

# MEDIA RELEASE

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## **Resource industry celebrates workforce excellence**

*(AMMA – Australian Mines and Metals Association)*

TWO HUNDRED resource industry professionals have gathered in Perth to celebrate five organisations and two rising stars at a glittering awards ceremony recognising excellence in workforce areas including diversity, training and wellbeing.

The ninth annual AMMA Industry Awards took place at Fraser's Kings Park on Thursday evening (4 August) following the AMMA National Conference which explored workforce and employment matters across Australia's resource industry.

As the peak body representing resource industry employers, AMMA hosts its Industry Awards every year to celebrate the pioneering people and practices behind Australia's successful resource operations.

The 2016 AMMA Industry Award winners are:

- **Indigenous Employment & Retention Award:** Fortescue Metals Group's 'Trade Up' Program
- **Training & Development:** The Mancala Group
- **Workforce Innovation Award:** Compass Group's 'Village Life' Program
- **Health & Wellbeing Award:** New Hope Group's 'Live Well, Work Well' Program
- **Australian Women in Resources Alliance (AWRA) Award:** Australian Rail Track Corporation
- **Young Professional Award:** Joint winners
  - Annie Martyn, Turnaround Execution Coordinator with Viva Energy Australia
  - Jarrad Oakley-Nicholls, Employment Program Manager with Wirrpana Foundation

AMMA chief executive Steve Knott says an AMMA Industry Award demonstrates a commitment to improving workplace practices for the benefit of the industry and the wider community.

"People are the backbone of the resource industry. The leadership and innovation displayed by resource employers across workforce areas such as training, diversity, and health and wellbeing is what underpins our industry as a pillar of the national economy," Mr Knott says.

"This goes hand-in-hand with ensuring our industry is one that the brightest minds in this country gravitate to; where career opportunities are rewarding and where employee wellbeing is top priority.

"The record number of award nominations received this year is testament to the resource industry's ongoing commitment to workforce and operational excellence in the face of challenging market conditions."

Mr Knott also congratulates the joint winners of AMMA's Young Professional Award: Viva Energy's Annie Martyn and the Wirrpana Foundation's Jarrad Oakley-Nicholls.

"Annie and Jarrad exemplify the exceptional talent rising within the resource industry. The leadership, ingenuity and professionalism they have displayed within a relatively short period of time makes them both worthy of an AMMA Young Professional Award," Mr Knott says.

*See following pages for information on the 2016 AMMA Industry Award winners.*

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## 2016 AMMA INDUSTRY AWARD WINNERS

### **Indigenous Employment & Retention:** Fortescue Metals Group's 'Trade Up' Program

Fortescue developed the Trade Up program in an effort to increase the proportion of Aboriginal tradespeople employed companywide from 6% in 2015 to 20% by 2022. Developed within just four months, the program has provided Aboriginal employees a pathway to an apprenticeship since October 2015.

Although still in its first year, the program has quickly gained traction. Of the initial 26 trainees, at least 10 have already completed their traineeship and are moving into the apprenticeship program. The judges agreed this is an impressive result given the implementation time, and they are confident the program will grow in success.

### **Training & Development:** The Mancala Group

After winning a three-year underground mine development and production contract in Vietnam, the Mancala Group developed an approach to training that would ensure the local Vietnamese workforce performed to Australian standards and recorded no lost-time injuries. The company improved effectiveness of training via new and creative tools and techniques, including visual scenarios and sport analogies to traverse the language barrier.

As a result, all training goals have been met with no lost time injuries. Furthermore, operating performance consistently exceeded budget targets, earning the Mancala Group a contract extension. The judges view this as a great example of a company transitioning to utilise a local workforce, delivering benefits for both the company and the local community.

