

MAWSE CODE

DECEMBER 2009

FROM THE MANAGING DIRECTOR



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TIME FOR A RECHARGE.

As another year draws to its hectic conclusion at Mawsons we can all reflect on some great achievements; on projects, systems, safety outcomes and profitability in 2009. At the recent managers meeting in Echuca I reviewed our excellent performance in all of these critical areas, congratulated our team for their exceptional work and took some time to introduce a company policy regarding "Wellbeing".

The concept of Wellbeing draws together all those things that make people feel good and allow us to work at the highest levels of safety and productivity. Minimizing fatigue, improving fitness and achieving a good work-life balance are all part of employee Wellbeing and areas that the Policy focuses on. Summer holidays with family and friends are a great way of "recharging our batteries" and improving Wellbeing.

I am sure that 2010 will bring new challenges and opportunities for all of us at Mawsons; a break at Christmas will help us take on

the challenges and make the most of every opportunity for improvement (O4i) that presents itself in the year ahead.

Looking forward to 2010 the year will get off to a very busy start with Mawsons planning to take over the concrete business of Precrete in Seymour and the concrete and quarrying operations of Consolidated in Broken Hill. These acquisitions are very exciting developments. We look forward to finalizing our negotiations with the Taylor and Radford families and building on the solid business foundations that they have established. Stay tuned for more details on Seymour and Broken Hill in the next Mawse Code.

I would like to take this opportunity to wish all our customers, staff, contractors and suppliers and their respective families the safest and happiest of Christmases. I would also like to thank everyone for their generous support in 2009.

John Mawson,
Managing Director

FAMILY DAY 2009

This year the Annual Mawson Family day was held in Maldon. Maldon is Victoria's best preserved gold rush town with its carefully maintained colonial buildings and historic precinct; it has become a very popular tourist destination.

As we are now accustomed to, a lovely meal was served to all in attendance at the Family Day. This year the local football and netball club were responsible for providing lunch and under the guidance of Leanne Mitchell we sat down in the tastefully decorated community hall to enjoy their catering.

An important part of the celebrations is the presentation to new inductees to the 25 Year Club. This year Joe McArdle and Gavin Dalzell

joined the 25 Year Club. MC Jim McInerney introduced John Mawson and Lee Bombardieri to make the presentations. Unfortunately, Joe McArdle was unable to be present on the day so John will make a presentation to Joe at Lake Cooper.

An added attraction this year included joining with the Victorian Goldfields Railway Society to enjoy a ride on the historical steam train from Maldon to Muckleford.

Entertainment was also provided at the Maldon Railway Station for the children to enjoy before and after the train ride, this included a jumping castle, horse carriage and merry-go-round rides.

More pictures on page 2.

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AROUND THE TRAPS

FAMILY DAY 2009



AROUND THE TRAPS

MAWSONS 25 YEAR CLUB 2009 – Gavin Dalzell

At this years Family Day in Maldon Gavin Dalzell was proudly inducted into the Mawsons 25 Year Club.

Gavin follows in his fathers footsteps and is a second generation inductee. The Dalzell family is well known to Mawsons. Gavin's parents, Bill and Faye Dalzell have had a long and successful relationship with Mawsons, providing the cartage of bulk cement to our concrete plants and quarries for many years. Throughout those years all the Dalzell family, including Ian, Brad and Jodie were all involved in the family business.

Late in 2005 Mawsons purchased the Dalzell business. At that time Gavin decided that he would like to get out of the cabin of his Kenworth, in which he had driven many millions of kilometres and he took up a position at Mawsons Yabba Quarries performing various roles. Currently he operates a Cat 980H face loader.

Over the years, many of us at Mawsons have had the great pleasure of working side by side with Gavin. Gavin has a warm and cheerful personality. He is hard working, reliable and honest. Gavin also enjoys life, he always carries a smile and a positive attitude in whatever task he decides to undertake.

Thank you Gavin for your contribution to Mawsons over the years and we welcome you to the Mawsons 25 Year Club.

Lee Bombardieri.

Pictured below Gavin being congratulated by Lee Bombardieri.



JOSEPH HENRY MCARDLE, sometimes known as Reggie.

