



MARCSTA hits 100,000



Shannon Dickey receives the 100,000th general induction certificate from Minister Clive Brown.

Shannon Dickey was presented with the 100,000th MARCSTA general induction certificate recently. The presentation was made by the Hon Clive Brown, Minister for State Development, and took place at the MARCSTA Annual General Meeting in late October.

Shannon was trained by licensed provider Ron Baker on behalf of Mandurah

Safety and Training Services, and hopes to gain employment in the resources industry.

Originally from Hastings, New Zealand, Shannon has worked in WA for some nine years, including a spell in the mining industry at Meekatharra.

The annual election of officers of the Association saw Terry Condipodero and Joe Maglizza re-elected as Chairman and Deputy Chairman respectively with Warren Claydon, Ross Graham, John Lemon, Pat O'Sullivan and Arlene Roe elected to the Management Committee.

Chairman's address

The Chairman noted the enormous strides made by the Association in the nine years since its formation. The recent decision to align all training programs to the national training agenda has been a significant achievement and the incorporation of the Australian Quality Training Framework into all aspects of the Association's operations is a major step forward.

Other innovations included the provision of a Fast Track re-certification option for competent persons and skills recognition for holders of equivalent certification from other States.

In January 2003 the Association will introduce a proforma log book to assist inductees to take the next step towards obtaining a Statement of Attainment for the core unit Work Safely and a guideline for supervisors to assist in the achievement of the national qualification. Both documents will be available from the MARCSTA website or in a hard copy version.

The Chairman expressed disappointment at the limited take up by industry of the shift work occupational safety and health program while hoping that the program would eventually achieve its proper recognition.

The support of the Association for the newly established International Society of Mine Safety Professionals had been rewarding with membership approaching 40. The conduct of two professional development workshops, featuring speakers

of international standing, had been beneficial.

Terry impressed on the meeting the importance of recognizing occupational safety and health as a professional discipline if industry is to achieve its ultimate objective of an injury free workplace. He emphasized his belief that this goal is achievable.

Appreciation was expressed to the following:

- Jim Torlach, Ian Macky and Nic Ormonde for their participation in assessment panels and for their general professional advice;
- the Department of Mineral and Petroleum Resources Inspectorate Division for their continuing advice and expertise;
- training consultants Felicity Simpson and Russell Docking;
- Liam O'Connor and the staff of Delta Print
- Simon Giraudo, website specialist
- all MARCSTA providers
- administrative staff Anna Verteramo and Paula Sinclair
- Geoff Taylor of Work Safety and Health Associates, the Monitor editor.

Ministerial address

The Minister congratulated MARCSTA on its continuing provision of general inductions, noting that approximately 20,000 inductions per year represented some half of the actual mining workforce.

He emphasised that safety in the mining industry depended upon adequate training programs and used the change in attitude to safety by parks and gardens staff in recent times as an example.

He commented that he was particularly encouraged by the reduction in the lost time injury frequency rate from 12.2 in 1995/96 to 4.3 in 2001/02 and he appreciated that the industry remained committed to continuous improvement.

Echoing the comments of Terry Condipodero regarding an injury free workplace, he agreed that the goal was achievable and reminded the meeting that someone who left for work in the morning was entitled to expect to come home at night as fit and well as they had left home.

The Minister congratulated the Association and all of those involved with it.



Terry Condipodero, Shannon Dickey, Geoff Day (MSTS) and Ron Baker.



MARCSTA wishes all readers the compliments of the season



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MARCSTA is a not for profit association. All proceeds are reinvested into the industry for future development of safety and training. The Monitor circulates widely throughout the mining industry and contractors to mining companies in Australia

Message from the CEO

MARCSTA plans for 2003

MARCSTA will move in a number of ways to enhance the quality of its training programs in 2003.

