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WIMNet News
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WIMNet News

Quarterly Newsletter for AusIMM Mining Professionals

AusIMM Submission:

Inquiry into pay equity and associated issues related to increasing female participation in the workforce

The AusIMM has been finalising a submission to the House of Representatives Standing Committee Inquiry into Pay Equity and Associated Issues. 700 responses had been received to a member survey advertised through Week in Review.

The WIMNet Committee contributed to the development of the submission.

Further to the submission, The AusIMM are seeking to partner with a social research organisation in order to have the 700 responses analysed according to formal research methods for an academically credible report to back-up advocacy initiatives.

The survey identified 3 major issues affecting women's equitable participation in the workplace, which can be divided into roughly three categories:

- Issues that affect women particularly (regardless of caring responsibilities)
- Issues that affect people with caring responsibilities (both males and females)
- Issues that affect people in roles that employ 'softer' skills (both males and females)

The survey outcomes and recommendations were presented at a recent Conference jointly sponsored by ANU and the World Bank on Gender, Mining and Development. The data was also incorporated into a WIMNet Presentation at The AusIMM Future Mining Conference...

WIMNet presents at The AusIMM Future Mining Conference

WIMNet Committee member Sabina Shugg recently presented at the 1st International Future Mining Conference & Exhibition, which was held at the University of New South Wales in Sydney.

The presentation focused on current activities and issues of concern to the WIMNet Committee, in the context of "Planning for a Sustainable Workforce through Diversity Initiatives."

The presentation is expected to be available as a podcast on The AusIMM website soon. In the interim, the PowerPoint can be viewed at http://www.ausimm.com.au/content/docs/sabina_shugg_wimnet.pdf



Sabina Shugg presenting at the Conference

ABC Goldfields WA - "A man's world"

Dr Sandra Close, FAusIMM(CP), AusIMM Board member-elect, and WIMNet Committee member, was interviewed by the ABC at the Diggers and Dealers mining forum in Kalgoorlie this year.

Only 10 per cent of the delegates are women at the 2008 Diggers and Dealers mining forum - and that's an increase on previous years!

But in the 1960s, when women in any workforce weren't all that common, a young woman was out roughing it as a field geologist in Kalgoorlie.

Sandra Close was alone in a man's world when she hit the field working.

"I was 16 when I went to university... in the early 60s when I started in geology. I spent four years at uni and then headed out to the bush [as] the first woman that I know of to be a full time field geologist..."



David Kennedy and Sandra Close (ABC Local: Rebecca McLaren)

Read the full article/interview at <http://www.abc.net.au/local/stories/2008/08/05/2325097.htm>

Reminder!

Renew your membership to The AusIMM now

All members of The AusIMM will have received their 2009 membership renewal form and for those based in Australia and New Zealand the chance to win \$1,000 worth of fuel if paid before 1 January 2009. Aside from the competition early payment of your fees provides The AusIMM Board and Central Services team with the ability to more effectively manage The AusIMM's cash flow and deliver the range of services and programs planned for 2009.

You can pay your membership by logging into the Members Section of the website and paying on-line <http://www.ausimm.com.au/customerService/login.aspx> by phone on 1800 657 985 (overseas members +61 3 9658 6130), BPay (details on posted invoice) or by returning the payment slip of your invoice to The AusIMM by post, fax or email – membership@ausimm.com.au

If you have any queries please contact the Membership Department directly on the numbers or email listed above.

If you have already paid thank you and if you are not yet a member why not download an application form from the website and join the more than 9,000 Minerals Industry professionals around the world – www.ausimm.com

CMEWA report into the Attraction and Retention of Women in the WA Resources Sector

The CME Report on Attraction and Retention of Women was released. Research and presentations prepared by a number of WIMNet members were cited, and information on the gender pay gap, and advocacy on tax deductibility of child care was also included.

The Report can be viewed at:

<http://www.cmewa.com.au/UserFiles/File/Publications%20-%20Human%20Resources/081127-MPR-Women%20in%20Resources%20Full%20report%20small.pdf>



WIMNet/APESMA seminar - Salary Negotiation Skills for Professional Women

The first joint WIMNet/APESMA Salary Negotiation Skills for Professional Women seminar was held in Brisbane in November, and was a resounding success.

The feedback forms were overwhelmingly positive - some attendees were clearly just thrilled to be in a forum encouraging women to take responsibility for addressing the gender pay gap issue themselves, some got great value from sharing experiences with other attendees, and all feedback forms rated Erin Wood, the presenter, as excellent.

Another seminar is planned to take place in Perth on February 19, 2009.

Miriam Lyons-Stanborough, Vice Chair of the WIMNet Committee, organised the event with assistance from both the WIMNet Committee, APESMA, and the QRC.

