

CONTACT

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"The competition doesn't have minimum manning so we can't afford it either. Minimum manning is a holdover from the old world"

Ian Turner
Power Worker Loy Yang Mine



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Brian Cummins
Dredger Driver Loy Yang Mine



"They were saying there will be change whether we like it or not and there are going to be winners and losers."

Greg Smith
Supervisor Loy Yang Mine

Blue collars return from conference with a message

"We're going to have to work a lot smarter and have the plant ready to go at short notice."

"We may have to change our work practices more radically. We have changed already but this conference illustrated that we have a long way to go."

That was one of the clear messages that Loy Yang Mine dredger drive Brian Cummins picked up from his attendance at a two day power conference in Melbourne early this month.

Brian was one of four blue collar employees from the mine who were asked by management to attend the conference.

Brian, fellow dredger driver Richard Kleebach, supervisor Greg Smith and power worker Ian Turner plan to spend two weeks talking to their colleagues at the mine telling them of what they learned during the conference.

The conference was held in Melbourne and featured speakers from around the world addressing a wide range of power industry issues.

The people at the conference "took a very business-oriented approach to the subjects" said Greg.

"There were a lot of power brokers, looking for a slice of the action and lots of investment people in the audience.

"They were from all over the world and they were talking about where the industry is and where it is going."

"Basically they were saying there will be change whether we like it or not and there are going to be winners and losers," said Greg.

Brian said: "they were giving a view of the world which fits in nicely with the economic rationalists but the message was clear: if we're not competitive we don't exist."

Greg added that from the way the talk went at the conference he got the distinct



(From left to right) Ian Turner, Brian Cummins and Greg Smith will be spending two weeks talking to their colleagues about changes in the power industry and what these changes will mean to Loy Yang Mine.

feeling that "full privatisation was on the way."

There was a lot of talk during the conference about how national grids in other countries operate and how Australia's might work.

Brian said: "they reckon it's like the stock exchange where you call up at 6 am and say you want an amount of power till midday. You've got two hours of notice before you have to be ready to get the power to the customer."

"It takes the station eight hours to run up a unit and 4 hours to run it down. Since we'll only have two hours to respond, this means we may be running the station for nothing at times because we have to be ready for those sudden demands."

It's not surprising that Brian and Greg started talking about we when referring to the power station. One of the things they took away from the conference was how closely linked the mine was to the power station and how each one relied on the other for survival.

"We have to change people's attitudes," said Ian. "My attitude is I want a job. I do what I have to do to keep the union and management happy."

"The competition doesn't have minimum manning so we can't afford it either. Minimum manning is a holdover from the old world."

"We need new attitudes towards flexibility, we've got to become part of a team and past agreements have to be changed."



"I don't know how to do it but the agreements are holding us back."

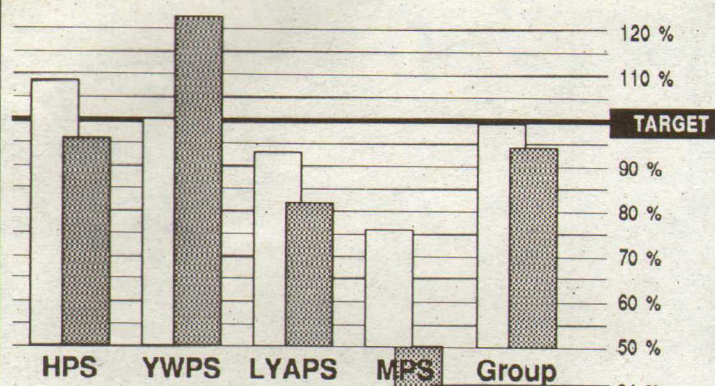
"Everyone says that they are hard-won conditions but have have to keep the jobs."

According to Overburden manager Craig Dixon, Greg, Brian, Ian and Richard will shift to a nine-day fortnight roster and they'll begin making presentations on what they saw and heard.

