



WHAT

WHAT IS MINEX?

MINEX AWARDS BACKGROUND, ASSESSMENT CRITERIA
AND EVALUATION PROCESS FOR 2005

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SAFETY AND HEALTH

VISION

An Australian minerals industry free of fatalities, injuries and diseases.

BELIEFS

- All fatalities, injuries and diseases are preventable.
 - No task is so important that it cannot be done safely.
 - All hazards can be identified and their risks managed.
 - Everyone has a personal responsibility for the safety and health of themselves and others.
 - Safety and health performance can always improve.
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AWARENESS

The state of mind where we are constantly aware of the possibility of injury and act accordingly at all times.

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What is MINEX?

MINEX is the National Minerals Industry Excellence Awards for Safety and Health. MINEX is a key element of the Minerals Council of Australia's safety and health leadership program which aims to eliminate industry fatalities, injuries and diseases.

This booklet explains the purpose of the Awards, the assessment criteria and the evaluation process. An application form can be found in the accompanying booklet *"How do I apply for MINEX?"*.

MINEX purpose

There is still much to be done to improve the industry's safety and health performance if it is to achieve its vision of *"an Australian minerals industry free of fatalities, injuries and diseases"*. While injury rates continue to decline, the industry does not accept that there is any inevitability of accidents or fatalities. This motivates the industry to vigorously pursue its goal by reinforcing safety and health strengths while addressing opportunities for improvement.

The MINEX Awards play an important part in this process by honouring excellence, identifying and sharing best practice and fostering continuous improvement.

The objectives of the Awards are to:

- recognise best practice, excellence and/or improvement based on comparisons of performance and practices;
- provide peer assessment of safety and health management against the Awards assessment criteria;
- provide benchmark information for self-assessment of safety and health management by mining and minerals processing companies;
- promote the industry's commitment to improved safety and health performance; and
- encourage the industry to use the MINEX assessment criteria as a self-evaluation tool.

MINEX benefits

The benefits of participating in the MINEX Awards process include:

- efficient and effective evaluation of current safety and health approaches against recognised criteria with the ultimate aim of improving the industry's OH&S performance;
- a positive style – a process to identify current strengths and improvement opportunities;
- independent peer reviews of a site's safety and health processes by experienced evaluation teams using recognised criteria; and
- development of a long-term strategic program for the site rather than relying on ad-hoc issues management.

Comments from previous Awards applicants

The benefits of participation in the Awards are illustrated by the feedback received from previous applicants. Some of their comments are recorded below:

"The exercise was a valuable one to blow away any cobwebs of complacency and to consolidate our current occupational health and safety set-up in one document."

"The experience was very beneficial; reaction by the general workforce has been positive; those that were closely involved found the whole experience very rewarding."

"Excellent self-assessment tool – they cover all aspects of safety and have a "positive" focus that looks primarily at the inputs to incident prevention."

"The application process is simple and straightforward."

"We were able to implement 13 of the 15 recommendations. This is certainly one of the significant benefits from the minex awards."

"The awards criteria as a method of self-assessment was very helpful in demonstrating that even the most thought-out plans can have faults if they are not continually tried and challenged."

"Assessment against more people and continuous improvement criteria provided a new angle on which to focus."

"We applied for minex this year to highlight our strengths and weaknesses to assist in setting long-term goals."

"Excellent – process was used to analyse our operation as part of a benchmarking OH&S exercise."

"The criteria were a rigorous set of standards against which to compare our own performance and status."

MINEX process

The MINEX process involves three stages:

- the preparation of a detailed submission by applicants using the MINEX criteria;
- a comprehensive desk-top and site assessment by MINEX evaluators; and
- the provision of an evaluation report to applicants, detailing strengths and improvement opportunities, at the conclusion of the Awards process.

MINEX assessment criteria

MINEX Awards applicants are evaluated against a comprehensive set of criteria based on those developed for the Australian Quality Awards. They are:

- **Leadership** – the role leadership plays in improving safety and health;
- **Safety and health management** – the way management plans are developed, implemented and measured;
- **People** – the extent to which people are involved;
- **Information and analysis** – the way information is collected, analysed and used;
- **Safety and health processes** – the processes used to manage safety and health; and
- **Performance** – the site's performance and use of performance indicators.

MINEX evaluation process

MINEX evaluators pay particular attention to how continuous improvement is pursued in each of these criteria. The assessment tool is called the IADRI model. This model can be used to assess the effectiveness of any business process through the examination of five key principles: intent, approach, deployment, results and improvement. MINEX evaluators assess each of the criteria according to how the site performs against the IADRI model.

What does MINEX involve?

Overview

MINEX applicants are required to:

- lodge a completed application form;
- prepare and lodge a submission addressing each of the MINEX assessment criteria using the IADRI model (both are explained below); and
- prepare the site, if selected, for a site visit and assessment by MINEX evaluators. Sites will be notified prior to a visit by MINEX evaluators.

The application form and guidelines for preparing a MINEX submission can be found in the accompanying booklet "How do I apply for MINEX?".

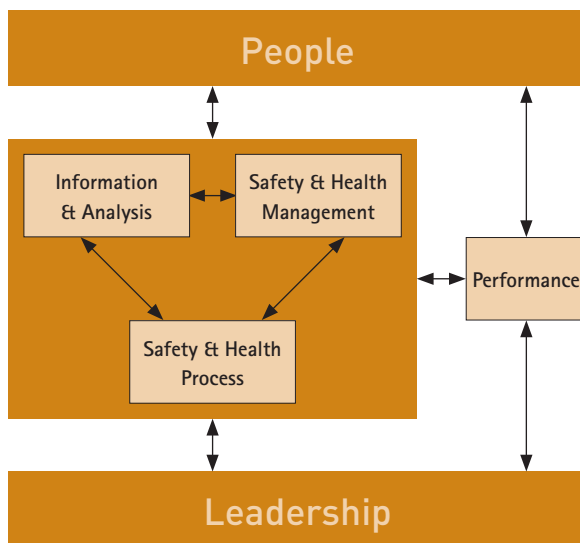
After the Awards process, applicants are provided with an evaluation report detailing strengths and improvement opportunities against each of the MINEX assessment criteria.

Awards assessment criteria (summary)

To be considered for an award, applicants must provide evidence of their commitment to the continuous improvement of all processes which affect safety and health within the organisation.

The extent to which commitment to continuous improvement is reflected in day-to-day operations and the contribution that continuous improvement has made to the success of the organisation will be taken into account.

The MINEX assessment criteria are grouped into six categories and focus on the key elements required in any effective safety and health management approach. The model shown illustrates the relationships between the categories.



In summary, the categories are:

Leadership

The role leadership plays in the creation of a safety, health and welfare improvement culture within the organisation at a corporate and an enterprise level.

Safety and Health Management

The way the organisation develops its safety and health management plans, implements and controls them, and measures improvements.

People

The extent to which people, at all levels, in the organisation are involved in safety and health, and their knowledge of and commitment to safety and health goals and objectives. This category pays particular attention to employee knowledge and the ability to carry out tasks safely, and zeros in on employee/contractor selection, training, effective communication, culture and performance management.

Information and Analysis

The way the enterprise collects, analyses and then uses safety and health data to encourage continuous improvement.

