

RESOURCE INDUSTRY PROVEN
LEADERSHIP EXPERIENCE
NATIONAL ADVISORY COUNCIL
INDUSTRIAL SKILLED
RELATIONS MIGRATION
REFORM MININGOILANDGASJOBS.COM

DEVELOPING

WORKPLACE

POLICY

MINING

JOBS

GROWTH

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2011 ACTIVITIES REPORT

TRAINING AND
DEVELOPMENT

UNIFIED
VOICE

TRANSITIONING TOMORROW'S LEADERS

INNOVATIVE SERVICES

MEMBER COMMUNICATIONS

SKILLS SOLUTIONS

ECONOMIC DRIVER

WOMEN IN RESOURCES ALLIANCE



About Us

AMMA is Australia's resource industry employer group, a unified voice driving effective workforce outcomes.

AMMA has been serving the resource industry for more than 90 years, with its membership comprising the majority of resource industry employers operating in Australia.

Members include companies directly and indirectly employing more than half a million working Australians in mining, hydrocarbons, maritime, exploration, energy, transport, construction, smelting and refining, as well as suppliers to these industries.

AMMA works with its powerful network of like minded companies and resource industry experts to influence policy development and lobbying; provide workforce consultancy services; engage in training and development; and host valuable industry leadership events.

This Activities Report details how AMMA continued to deliver leadership, representation, experience, innovation and interaction for its members during 2011.

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AMMA Board

AMMA PRESIDENT

Ian Smith	Managing Director and Chief Executive Officer, Newcrest Mining Limited
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AMMA VICE PRESIDENTS

Peter Johnston	Managing Director and Chief Executive Officer, Minara Resources Limited
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Ulysses Yiannis	Human Resources Manager - Asia Pacific South, Esso Australia Pty Ltd and Mobil Oil Australia Pty Ltd
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DIRECTORS

Terry Burgess	Managing Director and Chief Executive Officer, Oz Minerals
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Lucio Della Martina	Executive Vice President, Pluto, Woodside Energy Ltd
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Johnpaul Dimech	Chief Executive Officer, Sodexo Australia & New Zealand
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Kim Horne	Executive Director, People, Environment and Corporate Affairs, Alcoa of Australia Limited
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Andrew King	Managing Director, P&O Maritime Services Pty Ltd
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Executive Report

Another extraordinary year has gone by and it's become clear the magnitude of change occurring in Australian industry is matched only by the shifting composition of economies all over the world.

Developing nations including China and India are dominant players on the global scale and the demand for Australia's rich natural resources is rising exponentially. Now more than ever, our industry has a key role in this new global economic paradigm.

Important steps have been taken by industry and government in 2011 to seek ways to collaboratively manage the integral role resources is playing in Australia's future. On the workplace relations front, the challenges AMMA face when representing members and the interests of the entire industry are becoming increasingly complex.

Historically it takes 2-3 years for business sectors to feel the full effects of a new political IR framework. This concept has never been truer as we rapidly approach the two year review of the Fair Work Act 2009, scheduled to commence in January 2012.

AMMA is continuing to drive the national argument for IR policy reform, particularly in the 26 key areas of the legislation we deem most restrictive to employers and damaging to our competitiveness. Clearly these flaws in the Fair Work Act have swung the pendulum too far in the unions' favour to the detriment of employers, productivity efforts and the national economic interest.

The requirement of an employer to actively promote trade union membership to new and potential employees is just one example. Similarly, union tribalism is becoming

intolerable as the various groups are being allowed to compete for membership on sites. Coupled with unfairly liberal Right of Entry privileges, we're seeing resource employers forced to chaperone union officials on membership fishing expeditions with little notice or respect for business operations.

Not only are these practices commercially unproductive, but in many cases have serious implications for safety protocols and burden our members with unnecessary costs. We're also faced with an unprecedented rise in unions making 'strike first, ask questions later' actions and cases where large strikes are occurring without the majority support of employees.

The success of resources companies has also seen a renewed campaign for mandated local content provisions in project approvals and bargaining agreements. The notion limits the access Australian corporations have to cutting-edge goods and services, while also discouraging competition and international benchmarking among local manufacturers and mining service suppliers.

This year AMMA has ramped up its industry leadership to assist employers in facing such challenges. The AMMA Industrial Relations Foundation Fund was established to deal with adverse employer decisions in our sector and has proven to be an invaluable resource for our members. Our expanding Workplace Operations and Workplace Policy divisions have been more active than ever in workplace consultancy, project management, member representation, intervention in significant court cases and submitting industry papers to government on key IR policy matters.



Steve Knott
AMMA Chief Executive

"Workplace challenges facing AMMA members are becoming increasingly complex and in 2011 we found new avenues to give resource employers a voice on these matters."

Executive Report (continued)

Via our Media, Public Affairs and Members Service division, AMMA's development of industry initiatives also continues to gather national momentum, with several major projects coming online. Our efforts to ease the burgeoning skills shortage in the resource industry has been the primary goal behind many of these initiatives, as we tackle the underlying causes of the resource jobs crisis. One of these exciting initiatives is AMMA's innovative new website miningoilandgasjobs.com, which is a complete online employment and recruitment centre for workers seeking opportunities in the resources boom.

AMMA's capacity to provide invaluable information to landmark policy reform was demonstrated by our Workplace Policy Division's active involvement in the national harmonisation of Australia's workplace health and safety laws, taking effect from January 2012. Workplace Policy is continuing to submit invaluable recommendations which will play an important role in future policy-making decisions in the resource industry. This activity includes the Federal Government's inquiry into the use of fly-in, fly-out (FIFO) workforces, which is utilising the expertise and experiences of AMMA members.

Finally, Prime Minister Julia Gillard formed the National Resources Advisory Committee this year in which AMMA was a key industry representative. Joined by the CEOs of a number of member companies, we are using this position to propose a series of industry initiatives and policy reform to address key workforce issues and ultimately benefit our members.

2011 was a year in which AMMA and its members faced new workplace challenges and began experiencing the full impacts of the new IR legislation. But it was also a period in which we found new avenues to give resource employers a voice on these matters and successfully implemented initiatives to address these issues in new, innovative ways.

We look forward to continuing this path in 2012.



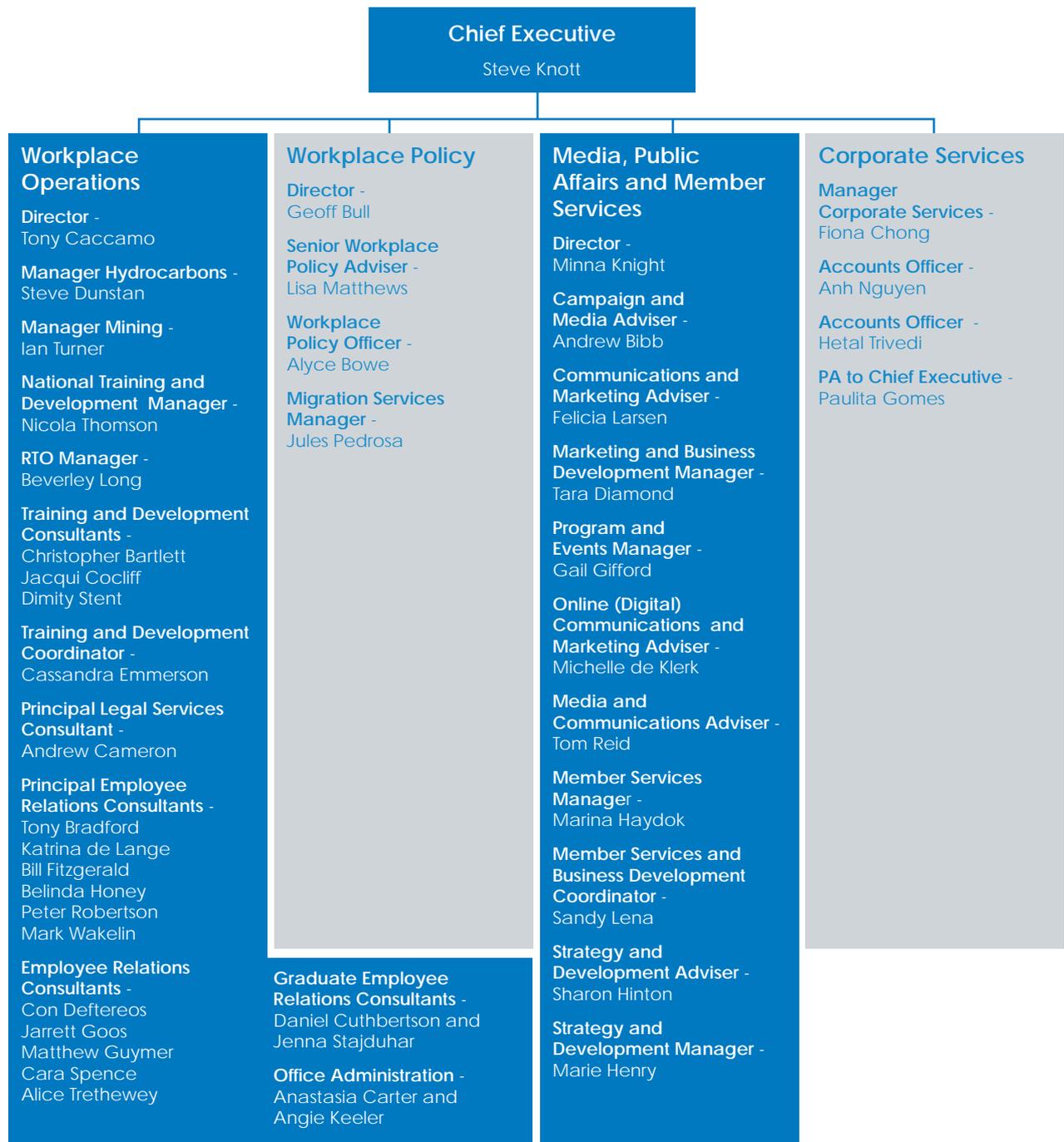
Steve Knott
AMMA Chief Executive

Miners call for non-strike clause

The Australian Mines and Metals Association yesterday warned the Gillard Government and the opposition failure to substantially change the Fair Work would be a "reckless abandonment of economic management".

