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# B its and Bombs

## The official Newsletter of Rock on Ground Pty Ltd

### 2012-The Year in Review

**W**ell another year has slipped by as quickly as it arrived. We had a very busy year and learnt some valuable lessons from some of the work we completed throughout the year.

Some of the highlights for this year have included:

- The extension of our major contract at Carosue Dam out until November 2014;
- An extension at Pardoo until 2013;
- Awarded contracts at Hope Downs 4, Solomon and Andy Well;
- The development of the Accelerate Training Program;
- The successful relocation of the Geraldton workshop to Perth;
- The purchase of our first downhole hammer drills—two Atlas Copco L8-30 drills;
- Our workforce peaked at 108 during the Solomon and Hope Downs 4 Contracts;
- We were approved to carry our own ammonium nitrate and explosives;

- Our safety rates dropped significantly;
- Our damage rates also dropped significantly;
- Our incident reporting culture improved;
- Our first group of employees reached the 5-year milestone—well done again to Ben Daniel, Mark Prattley and Craig Wilkins;
- We welcomed a lot of new people into the Company this year and it is great to see the ROG culture continuing to be adopted by those new employees; and
- We continued to achieve and tick off key performance targets within our “Towards 2015” growth plans.

I would like to thank everyone for the efforts this year and hope those that are on break for Christmas enjoy the day with their families and pass on our thanks to the crews working through Christmas, keep up the great work.

Drink responsibly, drive carefully if you are travelling, and I look forward to seeing you all in the New Year.

*Darren Guild | General Manager*

### Our Employee of the Year Winner

**R**OG's employee of the month program is going very well, and throughout 2012 we have had some excellent nominations from across the business.

The criteria in determining Employee of the Month is as follows:

**Adaptability & Flexibility** – management consider an employee's attitude towards the continually changing working environments and conditions, coupled with the ability to carry out multiple tasks with limited supervision is a crucial attribute to contribute to our continued success.

**Teamwork / Rapport Building** – without individuals dedicating their time to ensure colleagues are being trained adequately, operating safely, and generally just being able to have a laugh at work, we doubt we would have such a professional and committed workforce.

**Safety Record** – Zero Safety Incident Record across 12 month period.

Taking all of the above into account, the finalists for the 2012 Employee of the Year Award were:

- Adrian Williams
- Rob Mackay
- Reid Hjorth
- Bruce Lloyd

- Shane Robson
- Jade Cowle
- Simon Morse
- Fiona Lewis
- Ben Hart
- Will Sutherland
- Corey Favory
- Steve Pantone
- Roscoe Lucas

It is with great pleasure that we announce Fiona Lewis as ROG's 2012 Employee of the Year. Fiona demonstrates a strong work ethic and is always willing to go the extra mile to get the job done. It is an absolute pleasure working with Fiona. Just to show how committed she is, Fiona recently was admitted to hospital for over a week. During this time, she still insisted processing everyone's payroll from the hospital bed.....Now that's commitment!!! Fiona has been with Rock on Ground for over 3 years and has showed an extremely consistent work ethic and the quality of her work is exceptional. Well done Fi-Fi !!!!

Congratulations to all of our monthly winners as your efforts have been truly invaluable to the growth and success of the company.

Keep up the great work!

*Jade Cowle | HR Manager*



## make today a **SAFE** day

As Christmas approaches, a look across our Safety Stats shows that we have had a decrease in our Incident Rate across the company in 2012. Our Rate dropped from 78.3 in 2011 to 62.5 as of November 2012. This decrease can be directly attributed to the willingness of our personnel in the field to embrace our BSAFE2ZERO Program. This is a very positive result and it shows that we are definitely moving in the right direction.

