



OUR NEWS

Inside

- Anglo Coal Global CEO visits Australia
- Project Fusion now live
- ACA's safety focus for 2009
- Dawson innovative safety solutions
- Capcoal offers local students mining experience
- Skin Cancer Awareness Program



Premier Anna Bligh's visits to ACA mines in 2009

ACA has twice hosted Queensland Premier Anna Bligh at sites this year, first at Moranbah North Mine and then Capcoal's German Creek Mine.

While on site at Capcoal's German Creek operations on 11 March, Premier Bligh met with ACA employees, and pledged funds for a new training program for the mining and manufacturing industries. She also announced funding for a \$6 million upgrade to passing lanes on the Capricorn Highway near Westwood in Queensland.

This follows the Premier's visit to Moranbah North Mine on 22 January where she announced the fast-tracking of \$26.8 million in Government funding for improvement projects in mining communities, to create more jobs during the current difficult economic times. Key projects in mining communities include improved facilities and infrastructure for miners and their families based in Central Queensland locations.

During both visits Premier Bligh met with ACA employees and shared her thoughts on the current global market downturn. At Moranbah North Mine Premier Bligh was taken on a tour of the site, inspected the new 1750t longwall on the surface and met with the employees who, with their families, would directly benefit from the new community projects.



Premier Anna Bligh meets Moranbah North Mine employees in January. Photo: courtesy of The Daily Mercury.

\$130,000 donation to the Victorian bush fire recovery

In April 2009 Anglo American teamed up with employees from Anglo Coal Australia (ACA) and its other Australian subsidiary, steel manufacturing and distribution group Scaw Metals, to raise \$130,000 towards Victorian bush fire recovery projects, including a donation of \$115,000 towards the Australian Red Cross Victorian Bush Fire Appeal.

The \$130,000 donation included:

- A combined \$80,000 from ACA and its employees;
- \$US20,000 (approximately \$AU26,000) from the Anglo American Group Foundation; and
- \$25,000 from Scaw Metals.

ACA CEO Seamus French said ACA employees had made a tremendous effort to raise funds since learning of the devastation caused by the Victorian bush fire disaster.

"Over the past month ACA employees have personally made generous donations directly from their pay and through fundraising activities organised at ACA's mine sites in Queensland and New South Wales," Mr French said.

"As a company ACA made a commitment to match employee donations on a dollar for dollar basis, bringing the total amount raised by ACA to \$80,000 for donation to the Red Cross Victorian Bush Fire Appeal," he said.

Mr French said ACA's effort included staff morning teas at Capcoal surface and underground mines raising more than \$2,000, while employees at the Drayton Mine in NSW raised more than \$1,860.

"On top of ACA's contribution, the Anglo American Group Foundation will donate \$US20,000 (\$AU26,000)," Mr French said.

Scaw Australia Manager Andrew McDowell said Scaw's Australia-wide business has its major operations based in North Melbourne, close to the fire-affected Kinglake area.

"Many of Scaw's employees have been touched by the crisis through its impact on family, friends, community facilities and the damage to the local environment," Mr McDowell said.

"Scaw has committed \$25,000 to the bush fire recovery effort including \$15,000 going directly to community and environmental rehabilitation projects around the Kinglake fire area," he said.

Mr French said ACA employees had expressed they had been deeply saddened by the devastation caused by the Victorian bush fires.

"As an organisation we extend our deepest sympathies to the individuals and families who have lost loved ones, their homes and their livelihoods.

"Although we cannot heal their wounds, we hope this donation in some way helps affected individuals, families and communities recover," Mr French said.



From the CEO

It has been a tough start to the year. We've had to make some hard decisions to position ACA for the year ahead, to ensure the organisation survives these difficult times and emerges stronger when the market upturn occurs.

As we are all aware, since December 2008 the global economy and demand for our coal products has changed.