Safety and Health Processes

The process by which people are alerted to the possibilities of personal injury, disease or damage to equipment at all times. This criterion identifies areas such as hazards/risks, work practices, safety procedures, health and hygiene monitoring, employee welfare programs, emergency preparedness and accident investigation, as well as design, construction, operation and maintenance of plant and equipment.

Performance

The way in which the "critical few" performance measurements over time for safety, health and hygiene are used by the organisation to monitor, plan and improve safety and health performance.

How the Awards criteria are evaluated

IADRI Model

MINEX evaluators pay particular attention to how continuous improvement is pursued in each of the Awards criteria.

The assessment tool is called the IADRI model. This model can be used to assess the effectiveness of any business process through the examination of five key principles: intent, approach, deployment, results and improvement.

MINEX evaluators assess each of the criteria according to how the site performs against the IADRI model. Evaluation of an applicant submission involves assessment of a number of items within each Award criterion (see "Detailed Awards assessment criteria", pages 13–18, for examples).

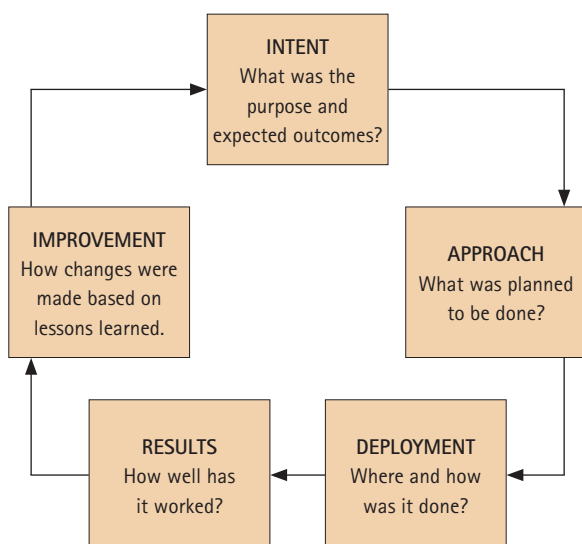
NOTE: Applicants must use the assessment criteria and IADRI model in their submission. Both are used to evaluate all applications. See example on page 3 of "How do I apply for MINEX?" and the Alcoa-WA Mining submission for the 2003 MINEX Awards process on the MCA website.

Each of the assessment criteria is evaluated against the following principles.

Intent

WHAT WAS THE PURPOSE AND EXPECTED OUTCOMES?

The INTENT outlines the purpose and outcomes expected from each item. It is essential that the Evaluation Team understands what the organisation is trying to achieve (intent) in order to assess a submission.



Approach

- WHAT WAS PLANNED TO BE DONE?
- EVIDENCE OF APPROACH

The APPROACH is a description of the strategies and methods followed to achieve the intent of the item. The factors used to assess approach include:

- degree to which the approach is planned and methodical;
- appropriateness of the approach to meeting the intent;
- degree to which the approach is prevention-based rather than being heavily dependent on reaction to events;
- degree to which the approach is based upon objective and reliable quantitative information;
- indication of unique and innovative approaches including effective new adaptations of techniques used elsewhere, reflecting a willingness to learn from others to accelerate the improvement process; and
- evidence of approach, eg references to documentary evidence.

Deployment

- WHERE AND HOW WAS IT DONE?
- EVIDENCE OF DEPLOYMENT

DEPLOYMENT describes where and how the approach has been applied and integrated with all relevant areas.

The factors used to assess deployment include:

- how effectively the approach is applied to relevant areas of the organisation;
- how effectively the approach is applied by people in the organisation who may be expected to use it;
- how well the approach is integrated into all other management processes and the day-to-day operations of the organisation;
- the demonstrated ability of the organisation to apply improvements made in one part of the organisation more widely; and
- evidence of deployment eg references to documentary evidence.

Results

• HOW WELL HAS IT WORKED?

RESULTS describe what has been achieved compared with the expected outcomes and what has been learned.

The factors used to assess results include the:

- performance achieved;
- performance and its significance, relative to the specific intent;
- rate of improvement in performance, expressed as trends, relative to the needs of the organisation;
- performance, or rate of improvement, relative to industry best practice; and
- demonstration of sustained performance and rate of improvement.

The organisation under evaluation must decide its own priorities, the relative importance of these, and the most appropriate response. However, it is recommended that trend data be provided wherever possible.

Improvement

• HOW CHANGES WERE MADE FROM LESSONS LEARNED

IMPROVEMENT refers to how changes in intent and improvements to approach and deployment have been made based on previous results and lessons learned.

The factors used to evaluate improvement include:

- demonstration of a consistent and reliable process for effecting improvements;
- ability to show that improvements derive from planned actions and practices; and
- degree to which a process embodies effective measurement, self-assessment, feedback and adaptation cycles to sustain continuous improvement. Building an improvement loop into the process itself is often the best way to ensure that continuous improvement occurs.

In describing improvement methods, the organisation should decide its own priorities and the most appropriate response. Improvement activities for key processes will warrant the most detailed description.

Scoring

The scoring method uses 1000 points as its base.

Using the evaluation matrix on page 7, evaluators determine the score for each item under all six categories of the assessment criteria.

Relative priorities of categories have been assessed and points distributed between the various items within each category (see "Evaluation items and point values" table on page 8).

Evaluation matrix

First select one of the four options, then select higher or lower in that option

APPROACH

What is being done?

Some form of approach may exist but it is ad-hoc and/or reactive.		Approach is planned and considered as the general norm applied by most organisations.		Approach is considered as progressive and applied by leading organisations		Approach is proven as a method of improving organisation performance and, at best, is accepted as best practice in the field.	
1	2	3	4	5	6	7	8

DEPLOYMENT

How and where is the approach implemented?

Deployment occurs in some areas and as "added on safety"		Deployed in many areas and some evidence of integration into normal activities		Deployed in most areas, systematically and are widely integrated		Deployed in all areas of organisation and systems are fully integrated . Best in class	
1	2	3	4	5	6	7	8

RESULTS

How well is it measured and how well is it working?

Results are limited or questionable and measurements are ad-hoc		Formal measurement is done and some results are becoming evident		Measurement is done of most deployments and results are clearly linked and positive		Advanced measurement is done of all deployments and results are best in class	
1	2	3	4	5	6	7	8

IMPROVEMENT

How are improvements made?

Improvements are considered ad-hoc and occasionally implemented		Improvements are regularly considered and sometimes implemented		Improvement is considered in a formal, systematic way and mostly implemented		An integrated culture of learning and continuous improvement exists.	
1	2	3	4	5	6	7	8

Judging

On receipt of the Evaluation Teams reports and recommendations, the judges will make the final selection for Awards.

The process undertaken by the evaluators and judges is not prescriptive. Enterprises are required to demonstrate to the evaluators that their practices are appropriate and effective in achieving their intent for each item within the categories.

Award recipients would be expected to perform well across all categories. This would demonstrate that a sound, integrated and well-deployed management approach is in place, that desired results are flowing and that key performance objectives are being achieved.

The decision of the Panel of Judges is final.

NOTE: Judges and evaluators will not participate in the evaluation of an application if they have any conflict of interest with the enterprise being evaluated.

Confidentiality

MINEX submissions are confidential. However, as the MINEX Awards receive substantial publicity, a number of journalists request names of participating companies. Further the Minerals Council of Australia, as part of the promotion of its safety and health leadership strategy, recognises MINEX applicants and evaluators in a variety of publication and public fora.

