people go for more information?

You can contact your Manager, or the OCC HR team, visit convergeinternational.com.au, or call us on 1300 687 327 for a confidential conversation about the services available - we're here to help. ●





CHMS Creates a Positive Place to Work at OCC

For anyone working at Oaky Creek Coal (OCC), you experience the impact of Central Highland Mining Services (CHMS) every single day, although you may not be aware of it. CHMS are long-standing contractors at OCC who work tirelessly in the background to keep our mine site clean and to help create a positive environment where people want to come to work.

Tieri News spoke with CHMS Director, Kyl Richardson, to find out more about the team behind the scenes...

Kyl, who is CHMS and what is the main purpose of your business?

CHMS started out in 2011 as a local two person team sorting, stacking and strapping belt structure and rollers for refurbishment and redeployment back underground.

Since then we have evolved into a dynamic and multifaceted company with an amazing group of 25 employees that are our family.

The main purpose of our business is to provide support to all departments throughout Oaky Creek's operations, both on the surface and underground.

How long has CHMS been working with Oaky Creek Coal?

CHMS has been working with OCC for around 15 years now. But John Tasker (our Founder and Director) and the Tasker family have been an integral part of the broader Tieri community for nearly 45 years! In fact, John's parents, Paul and Donna were heavily involved in establishing the original town.

What's your role at CHMS?

As Directors of CHMS, John and I primarily oversee the day-to-day operations of our business as a whole. Initially, I started doing hardstand work and progressed to a Supervisor/Coordinator at Oaky North. I took it very personally to instill a good culture and strong work ethic in our team.

Unfortunately, due to unfavorable events in John's life and my health, we both had to take a big step back. The men who have led the crews onsite at OCC for the last five years were all part of our original small group and have continued to uphold the amazing culture we are so proud of.

Meanwhile, John and I continue to work tirelessly in the background, and our commitment has never wavered.



Artwork by D'orsay

Much of the work your team does at OCC happens behind the scenes. Can you give us some practical examples of the work you've carried out?

That's so true - our members really do do a lot of 'behind the scenes' work. There is an *enormous* amount that happens on the surface at OCC that provides direct support to everything that happens underground. For example, all the support and production equipment that is sent away for overhauls or done in house is moved, cleaned, prepped, loaded and unloaded by CHMS. We are directly involved in the support and coordination of logistics and crange, right down to setting up for onsite and offsite functions and events.

CHMS built the two major office complex extensions; we installed the Instrument room Building and new Health, Safety and Training building; removed and replaced the old Mine Rescue hut; installed multiple buildings in various locations; designed and erected the Cap Lamp room; extended the existing bathhouses and installed the new ones; and generally maintain the functionality and appearance of all the buildings and areas on site.

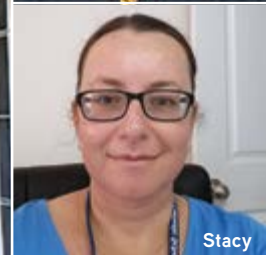
Our hardest-working and probably most overlooked members are the men who manage the grounds maintenance. It's astonishing the amount they get through. Without a doubt, every single person who turns on to the Mine Access Road every day is greeted by well maintained and clean grounds that set the standard for Oaky North and what lies ahead. That same standard can be found 10km away, in an isolated compound in the middle of the bush, that 99% of people will never see.

I can honestly say that there are not too many areas or departments of OCC that we don't provide some form of support to. CHMS has been - and continues to be - implicit across so many aspects of Oaky Creek's ongoing operations, modernisation and expansion. We are exceptionally proud to be part of this Glencore business.





Darren



Stacy



Henk

You recently assisted in getting the site ready for the QMRS QLD State Competition (page 47). What did that involve?

There was an extensive amount of work, but most notable was the setting up of an as-close-as-possible-to-real-life Longwall, complete with Shields, AFC Pans, Maingate and Tailgate! The entire setup had a frame built around it and was wrapped in black plastic to simulate real-world conditions. It was very impressive and a testament to the level of effort and detail that our team is synonymous with.

What are some of your proudest achievements?

I am enormously proud of everything CHMS has done onsite at OCC. There is not one corner I can turn around where I don't see something that we have been a part of.

That said, I think our proudest achievement as a company is the ongoing collective effort from our humble beginnings, to growing ourselves to a position where we are able to provide opportunities for so many men, women and children. The flow on effect this has had for the individuals, their families, and the broader community has been both amazing and humbling to witness. We are truly honored and grateful to be a part of that.