Market volumes are down more than 25 percent, and met coal prices are down more than 50 percent. Costs continued to grow. ACA responded to the global economic uncertainty by conducting a comprehensive review of its planned metallurgical coal supply levels for 2009, which have now broadly been brought back in line with 2008 levels. In March we also announced the outcome of an organisation and workforce review, which targeted a 20 percent reduction in labour and contractor costs across the whole business. The outcome of the review involved some tough decisions, but we have tried to work through this the right way and the most sensitive way, by providing assistance to directly affected employees to ensure they were offered every support.

Outcomes of the review have been implemented, and we are now adjusting the way the company operates.

I would like to commend our management team for handling these changes well, being flexible and responding positively to new responsibilities. Having made these changes, I am now confident we have put ourselves in a position not just to survive, but to emerge from this downturn leaner and stronger.

Despite these tough times, it was fantastic to see how ACA employees responded to the Victorian bush fire recovery appeal. Donations through pay deductions and on site fundraising activities totalled \$40,000. The company has matched your contributions dollar for dollar. As a result, I am also pleased to inform you ACA has posted a cheque for \$90,000 to the Australian Red Cross Victorian Bush Fire Appeal 2009. This figure includes a \$10,000 donation by Scaw metals, an Anglo American (AAPlc) subsidiary based some 25 kilometres from where the bushfires hit. As you would have read in the front page story of this issue, through further contributions made by ACA, AAPlc and Scaw metals, the total amount to

be donated came to a staggering \$130,000. This was an outstanding team effort in support of Victorian communities devastated by the bush fires.

Finally, I would like to thank you all for your ongoing commitment to safety. We all know during tough times our attention can slip, but it is so important we maintain an unrelenting focus on safety across the organisation. We made fantastic progress in 2008 through the hard work and dedication of the whole team, so let's continue with our goal of achieving Target Zero and ensure our people are not harmed while they are at work.

The world is still changing. We have done the best we can for the business to plan for the year ahead. I am confident we are positioned to take on what 2009 and 2010 brings us, and be ready for a market recovery. These difficult times will pass and ACA will emerge stronger as we continue to improve the business.

Anglo Coal Global CEO visits ACA



Alisdair Gibbons, Seamus French, Ian Cockerill and Ian Botha overlook the new Bucyrus dragline undergoing commissioning trials.

Anglo Coal Global CEO Ian Cockerill and CFO Ian Botha spent the week commencing 26 January 2009 at ACA's operations as part of their annual visit to Australia.

The visit started at the Brisbane Coal Office on Tuesday 27 January, and over the following days, Mr Cockerill travelled to Central Queensland, where he inspected operations, met with the site General Managers and had the opportunity to meet with employees.



Ian Cockerill talking to Capcoal surface and washery employees at a luncheon BBQ.



Trevor Stay, Bill Koppe and Ian Cockerill at BCO.



Steve Fitzgerald, Ian Cockerill and Gordon Poulson at Capcoal's new coal handling preparation plant.

CPRS update

ACA's dedicated Carbon Pollution Reduction Scheme (CPRS) project team continues to work towards ensuring ACA is fully prepared for the introduction of the CPRS in July 2010.

The CPRS will significantly impact ACA. Once the scheme is introduced, ACA will be required to buy permits to cover its liability for greenhouse gas emissions and potentially pay much higher costs for fuel, electricity and other materials and services. In an attempt to minimise the impact on the business, ACA's CPRS team is working independently and with peak industry bodies, in particular the Australian Coal Association, to influence government to deliver greater assistance to the coal industry.

On 10 March 2009 the Federal Government released the CPRS draft legislation. The draft legislation sets out a framework for the CPRS, however details on issues of particular interest to the coal industry, i.e. transitional assistance, will be provided in the draft regulations. The first tranche of this is expected to be released in June 2009. ACA submitted comments on the draft legislation in April, focussing on increased assistance for the coal industry. ACA also voiced its support for phased in auctioning as an alternative to the CPRS and its views on the proposed CPRS in a submission to the Senate Select Committee on Climate Policy. ACA CEO Seamus French elaborated on these views when he gave evidence at the Senate Select Committee's public hearing in Brisbane on 28 April 2009.

CPRS Specialist Shona Stevens said lobbying efforts aimed at increasing transitional assistance for the coal industry remain a priority for ACA.

