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B its and Bombs

The official Newsletter of

Rock on Ground Pty Ltd

ROG ANFO Cartage

We now cart our own BOMB!

ROG has been issued with a SRS Transport Licence and has since started cartage of Ammonium Nitrate, which is going well. To date, 435 tonnes has been carted, which was supplied by Dyno's CSBP and delivered to Hope Downs 4 and Solomon Projects' AN storage compound.

Having ROG now able to deliver our own dangerous goods, proves to be a huge benefit as we are no longer reliant on third parties for scheduling of delivery of dangerous goods.

Simon Boyes | Truck Driver



New Area Manager - Operations

Ben Daniel has been promoted into the newly created role of Area Manager – Operations alongside Tim Kay.

The current sites will be split between Ben and Tim enabling them to provide more support to their individual projects.

Ben, who has just notched up 5 years with ROG will know most of the crew on the civil projects but he will also look after Pardoo, where he was Site Manager when that job first started.

Good luck to Ben in the new role!



Restricted Quarry Manager

Congratulations to Luke Masters (Site Manager) at Carosue Dam who has just been certified as a Restricted Quarry Manager by the Board of Examiners. It is an extremely big task to pass the exam and to have the required work history. Luke now plans to work towards his unrestricted Quarry Managers certificate.

Luke has been with ROG since January 2008 after starting his career in drill and blast with Ausdrill. Luke has work on a number of ROG projects and recently put his hand up to run the Carosue Dam project.



ROG - 5 Year Employee Club

Congratulations to our first three members of the ROG 5-Year Club who all started with the company in 2007:

22 July 2012 | Ben Daniel

14 August 2012 | Mark Prattley

20 August 2012 | Craig Wilkins

A plaque with the names of members of the 5 Year Club will be placed on the wall in the Perth office reception area.

There are nine other employees who are expected to join the club in the coming year.

Darren Guild | General Manager

Lyme Disease in Australia

Sadly, Matthew Keillor's partner was recently diagnosed with Lyme Disease. Lyme Disease is often contracted through tick bites. The Australian government has buried their heads in respect to confirming whether Lyme disease actually exists in Australia. They refuse to acknowledge the evidence of Australian sufferers who have never been out of the country, that have been struck down with this debilitating disease. Matthew's partner, Bonnie, has been forced to travel overseas in order to receive the required treatment to overcome this disease, and by no means is the treatment a gentle one. Often, the people who suffer this disease, become worse before they get better during treatment.

Today Tonight ran a story on Bonnie's fight against this disease and I would encourage you to view the footage which can be seen through the following link - http://www.youtube.com/watch?v=1T9JT-Ln_GQ

The treatment for Lyme disease not only needs to be sourced overseas, but comes at a very high cost. Matthew has been forced to take out a loan in order to pay for his partner's treatment. If you would like to help Matthew & Bonnie get back on their feet after a truly arduous battle with Lyme disease you can access the fundraiser through the following link.... http://www.mycause.com.au/mycause/raise_money/fundraise.php?id=52890

Every little bit will help them guys, so if you can, please donate to Matthew & his family. The last thing they need to worry about right now is money, so your contribution would be greatly appreciated.

Jade Cowle | HR Manager

Employee of Month

Our recent winners of Employee of the Month who are listed below, have all made significant contributions to either safety, performance and how ROG is seen in the industry in general. The personnel below are commended on their work ethic and their commitment to safety and keeping the ROG culture alive. Well done guys.

April 2012 | Shane Robson

Shane was fantastic in his efforts in covering the Jimblebar and HD4 rail job as the only fitter.

May 2012 | Jade Cowle

Jade pulled off some of her magic in April and May with manning up Solomon in about 15 days, which included all inductions training, agreements, then demobing HD4 and also covering Fiona whilst she was on leave for the payroll.