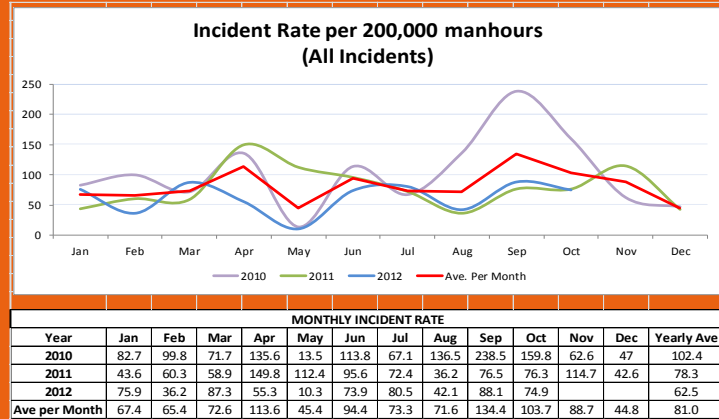
The BSAFE2ZERO Program has been put in place to combine all of our safety efforts and to allow us to set some goals and promote awareness of safety both in the workplace and at home.

While the framework of BSAFE2ZERO is a structured program, we will be running safety initiatives from time to time to focus our efforts in a particular area, such as the SAFE Start Initiative throughout December and January. Each initiative will be designed to promote an area in which we need some improvement and I urge everyone to get on board and make the effort to embrace the change we need to make.

Finally, I would like to thank all those who have worked hard to make ROG a

better, safer place to work and wish everyone a Merry Christmas and a Happy New Year!

**Bruce Lloyd | Safety Advisor**



## From a HR Perspective

Another year has gone by folks...how quick was that!!! 2012 is almost over, all within a blink of an eye.

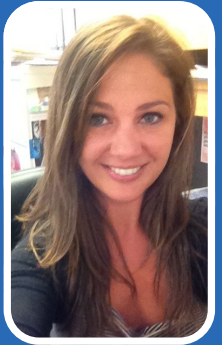
The continued growth of ROG has been challenging and rewarding over the past year and we have had a quiet end to the year with a few of our Civil Projects ending, and some projects being put on hold due to the Iron Ore prices. I am very much looking forward to the New Year bringing a spike in the industry and ROG will be full steam ahead once again.

Looking ahead into 2013, I am very keen to roll out our Drill Training Package which will be compliant to the National Training Framework. I am currently working on the content for Certificate II in Drilling Operations, and then I will start developing our Certificate III Package. I will be working closely with our drill trainers during this time, and hope to get out to site more often to ensure we have first class training packages in our system. I am also very committed to our "Accelerate" Training Program which you will start hearing more about over the next few months. "Accelerate" has been implemented to provide a structured approach to developing our employees, whether it be through a management / supervisory program, a drilling program, shotfirer program etc. It is an initiative designed to enable those who want to develop themselves into different areas of the business, within a structured framework. More information on "Accelerate" will be communicated over the next year.

Guys, I am constantly being asked about training, so please understand that our training does need to be prioritised and managed within budget. All I ask is for patience when putting your hand up for further training. In the meantime, we have people within the business that can help you develop your skills and often learning from your manager is the best way. Sometimes you just need to ask!

Merry Christmas everyone, have a SAFE, and a Happy New Year - Bring on 2013

**Jade Cowle | HR Manager**



## Carosue Dam & Deep South

Melvin Bignold has taken on the role of Site Supervisor for the Carosue Dam end of the job and Trevor Dyce has moved to Site Supervisor at Deep South. It will be good for both of these guys to gain exposure to both ends of the project and also the experience of dealing with the different Client Managers.

A big thanks to Suzie Spiers and Steve Zankl for cancelling their annual leave over New Years, to help the blastcrew over that period. It is greatly appreciated by Rock on Ground. Suzie has definitely brought a woman's touch to the office keeping everything tidy and in order — well done!

Our new workshop location will be completed in the next few weeks near our main office at Carosue. The new workshop will have a dedicated drill workshop, light vehicle workshop and DTH break out bench for the new rigs that will commence in 2013 on the Whirling Dervish cutback, once the hard floor is exposed under the Whirling Dervish free dig material. Once this is exposed it will be a busy time, as we keep up with the clients bigger mining fleet!

