

August 2018

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One year on

Hi, I've now had just over year in this job and one thing has been coming through to me above all else; that the extractive sector needs to lift its game in recruitment and training.

So, after some work with the sector's Industry Training Organisation MITO, last month I called for expressions of interest from mines and quarries for an apprenticeship in Mining and Quarrying.



I am tickled pink to report that to date MinEx has had no fewer than 31 employees suggested by mine and quarry owners to take up an apprenticeship.

While younger blokes predominate, we've got four women including one who recently joined the industry after 15 years in agriculture. Two of the other women are sisters Megan and Gemma Leeson, who along with their brother Adam, are making it a family thing by all heading into an apprenticeship with support from their employer, Steve Ellis at Stevenson Construction.

So clearly companies are seeing that supporting someone to gain a trade qualification will bring real value for their operations and their staff.

The next step now is for MITO to sign up the apprentices and start organising their training. Initially this is expected to be mostly worksite-based, with some off-site courses and homework.

Also in this newsletter, we review my comments to last month's excellent QuarryNZ conference in Hamilton, with some tips on what's important to focus on – and a reminder to look beyond injuries to illnesses created in workplaces.

We look at the new Site Specific CoC regime which we've been lobbying for and which should support smaller quarrying operations.

And Lynley, who basically runs the MinEx office, is taking us into the social media age with a new Facebook site. As they say, [watch this space](#).

Stay safe and prosper

Wayne Scott

CEO

MinEx

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The Big A - Apprenticeships



It's time for our industry to get serious about apprenticeships. Yesterday (Monday) saw the launch of the "Got a Trade? Got it made" campaign by industry training organisations.

They note that 25% of people taking up apprenticeships have a degree and more than half have some form of tertiary qualification. Only 4% of school leavers are going into apprenticeships and they're much better off financially to do this, rather than incur student loans on tertiary education before turning to a trade.

MinEx has initiated an extractive industry apprenticeship scheme in concert with MITO.

It's time to encourage your staff or your family to take up an apprenticeship.

Download an [expression of interest form here](#) and return it to office@minex.org.nz

QuarryNZ conference

I started my conference presentation with a photo tribute to the 29 men who died at Pike River. It was a sombre but important reminder; that this mining company showed little health and safety leadership – and 29 families are still grieving. We got the Health and Safety at Work Act as a result – and I am a big fan of it. This is the best H+S



legislation in the world; it is risk-based but reflects the scale of sites and the resulting risks.

There is truly heightened awareness of the HSWA now and the extractive industry has come a long way since the dark days of Pike River.

One measure of that is the recognition we are now giving to those who measure up against their peers on H+S. Big thumbs up to both Fulton Hogan's Miner's Rd quarry near Christchurch for winning the Winstone Aggregates Safety Award at the conference and to Orica for taking the Chief Inspector's Safety Leadership award.

We are still working on the regulations that underpin the legislation. Yes, there was a review in 2016 but it wasn't a full implementation review and this is now underway.

Submissions were to have closed last week. MBIE has now extended the closing date to 28 September 2018. MinEx has prepared a major submission which is ready to go - in conjunction with the AQA and IOQNZ. The Minister for Workplace Relations and Safety Ian Lees-Galloway wanted to have the new regs in place by the end of this year and MinEx hopes this extension will not lead to any substantial delays in that timeframe.

You can read MBIE's email on the extended consultation period [here](#).



Taking time out at the QuarryNZ conference to catch up with outgoing AQA CEO Roger Parton

What you need in place ahead of the new regs

This was my message to QuarryNZ delegates about what you need in place as the new regulations are progressed.

- A current CoC holder (70+% of sites have one in place and 284 are working to obtain a CoC)
- Ongoing Continuous Professional Development CPD
- A H+S Management Plan that meets the Act's requirements
- Risk management practices
- An Emergency Response Plan
- And that you are meeting higher-level hazard management requirements (which covers worker health as well as injuries).