You work hard to keep the OCC mine site clean and help create a positive environment - a space where people want to come to work. Why do you think it's important to improve the way people feel about their work place?

The culture, engagement and productivity of a team all start with a clean workspace. It's not just about aesthetics. It's a fundamental aspect of maintaining a safe, healthy and productive work environment, and it's the first step to ingraining positivity amongst the teams.

I've always said that, out here, we are a long way from home; a long way from our loved ones; a long way from being able to provide support; a long way from our own support network; in a sometimes rugged, isolated and lonely environment. I can't stress enough how much I believe that a positive work site can be a catalyst to a happy and supportive place to be. The flow-on effects can reach far beyond anything we may ever know.

CHMS employee, D'orsay, recently created a custom artwork (front cover and page 38) that can be found on site at OCC. What can you tell us about this and the inspiration behind the piece?

The OCC HR team wanted to create an image that would instill in everyone that comes to site the fundamental reason of why we come to work. Not just to provide for our families, but to work safely for our families, to make sure your mates remain safe, and to ultimately make sure we all go home to our families at the end of each day.

CHMS and D'orsay were privileged to be asked to be a part of this initiative. D'orsay collaborated with the HR team to create an emotional and powerful visual statement that we are all very proud of.

What are some of the projects you have coming up at OCC?

OCC is a dynamic and ever-evolving mine site so there is always something exciting happening. New structures, storage facilities, drainage, a new crib room and toilets, fencing around the transformer compound, concreting underground...the list never ends and I'm proud to say that our ability to support this evolution and growth is enviable.

What do you like about working with the OCC team?

From the boots on ground, to the Administrative, HR and Leadership teams - they are an amazing group of individuals. I have spent 13 years working and collaborating with the OCC team and the kindness, support and guidance they have afforded us is unsurpassed.

Collectively, they have a mountain of knowledge and skills and to be able to tap into and turn to, and that makes it an amazing environment to be in.

I'd like to take this opportunity to thank the entire workforce and fellow contractors at OCC, as well as the Tieri community, for letting us be a part of the big OCC/Tieri family and the enormous amount of love and support CHMS receives. We really appreciate it.

And a big thank you to all the gang at CHMS. You truly are such an amazing group of people. To say the last 12 months have been difficult really is an understatement. The things our team has done for each other has been astonishing. You're all legends, and John and I thank you from the bottom of our hearts. ●



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: Craig Robson



How long have you been with Glencore and Oaky Creek?

I've been with Glencore Coal Assets Australia (GCAA) for 15 years in total: here at Oaky Creek Coal (OCC) for eight years, and Xstrata (now GCAA) for seven years. Prior to that I was with MIM Holdings for 13 years.

What's your current role?

IT Systems Engineer.

What are you responsible for?

GCAA's IT computer systems and networking for the OCC mine.

What does a typical day look like for you?

I'm up at 5:15am, and arrive at work by 6am. I review any issues or tasks that arrived overnight then action any requests as necessary. I work on site compliance under BAAR guidelines and maintain our server and network infrastructure.

What do you enjoy most about your job?

The ever-changing environment that comes with computing.

What's the most challenging part?

The ever-changing environment that comes with computing!! Keeping abreast of all the latest systems, software and hardware can be tiring.

Have you always worked in the mining industry?

No, I originally started in the finance industry, working in banking. It was here that I changed career paths and started working in computing. I joined MIM Holdings in 1991, and - for the most part - remained with MIM/Xstrata and Glencore since then.

If you weren't working as an IT Systems Engineer, what would be your ideal job?

Perhaps a pilot.

What do you like to do outside of work?

I enjoy reading, golf and cycling.

Who do you spend your time with?

My wife and daughter.

What's a little known fact about you?

When I was with the Cadets in high school, I spent 10 days in the bush completing a RAAF survival course. During my time as a Cadet, I attained the rank of 2nd Lieutenant. I've ridden in Chinooks, APCs, and fired m60/m15 machine guns.

