

# INDUSTRY *Today*



**Reigniting their careers**  
PAGE 8



**From blueprints to reality**  
PAGE 12



## Winners all

By Breanna Lloyd

Moranbah mines teams battled through their 'friendly rivalry' and together took out first and second place at the 59th National Underground Mines Rescue Competition and now await their invitations to the International Underground Mines Rescue Competition.

Full story page 2

Picture: RAE WILSON

## Operations raise concerns

By Breanna Lloyd

Concerns are arising from private producers and the agricultural sector as the development of Wind Farms increases, causing bio-diversity issues.

Long-time environmental activist and board member of the Rainforest Reserve Steven Nowakowski said there are over 3180 Wind Farms mapped out for the pipeline of Queensland.

Full story page 5

## Carbon footprint of dams small

New research has sourced that farm dam's contribution to greenhouse gas emissions is highly overestimated according to aquatic biogeochemist Dr Jackie Webb.

The carbon footprint of irrigation dams has revealed existing models are failing to account for their capacity to act as atmosphere sinks for nitrous oxide (N<sub>2</sub>O) and are dramatically overestimating their methane (CH<sub>4</sub>) emissions.

Full story page 9

Uni deal with Stanwell on renewables to provide...

# Skills boost

A Memorandum of Understanding signed between CQUniversity Australia and publicly owned energy company Stanwell Corporation will see the University taking the lead in the delivery of renewables training, career development and research in Central Queensland.

This innovative partnership and commitment to skills development in the renewables space is one of the foundation partnerships that will underpin Stanwell's new Future Energy Innovation and Training Hub (FEITH).

The Hub located at the Stanwell Power Station near Rockhampton will support the acceleration of Queensland's energy transformation to clean energy.

As part of the agreement, CQUniversity will collaborate with Stanwell on skills, training and technology initiatives focused on hydrogen, renewable energy and storage technology.

In particular, a special focus will be

placed on career development, training and upskilling for existing Stanwell staff and other industry workers, as well as enhancing and expanding apprenticeship learning opportunities and interactions with renewable technologies.

The collaboration will also bring about opportunities for community and school engagement to increase interest in renewables and encourage a new generation to consider future careers in renewable energy.

Stanwell will also complement CQU's existing research facilities in the region by providing researcher access to FEITH, enhancing real-world application and demonstration opportunities, and facilitating researcher and industry co-location.

Leaders from CQUniversity and Stanwell met on Wednesday, 8 November for a collaborative research showcase that aimed to highlight some of the key research projects currently being delivered and planned by the University in relation to

renewable energy.

Professor Nick Klomp, Vice-Chancellor and President of CQUniversity Australia said that the University was proud to be among the foundation partners of FEITH.

"This is an extremely important and exciting milestone when it comes to clean energy production in Central Queensland," Professor Klomp said.

"Stanwell's Future Energy Innovation and Training Hub is set to transform the way we think about energy generation and has the potential to put the Central Queensland region at the global forefront of renewables R and D, skills and employment, and innovation.

"The facility will provide a tremendous opportunity for Central Queensland to become a leader in not just clean energy production but also in clean energy research, training, and skills development.

Continued page 3

## Coal power staff face wage drop

Research by the leading Economics Research Institute has revealed the pressures faced by coal-fired power station workers as Australia transitions to net zero.

Findings from a report display the cost of redundancy is higher for workers displaced by these closures, earning 69 per cent less following redundancy compared to 43 per cent less for those in other sectors.

Full story page 11

# Moranbah mines' victory

By Breanna Lloyd

The Grosvenor and Moranbah North Mine teams battled through their 'friendly rivalry' at the annual 59th National Underground Mines Rescue Competition and await their invitations to the 2024 International Underground Mines Rescue Competition in Colombia.

Assessors crowned the Grosvenor Mine as the 2023 national champions and Moranbah North Mine as the runner-up.

Close behind in third place was South 32's Dendrobium Blue from Wollongong NSW.

Held at the Moranbah North Mine on Thursday 19 October, teams had to participate in simulated real-life scenarios like longwall rock falls, grinder and crush injuries, drift fires, snake bites and many more.

Assessors scored the teams on their ability to complete the simulations within the time limit for each course.

The two 'sister' mines were previously victorious at the Queensland State Cup for Mines Rescue in July, both being the winners and runner-ups.

Mines from the Bowen Basin area, Grosvenor Mine, Moranbah North Mine, Broadmeadow (BMA) Mine and Kestrel Mine, all represented Queensland in the competition.

Representing New South Wales were teams from Newcastle, Hunter Valley and Southern and Western Mines Rescue.

Grosvenor team captain Boyd Buschmann said he thought the state competition at Carborough Downs was the toughest his team had encountered, but Moranbah North had put on a challenging event too.

"Caborough Downs was very technical and probably pushed us to places we hadn't been before," he said.

"Today was more physically challenging, but the team soldiered on and persevered through it."

Moranbah North Mine general manager Paul Green said these competitions provided an invaluable opportunity to enhance skills and training.

"It's about having a very capable skill set of people with the readiness to deploy and save lives," he said.

"It's important for us to have these skills in the industry as safety is paramount.

"Events like this also allow for collaboration of our mines rescue teams which is what coal mining is all about.

"This becomes vitally important when we provide our services to other mines when we need to help them out from time to time."

Mr Green added how there was a friendly rivalry between the two sister mines that added a unique dimension to this national competition for him.



Moranbah North Mines Rescue captain Scott Ryan and Grosvenor Mines Rescue captain Boyd Buschmann.



South 32's Dendrobium Blue from Wollongong NSW came in third place. Pictures: RAE WILSON



Anglo American's Moranbah North mines rescue team came runner-up.



Anglo American's Grosvenor mines rescue team won the 2023 Australian Underground Coal Mines Rescue competition.



Mines rescue teams in action for the 2023 Australian Underground Coal Mines Rescue competition.

## INDUSTRY Today

Telephone: 07 4863 5050

Address: 5-9 Hempenstall Street,  
Kawana, QLD 4701

### EDITORIAL

Email: editorial@CQToday.com.au

### ADVERTISING

#### Rockhampton

Peter Lynch Account Manager

E: peter.lynch@CQToday.com.au

#### Gladstone

Cheryl Altouvas Key Account Manager

E: cheryl.altouvas@GladstoneToday.com.au



A group of CQU post-graduate Occupational Health and Safety students recently visited the SMW Group facilities as part of a residential school. Pictures: CONTRIBUTED



A group of CQU Occupational Health and Safety students at the Rockhampton River Barrage.

# Students see OHS reality

CQUniversity Occupational Health and Safety (OHS) students observed real, on-site health and safety risk management procedures across several Rockhampton-based industries as part of their studies recently.

The post-graduate and undergraduate students attended several industrial sites including SMW Group, QMAG and the Rockhampton River Barrage.

The visits were part of the residential schools where students were exposed to policies, procedures and controls used by the respective organisations as part of their Occupational Health and Safety Management Systems.

The students, who came from Cairns, Toowoomba, Brisbane, Sydney, Melbourne and Adelaide, also undertook practical activities at the campus, where they were required to design an inspection checklist and conduct an evaluation of the workshop

against the checklist – a routine activity for safety professionals.

At SMW Group – a heavy industrial manufacturing and fabrication site – post-graduate students assessed risks associated with a gantry crane-lifting task and potential risks associated with other work-related interactions as the task was performed.

CQUniversity Unit Coordinator Frank Bogna said that due to the complex nature of the task, the students had to combine different risk-analysis tools to capture the risk factors.

“The use of diverse and innovative instruments for the evaluation of complex systems is becoming more commonplace, and being able to know which methods to use is increasingly important as work system complexity grows,” Mr Bogna said.

At QMAG – a refinery and global supplier of magnesia products – post-graduate stu-

dents conducted several occupational hygiene monitoring activities to explore health risks associated with noise, light, heat stress and respirable dust.

Senior Lecturer in Occupational Health and Safety Dr Elise Crawford said CQU’s industry partners offered highly valuable learning experiences for the students.

“By working with industry, we can target student activities to the workplace,” Dr Crawford said.

“This allows our students to develop their skills in specialty areas while aligning with industry needs.

“Consequently, students experience authentic learning opportunities while developing specialist skills. CQUniversity maintains industry relevance, and in return, the industry gains valuable insights from our students as they undertake work-based tasks and share their findings.

“Importantly, these reciprocal arrangements not only benefit the immediate students, staff and industry partners, but by extension support industry improvements and the overall development of the OHS profession.”

SMW Group Chief People and Culture Officer and CQU alumnus Riley Boland said the visit by the OH and S students was invaluable.

“Having a res school tour of the facility brings a fresh set of eyes and approaches to studying our high-risk tasks in the workplaces,” Mr Boland said.

“The recommendations we receive are often valuable and are used to improve the overall health and safety in the workplace and introduce new controls for the tasks under review.”

## New agreement to boost CQ’s renewables skills

From page 1

“Our researchers will also benefit through deep industry collaboration and co-location, allowing them to work on new innovations that will help to further advance the renewables industry in the region and beyond.”

He also added that Central Queensland was primed to create a world-leading clean energy ecosystem, and CQUniversity is proud to be supporting the industry in this.

“The development of the FEITH isn’t just a commitment to renewable energy but a commitment to the region’s capability to support it, and to future generations who will benefit from this emerging industry,” Professor Klomp said.

Stanwell Chief Executive Officer, Michael O’Rourke said this agreement with CQU will be invaluable in helping Stanwell create future pathways for our people and drive the development of Queensland’s



Luke Sinclair, Peter Goggin, Michelle Gane, Prof Grant Stanley and Peter Woodall.

Picture CONTRIBUTED

hydrogen industry and other new energy technologies.

“We will capitalise on CQU’s first-class experience in developing and delivering training and education programs to ensure our employees are best equipped with the essential skills needed to make them lead-

ers in the operation and maintenance of renewable energy technologies, including hydrogen,” Mr O’Rourke said.

“CQU’s state-of-the-art laboratories and research teams will also enable us to test new energy technologies and identify those capable of moving into commercial-

scale testing.

“The FEITH project will be the visible bright spark of Stanwell’s transformation to clean energy.

“It will increase our understanding of new energy technologies and their application in building Stanwell’s renewable energy portfolio and driving the development of Queensland’s hydrogen industry.

“And just as importantly, it will help us create the energy workforce Queensland needs for the future through hands-on skills development and training.”

The size of a shopping centre, the FEITH project is proposed to be delivered in phases, starting with the establishment of common infrastructure and civil works.

Future phases include a skills academy and demonstration centre, where the community can come to learn about new energy technologies.

**Proudly supporting CQ Industry Today  
for the benefit of the Region**



**Hydraulic & Pneumatic Supplies and Servicing**

1-3 Werribee St Kawana QLD 4701  
07 4921 2921 | [www.thehydraulicshop.com.au](http://www.thehydraulicshop.com.au)



12618315-K029-23

**Stokes**  
MINING

**Safety Attitude  
Production**

12618265-K029-23

# QAL wins best-in-business large industry category

Queensland Alumina Limited (QAL) announced the winners of the Large Industry Category in Gladstone Chamber of Commerce and Industry's Best in Business Awards on Saturday 4 November.

The Best in Business Awards recognises and celebrates excellence in the Gladstone community across local businesses, not-for-profits, industry, events and business leaders.

QAL General Manager Pine Pienaar accepted the award on behalf of QAL and expressed his gratitude to the Gladstone community.

"It is incredible to say almost everyone in Gladstone has a connection to QAL," Mr Pine said.

"Whether it is through a parent, child, neighbour, or friend, there are so many ties that connect us together.

"How remarkable that a company operating on a global scale can have its heart in the local community.

"This is one of the reasons we take the privilege of operating in the heart of Gladstone so seriously.

Mr Pine said his team recognises how crucial it is to work with their community to achieve positive outcomes, and is proud to give back to the community through their partnerships, local procurement, and workplace giving initiatives.

"Our strong commitment to reducing our impacts on the environment and community through our five Year Environmental Strategy demonstrates our environmental stewardship and commitment to deliver beyond compliance," Mr Pine said.

"We are keeping pace with the growing expectations and carbon reduction require-

ments, and have a strong pipeline of future projects to address this.

"We continue to collaborate and encourage our employees to 'lift the lid' when seeking their ideas and suggestions on improving processes and contributing to daily and strategic decisions.

"I would like to congratulate all the nominees in this category and recognise their outstanding contributions as large industries in Gladstone.

"Congratulations to Gladstone Chamber of Commerce and Industry for once again hosting a fabulous event.

"Thank you to all who have played a role in getting our operations to where we are today.

"We are continuously on our journey to be Safe, Stable and Sustainable for generations to come."



Human Resource Officer Chrissy Harris, Administration Assistant Anna Warrington, Administration Assistant Rachael Grant, Manager Tailings and Environment Simon Rice, Manager Technical Services Ros Dalton, General Manager Pine Pienaar and Manager Maintenance Services Marcus Bredenhann.

# Big win for CQ forums

Major announcements for the local community set the scene for the final Central Queensland Regional Community Forum at Mount Morgan on Monday, 6 November.

The forum identified pathways for young people into jobs to help build new infrastructure and maintain Queensland's booming aviation sector.

The forum also discussed the benefits to the region from Alliance Airlines' new \$60 million aviation maintenance, repair and overhaul (MRO) facility, officially opened earlier this month at Rockhampton Airport, following support from the State Government's Jobs and Regional Growth Fund.

The initiative will support about 100 highly skilled aviation jobs, as well as supporting 16 new traineeships and apprenticeships.

The State Government has also unveiled the Stanwell Clean Energy Hub in the Central Queensland region, including a \$100 million Future Energy and Innovation Training Hub (FEITH).

The hub will provide the sandbox to test out innovative new energy technology including wind, solar, hydrogen and battery storage while providing a real-life, hands-on training environment for Queensland energy employees to develop the skills needed to work on renewable energy projects.

The Central Queensland Community Forum examined how high school students in Central Queensland can learn what it takes to ensure these initiatives are a success and how they can join Central Queensland's growing workforce.

Focus areas of the forum included school-to-workforce transition, and deliverables through initiatives including the Queensland Government's Future Energy



The Central Queensland community received a major announcement at the CQ Regional Community Forum on Monday 6 November.

Jobs Guide, which comprehensively outlines job opportunities and career pathways available to existing workers and school students.

Regional State Government representatives have worked with forum members to advocate for industry participation in local high schools to bring workplace experience into the classroom, and provide a pathway

into the workforce for local students.

