

# NEWSLETTER

**PYBAR**  
MINING SERVICES

ISSUE 14 / WINTER 2018



## CELEBRATING 25 YEARS

**09**

OUR JOURNEY PART 1

**18**

I SPY PYBAR

SETTING THE STANDARD

## WHAT'S NEW



**INNOVATION INSIGHT**  
The latest improvement initiatives around our sites.

[READ MORE PAGE 04](#)



**PERKS CREDIT UP FOR GRABS**  
Sign up before 1 August and get \$10 worth of credit!

[READ MORE PAGE 19](#)



**10 YEAR SERVICE MILESTONES**  
Employees share their stories.

[READ MORE PAGE 20](#)

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# A MESSAGE FROM OUR CEO

## ON 21 JUNE, PYBAR CELEBRATED 25 YEARS OF OPERATION

**This is a milestone event for any company - not least one operating in an industry that is highly cyclical. It highlights the strength of our business model, our commitment to delivering a great service, and the capabilities of our people and equipment. It's a reflection of our agility and flexibility; to adapt to ever changing market conditions and to continue to provide clients with the solutions they need, when they need them.**

Thank you to all our staff and crews who have been on this journey with us – from the start or more recently. Over the next few issues of this newsletter we will be celebrating our 25 years with special features sharing the journey and stories that have shaped PYBAR today. We look forward to the next 25 years and all the challenges and rewards it will bring.



***There are a large number of mining tenders in the pipeline across most states so stay tuned for some potential wins coming up.***

### New business

Two new contracts were secured over the last quarter: Black Rock Cave at Mount Isa and Far West at Thalanga Mine.

It was unfortunate that we were not awarded the next phase of work at Carrapateena but I'm very proud of what we achieved there and congratulate the crews for putting in a great effort. It has been pleasing to see the number of people from the Carrapateena team choosing to stay with PYBAR and transfer to other projects. We are committed to retention wherever possible and the recent Woodlawn win and others have created opportunities to keep valued people.

### HR

PYBAR PERKS has now been rolled out to all sites. Many of you have signed up and are already enjoying the benefits. For those that haven't I encourage you to get on board. It's not just about saving money but a hub of useful information from sites and other areas of the business. To get the rest of you on PERKS, we're allocating free PERKS credit to all those that sign up before 1 August.

And finally, we've just launched our new photo competition I Spy PYBAR. This has been some months in the making and it's now time to get creative with your PYBAR merch for a chance to win \$100 of PERKS credit every quarter, and an annual prize of \$400. We look forward to seeing the entries!

As always, stay safe.

Regards

**Brendan Rouse – CEO**

# TENDER UPDATE

**PROJECTS WON FROM:  
APRIL 2018 - JUNE 2018**



## GLENCORE – MOUNT ISA MINES

**George Fisher Mine, QLD**

Raise bore services for 3 x 108m return air rise shafts at 3.1m and 2.4m diameter

## GLENCORE – MOUNT ISA MINES

**Black Rock Cave, QLD**

Development, stripping, rehab and shotcreting

## RED RIVER RESOURCES

**Thalanga Mine – Far West, QLD**

Surface development

## OZ MINERALS

**Carrapateena Mine, SA**

Raise bore services including foundations for VR2 project – 420m at 5m diameter

# BLACK ROCK CAVE WIN!

## TWO YEAR CONTRACT SECURED

**In April, we were pleased to announce that we had been awarded the Glencore-owned Mount Isa Mines' Black Rock Cave project in Queensland.**

The scope of works at Black Rock Cave will include underground decline and level development comprising primary development, drive stripping and shotcreting.

Mobilisation took place in mid-May and our team will rise to 43 during peak production.

PYBAR CEO Brendan Rouse said: "We have a long history at Mount Isa Mines. The award of Black Rock will expand our existing presence and enhance our ongoing partnership with Glencore and the local community."

PYBAR has had a presence at MIM since 2007. In addition to the Black Rock Cave project team, we have a team of 19 personnel also onsite completing another scope of works for client Glencore.



*L-R: Stewart Heaven, Frank Logan, Steven Sherwin, Daniel Stanton, John Kovacs, Lewis Franklyn and Bill Walls.*



*Underground decline and level development has commenced at Black Rock Cave.*



***The award of Black Rock will expand our existing presence and enhance our ongoing partnership with Glencore and the local community. – Brendan Rouse, CEO***



*PYBAR is completing surface development works at Red River Resources' Far West mine at Thalanga.*

# THALANGA FAR WEST CONTRACT WIN

## FIRST FIRING OF BOX CUT!

**Our presence at Thalanga is expanding after securing the surface box cut development contract for Red River Resources' Far West underground mine in May.**

The scope of works at Far West will include excavation and ground support required for the box cut using drill and blast methods for entry into the Far West development.

The first firing of the box cut took place on 16 May, with the project scheduled to finish within two months, and comprising a team of up to 16 personnel onsite.

In addition to the Far West project, we are currently undertaking underground mining operations at Red River's West 45 underground mine.



***The first firing of the box cut took place on 16 May, with the project scheduled to finish within two months.***



# INNOVATION INSIGHT

## THE LATEST AND GREATEST IN CONTINUOUS IMPROVEMENT

**A commitment to continuous improvement is critical to staying ahead of the curve. From equipment and IT to HR and partnerships, our innovation program is designed to improve safety, reduce costs and increase productivity.**

The quality and safety of our work is essential for project performance. Across PYBAR, supported by our Project Manager for Innovations Jol Jardine, we are seeking out, testing and evaluating methods, tools and techniques to deliver better outcomes for our crews, clients and the company.

