

TIER1 NEWS

SUMMER 2025

Wishing you a


 **Merry** 
Christmas
and a happy
new year

OCC Family Day & Christmas Celebrations

Tieri Farewells Nurse
Sue & Darrell Hall

Are You Bushfire Ready?

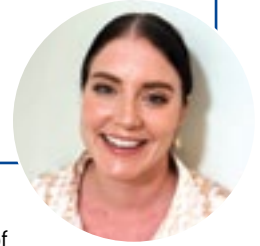
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FROM THE Editor



As we reach the final pages of 2025, I've been reflecting on what makes this time of year so significant. Christmas carries a deeper meaning than presents or busy calendars — it's a reminder of the importance of community, the power of kindness, and the quiet moments of generosity that sometimes go unnoticed but *always* leave a lasting impact.

For me, across Tieri and Oaky Creek Coal (OCC), this year has shown us what 'community' truly looks like. Our site is full of rich and interesting people ([page 42](#)) who all contribute a great deal to the mine and the town. In the last 12 months, we have welcomed 30 new employees to OCC, including **eight apprentices** ([page 54](#)) and **20 graduates**, each adding their own story and energy to our workforce and to Tieri.

We've proudly celebrated service milestones that few organisations ever see — **85 people marking five years, 21 reaching 10 years, 22 celebrating 20 years, 3 achieving 30 years, and 4 remarkable individuals who have each contributed 40 years!** These are extraordinary achievements that speak to the strength of OCC as both a workplace and a community.

We also farewelled some long-standing friends ([page 6](#)) and colleagues whose contributions have shaped our site and our community in meaningful, immeasurable ways. While their departures come with sadness, they also come with a deep sense of pride and excitement for what lies ahead for them.

As we close the year, it's been a privilege to celebrate 2025 together — welcoming families onto site and sharing festivities at the Tieri Town Christmas Party. You may not be aware, but OCC doesn't have a dedicated 'events team', so celebrations like the town Christmas party ([page 10](#)), the Family Day ([page 7](#)), and the Hoe-Down ([page 4](#)) are actually organised by members of the HR team on top of their jobs, often in their own time. I, for one, am extremely grateful for their dedication to bringing the town together. It is these gatherings that remind us that the heart of our community isn't found in buildings or equipment or even coal, but in the people who show up for each other, day after day, through good times and tough times.

So, as you enjoy this season, I want to offer a simple invitation: **do something kind for someone in our community.**

It doesn't need to be big or planned. It might be offering a hand, sharing a moment of patience, checking in on a neighbour, or showing gratitude to someone who's made a difference to you. Small acts of kindness can create a ripple, and together those ripples strengthen this top little town we all call home.

Thank you for everything you've given to Tieri and OCC this year. May your holidays be safe, warm, and filled with the people who bring you joy. And may 2026 greet you with hope, possibility, and plenty of moments worth celebrating.

Happy reading,

Michelle

Human Resource Manager, Oaky Creek Coal

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MESSAGE FROM Damien Wynn

General Manager at
Oaky Creek Coal

If you're anything like me, you're struggling to believe it's the end of the year already...and what a year 2025 has been!

In the last couple of months alone, we've seen our entire Oaky North Underground Crew complete their Training Day ([page 40](#)), and the mine conduct its annual emergency exercise, a major, practical drill conducted by every mine under the guidance of [Resources Safety & Health Queensland \(RSHQ\)](#). The exercises are a mandatory requirement designed to progressively test all aspects of a mine's emergency preparedness, including our communication with external services, and the ability of our personnel to perform self-escape and aided-escape procedures. And of course, the OCC Family Day and Town Christmas Party ([page 7](#))! It's always a joy to see the partners and children of our workforce experience what life is like on a mine, and to see where their other half works and the role they contribute to OCC's success. A big thank you to everyone who attended on the day, our stall-holders, and especially our event organisers.

Local families aren't the only people we've hosted on site recently. At the end of October, we hosted senior members of Nippon Steel from Japan. As one of OCC's longest standing customers, Nippon was keen to see where the coal they purchase is produced. It was an honour, and a proud, fulfilling experience to show them around our mine site, introduce them to members of our team, and discuss the full value chain. From the coal face here in Australia, to the steel our coal is used to produce in Japan, to the global destinations that steel is distributed to for use in building and construction, railways, automotives, ships, bridges and more - it's quite surreal to think about how far a reach our small little mining town has on the world!

Of course, none of that would be possible without the hard work of the people behind OCC, people like Colin 'Teddy' Patterson.

Colin, Underground Operator, has recently retired after *half a century* working in underground mining! He began his journey underground at Fryston Colliery in the UK, back in 1975. It was the beginning of a journey that saw him travel to the other side of the world, ending up here at OCC, where he has always been the first to step up and help out wherever needed. I've known Teddy since I started at OCC back in 2003 and thank him for his commitment to his teams, our business, our industry, and the community overall. Enjoy retirement, Teddy, you certainly deserve it.

Just like OCC, the whole of Tieri thrives off the back of the hard work and dedication of the people who make up this community. Nobody embodies that sense of unwavering service to community quite like Sue Hall ([page 14](#)), or Nurse Sue as she is known to many. I had the pleasure of first meeting Sue in 2003, with the birth of my first daughter. She was a pillar of strength and support during a time we needed it, and I'll forever be grateful for her calm, practical, empathetic presence...a presence she has also had in so many of your lives. So it's with mixed emotions that as a town we say goodbye and good luck to Sue and her husband Darrell as they leave Tieri (after nearly four decades!) to be closer to their family. You'll both be sorely missed, but I know everyone is excited for your next chapter and wishes you all the very best.

There might only be a few days left of 2025, but we've been planning ahead for a while. On 27th October, I presented the final stage of our budget for 2026 to Oaky Creek Coal's Joint Venture



partners, which was well received. With the budget approved, in mid-November the OCC Senior Leadership Team spent two days offsite discussing our strategy for the year, exploring how we can use our resources as effectively as possible to achieve our goals and vision. We established five key areas of focus for 2026:

1. Health, Safety, Environment & Community (HSEC)
2. Performance
3. People and Culture
4. Asset Management
5. Business Improvement

We have a strong, experienced, innovative, and collaborative Senior Leadership Team in place, and we are all looking forward to sharing our plans with you in January/February and starting afresh after what has undoubtedly been a challenging year.

As always, you have risen to all the challenges that have come our way and for that, I thank you and your families. The time, effort and energy you pour into OCC does not go unnoticed. Whatever your plans over the holiday period, I hope you're able to switch off, relax and reenergise, doing the things that you love, with the people that mean the most to you. I'm excited by what 2026 holds and can't wait to experience it all with you.

Until then, look after each other over the break, and stay safe,

Damien



COMMUNITY EVENTS



25TH OCTOBER

Tieri Hoe-Down

Over 300 people dusted off their cowboy boots and saddled up for a night of family fun at the Tieri Golf Club.

Young and old alike kicked up their heels and danced their boots off to the live country vibes provided by Luke Geiger; tucked into a mouthwatering meat feast thanks to Full Belly BBQ; enjoyed the balloon creations and glitter tattoos of Moranbah Balloons; and even braved the bucking bull courtesy of Barrells N' Bull Event & Party Hire.

"It was such a fun event to be involved with; the bull was a huge hit with the kids...and a few brave adults too!" says Braydon from Barrells N' Bull. *"I loved seeing people's faces as they took on the challenge - they were a mix of competitiveness, fear, and sheer delight. The adults gave it a good crack, but it was the kids who dominated!"*

"We're grateful to Oaky Creek Coal, in particular to Ashley Edler, for inviting us to be part of the Hoe-Down. We look forward to hopefully contributing to more Tieri events in the future."

"Ashley did a great job bringing everything - and everyone - together to create a really memorable evening," agrees Michelle Cody, HR Manager at Oaky Creek Coal (OCC). *"Living in a small community like ours can sometimes feel isolating, especially when you're away from family and friends. Events like the Hoe-Down are a wonderful opportunity for us to come together, connect as a community, and have some fun!"*

Despite the heat, the town turned up in their finest country gear and danced the night away. *"It was great to see everyone having such a fun time together - it reminded me how special it is to live in a community that shows up, supports one another, and knows how to have a good time,"* reflects Ashley, HR Administrator at OCC.

A big shout out to Glencore for providing the means and opportunity to put together these community events, and of course to all the vendors who participated, Tieri Golf Club ([page 12](#)) for their amazing location, and a special mention to Tom Keleher for being the 'Tieri Uber' and getting everyone home safely!



17TH OCTOBER

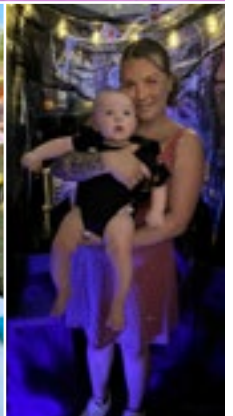
Pirates Presentation Night

The Peak Downs Senior Pirates celebrated the end of the 2025 season at the Tieri Brolga Function Room. Congratulations to the following players for their outstanding contribution to the team and the game this year:

- **Hunter Cutts:** Best Forward
- **Jarvis Wedel:** Best Back
- **Blair Hodson:** Most Improved
- **Ruben Cutts:** Most Consistent
- **Hamish Taylor:** Most Courageous
- **Axel Cutts:** Best and Fairest
- **Mark Murray:** Coaches Award
- **Dom Angel:** Coaches Award
- **Ben Liddell:** Clubman of the Year

We look forward to supporting the team again during the 2026 season!





31ST OCTOBER

CTM Links Halloween Event

Once again, this year's annual Halloween event was a fantastic community celebration, with 20 trick-or-treat houses joining in the fun. Participating homes showed their spooky spirit by hanging a balloon on their mailbox, signalling they were ready for visitors.

A big highlight was the CTM LINKS Haunted House which is always a huge hit. Brave visitors wound their way through a maze of spider webs, spooky ghouls, and dancing skeletons, before daring to stop and take a snap at the Halloween Photo Booth.

Guests enjoyed freshly made popcorn and afternoon tea kindly provided by Foodworks Tieri ([page 32](#)), while children dove into tubs of green slime and pink goop, and got creative at the playdough and painting tables. There were also hula hoops and a Witches Hat toss to keep everyone moving and laughing.

With 180 lolly bags handed out at the Haunted House and fantastic costumes from families all around town, the day was filled with excitement, laughter, and great memories.

“A heartfelt thank you to everyone in the community who attended and supported this fun event – and to the families and households who took the time to decorate their homes and host a trick-or-treat stop. Your creativity and enthusiasm truly made Halloween in Tieri an afternoon to remember!” says Kath Hema, Community Development Officer at CTM LINKS.

Kath and her team also extend a huge thank you to everyone who helped make this event such a success, including:

- Oaky Creek Coal SmartyGrants ([page 16](#)) for their generous support of community events like this one.
- Foodworks Tieri ([page 32](#)) for offering free cold bottled water and lollies to any Trick-or-Treaters visiting their store.
- UnitingCare Intensive Family Support Worker, Karen Dawson-Sinclair for her support in helping run the event.
- Central Highlands Regional Council ([page 34](#)) Youth Development for providing a tremendous haul of lollies to share with our Trick-or-Treaters.
- Tieri Youthis ([page 19](#)) for helping decorate the CTM LINKS Haunted House and bringing the spooky magic to life!



COMMUNITY EVENTS

16TH NOVEMBER

Farewell Morning Tea for Sue & Darrell Hall

The town came together to wish Nurse Sue and husband, Darrell, a fond farewell. After 36 years in Tieri - 27 of which have been dedicated to serving the community in one way or another - Sue and Darrell are retiring to the coast, to be closer to family.

In honour of their time and service to Tieri, Oaky Creek Coal (OCC) presented Sue and Darrell with a Commemorative Miners Lamp. And in recognition and celebration of Sue's 27-year dedication to her role as Tieri's Community Health Nurse, OCC announced that they have officially named the play area near the shopping centre the Sue Hall Playground!

"Like so many throughout town, it's going to be hard to imagine our community without Sue and Darrell - two people whose kindness, warmth, and genuine care have touched so many lives. Sue's dedication as our Community Health Nurse and their shared friendship with so many of us have left a lasting mark. While we'll miss them dearly, we're so happy they'll now have more time to enjoy family and all the special moments ahead," says Kath Hema.

"On behalf of CTM LINKS and the entire town, thank you for all that you have given to us. Now it's time to focus on yourselves and your own family - enjoy!"

The Tieri Noticeboard Facebook page has seen many comments from members of the community wishing the couple well on their next adventure:

"Sue you are the best child nurse ever, thank you very much for all you have done for Summer and I. You will definitely be missed by many. Enjoy your retirement and family time. Love ya heaps."

"Sure going to miss your wicked sense of humour!! Happy Retirement to you both!!! Xxx"

"Wishing you both all the very best for your retirement and new chapter!"

"Wow! Wishing you both a well deserved future...T Town won't be the same without the lovely Nurse Sue, and Darrell the caretaker of the centre."

"It's been a joy working with Sue these past two years - her care for her mums and bubs is inspiring. Darrell, with his friendly smile and endless stories, has made Tieri brighter for everyone. They're leaving a giant hole to fill - you'll both be so missed!"

"Congratulations on your retirement Sue! You helped me through so much when I was a brand new mum, back in the day 2003 then again in 2005 x."

"Congratulations on your well-earned retirement Sue. You've always been a major support for many families in town, mine included. Thank you for everything you've done x."



*"To Nurse Sue,
Well old girl, your time has come,
The job is done, the bell has rung.
From the ambulance committee to Biggest Morning Tea,
And health checks at fundraisers (all for free!).
Mums and bubs will miss you so,
You've helped them more than you'll ever know.
You even kept old Darrell in line with his mower in tow,
Making sure the town looked tidy, just so.
You've cared for this place with a steady hand,
A familiar face we all understand.
You've been a great mate, through and through,
And I'm really going to miss you, Sue."*

From Net and Dan Imperatore



2025
FAMILY
DAY



29TH NOVEMBER

OCC Family Day

Oaky Creek Coal (OCC) invited workers, their families, surrounding neighbours, and the Tieri community at large, to join them for an unforgettable first-hand experience of what life is like at a world-class underground mining operation.

The OCC HR team donned their 'event management' hats to organise a jam-packed day for everyone to enjoy. Approximately 750 attendees got to experience Underground tours, Surface tours, Underground bunker tours, first aid demonstrations, fire demonstrations and car cutting demonstrations thanks to Queensland Mines Rescue Service.

Chunky Bean brewed the coffee, OCC cooked up a BBQ breakfast and lunch, and over 30 stall holders handed out goodies, and ran various games and activities. Some of the big hits were the Footprints on the Path activity which invited families to place their footprints on the walkway, similar to the hand prints currently on site. The Letters to the Family activity encouraged family members to handwrite a note to their loved ones so it can be displayed as you walk into the mine, along with a garden of painted rocks that attendees creatively painted on the day. There was also a sandpit for some digging fun and a conveyor of cupcakes!

Another highlight of the day was the Mini Miner Passport where the children got to explore Oaky Creek Coal Mine and discover all the amazing things that happen there, every day.

Each stop on their mine adventure - including Development, Longwall, Outbye, Belts & Conveyors, CHPP, Engineering, Technical Services, Health, Safety, Training, HR & Commercial, and Environment & Community - helped them learn something new about mining, teamwork, and caring for our people and planet.

As the kids explored the different stalls and activity stations included in the passport, they were given a stamp of completion. Once they'd collected all the stamps, they presented their completed passport to the Mini Miner Check-In Tent where they were 'officially' certified as a Mini Miner!

"The Family Day was months in the making and there are so many people to thank including CHMS for doing all jobs, big and small; our contractor partners for supporting the event with stalls and fun activities; all the various OCC teams who put lots of effort into ideas and making the day a success; and specifically Ashley Edler for all her hard work coordinating, organising, and relentlessly pulling the entire day together," says Michelle Cody, HR Manager, OCC.

"It's been a mammoth team effort for the best part of half a year but - judging by the smiles on everyone's faces on the day - most definitely worth it!"









COMMUNITY EVENTS

29TH NOVEMBER

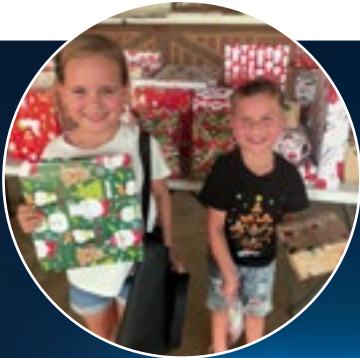
Tieri Town Christmas Party

The family fun didn't stop when the OCC Family Day ended. It was a quick turnaround for all, as 1,150 party go-ers headed to Langerak Park Footy Fields for the annual Tieri Town Christmas Party.

This year's Christmas festivities included the new addition of Santa's village with entertainment for the smaller children, alongside the much-loved staples of rides by Funtime Amusements, music from Coighty and the Kickstands, fireworks, and food supplied by ISS.

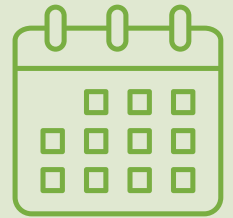
"Santa's village was a huge success - the kids loved it and, of course, they were delighted to receive an early Christmas present!" said organiser, Ashley Edler, HR Administrator at OCC.

“After such a turbulent year, it was the perfect antidote to have everyone come together, connect, celebrate life in our top little town, and look forward to the holidays and the new year ahead.”