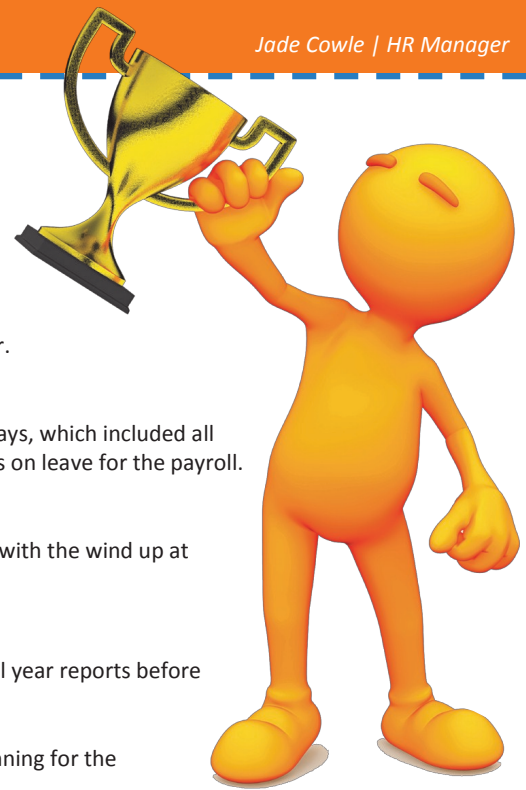
June 2012 | Simon Morse

Simon has helped out no end in a Supervisory role over the last couple of months, assisting with the wind up at Jimblebar and then assisting with the supervising those at Camp-3 on the Solomon project.

July 2012 | Fiona Lewis

Fiona spent most of her first weekend on annual leave in the office finalising end of financial year reports before heading off to Greece!!

Shane, Jade, Simon, and Fiona will all receive a \$100 voucher, certificate and go into the running for the Employee of the Year Award.



Pardoo

Things at Pardoo are going well with temperatures starting to hit the low 40's in the pits already. This weather means our friends of the slithery kind are starting to make an appearance. One of our drillers had a run in with one the other day on his way to the laundry, which was a nice little moment for him!



On the drilling front, we have gone to only three working pits out of six as the remaining pits have hit the P1 water reserve for Port Hedland; this means permits are required to carry on mining these pits. When it eventually does commence, we expect a lot of collar piping to begin.

We have had extensive repairs carried out on our Monty drills 1 and 3 over the last four to five months. It was a huge cost to the company to have that spare drill rig here for three months to cover for those drills and the team here is confident that we can deliver on maintaining the rigs, so that type of support is not required again.

Grant Caruthers | Site Manager



Solomon Rail

With a decrease in the expected blasting volumes at Hope Downs, ROG was in a position to mobilise to Solomon and assist Macmahon and their original D&B contractor, in what has been our busiest construction project to date.

At its peak we had five rigs double shifting, in addition to six rigs from the other D&B contractor on-site. Blasted volumes on the project between both companies have exceeded half a million bcm each month for the past three months, with the record being 736,000 bcm for the month of August.

Challenges unique to this project such as no mobile communications, our bomb crew and drill crew being housed in camps an hour and a half apart and our magazines being two and half hours from the job site have made the job challenging.

Blasting results in deep cuts and very hard rock have been excellent, and are a credit to all of the crew at Solomon. This project is now coming near to completion, and lessons learnt from here will certainly benefit ROG on future large construction projects.

Ben Daniel | Site Manager



Andrew Forrest (Twiggy) who is the Non-Executive Chairman of Fortescue Metals Group (FMG) flew up to site to talk about the Solomon Rail Job and future works. He put on 2 free drinks for everyone onsite, together with a band playing - it was a great night all-round.

Meanwhile, Ben Daniel got wind of this and bet me \$50 that I would not get a photo with Twiggy!

After a few hours and a couple of 'Dutch courage' drinks, Simmo (Simon Morse) who wanted a photo with Twiggy said to me 'well are we going to do this or what?' and I said 'ok let's do it'.

So we went up to Twiggy, talked to him for about 5mins (he was very nice & friendly) & he kindly allowed us to take a few photos with him.

.....I am yet to see the \$50 bucks Benny!

Vanessa Goodfellow | Site Administrator

Benny's \$50 Buck Bet.....



make today a **SAFE** day

As a company, ROG is always striving to do better in all areas and safety is no exception. We continue to target ZERO injuries, damage and incidents and to encourage all personnel to be proactive about safety.

We are two thirds of the way through the year and it is important for us to keep a check on how we are going safety-wise to give us some balance on our performance in relation to our history.

	Average Hours per Month	Average Incident Rate per Month *1	Ave Recordable Injuries Rate *2
2010	10538	102.4	3.0
2011	16203	78.3	3.3
2012 to date	20783	56.8	1.9

*1 Rate equals total incidents per 200,000 hrs worked.

*2 Includes Lost Time, Medically Treated and Restricted Work Injuries per 200,000 hrs worked



As you can see by the figures in the above table we are on the right track on our way to decreasing all Incidents and Recordable Injury rates.

However, we can always do better. Unfortunately, a recent 3 month spike in Incidents has undone a lot of the good work completed during the first half of the year.

A good safety result is measured in cold, hard statistics whereas the lack of safety is usually displayed in terrible images and memories of injury, pain and loss. We don't want this to happen to any of our employees so I implore all ROG personnel to keep up the good work and to keep safety at the front of their minds. It is up to each and everyone one of us to ensure that we all go home safely.

Keep safe.