We have a lot of great initiatives in the pipeline – here are just a few that you might see at your site soon!

## CABLE BOLTING: RESIN INJECTION IN INTERSECTION SUPPORT

**Improvement opportunity:** Reduce manual handling to improve safety; reduce curing time to decrease downtime.

**Proposed solution:** Replace cables with SDAs (self-drilling anchors) and test the benefits of resin over grout. A single use bit is put on a 3m long SDA and drilled into the backs of the proposed intersection. Additional lengths are attached and drilled in until the design depth is reached, typically 6m or 9m. The SDAs have the ability to hold themselves in the hole between adding sections, and when installed are grouted or resin injected in place through their centre hollow core.

**Status:** Multiple suppliers were engaged to enable a focused trial in early June.

**Project:** Henty Gold Mine and Thalanga.

**Initiated by:** Jol Jardine.



PYBAR's SANDVIK DS421 large cable bolting rig.

## SLOT OPENING: NIPPON DRAGON

**Improvement opportunity:** Reduce labour intensive and costly blind slot opening at multiple sites.

**Proposed solution:** Nippon Dragon thermal fragmentation unit. This unit is self-contained and uses a stiff hose, which is pushed up a 152mm reamer to burn a hole out to a diameter of 800mm, providing a low risk initial void for slot firing in stopes. A 20m raise can be burned out to 800mm in six hours depending on the ground.

**Status:** Trial started in late May on 10 raises.

**Project:** Henty Gold Mine.

**Initiated by:** Jol Jardine and Rob McLean, Henty Gold Mine Chief Mining Engineer.



The Nippon Dragon thermal fragmentation unit. Image courtesy of Nippon Dragon.

## ANCHOR POINTS: LIFEPOINT

**Improvement opportunity:** Improve safety through provision of certified and tested anchor points.

**Proposed solution:** Lifepoint WAH Anchor Point from supplier MCA. The standard is direct application onto resin anchor bolts. PYBAR and MCA have partnered to provide a solution for split set bolts. Their unique tabbed washer indicates load capability whilst being installed to provide confidence in the anchor capacity. Easy to use, reusable and easy to periodically certify by replacing the tabbed washer.

**Status:** Kits on order.

**Project:** Thalanga as a trial site.

**Initiated by:** Shane Lyons, Thalanga SHET.



The Lifepoint WAH Anchor Point kit.

# CORE AWARD WINNERS

## RECOGNISING OUR FEBRUARY, MARCH AND APRIL WINNERS

### FEBRUARY


**CAMERON MUTCH – SAFETY + RESULTS**

SHIFT FITTER, KING VOL

Cameron was recognised for designing, fabricating and fitting a removable barrier for stretcher access in the first aid room.

**TRAVERS WHEATLEY – SAFETY + SERVICE**

SHOTCRETER, MUNGANA

Well done to Travers for noticing a football-sized rock balancing on the shotcrete above the portal, which had been washed down from a rain event. He notified the shift boss and rectified the hazard.

**SAMUEL JOHNSON – SAFETY**

SHIFT FITTER, HENTY GOLD MINE

Sam went above and beyond, cleaning the workshop pit and safety steps to ensure they were fit for use.

**MARK DRAKE – SAFETY**

HMR – DIAMOND DRILLER, CSA

Mark's commitment to safety was recognised when he identified a hazard and stopped the job to ensure the crew's wellbeing.


**ANDREW SMITH – SERVICE**

TRUCK OPERATOR, HERA

Colleagues praised Andrew for always assisting in all tasks with no complaints.

**PETER DADLEH-PEAKE – SERVICE**

NIPPER/OFFSIDER, CARRAPATEENA

Peter was recognised for his skill and talent across all areas of his role.

**HERRMANN BERTANI – SERVICE + RESULTS**

RAISE BORE DRILLER, RAISE BORE DIVISION

Herrmann was commended for his excellent service in getting the SBM450 up to standard at Thalanga and delivering a good result.


**GLENN MILLER – RESPECT**

S&amp;T COORDINATOR, VIVIEN

Glenn was praised for going out of his way to visit an injured employee during his time off and providing them with much needed support.

**SHANE SMITH – RESPECT + RESULTS**

SHIFT SUPERVISOR, PEAK

Shane is respected for being a great leader who always gets the best out of his crew, as well as setting a high standard onsite. He was nominated for being very reliable and someone who can always be counted on to get the job done safely.

**LEE CHAPMAN – RESPECT**

PROCUREMENT SUPERVISOR, PYBAR HEAD OFFICE

Several colleagues nominated Lee for her efforts in organising a charitable donation program at PYBAR which collected school supplies for under-privileged children.


**STEWART HEAVEN – SAFETY, SERVICE, RESPECT + RESULTS**

JUMBO OPERATOR, MOUNT ISA MINES

Several colleagues praised Stewart's positive attitude, work ethic and always putting his hand up for overtime to get the job done.

**STANLEY HALL – SAFETY + RESULTS**

SHOTCRETER, MT LYELL

Stan was recognised for his consistency in achieving targets in challenging conditions. He works hard and efficiently without compromising quality.

**CLINT FURBER – RESULTS**

SERVICE FITTER, THALANGA

Clint was awarded for his great attention to detail on the job! After noticing the hydraulic oil darkening, Clint checked the brakes and found low brake release pressure.

**PYBAR PERKS**

**\$100 CREDIT**

Congratulations to all our monthly winners. Remember to LIKE the PYBAR Facebook page and login to PYBAR PERKS to see, share and congratulate the nominees and winners!