Incredible to think Joe has made 25 years at Lake Cooper. He came to us from Burnewang House when it was run by the RSL to house old soldiers who could still pretty much look after themselves. Joe loved those guys and was well respected by them; it must have been tough to leave there. But leave he did and came to Lake Cooper to drive the bin truck, an old Euclid with crash gearbox, non-live PTO, power assist steering (mostly assisted by Joes strong arms), and brakes (sort of). Joe was very thorough and I don't remember him ever dumping on the wrong heap.

He really wanted to drive a loader and soon had his chance on various sales loaders including 966C, 950C, 920C and 980C. We used to load the ballast in Rochester with the 920 and Joe did a bit of that as well. With each VHWA carriage requiring 27 to 30 passes, it used to take a while. (JBM also learnt this trade.) Soon Joe went up the hill to drive the face loader, a 980C ex Praznovsky's from Melbourne. When we bought the next 980C (brand new) Joe looked after it as if it was his own and would stress when we had to put other operators on it, I believe that loader is still at Yabba now, (in the safe hands of Brian Costigan) after doing 16,000 hours of tough face loading at Lake Cooper. Thanks, Joe.

Replacement for the 980C was a new 980G, which was unsuccessful and it was replaced quickly by a 45t Komatsu excavator, creating a new challenge for Joe. Despite early reservations, Joe soon mastered the excavator and production climbed again. Along the way Joe did most other chores e.g. crusher operator, various dumpers, Kockum, Terex R35s, Cat 769C, Komatsu 40 tonners, and, of course, the infamous "Fireball"; he was also handy when it came to crusher maintenance. You see, Joe is a left hander which is perfect for undoing head nuts on gyratory crushers, he was also very

strong, though sometimes a little wayward with the hammer swings. One wet Friday afternoon we called for him with a particularly tight head nut on a #35; Joe took an almighty swing, missed and fell flat on his shoulder on the crusher flange. Unhurt thankfully, but really angry, he soon had the nut off.

Joe is very reliable and conscientious, and didn't hesitate when we took on the Torrumbarry Weir job in June 1992, working 12 hour shifts, alternating with his brother Mick, on the 980C and staying at the pub. When his mum Doreen enquired if there was anything she could send up for the boys Joe said Yeah- a comb! I've been doing my hair with a fork! Joe had long hair at the time too.

Like most employees Joe has made some mistakes, which he never tried to cover up or delegate the blame, he would explain what happened, accept that he made a mistake and apologise humbly. I really enjoyed working with Joe as he would always express his view without getting upset and any disagreement was quickly forgotten, no grudges held. He was such a good employee I only felt like sacking him once for coming to work late. It wasn't habitual..... he was a week late! We soon got over that. Joe could always be relied upon to work extra hours and was one of those regulars who just kept going, no matter how tough it got, without complaining.

Joe doesn't mind a cool drink on a warm day (plenty of scorchers in July) and I hope tankards are still presented as it will certainly be well used.

Congratulations and welcome to the club Joe.

Roy Webb.

PINK RIBBON DAY

On Monday, 26th October – Pink Ribbon Day, approximately 30 women gathered at Radcliffe’s in Echuca for Mawsons’ second fundraising event for Breast Cancer. In keeping with the theme of the day the restaurant was attractively decked out with pink decorations donated by Melissa and Duncan Friday from Echuca Party & Paper (Duncan works at Fosterville). For a small fee, the ladies enjoyed a scrumptious light luncheon, which was kindly subsidised by Radcliffe’s and Mawsons.

Pink Day merchandise and raffles were part of the fundraising on the day. Gay Clymo’s handmade cards were on sale and \$1 from every card purchased was donated to the cause. Also monetary donations were gratefully received on the day and prior to the event. The guest speaker was Mary Kay Consultant, Veronica Coughlan, who spoke about her products with an emphasis on skin care. Funds raised on Pink Ribbon Day enable continued vital research into breast cancer; provide support services for those people and families affected by breast cancer and help with education regarding the importance of early detection and breast awareness.

This year our event raised \$1,020 towards those goals. Congratulations to Colleen Balfour, our OH & S Manager for her initiative in organising the event once again.



