

Changes Made to Current Shared Zones and Pedestrian Crossings

Recent changes to current shared zones and pedestrian crossings on site will greatly reduce the potential for accidents and improve safety for employees.

Superintendent Site Services, John Norris said the changes were necessary to avoid confusion surrounding the issue of pedestrian crossings on site.

“The changes were introduced to recognise that GPS is an industrial workplace where a large range of makes and sizes of vehicles share areas with pedestrians. We wanted to make sure that there was one consistent rule across site applicable to all pedestrians to ensure their safe movement across roadways,” John said.

The following directives are now in place on site:

- Where pedestrians are crossing roadways, the road markings have been changed to indicate that the crossing is a preferred walkway and not a pedestrian crossing.
- Pedestrians shall give way to all vehicles at all times.
- A sign has been placed at the site entrance to inform all people that vehicles have right of way at all locations where people cross roadways at GPS.

“Pedestrians always need to be on the lookout for oncoming vehicles where there are preferred walkways. There is also a clear responsibility for both the vehicle driver and the pedestrian to ensure everyone’s safety,” John said.



John Norris says the new preferred walkways will provide safer access for employees.

NRG Supports Careers Expo

The second annual Schools and Industry Network (SAIN) Careers Expo held at the CQ Institute of TAFE was a great success with 800 high school students from throughout the region attending during the day.

NRG Human Resources Officer, Julie Evans said the Expo was a great way to raise awareness and provide information to students about career opportunities available at Gladstone Power Station.

“While the focus was on apprenticeships and traineeships we wanted to communicate that we also offer engineering scholarships and a variety of non-trade and professional job opportunities,” Julie said.

During the Expo the students had the opportunity to take part in the Try-A-Trade competition. Activities included measurement of accuracy using callipers and constructing electrical circuits both in series and parallel.

Students who took part in the activities had the opportunity to win a number of prizes drawn throughout the day.

Thanks must go to Julie Evans, John Marxsen, Morgan Fallon and apprentices Brodie Huth, Jamie McLean, Jacobe Jefferies and Trent Leask for helping out on the day.



Human Resources Officer, Julie Evans presents Tannum Sands State High student, Suzie Buckle with a gift after taking part in the Try-A-Trade Competition.



NRG apprentices Jacobe Jefferies and Trent Leask were happy to assist Chanel College students in the electrical circuit’s activity.

From Shoey's Desk

Dear Folks

The subject that I would like to talk about this month is Training and Development or what is now called 'Knowledge Management'. What I mean by Training and Development is not just the group of good people we have put together as the Training & Development Team within the HR Department. No, they are there to help us organise training and development but, the whole issue of 'Knowledge' within our Business is a far bigger matter and should be important to all of us.

You see there are in my view two issues here:

1. We at Gladstone Power Station have had the luxury of a very experienced, knowledgeable and stable group of people working here for a long-time. We know many of those people are reaching the time in their life when they wish to start taking life a little easier and enjoying the fruits of their work life and so are moving into retirement. Given the age profile of our people this will become an increasing fact. This loss of knowledge and experience is a very big threat to our ability to operate this power station the way we need to.

2. We in the Electric Power Industry in Australia and around the world are facing our greatest challenge in our 100 odd year history. On one hand we see a rapidly growing demand for electricity and on the other hand the issues of climate change and sustainability. More over, to solve these challenges we need to be able to attract very good people into our industry. We need to retain our good people and develop them beyond what may have sufficed in the past. We need to encourage and support our people to rise to the challenges we face.

So, what are we doing about this matter? Well in recognition of the importance of Training and Development we have formed the Training and Development Team to help all of us in gaining the necessary knowledge that we need. The Senior Management Team has been looking at ways we can provide more opportunity for our people to gain the necessary knowledge and experience that we do need. We are trying to find new ways of getting those valuable people leaving our business to transfer knowledge to those coming along in their footsteps. Indeed we are facing a generational change here at GPS.

But, this is an area where we all need to be involved and I do mean all of us, myself included. For if we think we have nothing new to learn, then well there is in my view not much to look forward to in life.

"Learning is not compulsory... neither is survival."