I would like to say a big thanks to Tim, Jade and Dale for their continued support from the Perth office in keeping our largest project ticking along.

**Luke Masters | Site Manager**



# A Year of Improvement

Looking back throughout 2012, I have seen a number of changes and improvements across Rock on Ground. The main improvement has been the development of a much stronger reporting culture, with key personnel stepping up to lead by example within their crews.

It has been my privilege this year to work alongside and assist in the development of personnel on all sites. I have been very impressed in the way people have gone about their work, passing on their knowledge to new starters and up-skilling those around them. This is further evidenced by the mutual respect we all display for your fellow work mates.

Over the last few months we have seen the commencement of Andy Well and the completion of the Solomon Rail Spur and Hope Downs 4 projects. The continuing works at Ridges, Pardoo and Carosue are still going strong. A big thank you to all that have worked, and those currently still working on these sites representing the company.

I would like to take this opportunity to refer you all to our six Core Values. What do our Core Values mean to you? These values should be at the forefront of everyone's minds when we go about our business. Which of our Core Values do you think you will be able to improve on? For myself in 2013, I will be working hard on my communication skills.

Finally, the key to the development of our people and the company is to be continually completing all of our work to a high standard and ensuring everything is done safely. It takes a team to do this. So, don't think of yourself as a small fish in a big pond, think of yourself as being integral to the quality of the pond. We all have our roles to play at ROG, and we all need to play our part, to ensure the future growth of the company and our people continues. Don't let someone with lower standards than yours, drag down what you and the company have worked so hard to build. Remember, if you see something out there that can be improved, please let your Site Manager know, or grab the new B.E.E.R form!

Once again thank-you for a great 2012, and I look forward to what 2013 is going to bring for us all.

**Tim Kay | Area Manager - Operations**

## Moving from Site Back to the Big Smoke

Well it's almost the end of another year, and I am now based back in Perth within my new role.

It's hard to believe that it was almost a year ago since we flew back in to Jimblebar Village after Christmas break, saddened by the news of the death of Tim Zandbergen.

Despite finishing a number of projects since January, I can still remember the good times on projects like they were yesterday. Everybody would agree that things are more enjoyable on site when things are running smoothly, in my experience the difference between the enjoyable sites, and those that have been less so is very little. A lot of the difference can be attributed to completion of the "one percenters." People are more likely to put in more of an effort if they can see that an effort is being or has been made. Enthusiasm is infectious, and a positive personal attitude regarding completing tasks, and not leaving things for the next person to finish are very powerful behaviour changing drivers.

Let's all have a good time at and after work going into the new year, and remember that everything we do affects the company that we work for. This is an exciting time to be working for Rock on Ground, I am extremely keen to see what 2013 has in store.

I wish everyone a safe and productive festive season, and I am looking forward to hearing from you all on ways that we can improve on what we do!

Merry Christmas and Happy New Year.

**Ben Daniel | Area Manager - Operations**

## Andy Well Starts Up

After spending a few weeks awaiting the approvals to clear the land, Andy Well has now officially opened up and mining has begun. MACA has been busy clearing most of the top soil and a number of other areas to prepare for the construction of the permanent offices, workshop and mill.

We have been drilling for the last week and are currently continuing to move to the back of the pit, blasting the cap rock along the way. The initial flitch is seeing us produce a penetration rate of between 50 to 60 metres/hour with an average drifter ratio of 42%.

The following benches will see us expand our pattern and bit diameter to drill 10m benches with 5m blasting the ore body which is holding significant gold grades. We are currently blasting most days of the week to keep up with the demand for material to complete the various pads around the area. Last week saw Will Sutherland and Eden Buchanan join the crew with Roscoe Lucas coming up over the next few days to permanently join the roster.

Our AN compound and Magazine area are now fully set up and we are continuing the hard work put in by Ross Dargue (Site Manager) in preparing this site for full operation.