Forum members toured the local gold mine, Heritage Minerals, which showcased its education and employment pathway program for Central Queenslanders.

Other discussions included Central Queensland's economic outlook, Queensland's \$89 billion Big Build, a Re-

gional Growth Framework update, the Central Queensland Freight Strategy and Action Plan, and a Jobs Queensland update.

Minister for Energy, Renewables and Hydrogen and Minister for Public Works and Procurement Mick de Brenni said forum representatives from Central Queensland had enabled greater investment in the region through their thoughtful and powerful advocacy.

"As a result, we are determined to do even more to protect jobs and the economy in Central Queensland, because the businesses, people and workers - and the communities in which they live - are the foundation of this State," Mr de Brenni said.

Central Queensland Regional Community Forum Co-Chair, Assistant Minister for Education Brittany Lauga said the wide range of outcomes delivered by the Central Queensland forum is a testament to the hard work and energy of the members and she hoped they found it a rewarding experience.

Central Queensland Regional Community Forum Co-Chair, State Member for Rockhampton Barry O'Rourke said the insights of the forum members have been invaluable and have supported change across the region, and I thanked them for their drive and energy.

Mount Morgan State High School teacher Justene Webb said partnering with the Office for Rural and Regional Queensland in the areas of Regional Development and Manufacturing has enabled the school to drive targeted changes in learning outcomes and to create new opportunities for both their teachers and students in our community, with a particular emphasis on fostering school to work pathways.



James Wetzler - Managing Director - 0429 346 242

Tracy Wetzler - 0428 535 730

Office - 0467 346 245

admin@wetzler.com.au • www.wetzler.com.au



# Wind farms: good or bad?

By Breanna Lloyd

Private producers, the agricultural sector and long-time environmental activist and board member of the Rainforest Reserve Steven Nowakowski are concerned about the upcoming Wind Farm operations.

Over 3180 Wind Farms are mapped out in the pipeline throughout the coast and ranges of Queensland.

“In an attempt to phase out the thermal coal plans, we will have to triple the amount already mapped out, and then will have to double that again for redundancy if the wind isn't blowing,” Mr Nowakowski said.

“If the hydrogen and electric vehicle fleets go ahead, that amount will have to be tripled again.

“Every ridge line and mountain top in the Banana Shire will have a wind turbine on it.”

Mr Nowakowski said the message that needs to get out is that the rollout to renewables requires spacial footprints of Australia.

“Even the recent Net-Zero report indicated that to try and decarbonise this country we will need half the size of Victoria to cover in wind farms and solar panels so we are near those net zero targets and it's going to have impacts and it has consequences,” he said.

“We are asking for a moratorium on the rollout of renewable projects.

“At the moment there is no planning in Queensland and it has been left up to developers to cherry-pick the cheapest locations, but they are not necessarily the best places strategically for wind farms.

“Going forward you will see a lot more land use conflict because of the absence of planning.”

Mr Nowakowski has a long history in environmental activism and has been heavily involved in conservation groups over many decades.

“I am a bit dismayed with the conservation groups at the moment,” he said.

“What we have seen with this rapid rollout of renewable energy projects is that they require fast spatial footprints of land that are generally in high-elevation areas.

“Queensland isn't a windy state like South Australia, and that is why they are trying to get high-altitude areas.

“We are mostly worried about the Lotus Creek Wind Farm. It is the best Koala hotspot in the region.

“To lose that habitat would be devastating and that is exactly what is happening.

“We need a strong opposition to develop a better path for renewables in Queensland.”

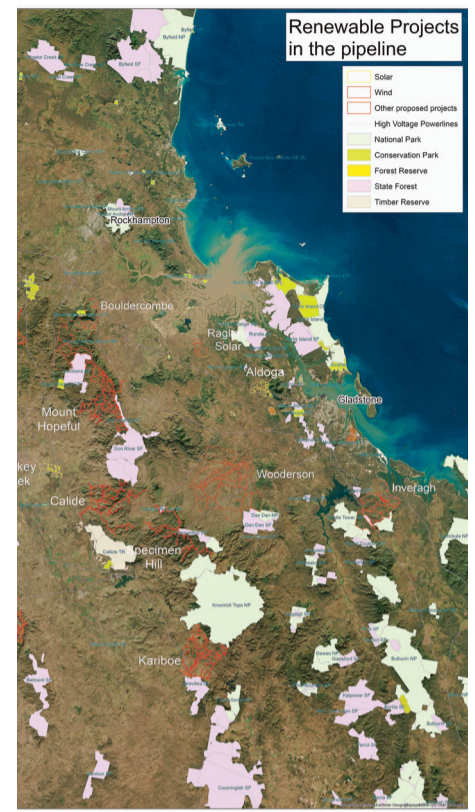
Being the first of 95 farms mapped out, the Clarke Creek Wind Farm installed its first turbine on Tuesday 3 October.

The turbine stands 207 metres tall and has three 76.2 metre blades, involves the installation of 13 components and has a capacity of 4.5MW.



Kaban Wind Farm is currently under construction.

Pictures: STEVEN NOWKOWSKI



The map of proposed renewables between Gladstone and Rockhampton.



The 450MW first-stage wind farm in Central Queensland, 150km north-west of Rockhampton

and 150km south of Mackay, is said to produce enough electricity to power 330,000 homes when completed.

Squadron Energy CEO Jason Willoughby said they are excited to have reached this important milestone in the development of their project.

“This turbine represents the first major step in our efforts to reduce power prices for businesses and households in Queensland as we continue to replace aging coal-fired power stations with clean renewable energy.”

Also making its way to the construction

stage is DP Energy's Callide Wind Farm project after they received the Development Approval from the State Assessment Referral Agency

Located approximately 22km north-east of Biloela and 75km south-east of Gladstone the project has the potential capacity of 430MW.

The Wind Farm is expected to produce enough energy to power around 130,000 average Queensland households.

During construction and operation of the Callide Wind Farm will create direct employment as well as indirect opportunities through increased demand for local products, services and materials.

DP Energy Australia's Head of Projects

Hugh Cantwell said they are delighted to have been awarded Development Approval for their Callide Wind Farm project in Queensland.

“This marks a significant milestone in the project's lifecycle and the DP Energy Australia team looks forward to the next phases of the project with the ultimate goal of creating a greener future for Queensland.”

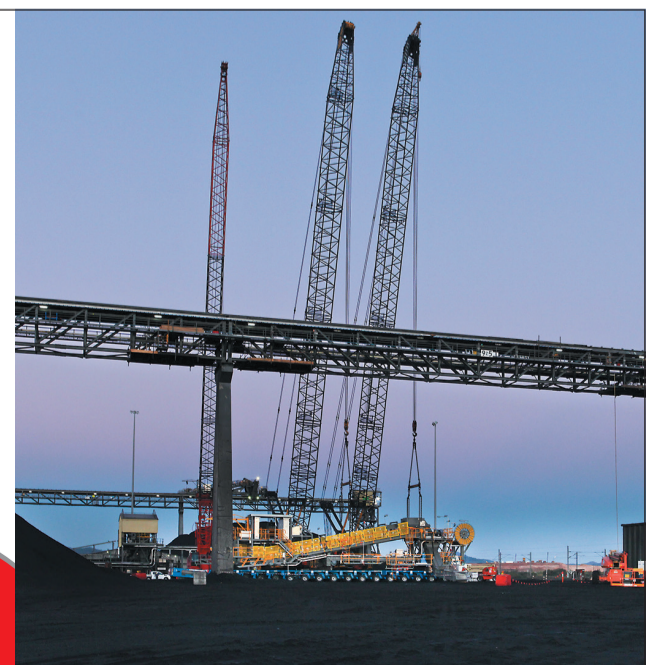
The project is now being assessed by the Federal Department of Climate Change, Energy, Environment, and Water under the Commonwealth Environment Protection and Biodiversity Conservation Act 1999.

The construction stage is planned to commence in 2024.



**W WALZ**  
SUPPORTING  
THE GLADSTONE  
REGION FOR OVER  
40 YEARS

17 Garfield St Gladstone 4680  
07 4976 7999  
www.walzgroup.biz



12625262-JC33-23

# \$1.3b CopperString boost

The State Government has announced a \$1.3 billion package to progress work on CopperString 2032, demonstrating Queensland's commitment to delivering Australia's largest transmission project.

The funding will get the project ready for construction to commence in mid-2024, a significant milestone towards unlocking the North West Minerals Province, and the renewable energy potential of North Queensland.

This package will enable publicly-owned energy cooperation Powerlink, alongside construction partners UGL and CPB, to undertake detailed design and engineering and environmental assessments.

The project will be calling for responses to tenders from local North Queensland companies.

It will also secure the easements for the CopperString 2032 project.

It also includes the establishment of 100 permanent project jobs, procurement of transmission equipment, delivery of all site investigations and advancement of site development works, including camps and access works.

This allocation is part of the \$5 billion estimated to deliver this game-changing project for North Queensland.

It builds on more than 40 works packages that have been released for Expression of Interest.

The packages cover a range of activities and services such as engineering, construction, environmental management, logistics, camp construction, haulage and communications.

The CopperString 2032 project will also provide infrastructure to connect the North



The State Government has announced a \$1.3 billion package to progress work on CopperString 2032.

West to super-fast internet speeds with early works beginning immediately.

Communities along the Flinders High-

way will get early access to super-fast broadband by next year.

Premier Anastacia Palaszczuk said this

is a significant step forward to allow Powerlink to get started on this game-changing project.

"CopperString 2032 is the largest ever economic development project in North Queensland and the largest expansion to the power grid in Australia," Premier Palaszczuk said.

"We are proud to invest in this historic project, which will connect \$500 billion in critical minerals with the largest renewable energy zone on the east coast of Australia unlocking the next mining boom and jobs across the North West Minerals Province and North Queensland.

"I am excited about the progress we have made so far in planning and designing this project.

This funding allows the project to move into the construction phase."

Treasurer Cameron Dick said this is a landmark investment in the future of North Queensland, delivering jobs, growth and innovation for the region."

"We are backing this project because we believe in the vision and the value it will create for North Queenslanders, now and for decades to come," Mr Dick said.

Minister for Resources and Townsville MP Scott Stewart said building this landmark infrastructure should be done the same way we built the stadium – by North Queenslanders, for North Queenslanders.

"Every element of this project will be delivered in compliance with our Buy Queensland procurement policy, ensuring as much of this investment circulates throughout North Queensland, building an even more resilient economy," Mr Stewart said.

## Sale great result for casuals after permanent jobs

The sale of BHP's Daunia and Blackwater coal mines in Central Queensland to Whitehaven paves the way for hundreds of workers to transition from labour hire to permanent jobs.

Whitehaven has assured the Mining and Energy Union that workers at the mines will remain covered by existing Enterprise Agreements and that all workers employed through BHP's labour hire subsidiary Operations Services will be offered permanency on-site EA conditions.

There are about 400 BHP Operations Services workers at Daunia and Blackwater out of a total workforce of approximately 2,500 permanent, contract and labour-hire coal mineworkers.

MEU Acting Queensland District President Mitch Hughes welcomed Whitehaven's



Daunia and Blackwater coal mines have paved the way for hundreds of workers to transition from labour hire to permanent jobs.

en's commitment to ending BHP's sham in-house labour hire model.

"We are delighted that Whitehaven has

seen the nonsense of the Operations Services model and committed to ending it," Mr Hughes said.

"Nearly four hundred OS workers and their families will be celebrating this news and can look forward to a substantial improvement to their pay and conditions. Meanwhile, the permanently employed workforce can rest assured that their existing pay and conditions will be retained. We will also be seeking permanent, secure jobs for other labour-hire workers at the site.

"We are not surprised that Whitehaven has seen value in operating these great Queensland assets while still paying workers fairly.

"Blackwater and Daunia produce quality metallurgical coal that is in strong demand.

"Whether it's work laws or royalties, BHP is constantly threatening to pack up and leave if they don't get their way. "Well, they can go right ahead.

"If BHP doesn't want to mine Queensland coal, there are others ready and waiting.

"BHP's ruthless drive over many years to cut direct, permanent jobs and replace them with casual labour hire has caused real reputational damage to a company that was once an Australian icon.

"We look forward to continuing to represent the interests of coal mineworkers at Daunia and Blackwater mines while we continue fighting for fairer work laws to close the labour hire loophole pioneered by BHP."

**0% P.A. FINANCE**  
AGROFARM 115 GS CAB AND 5125G HD TRACTOR

**ONLY \$135,000 PLUS GST**  
6165G CAB TRACTOR

**HURRY! 5 LEFT IN STOCK**

**BLOOMING GOOD DEALS**

**3.95% P.A. FINANCE**  
OVER 36 MONTHS, NO REPAYMENTS UNTIL MARCH 2024!

**ONLY \$69,289 PLUS GST**  
85 HP ROPS TRACTOR

**INCLUDES STOLL LOADER + ESSENTIALS**

**FARM AND GARDEN PRODUCTS**  
396 Yaamba Road, Rockhampton  
(07) 4926 1414  
www.farmandgarden.com.au

**FARM AND CONSTRUCTION PRODUCTS**  
24 Gregory Highway, Emerald  
(07) 4987 575  
www.farmandconstruction.com.au

Terms and Conditions apply, visit our website or call us for more information.

# Energy exploration extravaganza inspires students

A dynamic, hands-on scientific spectacle has taken centre stage in Wandoan today during a popular STEM (science, technology, engineering and maths) learning experience delivered by the Queensland Minerals and Energy Academy (QMEA), the education arm of the Queensland Resources Council (QRC).

Thanks to support from Senex Energy, about 40 students in Years seven, eight and nine embarked on an exciting path of discovery into the lifecycle of gas projects and gave the next generation from the Western Downs region the opportunity to unlock a world of rewarding STEM careers.

Wandoan State School Principal, Mr Gavin Symonds said students put their process engineering and critical thinking skills to the test during the final activity of the day when they were tasked with creat-

ing the perfect drink of water.

"Students harnessed their problem-solving skills to design a method that consistently produced a glass of water that met temperature, volumetric, and time constraints," Mr Symonds said.

"This challenge not only showcased the importance of scientific concepts but also honed professional skills like trial and error, following instructions, and meeting project scope on time."

As Australia's largest and most successful industry-led education and schools initiative, the QMEA seeks to broaden student and teacher knowledge of career opportunities in resources.

The academy encourages a talent pipeline of employees into vocational and professional careers, with a focus on female

and Indigenous participation.

The QMEA currently engages with 99 schools and is a partnership between the QRC and the Queensland Government under its Gateway to Industry Schools program.

