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MARCSTA Monitor

Official Publication of the Mining and Resource Contractors Safety Training Association

Underground induction package ready to go – almost!

As you read this issue of the Monitor, the final draft of the Underground induction is circulating for comment. A lot of work has been done in a short period of time, and everyone involved deserves the thanks of the Industry for their dedication and commitment to this project.

The request for existing induction packages published in the July Issue of the Monitor resulted in a flood of information which eventually filled eighteen files. What was just as helpful was the amount of people, not only those associated with MARCSTA, but also those from the Underground Mining operations, who volunteered to help.

Like the General Surface Induction, the underground version will take a full day to complete, but the content reflects the specific conditions of the underground environment. Personal Protective Equipment and Signage are there, but the underground induction focuses on Plans & Geology, Mine Access, Being Seen, Travelling Safely, Ventilation, Explosives and Magazines, Emergency Procedures, and assessing your workplace. The package begins with a general overview, and has a Glossary of Terms and the Assessment instrument included as appendices.

During the development stage of the package, two workshops were held, which helped the think tank to identify exactly what had to be done to cover the necessary subject matter, put the structure in place for accreditation, and identify the outcomes of each session in the induction. Irene Ioannakis provided advice on the accreditation process, and David Delahunty was engaged as the technical writer to prepare the first and subsequent drafts.

Potential providers of the induction package will need to meet stringent criteria, and inquiries about licencing should be directed to either Bob Halse on (08) 9313 5466 or Chairman of the Training Sub-Committee, Vic Roberts on (08) 9212 2093.

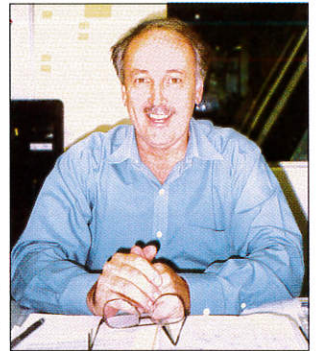
The first inductions using the package are expected to take place in January, 1998.

The MARCSTA Executive would like to thank the following people for their help in getting this important project up and running.

Vic Roberts, Chairman, Training & Development Sub-Committee; Robin Arndt, Geoff Clover, GIS Engineering; Martin Knee, Doug Austin, Jim Griffin, Department of Minerals & Energy; Paddy Barrs, Kanowna Belle Gold Mines; Darren Butcher, Paddington Gold; Brenton Bastian, ELTIN; Alan Chester, WMC; David Delahunty, Oracle Advisory Services; James Donnelly, Greg Kerwin, Peter Zanetti, Kundana Gold; John Fletcher, Brynecut; Stan Gillman, Gillman Bros; Pat Gilroy, Chamber of Minerals & Energy; Greg Harris, BGC Contracting; Dave Henry, Telfer Gold Mines; Irene Ioannakis, Ioannakis & Associates; Andy McDonald, Macmahons Contracting (NMM); Nigel Rogers, Brandrill; Brian Smith,

“... 15,300 people are registered on the MARCSTA database and more are added every week ...”

Barmingo; Peer Stareczek, Great Central Mines; Ian Sterry, Sons of Gwalia; Murray Wall, Consolidated Gold NL.



Vic Roberts
Chairman, Training & Development Sub Committee

It's a long road from an Agricultural Engineering education in the UK to the Safety and Training Manager for the Country

Division of CSR Construction materials where Vic Roberts has been for the last three years. Like so many of us, Vic took some time to end up on a career path that brought him to where he really wanted to be – in the Safety and Training field. Vic has a background in maintenance planning and plant start up which also included three years as Training Superintendent at OK TEDI Gold Mines in New Guinea.

When Vic heard about the MARCSTA induction, he wanted to know more. He liked what he saw and heard, as it gave him an opportunity to upgrade the Company Induction. Now two divisions of CSR Construction Materials use the Induction which has been well received by both employees and contractors. The company has two licenced providers, one of whom is Vic Roberts. Vic also conducted the very first MARCSTA Induction in the industry.

