



**Colour Level of Activity**

- Introductory – needs supervision
- Intermediate – works independently
- Advanced – can instruct others

**Code Type of Training**

- O** On the job training
- E** Formal training – external
- I** Formal training – internal

Name: \_\_\_\_\_ Company: \_\_\_\_\_ Supervisor(s): \_\_\_\_\_ Mentor(s): \_\_\_\_\_

DISCIPLINE - Metallurgist		year 1				year 2				year 3				year 4				Future Training
		3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	3 mths	
<b>1. Company Induction</b>																		
1.01	Familiarisation	I																
1.02	Site Induction	I																
1.03	Administration	I																
1.04	Organisational Structure	I																
1.05	Policies and Procedures	I																
1.06	Other Aspects of Operations	I																
1.07	Networking	I				O				O								Welcome and mentor others.
<b>2.1 Discipline Specific</b>																		
2.1.01	Health and Safety/ Risk Assessment	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	Lead investigation. Demonstrate positive safety behaviour.
2.1.02	Mines Rescue	I	O	O	O	I	O	O	O	I	O	O	O	I	O	O	O	Captain mines rescue.
2.1.03	Crushing and Grinding		O	O	O	O	O	O										On the job training for Plant Metallurgist type role if that is the chosen career path. This would extend basic understanding of operations to setting and overseeing metallurgical targets to achieve process outcomes.
2.1.04	Mineral Separation and Flotation			O	O	O	O	O										
2.1.05	Dewatering			O	O	O	O	O										
2.1.06	Pyrometallurgy			O	O	O	O	O										
2.1.07	Hydrometallurgy			O	O	O	O	O										
2.1.08	Process Design										E	I	O	O	O			
2.1.09	Process Control				O	O	O	O										
2.1.10	Plant Experimentation			I	O	O												
2.1.11	Laboratory Techniques	O	O															
2.1.12	Sampling	O	O															
2.1.13	Metallurgical Accounting and				I	O	O											
2.1.14	Computer Modelling and							E	I	O	O							Specialist training and experience if this is a chosen career path.
2.1.15	Metallurgical Research and		O	O	O													
2.1.16	Planning and Forecasting				O	I	I											
2.1.17	Maintenance		O															
2.1.18	Environment	O																
2.1.19	Software	O	O	O	O	E	I	I	I									
<b>3. Business/Management Skills</b>																		
3.01	Business Awareness					O	O	O	O	O	O	O	O	O	O	O	O	Understand needs of internal customers.
3.02	Project Management					O	O	O	O	O	O	O	O	O	O	O	O	
3.03	Business Improvement					O	O	O	O	O	O	O	O	O	O	O	O	Demonstrate benefit from improvement.
3.04	Capital Projects					O	O	O	O	O	O	O	O	O	O	O	O	Proficient in writing justifications.
3.05	Financial Analysis/Budgeting					O	O	O	O	O	O	O	O	O	O	O	O	Take key role in budget preparation.
3.06	Contractor Management					O	O	O	O	O	O	O	O	O	O	O	O	Contractor Management, claims processing, relationship development and management.
3.07	Reporting					O	O	O	O	O	O	O	O	O	O	O	O	
3.08	Community Relationship Skills																	
<b>4. Personal Development Skills</b>																		
4.01	Career Development	O	O	O	O	O	O	O	O	O	O	O	O					Mentor others.
4.02	Leadership	O	O	O	O			O	O	O	O							Advanced leadership training.
4.03	Communication							O	O	O	O							
<b>5. Statutory Requirements</b>																		
5.01	Sit Statutory Tickets					Regulations I				Shiftboss O								E Mine Manager (depends on state).
<b>6. Further Education</b>																		
6.01	Related Course																	E
<b>7. Continuing Professional Development</b>																		
7.01	Professional Institute Involvement																	
7.02	Attend Conferences																	Assist in organising a conference.
7.03	Write/Present Papers					O				O								Write papers.