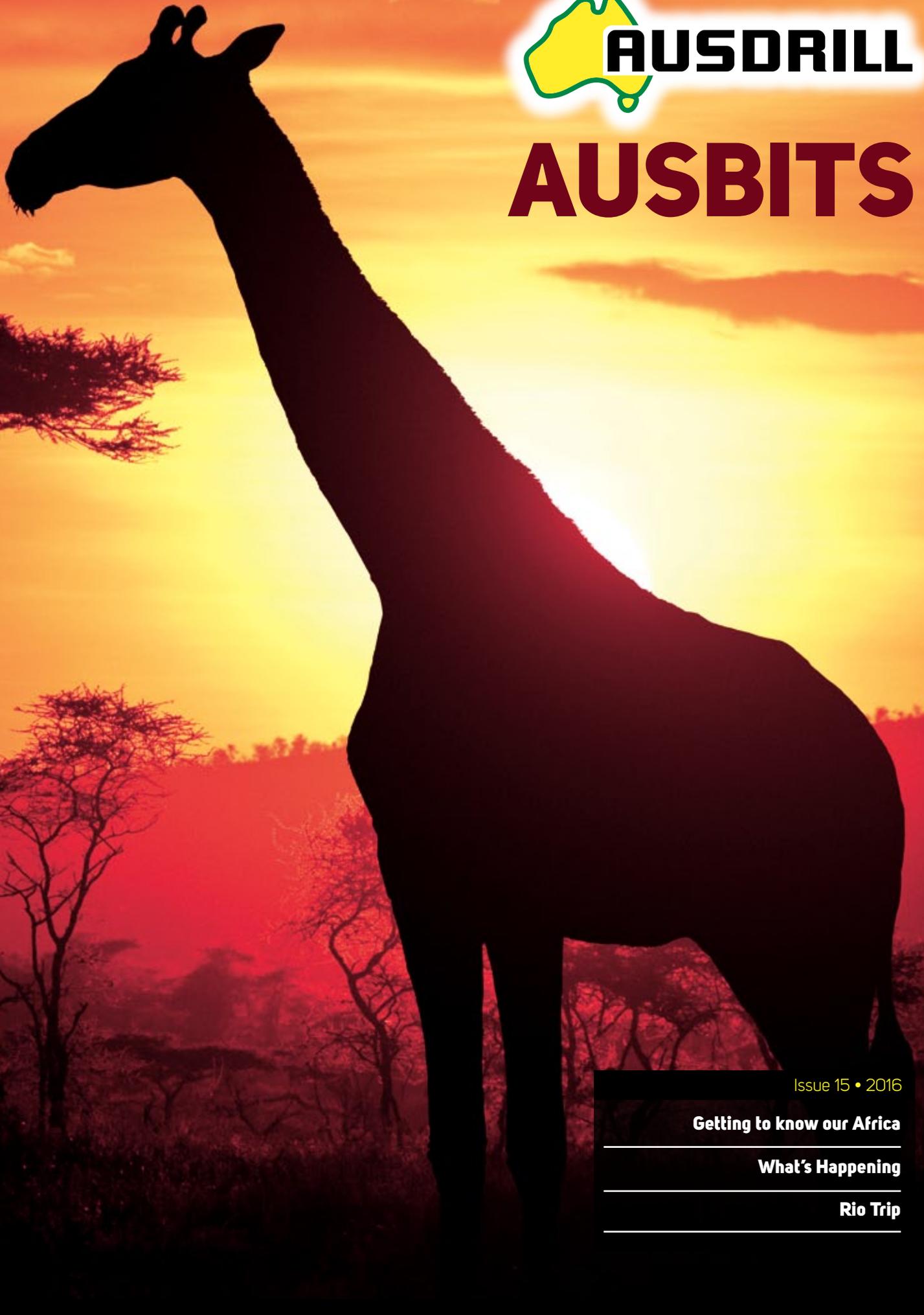




**AUSDRILL**

# AUSBITS



Issue 15 • 2016

**Getting to know our Africa**

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**What's Happening**

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**Rio Trip**

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# AUSBITS



## From the MD

I welcome all staff, clients, suppliers and shareholders to our 15th edition of Ausbits.

There is no need to apologise for this edition being late as it is on time as promised and is a credit to Taanya, our chief editor, and all the contributors that provided material for this issue.

In the last edition I touched on the loss of Colin "Speedy" Hutcheson and Paul "Hearney" Hearn the previous year and went on to explain that I had bred a racehorse and named it Speedy Ladidi in honour of Speedy and arranged with Roz, Speedy's wife for it to run in Speedy's colours.

I am very happy to report that Speedy Ladidi a Filly is a winner of a metropolitan race and has won and placed twice from five starts. The photo shows her winning at Belmont in May. I understand she has had a short spell and is now back in work so if you are interested in punting keep an eye out for her, as I am sure she has more wins in store.



I am also happy to report that the Company has had a major turnaround in profitability in the past year based on a lot of hard work by all our staff and the sale of some assets in DTA and DT HiLoad as per the report on the following page.

This is in no small way due to the collective efforts of every single Ausdrill employee who I want to personally thank for their contribution. I would also like to acknowledge the Executive team in John Kavanagh, Andrew Broad, Theresa Mlikota, Donald James and Roy Coates who have all played a big part in getting the Company back on the rails.

Whilst we have had a turnaround in the profitability of the Company we are still way shy of where we were a few short years ago, and subsequently the Board has elected to not pay a dividend for the year just gone. However, we do look forward to being able to resume dividends and reinstating the service pay bonuses next year if the turnaround continues.

### Contract wins Australia

#### Drill & Blast

During the past year, the Company was successful in securing a three year production drilling contract extension at Ensham coal mine in Queensland.

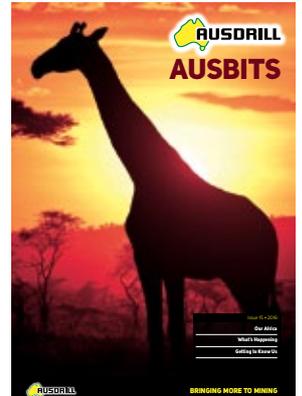
We also commenced works for Thiess at the BHP owned Rocky's Reward mine, and for Macmahon at the Newcrest owned Telfer gold-copper mine in the Pilbara, Western Australia.

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**Ausdrill Ltd**

PO Box 1540  
Canning Vale  
Western Australia 6155

Telephone **(08) 9311 5666**  
Facsimile **(08) 9311 5667**  
Email **ausbits@ausdrill.com.au**

Cover photo: African Sunset



### Exploration

In addition to term works performed for Gold Fields and BHP Billiton Iron Ore, the business was successful in the award of a new two year contract at Kundana and a two year contract extension at Kanowna Belle to carry out exploration services for Northern Star in the Kalgoorlie region. Exploration drilling services were also provided to a range of clients in the Pilbara, Mid-West and Goldfields regions including Doray Minerals, Dacian Gold, Silverlake Resources and Breaker Resources.

### Contract wins Africa

#### Ghana, AMS:

- Secured a two year contract extension for mining works at the Induapriem mine, owned and operated by AngloGold Ashanti; and
- Secured a new 42 month contract to provide surface mining services to Perseus at its Edikan gold mine, Esuajah North deposit.

#### Mali, AMS:

- Secured an extension to our exploration drilling contract with B2Gold at its Fekola gold project; and
- Secured an extension to our mining contract at the satellite pits at the Syama gold mine, owned and operated by Resolute Mining.

#### Burkina Faso, AMS:

- Secured a six month extension until December 2016 to provide mining equipment to Nordgold for work on its Bissa Gold project; and
- Secured exploration drilling contracts with B2Gold, West African Resources and Vital Metals.

#### Guinea, AMS:

- Successfully completed its second year of contract mining works at the Sigiri mine, owned and operated by AngloGold Ashanti.

#### Senegal, AMS:

- Has secured a seven year contract with Toro Gold at its Mako project.

In closing again thank you to everyone who contributed to producing another excellent edition of our Ausbits magazine.

Have fun, enjoy your job, stay away from drugs, be safe and look out for your workmates and family.

Ron Sayers

### ABOUT AUSDRILL

Ausdrill is a diverse and integrated mining services group providing exploration, assaying, drill and blast, contract mining, equipment hire, procurement and logistics services to blue-chip mining and resource companies with operations in Australia, Africa and the UK.



# SHAREHOLDER CORNER

## AUSDRILL DELIVERS SOLID FY16 RESULT IN CHALLENGING MARKET

### HIGHLIGHTS

- Significant business turnaround delivering profit from continuing operations of \$20.2 million
- Financial position remains strong with exceptional cash flow delivering increased cash reserves of \$181.9 million and lower gearing of 26.3%
- Successfully re-focused on core activities through the sale and closure of non-core businesses generating \$35.7 million profit on sale, and in excess of \$70 million in sale proceeds
- Reported profit of \$58.2 million, basic earnings per share 18.6 cents per share
- Improved safety performance across the Group

Ausdrill has achieved a significant business turnaround over the past 12 months, increasing revenue and exiting non-core businesses to deliver a substantial increase in profit.

The Company reported sales revenue of \$743.9 million and a profit after tax of \$20.2 million from continuing operations for the year ending 30 June 2016. All major operating divisions achieved improved performance during the year.

The Company's long-standing exposure to the gold sector has continued to underpin revenue, with approximately 84% of Ausdrill's mining services revenues generated from the provision of services to gold companies.

In what has remained a challenging environment, Ausdrill has successfully re-focused the business on its core activities, reduced costs and won significant contracts with existing and new clients.

The significant profit improvement was driven by cost-out initiatives and business

rationalisation, which contributed to a 53% improvement in EBIT.

The Company's overall profit was boosted by the Group's sale of the DT HiLoad truck tray manufacturing business and the DTA drill bit manufacturing business, which together generated \$35.7 million profit after tax, and which will deliver in excess of \$70 million in cash proceeds.

These contributed to the Group's reported profit after tax of \$58.2 million.

The balance sheet of the Group remains strong, with a continued focus on debt reduction and cash generation, gearing levels decreased from 39.1% to 26.3%, with cash reserves of \$181.9 million at 30 June 2016. The net assets of the Group increased by \$53.3 million to \$606.6 million during the year, resulting in the net tangible asset position increasing from \$1.77 per share to \$1.94 per share.

Having given due consideration to current operating conditions, the Board did not declare a final dividend for the financial year ending 30 June 2016. Ausdrill has historically paid dividends to its shareholders twice a year and expects to resume paying dividends in the next financial year, subject to continued improvements in financial performance.

### OUTLOOK

The Company has successfully refocused its strategy on the delivery of core mining services in markets where it has a competitive advantage. Its strategy is client-focused and harnesses innovation and technology to deliver relevant and low cost mining solutions to its clients.

The mining industry continues to experience a period of uncertainty in relation to future levels of demand and prices received for commodities. Furthermore, surplus capacity in certain markets in which we operate and the lack of new projects coming on stream mean competition for work remains extremely high in mining services.

In response to these market conditions, Ausdrill will:

- maintain its strong focus on safety
- work to maintain and rollover contracts as they mature
- continue to deliver efficiency gains to counter market-driven margin compression
- rationalise its businesses further to focus on profitable revenue streams
- maintain a stable financial foundation from which to grow the Company in the future
- review working capital, particularly inventory levels, to ensure that it is commensurate with current levels of activity
- demonstrate continued restraint in capital expenditure

Competitive market conditions and margin pressures are expected to persist. The gold price in Australian dollars currently favours the Australian production-related mining industry and provides a platform for a stable level of activity in the near term. However, near-term growth opportunities are anticipated to come from Africa in particular, where there is a higher rate of tendering activity.

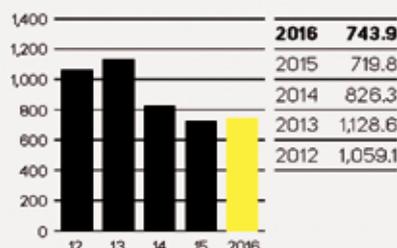
The outlook for the resources industry is expected to improve over the medium term in both Australia and Africa where Ausdrill has a long established presence and local know-how. As a consequence, Ausdrill remains very well placed to take advantage of future opportunities.

Based on the level of work currently in hand and the expected continued growth in the sector, Ausdrill is targeting revenue around \$800 million with an anticipated profit uplift from continuing operations of around 50% in FY17, subject to potential uncertainties associated with the volatility in world financial markets, exchange rates, tightness in labour markets and execution of the contracted work to plan.