In the next two weeks everyone in the mine will have the opportunity to attend on of the sessions.



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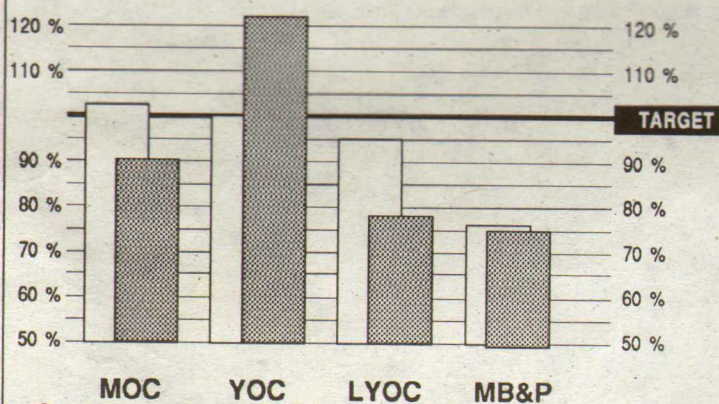
February  Year to date 



Brown coal generation for the month of February was below target primarily because of units not operated because of the absence of an economic market. Total offloading for this reason was 395 GWh.



Coal & Briquette Production

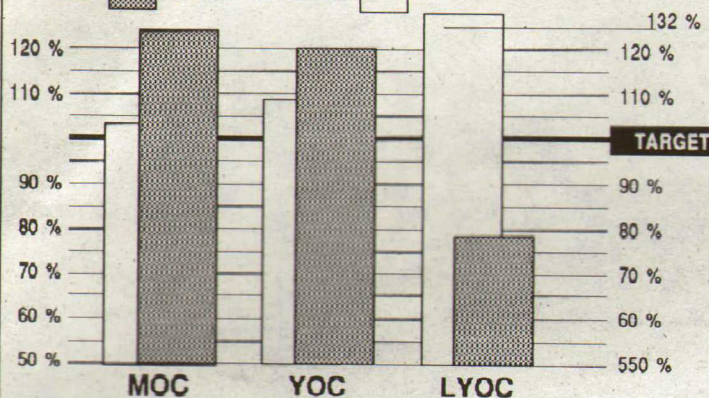
February  Year to date 



Coal production at YOC was above target with productivity per employee continuing to improve. Dredger 9 at MOC returned to service near the end of the month.

Overburden Production

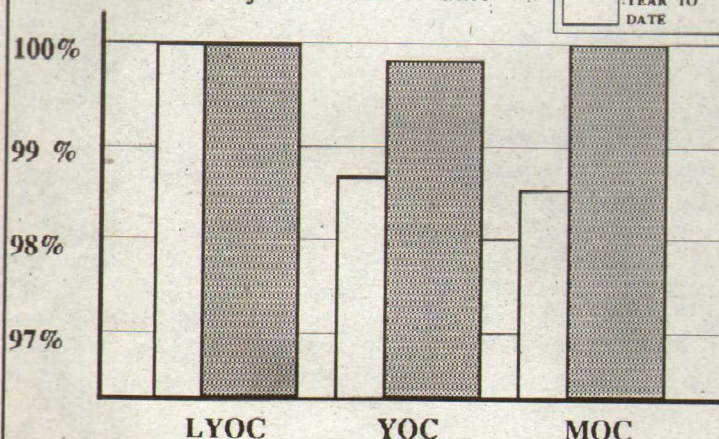
Feb  Year to date 



Reduced production at Loy Yang attributed to reduced operating rate due to poor clay home material and poor stacker performance.

Coal Supply Reliability

for February and Year-to-date



Loy Yang Mine continues its streak of 100 % reliability. It is now up to 27 months.



Briquette Trial

Pictured is Jim Murdoch, Shift Engineer at Morwell Briquette and Power. In his left hand Jim is holding a conventional industrial briquette; in his right he is holding the new, larger household variety.