QRC Director of Skills, Education and Diversity, Ms Katrina-Lee Jones said students from Wandoan and Taroom state schools worked under the guidance of representatives from Senex Energy as they completed a series of engaging activities linked to gas exploration and extraction, and process engineering.

"During the first activity, students unearthed the fundamentals of gas exploration during a core drilling exercise where they gained an insight into how analysis of geological data can map underground gas

reserves," Ms Jones said.

"They then used grip strength and Vernier Gas sensors to investigate the science behind pressurisation, and in the process discovered how Boyle's Law is applied in the resources and energy sector to extract natural gas."

Senex Energy's Community Relations Manager, Mr Trevor Roberston said the workshop was a great example of how STEM is applied in the real-world professions.

"We're proud to partner with the QMEA to deliver enriching educational programs to students from local communities in which we operate," Mr Robertson said.

"We hope today's workshop has inspired Wandoan's budding STEM enthusiasts to pursue a STEM related career, including in the broader gas industry."

# Apprentices of the year

Queensland Alumina Limited (QAL) has officially welcomed nine first-year apprentices into the business and celebrated three outstanding program graduates at the QAL Apprentice of the Year Awards event.

2023 Process Trainee of the Year, Kirsten Payne, joined the team in June 2021 to begin her traineeship.

Having grown up in the south side of Brisbane, Kirsten spent 15 years as a cake decorator in family-owned bakeries and as a florist.

She was also an avid tennis player and has studied for a nursing degree at university.

Kirsten first heard about QAL from family who work on site.

"They always talked about how they loved going to work and, to me, I really wanted that same feeling," Kirsten said.

Predominantly working in Precipitation, a section of the refining process whereby alumina crystals are recovered from caustic solution, her days tick away fairly quickly.

"I carry out normal day-to-day operations, like taking samples of the tanks, flow redirections and valve operations," Kirsten said.

"I love the physical side, fixing problems, understanding how things operate and learning new things every day and the people I work with; there's a real comradery and we're in it together.

"I've also learned how mechanically minded I've become, and how diverse QAL really is.

"Everybody here has a different background and it's accepting; like a second little home."

She said her experience has been overwhelmingly supportive.



QAL acting GM Trent Scherer, Mechanical Apprentice of the Year Aiden Dunkovic, Gladstone Regional Council Councillor Chris Cameron.

"Times are changing and females are extremely accepted in the work environment."

When asked where she sees herself in five years' time, Kirsten's goals were clear.

"I see myself at QAL as a Supervisor leading a crew and, if I don't get the opportunity to go into a leadership role, I see myself as being the best Alumina Producer (AP) I can be."

Mechanical Apprentice of the Year Aiden Dunkovic and E/I Apprentice of the Year Travis Richmond were equally excited to have their efforts commended at this year's ceremony.

Aidan and Travis both took part in trade-related work experience prior to joining QAL's apprentice program and particularly enjoyed the hands-on aspects of their training.



Gladstone Regional Council Councillor Chris Cameron and Process Trainee of the Year Kirsten Payne.

"A typical day is hot, sweaty and dirty in the field – all the fun stuff," Aidan said.

"I like to be out doing things and although I'm based mainly in Redside, it's nice to get out on the wharf where I get to work on machinery like the ship loaders and unloaders."

Throughout his apprenticeship, Aidan's formed connections while developing his skillset, and looks forward to being exposed to a variety of work available across the site.

Travis said while the physical component is part of why he enjoys his job, a lot of his work also involves problem-solving and thinking.

"I found electrical required more technical thinking," Travis said.

"Some of the work is routine and other parts involve thinking on the spot."

He said learning and working alongside a team has been one of the biggest highlights of completing his trade at QAL. "We celebrate successes and when someone does their job well," Travis said.

"It's especially rewarding when a senior commends you on something that you've done."

## RECRUITMENT SOLUTIONS

Embedded in Rockhampton & Central QLD Community.

Local team providing solutions to your recruitment challenges.

25 YEARS IN CENTRAL QLD

CONTACT ANGELA & HER TEAM TODAY  
07 4924 9600 | aolsen@ipa.com.au

IPAWWWWWW.IPA.COM.AU

# QRC backs Glencore move

The Queensland Resources Council (QRC) says the decision by Glencore to close its Mount Isa Mines underground copper operations and Lady Loretta zinc mine is unfortunate but understandable, and commends the company for its commitment to working with affected employees to find new opportunities.

Glencore will maintain a strong presence in the region through its copper smelter, George Fisher Mine, zinc-lead concentrator and lead smelter and Townsville copper refinery.

QRC Chief Executive Ian Macfarlane said the announcement highlights the need for new resource investment in Queensland to develop new projects as major mines like this reach their end of life.

"The future success of the resources sector cannot be taken for granted by governments and we need policies that encourage investment in new Queensland resources projects as more mines reach their end of production in coming years," Mr Macfarlane said.

"The Queensland Government needs to start listening to the many warnings about the threat to future investment as a result of

its snap decision to impose the world's highest coal royalty tax rates.

"In the current global economic climate, the State Government should be doing all it can to attract investment in new resource projects in Queensland.

"It's time the Queensland Government started encouraging resources investment, which will support exploration and investment in new projects, rather than discouraging it with the world's highest royalty taxes and endless approval processes.

"Queensland's North West Minerals Province offers enormous potential for the resources sector with abundant reserves of many the critical minerals the world needs to develop the new technologies for a decarbonised future.

"That potential can only be fully reached with the backing of investors providing the billions of dollars to develop the projects that will provide future jobs and economic benefits for Queensland.

"Suden Government policy changes and over-complicated red and green tape and regulation will do little to encourage investors when they have more attractive options in other states and countries."



QRC Chief Executive Ian Macfarlane.

Picture: CONTRIBUTED

## CQU electrical apprentices reignite their careers

By Breanna Lloyd

Eager to see where their new careers take them, CQU university students celebrated after they completed Electrotechnology training on Mackay Ooralea Campus on Thursday 12 October.

The four-year course included multiple theories and practical applications of design, installation, inspection and tests to verify an electrical installation.

The apprentices undertook a week-and-a-half of 'capstone' block training, demonstrating what they have learned.

One of the 12 students, Kenzy Gillespie said it felt great to have completed the theory aspect and move on to completing the practical assessments.

"A lot of us have put in a lot of effort," he said.

"I'd have to say this is the biggest achievement of our lives so far.

"We've been putting in long days at work and then we all come together on FaceTime to study.

"We've all supported each other to keep up with our studies and put in the hard yards."

Kenzy was in the top three in his class, with Nicolas Bell in first and Teagan Carroll in second.

He said the training and facilities at



The Cap Coast apprentices celebrated their Electrotechnology completion.



Teagan Carroll, Teacher Jason De Roche, Kenzy Gillespie and Nicolas Bell.

Pictures: CQU

CQU Mackay Ooralea were beneficial to his job.

"It's good to have dedicated teachers and top-of-the-range equipment, because if we don't have the right gear then we don't really get off to a good start," he said.

To celebrate their achievements, the class held a barbeque, sponsored by a local firm, Sheriff Electrical Wholesalers with Business Development Manager Liam Taylor in attendance.

Other visitors included Darren Monks from Clipsal Schnieder Electrical and Pi-

eter Westhuizen from MajorTech to talk to the students about their latest products on the market, whilst the Electrical Safety Officers Chris Smith and Dave Griffiths reminded the apprentices of their obligations under the Australian Standards and Safety requirements.



- On-site maintenance, shutdown and workshop facilities
- Mechanical and Fabrication
- Pumps, pulleys, conveyor supply and service
- Civil and concreting
- Blast and paint




EXCEEDING EXPECTATIONS

07 4926 8588 | [chauvel.com.au](http://chauvel.com.au)

Head Office: 26 Hemenstall St, Nth Rockhampton  
Emerald: 6 Daniels St, Emerald



DIESEL & HYDRAULIC SERVICES




PHONE: 0447 177 313  
[sales@rcmech.com.au](mailto:sales@rcmech.com.au)





Irrigation Dam.



Dr Jackie Webb.

Pictures: CONTRIBUTED

# A world-first assessment

Farm dams are assumed to make up a significant proportion of Australian agriculture's greenhouse gas emissions, but new research has found that the contribution of irrigation farm dams is dramatically overestimated.

The first detailed assessment of the carbon footprint of irrigation dams has revealed existing models are failing to account for their capacity to act as atmospheric sinks for nitrous oxide (N<sub>2</sub>O) and are dramatically overestimating their methane (CH<sub>4</sub>) emissions.

Aquatic biogeochemist Dr Jackie Webb, from Deakin University's Centre for Regional and Rural Futures, led the research team to monitor (GHG) emissions of farm dams in the Murrumbidgee Valley of New South Wales.

Importantly, the team wanted to test if they had comparable emissions to what was ascribed to dams by the United Nations' Intergovernmental Panel on Climate Change (IPCC) and reported in Australia's national emission inventory. Global studies suggest that small artificial waterbodies are widespread emitters of carbon dioxide (CO<sub>2</sub>) and methane (CH<sub>4</sub>).

"The IPCC does great work, but it's all based on data availability and there is no data from semi-arid irrigation waterbodies

fed into those models," Dr Webb said.

"The available data used in Australia's national emissions inventory is based on livestock dams in Victoria and New South Wales and artificial ponds in Queensland, so irrigation farm dams from semi-arid regions are assumed to be similar in their emissions."

### The project methodology

The research project, funded by AgriFutures Australia, is the first examination of irrigation dams and their emissions and storage of CH<sub>4</sub>, CO<sub>2</sub> and N<sub>2</sub>O.

The study involved surveying 38 on-farm irrigation dams across horticulture and broadacre cropping in the Murrumbidgee Valley to baseline their carbon footprint and provide an initial insight into areas that could be targeted for emission management.

Drone and on-ground biomass surveys and continuous CO<sub>2</sub> monitoring with underwater sensors were also carried out in a subset of the dams.

### The findings

A quarter of the dams (25 per cent) were found to be net GHG sinks of CO<sub>2</sub> equivalent emissions.

Just over half (52 per cent) were acting as

sinks of CO<sub>2</sub> and 70 per cent were sinks of N<sub>2</sub>O.

Most irrigation farm dams were sources of diffusive CH<sub>4</sub>, which was the highest contributor to overall emission.

However, compared with global averages, the irrigation dams tested had considerably lower methane emissions (34kg per hectare per year) than the IPCC emission factor (183kg/ha/yr) for constructed ponds and a lower indirect nitrous oxide emission factor (0.06 per cent) compared with the IPCC default emission factor for agricultural surface waters (0.26 per cent).

"It's a huge difference - four times less emissions of nitrous oxide and five times for methane," Dr Webb said.

"The reason why the IPCC models are so out is because 70 per cent of the dams we sampled were atmospheric sinks of nitrous oxide, but the IPCC emission factor models do not account for agricultural water bodies being nitrous oxide sinks at all. Widespread N<sub>2</sub>O sinks have been observed once before in Northern Hemisphere farm dams. To reproduce this finding in Australia is really exciting as it challenges our fundamental understanding of indirect aquatic N<sub>2</sub>O emissions from agriculture."

### Global implications

Dr Webb said given the study demonstrates the carbon footprint of these irrigation dams is smaller than expected, more research is needed, and revisions of national emissions accounting ought to be considered.

"When we're talking about climate change and net zero emissions, it's very important we get it right," she said.

"It's good news for irrigation farmers that farm dams aren't emitting anywhere near the emissions of what is assumed based on the current research. Irrigation dams may also be worthy of their own emissions factor in IPCC guidelines, but we need to test more regions.

"There's huge potential to harness these irrigation dams to cut their emissions even more and make them carbon sinks."


Dr Webb said emissions could be reduced by making dams deeper and limiting the amount of nitrogen entering the water bodies.

"Excessive nutrients can lead to low oxygen conditions which activates the anaerobic microbes that produce methane," she said.

"So, if you can reduce nitrogen runoff going into a dam that would most certainly help."

## GET YOUR WORKPLACE SUPPLIES AT OFFICE NATIONAL

FAMILY OWNED BUSINESS

	<b>STORAGE CLIPBOARD</b> \$34.95 each or \$32.95 each for 3 or more		<b>DURABLE NAME BADGE WITH ARM BAND</b>
	<b>PORTWEST A120 PU PALM GLOVE</b> \$1.95 size XS-XXL		<b>STADTLER FINE RETRACTABLE PENS</b> \$3 box. Black & blue.

[www.officenational.com.au/ong](http://www.officenational.com.au/ong)





The first-ever Soybean Industry Development Officer has been appointed by the Australian Soybean Industry to facilitate more Soybean growth.



Paul Fleming and Judy Plath.

Pictures: CONTRIBUTED

# Soybeans set to grow

Australia's soybean industry has set ambitious targets to increase plantings in the coming seasons and has appointed its first ever Soybean Industry Development Officer to facilitate that growth.

Soy Australia, the peak industry body for the Australian soybean industry, believes the soybean industry is well positioned to double its annual production over the next decade and has appointed an Industry Development Officer to support this ambition.

According to Soy Australia Chair, Paul Fleming, a grower from the Northern New South Wales region, the organisation is investing in a part-time Soybean Industry Development Officer to help build broader awareness of agronomic best practices as well as the economic benefits of soybeans in the key growing regions such as the coastal regions of North Queensland, the Wide Bay-Burnett, the Northern Rivers of New South Wales, NSW Northern Tablelands and the Riverina region.

"The appointment of Bundaberg-based soybean agronomist, Judy Plath, as our new Soybean Industry Development Officer, will help the industry build grower knowledge in the agronomy of soybeans, develop strong links for growers within the grower regions, build awareness of soybeans in existing and newer growing regions and develop strong relationships with key industry partners to encourage partnering of projects that will benefit the soybean industry," Mr Fleming said.

"While the Australian soybean industry is small by global standards, it plays an important role in many farming systems across Australia and is increasingly providing a higher value crop option for growers.

"Soy Australia believes the demand for non-GMO, Australian-grown, good-quality soybeans is strong, but we need to increase production if we hope to develop long-term relationships with our end users.

According to Mr Fleming, the new soybean varieties released over the past decade have been specifically developed to meet the various and growing needs of the end user market, both in Australia and abroad.

"The Australian domestic market relies heavily on locally grown soybeans for products such as soy milk, tofu, tempeh, flour and grits while markets such as Taiwan, South Korea and Japan present significant growth opportunities.

"The soybean industry has enjoyed strong prices in recent seasons, plus the development of new, more regionally diverse and herbicide-tolerant varieties has increased the opportunity for soybeans in many farming systems.