W. Edwards Deming
US business advisor & author
(1900 - 1993)

We can all start on our learning today. When training is organised we should turn up and take advantage of what is on offer. After all training and development is actually about developing our careers as much as it is in the Gladstone Power Station's interests. There is something in this for each of us. If there are areas which you feel are not being addressed or have potential, please lets hear about them. But, let's get on with building the knowledge we need to ensure our future.

Regards
SHOEY
Glenn Schumacher
General Manager

Observation Point



Mechanical Technical Services crew members certainly take their fishing seriously after two of them were seen arguing about who caught the biggest barramundi after a recent fishing trip to Awoonga Dam. It was all smiles afterwards however. The face and fish size have been altered to protect the innocent.

Men's Resource Centre Change of Hours

The days of operation of the Men's Resource Centre will be changing from Wednesday to Friday 11am - 3pm to improve access. All men are welcome to use the free services of the centre. Services provided are health screenings, support for men undergoing prostate treatments, advocacy and health promotion through groups and community education.

The centre is located at the QAL Community House, corner of Toolooa and Agnes Street, Gladstone. No referrals are needed and the centre is private and confidential.

For more information please phone Gladstone Community Health on 4976 3130.

New Graduates

Congratulations to Matthew Adamson and former employee Peewee Caughey for completing their Associate Degrees of Engineering - Mechanical.

Matthew believes the four year course has helped him improve his technical knowledge in fluid dynamics and thermodynamics as well as gaining a better understanding of how to organise and carry out maintenance strategies at the station.

Since completing his degree last year Matthew has continued his learning by enrolling in a Diploma of Frontline Management.

Whilst Peewee has moved on the Gladstone Ports Corporation we acknowledge his hard work and dedication during his 29 years at the station.



Matthew has recently graduated from CQU

Update on RMSS

Further training is now available for employees wishing to improve their knowledge of the new version of the RMSS Software, the program which we use to manage our Incidents and Corrective Actions.

Superintendent Safety Systems, Allison Hutton said a new version of RMSS had been installed after several months of testing and planning by the RMSS Implementation Team.

“Version 90” will allow us to better understand and track individual incidents as well as to identify trends in types of incidents.”

One of the new features of the new version is the introduction of new incident types.

“As part of this we separated out the Near Miss and Hazard report types, so people can now report a Hazard without it getting confused with a Near Miss. We hope this

will lead to an increase in the number of proactive Hazard Reports,” Allison said.

Genevieve Hey is conducting site-wide training in RMSS in June, with some follow-up sessions planned for July. The training has been written here on site, specifically for the way NRG uses the software.

“The training aims to help employees become more confident with the system, as well as get a better understanding of the life cycle approach to incident management.”

One of the major benefits of the system improvements, is the chance to use the information better, explained Allison.

“Matt McDonald has done a great job of building some new reports which are available in MARS. These include graphs of types of incidents, lists of corrective actions and progress over time.”



Genevieve has been conducting site training on RMSS.

The efforts of the entire RMSS Implementation Team were emphasised by Allison.

“Without the hard work behind the scenes of Trevor Williams and Genevieve Hey, we just wouldn’t have been able to roll this out on time.”

Apprentices Complete Probationary Period

NRG’s eight first year apprentices have successfully completed their first three month probationary period and were congratulated at a special presentation held in the Administration Theatre last month.

In his presentation Manager Maintenance Martin Thomas congratulated the group on reaching the first milestone in their careers.

“It’s a credit to the apprentices that they have completed their probationary period without any incident. NRG provides an excellent training framework for apprentices. It’s now up to each of you to seize the opportunity to make a very satisfying and rewarding career. Remember the journey of a thousand miles starts with the first step so it’s now up to you to decide where it will take you,” Martin said.

Martin encouraged the group to seek assistance from the superintendents and mentors if they had any personal concerns during their apprenticeship.

“Don’t be afraid to ask questions. Our aim is to produce tradespeople who are not only skilled and capable in their chosen field, but are also well balanced individuals capable of succeeding in any future endeavours,” he said.

