

# NEWSLETTER

**PYBAR**  
MINING SERVICES

ISSUE 18 / WINTER 2019



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# A MESSAGE FROM OUR CEO

**As we enter the second half of 2019, the year continues to deliver highlights for PYBAR with the award of a new 24-month contract in WA, the delivery of a new raise bore rig, and the launch of our Employee Spotlight program, #SettingTheStandard.**

## **New contract award**

In June, we were awarded the contract for the underground development of the Hamlet North project at St Ives Gold Mine south of Kalgoorlie in WA. The 24-month project will leverage one of our core strengths in rapid development. With 8,796 metres of decline, incline and level development, the project will scale very quickly in terms of manpower and machinery. PYBAR will employ a highly-skilled workforce of around 60 for the duration of the project to June 2021. I'd like to take this opportunity to thank everyone who helped in the project award and our subsequent mobilisation.

## **Fleet**

The new Herrenknecht RBR400 has arrived and has been put to work on site at Carrapateena in South Australia. With more than two million pounds of thrust and 365 kN of torque, the RBR400 packs a punch with the ability to ream shafts nominally up to 5.5m in diameter and 1,000m in length. This capability will complement the suite of shaft services PYBAR can provide.

The Cat® R1700 underground loader which made its debut at Vivien Gold Mine in WA in October 2017, has produced some impressive results in fuel efficiency and improved productivity. Tested against the Cat R1700G, the R1700 recorded significant improvements, and we have placed an order for two machines for our Dargues Gold Mine project to be delivered in the coming months. More can be found in this edition.

## **Innovation**

Our feature story is about innovation which is fundamental in keeping PYBAR at the forefront of our industry. Recently showcased at the Austmine 2019 conference, the combination of iPLOD and WebBAR was well received by the industry with positive feedback around improved efficiencies, safety and the enablement of enhanced reporting and analysis. Our Business Systems team has made some great headway with Version 3 of iPLOD representing a major update in the android-compatible app.

## **Mental health focus**

Our PYBAR safety topic for Quarter 2 was mental health and suicide prevention. Mental illness affects 20 percent of our population and comes in different forms, such as depression, anxiety and substance abuse disorders. Suicide claims the lives of at least six Australians daily and is significantly more prevalent amongst the male population, making it important for us to watch out for signs of distress and to provide support. Sometimes just noticing a colleague isn't looking in great shape or reaching out for a chat can help. The story on mental health and suicide prevention explains how we can support people who may be facing difficulties.

## **Service milestones**

It gives me great pleasure to recognise a number of employees who are celebrating significant service milestones. Erinne Ostini from the Orange corporate office is celebrating 15 years with PYBAR, while several others have reached the ten-year mark. They include Brad Bailey, Nathan Byrne, Malcolm Gibbs and Dawid Naude from Cadia Valley Operations; Andy Van Meel from Thalanga and Stewart McLeod from the HMR corporate office. Thank you all for your service and dedication to our company.

Regards

**Brendan Rouse – CEO**



# INNOVATION - EVOLUTION OF IPLOD AND WEBBAR

## V3 ON THE RIGHT TRACK!

**The PYBAR Business Systems team has been hard at work over recent months with the development of several new features for iPLOD and WebBAR, making sure that these systems meet the present and future needs of our projects and the business.**

The development of Version 3 of the android-compatible app iPLOD is a continuing process and the team has been busy with live testing in the field to gather feedback on the evolution of the technology and its application.

V3 represents a major update of the app, which includes features such as the synchronising of live data with operator engagement, and messaging.

The app has been in use at PYBAR sites since mid-2017 and was initially developed to digitise how operators recorded their productivity data during a shift to solve inefficiencies and inaccuracies with the paper PLOD system.

Through continuous improvement, it's now also adding value across a range of other areas such as safety, maintenance and supply.

With the combination of iPLOD and WebBAR, we are taking a holistic approach to digitising mining data capture and information sharing. Ongoing development will ensure that we are better equipped to optimise our operations and deliver safer, more profitable and more sustainable projects now and into the future.



### Benefits of iPLOD and WebBAR

- Improved efficiencies: operators, shift bosses and site administrators can save up to two hours per shift, depending on the job role, over the conventional paper PLOD system. This means crews can focus on their core tasks and improve project productivity.
- Safer, more environmentally friendly sites: the digitisation of safety forms into iPLOD enables operators to quickly record any hazards identified during a shift, enabling rapid risk response. iPLOD has also contributed to a huge reduction in paper use in excess of \$70,000 per year.
- Strategic insight for operational optimisation: the system enables significantly enhanced reporting and analysis capability for greater operational insight, strategic planning and decision making. Prestart faults and maintenance reporting is stored electronically to report out trends, and production data is accessible to various departments as soon as it's uploaded.





# SHOWCASE AT AUSTMINE 2019

The innovations provided to our current and potential clients by iPLOD and WebBAR were showcased during the recent Austmine 2019 conference in Brisbane. The team that attended the conference reported that the response to and feedback about these systems was excellent.

## Further milestones achieved

Since the last edition of the PYBAR newsletter, a lot has been achieved in the innovation space, including:

- the rollout of iPLOD to all fitters across the business;
- live field testing for stores in iPLOD Version 3 focusing on inventory components, including work order picking and Purchase Order receipt;
- live trialling of pre-starts deployments in iPLOD V3, which is relevant to travelling personnel or staff who do not normally use the app;
- additional feedback methods for end-users to contribute ideas to improving the functionality of the WebBAR app;
- explosives validation interface and stoplight;
- live field testing of roster module;
- the continued roll-out of shift planning to four sites; and

- the task preview interface to allow users to retrieve any captured iPLOD data, complete with photo attachments, supervisor changes and other items.