"In February and March 2009, a number of meetings were held in Canberra with both the Government and the Opposition to brief them on Scheme amendments being sought by ACA," Shona said.

Meetings were held with representatives from key Government agencies, including the Prime Minister's Office and Leader of the Opposition Malcolm Turnbull.

"To have the best chance of achieving reasonable and equitable amendments to the proposed Scheme, it is important for the coal industry to maintain pressure on both the Government and Opposition in the lead up to, and during, the Senate debate on the CPRS Bill," Shona said.

ACA's Manager Strategic Projects Scott McEwan said ACA had completed a series of risk workshops about how the introduction of the scheme will impact ACA, what could be done to mitigate this and what the sites will physically have to do to measure and report emissions once the Scheme is introduced.

ACA remains committed to reducing the organisation's carbon footprint and as part of the project, ACA aims to eliminate rich gas venting and reduce fugitive methane emissions from underground operations to the technical feasible extent. ACA has a history of implementing projects to reduce its carbon footprint and this will continue with significant funds to be invested over coming years. ACA's focus has been on the two coal mine methane power stations (Moranbah North pictured) together they reduce ACA's emissions by around 2.5 million tonnes CO₂e per annum.



"ACA remains committed to exploring new ways to reduce the organisation's carbon footprint ..."

Project Fusion now live

In February 2009 the AAPlc Human Resources (HR) solution went live at ACA. This means the Ellipse system has been replaced by the Fusion SAP system for ACA's HR, Payroll and Learning.

This system aligns us with the One Anglo policy of having all ACA HR and Learning business processes and data aligned with the corporate standards. For most ACA employees this will result in few changes. However, for the HR, Payroll and Learning teams there will be some significant modifications to the way they do business. Fusion will allow ACA's HR managers to focus on key HR management strategic tasks instead of basic service provision.

Some key changes include:

- New-look payslips;
- New Forms for creating and updating Employee and Contractor information;
- One Employee/Contractor ID number while at Anglo; and
- Employee and Management Self Service (ESS and MSS).

Fusion Support

If you have any queries related to Fusion, from how to use the system to how it will impact you, please contact the support team on (07) 3834 1893, or ACA.Fusion@anglocoal.com.au

Australian launch of One Anglo

On 30 April and 1 May 2009, ACA's management team (band 2-6) attended the Australian launch of AAPlc's One Anglo philosophy, as part of a program of One Anglo events rolled out across the globe in recent months.

One Anglo is the catalyst for a truly unified and integrated way of thinking and working for all of Anglo American, providing the platform for us all to work together to achieve an overarching ambition of becoming the leading global mining company.

The *One Anglo - Share the Ambition* launch event introduced attendees to the One Anglo mindset and the rationale behind the ambition, and expose attendees to the guiding values.

Participants spent the rest of the session workshoping these values, identifying how they can be applied to everyday work life. In June 2009 One Anglo will be rolled out across the sites.

Our Guiding Values:



Safety



Care & Respect



Collaboration



Innovation



Accountability



Integrity

ACA's safety focus for 2009



2008 was a year of safety milestones for Anglo Coal Australia (ACA), with a major focus on the Target Zero awareness campaign and the fantastic achievement of reducing both the number and frequency rates of ACA's Lost Time Injuries (LTI) by 50 percent.

Looking ahead for 2009, ACA's Head of Safety, Health & Environment Greg Rowan said this year will build on ACA's strong safety focus, embedding the Zero Harm Mindset at an individual level, focus the way we look at high potential incidents and introduce targeted site-specific Target Zero Action Plans (TZAPs) that will address incidents unique to each site.

"For 2009, we will be working with the sites to simplify the safety message and target our approach to creating and maintaining safe work environments. Everyone must clearly understand what we need to target in order to lift the bar on safety achievements, and make sure our people are not harmed while at work," Greg said.

"2008 was a year of great success and while it is always important to reflect on past achievements, instead of just looking over our shoulders and congratulating ourselves on the LTI and Lost Time Injury Frequency Rate (LTIFR) statistics, let's also focus our attention on the reoccurring incidents at site, and work towards eliminating them."