**SAFETY  
SERVICE  
RESPECT  
RESULTS**



*Monthly CORE winners will be instantly notified of their win through our new PYBAR PERKS and soon-to-be-launched HMR PLUS platforms!*

## MARCH



### **MICHAEL LONG – SAFETY, SERVICE, RESPECT + RESULTS**

DESKTOP SUPPORT ENGINEER, PYBAR HEAD OFFICE

Michael was commended for his role during an emergency situation at Dargues.

### **ANTHONY CONNELLY – SAFETY, SERVICE, RESPECT + RESULTS**

CHARGE UP OPERATOR, PEAK

Tony earned his award for always putting safety first and being a great model for his crew.

### **DENNIS STYLIANOU – SAFETY**

SERVICE CREW, MUNGANA

Well done to Dennis for rectifying a hazard and saving a crew member from a potential injury.



### **STEWART HEAVEN – SAFETY, SERVICE + RESPECT**

JUMBO OPERATOR, MOUNT ISA MINES

Stewart was recognised for his efforts in always looking after the offsider, monitoring adverse conditions and meeting targets.

### **JACOB O'HARA – SERVICE + RESPECT**

NIPPER/OFFSIDER, VIVIEN

Several colleagues praised Jacob for being a hard worker who's always willing to help out when required.

### **CHRISTOPHER CAREY – SERVICE + RESULTS**

DRILLER, KING VOL

Chris earned his recognition for his dedication and hard work on the job.

### **MARK NORTON – SAFETY + SERVICE**

NIPPER/OFFSIDER, MT LYELL

Mark was awarded for helping out with the shotcrete division.



### **KRISTIAN GOODWIN – SAFETY, SERVICE, RESPECT + RESULTS**

SERVICE FITTER, THALANGA

Kristian was praised for his exceptional work ethics and standards, and for quickly and efficiently diagnosing mechanical problems.

### **TERENCE HAMER – SAFETY, SERVICE, RESPECT + RESULTS**

SHIFT FITTER, CARRAPATEENA

Several colleagues nominated Ted for going above and beyond in his role. His quick and efficient response to callouts was praised.

### **DAMIEN WILLIAMSON – SAFETY, SERVICE, RESPECT + RESULTS**

CHARGE UP OPERATOR, HERA

Damien was recognised for his excellent attitude towards the job – he never complains, always has a smile, works hard and improves crew morale.

### **SHANE CRAIG – SAFETY, RESPECT + RESULTS**

HMR – DRILLER, DAISY MILANO

Shane was awarded for mentoring and training a new offsider.



### **TAMARA OAKLEY – SERVICE + RESULTS**

STOREPERSON, THALANGA

Tamara was commended for sourcing a new supplier for bulk client deliveries to site and lowering costs to deliver significant savings.

### **JAY RUBENS – RESPECT + RESULTS**

NIPPER/OFFSIDER, HENTY GOLD MINE

Well done to Jay for his hard work and helping out on the job.

### **NATHAN INGS – SAFETY, SERVICE, RESPECT + RESULTS**

HMR – SUPERVISOR, DAISY MILANO

Nathan was recognised for setting and maintaining standards, continually striving to improve the site and willingness to help others.

### **CHRIS STEBBINGS – SAFETY, SERVICE + RESULTS**

HMR – DRILL ASSISTANT, CSA

Congratulations to Chris for assisting an operator with a difficult task safely and efficiently, resulting in minimum downtime.

## APRIL

**STEPHEN GIGGINS – SAFETY**

BOGGER OPERATOR, CADIA VALLEY OPERATIONS  
Steve was awarded for his strong safety focus while on the job.

**BRIAN WHITE – SAFETY**

AUTO ELECTRICIAN, VIVIEN  
Good job to Brian for identifying and rectifying hazards in the workshop and underground.

**LUKE SHERIDAN – SAFETY**

TRUCK OPERATOR, MUNGANA  
Well done to Luke for continually putting in the effort to do his best without exception and working safely.

**ROBERT HUNTER – SAFETY**

HMR – DRILL FITTER, NSW  
Robert was commended for his actions after he came across two chemicals on site, then checked to see if we had an SDS for each and reported it.

**ROSS FERGUSON – SAFETY + SERVICE**

HMR – DIAMOND DRILLER, DAISY MILANO/HENTY  
Well done to Ross for identifying an issue with the drill plans and rectifying it prior to commencing work.

**SEAN COFFISON – SERVICE, RESPECT + RESULTS**

SERVICE FITTER, THALANGA  
Sean was awarded for going above and beyond his job description by stepping up into a supervisor role when needed and always giving 110 per cent.

**BOBBY GILES – SAFETY, SERVICE, RESPECT + RESULTS**

CHARGE UP OPERATOR, CARRAPATEENA  
Several colleagues nominated Bobby for his hard work, safety-first attitude and being a team leader.

**SANDRA HUDSON – SAFETY, SERVICE + RESPECT**

S&T ADVISOR, DARGUES GOLD MINE  
Sandra earned an award for doing a great job looking after all the training needs for the crews.

**JAYDEN PAGE – SAFETY, SERVICE, RESPECT + RESULTS**

HMR – TRAINEE DRILLER, BROKEN HILL  
Jayden earned a win this month for stepping up to Trainee Driller and maintaining a high level of safety and delivering good results.

**PETE KALLA – SAFETY, SERVICE, RESPECT + RESULTS**

TRUCK OPERATOR, MOUNT ISA MINES  
Pete was nominated for always being helpful towards his crew when they needed a hand.