## Looking ahead

The development of our in-house technologies is ongoing and in the months ahead we will continue to test and add more features to iPLOD and WebBAR. These will include:

- a mapping tool to incorporate weighbridge data into WebBAR data streams;
- iPLOD V3 rollout for stores, as well as to miners and fitters;
- improvements to the fitters/maintenance interface and to the 'shift summary for mining' interface;
- further development of shift planning to assist shift bosses in the delivery of workable shift plans; and
- QA timelines showing achievements and forms completed.



# HAMLET NORTH CONTRACT

## RAPID DEVELOPMENT OPPORTUNITY

**PYBAR was recently awarded the contract for the development of the Hamlet North project at Gold Fields' St Ives Gold Mine located outside Kambalda, 80km south of Kalgoorlie in Western Australia.**

The 24-month contract encompasses rapid development while providing a highly-skilled workforce, equipment and consumables to complete the scope of the project. The contract is expected to be completed in June 2021.

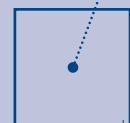
Development works will include 8,796 metres of decline, incline, and level development.

An initial workforce of 42 will be employed at the commencement of the contract after which it will increase to more than 60 after three months to remain in place for the rest of the contract.

The contract leverages our core strength in rapid development and will see the operation scale up very quickly over a short period of time in terms of manpower and machinery. Our focus will be on the safe delivery of high quality work, aligned with performance targets.

PYBAR has a strong history of supporting the local communities in which we operate and as part of our recruitment program for Hamlet North, we will look to include a mix of local residents and FIFO workers. In addition to the employment opportunities that will be available we are also committed to the use of local services.

## HAMLET NORTH







# TRAINING OPPORTUNITY AT HENTY

## QUALIFICATIONS TO SUPPORT CAREER GROWTH

**Workers at Henty Gold Mine are being offered the opportunity to work towards a nationally-recognised qualification in underground mining.**

The training opportunity is aligned with PYBAR and Diversified Minerals' commitment to the long-term sustainability of Henty Gold Mine and to the region. To date, 52 workers have enrolled in the Certificate III program in Underground Metalliferous Mining.

"While our application to establish an RTO is continuing, we remain committed to the provision of professional development opportunities for our employees. We are therefore offering the Certificate III to workers who are interested in advancing their careers," said CEO, Brendan Rouse.



*Employees at Henty register for the Certificate III program.*

"These enrolments are a positive step for both the PYBAR and Diversified Minerals' workforces, as well as for the region. Core to PYBAR is our people, and this presents an opportunity for them to obtain formal qualifications in line with the national framework."

Once certification is obtained, employees who successfully complete the program will be issued with a nationally recognised qualification, which will contribute to the advancement of their careers.

# VIVIEN ERT RAMPS UP FIRE DRILLS

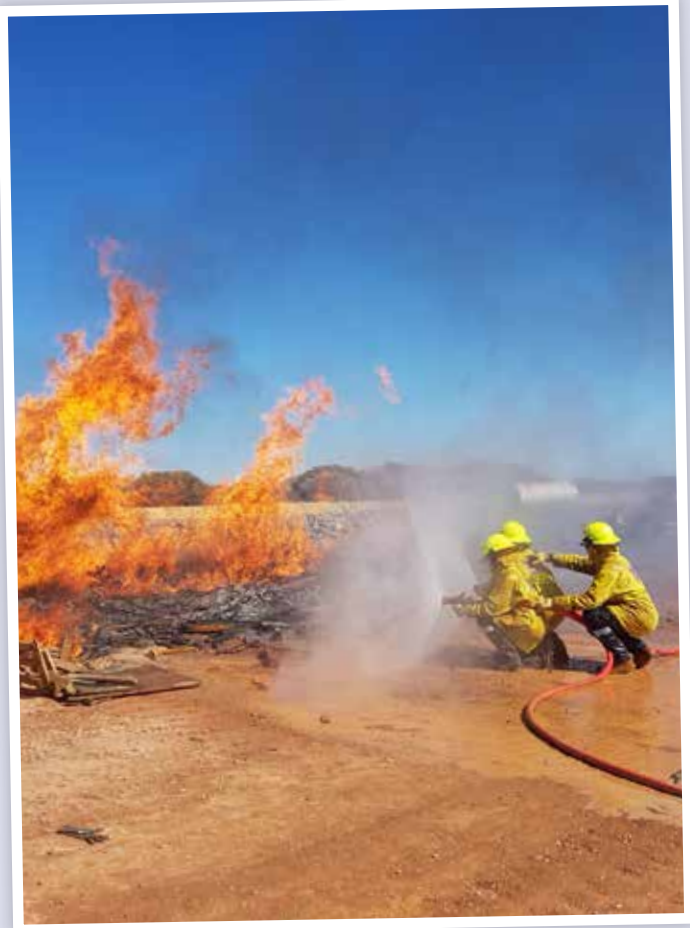
## RAISING THE STANDARD

**With the fire ban over in Western Australia, the Vivien Emergency Response Team (ERT) has been safely setting fires and then practicing extinguishing them.**

With a renewed focus on the ERT in 2019, our client Ramelius Resources has provided additional block courses for ERT members to undergo intensive training with the aim of further raising fire-fighting standards on site.