General Manager, Glenn “Shoey” Schumacher urged the group to set themselves a high standard and to apply the safety tools and disciplines learnt at NRG throughout their working life.

“Your development is important to us and what you do now will lay the foundations for the future. Your apprenticeship has come along at a great time and your skills will be in demand once you complete your trade,” Shoey said.

With their basic training complete, the apprentices and trainee will now be rotated through the various workgroups every four months.

Each apprentice/trainee is assigned to a superintendent who is there to assist them with any problems that may arise. Mentors in the workgroup also assist by ensuring that competency requirements are met and any work related enquiries are answered.



Chris McMurtrie was happy to meet up with Scott and Ann Leinster at the apprentice function.



Matthew Adamson took time out to talk to Gail and Brodie Huth at the 1st year apprentice function

EcoFest a Great Success



Kylie Parker was happy to lend a hand at the Ecofest celebrations

Despite the inclement weather around two thousand visitors flocked to the tenth annual EcoFest held at the Gladstone Botanical Gardens on Sunday 1 June. The day provided a great opportunity for NRG to showcase and promote environmental sustainability and build corporate awareness. EcoFest is the premier celebration event for World Environment Day in Central Queensland.

The Ecofest celebrations kicked off on the Saturday night with a number of employees taking the opportunity to attend the "Meet the Masters" EcoFest Launch at the Gladstone Entertainment Centre which featured presentations from Ranger Tim and Surfing Scientist, Ruben Meerman.

This year's theme was "Kick the Habit. Towards a Low Carbon Economy." NRG's display featured information on how GPS is working towards minimising its environmental footprint and tips on how people at home can reduce their energy usage and CO2 emissions.

NRG also shared their tent with CapReef, a community based organisation which provides monitoring programs to improve knowledge of local waterways. Bill and Shirley Sawnock provided many interesting displays highlighting their work in relation to local climate change.

NRG was one of 50 businesses and community organisations who set up and manned environmental displays on the day.

Special thanks to our team of Paul Vanderlist, Dave Greinke, Katherine Kuppen, Julie Evans, Allison Hutton, Genevieve Hay, Doug Thomas, George Bennetts, Martin Thomas, Geoff Sorensen, Kylie Parker, John Leinster, Keith Childs and Gary Macnamara who helped organise and man the display.

Manager Health Safety and Environment, George Bennetts said EcoFest was a great family day designed to increase people's environmental awareness and educate them about what is being done to improve the local environment.



Paul Vanderlist and Katherine Kuppen were kept busy helping the youngsters as part of the fishing competition.

Repair Work Underway on CW Cable Tray System

Last year an investigation was carried out into the repair of a section of three tier cable tray that had collapsed due to salt spray corrosion.

Specialist Electrical Projects, Graham Long said a major failure on this cable tray system could result in the loss of supply to some or all of 1-4 Unit Cooling Water Pumps resulting in lost generation.

"After the investigation, we decided not to attempt any repair work as the risk posed by working with live high voltage cables which were in an indeterminate state was considered too high," Graham said.

A Value Engineering Study was carried out on the repair of the tray system. The recommendation was to provide a second independent cable route to 1-4 cooling water area and use it to supply half of the CW pumps and associated infrastructure.

After input from several electrical contractors it was decided to construct an underground conduit system from the north end of the main cable trench to the cooling water pipe pit. When the second cable route is completed work will then commence on repairing the existing corroded cable tray with all HV cables in it de-energized.

The under rail bore (pictured) is a pivotal part of the new cable route. Now that it has been successfully completed the rest of the cable route can be installed. It is expected that the project will be fully completed by December.



Graham Long and Allan Timm inspect the new cable route being constructed near 1-4 CW pumps.

Alan Armour Retires

After nearly fifty years in the workforce and 25 years at GPS Alan Armour has decided to put away the work boots.

Alan said he was planning a very active retirement and looking forward to pursuing his many interests which include travelling, sailing, music, photography, astronomy, electronics and bushwalking.

Alan started his career helping on his father's dairy farm in Gippsland. He then worked as a radio and television technician, going on to complete his Radio and Television Broadcast Operators Proficiency Certificate which qualified him to be a senior engineer at a radio or television station.