**LUKE WILLIAMS – RESPECT + RESULTS**

SHIFT SUPERVISOR, THALANGA  
Luke was praised for actively taking the time to change workers' behaviours and provide clear guidance outlining his expectations. His prestarts are informative and he demonstrates good leadership.

**PETER GIBBS – SERVICE, RESPECT + RESULTS**

SHIFT SUPERVISOR, PEAK  
Peter was nominated for always demonstrating strong leadership skills and delivering on targets in a safe manner.

**JUSTIN TATNELL – RESULTS**

JUMBO OPERATOR, HENTY GOLD MINE  
Justin's outstanding quality of work, as well as upholding PYBAR's standards, earned him an award this month.

**TOMAS KIRBY – RESPECT + RESULTS**

TRUCK OPERATOR, HERA  
Tom was commended for being a quick learner who picked up the IKON course with ease.

**JORDANA DICKERSON – RESULTS**

SITE ADMINISTRATOR, PYBAR HEAD OFFICE  
Jordy was nominated for her ongoing assistance with booking corporate travel. She gets the job done in a professional manner and is always reliable.

**BENJAMIN G. KNIGHTS – RESULTS**

SHIFT FITTER, KING VOL  
Ben earned his award for stepping up into a supervisor's position and going the extra mile and meeting expectations.

**ANTHONY FLIGHT – SAFETY, SERVICE, RESPECT + RESULTS**

HMR – DIAMOND DRILLER, BROKEN HILL  
Anthony picked up a win for doing an exceptional job in training a new trainee driller.



# CELEBRATING 25 YEARS

Since 1993, we have leveraged our agility, expertise and specialised equipment to deliver a responsive and efficient underground mining service.

**1993**  
FOUNDED AND  
1ST CONTRACT

**2018**  
OVER 1,400  
EMPLOYEES  
MORE THAN  
65 PROJECTS  
DELIVERED



*I'm proud of what we have achieved over the last 25 years. We have a great team around us, and that makes the journey that much more enjoyable and rewarding. – Brendan Rouse, CEO*

# PYBAR TURNS



## A JOURNEY FROM HUMBLE BEGINNINGS

PYBAR was founded by Paul Rouse in 1993 as a consulting company. Two years later, Brendan joined Paul following the award of our first mining contract at Mineral Hill in NSW. In 2008, it was Andrew's turn, and together they form the P, B, A and R of the company and remain an integral part of the business today.

Over the 25 years, we have had a rich history of wins, lessons learnt and challenges but it's the people we remember that bring a smile when we reflect back. Today, whilst we have grown, we like to think that we have managed to keep our family values and our passion for delivering a great job, safely. **It's about our mates - and together we make the PYBAR team.**



### PAUL ROUSE

I am still overwhelmed by the growth PYBAR has experienced.

Initially formed as a consulting company back in 1993, I never envisaged the path we would take when we were provided with an opportunity to become a mining contractor at Mineral Hill; a family history in business encouraged the growth of PYBAR by taking opportunities and chances.

I recall memories of gathering old equipment and a small team for that first project and mobilising the new equipment for Ballarat. Other memories centre on long serving employees, past and present, that still keep in contact.

Over time, the company has had to adapt with growth and also recognise the need to adapt to technological change and opportunity. But throughout all of this, safety and our people have remained of paramount importance.

Thank you to all that have come on this journey with us and we look forward to what the future holds.

Regards

**Paul Rouse**  
Executive Chairman



### BRENDAN ROUSE

Preparing for the mobilisation to our first project, Mineral Hill, marked the start of my mining career back in 1995.

I remember learning how to operate the equipment - from trucks to tele-remote loaders, air track drills and charge up.

We had a small camp on site, so I remember listening to stories over a few beers around the campfire after work, told by the many characters that we had working there in those early days.

More than 20 years later, it's the relationships that we have formed both with clients and our people that have seen us become one of the top three underground mining contractors in the country.

I'm proud of what we have achieved over this time. We have a great team around us, and that makes the journey that much more enjoyable and rewarding.

A huge thank you to all of you that have made us what we are today.

**Brendan Rouse**  
Chief Executive Officer



### ANDREW ROUSE

I was 14-years-old when PYBAR started and it has been a great journey watching the company grow over the years.

We have grown as a business in size, diversity, geographically and in our service offering, but it's the efforts of our people which has made PYBAR what it is today.

Looking back, we've accomplished some big things. In particular, I'm proud of the technology we have developed over the years such as iPlod and WebBAR which demonstrate our leading capabilities in this area and which continue to add value across the entire business.

I see innovation and technology playing a big part in our future and I'm really excited for what the next 25 years will bring.

Thank you to everyone who has helped us reach this milestone.

**Andrew Rouse**  
Chief Services Officer



The first brand new loader – an Elphinstone R1500.



PYBAR's equipment being loaded for transport to Mineral Hill.



PYBAR's first workshop in 1998.



The company's first water truck.



The early days at Mineral Hill Mine.



The first new fleet at Ballarat, Victoria in 2004.



PYBAR's first LV.



Haul truck at Mineral Hill.



The first jumbo in 1998.

# A Q&A WITH PAUL, BRENDAN AND ANDREW



## WHAT DO YOU THINK HAS BEEN THE KEY TO PYBAR'S SUCCESS AND WHAT DO YOU SEE AS THE COMPANY'S BIGGEST ACCOMPLISHMENTS?

**Paul:** The success of PYBAR lies in the values that have been developed and the strong management team, along with a vision to develop a stable workforce through loyalty and honesty. The award of the contract at Ballarat Goldfields in 2004 was the significant milestone, being the start of PYBAR as a mining contractor.