Vic agreed to stand for election as the Training Sub-Committee Chairman at 1997 Annual General Meeting. It is a decision that gives him a lot of satisfaction, as it brings him into contact with a range of issues and people. CSR concrete agitator trucks are used underground, but despite that limited involvement, Vic found facilitating the development of the induction challenging and rewarding because it was a learning experience for him. Like many in the industry, Vic would like to see more training packages standardised. He says the industry is working with a variety of good packages, but there is too much variance in content and delivery. Vic feels that MARCSTA is an ideal vehicle to bring a uniform standard of generic training into the Industry, and as Chairman of the Training Committee, Vic wants to make a worthwhile contribution to promoting that aim.

THE MARCSTA SECRETARIAT

All MARCSTA providers are required to re-apply for the renewal of their Provider's Licence each year. All the original group of providers are currently going through the relicencing process and need to meet the revised criteria to obtain their licence.

The Revised criteria, adopted during the early part of 1997, requires existing and prospective providers to hold either a **Workplace Trainer Category 1 Certificate** and a **Workplace Assessors Certificate**; or a **Workplace Category 2 Certificate**.

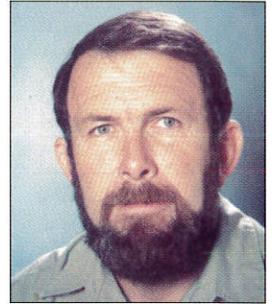
For some providers, the new criteria has meant undertaking further training themselves, and for others it has meant going through the Recognition of Prior Learning (RPL) process.

The changes to the licencing requirements are in line with MARCSTA'S decision to align its training program standards with the standards laid down by the National Training Board.

Additionally, MARCSTA does not want their induction training packages to become just another boring induction, and by adopting the guidelines laid down by the National Training Board, the Association providers need to meet criteria that ensure participation by the induction groups, and a competent and thorough assessment

process. In turn, the lead shown by MARCSTA will encourage Company based Trainers to match the delivery standards laid down by the National Training Board, and stop the repetition of previously assessed issues at site inductions. The criteria for a Training Provider's Licence are detailed on page 5 of this issue.

If you are interested in finding out about the Workplace Assessors Certificate, or the Category 2 Certificate, you should contact the Joondalup Campus of TAFE or the Central College of TAFE or 3CM in Leederville.



Bob Halse

EDITORIAL



How well are Regulations 4.13 and Reg. 3.6 –Exploration working on your sites? Are people being adequately trained and assessed, and re-trained and re-assessed whenever the system changes or new elements are introduced? How sure are you that your system is working in the way regulations say it should?

On the job training is very much part of the mining industry training format. What the regulation means is that performance criteria and assessment need to be integrated into the training process, and the results recorded in training logs. That may result in rethinking training plans, and upgrading the assessment skills of those people carrying out these tasks so that they are able to measure ability against a set of criteria. The criteria refers to the conditions under which tasks are performed, the standard of performance required, and the performance itself. The responsibility for providing information and instruction, remains with the employer, and that responsibility includes obtaining evidence of learning.

When the financial going gets tough, training has traditionally been one of the first casualties of budget cuts. Training and assessment regulations are concerned with outcomes, as is the whole thrust of the legislation. While training for training's sake may be considered an expendable item, training related to tasks listed on duty statements certainly is not. Simply attending a training course, does not satisfy the requirements of the regulation, which is why close attention needs to be paid to assessment mechanisms of on and off the job training so that both the employer and the employee are confident that the desired outcomes have been achieved.

Enjoy your reading.

CATHERINE STEDMAN, EDITOR

THE MONITOR wants:

- News Stories (true ones)
 - Pictures – Events
 - Anything that makes us laugh
 - Anything that makes other people laugh
 - Articles (serious)
 - Articles (not so serious)
- Just tell us what's going on down your way.

Send your contributions to:

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or

The Secretary
MARCSTA
PO Box 314, Belmont, 6104
TEL: 08 9313 5466

If you need to call, The Secretariat should be able to assist you with your general queries.

Carole Halse: 08 9313 5466
Bob Halse: 08 9316 1255

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DO YOU HAVE
A NOSE
FOR NEWS!



