**MINES INSPECTORS AND GROSVENOR SENIOR MANAGEMENT**

**09th February 2016 Grosvenor Methane HPI MRE MG 101 C heading HPI**

DNRME

Richard Gouldstone 09/02/16, 10/02/16, 11/02/16, 01/04/16, 06/06/16, 07/06/16, 05/07/16

Shaun Dobson 09/02/16, 10/02/16, 11/02/16, 01/04/16, 13/06/16, 15/12/16

Paul Brown 01/04/16, 05/07/16

Keith Brennan 07/04/16, 15/12/16

Fritz Djukic, 11/02/16, 13/06/16

Noel Towers 06/06/16

Paul Sullivan (Elec) 08/03/16

GROSVENOR

Mr Glen Britton (Executive Head of Underground Operations). 22/08/16

Mr Adam Garde, 15/12/16

Mr Adam Foulstone (SSE) 09/02/16, 10/02/16, 11/02/16, 07/04/16, 06/06/16, 13/06/16

Mr Wayne Bull UMM 09/02/16, 10/02/16, 11/02/16, 01/04/16, 07/04/16, 06/06/16, 07/06/16, 15/12/16

Mr Brad Watson (Operations Manager) 09/02/16, 10/02/16, 11/02/16

Mr Tim Reeves (Production Manager) 05/07/16, 15/12/16

Mr Michael Webber (Ventilation Officer) 15/12/16

Mr Mark Bobeldyk (Ventilation Superintendent/Officer) 09/02/16, 10/02/16, 11/02/16

Mr David Thomasson (TSM) 09/02/16, 10/02/16, 01/04/16, 05/07/16

Mr Malcolm Smyth (Technical Services Superintendent) 06/06/16, 07/06/16

Mr Scott Barker Operations Support Superintendent 11/02/16, 01/0416

Mr Wayne Pate Longwall Superintendent 01/04/16, 05/07/16

Mr Paul Buddery (AAMC Principal Underground Geotechnical Engineer) 06/06/16, 07/06/16

Mr Joe Wills (Acting Development Superintendent), 06/06/16

Mr Justin Joubert (SHE Manager) 06/06/16, 05/07/16

Mr David Lawrence (SHE Manager) 15/12/16

Mr Neal Bryan (Shift Undermanager) 05/07/16

Mr Stuart Sulter (Compliance Superintendent) 05/07/16

Mr Stephen Livingstone-Blevins (Outbye Superintendent) 08/09/16

Mr Lyle Bridgeman Electrical Engineering Manager (EEM) 08/03/16

**SAFETY PENALTIES BONUS**

**21ST AND 22ND SEPTEMBER 2016 STRATA FAILURE INVESTIGATION continued Dobson**

*The electronic notice board also included the bonus scheme for the mine. This showed the monthly bonus payment that had been achieved for each individual underground coal mine worker.*

*However it stated that there were "Safety penalties" within this for the "monthly production incentives" . This will be discussed further at the close out meeting.*

*I discussed the issue with regards to the use of "Safety penalties" in the monthly bonus scheme. When reading this it could be inferred that penalties could be applied for safety performance or reporting of incidents/accidents. SSE Bull explained that this was not the intent and the penalties were imposed for not reporting of matters such as equipment damage. He then got HR Superintendent Matt Norris to explain this process. Mr Norris explained that these penalties were based on equipment damage, incident reporting, and lead and lag indicators. Safety penalties were applied when persons have not reported any of these matters or when a person has been deemed to have deliberately committed damage, not accidentally. I asked if this was in a procedure to ensure that coal mine workers understood this so that this did not create a culture of non-reporting. Mr Norris explained that this was a Policy, but it was not documented. I recommended that this Policy needs to be documented and communicated to all coal mine workers to prevent any misinterpretation.*

**WB goes and gets Matt Morris (HR Superintendent)**

**MM**

**Penalties based on equipment damage, incident reporting, and lead and lag indicators Safety penalties for non-reporting of any of these.**

**Or when worker “Deemed” to have done deliberate damage not accidental.**

**SD**

**Do workers understand this and has it created culture of non-reporting?**

**MM**

**This was a Policy, but it was not documented.**

**SD**

**Recommend Policy be documented and communicated to all coal mine workers**

**Policy of shoot whoever you like whenever for slightest reason alive and well. How can HR say all that when there is not even a written Policy? Recommend**

**21ST AND 22ND SEPTEMBER 2016 STRATA FAILURE INVESTIGATION continued**

*5 The reporting of Safety incidents and the impact on Safety NIA performance.*

*To document and communicate the Mine Management's interpretation of the use of "Safety penalties" in the monthly bonus scheme. This should leave no doubt in the minds and actions of all coal mine workers as to the expectations of reporting and what a "Safety penalty" is to prevent any misinterpretation and the potential to create a non - reporting culture.*

**CONTRACTOR MANAGEMENT**

11/02/2016

CONTRACTOR MANAGEMENT

**Contractor Management 1st and 2nd dot points**

**Where does the term full time equivalent come from?**

**Not mentioned in the Act or Regulations, it is an Industrial Relations expression.**

**A Coal Mine Worker is a Coal Mine Worker from contract cleaner through to the SSE.**

**Workers need to be trained for their positions no matter who or what they are.**