Bruce Lloyd | Safety Advisor

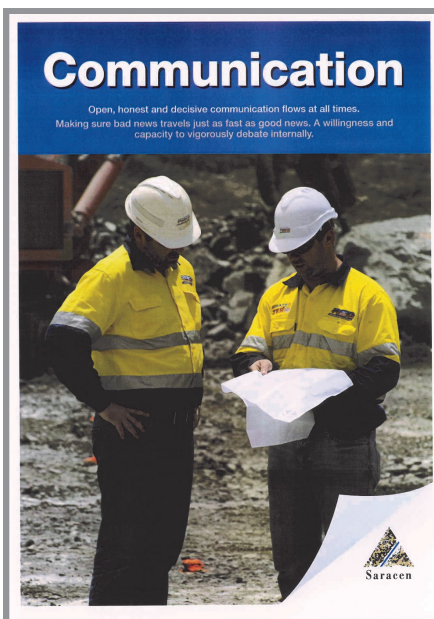
Carosue Dam

Our work shop has arrived for Deep South. This will provide Carosue with the ability to base a fitter up the Red October end of the Project, cutting the travel time and down time for our Rig's and LV's up that end significantly!

Good times ahead, the new work shops will have a dome put up for cover and the concrete pad will be going down to service our LV soon.

I would like to say well done to Damien Williams and Melvin Bignold for organising the survey to get the exact location for the site of the work shops and for escorting the road train over 200kms over the site.

Luke Masters | Site Manager



....Look Who's on the Cover of Saracen's Communication Magazine!



Op's Manager

Over the last few months we have seen a number of changes across ROG in relation to new site management personnel at Carosue Dam and Solomon and Hope Downs 4 are winding down quickly and should be complete by early October. It has been the support of the crews on-site that has enabled the successful restructure of these site management teams.

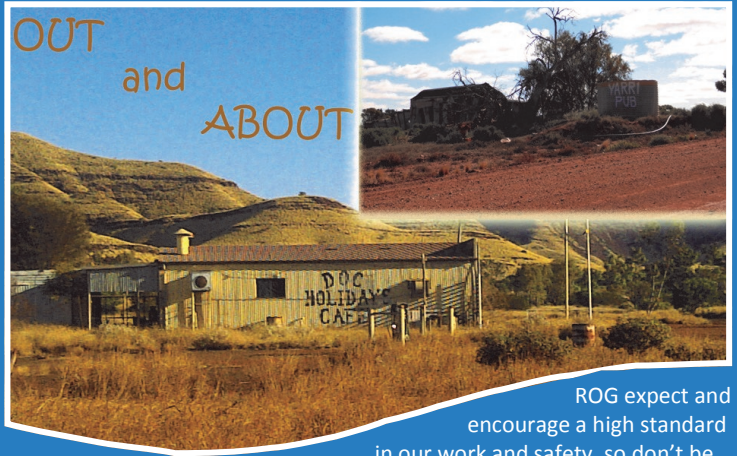
Since the start of 2012, we have had a number of incidents arising from personnel not being aware of their surroundings and not following Safe Work Procedures.

All of these resulted in major damage to plant, equipment and to the reputation of ROG.

With this in mind, I refer you all to our six Core Values: Commitment; Culture; Communication; Consistency; Change and Control.

I would like you all to ask yourselves what do the ROG Core Values mean to you in regards to the way we conduct ourselves and go about our business at home and at work.

ROG requires all of us to stand behind our Core Values and Charter. Again focusing on the 'Control' aspect of our Charter, we have all committed to being accountable for our actions, therefore it is imperative that we all take the time and effort to be aware of our surroundings at all times and follow procedures that are in place for our safety and the safety of others.



ROG expect and encourage a high standard in our work and safety, so don't be the one that stands idly by and says nothing as your workmate fails to follow procedures resulting in an incident, which injures someone or damages equipment. This is also damaging to the reputation of ROG that we have all worked so hard to build.

It is through teamwork and being strong enough to say to a workmate, "STOP. Do the right thing and follow procedures." By doing this we will all keep building this great Company.

With more work coming on line over the next few months I look forward to seeing ROG grow and our personnel develop.

Remember, if you see something out there that can be improved please let your Site Manager know.

Keep up the good work.

Tim Kay | Area Manager - Operations

From a HR Perspective

Hi everyone, and welcome to another addition of the ROG Bits & Bombs Newsletter.

Firstly, I would like to congratulate Luke Masters on his new role as Site Manager at Carosue Dam. In the last newsletter we were announcing Luke's promotion to Site Supervisor, however since then the opportunity arose for the position of Site Manager, and Luke was again promoted into the role of Site Manager. In addition, Luke has recently acquired his Restricted Quarry Manager's certificate which is an absolutely awesome effort on his behalf, and demonstrates his commitment to not only his own continued personal development but also his ongoing contribution to Rock on Ground. Well done Luke.