MONITOR PROFILE

TERRY CONDIPODERO



Terry Condipodero from JR Engineering Services was one of the members who made the early commitment to MARCSTA. Terry is the Safety Manager at JRES, and the Treasurer and Acting Vice-Chairman of MARCSTA. Terry actually started his safety career by default. He was asked to help out until the vacant position could be filled. That was six years ago, and Terry stayed because he enjoyed the challenge, and has never looked back.

Terry's reasons for supporting the aims of MARCSTA were simple: employees were being over inducted, in a process that chewed up money with little result. It was all about induction for the sake of induction, which not only produced a cynical attitude towards training, but also asked for little in terms of trainer competence.

Terry is proud of the fact that JRES was one of the first companies to adopt The MARCSTA system starting at Head Office, with everyone from the Operations Manager to new employees attending the induction.

Introducing the induction coincided with the Company's work during the construction of the Sunrise Dam Gold Mine, so all the construction sub-contractors were also put through the induction. SDGM was also one of the first sites that insisted that everyone on site had a MARCSTA induction. JRES now have their own internal provider in Peter Dowding,

Terry has a very simple philosophy, and that is every JRES employee and sub-contractor has the right to go home from work in the same way they came, and has developed the safety systems through the Company that promote that aim. In the safety field, you can see concrete results of achievement, and that for Terry is what makes his work worthwhile. It hasn't all been smooth sailing, as Terry himself had to go on a steep learning curve, but he sees his initial lack of knowledge as an plus as his research into best practice never gave less desirable practices a chance to take hold. The proof of that for Terry is the fact that the Kalgoorlie workshop has gone in excess of for 12 months without a lost time injury, and JRES achieved a level 2 rating from Workcover at their sites in South Australia.

On a personal level, Terry's major achievement for 1997 has been his studies for a diploma in Occupational Safety through Edith Cowan University. Terry feels that the major benefit from that is confirmation that both he and JRES are on the right track.

CHAIRMAN'S REPORT



My first and very pleasant duty in this issue of the Monitor, is to thank all our readers for their support, and positive response to this publication. You liked the format, you liked the idea, and you liked the content, and we will certainly try to make sure you keep feeling that way.

My second pleasant task is to take this opportunity to thank Doug Rogers, one of our founding members for his work in establishing MARCSTA, and for his commitment to the contract mining and resource industry safety and training agenda. Doug, who served as vice-chairman of MARCSTA has resigned, as he has left Western Australia to work in Ghana. Rather than thinking of it as a resignation, we are thinking of Doug as "our man in Africa", and I am sure he will not be all that surprised to learn that we are waiting for contributions to the Monitor from him. Thank you Doug for your support during the last three years, not only as a member of the Executive, but also as a keen promoter of our aims in the mining and Resource Safety and Training Community.

Promoting and developing training, and Safety Training particularly, is of course the reason MARCSTA exists. While the Editorial in this issue focuses on the importance of getting training right from the legal point of view, I would like to add to that by suggesting that as an industry, we spend a great deal of our time re-inventing the wheel as far as developing training programs go. Induction programs are only a small part of the training agenda, and the same rationale that applied to the development of a generic general safety induction applies equally to many other aspects of training. Consistent content, high standards, and a uniform approach to delivery can best be achieved by working together. After all, how many ways are there of teaching someone to operate an item of plant when the only variation in the machine is its location? Coming back to legislative requirements, most safety and training managers have their work cut out ensuring that the intents of the legislation are met, without spending time developing training programs that already exist. There are people who would reject that idea outright, but the reality is most of it has been done before, and whether we like to think so or not, often better. Using best practice is the name of the game, and I see that MARCSTA has a very definite role to play in achieving those standards of excellence for our employees, employers, clients and the industry generally. While I don't expect everyone to agree with me, I hope enough people do so that we can start to work on identifying and endorsing programs that meet high standards or developing MARCSTA programs that meet the specific needs of our industry and our employees.

As this is our last issue for the year, I would also like to wish all our readers, a pleasant, and safe Christmas.