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

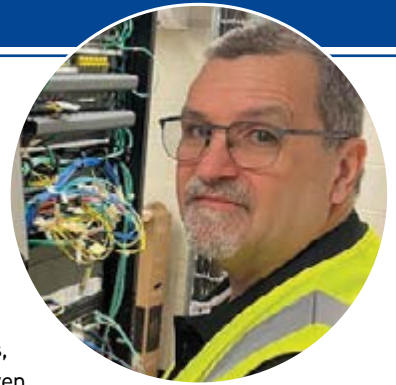
Lord of the Rings - its cinematography is outstanding.

What song will you always turn up louder?

"Totally Addicted to Base" by Josh Abrahams

Favourite quote?

"The door to friendship swings both ways - your way and mine."



Name: Tony Armstrong

How long have you been with Glencore and Oaky Creek?

I first started my career with Xstrata (now Glencore) in 2006 at Newlands Underground Mine. I transferred to Oaky North in March 2014. So, all up, this makes my 20th year with Glencore.

What's your current role?

I am the Relief Undermanager for AB rotation.

What are you responsible for?

My role oversees the shift, and resumes statutory control of the mine during the Mine Managers absence. We ensure plans are implemented and handle any variations in the plan that may arise during the shift.

What does a typical day look like for you?

During a work roster, I get up at 3:15am, have a quick breakfast, get ready for work and arrive around 4:30am to do a handover with the out-going Undermanager (UM). I complete the Supervisors meeting at 5:30am, followed by the Pre-Shift meeting at 6:00am. After this, I'm busy managing the day-to-day issues and problems people come up against.

What do you enjoy most about your job?

The variation - no day is really the same and there are always surprises that challenge you mentally. I like the interaction with all the Coal Mine Workers (CMWs) and help make the shift enjoyable, while ensuring we hit our KPIs.

What's the most challenging part?

The management of any serious incidents to ensure the safeguard of CMW's and business continuity.

Have you always worked in the mining industry?

No. I only started in the mining industry in 2005, for a short stint at Grasstree Mine, before joining Newlands Underground Mine and finally ending up at Oaky North.

After school, I did a butchers apprenticeship and went on to the meat works where I could earn more money. Following that, I moved into a Queensland government role, working as a Correctional Officer while serving as an Army Reservist for nearly 15 years in the Engineer Corps.

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

I was attracted to Xstrata as it was due to be backed by Glencore, which meant more security for my family and I. There was also a town - Tieri - where I could live with my family while working at the mines, that was a big appeal.

If you weren't working as a Relief Undermanager, what would be your ideal job?

Something in the military.

What do you like to do outside of work?

I like to unwind by doing anything outdoors: fishing, golfing, gardening, 4-wheel driving, and having the odd beer with friends and family.



I'm a keen traveller of our great country and have been to some awesome places in Australia that have formed great memories. From Cape York, with the great creeks and tracks, to Cobourg National Park for the spectacular landscape, and the Simpson desert for the night skies - Australia has a lot to offer, and I look forward to the places I'll visit in future.

Who do you spend your time with?

Family and friends

What's a little-known fact about you?

I'm an avid advocate for our Servicemen and women who have made the ultimate sacrifice: to make Australia the country that it is.

I recently hiked the Kokoda Trail with some friends. The experience of trekking 152km in 10 days to see where our young, barely-trained, and significantly outnumbered Servicemen fought to defend Australia was truly humbling. Especially as the war graves were littered with dead Servicemen the same age as my children.

In line with my appreciation for the Services, I have a strong belief that all Coal Mine Workers should enjoy the place they work and feel that they are valued for their input. This makes a safe and productive mine.

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

Monsters Inc, because I am a Dad and my kids like it.

What song will you always turn up louder?

Metallica's "One".

Favourite quote?

"Darkness cannot drive out darkness: only light can do that. Hate cannot drive out hate: only love can do that" - Martin Luther King Jr.

And "If you don't like the road you're walking, start paving another one" - Dolly Parton ●



Rehabilitation of Aquila



Work continues on the rehabilitation of the Aquila Open Cut Pit.