SAVE THE DATE



26th Jan: Australia Day

27th Jan: Back to school for Term 1, 2026

Every Tuesday, 3:30 - 5:30pm during term time: Tieri Youth ([page 19](#))

Every Friday, 3 - 5:30pm: Chook Run Social Golf ([page 12](#))

1st March: Clean Up Australia Day

25th March: Oaky Creek Coal Easter Egg drop off

3rd April: Good Friday

6th April: Easter Monday





Tieri Golf Club

Your name & role: Mick Cutts, President

How long have you been with Tieri Golf Club:
18 years all up, and President for nine of the last 10 years

Locations serviced: Tieri mostly, but we also often have visitors from Capella, Middlemount, Clermont, and Dysart

Follow us on: [facebook.com/groups/215533081988067/](https://www.facebook.com/groups/215533081988067/)

Tell us about yourself and how you came to be involved with Tieri Golf Club.

I only took up golf at 40, so I'm a relative late-comer to the game. But given there's not a whole lot to do out here, golf is a really great way to socialise, so I joined the club. Then, at one point, I volunteered to help out, and I ended up on the committee.

It's a lot like running a small business...but you do it for free, or for the love of the sport and the community. It gives me something to do when I'm not working and keeps me involved in the community, which I enjoy. Now, on occasions, I get to play golf and have a beer with some of my five adult sons who have all grown up here. On very rare occasions, the six of us all get to have a hit together along with our dog, Hulk, who knows the course back to front. These times are very special.

When was the golf club first established?

Around 1985 and the original clubhouse was just a donga. It was one of the first recreational sites built here by passionate volunteers. We are currently in the process of re-building parts of the clubhouse to keep us as a solid option for the community and endeavour to attract more patrons.

Why do you believe the club is such a valuable addition to the town and people of Tieri?

We're far more than just a golf club; we're more like a social or community club. A place for everyone to come down, relax, catch up with friends, and let the kids run around safely.

You recently had your AGM and announced the new committee - who is on the team and what are they responsible for?

We've got a great mix of fresh faces and experienced 'old timers' on the committee this year, so I reckon it's going to be another really

proactive group we've got this year. We have a record number of committee members and more volunteers than I've ever seen.

- Me, **Mick Cutts:** President
- **Matty Martell:** Vice President
- **Nathan Ban:** Treasurer
- **Pat Freiberg:** Secretary

Pat's new to the club. He's worked out here for years as FIFO, but only recently moved to town with his partner. He put his hand up straight away and we're glad for the injection of new energy and enthusiasm. Pat brings a high degree of order and compliance to his position. Nathan Ban, our new Treasurer, in his day job is the Principal Electrical Engineer for Glencore so he has certainly raised the collective IQ of the new committee! Nathan now lives in Mackay but still calls Tieri home having lived here for many years. He is passionate about everything he does and has some great ideas for the club moving forward.

As an Executive Committee, we essentially run the 'business' side of the club, whilst our Club Captains run the 'golf' side of things. We've traditionally only had one Club Captain, but we've decided to make it a shared role this year. Shaun Christensen and Joshua Edmonds are our Club Captains for the year, and they will be running all the competitions, making the rules for tournaments, and so on.

In addition, we also have a new Greenkeeper, Peter Malick. Peter has relocated to Tieri from Middlemount, with his wife. He's deep in the throes of getting his head around things and is grateful for all the volunteer support he's received.

On the subject of the team, our long-standing Treasurer, Arthur Dobeson, has finally decided to step down. Arthur has stuck by us, contributing remotely via email and Teams meetings, as he's been residing on the Gold Coast for the past few years. The Club owes Arthur a huge debt of gratitude for his business and accounting acumen, his professionalism, stewardship, and holding our committees accountable over many years. Arthur, a heartfelt thank you from all of us.

What membership options are available at the Club?

There are two main options:

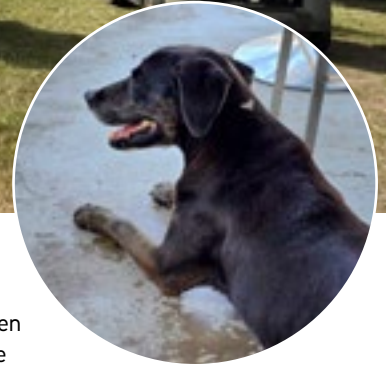
- **Social membership:** \$10 a round - pay as you play
- **Annual membership:** \$300 per year gives you access to the Club and course year-round, and a Tieri Golf Club polo shirt.

Our annual membership fee hasn't changed in as long as I can remember and is reimbursable for eligible Oaky Creek Coal employees under their Active Lifestyle program ([page 27](#)). We currently have 116 members this year, our highest ever number and testament to the great work the team is doing to attract and retain members!

Part of that 'great work' is the events the Club regularly holds; what staples are on the calendar?

Every Friday afternoon we have our Chook Run. A 6-hole social round of golf, with lots of banter and prizes at the end, including vouchers, golf balls, and, for the player nearest to the pin on the Chook Hole (the second last hole), a voucher from Foodworks Tieri ([page 32](#)) for a hot cooked chook! It's \$10 for both members and non-members, and all the money goes into the kitty for the prizes.





What food options are available at the club?

Cassie Ricketts has recently taken on the running of the club house during the week. She's open from 2pm until 7pm, every Monday to Friday, and the Committee takes over for the weekend. Cassie brings a ridiculous level of enthusiasm to the club and with her vibrant personality is attracting a heap of new customers.

You can get loaded hot dogs, hot chips, toasties, pies and chicken chippies, soft drinks and alcohol. It's a great spot to come and grab a cold drink and enjoy the view at the end of the day...and maybe hit a few golf balls...maybe not!

What other services does the club offer?

We sell golf balls, gloves and tees in our small retail section. We've got a new pool table on the way, which I'm excited about. It'll be free to use, and we'll look at running some friendly tournaments.

We're also looking at installing an outdoor playground for the kids. It'll be modular with a built-in soft floor and enclosed for safety. This will be a great addition and we're really hopeful it will encourage more women to head down to the Club to catch up with their friends, knowing they can still keep an eye on their little ones as they enjoy the playground.

And, of course, we have BBQ facilities here. We've found it's proven to be a great place for the guys on roster to come down, relax, and connect with their workmates over a steak and beer, before heading back to their accommodation for the night.

For anyone new to Tieri, where can they find the club?

7 Maywin Drive, about 1km up the hill from Langerak Park.

What are your opening hours?

The clubhouse is open Monday to Friday, from 2pm until 7pm, and on weekends from 10am until the last punter leaves! We're licenced until midnight.

Access to the golf course is open any time from around 4am until, well, until you can't see the ball anymore! We've had some people finish off their last hole using the lights from their cart!

If you're a social member, you just need to pay your \$10 in the honesty box - cash and card are accepted.

How can people contact you?

The easiest way to contact the club is via our [Facebook page](#). Otherwise, you can email club@tierigolfclub.com or call me on 0419 795 240. ●

Social Saturdays is an Ambrose team event for men, women and children. Teams are picked on the day, and we always keep an eye on the handicaps to make sure it's as even as possible, so the winning team invariably only wins by a point or two. Social Saturdays are free for members, and \$10 for non-members.

On Sundays we hold varying competitions, such as the Single Stroke event or Stableford. These are all proper competitions for members with a Golf Australia number and a handicap.

Every month we hold the Monthly Medal competition, another handicapped event for members, where the winners of each month go on to compete against each other in an end of year competition.

In July, we have our annual award winning Tieri Pro-Am event which attracts professional golfers from all over the country. Thanks to our sponsors, we are able to offer between \$30,000 - \$50,000 in prize money, which is pretty significant for a small club like ours.

The last quarter of the year (Oct - Dec) is when we hold our Club Champions event, specifically for our Tieri Club members. And in the first quarter of the year (Jan - Mar) we hold the Tieri Open, where other Central Highlands teams come to battle it out on the greens.

We always promote our events on the [Tieri Golf Club Facebook](#) page; that's a great way to keep across what's happening.

The golf club is also available as a venue for people or organisations to hire for their own events. What sort of events can you cater for?

We've had weddings, Christmas parties, the Tieri Hoe-Down, 30th, 40th and 50th birthday parties, and small gatherings like the Tieri Ladies Social Hub 'Paint n Sip' events. We're open to discussing any type of event that people, businesses or organisations within the community might be looking to hold. We're very flexible and have lots of different size spaces including inside with air con, or outside under the pergola, with a relaxing view looking down the fairway.



MEET THE LOCALS

SUE AND DARRELL HALL

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".

After calling Tieri home for 36 years, long-time and much-loved locals, Sue and Darrell Hall, are moving to the Sunshine Coast to be with their family. Here's your last chance to meet two locals who are synonymous with our top little town...



Sue, Darrell, congratulations on your next adventure! How does it feel to be saying goodbye to Tieri after nearly four decades?

It is really hard, if we could pick Tieri up and take it with us, we would.

You moved here in 1989 with your two young children, at a time when Tieri and Oaky Creek Coal were still relatively in their infancy. What was town life like for a young family back then?

The town was very busy. Some people worked a five day week and three eight-hour shifts, and others worked four on, three off. This meant we had lots of families in town so the town was very young and full of energy. I think the average age was 15 years so there was a large amount of sports available to people too.

What brought you here in the first place?

Darrell was lucky enough to get a job at Oaky Creek's Open Cut Mine as a Machinery Operator. This gave us a great opportunity to save money and meet lots of wonderful people.

How did you assimilate into the mining town community?

In the beginning, Tieri had a social club which employees of Oaky Creek paid into. There were monthly barbecues for families which were run by volunteers - mainly the women of Tieri. They were a wonderful way to meet people and make friends. As our children became more involved in school and sports, I joined various committees to help ensure that these activities continued in our town.

At what point did you know you'd be here for the long haul?

We always said we would stay until the children started high school and then I would go elsewhere with them. But the thought of leaving Darrell alone made me really sad. So, we did the next best thing and sent the kids to boarding school! By that time, I was already working as the Tieri Community Health Nurse and I knew we weren't in any hurry to leave town.

As you reflect on your lives here, what have been some of the most significant moments, experiences and/or connections you've had?

There have been so many! One that comes to mind is when we had been in Tieri for approximately six months and I thought I would go to Emerald Hospital to see if they had any nursing positions. I walked in, introduced myself, and said I was looking for some work as a Registered Nurse. They handed me a pair of theatre scrubs and said "you start now"! I did an eight-hour shift and went home. No paperwork, no checks, no orientation. Just thrown into the pool and had to swim.

Aside from that, it's always been about the people. We have come to know lots of amazing people over the time we've been here. I have always felt so welcomed into the homes of my new parents and we've met people through work, school, sports, committees and just out and about. We've been lucky enough to make several good friendships and, even today, we still stay in touch.

The people in this town are so helpful, you just have to ask and they are there, giving you a hand. This was evident when we first arrived nearly 40 years ago, and it's still clearly evident today.

Another standout reflection is that Oaky Creek Coal has, many times over the years, given financial assistance towards resources



for health promotion activities and helped with improvements at the health centre, all of which have been gratefully received and enabled us to provide such a good service to the community.

Living in a small rural, regional town isn't for everyone. What advice or recommendations would you give to young families moving to Tieri today?

In no particular order, I'd say:

- Join a committee or two
- Talk to your neighbours - it's a great way to make friends
- Stop to say hello to everyone you meet
- Study - it's a great opportunity to find a passion and pursue it! For example, Tieri could do with a gymnastics teacher, or a dance teacher...ideally roomba for us oldies!

You've been active members of many committees over the years, including Tieri Lions Club, Tieri Local Ambulance Committee (LAC), the Kindergarten and the Preschool, CTM LINKS, the Swimming Club and Soccer Club. What role do you think these and other community and sporting groups play in a town like Tieri?

Being part of a committee - either in a small town or in a bustling city - allows people to meet others with common interest in that activity. It's also a great opportunity to learn about organisations, how to apply for grants, how to work with other people, and many more life skills.

Aside from Tieri, what's your favourite place in the Central Highlands to spend time in?

I really enjoy doing my home visits to mothers and babies on properties. Seeing the crops, cows, camels, and all the wildlife - I love those emus! - is surreal. I love talking to people about how their property functions and the differences in what works and when.

Sue - or Nurse Sue as you're affectionately known - you joined Tieri's Family Unit and Child Health Centre in 1997. What was your role back then and can you recall your first day?

Bronwyn White was the Child Health Nurse who worked there before me. She had looked after my children with vaccinations and assessments. Bronwyn was the reason I started studying for my Child and Adolescent Health qualification. My first day in the Tieri Health Centre was great. There was no admin assistance back then. I was given no handover, or orientation. So again, it was a case of being thrown in at the deep end and paddling like heck!

What have been the most important lessons you've learned from your experience as a nurse and midwife?

To listen to their whole story; to reassure them; and to remind them to be kind to themselves! Parenting is hard, but worth it.

They say it takes a village to raise a child: how does that transpire here in Tieri?

Ha - we would always tell our children: *"If you have been up to no good, make sure you tell us before the phone rings!"* Everyone always keeps an eye out for the children of Tieri, which is reassuring.

Will someone be stepping in to fill your shoes at the Health Centre?

I have been actively recruiting and I am very hopeful that someone will take over from me.



Darrell, as Tieri's lawn mowing man, what tips do you have for keeping a lawn in top shape?

Simple: water it.

Will anyone be taking over once you leave?

There are some great young people in Tieri who currently mow lawns and I am sure they will enjoy the extra work.

As the coast calls, what are you both going to miss the most about life here?

The fact there's no traffic! And stopping to talk to people in the street - apparently that's not the done thing in the city.

Other than being close to your family, what are you most looking forward to in your next chapter?

Whatever the future holds we will embrace it. (I'm also looking forward to talking to everyone I meet, whether they want to talk to me or not!)

Quick-Fire Round...

How do you describe yourself?

Sue: Controlling

Darrell: Worker

How would you describe each other?

Sue: He's an ideas man. He's always saying "I've thought of a new invention".

Darrell: She's a hard worker

How do you spend your time and with whom?

Sue: With each other

Darrell: Each other

5 things you can't live without?

Sue: Our children and grandchildren, my husband, my sewing machine, material to work with, and food.

Darrell: My iPad and PlayStation, Sue and the family, and lollies!

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

Both: Our family, close and extended.

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

Sue: I would like to own a fabric store and sew all day.

Darrell: A Car Salesman - I love buying and selling cars. ●



AUSTRALASIAN TEAM ROPER ASSOCIATION Receives OCC Grant

Earlier this year, the [Australasian Team Roping Association](#) (ATRA) successfully applied for a Glencore Oaky Creek Coal (OCC) Community Investment Grant to help support their biggest event of 2025: the annual ATRA National Finals.

Roping started in Australia with the introduction of cattle farming during early settlement, when it was used for branding stock and animal husbandry. Over the years, the skill of roping has been passed down through farming families and has expanded to encompass people from all walks of life.

The ATRA was established in 2006 as Asia Pacific's premier team roping organisation, and the governing body of the most prestigious team roping events across APAC, including the 2025 ATRA Circle L Australia National Finals.

Held over five days between 1st - 5th October at the Bridgeman Park Sporting Complex in Capella, the ATRA Circle L Australia National Finals brought together ATRA members from across regional Australia, and attracted interest and support from both a national and global audience, thanks to its live-streaming.

"Events like the National Finals really connect local, national and even global communities. However, we know from experience that there are thousands of family members, friends, ATRA members and supporters who are unable to attend the event in person due to cost of living pressures, work or family commitments, and more. That's why we were adamant to again provide a livestream of the finals - so that these loyal supporters could still cheer on their loved ones and feel part of the event," explains Mark Hrycek, Marketing & Corporate Partnerships, ATRA.

"Unfortunately, the costs associated with live-streaming are pretty high. As a not-for-profit organisation, we really didn't want to charge users for the service or not have a live-stream, so we started exploring other options. That's when we decided to apply for a Glencore SmartyGrant."

The ATRA received a \$2,500 SmartyGrant from OCC to help secure the live-streaming, providing access to the event for people



all across Australia and over the world. Family and friends of competitors from as far afield as Tasmania and Western Australia got to watch the action in real-time and to cheer on and celebrate the competitors.

Thanks to the live-streaming, the event also garnered international exposure for the ATRA. Whilst the USA, Canada, the UK and New Zealand are regular followers of the Team Roping event, audiences are growing throughout Europe and South America as passionate supporters increasingly engage with the ATRA via their social media channels.

"The feedback from both the local and broader community has been amazing. They loved the live-streaming! Over 10,000 people tuned into the live-stream during the week of the event alone," reflects Mark. *"Add to that the thousands who accessed the footage via our socials after the event, and the reach is far beyond our expectations."*

This is the first time the ATRA had applied for a Glencore OCC SmartyGrant, but it certainly won't be the last.

"We're incredibly grateful to OCC for the financial support they provided. Not only did it help connect a huge community with our local area and the event, as a not-for-profit, it means we can reinvest any money made from the Finals back into our members and into the sport of team roping here in Australia."

If your local sporting or community organisation has got a good idea for a project or event that will enhance the local community, Mark is quick to encourage you to apply for a SmartyGrant.

"What I found really helpful was that the team at OCC provided us with feedback on our application so we could fine tune it and increase our chances of success. No matter how big or small your initiative, give a Glencore SmartyGrant application a crack - if you don't apply, you'll never know!" ●



Glencore and OCC Grants AVAILABLE IN 2026



Glencore Coal Assets Australia (GCAA) Community Investment program aims to deliver long-lasting social and economic benefits by building capacity throughout the communities in which they operate, Since 2006, Glencore Coal has invested more than \$120 million in community initiatives across New South Wales and Queensland. The funding they provide directly supports community groups, activities, programs and events that make a positive contribution to at least one of these areas: health, environment, education and training, Indigenous and/or an identified local need.