The Australian 24/09/2011

AMMA Team





Media, Public Affairs and Member Services

Minna Knight
Director

Under the direction of Minna Knight, the Media, Public Affairs and Member Services division coordinates and oversees the outward delivery of all communication and interaction with AMMA members, industry, media, government and other stakeholders.

In addition to all communications and stakeholder engagement activity, the Media, Public Affairs and Members Services division specialises in identifying and implementing new member services and initiatives to further the interests of AMMA members and the national resource industry.

In this space, 2011 has been an exciting and industrious period for AMMA. New and existing services and initiatives were developed for AMMA's ever-increasing membership base, while AMMA's media reach and capacity to influence key policy decisions impacting the industry was greatly strengthened.

Media and External Communications

Effectively communicating key industry messages through the media is a major factor in AMMA and its members' ability

to influence legislative outcomes at all levels of government. In particular, AMMA has successfully conveyed its position and preferred changes on several important government policies to various community groups and industry stakeholders.

In the current political environment, community and/or employee union campaigns have the ability to undermine the resource industry's social and legislative licence to operate. This often occurs irrespective of whether such activity is justified or is based on the inaccurate claims of third parties only interested in generating conflict.

To resist this negative influence, AMMA's media team has strategically increased the frequency and placement of key industry messages and commentary in both regional and metro areas. The increased coverage throughout 2011 has ensured the industry has had a voice on matters including skilled migration, fly-in fly-out workforces (FIFO), industrial relations, workforce development, superannuation, OH&S and taxation issues.

AMMA has provided commentary and actively participated in discussions across television, radio, print, online, public



A large, dimly lit event space, likely a conference or gala, with a stage and audience. The room is filled with people seated at round tables, and a stage is visible in the background. The lighting is warm and focused on the stage area. The text is overlaid on a dark, semi-transparent background in the upper left quadrant of the image.

“Effectively communicating key industry messages through the media is a major factor in AMMA and its members’ ability to influence legislative outcomes at all levels of government.”

Media, Public Affairs and Member Services (continued)

forums and other mediums. While regional newspapers, specialist news websites and broadcast services actively seek AMMA's expertise, the Association has been especially prominent across ABC Radio National programs, *The Australian*, *The Australian Financial Review* and other key News Ltd and Fairfax newspapers.

Specific examples of AMMA media activities that have generated widespread, national coverage during 2011 include:

- AMMA's push for the Federal Government to make integral changes to its skilled migration program to address worsening skills shortages in the resources sector;
 - The AMMA/RMIT industry survey and report that demonstrates the dissatisfaction among resource employers towards the federal IR environment;
 - Several Fair Work Act appeals and interventions by the Workplace Operations division, including AMMA's involvement in the much-publicised JJ Richards Case;
 - The establishment of AMMA's Industrial Relations Foundation Fund as the Association is publicly seen to be ramping up its resistance to unfair FWA decisions and adverse union action towards resource employers;
 - Excellent national coverage of AMMA's 2011 National Conference and the workplace issues discussed by special guests and keynote speakers;
 - AMMA's stance on the FIFO debate; calling for regional development policy to offer better incentives for the creation of localised workforces;
 - AMMA's response to an Australian Institute report that unfairly attempts to damage the public perception of the mining sector; and
- AMMA's role in the formation of the National Resources Advisory Council.

During 2011, AMMA's media activity significantly raised the public profile of the Association as the leading resource industry employer group, elevating AMMA's status as a key industry and political commentator. These activities will be further enhanced in 2012.

Government Relations and Public Affairs

The growth of the resource industry has predictably attracted increased interest in the sector as its economic importance for all Australians and other parts of the world becomes well understood. Scrutiny of the policies underpinning future growth and development from all levels of government and politics particularly increased during 2011.

This interest has presented both opportunities and challenges for AMMA, its members and the industry more broadly. Throughout the year, all governments sought to implement policies that have assisted the sector to alleviate problems such as labour shortages to some extent. However policy development has failed to adequately address industry concerns about the proposed MRRT, Carbon Tax, safety laws, superannuation and the ongoing problems with the existing IR legislation.

Working closely with AMMA's policy division, chief executive and members from mining, oil and gas, construction, transport, maritime and allied services, the Public Affairs division provided strategic direction in the delivery of AMMA campaigns. These included guidance in the development of industry policy positions and interacting with government ministers and representatives at a state and federal level.

iConnect Project

The Media, Public Affairs and Member Services division has responded to member feedback in 2011 by strategically advancing the delivery and quality of communication material being sent to AMMA members on a regular basis.

Significant improvements in the quantity of member circulars and information being distributed to the industry have been implemented, alongside enhancements to the existing technology underpinning the dissemination of this material.

The Member Services division began implementing the iConnect Project midway through 2011, representing a significant IT investment dedicated to achieving greater efficiency and effectiveness of member services and communications.

With the iConnect Project fully integrated into AMMA's existing content management system and internal communication strategies, members will enjoy greater connectivity to important industry announcements, notices and information during 2012.

miningoilandgasjobs.com

After extensive consultation with its members, industry representatives and government officials, AMMA launched its innovative new website miningoilandgasjobs.com in late 2011 to connect with Australian workers seeking opportunities in the mining boom.

The strength of employment growth prospects and wage rates compared to other sectors of the economy is continuing to drive demand for information on how to transit into roles in the resource industry.

miningoilandgasjobs.com is one of AMMA's initiatives specifically designed to address this growing demand, as increased media attention on the skills shortage affecting resource employers generates widespread interest in employment in the industry.

Shortly after miningoilandgasjobs.com was activated, an ANZ bank economic report published on the front page of *The Australian* predicted up to 750,000 new jobs will be created on the back of Australia's mining boom.



Media, Public Affairs and Member Services (continued)

Miningoilandgasjobs.com supports AMMA's goal of encouraging workers to plan long-term resource careers by including a Careers and Industry Guide for invaluable assistance in the planning process. This exhaustive online resource is what sets the website apart from universal jobs boards available to jobseekers. Developed especially for the resource and allied industries, miningoilandgasjobs.com provides jobseekers with information about employment and career planning in mining, oil and gas, energy and alternative energy. Importantly, it also provides comprehensive information about living and working in Australia, valuable career resources, and training and development.

The National Resources Sector Employment Taskforce (NRSET) highlights current activity will create about 62,000 new mining jobs by 2015, and clearly states employers need to be innovative in their approach to sourcing and retaining employees. AMMA is taking proactive industry leadership to fill the void, with miningoilandgasjobs.com the largest online resource that allows ambitious Australian workers to tap into this unprecedented jobs growth.

Miningoilandgasjobs.com is the biggest source of information about employment, career planning, migration, and training and development in the resources sector in Australia. The site is continuing to surpass many expectations as it gathers strong industry momentum. This initiative further demonstrates AMMA's industry leadership and dedication to providing innovative solutions to the burgeoning resources labour shortage.

Membership Retention and Growth

AMMA has experienced a growth in membership in all four quarters of 2011, as further investment in Australia's resource

industry presents great opportunities for the Association to increase its representative scope.

ABS statistics show \$47.2 billion of new capital expenditure was injected into Australia's resource industry during 2011, representing a 34.1 per cent increase on the corresponding period.

Numerous major projects are coming online across the country and as such new members have joined AMMA from a variety of sub-sectors including hard rock mining, coal seam gas, contract mining, hydrocarbons, maritime, transport, processing and allied services.

Each new member enhances AMMA's capacity to unite the national resource industry with one voice, driving effective workplace outcomes to ensure Australia attains the great economic opportunities in this phenomenal investment period.

AMMA Associate Membership

Now its third year, the Associate Membership Program continues to provide additional value to AMMA members through its connections with the various resource industry suppliers involved in the program.

The number of AMMA Associate Members continues to grow as more supply companies which are engaged in the resource industry recognise the advantages of being associated with AMMA and its membership base of key resource employers.

Regular AMMA members enjoy the rewards and benefits schemes of engaging with those suppliers in the Associate Membership Program, while both parties enjoy the several opportunities provided throughout the year to meet and form integral business relationships.

Rio foiled in bid to restrict union access

Australian Mines and Metals Association spokeswoman Minna Knight said difficulties with the laws arose “because rogue unions misuse the laws to gain access to worksites for reasons not always related to safety. This can often create difficulties in workplaces.”

The Australian 06/1/2011

“Each new member enhances AMMA’s capacity to unite the national resource industry with one voice, driving effective workplace outcomes to ensure Australia attains the great economic opportunities in this phenomenal investment period.”



Conferences, Industry Forums and Events

The number of member and industry forums, Special Interest Groups (SIGs) and other events hosted by AMMA across Australia have provided valuable opportunities for members to network and share vital information. Many events have also connected AMMA members with beneficial third-party business contacts.

Moving to the East Coast of Australia this year, the AMMA 2011 National Conference was held on the Gold Coast and involved delegates from mining, coal seam gas, construction, transport, ports, contract mining and allied services. The event was an overwhelming success with large numbers of attendees, a record number of exhibitors, well received keynote speakers and the inclusion of networking events, break-out sessions and workshops.

AMMA wishes to thank conference sponsors and exhibitors for their ongoing support of the conference and looks forward to seeing members at the 2012 AMMA National Conference, being held in Perth from May 23-25, with a Careers and Training Expo running alongside the event.

SIG member forums held across the country and speciality conferences including AMMA's inaugural Migration Conference are further outlined in the Workplace Policy section of this report.

National Resources Advisory Council

In 2011, AMMA was invited by Prime Minister Julia Gillard to represent the interests of its members and the wider resource industry on the National Resources Advisory Council.