Evaluation items and point values

1.0	LEADERSHIP		150
1.1	Corporate Leadership	60	
1.2	Enterprise Leadership	90	
2.0	SAFETY & HEALTH MANAGEMENT		150
2.1	Planning	30	
2.2	Organisation	30	
2.3	Implementation	30	
2.4	Monitoring and Control	30	
2.5	Improvement	30	
3.0	PEOPLE		200
3.1	Selecting Employees, Contractors and Consultants	40	
3.2	Training	40	
3.3	Communication	40	
3.4	Culture, Behaviour, Involvement & Accountability	40	
3.5	Performance Management	40	
4.0	INFORMATION & ANALYSIS		100
4.1	Scope & Collection of Data	50	
4.2	Analysis and Use of Data	50	
5.0	SAFETY & HEALTH PROCESSES		280
5.1	Safety Risk Management	75	
5.2	Health Risk Management	75	
5.3	Implementing New Plant, Equipment & Materials	30	
5.4	Operating and Maintaining Existing Plant & Equipment	30	
5.5	Emergency Preparedness	30	
5.6	Incident Assessment	40	
6.0	PERFORMANCE		120
	TOTAL		1,000

Feedback

APPLICANT FEEDBACK

Applicant feedback is an important factor in determining the benefits of the Awards to the industry and ensuring that they remain relevant and effective.

Written feedback from the applicant is mandatory at the end of the site visit as a condition of submission. Applicants will also be asked to provide feedback following the Awards presentation ceremony. Additional feedback is welcome at any time throughout the MINEX Awards process.

EVALUATION FEEDBACK

Once finalised and edited, an evaluation report will be forwarded after judging to each applicant by the Minerals Council of Australia Secretariat, regardless of whether the applicant has received a site visit or an Award.

The evaluation report will incorporate the Evaluation Team's assessment of each applicant's performance against the Awards criteria and will highlight the applicant's strengths and opportunities for improvement.

For each item evaluators will provide feedback on opportunities for further improvement and identified strengths that appear to exemplify: a sound approach; good deployment and integration; sound improvement strategies and/or excellent results. Highlighting strengths provides positive reinforcement and encouragement to build on what has already been achieved. Identified opportunities for improvement should assist the organisation to set priorities consistent with future business objectives.

Awards Timetable 2005

15 APRIL

Deadline for applicants to submit 2-page Application Form.

Deadline for nomination of evaluators

3 JUNE

Deadline for applicants to submit detailed submissions

21-22 JUNE

Evaluator training workshop (1)
– Canberra

20-21 JULY

Evaluator training workshop (2)
– Adelaide

8-19 AUGUST

Evaluation Teams conduct site visits of applicants' operations

22 AUGUST – 2 SEPTEMBER

Evaluation Teams prepare an Evaluation Report based on the applicant's submission and the site visit

13 SEPTEMBER

Panel of Judges reviews Evaluation Reports and determines Award recipients

SEPTEMBER

An Evaluation Report is provided to each applicant

31 OCTOBER OR 1 NOVEMBER

Presentation of the MINEX Award recipients

2005 Awards process & eligibility criteria

Management of the Awards

The MINEX Awards process is managed on behalf of the Minerals Council of Australia by the Leadership and Recognition Working Group of the Council's Safety and Health Committee.

The Evaluation Team

The Evaluation Team comprises experienced managers and safety and health specialists nominated from the minerals industry, including mines inspectorates. They are selected for their ability to participate effectively in the evaluation process, and are trained by the Minerals Council of Australia. All evaluators attend two 2-day training workshops to prepare them for the MINEX assessment process.

The Judging Panel

The Judging Panel comprises leading minerals industry and high profile safety and health executives and up to two external judges with an interest in employee safety and health.

Awards timetable

The timetable for the 2005 Awards is shown on page 9.

Who can enter the Awards?

The MINEX Awards are open to all minerals sites operating in Australia. To be eligible, the enterprise must directly exercise the full range of management responsibilities appropriate to its purpose and operations, ie administration, production, maintenance, processing (if applicable), supply, etc.

Only one application for each site will be accepted.

Applicants must be "whole-of-site", ie both the principal's and contractor/s' operations. Where there is a major on-site contractor, joint applications may be appropriate. A stand-alone application by a contractor can only be made with the agreement of the operation's principal.

Eligibility

Applicants must be minerals enterprises which are full members of, or eligible to be full members of, the Minerals Council of Australia or equivalent State/Territory minerals industry associations. All applicants should seek confirmation of their eligibility to enter the Awards by completing the Application Form in *How do I apply for the MINEX Awards?* and returning it to the Minerals Council of Australia Secretariat.

Definition of the minerals industry

The minerals industry is defined as including exploration, mining and the processing of minerals up to the stage where a basic mineral commodity is produced.

Definition of a minerals site

Activities carried out by enterprise or contractor employees in the minerals industry, including initial and on-going exploration; extraction of raw material by open-cut, underground or in-situ mining and dredging methods; processing; smelting and refining of extracted raw materials or re-processing of tailings; the management of waste/tailings disposal; product stockpiles; warehousing and maintenance facilities; and materials handling, transport and environmental control systems on site.

Previous applicants

Previous applicants intending to re-enter the MINEX Awards must demonstrate in a two-page summary what they have achieved since their previous application. This may be done by referring to identified opportunities in previous MINEX Evaluation Reports. Failure to provide evidence may make this enterprise ineligible to be assessed by an Evaluation Team. The two-page summary must be submitted with the Application Form by the due date. This summary will be reviewed and applicants will be notified if their organisation has been accepted to re-enter the Awards.

Previous winners

The recipient of the major MINEX Award and trophy cannot enter the Awards again for 3 years, eg the 2004 MINEX Award recipient is not eligible to enter until 2007.

Any enterprise achieving a Commendation or Acknowledgment in any year may submit an application in the following year with the proviso of being a previous applicant (see above). However, these enterprises are not automatically guaranteed an Award.

Application fee

The application fee for the 2005 MINEX Awards is \$2200 (including GST), payable at the time of forwarding the detailed submission.

Disqualification

An application may not be eligible for an Award if, during the period between team assessment and Awards presentation, any events occur at the enterprise which would jeopardise the integrity and high standing of the National Minerals Industry Safety and Health Excellence Awards. Applicants are requested to respect the spirit and intent of the Awards by advising the Minerals Council Secretariat of any such events which may include major systems failures, fatalities or other significant incident. The decision of the Panel of Judges is final.

What resources are available to learn the MINEX approach?

1. Case studies

Through the MINEX Awards the Minerals Council seeks to drive improvements in the industry's safety and health performance by recognising and giving prominence to leading practice. To promote this, the Council has produced a case study of previous winners and other mineral sites recognised in the MINEX Awards.

All case studies examine in considerable detail the vision, objectives, strategies, procedures and processes in place at the minerals site concerned – against each of the Awards criteria.

Since 1999 the *MINEX Case Study* has also included the safety and health strengths of other participants in that year's Awards process.

The Council encourages applicants for each year's MINEX Awards to examine the case studies and use them as a guide for preparing their own application.