Glencore and Oaky Creek Coal Community Investment Grants Available

OAKY CREEK COAL LOCAL COMMUNITY INVESTMENT GRANTS PROGRAM

- Maximum funding available per community organisation is generally capped at \$10,000 per grant
- Applications are assessed based on their merit and value to the community
- Three rounds per year:
 - Round 1 opens 1 January 2026, closes 30 April 2026
 - Round 2 opens 1 May 2026, closes 31 August 2026
 - Round 3 opens 1 September 2026, closes 15 December 2026

OAKY CREEK COAL LOCAL COMMUNITY EVENTS GRANTS

- Maximum funding available per community event is generally capped at \$10,000 per grant
- One round, open all year
 - Opens 1 January 2026, closes 15 December 2026

GLENCORE COMMUNITY INVESTMENT GRANTS PROGRAM

- One round, open all year
 - Opens 1 January 2026, closes 31 December 2026

GLENCORE QLD JUNIOR SPORTS DEVELOPMENT PROGRAM

- Maximum funding available per community organisation is \$7,500 per grant
- Two rounds per year
 - Round 1 opens 1 March 2026, closes 31 March 2026
 - Round 2 opens 1 August 2026, closes 31 August 2026

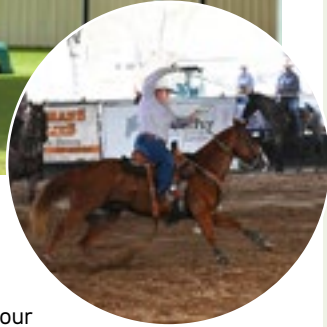
GLENCORE SCHOOL SCHOLARSHIPS

- Maximum funding available is \$3,000 per scholarship
- Provides a financial 'kick-start' to assist with the transition from high school to university during the first year of study, or to students wishing to continue their studies from Year 10 to Year 11 at a different school (where Years 11 & 12 are not offered)
- Local schools are invited by Glencore to participate
- Interested students should contact their school's administration office for details
- One round per year
 - Opens 1 January 2026, closes 30 June 2026

GLENCORE SCHOOLS P&C GRANT PROGRAM

- Maximum funding available is \$14,000 per P&C, per grant
- Local school P&Cs are invited by Glencore to participate
- One round per year – timings to be advised
 - Opens 15 April 2026, closes 30 June 2026





Top tips

1. Alignment: Make sure your idea aligns with one of Glencore's core focus areas of health, education, the environment, and the wellbeing of the local community. We are really interested in the sustainability of our community investments and how they will continue to benefit the community or sporting organisation into the future.

2. Enrichment: Explain how it addresses the need you've identified, and how it will benefit or enrich the community.

3. Be specific: Bring your idea to life by including as much detail as possible. Remember, this is the first and only time Glencore will have heard about your idea so create a clear, detailed picture in their minds of what you want your community event or initiative to achieve.

4. Know your numbers: Understand what your idea will cost, how much funding you are applying for and, if applicable, how much you are getting from elsewhere.

5. Ask for help: Don't be afraid to ask for assistance with your application! The OCC Environment & Community team is on hand to answer any questions you have, so be sure to reach out.

6. Seek feedback: If your organisation is unsuccessful in a grant application, OCC encourages groups to seek feedback and, if applicable, to reapply for the next round.

Other important notes

- Please DO NOT submit multiple funding applications to Glencore Coal sites for the one project. Multiple funding applications across our site grant rounds will not be considered.
- Choose only the site which is closest to your project location.
- Projects must be completed within 12 months from the time of funding unless an agreed multiyear project is approved.

Eligibility for community investment

To be eligible to receive funding from Glencore Coal's Community Investment program, the application must:

- ✓ Be from a not-for-profit, incorporated organisation operating a separate, auditable organisational bank account
- ✓ Demonstrate the organisation's ability to manage the proposed project/activity in a professional manner
- ✓ Address a substantiated need in the Tieri community
- ✓ Demonstrate how the initiative will directly benefit the local community
- ✓ Demonstrate financial sustainability - i.e. not become reliant on ongoing funding from Glencore
- ✓ Have clearly defined outputs, timeframes and budgets
- ✓ Be received at least eight weeks prior to the implementation of planned project/activity.

What will not be considered?

Applications for support of:

- ✗ political parties or organisations, politicians or candidates for public office
- ✗ individuals; including those seeking support for activities such as academic studies, competing in a sporting event, travel or raising funds for another organisation
- ✗ 'for profit' organisations
- ✗ Senior or Junior sports, Representative or touring sporting or cultural groups or individuals
- ✗ religious activities
- ✗ any activities which are exclusive to a single faith community
- ✗ conferences or speakers at conferences
- ✗ production or distribution of advertising or marketing material
- ✗ core operating costs of an organisation e.g. staff, operational expenses
- ✗ projects/activities that are the responsibility of government
- ✗ projects/activities that do not demonstrate financial sustainability
- ✗ overseas appeals
- ✗ research projects
- ✗ projects/activities that have already been completed (retrospective funding).

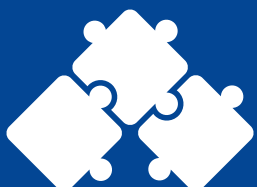


CLICK
HERE

For more information, guidelines and to apply for any of the grants available, visit glencore.smartygrants.com.au or scan the QR code.

For queries about deadlines, questions in the form, or assistance with your application, please contact the Environment & Community team on (07) 4984 7245 during business hours, or email Kate.French@Glencore.com.au or occenvironment@glencore.com.au.





Tieri Youth Space & Youth Engagement INITIATIVE

The Tieri Youth Space continues to thrive as a welcoming and safe hang-out spot for local young people aged 10 to 17 years.

Held each Tuesday afternoon during the school term from 3:30 to 5:30pm at the Tieri Community Church, the space provides a relaxed and inclusive environment for connection, fun, and friendship – with afternoon tea provided each week.

Our Youth Space offers a great mix of activities, including outdoor games like basketball and volleyball, a dress-up box, board and card games, and an impressive JBL Bluetooth Party Box so teens can enjoy their own music.

A heartfelt thank you goes to all our amazing Youthies, as well as Karen Dawson-Sinclair (UnitingCare Intensive Family Support Worker), and to the parents who volunteer their time and commitment to make this space possible each week.

We also extend a big thank you to Lisa Franco, Amali and Baylen for generously donating the basketball hoop – it’s been a huge hit! And a special thanks to John, who kindly answered our social media call-out to pick up and deliver it to the Youth Space.

We’re always looking for ways to make the Youth Space even better – if you have any dress-ups, games, or activities you’d like to donate, we’d love to hear from you. And if you’re a local business that would like to sponsor the Tieri Youth Space, please contact Kath at tieri@ctmlinks.com.au - a tax invoice can be provided.

Any teens interested in joining Tieri Youth Space, can just rock up on a Tuesday, there’s no need to book in.

As part of our ongoing Tieri Youth Engagement Initiative, we’d also like to acknowledge and thank Youthies Arlow, Evie, James, Kimberly, Maysie, Raela, and Sienna for their fantastic help with letterbox deliveries for the Tieri News and local community events. Your enthusiasm and community spirit are so appreciated! ●

Together, we’re building a fun, safe, and connected space where Tieri youth can truly belong.



TIERI Youth DROP-IN IS BACK **STARTING 26 AUG**

OPEN TO AGES 10-17 YRS

TUESDAYS
3:30 - 5:30 PM

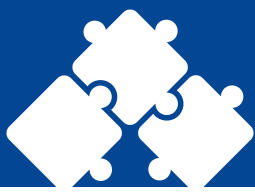
TIERI COMMUNITY CHURCH

SIGN-IN & PARENT CONTACT DETAILS REQUIRED

AFTERNOON TEA PROVIDED

UnitingCare

COME ALONG, BRING A FRIEND, AND HELP SHAPE YOUR SPACE!.



Baby 2 Baby PROJECT UPDATE

The Baby 2 Baby Project is still going strong! This wonderful initiative aims to provide quality pre-loved baby and children's goods to families in our community who could use a little extra support.

"We want to keep items in use and circulated to those in need for as long as possible to minimise waste," explains Kath Hema, Tieri's Community Support & Development Officer (CSDO).

Following in the spirit of the 'pay it forward' movement, CTM LINKS gratefully accepts donations of gently used items for children from newborn to five years old — including clothing, toys, books, and other essentials.

Donating not only supports local families, it also aligns with the Reduce, Reuse, Recycle, Repurpose motto, helping to minimise landfill, promote sustainability, and encourage socially conscious giving.

Your contributions make a real difference. If you have items to donate or would like to learn more about how to get involved, please reach out to CTM LINKS and together, we can continue to help families grow and thrive whilst caring for our community and planet. ●



Calling for Volunteers



CTM LINKS is a not-for-profit organisation that plays an important role in strengthening connections and generating social wellbeing across our local community.

Kath and the team work tirelessly to create a warm, welcoming and inclusive community, and nurture this top little town we call home. Their key areas of focus include:

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

The work of CTM LINKS doesn't stop there. They also collect all types of **donations, welcome newcomers** to town, and facilitate **volunteering opportunities** within Tieri and surrounding areas.

"We're currently seeking community members who might be interested in volunteering to join our organisation. We have our AGM coming up and would love to bring some new energy into CTM LINKS to complement what we already have." says Kath.

The volunteer Executive Management Committee governs CTM LINKS and, as such, sets the strategic goals and direction for the organisation.

CTM LINKS receives recurrent funding from one primary source: Queensland Government through the Department of Communities, Child Safety and Disability Services. This funding enables the employment and professional development of three Community Development Officers and an Administration Officer who perform community development duties and manage the daily operations of the neighbourhood centres of Tieri, Capella and Middlemount on behalf of the Executive Management Committee.

The many events, activities and programs that are run by CTM LINKS are sourced and funded through a wide range of available grants.

If you would like to volunteer with CTM LINKS or discuss how they can support you, please phone Kath on 0491 276 263, email tieri@ctmlinks.com.au, or call in to see the team at 26 Talagai Avenue. ●





TSS Students Tuck Into Tuckshop



The Tuckshop at Tieri State School (TSS) has gone from strength to strength under the guidance of the TSS P&C and the stewardship of P&C Member and Tuckshop Convenor, Jasmine Faheem.

We spoke with Jasmine to find out more about the thriving service, and how families can make the most of it...

Jasmine, who is on the Tuckshop team?

There's myself as Tuckshop Convenor; Janine Allen, our previous convenor who trained me, and thankfully stayed on. And we're gratefully supported by Michelle Rae, our Tuckshop Assistant, who steps in to cover shifts as needed.

Where is the Tuckshop located?

It's just next to the Admin building at TSS; we're just behind it, in the undercover area which is great for the kids to enjoy their meals out of the sun.

What service do you provide to the children and families of TSS?

We provide delicious, healthy, and freshly made hot and cold meals for the children's first break (their lunch), as well as sandwiches, snacks, ice blocks and cold drinks for their second break.

We also run the Uniform Shop, where we fulfill all the uniform requirements that have been put through by families. As you can imagine, it gets pretty busy before the start of a new school year, and as seasons change! We're proud to provide a second-hand uniform store too, which is very helpful for families.

How does the Tuckshop work?

We use an app called School24 that allows parents and carers to order school lunches, snacks and uniforms online. It's quick, easy and secure.

There's no minimum order. They simply download the app to their phone, sign up to register an account, and then order as needed.

Parents have complete visibility of all the different options that are available for each break and can customise their order to suit their child. For example, selecting which accompaniments they prefer.

Orders can be placed in advance, or as last minute as 8:15am on the morning of. This is great for those days when you're rushing out the door to get the kids to school on time, only to realise when you get to the gates that you've forgotten their lunch! No worries - just pull out your phone, open the app, and place your order. Easy.

What hours do you operate?

We're open every Tuesday, Wednesday, and Thursday, for first break at 10:30am and second break at 12:45pm.

In late 2024, the TSS P&C was awarded a Glencore Schools P&C Grant worth \$14,000. The money was used to upgrade all the kitchen hardware in the Tuckshop, including a new oven, new dishwasher, and new fridges and freezers. How has this impacted the service you're able to provide, and the meals you're able to prepare and serve?

It's improved things a great deal! In particular, the new equipment saves us so much time - especially the dishwasher, which we'd never had before! - so we can provide more options to the children.

We're still a small operation, but we've been able to extend the range of items on offer, thanks to our larger oven. For example, we can make different flavours of muffins, large batches of "Winter Warmers", and more specials like chicken gravy rolls which always go down well.

Sounds delicious! What range of food do you have available for their lunch break?

A whole range of 'traditional' kids favourites, along with lots of healthy options too.

Everything from chicken burgers and cheese burgers; chicken nuggets with sweet potato chips; ham and cheese pizza; sushi bowls with a choice of tuna or chicken; protein and salad bowls; chicken tender wraps; ham and cheese toasties; and fresh sandwiches such as egg and lettuce, chicken mayo, or parents can use the sandwich builder on the app to build their own.



Jasmine



Janine



Michelle





What's the most popular?

The kids love chicken fingers and the sushi bowls are always a big hit.

How do you choose what goes on the menu, and how do you ensure a healthy, balanced range?

The [Queensland Association of School Tuckshops](#) has guidelines for its members, indicating the different percentages of 'traffic light' food we should have on our menu. The guidelines promote a 'green' heavy menu, with options such as wraps, salads, protein-bases, light cheese and light mayo, etc.

They have a calculator on their website which we use to ensure we have the best balance of healthier 'green' foods, as well as some occasional 'treat' food options.

A huge amount of work goes on behind the scenes to ensure the food gets to the kids on time. Can you give us a glimpse into what an average day looks like for you and the team?

There's always two of us on shift. My day starts with a trip to Tieri Bakery to pick up fresh bread and bread rolls, along with any other fresh produce from Foodworks Tieri. From there, I head on over to the Tuckshop around 8am, when I turn on the ovens so they warm up and get everything laid out ready for the cooking to begin.

Janine (or Michelle, if she's covering) will come in soon after and print out all the labels with the child's name and meal choice, ready to be stuck on the bags.

By 8.15am, once the orders for the day have closed on the School24 app, we'll start cooking the meals ready for the first break. We divide the cooking, making, packing and labelling between the two of us so we're all set up and ready to go by 10:25am.

There's a mad rush as the children all come out at 10:30am, hungry and ready for their food. The hustle calms by 11:00 when they head back inside. At this point, we tidy up and start on any prep work for muffins, scrolls and other baked goods, or use the time to do some ordering, or accounts. The second break is at 12:45pm, but it's mostly drinks so it's not too stressful. We clean up, make sure everything is set up for the next day, and leave around 1:15pm.

What's your goal for the Tuckshop?

The aim of the Tuckshop is to make it as convenient as possible for parents to purchase quality, reasonably priced meals for their children.

Myself and the team really want to bring the kids joy, by giving them something yummy to eat. We don't have a lot of takeaway options here in Tieri so having a meal from the Tuckshop is often a highlight of their day or week. Plus, it's affordable and convenient for the parents or carers, and even encourages their children to explore healthier options. We often get told: "They would never have lettuce on their burger at home before, but now they do - thank you!"

Looking ahead to 2026, what can families expect?

As the school grows, we want to expand our menu range. I've been in the role for nearly a year now and have seen what works and what doesn't. I'm looking forward to using this knowledge to explore new options for the children to enjoy, as well as their favourites.

Recently, we've been running a 'pop up' Tuckshop at events like Cross Country and Sports Day so the parents can enjoy a coffee and some cake. That's proven to be really popular, so we'll be looking to do more along these lines next year. ●

Looking for child care?

Little Love Care
Tieri
Opening Early 2026
ENROL NOW!

To Place your name
on the waitlist
ph 07 3899 1622

More than one
way to
thrive
in 2025
Enhancefdc.au





Childcare Options IN TIERI



For over 40 years, Tieri has been renowned as a great place to raise children, with many locals returning here to start a family of their own. No matter what age your child/ren are, there's somewhere in town for them to learn, play and grow whilst you work, play and grow!

Tieri Daycare Association

Tieri Daycare opened its doors and welcomed the first children into its care on Wednesday, 27 October, 1993. Since then, hundreds of Tieri's tots have played, learned and developed at the not-for-profit daycare, located at 2 Carbeen Street.



A typical day starts with an outdoor morning session, followed by a fruit break. Around 10:15am, the children come together for Group Time where they engage in a collective learning activity, or story time. Then it's time for the indoor session, another Group Time activity, followed by lunch. After lunch, it's rest time when the younger kids sleep and the older kids do quiet activities. Pick up time starts around 2pm.

Each term, there is a different focus area where the children experiment with fun activities that engage the five senses and fine tune their motor skills.

Tieri Daycare caters for up to 21 children per day, ranging from 6-weeks to five- years.

OPEN

- Tuesday, Wednesday & Thursday: 8:30am – 2:20pm

FOR MORE INFORMATION

Contact: 07 4984 8554 or tieridaycare@outlook.com.au

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Ladybugs and Rugrats, an Enhance-registered Family Day Care

Ladybugs and Rugrats is a Family Day Care (FDC) service owned and operated by qualified Early Childhood Educator, Lisa Austin-Richards, from her family home located at 48 Gemini Street, Tieri.

Lisa is registered with Enhance Family Day Care and provides a flexible, fun, play-based learning environment that is guided by each child's interests.