- The 2003 General Safety Induction Manual and program will be updated to reflect changes to current practices and procedures and suggestions from industry and providers. All assessment processes will be examined by Dr Russell Docking to ensure conformity with the Australian Quality Training Framework.
- MARCSTA providers who are not RTOs in their own right will enter into a Memorandum of Understanding with the Association to ensure consistency and quality in the provision of programs.
- Both the half-day Refresher and the optional Fast Track alternative will be modified to reflect the performance criteria in the core unit Work Safely
- The MARCSTA website will be augmented to include guidance information for both inductees and supervisors on the process for achieving Statements of Attainment.
- Costings for MARCSTA programs will remain at existing levels. Program costs have not increased in the eight years of MARCSTA's operations and represent the lowest cost quality programs available in Australia today. This reflects the not-for-profit operating policy of the Association.
- The Risk Awareness program which has been under development over the past year will become available in 2003. The determination to centre the project on current workplace risk locations, and analysis and resolution of these situations, has led to some delay. The Management Committee, however, have accorded the project the highest priority.

Final report of the Laing Review of the OSH Act

The release of the above report has important ramifications for the mining industry, which will be reflected in the Review of the Mines Safety and Inspection Act 1994 to be released before Christmas.

Major consequences for the mining industry include:

- Negligent senior officers of corporations to be held accountable for the death or serious injury of employees. This could include imprisonment.
- Maximum penalties to be increased.
- Safety and health representatives, adequately

trained, to be authorised to issue Safety Alerts that require employers to act on the safety concerns of workers.

- Responsibility for explosives and dangerous goods be transferred to the Minister for Consumer and Employment Protection.
- The objectives, general duties and processes common to all industry groups to fall under the Occupational Safety and Health Act with relevant Mines Safety and Inspection Act provisions transferred for that purpose and towards eventual amalgamation of the legislation into one statute.
- A Mining Industry Safety Advisory Committee be established as a permanent advisory committee to the WorkSafe Commission (in lieu of MOSHAB).

Minister John Kobelke will accept advice from the WorkSafe Commission and other parties until the end of January 2003 in order that he can take a final position to Cabinet for legislative amendment shortly after. The report can be viewed at www.safetyline.gov.au

International Society of Mine Safety Professionals Australia (Inc)

The initial examination for Society members to achieve professional certification will be conducted in the first quarter of 2003.

The examination will test candidate's knowledge of mining law and regulation related to occupational safety and health, with emphasis on surface operations, although a general knowledge of underground safety and health will be required. The marking of examination papers will be carried out by senior staff of the Curtin University - WA School of Mines.

Successful candidates will be invited to submit their portfolio of achievements and experience which will be considered by the Certification Sub-Committee of the Society. Candidates who meet the professional requirements will then attend an interview to ensure commitment to the Society's Code of Ethics.

It is expected that a significant number of the Society's members will participate in the initial examination.



Jim Torlach,
ISMSP Chairman

Pat Gilroy

Editorial

Early November brought with it the release of the new draft units of competency in the OHS domain of the Business Services Training Package.

The package has been divided into six areas:

- OHS program
- Communication and consultation
- OHS information and data systems
- Identifying hazards
- Assessing risks
- Controlling risks.

The units of competence then progressively deal with these at three AQF levels - managing in an area of responsibility (Level 4); implementation in an enterprise, organisation or business unit (Level 5); and development for an enterprise, organisation or business unit (Level 6). This gives a total of 71 elements of competence and 295 performance criteria. Many of the performance criteria for each one of the six areas above are common to all three levels, but there are some deletions and additions for each of those levels.

In addition there are elective units, *Applying occupational hygiene techniques*, and *Applying ergonomic techniques*, with a total of six elements of competence and 26 performance criteria

There are also two OHS auditing units, covering collection of data and evaluation of organisational OHS performance, with ten elements of competence and 27 performance criteria.

Other features of contemporary training packages are included, such as:

- range statements pointing out significant or critical aspects of the performance criteria
- evidence guides
- required knowledge and understanding
- required skills and attributes
- key generic skills and at what level required
- resource implications of assessment
- a note on validity and sufficiency of evidence, and
- provision for integrated assessment of competencies.