He was then head hunted by Kodak Australia to work as an electronic instrument technician at their Coburg manufacturing facility. This suited him fine as he enjoyed photography as a hobby.

During the next 15 years Alan working in various parts of Australia and in California as a paper mill technician prior to joining GPS in November 1982.

"With the down turn in the paper industry, I came to Gladstone from Devonport, Tasmania looking for somewhere stable to settle down. In those days Gladstone was a bit of a Wild West town but as it turned out it was a good place to raise a family," Alan said.

Alan's initial appointment was as a computer technician working for Tom Richardson in the Control Systems group.

"We had several computers to run the data acquisition and alarm system part of the control system. Even at that stage, the alarm system contained unique features that made it among the most sophisticated for its time. Even so, a unit trip often produced hundreds of pages of alarm print outs, which were analysed to find the cause of the trip," Alan said.

In 1986 Alan was involved in the introduction of the Bailey Control System, which had a more sophisticated alarm system. This allowed the introduction of more than one priority alarm.

By 1988 Alan had moved into the Resource Control area as a facilitator working for Tony McCray. He left this role in the early 90's to work with Darryl Bond and John James on the introduction of the Foxboro Distributed Control System (DCS).

"There was a lot of very new technology being developed during this time. We worked long hours developing our own flame detectors and the world's first interface between the Foxboro and Bailey Systems," Alan said.

In recent years Alan has developed and introduced several strategies to reduce alarm problems and because of his expertise in this area, Alan is now recognised world wide for his alarm management techniques.

Outside of work, Alan is also well respected in the community for his involvement in the Schools and Industry Science Group which has seen him spend many hours in his

own time developing and teaching science modules to local school students.



Alan is a recognised worldwide for his alarm management expertise.

NRG Supports Red Shield Appeal

The Salvation Army Red Shield Appeal kicked off last month with NRG providing a major boost to the appeal with a donation of \$5,000.

Salvation Army Major Bill Hutley thanked NRG for their donation which was announced at this year's Red Shield Appeal launch.

At the launch Salvation Army Captain Paul Moulds spoke of his work amongst the homeless of Sydney, many of whom have been displaced from regional centres. He emphasised that there was hope for many of these people and he spoke of their successes and failures.

The Salvos are hoping to raise \$107,000 from the Gladstone region with \$33,000 of that expected to come directly from the doorknock.

In the Gladstone community the Salvation Army provides people with food, homeless youth support, financial counselling, substance abuse rehabilitation and emergency accommodation.

The Salvation Army distributes these funds to well over one million people each year.



NRG General Manager, Glenn Schumacher was on hand to present a cheque for \$5,000 to Gladstone Red Shield Appeal Chairman, Jeff Williams.

Noise Reduction Project Nearing Completion

Noise levels at Gladstone Power Station have been significantly reduced following recent modifications to the Induced Draft (ID) Fans.

Since 2006 a program has been underway to modify the station's twelve ID Fans which maintain air flow through the boiler.

These fans are critical to plant loads and at times run to their maximum capacity to maintain full load on each of the station's six units. The modifications currently underway have substantially reduced the noise from these fans.

Mechanical Projects Engineer, Graeme Hawke said major studies had been undertaken to identify the mechanism by which noise was generated from the fans.

"The noise is generated at a certain frequency as the blades pass the exit point of the fans. What we have been able to do is reduce the noise levels by modifying the way the blades pass the casing outlet," Graeme said.

Howden, the original manufacturer were contracted to carry out model testing in 2006 and since that time the fans have been modified and installed during unit outages.

"We have been able to achieve an 11 decibel reduction in noise levels from the fans ensuring that the fans are barely discernable from the general background noise."

"Once the modifications are complete we will be conducting noise testing in the community to gauge not only the effect within the station but also to the community at large," Graeme said.

To date ten of the fans on five units have been modified with the final unit expected to be completed by the end of this year.

Other programs which have successfully reduced noise levels on site include acoustic linings around turbines, pumps and valves, sound suppressing materials on work benches and noise minimization policies for new tools and equipment.