Greg said he would be working with each of the sites to identify their top four high-risk, high-impact areas and developing targeted and focused interventions to eliminate them.

"This will be the focus of the site-based TZAPs for 2009 – identifying the target areas, setting goals to eliminate them and communicating this out to all employees," Greg said.

"Each of our sites have different risk profiles, and with this in mind we will be developing TZAPs that specifically target those site-based hazards and introduce steps that reduce their likelihood of occurrence.

"As a group we need to look at the way we do things, always asking ourselves the question 'am I doing this the safest way?' and correctly investigating all incidents, to ensure we get to the crux of what caused it," Greg said.

"This is at the core of ensuring our no repeats strategy becomes a reality and not just a slogan."

Dawson Exclusion Zone



ACA's Dawson Management has now established a mining exclusion zone at Dawson Mine, protecting forever the resting place of miners who perished in the Moura No 2 and Kianga tragedies.

ACA CEO Seamus French said ACA had received a letter of support from the Queensland Department of Mines and Energy, congratulating ACA on their commitment to this important declaration.

"A permanent exclusion zone has been introduced to the section of the Dawson Mines where past mining tragedies occurred, to ensure the area is sealed forever and never again disturbed by any mining activity," Mr French said.

"On 22 December 2008 ACA wrote to the (then) Minister for Mines and Energy Geoff Wilson, to advise him the exclusion zone would be established and a permanent restriction would be placed over the land to ensure any future mining leases would be bound by the declaration.

"In their response, the Department of Mines and Energy said they fully-supported this move and offered their assistance with any further requirements to formalise the zone," Mr French said.

"Preserving this site is extremely important for the Dawson team, the local community, and the families of the miners who are forever trapped underground as a result of past tragedies that occurred before ACA took ownership of the Dawson Mines.

"It is with great respect for those families and the Moura community that Dawson Management is committed to ensuring this area will never be disturbed again," Mr French said.

Mr French said introducing the Dawson Exclusion Zone sends a strong message about the importance of safety in mining, and how critical it is for the entire industry to ensure the safety of employees and the community remains number one priority at all times.

Foxleigh celebrates LTI free record



In March 2009 ACA's entire Foxleigh operation reached the major milestone of being LTI free for 500 consecutive days and this achievement is continuing as 2009 progresses.

Foxleigh General Manager Martin Ryan said this was a fantastic accomplishment that came about through the commitment of all employees and contractors on site.

"Achieving zero LTIs across our mine site over the past 21 months has taken plenty of hard work from everyone," Martin said.

"While it's timely for us to celebrate this achievement we also need to maintain our focus to ensure Foxleigh continues to be a safe place to work.

"More specifically we need to concentrate on eliminating all high potential incidents from our work site by actively stopping, looking, assessing and appropriately managing all our risks and hazards.

"For Foxleigh to further improve on our safety performance, it's important that safety is the first and most important component of any job we undertake," Martin said.



Innovative safety solutions



Maintenance personnel at Dawson have been nominated for the AAPC Chief Executive Safety Award for designing innovative new platforms that eliminate unnecessary safety risks associated with working at the back of trucks.

These safety innovations came about when Dawson Fitter Trev Evans, Haul Truck Superintendent Peter Plummer, Reliability Engineer Chris Michael and Apprentice Boiler Maker Edward Homer recognised there was an unnecessary level of risk associated with the existing procedure.

The three safety innovations are:

- 1. 797B Maintenance Platform:** providing a secure, centralised work platform from which maintenance personnel can safely access specific areas between the rear chassis rails of the 797B trucks to perform maintenance activities in the workshop.
- 2. 797B Body Pivot Pin and Rear Strut Platform:** designed to provide safe and secure access to the rear of the Caterpillar 797B trucks.
- 3. Portable Handrail System:** a smaller alternative to the larger 797B Maintenance Platform, secured into place by utilising the cavities between the chassis rails and fuel and hydraulic tanks.

