

# DrillTorque

## Q2 2020

**JSW**  
LEADERS THROUGH  
INNOVATION



**01 WELCOME CEO,  
WARREN FAIR**

**04 BBURG LANDS IN  
SOLOMON**

**07 JWB AWARD WINNER**



# A MESSAGE FROM OUR NEW CEO

## **WELCOME TO THE Q2 EDITION OF DRILLTORQUE.**

**The first half of 2020 has presented unprecedented challenges, navigating through a worldwide pandemic and tough economic conditions that have tested the strength and resilience of JSW and businesses worldwide.**

**Thank you to all JSW staff for your remarkable hard work and ongoing support to your team members during this time.**

### **JEFF BRANSON LEADING IDAT**

Jeff Branson, founding father of JSW has stepped down as CEO of our contracting business, JSW, but he's not going far. Jeff will now be pursuing a new opportunity as Senior Executive of JSW's technology arm, IDAT (Intelligent Drilling Applications & Technology). Jeff has been a driving force in pioneering innovative, industry leading solutions, which has enabled JSW to remain at the forefront in regard to new technology, innovation and safety standards. You will hear a lot about IDAT and Jeff's work in the coming months.

### **WARREN FAIR AS CEO**

Following Jeff's transition to Senior Executive of IDAT, I will be undertaking the role and responsibilities of CEO. I am looking forward to this new adventure and all it entails. I am keen to set us on a new path, one that rewards JSW for all the hard work that Jeff Branson and many others have put in over the past few years, one where we invested heavily into our future.

### **OUR INVESTMENT**

**We have invested in equipment:** We have welcomed the BBurg HD2500RC drill into Solomon! It is not an overstatement to say that this drill is now the new benchmark in RC drilling. The combination of JSW's vast experience in the industry and BBurg's German engineering excellence has created a drill rig that will be the start of a revolution in drilling as we know it.

We have also invested in more drilling equipment for Alcoa. Again, our approach to technological solutions is the envy of many in our industry. Proving the statement: *We are industry leaders in innovation!*

**We have invested in systems:** JSW's data collection, capture and reporting systems are far more advanced than many of our larger competitors.

**We have invested in our people:** In the last three and a half years 80 training courses were completed at our RTO, all aimed at making our employees better at what they do.

A famous Richard Branson quote rings true: "Train your people so that they can leave. Treat them so they don't want to." This has to be how we approach all of our training and upskilling. Our people are entitled to increase their knowledge and skills while they are with JSW.

After any period of heavy investment we need to reward ourselves for that investment.

### **THE PLAN FORWARD**

Together, we will focus on three key areas:

1. Let's do the best we can do – at everything!  
At the completion of each task ask yourself, 'was that the best I could do?' and if not, do it again.
2. We need to be resourceful to reduce excess and wastage. In other words we need to be efficient – always.
3. We have everything we need to be successful, now it's time to harvest!

This year is our year to return the faith people have placed in us, it is the year to consolidate and deliver.

Let's approach the next part of our journey with **pride, passion** and **enthusiasm**. If we work together I promise you that our path forward will be filled with excitement and reward.

### **WARREN FAIR – CEO**





## PRIORITISING HEALTH AND WELLBEING

### MEN'S HEALTH WEEK

*During the COVID-19 pandemic, the focus was on prioritising physical health to ensure the wellbeing of ourselves and those around us. However, keeping mentally healthy is just as important as keeping physically healthy.*

We would like to thank all employees for demonstrating resilience and a great level of responsibility in ensuring the health and safety of themselves, their families and the communities that surround our sites during the COVID-19 pandemic.

### HEALTHY BODY, HEALTHY MIND

Maintaining your mental health is just as important as keeping physically healthy.

Men's Health Week (15–21 June 2020) helped to highlight the importance of prioritising both mental and physical health and identifying ways to better support the health of our mates, our partners, brothers, sons or dads.

### MEN'S HEALTH FACTS

- 1 in 8 men will experience depression
- 1 in 5 men will experience anxiety at some stage in their lives
- Only 30% of a man's overall health is determined by his genetics, 70% is controllable through lifestyle

### WHAT CAN YOU DO?

Regularly check in with your teammates, a simple conversation can help make someone feel less alone, more connected and more supported.

Taking small steps can enhance your wellbeing, such as staying active, eating well, taking time to socialise and taking time out for yourself.

If you are struggling, please speak up. Here at JSW you have a team who stand by you and want to ensure your wellbeing. If you don't think you can speak to someone in your immediate crew, please reach out to your project manager or to a member of the executive team.