STAFF INTERESTS

It has been a good year for Lee Yorwarth (of Lake Cooper/Fosterville) with her horse OP Myfirstdunit (AKA Roanie). Competing in the equestrian sport of Reining, which can be described as “dressage for cowboys – on steroids”. Lee and Roanie have competed as far afield as Gatton in Queensland in June, where they galloped, spun and slid their way to not one, but two QLD State Reserve Championship placings.

Though Lee has been Reining for less than two years, she credits her nine year old Quarter Horse gelding Roanie and her trainer, two time World Champion, Martin Larcombe with her enjoyment of the sport. Having a good horse and trainer have made training and competing a lot of fun, which encourages her to keep improving.

In August Lee and Roanie travelled north to Tamworth, to compete at the Reining Australia Continental and Affiliate Championship – otherwise known as “Nationals”. The venue was the outstanding Australian Equine & Livestock Events Centre; a \$36M purpose built covered arena and stable complex which is arguably the best in the country.

Competition was held over four exciting days, with the country’s best horsemen on show. Lee was the last of 27 competitors in the Rookie division and guided her horse to third place in the country. An excellent result which will only spur Lee on to do even better next year.



NEARLY THERE....

Well of all the days I decided to say good bye to my friend, relaxant and killer, I chose Fathers Day.

I was going to give up smoking, *Something I had done for over 25 years.*

My family had been on my back for years, and over those years I had tried many times and tried many different things. I knew myself that I really did have to do something as I had signs it really was affecting my health; I was too young, I have my family who have so much more to show me yet.

My kids were the ones that always got most upset about my smoking, Kelly had given up and I don't blame her. So once I told them I was going to give up, my girls Dail & Brhe took it upon themselves to draw up a Dad and Daughter Contract for Dad to give up smoking. They gave me until 6th of November, Brhe's 13th birthday. Of course I was the one who would be doing it hard but the girls had the contract written up so of course all was in their favour. If I gave up, they had to buy me an extra Christmas present, \$10 each is what they allocated, but if I didn't I had to buy them an extra present each with the limit of \$50 each. They had the dotted lines for us all to sign, SO I DID.

Mawsons had sent out an email informing all of us who are smokers that they were willing to help out anyone who wanted to give this bad habit up. This also helped me to make the decision, I suppose the more people I committed to, then the more I felt like I had to try not to let these people down.

My chosen method was Champix, a tiny little pill twice a day. I had decided to try this as I had a fellow work mate and a couple of people I knew who were my age and had been smoking as long as I had, try Champix and they were all having success. So off I went to the doctors. Doc was more than happy and sent me off with the script.

Now I am not going to say it has been easy, because it hasn't. I think for me using Champix has been excellent because, for the first 14 days you keep smoking while taking 1 tablet for the first few days and then take 2 tablets and it really does suppress your want for the nicotine. It worked so well that after 8 days I stopped having a cigarette.

I still had mood swings but I think not as bad, although I think my family would be the best judge of that. It really was different for me this time. Other times I would have a patch on both arms and a smoke in my mouth saying I was trying to quit. But with the Champix I could stand next to someone who was smoking and never felt like a smoke and that was HUGE for me. I would at times still get the urge to have a smoke but that would soon pass within seconds. I really did not crave for a smoke. I was able to have a beer, meal or coffee and not feel like a smoke. I thought that I would be looking to do something with my hands but, that never bothered me either. When I had tried other times to quit I would always have to keep busy but I really was at ease.

I suffered a bit from heartburn, but now I am addicted to Quick Eze, just joking but they help me out. I always thought I didn't stink of smoke smell but now when I go near a smoker I can smell how I would have once smelt, bloody awful. I used to season my food a lot especially with pepper, but now it is too bloody hot, and this is all due to me now being able to taste food properly, so that is another positive. Whilst on the Champix I had to make sure I ate when I took my tablets, so this in turn got me eating for the first time in many, well I really can't remember, having 3 meals a day which Doc said was so much better for me. I have gained a few extra kilos but feel healthier than I have for years, and once I get back into my squash that will help get rid of the extra kilos.

So here I am the 3rd of December, Dail and Brhe will be out of pocket, I am no longer taking Champix as I have finished the course and I am smoke free. I would still not call myself a non smoker yet as I think I still have a bit to prove but I don't crave for a smoke at all, and I am POSITIVE I will be a non smoker for the rest of my life.