"We are very pleased that Judy has come on board to help extend the positive message about soybeans and to help growers optimise their productivity through learning about and adopting best practices.

Mrs Plath has been involved in the coastal Wide Bay soybean industry for twenty years; first as an agronomist and then, as a grower.

"I began promoting soybeans as an ideal legume break crop for sugarcane in the Wide Bay area in 2003," Mrs Plath said.

"Over time I married into a local cane farming family and have seen firsthand the benefits that soybeans offer to our farming system and our bottom line.

"Over the years I have been involved in all aspects of the soybean industry – from agronomy to variety trials to integrated pest management to marketing.

"It's an absolute honour for me to join the Soy Australia team and start sharing the wonderful benefits of soybeans with more growers and more growing regions throughout Australia."

The key growing regions for soybeans can be found here <https://www.soyaustralia.com/our-industry/about>.

## Boxall takes new industry innovator role for CQU

The newest CQUniversity Council member Steven Boxall is a familiar face across Central Queensland, as CEO of CQU industry partner, the Resources Centre of Excellence.

But the Mackay-based industry leader's history with CQU goes back much further, to his fresh-faced days as a student in the Bachelor of Business (Human Resource Management) at CQUniversity.

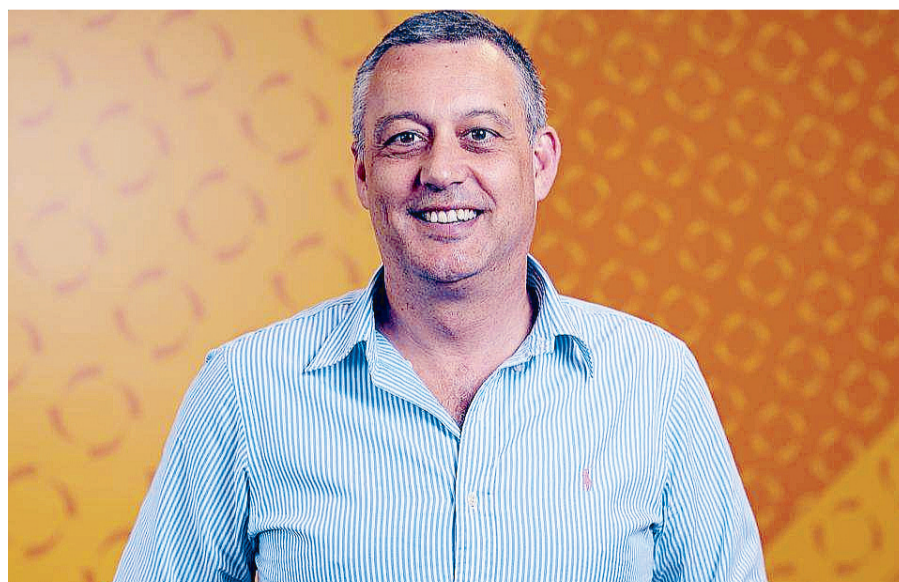
Mr Boxall said his appointment to University Council in July 2023 was "incredibly humbling".

"A lot of my personal and professional success has come as a direct result of the head start I got from CQUniversity," he said.

Mr Boxall graduated in 1994, then embarked on decades of experience across leadership and management, most recently as the founding CEO of the Resources Centre of Excellence (RCOE) since 2020.

"RCOE is a collaborative platform that connects and supports the resources sector in Australia, and we're currently driving the expansion into our Stage Two, Future Industries Hub and Stage Three in the Isaac Region," he said.

He's also held roles across business, industry and local government, including as CEO of Barcaldine Regional Council.



New CQU Council member Steven Boxall.

Picture: CONTRIBUTED

"I am passionate about driving change and creating value in the resources sector, and for our communities more broadly – through a culture of collaboration, diversity, and excellence in my teams and organisations," he said.

CQUniversity is a research partner of the

RCOE, which provides world-class facilities for resource development, including an underground mine-simulated training and testing facility, emerging technology capabilities, and training and conference facilities.

The organisation is also driving initia-

tives for sustainable futures, through decarbonisation and circular economy.

Chancellor Graeme Innes AM welcomed Mr Boxall to Council and said his appointment highlighted CQUniversity's commitment to collaboration.

"CQUniversity's connection with the community is built on our meaningful engagement across diverse partnerships, regions and industries," Mr Innes said.

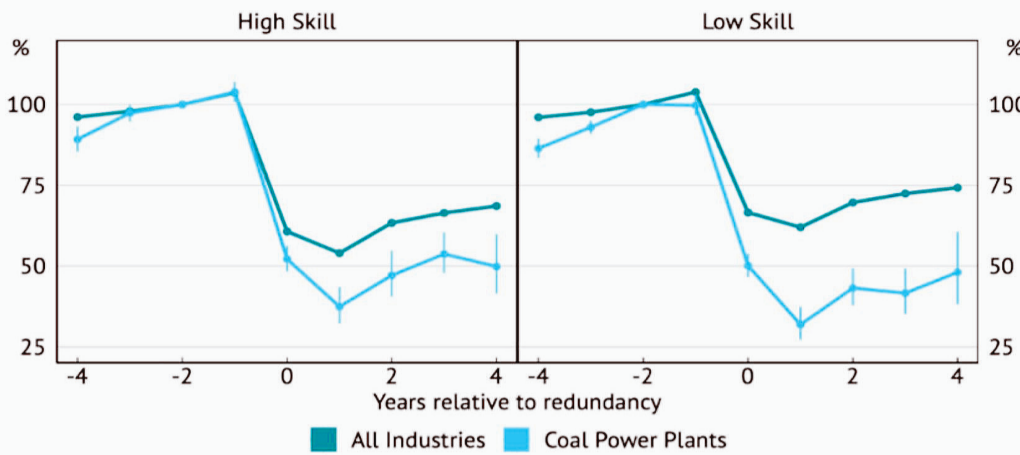
"Mr Boxall's experience leading innovation in the resources industry brings an exciting perspective, as Council ensures CQU's strategic direction is sustainable and future-ready, for our students, our research and our communities."

Mr Boxall said joining the CQU Council aligned with his enthusiasm for learning from others and exploring new opportunities.

"In the past three years, as the RCOE has evolved, it's demonstrated the dedication, hard work, and relentless pursuit of excellence across our regions and our communities," he said.

"That is thanks to our partners including CQUniversity, and it's exciting to be joining an organisation that has also embraced innovation, and is adapting to the ever-evolving landscape of regional Queensland, and beyond."

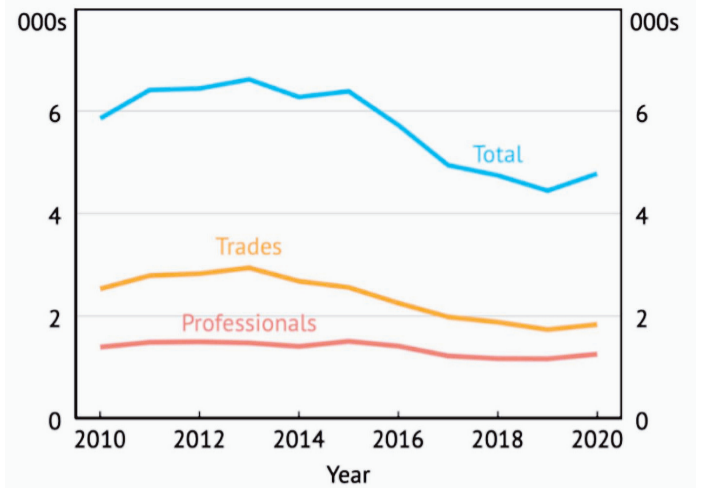
**Figure 2: Earnings after redundancies by skill**  
Relative to pre-redundancy earnings, by skill\*



\* Control group are workers never made redundant between 2010-2020, age and time controls added.  
\*\* Skill level proxied by AUSEI06 rank. High skill denotes AUSEI06 > 50  
Sources: ABS; e61

Figure Two: Earnings after redundancies by skill.

**Figure A.1: Employment in coal-fired power plants**  
As reported in PAYG summaries



Sources: ABS; e61

Figure One: Employment in coal-fired power plants.

Pictures: CONTRIBUTED

# Workers face wage drop

New research by the leading Economics Research Institute, the e61 Institute, has revealed the pressures faced by coal-fired power station workers, as Australia transitions to net zero.

Over the past decade, approximately one-third of Australia's coal-fired power stations closed, with more expected in coming years.

Findings from the e61 report, titled At the Coalface: What Happens to Workers Displaced by decarbonisation, show that the cost of redundancy is higher for workers displaced by these closures, earning 69 per

cent less following redundancy compared to 43 per cent less for those in other sectors.

Drawing for the first time on individual wage micro-data of workers in the coal-fired power sector, e61 found how these workers, and by extension their families, are being impacted by power station closures.

According to Dan Andrews, e61's Head of Research and Policy Engagement, managing this earnings impact will be an important factor in the success of Australia's efforts to move away from fossil fuels.

"Public support for progress on our cli-

mate and net zero goals will require careful management to mitigate some of the impacts faced by these communities," Mr Andrews said.

E61 analyst, and paper co-author, Elyse Dwyer stated that the findings show that earnings drop-offs from redundancies are persistent over time.

"It's fairly common to see wages decrease when a worker is made redundant, however, the dip seen amongst ex-coal energy workers is substantially larger than seen in other industries.

"After four years, coal-fired power plant workers earned around 50 per cent less than their pre-redundancy earnings, compared to 29 per cent for all other workers, with lower-skilled workers seeing the greatest relative decrease.

"There's a variety of factors that may cause this, such as many coal-industry workers being located in regional areas without abundant alternatives for high-wage jobs, but other crucial factors are the age of the workers being made redundant and the potential non-transferability of skills."

**FULCRUM Rockhampton & Active Gear Rockhampton**  
102 Elphinstone St,  
Rockhampton  
(07) 4921 3998



**Robo's Tyre Works**  
4 Wandal Rd,  
Sth Rockhampton  
(07) 4927 3360

**Tom Leyden Tyres & Mechanical**  
11 O'Shanesy St,  
Gracemere  
(07) 4933 1395

**Robo's FULCRUM**  
SUSPENSION SPECIALISTS

**Lovells GVM Upgrades**  
- carry more legally  
Brakes & Axle loads checked  
Vehicle Warranty not affected  
Safer driving and towing

**ACTIVE GEAR**  
Rockhampton

Dash Offroad Stockist  
Bushwakka 270° Awnings  
ECB Bullbars  
Campboss Recovery Gear  
Torqit Exhausts  
WE FIT WHAT WE SELL!

**Think Robo's Group**  
FOR EVERYTHING AUTO

**Robo's TYREWORKS**

Tyres for Mining, Commercial, Rural +  
Heavy Industry Tyres  
Light Truck Tyres  
Tractor & Quad Tyres  
Mower Tyres  
Fleet & Lease Vehicles &  
Wheel maintenance  
Major Tyre Repairs  
Mine Spec Rims  
Log Book Servicing  
ALL MAJOR TYRE BRANDS

**Robo's TOM LEYDEN**  
Tyres & Mechanical

# From blueprint to reality

Biloela students got a helping hand in the classroom today when they not only designed and built a model-scale hydraulic arm but also constructed their pathways to a rewarding career in the resources and energy sector.

Thanks to support from Batchfire Resources, the Queensland Minerals and Energy Academy (QMEA), which is the education arm of the Queensland Resources Council (QRC) delivered an unforgettable learning experience to 25 Year eight and nine students from Biloela State High School and Redeemer Lutheran College, Biloela.

Batchfire Resources CEO, Mr Allan Fidock, said STEM professionals play a critical role in the resources and energy sector, and this workshop helped foster a passion for creative thinking in real-world scenarios.

"Using plastic tubing and syringes, students also witnessed how non-compressible fluids are used in hydraulic machinery to make difficult tasks safer and more efficient," Mr Fidock said.

"It was a great opportunity for these budding STEM professionals to explore the many STEM-based professions needed in the industry, and we hope it's inspired them to pursue an exciting career at Batchfire Resources."

Biloela State High School Principal, Ms Natasha Bunn said 'Heavy Hydraulics' was a creative learning experience for students to discover firsthand how their STEM curriculum translates to life after school.

"Students are always fascinated when they bridge the gap between classroom lessons and real career opportunities," Ms Bunn said.

"These programs offer a unique insight into exciting job opportunities in an indus-



Pictures: QUEENSLAND MINERALS AND ENERGY ACADEMY

try operating in their hometown while helping them further develop valuable life skills like teamwork, critical thinking, and problem-solving."

QRC Director of Skills, Education and Diversity, Ms Katrina-Lee Jones said these young innovators worked in teams under the mentorship of Batchfire Callide representatives to design and build a mechanical arm powered by hydraulic fluid.

"Students put their engineering prowess to the test as they embarked on a journey into the life of a designer and engineer as they worked on a prototype solution that

solved a common industry challenge like moving tonnes of overburden from one place to another," Ms Jones said.

"This workshop was all about showcasing how STEM (science, technology, engineering, and maths) principles are applied when designing workable solutions to complex problems," Ms Jones said.

"Students designed and modelled using 3D-modelling software their prototype that could pick up and move objects without manual intervention, and then used a variety of materials like paddle pop sticks, tape and rubber bands to construct a replica

of their design."

As Australia's largest and most successful industry-led education and schools initiative, the QMEA seeks to broaden student and teacher knowledge of career opportunities in resources.

The academy encourages a talent pipeline of employees into vocational and professional careers, with a focus on female and Indigenous participation. The QMEA currently engages with 99 schools and is a partnership between the QRC and the Queensland Government under its Gateway to Industry Schools program.



**GLADSTONE**  
Garden & Landscaping Supplies  
07 4975 7214

**CONTACT YOUR CQ STOCKIST**



07 4936 1232



07 4938 3077



0418 542 961

sales@capricornsandstone.com.au

**DEVELOPING THE FUTURE**



**JRT Group Specialises in**

Demolition • Roadworks

Bulk Earthworks • Plant Hire • Civil Construction

Covering Central Queensland Including Rockhampton, Gracemere, Parkhurst, Yeppoon, Emerald, Gladstone, Clermont, Mackay and the Bowen Basin.

**"Supporting our community for the last 25 years."**

Offices in Rockhampton and Yeppoon

Phone: **07 4913 5300**

To email visit the website [www.jrtgroup.com](http://www.jrtgroup.com)

# 'Win-win' at Jellinbah mine

RACQ CapRescue is delighted to announce a new three-year partnership with Jellinbah, a privately owned and operated Central Queensland-based coal company.