The package was developed with two main ideas in mind. It is firstly a basis for training and assessment of those who want to specialise as a health and safety practitioner, as the first (and last) national review of these competencies occurred in 1993-4. But equally it offers an opportunity for anyone in any area of business (and that includes government and the not-for-profit sector) who wants to be considered competent or become competent in an area of health and safety in which they are involved. They too can be trained and assessed in competencies which are relevant to them and at a level appropriate to their responsibilities. So in that way the package may replace the present NOHSC generic OHS competencies A (employee), B (supervisor) and C (manager), which have been built into some other national industry packages.

As of the time of writing consultations on the package are taking place around Australia.

To all, from us here at MARCSTA, a Merry Christmas and a Happy New Year.



Geoff Taylor



Who's who?

Chief Executive Officer

Pat Gilroy

Chairperson

Terry Condipodero

Roche Mining (JR)

Vice Chairperson

Joe Maglizza

CSR Readymix

Committee of Management

Ross Graham

Arlene Roe

Pat O'Sullivan

John Lemon

Warren Claydon

General & Underground

Manual and Facilitators'

Guide Review, Provider

Registration Panel Chair

Joe Maglizza

Criteria & Recommendations

for Registration

Ross Graham

MARCSTA Monitor Editor

Geoff Taylor

Conferences & Courses

Eighth Mill Operators' Conference. Townsville 21-23 July 2003.

Contact: email: conference @ausimm.com.au, fax 03 9662 3662

Minesafe International Conference. Perth 12-15 October 2003.

Contact: Promaco email: promaco@promaco.com.au, phone: 08 9332 2900.



Barminco

MAKING SAFETY AN EVERYDAY THING FOR EVERYBODY !

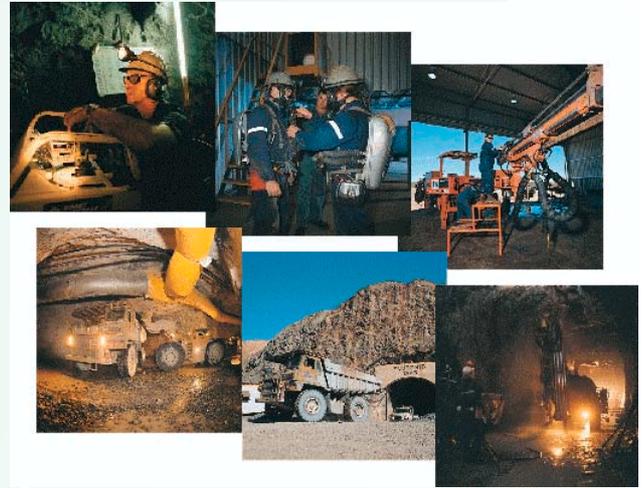
Barminco Pty Ltd is one of Australia's leading underground mining contractors and provides a wide range of services to the mining industry, including mine development, production and diamond drilling. Its growth is based on the philosophy that everyone must be committed to operating safely and productively every shift. To this end it has developed a unique company culture based on the use of modern, state of the art equipment and technology, coupled with an enthusiastic maintenance and operating workforce who are committed to making safety their No 1 priority.

Barminco's Safety Management System (SMS) provides all departments, sites, sub-contractors and other associated organisations with a common framework that can be used to manage existing and future safety and health-related risks. This common framework uses principles of effective safety, health and risk management to proactively deal with their consequences in the event of an unplanned occurrence.

The process starts with a thorough pre-employment medical, drug test and audiometric assessment to ensure that potential employees are fit for the proposed duties. Once on site, every employee undergoes the Barminco Induction, a four hour course that reinforces aspects of the MARCSTA program, and other relevant site-specific elements.