**Theresa Mlikota**  
Chief Financial Officer

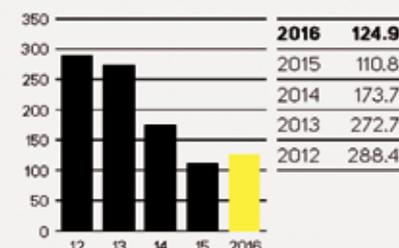
### SALES REVENUE (\$M)

**743.9**



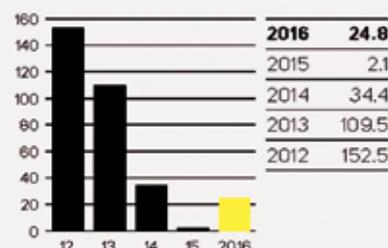
### EBITDA\*1 (\$M)

**124.9**



### OPERATING PROFIT BEFORE TAX\*1 (\$M)

**24.8**



\*1 Figures exclude the effects of any significant items in prior corresponding period  
Refer notes on page 19

# HEALTH AND SAFETY UPDATE

## Alec Barfield, General Manager HSEQT

By all "traditional" measures of safety performance (Frequency rates for Total Recordable Injury, Lost Time Injury etc) our statistics are all reducing consistently, which is fantastic. Our Total Recordable Frequency Rate (TRIFR) is now over 45% less than it was 12 months ago.

This type of reduction doesn't just happen, it needs our management teams, supervisors and work crews to work together. Hazards must be identified, correct controls put in place and everyone has to work to the agreed plan, if we are to be successful in completing our work without harming anyone.

Congratulations and thank you to all of you for helping to make Ausdrill a safer place to work.

Along with this hard work, there are lots of people and work crews thinking of ways in which we can change things to make our work easier and safer.

It is not possible to show and discuss here all of the improvements we have introduced thanks to our work crews. If we did we would need all of the pages of this edition of Ausbits and then some.

What I have done is put together some examples of "What Good Looks Like". Everyone involved in these examples and the others which are not shown, should be justifiably proud of their efforts and teamwork in helping to improve the way we do our business.

With the continued active engagement of all of the people who work for Ausdrill, we will continue to improve.

Please remember that One Safe All Safe is our vehicle for change and "If you see something, say something, do something, make it safe".

### ANW – Reduce manual handling of truck tyres

Initially Ausdrill Northwest had trouble getting truck tyres off and back onto trucks. The tyres are heavy and difficult to move around and they also take up a lot of storage space when laying down.

The Maintenance department designed a tyre changing frame that slides out with electric winching capabilities to assist in lowering and raising the tyres.



### BTP Hazelmere – Protection for operator

In the transmission test room there are a number of hydraulic hoses that are regularly pressured up to 800psi.

Whilst a failure of a hose is unlikely given the inspection and maintenance program in place, it is possible. If a failure was to occur the operator of the test control panel could be in the direct line of fire.

Jed Hookham and other members of the team worked together to design and install a physical barrier to protect the operator should a hose failure occur and as a result a metal frame with bullet proof glass was fabricated and installed.



### Diamond Communications Welshpool – Protecting members of the public

On Wednesday 27 January 2016, Anguss Edward and Jan Jager had completed work for the day and had packed up and were travelling back to the yard (from Melville to Welshpool).

Whilst they were stopped at a major intersection, they heard a large truck strike a power pole, bringing down overhead powerlines. This resulted in a live powerline coming down across the footpath. This is a high pedestrian area due to the nearby car yards, and there were several pedestrians in the vicinity, some of whom obviously did not understand the risks associated with live overhead powerlines.

Using signs and equipment which were on the back of their vehicle Anguss and Jan closed the footpath, physically barricading off the area.

They stayed at the scene until emergency crews arrived and were able to disconnect power.

This team effectively controlled a potentially fatal hazard with their actions and kept members of the public safe.



# HEALTH AND SAFETY UPDATE

## ASL Kalgoorlie – Purpose built service trailer

A new service trailer that has minimised the site's manual handling of 20L drums when servicing has been built for Whitefoil. The trailer was designed by Nick Brown.

Through the utilisation of quick connect couplings on hose reels to evacuate the machine fluids via a pump into a waste oil tank, this trailer



has also minimised oil spills on the site. This process has also halved the time for doing the wet side of the service allowing more time to complete repairs on the rig whilst reducing the risk of injuries.

## ANW – Dust control

Water fed button bit sharpeners were incorporated into the bit sharpening process across sites to eliminate respirable dust exposure.



## AMS Siguiri mine site – Monthly Safety Value

Each month the management and supervisory team members all sign on to their Monthly Safety Value which is then displayed at prominent locations across the site. This shows that the team is committed to continuing to improve their site's safety performance.



## ASL Kambalda – Modifications to sample splitter arrangement

Richard Della Vedova redesigned the splitter arrangement on the R/C rig cyclone trailer to eliminate the need to take the splitter on and off the trailer and installed a platform to make access to the top of the splitter easier when lifting sample bags. Both the splitter and platform can be folded away securely when the trailer is to be moved.

## AMS Syama mine site – Traffic intersection

The team at Syama have used obsolete tyres to clearly delineate traffic intersections. The tyres, which are painted white, can be clearly seen by all vehicles using the roads.



## BTP Hazelmere – Thinking of others

As Christmas approached last year, Wallace Cope realised that some people at BTP did not have family or friends to share this time with, so he brought a Christmas tree to work and placed it in the workshop to brighten things up a little. Wallace and his wife then went in their own time and purchased a gift for every person in the workshop and placed them under the tree, so nobody would go without a gift on Christmas day.



## AMS Siguiri – Pre-shift meeting

The Load and Haul pre-shift meeting is conducted around whiteboards and notice boards which contain all of the information relevant to the work for the shift as well as details of their safety performance. The pre-shift area is under cover to ensure meetings can be conducted in all weather conditions.



## AMS Edikan – Pit layout

As the Fetish pit gets deeper at Edikan, room is diminishing so the team on site have set up traffic flows and parking areas to minimise interactions between vehicles and people.



# TRAINING NEWS



Left to Right – Jeff Gittos TAFE, Aaron Banes DRA and Jim Separovic TAFE.

In January this year Ausdrill was approached by Polytechnic West (now South Metropolitan TAFE) for assistance to put together a training aid for a new unit of competence, Diagnose and Repair Electric over Hydraulic Control Systems. My first point of contact was Mick Crocker who whole heartedly supported the request for assistance. Mick directed me to Aaron Banes and Steve Campbell at DRA and with the help of a couple of suppliers and a bit of work from Aaron we had soon gathered enough components (IFM CR2500 Controller, Potentiometer, Proximity switch, Rexroth coil, Joystick assemblies, Hydraulic motor and valving, Pressure and Temperature sensors) to construct a functioning CanBus system.

The Controller had to be programmed to support the required functions, and once this was completed Aaron then set about constructing a wiring harness to suit the system. The end result was a CanBus system that could carry out multiple functions and react to changes in temperature or pressure. The system can be easily assembled with a variety of controlling functions and each function can be monitored electrically so the students can interpret the input and output of the individual components. This assistance to TAFE will not only enable our apprentices to learn on current electrical over hydraulic control systems but all apprentices who elect this Module as part of their training package.

Our thanks go to Datek for programming the IFM CR2500 Controller and also to Bosch Rexroth who supplied the missing parts and tested the M4-12 Hydraulic Valve.

Cheers Chopper.



## COUPA PROCUREMENT by James Bargerbos

Coupa is an Industry leading enterprise procure-to-pay solution that provides an easy consumer-like shopping experience. As a procurement system that was designed and built with users in mind, its high user adoption enables more spend to be brought under management through better spend visibility and control whilst streamlining requisitioning and purchase order processes. Coupa provides easy tracking and management of purchase orders in real-time, with everyone in the approval chain able to check the status of requisitions and approve or reject from email or mobile wherever they are. Coupa also benefits our suppliers who are able to view and keep track of all their Ausdrill purchase orders, upload their own invoices, and even communicate directly with Ausdrill staff via order and invoice comment functions.

Over the past 18 months, the Coupa Team completed the implementation of Coupa across Ausdrill's various Australian business units. The implementation phase encompassed the integration and configuration of the system, supplier engagement and enablement, user training and ongoing support. Since completing the initial roll out phase, the Team has been working to continually improve both the configuration of the system and also how it is used. One of the key focusses over the past few months has been on making it easier for our users to find and request what they need. Over the coming months, the Coupa Team will be incorporating Supplier Optimisation Program awarded contracts into Ausdrill's Coupa environment to further maximise our savings and improve supply chain efficiencies for the entire business.

Another aspect of continual improvement involves contributing to the online global Coupa Community, which is something I have personally been engaged in since we first started implementing

Coupa at Ausdrill. The Coupa Community is a hub for collaboration with the Coupa Product Managers and with other Coupa customers around the world, where knowledge is shared and ideas brought forward to be considered for development and implementation. A lot of the new feature requests I have put forward to Coupa have been raised in response to the feedback, ideas and issues raised by Ausdrill staff who are using Coupa on a daily basis. Encouragingly, a solid proportion of these requests have been considered or planned for new releases, and some have already been implemented. This involvement in the Coupa Community has been formally recognised by Coupa and I was surprised to be rewarded with a trip to San Francisco to attend their annual 'Inspire' Conference where I received the Coupa Community Champion award for 2016.



*James receiving his Coupa Community Champion Award*

## BTP GROUP HAZELMERE FACILITY VISIT by Barry Crone

On Wednesday 13 April Senator the Hon Arthur Sinodinos AO, Cabinet Secretary and Senator for New South Wales and Hon Ken Wyatt AM, MP, Federal Member for Hasluck, visited our Hazelmere facility to see first-hand how BTP plans to implement LEAN manufacturing.

BTP has started a comprehensive LEAN manufacturing training program thanks to a significant grant under the governments Industry Skills Fund programme. LEAN manufacturing is a systematic method for the elimination of waste within a manufacturing system to increase "value" which is defined as any action or process that a customer is willing to pay for.

Mr. Sinodinos and Mr. Wyatt met with a number of our staff during their visit and were extremely impressed with the scale of the BTP facility as well as some of the larger mining machines in our workshop. They have kindly accepted our invitation to return to BTP once the program is complete to see the difference LEAN manufacturing makes to BTP. In extending the invitation Donald James, Executive General Manager - Equipment Services & Supplies noted "It was great to see how support from the government can help enhance competition, support innovation and boost jobs and growth in Australia".



*BTP Hazelmere Facility Visit, 13th April 2016*

*(L-R) Andrew Broad, COO - Australian Operations Ausdrill Ltd, Senator the Hon Arthur Sinodinos AO, Cabinet Secretary & Senator for New South Wales, Hon Ken Wyatt AM, MP, Federal Member for Hasluck, Donald James, Executive General Manager - Equipment Services & Supplies, Ausdrill Ltd*



## A day at AMS Iduapriem mine site in Ghana

The wake up bell is at exactly 0430 hours and by 0515 hours I am off to start a 12 hour shift at AngloGold Ashanti, Iduapriem mine Ghana, where African Mining Services (AMS) is contracted to perform open pit mining operations for AngloGold Ashanti Ltd.

I normally spend about ten minutes to pray and commit twelve hours of the usually eventful shift into the hands of Almighty God. The journey to site begins with about five minutes walk to catch a cab, then to AMS-Bankyim yard where we board our assigned transport to Iduapriem site. The journey from Bankyim to Iduapriem mine site is always an exciting one, it is that moment we meet at Bankyim yard first time of the day. It takes approximately twenty minutes to drive from Bankyim to Iduapriem mine site and discussions would usually arise on occurrences of previous shift and what will happen in the coming shift. By 0550 hours, we are in the AMS-Iduapriem yard and joining the various departmental pre-shift meetings at 0600 hours.

A normal shift begins with the Pass meeting after which I start my report preparation for presentation during the daily production meeting at 0730 hours. As the HR officer I have to present a very accurate report, designed to report on every employee on Iduapriem pay books, sub-contractors on site and visitors if any, as well as all expatriate staff on site.

Management at the meeting requires information on number of employees on

site, absentees, update on sick reports, employees out of site, employees on annual leave, authorised absence, bereavement etc. Sometimes there is the need to reach supervisors on phone to confirm information on the attendance sheet, and to make sure every employee on site signs in on the attendance records.

1200 hours midday is time for lunch, I spend thirty minutes to enjoy a meal from a two item menu, prepared by Global Sourcing Services, a catering company contracted to serve both nationals and expatriates at site.

The daily routine tasks include;

- delivery of personnel administration and industrial relations services
- daily input of personnel time sheets
- initiate, make up, maintain and update all files of personnel on site
- maintain and update information on Employee and dependants' medical data
- assist in the dissemination of information regarding general company rules and regulation.
- assist with the administration of Company's programme on Safety, Health and Environment,
- assist in SHE and disciplinary investigations and forward a report to the site manager
- any other duties that the Project Manager may assign to me.

Close of shift is at 1800 hours but I usually have to stay back and attend to issues that may arise

at the pre-shift meeting of the night shift crew. I eventually leave site at approximately 1820 hours when the night shift commences and the workers bus sets off with the day crew back to town. The return trip is characterised with workers discussing the issues they encountered during the shift that were funny and sometimes safety issues are also discussed by colleagues as we travel back home. Some may be talking about family issues and new stuff and up and coming events of interest.