As part of our BlueSky Partner initiative, this alliance will significantly enhance operational viability and enable the continuation of vital rescue services to the people of Central Queensland.

RACQ CapRescue Operations Manager Kirsty Wooler said partners play a huge role in our service to the community.

"We can't do what we do without their support," Kirsty said.

"Their financial backing is what keeps us flying.

"Our BlueSky partners help ensure that whatever the emergency, we have the resources to act swiftly and to rescue people in distress."

Jellinbah General Manager David Scutt, expressed his enthusiasm for the partnership.

"Our operations support over 600 people, most of whom live in regional Queensland," Mr Scutt said.

"We love to serve our community, and our organisation's community loves to support our mission. It's a win-win.

"By partnering with CapRescue, we're contributing to an incredibly vital service and enhancing our commitment to Central Queensland at the same time."

Jellinbah's Manager of Employee and Community Relations Tania Fitzgerald, met Base Manager Jake Moore and Air Crew Officer David Vowell on her recent visit to the hangar to deliver the good news.

"Here at CapRescue, we are incredibly grateful for the generous sponsorship from Jellinbah," Mr Moore said.



Base Manager Jake Moore, Jellinbah's Manager of Employee and Community Relations Tania Fitzgerald, and Air Crew Officer David Vowell.

Picture: CONTRIBUTED

"Their sponsorship enables us to continue providing vital helicopter services to our community.

"On behalf of the entire team, I would like to extend our deepest thanks to Jellinbah.

"Your contribution truly makes a difference in our mission to save lives."

In response, Ms Fitzgerald highlighted

the importance of safety for employees at the mine and having the RACQ CapRescue service available.

"Safety is paramount in our operations," she said.

"Having access to CapRescue's vital services provides an additional layer of security for our employees and communities.


"This partnership aligns with our commitment to safety and well-being."

Visit their website for more information about Jellinbah and their community involvement.

Please visit [www.caprescue.org.au](http://www.caprescue.org.au) to learn more about CapRescue's mission and how you can support it.



## Groeneveld CQ

Servicing Central, Northern and Western Queensland



**GROENEVELD-BEKA**  
LUBRICATION SYSTEMS BY TIMKEN


### An automatic lubrication solution for all industries and budgets

Contact:

**Rockhampton - 07 4936 4833**

**Ayr - 0400 511 602**



12633039-IC38-23



1770 Lagoons  
CENTRAL APARTMENT RESORT

## Book Direct & Save!

Located in the picturesque Town of 1770, Lagoons Central Apartment Resort features swim out rooms, lagoon style pool, spa kids water zone, Plantation Restaurant and Anjea Day Spa.

Everything you need for a great weekend away to unwind and de-stress!

Contact our friendly staff to book your next stay at 1770 Lagoons.

Book direct and save!

Central Apartment Group operates 24 hotels Australia-wide.



To find out more or to book, please visit [www.cag100.com.au](http://www.cag100.com.au)

Captain Cook Drive  
Agnes Water QLD 4677  
07 4902 1600  
[reservations@1770lagoonscentral.com.au](mailto:reservations@1770lagoonscentral.com.au)  
[1770lagoonscentral.com.au](http://1770lagoonscentral.com.au)





12640401-SN42-23

# OPINION

## Reasons for optimism



As we are now in the final quarter of 2023, it's a good time to take a look at the job market in Central Queensland, one of the state's most diverse and dynamic regions.

Recent statistics have been unveiled, shedding light on the employment landscape, and we've also got some insights into the future outlook for jobs in Australia as a whole.

### Unemployment Figures

The unemployment figures for Central Queensland, for the quarterly period of July to September 2023 have been announced, and they reveal that the region is grappling with some challenges.

Central Queensland's unemployment rate during this period stood at 4.7 per cent, marking an annual increase of 0.4 per cent.

This figure is notably higher than the unemployment rate for the country and for Queensland as a whole, which sits at 3.8 per cent.

This clearly indicates that in CQ there is more work to be done, to bridge the gap between willing participants in the workforce and available job opportunities.

It is also important to note that in Central Queensland we have a very transient workforce, where many jobs are casual, or short-term contracts.

To put it in perspective, Central Queensland is currently home to just over 4.5 per cent of the state's unemployed population, with 128,800 individuals out of 2,825,200 in Queensland facing unemployment.

However, it's worth noting that Central Queensland boasts a higher rate of the population participating in the workforce, with a participation rate of 70.9 per cent, compared to 66.5 per cent for the state of Queensland as a whole.

This indicates a strong work ethic and willingness to participate in the labour market among Central Queenslanders.

### Australia's Job Outlook

Looking beyond our region, we must consider the broader national context.



The 2023 Job Market Report and future insights.

Randstad, a renowned employment agency, recently published its 2024 Employment Outlook Survey, providing valuable insights into the expectations and challenges for the Australian job market in the coming year.

The findings from Randstad's survey paint an optimistic economic outlook for Australia in 2024.

Almost 79 per cent of respondents expect the economy to stabilise or improve, aligning with hopeful hiring projections.

Around 70.5 per cent of respondents anticipate an increase in hiring needs and a remarkable 87 per cent foresee an improvement or stabilisation in the availability of talent in 2024.

These promising statistics bode well for businesses and job seekers alike, as a stable or growing economy typically translates into business expansion and increased job opportunities.

### Queensland's Clean Energy Initiative

On a local level, the Queensland government has made a significant commitment to renewable energy, which is set to create new opportunities and jobs in Central Queensland and throughout the state.

They are investing \$200 million in the Re-

gional Economic Futures Fund, a new program aimed at supporting regional communities in harnessing their existing strengths to provide the materials, products, and services needed as we transition to renewable energy sources.

This strategy aligns with the increasing demand for cleaner, greener, and more responsibly sourced products, presenting new avenues for economic growth and job creation in our region.

### Rockhampton's Event Calendar

Rockhampton, a key city in Central Queensland, has unveiled its 2024 Major Events calendar.

This calendar features 33 events across the 12-month period, expected to attract over 250,000 visitors to the region.

Developed by Council's Advance Rockhampton, the calendar includes a wide range of events, both by the local government and private sector.

Events like Beef Australia 2024, Capri-corn Food and Wine Festival, Rockhampton Show, and CapriCon Pop Culture Convention are set to have a positive impact on the local economy, stimulating the job market.

**Number of advertised vacancies increasing**  
The latest data from the National Skills Com-

mission regarding the number of online job vacancies shows an increase on a national level by 7.7 per cent and we have recently seen a significant increase in the number of job vacancies being advertised on the Jobs in Central Queensland website, particularly in the key local industry sectors of Construction, Manufacturing and Mining Services.

### Conclusion

There are lots of reasons for optimism at the moment, both within our region and across the nation.

The state's investment in renewable energy and a robust calendar of events in Rockhampton promise to create new opportunities for job seekers and reinforce Central Queensland's reputation as a dynamic and promising place to live and work.

However more work needs to be done, to ensure that unemployment can be reduced, in alignment with other regions in Queensland and the national picture.

The resilience and determination of Central Queenslanders, along with a hopeful national economic outlook, provide the foundation for future success.

For more information and insights about local job opportunities and recruitment support visit [JobsinCentralQueensland.au](http://JobsinCentralQueensland.au)

**smwgroup**  
smwgroup.com.au

**GET INTO MINING:  
NO EXPERIENCE NEEDED**

NOW HIRING INFRASTRUCTURE TECHNICIANS

[WWW.SMWGROUP.COM.AU/JOBS](http://WWW.SMWGROUP.COM.AU/JOBS)

# OPINION



Gateway to the West.

Picture: CONTRIBUTED

## ‘Hands-on’ approach to injuries

Resources Safety and Health Queensland (RSHQ) is urging mine sites to be more hands-on when it comes to preventing one of the mining industry’s most common incidents.

Since the beginning of 2023, there have been 55 serious incidents reported at Queensland coal mines, and of those, 28 involved fingers.

RSHQ’s Chief Inspector of Coal Mines Jacques le Roux said it’s just not good enough, especially when we know these injuries are preventable.

“Even though these injuries are not life-threatening, they have a serious impact on the lives of workers,” Mr le Roux said. “Because hands are complex body parts, they don’t always perform the same way, or as well, after they have been seriously injured, even after rehabilitation.”

Recently, a coal miner worker in the Bowen Basin had his finger partially amputated. The incident occurred on 24 August when a drill rig operator mistakenly thought their co-worker’s hands were clear before starting equipment. The finger was recovered and taken with the patient to Moranbah Hospital.

More than half of serious accidents at Queensland coal mines this year involved fingers. “Hands are often the body part nearest to a hazard, so risk controls need to focus on lowering the exposure of hands to hazards that can cause serious injury,” Mr le Roux said.

A quarter of the reported serious accidents with fingers involve considerable risk activities associated with lifting, slinging and towing. RSHQ recommends each site implement a “hands-free” work initiative. This means using machinery and appropriate tools where possible to reduce the need for hands around pinch and crush points. RSHQ also recommends sites review and monitor their management processes, managing requirements for tasks, and lifting procedures.

# Gardening for population growth

Barcaldine, an outback town, arguably in the shadow of nearby, larger, Longreach, but just as famous, if it not more, in outback folklore, has the potential to double its population in the next 10 years.

Something not many outback towns can boast.

Barcaldine is more than a town though, it is also a regional council, encompassing four more historic towns, Alpha, Jericho, Aramac and Muttaborra.

Alpha, now loudly professing to be the Gateway to the West, with its new highway signage. Jericho with its biblical Crystal Trumpeters and less biblical Drive-in theatre.

Aramac, where Harry Redford (Captain Starlight) began his infamous cattle drive.

Muttaborra, home of the Muttaborrasaurus dinosaur.

And of course, Barcaldine, with its Tree of Knowledge.

BREZ is the driver for the population boost.

Barcaldine Renewable Energy Zone is the first of potentially 12 such zones the state government plans to provide tenants with competitive low-carbon electricity.

The snapshot plan for BREZ, according to Sunshot Industries, which has the responsibility to develop and deliver the project, is to “pioneer sophisticated zero emissions



production of hydrogen, ammonia and urea, processing of minerals and intensive horticulture.”

The challenge is, how you fill the 1000 construction + 500 direct ongoing jobs that will come with the development and delivery of BREZ, ideally with people (families) moving to live in the region, not just workers flying in and out.

The Council has made steps to make the region even more liveable with its water ski park and 60 kilometres of motorbike trails, to accompany the existing infrastructure of shops, schools, parks and health providers.

But it is the recognition that small things may have a greater impact on the appeal of a region, that the Council deserves congratulations for.

Imagine watching television in regional Victoria, South Australia, Northern Territory, New South Wales, Norfolk Island, and even Queensland, and seeing a commercial for a

garden competition in Barcaldine.

What sells liveability more than a nice established garden?

And here (Barcaldine region) somewhere in the middle of nowhere, they are promoting a garden competition, wow they must cherish their gardens; arguably, this could have been the viewer’s response upon seeing the commercial.

A wow factor may be stronger than learning about Barcaldine’s water park, to some viewers.

Viewers who may be more influential in deciding if a family would move to live in the Barcaldine region.

Be interesting to know more about the Council’s and Sunshot Industries’ strategy to attract workers, and their families, along with the new industries, as BREZ develops.

Though waiting to see what might appear next on the TV screen or laptop, will just be as intriguing, as the tactics of their population growth strategy are revealed.

Of course, getting away from the rat race of metropolitan living, visiting the natural attractions of the Barcaldine region, soaking in its past, and taking the time to experience the outback lifestyle and contemplate its potential, is the best way to see if it could be part of your future.

Remember to bring your water skis.



Consulting



**CQG is a passionate advocate for local businesses**

Rockhampton | Gladstone | Brisbane | Mackay | Townsville

www.cqgroup.com.au • +617 4922 9252



# NATIONAL RECYCLING WEEK

13th - 19th November 2023



2023 11036899\_11-F246-23



Recycling around 1.4 million tonnes of scrap steel yearly, Infrabuild encourages everyone to help preserve the environment by recycling.



Truck industry pile.

Pictures: CONTRIBUTED

# Give rubbish another life

From your old kettle and toaster to cars that have seen better days, all of that steel can be collected and given another life.

Infrabuild recycling sites source around 1.4 million tonnes of scrap steel every year, processing it into smaller pieces for sorting and then sending it to our steel mills.

That scrap is fed into electric arc furnaces which produce steel billets which are used to construct everything from bedding springs to buildings and major road projects which include Sydney's WestConnex and Brisbane's Cross River Rail line.

Electric arc furnaces are crucial to decarbonising operations which is why many manufacturers are transitioning to the technology.

Infrabuild's longstanding vertically integrated operation ensures it has been part of the circular economy for the last 40 years.

We will need to recycle more and more steel into the future with demand for this versatile product expected to double by 2050 and global growth dependent on its availability.

As we celebrate National Recycling Week

and this year's theme of "what goes around, comes around" we should look at how everyone can help extend the lifecycle of steel and ensure scrap is available for reuse, by properly disposing of their steel items.

Planet Ark research has found that in 2022 Australian households were potentially sending nearly 2.5 million tonnes of unnecessary waste to landfills.

With 26 scrap metal recycling sites across Australia Infrabuild is also playing an important role, transforming scrap into a valuable resource which is a far better alternative to landfill.

So, if you have any scrap steel, copper, brass, aluminium, stainless steel, lead or car batteries take it to Infrabuild Recycling.

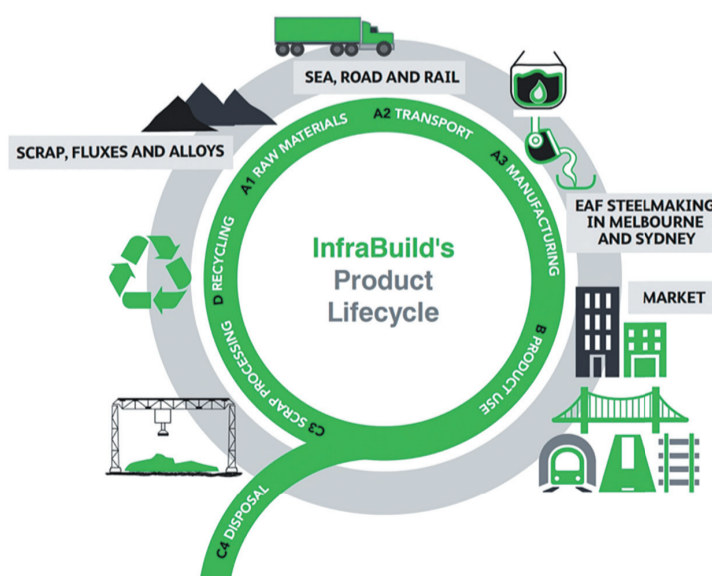
Not only should you take your scrap metal to those sites, but it's also important that we remove lithium batteries and dispose of these items separately and safely to avoid the fires we have seen in recent years.