It is thirteen years since these briquettes were made in the factory. Morwell has begun a trial to develop the production of household briquettes for sale within Victoria and overseas.

So far 450 tonnes have been produced.

Asbestos and Noise Seminar

A seminar on occupational health and safety legislation will be held today (Wednesday, 17 March).

The seminar will focus on noise and asbestos regulations.

The seminar is being held at the VRC and is conducted by Peter Attwood, Occupational Hygienist for the Production Group. The seminar will be of interest to all line managers.

Registration of interest looks for stable employers in the Valley

The interests of employees and the Latrobe Valley are to receive fair consideration in the evaluation of any proposals to purchase the SEC Production Group's maintenance business.

All operations of the Maintenance Business were offered for sale under a Registration of Interest (ROI) advertised in major newspapers on Saturday.

Special selection criteria in the ROI call for a demonstrated ability to deliver skilled maintenance work in a most competitive manner and a proven industrial relations record in the maintenance industry.

"We want professional people who will give us value for money for our maintenance dollar and intend to stay for the long term," says Russell Cheffers, Manager Maintenance.

"Part of that professionalism is demonstrated in the way a company treats its employees and goes about doing its work.

"But ultimately our final business decision must depend on

the economic viability of the proposals put before us," said Russell.

"We believe that by forcing potential contractors to consider and demonstrate real commitment to their employees and Latrobe Valley employment, then we will be able to attract stable long term employers to the Valley."

Those responding to the ROI have the choice of either proposing purchase of the full maintenance business or selected specialised segments.

"It is important to remember that this is a Registration of Interest and not a formal call for tenders," said Russell.

"This allows us the flexibility to be able to ask maintenance firms to suggest the most effective way to supply our maintenance needs.

"We then have the option of selecting the most effective practice or mix of practices before entering into detailed final negotiations with tenderers, and these should be resolved so that orders are in place by July '93.

"We will also be investigating an incentive based payment system that will encourage the maintenance contractor, or contractors to improve their performance consistent with our own cost reduction and plant performance improvements," said Russell.

Service Register

MARCH 1993

► 25 YEARS

Bernard Akkerman

► 30 YEARS

Blaine McMillan
Harold Smith
John Bognar
Brain Perkins

The Production Group Service Register recognises employees who have completed 25, 30, 35, 40 and over 40 years service.

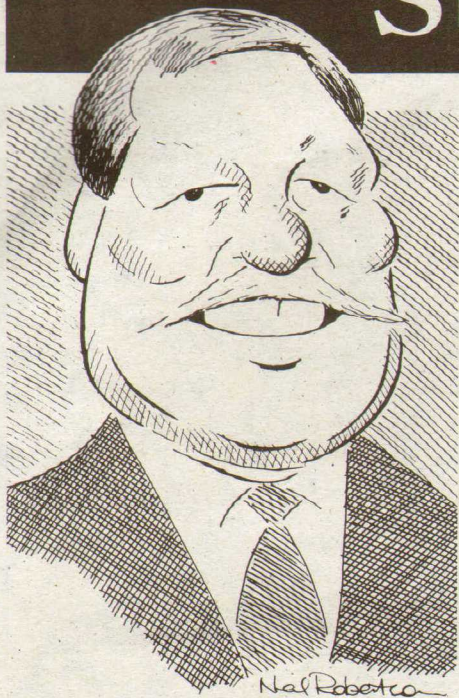
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Nick Demetrios and So Siu Hoi with the Clever Dick. The Clever Dick is an invention of Hoi's and was developed to remove stubborn clinker bridges in Power Station Boilers. Clinker is formed in the boiler when ash deposits on the wall. Normally waterblowers can manage to remove these deposits but contaminants in the coal can cause rapid build up in the boiler hopper where it can form a bridge. This is where the Clever Dick comes into play. Hoi is a Field Services Engineer, Nick a Supervisor/Planner with Loy Yang A Power Station.