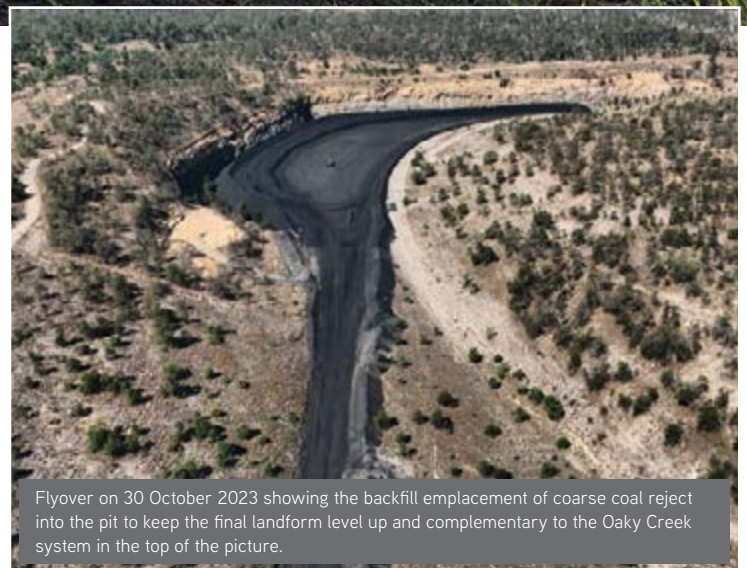
After seeding a large portion of the Aquila Open Cut Pit at the end of 2024, the area was fortunate to receive a reasonable rainfall last summer. Combined with improvements to soil management practices, this resulted in some of Oaky Creek Coal's (OCC) most successful early rehabilitation results in recent years.

By the end of last summer, the crops had 'browned off' a bit, but were once again revived and their growth bolstered by subsequent follow up rains throughout autumn and winter.

In addition, rehabilitation service providers working with the OCC Surface and Environment & Community (E&C) teams, have conducted extensive work across the area, spreading ameliorants, compost organic material and fertiliser. These substances are added to the soil to improve its physical, chemical, and biological conditions. This helps improve and maintain the health of the soil, which, in turn, results in improved plant growth.

A key part of the completion of works across the Aquila region is the reshaping over the Aquila High Pit. Whereas the Aquila Low Open Cut region was recontoured with in situ material, the Aquila High region was backfilled with coarse reject material and then capped with more than two metres of benign material. This enabled the landform to better tie in with the nearby Oaky Creek and surrounding tributaries, as shown in the photos (see right).

Seeding of the remaining areas of Aquila is scheduled to coincide with the upcoming wet season.



Flyover on 30 October 2023 showing the backfill emplacement of coarse coal reject into the pit to keep the final landform level up and complementary to the Oaky Creek system in the top of the picture.



Flyover on 16 July 2025 showing the capped material in place and recontoured to provide a free draining landform towards a sediment dam in the top right of the picture prior to entering the natural drainage system.





PLANNING FOR THE FUTURE



A Progressive Rehabilitation and Closure Plan (PRCP) is a structured plan used in mining to ensure that land is rehabilitated and restored in stages throughout the life of the mine's operations, rather than waiting until operations have ceased.

As the name suggests, there are two elements to the PRCP: one that focuses on the progressive rehabilitation, and the other on the mine's plan for closure.

Progressive Rehabilitation

Land rehabilitation has been a core part of Oaky Creek Coal's (OCC) daily operations since the 1990s, with considerable resources being attributed annually to progress responsible land rehabilitation works across the site. To date, over 5,500 hectares of land have been progressively rehabilitated, with nearly 3,000 of those achieving Progressive Rehabilitation Certification by the Queensland Government's Department of Environment, Tourism, Science and Innovation (DETSI).

In the PRCP OCC submitted in November, 2023, they outlined the progressive rehabilitation efforts they will take throughout the life of the mine. This included activities such as recontouring disturbed land, replacing topsoil, revegetating areas no longer in use, or managing drainage and erosion.

There are roughly five key stages of the land rehabilitation process ([page 44](#)), and different land areas across the OCC mine site are in different stages of the process. For example, A3 Pit areas are currently in Stages 1 and 2, with some sections of the pit area being retained for operational water management areas, while waste management and landform reshaping design are being undertaken. At the other end of the process is the Aquila Open Cut Pit ([page 42](#)) which is at the end of Stage 4, nearing practical completion before entering Stage 5 of ongoing monitoring and maintenance. entering Stage 5 of ongoing monitoring and maintenance.

Closure Planning

Alongside the rehabilitation plan, OCC's PRCP includes its long-term plan to safely close, decommission, and restore the mine site once its operations have ceased.

This element focuses on the closure activities and steps OCC will take to safely shut down operations; the social and economic transition to closure; how stakeholders such as the local community and regulators are consulted; and how they will ensure environmental stability and public safety.