### SEEK PROFESSIONAL ADVICE

JSW have a comprehensive Employee Assistance Program (EAP), PeopleSense, which is available to all employees and their families at no cost to the individual. Counsellors are available to talk you through any issues you may have. If you require support for whatever reason, please make use of this confidential program.

### FOR OUR LADIES

We encourage all women who are also struggling to stay mentally and physically well to follow the same protocol, support is available for all, and you are never alone.

PeopleSense  
1300 307 912  
peoplesense.com.au



## EMPLOYEE SURVEY RESULTS

*Thank you to all who took the time to share their feedback in the 2020 JSW Employee Survey.*

The annual employee survey invited all JSW employees and contractors, both on and off site to share their feedback and experiences of working with JSW.

We received an outstanding response rate this year, with 79.2% of staff participating in the survey via SMS or email.

As part of our mission to be a united team that delivers industry leading solutions, the survey is a key tool in enabling us to listen, learn and challenge to deliver the best possible working environment for our staff.

Based on the feedback received, JSW Senior Managers will be implementing a series of changes to the operations of the business in order to drive improvement both big and small. The focus areas include safety and training, workplace conditions, company values and culture, and diversity and equality. These changes will be rolled out over the next few months and we appreciate your patience at this time.

Congratulations to the crew at Solomon for achieving the highest participation percentage. We value the feedback of all employees and look forward to implementing positive changes across the business in the coming months.

### DATA SNAPSHOT

- Almost 50% of all JSW employees have more than 10 years' experience in the mining industry.
- An overwhelming majority of participants indicated the safety of equipment and JSW's safety systems and protocols are fit for purpose and work effectively.
- A large majority of respondents strongly agreed that JSW is a good company to work for with positive company values and that the leadership and support provided by supervisors and senior staff contribute to a positive culture.

**Participation rate: 79.2%**

**Responses via computer: 119**

**Responses via phone or tablet: 41**

**Site with the most participants:  
Solomon with 49 responses**







## **WELCOME TO THE NEWEST ADDITION TO OUR DRILL FLEET**

*The new BBURG HD2500RC (Rig 91) was recently delivered to the FMG Solomon site and is the first of its model in the world.*

The fully remote controlled drill is a design and construct collaboration between IDAT (JSW's technology arm) and BBURG who are one of Germany's premium drill rig manufacturers.

### **INNOVATION AT IT'S FINEST**

The HD2500RC drill incorporates the best of German engineering with practical design aspects suited to Australian conditions.

It is an absolute credit to the IDAT and BBURG teams who have sweated many a day and had many sleep deprived nights making sure the drill was delivered to the highest possible standard.

A big thanks goes to Marcus Ruhlmann, Luke Tilly, Rick Iwanow, Keith Wall and all of the other skilled tradespeople in the team who contributed to moving the drill from concept to reality.

With its advanced technology the HD2500RC has set us on the pathway to Reverse Circulation Automation.







Montabert Rig 19 drilling at Boddington.

## **BODDINGTON CONTRACT RENEWAL**

*The crew at Boddington Bauxite Mine have consistently achieved outstanding productivity and maintenance results, setting the bench mark for the industry and resulting in a contract renewal.*

Congratulations to the crews at Boddington Bauxite Mine on the renewal of the South32 contract, which will commence on 1st August for a 4 year period. This continued relationship with South32 is a credit to the site teams' consistent achievements, exceptional safety record and delivery of KPI's.

### **DRIVEN BY DEDICATION**

Ongoing team work and dedication to the task at hand has enabled the crews at Boddington to achieve outstanding results in recent months.

The production team, led by Ryan Mosedale achieved 3,000m above the monthly target in March, an excellent outcome for two drill rigs.

In addition to recording exceptional levels of production efficiency, maintenance levels were also at an outstanding level, reaching 95% rig availability.

Congratulations to the crews at Boddington on your achievements, a true demonstration of the passion and determination of our employees to deliver results.

**3000M ABOVE TARGET  
95% RIG AVAILABILITY**

Working hard to deliver results.



## SOCIAL MEDIA CODE OF CONDUCT

### *We hope you have seen us online!*

By now we are hoping you have seen and followed us on Facebook and LinkedIn to stay up to date with company advice, important information, project updates and much more.

We'd love for you to share your professional achievements or milestones. If someone from the company has been awesome or achieved something great for JSW, a charity or the wider community please let us know.