Erin Wood, Director Professional Services and National Women's Coordinator, APESMA, and presenter at the first joint WIMNet-APESMA event.



Women focus of mining forum

By Zoe Rudder

The following article is from the "Kalgoorlie Miner," on a recent seminar held in Kalgoorlie that was well supported by Women In Mining Western Australia (WIMWA)

THE recent Women in Mining Forum held at Prospectors and Miners Hall of Fame brought the benefits of a career in the resources industry to the attention of local teenage girls.

More than 200 female students from Eastern Goldfields College, Kalgoorlie-Boulder Community High School, Goldfields Baptist College and John Paul College attended the event.

In a departure from industry norm only one man was present at the event, Chamber of Minerals and Energy Goldfields regional liaison officer Matthew Payne.

Mr Payne welcomed the students to the Goldfields Education and Mining Industry Alliance and Chamber of Minerals and Energy inaugural forum and urged them to consider a future in mining.

Career Advice Australia regional industry career adviser Beverley Wojtowicz said it was excellent to see an event that encouraged girls to consider a science-based career path.

"This is a fabulous event for the Goldfields," Ms Wojtowicz said.

"Instead of them having to head to Perth for a career expo they are able to find out everything here."

All students were seated at a table with professional women from the resources industry who were able to answer any questions the students had. Wife and mother Tracey Beck told students a career in mining could be family-friendly.

Ms Beck, who works as a metallurgist for KCGM, said choosing a career in mining allowed her to travel, work in a job she loves, earn a good

income and raise a family. Ms Beck explained to students working on mine sites did not involve a fly-in, fly-out lifestyle and like any office worker she worked Monday to Friday and had her evenings and weekends free to enjoy with her family.

BHP geologist Michelle Roberts works on an eight-day on six-day off roster and said living and working on mine sites can be fun.

Ms Roberts said working on mine sites was a great way to make friends and when she was back in Perth she had plenty of quality of time to catch up with loved ones.

Another bonus of a fly-in, fly-out work life was that it afforded workers both the time off and income to enjoy holidays overseas and interstate.

"I was actually quiet surprised at how many women there were on site," Ms Roberts said.

"It's good having other women around, but you also find the guys are really great and you all end up getting along really well."

During the course of the day students heard from several guest speakers, who all work in the resources industry.

KCGM Mt Charlotte superintendent Catherine Michaud told guests she had been working in Kalgoorlie for four years and "fell in love with mining" the first time she set foot on a mine site.

"I'm a girl who was made to be out on the field working with the boys," Ms Michaud said.

"Mining has given me a chance to work all over the world."

She said the opportunities for women in mining were endless.

Part-time KCGM worker and WASM student Peggy Grim agreed, but said when she finished high school she had no idea what she wanted to do.

"I went to Carnarvon to visit family and my uncle's daughter drove dump trucks and I thought it was pretty cool," Ms Grim said.

Article continues, PTO

Women focus of mining forum (continued)

Ms Grim said while she decided to get into mining through studying at university, there were plenty of other ways to work in the industry, such as an apprenticeship.

Students said the day was very informative and encouraged them to think about how the subjects they were good at in high school could translate into a career in mining.

Eshe Christie said she was interested to learn that once you went to university you had some flexibility to change your courses and while she was still not sure about what she wanted to do she would now consider the mining industry as an option.

"It was really good to hear from women about it," Eshe said.

"I have never met a women before who does fly-in, flyout work. It was also good hearing about how they can still have a balanced family life."

Cassandra Kenna agreed.

"I came here not knowing what I wanted to do, so this has really opened my eyes up to a lot of new things," Ms Kenna said.

"I really enjoyed having the chance to talk and ask questions of women who work in the industry. I came here thinking there was just truck driving and things like that, so it's great that it broke the stereotye."

She said she was interested in nutrition, so would now be interested in working in health, "maybe for a mining company."

WIMWA/WIMARQ 2009 events!

There are a few things happening in 2009 for Women in Mining Western Australia (**WIMWA**):

- the 'usual' networking meetings which so far have all been evening events or breakfasts, but if there is interest, we could try organising a lunch or a dinner
- career development events such as:
 - ⇒ The WOB seminars held in October
 - ⇒ Joint WIMNet/APESMA Salary negotiation skills seminars (as held in Brisbane in November)
- a one day seminar with a broad theme of career and skills development
- any brilliant ideas or suggestions that you might have

WIMNet News readers are invited to have a think about what you want to see next year, and whether your companies might want to sponsor.

For more information or to lodge your suggestions please contact Sabina Shugg via sabina_77@iinet.net.au

Women in Mining and Resources Queensland (**WIMARQ**) are also set for a busy period in 2009, with plenty of events planned for the year.