The following case studies are available from the Council:

- 2004 MINEX Award recipient and participants – Sunrise Dam Gold Mine (AngloGold Ashanti Australia)
- 2003 MINEX Award recipient and participants – WA Mining (Alcoa World Alumina Australia)
- 2002 MINEX Award recipient and participants – Century Mine (Zinifex, formerly Pasminco)
- 2001 MINEX Award recipient and participants – Bengalla Mining Co (Coal & Allied/Rio Tinto)
- 2000 MINEX Award recipient and participants – Tarong Coal (Pacific Coal/Rio Tinto)
- 1999 MINEX Award recipient and participants – Osborne Mines (Placer Dome Asia Pacific)
- 1998 MINEX Award recipient – Worsley Alumina Refinery (Worsley Alumina Ltd)
- 1997 Highly Commended – Callide Coalfields (Shell Australia); Collinsville Coal Operations (Thiess Contractors); Mt Keith Operation (WMC Resources Limited)
- 1996 MINEX Award recipient – Osborne Mines (Placer Dome Asia Pacific)
- 1995 MINEX Award recipient – Kanowna Belle Gold Mines (North Limited)

All MINEX documents are available on the Safety and Health page of the Council's web site at www.minerals.org.au

2. Previous applicant submission

The 2003 Alcoa World Alumina Australia – WA Mining MINEX submission is available on the MCA website. The WA Mining submission is considered best practice in its format, content and lack of duplication and will assist potential applicants prepare their submission and potential evaluators understand what they will be asked to analyse and assess.

3. Australian minerals industry safety & health self-evaluation tool

A self-assessment tool based on the MINEX criteria has been developed to help sites measure their own performance against the Awards criteria. The tool is a questionnaire that can be easily administered at the site level which helps operations identify opportunities for improvement, particularly if a site feels it has reached a plateau regarding its performance. This self-evaluation tool is particularly useful for small mining operations.

The tool is available on the Safety and Health publications page of the Council's website at www.minerals.org.au and provides a ready familiarisation with the criteria used in the MINEX process.

4. MINEX Awards evaluator participation and training

MINEX evaluators benefit by learning the MINEX approach and IADRI assessment technique.

They also can apply this approach in their own organisations. Many MINEX evaluators have gone on to enter their operations in the Awards. Others have entered the Awards first and, through that exposure to MINEX, have decided to learn more by becoming an evaluator.

Either way, the MINEX evaluation process is reinforced the following year. Evaluators and their companies gain a significant benefit in return for six weeks of the evaluator's time and effort during the MINEX evaluation process.

The Evaluation Team

The MINEX Evaluation Team comprises experienced managers and safety and health specialists nominated from the minerals industry including mines inspectorates. They are selected for their ability to participate effectively in the evaluation process, and are trained by the Minerals Council of Australia.

Becoming an evaluator

One of the benefits of the MINEX process is the assessment of operations by independent peers using recognised criteria. Specifically, the evaluators undertake two training sessions conducted by the MCA which cover, inter alia, the IADRI model, evaluating vs auditing, desktop assessment of applications and conducting the site visits.

There are many benefits in becoming an evaluator (see *How do I become a MINEX Evaluator?*) which include:

- a worthwhile and personally fulfilling experience/professional development;
- networking – working with other highly experienced people;
- good training in a continuous improvement model; and
- exposure to the different practices and systems of other organisations.

The benefits of participation in the evaluator process are illustrated by the feedback we have received from previous evaluators. Some of their comments are as follows:

"The whole MINEX experience has taught me a great deal about teamwork and about some positive things happening at sites that I would not otherwise have become familiar with. The MINEX process has also given me the opportunity to meet and learn from some exceptional people."

"I really enjoyed my involvement this year; it was a lot of work – with a lot of reward."

"It has been a real learning experience for me and I would recommend it to anyone with an interest in health and safety."

"I loved it and would do it again at the drop of a hat; the people were wonderful, professional, fun and caring."

"MINEX has been a career highlight for me."

If you would like more information on becoming an evaluator download the document *How do I become a MINEX Evaluator?*

5. Small mine MINEX assessments

Some small mine operators feel they are not advanced enough or have the resources to enter the MINEX Awards. To help spread the benefits of MINEX to such operations, the Minerals Council offers a number of small mine assessments each year.

This service, which is provided free of charge, involves MINEX evaluators visiting small mines that have applied to be assessed against the Awards criteria. After the assessment, an evaluation report is provided which outlines the site's strengths and opportunities for improvement.

By responding to this report, a small operation can also benefit from the MINEX approach.

To be eligible for a small mine MINEX assessment, operations must have a workforce of less than 50 people (including contractors and management) and be unable to access corporate safety & health resources. Operations that are interested in undergoing a small mine MINEX assessment should contact the Minerals Council of Australia to receive an information package.

6. Assistance for first-time applicants

MINEX applicants new to the process are eligible to receive an introductory MINEX briefing to kickstart their involvement. The briefing will include an explanation of the MINEX criteria, the IADRI approach to assessment and how to prepare a MINEX submission. For further details, contact:

The Safety and Health Officer
 Minerals Council of Australia
 Tel: 02 6233 0644
 Fax: 02 6233 0699
 Email: safety@minerals.org.au

Detailed Awards Assessment Criteria

Definitions

The main headings are:

- Leadership
- Safety and Health Management
- People
- Information and Analysis
- Safety and Health Processes
- Performance

and these are called 'Categories'.

The sub-headings under each of these categories are called 'Items'.

1. Leadership

This category examines the role of leadership in setting direction and goals and in the creation of a safety, health and welfare improvement culture within the organisation at a corporate and enterprise level.

The category covers:

- how management establishes strategic safety and health direction and goals;
- how management is creating an environment where safety and health improvement is a primary consideration in all work activities;
- the approaches, systems and structures put in place by management to promote, support and recognise improvements in safety and health;
- the strategies for involving employees at all levels in the integration of safety and health efforts throughout the organisation;
- how all employees are encouraged to take personal responsibility for their safety, health and welfare; and
- how the organisation shares its experiences and knowledge to support improvements in safety and health throughout the minerals industry and the community.

1.1 Corporate Leadership

This item examines corporate executive leadership, its collective and personal commitment, involvement and visibility in developing goals and strategies, and in providing and encouraging support for the enterprise as it improves the safety, health and welfare of its employees and safety of equipment and facilities.

In this context, corporate leadership means those people (including the board of directors, joint venture partners, the chief executive and the executive team) who are not necessarily based at the enterprise's location, but who have accountability for its business performance.

Referring to the IADRI model, areas to address could include:

- the approach taken by these executives in developing and communicating OH&S policies and goals;
- how they support the development of strategies, plans and the allocation of resources;
- how they support, monitor, encourage and recognise improvement initiatives; and
- how they encourage the learning and application of industry and international best practice.

1.2 Enterprise Leadership

The enterprise is the specific operating location (or site) which is the subject of the MINEX application. This item examines how management at the operating location creates the environment to translate corporate safety and health direction, goals and policy into improved safety and health performance.