**Brendan:** Picking up our first WA mining contract in 2009, when a lot of other contractors were finishing jobs. Also starting work in the Philippines as our first overseas contract was a great accomplishment at the time. From a people perspective, it's seeing the progression and development of some of our current and previous employees through our company and others.

**Andrew:** The Ballarat contract in 2004 was the result of much hard work and finally gave us a platform to become a true underground hard rock contractor and again set us on our growth path for the future. Many of our early opportunities have come from an initial foot in the door and grown from there, leveraging off the relationships we formed. This is testament to our people and their entrepreneurial spirit, as they are our greatest ambassadors.

## WHAT ARE SOME SIGNIFICANT CHALLENGES PYBAR HAS HAD TO OVERCOME OVER THE YEARS?

**Paul:** The biggest challenge is the stability of the workforce given the logistics of the industry. The growth of employees to over 1,000, and being mainly FIFO, has meant a change in how we see employees and how they view PYBAR. Company growth is challenged by finance, systems, logistics and people.

**Brendan:** Challenges tend to vary over time. I can remember us thinking it was going to be a challenge to work outside of NSW, let alone outside of Australia as we do now. The GFC was also a challenge for us as it was for most contractors.

**Andrew:** The GFC was one of our biggest challenges as we had to focus on finding new work. I remember many long days and nights tendering for every opportunity we had come through our door to try to recover, and then as we recovered, dealing with starting up many projects.

## WHAT WILL THE NEXT 25 YEARS LOOK LIKE AND WHAT WOULD YOU LIKE TO ACHIEVE?

**Brendan:** The future will be an exciting time in our industry as technology becomes embedded in all that we do. It will be our challenge and opportunity to use technology to improve our efficiencies and workplace environment for our employees. Twenty-five years is a very long time, especially for a contractor, and I don't think anyone really knows what the industry will look like at that time, but that's what makes it exciting.

**Andrew:** Our vision of being the best underground contractor I think means being agile, responsive and efficient and providing a great place for our people to grow and flourish. Innovations which come from the shop floor and our people on the ground, and quickly implementing them and replicating them across our business, will enable us to provide added value for our clients over and above our scope of work. We have a lot of smart, innovative people working across our business, so harnessing those ideas will be crucial to continuously improving.

L-R: Austin 'Trey' Broderson, Josh Palmer, Garrett Byrne, Jacob O'Hara, Paddy Tawaka, William 'Will' Stewart-Woodward, Quinton Jones and Amanda Layther (Ramelius) participate in the BG4 course at Vivien.



# BG4 TRAINING

## ENHANCING ERT SKILLS

**A quarter of our Vivien mine site personnel are now trained in using the BG4 breathing apparatus!**

In March, we ran two BG4 courses at our Vivien site where 15 Emergency Response Team (ERT) members gained nationally accredited qualifications in operating a BG4, responding to a mine incident, underground search, casualty extraction and establishing and operating from a fresh air base.

### What did we learn?

Over the five days of training the team learnt how to:

- dismantle, clean, rebuild and test the BG4; and
- respond to a variety of simulated scenarios while wearing the BG4, including
  - ladderway travel,
  - casualty management,
  - gas detection,
  - entrapment procedure,
  - smoke and blind searching and much more!



**Throughout the five days no team member gave up during the scenarios and all participants were enthusiastic and comfortable wearing the BG4s by the end of the course.**

### WHAT IS A BG4?

*A BG4 is a closed circuit breathing apparatus primarily used for underground search and rescue, and firefighting. It is a highly technical piece of equipment allowing up to four hours of fresh air, and would be our first port of call in almost any underground emergency.*

### Crews step up to the challenge

The course and conditions were physically and mentally challenging, with every member carrying 15kg on their back (the BG4) plus the stretcher, casualty and all other equipment required (another 5-30kg per person). During the training, members pushed themselves to the limit and worked as a team to ensure the job was done and all made it back.

Throughout the five days no team member gave up during the scenarios and all participants were enthusiastic and comfortable wearing the BG4s by the end of the course.

The trainer commended everyone involved, commenting: "the rescue team was great to work with and really put in 100% for the training. As new members, they really embraced the rescue discipline and work ethic and gained a lot of confidence from the training to be able to respond as a competent team."

Vivien Mine Foreman Russell Sparkes thanked the ERT members for putting in a great effort and, in a lot of cases, overtime to ensure they could attend. He also thanked PYBAR's management team at Vivien for organising coverage and employees who put their hand-up for overtime.



*Phil Lord from our Supply and Procurement team.*

# BETTER PLANNING, FASTER SERVICE!

## IMPROVING LEAD TIMES FROM SUPPLIER TO SITE

**With a goal to reduce lead times from our suppliers to site, our Supply and Procurement team has delivered - improving lead times by an average of 15%!**

Our mine sites are often off the beaten track. This means lead times for getting parts from suppliers to site can be a major problem - affecting site performance, maintenance and day-to-day operations.

### Delivering SERVICE

Working with our major suppliers and transport companies, our Supply and Procurement team put a number of steps in place to improve processes:

1. Orders are now shipped out from suppliers on the same day. Previously, supplies may not have been shipped until the following day or two days after we submitted an order. This quick turnaround from our suppliers impacts transit days to site massively.