Keep updated on
www.womeninmining.com

Great AusIMM events

Calling for Papers ...

The AusIMM New Leaders' Conference 2009

29 - 30 April 2009 Brisbane, QLD

<http://www.ausimm.com.au/newleaders2009/>

Abstract deadline: 5 January 2009

Tenth Mill Operators' Conference 2009

12 - 14 October 2009, Adelaide, South Australia

<http://www.ausimm.com.au/milloperators2009/>

Abstract deadline: 2 February 2009

The AusIMM International Uranium Conference 2009

10 - 11 June 2009 Darwin Convention Centre, NT

http://www.ausimm.com.au/content/docs/uranium09_callforabstracts.pdf

Abstract deadline: 3 February 2009



DATES FOR YOUR CALENDAR

Orebody Modelling and Strategic Mine Planning, Perth: 16-18 March 2009
(http://www.ausimm.com.au/SMP_2009/)

Project Evaluation Conference, Melbourne: 21-22 April 2009
(http://www.ausimm.com.au/project_evaluation2009/)

...plus much more!

For the full list of AusIMM Events and to view the Industry Calendar of Events, go to

<http://www.ausimm.com.au/sections/MEvents.aspx> (AusIMM Events)

and

<http://www.ausimm.com.au/content/default.aspx?ID=242> (Industry Calendar)



Project Evaluation

21 - 22 April 2009

Grand Hyatt Melbourne, Australia



Moving Forward in Challenging Times

Great publications

The AusIMM Bulletin Update

The December issue of the Bulletin is out now, and includes the following features:

- Gold
- New Zealand
- Queensland
- Minerals Processing

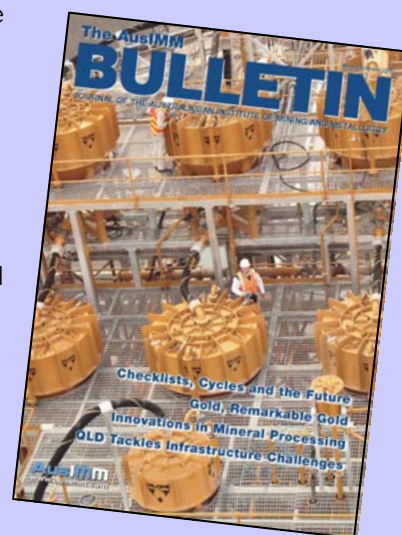
...plus the latest Technology & Industry news, and AusIMM Member news.

Features for the upcoming February 2009 edition include:

- China
- Mining Technology Services
- Mine and Plant Maintenance
- Professional Risk Management

Keep a look out in your mailboxes in early February!

If you are interested in submitting an article to The AusIMM Bulletin for consideration, the Editor of the Bulletin, Ms Monika Sarder would love to hear from you. Please send an outline of your proposed article to editor@ausimm.com.au



AusIMM Publications (new releases!)

Uranium 2008

Format: CD ROM

(PowerPoint files and abstracts only)

<http://www.ausimm.com.au/publications/publication.aspx?ID=3461>

MetPlant 2008 (Metallurgical Plant Design and Operating Strategies)

Format: CD ROM (only)

<http://www.ausimm.com.au/publications/publication.aspx?ID=3496>

ICAM 2008 (International Congress on Applied Mineralogy)

Format: Hard Copy and CD ROM

<http://www.ausimm.com.au/publications/publication.aspx?ID=3497>

Download order form for these publications here: http://www.ausimm.com.au/Content/docs/new_releases_standard.pdf

To purchase copies or to view the contents pages please visit The AusIMM online shop: <http://www.ausimm.com/shop>

Narrow Vein Mining Conference Proceedings book and CD ROM

<http://www.ausimm.com.au/publications/publication.aspx?ID=4333>

Future Mining 2008 Conference Proceedings

<http://www.ausimm.com.au/publications/publication.aspx?ID=4841>

PACRIM Congress 2008 Proceedings

<http://www.ausimm.com.au/publications/publication.aspx?ID=4842>

For further information on any of these New Releases, or to order copies over the phone, please contact the Publications Department on (03) 9658 6150 or via email: publications@ausimm.com.au

CareerMums Media Release

A 'stay in touch' Program for Employers to Engage and Retain Parents-On-Leave

CareerMums and Mums@Work have just launched an Australian-first 'stay in touch' program for employers to engage and retain parents-on-leave.

Kate Sykes of CareerMums said "Research and surveys have consistently identified that employers do not typically have a communication program in place for parental leavers, and this has the potential to negatively impact the retention rate of employees returning from parental leave. In general, most parents on leave want to have access to internal communications, have the choice to attend meetings and other events, and be given the opportunity to negotiate a flexible working arrangement on their return to work."