Straight Talking

By General Manager, Production
Pearce Bowman



I want a safe and healthy workplace for all employees in the Production Group. Union officials want the same thing. My managers want the same thing and I'm sure everyone else does as well.

So why has it been so difficult? Historically, the Production Group has not had an enviable health and safety

record. There are exceptions to this, of course, but in general, we have not done as well as we should have.

I know that when we have one of our regular drives to improve health and safety, there is a cynical feeling amongst a few people that health and safety is the new flavour of the month.

I can't speak of what happened before I came to the Production Group; but I know that health and safety is crucial in an industry like ours.

I agree fully with Janine Warren of Yallourn Open Cut that you can't be a world leader with a second rate attitude towards health and safety.

I've spent most of my life working in mines and I know how difficult and potentially dangerous such places can be. Janine is right when she points out that a concern for health and safety needs to be in the minds of all employees day in, day out, for 365 days a year.

So when I look at the health and safety performance at Yallourn Open Cut I know that there is a commitment to safety behind the results and not just a

short term reaction to a flavour of the month.

There are three things a workplace needs if it is to be safe and productive at the same time.

You need a knowledgeable workforce, one that has the proper safety attire, one that knows safe work practices and one that has a high level of safety awareness of their environment and their fellow workers.

You also need supervisors and task leaders who can spot potential problems before they lead to accidents. That's a daily and even hourly task and one which certainly can't be done from an office.

Thirdly, you need a system. You need to stay on top of people and make sure the procedures are followed, make sure that potential unsafe conditions are spotted and corrected before they lead to accidents.

That's why we are undertaking a major focus on Dupont or Five Star Safety programs which are managed on the shop floor. These programs reinforce our existing safety policies by raising

observation and awareness skills of every individual worker and supervisor.

They are backed up by regular audits of the workplace to keep the sensitivity on safety issues.

It's a time consuming activity in the training, but it's essential.

There are times when the need for production is crucial and at those times there may be more pressure to take short cuts and get the job done.

But you can't equate someone's life in terms of tonnes of coal or megawatt hours.

There should never be such a trade off; that's why the commitment, the knowledge, that attitudes and the system are all so important.

In a safe working environment, there will never be a need to compromise safety for production.

In a safe working environment we will meet our production targets without risking the lives and limbs of our workmates.

And remember, safety in the home is equally just as important as on the job.

Yallourn Open Cut shows off new look health and safety

Morwell Open Cut may be "leading the way" but Yallourn Open Cut is showing its heels in efforts to reduce injuries and make its workplace safer and healthier.

Last month Yallourn Open Cut recorded no LTIs and had no one on long term workcover. This was a first for the mine and, according to Janine Warren, represents a lot of hard work and a lot of commitment towards making Yallourn Open Cut a world leader.

"You can't be a world leader if you have a second rate attitude to the welfare of all your employees," said Janine who is the mine's Health and Safety Advisor.

"There are a lot of factors which go into making a mine a safe place to work.

"Certainly you need commitment from management. Without that the mine is just a money machine. The workers can sense that and they conclude that health and safety is just another form of preventive maintenance.

"But here, I think, we're beginning to see a more fully developed concept of health and safety.

"It makes good business sense, of course, but first and foremost, our health and safety standards and expectations are very high because we don't want people hurt.

"I think people are beginning to feel that commitment to health and safety is part of a concern for the wellbeing of all our employees.

"On top of commitment, a work

environment needs good communication and more interaction.

"Ultimately the person who has to take responsibility for health and safety is each and every one of us. So people have to know the correct procedures and the proper conditions.

"That's why we've introduced the concept of incentive awards. We have individual and group incentives for those who can keep their health and safety records spotless for at least a year.

"Supervisors and health and safety reps also have a very important role to make sure that our health and safety standards are complied with.

"And even though we now have safety audits and inspections several times a month — and that has certainly helped raise the profile of health and safety — it is the daily communication and interaction between management and supervision and between supervision and the workforce that is paying dividends."

