



SAFETY NEWSLETTER

because we care about your safety...

March 2011



MESSAGE FROM THE GENERAL MANAGER

RQP Injury frequency improved - We are improving our safety results significantly! Have a look at the "Safety Statistics" table in this issue. You will see that the "rolling 12 months TRIFR" is 8.93 as at the end of March 2011. This measures the number of recordable injuries per employee over the last 12 months, and it has dropped from 24.1, more than halving our injury rate. This is a great result and my congratulations to you all.

This can only be sustained by each person at each site continuing to be careful for him/herself and their workmates. Look at the table and the sites shaded in green are doing better. If your site is shaded yellow you have room to improve, so please give it your best.

Report it ! - It is well known that most accidents are foreseeable and preventable. The way to stop them is observe the "hazard" first, and get rid of it, or report a "near miss". I am pleased to say that we are fast increasing our number of near miss & hazard reports and safety observations. Your report might save a life. Here is a report where our employee did exactly the right thing;

"An ex-pit truck driver was waiting to pick up a load of sand, he got out of the truck wearing thongs and no Hi-Vis. The loader operator immediately ceased moving and placed his bucket on the ground and reported to the site supervisor. The driver had to park his truck, was sat down and re-educated as to site requirements and a written warning was sent to his employer."

Disciplinary Guidelines for Supervisors

An important part of a good safety culture is that employees and site visitors are given strong warnings if they break company safety rules or procedures, Disciplinary actions are part of the process for serious or repeat offenders

If we don't give warnings it's unfair to employees, who don't know where they stand, and to supervisors who are responsible for site safety..

In this newsletter we tell you about new guidelines being issued to supervisors. We are serious about anyone breaking the safety rules, and we will back up our supervisors if anyone steps over the line. So don't be careless or thoughtless about safety, it's not worth it.

Regards,
Geoff West



SAFETY DISCIPLINE GUIDELINES FOR SUPERVISORS

1. Introduction

An essential part of a safety culture is that employees are given strong and consistent feedback if they break company safety rules or procedures, so that they can adjust their behaviour. Disciplinary actions should be part of the process

These disciplinary actions must be timely, reasonable & proportionate to the breach.

A failure to provide such warnings is unfair to the employees. It is also unfair to supervisors who need to exercise their authority in safety matters to help them meet their responsibilities.

2. Disciplinary procedures

If disciplinary procedures for breaches of safety are required they are to follow the Rocla Personnel Policy & Procedures-Subject 19 Counselling Employees (available on the Rocla Intranet)

3. Who should discipline & when?

Warnings & discipline must be given as soon as possible after the breach, and by the employee's immediate supervisor if possible. If the breaches continue or are of a more serious nature then the supervisor may escalate the procedure to a higher supervisory level.

4. Misconduct

Unsafe behaviour defined as "misconduct" for disciplinary purposes might include;

- A minor breach of safety rules for the first time
- A more serious, but not deliberate breach of safety rules

Under the disciplinary rules misconduct involves a warning

5. Serious Misconduct

Unsafe behaviour defined as "serious misconduct" for disciplinary purposes might include;

- Repeated minor breaches after warnings
- Deliberate safety breaches
- Serious safety breaches that might lead to injury to someone like breaching isolation procedures or deliberately disobeying a safety instruction.

Under the disciplinary rules serious misconduct involves a final warning or immediate dismissal.

6. Contractors & Visitors

Supervisors have authority and responsibility for the safety of contractors and visitors. Written warnings will be also given to the company employing any sub-contractor and immediate removal from the site can be used for contractors and visitors for breaches.