Ladybugs and Rugrats provides a space where children feel safe, warm and loved whilst learning to become independent thinkers and make decisions about their day. It's also a place where families feel welcome and confident, knowing their children are secure and happy, building relationships as they learn and play.

As per government regulations, Lisa can care for up to four children under school age and three school-aged children per day. Standard daycare is offered for children under school age, along with before and after school care, and vacation care for school age children.

OPEN (SUBJECT TO CHANGE)

- 6am - 6pm Monday to Friday
- Weekend care available on request and subject to educators availability

FOR MORE INFORMATION

Contact: 0402 687 054 or ladybugsandrugrats@gmail.com

CLICK TO FOLLOW





Little Love Care, an Enhance-registered Family Day Care

Little Love Care is owned and operated by qualified Early Childhood Educator, Amy Frost, at 19 Banksia Street - a dedicated Family Day Care (FDC) house. Amy is registered with and supported by Enhance Family Day Care, Queensland's leading FDC provider.

Like Ladybugs and Rugrats ([page 23](#)), as a registered FDC, Little Love Care functions under the National Quality Framework; is evaluated and rated according to the National Quality Standard; and must adhere to the same educational frameworks (e.g. the Early Years Learning Framework) as mainstream daycare centres. Little Love Care is also eligible for the Child Care Subsidy.

Daily routines are crafted to be consistent, fostering a sense of security and well-being that caters to the children. 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, however Amy will work with you to understand your child's home routine and strive to follow it as closely as possible.

In line with government regulations, Amy can care for a maximum of four children under school age at any given time, allowing for highly personalised care and attention that is closely aligned to the individual child's needs. In addition to this, she can look after up to three school-age children, providing parents with access to before and after school care, and vacation care.

OPEN (SUBJECT TO CHANGE)

- A 7/7 Wednesday - Tuesday roster (same as the mine), including weekends: 7:30am - 4:30pm

FOR MORE INFORMATION

Contact: 0459 636 206 or Littlelovecare.fdc@icloud.com



C&K Tieri Community Kindergarten

C&K Tieri Community Kindergarten, located at 1 Carabeen Street, is a beautiful space offering an open and natural learning environment where children can explore, investigate, and feel safe.

The experienced and passionate educators foster a welcoming environment where children aged 3.5 to 4.5 years learn and grow, exploring indoor and outdoor areas designed to spark curiosity and nurture healthy minds and bodies.

C&K's government-approved kindergarten program is delivered by university-qualified teachers. The program supports children in building resilience, developing confidence and preparing them for school - all through the joy of play.

OPEN

- Every Thursday and Friday, and alternative Wednesdays: 8:15am - 2:23pm

FOR MORE INFORMATION

Contact: 07 4984 8304 or tieri@candk.asn.au

CLICK TO VISIT





Tieri Possums Playgroup

Held at Tieri Library on the corner of Grasstree and Anncrouye Streets, Tieri Possums Playgroup offers a beautiful indoor and outdoor play space, including an enclosed grassed area with a playground and sandpit, trikes, cars, and a mud kitchen.

Each week a variety of activities and equipment is made available to encourage open ended, imaginative and creative play. Children are encouraged to play freely, get messy, and explore whatever sparks their interest.

The playgroup provides an opportunity for children aged 0 to 5 years to explore their world, playing and learning in a supportive and safe environment, whilst practising their social and language skills by interacting with other children. There are no limits on the number of children that can attend.

It's not just for the kids though. Parents and carers are able to catch up with old friends and meet new ones, whilst getting some inspiration for play experiences at home.

There's no need to enrol, just drop in with your child/ren. The first two sessions are free and then it's a small \$2 donation per family that goes towards purchasing resources, such as craft supplies.

OPEN

- Every Thursday (during school terms): 9am – 10:30am

FOR MORE INFORMATION

Contact:
tieripossumsplaygroup@gmail.com

CLICK TO FOLLOW

'Kids Club' at Tieri Recreation & Aquatic Centre (Tieri gym and pool)

The team at Tieri Recreation & Aquatic Centre (located on Grasstree Street) is passionate about making the centre more accessible to parents or carers in town. That's why Kids Club is FREE for kids of any age to attend, whilst their parent/s or carer uses the pool or the gym. You just need to be a member.

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

Simply book your preferred time slot by message via their Facebook page, phone or email. If they're full, you'll be put on the waitlist and contacted if a space becomes available.

From there, pack some snacks for the kids, grab your gear, and head on down for your workout or swim, knowing your little ones will be taken good care of. Kids Club is jam-packed with toys, games, books, cars, and train sets, as well as an outdoor playground for the cooler days. There's plenty of space for the kids to run around and play, or to sit and paint artwork that is then displayed on the windows for all to enjoy.

By having onsite childcare facilities at the Tieri Gym and Aquatic Centre, the teams are proud to be able to support their members in making their fitness routine work with their daily schedule.

OPEN

- Mon - Fri: 9:00am - 10:30am & 10:45am - 12:15pm

FOR MORE INFORMATION

Contact: 07 4984 8711 or
tierigym@glencore.com.au

CLICK TO FOLLOW

BECOME A MEMBER





CHRC Tieri Library & Transaction Centre

Tieri Library, on the corner of Grasstree and Anncrouye Streets, holds a number of different sessions under the First5Forever program, a statewide program providing strong early literacy foundations for Queensland children ages 0-5 years. Each session is aimed at different age groups, including:

- **Baby Rhyme Time (0 - 2 years):** Suitable for babies up to 24 months old and their parents, this fun and interactive half-hour program is full of simple songs, action rhymes, and shared book reading. Sessions are held during the school term, on the first Friday of the month at 10.30am.
- **Wriggle & Rhyme (2 - 3 years):** Suitable for toddlers and their parents, this fun and interactive half-hour session aims to boost your toddler's literacy development and have fun with action songs, fingerplays, dances, rhymes, stories, and sensory play. Sessions are held during the school term, on the first Wednesday of the month at 10.30am.
- **Story Time (3 - 5 years):** Story Time sessions are suitable for children up to five years of age, with parental supervision. Activities range from reading, singing, dancing and simple crafts. Sessions are held during the school term, on Tuesdays at 10.30am.

Rebel Hours - after school activities (school aged children): All sessions listed are aimed at children and teens after school. Adult supervision is required for children under the age of 12. Activities include, but are not limited to, crafts, games, robotics, movies, and homework assistance. Sessions alternate between self-led and staff-delivered and are held during the school term, on Wednesdays at 3.00pm.

School Holiday program: During school holidays, the Library unveils a lineup of activities and events for kids to enjoy. There is something for everyone - including robotics, arts and crafts, obstacle courses, movies, Lego and more - providing a perfect place for families looking to enrich the holidays with educational, entertaining, and engaging experiences for their children.

In addition, there are plenty of children's resources - including books, audio books, games, and more - available at the library and online for all library members. Library membership is free.

FOR MORE INFORMATION

Contact: 07 4984 8270 or tierilibrary@chrc.qld.gov.au

CLICK TO VISIT

CLICK TO FOLLOW

Tieri Youth Group - CTM LINKS

The team at Tieri CTM LINKS created the Tieri Youth Group, with support from the Tieri Social Cohesion Project (a collaboration between CTM LINKS and Oaky Creek Coal) and the Central Highlands Regional Council Youth Development Program.

Held every Tuesday between 3:30 - 5:30pm at Tieri Community Church, the drop-in group is open to children aged 10 - 17 years to come and hang out, play, create and connect. In addition to the wide range of games, activities and projects available, afternoon tea is provided to keep them going until dinner.

There's also plenty of opportunities for the youths to get involved in a range of community initiatives. For example, the Tieri Youth Group has supported letterbox drops, including the delivery of Tieri News and flyers for upcoming events, and manned coffee or popcorn stands at various community events.

There's no need to book. Any youths interested in joining, can just rock up on a Tuesday. Sign in is required upon arrival, along with contact details for a parent or carer.

OPEN

- Tues: 3:30 - 5:30pm

FOR MORE INFORMATION

Contact: 0491 276 263 or tieri@ctmlinks.com.au





Goodbye Tieri FROM NURSE SUE AND DARRELL



It is with much sadness and happiness that my husband Darrell (Tieri's Lawn Mowing Man) and myself say goodbye to Tieri. We are moving to Landsborough, on the Sunshine Coast, to be closer to our children and their families. I will be doing some part-time work for child health in Caloundra in 2026.

We arrived in Tieri in 1989 with our two small children and the fun we have had during our time here has been wonderful. We have been part of a variety of committees over our few decades here, and have seen lots of people come and go and some even come back!

I started working at the Tieri Family Unit in 1997, nearly 30 years ago - boy, I am old! You have made me feel so welcome in your homes and I have always felt like you are all my family.

The kindness, the laughter, and the tears we have shared over the years will always stay with us and we will never forget you.

To all the parents, please remember the following:

- It is only a problem if your child is still sleeping with you when they are 18 years of age and bring a friend.
- Every child is different, it doesn't mean they are broken.
- You can't spoil a child with hugs and kisses.
- Forget the housework, and play with your child.
- You can't catch autism; some of the smartest people in the world are autistic.
- Finally, **BE KIND TO YOURSELF - YOU ARE A GREAT PARENT**, you don't need Facebook to tell you that. Just look at your child's face, and that beautiful smile.

Thank you, Tieri, for letting us be part of your lives. We will miss you, but it is time for us to enjoy our family now.

All our love, today and always,

Sue and Darrell Hall



OCC ENCOURAGES Active Lifestyle Membership



Oaky Creek Coal (OCC) is committed to supporting its employees in maintaining their physical and mental health and wellbeing. That's why they have developed the Active Lifestyle initiative.

The initiative provides all eligible OCC employees with full reimbursement of the annual membership fees associated with either Tieri Golf Club (see page 12), Tieri Recreation Centre, or Tieri Swimming Pool (see page 33), saving them \$300, \$345 or \$229 respectively, per year.

The Active Lifestyle Reimbursement initiative is available to all workers who are employed by OCC on a permanent basis or on at least a 12-month, fixed-term contract.

First you've heard of this exciting initiative?

Don't worry! Whilst reimbursement cannot be claimed for any periods prior to being employed at OCC, if you were employed by the mine and purchased an annual membership at Tieri Golf Club, Tieri Recreation Centre or Tieri Swimming Pool on, or after 1 June 2018, then you can still make a claim, provided you are still a current employee.

How to make a claim

Claims for the Active Lifestyle Reimbursement must be made through the OCC Employee Expense Reimbursement Form, which can be found outside the Payroll Office, along with all other frequently used employee forms.

Simply complete the OCC Employee Expense Reimbursement Form, attach the supporting documentation and submit it to the HR team at OakycreekHR@glencore.com.au.

HR will approve your claim in accordance with the Active Lifestyle Policy criteria and submit it for payment in the next available payroll cycle.

Eligible OCC employees can only make a claim for annual membership once per year. ●



Aurora Beauty Parlour NEW SERVICES FOR 2026

Jodie, alongside running your growing business, being a Mum, and contributing to community events, you've also been busy studying for your Diploma of Cosmetic Tattooing and Fine Line Tattooing, with a view to adding these to your service offering next year!



Can you explain the difference between cosmetic and fine line tattoos, and how these differ from 'traditional' tattoos?

Cosmetic tattooing is all about enhancing natural features - think brows, lips and lash lines. It's a semi-permanent technique that uses softer pigments and finer needles to create realistic, natural-looking cosmetic results. These tattoos help to enhance and rejuvenate the lash line, brows and lips. The goal is to make it look like your brows are always shaped, your lips have a healthy flush of colour, and your lash line is subtly defined - all without needing makeup.

Fine line tattoos, on the other hand, are small, delicate body tattoos with intricate line work, minimal shading, a more artistic focus, and they can be placed anywhere on the body. They're perfect for minimalist designs, florals, words or symbolic pieces.

How do they work?

Both use a tattoo machine that implants pigment into the skin. Cosmetic tattooing uses specific pigments designed to fade naturally over time, while fine line tattooing can be done with traditional inks but uses ultra-fine needles and slower hand speed for that soft, detailed finish.



How long does it take to complete a brow tattoo? How about a simple fine line tattoo?

A brow tattoo generally takes around two to three hours - this includes your consultation, design mapping and the tattooing itself. A simple fine line tattoo, depending on size and placement, might take anywhere from 30 minutes to an hour.

How long do they last?

Cosmetic tattoos usually last one to three years before a touch-up is needed, depending on your skin type, lifestyle and aftercare. Fine line tattoos can last several years or even indefinitely.

What's a common misconception about tattoos?

That they always have to be bold or dramatic. Modern tattooing has evolved so much. Cosmetic and fine line tattoos can be incredibly soft, subtle and natural. Another big misconception is that all tattoos hurt terribly - pain is very manageable these days thanks to numbing products and gentler techniques.

So, on a scale of one to 10, how much will it hurt?

Most clients describe cosmetic tattooing as a two or three out of 10 thanks to numbing products. Fine line tattoos are a bit more variable depending on the area, but generally a three to five - so very tolerable!

Aside from the technical aspect, what's been the most valuable lesson you've learned during your studies, and how will this impact the service you provide at Aurora?

Patience and precision. Tattooing is an art form that demands focus and respect for the skin. My studies have really reinforced the importance of slowing down, understanding skin health, and prioritising safety and sanitation - which already flows through every part of Aurora Beauty Parlour's treatments.

When will you be adding these services to your treatment list?

Cosmetic and fine line tattooing will be joining the Aurora service menu in early 2026. I'll be fully qualified and licensed by then, which means clients can expect the same high standards of hygiene, safety and attention to detail that we're already known for. It's something I've been working towards for a long time, and I can't wait to finally bring it to life for our community.



Expanding your service offering in 2026 doesn't just stop at cosmetic and fine line tattoos. Tell us what else you're planning for the new year.

We're so excited to be reopening the town-centre hair salon as Aurora Beauty Parlour in the new year!

We'll have a full range of hairdressing services alongside our existing beauty treatments, giving locals everything they need, from cuts and colours, to facials, brows and soon tattoos too!

We'll have two premises - all our beauty treatments will remain at the old Medical Centre on 6 Talagai Ave, while our new hair services will be based in the town centre at the salon.

What made you decide to expand into the hair salon?

It just felt like the natural next step. It's always been a dream of mine to be able to offer as much as I can to this community, and this was such a great opportunity to do that. I'm also so excited to grow the Aurora team and welcome more amazing professionals who share the same passion and pride in what we do. It's a chance to unify everything under the Aurora brand - beauty, hair and self-care all in one.

As with most expansion plans, they're reliant on having the right team in place. How's the search going for a hairdresser to join the team?

We've been so lucky to find the perfect senior stylist to join our team! She'll be arriving in the new year, and we can't wait to introduce her to everyone.

What do you hope the hair salon and beauty parlour combined will bring to Tieri?

I really want Aurora to be more than a salon. I want it to be a place people look forward to visiting, where they feel supported and confident. Bringing hair and beauty together in Tieri means locals won't have to travel for high-quality services. It also helps keep jobs, creativity and connection right here in our community - and that's what I'm most proud of.

If that's not enough, do you have any other surprises up your sleeve for us in 2026?

Let's just say the beauty room at the hair salon won't be staying quiet for long - we've got big plans once we settle in! ●



Hopelands Church Tieri UPDATE

Hopelands Church Tieri is still holding two services every month and, according to Pastor Robert, it's been very encouraging to see new people joining at each one.

"With the rosters, some can only make it to one service, but it's wonderful to see steady participation and enthusiasm."

Recently, Pastors Robert and Doris had the opportunity to support the Youth Weekend held in Capella. The reports have been very positive.

"It was a great time for the youth, and everyone who attended and helped out commented on how polite and well-behaved the young people of the Central Highlands were."

November was a month of celebrations for Doris and Robert. They were away for their grandson's first birthday in Brisbane and then attending the Oaky Creek Coal Family Day and 30th anniversary celebration. *"We were honoured to be given the opportunity to help at the letter-writing booth with the families of the miners, and really enjoyed being on site and amongst the community."*

Doris also attended Australia's Biggest Morning Tea earlier in the year, where she had the chance to meet more people from Tieri. *"Since then, she's been sharing details of a new program we're developing that we hope will be of great encouragement and support to the women and families in Tieri. Doris in particular has always been very passionate about supporting young mums and helping families grow stronger."*

Hopelands Church Tieri's service times can be found on the noticeboard at the town shopping centre and on the [Hopelands Church Tieri Facebook page](#). ●



UNDERSTANDING PARVOVIRUS: Protecting Your Dog from a Deadly Disease

The Central Highlands region is one of Australia's highest-risk areas for one of the most deadly diseases for dogs - Parvovirus.

Parvovirus is serious, but preventable. With regular vaccinations, vigilance, and quick veterinary attention if symptoms appear, you can protect your beloved pet from this deadly virus.

Tieri News spoke to the team at Maraboon Vet Surgery to find out more about the virus, the risks, and how you can keep your dog healthy, happy, and safe from Parvovirus.

What is Parvovirus?

Parvovirus — commonly known as Parvo — is a highly contagious and often deadly viral disease that affects dogs throughout Australia. The virus can survive for months or even years in the environment, including in dirt, kennels, and on everyday surfaces, and often resurfaces after rain.