Employees are continually being assessed and all requirements, processes and documentation are reviewed to verify that all personnel receive the training necessary to complete their job safely and productively without being exposed to unnecessary hazards. To assist with this outcome, Barminco has entered into a partnership with a Registered Training Organisation which has been instrumental in accelerating the development of key training programs and presentation packages. Individual ticketing is also imperative, and the 36 competencies currently contained in Barminco's skills matrix are all aligned with the National Metalliferous Mining competency standards.

Barminco's SMS is designed to provide assistance to those responsible for managing their areas of control in two fundamental ways. Firstly, it requires them to plan a set of systematic activities that will ensure the effective management of safety and health through compliance with safety standards. Secondly, it requires that they



describe the expected outcome and who is responsible for selected objectives so that no ambiguity can be construed from the plan. Every employee accepts and acknowledges that they are responsible for ensuring that all activities are performed in accordance with the SMS, whilst the senior management are ultimately accountable for communicating, enforcing and promoting the SMS. For this reason, independent auditors are engaged to verify that Barminco is meeting its own standards as regards system and documentation compliance.

But do the results justify the effort?

Barminco's current LTIFR as at October 2002 is 3.8 which is well below the National Metalliferous Mining index, and yet there is room for improvement. Every incident or near-miss provides an opportunity to review existing practices and procedures, and improvements are being implemented every day.

Classic Mining Book

The Alexander Library has recently held a display of mining and metals books. The oldest on display was *De Re Metallica*, written by Georgius Agricola in 1556. The library's copy dates from 1912 and is an English translation with many illustrations, prepared by Herbert Clark Hoover and Lou Henry Hoover.

**GEORGII AGRICOLAE
DE RE METALLICA LIBRI XII. QVI.**
hinc Officia, Instrumenta, Machinae, et omnia denique ad Metallum
sunt tractata, non modo luculentissimè et doctissime, sed & per
efficacè, suis locis inferas, adhaerens Latinae, Germanicisq; appè-
lacionibus ita ob oculos ponuntur, ut clarè tradit non possint.

DE ANIMANTIBUS SYSTERABAE: Liber ab Autore
cognitissimum Indicibus diversis, quicquid in opere tractatum est,
picturè demonstrantibus.



BASELAE M^o D^o LVI^o
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& Galliarum Regis ad Saeculum.

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- Barminco Mining Contractors
- BGC Contracting
- Brambles Ltd
- Charles Hull Contracting
- Cook's Construction Ltd
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- Roche Mining (JR) Pty Ltd
- Komatsu Pty Ltd
- Macmahon Contractors
- Roche Mining
- Skilled Engineering
- Thiess Contractors
- Total Corrosion Control
- Westrac

ASSOCIATE MEMBERS

- Driver Training and Education Centre
- Tony Aveling and Associates
- Mandurah Safety and Training Services
- St. Barbara Mines

This list is current at the time of going to press but for further information contact the Secretariat on 08-9355 1400 or Fax 08-9355 1499

News and Views

NEW BIG TYRE

World Mining Equipment for October 2002 describes the 59/80R63 tyre jointly developed by Michelin and Caterpillar. At 80 psi, the tyre offers higher load capacity, and longer tread wear. The softer contact patch offers better shock protection in harsh conditions, and the reinforced bead architecture assists with torque transmission. Other features are reduced stone retention, better wear rate, and less heat generation. It has increased rigidity for higher loads and is rated to 104 tonnes. The tyre comes in two models - deep tread for harsh conditions, high torque, deep pit. The second is for longer haul and higher speeds.

KEY ISSUES IN ENVIRONMENTAL MANAGEMENT

In the AusIMM Bulletin for September/October 2002, A.R Milnes reviews the key issues in mine environmental management, decommissioning and rehabilitation. Case studies at Ranger and Jabiluka are included. The article covers stakeholders, expectations and values, social and political framework, environmental management, decommissioning and rehabilitation, and scientific and technical challenges. Under the heading The Future, social and political issues and the scientific and technical framework are further considered.