Chief Executive Safety Awards 2008-09



Other ACA finalists for the 2009 Chief Executive Safety Awards (CESA) include Jim Stephens, Daniel Smith, Peter Howard, Geoff Bettens and Ian Hunt from Drayton's Maintenance Team.

The team was determined to develop engineering controls to prevent a fall from height when removing grizzly plates from a dump hopper. Their solution was the introduction of a new access platform that is placed over the grizzly plates [pictured]. The enclosed platform prevents the likelihood of a fall from height and is much safer than relying on the integrity of a safety harness and span deck.

Capcoal's Surface Operations Electrical Maintenance Department are also finalists in the awards.

The electrical maintenance department at Capcoal has now achieved 18 years LTI free. There are 22 members in the team. Individual team members have changed over the years, however six members: Kevin James, Steve Harding, George Todman, Geoff Guthrie, Peter Isakangas and Hans Veurman have been there for the full 18 years.

The CESA winners will be announced at the award ceremony in Johannesburg in April 2009.

Drayton Mine's maintenance team celebrates 2 years LTI free



Drayton Mine's 106-strong maintenance team reached a fantastic safety milestone in April 2009 when they successfully completed 2 years LTI free.

Drayton's maintenance team works on the Coal Handling Plant and mining machinery such as heavy earthmoving machinery including 789 Cat Trucks, Cat D11 Bulldozers, with associated safety risks including working at heights, working around high energy sources and working in confined and awkward areas.

Drayton Safety and Sustainable Development Manager Peter Forbes said the maintenance team's LTI achievement was the result of their excellent approach to risk management, which includes pre-shift briefings at the start of each shift and a very active Occupational Health and Safety Committee, who constantly look for ways to improve health and safety.

"We also have an informal risk management process that can be seen on a daily basis, with people always talking to each other and thinking through how they are going to complete a task safely," he said.

"The team cares about each other and is not afraid to speak up and discuss potential issues.

"Now they have achieved this significant milestone, it further enforces their desire to work safely – it's not just a statistic, they have something to be proud of and want to uphold."

Peter Forbes attributes Drayton's strong safety success to the right employee attitude and a combination of:

- A strong safety culture;
- People treating each other with care and respect;
- Management talking to the workforce regularly;
- Employees having the confidence to speak up about their concerns; and
- People are open to being challenged; and
- A low turnover rate and retention of training and knowledge.

Peter said Drayton's safety successes do not stop at maintenance, with Drayton's production team comprising more than 290 employees achieving 6 months LTI free in March 2009, on the back of a previous 12 months LTI free period.



Capcoal recognised at Australia Day Awards



Both a Capcoal employee and Capcoal were formally recognised at the Middlemount Australia Day Celebrations on Monday 26 January when the Isaac Regional Council announced the recipients of their 2009 Australia Day Awards.

At the award presentation ceremony, Rob Wood, Capcoal's Surface Operations Financial Controller received this year's Community Sports Award, and was also nominated for Citizen of the Year in the Isaac Region.

Rob Wood was recognised for his service to the Middlemount Golf Club as well as his volunteer work, offering free financial services to local not-for-profit and community organisations.

Capcoal was also formally recognised at the Australia Day Awards for its community investment program and was awarded the 2009 Sponsorship Award. In 2008 Capcoal contributed more than \$130,000 cash and in-kind donations to the Middlemount community.

Capcoal will continue to support its local community in 2009.



Crazy shirt day at Dawson Mine.



Dawson Mine's World's Greatest Shave

On Friday 13 March ACA's Dawson Mine put their support behind the Leukaemia Foundation's World's Greatest Shave by organising a Mine Challenge to raise funds for the important cause.

Dawson Graduate Health and Safety Advisor Lee-Anne Boorer coordinated a Crazy Shirt Day on site, with employees parting with an entry fee to participate in a crazy shirt competition which was judged by Dawson Mine General Manager Rick Fairhurst. Money was also collected from employees who did not bring an unusual shirt along to work on that day as a good-humoured penalty fee, with \$250 raised from the shirt competition alone.