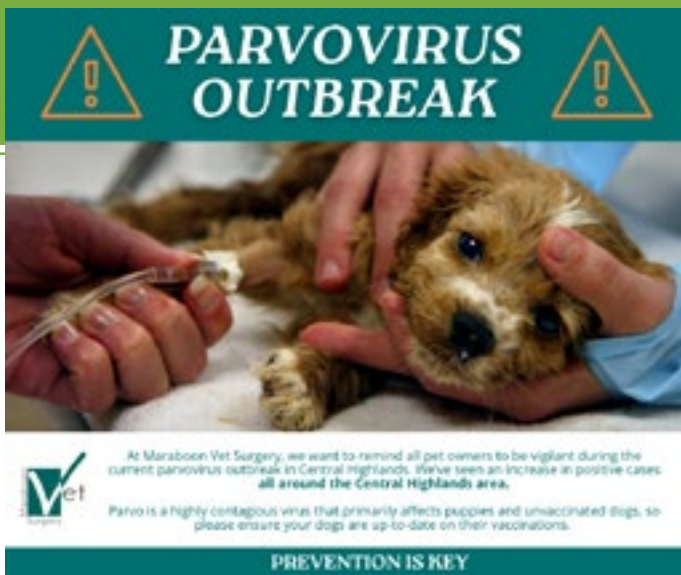
There is no cure for Parvovirus. Treatment involves intensive hospital care and supportive therapy to help the dog's immune system fight off the virus. Unfortunately, despite the best veterinary care, the disease can be fatal — especially in young puppies.

What causes it and how do dogs get it?

Parvovirus is spread through contact with infected faeces or vomit. Dogs can contract the virus directly from another infected dog, or indirectly from contaminated environments, shoes, clothing, or objects. Even dogs that aren't showing symptoms can still shed and spread the virus.

Because Parvovirus is so resilient, it can remain infectious in the soil for months to years after exposure. While strong disinfectants such as bleach can kill it on hard surfaces, it is extremely difficult to eradicate from outdoor areas like parks or yards. This means vigilance and prevention are especially important to keep your canine friends safe and well.





PARVOVIRUS OUTBREAK

At Maraboon Vet Surgery, we want to remind all pet owners to be vigilant during the current parvovirus outbreaks in Central Highlands. We've seen an increase in positive cases all around the Central Highlands area.

Parvo is a highly contagious virus that primarily affects puppies and unvaccinated dogs, so please ensure your dogs are up-to-date on their vaccinations.

PREVENTION IS KEY

High-risk environments include:

- Rental properties with previous pets
- Public parks and walking tracks
- Dams and communal dog areas



Which animals are affected?

Parvovirus affects dogs only. Puppies, elderly dogs, and certain “at-risk” breeds — such as Rottweilers, Dobermans, and Greyhounds — are particularly vulnerable. Other animals, including cats, cannot contract canine Parvovirus, though there are other unrelated parvoviruses that affect those species.

Can humans get it?

No. The canine Parvovirus does not infect humans. However, humans can act as carriers, spreading the virus via shoes, clothing, or hands after touching contaminated areas.

What symptoms should dog owners look out for?

Dogs infected with Parvovirus often become very ill, very quickly. Common signs include:

- Severe, often bloody, diarrhoea
- Vomiting
- Lethargy and extreme tiredness
- Loss of appetite
- Fever.

If your dog shows any of these symptoms, seek veterinary attention immediately. Parvovirus can progress rapidly, and early treatment is critical for survival.

What are the risks if a dog contracts the disease?

Parvovirus attacks the intestinal lining and immune system, causing severe dehydration, shock, and sepsis. Without treatment, the disease is almost always fatal. Even with hospitalisation, recovery depends on the severity of the infection and how quickly treatment begins.

What treatment options are available?

There is no antiviral medication that cures Parvovirus. Veterinary treatment focuses on supportive care, including:

- Intravenous (IV) fluids to correct dehydration
- Anti-nausea and pain relief medication
- Antibiotics to prevent secondary infections
- Intensive monitoring and nursing care

Hospitalisation is almost always required, and treatment can take several days to weeks. The sooner treatment begins, the better the chances of survival.

What preventative methods are there?

The only effective prevention is vaccination. Puppies require a series of three vaccinations, starting at six weeks of age, and spaced four weeks apart:

- 1st vaccination: 6–8 weeks
- 2nd vaccination: 10–12 weeks
- 3rd vaccination: 14–16 weeks

Dogs are not fully protected against Parvovirus until one week after their final puppy vaccination. In addition, adult dogs require a booster vaccination (which is now triennial at the Maraboon Vet) to maintain lifelong protection.

Until your puppy is fully vaccinated, we recommend:

- Avoiding public areas such as dog parks, walking tracks, and dams
- Only interacting with fully vaccinated dogs in safe, private spaces
- Only attending puppy preschool in a controlled, clean environment after a minimum of two vaccinations

How can people book an appointment with Maraboon Vets?

If you're unsure about your dog's vaccination status or need to schedule an appointment, the Maraboon Vet Surgery team is here to help. Our highly trained staff can check your dog's vaccination history, administer boosters, or provide advice on Parvovirus prevention.

- Call us directly on 07 4987 6800
- Book an appointment online via the Maraboon Vet website: www.maraboonvet.com.au
- Visit our clinic at 61 Hospital Rd, Emerald QLD 4720, to speak to our team. We're open 8am - 5pm from Monday to Friday and 8:30am - 12pm on Saturday. ●





FOODWORKS TIERI Welcomes New Butcher

Foodworks Tieri has recently welcomed a new butcher to the team. Preston Andrews is located in-store, full time for about 40 hours a week. We caught up with Preston and Foodworks Store Manager, Jason Amos, to find out more about this exciting development...

Preston, welcome to Foodworks Tieri! When did you join the team?

I started at the store in September to help out, but accepted the full time role in October.

Where were you working before that?

In a butcher store in Springsure.

What attracted you to the role here?

It's my first opportunity to move away from home and start my own adventure!

How long have you been a butcher?

Close to four years.

What makes a great butcher?

I believe it comes down to three things: being committed to safe food practices; listening to your customers; and providing them with quality products at competitive prices.

Tell us about the products and services you provide to the town of Tieri...

We provide the community with a wide range of fresh meat options, including beef, pork, lamb, and chicken, and these include things like lamb cutlets, loin chops, and the full steak range - rump, T-bone, porterhouse, and everybody's favourite, rib fillet. We also offer value-added products like the Scape and Sons range, stir fries, marinated products, and crumbed products. Our deli lines include a range of bacons (for those that have asked: we're still trying to source a decent maple bacon), cocktail franks, salami, and other sliced meats; cooking ingredients and condiments to spice up the meat; pet food products like marrow bones, brisket bones, chicken frames and necks, as well as pet mince. And we are currently expanding into some smoking products for those in town that love to smoke their own meat products!

What's your favourite meat dish?

I like to keep things simple, so my go-to is a T-bone steak with some freshly cooked vegetables.

What are your top tips for selecting a prime cut of meat?

Look at the marbling - that's the fine flecks of 'intramuscular' fat that are scattered throughout red meat, like beef. As you cook the

meat, this type of fat melts away making the meat more tender, succulent and full of flavour. Generally speaking, the higher quality marble, the more tender your meat will be.

When's the best time to buy meat?

I am biased, so every day is a good day to buy meat! We always aim to cater to our customers' requests so we will slice to order, and cut whole cuts in-store for free if the customer asks.

Can people place special orders?

Yes, we will always do our best to provide our customers with what they want. So if you have a special meat request, simply head into the store and let's chat!

What's the best way to store meat?

Wrapped in the fridge and stored below five degrees, typically for no longer than the use by date stated on the product. Products can be frozen but once thawed do not refreeze.

With Christmas coming up, what delicious delights can people look forward to?

We already have our Christmas hams available in store, and will be offering roasts and spare ribs to fulfill our customers' needs - and stomachs - over the holiday season!

Where possible, we encourage customers to place advance orders for their desired product/s as this is more likely to guarantee supply.

Jason, this is an exciting development for Foodworks and for the town. What prompted the decision?

Our previous butcher left the store after the administrators finished with the business. We were lucky enough to have a butcher from Middlemount help us out until we found a more permanent solution, which we have with Preston. He has slotted in really well with the team, and is already a great addition to the community.

What do you hope this will bring to Tieri?

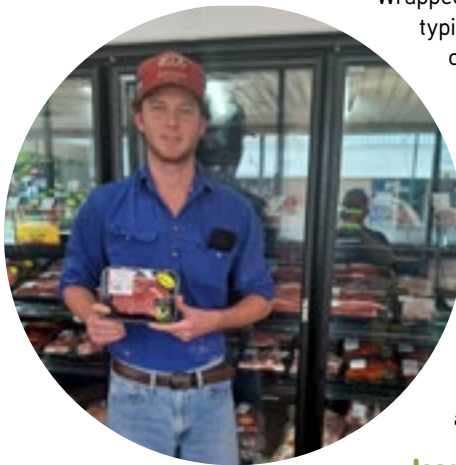
Having Preston on board as a full time butcher allows us to continue supplying great quality meat, at a competitive price. Our products are generally on par with - if not cheaper per kilo than - the major supermarkets and local butchers. We pride ourselves on being able to continue this offer for the community.

What else is new at Foodworks Tieri?

We are constantly bringing in new products every week, so it's always worth popping in and having a browse. You never know what I will manage to source and bring to town! Not surprisingly, at the moment there are a lot of Christmas items in store, as well as some great new lines coming in from major suppliers which I look forward to bringing to the people of Tieri.

As you look ahead to 2026, what do you have planned?

We are continually looking for ways to expand our convenience offering. We are currently in the process of trying to organise a soft serve ice cream machine for the store which will make a great addition, especially during these summer months! Stay tuned for more information as things progress. ●





Tieri Aquatic Centre WELCOMES YOU

After an 18-month hiatus, Belynda Perkins has returned to the role of Supervisor at Tieri Pool.

Having been with the Aquatic Centre for “many, many” years, Belynda describes the pool as playing a critical role in a child’s development.

“For a town the size of Tieri to have such a great aquatic facility within walking distance is brilliant. Whether they’re here with parents or taking part in our Learn to Swim program, it’s extremely beneficial for kids to be so close to a pool as it familiarises them with water and - more importantly - safety in and around water,” she says.

But it’s not just for the kids. The Aquatic Centre is a great place for families and friends to connect whilst having a dip, or using the BBQ facilities to share a lunch or dinner. Not to mention the relief the pool provides from the heat during these summer months!

“I’ve only been back a short while so I’m still finding my feet, but it’s wonderful to be involved with the community again, especially in time for summer. And I can’t wait to start teaching the kids again in the new year,” says Belynda.

Learn to Swim in 2026

The much-loved Learn to Swim program will kick off at the end of January/early February.

Learn to Swim is available for three-year-olds and up, from beginner swimmers right through to squad. Lessons are typically held twice a week, across Monday to Thursday, for an eight-week block.

To sign up, simply email tieripool@gmail.com with your or your child’s name, date of birth, contact details and any other information you think might be relevant, such as prior experience, or medical conditions.

From there, Belynda and the team will be in touch with costs, and to lock in dates.

Who is on the team?

In addition to Belynda, you’ll find a few other familiar faces at the pool these days, along with some new ones:

- **Alison Andolfatto** - a Lifeguard and Learn to Swim Instructor
- **Courtney Cowan** - a new Lifeguard and Learn to Swim instructor
- **Mackenzie Lines** - a Junior Lifeguard
- **Kayley Christensen** - a Junior Lifeguard who has also just completed her Learn to Swim course to assist with teaching
- **Briar Blake** - a new Lifeguard.

As the team bids farewell to Lifeguard Thais de Paula Reis, Belynda says: “It was such a pleasure working with her. She will be greatly missed not only by our team but also the community. We wish her all the best!”

Beach Volleyball

Keen to try your hand at beach volleyball?

Head down to the Aquatic Centre on weekends or during the week, grab a ball from reception, and check out the new volleyball facilities.

They’re open to members and non-members alike.

Kids? No problem!

Keen to get some exercise in, but got the kids in tow?

Don’t let that stop you!

Simply book them into the ‘Kids Club’ ([see page 25](#)) across the road at Tieri Gym.

There are two time slots available every Monday to Friday morning...and it’s FREE for members wanting to use the gym or pool! Just call 07 4984 8711.

So, what are you waiting for? Go grab your swimmers and get yourself to the pool. ●





Council's Community Grants Program

Council's Community Grants Program aims to assist local community groups/organisations in making positive contributions to the quality of life in the local government area.

Grants are offered twice a year. Round 1 for 2026 opens 30 January and closes 15 March. Applicants will be notified in April.

Applications can be submitted in the following categories to the maximum indicated:

- **Community assistance** – up to \$5000 - Organisations with a community focus, not providing organised sport and recreation activities. The organisation's main objective is to provide community benefit.
- **Sport and recreation assistance** – up to \$5000 - Organisations providing organised sport and recreation activities. The organisation's main objective is to provide organised sport and recreation activities.
- **Community improvement** – up to \$20,000 - Organisations with a focus on completing aspirations of their community in alignment with Council Strategic documents. This category is open to both community-focused organisations and sport and recreation organisations.

For more information, including eligibility criteria, how to apply, where to get support for your application, templates and guidelines to follow, click the button ●

[CLICK HERE](#)

COUNCIL ENDORSES New Organisational Realignment

Central Highlands Regional Council has endorsed a significant organisational realignment, reaffirming its commitment to community-first leadership and locally based management.

The decision, made at council's meeting on Wednesday 29 October 2025, follows a review of the organisation's delivery model and forms part of a broader strategy to strengthen local service delivery and accountability.

Mayor Janice Moriarty said the organisational realignment brings a fresh approach to improving council's service and infrastructure delivery for community.

"Our councillor team view these changes as positive and agree will position council to more effectively work with community to advance the Central Highlands region," Mayor Moriarty said.

Under the new structure, the number of senior management positions will be reduced from 25 to 20, streamlining leadership across council's 40-plus services, from airports and aquatic centres to water supply, waste, and community facilities.

Chief Executive Officer Aaron Johansson said the restructure will deliver tangible, community-focused outcomes.

"We're cutting red tape and putting more resources on the frontline. Most senior roles will now be community-facing rather than back-office positions. This ensures our leadership team remains connected to the communities we serve – living, working, and contributing locally," Mr Johansson continued.

The new structure came into effect in November 2025, supported by a priority action plan to guide teams in lifting performance and service levels in key focus areas. ●



Community Satisfaction Survey 2024

Research Report
June 2025



COMMUNITY SATISFACTION SURVEY Provides Valuable Insights for Council

Community members across the Central Highlands are largely happy with the region's water and wastewater services, outdoor spaces and community buildings, customer service, and rubbish and recycling services, according to results from Central Highlands Regional Council's 2024 Community Satisfaction Survey.

Results from the biennial survey, conducted between 22 April and 13 May 2025 by independent market research consultants Taverner Research, provide council with valuable insights into what's working well and where further improvements can be made.

The telephone survey sought 400 residents across the region, ensuring a representative spread of age, gender, and location.

Mayor Janice Moriarty thanked residents who took the time to share their views.

"We sincerely value the feedback from our community, it's incredibly helpful in giving us a clearer picture of how people feel about our services," Mayor Moriarty said.

"This information complements the data we collect every day and helps us identify where we can focus more attention and resources. Transparency and communication have been highlighted as key priorities this year, and that's something we are committed to improving."

"We sincerely value the feedback from our community, it's incredibly helpful in giving us a clearer picture of how people feel about our services,"
Mayor Moriarty

The survey found council's overall performance rated 5.3 out of 10, with 34 per cent of respondents rating council's performance as 'good' or 'very good'.

Chief Executive Officer Aaron Johansson said the results provided a constructive roadmap for the next two years.

"The areas we need to focus on are those that residents value most but feel we can do better in," Mr Johansson continued.

"This year, the community has clearly identified priorities such as roads and streetscapes, transparency in communication, access to waste facilities and recycling opportunities, and ensuring our parks and sporting facilities continue to meet community needs."

"Road maintenance remains the single most important service area across all communities, and we will continue to prioritise investment and maintenance in this space."

Mr Johansson said council greatly appreciated the community's willingness to share their opinions.

"These results, combined with other engagement and performance data, will help shape council's operational planning and priorities over the coming two years," he said. ●

[Download the summary version of the 2024 Community Satisfaction Survey report here.](#)

CLICK
HERE

[Download the full report here.](#)

CLICK
HERE





Are You and Your Property Prepared FOR A BUSHFIRE?___

Research from the Queensland Fire Department (QFD) shows that many Queensland residents living in areas at higher risk of bushfire aren't properly prepared. Bushfires can happen anywhere, anytime and can escalate quickly under certain weather conditions.

You may not realise it, but Tieri is in a high-risk bushfire area.

Thankfully, there are some simple steps you can take **now** to protect your family and your property.

Prepare Your Property

- Clear your gutters (not on high set houses)
- Mow the lawn
- Trim trees
- Safely remove grass and garden debris.

"In particular, we urge tenants not to dump their grass clippings around the back fence or in the surrounding bushland - it essentially creates a pile of fuel that a potential bushfire could feed upon, causing it to grow out of control and cause major damage to our town and environment," stresses Roger Decker, Lieutenant, Tieri Fire Brigade.

"We did a lot of hazard reduction burning (HRB) earlier in the year to help protect the town in the event of a bushfire. The HRB took us 50 per cent longer than it should have done, because people have been dumping their grass clippings in the bush. This is extremely dangerous and we're asking people to please stop."

Instead, Roger encourages residents to make use of the FREE landfill facility located just a couple of minutes drive out of town. Alternatively, if you only have a small amount of cuttings, you can dispose of them in your red top wheelie bin, provided the lid of the bin can still close.

"Grass clippings attract rodents, and what eats rodents? Snakes! If the lid of your red-top wheelie bin doesn't close, it means you've filled it too full. Simply take your grass clippings out and head to the free landfill facility instead," explains Roger.