Referring to the IADRI model, areas to address could include:

- how corporate strategic direction, goals and policy are translated into location goals and strategies. (The enterprise's overall safety and health performance against these goals should be presented in Category 6 – *Performance*);
- how management allocates funds and provides ongoing specialist internal or external resources to implement the safety and health strategies and plans and to improve the capabilities of all employees;
- what role enterprise leadership plays in catastrophic risk management;
- how management at the location is visibly involved in communicating with employees, acting as role models and participating in the improvement and training activities;
- how management creates the environment to empower employees, at all levels, to take appropriate action to systematically operate and improve their work processes for improved safety and health;
- what management does, at all levels, to inspire, motivate, support, review, recognise and appreciate the efforts and successes of all employees;
- how industry benchmarking, to identify best practices, is encouraged and how study teams are selected and supported; and
- how the location shares its good experiences and strategies with the minerals industry and the wider community.

2. Safety and Health Management

This category examines how the enterprise systematically manages the processes that contribute to its safety and health performance. Safety and health management includes: establishing safety and health strategies, plans and goals; organising to implement these plans; and monitoring, controlling and improving all processes to enhance the enterprise's safety and health performance.

This category covers:

- the process for establishing strategies and to help focus employee effort on activities necessary for achieving the enterprise's safety and health goals;
- how the organisation is structured for safety and health;
- how the critical safe work practices are identified, deployed and applied daily by employees;
- how performance is monitored, how standards are complied with and how corrective action is managed; and
- how enterprise-wide improvement is managed.

2.1 Planning

This item examines how the enterprise establishes both short and long term plans to achieve its safety and health goals and how this integrates with the overall business planning process.

Referring to the IADRI model, areas to address could include:

- how enterprise-wide safety and health strategies and goals are developed and deployed and linked with other important business goals;
- how processes and work practices that are critical to the achievement of safety and health goals are identified, including mine planning, new construction, turnarounds, rosters, etc;
- how the current process performance and capability is assessed;
- how issues to be addressed or areas requiring improvement are identified (may include reference to industry benchmark performance);
- how targets are set and tasks or projects are allocated to achieve the enterprise safety and health goals;
- how different organisational groups/departments/employees at all levels are involved in the planning process; and
- how the effectiveness of the planning process is evaluated and how process changes have been made based on lessons learned.

2.2 Organisation

This item examines how the organisation is structured to achieve the safety and health strategies, plans and goals and the rationale for this structure.

Referring to the IADRI model, areas to address could include:

- the responsibilities, authorities and accountabilities of the various enterprise groups, departments, line managers and all employees (including the role of contractors, etc) for safety and health activities and performance;
- reporting relationships to line management of safety advisers and/or specialist support staff;
- the structure, roles and responsibilities of safety committees;
- how the effectiveness of the organisation structure is assessed; and
- how the organisation structure has changed over recent years and the rationale for the changes.

2.3 Implementation

This item examines how the enterprise employees (including contractors, etc.) develop, deploy and apply safe work practices to achieve the daily and short term goals for business and safety and health.

Referring to the IADRI model, areas to address could include:

- how safe work practices (including policies, rules and standards) are identified and developed;
- how these safe work practices are documented, controlled and deployed to all relevant employees;
- how work is designed to ensure that appropriately skilled employees (working either individually or in groups) are provided with necessary materials, tools, information and equipment (including personal protective equipment) to enable them to competently apply these safe work practices to meet their day-to-day job goals and targets;
- how the overall effectiveness of this work management system is assessed; and
- how this overall work management system has changed over recent years and the rationale for these changes.

2.4 Monitoring and Control

This item examines how the enterprise assesses its progress against short and long term plans that affect safety and health performance, how it ensures compliance with both company safe work standards and statutory requirements and how any corrective actions are managed.

Referring to the IADRI model, areas to address could include:

- routine reviews (ie daily, weekly, monthly, annually, etc), the safety and health purpose of the reviews, the nature of the review processes and the types and levels of employees involved;
- auditing systems for statutory compliance and/or company safe work practice compliance;
- responsibility for monitoring and communicating changes to legislation (statutory requirements);
- methods for implementing corrective action and the types of employees who apply them; and
- how the overall effectiveness of the review and corrective action processes is assessed.

2.5 Improvement

This item examines how employees (including contractors, suppliers, etc) improve processes at all levels of the enterprise to achieve sustained short and long term improvement in safety and health performance.

The emphasis of this item is on how improvement is managed as an enterprise-wide strategy, how different types and levels of employees are involved in improvement activities and the general improvement techniques they use.

Referring to the IADRI model, areas to address could include:

- how improvement activities/projects are identified, how they are linked to the safety and health and business plans, how resources are allocated and how employees are selected to work on these projects;

- any systematic improvement techniques used widely for process improvements, eg Plan-Do-Check-Act (PDCA), process mapping, statistical process analysis, behavioural monitoring, etc. (Note that use of specific, specialist safety and health tools and techniques is to be referred to in Category 5 – *Safety and Health Processes*);
- the processes used for industry best practice benchmarking, who is involved and how the benchmark information is used;
- the introduction and use of alternative technology or innovative processes to improve safety and health performance;
- how management ensures that successful process improvements are integrated into daily operations; and
- how the overall effectiveness of the enterprise improvement strategy is assessed.

3. People

This category examines the extent to which people at all levels in the organisation are involved in safety and health and are committed to corporate safety and health goals and objectives.

The category covers how the enterprise:

- ensures all people involved in the operation in any capacity – full time, casual or contractors – have the capabilities, knowledge and skills to carry out their job safely;
- communicates with/informs people about safety and health matters;
- encourages and facilitates employee involvement in and accountability for safety and health; and
- provides recognition for good safety and health performance.

3.1 Selecting Employees, Contractors and Consultants

This item examines how all people who work in the organisation are selected to ensure an optimum fit is achieved between the person and the job requirements in order for them to be able to work safely and without risk to health.

Referring to the IADRI model, areas to address could include:

- for employees
 - pre-employment issues (including medical, aptitude and security screening)
 - previous work history
 - skills and experience;
- for contractors and consultants
 - previous safety record
 - fitness for duty statements for all personnel
 - safety and health management systems used to identify and control hazards
 - skills of personnel;
- how the effectiveness of pre-employment practices is assessed and the rationale for any changes that have occurred over recent years.

3.2 Training

This item examines all aspects of skills training and personal development opportunities designed to ensure people (including contractors and consultants) integrate safety practices within their normal day-to-day work activities. It also includes how the enterprise provides the necessary safety and health specific knowledge and assesses the capability of people to participate in safety and health process activities such as hazard identification, investigations and emergency procedures.

Referring to the IADRI model, areas to address could include:

- the nature and extent of training provided such as induction, technical training, safety and health training and social/people skill development;
- how the organisation decides the type and nature of safety and health-related training required by its people;
- trends in the type and level of training received by the enterprise's people; and
- how the effectiveness of safety and health related training is evaluated and improved.

3.3 Communication

This item examines how everyone on site is made aware of safety and health issues, activities, events and performance and how employees communicate with management and each other.

Referring to the IADRI model, areas to address could include:

- general communication methods e.g. newsletters, notice boards, computerbased information systems;
- specific communication approaches i.e. to ensure awareness of the occurrence of accidents and the outcomes of safety and health meetings or accident investigations;
- how employees are encouraged to communicate informally and formally with management and each other;
- interface between client and contractor employees; and
- how the enterprise evaluates the effectiveness of its communication processes and seeks to improve them.

3.4 Culture, Behaviour, Involvement and Accountability

This item examines how the enterprise influences, builds and maintains a positive workplace culture so as to encourage involvement, commitment and accountability to improve safety and health performance.