This is a great opportunity for all involved and has inspired the team to consider entering the Mine Rescue Competition in 2020!

Well done to all team members for their dedication to 'raising the standard', particularly around our core value in SAFETY.



# GOING FOR GOLD

## VIVIEN'S VISION 2019 GOALS

**Our crews' dedication to the success of the Vision for Vivien 2019 strategy has seen them committing to a range of initiatives aimed at reaching their goals.**

The Vision 2019 strategy is crucial to the success of the Vivien project as the development winds down and the site prepares for its transition to a gold production facility.

The strategy focusses on five areas of delivery:

- Setting the best standards in PYBAR
- Being the best at hazard recognition and incident prevention
- Having the best fleet in PYBAR
- Delivering on promises to clients
- Being the most empowered, healthy and mindful team in PYBAR.

Activities that have made Vivien shine range from setting LV condition standards on fly-out days to a weekly sports evening where the crew regularly tackle the staff in a game that resembles touch football!

As we enter the second half of 2019, the team is looking forward to the opportunity to bring more gold out of the ground and going for gold!







### SUPPORT LINES

**PYBAR SERVICE:  
DRAKE WORKWISE**      **1300 135 600**

**OTHER SERVICES:  
LIFELINE**      **13 11 14**  
**BEYOND BLUE**      **1300 224 636**  
**EMERGENCY**      **000**

# MENTAL HEALTH AND SUICIDE PREVENTION

## SUPPORT THROUGH OUR EMPLOYEE ASSISTANCE PROGRAM

**Research shows that people associated with FIFO and DIDO work arrangements are more prone to suffer from mental health issues.**

Health and well-being have always been a key focus for us at PYBAR. As part of this, our recent quarterly safety focus put the spotlight on mental health and suicide prevention, issues that affect many more people than we realise.

National statistics indicate that 75% of all suicides have been men and that people who are FIFO or DIDO workers are more likely to suffer from mental health issues. This number is increasing and most of us either know or will know someone suffering from a mental health-related illness.

### What to do?

The good news is that most mental health-related illnesses can be treated with the right support. If you are or think you might be suffering from mental health issues or know of someone who is, please do not suffer or let them suffer in silence.

The four key things you can do to support a friend who is suffering or who you suspect may be suffering from a mental health-related illness is to:

1. LOOK out for signs
2. LISTEN to your friends' experiences
3. TALK about what is going on
4. SEEK help together.

### Support

To help, PYBAR has a completely confidential and anonymous specialist service available to all our employees and their direct family members. This service is accessible through our Employee Assistance Program facilitated by Drake Workwise.

# CAT® R1700 UNDERGROUND LOADER

## SHOWING THE WAY FORWARD

Since its debut at Vivien in October 2017, the R1700 has delivered some great results in both productivity and efficiency.

In the last 20 months, the Cat® R1700 underground loader has been impressive at Vivien Gold Mine proving that there is scope for its deployment at other PYBAR operations.

These results were reinforced last June when the R1700 was tested against the Cat R1700G at Vivien. A performance, weight and volume study conducted by PYBAR and Caterpillar put the two underground loaders through their paces over the course of four days.

From the data recorded and analysed, the Cat R1700 showed a significant improvement in pile cycle time, loading cycle time, bucket payload, bucket fill factor and fuel usage.

Two trials involved each loader loading high grade ore as well as loading waste from the waste pad back underground. The loading cycles were timed and recorded on video and each truck was weighed.

### Better fuel burn

Fuel consumption and engine hours were recorded at the start and the end of each day's trial and fuel burn rates and average load factors were captured and analysed. The loading performance of both LHDs was compared and analysed.

The tests demonstrated that the R1700 was more fuel efficient. While the R1700 operated for four hours longer than the R1700G

during the trial, it used 60 litres less fuel, which equates to a 21 percent reduction in litres consumed per hour. A great result!

Similar fuel savings have been recorded for the R1700 since its arrival at Vivien, with site records indicating much lower average fuel use per hour – being 26.68 litres compared to the 40.82 litres consumed by the R1700G.

### Improved productivity

The study also showed the R1700 to be more productive with an average bucket load of 12.08 tonne versus 9.08 tonne. The R1700 brought higher payloads to the surface, averaging at 38.26 tonne against the R1700G's 36.18 tonne.

Other test outcomes favouring the R1700:

- An average three minutes 46 seconds in a full loading cycle, one minute 26 seconds (33%) less than the R1700G
- An average 29 seconds in pile to load a bucket, 19 seconds (40%) less than the R1700G
- Average 64% bucket fill factor for ore, 10% more than the R1700G
- Average 69% bucket fill factor for waste, 8% more than the R1700G.

These encouraging statistics will see the R1700 put into use at other sites in the near future. We have recently placed an order for two R1700s for our Dargues Gold Mine project, to be delivered over the next six months.





# NEW RAISE BORE

## EXPANDING OUR SHAFT SERVICES

A new raise bore rig has been delivered and has been put to work at Carrapateena in South Australia.

The Herrenknecht RBR400 is the 'smaller sister' to our Herrenknecht RBR600 and is a fantastic addition to our fleet of raise drills.

The RBR400 packs a punch with more than two million pounds of thrust and 365 kN of torque and the ability to ream shafts nominally up to 5.5m in diameter and 1,000m in length.