The QFD website has a wealth of information to help you [prepare your property for bushfire season](#), including bushfire risk factors, how to understand fire danger ratings, and the vital advice contained in bushfire warnings.



Water Access

In addition to the steps above, it's important to know if you have a fire hydrant on your property.

Firefighters use water as a core way to extinguish fires, including bushfires.

Tieri's underground water network has 174 hydrants placed at regular intervals to enable firefighters to connect into the town's main water system. The water is pressurised by pumps in the fire trucks and delivered via hoses to the fire, helping to snuff it out.

In the event of a fire, firefighters need to quickly and easily locate and access the water hydrants, one of which may be on your property. To save firefighters precious time, Roger explains how you can locate your nearest hydrant and ensure it is accessible:

- Look for a blue reflector 'cats eye' on the road
- Nearby, you'll find a white marker post, about one metre high, with an 'H' on it
- The hydrant cover can be found close to the foot of the marker post (see below).

“ If you've located a hydrant on your property, make sure it's easily accessible and clear of debris so that, in the event of a fire, the firefighters can hook up to our town's main water supply without any issues or delays. In emergencies, every single second counts. ”

Prepare a Bushfire Survival Plan

Even with everyone's best efforts to prepare their property and the surrounding areas, bushfires can be erratic and grow out of control very quickly. Which is why it's important to have a plan in place, ready to execute and keep your family safe should a bushfire hit our town.

QFD's online [Bushfire Survival Plan](#) is a user-friendly, interactive tool that helps Queenslanders make informed decisions about what they will do during a bushfire emergency, including:

- Deciding when to leave
- Packing an evacuation kit
- Identifying and listing your emergency contacts
- Planning where you will go.

Monitor Fire Danger Ratings and Bushfire Warnings

Checking Fire Danger Ratings and tuning into the Bushfire Warnings can help keep you safe in the moments that matter most when it comes to a bushfire.

- [Fire Danger Ratings](#) - let you know how dangerous a fire would be in your area, so you know what to do **before** a fire starts.
- [Bushfire Warnings](#) - provide information about what to do to be safe **during** a bushfire.

For more information on how to keep your property and your family safe during bushfire season, click the button or head to bushfire-survival-plan.qfes.qld.gov.au.

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HERE

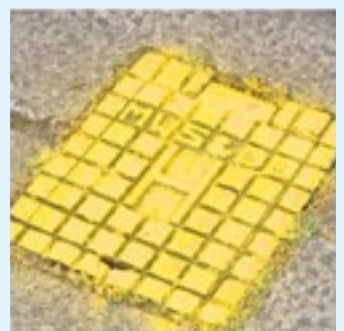
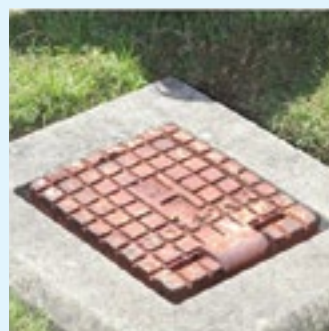
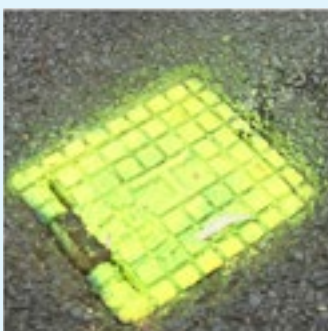
In residential areas, hydrants are positioned approximately 50 -100 metres apart depending on the lay of the land and provisions of other services such as phone lines, power and gas.

What does a hydrant look like?

The covers or "surface fitting" is what you will find when you go looking for your closest hydrant. They come in different sizes and designs. The most common cover or surface fitting is one with the letter 'H' on the top and may be coloured in yellow. This is what covers the hydrant and protects it from damage as well as sealing the hydrant pit.

You will find these types in most residential areas. These types of fittings can be located on either roads or pathways.

The hydrant cover should be clearly marked, cleared of vegetation or other obstructions and not parked over at any time.



Credit: NSW Fire Brigade



Are You Ready for a 'New Year, New You'?

Recognising the significant detrimental impact fatigue can have on our physical and mental health, Oaky Creek Coal (OCC) will be kicking off a 'New Year - New You' initiative on site in January, and are inviting workers to get involved.

Fatigue & Safety

[Safework Australia](#) describes fatigue as far more than simply feeling tired and drowsy. It's "a state of mental and/or physical exhaustion that reduces the ability to work safely and effectively".

Fatigue reduces our alertness which may lead to errors of judgement, and/or increase the risk of incidents or injuries for the fatigued worker and others.

What's more, fatigue can also have "long-term effects on a workers' physical and mental health, including heart disease, diabetes, high blood pressure, gastrointestinal disorders, lower fertility, anxiety, or depression."

According to Safework Australia, work-related causes of fatigue may include sleep loss or disruption to your internal body clock, uncomfortable or hazardous working environments, work scheduling, excessively long shifts, or not enough time to recover between shifts.

"Feedback from an anonymous survey amongst the OCC employees earlier this year corroborates this," reveals Ana Downey-Smith, Health & Hygiene Coordinator at Oaky Creek North.

"Workers told us that even though shifts are seven on, seven off, many of the team find it takes them two or more days of sleep to recover, so they're only really able to enjoy five days off...or four when you consider the last day is often prepping to head back to site."

"We want our crews to be well rested and feel energised on a day-to-day basis, so they are able to make better decisions and enjoy more of their time off. That's why we're launching the 'New Year, New You' initiative."

New Year, New You

The initiative has nothing to do with weight, weight loss, or diet. Instead, it is squarely focused on helping workers get their sleep cycle more balanced by developing and maintaining healthier sleep hygiene patterns, with less reliance on stimulants or sleep medications.

"Quite a lot of the workforce are taking sleeping pills to help them doze off at night, and then relying on RedBull, Coke, and other caffeine-related substances in the mornings and to get them through shifts," explains Ana.

"But as awareness of the risks involved with this pattern of behaviour has increased - along with a greater understanding of the risks of fatigue - team members are actively looking for alternative, long-term solutions."

The New Year, New You initiative is all about providing workers with these healthier solutions. For example, the program will:

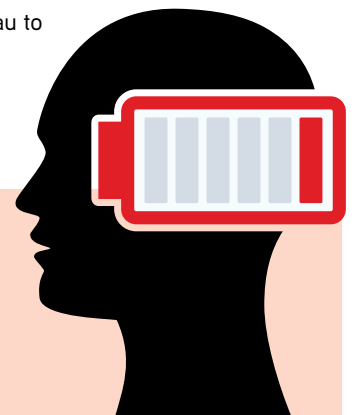
- Explore natural, herbal-based alternatives to caffeine, such as magnesium
- Provide tips on healthy sleep habits such as reducing blue light or screens before bed
- Deliver detailed presentations on sleep hygiene
- Grant access to expert sleep consultants (TBC).

"It's a no-pressure approach," stresses Ana. "OCC is simply running the program for any workers who are looking to improve some of their work-related sleep habits. It's very flexible and designed so it can easily fit in with your roster and schedule."

So, if you are keen to:

- Develop better sleep routines
- Form healthier, lifelong habits
- Enjoy more of your time off, without needing one or two days of sleep to recover...

...then contact Ana on 0472 733 621 or ana.downeysmith@glencore.com.au to find out more and get ready for a New Year, New You!



Signs and symptoms of fatigue

If you are experiencing any of the signs or symptoms below, you could be suffering from fatigue:

- constant yawning or falling asleep at work
- short-term memory problems
- hard time concentrating or joining in conversations
- bad decision-making and judgment
- reduced hand-eye coordination or slow reflexes
- changes in behaviour, for example, repeatedly arriving late for work
- headaches
- mood changes and aggression
- dizziness and blurred vision
- a need for extended sleep during days off work.

Source: Safe Work Australia

If you think you may have symptoms of fatigue, please reach out to your Supervisor, OCC's EAP provider - Converge, and/or your healthcare practitioner. ●





Women in Mining AT OCC



On 3rd November, Oaky Creek Coal (OCC) held its third Women in Mining event, designed to provide connection, community and empowering conversations for female workers across the site.

Kylie Ah Wong, Glencore Coal's Director of Health, Safety & Training was the key speaker and she shared an honest and inspiring reflection on her career — the highlights, challenges, and lessons learned along the way. She spoke about resilience and the importance of embracing opportunities as they arise, even when you don't feel completely ready.

"What I liked is that Kylie also emphasised the value of taking the time to grow within a role before stepping into a leadership position, noting that when progression happens too quickly, it's often the team that feels the impact," reflects Katie Duncan, Executive Assistant, OCC.

Kylie also spoke candidly about the realities of being a working mum, sharing how she has learned to balance competing priorities and make it work through self-awareness, perspective, and support.

As Kylie shared her experiences of being a woman working in the mining industry, what stood out for participants was how down-to-earth and passionate she is. She's managed to find that sweet spot of being firm but fair, and she's built her extensive career in a pretty male-dominated space without ever using that as an excuse or letting it hold her back - a powerful inspiration to all in the room.

Workwear woes, solved!

Attendees were also lucky enough to hear from both Bunzl and COgear - suppliers of women's workwear.

The Bunzl team brought with them a sample wardrobe, showcasing a range of different workwear options. During their interactive session, participants were invited to provide feedback and collaborate on Bunzl's female uniform range.

Kym O'Leary, Founder of COgear, shared how the seed of an idea for COgear was planted when she was working on a mine site in the Bowen Basin. After watching her pregnant manager struggle

with ill-fitting men's clothing, it sparked in her a mission to make sure no woman ever feels uncomfortable at work again.

Kym's story was one of hard work, setbacks, and determination — a reminder that even when things get tough, purpose and perseverance can drive real change. Today, through COgear, Kym is leading a brand that represents a new era in female workwear, breaking down barriers, defying the odds and challenging industry norms.

"You'd think finding suitable work gear would be simple, but it's actually one of the biggest challenges many of us face on site. Take it from six-foot-tall me: there are no female work pants long enough!" says Michelle Cody, HR Manager, OCC. *"That was, of course, until I met Kym, whose designs are redefining what practical, comfortable, and well-fitting women's workwear can look like."*

Events with purpose

The Women in Mining event series is all about connection, conversation, and community. *"The aim is to bring women across different parts of the business together to share experiences, learn from one another, and build support networks that make us all stronger,"* explains Michelle.

The quarterly events are intended to be relaxed and honest, covering a wide range of topics including career development, leadership, resilience, and balance. Importantly, they give OCC's female workers a chance to hear from others who have navigated similar challenges and opportunities throughout their careers.

"We're really grateful to the leaders across OCC who support and encourage attendance at these events. Ultimately, investing in connection and growth benefits everyone, not just those who attend - it creates a ripple effect that can be felt throughout the organisation."

The next Women in Mining event is in February, 2026. If you're interested in getting involved with the event series, please reach out to Katie or Michelle on 07 4984 7100. ●





OCN 'Training Day' Challenge

Oaky Creek North's (OCN) Training Days are an opportunity to keep the workforce trained in skills they might miss out on in their day-to-day roles. The training team runs six to eight Training Days per year, facilitated between the surface and underground operations.

In addition to upskilling the team, the Training Days also provide a crucial opportunity for Oaky Creek Coal's (OCC) Senior Site Manager to give the crews an update on what's been happening across the mine and what's coming up.

We caught up with Natalie Martell, Training Coordinator at OCN, to find out more about the Training Days, and what's been happening this quarter...

Who runs the training?

The OCN training team, including Randall, CJ, Tara, Rebel, our superintendent Tammie (who has just come back from maternity leave) and myself. We also invite external companies and motivational speakers to come and interact with our crews, for example Coal Long Service Leave.

Who is the training for?

It's mandatory training for all OCN employees and contractors.

How long does the training take?

Each session is one day, up to eight hours. For our Surface sessions, everyone is required to do overtime shifts in order to attend the training. And for the Underground sessions, we run the training days across four consecutive weeks to ensure we cover all crews, during their swing.

What was the theme for this quarter?

This quarter we did something a little different: we ran our first OCN training day competition called the OCN Challenge! The idea came from two members of the workforce and Randall, one of our lead trainers, ran with it.

This round of training took a bit more to set up than our usual training days, and we were lucky to have such great support from CHMS and the Mines Rescue departments, who worked hard in the heat with our great trainers CJ and Randall to have everything ready for our first week.

Across the four weeks, our Underground crews competed against each other in a simulated underground environment that was set up in the fire gallery on site. Each crew was split into teams of 8-10 members, and battled it out in a round robin designed to test all the skills and knowledge we've covered throughout 2025, including:

- CABA (our underground breathing apparatus)
- firefighting
- first aid
- lifting bags (e.g. lifting cars up using air bags)
- props (roof supports)
- coal shoveling (a bit of fun to see who is the quickest at shoveling coal)
- team building
- and a theory component.

Tara from our team had one of the best jobs: hiding the 'golden tickets'! Each week she hid some golden tickets around the challenge, under hazards or behind implements, as a bit of fun for the guys to gain extra points towards their team's total score. This was one of the highlights of our day - it was quite funny to see so many guys racing around, looking around for tickets.

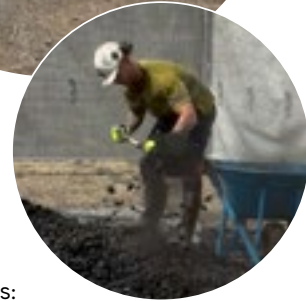
Our scoring team - made up of our trainer, CJ, our Mines Rescue Compliance team, an external training company, and some of our trained Mines Rescue Members - were given scoring sheets for each element of the course. Some were based on time, others based on the precision and application of the skill.

Rebel was given the most important job of the day: tallying all the scores. Each week, a team winner was announced, along with a Most Valuable Player (MVP) across all the teams.

The most competitive activity over the four weeks was definitely the coal shoveling. It was great to see the guys really focused on working out the easiest and quickest way to get 22 shovels full of coal into a wheelbarrow. Some attempts were slightly less productive, and the wheelbarrows were definitely not full!

Our coal shoveling champion across all four weeks was Peter Craig who completed the challenge in just 10.97 seconds.

At the end of the competition, an overall winner was announced and given the distinct honour of taking home the much coveted 'Jimmy V Perpetual Shield', named after Jimmy Vardenega - our longest serving mines rescue member who is retiring at the end of 2025.



And the winners are...



Week 1: A-Crew

- Team: TBLB Devo crew – 317 points
- MVP: David Ditzel



Week 2: C-Crew

- Team: Oaky Goates (mix of Tech Services and Outbye) 328 points
- MVP: Logan Dachs



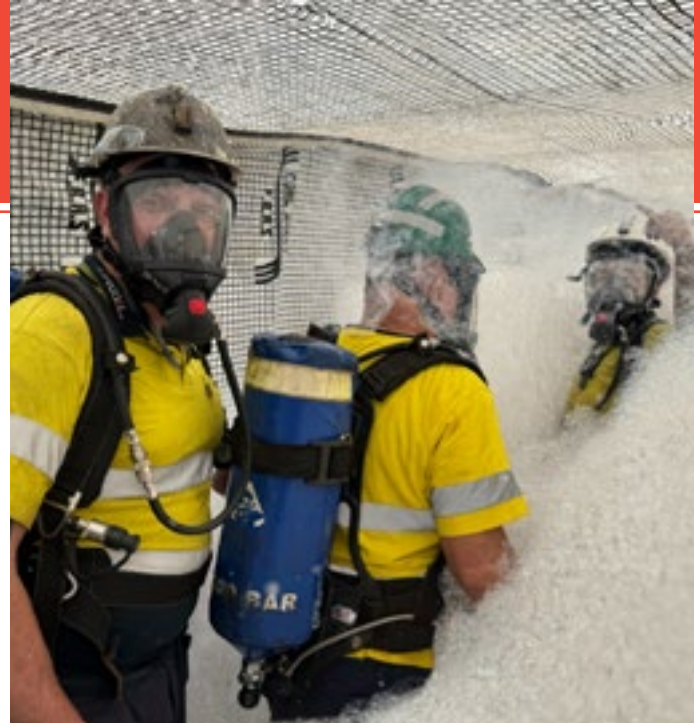
Week 3: B-Crew

- Team: The Devostators - 367 points
- MVP: Lachlan Mckenzie



Week 4: D-Crew

- Team: L/Wall No shows - 365 points
- MVP: Chris Angel



Overall winner of the OCN Challenge and recipient of the Jimmy V Perpetual Shield:

The Devostators by just two points - congratulations!

What was some of the feedback you received about the competition?

We've had really positive feedback saying this was one of the best training days they've had. In particular, the teams said they loved the practicals and felt they were set up and executed really well. The CABA activity, which was all smoked out, was a big hit, but it was probably the coal shoveling that got the most air time.

Overall, it was a great way for the crews to see where their skill levels are at and how their training applies in practice. As trainers, it was valuable for us to see the impact our training programs are having and where we can make improvements.

We would like to thank everyone who turned up and everyone who helped facilitate the day. We're already looking ahead to next year and have ideas on how to make the OCN 2026 Challenge even better! ●



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: Greg McKay



How long have you been with Glencore and Oaky Creek?

About six months.

What's your current role?

Senior Mining Engineer.

What are you responsible for?

Mining approvals, Mine forecasting, mine design, and other odd jobs that are required.

What does a typical day look like for you?

I wake up around 4:30am and think about going to the gym ... but then convince myself I'll go in the afternoon after work instead! I arrive onsite around 5:30am to start work and attend the 6am GCOM. From there, I complete my work along with any meetings and finish up around 5:00pm.