The Federal Government initiative is a tripartite body comprising industry representatives, employee unions and government. The establishment of this group demonstrates a definite sense from both industry and government that greater action must be taken now to ensure the ongoing success of the industry.

AMMA's presence on the Advisory Council will ensure solutions to the critical skills and workforce challenges facing its members will be discussed. In the coming months, AMMA will propose a series of industry initiatives to address key workforce issues and develop policy to best manage the burgeoning demand for Australia's rich natural resources.



The opportunity to work with members and other industry stakeholders on this council is welcome by AMMA, as it calls for a meaningful review of the 'productivity sapping' IR laws.

Building on a number of recommendations made by the NRSET, AMMA is lobbying the Federal and State Governments to take a nationally-coordinated approach and work closely with industry on these crucial challenges.

AWRA Project – Australian Women in Resources Alliance

Key industry stakeholders and policy makers have identified women as a relatively untapped source of labour for the resource and construction sectors. The ever increasing number of job vacancies within the industry has brought the need for these sectors to better engage with prospective women employees to the forefront of workplace relations policy development.

As its profile and credibility for delivering effective industry initiatives increases, AMMA took the lead in 2011 and established the Australian Women in Resources Alliance. Partnering with the Federal Government's Critical Skills Investment Fund to develop and roll out the project, AMMA will coordinate and implement a series of initiatives over the next three years designed to increase and attract a greater number of women to the resources sector and allied services.

Enhancing the attraction and retention of women workers in the sector is a key objective of AMMA as we continue driving the Australian Women in Resources Alliance (AWRA) project. Women will play a key role in plugging skills gaps and evolving the resources workforce into one of the most diverse and dynamic in the world.

The Year Ahead

AMMA's Media, Public Affairs and Member Services division will continue to enhance its existing services while developing new initiatives aimed at achieving positive outcomes for its members and the national resource industry. AMMA's active media participation is expected to again increase during 2012, as the division implements a targeted media strategy to better engage regional and metropolitan media outlets as the key source for resource industry commentary.

The AWRA and miningoilandgasjobs.com projects are expected to continue their favourable growth curve as AMMA works closely with members and other stakeholders to ease the critical skills shortage. Ongoing participation on the National Resources Advisory Council will further these efforts.

New industry initiatives in the early planning or development stages include an online remuneration and benefits service to assist members in wage rate and salary advice. Psychometric testing is also expected to be a future available service available to AMMA members through miningoilandgasjobs.com, as AMMA strives towards matching employers with the best candidates for skilled roles. A public participation service is also in the pipeline, aiming to train AMMA members with the community engagement and stakeholder communications that are becoming more essential in the booming industry.

The Media, Public Affairs and Member Services division has been greatly enhanced throughout 2011, a year of remarkable growth for AMMA where its position as an industry leader and innovator was truly affirmed. Capitalising on the excellent work from this year, it's anticipated that 2012 will prove extraordinary.



Workplace Policy and Migration Services

Geoff Bull
Director

Geoff Bull heads AMMA's Workplace Policy and Migration Services division. He reflects on a stellar 12 months of policy development, migration activities and extensive research projects.

Workplace Policy and Migration Services has had another busy year in 2011, particularly with challenging tribunal and court decisions that AMMA maintains are contrary to the intent and purpose of the Fair Work Act and detrimental to the resource industry and AMMA members.

A number of decisions by members of Fair Work Australia in various provisions of the Fair Work Act have resulted in interpretations of the Act that are extremely prejudicial to employers generally and the resource industry in particular. In the interests of its members, AMMA decided that some of these decisions should be challenged.

To this end, AMMA has established an Industrial Relations Foundation Fund. Comprised of voluntary one-off financial contributions by members, the fund ensures AMMA can engage the necessary legal resources to appeal through the courts and tribunals those decisions which have the most serious ramifications to the resource industry.

After being established in mid-2010, AMMA's Migration Service has also undergone strong expansion in 2011. An important development was the Federal Government's announcement in the May Budget that it would introduce enterprise migration agreements (EMAs) for 'mega' resource projects. This will allow more streamlined access to skilled and semi-skilled workers from overseas in the midst of the current skills shortage in the resource industry.

AMMA's policy advisory group, the Board Reference Group, continues to meet on a quarterly basis to provide input into strategic lobbying efforts in the workplace relations space.

Throughout the year, AMMA regularly consulted and corresponded with the offices of Prime Minister Julia Gillard, Resource Minister Martin Ferguson, Workplace Relations Minister Chris Evans and Immigration & Citizenship Minister Chris Bowen, as well as the Department's of Immigration & Citizenship and Employment, Education and Workplace Relations on key matters relating to skilled migration and workplace relations.

AMMA Migration Services

AMMA Migration Services provides a national service to our members across Australia which focuses on resource industry migration activities. Given AMMA's expertise in workplace relations, Migration Services' activities have included advice and consultancy in relation to EMAs, 457 temporary skilled migration visas, training visas, labour agreements and employer-sponsored migration.

The Migration Service works closely with other AMMA divisions to enable the whole suite of employment related services to be provided to assist members with overseas workers including training, employment contracts, and general advice on employment related matters.

A photograph of a male worker in profile, wearing a white hard hat, sunglasses, and a high-visibility yellow and orange work shirt. He is walking past a large, textured stone structure, possibly a wall or part of a building. The background is a blurred landscape under a clear sky. A semi-transparent dark box is overlaid on the lower half of the image, containing white text.

“The Industrial Relations Foundation Fund ensures AMMA can engage the necessary legal resources to appeal through the courts and tribunals those decisions which have the most serious ramifications to the resource industry.”

Workplace Policy and Migration Services (*continued*)

A recent survey of AMMA members revealed that 74 per cent were planning to recruit skilled workers from overseas in the coming months. AMMA's Migration Service is equipped to assist companies respond to the increasing challenges of the skills shortage.

Skilled Migration Conference

AMMA held its first one-day conference devoted exclusively to skilled migration issues this year in Perth. The July conference, *From Passports to Hardhats – Sourcing skilled workers from overseas for Australia's resource industry*, achieved excellent attendance numbers and is likely to become a regular annual event.

High profile speakers included the Minister for Immigration & Citizenship Chris Bowen and Shadow Minister Scott Morrison, plus representatives from the Department of Immigration & Citizenship and the Office of the Fair Work Ombudsman.

National Harmonisation of Work Health and Safety Laws

Involvement in the national harmonisation of Australia's work health and safety laws was another important activity undertaken by the Workplace Policy division in 2011.

The harmonisation takes effect in all states and territories from January 2012, with Workplace Policy's involvement in strategic committees enabling AMMA to influence the policymakers in all aspects of the process.

Feedback from AMMA's own Health & Safety Environment Advisory Group, comprised of members' work health and safety professionals, was also essential to these activities. Most recently, AMMA was involved in consultation over the National Mining Regulations, which will form an important part of the harmonised system for mine sites across Australia.

Workplace Policy will continue to work proactively to secure much-needed changes to the legislative environment for the benefit of its members.

Research Projects and Knowledge Sharing

During 2011, Workplace Policy continued to drive AMMA's national reputation as the primary source of knowledge and research expertise in Australia's resource industry.

The division conducted a number of presentations at key industry events, researched and constructed submissions for government departments making crucial policy decisions, and published independent reports and papers written by AMMA's policy experts.

Presentations

- The Second Annual Mining & Technology Summit;
- Freight Week 2011;
- Safety in Mining Conferences in Perth and Brisbane;
- Industrial Relations Summit;
- Coal Industry Conference Bowral; and
- Mining & Technology conference in Brisbane.

Submissions and Publications

- Submission to Safe Work Australia on the draft model Work Health & Safety Regulations 2011 and Codes of Practice;
- Submission to the Australian Building & Construction Commission's inquiry - *Sham arrangements and the use of labour hire in the building and construction industry*;
- Submission to the Department of Immigration & Citizenship on the proposed Short Stay Activity Visa;

- Submission to the Department of Immigration & Citizenship on the Migration Program for 2011-2012 and Beyond;
- Submission to the Department of Immigration & Citizenship on its 'Review of the permanent employer sponsored visa categories';
- Submission to Safe Work Australia on the draft National Mining Regulations;
- Submission to the House of Representatives Standing Committee on Regional Australia on its 'Fly-in, Fly-out' inquiry;
- Policy investigation report - *Fair for Who? The rhetoric versus the reality of the Fair Work Act*;
- Discussion paper - *The Model National Work Health & Safety Bill: What needs to be done to get it right?; and*
- Briefing paper - *Productivity in the Mining Industry*.

The project is building the case for legislative change through biannual surveys of participating AMMA members to research the ongoing impacts of the Fair Work Act on resource industry worksites over time.

The most serious issues identified in the latest surveys include concerns around negotiating new enterprise agreements under the Fair Work Act, closely followed by concerns about increased right of entry requests and the potential to receive adverse action/general protections claims from current and prospective employees and independent contractors.

In key areas, the project's findings about the Fair Work Act have not been particularly favourable, with declines being reported in employers' perceptions of their overall workplace relations environment, labour productivity and direct engagement levels since the Fair Work Act began.

Member Surveys

Now in its second year, the AMMA Workplace Relations Research Project has collected information from four comprehensive surveys of AMMA members and continues to track their concerns with the operation of the Fair Work Act.



Workplace Policy and Migration Services (*continued*)

In addition to the WR Research Project, the Workplace Policy division continues to conduct regular member surveys on a variety of workplace issues to ensure policy and lobbying activities reflect members' views. Surveys conducted in 2011 included:

- Fly-in, Fly-out Survey;
- Mining Industry Remuneration Survey;
- Skilling the Resources Sector Survey;
- Paid Parental Leave Survey; and
- Skills Shortage and Migration Survey.