Nothing is more exciting than reaching home safe to meet a joyous welcome by family and friends at approximately 1900 hours.

George Kankam-Ansah  
HR Officer  
AMS-Iduapriem Mine site





## WHAT MY DAY LOOKS LIKE AT IDUAPRIEM MINE – AMS OPERATIONS (HSE Supervisor)

Beep, beep, beep, beep, beeeeeeeeeeeeeep - the sound of the alarm.

Well another day to save a life, I say to myself as I slide out of bed. It's 4:00 am in Tarkwa, the western region of Ghana. Although not many people would like to get up at that time, for us the miners, it is the beginning of another day. I say a short prayer, jump in the shower and I throw on my work gear ready to take off, as it is too early for me to eat breakfast. I start my journey to the pit by 4:30am as I need to catch up with the night crew before they end the night shift. I grab my laptop, jump into my PC after pre-start check and head for the pit. It is only a 20 minute drive to the Teberebie pit.

On my way to the pit, I listen to the conversations on the two-way radio. I will usually make my first contact with the supervisor on radio to enquire if the shift was safe and no incident. I will then congratulate the crew and ask them to keep the safety flame burning. If there is no incident reported during the shift I look for positive attitude and operator behaviour as I drive on the haul roads.

In the pit, I jump out of my PC and have a chat with the shift supervisor about how the shifts have been, and conduct quick inspections prior to the day shift crew taking over. This helps me to be in the best position to talk through hazards and unsafe conditions and controls put in place at pass meetings of the morning crew.

At 5:40am, I would head toward the office and get ready for the morning crew who would turn up at 6:00am. I meet the morning crew at the main entrance of the AMS yard, welcoming them with a cheerful smile and join the security team to supervise the mandatory daily alcohol screening.

The site safety team will join the crew at pass meeting after I have briefed them of my findings in the pit during the early morning drive, if there are any to discuss. The shift safety representative and supervisor lead the pass meeting where safety issues are discussed, hazards, near misses, unsafe conditions, fatigue and employees on medications are reported. I take the opportunity to remind employees on the need to take safety seriously and help build a good safety culture and be

each other's keeper. If there is any safety alert received from any site or within the industry, we share the learnings. We break them off to work after we chant our site slogan:

Leader: **Ahwejie!** All Respond: **Yenkwa Nti!**  
Leader: **One Safe!** All Respond: **All Safe**

### Site Morning meetings

By 6:20am, as the crew set off to the pit, I would have a quick meeting with my safety team to discuss the task for the day and assign responsibilities. My team members report on their finding and issues from various working areas for the previous day which were not addressed for redress.

The site morning meeting starts at 7:30am with site management where safety, production, and site challenges are addressed. It is an interesting and all important meeting as the site manager and front line supervisor or HODs discuss safety, production, maintenance, HR issues and other matters of concern. At this meeting I lay bare my findings for redress which has been raised with frontline managers in the previous day and feedback is given on their status.

I will then take my breakfast, usually "wakye" a local meal made of rice and beans, before heading to client meeting. By 8:30am it is time for the client production meeting. At this meeting, I present to the client hazards raised by AMS employees in the work area that requires immediate attention and challenges which will affect the safety and wellbeing of the workers. I also report on any incidents in the previous shift, if any. Production meetings will normally last for an hour if there are no pressing issues.

### Main Task for the day

After the client meeting, I will attend to any concerns raised at the meeting that require immediate attention. I also do an inspection of the workshop yard to ensure no oil spills and also check that the oil water separators are properly managed. Then I would quickly check my emails to see if there is anything for action. In some days I will have people waiting to be inducted at the training room depending on the work load and assignments or actions for the day, I normally task one of the team members to do inductions except on days when they are off duty.

I employ the 70/30 rule where 70% of my time is spent with the guys in the field as it gives me the opportunity to correct at risk behaviours, assisting in JSA/JHA's, inspecting of take 5's, conducting inspections and PTO's.

The other 30% of my time is spent in the office for closing outstanding actions in Myosh, conducting incident investigations, preparing presentations and reports for the clients.

### Preparing to knock off

I then prepare for the night shift crew before they arrive on site at 5:45 pm. I gather all relevant information that needs to be discussed at the pre-shift meeting. Highlights of any changes in the pit areas that they need to know in terms of safety.

At 5:45pm, the night shift arrives and once again I welcome them with the alcohol screening. We then do the pass meetings. After the team has been dispatched for work, I would come back to the office and complete other documentation for the day.

I then log off my computer, pack my laptop and head toward the pit for my last run for the day before going home. At least I am certain the night shift is set out properly and all safety controls are in place before leaving the crew.

I bid the crew a safe shift on the radio as I drive home feeling a good sense of accomplishment, hoping my role on safety of the crew will save a life. I now start to think about what is in stock for tomorrow. I eventually get home at about 8:00pm to meet my family.

Bright Bonsu  
HSE Supervisor  
(Iduapriem Operations)





## The life of a "Bean Counter" in Francophone Africa..... from Les Day (FC, AMS Mali)

On the 23 June 2008 I was employed by AMS as the Financial Controller in Mali. Mali is a landlocked country in West Africa. AMS had recently won a tender at Yatela to start on the 1 July 2008 – the first mining job in Francophone Africa for a number of years, and as you can see below – this was a start of an exciting time in the region.....

It wasn't an easy start as in a matter of days and weeks we had to mobilise fleet, stock, recruit expat finance personnel, and hire the existing 350 National staff issuing local contracts to all. Then in Bamako, the capital of Mali, we had to find office and accommodation for rent, recruit a finance and administration team...all with a command of English, but needless to say we managed to overcome all obstacles placed in front of us.....Sadly Yatela finished in 2014, but we gained another job in Mali at the Syama mine site in 2012 which continues to make steady progress.

In Mali in 2010, AUMS won the underground contract at the Loulo site where the finance and administration departments were managed by AMS.

Also in 2010 we won several tenders in Burkina Faso – a landlocked neighbour of Mali – and once more we were faced with the same obstacles although this time we had responsibility for setting the company up, doing all the banking, fiscal requirements and recruiting the staff.

Fortunately in February 2014 when we were advised we had a job in Guinea we were given two months' notice and we were better educated on the steps to be taken – still that didn't stop us from going to Conakry at the time of the Ebola alert to register the company, open up bank accounts, register with the fiscal authorities – and all that previous education came in profitable when we completed all this in five days.....we are very good at this now and I have no doubts the next tender we win in Francophone Africa that we don't have a presence in we will be able to beat our five day record.

You can see by this small snap shot how two days will never be the same, how the challenges keep coming, how you never stop

learning, and the great support we can rely on from the rest of the group when needed.

It hasn't all been plain sailing though, Mali has had its political issues since March 2012 when President ATT was ousted and the country was thrown into political turmoil. I will always remember the day of the ousting as we had Mr. John Kavanagh – the now COO with a fellow Director departing Accra travelling to Yatela via Bamako – and they landed Bamako at 9.30am – I met them at the airport with our airport guys expecting a quick refuel and expecting a 10.15am departure. Sitting in the departure lounge things started to go wrong – originally we were told that wrong paperwork was filed – these excuses went on all day – in any case we finally got the Management away at 16.30pm – I still had no idea what was happening – it wasn't until I contacted the office I was told not to come over the bridge as there was shooting going on. The coup kept the Management on site for six days as Mali air space was closed down – no one in and no one out.....I am pleased they were not stuck in Bamako!

The ousting of ATT led to unrest in the far north of Mali where terrorist groups with international links started taking towns and cities – and imposing Sharia Law on local communities – wrecking artefacts that had stood for many centuries. Unfortunately the Mali Government were unable to reclaim the territory.

Mali elected Mr Toure as an interim President until National Elections could take place. In January 2013 the terrorists threatened to leave their Northern bases and head to Bamako. This is where the French intervened and sent a task force to not only halt the advancement of the Terrorist group but also push them back. The fight still continues today where Bamako and the northern part of Mali have a heavy UN contingent of about 12,000 staff.

The French coming to Mali was a relief as it stopped the terrorists heading south but it also made Bamako a potential target, and in March 2013 was the first attack on an expat bar where unfortunately five people lost their lives and others were injured. There have been other attacks that made international headlines but security and welfare of the AMS workforce is paramount and AMS took expert advice to secure our locations to make the workplace and living quarters as safe as possible. Many mining companies evacuated their expat

workforces who were located in Bamako. AMS and Ausdrill shared the same concerns but the Malian Government relied on mining to fund their finances so we stayed put to try and have the business operate normally.

2016 now, eight years on and I still remain. Contrary to the security issues that Mali still has we continue to operate normally. We as expats feel very safe and have regular contact with security experts in order to retain our safety.

Staying put though has brought the expat and national workforce together in Mali. We were always one of the team but we are so much more than that now, the respect we gained from within Mali was paramount as AMS are highly respected in this part of the world for doing the right thing by law.

The greatest admiration I have though is by admitting that I never knew what job satisfaction was before I came to AMS. Personal advancement and meeting new people is great but developing a finance and administration team that can prepare information to international standards is nothing more than astounding for the commitment and hard work the Malian nationals have shown. We have drivers who have become Logistics agents, translators who have become Admin Superintendents, Secretaries who have become Junior Accountants and many more success stories. To enhance this knowledge we have to remember that English will be the nationals' third language at best behind French and Bambara. All in all it takes a great team effort to do what we have done to date.

In closing – bean counter according to Google is "a person, typically an accountant or bureaucrat, perceived as placing excessive emphasis on controlling expenditure and budgets".....well I have to say that someone should tell them what an AMS bean counter does so they can update their definition.





Hi, I have been an expat in several overseas locations over some 10 years but this is my first time actually working out of Africa. In my experience it is no different than Asia where the logistics are a demanding process in your everyday life of both travelling in and out of the country but also in getting supplies in for the day to day operations of the company. The duties paid, the time it takes to clear supplies through customs and then the logistical arrangements with time frames on delivery can make the jobs very risky at times, with delays either with flights in or company suppliers not actually having support parts in country.

It is a very fine line in designing a plan on preventative maintenance and organising parts on site in stock, which of course increases your site costs but it has to be that way or you could have major down time waiting on parts from the supplier or through logistical services meaning major delays with returning machines back into operations services.

The camp life has been great with most modern day services provided and all sites seem to

have a very good relationship where all will help out or assist each other on work issues or personnel matters.

With the local services inland it can be quite a long day with getting to meet your planned R&R flights. Some sites have to drive from site to a major inland city to catch a plane. The drive in the dry weather can be a six hour trip, but if in the wet there are detours which can result in it being an eight plus hour journey. That is just stage one. Then you have to catch the flight across on a local service that is a four hour two flight connection which could like my last few trips end up as a wait of six hours in a hot non air-conditioned, no mod cons, departure lounge.

Sometimes you can just meet the out of country flight with minutes to spare or even risk missing your flight with the local services just not flying you further until the next day. If you are in a place like Togo when this happens it can be hard to contact an office to get flights changed and organise another departure flight home. This can be very stressful for some

people who depend on making flights and meeting family as planned but that is all part of wonderful experience of being an expat, where not everything is as predictable or regular as home is.

In my time with the company I have seen some very innovative and efficient changes with a lot of new ideas and people coming in with the small turn in the industry where I am predicting big things for AMS as a mining company in Africa going forward.

Regards

Cheers

Ian Johnson

Project Manager, AMS Syama

# AFRICA - BURKINA FASO

## Hello Ausbits and the Ausdrill community,

My name is Geoff Power and I manage Business Development (BD) for Ausdrill International by way of getting involved in early resource prospects / projects, information sourcing and mining RFPs that suit the groups different business units. We as a group are looking and talking to companies on projects all over Africa, Mid East and the far Eastern part of European Union fringe. One tends to spend a lot of time in an aeroplane and / or airports and visiting interesting places, which I like. My last 73 page Australian passport filled within 18 months.

I re-joined African Mining Services in this role in June 2015 and am very happy to be back in the Ausdrill family. I was with AMS in 2004/2005 and 2006 here in West Africa so I know the company leadership and style of operation.

My BD scope covers our African surface mining, the full range of Ausdrill's drilling capabilities, underground RFPs along with promoting the Group's business units based in Australia. In this role I travel extensively to attend mining shows and conferences either as a one person delegate gathering key information and meeting companies or by having an Ausdrill International/AMS booth at the bigger events with our COO and others, where we meet and discuss what we can offer key clients. From my role and interaction with many new clients and companies, we are looking to establish a CRM (Client Relationship Manager) process here in Africa to better manage our future pipeline of works as well as having a central database of key contacts. At least two times a month, I travel to Accra, Ghana where our African head office is, to update and interact with our different teams there.

I moved to Ouagadougou in Burkina Faso in early 2012 from Nouakchott, Mauritania and then decided living on full residential with family in country was much better than trying to continue on a FIFO deal, where long rosters made family life difficult, to say the least.