Janine feels that February's results were not an accident. "I believe we have in place a good system and a much better attitude towards health and safety and I think we can keep our performance at a world best level.

"We will have accidents but I believe we will not slip back to our historical levels."



Everyone at Yallourn Open Cut is treating health and safety seriously. For the first time in history, YOC, has recorded a month with no LTI's and no one on long term Workcover. Dredger driver Paul Gridley putting pegs into the ground to mark the line for the dredger to follow.



Midweek Cricket a Morwell battle

Morwell Power Station outclassed Morwell Open Cut to win this year's Mid-week cricket premiership.

Morwell Open Cut were going for back-to-back premier-ships but failed by 78 runs to a strong, more persistant Power Station attack.

MPS batted first but early wickets began to tumble and they found themselves at 2/29 before face-saving innings from Wilson (36) Graham Hutchinson

(15) and Kirstan Wells (68).

Sundries totalled 35 in the MPS total of 174 after 33 overs.

Mel Gifford (3/47), Andy Williams (2/13) and Phil Knowles (2/35) were the main wicket takers.

MOC then went in with Mel Gifford belting a six off the first ball and 12 off the opeing over, but MPS steadied in attack and over the next three overs MOC lost 3/4.

Andy Williams and Gifford put

some respectability into the score with a 45 run partnership but when Williams went it signalled another collapse by MOC and they lost 5/10 to be all out for 96 from just 24 overs.

For MPS bowlers Mick DeBono (4/19), Graham Hutchinson (3/11) and Mark Nicholson (2/32) did most of the damage

Details: MPS 174 d. MOC 96.

Laurie Williams

Golf Entries

Entry forms for the SEC Latrobe Valley (Eastern Zone) men's 4BBB golf championships are now being accepted. The form below is provided for your convenience.

The championships will be held

at Moe Golf Club on Monday, 19 April.

All SEC Latrobe Valley golfers with a VGA handicap are eligible to play provided they meet the conditions of entry.

It is not necessary to be a social club member to play.

ENTRY FORM

PLEASE FILL IN ALL DETAILS OR ENTRY MAY BE RETURNED

COMPETITOR

SURNAME	.....	HANDICAP	<input type="text"/>
GIVEN NAME	.....	
SEC LOCATION	.....	PHONE	<input type="text"/>
		
GOLF CLUB	.....	

PARTNER

SURNAME	.....	HANDICAP	<input type="text"/>
GIVEN NAME	.....	
SEC LOCATION	.....	PHONE	<input type="text"/>
		
GOLF CLUB	.....	

4BBB CHAMPIONSHIP - 18 Hole	AM	\$10.00
	PM	

HIT OFF TIMES
AM 7.30am to 9.15am
PM 11.30am to 1.30pm
All cheques to be made payable to "E/Z Assoc. Golf Club"

Entry fee must be lodged with entry to:
INTERNAL: Golf Tournament Committee, Morwell Mail Centre, Administration Building Morwell, or
PMG: Golf Tournament Committee, PO Box 195, Morwell 3840, or
MANAGER, Moe Golf Club.

Admin strikes in Lightning Cricket final

Admin team Devoed beat Transport Workshops Wild Ones in the grand final of the SEC lightning cricket tournament.

Devoed batted first and scored 101 for the loss of three wickets. Steve Symes held the innings together with 64 not out.

Wild Ones looked to be in with a real chance with Andrew Pickard and Peter Jones putting on 56 for the second wicket before Pickard was bowled for 34.

Wild Ones finished its innings at 5/88, still 13 runs short of the target.

Although Wild Ones missed out on the major trophy, it won the highest team aggregate award by scoring 350 runs in three games. Wild Ones captain Jim Armstrong won the individual batting aggregate which included a 97 in one game.