Find us at JSW Australia and click "LIKE" and "FOLLOW".

### **CODE OF CONDUCT: GUIDING PRINCIPLES**

Social media is the term that describes web-based applications that enable the creation and exchange of user-generated online content. Examples of social media include Facebook, LinkedIn, Pinterest, YouTube, Tumblr and Twitter. Social media is a great communication tool when it's used properly.

We encourage you to comment, tag friends and family and engage with the company online, however, here are a few reminders about using social media:

- Think before you comment on a post
  - remember, everyone can see what you write and you are responsible for everything you say
- Respect each other and act professionally
  - it's a social avenue and bullying or antisocial behaviour will not be tolerated
- Act with integrity
- Offensive, discriminatory, violent and obscene language or content is never acceptable
- Never share confidential information about yourself or anyone else
- Protect our business and our clients
  - our reputation is everything

### **REMEMBER OUR VALUES WHEN YOU'RE ONLINE:**

#### **PASSION**

We want you to be passionate and take pride in where you work. We are featuring achievements of our employees, including service milestones and employee accomplishments.

#### **DETERMINATION**

Be determined to be the best version of yourself, both on and offline.

#### **COLLABORATION**

We need you to collaborate! Send us your stories and tell us what you want to see. We are only as good as our team.

#### **SAFETY**

As we think about our physical safety on site, we need to consider the safety of our personal information online. Ensure you check your privacy settings and bear in mind that once material has been posted online, it stays online.

If you see something out of the ordinary please report it. For further information, please contact [info@jswaustralia.com](mailto:info@jswaustralia.com).

## EMPLOYEE RECOGNITION WINNER

***Congratulations to Mick Garrity on being recognised as the first winner of the JSW JWB Award.***

We would like to extend a huge congratulations to Mick Garrity, Maintenance Manager at the FMG Solomon site on being the first JSW employee to receive the JWB Award.

The quarterly award recognises an individual for their consistent high quality of team work, productivity and leadership and ongoing commitment to our values of passion, determination, collaboration and safety. These skills and attributes provide a tangible benefit to both the crew on site and the success of the business as a whole.

Mick has been recognised as the first winner of the award for his excellent knowledge of drill maintenance and his consistent efforts to pass on this knowledge and to constantly improve his skill set. It is this knowledge that has seen consistent mechanical availability of the older RC drills at the Solomon site which has led to consistent utilisation of the equipment.

Mick's attitude to sharing his knowledge and helping others to learn whilst on the job is a solid example of how collaboration benefits everyone involved.

Mick regularly displays passion for his job and learning, and always accepts calls whilst on his R&R. He also recently attended the Bibra Lake Workshop whilst on his R&R to assist and learn as well as provide valuable input on the finalising of the new BBurg HD2500RC drill in preparation for it to mobilise to Solomon.



Mick Garrity, winner of the first JWB Award.

As well as having strong knowledge in a hands on sense, Mick has also displayed a willingness to adapt and champion new systems, recently coming in to the Bibra Lake office during his R&R to learn about the Pronto work order system.

We would like to thank Mick for always being prepared to go the extra mile and congratulate him for being the first winner of the award.

## Q&A

### **What do you think makes a good leader?**

Respect from your team but you need to earn it, not expect it.

### **How do JSW's values resonate with you?**

I have a strong passion that the machines we maintain to my knowledge are in a safe working condition prior to any personnel working on or around them. I also feel I have the support from my leaders to tag something out of service if it's not right and rectify prior to returning to operation without any pressure from upper management.

### **What is the best piece of advice you have ever received?**

Don't expect anyone to do something you're not willing to do yourself.



## THE RIGHT ATTITUDE

**Offsider, Jarrod Smith has been recognised for his consistent positive attitude and high quality workmanship.**

Jarrod has been praised by colleagues and senior staff for his consistent hard work and determination, setting the standard for high quality workmanship and a positive attitude.

Jarrod joined JSW as an Offsider in February 2017, learning the basics at the Chichester Projects before moving across the Pilbara to Solomon, where he accrued his required training hours and was given the opportunity to relief drill. His passion and work ethic has enabled him to now run Rig 11, an impressive progression made over a few short months.

Although we all possess different strengths and weaknesses, it is the right attitude which drives success. Jarrod's positive attitude has enabled him to become a key team player, demonstrating leadership amongst his crew, promoting a healthy working environment by prioritising the safety of his teammates and equipment, following procedure and always working to the best of his ability.