As a community to live in with my family, where the kids go to school, the shopping and normal happenings, Ouagadougou is a great place to be. It has most things although the supermarkets are not the same as you would find in Australia. You need to do the rounds to the lot of them to get the key things needed. This is mainly because Burkina Faso is a land locked country that runs out of stock, especially if trucks get stuck at the borders, which happens often. So we must stock up and think out of the box in regards to living, food wise. Growing up on cattle stations in the north west of Western Australia around Meekatharra and Marble Bar, this is normal to me, as we used to get a mail truck once a month back in the day so living off veggie gardens and procuring your own meat is the norm.

Yes, Burkina Faso has had its recent share of ups and downs, but still the Burkinabe people make it a great place to be, and under the new President it looks to be moving in a good direction. Obviously it is also very important that your wife is okay with being left alone in such places with the kids. It is then key to have a well set up plan of action and a few emergency contacts, just in case!!!

A key point for us choosing to live in Burkina Faso is it being central to the mining arena with its West African location, which makes it an easy place to move and travel from. We have an Underground (AUMS) office and a Surface (AMS) office in the city.

Our two boys attend the International school in the city where they participate in a wide variety of sports and other activities to keep them on track and focused. Bonus here with this is that they have friends from all over the globe which opens their eyes to many cultures which can only be a positive.



The language in country is French and with their mother being Dutch, they are at the tender age of five and eight speaking and learning to write three languages at school, French, English and Dutch. There is a small Dutch school in the city, as the Dutch community is quite strong, so they attend this school for an afternoon once a week to learn their Dutch culture and history. This will allow them to move straight back into the Dutch system if required.

We have a house lady / cook and a Nu Nu ( Nanny ) who also speaks to them in the local language as well, so they are picking up bits and pieces of a fourth language. It's a great learning experience for them, almost like a mini University degree in languages. One that will no doubt set them up later in life, hopefully making them capable of facing and handling pretty much anything that presents. The expat community in Ouagadougou is a small and close one as they go, so it can be a little daunting if you let it get to you. This takes managing if you are a newcomer to the expat world. You cannot get too drawn in or it will control your life.

In the main expat part of Ouagadougou where we live, a suburb called "Zone Du Bois," we are lucky enough to have a large park that has a zoo of sorts, free ranging crocodiles, running and biking paths, open area exercise platforms as well as places to chill as it is still quite thick with African trees and bush etc.

We have a wide variety of good French restaurants within one kilometre from our home which makes it very easy to eat out and mix, while keeping home life private.

For me to keep my head sharp and the pounds off, I ride a mountain bike daily for around 40 – 50 minutes as I work from my home and it's mostly sitting when not flying or moving around on the International front. Staying sane is key to surviving here for long periods and the bike does that. I recommend it.

Geoff Power  
Business Development Manager  
African Operations

## Getting to know Daniel Boasiako

### Personal achievement

Reaching the highest level of a career is the aim of every person in life. I realised my potential for achieving that when I joined AMS in 2006, under the administration of Chris Gall and Tom Collins at Ahafo drill & blast for Newmont gold mines. From there on I was spot lighted for the company as good material for the future and I was transferred to Damang after the end of our contract with Newmont gold mines in Ahafo. My dream came true when I was promoted to take the role as maintenance supervisor for AMS exploration department in Kenyasi.

I continuously achieved excellence as senior maintenance supervisor until I was sent to work as an expatriate in Tanzania for Ausdrill Tanzania Limited in 2009 at Geita gold mines, drill & blast. Later on I shifted to work in the exploration department for Ausdrill Tanzania Limited. With my continued commitment and loyalty to the company. I was promoted to take another leadership role as maintenance superintendent for Ausdrill Zambia Limited in 2011 for BHP mineral exploration project and I returned to Tanzania as maintenance Superintendent at Geita after the closure of the BHP contract. I returned home to Ghana in 2015 at the end of the contracts in Tanzania and joined AMS again in Nzema for half a year and then I was called upon to work for AMS Burkina Faso, for the drill and blast and load and haul contract for Nordgold Limited.

So far I have worked for the company in all the fields starting from drill and blast, grade control, exploration, and load and haul under the leadership of Chris and Tom for the past ten years of my career. I have gotten used to the Australian sense of humour over the years and one particular instant of this is Chris Gall has been calling me Popeye for many years and I could not understand why, then he showed me a picture of the cartoon character called Popeye, who has bulging forearms same as mine!!!

### Hard moments

There's no easy path to achieve success without difficulties. The language barrier comes in to play when working with a multinational



work force and how to be able to adapt yourself quickly. How people can also adapt to company policies and procedures quickly in with the business when leading multinational work force. Working away from home without your immediate family is not easy but you need to adjust quickly. Going back home to work after working as an expatriate is a hard thing to experience.

### Benefits

Working as expatriate for company requires self-discipline to yourself since your behaviour can cause bad or good representation to the company name. Improvement in leadership role, good communication aspects in line with business growth and personal lifestyle. Life changing moments for my career and extended families, although life cannot be perfect but can be better off. Most of it all is the generosity the company showed to me when I was sick in Zambia when working there. The quick response from the company to fly me out of site to get better treatment until I recovered fully fit to work was absolutely incredible. Showing the way the company commits to the welfare of its workers.

### Expectations

Looking forward to being able to attend more training courses on managerial skills for my goal of becoming a maintenance manager in my career with the company.

## Bonjour ! Comment allez-vous ?

Guess what! I have swapped my high heels for steel caps and my office attire for high vis. After eight years working in the Ausdrill Perth Office I was offered a career opportunity of a lifetime to transfer to AMS Mali. I left home in early August and I am settling in to Africa well. This side of the world is spectacular and I am so thankful to the management at Ausdrill who have continued to support and encourage me in developing my career.

In the five weeks I have been in Africa I have been to the AMS head office in Accra Ghana, I was greeted with lots of friendly smiles and had my first experience ever with driving on the right hand side of the road which was probably the thing that shocked me the most.

I then travelled to Bamako Mali on the AMS company plane and was welcomed by Les Day and the team in Bamako to my new home. Everyone is so nice and very accepting of me and my little French (I am trying my best to learn a new word every day.)

I am currently based at Syama mine site – It feels like home because they have vegemite on the mess tables! Syama by car was eight hours from Bamako and around two hours of the drive is dirt – it's wet season now, so it was actually mud and like driving a rally car, so much fun. It was a very eye opening drive, lots of scooters that look like dirt bikes, a few temples, so many different villages. It was humbling and I am glad I did the drive. Site life is very different to office life, 4.30am wakeup takes some getting used to but the payoff is I get to watch the sunrise over the pit. It's really serene, you can't explain how pretty it looks in person, photos don't do this place justice. The nature here is beautiful. Some of the biggest frangipani flowers I have ever seen and the smell is so strong.

If there is something I will say about Africa - It brings you back to reality like nothing I have ever thought possible. The people are so happy as they have no attachment to material things like I did in Australia. It really all comes down to family and friends here.



The best part about Africa and the Ausdrill group goes without saying... the people – no matter where I am in the world I still believe Ausdrill has it right in saying it is a family, and on that note I want to take a moment to encourage every employee to join the Ausdrill Way assistance program as you never know when your life will change and you will need the support of the fund. It's something I am passionate about and believe in.

Krystal Liddell

# AFRICA - BURKINA FASO

## Tom Collins (Aka Tommy 2 fingers)

To all AMS and Ausdrill staff, I would just like to say thank you. After completing 10 years in the Group it's been a pleasure and a great ride, and the journey is still going.

My time with the Group has given me some of the highlights of my life, and really has been a pleasure.

I joined the Group in 2006 after completing five years with Liebherr in Ghana and already considering myself part of the AMS Team.

Due to my time with Liebherr helping support both the AMS Damang, Tarkwa and the newly commenced AMS Chirano job, both the maintenance and production crews on all of these jobs were a great support. Even though at that stage I was not working for the Group, there was always a bed and a cold beer (usually too many but will not get to those stories yet). The Damang Australia Day parties were always a social event (of sorts).

The only mistake I made was to listen to Marvellous Mick Crocker, as after five years in Ghana with Liebherr, I was going back to Australia. Marvellous convinced me to join the AMS team, (its ok mate I will give you a ute and tools just do a couple of swings and fix a few rigs). Ten odd years later I am still here and so is Mick!!

The whole journey has been a great one and I have been extremely lucky and am very grateful to AMS. I have managed to work in several African countries in many roles including Ghana Drill & Blast, where I first met Phil Crompton (and on his first day he sent me a rather personal text, that to this day he still says was meant for his wife Tracey! I definitely wonder about that, especially after the night he tried to tell me his war stories about back packing through Europe ?? Not sure what happened but he missed three days at work and Tuckers, our GM at the time, nick named him FLAT FLOOR PHIL ??? ).

I then moved to Ghana Exploration, where I was lucky enough to go to Cameroon to help set up Ausdrill Northwest, where AMS national staff were sent as expatriates. Then on to Ausdrill Tanzania for five years (sacked numerous times by Chris Gall, but never seemed to get the window seat, but a few thick ears).

Tanzania, whilst extremely tough in taking over and rebuilding the client's rigs, was a great challenge and with only crews of national staff it was a highlight of that job (see picture). While in Tanzania, I got to work on the set up of exploration for BHP and Vale, along with site visits to many east African countries.

I then came back to AMS Ghana and now carry out a role as the Francophone Maintenance Manager based in Burkina Faso.

The best part of working with AMS/Ausdrill is the support and family values. No matter how tough it gets, and it does get tough, and some days really do make you cry - sometimes tears of joy, but many others sheer heartbreak, you can pick up the phone and someone answers, does not matter what time of day or night, from JK down. Always, there is someone to listen to the day to day things that get you down.

The other and probably the most personally rewarding part is the people that make up our African workforce. Over the past ten years I have been deeply honoured to have had some small hand in training many staff that have gone on to be expatriates in their own right, and operate all around Africa, back home at some of Ausdrill's operations and also with many different companies in and out of Africa. This is a legacy that AMS can take great pride in and it has only happened with the great support

of our management team. Again thanks.

There are many stories that could be told (most would have too many blanks in them, and then I would have to explain my nick name) but the one below is one that always sticks with me most.

Some years ago, whilst working in Kenyasi, Laurie Steel and Mick Crocker turned up after a whirlwind road trip through some pretty remote countries. They arrived late, although the jungle drums had been beating, but I had tracked them from most jobs, from Guinea to Niger and back. Chris Gall, myself and others were living in the village and we put on the best BBQ and refreshments we could for them. Next morning, the usual 4.30am start (anyone that's lived with Gally knows this actually means 4am) we were dressed and ready (or acting that way).

Once in the yard, the normal thing at the start of a shift - what rigs are down, who's bogged roads, why did we run out of coffee etc., by 5.30am and Crocker's tenth coffee and second pack of smokes at that stage, Gally screams at me to go get a PC and fill the back with rags. As the good foot soldier, I did as I was told, with no idea of what's happening. Next thing Gally has 20 cedis (the Ghana currency) and has told all of the offsideers to throw Crocker in the back of the PC as they did. I was in the driver's seat with Laurie next to me. After a bit of a struggle and another 20 cedis, Mick was bundled in the back kicking and screaming, blue shirt and shorts, and all the back doors cable tied for good measure.

With clear instructions (can't quite repeat what Gally screamed at us) I was told to take them to Accra. Ten minutes out of the gate Crocker's boots are off and he is snoring like a train amongst the bundle of rags, Steely looks at me saying "well F????? Me that's the best 10 dollars I have ever seen spent".

Well that's my story (that I will tell from Africa).

Again thanks to all AMS staff and management, and a special note of thanks to the Ausdrill Board members and their families that I was lucky enough to meet on their recent visit to Africa.

Regards Tom Collins



Left, "DD" a Burkina mechanic, centre "Abas" Burkina mechanic and myself



My name is **Karfala Komara**. I have worked for AMS since May 2014 at Siguiri as Human Resources Officer. The job is exciting for me as I always have many challenges over a diverse range of tasks and people. A day at Siguiri means waking up in the small private house at Koron Camp where my wife and small baby boy stay with me and are safe. When I awake, we pray together as a family after which I prepare breakfast.

Sometimes I leave early before 6am due to the work load but mostly I arrive at the mine site at 7:30am by car which is about a 20 minute drive from the camp to the AMS compound and offices. We all dress in full PPE before leaving camp and when we arrive at work the first thing to do is wash our hands and have our temperature taken at the security check point. Having a high standard of hygiene and a heightened surveillance level is important for managing the health of AMS employees.

I have a team that assist me in the key responsibilities of employee health, annual medical schedules, leave schedules, transport

schedule of the buses for Nationals and flights for the ex-pats. There are busy times and meetings involved with the AMS Union, the Client's HR, Guinea Customs, Police and Gendarmerie, AMS Heads of Department, Guinea Labour (SAER) as well as training and quality aspects of managing our Siguiri Project.