The Herrenknecht RBR400 has a compact design which gives it high flexibility even when space is restricted. It is therefore suitable for a variety of applications and complements the suite of shaft services PYBAR can provide.



RBR400 crew Sybrand Smit (Supervisor), Wayne Welsh (Driller), Luke Leef (Driller) and Angus Menagh (Offsider).

# CORE AWARDS

## RECOGNISING OUR FEBRUARY, MARCH & APRIL WINNERS

The CORE Awards program recognises employees who have stood out from the crowd and acknowledges their achievements. The program includes all PYBAR employees, so if you have seen a colleague doing something great, please nominate them. You can also congratulate the nominees and winners on Facebook and PYBAR PERKS.

# SAFETY SERVICE RESPECT RESULTS

## FEBRUARY



### BEN BRADDICK – SAFETY

NIPPER/OFFSIDER, DARGUES

Ben was nominated for excellent identification and mitigation of hazards at the face.

### DANIEL CRANE – SAFETY + RESULTS

SURVEYOR, HENTY

Daniel has an exceptional work ethic where no task is ever too late in the shift to complete. His positive attitude towards safety is what makes him a great supervisor.

### RHYS MARSHALL – SAFETY + SERVICE

SHIFT FITTER, HENTY

Rhys has shown incredible diligence, focus and determination outside of his regular duties to organise and orchestrate a number of programs and activities for the Henty ERT team. The entire site values his focus on safety.

### JESPER KEMPERS – SAFETY, SERVICE + RESULTS

STOREPERSON, VIVIEN

Jesper is attentive in all areas, and helps the purchasing team by providing relevant information and communicating clearly. He is also diligent in safety and addresses hazards to ensure compliance.

### WARREN BROWNE – SAFETY, SERVICE, RESPECT + RESULTS

BOGGER OPERATOR, VIVIEN

At the end of every shift 'Wazza' washes his loader and cleans the windows for his cross-shift. He reports issues directly to the foreman or leading hand with detailed symptoms to guide fitters in completing repairs. Wazza identified, reloaded and rectified six hazards in a single shift - a great example of proactive hazard management on site.



### DAMIEN OWEN-D'ARCY – SERVICE, RESPECT + RESULTS

HMR – SUPERVISOR, BETA HUNT

Damo's support on day shift is second to none. He spent more than six hours at the rig to finish off the site move, he's always willing to help and he assisted a green offsider with training and problem solving.

### SHANE GRANT – SERVICE

HMR – DIAMOND DRILLER, CSA

Shane organised the spare parts container so that everyone can identify the parts and sizes required, as well as improve stock-take. Getting the job done and taking initiative – thanks Shane.

### ROSS GODE – SERVICE, RESPECT + RESULTS

SHIFT SUPERVISOR, KING VOL

Ross is an excellent leader. The extent of his care for the crew often exceeds the expectation of his role. In an instance when the river was up; he looked after the whole crew/cross-shift by cleaning shower blocks, washing, drying, folding and putting everyone's clothes in their lockers. He always remains calm under pressure and never puts stress on his workers.

### TREVOR NEWTON – SERVICE

STOREPERSON, PEAK

Trevor delivers a high level of service to maintain development. A great example of our values in service.

### JOHN KENNETH TESALONA – SERVICE

SERVICE FITTER, THALANGA

John is always the first person to start work in the workshop and the last person to pack up. He will always be found on the tools or cleaning his work area.



### BROOKE DRAKE – RESPECT

HMR – DIAMOND DRILL ASSISTANT, BETA HUNT

Brooke helped out the new offsider with cross-shift and his work ethic is always above and beyond.

### WILLIAM THOMASSON – RESPECT

HMR – DIAMOND DRILLER, BETA HUNT

William has been a huge help assisting drillers with advice and problem solving.

### ROBERT ADAMS – RESPECT

SHIFT SUPERVISOR, BLACK ROCK

Robert always leads by example, setting standards and instilling CORE values. He is an outstanding shift boss who is respected by the entire crew.

### CAMERON MUTCH – RESPECT

SHIFT FITTER, KING VOL

Cameron took time out of his break to assist people who were impacted by the flood in Townsville. He helped people evacuate and clean up.

### BLAIR HOEY – RESPECT + RESULTS

BOGGER OPERATOR, WOODLAWN

Blair makes a huge difference to achieving results through hard work and helping the team.



**BRETT SMITH – RESULTS**

JUMBO OPERATOR, MOUNT ISA

Brett provided invaluable assistance during service day. He assisted the maintenance team to complete planned scheduled maintenance and break down repairs so the machines would be operational for cross-shift.

**CARA JORDAN – RESULTS**

HUMAN RESOURCES ADVISOR, CORPORATE OFFICE

Cara put in a huge amount of effort during the Peak start-up. She always works hard, goes the extra mile and gets the job done.

**MARCH****RY HAGE – SAFETY, SERVICE + RESULTS**

HMR - DIAMOND DRILLER, BETA HUNT

Ry noticed a wedge in a gap between the mesh on the pillar wall. He was unable to fix it and reported it to his shift boss and foreman. Mesh was installed to eliminate potential rock fall.

**WADE THOMPSON – SAFETY + SERVICE**

SERVICE FITTER, THALANGA

Wade makes captive safety pins for man baskets so they can't be lost – that's important! He is also a hard worker who applies safe practices at all times.