CONTRACTING OPTIONS

South African Mining for July 2002 carries an article by Brad McCosker, an Australian lawyer specialising in mining and construction law. He compares the benefits of different contracting options - construct only; design and construct; document and construct; operate and maintain; prime contracting; engineer, procure construct and maintain; and lastly, build, own, operate, and transfer.

MINING IN WORLD HISTORY

Australian Journal of Mining for September/October 2002 carries the first of six articles on this topic, by Martin Lynch. The introduction of mercury amalgamation by Master Lorenzo in Seville in 1550 to recover silver from tailings was a revolution which swamped Europe with American silver.

LUCKY ESCAPE

Flooding often brings tragedy to a mine. But in World Mining Equipment for October 2002, Bruce Sheets describes how the miners in one incident escaped through a borehole drilled from the surface, something he would like to see repeated in other similar incidents. He goes on to discuss a belt-drive fire at BethEnergy's Marianna mine.

THE NATIONAL OHS STRATEGY

Safety First Magazine, a supplement to Electronics News October 2002, carries a six page article on the this strategy, released in May by the Workplace Relations Ministers Council. It describes the five underpinning principles, the national vision, national targets, and five priorities. It calls for a coordinated research effort, strategic enforcement, effective incentives, practical guidance, OHS awareness and OHS skills development. Finally, implementation, monitoring and reporting will follow an evidence-based approach.

COAL MINE GREENHOUSE EMISSIONS

AusIMM Bulletin for September/October 2002 explains how methane has 21 times the global warming capacity of carbon dioxide. Waste gases and waste coal can now be used in a hybrid gas turbine system to produce electricity. The greenhouse savings from capturing the methane are enormous, the par concludes.

MINE RESCUE ROBOT

Also in AusIMM Bulletin for September/October 2002 the United States Navy and the Queensland Government's SIMTARS are joint venturing the development of a low cost robot for use after an explosion or fire. The device would be lowered down a borehole and monitor flammable gas and oxygen levels, while taking digital photographs of the area.

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Smart Training and Consultancy

Smart Training & Consultancy (STC) is a locally owned and operated business in Kalgoorlie with the specific aim of providing quality OH&S training for organisations in the Goldfields and surrounding areas. Rob Lewis established STC in 2001 to provide such safety and training assistance to industry in the Goldfields region after being approached by a local business, Baseline, to conduct regular training sessions as part of their overall business development.

Rob is a registered provider for the MARCSTA general safety induction and has extensive experience in all facets of mining (underground and open cut), and commercial and construction safety and training. He has spent some 25 years in underground mining in various roles from his beginnings as an underground labourer in Tasmania through to a Safety and Emergency Response Adviser at Anaconda Nickel's Murrin Murrin Mine site. This was complemented with long-

term service in the Fire Brigade and State Ambulance Service in Tasmania before moving to Western Australia in 1993.

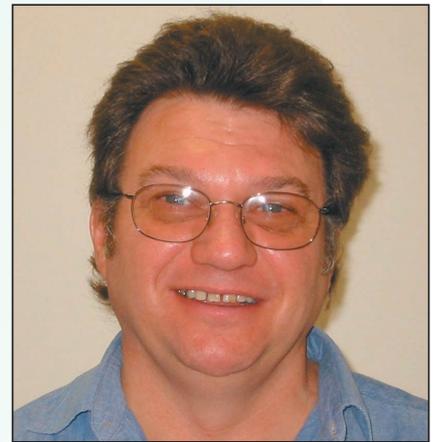
Rob's qualifications are:

- Executive Certificate in Occupational Hygiene and Safety
- Diploma in Training & Assessment Systems, and
- Certified St John Ambulance First Aid Trainer

Rob can offer various services including:

- MARCSTA inductions
- Job safety analysis training
- Legislation training - MSI & OSH Acts
- Hearing conservation
- Safety compliance audits
- Development of safe work procedures
- Accident investigation
- Fire prevention programs

All training programs can be tailored to suit the particular organisation and have the flexibility to be delivered on or off site and at times



Rob Lewis

suitable to the business needs. The training packages can be tailored to include mining, transport, construction and general retail, but are not limited to those.