GREG HARRIS



IF YOU NEED TO CALL

The Secretariat should be able to assist you with all your general queries.

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Secretary

Bob Halse 08 9316 1255

Chairman

Greg Harris 08 9442 2300

Acting Vice Chairman

Terry Condipodero 08 9478 3633

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Terry Condipodero 08 9478 3633

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Irene Ioannakis 08 9245 4830

MARCSTA MOMENTS



Tony Aveling found he had an innovator on board when an inductee came up with a brand new use for compressed air hoses. "What is the word that describes what can happen if you have air forced through your skin?" That question caused a moment of deep thought before the penny dropped: "You get an enema!"

(DO NOT TRY THIS AT HOME, or you may end up with an embolism anyway!)
Ed.

Is there any truth in the rumour that Bob Halse, the MARCSTA Secretary, shaves off his beard just to go to Roxby Downs?

WHAT'S IN A NAME?

Over the past 12 months Tracmin Inductions have had a lot of celebrities on the courses, including a few who returned from the dead.

John Kennedy, John Steinbeck, Samuel Beckett and Gregory Peck couldn't resist the appeal of a MARCSTA induction, and the Hollywood set have also confirmed the popularity of the course with participants such as Kurt Russell, Julia Roberts, Michael Douglas and Timothy Dalton all showing up. Even Michael Jackson - minus the makeup - joined an induction.

TRACMIN have also had the infamous on their courses. Two participants found they couldn't stay for the whole course when they realised that the WA Police/CIB were training in the room next door. They nervously made a hasty exit and haven't been heard from since! Another "cagey" participant refused to give his postal address for the interim certificate. When asked why?, he flexed his biceps and replied "Well then, they will only find ya!" Quite right, my dear Watson!

Still at Tracmin and at the beginning of the section on survival, participants were asked if anyone had done a survival course. A voice in the room with a strong Scottish accent had the answer to that one: "I grew up in Glasgow, I can teach you a thing or two about survival!"

BULLETIN BOARD

BARMINCO represented by Brian Smith, and Cook's Construction, represented by David Fuszard have joined the Association. WELCOME!

Lauren Lindsay, Provider No 131 has advised us that **The CUSTOMISED TRAINING CENTRE** has had a name change, and is now known as **THE AUSTRALIAN ACADEMY OF BUSINESS DEVELOPMENT**.

Kim Stewart has resigned as Chairman of the Promotions Sub-Committee as he is no longer working with Skilled Engineering.

Vic Roberts, the Training Sub-Committee Chairman has a new phone number, and can be contacted on (08) 9212 2093 and fax (08) 9212 2002.

Doug Rogers (AWP) and Vice-Chairman of MARCSTA has spread his wings, and is now writing postcards from GHANA. Treasurer, **Terry Condipodero** is Acting Vice-Chairman.

Tony Aveling has new number for bookings. The numbers are telephone (08) 9351 5857 and fax (08) 9350 5147.

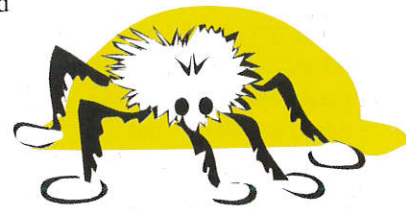
MARCSTA ON THE WEB

Well, it had to happen didn't it? There is a lot of sense in putting MA.RCSTA up there with all the other organisations listed on the safety and health, training and development networks.

The web page is under construction, and this is a good time to introduce you to the web page designer. Roly Kukainis is a man with a mission. His mission involves putting access to the internet in hotel rooms across Australia and South East Asia. That is good news for MARCSTA members, providers, and just about anyone else who has to spend time in hotel rooms, has seen all the movies, finished their book during the airport delays, and likes either surfing the web, or catching up with the office. Roly became involved with computers 17 years ago, at a time when personal computers and software programs were not yet accessible to the mass market, and do it yourself programs were necessary. Roly wanted a basic program for invoicing his trucking business customers, developed one, and has never looked back. In the past year, as well as the Hotelnet project, he has developed a comprehensive database for employee perception surveys, and a human resource management system for use in the mining industry, which is how he was introduced to MARCSTA members, and invited to construct the web page.