Work is currently underway on reducing the noise levels around the Induced Draft Fans at the station

Implementation of Sharepoint Underway



Minn Than and Steve Renouf will be assisting employees with the implementation of Sharepoint.

Implementation of the Microsoft Office Server known as Sharepoint is currently underway on site.

The website will replace the current MARS intranet website. In the future it will manage all policies and procedures and also replace P drive and Recfind.

Information Services Superintendent, Darryl Bond believes Sharepoint will have major benefits in the way information is communicated.

"Sharepoint has much more to offer than our current intranet site and will revolutionise the way we communicate and store knowledge across site," Darryl said.

"Initially we are training some of the key end users in how to set up and configure the sites. Minn Than and Jodie Patchett will be available to assist employees to develop their sites," Darryl said.

A migration site on the test server has been set up at <http://apollo> to allow employees to view what the final site might look like.

It is expected that all information from MARS will be migrated to the new site by the end of this year.

Spotlight on..... The Health, Safety, Environment and Communities Group

The Health, Safety Environment and Communities Group is comprised of eight personnel working under the direction of Manager George Bennetts.

The focus of the group is to develop services and support activities which ensure legislative and requirements pertaining to employee health and safety, environmental, and community issues are satisfied. Members of the group also provide information and advice which enables employees to work in a safe and environmentally responsible manner.

Paul Vanderlist is responsible for the management of support and service activities in the areas of Health, Environment and Community. These activities include:

- Compliance monitoring
- Health and injury management
- Environmental management and community relations
- Implementation of improvement plans to meet current and future needs

Cheryl O'Callaghan and her casual assistant Cora Marbach manage the health and medical issues associated with the business. This includes:

- The medical treatment of employees
- Drug testing
- Hearing tests
- Work cover issues

- Rehabilitation
- Collating and maintaining injury statistics and medical records
- Wellness program

Doug Thomas administers occupational first aid treatments for injuries and therapy massages for soft tissue injuries. He also carries out:

- Occupational first aid and defibrillation training
- Drug testing
- Recording of injury data and treatments
- Maintaining the equipment and housekeeping of the treatment room.

Gary Macnamara coordinates the community relations program which includes:

- The Gladrag
- External and internal promotions
- Advertising
- Newspaper editorials and press releases
- Corporate and retirement gift merchandise
- The community assistance program
- The 25 year program
- Public and school tour programs
- Production of corporate brochures and videos
- Photographic services
- Section intranet
- Site history book project
- Site internet

Allison Hutton leads the safety team in guiding the ongoing development of on site safety systems and the NRG Safety Program. A special project for Allison is the implementation of all three modules of the Risk Management Safety System (RMSS). In addition, Allison is further responsible for:

- Developing the security and emergency areas of the operation
- Providing support to both the security and emergency response teams

Specific task employee Genevieve Hey is currently assisting Allison Hutton with:

- Collating and reporting information for the NRG safety program
- The implementation of RMSS
- Recording and compliance reporting
- Providing users with RMSS training

Dave Greinke is on secondment to major projects and overhauls and involved in:

- Safety appraisal of behavioural and conditional hazards
- Implementing efficient and effective controls to bring about continual improvements during major outages

All members of the safety team encourage anyone on site to come to them for advice and assistance with safety matters. The group are located on the top floor of the Training and Development Building.

Minn's a Proud New Aussie

Specific Task Information Services Officer, Minn Than is now a proud new Aussie after taking up Australian Citizenship last month in a formal ceremony at the Gladstone Regional Council chambers.

Hailing from Burma (Myanmar), Minn has lived in Australia for seven years. Prior to joining NRG in October last year Minn was a full time student and worked as a web administrator with the Student Services section at the CQU Rockhampton campus.

Minn said he was very keen to move to Australia because of it was a beautiful

country with great beaches and a good human rights record.

"Everyone I have met in Australia has been very friendly and cordial especially my boss and colleagues who are always supportive, welcoming and exuberant offering me a very enlightening working environment. It's more like a family here," Minn said.

"Australia is a very multi cultural country which encourages freedom of speech unlike Burma which has a military government."