**DIAN TROMP – SAFETY + SERVICE**

SHIFT FITTER, VIVIEN

Dian is always ready to help when needed. He is good at his job and makes safety for himself and others a number one priority.

**RILEY BELL – SAFETY**

DIAMOND DRILL ASSISTANT, HERA

Riley noticed that the LV54 was not driving correctly after a service. He immediately reported it and took the vehicle into the workshop to ensure it was safe for the team to drive.

**GAMBO RICHARD – SAFETY**

DIAMOND DRILLER, HERA

Gambo worked with Riley (above) to report the faulty LV54 and to take it into the workshop for repairs.

**KRIS READER – SAFETY + SERVICE**

JUMBO OPERATOR, PEAK

Kris identified a raise bore hole drilled in a drive. The geotechs were informed and the plans were changed to help the reaming, and for ground support in the last cut.

**DANIEL INSKIP – SERVICE**

RAISE BORE DRILLER, RAISE BORE DIVISION

Daniel is hard working and always goes the extra mile for the cross-shift. He raises any issues and resolves them straight away.

**HAYDEN STEWART – SERVICE + RESULTS**

HMR - DIAMOND DRILLER, BETA HUNT

When going over a drill plan before a dip and azimuth change, Hayden found a hole on the current plan which had already been drilled from a different location. He immediately informed the geologists and his supervisor.

**ANTHONY FLIGHT – SERVICE**

HMR - DIAMOND DRILLER, BROKEN HILL

Whilst conducting a dip and azimuth change, Anthony had to move the upright rod rack. He noticed a crack in the support bar, brought it to the container and tagged it out.

**JUSTIN FALLA – SERVICE**

CHARGE UP OPERATOR, DARGUES

Justin makes himself available at late notice for whatever task is thrown at him.

**CODY NORTH – SERVICE + RESPECT**

DIAMOND DRILL ASSISTANT, HENTY

Cody exceeded expectations for his work on the conventional Drill 28. He has an excellent attitude and work ethic.

**JAMES O'ROUKE – RESPECT**

S &amp; T CO-ORDINATOR, MUNGANA

James supported the local Chillagoe community by volunteering after hours at the local SES and training members on how to use the equipment.

**TY BUDD – RESPECT**

MINE FOREMAN, MUNGANA

Ty joined James (above) in volunteering after hours at the local SES and training the members on using the equipment. Great community service team!

**CHRISTOPHER HEAVEN – RESPECT + RESULTS**

CHARGE UP OPERATOR, BLACK ROCK

Christopher is always friendly and goes the extra mile to get the job done.

**ADRIAN SHEARER – RESULTS**

SHIFT FITTER, WOODLAWN

Adrian is a quiet but effective contributor and achiever in the workshop.

**REBECCA FOXON – RESULTS**

SYSTEMS TRAINEE, CORPORATE OFFICE

Rebecca always puts 110% effort into her work, leading to well-deserved results.

**JOSHUA BERRIMAN – RESULTS**

BOGGER OPERATOR, HERA

Joshua did fantastic work tele remoting backfill for 585 NP Stope. Great job Josh.

**APRIL****RHETT SUMSION – SAFETY + RESULTS**

SHIFT SUPERVISOR, COWAL

Rhett installed the fan into the container at the bench area to get fresh air underground. He ran the vent into the portal area and did a good, safe job. He is the leader of his team.

**ANTONY RESCH – SAFETY + RESULTS**

CHARGE UP OPERATOR, KING VOL

Tony identified a vent deficiency in 810 level and devised a successful vent plan using a bio-duct.

**NATHAN NGATA – SAFETY**

AGI OPERATOR, PEAK

Nathan thought fast on his feet with an awesome response to an emergency situation.

**CHRISTOPHER JONES – SERVICE + RESPECT**

ELECTRICIAN, HERA

Chris joined the team recently and hit the ground running! He is always assisting other crew members when his work is complete and offers to do overtime to help his fellow workmates.

**JOHN KENNETH TESALONA – SERVICE + RESULTS**

SERVICE FITTER, THALANGA

John has a strong determination when completing jobs. He works hard all day, every day. Your hard work has been recognised John.

**GLENN MICHAEL GENON – SERVICE + RESULTS**

SHIFT FITTER, VIVIEN

Glenn always does a good job and cleans up after himself and others in the workshop.

**LUKE MALATESTA – RESPECT + RESULTS**

SENIOR MINING ENGINEER, CORPORATE OFFICE

Luke is a great mentor; he imparts his knowledge to others and assists them in enhancing their engineering skills. He works hard to improve the performance of the team. Thanks for the teamwork Luke.

**DINNY DAVIDSON – RESPECT + RESULTS**

JUMBO OPERATOR, WOODLAWN

Dinny always keeps busy and nothing is ever too much trouble for him. When he has five minutes spare he will wash the ute, operate the jumbo or jump on the grader. When a teammate went home sick recently he filled in spraying.

**TRAVIS COCKER – RESULTS**

DRILLER, HENTY

Travis always delivers to a high standard of work and communicates well with the engineering team to continuously improve the drill and blast process.





# BARGAINING COMPLETED

## RESULTS OF BALLOT

Since August 2018, we have bargained with our employees for a new Employee Agreement. Bargaining concluded in March 2019 and employees approved the Agreement with a 70% YES vote on 26 April 2019.

Fourteen Bargaining Representatives, appointed by our people and an employee organisation, bargained with PYBAR for the PYBAR Mining Services Employee Agreement 2019. Every waged employee had an opportunity to participate in the process.