Referring to the IADRI model, areas to address could include:

- the different types of involvement and accountability, eg
 - individual responsibility for safety and health
 - safety committees and representatives
 - improvement teams and task groups
 - employee inspections/investigation
 - safety and health planning and goal setting
 - employee contribution and innovation;

- trends in how the level of employee involvement has changed and the benefits resulting;
- how people are encouraged to become fully involved in ensuring ongoing improvement in safety and health;
- how safe work behaviour is identified, planned and achieved:
 - coverage of the workforce (employees and contractors) trained in on-the-job behavioural observation processes
 - extent of training in the recognition, assessment, control and correction of at-risk behaviour
 - how planned behaviour change is achieved;
- what strategies are used for applying and enforcing rules and standards; and
- how the culture is assessed and what changes have occurred and why.

3.5 Performance Management

This item examines the way the organisation manages, evaluates and recognises its people's safety and health contributions in day-to-day activities towards the overall safety and health improvement plans and objectives.

Referring to the IADRI model, areas to address could include:

- how individual employee work goals and plans are linked to the safety and health or business plans;
- how individual and group performance standards are set;
- how employee behaviour which reflects the organisation's safety values and objectives is defined;
- how employee safety and health performance is measured, reported, recognised;
- how safety and health performance and behaviour is used for career development and personal growth; and
- how the enterprise evaluates the effectiveness of its performance management and recognition system and any improvements arising.

4. Information and Analysis

This category examines how the organisation uses data to support continuous improvement in safety and health. The category covers:

- how data is selected, collected and analysed;
- how data is used to achieve safety and health objectives;
- how the analysed data supports a responsive approach to safety and health, based on prevention and improvement; and
- how the information is used to enhance safety and health awareness/culture in the workplace.

4.1 Scope and Collection of Data

This item examines the types of data selected, how this data is collected and why it is important for supporting plans and activities to achieve the safety and health objectives.

Referring to the IADRI model, areas to address could include:

- type of data
 - defect reports by equipment
 - hazards by area or process type
 - environmental exposure by occupation/area and trends
 - accident/incident analysis

- results of audits
- status of skills development
- adherence to safe work procedures
- other positive performance indicators;
- data collection
 - how reliable and consistent data is collected in a timeframe to give up-to-date access to those who need it;
- importance
 - how this data is linked to the processes of the enterprise for achieving safety and health objectives;
- how the enterprise evaluates the effectiveness of its use of data and how it has improved data management based on its experiences.

4.2 Analysis and Use of Data

This item examines how data is transformed into information, through analysis and reporting, to support activities to achieve safety and health objectives.

Referring to the IADRI model, areas to be addressed could include:

- what information (performance measures) is used for planning, decision making and control and how it supports a responsive approach to safety and health, based on prevention and improvement;
- how information is used including measures taken to increase understanding of this information, such as graphics, statistical analysis, etc;
- how this information is shared and used throughout the organisation; and
- how the organisation evaluates the effective use of this information and how, from its experience, it has improved information management.

5. Safety and Health Processes

This category examines how the enterprise utilises specialist processes to contribute to its safety and health performance. (General safety and health management processes are covered in Category 2). It addresses how health risks (generally longer-term potential impacts) are managed, how employee health and welfare is enhanced, how workplace risks (usually producing short-term impacts) are minimised and if accidents or emergencies occur, how they are dealt with.

This category covers:

- how the enterprise minimises potential health and workplace risks that could result from the introduction of new plant, equipment and materials;
- how health risks and workplace risks are identified, assessed and controlled;
- how the health and welfare of employees is assessed and improved;
- how existing plant and equipment is maintained to ensure both maintenance and operating activities are performed safely;
- how the enterprise is prepared for responding to emergencies; and
- if, despite all the enterprise's prevention activities, accidents and incidents still occur, how these are investigated, followed up and communicated.

5.1 Safety Risk Management

This item examines how workplace safety risks are identified and associated risks assessed and managed. It includes how controls are established to minimise risk.

Referring to the IADRI model, areas to address could include:

- how the enterprise identifies existing or potential risks (eg electrical, thermal, gravitational and kinetic energy sources and potential fall hazards, etc.);
- how these risks are evaluated, their risk assessed and action prioritised;
- how catastrophic risks (ie low probability/high consequence) are identified, assessed, integrated and managed at the operation;
- the processes used for controlling risks. These processes could include engineering controls, safe work practice controls and/or personal protective equipment controls;
- how risks are registered, monitored and ranked and how this information is kept up-to-date and accessible; and
- how trends in hazards and risks are reported and communicated and how this information is utilised for safety improvement.

To illustrate this item the applicant could include a case study of their management of a specific workplace risk.

5.2 Health Risk Management

This item examines how all health issues are managed in the enterprise. It includes identification, exposure monitoring, risk assessment and establishing controls to appropriately manage the particular issue to minimise the risk.

For all controls applied in the enterprise, the enterprise should demonstrate why they chose the particular level within the hierarchy of controls (elimination, substitution, administrative, PPE) and how they plan to progress to "elimination" if not already at this level.

Referring to the IADRI model, areas to address could include:

- how fatigue is managed, both shift rostering and hours of work related.
- how the enterprise applies risk management principles to existing or potential health hazards. Issues that may require addressing include:
 - physical hazards eg noise, vibration, heat, radiation etc;
 - chemical hazards eg dust, fumes, fibres, gases, vapours, mists etc;
 - biological hazards eg legionella;
 - workplace hazards eg manual handling;
 - welfare hazards eg fitness for work, physical well being, stress, alcohol, other drugs, hygiene etc.
- how rehabilitation strategies are established and managed to ensure the effective return to work of injured employees and to address workers' compensation issues; and
- how the measured outcome trends are reported and used to develop ongoing improvement strategies and the processes for evaluating the effectiveness of the various strategies employed.

5.3 Implementing New Plant, Equipment and Materials

This item examines the processes used to ensure that when new plant, equipment or materials are installed or utilised by the enterprise, safety and health hazards are identified and their risks minimised. It includes examination of the processes for planning, developing, designing, purchasing, constructing and commissioning of both large projects and small modifications to existing equipment, or the utilisation of new materials.

Referring to the IADRI model, areas to address could include:

- how safety systems and procedures are incorporated into all phases of new project management;
- how equipment designs and proposed operating and maintenance strategies are critiqued by specialist designers as well as operating and maintenance personnel to address such issues as:
 - ergonomics
 - emissions
 - risks such as potential for falls
- how new materials are screened in terms of long term adverse health exposures to employees; and
- how the effectiveness of these processes is assessed (provide trend data).

5.4 Operating and Maintaining Existing Plant and Equipment

This item examines how existing equipment is safely operated and maintained to ensure it always operates safely at its required performance standards to achieve the enterprise's business goals.

Referring to the IADRI model, areas to address could include:

- how equipment is isolated ready for inspections and maintenance, eg isolation procedures, lock out/tag out rules and procedures, training/certifying employees in isolation methods, etc;
- how unsafe equipment conditions are defined, how they are identified and how operating employees are empowered to act;
- how equipment defects or faults are identified and how corrective actions are managed; and
- how equipment after service and/or repairs is assessed as being serviceable and placed back into operation.

5.5 Emergency Preparedness

This item is examined to assess the enterprise's ability to manage small and large scale emergencies and unplanned events.