2. Our transport network has also undergone considerable changes. We now use a broader range of options to speed up delivery based on a targeted strategy per site including preference for local providers. Capped sizing for air, road and bulk freight supports optimised speed and costs. Our previous delivery options had no rules defined so freight costs were not regulated and transit times to site were unknown. Capping sizes now means all orders take the quickest option to site unless it doesn't fit under a capped size, then it takes the next quickest option to keep costs down.
3. Since most of our remote projects receive only one to two delivery trucks per week from a consolidation point, we have staggered ordering times by site so that, in conjunction with the more reliable freight network, orders are arriving into consolidation points the day prior to delivery.

### Getting RESULTS

As a result of this initiative, we have seen an improvement of 15% on lead times on average over the last three months! We are aiming for a further 10%!

It's providing our project teams with greater stability, facilitated planning and improved performance.

Great result team – keep up the good work!



***Since implementing the improvements, we have seen lead times improve by 15% on average!***



Participants from the inaugural Maintenance Management Forum.

# INAUGURAL MAINTENANCE MANAGEMENT FORUM

## PRESENTATIONS, NETWORKING & STRATEGIC PLANS

**In April, our Assets Department held its first ever Maintenance Management Forum!**

Over 30 maintenance foremen and planners from across our business attended the inaugural event in Orange.

The two-day forum consisted of key stakeholder presentations from:

- PJL
- WesTrac
- Sandvik
- RDSA
- PYBAR's HR, Purchasing, SHET, Innovations and Business Systems teams, and indeed our own Assets Department professionals

Participants also enjoyed the opportunity to network with peers and discuss common issues.

### **PYBAR Assets Strategic Plan unveiled**

The event launched PYBAR Assets' Strategic Plan, which outlines the pathway, supported by innovation and new technology, that our team will take over the coming years to ensure we remain a market leader.

The Assets team also unveiled the Lean Maintenance program to be embedded within our Strategic Plan, and an overview of MinePoint and new developments.

The team thanked everyone for travelling to Orange and for their valuable participation in the event.



***PYBAR Assets' Strategic Plan will be rolled out over the coming years to ensure we remain a market leader.***

L-R: Greg Arandt, Mario Cuenca, Paul Rouse, Tom Devjak, Andrew Rouse, Nick Woolrych, Scott Todd, Brendan Rouse, John Redenbach, Mark Rainier-Pope, Phil Wilkin and Andrew Samways.



## PYBAR CYCLING CLUB

### BLAYNEY TO BATHURST FOR BLOOD CANCER RESEARCH

**PYBAR Cycling Club takes on 110km challenge, and raises \$66,500 for the Zamasa Foundation!**

After an extended lead up and intensive training period, the PYBAR Cycling Club team participated in the Blayney to Bathurst (B2B) Cycling Classic on 22 April to raise funds for the Zamasa Foundation.

#### Challenge accepted

Nine "supremely fit" riders and three dedicated support crew took part in the challenging 110km ride under the watchful tutelage of PYBAR Cycling Club President and lead rider Nick Woolrych.

The ride took cyclists through the picturesque townships of Hobbys Yards, Trunkey Creek, Georges Plains, Rockley Mount and Perthville, before finishing on Pit Straight at Mt Panorama.

All of the riders completed the course in times ranging from over three hours to just under five hours (ahem... Brendan Rouse).

#### Fantastic result

Thanks to our corporate sponsors (Maddocks Lawyers, Ironstone Capital, Emjay Insurance, Brand One and WesTrac), the team managed to raise \$66,500 for the Zamasa Foundation!

The money raised will go towards funding leading edge research into Multiple Myeloma, a common blood cancer.

#### Recruiting now!

The PYBAR Cycling Club is actively seeking members. Get in touch with Nick Woolrych if you're interested!



**The team raised \$66,500 to fund leading edge research into Multiple Myeloma, a common blood cancer.**

L-R: Linda Clipperton, Maree Hitchen, Amelia Patterson, Rob Patterson, Jewell Patterson, Emily Patterson, Mardi Reddan, Rhys Van Dartel, Kathryn Isbill and (front) Sarah Patterson.



## CANCER COUNCIL RELAY FOR LIFE

### TEAM DIGS DEEP TO MAKE A DIFFERENCE

**PYBAR's team raises over \$7,000 for the Cancer Council Relay for Life Orange 2018 – coming in second place on the fundraising tally!**

In PYBAR's first Relay for Life, our hardy team of employees, family and friends raised the second highest amount of money for the annual fundraising event held on 5 and 6 May.

Able led by team captain Mardi Reddan, the PYBAR team joined hundreds of other relayers to walk all day and all night, from 11am Saturday right through the frosty hours until 8am Sunday the following day.

Relay activities included the opening carers and survivors lap followed by all participants walking the second lap together. Team members then took turns to walk through the day and night while enjoying live entertainment, activities, food and companionship.

#### Fantastic result!

At the time of print, our team had raised an amazing \$7,598 thanks to the support of our generous sponsors – the second highest amount out of the 51 participating teams! All money raised supports the Cancer Council's vital research, prevention and support services.

Cancer Council Relay for Life Orange 2018 is on target to raise \$100,000 – a remarkable achievement for a regional community!

Mardi and her team are already planning a bigger and better Relay for Life 2019 and are welcoming all Orange-based PYBAR employees to join the team next year!



**PYBAR raised an amazing \$7,598 thanks to the support of our generous sponsors – the second highest amount out of the 51 participating teams!**



About 300 locals attended the Dargues Gold Mine Open Day.



PYBASH team captain Paul Rouse gets ready to hit the road!

## DARGUES OPEN DAY

### VISITORS ENJOY A TOUR!

Dargues Gold Mine welcomed members of the public for a special 'Open Day' in April.