At this time, plans for the web page include information about MARCSTA, members, and providers; links to other relevant web pages such as DOME and the Chamber; Postings, and information about current and future MARCSTA programs.

If you are a MARCSTA member, or provider, and have not yet provided the Secretariat with your name, address, telephone/fax/mobile information, and your email address if you have one, now is the time to give the information to Carole Halse.



If you want to contact Roly, try:
ROLY KUKAINIS, HOTELNET, Telephone: (08) 9354 5400,
Fax (08) 9354 5403 or Email: Roly@iinet.com.au.

CRITERIA – MARCSTA INDUCTION PROVIDERS

Applications from Company Providers only are being considered at this time.

APPLICATION CRITERIA FOR A TRAINING PROVIDER LICENCE (General Safety Induction)

Address each of the criteria listed below and attach all evidence to support statements related to the criteria.

ESSENTIAL REQUIREMENTS

1. Successful completion of Workplace Trainer Category 1 and a Workplace Assessors Certificate or a Workplace Trainer Category 2.

ORIGINAL CERTIFICATES MUST BE SIGHTED OR CERTIFIED COPIES SUPPLIED.

Key elements

- Confirm the need for training.
- Plan and document training session.
- Arrange location and resources.
- Notify trainees.
- Prepare trainees.
- Provide opportunities for practice.
- Confirm trainee has reached required standard of Performance.
- Evaluate training session.
- Record training.
- Provide information on training.
- At the time of application the Daily Training Plan must be submitted along with a copy of the Assessment Instrument that you propose to use.

2. A minimum of three in the last five years relevant experience in the mining and resource industry.

Key elements

- Workplace training experience within the mining industry, civil contracting, and construction.
- Safety related training experience.

3. A working knowledge of the relevant State Legislation (including Mining and Worksafe WA)

Key elements

- Duty of care.

- Personal protection equipment.
- Hazard identification, assessment and control.

4. Reference from at least two current industry nominees.

Key elements

- Current and relevant references.
- An assessment of the ability of the applicant to become a licensed general safety induction trainer for the mining and resources industry.

5. Demonstrated expertise in module content and the ability to be able to contextualise and apply the material to the mining and resources industry.

Key elements

- Expertise in the module content.
- Application of the material to the mining and resources industry.

6. Demonstrated experience in assessing competency based training (CBT).

Key elements

- Principals of CBT.
- Principals of assessment.
- Criteria assessment.
- Methods of assessment.
- Purpose of assessment.

7. A personal statement outlining the reasons for making application for the provider licence.

Key elements

- Hand written- minimum one page.

8. A current First Aid certificate.

Key elements

- Senior First Aid Certificate undertaken within the last three years.

Please Contact Irene Ioannakis on (08) 9224 54830 if you want to discuss any aspects of your application.

OPINIONS

Our article requesting opinions on dealing with substance abuse resulted in several phone calls, the majority of which were in favour of stricter penalties. Interestingly, legal substances like Cold and Flu tablets, anti-histamines, etc hardly rated a mention, despite their ability to affect performance. The following (edited) letter sums up most opinions.

Employers are steadily understanding that the most efficient manner to prevent alcohol and illegal substance abuse in the workplace is to randomly test employees at the entrance to the workplace before they begin work.

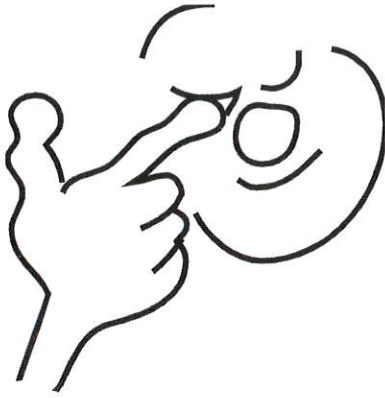
Should an employee be detected at the random check with alcohol level above the 0.05%, and has driven to work, that person has committed a crime. I understand that the employer is not the "policeman" but a community responsibility of reporting a criminal act exists. My suggestion is that the law enforcement bodies should be proactive and be involved in the safe work place process, and issue warnings. In the case of repeat offenders - prosecute.