The current PYBAR Mining Services Employee Agreement had a nominal expiry date of 18 November 2018. The Agreement continues after this date; however, it is usual practice that an employer and its employees bargain for a new agreement when it reaches its nominal expiry date.

### Ballot Stats

The ballot was conducted between 12 and 26 April 2019.

The ballot was conducted by an independent third-party, Truevote.

The Employee Agreement was submitted to Fair Work for approval on Thursday 9 May 2019.

All waged employees will be notified in writing once the Employee Agreement is approved by Fair Work.

Agreements are usually in place for a period of four years. This means, if approved by Fair Work, the PYBAR Mining Services Employee Agreement 2019 will apply to our employees until 2023.

Thank you to all our employees for participating in this process.

# 372

voters responded  
to the ballot

# 261

voters accepted  
the agreement

# 70.16%

of employees who responded  
to the ballot voted to accept  
the agreement

# SETTING THE STANDARD

## EMPLOYEE SPOTLIGHT AND RECOGNITION

This quarter we launched a new employee recognition program called **#SettingTheStandard**, which you may have seen on our social media channels.

Setting the Standard was launched in March with the aim of profiling colleagues who have demonstrated a positive work ethic and showcase what it means to be a part of PYBAR.

### Recognising the work you do

The winner is drawn from our CORE Award nominations and doesn't have to be a CORE winner, as long as they've been nominated for the values which PYBAR stands for. It will be all about how they've worked, helped each other, or through small achievements which have been noticed by their team or management.

Continuing to demonstrate our values of SAFETY, SERVICE, RESPECT and RESULTS is of the utmost importance to our company, and we want to acknowledge those who work towards these goals.

Please keep your eyes out on Facebook and LinkedIn for **#SETTINGTHESTANDARD** and support your fellow team mates.

**SAFETY  
SERVICE  
RESPECT  
RESULTS**

**CORE  
AWARDS**



### APRIL WINNER

## JOHN KENNETH TESALONA SERVICE FITTER THALANGA

A great team member with an outstanding work ethic. He is extremely determined when completing jobs, he always does so safely and to a high standard. He is usually first to the job and the last to leave.

**#SETTINGTHESTANDARD**



### MARCH WINNER

## JUSTIN FALLA CHARGE UP OPERATOR DARGUES

An enthusiastic team member who is happy to make himself available at late notice, no matter the task. He is incredibly helpful with his colleagues, taking time to show them the ropes.

**#SETTINGTHESTANDARD**





# SITE INDUCTIONS GO ONLINE

## THANKS FOR THE FEEDBACK

**We have streamlined our PYBAR induction process which will be particularly beneficial to people who move from site-to-site.**

The changes were prompted by feedback from employees that the same induction information was being repeated at every site that they attend. Apart from being disengaging, this also meant that people's time was not being used productively.

In response to this feedback, the SHET team in Orange developed an online generic underground induction, which has led to the implementation of an interactive video-based induction with voice over information.

While developing the PYBAR underground induction, the SHET team took the opportunity to review and update the PYBAR general induction as well.

PYBAR SHET Manager Rob Patterson said: "The previous induction was developed a few years ago and some information had changed since then. Given that both of the updated inductions were developed and recorded in Orange we now have the ability to add or make changes to information easily when or if required. This will ensure that the inductions remain current and relevant."

The online inductions and other learning material can be found on the Learning Management Portal at <https://lms.pybar.com.au/>.



**Visit our online induction and other learning material at the PYBAR Learning Management Portal at [lms.pybar.com.au](https://lms.pybar.com.au)**



(L-R): Ty Budd – Mine Foreman, David Chant – local community member, James O'Rourke – SHET Coordinator.

## PYBAR VOLUNTEERS HELP SAVE CHILLAGOE SES

### FUNDS RAISED FOR MUCH NEEDED TOOLS

**The dedication of two PYBAR staff members has helped save the Chillagoe SES which was under threat of closure.**

James O'Rourke, our King Vol SHET Coordinator, and Mine Foreman Ty Budd started volunteering at the SES earlier this year when they discovered it was due to close within weeks due to a lack of volunteers.

The station is the last Queensland station heading west for 560 kilometres. It is one of the largest response zones in the state and its closure would have been a huge loss to this remote area.

Since James and Ty stepped up and volunteered, the Queensland SES has agreed to keep the Chillagoe SES open.

The team has attended a number of single vehicle accidents involving local community members over recent months, highlighting the importance of the SES in regional and remote areas.

James has since been promoted to Local Controller and has helped recruit four new members. He has also been actively fundraising, which has allowed the station to purchase much needed tools. Well done James, and thanks to you and Ty for your commitment to SERVICE and doing the PYBAR team proud!

# PYBASH TEAM HITTING THE ROAD

## TARGET SET TO RAISE \$33,000

The PYBASH team, led by captain (and Executive Chairman) Paul Rouse, will again join the annual Variety Bash to raise funds and awareness for children in need.

This year, the team has set themselves a target to raise over \$33,000, which will see them awarded the prestigious 'Variety Brut 33 Half Cup'.

They will join the Variety Bashers for ten days from 28 July, travelling a distance of 4,570 land kilometres and 150 nautical miles from Bondi to Batt Reef, off Port Douglas.