As the world moves to decarbonise, recycling is no longer simply about making ourselves feel good, it's an essential behaviour that will help preserve our environment for generations to come.

## BUILDING FUTURES THROUGH SUSTAINABLE STEEL

Recycling | Manufacturing | Distribution

Civil • Mining • Commercial • Residential • Energy • Rural



Visit our website to find your closest branch

[www.infrabuild.com](http://www.infrabuild.com)



# Jacque of all trades

She's a mother, a wife, a full-time worker, a part-time studier, personal trainer and runs a home wellbeing business and not-for-profit organisation.

Most would be exhausted just from reading that list, but Jacqueline Hull, 48, takes all of those responsibilities and tasks in her stride.

Jacqueline is currently studying for a Diploma of Information and Communications Technology at CQUniversity's Brisbane campus and said that she had implemented several strategies to ensure that she had a good balance on all of her tasks.

"For uni, I take on one unit at a time, so I don't feel overwhelmed," Jacqueline said.

"I learned very quickly what time of the day I could focus the best, so the early mornings are my dedicated study times, followed by a gym workout before I start my work day."

Jacqueline works full-time for a member-owned bank in the IT division as a Change and Incident Coordinator.

"My husband has been my backbone during my study, taking on many tasks at home and always communicating my schedule with him."

With a blended family of four sons aged 26, 25, 12 and nine, two daughters-in-law and a three-year-old granddaughter, there's never a dull moment in Jacqueline's life.

"Every Saturday is a day to spend quality time with the family and I make sure my employer knows my lecture and tutorial schedule so they can fully support me where possible," she said.

"I eat nutritious meals, I lean into student support services like counselling when I feel the need and I keep a great line of communication with my lecturers/tutors."

Originally from New Zealand, Jacqueline is the first in her immediate family to go to university.

"I enrolled in this course because I wanted to finish what I did not complete over 10 years ago," Jacqueline said.

"I wanted to return to a profession that is continuously evolving and challenging me."

"ICT will also always provide an opportunity for growth and development and a decent pay packet."

Jacqueline is now in her final unit of study.

"It has been such a positive experience for the most part. I have no hesitation recommending CQUniversity to my friends and family," she said. Jacqueline offered some useful tips to future ICT students.

"Write down any concerns you may have before enrolling and reach out to Student Support Services and they will guide you," she said. "Share your 'reason why' with your family, closest friends and employer so you can get their full support during your study time and know that you must compromise with your family to ensure you are giving them what they need too."

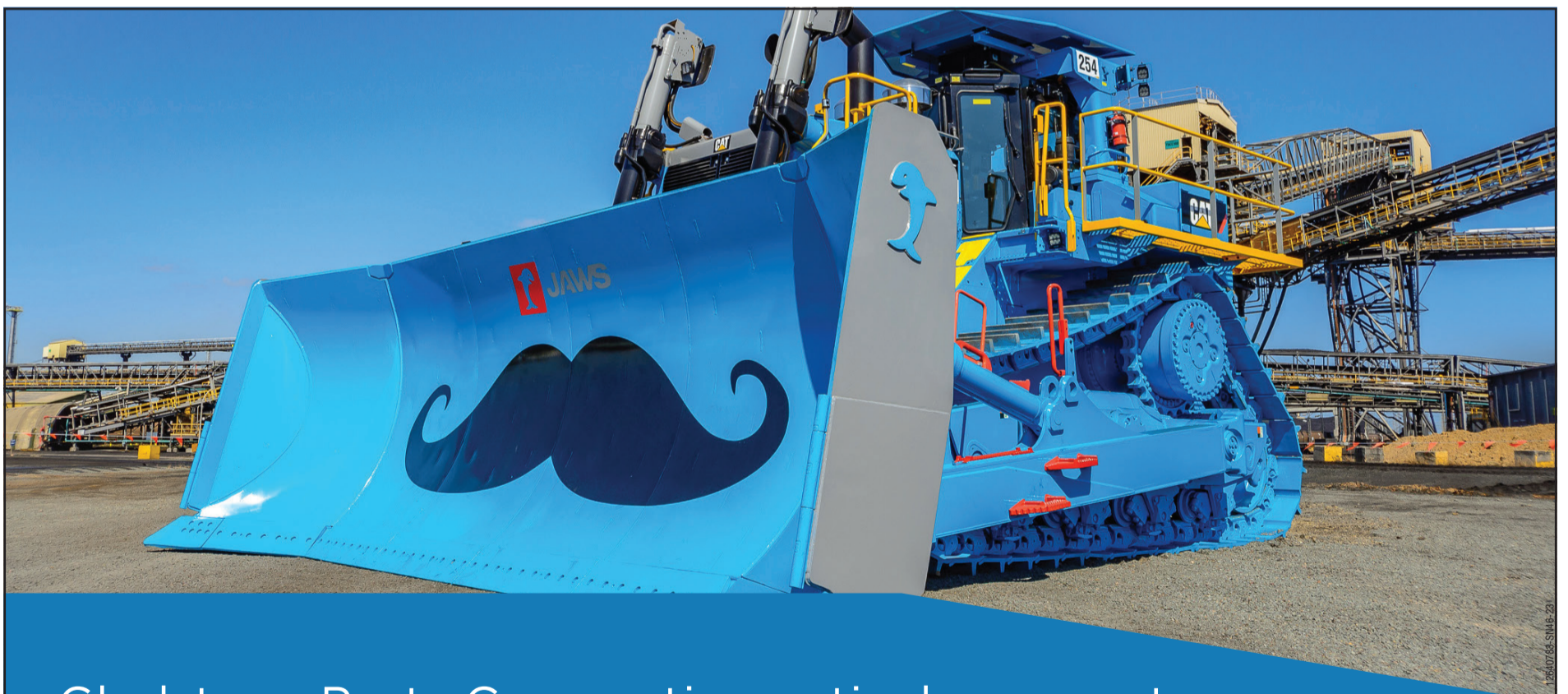
"Curveballs create unnecessary chaos but necessary character."

"You will experience many unexpected moments during your journey, but they will strengthen you and create resilience."



Jacqueline Hull.

Picture: CONTRIBUTED



Gladstone Ports Corporation actively supports the Movember cause and is committed to creating better health outcomes for our **employees and community.**

#Movember

gpcl.com.au | 1800 243 GPC (472) | 



**Gladstone Ports Corporation**

Growth, prosperity, community.

# Service contractors blow

By Minerals Council of Australia Chief Executive Officer, Tania Constable

Senior officials from the Department of Employment and Workplace Relations have confirmed that thousands of service contractors and millions of Australian workers will be unwittingly captured by the State Government's so-called 'Same Job, Same Pay' legislation, despite Employment Minister Tony Burke's repeated claims to the contrary on Wednesday 25 October.

The Minister's own department today revealed the truth about the broad and pervasive reach of its industrial relations upheaval, admitting that service contractors can be captured by the Same Job, Same Pay component of the bill, unless they can litigate their way out through the Fair Work Commission.

The confirmation completely contradicts Employment Minister Tony Burke's repeated claims that his so-called Same Job, Same Pay legislation excludes service contractors.

"Service contractors have been deliberately excluded," Minister Burke said on 3 September.

At the Senate's Education and Employment Committee estimates hearing today, department officials confirmed that merely "the intent is to exclude them through Fair Work Commission's discretion", but that "there is no strict provision in the bill preventing (their inclusion)".

After suggesting that there was "not a strict prohibition against the inclusion of service contractors," one department official told the hearing the practical reality is they might be asked (to litigate their way out of being captured).

"They might be asked to demonstrate to the (Fair Work) Commission why and how it is a service contract rather than a provision of labour.

"We are aware it's an issue."

As the business community has long stated, contractors will be required to lawyer up, head to the Fair Work Commission and prove via a complex 12-point test that they shouldn't be captured by the legislation. And even if they can satisfy the Commission that they are a service contractor, there is no guarantee that they will escape the clutches of Same Job, Same Pay.

It is simply one element of the 12-point multi-factor test.

For those that fail the test and are given



Thousands of service contractors and millions of Australian workers will be unwittingly captured by the State Government's so-called 'Same Job, Same Pay' legislation, despite Employment Minister Tony Burke's repeated claims to the contrary.

the broad definitions and vagueness of the test, many will be required to pay their employees the same full rate of pay and entitlements, including bonuses, share entitle-

ments, and health care of a full-time worker in that host business.

No matter the experience, age or quali-

fication level. It is a burden that will crush small to medium businesses, making many

contractors simply unviable.

## Regional workforce boost after 'sensible change'

Health Minister Shannon Fentiman has listened to AMA Queensland calls to offer financial incentives to GPs and other private specialists to relocate from overseas and interstate to regional Queensland.

AMA Queensland President Dr Maria Boulton said the decision to expand the eligibility for this scheme to junior doctors, visiting medical officers and GPs is a sensible change that will help address workforce shortages and maldistribution across our state.

"We commend Minister Fentiman for looking at the evidence provided and acting on it," Dr Maria said.

"The existing scheme was a good start but we urged Minister Fentiman to expand it to GPs and other private practitioners as part of a true statewide health workforce employment strategy.

"We also commend the Minister for expanding from 20 to 50 the number of GPs who will be funded to train as GP Obstetricians or GP Anaesthetists.

"This is a \$2 million investment in our workforce that will help keep rural and regional maternity units open so all families have access to safe and local care.

"We will provide feedback from our members on the trial of the Single Employer Model for GP registrars, which is

aimed at giving trainee GPs the pay, leave, benefits and job security enjoyed by their non-GP specialist colleagues during their training.

"This is an innovative approach that has the potential to recruit more medical graduates into general practice training.

"The Minister has recognised the crucial role that our GPs have in the healthcare system and has acted to support them and primary care in general.

"We will need another 45,000 healthcare workers in Queensland over the next decade.

"The youth recruitment campaign is a welcome move to attract a new generation of healthcare workers.

"With a global shortage of 10 million healthcare workers by 2030, we must build our workforce rather than rely on attracting workers from overseas.

"We also must ensure that overseas and interstate recruits are supported to settle into regional Queensland and look after the dedicated and hardworking staff already there.

"We welcome the initiatives to support and retain our current healthcare workers who do an amazing job day in and day out."



AMA Queensland President Dr Maria Boulton.

Picture: CONTRIBUTED

# PWR's operation expansion fires on all cylinders

A Queensland company that supplies cooling technology for V8 Supercars, Formula 1 and NASCAR is expanding its operations and creating another 488 jobs with an investment from Queensland Treasury.

Gold Coast company PWR Advanced Cooling Technologies will invest \$21.9 million in facility upgrades and new equipment over three years to increase production capacity by 114 per cent.

Up to \$8.78 million in support will be provided by the Queensland Treasury's Invested in Queensland program.

The new facility, expected to be ready in 2025, will also see PWR add up to 488 new jobs over the next 10 years which will more than double its current Australian workforce of 340 staff.

Additionally, the 18-month construction phase will support about 75 jobs.

PWR has already been a motorsport success story and is seeing rapid growth in the defense and aerospace industries.

The company has revolutionised cooling technology within its many products.

PWR's customers include high-end automotive brands Aston Martin, McLaren and Koenigsegg, and is a key supplier to automotive racing teams in V8 Supercars, Formula 1 and NASCAR.

Treasurer and Minister for Trade and Investment Cameron Dick said PWR Advanced Cooling Technologies is already a Queensland success story, and support from their Invested in Queensland program is helping to keep their home-grown

ingenuity on the Gold Coast.

"With our support, PWR will expand into a larger, purpose-built facility giving them the room to grow even more," Mr Dick said.

"The new facility is expected to support new innovation and technology that will enable PWR to remain at the cutting edge of cooling technologies and grow their exports and take advantage of emerging markets.

"This is another great example of how we're partnering with the private sector and encouraging them to invest in expansions that will support the growing Queensland's economy well into the future."

PWR Managing Director Kees Weel said it has been an extraordinary journey and PWR's reputation is now cemented global-

ly for quality and innovation for advanced cooling solutions.

"We are proud of all our achievements and proud of every single one of our team members," Mr Weel said.

"While we have operations in the US and Europe, PWR is head quartered in Queensland and is a Queensland success story.

"We are excited to be building an advanced manufacturing facility that will accelerate our growth into aerospace, defence and renewable energy sectors from right here on the Gold Coast.

"The Invested in Queensland program has provided real incentive to re-invest in Queensland and provide hundreds of new local jobs as a result."

# Robotics big build begins

The new Big Build \$40 million Robotics and Advanced Manufacturing Centre at Eagle Farm TAFE will train and upskill Queensland's manufacturing workforce to embrace automation and Industry 4.0, Queensland Government's initiatives for the Fourth Industrial Revolution.

Forecast for practical completion in late 2024, the Centre will improve specialised training in robotics, advanced manufacturing, process instrumentation, renewable technologies (hydrogen and solar) and telecommunications.

It showcases the State Government's commitment to providing sustainable and future-proof training facilities.

The Centre is targeting a five Star Green Buildings rating which demonstrates Australian excellence in its design and construction.

It caters to the increased demand for Advanced Manufacturing skills and training.

The Advanced Manufacturing Gateway to Industry Schools (GISP) program has grown from seven participating schools in 2017 to 46 participating schools in 2023 – achieving its target number of participating schools for 2023.

In 2022, more than 2200 students participated in GISP advanced manufacturing-related activities.

Minister for Training and Skills Development Di Farmer said the Eagle Farm TAFE campus specialises in trade-related courses such as automation, instrumentation and control, renewables, plumbing and electro-technology, telecommunication, and utilities.

"This Big Build project takes us one step closer to ushering in an exciting new era for robotics and advanced manufacturing training in south-east Queensland,"



Construction has begun for the \$40 million Robotics and Advance Manufacturing Centre at Eagle Farm TAFE.

Minister Farmer said.

"With this new investment, our future Advanced Manufacturing workforce will receive the best training in a high-tech, supportive environment and will gain the necessary skills to take on high-value jobs – in the lab, and on the production line.

"Young Queenslanders who first started exploring STEM in primary school are now of an age where they're seeking careers in Industry 4.0 and the new facility is our response to the escalating demand for training in robotics and advanced manufacturing.