About 300 locals from Majors Creek, Braidwood and surrounding communities attended the Dargues Gold Mine Open Day on 28 April, which included site tours, machinery displays and information presentations.

Special thanks to the Apex Club of Braidwood for organising a barbecue sausage sizzle and jumping castle for the younger ones!

#### Keeping the community informed

The Dargues team gave the community updates on the status of the mine, the plan for initial underground development, current infrastructure and management practices.

Planning is well underway for commencing underground operations, with the first portal blast fired on 24 May.

Stay tuned for more Dargues updates in the spring newsletter!



**Planning is well underway for commencing underground operations, with the first portal blast fired on 24 May.**



Dargues Gold Mine.

## TRIP TO THE ROCK!

### PYBASH SUPPORTS CANCER CARE WESTERN NSW CRUISIN' ALONG 2018

**Our PYBASH team has raised over \$16,000 for Cruisin' Along 2018 – what a fantastic effort!**

PYBASH team captain Paul Rouse recently returned from the annual Cancer Care Western NSW Cruisin' Along car rally, which was held from 3 to 19 May.

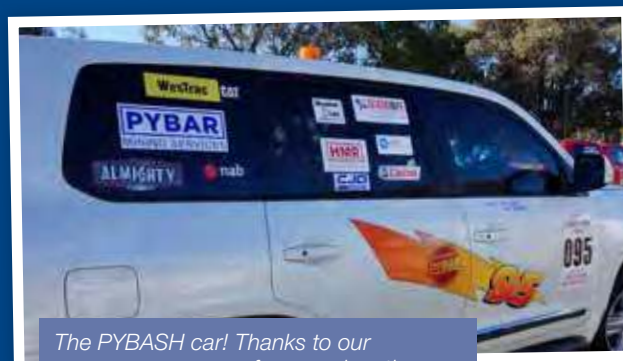
This year's Cruisin' Along was dubbed 'Trip to the Rock', and covered a distance of almost 7,000km! The team drove from Orange through Bourke, Tibooburra, Innaminka, Birdsville, Boulia, Alice Springs, Curtin Springs, Uluru, Marla, Coober Pedy, Maree, Peterborough, Mildura and Lake Cargelligo before returning to Orange after the 17-day trek.

#### Over \$16,000 raised!

Our PYBASH team raised over \$16,000 for Cruisin' Along 2018 thanks to our supporters' generous donations.

Funds will go towards Cancer Care Western NSW, which provides affordable onsite self-care accommodation for those having cancer treatment at Orange Health Service and their carers. It will also go towards supporting a clinical trial centre in Orange to remove the need for country patients to travel to the city.

In August, our PYBASH team will participate in the second of the two annual bashes, the Variety NSW Bash, which raises funds for children with special needs.



The PYBASH car! Thanks to our generous sponsors for your donations.



# PHOTO COMPETITION BEGINS!

## GET SNAPPING!

**We are super excited to launch a fun new competition, just for PYBAR employees!**

I Spy PYBAR is a photo competition to get your creative juices flowing. We want you to capture PYBAR in life's fun moments – it might be at home, on holiday, at a sporting event or any other occasion, event or activity... where will you spy PYBAR?

### Enter in three easy steps!

1. Take a photo that adheres to the competition rules (check out the tile on [pybarperks.com.au](http://pybarperks.com.au)) and the Terms & Conditions and Code of Ethics. It must be taken offsite and must contain some official PYBAR branding.
2. Upload it via PYBAR PERKS to the competition webpage within the entry dates. The competition will run every quarter with the first quarter running from 1 July to 30 September.
3. Get your colleagues to vote! Anyone can vote but only one vote per person per entry can be made.

### The winners

There will be two winners each quarter:

**The People's Vote** – winner with the most online votes

**The Judges' Vote** – the pic most liked by our panel of judges from the leadership team

The eight winning photos across the 2019 financial year will then vie for the annual prize!

### The prizes:

- Quarterly winners will receive \$100 of PYBAR PERKS credit – to use with any retailer you wish that's available via the PYBAR PERKS platform
- The annual winner will receive \$400 of PYBAR PERKS credit
- All winning pics will also be featured in the newsletter (subject to quality) and screensavers

### The rules:

- Only PYBAR employees can enter. A current, valid employee number will be required at the time of entry. Any entries made by employees who subsequently leave the company will be disqualified
- All entries must have the word "PYBAR" somewhere in the photo – whether it's a cheeky sign or an official PYBAR cap, be creative
- Photos must be taken offsite – photos taken at PYBAR operations will be disqualified
- All photos must meet the Terms & Conditions and Code of Ethics. These are available at [pybarperks.com.au](http://pybarperks.com.au)
- The PYBAR competition judging panel reserves the right to disallow or disqualify at any time any entries that are not deemed to meet entry criteria
- No limit on the number of entries – enter as many times as you like!
- Photos submitted assume permission granted for marketing and internal use
- Entry and voting commences on the first day of each quarter, and ends on the last day of each quarter
- Full Terms & Conditions and Code of Ethics are available at [pybarperks.com.au](http://pybarperks.com.au)

**Enter now via [pybarperks.com.au](http://pybarperks.com.au)! GOOD LUCK!**



**Get your creative juices flowing and win!**

## PYBAR PERKS



*Hurry! Register and login to PYBAR PERKS before 1 August to receive \$10 bonus credit added to your account.*

# PYBAR PERKS CREDIT UP FOR GRABS!

## JOIN TODAY AND SAVE

**Register and log in to PYBAR PERKS before 1 August 2018, and you'll receive \$10 PERKS credit on your account to spend as you wish!**

If you haven't signed up to our new employee rewards program PYBAR PERKS, there's never been a better time. Take advantage of your bonus \$10 PERKS credit by joining now. There are great savings to be made and even your family can enjoy the benefits.