Status of OCC's PRCP

As part of the PRCP process, OCC is working with the DETSI in what's called the 'Decision Stage'. This stage involves the Department's review of the PRCP and planned rehabilitation schedule provided by OCC against the Environmental Protection Act's requirements and objectives.

OCC is providing support to the authority in regard to it developing closure outcomes including time-based milestones for OCC to meet in achieving the intended post mine land uses and/or non-use management areas across the OCC mining leases. This is a legal document that OCC must comply with.

In the meantime, OCC is also busy working towards its next Progressive Rehabilitation Certification application, which it aims to submit to DETSI by the end of the year.

Stay tuned for more information on both the PRCP and OCC's land rehabilitation efforts in upcoming editions of Tieri News.





Land Rehabilitation Process

Stage 1: Planning and Design (begins before mining starts and continues throughout the mining lifecycle)

- **Environmental Impact Assessments:** Assess potential impacts on the land, water, flora, fauna, and local communities.
- **Rehabilitation Plan Development:** Set clear objectives for Post Mining Land Uses (PMLUs) such as returning the land to agriculture, native vegetation, or conservation.
- **Baseline Studies:** Collect data on pre-mining soil, vegetation, hydrology, and biodiversity.
- **Stakeholder Consultation:** Engage with local communities, Indigenous groups, governments, and other stakeholders.

Stage 2: Decommissioning and Land Preparation (begins once mining of a section is completed)

- **Removal of Infrastructure:** Dismantle buildings, equipment, roads, and other infrastructure.
- **Waste Management:** Secure or remove tailings and waste rock, and ensure containment to prevent acid mine drainage or contamination.
- **Landform Reshaping:** Grade slopes and fill voids to create a stable landscape that prevents erosion and water pooling.

Stage 3: Soil Management and Replacement

- **Topsoil Recovery:** Topsoil is stockpiled during mining and reused during rehabilitation for revegetation and ecosystem recovery.
- **Soil Conditioning:** Improve the fertility and structure of the soil by adding any amendments such as compost or lime.
- **Erosion Control Measures:** Stabilise the soil with mulch, contouring, and sediment traps.

Stage 4: Revegetation and Ecosystem Restoration

- **Selection of Species:** Reestablishing vegetation is key to restoring ecological function. Native or locally adapted species are prioritised, often in consultation with ecologists or indigenous groups.
- **Seeding and Planting:** Mechanical seeding or hand planting methods are used.
- **Irrigation and Maintenance:** Temporary watering, fertilising, or weed control may be required.

Stage 5: Ongoing Monitoring and Maintenance

- **Performance Monitoring:** Vegetation growth, species diversity, soil stability, and water quality are regularly monitored and assessed to ensure that rehabilitation goals are being met.
- **Corrective Actions:** Replanting, erosion control, or invasive species removal may be needed.
- **Adaptive Management:** Plans are adjusted based on monitoring outcomes.

Stage 6: Closure Certification and Relinquishment

- **Rehabilitation Certification:** Regulatory approval by the governing authorities (i.e. DETSI), verifying that rehabilitation criteria have been met.
- **Relinquishment:** The mining company transfers responsibility for the land back to the landowner or government.
- **Post-closure Monitoring:** In some cases, monitoring continues for several years to ensure long-term stability. ●





Photo: Jordan Cullen Photography

OCC Crew Recognised with QMRS National Medal Awards

On 18th June, at the 2025 Queensland Mines Rescue Service (QMRS) Awards and National Medal Presentation, more than 80 individuals from across the Queensland mining industry were recognised for their years, and decades, of service.

QMRS Service Medals were awarded across five milestones: five years, 10 years, 15 years, 20 years, and an incredible 30 and 40 years!

In addition, the prestigious Australian National Medal was awarded to over 50 volunteers, each with 15+ years of service protecting life and property across Queensland's mining regions.

Amongst those recognised were five members of the Oaky Creek Coal team:

- **Darren Prince**, Emergency Response Inspection Officer at Oaky Creek North (OCN), for 30 years of service
- **Jimmy Vardanega**, Electrician at OCN, for 29 years of service
- **Dan Kipping**, ERZC at OCN, for 19 years of service
- **Tony Armstrong**, Relief Undermanager at OCN, for 17 years of service (learn more about Tony on [page 40](#))
- **Frank Rolls**, Electrical Shift Engineer at OCN, for 14 years of service



“It was a privilege to receive the National Service Medal, but for me, it's always been about turning up, being there for your team, and doing the job when it counts. The medal's a bonus — the real reward is knowing you've made a difference,” says Jimmy.