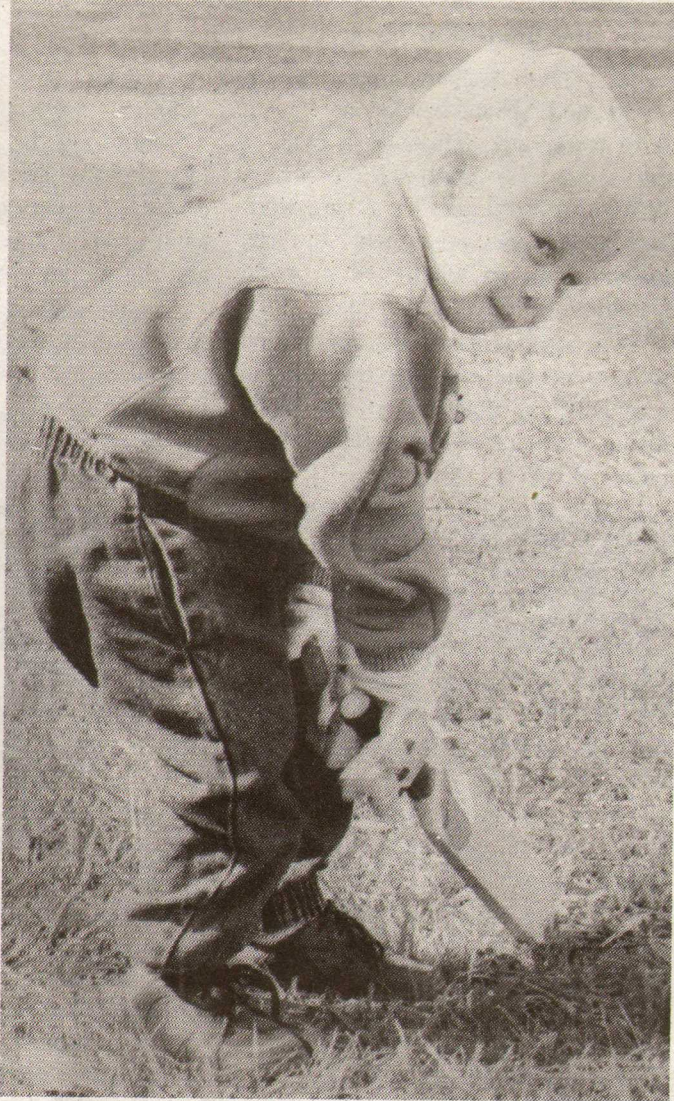
Results, round 1: Haz Hasbeens 5/92 d LY Survey 7/83; Wild Ones 6/105 d HV Intox

2/77' Devoed 4/100 d VDP Specials 50; YOC 4/102 d Dickos Derros 5/36; Haz Underarmers 4/92 d Alcos Anony 8/52; AKS 7/93 d Power Gridders 6/74.

Round 2: HV Intox 3/110 d LY Survey 6/70; Wild Ones 6/98 d Haz Hasbeens 7/94; Devoed 3/115 d YOC 6/85; VDP Specials 5/67 d Dickos Derros 6/39; Power Gridders 9/52 d Alco Anony 49; Haz Underarmers 5/100 d AKS 4/95.

Round 3: HV Intox 8/99 d Haz Hasbeens 4/69; Wild Ones 3/144 d LY Survey 3/102; Devoed 3/124 d Dickos Derros 49; YOC 6/88 d VDP Specials 8/35; Haz Underarmers 71 d Power Gridders 6/36; AKS 5/111 d Alco Anony 7/90.

Final Placings: Devoed 28 pts, Wild Ones 24, Haz Underarmers 18, AKS 15, HV Intox 14, YOC 11, Power Gridders 7, Haz Hasbeens 6, VDP Specials -3, Alco Anony -4, Dickos Derros -6, LY Survey -8.



Micholas Felstead works on his technique while his dad, Peter, was playing in the lightning cricket grand final for Devoed. Morwell Power Station celebrates their victory over Morwell Open Cut in the Midweek Cricket competition.