

# Newsletter

Issue 1 - October 2008



A Word from  
**Andrew**

Well here it is! The first newsletter produced for the company since it began operations in the early 1980's.

Since then, much has changed, including the name on several occasions! We are now quite a large group under the banner of Modern Industries Holdings Pty Ltd with trading arms as Modern Industries Australia Pty Ltd, Modern Access Services Pty Ltd, several international operations in Thailand, Singapore and Malaysia as well as a new entity, Modern LNG Pty Ltd. Our new website will explain more.

The objective of this newsletter is to spread the news of our activities to all of you, the people that actually make things happen. In future issues we will feature new and existing projects, Health & Safety news, some employee profiles and other gossip from around the traps. Many of you are very long term employees and highly skilled in specialised areas and there are new people bringing outside experience and diversity to the organisation. All of your efforts are appreciated and we hope that you appreciate and enjoy this new form of bringing news of our activities and achievements.

I hope you enjoy this and many more newsletters to come!

Remember to work safe and go home safe. Work to live!

## Project Profile - Windimurra Vanadium Project



Modern Industries have recently commenced works on the Windimurra Vanadium Project located near

Mt Magnet, approximately 600km north of Perth. The scope of work includes the structural, mechanical, piping, insulation, cladding and painting works for Windimurra Vanadium Limited.

The Windimurra vanadium deposit is one of the largest in the world and the new plant will add around 16% to the global production of the metal. Vanadium is a key alloy in the production of lightweight, high strength steel. Its many uses include aircraft frames and high strength tools.

The original plant was built in 1999 and operated until 2003 when it was shut down by Xstrata. WVA regained ownership in 2005 and

developed the current plan to rebuild the mine and process plant with an updated process flow sheet.

Additionally, Modern Industries subsidiary company, Modern Access Services, provided site wide scaffolding materials and services to the power station contractor and the contractor responsible for the front end crushing, milling, magnetic separation and stockpile areas.

This project is a great example of Modern Industries ability to effectively and efficiently provide a full service mechanical contractor capability.



## HR

Most of you would generally assume the Human Resources function is just the team who handles the engagement and commencement of a new starter to the business, but there is actually a lot more that goes in the HR office.

Whilst the recruitment and engagement of an employee is a significant part of our business, there are other duties that Human Resources team provides to an organization. In this newsletter we will aim to touch on those areas which you may not be aware of.

### Training and development

Regardless of the size or type of an industry or business, training can have a measurable impact on performance and the bottom line. High labour productivity increases business output and can open a greater share of the market, or expand it by improving products, services and reputations.

It is therefore imperative that the most appropriate training and development objectives are identified which are clearly directed towards achieving the employees and the Company's objectives.

Training at Modern Industries is managed collectively between the HR and HSEC teams, and should be identified by using the forms available in the company's BMS system. Training must be captured within projects and/or corporate budgets and be approved by either the Project Manager or the Business Unit manager prior to booking.

Whilst it is important to obtain the best and most appropriate training for the task required, it is also important that when training is completed the HR team captures the results and obtains copies of certificates that have been provided to employees on completion. This also includes the re-issue of expired papers, OSH tickets etc to ensure our training matrix database has the most up to date records at all times.

Also, to ensure we get feedback on course outlines and objectives, we ask that employees who have completed training complete a 'Training Course Evaluation' to provide the HR and/or HSEC team with essential feedback.

For further information, come and speak to the HR team.



## HSEC News

### Today's Quote

*"The early bird may catch the worm, but the second mouse gets the cheese."*  
*Unknown*

### Employee Profile Tom Filmer Project Manager



Joining Modern Industries back in 1988 when the company was known as Modern Mathews Limited, Tom is one of our longest standing employees and has over 30 years experience in estimating and contracts management.

Currently working with some of our more significant clients such as Woodside, Alcoa and Wesfarmers, Tom manages a number of new and ongoing mechanical maintenance projects in Perth.

Originally from the UK, Tom and family moved to Australia back in the 1960's, bringing with him his avid support for Ipswich Town.

A keen lawn bowler, Tom is a member of the Fremantle Bowling Club and previous member of the Champion 4's, which saw the team highlighted in the local Melville newspaper.

In recent months, the HSEC team has undergone a number of changes with the departure of a number of key members. Ed Mulrennan has since joined the company as HSEC Advisor, with Peter Capone coming on board on 27 October as our new Corporate Manager HSEC and Quality.

On Wednesday, 23 September 2008, Andrew and Michelle White, Michele and Tim Anderson and Ed Mulrennan represented Modern Industries at the annual IFAP Achievement Awards for 2008. This is the second year that Modern Industries have been involved in the awards night with another successful year for the company acknowledged by IFAP.

Modern Industries received awards in recognition of 6 and 18 months free from lost time injuries and the IFAP Gold Award for implementing the Modern Industries Safety Management system. This system is currently being populated using MYOSH and, once complete, all work sites will be able to access all BMS documents via this

system. Once this platform is fully operational training will be provided to all staff that will have use of the system.

Over the past six weeks the main area of work has been to close out a number of outstanding worker's compensation claims and to obtain an overall view of the current safety systems in place within the company. The need for further refinement in order to bring the current system to it's highest possible standard is paramount. The current requirement is the preparation and population of documentation necessary to carry out all aspects of mechanical SMP tasks.

A big thanks also to Lisa Grant who has been busy in assisting with the processing of worker's compensation claims.

## Congratulations

Congrats to Shireen and Kuben Naidoo on the birth of Kyran, their new baby boy, born on 16 August 2008. Kyran weighed in at a healthy 3.2 kg's and we have been told that mum, dad and sister's Larissa and Sanisha are all settling in well with their newest addition.



Andrew White with baby Kyran

## Upcoming Events & Dates to Remember

Happy Birthday to all of you celebrating birthdays over the coming months, with some milestone birthdays for:

- Aaron & Jason Diss            1 October
- Wil Milroy                        5 October
- Ross Darch                        7 December
- Allister Knight                 12 December

**Tue, 4 November 2008** - Melbourne Cup

**Fri, 19 December 2008** - Christmas Function (Carnegies, Perth)  
 Further details coming soon

## Christmas Office Closure

Last Day for 2008 - Friday, 19 December 2008  
 First Day for 2009 - Monday, 5 January 2009



The Malaga office will operate on a skeleton staff during this time, so we ask for your patience and understanding.

Remember, have your leave forms for annual leave over the Christmas period completed and into Payroll before 21 November 2008.

Wishing you all a very Merry Christmas and a safe and Happy New Year.

OCTOBER 2008						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER 2008						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER 2008						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		