Smart Training & Consultancy is not just another safety and training provider. It also assists organisations with any safety queries that may arise from their daily business dealings, or from requirements that they need to meet under legislation and contractual agreements.

MARCSTA REGISTERED PROVIDERS

Mark Adam	Central West College of TAFE ITN	Greg North	Westrain Plant Operator Training and Recruitment Services
Jayson Aveling	Tony Aveling and Associates	John Preston	Tony Aveling and Associates
Tony Aveling	Tony Aveling and Associates	Graeme Richards	Richards Mining Services
Ron Baker	Total Corrosion Control	Merryn Richards (S)	Richards Mining Services
Reuben Barber	Macmahon Contractors	Darren Ridley	TRACMIN
Peter Barnard (U)	KCGM	Jason C Roberts	Tony Aveling and Associates
Tom Bateman	TRACMIN	Victor Roberts (S)	Tony Aveling and Associates
Carl Berglin	Berglin Consulting Services	Des Shaw	Shaw OS&H Disciplines
Danny Bognar	Tom Price and Sons	Brian Smith (U)	OSHTRAM
Clive Brindley	JG Engineering	Peer Stareczek (U)	Tony Aveling and Associates
Dale Cocker (U) (S)	TAFE Tasmania	Rennie Sterle	Kelpport Pty Ltd
David Collins (S)	D&S Safety Training	Peter Stoneman	Kendawn Pty Ltd
Geoff Day	Mandurah Safety and Training Services	Wayne Sullivan (S)	Wayvale Safety Consultants
Peter Dowding (U)	Roche Mining (JR) Pty Ltd	Mitchell Talbot	Tony Aveling and Associates
Joe Duyvestyn	Duyvestyn Safety and Training	Peter Tredgett	Westrain Plant Operator Training - Kalgoorlie
Linda Elezovich	Caterpillar Institute	Peter Tynan (U)	Tassmia Safety Training Services
Dennis Farlow	Roche Mining	Graham Wall	Mandurah Safety and Training Services
Helen Fleming (S)	Strudwick HR	Dave Watkins	Safety Skills Training
Ashley Gilbert	Ausdrill Ltd	Chris Wilson	Tony Aveling and Associates
Ross Graham	Komatsu Pty Ltd		
Ray Hargreaves	RH Safety and Training		
Ralph Keegan (S)	Frontline Safety and Training Services		
John Lemon	Total Corrosion Control		
Guy Le Noir	Switched Onto Safety		
Robert Lewis	Smart Training and Consultancy		
Chris Logan (U)	Logan CBT		
Joe Maglizza	CSR Readymix		
Jeff Mathews (S)	Safety Paradigms (Aust) Pty Ltd		
Sharyn McCulloch	NOSA Ltd Queensland		
Malcolm McFarland (S)	IFAP		

All listed above provide general inductions. U denotes underground trainer as well. S denotes shiftwork lifestyle trainer as well.

Kris Burchell (S only) IFAP

This list is current at the time of going to press but for further information contact Anna Verteramo at the Secretariat on Phone 08-9355 1400 or Fax 08-9355 1499.

MARCSTA Providers Meeting



Dr Russell Docking

The Association held a meeting of its licensed providers in late November, in keeping with its commitment to offer the highest standard of training. Guest speakers were Dr Russell Docking from Skill Resource Management Systems (and also the Training Accreditation Council) and Felicity Simpson of Felicity Simpson and Associates. Dr Docking spoke on the professional and legal responsibilities of providers, particularly professional indemnity in



Felicity Simpson

relation to the assessment of competence of trainees. He noted that MARCSTA providers were fortunate to have MARCSTA as a forum for exchange of information as many industry training councils had cut activities as funding had shrunk. Felicity Simpson spoke on the Australian Quality Training Framework and noted the big administrative resource burden the system placed on small training providers.