Dan agrees, saying that receiving the National Service Medal is 'an incredible honor' and something he is genuinely proud of.

“Mines Rescue has been a big part of my life — not just as a role, but as a responsibility to my team, my site, and the industry. To be recognised alongside others who've dedicated years to keeping people safe is a humbling experience. It's not something you do for awards, but this recognition means a lot, especially as it's the first time it's been awarded within QMRS.”

In fact, as QMRS CEO, Tim Jackson, reveals in an interview with [@ The Coalface](#), these awards come after “...several years of advocacy for QMRS to be acknowledged by the federal government as an approved voluntary organisation, with retrospective recognition granted from 1997.”

The National Medal - awarded by the Governor General - is Australia's most awarded civilian medal. According to the [Australian Government Department of the Prime Minister & Cabinet](#), the National Medal recognises long and diligent service, by members of recognised government and voluntary organisations, that risk their lives or safety to protect or assist the community in enforcement of the law or in times of emergency or natural disaster. This includes service organisations such as ambulance, correctional, emergency, fire and police forces, and voluntary organisations such as lifesaving or search and rescue groups, and now, QMRS.

Darren Prince from OCN, who has been part of QMRS for three decades, explains in [@ The Coalface](#): “Having grown up in the small mining town of Moura during the 70's and 80's, there was a strong sense of community. When I gained employment at the local mine like many others in the town, I would listen to the old timers who had worked at the mine for a long time tell stories as a way of passing on their knowledge and experiences about mining. These men gave me an insight into mining, which ignited a passion in me to gather as much knowledge about mining as I could. Thinking back, this is what led me to join Mines Rescue and now it would seem I am one of the old timers doing the same as my dad and uncles had done in days gone by!”

Chatting with Tieri News, Tony Armstrong shared a similar sentiment: “It's a real honor to receive the National Service Medal — and even more meaningful to share the moment with others who've



walked the same path in mines rescue. This role demands a lot, but it's something we do because we care about the people we work with. Being recognised at a national level, especially as one of the first within QMRS, is something I'll carry with pride. It's a reminder of why we do what we do."

"It's a real honor, and I'm proud to stand alongside a great bunch of people who've put in the hard yards over the years," echoes Frank, before joking: "Whilst I didn't get into mines rescue for the medals, I'll happily take one if it comes with a handshake and a feed!"

Of the awards and in recognition of the service each of them has dedicated to both OCC and the mining industry as a whole, Mannie Coates, Emergency Response Coordinator, says: "It was a truly special moment to witness members of our Oaky North mines rescue team receive the National Service Medal – the first time this honor has been presented within QMRS. These medals represent more than just years of service; they recognise an unwavering dedication, sacrifice, and commitment to stepping up when others are in need. As Emergency Response Coordinator, I couldn't be more proud of our team and what this milestone represents, not just for our site, but for the entire mines rescue community."

On behalf of the OCC and Tieri community, Tieri News thanks Darren, Jimmy, Dan, Tony, and Frank - as well as past, present and future QMRS volunteers - for their service, skill and sacrifice, and for always standing by, primed and ready to keep workmates, friends and family safe. Thank you and congratulations. ●



Photos: Jordon Cullen Photography





OCC HOSTS QMRS QLD State Competition



On 6th and 7th August, Oaky Creek North (OCN) played host to the Queensland Mines Rescue Service (QMRS) QLD State Cup competition. The gruelling two-day event brought together Queensland's top-tier mines rescue teams for challenges, teamwork and pressure testing in simulated emergency conditions.

We spoke with Mannie Coates, Emergency Response Coordinator at OCN, to find out more...

Mannie, so much goes into the competitions. What did the day involve?

It brought together the best underground mines rescue teams from across the state. Teams competed in a series of challenging scenarios that tested their firefighting capabilities, first aid skills, and ability to operate in irrespirable (not fit for breathing) conditions.

These scenarios were carried out across both surface and underground areas of the mine, simulating realistic emergency situations and demanding peak performance under pressure.

How did the OCN team do?