I have also started putting the money I would have normally spent on smokes in a money box so I can see what I will have after 12 months and all I wasted over those 25+ years. I intend to take my family on a holiday with the money I save.

Ian (Charlie) Walsh



Busy at the Managers Meeting.

DECEMBER QUARTER SAFETY AWARD NOMINATIONS

Nomination 1 – Cohuna Concrete Plant
Nominated by – Colleen Balfour (OHS Manager)

For being proactive with regards to safety – Both Ross and Frank walk the concrete plant yard at least once a month to recognise any hazards that may appear.

Nomination 2 – Eric Lambert (YQ Employee)
Nominated by – Ian Walsh (YQ Manager)

Eric Lambert observed Ian Walsh trying to empty a 30lt rubbish bin into the onsite skip bin. Skip bin was full so Ian lifted rubbish bin onto skip then proceeded to climb up onto the skip. Ian balanced on the corner of the skip bin and tipped rubbish bin contents into skip. Eric pulled Ian up and expressed that he did not believe that was a safe work practice as it presented a manual handling and working at height / falling issue.

Nomination 3– Dale Evans (Fosterville Concrete Plant Manager)
Nominated by – Colleen Balfour (OHS Manager)

For supplying all his workers with 4lt drink containers and providing a hydration supplement to add to drinking water as required.

Nomination 4– Chris Cough (Cohuna Workshop Employee)
Nominated by – Colleen Balfour (OHS Manager)

For forwarding the poem "I Choose to Look the Other Way", which was then forwarded on to all sites and published in last edition of Mawsecode. A very poignant poem.

THE WINNER

Congratulations go to Chris Clough (Cohuna Mechanical Workshop) – Well Done.

The Winner of the December Quarter Safety Award will be issued with a Certificate of Congratulations and a meal voucher to the value of \$100 at a local restaurant. They will also go into the running for Mawsons Annual Safety Award which is presented every year at Mawsons Family Day.

March 2010 Quarter Safety Award Nominations are now open; please do not hesitate to contact Colleen Balfour (0438 562 409) with the details.



MILDURA MARINA TAKES SHAPE

The much anticipated Mildura Marina is starting to take shape thanks to the strong partnership between Mawsons and Malidot Pty. Ltd.

The multi million dollar facilities will include shopping, function centre, entertainment, multi storey housing, house boat berth's, multi storey hotel and much more.



Pictured by Dot Waterson during her trip to Italy.
Concrete delivery Venice style.



WORKING ALONE – Is it legal to work alone? Is it safe?

Employees who work alone could be put at increased risk through using moving machinery or handling chemicals without help. There is no specific legal prohibition on working alone, but the general legal duties of employers under the Occupational Health and Safety Act still apply. Establishing a safe working environment for employees working alone is no different from organizing the safety of other site employees. Employers need to identify the hazards of the work, assess the risks involved, and implement safe working arrangements to ensure the risks are either eliminated or controlled.

Within Mawsons there are two groups of employees whose activities involve a large percentage of their work time spent operating in situations without the benefit of interaction with other employees or supervision, those are:-

- Employees working alone on site – e.g.: drilling operations, rock breaking, after hours work.
- Employees working away from base – e.g.: delivery truck driver.

The following issues need to be taken into consideration when determining whether an employee is required to work alone:-

- Can the risks of the job be adequately controlled by one person or are more needed?
- Does the workplace present a special risk to an employee working alone?
- Are young and / or new employees especially at risk if they work alone?
- Is there safe access and exit for one employee working alone?
- Can all the plant, substances and goods involved in the work be handled safely by one employee?
- Is the employee medically fit and suitable to be working alone?
- Are there any routine work processes and foreseeable emergencies which may impose additional physical and mental burdens on the employee working alone?
- What training is required for employees required to work alone?
- What checks/control measures are required to ensure employees working alone are safe?
- What happens if the employee working alone becomes ill, has an accident or there is an emergency?

Where a person working alone becomes injured at his or her workplace, measures shall be put in place to minimize the time that an injured person may be unattended. These measures may include, but are not limited to any or all of the following points:-

- Supervising manager, or other designated person, shall visit the person's workplace more frequently than is the normal case, as it is deemed necessary.
- The person working alone shall make contact with another person at frequent pre-arranged intervals. If the person working alone fails to make contact at the arranged times, the other person must then try to make contact.