The fundraising activities came to a head on Friday night, when Lee-Anne shaved her

shoulder-length hair at the Moura Coal and Cattle Hotel in front of an audience of about 50 people, with fellow employees Broadus Jeffcoat (Sacco), Darryl Montague, Saan Ulziidamba and Tim Kenefick also lining up for the shave.

"It was really humbling to see so many of my colleagues and fellow community members also commit themselves to the cause, and support the fight for a cure," Lee-Anne said.

"More than \$3000 was raised from the night's fundraising activities."

Dawson donates land for doctor's house



In April 2009 Dawson Mine donated a parcel of land to Moura & Districts Health Care Association to enable them to build a new house for the local doctor to live in, assisting in the attraction and retention of quality health care professionals to the region.

Dawson Mine General Manager Rick Fairhurst said the land donation further affirms Dawson's ongoing commitment to assist the town of Moura with development opportunities, high-quality facilities and convenient and advanced health-care services.

"In April 2009, I wrote to the President of the Moura & Districts Health Care Association (M&DHCA) to inform him a housing lot currently held by Dawson Management would be transferred to the association to build a new house for the local doctor.

"We strongly believe we have a corporate responsibility to assist nearby communities secure best possible facilities and services."

"We are pleased to partner with the Association in promoting sustainable community health care in the town of Moura."

M&DHCA President John Mactaggart said this generous donation by Dawson would offer long-term community benefits.

"The local community has worked over many years to achieve the collective goal of providing a new house for the doctor and we are thrilled it will soon become a reality," Mr Mactaggart said.

While the house is under construction, ACA Dawson Management will continue to provide housing for the doctor.

Dawson Mine SEAT2 findings

On Thursday 16 April 2009 at Kianga Memorial Hall in Moura, Dawson Mine released the findings from their SEAT2 (Socio-Economic Assessment Toolbox) analysis report that contains their community engagement plan for their neighbouring communities for 2009 onwards.



Capcoal offers local students a real mining experience

Capcoal has opened its doors to a group of Middlemount Community School (MCS) students who will undertake the practical component of their chosen TAFE Queensland certificates at Capcoal Operations and through Town Services' maintenance work in the community.

This initiative, Capcoal Operation's Resources and Infrastructure Program, is the first program of its type for the Bowen Basin. Participating students range from years 9-12 and are completing either a Certificate 1 in resources and infrastructure, Certificate 2 in engineering or a Certificate 1 in construction.

Capcoal training coordinator Heather Steel said this fully-funded Capcoal Operations initiative was a way to engage local school students by allowing them to explore their interests in the resource sector by putting their study into practice. The program is now into its second successful year.

"This is one of ACA's commitments to the development of young people based in ACA mining communities, supporting graduate, associate, apprentice and trainee programs that will foster skill growth for the industry," Heather said.

"Every Wednesday the students experience real-life mining activities onsite at Capcoal, supervised by the site-based trainer who emphasises the importance of careful planning, to ensure all tasks are completed safely.

"All of their site experience is based around the industry competencies that have been selected to ensure a successful completion of their certificate.

"We have both girls and boy completing the course which gives us a fantastic opportunity to contribute to building the capabilities of future women in our industry.

"The outcome of the program is twofold. MCS students will exit with a close alignment to both industry and educational requirements, meaning MCS can provide local industry with a source of job-ready employment candidates, and the second advantage is that the students receive credit points towards their Individual Performance score at the end of year 12," Heather said.

The program was initially set up as a joint venture between Capcoal Operations, Middlemount Community School and WSILS (Whitsunday School Industry Links Scheme), who initiated the work placement for the students.

Moranbah North Mine open day



ACA's Moranbah North Mine held open days for employees and their families on Sunday 29 March and Monday 30 March.

More than 150 people came along over the two days for a mine visit, with the highlight being a surface tour of the new longwall, where Moranbah North's powered roof supports are in place.

Moranbah North General Manager David Sykes said the open day was held to allow the families of employees the chance to see this advanced mining equipment while it was on site.