What do you enjoy most about your job?

Getting to deal with all the different departments across the mine.

What's the most challenging part?

Being away from home and missing all the little things.

Have you always worked in the mining industry?

No, I was a Landscaper when I first left school. After that, I joined a surveying company as a Surveyor's Assistant (Chainman) where I worked until 2005. It was then that I joined the mining industry as a Cadet Surveyor at North Goonyella mine.

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

The opportunity to work at a high volume mine was too good to pass up.

If you weren't working as Senior Mining Engineer, what would be your ideal job?

Something in the professional sporting world, like coaching or managing would be great. Either that, or a Greenkeeper.

What do you like to do outside of work?

I enjoy-hate-enjoy-hate playing golf...it's always a rollercoaster of emotions! Watching my kids play their sports: my 15-year-old daughter does roller derby, and my 13-year-old son plays squash and basketball. I also coach Rugby Union for some Mens and Colts representative teams in the area, including Mackay, Central Queensland, and Queensland Country Heelers.

Who do you spend your time with?

My wife, our kids, and our dog - Bandit.

What's a little known fact about you?

I am completing my international level 3 Rugby Union coaching course.

In 2024, I was fortunate to be part of the Queensland Country Rugby coaching staff that not only took out the Australian Rugby Shield (ARS) but also reclaimed the Battle of the Border trophy



from NSW Country — a title we hadn't held since way back in 2000. It was a proud moment for everyone involved, and a huge step forward for the Queensland Country program.

At the start of October 2025, we managed to do it all again. Queensland Country has gone back-to-back, successfully defending both the ARS and the Battle of the Border trophies.

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

Anchorman: The legend of Ron Burgundy. It's a hard-hitting look into the highs and lows of being the number one news team in all of San Diego, USA, and some of Will Ferrell's finest work – he should have won an Oscar for that performance.

What song will you always turn up louder?

Most songs by the Hilltop Hoods.

Favourite quote?

"Be the best at the 10 things that require zero talent"

"Control the controllables"

"Everything will be alright in the end. If it's not alright, it is not yet the end".

Name: Jennifer Stibbards



How long have you been with Glencore and Oaky Creek?

I began working at Oaky North Creek in May 2025.

What's your current role?

My role is a Contract Support Officer - I support the Contract and Commercial team and site requirements.

What are you responsible for?

One of my main responsibilities as a member of the Contracts Support Team is to ensure compliance with all vendors engaged with Oaky Creek North (Underground) and Oaky Creek Surface. This includes verifying that vendors have completed all relevant documentation in accordance with Glencore procedures, reconciling labour hours, and processing weekly claims for labour and equipment supplied to Oaky Creek North and Oaky Creek Surface.

What does a typical day look like for you?

During the week, my mornings start early, usually with a coffee in bed around 4:15am. Before heading to work, I take a moment to feed the local magpies that I've named "Favourite" and "Baby."

My workdays are busy and rewarding, supporting the Contracts and Commercial team with vendor onboarding, assisting vendors with Glencore requirements, processing claims, preparing reports, and helping the team achieve key milestones.

What do you enjoy most about your job?

The variety of the role and the challenges that come with supporting a multi-function role. No two days are the same. Being only six months into the role, I am still learning the Glencore processes.

What's the most challenging part?

Waiting on documentation and emails, as there are several people and departments depending on me to provide this information.

Have you always worked in the mining industry?

No, I started in the mining industry in 2001 in the Melliferous Mine called Phosphate Hill approximately 1.5 hours east of Mt Isa. For several years, I accompanied my Project Manager to various sites, before leaving the coal mining industry in 2010 to support my son through his final years of schooling.

After stepping away from mining, we started a business called Mackay Bobcat Hire. What was meant to be a basic machinery hire venture soon turned into an owner-operator setup, with me learning to operate the machines myself.

We grew the business into a small fleet of bobcats, excavators, and trucks, equipped with just about every attachment possible! After selling the business and our family home in Mackay, I made my return to mining in 2023.

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

My husband was offered a transfer to a mine site nearby, and when we moved out to the coalfields, our main goal was to finally be home together each night. When the opportunity at Oaky Creek came up, it felt like the perfect fit. I've always had a genuine interest in commercial operations and contractor management.



INSIDE OUT WITH...

If you weren't working as a Contracts Support Officer, what would be your ideal job?

Working with animals.

What do you like to do outside of work?

I like to unwind and spend time outdoors. We enjoy travelling, whether it's just a little day or overnight trip into Emerald or Mackay, visiting family across Queensland, NSW and WA, or an adventure further afield.

We recently visited our daughter and her family in Mudgee. It was wonderful to catch up with everyone, especially the grandchildren. And of course, a trip to Mudgee wouldn't be complete without enjoying a glass (or two) of wine and a few games of cards!

Who do you spend your time with?

I enjoy spending time with my husband and family, especially my grandchildren.

What's a little known fact about you?

I've always had a deep love for dogs, especially the beautiful Blue English Staffordshire. There's something truly special about the unconditional love and loyalty that animals give – it's pure, genuine, and endlessly rewarding. Sharing that passion with others who feel the same way is even more meaningful. Being part of someone



else's journey with their dog, celebrating the joy, companionship, and memories they create together, is something I find incredibly fulfilling. Although we don't currently have a dog of our own due to our busy work schedules, our hearts are always open to the possibility.

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

The Hangover, because it's a hilarious and unpredictable comedy that always makes me laugh no matter how many times I've seen it.

What song will you always turn up louder?

This is a hard question to answer because it all depends on how I am feeling, but Fleetwood Mac's "Dreams" and Pink Floyd's "Wish You Were Here" will always get me.

Favourite quote?

"In the middle of every difficulty, lies opportunity."

Name: Tammie Quetti.



How long have you been with Glencore and Oaky Creek Coal (OCC)?

Just over three years.

What's your current role?

OCC Training Superintendent.

What are you responsible for?

Implementing and maintaining training compliance across OCC in line with legislation for industry, and GCAA standards.

What does a typical day look like for you?

I have just returned to work after finishing my maternity leave, so being back onsite part time means my typical day is slowly getting back into routine!

At the moment I am up around 4am with my baby, before the changing of the guard with my husband so I can get to work between 5-6am.

I try to make a Pre-Start meeting at least one day when I am onsite, and then it's straight into work. I check in with the team, review and handle any day-to-day enquiries, provide support for the workforce, attend meetings with other leaders/stakeholders or GCAA, support audits for other departments. Then there's continual training compliance initiatives including statutory training programs, document development, and lastly planning and managing larger projects like our OCN Training Days ([page 40](#)). This week also included updating my CABA training skill, so I can go back underground.

No day is the same, and some days you feel like the work list hasn't reduced, but you may have supported over 20 people with their training needs that day.

I head home between 4-5pm for the dinner-bath-bed routine. Sometimes I may log back on to finish off some work, or I just relax and get ready to go again the next day.



What do you enjoy most about your job?

I most enjoy our Training Days. The time it takes to plan the Training Days is extensive: developing new ways to engage people, writing large format training programs, and the people and event management side of things. To see all the pieces come together on the day and have an opportunity to support our workforce by training essential skills makes it worth it.

We get to spend time with the crews, and we learn a lot from them as well. Sometimes the compliance topics can be difficult to facilitate whilst maintaining engagement, but we try to mix it up. For example, this year we were successful in returning Training Days underground and, more recently, the team ran our first Mines Rescue Competition for the crews at the Oaky Creek Complex fire gallery. Shout out to the Training team for an incredible effort!

Every Training Day starts out as an idea on the whiteboard, so to see them in action is rewarding. I look forward to supporting my team to continue this fantastic work in 2026.

What's the most challenging part of your role?

Utilising a variety of learning styles so that the majority of people onsite will be engaged and happy, whilst demonstrating competence and maintaining compliance.

My focus is ensuring everyone receives the same opportunity to be trained, but I am also aware how it can disrupt. Something that is a priority for my team may be one of many things on someone else's plate, so it's definitely a balancing act. But, as a support service onsite, we aim to help where we can. In our area, in addition to GCAA, we have to consider a lot of outside sources when it comes to compliance (e.g. industry legislation, training provider requirements), act on it, and bring everyone along with us on the ride. That can be quite challenging.

Have you always worked in the mining industry?

No, but it's certainly been a big part of my career. Straight out of school I went to university to study Business Management whilst completing a Business Traineeship at an Apprenticeship Centre. The Traineeship Program saw me transition through every department, from contracts to employment to training. At the end of my Traineeship, I was offered a role within their training department.

I really enjoyed my time in the training space, and at age 19 I moved on to a role with a training provider who worked in the mining industry. Over time, I worked my way up from data entry to projects, before transitioning to a training role with Anglo American.

After a few years I returned to the training provider world, focusing on traineeships and systems governance where I would support numerous coal and metalliferous mining groups, quarry and port operations. Mackay was my home base, however I worked onsite where needed. During this time, I was fortunate to travel from Weipa to Wollongong, even spending some time in India. I also had the opportunity to be a part of significant projects including:

- Developing training day programs for sites like Hail Creek, where we facilitated groups of 200 people, trained concurrently, in seven separate training locations, utilising keypads to record and assess real-time responses;

- Developing the training packages for the first coal mining Tunnel Boring Machine at Grosvenor;
- Coordinating 1,350 open cut traineeships across the Bowen Basin, the largest group of trainees to one training provider at that time;
- Developing a Supervisor Safety Training Program delivered to a prominent underground zinc mine in India;
- Building several underground simulated training environments to deliver cleanskin training programs for coal mining in QLD and NSW, as well as gold mining in the Philippines.

When I had my daughter in 2020, I started my own training consultancy business, supporting several mining groups including Glencore. From there I joined Oaky Creek Coal as a permanent member of the team!

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

My family are miners, with my Dad and two of my three brothers all working in coal. I grew up in mining towns, Moura, Tieri and Middlemount. My family lived in Tieri on two separate occasions





and I have such fond memories of those times. My brothers also moved back here with their own children. It is a great place to raise a family. My husband and I were seeking a better work-life-family balance and a safe place to raise our young daughter. My husband was working away five days a week and my business had me working away a few days a week, plus a permanent night shift roster. The opportunity with OCC presented itself at the perfect time for a change.

Who has played a significant role in your career, and how?

My Dad has played a significant role in my career. I have followed in his footsteps quite literally (sorry Mum!). Growing up, my Dad was the Training Coordinator at Oaky North and then, later, the Training Superintendent for Oaky Creek. He then moved on to work for an industry training advisory body, before owning a training organisation for 12 years.

I've even worked with my Dad on several occasions throughout my career and still annoy him from time to time to help troubleshoot or brainstorm. He gave me my first opportunity to leave my desk in the city and join him onsite with my hard hat. Everything I know is thanks to him.

If you weren't working as OCC Training Superintendent, what would be your ideal job?

Oh, the list is endless - ask my husband and he will tell you I have a new job or business idea every week! My ideal job today: a jewellery maker. Before we had kids, I started a jewellery making course when I was working in NSW but then Covid hit and I had to pack up and head home to Queensland. Maybe one day I can try again...

What do you like to do outside of work?

Outside of work is 99% family time: we have swimming, dancing and gymnastics lessons each week. When the kids are in bed, I spend my time designing clothing, making jewellery, and have even dabbled in writing children's books.

Who do you spend your time with?

My family and friends. When we can, we will see my parents and my brothers, some closer to Tieri than others. We try to catch up every few years as a group - when we all get together these days, there are 22 of us!

What's a little known fact about you?

I like to collect unique coins, with my favourite set so far being the Australian Shipwreck Series. My love for coins extends to jewellery as well, with a few unique pieces including a hand-made coin bracelet that I plan to hand down to my daughter.

Also, I am the Treasurer of the Tieri Local Ambulance Committee (LAC). It's a volunteer role, and it's my opportunity to give back to a community that has given so much to me over the years. The LAC is focused on fundraising to support the great people of Tieri and the Queensland Ambulance Service (QAS) officers and station needs. We are always looking for more members to join us, so if you are interested, please reach out via tierilac@gmail.com

We recently held a fundraising event in Tieri Town Centre where we had our Christmas Ham Wheel, with Carols and Family Christmas Photos - it was a great event.

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

Fifth Element. I remember watching it as a kid and loved the futuristic costumes and unique storyline. Not quite Star Wars, but still a great sci-fi movie. I still watch it regularly, it's just a classic movie that's easy to enjoy.

What song will you always turn up louder?

"Sun Comes Up" by Rudimental and James Arthur.

Favourite quote?

"Don't ever let someone tell you, you can't do something" - Chris Gardner, The Pursuit of Happiness

"Don't practice until you get it right. Practice until you can't get it wrong" - John Flanagan ●





OCC RECOMMISSIONS Reverse Osmosis (RO) Plant



Four years after being put on hold as COVID-19 hit the world, Oaky Creek Coal (OCC) began recommissioning its Reverse Osmosis plant in late 2024 as a way to recycle water that has been used in mining activities, so it can be used again elsewhere. In doing so, they are helping to minimise impact on the environment whilst driving operational efficiencies.

Tieri News spoke with Mike Daly, Surface Superintendent at OCC, to find out more about reverse osmosis, how it works, and the benefits it provides...

What is the Reverse Osmosis plant, and how does it work?

The Reverse Osmosis (RO) plant at OCC is designed to clean water that has been affected by mining activities. It first uses ultrafiltration membranes to remove larger particles and microorganisms in the pre-treatment stage. Then, the water passes through special RO membranes that filter out dissolved salts and any other tiny impurities, resulting in clean water that is safe for use.



This treated water is reused in various operations at the mine, including the Coal Handling and Preparation Plant (CHPP) and in underground operations. It can also be safely released into the Oaky Creek under permit.

All water used in the potable water plants will continue to be sourced from the Bedford Weir, for use both on-site and in Tieri.

Overall, the RO plant plays a vital role in promoting sustainable water management by reducing the need to import fresh water for our operations.

Where is it located?

The RO plant is located near the Fire Gallery, behind the Surface complex building.

How big is it?

The plant occupies an area approximately the size of a football field. It features onsite storage that can hold 1.6 million litres of mine-affected water (that's about 4.5 million cans of Coca-Cola!), as well as an equal capacity for storing 1.6 million litres of clean water.

How much water passes through the plant each day?

We are aiming to process 6.5 million litres of water per day - that's about two and a half Olympic size swimming pools of water ...or 951 per year!

What's the overall goal of the RO plant and how does it benefit the environment?

The primary objective is to prevent the operation's water inventory from exceeding its operating capacity by reducing our dependence on importing river water from the Bedford Weir system. Additionally, we aim to minimise the amount of water in the open-cut pits across the site in preparation for their rehabilitation as we progress towards mine closure.

From an environmental perspective, our goal is for the RO plant to decrease the volume of freshwater sourced from Bedford Weir for use by OCC. By treating the mine-affected water, we can prevent salts, metals, and pollutants from entering the environment while simultaneously reducing our on-site water inventory.

What challenges did you face getting the plant up and running again after four years?

Many components of the plant required replacement or repair, which certainly posed significant challenges. Thankfully, we have an exceptional team of people, led by Chris Shephard, our Water Infrastructure Coordinator at OCC, who has taken charge of the recommissioning project.

The team has worked diligently to replace and repair numerous components throughout the plant, demonstrating remarkable commitment and effort during what has been a challenging year at the mine.

Thanks to their hard work, the plant is now in an operational state and PROXA Australia has been awarded the contract to operate the plant for the next three years.

Now that the plant is back up and running, what's next?

We are currently working with the Oaky Creek North Engineering team to have the Longwall and Development units using more of the RO water in their operations moving forward, in a way that maintains the site's inventory and provides a water specification suitable for these underground water uses. ●





Progressive Rehabilitation & Closure Planning

Like any mining site, OCC is required by law to submit and adhere to a Progressive Rehabilitation and Closure Plan (PRCP). A PRCP is a structured plan used in mining to ensure that land upon which the mine has operated is rehabilitated in stages over the course of mine's life, 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

Since the 1990's, land rehabilitation has been a core part of OCC's daily operations. Every year, considerable resources are attributed to responsible land rehabilitation works across the mine site.

One such area that is currently a big focus for OCC's Environment & Community (E&C) team is the A7 Pit, on the eastern side of the mine, where operations ceased in 2006.

The team is in the process of designing how to safely, effectively and sustainably reshape and rehabilitate around 100 hectares of land in that area. The design of the final landform has progressed from an initial concept to an executable design, with D11 Dozer using machine guidance to give operators a real-time understanding of what needs to be implemented to achieve the intended post-mining design.

Whilst these design and implementation requirements are being finalised, the E&C team is busy preparing the land. For example, scrap and demolition work and removal will continue into early next year, and there are several boreholes - holes reaching deep underground to allow for exploration, research sampling and studies, gas drainage, etc. - that need to be sealed up for safety.

Open cut mining hasn't been carried out in the A7 Pit area since 2006. So, to supplement the annual inspections that have been undertaken over the last 20 years, the E&C team has engaged third party geo-technical engineers to diligently assess the high wall and underground areas to ensure there are no potential risks or hazards for when the rehab work starts.

There are also some civil works taking place for the rehabilitation of A7 Pit, such as the design of a sediment dam.

“Once rehabilitated, this pit area will be ‘free draining’, which means water from rainfall and the like will drain from north to south and flow into the Oaky Creek,” explains Joel May, E&C Manager at OCC. ”

“The dam will be positioned along the water route to pick up any sediment from the pit and prevent it from flowing into the creek. We're currently in the process of designing the specific nature of the dam and where it will be best situated.”