### **Workforce Innovation:** Compass Group's 'Village Life' initiative

Compass Group, through its dedicated Offshore and Remote sector brand ESS, is a major provider of food services and facilities management within the resources sector. To enhance resident experience and service delivery across its villages, Compass Group saw an opportunity to challenge the traditional perception of mine site "camp" accommodation. Through a research partnership with Edith Cowan University along with site-based surveys, interviews and focus groups, the "Village Life" initiative was formed.

The Village Life concept balances innovation with operational efficiency. Compass Group uses smart design to create a shared sense of community and foster a safer, more productive and engaged workforce. The initiative has been integrated across a selection of sites in Western Australia and Queensland, delivering a marked improvement rating in the resident experience. Each environment emulates the familiar aspects of home - healthy meals, exercise and social activities – and directly supports Compass Group clients' primary goals of employee safety and retention.

### **Health and Wellbeing:** New Hope Group's 'Live Well, Work Well' Program

Three years ago, up to 50% of New Hope Group's New Acland Coal mine workforce had risk indicators for chronic disease, including high blood pressure, high cholesterol, high blood glucose and high waist circumference. The 280-strong workforce was ageing; giving way to underlying chronic conditions impairing work and leisure activities. To change the health culture, New Acland developed the 'Live Well, Work Well' program to help employees take ownership of their own health and wellness.

The success of the program was built around management support, a health and wellness committee, and the use of local allied health professionals. Practical aspects included monthly tool box presentations, in-cabin and at-crib coaching, supervisor training, weekly communication tools, and biannual employee health challenges. The outcome has been an empowered workforce with almost 80% making positive changes to their health, which will lead to reducing risk indicators for chronic disease.

**Australian Women in Resources Alliance (AWRA):** Australia Rail Track Corporation (ARTC)

As part of an organisational transformation program, the ARTC aimed to improve a female workforce participation rate that had stagnated at 17% in 2015. As part of this strategy, the company gained permission from the New South Wales Anti-Discrimination Board to allocate 14 entry level positions to females. Whereas past recruitment efforts had failed to attract female candidates, a new comprehensive recruitment campaign involving print, online media and social media led to 200 women attending an information session and over 900 job applications.

In just over a year, the ARTC has increased female workforce participation to 19%. Furthermore, women's participation in non-traditional roles based in the Hunter Valley have increased from just over 1% to almost 10%. The company's culture now also supports diversity, with the introduction of unconscious bias training, female uniforms and flexible work options. The ARTC is now working towards 25% female participation by 2019.

**Young Professional:** Annie Martyn, Turnaround Execution Coordinator, Viva Energy

As an Asset Engineer at the Geelong Refinery, Annie created a process to develop scope for a major refinery turnaround in 2015. Annie led this extremely complex project which included widespread consultation and setting delivery targets for a large part of the workforce. Her transparent and well-documented solution was quickly supported by management and her approach was praised by an independent assessing organisation as "best practice".

The judging panel was extremely impressed that with hundreds of staff involved in the turnaround, there were zero recordable safety incidents, while all cost and schedule targets were met. Annie achieved this while continuing to meet her day-to-day Asset Engineer responsibilities. This is an impressive achievement for someone who at the time had less than 2 years' experience at the Geelong refinery and less than 6 years in the industry.

**Young Professional:** Jarrad Oakley-Nicholls, Employment Program Manager, Wirrpanda Foundation

As a V-TEC in Western Australia, the Wirrpanda Foundation Employment Program has the challenge to fill 230 jobs in the resource sector with unemployed indigenous men and women. As the foundation's Employment Program Manager, Jarrad tackles challenges including the significant employment barriers of Indigenous participants with low levels of education and no continuous employment history.

Jarrad was instrumental in developing a program that assesses individuals on their behavioural competencies to demonstrate to employers that participants have both a strong behavioural match and motivational fit to the job and work environment. Although he has been in a managerial role for less than a year, Jarrad's leadership has kept participants engaged and motivated. Most importantly, he has so far helped 183 Indigenous people gain employment and continues to mentor them through the experience.