We want Queensland to be at the forefront of the revolution already underway in the manufacturing sector, which is all about providing sustainable jobs while improving cost,

productivity, profitability and operations.

"This sod-turning is the latest in a string of TAFE infrastructure milestones in 2023 – which includes construction commencing on new Advanced Manufacturing Skills Labs at Cairns TAFE and TAFE Queensland's Bohle Campus in Townsville.

"We're prioritising training in traditional and emerging industries like robotics and advanced manufacturing through the Good people, Good jobs: Queensland Workforce Strategy 2022 – 2032.

"We hope this strategic investment encourages more women to pursue a career in advanced manufacturing – backed by the Women in Manufacturing Strategy."

Manufacturing Skills Queensland CEO

Rebecca Andrews said Manufacturing Skills Queensland (MSQ) has been established by this government to future-proof Queensland Manufacturing sector.

"Through collaborating with our stakeholders, including jobseekers, apprentices, workers, unions, and businesses - MSQ will deliver best-practice programs, investments, partnerships and research to support a thriving, diverse and skilled manufacturing industry for all of Queensland," Rebecca said.

"The foresight and investment behind the Eagle Farm TAFE Robotics and Advanced Manufacturing Centre is critical for industry futures and MSQ looks forward to working with industry and TAFE Queensland towards delivering our shared goals."

## We Make Lubriants Easy

ORDER NOW PH.1300 457 467

EMERALD: 74 Roberts Street

GLADSTONE: 69 Hanson Road

ROCKHAPTON: 217 Richardson Road



12626048-AP33-23

# CQIC demands fair share

**Opinion by CQIC**

The Central Queensland Industry Collaborative (CQIC), a group that represents the interests of major industries in the region has slammed the Federal Government's Infrastructure Review and the changes to the terms of reference that could lead to cuts to the regions.

Regional Queensland unfortunately has continually been discriminated against for many years when it comes to infrastructure funding and has seen many projects that were promised and budgeted for being scrapped or delayed by the government.

One of the examples that CQIC highlighted was the Rockhampton Ring Road, which was supposed to improve the traffic flow and safety in the city but was cancelled by the government without any explanation.

This example created a huge impact on regional Queensland, both emotionally from the consistent broken promises and economically considering the lack of further investments and prosperity.

The continuation of stalled infrastructure projects and lack of genuine local content engagement deprives the region of benefits such as a long-term skills legacy, new job creation, business opportunities, and tourism just to name a few.

There is the question of why regional taxpayers should pay the same taxes as those in metropolitan areas when they receive a different level of infrastructure services and facilities.

CQIC suggests that the government should better manage this issue and consider lowering the tax rate for the communities in the regions, or at least ensure that the taxes collected from the regions are spent in the regions.



CQIC is fighting for regional infrastructure funding.

CQIC also challenged the government's claim that inflation is the main issue and said that a fair percentage of inflation is being driven by government policy, such as immigration, NDIS spending, energy, government wages, a referendum, and major city project overruns.

According to the Australian Bureau of

Statistics (ABS), the Consumer Price Index (CPI) rose 1.2 per cent in the September 2023 quarter, and 5.4 per cent over the year.

The most significant contributors to the annual inflation rate were new dwellings (+5.2 per cent), rents (+7.6 per cent), electricity (+14.5 per cent) and automotive fuel (+7.9 per cent).

Inflation affects the purchasing power of regional consumers and businesses and makes it harder for them to afford the goods and services they need.

CQIC and the wider community also said that inflation reduces the real value of the infrastructure funding the region receives and makes it more difficult for the region to compete with the metropolitan areas.

CQIC has met with numerous local, state, and federal elected members, as well as opposition leaders, Business Chambers, RDA, Universities, Mayors, QRC, Defence, Contractors, Economic Development organisations and Representatives from most major industries in CQ, to explain their concerns and to seek their support.

From those meetings, CQIC found a lot of misalignments of what is required for CQ from all the above bodies, but it also recognised that it is a problem that needs to be improved.

From here CQIC will continue to advocate on behalf of the immediate region on the next budget cycle to ensure that some projects stay within the budget for the local area and that it will work diligently to make sure that the regionally elected members deliver on their promises.

CQIC also indicated that there is a need for all representatives of the CQ region, including elected officials, policy and decision-makers, to get behind CQ and identify, agree on and fight for at least \$1 billion of major project expenditure that needs to occur per year and ensure it gets into and stays in budgets.

CQIC said that this would boost the regional economy, create jobs, and improve the quality of life for the people of CQ.

## Industry *TODAY* partnering with



**SUPPORTING REGIONAL COMMUNITIES**



## Government 'trying to kill salmon farming'

By Tracey Ferrier/AAP

Tasmania's premier has accused the federal government of trying to kill off the state's salmon farming industry and the hundreds of jobs it provides.

Simmering tensions between the two governments erupted on Tuesday 7 November after the federal environment minister wrote to Premier Jeremy Rockliff, warning of a possible "pause" to salmon farming in Macquarie Harbour.

The harbour is the only place on earth where the Maugean skate exists.

But experts warn the ancient fish is on the brink of extinction, threatened by poor water quality mainly associated with salmon farming, but also other uses.

In her letter to the premier, federal Environment Minister Tanya Plibersek expressed serious concerns about the in-

dustry's plan to help the skate.

Conservation advice has said reducing salmon loads is the fastest and simplest way to fix the water quality problems but the industry has refused to do that.

Instead, it's planning a trial that will use a barge and pumps to oxygenate the harbour, hoping to offset what farmed salmon suck out.

Ms Plibersek told the premier the oxygenation trial alone won't fix things, and other recommended actions - including cutting salmon loads - will be important.

The minister also said her department has been asked to reconsider if salmon farmers have the federal environmental approvals needed to keep operating.

If it's found they don't, a possible outcome could be a "pause" in farming in the harbour while approvals are sought.

# No time to waste in banning engineered stone

National law firm Slater and Gordon welcomes the recommendations from The Safe Work Australia report proposing a national ban on engineered stone and urges governments to not waste time in acting on it.

Slater and Gordon have previously lent their voice to the calls for banning the deadly product, standing alongside the MUA CFMEU and ACTU, and the decision of all Australian unions to ban the importation, manufacturing and use of engineered stone in Australia.

Slater and Gordon Head of National Asbestos and Dust Disease, Joanne Wade, said that acting quickly on the ban will save Australian worker's lives.

"There is no cure for silicosis and silica-related diseases, but they can be prevented. It has long been our firm's position that workers will keep dying unless we ban engineered stone and stop exposure to this deadly dust.

"In our legal practice, we have seen increasing cases of silica-related diseases arising often at the advanced and debilitating stages, due to exposure to silica dust from engineered stone. These cases are workers in the prime of their life, with young families, mortgages and a whole lifetime ahead of them," Ms Wade said.

"We are also worried about the rate of undiagnosed silica-related injuries in workers and retired workers in industries where monitoring has not historically been imposed.

Inhaling crystalline silica dust while cutting, grinding, polishing or drilling engineered stone used for kitchen or bathroom benches can lead to silicosis. How-



Slater and Gordon Head of National Asbestos and Dust Disease, Joanne Wade.

Picture: CONTRIBUTED

ever, crystalline silica is not just found in engineered stone benchtops but also found in quartz, sand, stone, soil, granite, brick, cement, grout, mortar, and bitumen.

Industries that are exposed to silica dust include road works, tunnelling, stonemasonry, quarries, concreting, excavating, pottery, bricklaying, tiling and any other occupation that requires cutting or drilling into concrete (such as carpentry or plumbing).

"Not all of these industries have had compulsory health monitoring introduced. That is why, while we support a ban, we will continue to call for all workers

exposed to silica dust to be given access to mandatory high-resolution CT chest scans.

"It's estimated that 600,000 workers are exposed to silica dust in Australian workplaces every year across all industries. Research estimates that if these exposures are not significantly reduced it is likely that over the course of this century, we will see as many as 100,000 workers diagnosed with silicosis and a further 11,000 diagnosed with cancer.

"It is no exaggeration to say that banning engineered stone in benchtops will prevent the tragic deaths of many workers in this country, but we must act quickly,

and we will proudly continue to stand with the unions who are calling for a national ban on engineered stone.

"There has been deplorable misinformation from manufacturers (led by Caesarstone) this week in response to calls for a national ban, that shamefully mirrors the rhetoric from James Hardie when they fought against the regulation of asbestos without any regard for the health of everyday Australians.

"It's time to draw a line in the sand and ban the use of deadly engineered stone products. Workers' lives are on the line," Ms Wade said.

# Weaving traditional nous

Weaving Traditional Knowledge with Western science for a new approach to pain relief, tapping into green energy using recycled materials, and a revolutionary new approach to sustainability for the beef and lamb industry, were celebrated at the Australian Academy of Technological Sciences and Engineering's (ATSE) annual national Awards on Thursday 26 October.

The winning engineers and technologists have been recognised for their groundbreaking work on Australia's toughest issues, spanning climate change, mining, plastic waste, battery tech and food security among others, during a ceremony at the National Arboretum in Canberra.

Nyikina Mangala West Kimberley Elder John Watson and Professor Ronald Quinn AM FTSE from Griffith University were named as the inaugural recipients of the Traditional Knowledge Innovation Award, supported by Challenger.

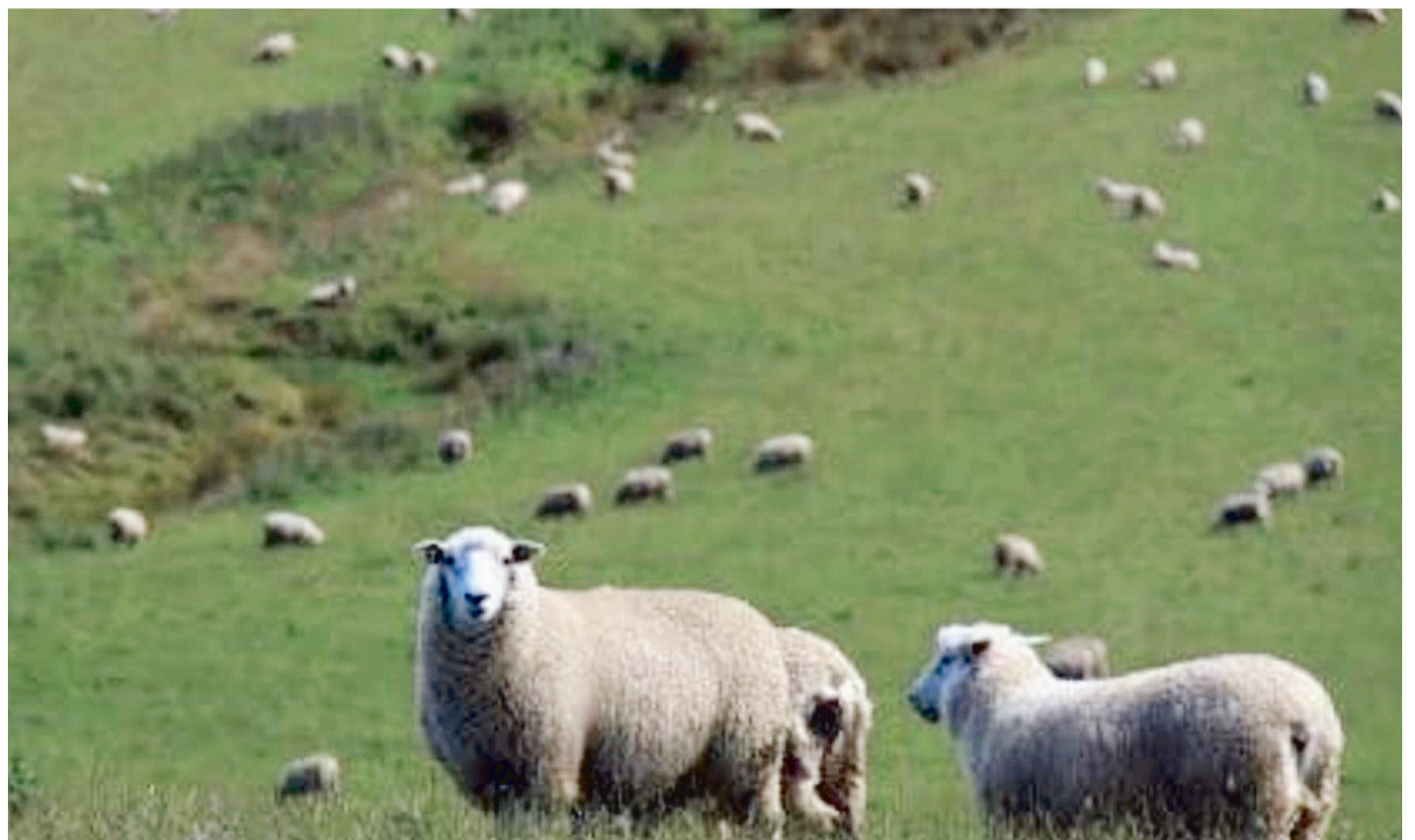
John's personal experience – losing a finger in a crocodile attack – led him to the Mudjala mangrove tree's bark for pain relief.

Collaborating with Professor Quinn, they identified active compounds in the bark with anti-inflammatory and pain relief properties.

This treatment holds promise as a gel for athletes at the 2032 Brisbane Olympics and heralds widespread application for Traditional Knowledge while maintaining Aboriginal ownership.

Recipient of the prestigious Batterham Medal for Engineering Excellence, Dr Conrad Wasko from the University of Melbourne, has revealed through his research that while small floods, crucial for water supplies, are decreasing, large catastrophic flooding events are becoming the norm.

His work demonstrates the uneven impacts of climate change and the threat it poses for safe and sustainable water supplies Australia-wide.



A revolutionary new approach to sustainability for the beef and lamb industry was celebrated at the Australian Academy of Technological Sciences and Engineering's (ATSE) annual National Awards.

Clunies Ross Technology Innovation Award recipient Dr James Tickner, revolutionised mineral exploration using x-ray technology.

Dr Tickner, Chief Technology Officer of Chryso Corporation Ltd, developed the PhotonAssay™ which can rapidly and safely identify gold, silver, and other elements in rock samples.

This groundbreaking technology has re-

defined the landscape of mineral exploration, offering unprecedented efficiency and safety.

ATSE President, Dr Katherine Woodthorpe AO FTSE, said the winners' innovation, drive, and impact were exemplars for the game-changing application of Australian research.

"The winners of the 2023 ATSE Awards are outstanding engineers, applied scientists, and leaders in technology; their shin-

ing example is an inspiration as we reflect on and celebrate the novel science and engineering endeavours that are bettering our world," Dr Katherine Woodthorpe said.