Involvement in Strategic Issues Groups

Members of the Workplace Policy division sat on various committees during 2011 to provide stakeholder input into workplace relations and workplace health and safety issues. These committees included:

- Australian Chamber of Commerce and Industry (ACCI) Workplace Policy Committee;
- ACCI Occupational Health & Safety Committee;
- ACCI General Counsel;
- ACCI Mining Reference Group;

- NSW Business Chamber IR Committee;
- DEEWR Paid Parental Leave Committee;
- Minister for Infrastructure's Shipping Industry Reform Committee;
- Maritime Skills and Training Reference Group; and
- Committee on Industrial Legislation.

Throughout 2011, the Workplace Policy division facilitated AMMA's own Health & Safety Environment Advisory Group to coordinate input into AMMA's OHS policies, papers and submissions, including to the national OHS harmonisation process.

The Workplace Policy team also attended the Australian Building & Construction Commission's round table on sham contracting in the building and construction industry, and the Department of Immigration & Citizenship's round table on enterprise migration agreements (EMAs).



Living out here's the pits

The Australian Mines and Metals Association wants "enhanced incentives" to localise workforces in regional towns hit by hefty rents. It said there needed to be stronger policy decisions to support and co-ordinate regional development.

The Courier Mail 05/09/2011

"In key areas, the project's findings about the Fair Work Act have not been particularly favourable, with declines being reported in employers' perceptions of their overall workplace relations environment, labour productivity and direct engagement levels."



Involvement In Significant Court Cases

The involvement in significant court and tribunal cases was a key factor in making 2011 an extremely busy year for the Workplace Policy division.

Decisions that AMMA felt were detrimental to not only AMMA members' interests but also to the public interest and needed to be challenged included:

- *The ADJ Contracting case* - AMMA intervened to support the appeal of a decision in which Fair Work Australia endorsed controversial agreement content in relation to right of entry, the use of contractors and employer encouragement of union membership;
- *Tracey v Technip Oceania Pty Ltd* - AMMA represented its member Technip Oceania Pty Ltd in an appeal against a Fair Work Australia decision. The decision in the first instance found that an official of a union that had no right to represent a specific group of workers could represent those workers as an 'individual' bargaining representative; and
- *JJ Richards case* - AMMA has filed an application to the Federal Court to challenge the interpretation of the Fair Work Act embodied in a decision by a Full Bench of Fair Work Australia. The Full Bench decision upheld earlier decisions that found there were virtually no pre-requisites before a minority of employees could take protected industrial action. This decision became known as the 'strike first, ask questions later' ruling.

Workplace Policy has also initiated in Fair Work Australia changes to the Modern Hydrocarbons Industry Award to reflect its true intentions in travel to and from a worksite.

The Year Ahead

The nationally harmonised work health and safety system will ensure 2012 is another big year for Workplace Policy, as AMMA members start to review their policies and procedures for compliance with the new laws.

The skills shortage, which is already biting in some sectors of the industry, looks set to worsen over the next 12 months. With 86 per cent of AMMA members in a recent survey saying they are currently experiencing a skills shortage, this area is expected to continue generating detailed work.

Finally, the two-yearly review of the Fair Work Act will commence in early 2012 and AMMA will continue to gather information and feedback from members about the positive and negative aspects of the Fair Work Act. AMMA will advocate for changes that it believes must occur if Australia's productivity and economic performance are to improve.

Board Reference Group Members

Alan Azzopardi	Queensland Nickel Pty Ltd
Simon Beach	Newcrest Mining Limited
Michael Bisset	Newmont Australia Ltd
Geoff Blyth	Compass Group (Australia) Pty Ltd
Mal Briggs	Alcoa of Australia Ltd
Geoff Bull	AMMA
Tony Caccamo	AMMA
Steve Clancy	Fluor Australia Pty Ltd
Michael Collins	Santos Limited
Paul Duckett	Skilled Group Ltd
Nick Furnivall	HWE Mining Pty Ltd
Keith Greatrix	Queensland Alumina Limited
Mal Hallman	Minerals and Metals Group
Robyn Howlett	WorleyParsons Services Pty Ltd
Adrian McCowan	Thiess Pty Ltd
Lisa Matthews	AMMA
Chris Mitsopoulos	Chevron Australia Pty Ltd
Linda Nunn	Sodexo Remote Sites Australia Pty Ltd
David Sproule	Woodside Energy Ltd
William Vickers	ExxonMobil Australia Pty Ltd

Government axes levy in new foreign worker plan

Australian Mines and Metals Association spokesman Geoff Bull says they lobbied hard against the levy. "It's already an expensive exercise bringing in overseas skilled labour with airfares, visa fees, migration costs," he said.

ABC News 13/05/2011

Employers to launch trifecta of IR appeals

In other pending appeals, the Australian Mines and Metals Association will seek to overturn an FWA full bench decision in the so-called JJ Richards case.

Australian Financial Review 29/07/2011





Workplace Operations

Tony Caccamo
Director

Led by director Tony Caccamo, the Workplace Operations division delivers AMMA's specialised IR consultancy and training services to organisations in every facet of Australia's prosperous resource industry.

The increased activity across the oil and gas and mining sectors of the national economy has maintained exceptional demand for AMMA's consulting and training services throughout Australia.

Coupled with the expansion of existing operations, the development of significant new projects is driving an increased need for experienced industrial relations and workforce development professionals to provide tailored solutions to the resource industry.

With a dynamic team of consultants and legal practitioners across five capital cities and a nationally training function, workplace operations have gone beyond fulfilling that demand and continues to strengthen AMMA's reputation as an industry leader and innovator.

The division has worked with member companies as they continue to face human resource challenges generated by the legislative environment, increased union activity, skill shortages and agreement negotiation and renewals.

Priority issues in 2011 have included:

- Assisting members with employee relations risk mitigation strategies for their operations;
- Managing employee relations on major onshore and offshore construction projects;
- Building capability in the resource industry through our training and development services;
- General consulting services associated with employment and industrial relations advice and human resource policies and procedures;
- Representation in various industrial and legal tribunals; and
- Development of internal AMMA capability.

The following outline of yearly divisional activities demonstrates how Workplace Operations has delivered its services to AMMA members during 2011, and will develop and enhance its invaluable support to the resource industry beyond.





“The development of significant new projects is driving an increased need for experienced industrial relations and workforce development professionals to provide tailored solutions to the resource industry.”

Workplace Operations (continued)

Resource Industry Consulting Services

All AMMA members in the hydrocarbons and mining sectors have continued their high level of support and engagement with 'Workplace Operations' consulting and training services.

These members range from operations, construction, maintenance, drilling, exploration and marine companies; to the caterers and service contractors engaged in those sectors. Below are some examples of the consulting and training services provided by AMMA.

General industry consultancy including:

- Assisting companies to develop and implement strategies related to enterprise agreements in various industries;
- Preparation of strategies to address transfer of business implications;
- HR placements with member companies;
- Assisting industry contractors to achieve an offshore construction four-year agreement for Western Australia and Northern Territory; and
- Integration of HR policies, procedures and agreements following mergers involving member companies.

Advice and representation on:

- Unfair dismissal, disciplinary and discrimination matters including conducting a number of workplace investigations together with recommendations from associated reports;
- Dispute settlement proceedings in FWA - including applications to prevent and stop industrial action;

- Award applications;
- Agreement negotiations and approvals processes;
- Union demarcation issues;
- Right of entry matters;
- Adverse action claims; and
- Application of the FWA and NES.

Management of project industrial relations through the provision of strategic advice to clients and contractors. Significant onshore projects during 2011 included:

- GLNG upstream project in Queensland;
- The Coal Hub project, which represents the most significant involvement of AMMA in coal construction projects in Queensland;
- Olympic Dam project in South Australia; and
- Mine expansion in Western Australia.

Offshore projects have included:

- Gorgon – downstream and upstream;
- Kipper Tuna Turrum;
- North Rankin B;
- Ichthys;
- Wheatstone; and
- Reindeer/Devil Creek.



Activity in relation to the management of project industrial relations including:

- Pre-planning activities on construction projects on industrial relations and risk mitigation strategies, including the development of employee relations management plans and execution strategies;
- Assisting member companies in the tender process for significant maintenance and construction work. This included:
 - Development of industrial relations management plans;
 - Development of risk mitigation strategies;
 - Identification of conditions of employment;
 - Discussions and negotiations of agreements; and
 - Assisting with information and advice during the pre-tender, selection and execution phases.
- Providing industrial relations coordination advice and support services pre and post mobilisation.

Additional Operations Activities

Resource Sector Graduate Program

The initial two graduates who commenced AMMA's two-year Resource Sector Graduate Program in 2010 will successfully complete the program in early 2012.

Mines and Metals Association fights Fair Work Australia industrial action ruling

The Australian Mines and Metals Association has lodged an appeal against the decision, which employers feared gave unions a shortcut to strike action. The association's chief executive, Steve Knott, said the ruling would allow a union to bring a workplace to a standstill despite representing a minority of employees.

The Australian 11/03/2011

The initiative facilitates the transition from university to a career in employee relations for young people interested in the resource industry. Including placements with member companies and the different AMMA divisions, it aims to develop a specialised pool of knowledge and leadership for the industry's future. The program has received positive feedback from all stakeholders and new graduates will be recruited to commence in 2012.

Special Interest Groups

AMMA's Special Interest Groups (SIGs) support the development of a community of interest and continue to be popular with members across the various resource sectors.

Each SIG allows members with similar operating environments to share information and their experiences on:

- The changing industrial relations landscape and implications for members;
- Developments in relation to construction and operations aspects of the sector;
- Issues associated with market rates and conditions;
- Status 'around the traps' sessions for general discussions on 'what's on'; and
- Feedback to AMMA on emerging issues with policy and industrial implications.