The town of Siguiri has grown a lot since the gold mining operation began. More than 80% of the AMS employees live there and catch buses to site which takes an hour to cover 28km on a dusty road. I manage the bus contracts with two transport contractors and this comes with responsibility of ensuring safety standards are very high, inspection schedules are met, fuel allowances are correct, drivers are fit for work and mandatory PPE is compliant. I am proud to represent AMS at the opening of Ebola Hand Wash Soap Project. An AMS sea container was converted to a soap making enterprise which is manned by the AMS Employees Wives Association.

It is my wish to assist in every way possible so that AMS will win more contracts. Also



visiting AMS head office in Accra for work experience is my dream as well as Ausdrill Group headquarters in Perth, Australia. My greatest pleasure is when I arrive home after work each day to see my little son.

Karfala Komara  
HR Officer  
AFRICAN MINING SERVICES GUINEE SARL



Hand Wash Soap Project Opening

# AFRICA - SOCIAL RESPONSIBILITY

## CORPORATE SOCIAL RESPONSIBILITY (CSR) STORIES – AFRICAN MINING SERVICES GHANA

AMS is passionate about the needs of the community surrounding their operations. As a result, Corporate Social Responsibility is a key aspect of its day to day activities. AMS donates to enhance the livelihood of orphanages, community schools, chiefs and people in the community they operate. Below are pictures of some donations made during the past few months.



*AMSG Supports Flaseman Senior High School, Tarkwa with 300 Bags of Cement for the Construction of Science Laboratory.*

African Mining Services partners AngloGold Ashanti Iduapriem to provide educational and sanitary facilities to four host communities of Iduapriem mine. AMS provided all the furniture (dual desk, chairs, tables for teachers, cupboards and staff common room chairs) estimated at thirty thousand Ghana Cedis (GHS 30,000) for the school project. The Human Resource Superintendent, Mr. Jerry Fynn represented the company during the official hand-over ceremony.



*Dual Desk donated by African Mining Services to the Iduapriem Community Schools*



*Staff Common Room Tables and Chairs for Teachers also donated by African Mining Services*



*AMSG Supports Grace Masak Foundation, an Orphanage in Ewutu Senya Municipal (Central Region of Ghana)*

## Johnno

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### JONATHAN KLONZIAH

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#### THE AMS FAMILY HAS LOST A GREAT MAN AND A GREAT FRIEND

It is with regret that we inform the Ausdrill family of the passing of Jonathan Klonziah, (Johnno).

Johnno passed away on 9 August 2016 after a short illness. We in Ghana know that those of you who've been here and met Johnno will be saddened by this news.

Johnno was first employed by Ausdrill in 1993 as a driver. During the early years he would shuttle between Tarkwa and Accra like it was a breeze. You could be certain that with Johnno behind the wheel you would have not only an enjoyable ride, but an educational one, as Johnno took time to point out places of historic or other interest.

Johnno worked in Bankyim initially as a driver, then a utility clerk, then a logistics officer, progressing through the ranks over the years.

Throughout his time at AMS, Johnno who was sometimes referred to as "Number One", because of his payroll number was our "get out of jail free card", the "go-to person" particularly for travel and local knowledge.

Until his retirement in 2013 Johnno was a constant around all the AMS sites – if there was an item or person that had to go anywhere, he was always willing to go including not only within Ghana but the surrounding countries. Nothing ever seemed like it was any trouble to Johnno.

Even though he retired from active service he remained a part of the AMS family, always willing and ready to help out when we asked him.

Johnno and his wife Grace were blessed with seven children: Bernard, George, Lawrence, Esther, Jennifer, Richard and Portia.

Although Johnno is no longer with us, we will continue our association with Johnno's family through his children Lawrence and Richard who currently work for us.



Johnno with Chris Tuckwell - 2014



Johnno at the wheel..... (circa 2006)



Johnno as we'll always remember him... - always smiling

# AUSDRILL WAY UPDATE



All for less  
than a cup of coffee!



## The Ausdrill Way Quarterly Member Report



For the period  
March to June 2016

### The Ausdrill Way – Keeping you in the loop

The work of the committee of The Ausdrill Way is always done in absolute confidentiality but as members we believe that you are entitled to feedback. This report will provide information on the funds that are being distributed, where the people who are assisted work and testimonials from some of the people assisted. The Ausdrill Way is working to make a significant difference to members of the Ausdrill family across Australia.

#### Company Matched Contributions

This quarter

**\$37,305.01**

Year to date

**\$308,107.42**

Since inception

**\$1,082,477**

These amounts have been matched by Ausdrill on a dollar for dollar basis and are held in an employee assistance fund.

#### Financial Assistance provided by Ausdrill

This quarter

**\$35,003.54**

Year to date

**\$297,092.32**

Since inception

**\$812,915.65**

#### Ausdrill businesses whose members have received financial assistance

This quarter

AUSDRILL LTD  
AIMS  
DRA



Since inception

AUSDRILL LTD  
SYNEGEX  
BTP PARTS  
DT HILOAD  
DRA  
SUPPLY DIRECT  
DTA  
EDA  
AMSG  
DIAMOND  
AIMS  
ANW



#### Member numbers

**1101**

#### Ausdrill Way Committee

##### Company Appointed

Alan Jenaway (AIMS)  
Marg Lockhart  
Bill Beaney (DRA)

##### Employee Reps (voted)

Steve Reid (ASL Boulder)  
Wal Cope (BTP Hazelmere)  
Trevor Stuart (ASL Kambalda)

Dani Waugh (Secretarial) non voting

*On behalf of the Committee and members, I would like to thank Richard Kemp and Kimberley Welsh for their past service and contribution to the Ausdrill Way.*

Discover all your benefits at  
[www.onefamily.ausdrill.com.au](http://www.onefamily.ausdrill.com.au)

Ausdrill  
PO Box 1540  
Canning Vale WA 6970

T: (08) 9311 5865  
F: (08) 9311 5865  
E: [theausdrillway@ausdrill.com.au](mailto:theausdrillway@ausdrill.com.au)

# ARE YOU PROTECTED

The Ausdrill Way provides SHORT TERM financial assistance to members in circumstances where, due to personal circumstances such as severe injury or illness, they are prevented from continuing to be able to work and maintain their income.

Unfortunately, this assistance from the Ausdrill Way is limited. In considering members financial situation, the assistance is designed to ensure, together with accrued leave entitlements, the member has ongoing income / financial assistance to get through the qualifying period for payment of Income Protection insurance benefits. We always hope that members who suffer long term absence from work have income protection for ongoing, longer term financial support.

Sadly, this not always the case. The Committee has dealt with six situations in the last 12 months involving extended absences from work of which only two members of the six had income protection insurance.

Without income protection insurance for a member with long term incapacity, their only other option beyond short term assistance is to seek Centrelink benefits and unfortunately, not everyone will qualify for Centrelink benefits resulting in a drain on savings.

While the decision to have income protection insurance or not is a personal matter, the Company highly recommends having the means of long term financial support.

Employees who are members of (or join) the Company default superannuation fund (operated and managed through IOOF Employer Super) are automatically provided with Life, Total and Permanent Disablement and Income Protection Insurance cover.



Although under 'Choice of Fund' legislation employees can nominate their own chosen superannuation fund, those employees who decline the opportunity to join the Company default fund may not have any form of personal insurance cover in place, most notably Income Protection.

Income Protection insurance gives you an alternative source of income so you can keep your household up and running, and still look after your loved ones while recovering. That's what Income Protection is really about: taking the financial pressure off so you can concentrate on getting back on your feet.

As a risk-management tool, the importance of having personal insurance cover in place cannot be over emphasised. Having a financial 'safety-net' provides peace of mind knowing that your loved ones will be okay should something unexpected happen to you.

If you are in doubt as to whether you have Income Protection (or any other form of personal insurance cover) in place through a fund other than IOOF, we strongly encourage you to make the enquiry.

Alternatively, if you wish to find out more about the insurances provided through the Company default fund, contact our IOOF Relationship Manager Craig Peckham ([craig.peckham@ioof.com.au](mailto:craig.peckham@ioof.com.au)) or (08) 9229 6816 to answer any questions that you may have.



## RETURN TO WORK PROGRAM

For the majority of workplace injuries, time off work is not medically necessary, and in the unfortunate event that you are injured at work, one of the healthiest things that you can do is engage in a Return to Work program.

Typically, long absences from work have a negative effect on your mental health and wellbeing, and the barrier to returning to work is then no longer a physical one.

Ausdrill is committed to implementing effective rehabilitation procedures in an event where someone is injured at work, but good outcomes are more likely when people understand the health benefits of returning to work.

What can you do to get the most out of a Return to Work Program?

- Try to stay positive, and if you are feeling down, reach out and ask for help – don't forget that in addition to your Rehabilitation Coordinator, supervisor, and work mates, that the Employee Assistance Program is always available to you

- Recognise that a Return to Work program is a positive thing, it is intended to focus on the things that you CAN do, rather than the things that you can't
- If you recognise things that you CAN do at your workplace and they are within your restrictions, talk to your supervisor about making them a part of your rehab program! Being productive is great for your mental health
- Remember that you don't have to be wholly recovered to be a productive and valuable member of the team

Ausdrill is committed to help you get back to work as soon as possible, because we are a team and you're an important part of it. Being active and engaging in a Return to Work program will give you best foundation to a successful return to work.

Your rehab team:

Anita Terrigno – Workers Compensation Manager  
Jaime West – Injury Management Coordinator

# AUSDRILL ANGELS

## Apprentice News 2016

### New Apprentices

May 2016 saw the addition of one new apprentice Drill Fitter to the Drill Rigs Australia team at the Canning Vale workshop.

July 2016 saw the addition of six new BTP Parts apprentices to NSW, QLD and WA Workshops across three trade areas.

<b>Michael Crocker</b> Drill Fitter	DRA Canning Vale
<b>Kobe Mooney</b> Mobile Plant Mechanic	BTP Mackay
<b>Joe Wilton</b> Mobile Plant Mechanic	BTP Mt Thorley
<b>Harry Dobson</b> Mobile Plant Mechanic	BTP Hazelmere
<b>Josh Paleske</b> Mobile Plant Mechanic	BTP Hazelmere
<b>Steven Barnard</b> Heavy Welder	BTP Hazelmere
<b>Brent Ashby</b> Fitter Machinist	BTP Hazelmere

Congratulations on this achievement and welcome to the ranks of the Ausdrill Angels.

### Trade Certification

Since the last Ausbits edition we have had a further two Angels complete their apprenticeships.

Congratulations to **Vincent Meenehan** who completed his apprenticeship in May 2016. Vinnie started his apprenticeship with DRA and transferred to the Ausdrill Boulder Workshop in August 2015 to complete his apprenticeship. Vinnie fitted in so well at the Boulder Workshop that he was offered a tradesmen position and is now firmly embedded in the Ausdrill Boulder family.

Congratulations also to **David Keenan**, BTP Parts Hazelmere who completed his apprenticeship on 30 June 2016. We wish David all the bests in his future endeavours outside of the Ausdrill Family.

### Worldskill Nationals Competition Update

**Tex Fabriziani** (DRA apprentice Heavy Welder) has been putting in the hours at TAFE recently in preparation for the WorldSkill Nationals to be held in Melbourne from the 5 - 8 October 2016. Tex is being mentored by previous WA representatives in this event and is receiving skills training to assist him in reading the project, effective planning, team building and strategies to help him cope with the pressure and intensity of the actual competition. We all wish Tex the best for the coming competition and know he will be a worthy representative of DRA and the Ausdrill group.

### 18 Year Milestone

On 1 July 2016 Ausdrill celebrated a partnership with the Chamber of Commerce and Industry Western Australia (CCIWA). Ausdrill have been signing up Apprentices and Trainees in Western Australia through CCIWA Apprenticeship Support Network for 18 years, recently this was expanded to include the rest of Australia through the new arm Apprenticeship Support Australia which now services the Ausdrill group in all states of Australia.



Cheers Chopper.



# AUSDRILL ANGELS



Michael Crocker DRA



Brent Ashby BTP Parts WA



Joshua Von Paleske BTP Parts WA



Kobe Mooney BTP Parts QLD



Harry Dobson BTP Parts WA



Joe Wilton BTP Parts NSW

# The Hockeyroos - 2016



The Hockeyroos have had a busy year since the last issue of Ausbits, continuing their preparations for Rio 2016 by taking part in the International Hockey Open in Darwin and the 2016 Champions Trophy in London, before the main

event - the Rio 2016 Olympic Games.

Coupled with the news that Head Coach Adam Commens will step down to return to Belgium it's been non-stop for the girls. Senior Assistant Coach

Jason Duff has been announced as Interim Head coach, while Assistant Coach of Goalkeeping, Mark Hickman has been announced as Interim Senior Assistant Coach from when Commens departs until a new coach is appointed.

## International Hockey Open - Darwin

The International Hockey Open took place in Darwin in May, with the Hockeyroos taking on India, Japan and New Zealand in a Four Nations Competition.

The touring team of 18 athletes saw the debut of Kaitlin Nobbs (Newington, NSW), while Kathryn Slattery reached 50 caps and both Edwina Bone and Kirsten Dwyer reached their 100.