Jarrod Smith, Offsider, recognised for his great and positive attitude.

Jarrod drilling on Rig 11.

***"A bad attitude is like a flat tyre...if you don't change it, you'll never get anywhere."***

Leading by example, Jarrod not only maintains strong relationships with his colleagues and site management but also with the client, endorsed by positive feedback. Keen to deliver results, he maintains excellent productivity while preserving good sample quality.

Committed to growth and improvement, Jarrod has been commended for his ability to take on board feedback from senior staff without making excuses and contributes well in team discussions, sharing his knowledge and motivating others.

Congratulations on your progress so far, you are an asset to the JSW team and have a promising career ahead.



Bruce in action at Alcoa.

## BRUCE ALLSOPP

*Since obtaining his Certificate IV in Training and Assessment, Bruce is now focussing on sharing his knowledge and training with the next generation of JSW drillers.*

Bruce joined JSW at the commencement of the Alcoa project in 2017 as a Trainee Driller, and has since worked his way up to his current position of Driller Supervisor.

With a passion to continually set the benchmark for safe and consistent drilling production, Bruce has recently completed his Certificate IV in Training and Assessment, enabling him to deliver and assess training, develop training programs and participate in assessment moderation and validation.

Backed by his Certificate IV and many years of hands on experience in the operation of earth moving equipment, Bruce has a wealth of knowledge that he shares with the crew to optimise safety and production quality whilst minimising environmental impact in the Alcoa region.

On behalf of the JSW team, we would like to thank you for your continuous hard work and dedication. You are an asset to the team and we look forward to following your training success in the future.

## Q&A

### TALK TO THE EDITOR

*You asked and we listened! The Editor of DrillTorque answers some of your questions about working with JSW.*

**Q:** I have a great story to share, how do I send it in to feature in the newsletter?

**A:** Whether it's a site update, team achievement or recognising a colleague for doing something great, we'd love to hear from you! For your chance to feature in the newsletter, please send your story along with any photos you'd like to share to [info@jswaustralia.com](mailto:info@jswaustralia.com).

**Q:** Can I refer a friend to work at JSW?

**A:** Yes please! We would love for you to refer your friends. Please share our recruitment email address, [recruitment@jswaustralia.com](mailto:recruitment@jswaustralia.com), with the relevant person or people and when a job comes up suited, we will contact them!

*If you have a question you'd like to see answered in a future issue, please email [info@jswaustralia.com](mailto:info@jswaustralia.com).*

**Q:** How can I qualify to go in the running for the quarterly JWB Award?

**A:** The quarterly award recognises individuals who consistently demonstrate team work, leadership and a commitment to the JSW values: passion, collaboration, determination and safety. Having an optimistic attitude to the job at hand, going the extra mile and making a positive contribution to the team are just some examples of skills and actions that are highly valued and distinguish individuals from their teammates. These are the skills that we are rewarding quarterly to one deserving employee!

**Q:** Am I eligible for a course at JSW's RTO?

**A:** Yes. All staff who operate or maintain drilling and associated equipment, and have completed their three month probationary period, are enrolled in an applicable course and receive regular guidance, support and in field training. On successful completion of Certificate II, or as and when required, staff are encouraged to complete higher level Certificates to increase technical knowledge and ability, promoting further career progression at JSW.



## CELEBRATING OUR SERVICE MILESTONES

*Congratulations to all those who have reached their 5 and 10 year service anniversaries with JSW. We value your longstanding loyalty and dedication to the business and look forward to celebrating your next milestones in years to come.*

### 5 YEAR MILESTONES

NAME	START DATE
James Chomley	13 February 2015
Ryan Mosedale	8 May 2015
Jordan Buckingham	1 June 2015

### 10 YEAR MILESTONES

NAME	START DATE
James Hutchins	1 April 2010

## CONGRATULATIONS, JIMMY HUTCHINS

Massive well done to James Hutchins, starting with JSW back on 1 April 2010, reaching his 10 year anniversary! Jimmy started with JSW as an Offsider in Kalgoorlie, before progressing into a Driller. Later we put him through a 'trade upgrade' moving from a qualified Light Vehicle Mechanic to a Heavy Duty Fitter. Now, Jimmy is a Fitter Supervisor at the Alcoa Project.

Thanks again, Jimmy, it is the long standers like you that make our company something special!



Jimmy Hutchins participating in a JSW photoshoot at Alcoa.



**JSW**

**PASSION  
COLLABORATION  
DETERMINATION  
SAFETY**

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