Connell Wagner, Blackmores, VicSuper, Monash University and IBM Australia are just some of EOWA's Employers of Choice for Women who have adopted successful 'stay in touch' programs which have resulted in higher retention rates.

"The benefits of introducing a 'stay in touch' program can be significant to businesses. Some of these include more parents returning to work – possibly sooner than they intended, cost savings on recruitment and training, retention of skills and experience, and opportunities to utilise staff on parental leave for ad-hoc project work," said Emma Walsh of Mums@Work.

The imminent introduction of the new National Employment Standards (allowing parents to request an extension of parental leave beyond 12 months) and of the proposed '18 weeks paid parental leave scheme' emphasises the importance of employers to stay in touch with parents on parental leave.

The Productivity Commission's draft report on paid parental leave has an eligibility provision for parents on parental leave to 'keep in touch' with their employer making this Toolkit an essential tool for every HR practitioner.

[Click here to view the press release in PDF.](#)

[Click here to view the brochure.](#)

Contact:

CareerMums - Kate Sykes (02) 6161 0128 - kate@careermums.com.au

Mums@Work - Emma Walsh (02) 0404 093 082 - emma@mumsatwork.com.au





Newsflash



***The Age:* Women's workplace safety under spotlight**

Employers should re-think health and safety standards to cater for the increasing number of women entering non-traditional careers, a Brisbane workplace safety meeting has heard.

Keep reading at

<http://news.theage.com.au/national/womens-workplace-safety-under-spotlight-20081021-558w.html>

***Contractor Construction:* Pink Truck Campaign launches at Thiess Burton coal mine**

Thiess launched a 12 month fundraising campaign in support of the National Breast Cancer Foundation at Burton Coal Mine, Queensland.

Inspired by the good work being done throughout breast cancer month the Thiess team located at the remote Burton Coal Mine 150 km south-west of Mackay, have developed a plan to raise \$40,000 before Pink Ribbon Day next year.

Details here:

<http://www.constructioncontractor.com.au/Article/Pink-Truck-Campaign-launches-at-Thiess-Burton-coal-mine/429960.aspx>



***ABC:* Glass ceiling will add to skills shortage: report**

More women must be attracted to board positions of major companies to counter impending skills shortages, the author of a report into gender equality says.

A report by the Equal Opportunity for Women in the Workplace Agency (EOWA) has found the number of women on company boards has been declining because of a "systematic bias" against women.

Author Chris Thomas told the ABC's Midday Report Australia's corporate sector will suffer if the decline continues.

"As the baby boomers retire there's going to be a serious shortage of talent and it's essential that women and their skills are tapped to fill those gaps," he said.

"The evidence is that companies that have more women at the top actually are the companies that are performing better.

"While it's not necessarily a direct causal relationship, I think what it reflects is that the companies that are enlightened and innovative, that is the companies that see talent for what it is rather than the gender of it, will be those companies which perform better."

An earlier report from the EOWA showed the number of women on boards and in executive positions has declined since 2006, and in some cases was at pre-2004 levels.

"The real problem is the management of larger corporations and professional firms is just not enabling enough women who wish to get to the senior levels of their organisations to get there," Mr Thomas said.

Download the report at:

<http://www.eowa.gov.au/>

The news story is at:

<http://www.abc.net.au/news/stories/2008/11/12/2417623.htm?section=justin>

WOB 2nd National Diversity on Boards Conference

Women On Boards is hosting its 2nd National Diversity on Boards Conference in Sydney on the 1st – 3rd of September 2009, at Sheraton on the Park, 161 Elizabeth Street, Sydney NSW 2000.

Program Outline

- Tuesday 1 September: Workshops
- Wednesday 2 September: Plenary and concurrent sessions, Mentoring Dinner
- Thursday 3 September: Plenary and concurrent sessions

Keep up to date via

<http://www.womenonboards.org.au/events/diversity2009/index.htm>

Article of interest...

Arabian Rights - Australian Magazine article on the Citadel Resource Group

http://www.citadelrg.com.au/documents/ArabianRights_AustralianMagazineArticle.pdf

CONTACT US

If you have any feedback, would like to make a suggestion or contribute to future editions of *WIMNet News*, please e-mail the Secretariat Stephanie Omizzolo at somizzolo@ausimm.com.au or email any of the WIMNet Committee members:

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Or visit our webpage: <http://www.ausimm.com.au/Content/default.aspx?ID=236>

We hope you enjoyed this edition of WIMNet News! Stay tuned...next newsletter due in the first quarter of 2009

AusIMM
AUSTRALASIAN INSTITUTE OF MINING & METALLURGY