The girls endured a tough tournament, with Kellie White

who was playing in her first tournament post ACL injury, again doing her ACL in the grand final of the series against New Zealand. The injury put the Aussies on the back foot, and the Black Sticks stormed home to take the win, relegating the Hockeyroos to second place.

**Game 1: AUS 3 - 1 JPN**  
Australia's goals - Jodie Kenny, Kellie White and Georgia Nanscawen

**Game 2: AUS 2 - 1 NZL**  
Australia's goals - Georgie Morgan and Emily Smith

**Game 3: AUS 2 - 1 IND**  
Australia's goals - Grace Stewart and Emily Smith

**FINAL: AUS 0 - 2 NZL**

Japan defeated India 2 - 1 to take out the bronze medal match earlier in the tournament.

## Champions Trophy - London

The 2016 Champions Trophy took place in London from 18 - 26 June. The event saw Mariah Williams return to the side following surgery on her ACL, reaching her milestone 50 caps in the process. Also reaching milestone games at the tournament were Karri McMahon, Georgie Parker and Jane Claxton who made 100 games; Rachael Lynch celebrated 150 games, and

Hockeyroos veteran Casey Sablowski reached a massive 250 caps for the team. It was a great tournament for the girls, who competed against The Netherlands, Argentina, Great Britain, the USA and New Zealand.

The Hockeyroos made it all the way through to the bronze medal match against the USA, which saw the game

end in a 2 all draw with America, resulting in the bronze medal winners being decided on a penalty shoot-out.

The shoot-out saw Australia defeated by the USA 1 - 0 after America's first shot on goal by Melissa Gonzalez was the only to be converted.





## 2016 Olympics - Rio

The Rio Games saw a fresh faced side representing the Hockeyroos, with 12 Olympic Games debutants making the team, the youngest - Grace Stewart who at 19, only debuted for the Hockeyroos earlier in the year.

The girls got off to a slow start with defeats to Great Britain and the USA, but they came back to win against India, Argentina and Japan in their last three pool games setting themselves up for a quarter final clash against Trans-Tasman rivals New Zealand.

Unfortunately, on the day of the quarter final the New Zealand Black Sticks were the better team, defeating our girls 4 - 2, with Kathryn Slattery putting up a huge fight for the Aussies by scoring a field goal and a penalty corner.

Speaking following the Australian's quarter final clash with New Zealand, Head Coach Adam Commens said: "I think the Hockeyroos team has a huge future. If you look at some of the other nations that will have a lot of retirements, I think we'll just be on the upward trend. I was hopeful that they'd be good enough to do it in Rio. We probably just fell a little bit short today against a little bit more experienced New Zealand side.

"It's an awesome team. It's an absolutely fantastic group. The 12 debutants here, they have the right attitude these girls to go through to the next Games and I think that there are a couple of other younger players that are really exciting, as well."

Hockeyroos Captain Madonna Blyth agreed: "We did everything we could in the preparation. We worked really hard. We got the

best group of athletes we could have had, we trained bloody hard day-in, day-out. We came here with a great mental approach, [in] great physical condition and we were just beaten today by a team that was a bit better, a bit more clinical, more skilful and we didn't perform to our best. For us, the Hockeyroos, that's what happened."

The Games were extra special for Georgie Morgan who reached 50 caps, and hockey royalty Brooke Peris who celebrated 100 caps.

**The Hockeyroos Rio squad:**

- Brooke Peris: 1st Games**
- Casey Sablowski: 3rd Games**
- Edwina Bone: 1st Games**
- Emily Smith: 2nd Games**
- Gabrielle Nance: 1st Games**
- Georgie Parker: 1st Games**
- Georgina Morgan: 1st Games**
- Grace Stewart: 1st Games**
- Jane-Anne Claxton: 1st Games**
- Jodie Kenny: 2nd Games**
- Karri McMahon: 1st Games**
- Kathryn Slattery: 1st Games**
- Kirstin Dwyer: 1st Games**
- Madonna Blyth: 3rd Games**
- Mariah Williams: 1st Games**
- Rachael Lynch: 1st Games**



# RIO COMES TO CANNING VALE



## Olá Rio! Ausdrill puts on colourful farewell for Hockeyroos

When Australia's high-flying Hockeyroos took to the field in Rio, they had the support of the entire Ausdrill family on their side.

Our national women's hockey team is one of the best-known sports teams in the world, and one of the most successful with three Olympic gold medals among their extraordinary tally of success over many decades.

Since 2012, Ausdrill has been the team's major partner, providing much-needed sponsorship to enable the players to focus on achieving their very best.

Before the team left for Rio, Ausdrill hosted a lunch event at Canning Vale to send the Hockeyroos off to the Olympics in style.

Brazilian dancers and drummers provided a fitting soundtrack for staff to meet all 27 athletes in the squad.

Hockeyroos captain Madonna Blyth, a veteran with 330 caps to her name, spoke of her many years in the national team with no sponsor, and how much it meant to the players to have a great company like Ausdrill on board as a supporter. Madonna presented Managing

Director Ron Sayers with a hockey stick and a playing top signed by all the players.

Head coach Adam Commens praised the partnership between Ausdrill and Hockey Australia, and provided an overview of the team's preparation in readiness for Olympic competition, while Ron Sayers spoke of the values shared by both the Hockeyroos and Ausdrill which underpinned the partnership between the two organisations.

"For us as a business it's all about working hard, applying our skills to perform at the highest level and above all working as a team. The Hockeyroos display these qualities in abundance, and we are therefore very proud to support the team on an ongoing basis.

"As a company, we are very proud of the Hockeyroos and to be associated as major partner of the team. We wish them continued success for the remainder of 2016 and beyond," Ron said.

The Hockeyroos amazing record of success includes gold medals at the Seoul (1988), Atlanta (1996) and Sydney (2000) Olympics; two World Cups (1994, 1998) as well as four Commonwealth Games gold medals (1998, 2006, 2010 and 2014).



Photos courtesy of Chris Santa Maria (IT Department)

# HOCKEY STARS TAKE DIGGERS & DEALERS BY STORM



Delegates at this year's Diggers & Dealers conference in Kalgoorlie had an opportunity to test their hockey skills and get some tips from three of the best in the game.

Hockeyroos Stephanie Kershaw, Teneal Attard and Ashleigh Nelson all narrowly missed selection for the Rio Olympics due to injury.

The players were invited by team sponsors Ausdrill to attend the annual Diggers & Dealers conference, which over the past 25 years has become one of the best-known events in the industry.

With a hockey goal set up outside the Goldfields Arts Centre, Stephanie, Teneal and Ashleigh provided a fitness-based activity that was a big hit with those attending the conference.

Teneal said this was her first time at Diggers.

"Wow, what a set up. Ash, Steph and I had the pleasure of meeting a huge number of professionals over the two days as we tested them on their hockey skills.

"We had a hockey goal set up at the entrance of the marquee tent and encouraged all to have a pot shot at Rach Lynch – our Olympic goalkeeper and one of the best in the world.

"Ausdrill has been a huge part of the Hockeyroos journey over the past four years and it was great to be able to represent Ausdrill at Diggers & Dealers and share some hockey skills and knowledge with the people in their industry," Teneal said.

The conference was held in early August, just a few days before the Olympics got underway in Brazil.

As Stephanie Kershaw told the local newspaper, the Kalgoorlie Miner: "Well, if you can't go to Rio, go to Kalgoorlie."



# RIO TRIP WINNERS



*Two long serving Ausdrill employees were selected for the trip of a lifetime, to cheer on the Australian women's hockey team, the Ausdrill Hockeyroos, when the team competed at the recent Olympic Games in Rio de Janeiro. John Geary, Operations Manager Drill & Blast, and Robert Stewart, Maintenance Supervisor Boulder, won an all-expenses paid trip to the Games for themselves and their wives Donna*

*and Laurie. John and Rob – who both work in the W.A. Goldfields – were among 30 top-performing employees who were nominated by the heads of each division within the Group. The names of the two eventual winners were drawn out of a hat.*

*This is their story about their amazing experience in Brazil.*



## RIO 2016

We first and foremost thank Ausdrill for the once in a life time opportunity, especially Ron (for allowing this to happen) Brian, (for nominating us) Matt Miner (as the drawer of the names) and Tarn (co-ordinator of the trip).

### The Boys' perspective

Experience of a lifetime is the phrase used for our recent Rio Olympic Games trip, a daily adventure filled with uncertainty, unfamiliar sounds, interesting public transport, wrong directions, kilometres of walking in many directions in search of our next security screening or toilet stop, but all in all a very memorable trip that we will never forget. (Nobody told us that you cannot flush toilet paper in RIO.....)

Ron had set us to task to cheer on our Hockeyroos and that is what we did. The atmosphere at the Hockeyroos v's Argentina Game was amazing! I would say the best game we watched. The chants were very vocal (on both sides) and to come out with a win was awesome. Followed by a win against Japan was great but unfortunate loss against the Black Sticks saw us out of the semi-finals. We supported the Kiwis in their shot at the Bronze medal but unfortunately they were outclassed on the night.

Rio the city is an amazing place to visit and the people very friendly. Everywhere we went military and police were highly visible and gave comfort against the rumours that were rife before getting there.

We will also stress that when we did venture outside of the games areas/venues and high tourist attractions there was truly a different atmosphere: no military or police, no locals with phones in hand or they get stolen, so we were advised. We can admit even though the girls put the pressure on us to return to the safety of our adopted home area we also breathed a sigh of relief upon return.

The day trips we had to Sugar Loaf Mountain and Christ the Redeemer both on clear days gave amazing views over the city.

There is no doubt in Rio there is a lot of poverty and the locals acknowledge this, though it wasn't depicted in the media. Sadly, every day we walked past someone either sleeping on the street or fossicking through bins on the street for something to eat.

We never thought we would have the opportunity to be involved in Nascar but a ride in a Rio taxi firmly sits you in the vehicle with the impression of being on the track. The only successful communication with the driver was when we had the address either written on paper or a download of the restaurant we wanted to go to but both of these got us there.

Unfortunately on one occasion the place we picked was closed so all sorts of hand signals of eating, hungry tummy, slice meat off a sword made for a few interesting blocks of travel before we got thumbs up and delivered to a restaurant that served what we classified as the best churrascaria we found in Rio.

It was decided that on the way to Rio we would have a layover of four days in Dubai.

This turned out to be a good decision as we were better rested after the 14 hour flight into Rio against 25 hour flying time had we done Perth straight through.

The girls fell in love with the shops no matter how much we tried to tell them (credit card tired and needs sleep) but it did prepare us for the walking once we got to Rio.

John Geary and Rob Stewart

# RIO TRIP WINNERS



## The Girls' perspective

Wow, where do we start!

We were lucky enough to be the tag-a-longs on this amazing trip that we never imagined we would ever be partaking in!

Our husbands did all the hard yards at work and were successful enough in winning the trip, and us wives getting to come and reap the rewards with them...this we were looking forward to.

To travel half way round the world and to be able to cheer on fellow Aussies, sitting at events such as Hockey, Rugby, Basketball, Diving and Gymnastic to name a few at the 'Rio 2016 Olympic Games' was absolutely amazing! The atmosphere at the Olympics was incredible and we haven't been to such an event before. But never have we walked so much, and been so up close and personal with strangers on public transport. There was so many people...everywhere!!!

We stayed in an older part of Rio called Santa Teresa, an absolutely beautiful place with amazing views and old cobblestone streets. Although the first day we arrived we didn't quite see it like that, but we came to love the area and the corner shop, where on the first night we had a couple of coldies and realised how very different our 'home' for the next 15 days was to our home town (Kalgoorlie).

We couldn't speak one word of Portuguese or read it for that matter. Google translate was going to be our new best friend! It was a busy couple of weeks with all the extra event tickets we had purchased ourselves prior to going over. We had an event or two each day to watch, it was pretty full on at times but well worth it!

An amazing experience and thank you Ausdrill for making it possible.  
Donna Geary and Laurie Stewart



## Note from Laurie and Rob

Both my wife and I are very honoured to have been sent on this trip and we acknowledge all the sacrifices that our family members and friends have endured for us to leave our three children at home and wave to us on the TV.