Overnight stops in Singleton, Inverell, Miles, Emerald, Hughenden, Georgetown, Karumba, Chillagoe and Port Douglas will include school visits, presentations and events in support of the awareness drive.

### The 1971 Ford Galaxie LTD

The PYBASH team's 1971 Ford Galaxie LTD was imported from the United States and once belonged to an ex-Australian Army General. The engine capacity is a hefty 400 cu, with an equally hefty fuel consumption of up to 25 litres per 100km. While the transmission and engine remain as original, improvements include racing seats, additional instrumentation, UHF radio, rally trip meter, hazard lights, underbody protection plates, raised suspension and off-road wheels, tyres and upgraded brakes.

### More about the Bash

The Variety Bash this year celebrates its 35th Anniversary with the PYBASH team proud competitors in the event for the past 11 years since 2008.

The Bash is the brainchild of popular businessman, explorer and philanthropist, Dick Smith and is Australia's most successful charity motoring event, having raised over \$239 million since its inception in 1985.

Variety, the Children's Charity helps children who are sick, disadvantaged or live with disabilities and other special needs. The charity provides financial support and assists with the supply of equipment, therapy and medical supplies for families who can't afford it and when government support isn't available.

Please support the PYBASH team's fund-raising efforts by visiting our fundraising page:

<https://varietybtobbash2019.everydayhero.com/au/pybash>





# AUSTMINE CONFERENCE

## MINING'S NEXT HORIZON

**With this years' theme 'Mining Innovation – The Next Horizon', it was the perfect platform for us to showcase our own iPLOC and WebBAR programs.**

The Austmine 2019 conference was held on the 22nd – 23rd of May focusing on Innovation and Technology in the Mining Industry. It was held at the Brisbane Convention Centre with 1,100 attendees and 81 exhibitors, PYBAR being one!

We set up TVs and showcased our leading technology and the smart solutions that we offer our clients. It was a full-on couple of days with great opportunities for networking and learning about what other companies are doing in their fields.

This year, there was a strong focus on educating personnel and working with universities and schools to promote the importance of the mining industry.

Andrew Rouse, who is an Austmine board member, took part in the panel discussion on the first day. He talked about the future of underground mining which was well received.



***Austmine 2019 Conference - Special thanks to all team members who helped to make this a great success!***



*PYBAR team all set up for the Austmine 2019 Conference at Brisbane Convention Centre.*



*Andrew Rouse, presenting at the panel discussion.*



# WASMA GRADUATION DINNER

## SUPPORTING THE NEXT GENERATION

**As another year of mining students graduated, PYBAR was on hand to help them celebrate the completion of their degrees as they embark on their new careers.**



The WASMA Graduation Dinner was held in the Kalgoorlie Grad Hall on 24 May to applaud those who graduated with a degree from Curtin University's WA School of Mines (WASM).

PYBAR and HMR were represented by Wayne and Rosalie Gough, Stew McLeod and Christina Petz. They said that not only was it a great night, filled with celebration and fun, but that they were impressed by the graduates entering our industry.

PYBAR is a Principal Sponsor of the WA School of Mines Alumni (WASMA). The alumni actively strives to maintain and advance the WA School of Mines' (WASM) world class reputation, the quality of education the school offers and the well-being of the Kalgoorlie and Bentley, Perth Campuses.

i-spy

PYBAR

## ROUND 4 WINNERS

It was a tough competition round with a lot of entries to finish off this year's I Spy PYBAR photo comp!

We had a great round of photo submissions – some clever, some quirky! We loved it, so a big thank you to all who submitted entries including those who sent in multiple shots! Good job!

Congratulations to our winners who have received \$100 of PERKS Credit:

**People's Vote: Erin Tatnell (42 votes)**



Erin's daughter, Klancy, ready to take on the world.

**Judges' Vote: Dave Parker**

Dave pictured holding his fifth grandchild.



## ANNUAL WINNER

## MARCUS TAKES HOME THE 2018-19 PRIZE

All winning entries from rounds 1 to 4 went head-to-head for the annual (financial year) grand prize to win \$400 of PYBAR PERKS credit with the winner confirmed on 25 June.

Safety and Training Co-ordinator at Henty Gold Mine, Marcus Rigby took the honours with a photograph of himself, his six year old daughter, Emerald, and a PYBAR towel receiving 228 votes.

The winning picture was taken while the family was on holiday in Thailand in mid-2018.

While on a visit to James Bond Island, the towel was used after the family got wet in a downpour. With a familiar scene from one of the 007 movies behind them, they snapped the photograph, and the rest is history!

"We took the photo on the spur of the moment," Marcus said.

"We had just used the towel, noticed our surroundings and decided it would make a good picture.

"I was surprised by the number of votes we got, but kids are always a soft touch in a photograph and maybe that is what gave us an edge."



PYBAR spotted on James Bond Island Thailand with Marcus Rigby and daughter, Emerald.

## STATS!

**26**  
ENTRIES

**516**  
VOTES

**\$1,200**  
PERKS CREDIT GIVEN AWAY



# WELCOME ADAM CROKER

## NEW MAINTENANCE MANAGER

**Adam Croker's appointment as Maintenance Manager at our Orange office coincides with the renewal of the PYBAR fleet and expansion of the maintenance team as we look at improving fleet maintenance across the business.**

Adam's extensive experience in preventative and predictive maintenance will enable him to advance PYBAR's capabilities in reliability-based maintenance practices.