"For the past years I did not even need to try to blend in the community. Before I realised I am already one of them and feeling like home among their bounteous hospitality. That's why I decided to

be an Australian citizen and even scored 100% in the citizenship test thanks to my colleagues and friends," Minn added.



Minn accepts his citizenship certificate from Mayor George Creed



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Getting Personal with Operator Trainee James Buck

In the ten months you have worked at the station what's been your impression of the plant and people so far?

NRG is very professional organisation with a well organised and talented work force.

What have you enjoyed about the Operator Traineeship?

I've enjoyed the training and working in the classroom environment. The training provides a good background to the workings of the station and is good preparation for a challenging career.

How have you found working with the other trainees?

I've been fortunate in that I have worked with many of the other trainees before including Ross Petersen, Terry Burrell, Lincoln Thornton, Chris Koefler and Liam Keenan and they have all been good to work with.

Tell us about your previous roles and experience.

I've mostly done shiftwork within heavy industry operations, starting with Shell Canada. From 1994 -2004 I worked as a Production Operator and then as a Control room operator at Alcan's Gove Power Station. I then transferred to Rio Tinto Yarwun where I worked as a Control Room Officer before coming here.

What things attracted you to NRG and Gladstone Power Station?

I wanted to gain more experience in the power industry, the high standard of employees working here and the family-friendly shift roster.

Tell us about some of your interests and hobbies.

I enjoy music, playing the drums and spending time with my family. My other interests include travelling, diving & snorkelling, fishing, and looking after the families pets.

What do you like about living in Gladstone?

Gladstone is a great region with a wide range of places to go. It's not too isolated and has a great climate.

Where were you born and where did you do your early education?

I was born in Toronto, Canada and left at the age of two. I was then raised for about five years in New Zealand, before returning to Vancouver. I decided to leave the cold weather behind and emmigrated to Australia in 1978.

Tell us a little bit about your family...

My wife Elaine works as a Librarian at a school in town. She enjoys art, has great

computer skills, reads, cooks and cares for the family. Our two children Tahlia and Jordan are enjoying their schooling here in Gladstone after spending their early years growing up in Gove. They are both doing well. Tahlia is taking advantage of lots of opportunities on offer through State High and wants to learn how to kite surf. Jordan is enjoying new challenges including his new pet bearded dragon.

What is your favourite childhood memory?

I fondly remember travelling back to Canada on an ocean liner.

If you could visit anywhere on the planet free of charge where would you go?

Europe

The hardest thing I've ever done was....

Living away from family in Canada (almost 30 years now)



James has been impressed with the high standard of employees since taking up an operator traineeship last year.

Matthew Goes Under Cover for Dehumidifiers

Mechanical fitter, Matthew Wegrzyn has gone under cover to ensure that the station's dehumidifiers used on turbine outages are well protected during non outage periods.

"When we bought our first set of dehumidifiers they didn't last very long due to the effects of corrosive elements in the atmosphere so I suggested to my boss Guy (Ayscough) that we should get some covers made for the new dehumidifiers which we have recently purchased," Matthew said.

The dehumidifiers are used during turbine outages to protect the insides of the turbines and reduce corrosion on the turbine blades.

"We got Ted Hendons Upholstery to make up custom made covers for each of the three large and three smaller dehumidifiers and they have proved very effective in keeping the machines in good order," Matthew said.



Matthew Wegrzyn shows off the new dehumidifier covers.

Service Register – June 2008

The NRG Service Register recognises employees who have completed 10 years service or more in the Queensland electricity industry and who have been employed at GPS since the Sale of the Station (31/03/94). This register is for employees whose anniversary falls during the month of June.

36 years	Clifford Heidenreich
31 years	Dave Brown
30 years	Sam Castillo
29 years	Gary Harmer
28 years	John Mann, Peter Lamb, David Pendreigh
27 years	Peter Van Nimwegen, Trevor Williams
26 years	Russell Curtis, Ken Fischer, Phillip Hayne
24 years	Col Johnston, Don Lodding
23 years	Edward Somerfield
15 years	Jodie Patchett
14 years	Adrian Taylor