Workplace Operations (continued)

Members should contact AMMA if interested in aligning with one of these SIGs, which now comprise:

- Queensland Gas Interest Group;
- Construction Group;
- Kalgoorlie Goldfields Interest Group;
- Hydrocarbons Industry Group;
- Sale-based Contractors Group;
- Victorian Metalliferous Mining Group;
- Vessel Operators Group;
- Remotely Operated Vehicles (ROV) Group;
- Central and North Queensland Special Interest Group;
- Onshore Drillers Special Interest Group; and
- Training and Development Group.

A range of meetings have been conducted throughout the year in various locations and member feedback has strongly endorsed these continue in 2012.

Training and Development Activities 2011

AMMA has continued its focus on building capability in the resource industry by grouping its training and development services into three key areas in 2011:

- Leadership Development;
- Employee Relations Workshops; and
- Nationally Recognised Training.

AMMA's trainers travel across Australia to deliver training in remote locations with programs often tailored to suit specific operational needs. Regions in which training has been conducted by AMMA include:



Leadership Development

A suite of new AMMA Leadership Training Courses was developed in 2011 specifically for supervisors in the resource industry. The Supervisor's Toolkit, Leadership for Supervisors and Employee Relations for Supervisors training programs were all designed and delivered successfully.

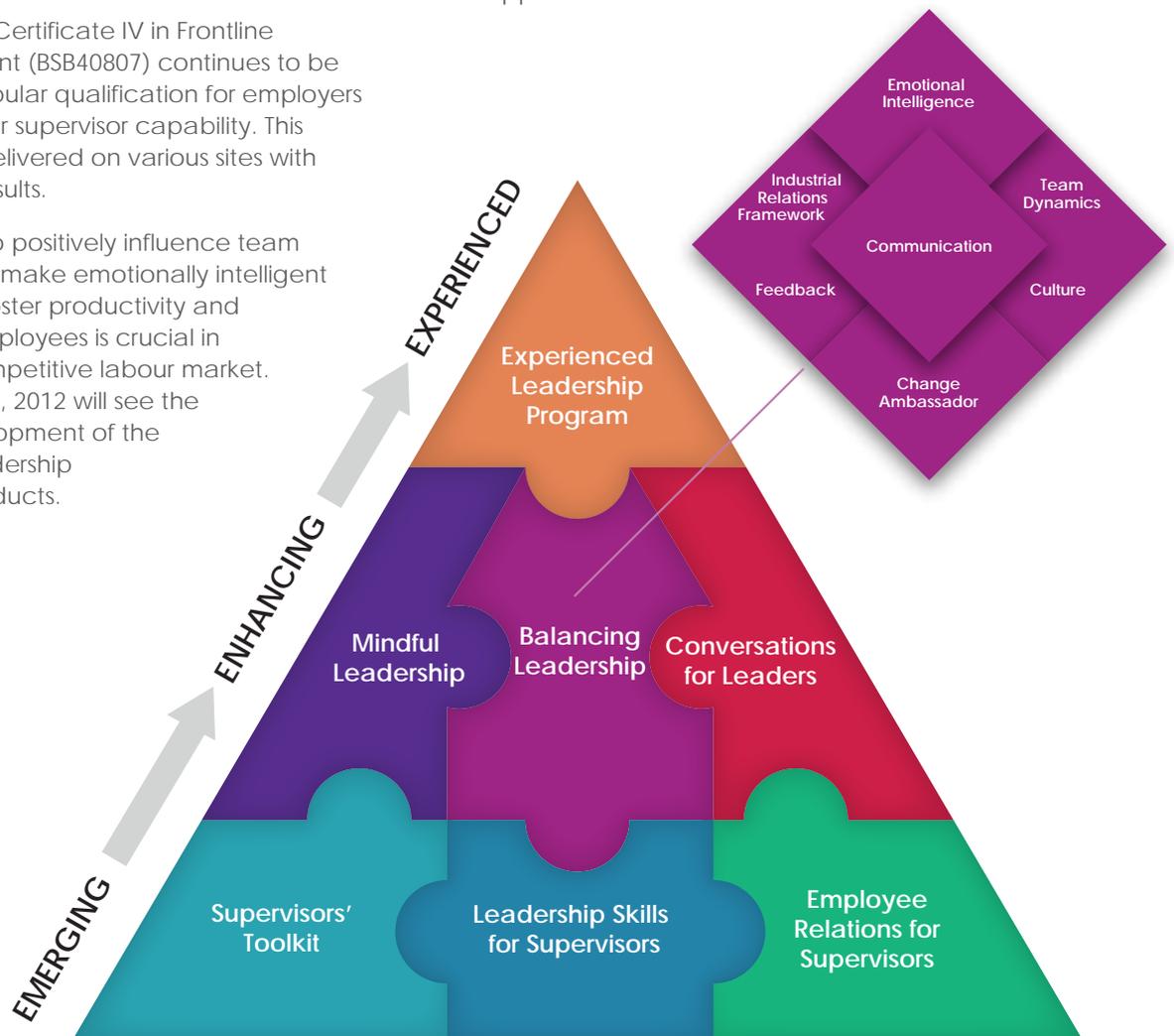
The programs are delivered as part of AMMA's published calendar of course offerings and have also been customised and delivered on-site for employers incorporating specific organisational requirements.

The AMMA Certificate IV in Frontline Management (BSB40807) continues to be a highly popular qualification for employers building their supervisor capability. This has been delivered on various sites with excellent results.

The ability to positively influence team behaviours, make emotionally intelligent decisions, foster productivity and engage employees is crucial in today's competitive labour market. Accordingly, 2012 will see the rapid development of the AMMA Leadership Training Products.

The AMMA Resource Industry Leadership Program will be launched in the final months of 2011 and available from February 2012. Designed utilising feedback of resource industry employers, the courses build leadership capability relevant to where the person is positioned in their leadership journey.

Additionally, the courses address specific challenges facing leaders in the resource industry, including working in geographically remote locations, living in camps or small towns with the people they lead, the intricacies of shift work and handover and working away from family and support networks.



Workplace Operations (continued)

Employee Relations Workshops

AMMA's various employee relations workshops increased in popularity in 2011, with member companies being particularly astute to the ongoing workplace changes and challenges occurring within the resource industry.

The Equal Employment Opportunity Awareness Raising sessions and AMMA's How to Handle Discrimination, Harassment and Bullying Complaints were highly sought-after by AMMA members during 2011.

Employers are aware that in today's changing and highly technical legal landscape, any such claims may be commenced in the court of law as well as in the 'court of public opinion'. Accordingly, employers are using training as a proactive strategy to minimise risk and ensure employees are aware of internal complaint processes if they are required.

AMMA members also continue to report increased third party activity within their work environments and are working to increase the capability of HR, management and supervisory staff to manage workplace issues.

As such, the following employee relations workshops generated strong interest and participation:

- Dealing with Union Right of Entry Requests;
- Bargaining Skills Under the Fair Work Act;
- Fundamentals of the Employment Relationship;
- Understanding the Industrial Relations Safety Net; and
- Discipline and Termination.

Members took the opportunity to have AMMA customise standard courses to their workplace requirements and have the training delivered on-site when it best suited operational requirements.

Nationally Recognised Training

AMMA members regularly utilise Nationally Recognised Training to attract, retain and upskill employees.

As a national Registered Training Organisation (RTO), AMMA RTO is now regulated by Australia's VET regulatory body, the Australian Skills Quality Authority.

AMMA RTO's scope of registration continues to grow across its full range of nationally recognised qualifications and units of competency, from Certificate II to Diploma level and High Risk Work Licences.

AMMA works closely with members to ensure the RTO scope of registration meets their needs and qualifications are added based on member demand.

In 2011 AMMA Nationally Recognised Training products have included:

- Resources and Infrastructure Industry Qualifications (RII09);
- Training and Assessment Qualifications (TAE10); and
- Frontline Management Qualifications (BSB07).



AMMA RTO's partnerships provide member companies with the benefit of delivering Nationally Recognised Training without having to become an RTO in their own right. The successful partnership model is structured so that AMMA provides professional RTO support and the member organisation delivers the on-site training and assessment.

“We decided to seek an AMMA RTO partnership because we wanted to deliver effective nationally accredited training on site using approved site relevant training packages. AMMA was chosen due to our satisfaction with the high standard of training that they had previously delivered on site.”

- Rod Baker, General Manager Operations,
Onslow Salt Pty Ltd

With the support of government funding in Western Australia, AMMA’s Certificate IV in Human Resources Traineeship (BSB41007) has grown in popularity and this year saw the introduction of face-to-face workshops with HR trainees. AMMA’s experienced trainers have assisted to create a new generation of qualified HR professionals for the resource industry.

AMMA has also applied for government funding for Nationally Recognised Training on behalf of its members throughout the previous 12 months. This has been possible through opportunities including the Productivity Places Program, the Critical Skills Investment Fund and the National Workforce Development Fund.

Gillard critic wins funding

One of the Gillard Government’s harshest critics has received a Federal grant to boost the number of skilled workers in the mining sector. The Australian Mines and Metals Association, which is demanding the Government ditch the mining tax, won funding for three programs under the new Critical Skills Investment Fund.

The West Australian 19/09/2011

Training and Development Special Interest Group

The Training and Development Special Interest Group (SIG) provides strategic advice on developing an industry position on training and development issues. It has met quarterly during the past 12 months.

A number of members of the Training and Development SIG were guest speakers at this year’s Training and Development Indigenous Training and Employment Conference organised by AMMA. The conference was a collaboration of AMMA members sharing their experiences relating to Indigenous training and employment. Its resounding success will see it regularly feature on the annual conference program.