Over \$28,000 worth of discounted purchases have already been made by crews and staff that have signed up to PYBAR PERKS. Our Hera crew alone has made over \$4,500 worth of rewards purchases!

The highest amount of money spent to date has been on the following retailers:

- Woolworths – over \$10,000
- Coles – over \$3,000
- Jetstar – over \$2,500

Other popular retailers include Freedom, JB Hi-Fi and Supercheap Auto.

### Instant rewards!

Since May our CORE Award winners have been receiving immediate PYBAR PERKS credit loaded into their account rather than an EFTPOS card in the mail. This means you can start spending straight away!

### Coming soon

We're constantly working on ways to improve your PYBAR PERKS experience. We're always upgrading the platform and will be adding the following customised tiles:

- Charity tile – where you can view information on and donate to Variety, The Children's Charity
- People tile – showing everything you need to know about our people, such as transfers, promotions and more
- Photo competition tile – check out who's leading the tally of I Spy PYBAR and upload your own entry



**Over \$28,000 worth of discounted purchases have been made on PYBAR PERKS already - our Hera crew alone has made over \$4,500 worth of rewards purchases!**

# TEN YEARS AT PYBAR

## TEN YEARS' SERVICE IS A HUGE ACHIEVEMENT!

We're very appreciative and proud of all our valued employees who are celebrating 10 years of service with PYBAR in 2018.

START DATE	EMPLOYEE	POSITION	LOCATION
10/03/2008	Kellie McGovern	Accounts Payable Supervisor	PYBAR Head Office
19/03/2008	Brian Worland	Maintenance Foreman	Hera
17/04/2008	Darren Craib	Bogger Operator	Hera

### KELLIE MCGOVERN

PYBAR HEAD OFFICE, ACCOUNTS PAYABLE SUPERVISOR

Kellie joined PYBAR in March 2008 as an Accounts Payable Officer and now looks after a team of three and growing!

#### What has kept you at PYBAR for 10 years?

The people, the location and the security of a good job.

#### What has been one of the most memorable changes you have been a part of at PYBAR?

The implementation of MinePoint which I worked on from start to finish and the roll out of the new AP Smart program.

#### What has been your biggest career challenge to date?

The increase in work going from around 10,000 invoices a year to now processing 50,000 plus invoices a year with only a team of three!

#### If you could describe PYBAR in three words – what would they be?

Committed. Challenging. Secure.



Kellie McGovern

### BRIAN WORLAND

HERA, MAINTENANCE FOREMAN

Brian joined PYBAR in early 2008 as a Fitter at Tritton Mine. In 2011 Brian transferred to our Mineral Hill project near Condobolin where he spent five years in a Leading Hand Fitter position. In late 2016 Brian helped out at Hillgrove Resources for us before stepping up and into a Maintenance Foreman position in early 2017 at Hera Mine where he is still working today.

#### What has kept you at PYBAR for 10 years?

PYBAR has offered jobs in the local area that have been great for me. Plus, being able to work with good people and be recognised for your efforts. Lastly, PYBAR is always looking at new ways to improve.

#### What has been one of the biggest challenges throughout your career?

Like most others that work away from home it's been trying to keep the work/home life balance, especially at Christmas and school holidays.

#### What has been your favourite project and why?

Mineral Hill. Working in your home town is always great, but I'm enjoying my role as Maintenance Foreman at Hera as well, as it presents me with new challenges.

#### If you could describe PYBAR in three words – what would they be?

Innovative. Honest. Progressive.



Brian Worland



**DARREN CRAIB**

HERA, BOGGER OPERATOR

Darren Craib joined PYBAR in April 2008, commencing as a Truck Operator and moving through a number of positions at Cadia Valley Operations up until late 2017 when he transferred to Hera. He is now a Bogger Operator.

**What has kept you at PYBAR for 10 years?**

PYBAR's commitment and support for my progressive growth.

**What has been one of your biggest challenges throughout your career?**

Constant changes and solutions to personal safety.

**If you could describe PYBAR in three words – what would they be?**

Innovative. Rewarding. Consistent.



Darren Craib

# CELEBRATING FIVE YEAR SERVICE MILESTONES

**IN EACH EDITION OF OUR NEWSLETTER, WE RECOGNISE COLLEAGUES WHO HAVE ACHIEVED FIVE YEARS OF SERVICE WITH PYBAR.**

Thank you and congratulations to the longstanding employees listed below who reached their five year service milestones in the quarter ending April 2018.

START DATE	EMPLOYEE	POSITION	LOCATION
11/02/2013	Mark Rainier-Pope	Estimating Engineer	PYBAR Head Office
19/02/2013	Gary German	Shift Supervisor	Hera
21/02/2013	John Girgenti	Shift Fitter	Mungana
11/03/2013	Stephen Berton	Project Manager	Mungana / King Vol
11/03/2013	Clint Henderson	Bogger Operator	Hera
11/03/2013	Shaun Perera	Document Controller	PYBAR Head Office
25/03/2013	Mardi Reddan	Receptionist	PYBAR Head Office
17/04/2013	Lesley Barling	Cleaner	Henty Gold Mine
22/04/2013	Jordan Ashton	Assets Performance Superintendent	PYBAR Head Office
29/04/2013	Stephen Perry	General Operator	Cadia Valley Operations



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