"Australian innovators are changing the world for the better.

"I am thrilled to see our national award winners' critical work forging new territory in medical technology, climate solutions, critical minerals, food technology, and waste reduction."



The State Government has taken the next steps to enshrine the Queensland Energy and Jobs Plan into law.

# Qld energy powerhouse

The State Government has taken the next steps to enshrine the Queensland Energy and Jobs Plan into law, with a commitment to legislate renewable energy targets and guarantee the financial security of workers.

Following months of consultation, the Energy (Renewable Transformation and Jobs) Bill 2023 was introduced to Parliament after receiving overwhelming support from the community and industry.

The Bill will secure Queensland's place as a global renewable energy powerhouse, by maintaining public ownership of the majority of the state's electricity system.

Renewable energy targets will be enshrined in law, ensuring Queensland will be powered by 50 per cent clean energy by 2030, 70 per cent by 2032 and 80 per cent by 2035.

In a world first, the Bill delivers on the State Government's promise of a legislated Job Security Guarantee and Fund, to provide workers at existing publicly owned power stations access to new jobs, training, or financial assistance.

The new laws establish important planning and governance pathways to support the roll-out of the Queensland Energy and Jobs Plan, including timely and cost-effective construction of the new Queensland SuperGrid.

Minister de Brenni said the Energy (Renewable Transformation and Jobs) Bill 2023 demonstrates to the world that Queensland is ready, willing and able to help tackle climate change.

"These laws are about our real commitment to a publicly owned energy system, one that protects tens of thousands of jobs in existing industries already vulnerable to carbon emissions," Minister de Brenni said.

"Nowhere else in the world has a government offered a job security guarantee in law, to ensure Queenslanders working in publicly-owned coal-fired power stations are given peace of mind, and financial security as we deliver our transition to clean energy.

"The State Government is serious about reducing the cost of living for Queenslanders, and with scientists and economists determining renewable energy as the cheapest form of energy, this Bill will ensure we are delivering on our commitments to keep prices down.



The Bill 2023 received overwhelming support from the community and industry and was, soon after, introduced into Parliament.

"We've already made significant progress under the Plan, with new generation and storage seeing wholesale prices drop dramatically.

"But we must enshrine the QEJP into law to lock in an orderly transition.

"By publishing, funding, and legislation a comprehensive and achievable plan that commits the government to its renewable energy targets, we are taking the most substantial action on climate change in Queensland's history.

"We are determined to address climate change while ensuring Queensland's workers, and the communities they support, are not left behind."

Electrical Trades Union State Secretary, Peter Ong said they support the government's Bill to legislate Queensland's just transition to a renewable future.

"The ETU has always fought for majority public ownership of energy assets, so we're

happy to see that a minimum of 54 per cent public ownership of assets will be legislated," Peter said.

"We're particularly proud to have worked on the Energy Workers' Charter which was a world-first document guaranteeing no worker would lose their job in the transition to renewables.

"Queensland is leading the way with this Bill, as it's the first piece of legislation in the world to enshrine a jobs guarantee for energy workers."

Queensland Council of Unions, General Secretary Jacqueline King said a ban on the privatisation of energy assets is a real commitment to Queensland workers and their families.

"This Plan will continue to secure jobs for Queensland workers, and the retention of public sector jobs means better conditions, safety, dignity and respect for workers across the state," Jacqueline said.

"The Queensland Council of Unions has always fought for the rights and dignity of workers, and we call on all members of the Parliament to fully support this legislation to deliver for Queensland workers."

Queensland Conservation Council, Director Dave Copeman said they are pleased that the Government has legislated the Queensland Energy and Jobs Plan.

"Queensland power prices and climate emissions will drop when renewables are built and coal is closed. Now we must see bipartisan support for the Energy Bill from the LNP," Dave said.

Smart Energy Council CEO, John Grimes said they need to move away from expensive, polluting, unreliable generation to cheaper, cleaner, more reliable energy.

"The Queensland Energy and Jobs Plan is exactly that. This plan for transition and the jobs plan that accompanies it is world-leading," John said.



## 10,000 Rescue Milestone

On Sunday, 10th September, whilst many Central Queenslanders were out enjoying the Spring sunshine. The RACQ CapRescue crew were busy keeping the people of our 350,000km2 region safe.

This dedicated team were flying miles and reaching milestones as their 5th task for the weekend saw them clock up 10,000 rescues!

Pilot Mitch Vernon, Air Crew Officer Dave Paterson and Senior Flight Paramedic Jon Ferguson were so proud to be able to deliver this service and be part of the team reaching this momentous occasion for the service.

Dave Paterson was the first to become aware that the crew had performed their 9999th rescues.

“We have to log each of our rescues, and I realised that we were one away and just felt that it would be an honour to be part of an incredible achievement for CapRescue.

Every one of those tasks is someone’s family, friend or co-worker, and to know I’ve been involved in helping so many lives is what makes this job so rewarding,” said Mr Paterson.

It made those on shift reminisce about the different missions they had been involved with.

Senior Pilot Mitchel Vernon reflected that never knowing what is going to happen when the phone rings is just part of what he loves about his job.

“One of my most memorable tasks at CapRescue was when we were needed to rescue a young woman who had slipped down the face of Virgin Rock in Springsure back in 2015. She clung to a tiny branch growing out of the cliff face

rocks for several hours,” said Mr Vernon.

It is no surprise for Operations Manager Kirsty Wooler that this number has been reached this year.

“It appears that Rescue300 heading to the skies 50 times in January at an operational cost of \$1.1 million set the scene for what the year would bring.

As of the end of September, we have performed over 380 rescues, and our average daily tasks are on the way up,” said Ms Wooler

Whilst the crew’s most common mission is transporting patients from facilities, CapRescue has also attended multiple rural property accidents involving livestock and equipment. Motor vehicle accidents remain a confronting portion of the crew’s responsibilities, and they are a vital part of any search and rescue mission over land or sea.

“I consider myself extremely lucky to come to work each day and help people at the same time. The CapRescue service plays a vital role in looking after the community. It’s a big area, and to get into those areas and bring people back to the care they require is a good thing,” said Mr Paterson.

RACQ CapRescue extends its gratitude to all of the dedicated crew members, engineers, paramedics, doctors, and everyone who has been instrumental in saving lives over the past 26 years. Thanks also go to RACQ, their naming rights sponsor, valued business partners, and the incredible community that has unwaveringly supported their life-saving mission through generous donations, attending events, and volunteering.

“We are in this together, and a big region needs a fast response.” Mitch Vernon.



## 3MK Transport Feeling Festive

With the festive season just around the corner, 3MK are already in a generous mood! The Moura-based transport company has decided to donate \$4000 to RACQ CapRescue in place of giving gifts to their clients.

Kylie Mactaggart of 3MK Transport expressed that due to the remoteness of their business, they are aware that they may need to call for CapRescue’s services at any given time.

“From snake bites and broken limbs to potential truck rollovers, there are so many reasons why we need the helicopter rescue service, as do our clients and customers in our region,” she said.

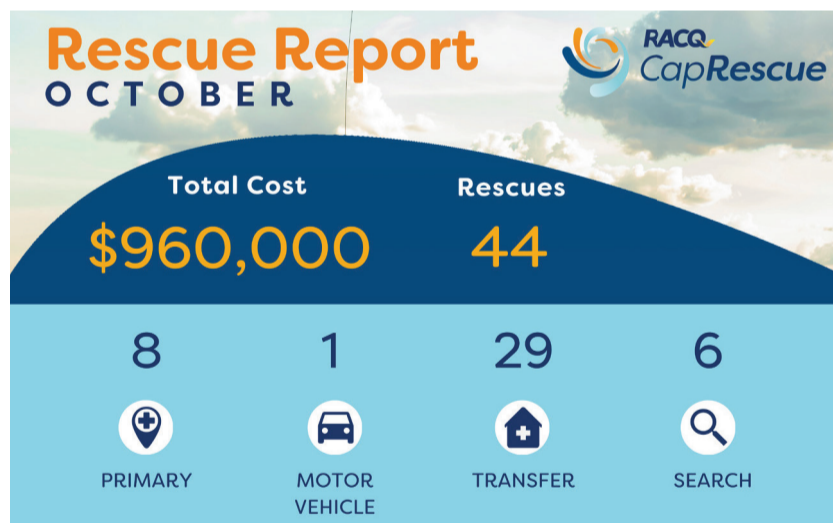
In addition, 3MK Transport, a family-owned business with over 10 years of industry experience, has also decided to become a member of Rescue300, the club that saves lives.

Kim Walters, Communications Officer at CapRescue expressed immense gratitude for being the chosen charity for 3MK Transport’s generous initiative.

“We hope we aren’t upsetting any of their clients and that they know we will put this donation to good use, keeping an area of over 350,000km2 safe,” said Ms Walters.

“It’s always inspiring when an individual or business comes up with a unique way to back our life-saving mission. If you’ve got an idea, don’t hold back! Reach out to us, and we’ll do what we can to support your idea. Every effort counts in our mission to save lives.”

With support from businesses like 3MK Transport, CapRescue can continue its mission to provide critical care and aeromedical services to those in need.



## Meet Krista

Krista has joined CapRescue as an Occupational Health and Hygiene Technician. She has so much to offer the service and your business through CapRescue’s new WorkReady initiative.

### Why did you choose to work for CapRescue?

Krista: ‘I’ve spent the last four years working as a technician in the Occupational Hygiene department of QAL where employees and many

contractors have access to an outstanding team of professionals. Fit testing for CapRescue WorkReady enables me to extend this level of service and education to other businesses.

The profit-for-purpose business model means that every fit test performed not only helps to safeguard the participant, but it helps to keep CapRescue’s helicopters in the air.

### You have a passion for fit testing. Could you tell us why?

Krista: ‘I love fit testing. The goal is to protect workers’ health by ensuring the respirator or the hearing protector– the last line of defence – is fitting properly and able to provide the expected protection level. The fit test is a great opportunity to educate and empower workers to safeguard their health.’

Find out more about WorkReady at [caprescue.org.au/support/workready/](http://caprescue.org.au/support/workready/)

**RACQ CapRescue**

**Monster Seafood Raffle**

**\$2**

1st Prize - \$1,000 Seafood Voucher  
2nd Prize - \$700 Seafood Voucher

Scan for tickets

Roslyn Bay FISH MARKET

# A handbrake on skillset

Capricorn, Australia's largest automotive cooperative with over 26,000 members across Australia and New Zealand, has released its 2023 State of the Nation Special Report which shows over half of all respondents labelled the skills shortage as their most urgent issue on Friday 13 October.

David Fraser, Capricorn Group Chief Executive Officer, said while members were confident in the future of their sector, finding skilled staff is an increasingly stressful burden on small businesses.

"Capricorn estimates that there are 13,600 vacant skilled positions across member workshops in Australia and New Zealand with these vacancies taking an average of up to eight months to fill," Mr Fraser said.

"Members have always taken on apprentices to help with a pipeline of skilled labour, and while appetite to hire an apprentice is increasing, retaining them is a challenge.

"Overall, the stress about a lack of available skilled labour is up 12 per cent on last year's survey, a concerning trend which is having a real impact on a sector contributing over \$58 billion to Australia's economy.

"Finding good staff is the biggest challenge Members face in running their businesses, and it's causing operational, financial, mental and emotional stress."

Simon Bonney is a Capricorn Member who operates an automotive workshop in the Perth suburb of Mundaring.

As with many people in the industry, the skills shortage has had a big impact on him and his business.

"We've had an experienced technician position advertised for roughly a year but it's very hard to get skilled labour, especially in Western Australia where we've got to compete with mining," Mr Bonney said.

Mr Bonney said it was currently hard to navigate the skilled migration system while managing the business and being on the tools, but would possibly consider it if the process was easier and more cost-effective.

"Trying to both run the business and do the repair work comes with a lot of extra pressure and stress," Mr Bonney said.

"It's forced me to do longer hours.

"I've done 14-to-16-hour days recently.

"If we could get the people we need, it would be less stress on myself and would give me a bit more time to spend at home with the family.

"We strongly encourage our industry partners and government to use this latest research to drive change we need to see. By helping this sector with red tape and cost reduction, the handbrake will come off this industry and the country will be better for it."

Capricorn Group Chief Executive Officer David Fraser. Picture: CONTRIBUTED



## Where To Stay

From the Beach to the Bush



### CITYWALK MOTOR INN



Citywalk Motor Inn is your perfect base in Rockhampton. A centrally located motel, in walking distance to restaurants, pubs as well as the city centre.



(07) 4922 6009  
129 William St, Rockhampton  
stay@citywalkmotorinn.com.au  
www.citywalkmotorinn.com.au

### ATTENTION ACCOMODATION VENUE OWNERS!

Looking to maximize your bookings and reach a wide audience of potential guests?



Take advantage of a fantastic advertising opportunity in Industry Today and showcase your accommodation venue to over

**80,000** eager readers!

Contact us on **4863 5050** or [advertising@cqtoday.com.au](mailto:advertising@cqtoday.com.au) to discuss advertising opportunities

12618930-MS29-23



### L'Amor Holiday Apartments are situated on majestic and serene Lammermoor Beach

Just out from the busy centre of Yeppoon. L'Amor accommodation offers air-conditioned apartments with private balconies boasting ocean views and views of the Keppel Islands and Southern Great Barrier Reef.

L'Amor Holiday Apartments are an ideal choice for couples, families and corporate guests offering 1, 2 and 3 bedroom apartments. All rooms are fully self contained if you prefer to self cater or there are numerous restaurants within a few minutes drive.

The complex includes a 1/2 size tennis court, large BBQ and entertainment area and inground swimming pool with kids wader. There is free off street parking for guests at the rear of the building. Complimentary Wireless internet access and conference facilities are also available.



100 SCENIC HIGHWAY, LAMMERMOOR YEPPOON QUEENSLAND  
Phone: (07) 4933 6255  
info@lamorapartments.com

12618940-4/29/23

### City Ville

APARTMENTS & MOTEL

PH: 4922 8322

Just minutes from Rockhampton CBD, Hospital, Sporting Complexes, Theatre and River Walk.

- Motel rooms with kitchenette
- Full self-contained 1,2,3,4 Bedroom Apartments
- 2 Bedroom Townhouses



City Ville Apartments & Motel  
21 Bolsover Street, Rockhampton QLD 4700

bookings@cityville.com.au • www.cityville.com.au  
5% discount when you use promo code: CQ2023 on website