- The manager shall promote and maintain a system or culture within the workforce whereby employees check on one another at regular intervals. Checking may be carried out by face to face contact, sighting from a distance or calling up on a two way radio or telephone.

Additional consideration should be given to the following control measures:-

- Buddy System – A second person is assigned to work with the first, because the job can not be done safely alone.
- Communications – Telephones, mobile phones, two way radios or walkie-talkies can be a lifeline in some cases.
- Alarms – A range of panic buttons, personal distress and emergency alarms are available on the market.

Employees who work alone should be aware of their responsibilities under the Occupational Health and Safety Act. They have a general duty to take reasonable care to ensure their own safety and health at work. This includes complying with safety and health instructions given by the employer. Employees required to work alone shall ensure that:-

- They are aware of high risk hazards in their work area and are familiar with the appropriate safety equipment that may be required.
- All practical measures are taken to minimize risk during execution of their work.
- The agreed communications with their Supervising Manager approved nominee are adhered to.
- If performing shift work for extended hours, take appropriate rest periods.

It is up to each employer to determine the most effective way of supervising employees who work alone. Because of the nature to the work, direct supervision may not always be possible; therefore, a method of indirect supervision should be implemented. It is not sufficient to introduce safe procedures for employees working alone without monitoring their implementation to ensure that they are adopted and are effective.

RUSSELL MCINTYRE'S YARD PROJECT

We started out with our new home sitting on an acre with nothing much around it. Over the last 3 1/2 years we have slowly built our garden edging and paths entirely of Mawson – Yabba North rock. Russell has truly bought work home with him.

We started with scalps for our driveway and turning circle. Then once our garden areas were decided, we edged them with rocks before planting. Needing steps and a pathway to the door, we once again decided on rocks. Russell searched Yabba North Quarry, picking flat pieces to use as pavers and thicker flat pieces for the steps. Our driveway is marked by a huge rock.

When the front garden was looking in reasonable shape we headed out back to start planning our next project. Once again, rocks.

We made a path around the back of the house, edged the same as the garden, filled with scalps and stepping stones of flat rock. We built a garden using old mantles as features edging up to them with the rock path. The search was then on for more flat rocks to pave under the clothes line. Most of these were kindly donated by Lester (Glenrowan Quarry). My clothes basket stand is a big cube rock.

Our latest project has been to put in a fish pond. Yes, it's edged in rocks too! We have had our pergola enclosed so needed a paved area for our outdoor setting. I think we found every piece of flat rock that Yabba had on the ground to pave this area.

Our vegetable patch is recycled mantles from Lake Boga Quarry, thanks Pete for these. Russell feels at home surrounded by pieces of old crushing equipment.

A special thank you to Charlie (Yabba North Quarry) for supporting Russell's rock addiction.

Karen McIntyre



STAFF NEWS

Congratulations to Colin and Toni Smith who celebrated their wedding on Saturday 31st October 2009 and Casey Bradley and Steven Spring on December 5th 2009. Best wishes always for your future happiness.

Paul Bell and Bernie Mawson have recently celebrated special milestone birthdays. Happy Birthday Paul and Bernie.

A special afternoon tea was organised to mark Bernie's birthday and to congratulate Bernie and Alison who were also celebrating their wedding anniversary on the same day.



REDUCING STRESS IN THE HOLIDAY SEASON

Here are a few suggestions to help reduce shopping stress and make this wonderful time of the year even more enjoyable.

Know your budget and stick to it: It's tempting to show some-one how much you love them by demonstrating how much you are willing to spend. Don't do it. Instead, determine what you can comfortably spend, make a budget and stick with it. Staying within a budget can force you to be more creative and often leads to more thoughtful gifts.

Be efficient: Consolidate your shopping into one or two trips to save time and stress.

The earlier the better: Don't get stuck in the last minute rush in the shopping centre and at the post office. Earlier in the day is better. Avoid the crowds and enjoy a calmer atmosphere.

Get gift cards: If you really need things to be simple, gift cards and certificates can be a great option. You can find gift cards for everything from the movies to bookstores.