"The mine will utilise 150 2 metre-wide hydraulically-powered roof supports to provide a safe and productive work environment while mining at depths of up to 400 metres," Mr Sykes said.

While inspecting the new longwall, visitors were shown the movement of the roof supports, and were also able to climb into some of the specially-designed equipment that would be transporting the supports underground.

David Sykes said the day's activities allowed families of employees to get a better appreciation for how their family members spend their working days and a better understanding of mining.



Roof support project manager Johan Laubscher and the Schiefelbein and Vanderkruk family members.

The Joy roof supports are the highest capacity roof support currently available in the world. Visitors to site inspected an installation of the roof supports that was established above ground late last year to allow compatibility testing to be carried out, before the equipment is transported underground by purpose-built machinery. Moranbah North's implementation of this advanced longwall mining technology will increase the mine's productivity when mining at depths.



Joy electronic roof supports at Moranbah North Mine.



ACA Mining Associates
Mitch Cameron,
Tony Derksen,
Shane Bellamy and
Rodney Vaughan.

First class of Mining Associates to complete Program

On 24 April 2009 four members of ACA's first class of Mining Associates graduated from Central Queensland University.

Rodney Vaughan and Tony Derksen from Drayton and Shane Bellamy and Mitch Cameron from Callide attended a graduation ceremony at the Rockhampton campus to receive their new Associate Degrees in Engineering qualifications.

The Mining Associate Program was introduced by ACA in 2005 to provide technical support to mining professionals in the functions of mine planning, safety, surveying, surface and underground operations and geology.

The four-year Mining Associate Program consists of on site practical experience, university courses and coal industry competencies. The flexible learning structure allows students to work during the day while conducting their study in their spare time.

On completion of the program, students are awarded an Associate Degree from either Central Queensland University or the University of Southern Queensland.

ACA Learning and Development Manager John Punter said the Mining Associates Program was of great value to ACA because the students provide exceptional support on site through their keen interest to develop their skills.

"On graduating, the associates continue to provide an invaluable contribution to our business, by applying what they have learned from their formal education as well as being able to draw on a knowledge base from years of practical exposure to the company during their study," John said.

"It is fantastic to see the first group of graduates through and I wish them continued success in their careers in the coal industry," he said.

The ACA Mining Associate Program currently has 23 active Associates. ACA will continue its commitment to graduate and apprenticeship programs into the future.

Foxleigh employee stand-out achiever



In February 2009 Foxleigh rear dump haul truck operator Karen Spall was nominated by her colleagues for the 2009 Queensland Resources Council (QRC) Resource Awards for Women (RAW) for her contributions to the industry as a Mining Trainer and Assessor.

Through this role, Karen not only provides training for new employees, but also goes out of her way to help fellow employees develop confidence and recognise their true potential in what is often a new and unfamiliar working environment for them.

The annual RAW awards are held to promote women in the minerals and energy sector and to highlight the achievements of individual women who are excelling in what was once a male-dominated industry. Winners were announced on 6 March 2009, and although Karen was not a finalist in the awards, the nomination allows her colleagues at Foxleigh to formally acknowledge Karen's invaluable contribution on site.



Callide Health Champions promote skin cancer awareness

In December 2008 workers at Callide Mine were provided with a free on-site skin check service, an initiative organised by the site's Health Officer Katherine Lynch and promoted by the site's recently-formed Health Champions group.

With the hot summer in Central Queensland providing a timely excuse for a skin check, Wesley Corporate Health conducted around 200 10 minute "top to toe" workplace consultations for employees.

The consultations were conducted by a trained doctor, who viewed each person's skin using a strong Dermatoscope microscope. Employees were also provided with simple recommendations about how to monitor possible changes in their skin over time and information about the benefits and importance of sun protection.

Callide Health Officer, Katherine Lynch said she was delighted with the response to the program with all of the appointments being filled.

"We had great participation by those on site, and it also created an opportunity to raise awareness about the importance of sun protection in the community and prompt employees and their families to start getting checked on a regular basis."

Capcoal, Foxleigh, Dawson, Moranbah North and Drayton all offer employees similar skin check services annually.