Improvements generally to MARCSTA training discussed at the meeting include a revised manual for 2003, improved Powerpoint visual aids for providers to ensure “actuality” in the training, a marking guide to go with the assessment questions which Dr Docking has reviewed for validity, and a chat room facility on the MARCSTA website. While providers have been audited in the past, random auditing of providers will start in 2003 to ensure standards remain high.

New Publications

DMPR WA:
MOSHAB Safety Behaviour Survey Report.

Provider on government construction safety panel

One of the MARCSTA providers, Guy Lenoir of *Switched Onto Safety* has been appointed by the Minister for Housing and Works, Tom Stephens, to a construction industry panel to set standards for health and safety on government construction sites.

Safe mining in the minerals industry

A new publication, *Minerals Industry Safety Guidelines*, is being prepared to replace *Guidelines for Safe Mining*. It covers all aspects of health and safety in all non-coal mining operations and it is cross-referenced to the *Safety Management Plan Workbook* to enable practical application.

The information is vital for all mines developing or reviewing operating practices. It can help mines assess risks, develop risk controls, identify required competency standards and develop training programs. The publication is in the form of a loose-leaf folder to enable updating of sections and changing of legislative requirements. It is a living document that will have new sections added when developed according to changing mining requirements and improving standards for occupational health and safety.

Minerals Industry Safety Guidelines is of national importance because it contains information provided by several state organisations. It is supported by five state mining departments and four state minerals councils.

Minerals Industry Safety Guidelines will be available from the NSW Department of Mineral Resources Head Office Information Counter phone: (02) 9901 8269, fax: (02) 9901 9247, email: maniakak@minerals.nsw.gov.au, from the regional offices of the NSW Department of Mineral Resources or from the other supporting organisations.

It will be available in mid-December at a price of approx \$30 plus GST.

(article reproduced with permission of NSW DMR from NSW Mine Safety Update).

News and Views

TRIPLE BOTTOM LINE

Sustainability Reporter is a new web-based public information source on corporate sustainability and social responsibility. It will cover the ASX's 300 largest companies, says AusIMM Bulletin for September/October 2002. Environment Australia and the Department of Family and Community Services are developing core environmental and social reporting indicators and methodologies to assist standardisation of reporting in this area. The development will help consolidate the market in Socially Responsible Investment (SRI) products.

SUSTAINABLE MINING IN THE 21ST CENTURY

CIM Bulletin for July 2002 reports on a workshop for geoscientists held in Canada to showcase scientific research already being conducted in this area. One conclusion was that mining frequently underpins economic development and can sustain communities for centuries. Geoscience knowledge can aid the replenishment of reserves. A template for sustainable development in Canada's north was seen to be of immense value because it is a key to future economic independence and stability. The geographic and intellectual scale of the problem is so large that funding over fifteen to twenty years for projects in this category was thought to be essential.

NEW WEBSITE

The CFMEU is setting up a mining safety website. MINEsafe is committed to:

- establishing a self sustaining mineworkers' network that develops management tools and information services designed to protect the health and welfare of workers, communities and the environment
- developing a database of mining operations, which will include information on ratification of ILO OHS conventions
- raising awareness so that important ILO OHS conventions are acknowledged, understood, implemented and developed
- producing frequent network bulletins and developing training materials, and
- developing both national and international information exchange.

It will be found at www.minesafe.org

Please advise Anna at the MARCSTA office if you want to change the number of copies of *The Monitor* you receive. Please fax this page to the MARCSTA office indicating numbers required with a circle:

Nos required 1 3 5 10
Other (please write number).....

Name: _____

Organisation: _____

Note: In early January MARCSTA will be moving to Suite 5, No 12 Brodie Hall Drive Technology Park. Phone and fax nos will be unchanged.

Advertising

A limited amount of advertising is invited for the next issue. Please contact the Editor.

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MARCSTA Monitor

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