Workplace Operations (continued)

AMMA's Registered Training Organisation (RTO No 52217)

AMMA offers the following Nationally Recognised Training:
BSB31207 Certificate III in Frontline Management
BSB40807 Certificate IV in Frontline Management
BSB51107 Diploma of Management (November 2011)
BSB41007 Certificate IV in Human Resources
BSB50607 Diploma of Human Resources Management (November 2011)
BSB41407 Certificate IV in Occupational Health and Safety
BSB41507 Certificate IV in Project Management
BSB51307 Diploma of Occupational Health and Safety
RII20209 Certificate II in Surface Extraction Operations
RII20509 Certificate II in Resource Processing (November 2011)
RII30311 Certificate III in Underground Metalliferous Mining
RII30411 Certificate III in Resource Processing (November 2011)
RII30111 Certificate III in Surface Extraction Operations (November 2011)
TAE40110 Certificate IV in Training and Assessment
BSBOHS407A Monitor a safe workplace
BSBSUS301A Implement and monitor environmentally sustainable work practices
RIICOM301A Communicate information
RIIMPO310A Conduct grader operations
RIIOHS204A Work safely at heights
RIIOHS301A Conduct safety and health investigations
RIIRIS401A Apply site risk management system
CPCCLSF2001A Licence to erect, alter and dismantle scaffolding basic level (November 2011)
CPCCLSF3001A Licence to erect, alter and dismantle scaffolding intermediate level
CPCCLSF4001A Licence to erect, alter and dismantle scaffolding advanced level (November 2011)

Member Feedback on AMMA Training

Participant feedback consistently rates the quality of AMMA's training and training consultants as exceptional. Compliments are regularly received for the interactive nature of the courses; praise for them being designed from 'real life' experiences; the trainers' ability to explain complex legal aspects in simple terms; and general recognition of AMMA's extensive industry knowledge.

Some of the positive comments from recipients of AMMA training programs include:

"Everything was explained to me in layman's terms that I understood – not legal jargon."

"Good discussion of examples, supported by strong knowledge/experience by the trainer."

"Knowledge of the trainer was second to none. Congratulations on the presentation of this course."

"You explained things in a way that I understood. Good job – I'll sit in a course with you anytime."

The Year Ahead

The Workplace Operations Division is looking forward to meeting challenges in 2012 as it increases the level and quality of service delivery to members.

The AMMA Resource Industry Leadership Program launched in 2011 and available from February 2012 will see a significant focus on capability development for member companies and increased activity for the training and development function in AMMA.

As the resource sector continues to grow with billions of dollars in the development pipeline, human resources challenges for members will continue to evolve. AMMA will remain at the forefront in assisting members to meet these challenges.

In the year ahead the Workplace Operations Division will continue to:

- Grow its internal resources and capability;
- Support and assist members through the provision of quality, relevant and cost effective consulting and training services;
- Build and strengthen relations and community of interest with existing and new members; and
- Enhance value to members through new products and services to members.

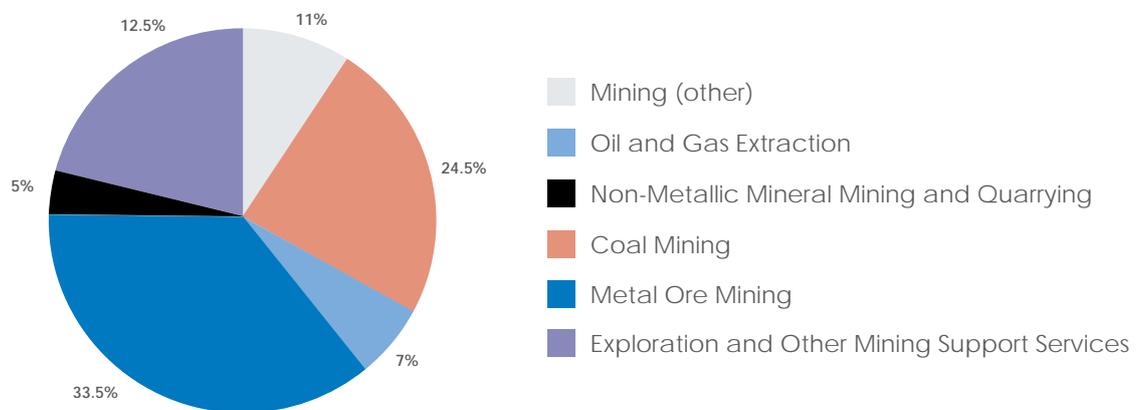
Workplace Operations thanks members for the support they provided in 2011 and looks forward to continuing to work and share success with members in 2012.

Sector Snapshot

The mining industry (as defined by the Australian Bureau of Statistics) directly employs 217,100 people, or 1.9 per cent of all working Australians.

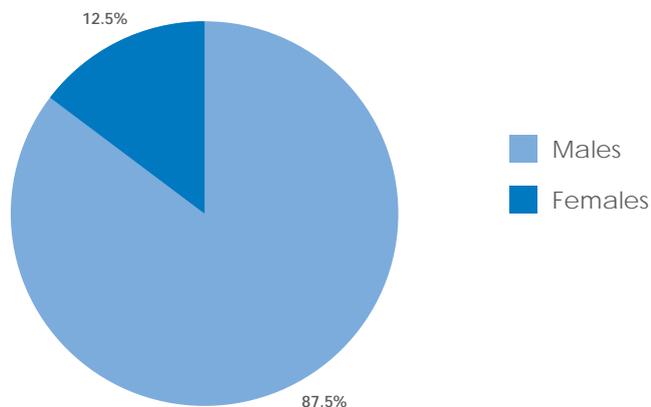
Employee Composition

Distribution of Mining Employees



Data source: Supplementary data provided by the Australian Bureau of Statistics, based on 6291.0.55.001 - Labour Force, Australia, Detailed, Quarterly, Aug 2011.

Mining Employees by Gender



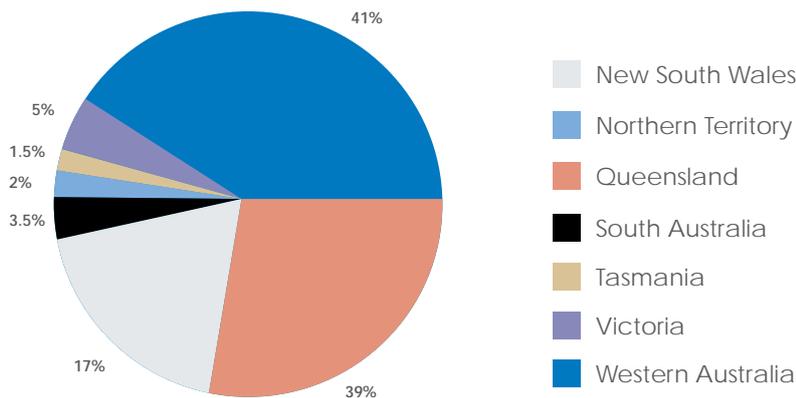
Data source: Supplementary data provided by the Australian Bureau of Statistics, based on 6291.0.55.001 - Labour Force, Australia, Detailed, Quarterly, Aug 2011.

Skills boost too small

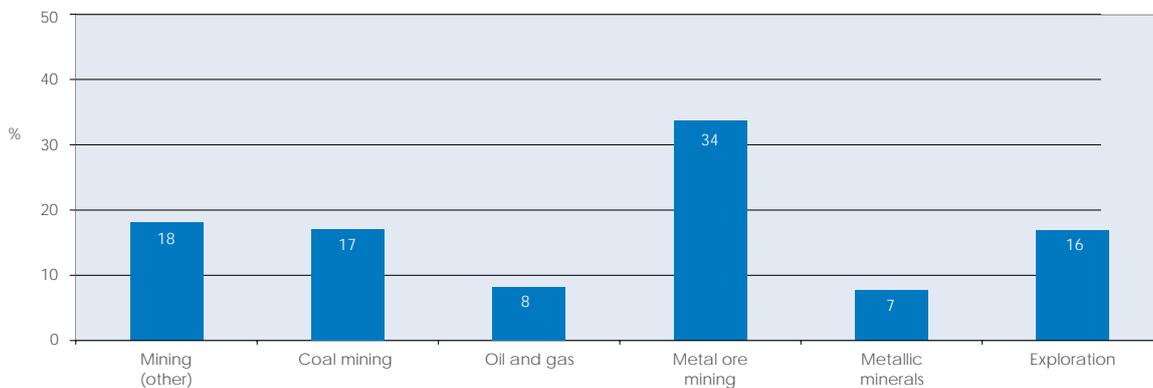
Australian Mines and Metals Association chief executive Steve Knott said the need for overseas workers was a "stark reality" confronting the country's fastest growing businesses. "Even with the migration reforms announced there remains a very real risk of there being a shortfall of skilled workers available to some industry sectors," Mr Knott said.

The Age 12/05/2011

Mining employees by State or Territory



Female mining employees by sector



Data source: Supplementary data provided by the Australian Bureau of Statistics, based on 6291.0.55.001 - Labour Force, Australia, Detailed, Quarterly, Aug 2011.

Miners seek fast-track migrant visas

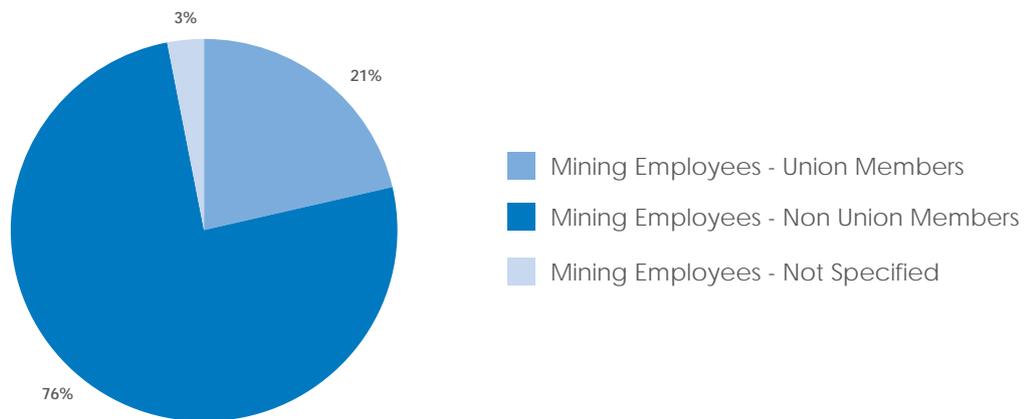
Under proposals outlined by AMMA in a submission to the Government, 457 visa processing times would be slashed to a maximum of four weeks from the current practice of a number of months.