We need to remember that there are **ten times** the number of deaths from issues affecting worker health than through injury. Asbestos remains the biggest killer. Agriculture accounted for about half the workplace deaths. You will probably think about quad bike deaths but chemicals not quad bikes take the biggest toll of workers on farms.

There are not a lot of chemicals used in the extractives sector but we do have much to manage when it comes to fumes & dust.

As for injuries/fatals, there are four areas where you should focus:

- Falls and falling things
- Collisions
- Entanglement
- Pressure release.

These account for 85% of injuries and fatalities the world over.

New requirements for CoCs



Gazette Notice

New competency requirements are now in place for safety-critical roles in quarrying and mining.

MInEx is pleased that industry input has been heard and that changes include new requirements for Site Specific Certificates of Competence (CoCs).

The Site Specific CoCs will assist in a range of small quarrying sites, notably alluvial extraction and crushing operations employing a handful of staff.

There are limitations on what a Site Specific CoC can do including:

- Have no more than three other workers on site
- No use of explosives
- Be a site where you dig no deeper than 5m and don't have any tip head or stockpile higher than 5m.

To obtain a Site Specific CoC you must also have met Unit Standards on demonstrated knowledge of an extractive site, be able to conduct safety and incident investigations, carry out risk management assessments and be across health and safety legislation and/or regulatory requirement.

Additionally, to obtain a Site Specific CoC you need to have a current first aid certificate, pass an Oral exam, and have met practical experience requirements across a range of headings including operation of plant and equipment, environmental management, materials processing and risk management.

As well as the Site Specific CoC, there are new requirements for other CoCs. These centre on defining the 'workings' of relevant types of mines, quarries and tunnels.

WorkSafe has produced [this guide](#) to assist.

Could Allan be the longest CoC holder?

Some of us had a chance at the QuarryNZ conference to meet this character. Allan May runs the Waotu quarry near Tokoroa for J Swap Contractors.

Allan got his A Grade CoC in 1982. Anyone held one longer than that 36 years?

If you have - [let us know!](#)



Changes at the MinEx Board



We've had some people leave the MinEx board and others arrive.

First up, congratulations to the new Chair and deputy chair of the AQA – Jared Johnston and Mike Higgins.

They replace Brian Roche and Jayden Ellis, who stepped down from their AQA roles and with it, the MinEx Board.

Brian and Jayden have been stalwart supporters of MinEx during their tenure and it's good to see both have stayed on the AQA Board.

Also departing the MinEx Board was Dale Oram from OceanaGold, who has been replaced by Fiona Bartier, General Manager Health, Safety, Environment and Community for Bathurst Resources.

Our thanks to Dale for his contribution and welcome to Fiona.



Mining the database

A searchable national catalogue of mine plans is now available.

The [NZ Mine Plans database](#) holds about 3500 mine plans and this is expected to nearly double in the coming months.

The database has been established by MBIE, Crown Minerals and WorkSafe as a result of the Pike River Royal Commission which found insufficient focus on mine plan compliance and health and safety requirements. It wanted regulators to collaborate to ensure that health and safety is considered before permits are issued, and that the Crown Minerals regime should be changed to ensure that health and safety is an integral part of permit allocation and monitoring. Mine plans map the layout of an underground or opencast mine and the provision of them ensures both operators and regulators have oversight of mining activities to ensure health and safety, environmental and resource optimisation are taken into account when assessing annual reporting compliance or permit applications.



In addition to current mine plans, historic plans from around New Zealand have been catalogued from museums, libraries and private collections are discoverable in a central repository.

Paperwork never saved anyones's life

Complaints about endless paperwork for health and safety compliance have an unlikely ally; MinEx CEO Wayne Scott.

At a recent MinEx forum in Blenheim, one of 17 being run around the country, Wayne Scott agreed with attendees who said while they supported good health and

safety practices, they'd like to see less paperwork.

"Paper is only about keeping records. I've never seen paperwork that's saved anyone's life," he says. 'We are better to focus on what we can do to save peoples' lives.'