While our Oaky North team didn't place in this year's competition, they put in a strong and determined performance throughout the day. The team - made up of Robert McShane (Captain), Matthew Fitzpatrick (Vice Captain), Leslie Healy, Samuel Lindley, Benjamin Ormsby, Corey Hoskins, and Coleman Roberts - showed excellent teamwork, technical skill, and composure in the face of high-stress scenarios, representing our site with pride and professionalism.



Photos: Kim Deluca Photography

What did you learn in the process?

The competition reinforced just how critical preparation, communication, and collaboration are in an emergency. It also provided valuable insight into areas where we can continue to grow and improve as a team, both in our technical skills and tactical coordination.

Hosting the event also gave us a unique perspective on the logistics and behind-the-scenes planning that goes into running a high-level emergency response competition.

Was there a standout moment for you?

Not a single moment, but rather a series of moments where you could clearly see the camaraderie and mutual respect among all the competing teams.

Despite the competitive nature of the event, the shared commitment to safety and learning was evident throughout the day.

It was also a proud moment to see Oaky North come together as a united team — from event set-up to support crews — to host and deliver a seamless and professional competitive environment.



Photos: Kim Deluca Photography

Why are these competitions important for mines rescue teams?

These competitions are vital for maintaining a high standard of emergency response across the industry. They provide a controlled environment to test real-life skills, strengthen inter-site collaboration, and promote continuous improvement in safety practices. Most importantly, they prepare teams to respond swiftly and effectively underground when it matters most.

Any shout outs?

A big thank you to all the teams who travelled to compete, and to QMRS for their coordination and leadership. Special recognition goes to the entire Oaky North site team — from organisers and volunteers, to those who helped prepare the scenarios and facilities (see [page 38](#)) — for delivering a successful and professional event.

And to our OCN Mines Rescue team: your commitment, courage, and dedication do not go unnoticed. We're proud of your efforts and excited about what's to come. ●



OCC ERT Takes Out Top Honours at QMRS Open Cut Challenge ★

The Oaky Creek Coal (OCC) Emergency Response Team competed in this year's QMRS Open Cut Challenge — and delivered a standout performance!

Under the guidance of Captain Tom Pratchett, the team - consisting of Jordan Bonetti, Nakia Lang, Cameron Mason, Zeb Warren, Peter Allan, Blake Hoskin, Malcom Shaw and Mannie Coates - proudly walked away with:

- 1st Place Overall
- Best Medical Team
- Best Technical Team
- Best Fire Technical (Nikia Lang)
- Best Captain (Tom Pratchett)

"Peak Downs ran an incredible competition and our team rose to every challenge, setting the standard from start to finish," says Mannie Coates. "It's certainly a proud moment for all of OCC - a big congratulations to the team!"

The achievements didn't come easily. Peak Downs put on a grueling competition consisting of six different rescue scenarios, starting with a 25metre vertical rope rescue. From there, it was into a confined space rescue, followed by a mass casualty scenario.

"That was definitely the most challenging part of the day, but a real standout moment for us as a team" reflects Cameron.

"It was set on an old dragline, apparently the biggest in the southern hemisphere! So not only were we overexposed, we had to navigate multiple levels and cavities. We were running around and had to rely heavily on clear communication. There were over 10 victims scattered around, people were screaming and crying; there was so much going on. It required all our focus and resources for a solid 45 minutes."

Next up was a search and rescue, a fire scenario and road crash rescue.

During their training, one of the things the team has focused heavily on this year has been teamwork and clear communication up and down the chain of command so the captain and medic can make well-informed decisions and prioritise resources.

"This effort really showed in how we performed during the competition. Everyone was really clear on their role and what they needed to do. Crucially, everyone spoke up and kept the information flowing so we were across everything and there were no surprises," says Cam.

Whilst the ERT teams train hard throughout the year, competitions like this are vital to ensure they experience the enormous pressure that comes with a real-life emergency situation, but in a non-critical environment.



"You just don't get that exposure in normal training. It's only through the competitions that you learn how your body reacts to pressure and can iron out any issues so you're ready for if the real deal arises."

As the team reflects on their victory, they all agree that Peak Downs put on an incredible competition.

"They devised and created all the scenarios - it was easily the best competition I've ever seen! So a big shout out to the Peak Downs crew, as well as our trainers - QMRS; Mannie Coates for stepping up at the last minute to represent us; and of course to my teammates. It was a fun, exhausting and valuable experience. Well done guys!" • ”



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	tiericommunitychurch@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

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