Referring to the IADRI model, areas to address could include:

- planning;
- visitor management;
- injury management, eg first aid, medical treatment, etc;
- emergency training;
- response teams;
- resources, equipment procurement, maintenance and testing;
- infrastructure;
- how personnel are located and accounted for;
- evacuation procedures; and
- simulated exercises.

5.6 Incident Assessment

This item examines how the enterprise assesses and responds to incidents to ensure that the potential for recurrence of similar events is reduced or eliminated.

Referring to the IADRI model, areas to address could include:

- methods used and people involved in incident assessments;
- assessment procedures for different incident severity;
- how corrective actions are identified and are assigned for implementation or follow-up;
- policies and practices for communicating/reporting the results of incident assessments (including statutory requirements); and
- how the effectiveness of incident assessment and follow-up processes is evaluated.

6. Performance

This category covers the "critical few" safety and health performance indicators that are used by the leadership of the organisation to monitor, plan and improve safety and health performance across the enterprise.

These performance indicators – both lead and lag – either consolidate/integrate the performance of all processes in Categories 1–5 (where detailed performance trends should be reported) or reflect the progress and effectiveness of current enterprise-wide safety and health improvement strategies.

Referring to the IADRI model, areas to address could include:

- the key organisation-wide safety and health objectives, the initiatives/strategies adopted and how progress against these is measured, reported and used to enhance safety and health performance;
- how widely these performance indicators are reported and understood throughout the organisation and how they are used;
- the comparisons with competitors or minerals industry best practice (on a national or international scale);
- how improvements reflected in these performance indicators are linked to the key initiatives/strategies described in earlier categories and how the organisation learned from its experiences; and
- if the types of "critical few" performance indicators used by the enterprise leadership have changed over past years, what was the rationale for these changes.

Areas to address *must* include:

- the long-term trends of the chosen performance indicators, showing, typically, at least three years' worth of data and should include lagging indicators used industry-wide such as lost time injury frequency rate, total recordable injury frequency rate.

Comparison of “What is MINEX?” 2005 vs 2004

The MINEX Awards process is subject to continuous critique, review and improvement. Some changes to the eligibility criteria as well as the assessment criteria and applications guidelines have been made for 2005.

Confidentiality

The following has been deleted: *“Applicants are requested to indicate on the Application Form whether they are willing to have the company’s name released as being a participant in the Awards.”* The replacement wording is: *“The Minerals Council of Australia, as part of the promotion of its safety and health leadership strategy, recognises MINEX applicants and evaluators in a variety of publications and public fora.”*

Evaluation Feedback

New wording: *From 2005, evaluation reports will be released as soon as finalised and edited, after the judging process, rather than waiting until after the Awards presentation dinner. This will enable a more prompt review of the improvement opportunities identified in the evaluation report. Applicants will still be unaware as to whether their site has received recognition. It is still expected that at least one representative of each applicant will be present to receive the participation certificate and any recognition award.*

The Evaluation Team

The following sentence has been included as further information: *All evaluators attend two 2-day training workshops to prepare them for the MINEX assessment process.*

The Judging Panel

(Additional wording shown in bold) *The Judging Panel comprises leading minerals industry and high profile safety and health executives and up to two external judges with an interest in employee safety and health.*

Item 3.4 Culture, Behaviour, Involvement and Accountability

Fourth dot point originally read:

- how safe work behaviour is identified and planned behaviour change is achieved;

and has been given further impetus to now read:

- how safe work behaviour is identified, planned and achieved:
 - coverage of the workforce (employees and contractors) trained in on-the-job behavioural observation processes
 - extent of training in the recognition, assessment, control and correction of at-risk behaviour
 - how planned behaviour change is achieved;

Item 5.2 Health Risk Management

Items 5.2 *Health Risk Management* and 5.3 *Employee Health and Welfare* have been combined. The new Item 5.2 has an increased total of 75 points (previously 5.2 and 5.3 were 30 points each). Item 5.1 has seen its points reduce from 80 to 75 (matching the new Item 5.2). Subsequent sub-items have been renumbered; *Emergency Preparedness* has had its points reduced from 40 to 30. All points for Category 5 *Safety & Health Processes* still total 280.

Item 6 Performance

Additional wording: Areas to address *must* include:

- the long-term trends of the chosen performance indicators, showing, typically, at least three years' worth of data and should include lagging indicators used industry-wide such as lost time injury frequency rate, total recordable injury frequency rate.

Note: in 2005, MINEX submissions should not exceed 44 pages.

Application requirements

MINEX applicants are required to:

- lodge a completed application form;
- prepare and lodge a submission addressing each of the MINEX assessment criteria using the IADRI model; and
- prepare the site, if selected, for a site visit and assessment by MINEX evaluators.

The application form and guidelines for preparing a MINEX submission can be found at the back of the companion booklet "How do I apply for MINEX?". Copies of this and other MINEX documents are available on the Safety and Health page of the Council's web site at www.minerals.org.au

Application Form deadline

An Application Form should be received by the Minerals Council of Australia no later than **Friday 15 April 2005**. This does not oblige an organisation to make a submission if, for any reason, there is an inability to do so. The Application Form is used to assist in determining eligibility and administration of the evaluation process for the year. The MCA will confirm a site's eligibility to enter the Awards.

Submissions deadline

Submissions should address each of the MINEX assessment criteria using the IADRI model. Six (6) copies of the submission and an electronic PDF copy should be received by the Minerals Council of Australia (PO Box 4497, Kingston ACT 2604) no later than **Friday 3 June 2005**, together with the \$2200 fee (including GST) if not already paid.

Site visit by evaluators

The Evaluation Team will, as part of its role, have the responsibility for shortlisting applicants. The decision on whether to conduct a site visit is the responsibility of the Evaluation Team in consultation with the MCA Secretariat. Applicants should plan for a site visit, although it is not an automatic part of the evaluation procedure. Applicants selected for a site visit will be notified by **1 July 2005** and should be prepared for a site visit of at least one day by the Evaluation Team during the fortnight of **8–19 August 2005**.

Final judging

Judging will take place on **13 September 2005**. The Judges' decision is final and no correspondence will be entered into.

Awards presentation night

Applicants will NOT be advised whether they will be receiving recognition before the recipients are announced at the Awards presentation night. All applicants will be invited to the Awards night and it is expected that at least one representative of each applicant company will be present to receive any recognition awarded at the presentation.

The 2005 Awards presentation will coincide with the Minerals Council of Australia's Sustainable Development 2005 Conference being held at the Alice Springs Convention Centre from **31 October – 4 November 2005**.

Information sharing

It is a requirement of application that those receiving MINEX recognition share their experiences in best practice safety and health management. Companies are encouraged to participate in relevant seminars, events and where appropriate conduct site tours and briefings etc. It is not intended that the MINEX Awards be used for direct commercial gain.

Subsequent Publicity

The Minerals Council of Australia seeks publicity for the Awards process and for the recipients of the Awards.

Award winners and commendees are encouraged to promote their success in the media and in promotional material or on stationery. The Council requests that the Awards are referred to as "The National Minerals Industry Excellence Awards for Safety and Health" and/or the "MINEX Awards".