# BLAST FROM THE PAST

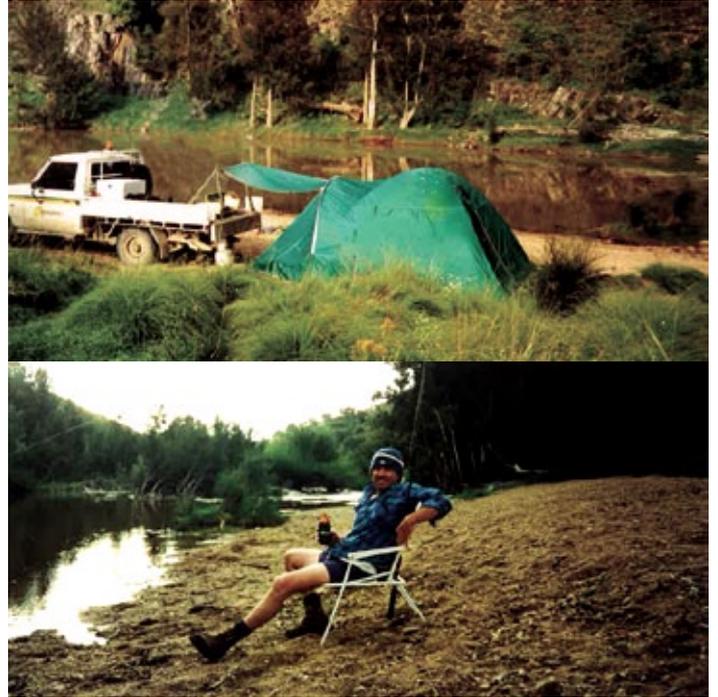
In 1999, when one of our Fitters, Glenn Congdon, left Kalgoorlie for New South Wales to work on the Ausdrill drill rigs at a Minesite just out of Orange, little did he realise that when he would get there, the Mine site camp and the town of Orange would have no accommodation.

The survival instinct immediately kicked in, and being a resourceful boy from the bush, Glenn decided to go to a local outdoor centre and buy a tent and a few camping utensils. Then it was off to the grocery shops to buy supplies.

He drove around for a while until he found a small clearing next to a river, it was perfect for camping. Using the Toyota vehicle as a wind break and anchor point, Glenn pitched his tent and set about making his campsite comfortable for his stay.

Each day after work, Glenn would travel back to his campsite, jump into the river for a wash then light up his campfire and settle back for a couple of beers. His meals were mostly takeaways except when he had time to chuck a steak on the BBQ plate.

Glenn had been there for two weeks, when a room in the camp became available, but he had to be persuaded by his Supervisor to come back to civilisation. Needless to say, Glenn hasn't had to face that situation again and now enjoys the comforts of camp living.



# THE MINISTER FOR TRANSPORT RETIRES

Garry Selleck "The Minister for Transport" with Ausdrill Ltd retired on 15 July 2016

Garry commenced work with Ausdrill Ltd on 13 October 1988. In Garry's 28 year career he started out working as a Drill fitter in places like Davyhurst, Siberia and other locations North of Kalgoorlie, Garry then moved on to a supervisory workshop positions which included looking after apprentices.

In 2005 Garry took over the control of the transport division and was instrumental in the move to the Heavy Vehicle Accreditation scheme of which the department runs to this day.  
All the very best for your future endeavors and remember it is now;  
A time to look back with admiration  
A time to look forward with anticipation



# TROY ABDILLA

Troy Abdilla is a RC Drilling Supervisor who started with Drillex in 1991 (Drillex was purchased by Ausdrill in 2003 to form Ausdrill Northwest). His fellow workers all have a funny story to tell about Troy and he's never short of telling a good yarn himself that usually involves the adventures of Exploration Drilling "back in the days". Troy's friends in the industry describe him as a character and a bloke that would do anything for you.

Troy (or Abdul as most know him) got his start in the industry as an offsider. His brother Nigel was working with Drillex and they needed people desperately, he was just going to help out in the short term. Making it to 25 years of service is his greatest achievement with the company. The funniest, stunt was putting a \$5 note in the rod inner tube, then commencing drilling again, the offsider would find it in the sample – thinking that they had struck some sort of old workings full of money.

Abdul's usual day on site involves liaising with the client, visiting the various drill sites in the area and downhole advice for Drillers but the nature of the job means this always varies. His advice for new employees is to ask questions and always be safe. When not on site, Troy spends his time on his property out of Perth with his wife Lisa and two kids.

We would like to thank and congratulate Troy on his upcoming 25 years of service with the Company.



# SERVICE AWARDS

## Colin Leslie

Colin Leslie receiving 20 Year Service Award from Brian Mann

It all began in 1996 with the change over from WMC. There have been a lot of people come and go. Drilling around Kalgoorlie to bush contracts.

I have gone from drilling to supervising, now still working with good crews and also good support from administration side.

Will be here for a few more years to come.



## George Griljusich

25 Years Continuous Service (35 in Total)

If you Enjoy your Job,  
Enjoy the People you work with,  
Enjoy the People you work for,  
Why Leave!!

Regards, George.

## Stuart Christensen

Stuart Christensen started with BHE (Best Hydraulics and Engineering) as a trade's assistant in 2006 working in the Runyon Road workshop.

After six months he started an apprenticeship as a Fitter and Machinist which he completed in 2010 at BHE Hazelmere.

During this time Stuart has worked in all areas of our business from strip inspecting

to assembly testing of hydraulic cylinders, running most of our machines from our CNC lathe, vertical borer to horizontal borers.

Stuart has become an important member of our team since completing his apprenticeship in 2010 due to his ability to adapt to all tasks he is given also the skill to use all machines currently in the machine shop. Congratulation to Stuart for 10 years service with Ausdrill.



## Bob Mundy

Bob Mundy joined Ausdrill back in March 1996 as a spritely 41 year old after selling his own drilling company. Not long after he joined, Ausdrill acquired the drilling division of Western Mining Corporation (WMC) and Kambalda Exploration (Kamex) was formed. Bob has been a part of this since July 1996.

During his 20 years with the company Bob has been involved in the growth and development of Kamex. Including helping with the improvement of lake drilling capabilities and processes to drill in the harsh environment associated with lake drilling and ensuring client requirements are met.

Unfortunately his beloved Tigers (Boulder football club) hasn't been bringing him much joy of late but lucky his grandchildren still bring a smile to his face and not that long ago became a dotting Great Grandfather which he was very happy about. Who knows which rugby league team he supports, just depends on who is leading the competition at the time, at least this makes up for the Tigers not winning. Another favourite pastime of Bob's is his love of horse racing with his horse Stormy Maddy bringing a tear to his eyes whenever the name is mentioned.



Bob must be good to work with/for as there are several employees working at Kamex who have in excess of 10 years' service with Ausdrill. Bob always tries to look after employees and help them where possible. He has a favourite saying when talking about a new employee "he is a clean living young fella" which sometimes raises a few eye brows when talking about someone who causes us headaches, but guess that is just his caring nature coming out again. Retirement talks started in June (2013) but he never did mention what year he was going to leave, will be a sad day out here in Kamex when he does retire.

# FIMISTON

2015 saw some notable achievements for the Fimiston crew. Safety milestones were achieved and production records were made. Some good ideas were formulated and then communicated and the team took the baton and hit the ground running, as they always do.

On the safety front it was one of the strongest results to date, with no serious injuries recorded for the entire year. LTI free days reached and surpassed the 3500 mark, not long after that the 10 years was achieved. For many the 10 year mark had become an important step and once achieved definitely felt like we had learned and recovered from past mistakes. MTI's were a similar story with the one year mark reached and left behind during 2015, and now mid-way through 2016 both those records remain intact.

One of the most notable drivers on the safety front were the lessons learned and the safety champion initiative. Lessons learned are our past incidents refreshed and communicated with learnings linked to a KCGM vital behaviours concept. The Safety champion initiative was driven from the floor and each shift a different employee was nominated to be the champion for the crew. The goal was to deliver the most stand out hazards and learnings for the prior day's activities which were recorded and communicated at PSI meetings.

On the production front record drilling results were achieved for the months of March through to June for the client ranging from 211,000 – 231,000 meters per month from combined

Ancillary + Production drills. These are never before seen monthly records over our 20 odd year existence under contract with KCGM.

This performance was recognised by KCGM and was awarded to Ausdrill late 2015 at the KCGM excellence awards. Reflecting Safety along with Production can truly work hand in hand when system's and a great culture are in place.



## NEW RECORD SET



Granny Smith  
Deane Rennie (trainee driller), James Black (driller) and Daniel Reti (offsider) are the crew who recently set a record for Aircore metres in a shift at Granny Smith 1005 meters.

## COMMENDATION

Hi Kiwi

I'd like to commend one of your guys for his swift action on the night of the 1st.

Darren Masters was working in the Pit next to where our Liebherr 994 was loading trucks when he noticed smoke and flames coming from the rear of the machine. He alerted our operator then called an Emergency over the 2-way while our operator shut the digger down and extinguished the flame with the fire suppression system. The professional way he handled the situation is a shining example of doing things by the book and a credit to Ausdrill thanks.

Kind Regards,  
**Peter Lemon** Project Manager  
Ravensthorpe Mine  
Piacentini & Son



# AROUND THE TRAPS

Brian Mann issued Kiwi and Robert Stewart with their Ausdrill uniform for the Rio Olympics.

They both thanked Ausdrill for their monogrammed Mankinis. Kiwi was a bit shy but Rob was happy to model the Mankini to the waiting crowd. Unfortunately this is a family magazine so the photo can't be printed.

They both promised photos from Copacabana Beach which we haven't received yet but as you can see by the snaps the "Mankini" is getting out and about in Rio.



## THE LADIES GET LUCKY

Earlier this year, whilst the managers were away at the annual Peaceful Bay Conference, some of the ladies from our various business units were lucky enough to be invited to join Ross Glendinning, Manager Corporate Relations for the Eagles in the Cage prior to the Eagles v St Kilda match. Heading off not really knowing what to expect, the ladies met Ross outside Domain Stadium where we were escorted into a meeting room and he explained the rules (no streaking, wolf whistles etc).

Eighteen women entered the "cage" and, in our true form, started flirting with the "training assistants" – they loved it. We got to watch the Eagles warm up and then pump up just before the game started. After the players had left the enclosure, Ross led us up the Race (what a feeling!) and then to our seats. You can only imagine what 18 excited women sounded like. Even a Dockers supporter had the best time (and after seeing the Eagles up close thought about converting). A great afternoon, thanks Eagles. PS the Eagles won.



## REDKITE

Ausdrill again showed its support of a great charity, Red Kite, by booking a table at their annual Corporate Quiz Night. It's company versus company, so the Ausdrill Gold Diggers were there to fly the company flag.

After blazing through round one ("we're in with a chance!" we beamed), we gradually slipped down the leader board, and despite our best efforts, weren't able to bring home the gold. Needless to say, a great night out was had by all, especially Peter Chisolm, surrounded by ladies for the evening.

Red Kite provides essential support to children and young people with cancer, and their families, throughout the whole cancer journey



Gold Diggers – Rachel Jones, Jaime West, Hannah Jones, Anita Terrigno, Andrea Love, Anthea Matthews, Tracey Tester, Karen Watt, Peter Chisolm  
Photo courtesy of David Nicolson

# ANTHONY GODSON AIDOO

Ausdrill is once again hosting an AMS employee from Ghana, Anthony Godson Aidoo. Godson as he is known by most has been working in the Canning Vale office since late January this year. He is here to work and learn (Estimation of Open Pit Mining Contracts) from Matt Lucas, General Manager Technical Services. Godson will be here until mid-December but did recently get to head home to see his family (Georgina-wife, Caroline-10, Theophilla-8, and Kelvin-3) who as you can imagine miss him very much.

A few words from Godson

Working together with the Estimation team directly and having gone through a number of tendering processes has given me a lot of exposure and broadened my experience. I am most grateful to the organisers, especially John Kavanagh, Alan Jenaway and Matt Lucas, for making it a reality after almost a year of visa acquisition.

During my time here, apart from working long hours I have managed to see a couple of Wildcats games, an AFL match or two (sadly for me when I arrived in Perth I was told I had to be a Dockers supporter – not a good year for that), and a couple of concerts and video shows. I also take the odd bike ride and have conquered Jacobs Ladder a couple of times.

Driving on the left hand side of the road has never been difficult, not like when I first came here in 2011, though occasionally I feel like I am on the wrong side. I really enjoy driving in Australia as I find almost every road user courteous and also abide by traffic regulations.

I must admit that what has really made my stay enjoyable till now is actually living with Taanya and her wonderful husband, Brian. Tarn does all the cooking and sometimes I feel like am being over fed. Best of all she always packs me an enormous lunch which Clinchy looks at with envy. Honestly, I have never been hungry ever since I came

to Perth and if I don't put on weight, then I better have my system checked. Tarn has been teaching me her secrets and hopefully I will be able prepare for my family a very delicious Aussie meal when I go back to Ghana.

One interesting thing is that I have been judged the best weather forecaster of the house - it rains when Tarn does her washing but the sun always comes out when I do mine.

Thanks to everyone involved in this in one way or the other and it is my hope that Ausdrill will continue to provide such opportunities as has always been the case.



Godson at a Footy match.



Godson's son Kelvin because he is so cute.

## AUSDRILL HOSTS INTERNATIONAL STUDENTS



Ausdrill was pleased to host a cohort of International Mining Students on a tour of our facilities in late July. The MSc Mining Engineering students are undertaking a professional programme provided by the Camborne School of Mines and is taught by blended learning; online learning resources combined with teaching residentials, laboratory sessions, site visits and a mine tour, enabling mining company staff anywhere in the world to learn and gain a qualification while

maintaining their industry roles.