Australian Financial Review 07/01/2011

Sector Snapshot (continued)

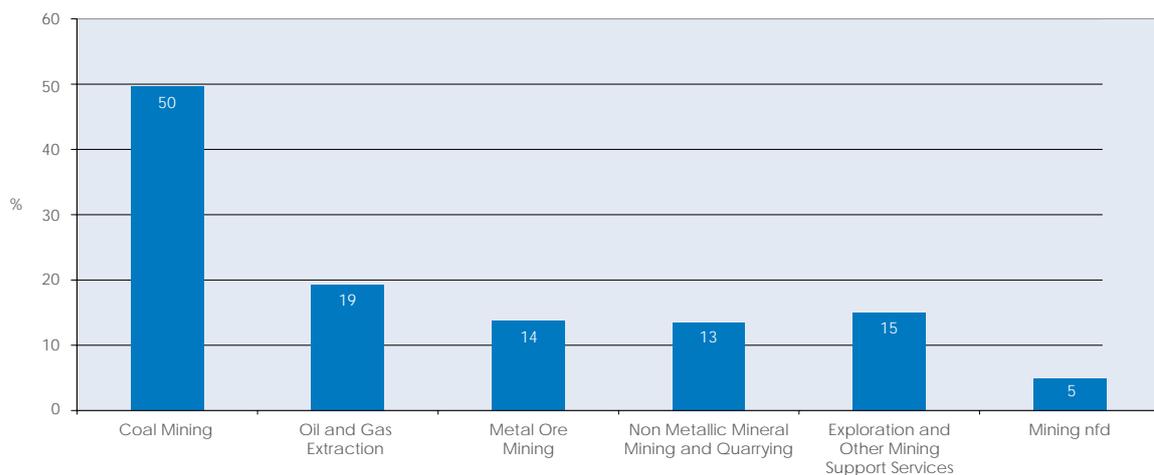
Unionisation

Union Membership - All Mining



Data source: Australian Bureau of Statistics, *Employee Earnings, Benefits and Trade Union Membership, Australia, Cat No 6310.0, August 2010, data released 6 May 2011, Table 13.*

Union Membership – Mining Sub-sectors

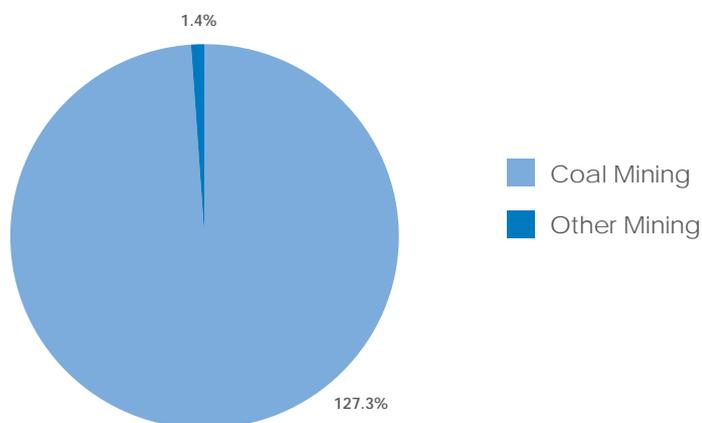


Data source: Australian Bureau of Statistics, *Employee Earnings, Benefits and Trade Union Membership, Australia, Cat No 6310.0, August 2010, data released 6 May 2011, Table 13.*

Disputation

The average working days lost due to industrial disputation over the four quarters to March 2011 is shown below. The coal mining sector clearly dominates industrial action in the resource industry.

Working Days Lost Through Disputes/1000 Employees – Year to March Q 2011



Data source: Australian Bureau of Statistics, *Industrial Disputes, Australia*, Cat No 6321.0.55.001, March quarter 2011, Table 2B, released on 2 June 2011.

Unions want more days off for miners

The Australian Mines and Metals Association rejected union claims that employers put profits over safety, claiming fatigue management was the primary priority.

West Australian 25/06/2011

Dock strike proceeds despite last-ditch plea

Minna Knight from the Australian Mines and Metals Association says the union is holding the country to ransom. "It's going to make life very difficult for a whole range of companies," she said.

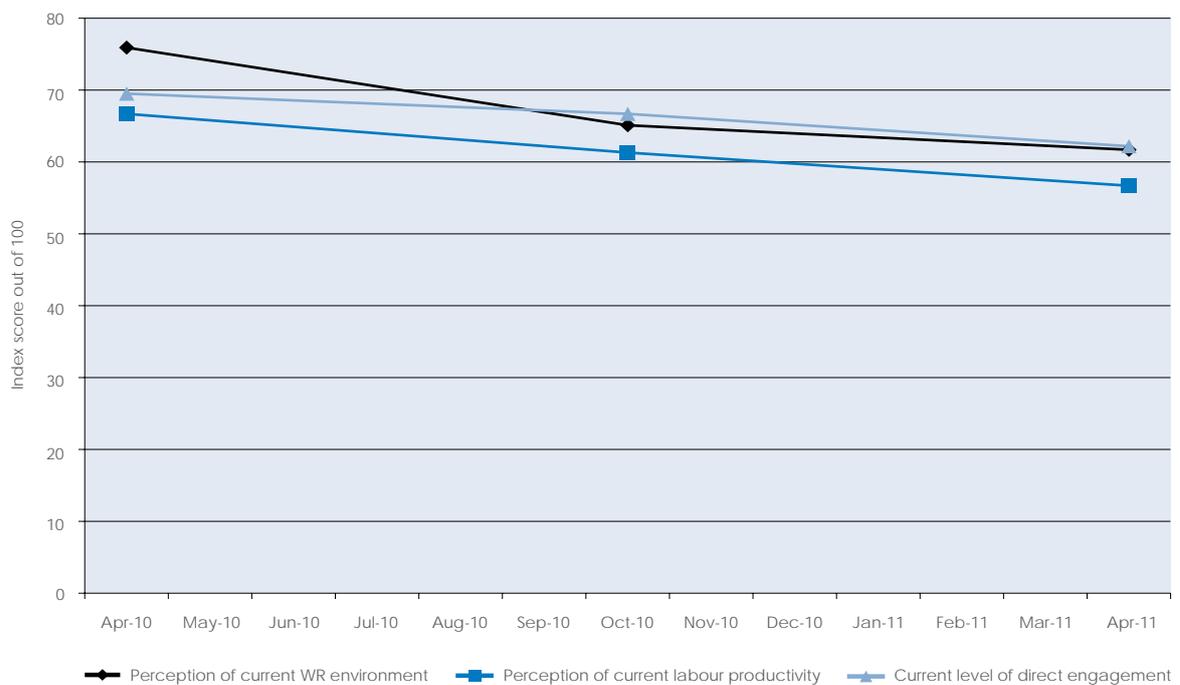
ABC News 25/05/2011

Sector Snapshot (continued)

Workplace Relations Environment

Respondents to AMMA's Workplace Relations Research Project, an ongoing survey-based analysis that seeks to track the impacts of the Fair Work Act on AMMA members over time, have rated their current workplace relations environment, labour productivity and levels of direct engagement at their operation for three consecutive six-month surveys since April 2010. Their responses over the course of the three surveys to date, presented as an index score out of 100, show a deterioration in all three areas.

How AMMA members rate their operation's current workplace environment, labour productivity and level of direct engagement since the Fair Work Act took effect



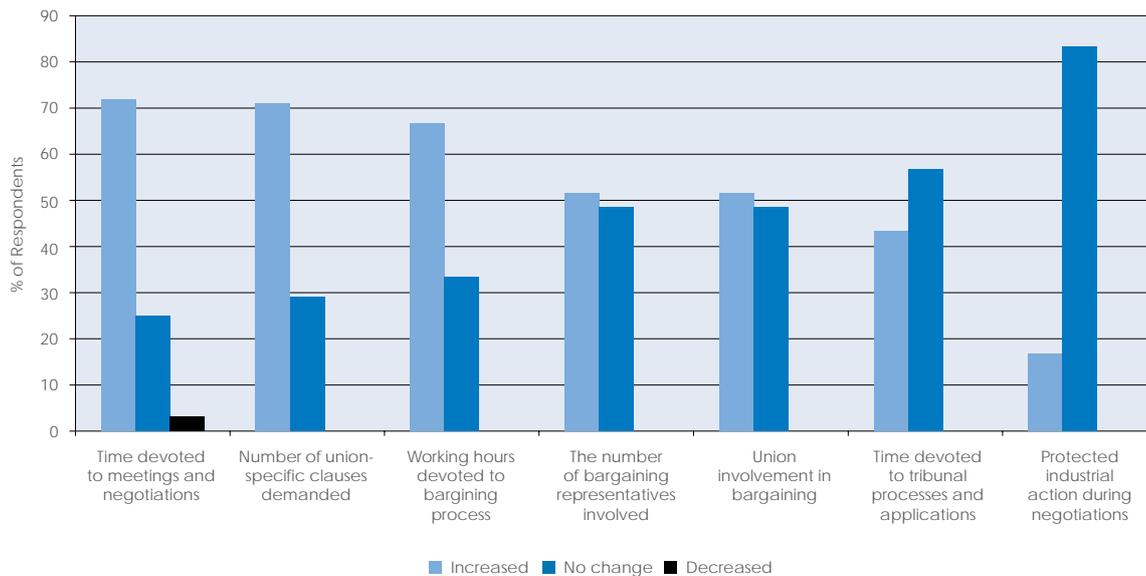
Data source: Kates, Dr Steven, RMIT University, *The AMMA Workplace Relations Research Project – A Survey Based Analysis*, June 2011, pp 6, 11 and 12.