**Steve Panton | Site Manager**





## Ridges... Still Hot!

It has been business as usual on the Ridge, nothing much has changed in the 11 months I have been away.

KMG is pushing ahead with it's three ships of ore per month to China and they are achieving it every month, the Vermeers (surface miners) are going around all the hard ore and leaving it behind for us to blast, the days of doing 6m bench blasts here are long gone due to the inconsistent ore body.

We have been doing lots of short bench height blast from 1.5m to 3m which means lots of holes and lots of accessories, to do Andy, Chook and myself have drilled and fired a whopping 7003 holes over 18 blasts in the 40 working days I have been back on site, some of the blasts have been 1100 holes plus which for 2 blokes on the bomb crew is no mean feat.

The weather is starting to play a factor in the day to day running of the job, we have had a few good storms already and are bracing ourselves for the full onslaught of the wet season with thunder, lightning and lots of rain every day. The

Client would like us to stay all through the wet season but as we found out last season this is not likely to happen as we cannot get access to wet product.

It has been very busy onsite of late with lots of contractors coming and going which has seen a shortage of rooms in the camp, unfortunately we have somehow managed to draw the short straw and have had to stay 40 minutes down the road at Turkey Creek Roadhouse. All in all everything is going pretty good up here and I look forward to seeing what the new year brings.

Merry Christmas and Happy New Year to all!

**Mark Prattley | Site Supervisor**



## Pardoo

There has been a big effort by all of the guys on site toward the end of the year. Client targets were exceeded in both October and November, and December has been met with more than a week to go. Penetration rates of up to 60m an hour in various pits have assisted with these numbers, but we are due

for a campaign in the ALX Pit that will slow us down.

The New Year will see drilling requirements dropping to two shifts per day. It is expected that mining will continue for another 12 months as the current pits come to an end of their life. Cyclone season is upon us here as well with some spectacular lightning shows from Mother Nature.

These storms continually impact on drilling, particularly on night shift.

Once recent storm caused a fire behind one of the pits that burnt for two days, all the way to the coast.

I would like to wish everyone a very Merry Christmas from all of us at Pardoo. Stay safe and I hope to catch you all in the New Year!

**Grant Carruthers | Site Supervisor**

## The Perth Workshop

In the twilight of 2012, we can reflect back on the challenges overcome by the hard working and dedicated maintenance staff of the Perth Workshop.

From establishing the workshop, to three site mobilisations which were; Hope Downs 4; Solomon and Andy Well. Well done to all!

Due to the continual growth within the maintenance division, the position of Maintenance Planner has been created, with Craig Van Didden taking on the challenge. Congratulations Craig!

This position will ensure we track the repairs and maintenance costs which will also allow us to provide accurate budgeting, and forward planning of preventative maintenance.

We are at present looking at a suitable maintenance program which will assist in achieving the objective. We hope to roll this out in the coming year, which will help our site maintenance team in forward planning, component change outs, and increase equipment availability.

From the Perth Maintenance team and myself, wishing you all a very safe and Happy Christmas and prosperous New Year!

**Dale Scally | Maintenance Manager**

## Apprentice Fitter

ROG's training initiative 'ROG Accelerate' has now taken on board our first ever Apprentice!!!

Please welcome Michael Nguyen to the Rock on Ground team. Michael has been working on drill rigs from the commencement of his apprenticeship of which ROG have recently taken over. Michael started with ROG on Monday 17th December 2012 and will primarily be based in the Perth Workshop, with some future site training down the track.

Welcome on board Michael!

**Jade Cowle | HR Manager**

## Message from the new Editor

What a year it's been and what a year we have to look forward to.

Since Kelly has moved on, I have taken on the role as the new Editor for Bits and Bombs. So I would like to thank everybody who contributed to this issue and I encourage you to continue contributing to Bits and Bombs.

Best wishes for a safe and Merry Christmas and a Happy New Year in 2013.

**Gemma Widdop | Editor Bits and Bombs**



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