Wayne Scott's Introduction to H+S Management Systems was attended by nearly 30 people in Blenheim, with some coming from Motueka and Kaikoura to attend. Earlier a dozen staff from Marlborough quarry operator Simcox Construction attended their own session.

He says he has been to extractive industry sites where people do three risk assessments for the one job.

Wayne Scott has also had professional involvement in investigating fatalities.

"In all of them, people failed to identify the hazard."

Companies tended to put far too much reliance on procedures and personal protective equipment, such as high vis clothing. These low-level controls are easy and can give a false sense of security that risks are being adequately controlled.

"I've seen people, in an open field, with hard hats on planting trees." Wayne Scott says it would make far more sense for them to wear floppy hats and sunscreen so as to avoid the risks from sun exposure they faced.

He says quarry operators need to focus on ensuring they are doing everything they can to keep their people safe from major injuries and fatalities.

"You need to identify the 'oh shite' moment where a fatality could have occurred. That's much better than focusing on sprained ankles and cut fingers.

H+S Management Plans

These must align with nature, size and complexity of your site. Not be a photocopy of someone else's plan.

They must be understood by any worker. Average reading age of mine workers in Australia is that of a 10 or 11 year old. In NZ it is anecdotally that of a 13-year-old. The average concentration span is about the time it takes a bloke to drink a beer. 10-15 mins. For women it is twice that.

Successful H+S management requires:

- Adequately trained workers
- Processes adequately supervised – helping them to identify hazards, not filling out paperwork
- Adequate time and resources to do the work safely
- Equipment is fit for purpose. An example here is 9-inch grinders which are not designed to cut things. Used as a grinder they are fine. Used to cut steel they kill people.
- Quarry adequately prepared for reasonably foreseeable emergencies.

The fundamental requirement within a H+S Management Plan is for effective risk management.

“You’ve got to assess every risk every day. Safe operating procedures should be based on risk assessments.”

Sites need to concentrate on eliminating risks, separating people from the energy, and/or using engineering controls to mitigate risk.

If you’ve got these in place, you are pretty well there, says Wayne.

*Thanks to Simcox Construction and John Crawley ASB Asset Finance for supporting the Blenheim forum.

MinEx health and safety workshops

Ten workshops done and dusted - and the feedback has been awesome. Just one left to go this month - Wednesday 29 August in Ashburton, then a break until the Far North, Waikato and Taranaki in October.

Places have been filling very fast for some centres, so if you are keen - don't leave it till the last minute!

These FREE workshops provide an introduction to Health and Safety Management

Systems - what they are, and how to develop one. Covered in each workshop will be:

- Risk Management
- Workplace Inspections
- Plant
- Training & Competency
- Emergency response.



You will be provided with a simple HSMS template with forms to use in your operation.

Ashburton

Wednesday 29 August

Ashburton Club & MSA

266 Havelock Street

**Sponsored by Winstone
Aggregates**

Paeroa

Tuesday 16 October

Venue tbc

Sponsored by HG Leach

Te Kuiti

Wednesday 17 October

Venue tbc

Stratford

Thursday 18 October

Venue tbc

Kerikeri

Wednesday 24 October

Venue tbc

Dargaville

Thursday 25 October

Venue tbc

3.00pm – 6.00pm, followed by refreshments and general discussion.

Registration is FREE – 3 hrs formal CPD

To register email office@minex.org.nz

MinEx joins Facebook

Our intrepid office administrator Lynley has been on at us for a while to get into the social media age. So she's set up this Facebook page to promote MinEx forums, information and activities. Please use and share.

Just search [MinEx NZ](#).



Safeguard - free copy

Safeguard magazine is New Zealand's leading publication on workplace health and safety. Published by Thomson Reuters it explores all aspects of workplace health and safety in New Zealand.



MinEx has negotiated to provide you with a free sample copy of Safeguard.

[Apply here.](#)

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