Fair Work makes life harder

A survey of employers by the Australian Mines and Metals Association (AMMA) and the RMIT University School of Economics, Finance and Marketing, found a sharp fall in confidence in the six months to October last year.

Business Review Weekly 10/02/2011

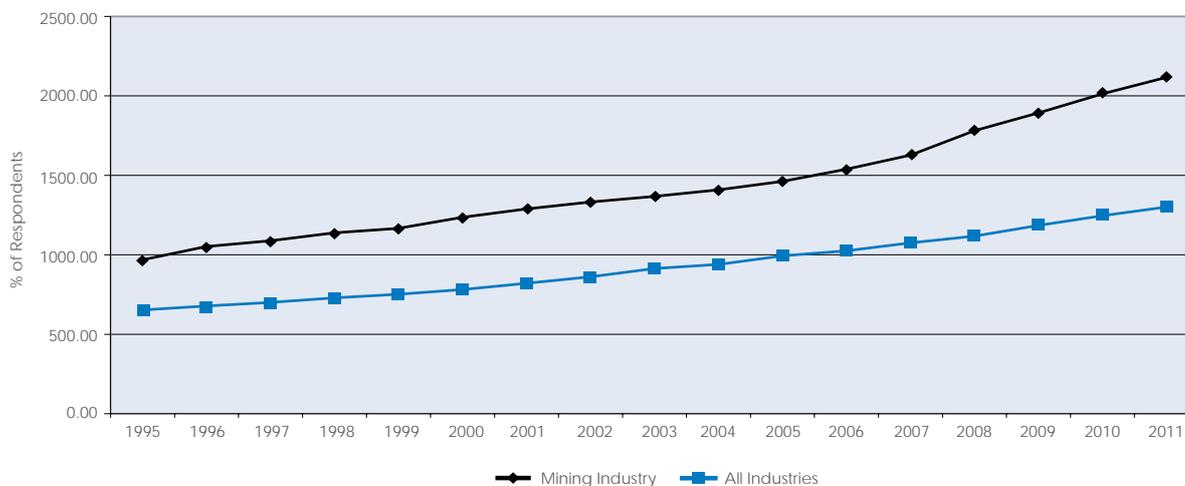
How AMMA members find bargaining under the Fair Work Act compared to bargaining under the Workplace Relations Act



Data source: Kates, Dr Steven, RMIT University, *The AMMA Workplace Relations Research Project – A Survey Based Analysis*, June 2011, p 18.

Remuneration

Full-Time Adult Ordinary Time Earnings - May Q 1995 to May Q 2011



Data source: Australian Bureau of Statistics, *Average Weekly Earnings, Australia*, Cat No. 6302.0, Time Series Workbook, Table 10G, May quarters 1995 to 2011

Sector Snapshot (continued)

Labour Turnover

The following graph shows trends in the turnover of all employees across the industry, direct employees and contracting employees. As shown, labour turnover for direct employees trends below the industry average, while that for contractor employees is well above the industry average.

In the face of the worst skills shortage seen in Australian industry, such data illustrates the critical attention that must be paid to labour turnover.

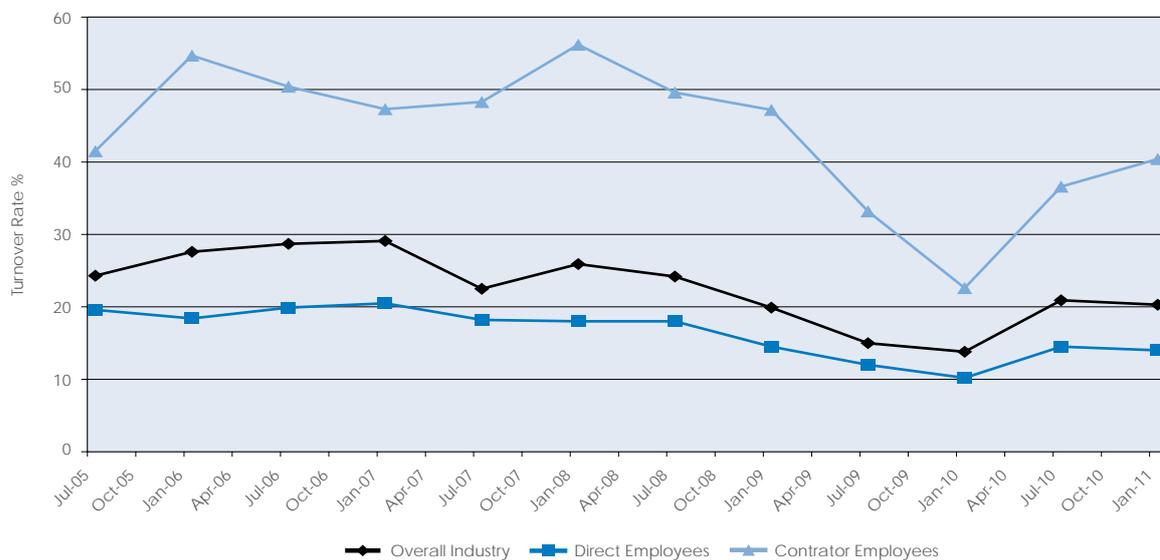


Chart source: Mackie Employer Solutions, Resources Industry Turnover Analysis (RITA), July 2005 to January 2011. RITA benchmarks employee turnover in the Australian Resources Sector. The data excludes corporate or head office employees and the most recent sample included 51 operational mining and processing sites engaging approximately 25,000 employees. Further enquiries can be directed to ME Solutions 08 93880100 or www.mesolutions.com.au

AMMA Feedback

"The clarity of AMMA's leadership in making the case for labour market reform that works for its members and their workplaces is an asset, not just to the mining and resources industry but to the economy as a whole."

Peter Anderson, Chief Executive, Australian Chamber of Commerce and Industry

"AMMA's assistance on the project, and guidance given to contractors was carried out in a thoroughly professional manner, providing confidence to the Project Management team that contractors were receiving practical and accurate advice. The confidence that contractors developed in the AMMA representatives on the project was reflected by their consistent adoption of, and implementation of, AMMA recommended strategies and processes to deal with issues as they arose."

Michael Borlase, Industrial Relations Manager, Clough Limited

"AMMA approached these negotiations with a clear strategy. In an environment of recent legislative change, AMMA was able to provide some much needed guidance and struck the often difficult balance between industrial theory and the practicalities of operational considerations."

Nina Tassell, HR Manager, DOF Subsea Australia Pty Ltd

"A very satisfactory outcome achieved with AMMA's specialist support and guidance."

Terry Adams, Senior Manager HR & IR Australia, McDermott Australia Pty Ltd

"HWE Mining has worked with AMMA since 2006 in developing and presenting training aimed at our new and emerging leaders. Over this time, more than 1,000 attendees have participated in the training and it remains an important component in our leadership development. AMMA's facilitators have proven to be highly effective and responsive to our needs."

Invariably the feedback from our employees is positive and they regularly reflect on the practical focus of the course, the innovative and engaging style of the AMMA facilitators, and their thorough industry knowledge. HWE looks forward to an on-going relationship with AMMA and would recommend them to any resource industry employer seeking a quality training provider."

Lyndon Joyce, National Employee Relations Manager, Leighton Contractors Pty Ltd, Resource Division

"We definitely couldn't have got as far as we have without AMMA's help and support. AMMA's migration services have been especially diligent in following up with the application and updating us on the progress. All our applications were approved this week which is a huge relief for all of us. We really appreciate everything AMMA has done for us to date."

Jennifer Shaw, International Recruitment Coordinator, Saxon Energy Services Australia

"The industrial campaign of the MUA caused widespread disruption to our operations in spite of the company's commitment to good faith bargaining. The access to meaningful third party assistance was difficult and frustrating under the new Fair Work Australia arrangements. AMMA's assistance to Farstad, their co-ordination of the offshore industry and very effective media campaign greatly assisted the process and in ultimately moderating the settlement for Farstad and the industry. AMMA's media campaign effectively brought the dispute to public and government attention, which was necessary in all the circumstances surrounding this dispute."

Joseph Homsey, Managing Director, Farstad Shipping (Indian Pacific) Pty Ltd

AMMA Sponsorship

AMMA's Associate Membership Program provides unparalleled opportunity for companies to promote their products and services to the resource industry.

The program has a range of levels with associated benefits and can be tailored to meet a companies requirements.

Platinum Members



Sodexo is the strategic partner for companies that value performance and well-being, as it has since Pierre Bellon founded the company in 1966. Sharing the same passion for service, Sodexo's 380,000 employees in 80 countries, design, manage and deliver an unrivaled range of on-site service and motivation solutions.

Sodexo has created a new form of service business that contributes to the economic, social and environmental development of the communities, regions and countries in which it operates.

In Australia, Sodexo is dedicated to improving productivity and the quality of life for the thousands of people who call its remote sites home.

Sodexo

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Coverforce was established in 1994 as a specialist provider of income protection and ancillary workers compensation insurance, to workers in the Australian construction industry. The business started with the simple philosophy of delivering an uncompromising level of service that exceeded the customer's expectation.

14 years on and with the same philosophy, Coverforce has grown to become one of Australia's largest and most capable insurance brokers, offering all classes of insurance to business, professions and industry groups.

Coverforce

WA: Madeleine Flanagan 0409 996 959
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QLD: Jodie Kornet 0425 272 705



nib believe that health insurance should be easy to understand, easy to claim and, above all, great value. Established in 1952 by workers at BHP Steelworks, nib has been providing great value health cover to Australians for more than 50 years.'

More than 800,000 Australians already benefit from a wide range of cover provided by nib and they'll be the first to tell you it's worth it.

nib offers Overseas Visitors Health Cover through a subsidiary company called IMAN Australian Health Plans. Suitable for people applying for working visa, and for temporary working visa holders. All plans comply with the Department of Immigration and Citizenship (DIAC) health requirements (visa condition 8501) for 457 and other 400 series visas.

nib

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