Geoff West
GM RQP



March 2011

ROCLA QUARRY PRODUCTS - SAFETY STATISTICS - EMPLOYEES ONLY

12 Months to 31 March 2011

Location	No of employees	Lost Time Injuries	Medical Treatment Injuries	First Aid	Near Miss Reports	Rolling 12mth TRIFR
Bibra Lake	0	0	0	0	0	0
Calga	10	0	0	0	4	0
Gaebler Road	0	0	0	0	0	0
Gawler	0	0	0	0	0	0
Gingin	2	0	0	0	2	0
Golden Grove	13	0	0	0	3	0
Lang Lang	3	0	0	0	0	0
Hurst Road	4	0	0	0	3	0
Maslin Beach	11	0	0	0	11	0
Mt Marrow Admin	0	0	0	0	0	0
Ottoway	8	0	0	0	0	0
Paganoni	2	0	0	0	1	0
Redcliffe	12	0	0	0	1	0
Resource Dev Mgmt WA	1	0	0	0	0	0
Rowlands Flat	3	0	0	0	1	0
Transport WA	0	0	0	0	0	0
WA Overhead	1	0	0	0	0	0
Gnangara Road	5	0	0	0	3	0
Oldbury	0	0	0	0	1	
Chatswood HO	5	0	0	1	0	0
Kurnell	14	0	0	2	34	0
Transport SA	11	0	0	2	6	0
Gaskell Ave	17	0	1	0	30	21.63
Langwarrin & Transport	17	1	0	0	4	30.73
Guildford Office	14	0	1	0	1	39.54
Total	153	1	2	5	105	8.93



GREEN =
No injuries



YELLOW = Injuries
(Lost time, medical
& first aid)

Legend

- TRIFR** - number of injuries per million man hours in the last 12 mths
- LTI** - number of lost time injuries in the last 12 mths
- MTI** - number of medical treatments in the last 12 mths
- FA** - number of first aid treatment injuries in the last 12 mths

Near Miss Reports: number of near miss reports in the last 12 months



Comments:

Most sites have had no Lost Time Injuries since our last newsletter. We have had 1 LTI and 2 MTIs in the period 1 April 2010 to 31 March 2011. Our new revised TRIFR is 8.93 which is a substantial improvement since December 2010. Our target is less than 13.5 so we must work hard to keep our figures at this reduced rate.. Injuries already listed:

- 1 x strained back (22.4.10) - LTI
- 1 x ankle injury (28.10.10) - MTI
- 1 x ankle injury (26.8.10) - MTI

We have had over 105 near miss reports during the past 12 months but need to keep reporting a higher number of near misses to reduce our hazards and incident rates.

March 2011

PATRICIA (TRISH) STOPP

Trish is the Weighbridge Clerk / Quality officer at the Rocla Maslin Beach Quarry in South Australia

Trish commenced work at the then named 'Monier sand pit' in 1976 as a 16 year old straight from school. She worked in the weighbridge office and her duties included weighing trucks, organising deliveries, taking phone orders, sales and general bookkeeping.

Her boss and mentor was Bert Wells, a hard task master, while also being Trish's father, so she was always under the microscope. Trish married Allan Stopp in 1982 and worked until 1983 when she left to start a family of two children, Matthew and Emma,, and she now also has a granddaughter Imogen.

In 1986 Trish returned to work part time to the site renamed Amatek Maslin Beach and in 1994 started back full time under Nevin Scholz, the current quarry manager.

Trish says there has been lots of changes through the years from old roll out docket machines and dial weighbridges to computers and electronic weighbridges.

She has seen the implementation of OH&S policies become a major part of the business as well as quality control on products which was unheard of and rarely used in the early days.

As part of the Maslin story, Trish is also related to the original owner and founder of the sand pit, Jim Albert. Jim is her father's uncle who discovered the site of the sand pit in 1956 when the PMG were digging holes along the side of the road while he was waiting to get a load of sand, from what would later become the opposition. The name still has a place at the Maslin Beach pit, the well known 'Albert's Red' plaster sand is still widely known throughout the building industry.

Trish enjoys reading, music, doing crosswords and playing video games.



GAIL FORCE WINDS WREAK HAVOC AT GASKELL AVENUE QUARRY, WA



On Monday 2 March 2011, cyclonic winds hit the coastline around Perth and swept through the suburbs. Gaskell Avenue Quarry has a pine plantation both surrounding it and also lining the access road to the quarry. The Operations Manager, Carlson Daniels had an extremely lucky escape when the trees were felled by the high winds, as one of the pines was within 50 metres of his utility.

Fortunately the pines on the main access road, mainly fell either away from the road or semi-parallel to the road. Had the pines fallen across the road, the quarry may have had some serious consequences as this haul road has 200 – 300 truck movements per day. The wind was so forceful that it blew a large skip bin down the road, the falling trees trashed fences and gates so there are major repairs to be done.

The Conservation & Land Management Department had workers on the site, and the site road cleared within a couple of hours but the rest of the sawmilling, stock piling of logs is still on-going, in addition the nearby residents suffered considerable damage to the houses, fences and garages.