Consequently, the group comprised of students from Europe, North America, South America, Africa and Asia all currently working in the mining industry. The morning was spent with Gary Wheeler providing an overview of the MinAnalytical followed by Brian Bowler hosting a visit through the DTA facility.

# AFRICA DOWN UNDER



## Africa comes to Perth – Ausdrill has major presence at Africa Down Under conference

With Africa now representing half of Ausdrill’s business, the Africa Down Under conference held in Perth each year is one event the company can’t ignore.

The conference attracts not only mining executives and investors, but also government officials and ministers from many African nations which have a strong focus on mining.

Ausdrill was once again a sponsor of the event and had an “impossible to miss” presence with a major stand at this year’s ADU.

Among those taking a leading role on the stand were Les Day, African Mining Services – Financial Controller West African Operations, based in Mali, and Geoff Power, Business Development Manager for Ausdrill, based in Ghana. They were assisted by Eric Bonney and Anthony Godson Aidoo, both from Ghana but currently working in Perth as part of their career development.

This year’s conference was attended by delegations from Kenya, Ghana, Burkina Faso, Nigeria, Ethiopia, South Africa, Madagascar, Sudan, Niger, Zimbabwe, Cameroon and Lesotho.

For the Ausdrill team, the event was a great opportunity for relationship building and to follow up with previously-established contacts.

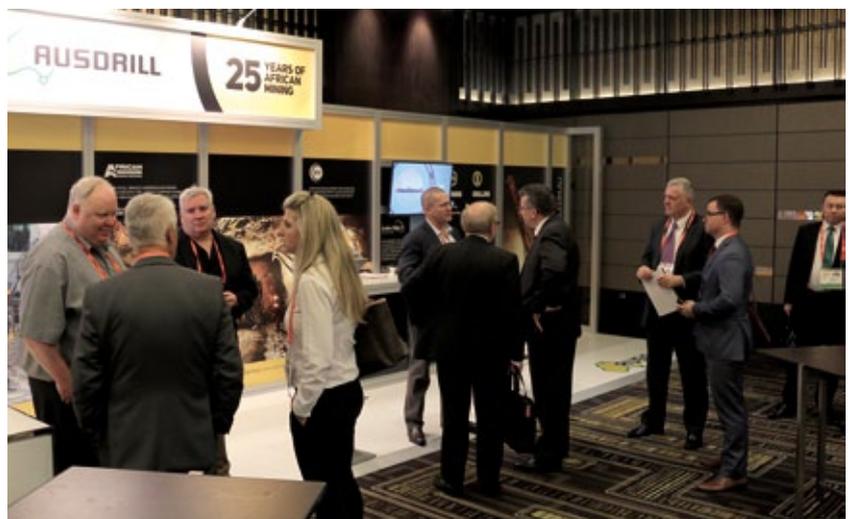
“There are a lot of Ausdrill companies doing business in Africa and it gives us a chance to catch up with the senior people of the major mining companies – to chase up on work which can lead to opportunities for us,” as Geoff Power explained.

“Africa Down Under is a good thing for us to follow up with them and meet face to face. Having a booth here is very worthwhile for Ausdrill.”

Many of the Group’s major recent contract wins have been in Africa, and the opportunities to grow the business further are significant.

“Africa’s scope is growing,” Geoff said. “Over the next 20 to 30 years, Africa is going to be the powerhouse of the world. Undeveloped markets, the finance and the feed going into Africa and everyone wants to be a part of it.”

Africa Down Under was held in Perth from 7 – 9 September.



# BABY FACE, BABY SAFE. – by Alec Barfield

The people below are part of the next generation who will one day be entering the work force. Who knows what they will be doing, but they will need to do it safely.

What can you do to make it safer for them?

As much as we'd like to, we can't wrap them in cotton wool. Kids and grandkids must grow up. Each different phase of life brings them different lessons, different wonders, different skills.

As they grow we will shift things out of their reach, lock things away to prevent them getting to stuff they shouldn't play with and all the time we will be teaching them what is safe and what can hurt them.

They will make us laugh, make us cry and they will fill us with awe at the things they can do.

Who knows what gadgetry they will be using but we do know they will teach the "older generation" lots of new things. They will create new ways of living and preserving our planet and hopefully they will look after the "oldies" as we get older.

The work place is safer now than when their parents started work and much safer than when their grandparents began their working life.

If we want to make it safer for the people of the next generation, we need your help.

You protect them at home, please help to protect their parents and grandparents who are working.

**If you see something, say something, do something – make it safe.**

## NEW ARRIVALS

We don't usually do this because with such a large staff we would probably have to dedicate pages of Ausbits to new arrivals, but there has definitely been something in the water lately so we thought we would introduce six of the latest additions to our Ausdrill family.

**Rachel Taylor (Corporate)**  
*Jackson Taylor – 7lb 4oz*



**Donnelle Goemanns (ANW)**  
*Vivienne Bella Heeney – 3.2kg*



**Megan Rivers (Diamond)**  
*Eleanor Coleiro – 5lb 9 oz*



**Andy & Lisa Fay (ANW)**  
*Charlotte Hannah Moir Fay – 3.18kg*



**Francesca Atonga (Corporate)**  
*Zawadi Atonga – 9lb 7oz*



**Mark & Amy Wainwright (ANW)**  
*Jack Kenneth Wainwright – 3.6kg*





# AUSDRIll

## SERVICE AWARDS

25 Years Service								
George Edward Grljusich	ASL	02-Sep-91	Evelyn Michelle Winter	DIAMOND	24-Oct-11	Reece Alexander Allan	AIMS	24-Oct-11
20 Years Service			Michael James Ware	ASL	27-Oct-11	Glen Michael Drake	BTTP	31-Oct-11
Sean O'Hare	ASL	02-Sep-96	Renato Labastida	BTPE QLD	31-Oct-11	Ann Sheldon	BTPE QLD	31-Oct-11
15 Years Service			Shaun Casey Tia Rameka	ASL	02-Nov-11	Michael John Ellul	ASL	02-Nov-11
Stephen John Butcher	ADNW	24-Sep-01	Eoin Richard Duggon	ASL	07-Nov-11	Gordon Dragosavljevic	ASL	07-Nov-11
Ian Dodgson	BTTP	26-Nov-01	Ben Hulsbosch	ADNW	07-Nov-11	Joshua Allen Higginson	DRA	07-Nov-11
Stephen John Leo	ASL	29-Nov-01	Nigel Guy Mather	BTPE	07-Nov-11	Dani Lee Waugh	AIMS	07-Nov-11
10 Years Service			Johanlin Yapp	AIMS	07-Nov-11	Russell Allan Bower	ADNW	13-Nov-11
Geoffrey Thorburn	BTTP	16-Jan-06	Russell Allan Bower	ADNW	13-Nov-11	Drew Kitching	ASL	14-Nov-11
Royce Herbert Baxter	ASL	25-Sep-06	Drew Kitching	ASL	14-Nov-11	Todd Harrison	ASL	14-Nov-11
Joey Empleo	BTTP	25-Sep-06	Todd Harrison	ASL	14-Nov-11	Benjamin Henry Hohep Twomey	DIAMOND	14-Nov-11
Mark Reed	AIMS	26-Sep-06	Benjamin Henry Hohep Twomey	DIAMOND	14-Nov-11	Branden Marshall	DRA	14-Nov-11
Trevor John Stuart	ASL	12-Oct-06	Branden Marshall	DRA	14-Nov-11	Casey Marie Hansen	APP	15-Nov-11
Nathan James Craig	ASL	30-Oct-06	Casey Marie Hansen	APP	15-Nov-11	Campbell Thomas Morgan	ASL	18-Nov-11
Shane Caddy	ADNW	06-Nov-06	Campbell Thomas Morgan	ASL	18-Nov-11	Adam Clinton Eastwood	ADNW	21-Nov-11
Darren Scott Gelven	ASL	15-Nov-06	Adam Clinton Eastwood	ADNW	21-Nov-11	Phillip John McNamara	DIAMOND	21-Nov-11
Turama Eruini Hawira	ASL	15-Nov-06	Phillip John McNamara	DIAMOND	21-Nov-11	Rosa Ivette Bicknell	AIMS	21-Nov-11
Peter John Hawkins	AIMS	16-Nov-06	Rosa Ivette Bicknell	AIMS	21-Nov-11	Mohamad Queik	ASL	22-Nov-11
David Douglas Troode	SYNG	16-Jan-07	Mohamad Queik	ASL	22-Nov-11	Peter Proctor	ASL	23-Nov-11
Matthew McGillvray	ADNW	29-Jan-07	Peter Proctor	ASL	23-Nov-11	Chenoa Tremblay	MINAL	24-Nov-11
Aaron John Solomon	ADNW	29-Jan-07	Chenoa Tremblay	MINAL	24-Nov-11	Shane Rory John Miller	ASL	01-Dec-11
Adam Peter Jacques	ASL	31-Jan-07	Shane Rory John Miller	ASL	01-Dec-11	David Delia	ADNW	01-Dec-11
5 Years Service			David Delia	ADNW	01-Dec-11	Christopher John Santa Maria	AIMS	05-Dec-11
Craig Stewart	AIMS	11-Apr-11	Christopher John Santa Maria	AIMS	05-Dec-11	Pey Yann Tan	AIMS	05-Dec-11
Anthony Bruno Mancini	ASL	05-Sep-11	Pey Yann Tan	AIMS	05-Dec-11	Natarsha Elizabeth Cooper	AIMS	12-Dec-11
Hayden John Muscat	BTPE QLD	05-Sep-11	Natarsha Elizabeth Cooper	AIMS	12-Dec-11	Terence Dixon Duke	ASL	19-Dec-11
Nathan Harris	MINAL	05-Sep-11	Terence Dixon Duke	ASL	19-Dec-11	Herman Ebersohn	AIMS	27-Dec-11
Raymond Maurice Wanakore	ASL	08-Sep-11	Herman Ebersohn	AIMS	27-Dec-11	Adam Kulow	ASL	02-Jan-12
Luke Jason Brooks	ASL	08-Sep-11	Adam Kulow	ASL	02-Jan-12	Jacqueline Kay Courtice	ASL	05-Jan-12
Rohan James Budnick	ASL	09-Sep-11	Jacqueline Kay Courtice	ASL	05-Jan-12	Daniel John Barrett	ASL	05-Jan-12
Thomas Scott	ASL	09-Sep-11	Daniel John Barrett	ASL	05-Jan-12	Arnie Alcantara	MINAL	05-Jan-12
Brendon Ricky O'Sullivan	ADNW	18-Sep-11	Arnie Alcantara	MINAL	05-Jan-12	Amanda McGahy	ADNW	08-Jan-12
Clint Nathan Ricetti	SYNG	18-Sep-11	Amanda McGahy	ADNW	08-Jan-12	Kevin John Rendell	ASL	09-Jan-12
Peter Francis Mullins	ASL	19-Sep-11	Kevin John Rendell	ASL	09-Jan-12	Timothy Dahler	ASL	09-Jan-12
Scott Leslie Liddelow	ASL	19-Sep-11	Timothy Dahler	ASL	09-Jan-12	Philip Mari Schulz	ASL	09-Jan-12
Barry George Drage	ASL	19-Sep-11	Philip Mari Schulz	ASL	09-Jan-12	Andrew Brian Brooks	ASL	16-Jan-12
Quintin Kereru	ADNW	19-Sep-11	Andrew Brian Brooks	ASL	16-Jan-12	Marc Alan Marriott	ASL	16-Jan-12
David Edward Plummer	MINAL	19-Sep-11	Marc Alan Marriott	ASL	16-Jan-12	Darren Gordon Pilcher	ASL	16-Jan-12
Daniel Robert Montgomery	MINAL	26-Sep-11	Darren Gordon Pilcher	ASL	16-Jan-12	Taanya Mary Burrow	AIMS	16-Jan-12
Johnard Castillo	BTTP	29-Sep-11	Taanya Mary Burrow	AIMS	16-Jan-12	Kym Leslie Schutz	ASL	17-Jan-12
Roxana Petruta Smeu	BTTP	01-Oct-11	Kym Leslie Schutz	ASL	17-Jan-12	Ricky Hamish Wills	ADNW	22-Jan-12
Gregory William Riley	AIMS	01-Oct-11	Ricky Hamish Wills	ADNW	22-Jan-12	Kristopher Schubert	ASL	30-Jan-12
Patrick Edwards-Benson	ASL	03-Oct-11	Kristopher Schubert	ASL	30-Jan-12	Joel Ryan Bott	ASL	31-Jan-12
Myles Ryan Fleay	DRA	10-Oct-11	Joel Ryan Bott	ASL	31-Jan-12			
Damien Eugene Teding Van Berkout	ASL	18-Oct-11						
Heamasi Vaka Akauala	BTTP	24-Oct-11						



[www.ausdrill.com.au](http://www.ausdrill.com.au)

[ausbits@ausdrill.com.au](mailto:ausbits@ausdrill.com.au)