Why not apply the law as it was intended. The softly, softly approach has not worked. Why not try a big stick?

David Hargreaves.

Communications & Electronics Inspector

SWITCHED OFF TO DOUBLE DIPPING



Getting feedback from people who have been through the MARCSTA induction is always good, even if some of the things they talk about are not! A not so good bit of feedback is the tendency of some on site induction trainers doing site specific inductions to go over the same generic ground covered in the Marcsta induction which rather defeats the purpose. It is also

creates an undesirable attitude among unfortunate people subjected to the double dipping, who quite naturally switch off.

Switched off people are not listening, and where a company has endorsed MARCSTA, and made it policy for people on site to have been through the induction, the structure of site specific induction can be changed to recognise that fact. Many companies have already done that restructure, and have not reported any problems.

A reason given for the repeat performance is that 'we need to be sure' which indicates a lack of understanding of what the MARCSTA induction is all about. The Induction has a set of assessment criteria designed around outcomes. The interim

certificate is not issued unless both the provider and the participant are satisfied those outcomes have been achieved. The stakes are high: The provider who issues certificates without ensuring the criteria are met, risk losing their licence. The employee or potential employee understands that their certificate is a guarantee to the employer that they can apply the lessons learned. If they chose to regard their MARCSTA induction as 'just another induction' and forget about it as soon as they leave the room, they risk being held accountable under their duty of care as employees. Realistically anyone with that sort of attitude is likely to react to a site specific induction the same way.

If site personnel have problems with the level of knowledge of employees who have been through a MARCSTA induction they are advised to do three things:

- Ensure you are not asking for specific detail about site practices. In other words test realistically, as MARCSTA does not provide specific detail about site work organisation.
- Become familiar with the assessment methods used by MARCSTA which are Competency based. A lot of people going through the induction are not at ease with pen and paper. If they were orally assessed because of that, then they will not do well on your written test. That doesn't mean they they don't know it, only that they have trouble writing it.
- Refer your queries to the MARCSTA Secretariat on (08) 9313 5466

THE HEAT IS ON

The MARCSTA General Safety Induction notes have plenty of information about working in hot climates. As a community service, the following checklist based on those notes is provided as a reminder of the preparation needed for the summer months.:

ITEM	YES	NO	ACTION	DATE
Adequate stocks of protective clothing and sunscreen are available.	_____	_____	_____	_____
Information about identifying symptoms of heat stress is prominently displayed.	_____	_____	_____	_____
Information about preventative measures is readily available.	_____	_____	_____	_____
Susceptible people i.e. new comers, those with medical conditions are identified and counselled if necessary.	_____	_____	_____	_____
Treatment for heat stress is widely circulated.	_____	_____	_____	_____
Necessary adaptations to work organisation is available.	_____	_____	_____	_____
Cool drinking water is readily available.	_____	_____	_____	_____
Reporting mechanisms for heat discomfort are in place.	_____	_____	_____	_____
SITE SPECIFIC ISSUES				
Information about snake activity provided at site specific Induction if applicable.	_____	_____	_____	_____
Pictorial chart of venomous creatures in area available on site.	_____	_____	_____	_____
Information in employee handbooks is up to date.	_____	_____	_____	_____
OTHER				
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

TRAINING FOR MINING INDUSTRY BUSINESS OPPORTUNITIES

Training for new business opportunities on the Goldfields has been given a boost by a WMC program aimed at Drill Site Rehabilitation and Seed Collection.

The purpose of the program, which began on 4th November, 1997 is to give Goldfields indigenous people access to training that may assist them to establish businesses that support the mining industry. Participants in the program, which is being run as a Workshop, will leave with basic mining and business skills that will underpin further self development, and the formation of business partnerships. Participants will also gain industry recognised skills and knowledge to allow them to work on mine sites on the Goldfields. An important part of that training is the MARCSTA induction.