I would also like to welcome Trevor Dyce, who is now the Site Supervisor at Carosue Dam. Trevor has settled into this role extremely well and I am personally very happy with the strong leadership skills both Trevor & Luke have demonstrated over the past few months. Keep up the great work guys..!

Welcome to Peter Martinac, who is also appointed as Site Supervisor at Carosue Dam. Peter is supervising the 'Deep South' area at Carosue Dam which is located about 160km away from the primary site of Carosue Dam. Peter has also settled into the role extremely well, and also provided coverage across the whole project whilst others have been out on RnR. A HUGE effort on his part, and a big thank you to Peter for helping out here. Melvin Bignold has also been promoted as Site Supervisor, as Peter's back to back in running the Deep South project.

It has definitely been the quarter for internal promotions. More have been happening at Carouse Dam, with Dallas Barnhill and Damien Williams both stepping up into the Drill Trainer roles and also Richard Hill who has recently stepped up into a leading hand role. Congratulations to all of you. It's great to see people putting their hands up to take on the challenge and showing commitment to not only Rock on Ground, but also to their own personal development – great to see guys, and thank you for your efforts so far.

My focus over the next few months is Training & Development. One of our initiatives includes the appointment of a Heavy Automotive apprentice in the Perth Workshop. With the skills shortage in the area of Drill Fitters, its common sense to now 'create our own'. After advertising the position, I had an overwhelming response of over 150 applicants, which has been quite an effort to short list suitable candidates. Dale and I narrowed it down to 17, and we are finally at a stage of interviewing 3 candidates for the position. More training initiatives will be implemented over the coming months including a supervisor development program and aligning our drilling competency documentation to the National Competency Standards. Lots of work involved in both of these projects, but I hope to have everything rolled out by October / November.

All in all, a busy & productive past few of months. Make today a SAFE day everyone !!!

Jade Cowle | HR Manager



ROG WORKSHOP - 55 Christable Way

Well, well, well, here we are, over half way in another year, it seems like only yesterday we were at the Christmas Party behaving as we should!!!

We are in full swing at the workshop with power being connected since the last Bits and Bombs. The guys have pegged the concrete and called it their own, with Tony Dewhurst—Boilermaker, making claim to the biggest piece. We all understand now why he has the nickname of the **Silver Fox**.

With the ongoing purchases of workshop tooling and equipment we are progressively increasing productivity to supply the growing demands of all who rely on Perth workshop.

Fortunately the workshop has arrived in time for major rebuilds on some of the older fleet being DR010, DR011, DR012, and with the addition of a trainee drill fitter - Aaron Bostock, this will give Aaron a great understanding into what makes a drill rig tick. This knowledge will in time overlap into the field, giving needed support to the field maintenance.

In addition to the training program, an old soldier by the name of Dan Brown will be re-joining ROG as a roving Leading Hand Drill Fitter, predominately based in the Pilbara, giving support to the field maintenance teams throughout the region. I take this opportunity to welcome Dan back on board to the ROG Team.

Till the next Bits and Bombs it's a goodbye from Perth Workshop and to everyone have a SAFE and productive day.

Dale Scally | Maintenance Manager



Jimblebar Village

Jimblebar Village has now finished after almost 16 months, which isn't bad considering it was a two month job originally. This is another successful job completed with Thiess.

Just before completion of the job, we were awarded the crew of the week for our consistently high safety and environmental values.

Steve Panton | Site Manager

Message from the Editor

With another issue in the bag, thanks to those who put pen to paper (or tapped it out on the keyboard) which reminds me of something Frank Zapper said, "Most rock journalism is people who can't write, interviewing people who can't talk, for people who can't read", obviously Frank had not heard of Rock on Ground's Bits and Bombs because this issue is full of great written articles from people out on the ground, at our workshop and here in the office. Happy reading!

Kelly Brajkovich | Editor Bits and Bombs

New Arrivals

Abig congratulations to Luke and Breanna on the arrival of their baby boy Alexander Mark Masters, born on the 22nd September.

Also congratulations to Melvin and Belinda Bignold who also welcomed their bundle of joy earlier this year.



Roggies Words of Wisdom...
Middle age is when broadness of the mind and narrowness of the waist change places.



New to Head Office

We would like to welcome Eileen Crowley, HR Administrator to the ROG Team.

Eileen has done a great job in assisting Jade with updating our Training Matrix and organising for new SWP's to be distributed in order to bring everyone up-to-date with our new BMS.



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