He has previously worked with both equipment manufacturers and contractors in the underground mining industry. He brings to PYBAR 20 years of experience in the maintenance, repair and support of mobile equipment in both the civil construction and mining industries.

Adam joins PYBAR from WesTrac where he held numerous roles over a period of 13 years, including the project management of large scale maintenance and repair contracts. His previous experience also includes account and product support management for both surface and underground metalliferous mining in NSW.

Adam lives in Blayney and is married with four young children.

Welcome Adam!



# FROM TRAINEE TO SUPPLY SUPERINTENDENT

## MATT DOWNER'S STORY

**Joining PYBAR in 2010, Matt's career has taken him on a great journey from a traineeship to his latest position as a superintendent.**

Matt joined PYBAR as a Trainee Purchasing Officer in the Supply department at Orange corporate office in 2010 and within two years had graduated to Trainee Warehouse and Logistics Officer after completing a Certificate III in Warehousing and Logistics and commencing a Certificate IV in Warehouse Operations.

On completion of his Certificate IV 12 months later, Matt was promoted to the role of Storeman, which saw his duties extend beyond Orange corporate office to all PYBAR sites where he assisted with a wide range of tasks including warehouse training, stocktaking, inventory resets and ad hoc MinePoint training.

After three years in the role of Storeman, Matt took on a fulltime site role as Warehouse Coordinator, and he returned to Orange corporate office the following year as Supply Supervisor. This expanded role saw him take responsibility for managing

the Orange corporate office warehouse team and site warehouse coordinators, developing:

- the strategy for stores process management company-wide;
- the monthly KPI program;
- new supply training material; and
- the future platform for introducing barcoding and scanning to the stores process.

Matt has recently been promoted to Supply Superintendent where his responsibility has expanded further to encompass complete functional ownership of the inventory, supply and transport functions at PYBAR.

Matt is a great example of someone joining the business and making the most of the development opportunities and support available to him to graduate to a more senior role. Well done Matt!



# FIVE YEARS' SERVICE

## CELEBRATING FIVE YEARS' SERVICE MILESTONE

In each edition of our newsletter, we recognise our people who have achieved five years of service with PYBAR.

START DATE	EMPLOYEE	POSITION	LOCATION
22/04/14	Phillip Viljoen	Raise Bore Superintendent	Corporate Office
19/05/14	Tom Seiler	Senior Mining Engineer	Corporate Office



# TEN YEARS' MILESTONE

## AMAZING, TEN YEARS OF SERVICE!

Congratulations to staff celebrating 10 years with PYBAR.



*You may have seen our congratulatory posts on social media!*

Thank you and well-done to the longstanding employees who reached their ten year milestone in the quarter ending June 2019.

This is a massive achievement and we are very proud!

START DATE	EMPLOYEE	POSITION	LOCATION
06/04/2009	Malcolm Gibbs	Bogger Operator	Cadia Valley Operations
11/05/2009	Brad Bailey	Jumbo Operator	Cadia Valley Operations
18/05/2009	Nathan Byrne	Bogger Operator	Cadia Valley Operations
04/06/2009	Stewart McLeod	General Manager	HMR Corporate Office
11/06/2009	Andy Van Meel	Mine Foreman	Thalanga
14/06/2009	Dawid Naude	Cleaner	Cadia Valley Operations





# CELEBRATING 15 YEARS WITH PYBAR

## CONGRATULATIONS ERINNE OSTINI

**Congratulations to Cadia, Drilling and Raise Bore Senior Site Administrator Erinne Ostini who this year celebrates more than 15 years with PYBAR.**

Erinne joined PYBAR in 2004, her first role being a receptionist at our then Parkes office.

She later moved into a general administration role where she provided support and relief to site administrators at both the Cadia and Northparkes projects.

Taking advantage of the development opportunities available to her at PYBAR, Erinne held several positions over the following years, including Business Development Administrator and Executive Personal Assistant.

More recently, she moved into a Senior Site Administrator role for the Cadia project and for the drilling and raise bore divisions.

Congratulating her on the milestone, PYBAR CEO, Brendan Rouse said "Erinne is a dedicated and determined person who has always been keen to learn and grow.

"She has a fantastic attitude towards her work and sets a great example for others to follow," Brendan said.



# IMPORTANT NOTICE

## PAYG SUMMARY CHANGE

**Please note that at the end of the 2018/19 financial year, PYBAR will not be providing employees with a PAYG summary.**

The change is due to the Australian Taxation Office (ATO) initiative, Single Touch Payroll (STP), where employers are now required to report employees' taxable income at the close of each pay.

As per the ATO requirements, PYBAR has been STP compliant since 1 July 2018 and information has been available on PYBAR PERKS since September 2018.

### Does this change my taxable income?

No. Your taxable income and the actual tax you pay is not affected. It's only how PYBAR reports your taxable income to the ATO that changes.

### How does my PAYG summary change?

Due to the STP reporting, employers are no longer required to provide a PAYG summary at the end of the financial year because the information has already been reported to the ATO at the close of each pay run throughout the year.

### How do I access my year to date earnings, super and tax information?

Some of these details are available on your payslip, whilst the information that PYBAR is required to send to the ATO can be accessed via the ATO's online services portal or your myGov account.

Further information or advice on these changes can be obtained by heading to <https://my.gov.au> or by visiting PYBAR PERKS. You can also contact the HR and Payroll teams via email [hr@pybar.com.au](mailto:hr@pybar.com.au) or phone 02 6361 6400.

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