At the end of the four week program, participants will know a lot more about:

- Drill hole capping and drill site rehabilitation
- Seed collecting, sorting and storing
- Business planning
- Making business contacts
- Mining industry inductions
- Hand and power tool safety and oxy cutting training
- Using maps and compasses
- First Aid.

Training is being held at the Kambalda Nickel Operations, and on drill sites. To be eligible to take part in the program, trainees needed to be thinking about starting their own business, partnership, or working in the industry, interested in further education and training, either have a drivers licence or be eligible to get one, and most importantly, be available for the full four week program.

Of the forty three people who nominated, 25 actually met the criteria and started on Day one of the program. Three more joined on the second day just in time for their MARCSTA induction which was run over two sessions, and all participants were successful. At the end of the first week, which is where the Monitor has to leave the story for the time being, all 28 participants and the two mentors appointed to the



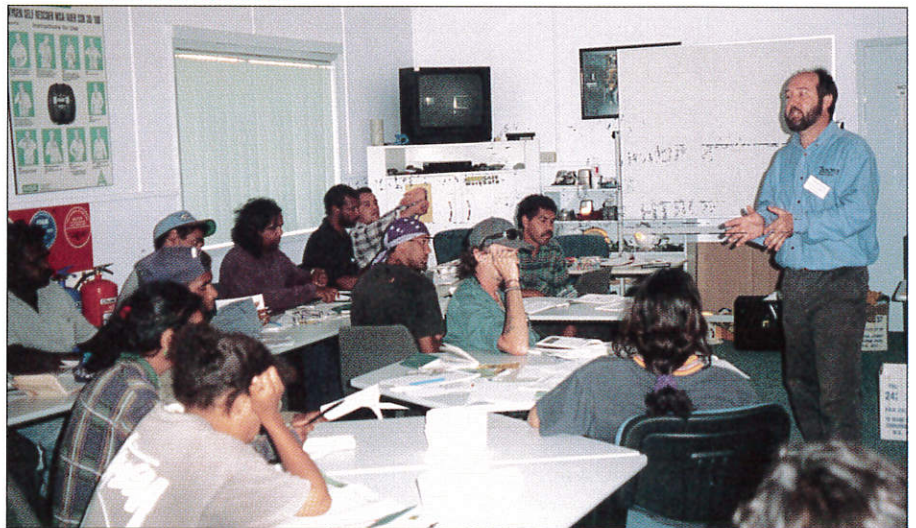
Drill Site Rehabilitation and Seed Collection Workshop Group from Eastern Goldfields and Esperance.



Bronwyn Newland Smith and Tom Bateman

program were extremely positive about the program. Training Co-ordinator Alan Chester said that WMC personnel involved with the trainees were impressed by the calibre and interest in the activities shown by the group.

The four week workshop, is sponsored by Western Mining Resources, WMC Kambalda Nickel Operations, Ausdrill, Baroni's Diesel & Auto Engineering, Commonwealth Employment Service, DEETYA, The Goldfields Chamber of Commerce and the Ariginisle Industry Training Company, with the Assistance of TRACMIN. St John's Ambulance, Kalgoorlie College, Daryl Pearce and Associates and Goldline Bus Tours.



Fisher Training Centre at Kambalda

FACILITATOR'S GUIDE AND ASSESSMENT INSTRUMENT

The long promised facilitator's Guide and Assessment Instrument is now available. The package will make it easier for new providers to put their program together, and provide guidance for people already running the Generic induction. Providers were invited to have input into the development of the package, but few took up the offer. The package will assist providers to ensure a consistent standard is maintained, and does not interfere with individual styles of delivery. All it is meant to do is ensure that the induction outcomes are met, standards are maintained, and that assessments test what they are meant to test. The assessment guide contains a 'bank' of assessment items from which to chose, and includes, questions, quizzes, short case studies, & options for group work. A set of generic overhead masters is included with the package. A package will also be developed for the new underground induction.

MARCSTA LICENCED COMMERCIAL PROVIDERS

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- 110 **JOHN LEMON**
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- 111 **TOM BATEMAN**
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