Elsewhere on the mine, the Aquila Open Pit is in the latter stages of rehabilitation. The area is being seeded with selected species of cover crop using new airpod drop technology from OCC's drone supplier.

The final stage of land rehabilitation is certification and relinquishment. To date, over 5,500 hectares of land at OCC has 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).

Environmental consultancy, SLR, visited OCC recently to carry out a field inspection of additional areas that the E&C team hopes to nominate for certification. SLR physically walked throughout the prospective areas to ensure they meet the rigorous rehabilitation requirements and standards that DETSI expects before certification is granted.

SLR will either advise the E&C team of any additional work that needs to be done to meet these requirements, or - if all criteria has been met - they will provide a report for submission to DETSI to review and assess.

Closure Planning

OCC is also working with DETSI in the 'Decision Stage' of the whole PRCP process, specifically in relation to the proposed Post-Mining Land Uses (PMLUs). Additional studies have been conducted and the necessary documents have been prepared and submitted in response to DETSI's latest information request. For now, the E&C team awaits any further requests or notifications from DETSI.

As always, we'll continue to keep you updated in the next edition of Tieri News. ●





MANNIE COATES Achieves Deputy Certificate

Earlier this year, Mannie Coates, Site Emergency Response Coordinator at Oaky Creek Coal (OCC), achieved his Deputy Certificate - a significant milestone for anyone pursuing a long-term career in mining.

We caught up with Mannie to find out more about the Certificate, the path to achieving it, and what's next for him...

Mannie, congratulations on achieving this huge milestone! Can you tell us a bit more about the Deputy Certificate and what it means?

The Deputy Certificate, also known as the Explosion Risk Zone Controller (ERZC) Certificate, is a formal qualification that authorises a person to act as a deputy or ERZ Controller in underground coal mines. It demonstrates that the holder has the knowledge, experience, and competence to oversee operations, manage health and safety, and ensure compliance with legislation in their area of responsibility.

Who awards it?

The certificate is awarded by the Board of Examiners, which operates under Resources Safety and Health Queensland (RSHQ). They assess applicants' qualifications, experience, and competency to ensure they meet the statutory requirements for underground mining roles.

Why is it significant?

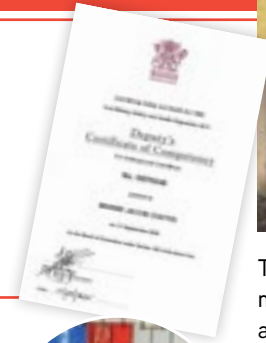
It's an essential qualification for anyone wanting to take on a statutory role in underground coal mining. Deputies are responsible for the safety and supervision of crews underground, so earning this certificate reflects both technical capability and a strong commitment to safety leadership. It's a major milestone for anyone pursuing a long-term career in mining.

Can anyone apply, or do you need to have certain qualifications, training and/or experience?

Applicants need to meet specific criteria before applying, including a minimum amount of underground coal mining experience, completion of required training and competency units, and demonstrated knowledge of mining legislation, risk management, and emergency response. It's a qualification that requires both experience and study — you need to have a solid grounding in practical mining operations first.

What did the application process involve?

The process included submitting verified work experience, completing all required competencies and training, and sitting both written and oral examinations with the Board of Examiners.



The exams test your understanding of mining legislation, hazard management, and emergency procedures, as well as your ability to apply that knowledge in real-world scenarios.

What was the most challenging part and how did you overcome it?

The most challenging part was balancing the study and preparation for the exams while still working full-time as the Site Emergency Response Coordinator. It was a demanding period — managing emergency readiness and safety on site while studying in my spare time required a lot of organisation and discipline. I overcame it by setting a structured study plan, leaning on support from my colleagues, and staying focused on the goal. The experience actually strengthened my time management and reinforced the value of teamwork.

How long did the certification process take?

From starting the formal training through to receiving the certificate, it took a little over three years to complete, as I was also managing other full-time work commitments in my role as Site Emergency Response Coordinator. That's on top of years of underground experience required beforehand: for me, that's been around 23 years! I started mining in 2002 at Skarden River Kaolin Mine, before moving to Oaky North Underground in 2008.

What path has your career taken to get you to this stage?

My career has steadily progressed through hands-on underground roles and later into safety and emergency response leadership. Becoming the Site Emergency Response Coordinator gave me a strong foundation in risk management and safety systems — skills that have been invaluable in working toward my Deputy's Certificate. Each position I've held has helped shape my leadership style and broadened my perspective on safety and teamwork in mining.

What does this milestone in your career mean to you?

It's a really proud moment. The ERZC Certificate represents years of hard work, learning, and persistence. Balancing full-time work and study made the achievement even more rewarding. It's a significant step forward in my career and a reflection of the dedication I've put into developing as both a safety leader and mining professional.

Now that you have your certificate, what do you intend to do — what's next for you?

Now that I'm a certified Deputy, I'm looking forward to stepping into the role and continuing to develop my leadership and safety management skills. I'm passionate about contributing to a strong safety culture and mentoring others who are working toward similar goals.

For now, I'd like to thank my mentors, supervisors, and colleagues at OCC who supported me throughout this process. Balancing this certification while working full-time as Site Emergency Response Coordinator wouldn't have been possible without the encouragement and teamwork of those around me. This achievement is as much about their support as it is about personal effort. ●



WHY COLIN HOYLE 'Stands Out From The Crowd'

In August, Colin Hoyle, Electrical Engineering Manager at Oaky Creek Coal (OCC), was awarded the prestigious 'Standing Out From The Crowd' award at the 2025 Resource Industry Network (RIN) Awards.

His nomination was in recognition of his tireless commitment to safety and innovation, and his work to drive meaningful change in the way the resources industry (and beyond) approaches human factors in high-voltage environments.

We caught up with Colin to find out more....

Colin, firstly, congratulations on this incredible achievement. How did it feel when they called out your name?

Honestly, it was such a great feeling to be recognised by our peers for the change we are continuing to create in this space! There was a lot of talent in the room and some incredible nominations across the resource industry, so it was great for our team to take out the win.

Did you have a speech prepared or did you have to wing it?

We were told in the lead up that category winners didn't have to give acceptance speeches ... but the MC had different ideas. I

quickly wrote down the names of the people I wanted to thank for their contributions, and had to wing it from there.

My partner was actually at her Hen's Party and the whole group video-called in to watch the nomination and the acceptance, which was pretty great!

Your focus on driving change across the industry came about after the high voltage (HV) incident of February 2024 where your OCC teammate, Adam Morrow, Outbye Electrician, experienced an electric shock of over 11,000 volts. What can you tell us about that day?

I received a call from underground telling me that Adam had received an electric shock. At the time, we were unaware of the severity or how it occurred. Adam had a 'brain-body disconnect' - he was on 'autopilot' - and had inadvertently accessed live 11,000-volt conductors.

It was one of the scariest days of my life. Being responsible for the electrical workers and their safety isn't something you take lightly so, if anything happens to someone in our team, you take it personally. I didn't get much sleep that night with Adam in the hospital being closely monitored.

What was it about this incident - and the way it was investigated - that proved to be such a catalyst for you?

The 2024 incident affected me because I was responsible for investigating an electric shock incident that had happened back in 2018 and implementing safety controls to prevent it happening again. Those safety controls were indeed implemented, yet in





February 2024 they didn't prevent Adam from gaining access to the live conductors that caused the electric shock.

I personally felt like I had failed, regardless that OCC had gone above the industry safety standards and the industry norms.

I realised that no-one considered the human factors associated with electrical work, such as 'brain-body disconnect', the term used by the behavioural psychologist engaged on the investigation for when humans go into an 'autopilot' state, just going through the motions without being truly present.

I took the incident personally and it has fuelled the passion and energy to keep this incident relevant in the industry and use it as a means to driving change going forward.

At the time of the 2024 incident, what were the industry standards with regards to working in HV environments?

At the time, the minimum requirement under the industry standards was to install bolted enclosure doors and labelling on HV equipment. The 2024 incident highlighted a gap in these requirements under the standard and across HV work: the current controls did not account for human factors at all.

OCC obviously complied with those industry standards, but after the incident you were adamant that those standards needed to be lifted across the board for the safety of everyone that interacts with high voltage. What have you been doing to drive this lift in industry standards?

We have presented at seven different conferences, reaching almost all industries that would carry out high voltage work across Queensland and New South Wales (NSW). We've also shared information across relevant online platforms, and across the Resource Safety and Health Queensland (Mines Inspectorate). And we have completed some workshops for individual businesses that have requested a presentation and discussion with its supervisors and workforce.

What success have you had so far?

We've had a lot of businesses adopt similar controls to ours at OCC, with changes in signage, sirens and mechanical locking to remove the human error elements when it comes to planned HV maintenance.

We've also seen workshops and OEMs start suggesting these controls on new equipment and pushing changes from that point of view. The Queensland and NSW Regulators have been driving and pushing this change as well, which is great.

What's next for you on this mission?

We are on a journey of continuous improvement and that's the main thing out of this incident for the industry to consider. It's all too easy to blame the person involved or blame human error. It is easy to do just enough to get an answer, and then move on. The human factors and autopilot associated with this can happen to anyone on a broad selection of activities, like driving the Beef Road and not remembering half of it; or driving and missing turns because it's your usual route; or walking into a room and forgetting why you went in! It's what happens when your brain is taking over your movements.

With the controls we put in place, we always need to consider: what will happen if someone doesn't acknowledge this control and



adjust their behaviour? We continually need to be improving and implementing robust controls that eliminate singular human error.

There's no denying that change isn't easy. However, the one time that it works and saves a life, it will be more than worth it!

What does it mean to you for your work to be recognised by the RIN, as well as Glencore, OCC, and your teammates?

This is really recognition of our whole team at Oaky Creek. The workforce has been incredibly supportive and accepting of the changes, and the Oaky Creek management team has encouraged and supported all the conference presentations and industry sharing of our learnings.

The biggest recognition needs to go to those directly involved in the incident for having the maturity and courage to want things to change, and for putting their pride aside to stand up for the change. They have been so impressive through this journey.

Finally, where do you keep your award?

Currently it's in pride of place on top of the piano, along with the 2024 Tieri 'Beer & BBQ' trophies. ●



KERRY SCOTT Competes in World Boxing Championships



From 23rd–25th October, Kerry Scott, Longwall Operator at Oaky Creek Coal, was on the Gold Coast competing in the Masters Boxing International (MBI) 2025 World Championships.

Tieri News spoke with Kerry to get an insight into the experience, and what it was like to compete in such an event...

Kerry, congratulations! Was this the first time you've competed in the World Championships?

Yes, it's my first time competing in the World Boxing Championships and, honestly, it still feels unreal.

What experience or ability do you need to be to get to the World Championships?

To compete in the Open Class tournament, you need to demonstrate your ability to compete at that level, either by the number of fights you have competed in previously, or other experience.



How many people were competing?

The plan was for eight nominations in each division but due to injury and other circumstances, there ended up being only myself and one other competitor, who had won the previous two competitions!

Which age and weight division did you compete in?

I entered the 40-50 year old age group, in the 65–72.5kg weight division.

What was the format of your competition?

They made our division a 'Best of Three' competition, so I had to fight the same boxer three times over: three nights in a row, each with three two-minute rounds.

Did you get much sleep the night before?

It was pretty crazy — I only got about two hours of sleep the night before my first fight, and the next night I couldn't sleep at all! The night before the final fight, I think I got around one hour of sleep. I really struggled to switch my mind off; I think it had a lot to do with the adrenaline from the fight.

Take us through the day of the competition...

In the morning, I did my stretches and got myself ready for the day. Given the division is based on weight, depending on when I had to weigh in, I had to consider how my hydration would impact my target weight. For this competition, I needed to remain under 72.5kgs, so I ate a small, light, balanced meal for breakfast: oats, banana, and eggs. I didn't want to feel full and heavy, but I needed energy so I always aim for protein and slow-release carbohydrates.

Come midday, my focus was on sharpening my mind through rest and visualisation. I made sure I gave myself time to kick back, listen to music and visualise my game plan — my combinations, defense, footwork, and how I wanted to react under pressure.

In the afternoon, I rehydrated (especially after my weigh-in) and ate some easy-to-digest food: fruit, a smoothie, and a protein bar. I checked my gear — gloves, mouthguard, shoes — and made sure I had everything I needed for my fight.

When I arrived at the venue, I got my medical check done by the Doctor and then focused on my preparation for the fight. This involves shadowboxing, hitting pads, working on movement and breathing. My coach reminds me of my strategy: stay calm, keep your guard up, and control the ring.

Once I heard my name called, I started the walk out and tried not to be affected by the noise of the crowd. I focused on the job at hand and tuned into my walk-out song. I chose "Show Up" by Chee Crafty because I love the start where it talks about showing up if you want to get something you really want, and how "I can do this in my sleep". The heart was definitely pounding hard, and I wanted to harness all that adrenaline in positive ways.





I got into the ring, tapped gloves with my opponent to show respect, and listened to the referee's instructions. I went back to my corner and reminded myself of why I do this.

When the bell rang, I walked to my opponent and tried to feel him out, gauging how he was going to box, and how I was going to counter what he sent my way.

During my breaks, I listened to my coach's instructions and reminded myself to dig deep and finish strong.

After the fight - after any fight, win or lose - I always show respect for the opponent and their team. So I walked over, checked he was okay, and thanked him for the fight. Once I was out of the ring, I stretched while I cooled down, got checked over by the medical team, and hydrated again.

Reflection is a really important part of the whole fight process so I met with my coach to review what went well and what I needed to improve. Whether I win or lose, there are always lessons to take back to further my training.

What was going through your mind as you were standing in your corner, waiting for your fight to start?

As I stood there in the boxing ring preparing to start the fight, everything around me went quiet — the crowd's noise, the music, even my coach's last words. All I could hear was my own heartbeat thumping. I remember reminding myself that I have trained for this, and that all those hours have prepared me for what's to come. Part of me felt the nerves, and another part felt excitement, knowing this is real now.

How did you get on?

I went really well and had many people praise my fighting style and skills. After any fight, my biggest critic is always myself, but I was happy with how I performed and so I walked away happy.

You won 'Fight of the Tournament' — what does that mean?

Winning 'Fight of the Tournament' means we were considered as having put on the best fight of the whole event.

What did you take away from the whole experience?

The biggest thing I took away from the event is that I proved to my son, myself, and everyone I care about that with hard work and determination, you can achieve the goals you set for yourself.

Speaking of goals, what's next for you?

I'm excited to have been selected to join the Australian team and travel to the UK next year to compete! So, it's back to training and trying to get more help with sponsorships.

Boxing is an expensive sport and it can be quite hard to get sponsorship because it's an individual sport, not a team one. I would like to give massive thanks to those that have sponsored me so far: Gricon Industries, Jacob Shields, Darcy Ericsson, UBX, NRG Electrical, and Print Press Wear.



If you're a local business and would like to sponsor Kerryn and help him get to the UK next year, please reach out to him on kerryn_scott13@hotmail.com or 0427 600 630. ●



Apprentices Flat Out WITH FLAT PACK FURNITURE FOR FDC

As part of Oaky Creek Coal's (OCC) Apprenticeship program, community engagement and interaction is seen as a vital growth tool to help build professionalism and to complement the practical education and experience all apprentices receive on site.

“It's the ideal way to highlight that Oaky Creek isn't just a mine, it's a part of the community. The town, people and businesses of Tieri are all integral parts of that community, and the way OCC supports them isn't just through generous grants and town functions,” explains Jonathan Harris, Program Coordinator. ”

There are currently 26 apprentices working at OCC, including eight new first years who returned to site at the start of November. Jonathan identifies opportunities within the community that might require additional assistance, works with the relevant person to understand what's needed, and then coordinates the apprentices to provide the necessary support.

Recent community projects have included helping to set up for events, manning stalls, rebuilding the old and rusty BBQ stand for the Tieri Sharks Swimming Club, and being course marshals at the recent Tieri State School Cross Country event.



On 17th September, four apprentices bravely took on a project that certainly wasn't for the faint hearted: assembling over 30 items of flat pack furniture - a task that could easily break the best of us!

It took Brodie Bell, Taj Kurkus (both first year apprentices), Bet Dale and Zane Robinson (second years) two full days to unload, unpack and build the items for the new Family Day Care (FDC) house located on Banksia Street.

The house, the FDC Educators, and - most importantly - the children and families who enrol there, will all get to experience the fruits of the apprentices' labour as they enjoy the brand new cots, beds, sand pits, bikes, indoor and outdoor play equipment, shoe racks, play kitchen, and more!

“They all had a great time and really appreciated the opportunity to do something for the kids in our community,” says Jonathan. *“It can often be quite a humbling experience, donating your time and effort for the benefit of others.”* ●



“It can often be quite a humbling experience, donating your time and effort for the benefit of others.”

Jonathan



| | |
|--|----------------------------------|
| 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

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

Social Media - Facebook
Tieri Noticeboard

Oaky Creek Coal & Town Services

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

Emergency Services

In an emergency, call Triple Zero (000)

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

Central Highlands Regional Council

PH: 1800 242 686

WATERING DAYS (for Private Gardens)

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

BIN DAY - THURSDAY

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

WASTE FACILITY - DUMP

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

TIERI LIBRARY & TRANSACTION CENTRE

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

Community Groups & Volunteering

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

**OAKY CREEK
COAL**
GLENCORE



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

DATA CORRECT AT TIME OF PRINTING - DECEMBER 2024

Share your story in Tieri News

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



**SUBMIT YOUR
STORY HERE**



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