Previous MINEX Applicants

Applicant	Year	Award
Alcoa of Australia – Pinjarra Alumina Refinery	2000	Highly Commended
Alcoa World Alumina Australia – WA Mining	2003	Award Recipient
Anglo Coal Australia – Drayton Coal	2001	Highly Commended
Anglo Coal Australia – Capricorn Coal – Southern Colliery	2002	
AngloGold Ashanti Australia – Sunrise Dam Gold Mine	2004	Award Recipient
Australian Premium Coal – Coppabella Coal Mine	2002	
BHP Billiton – Bayswater Colliery	2001	
BHP Billiton – Cannington Operation	2002	
BHP Billiton, Illawarra Coal – Appin Colliery	2002	Commended
BHP Billiton, Iron Ore – Mt Whaleback Operation	2002, 2003	Commended, Highly Commended
BHP Billiton Iron Ore – Rail Operations	2004	
BHP Limited – Crinum Mine	1998	Commended
BHP Limited – GEMCO	1996, 1997	
BHP Limited – Gregory Mine	1996, 1997	Acknowledgment, –
BHP Limited – Iron Duke Mine	1997	
BHP Coal/BMA – Goonyella Riverside Mine	2000, 2004	Acknowledgment, Highly Commended
BMA – Hay Point Services	2003	
Boral – Marulan Mine (BCSC Minerals)	2004	
Camberwell Coal Pty Ltd	1995	
Coal & Allied – Bengalla Mining Company	2001	Award Recipient
Coal & Allied – Mt Thorley Operations	2002	Commended
Cyprus Australia Coal – South Bulga Colliery	1998	
Delta Gold Limited – Kanowna Belle Gold Mines	2001	Highly Commended
Denehurst Limited – Woodlawn Mines	1995	
Energy Resources of Australia Ltd – Ranger Uranium Mine	1995	
Exxon Coal and Minerals Australia Ltd – Lemington Coal Mines	1997	Acknowledgment
Exxon Coal and Minerals Australia Ltd – Ulan Coal Mines	1997	
Glencore – CSA Cobar mine	2001	
Glencore – South Bulga Colliery	2001	Acknowledgment
Gold Mines of Australia – Copper Mines of Tasmania	1996	
Gympie Eldorado Gold Mines – Monkland mine	2001	

Applicant	Year	Award
Hatch Associates/Pacific Coal – Hail Creek Project	2003	Commended
Henry Walker Contracting Pty Ltd – Yandi Iron Ore Project	1998	
Henry Walker Eltin – South Middleback Ranges Iron Ore	2004	Commended
International Power Hazelwood Mine	2004	Commended
Kalgoorlie Consolidated Gold Mines Pty Ltd	1995	Highly Commended
M.I.M. Holdings Limited – McArthur River Mining	2002	
M.I.M. Holdings Limited – Ravenswood Gold Mine	1999	
Mining Project Investors Pty Ltd – Stawell Gold Mines Pty Ltd	2001	Acknowledgment
Newcrest Mining Limited – Cadia Hill Gold Mine	1999	Commended
Newmont – Pajingo Operations	2004	
Normandy Mining Limited – Golden Grove Mine	1999	
Normandy Mining Limited – Mt Leyshon Gold Mines Limited	1995, 1997	
Normandy Mining Limited – Normandy Kaltails Pty Ltd	1997, 1999	Commended, Commended
Normandy Mining Limited – Tennant Creek Operations	1998	
North Limited – Kanowna Belle Gold Mines	1995	Award Recipient
North Limited – Northparkes Mine	1999	Commended
North Limited – Robe River Iron Associates	1997	
Pacific Coal Pty Ltd – Blair Athol Coal Project	1995	Highly Commended
Pacific Coal Pty Ltd – Kestrel Coal Mine	2002	Highly Commended
Pacific Coal Pty Ltd – Tarong Coal Mine	2000	Award Recipient
Pasminco Limited – Broken Hill Mine	1999	
Pasminco Limited – Century Mine	2002	Award Recipient
Pasminco Limited – Rosebery Mine	2000, 2001, 2003	Commended, Commended, –
Peabody Energy Coal Australia – North Goonyella Coal Mine	2004	
Peabody Resources Limited – Ravensworth/Narama Mine	1997, 1999	Acknowledgment, Commended
Peabody Resources Limited – Warkworth Mining Limited	1995	
Pioneer Construction Materials – Ferny Grove Quarry	1999	
Placer Dome Asia Pacific – Osborne Mines	1996, 1999, 2003	Award Recipient twice, –
Port Waratah Coal Services	2003	Acknowledgment
Powercoal Pty Ltd – Angus Place Colliery	2001	Acknowledgment
Powercoal Pty Ltd – Cooranbong Colliery	1995 1996 1997	
Powercoal Pty Ltd – Myuna Colliery	1996, 1997	
Powercoal Pty Ltd – Newstan Colliery	1997	

Applicant	Year	Award
Preston Resources Limited – Bulong Operations	2002	
Rio Tinto Limited – Argyle Diamond Mines	2000	
Rio Tinto Limited – Dampier Salt Limited	2000, 2001	Commended, Commended
Rio Tinto – Pilbara Rail	2004	Highly Commended
Roche Mining – Commodore Mine	2003	
Roche Mining – Lewis Mine	2002	
Roche Mining – WMC's Mt Keith Nickel Operation	2001	
Shell Australia – Callide Coalfields Pty Ltd	1997	Highly Commended
Shell Australia – Dartbrook Coal Mine	1996	Acknowledgment
Sons of Gwalia – Greenbushes Operations	2002	Acknowledgment
Thiess Contractors Pty Ltd – Burton Downs Coal Project	1998	
Thiess Contractors Pty Ltd – Collinsville Coal Operations	1997	Highly Commended
Thiess Contractors Pty Ltd – Oaky Creek	1995	Highly Commended
Thiess Contractors Pty Ltd – Mt Owen Mine	1999	Commended
Thiess Contractors Pty Ltd – South Walker Creek Mine	1998	
Thiess Pty Ltd – Burton Coal Project	2001	
Wesfarmers Energy Limited – Curragh Queensland Mining	2002	
Wesfarmers Energy Limited – Premier Mine	2000, 2002	Acknowledgment, –
Wheaton Minerals Asia Pacific – Peak Gold Mines	2004	Acknowledgment
WMC Resources Limited – Kwinana Nickel Refinery	1997	Commended
WMC Resources Limited – Mt Keith Nickel Operations	1997	Highly Commended
WMC Resources Limited – Olympic Dam Operations	1995	
WMC Resources Limited – Three Springs Talc Operations	1999	
WMC Resources Limited – WMC Exploration	1998	Highly Commended
Worsley Alumina Pty Ltd Refinery	1998	Award Recipient
Xstrata Coal Australia – Newlands Coal	2003	
Xstrata Copper – Ernest Henry Mine	2003	Acknowledgment

2005 TIMETABLE AT A GLANCE

Return of Application Form:	15 April
Deadline for receipt of submissions:	3 June
Evaluator training: workshop 1:	21–22 June
Evaluator training: workshop 2:	20–21 July
Applicant site visits:	8–19 August
Judging:	13 September
Awards presentation dinner:	31 October or 1 November (TBC), Alice Springs

ARE YOU READY FOR MINEX?

- > IF YOU are committed to improving your site's safety and health performance ...
- > IF YOU are ready for a process that helps continuous improvement and shares best practice ...
- > IF YOU are ready for a process that shows how and where to improve your site's safety and health management approach ...

Then you are ready for MINEX

APPLY NOW

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