

NRG Helps out with Flood Donations

NRG recently assisted local flood victims by offering the visitors' carpark as a focal point for the collection of donated goods.

Two local ladies, Roz Donohoe and Cassie Sorrensen contacted NRG General Manager Glenn "Shoey" Schumacher to see if they could use the visitors' car park as a collection point for Biloela and Moura Flood victims

Shoey was very supportive of the idea and response from the Gladstone public and local businesses was just incredible.

"We couldn't just sit back and watch the flood devastation unfold and not do something about it," Roz said.

"We got great support from Multitrade who donated the containers and Lister Motors offered to deliver the containers. Coles also jumped on board by providing a crate in their foyer for people to donate goods."

"It has been an amazing response with many local businesses donating meat and portable cold rooms as well as other



Employees and volunteers celebrate with a barbecue following the collection of donated goods.

essential items. Some people have come back three or four times with donated goods" Roz added.

Throughout the week a steady stream of people and businesses donated bedding, furniture, clothing, white goods, cooking equipment and food enough to fill seventeen big containers.

Thanks to Roz and Cassie for organising this great community initiative. Special thanks also to the many NRG employees who also assisted with the sorting and packing of the donated goods. Thanks also to the Rec Club for providing a barbecue for the many volunteers who helped out throughout the week.

Changing of the Guard



Harold and Wayne congratulate each other on their upcoming retirement.

Paton Security provided their final day of service to the station on 30 November 2010. The group had provided a security service through MSS Security since April 1995. This was also the last day for two prominent people namely Wayne Paton and Harold Masters who have now retired.

All the other guards from Paton Security have now transferred across to MSS Security so there will not be any immediate changes to the way security is carried out on our site.

Superintendent Risk Management Brad Greer said NRG were working closely with MSS Security to develop the existing security team and to ensure our security program aligns with industry best practice.

"On behalf of all NRG personnel I would like to thank Wayne and Harold for their services and support over a long period of time. We know they are both keen to spend more time with their families as well as catching up on a bit of fishing," Brad said.

From Shoey's Desk Helping Others

Dear Folks

Well 2011 certainly has started with its own set of challenges. With some of the biggest floods on record and the Wet Season really only just beginning we have seen Queensland really cop a battering. We here in Gladstone have in the main been OK. Some people in the Boyne Valley have had a bit of a rough time of it but, in the main Gladstone as been an "island" of stability in Central Queensland.

GPS has been the most effected by problems with disruptions to coal supplies and the Production Commercial Team here of Joel Otley, Tim Danby and Don Shambrook supported by Darren Ross and his "Coalies" Team are working extremely hard to get us through this challenging time.

However whilst the year has started with its challenges for us here at GPS, it is the response of GPS people and the Gladstone community to helping out those worst effected by the floods that has been an amazing thing to have been part of. I received a telephone call from Roz Donohue (wife of John) on the afternoon of Friday 31 December asking whether NRG was willing to help out with an appeal for goods for flood victims. Roz had gotten together with her "mate" Cathy Sorensen and come up with the idea of filling a "couple of containers" with goods to go to the flood areas. Well the result was beyond anybody's wildest imagination. The "couple" of containers turned into about 18 in the end and GPS was the site of frantic activity for nearly a week.

I cannot think of a great example of "people power" and community involvement than what we have seen unfold in our visitors car park. This was not something organised by big business or government

but by the community itself. I know I feel quite humbled to have been part of what happened here at GPS in the first week of 2011. All of us should also feel some sense of pride in our role and efforts in this exercise. To those who actual got an opportunity to take part in the exercise, I thank you on behalf of all of the GPS Team. To those who kept "rowing the boat" whilst others were freed up to get out into the car park I also acknowledge your support. This showed something about the GPS community and the "spirit" in this place. But, more than that, we as part of the Gladstone Community should stop and think about what this efforts says about the place we live in. I am glad to say "I am a member of the Gladstone community".

GPS OUR FUTURE

Regards
SHOEY

Glenn Schumacher, General Manager



Greg Acknowledged for Safety Efforts



Shoey presents Greg Nugent with a miniature steam turbine plant in recognition of his 25 years contribution to safety initiatives at NRG.

Power Plant Controller Greg Nugent was recognised for his contribution towards safety at GPS following a presentation at the monthly Workplace Health and Safety meeting.

General Manager Gladstone Operations, Glenn Schumacher acknowledged Greg's 25 year contribution to the role of

Production Safety Representative and presented him with a miniature steam turbine power plant.

Greg recalled the first time he became interested in safety during his apprenticeship with the Thiess Peabody Mitsui Mine at Moura.

"At the mine there were baskets hanging on pulleys, one for clean clothes and one for dirty clothes. When I queried why there was always three baskets hanging on the dirty side I was informed that they were left there out of respect for three miners who had died at the mine. From that point I realised how it important it was to take safety seriously and to commit myself to doing what I can to make a difference," Greg said.

After nearly 40 years in the electricity industry Greg is still very committed to ensuring that safety remains top priority in the production area.

"I'd like to thank the Senior Management Team for all their assistance in providing solutions to production safety issues and for the tremendous benefits the production crew have received from the ongoing hazard reduction program. I am pleased that I have been able to have an input into solving some of these issues," Greg said.

Station Shines after Clean-up

A major cleanup of the station was undertaken in December in preparation for the cyclone season.

Manager Maintenance, Martin Thomas was pleased with the efforts of employees.

“Our aim was to remove rubbish and debris from site so that we enter the New Year period with a clean and revitalised power station. The station looks a lot cleaner and safer because of the efforts of all employees, Martin said.

Approximately 30 cubic metres of general waste, 16 tonnes of scrap metal (which was recycled) and 25 cubic metres of timber (also recycled) was collected from site.

Superintendent Administration Services, Garry Coleborn said the waste transfer station was kept busy throughout the morning with a lot of small rubbish being collected around site.

“This is a good indicator that employees are doing a good job in keeping the plant in a tidy condition,” Garry said.

Special thanks once again to the members of the Rec Club who set up and cooked a barbecue lunch for all people involved in the clean up.



Scott Leinster helps with the cleanup in the coal plant.



Kate Williams had no trouble finding rubbish near the coal plant.

Charities Fund Supports the Needy over Christmas

The Gladstone Community Charities Fund has once again shown their support for the less fortunate by donating \$6000 to major charities during December.

Charities Fund Treasurer John Leinster said \$2,000 had been donated to each of the charities St Vincent De Paul, Gladstone Salvation Army and Roseberry Community Services. NRG also contributed \$1,000 this month to the Salvation Army's Christmas Appeal.

“It's always good to see the money going to those who really need it, especially this time of year,” John said.

Since its formation by NRG employees on 5 August 1982, the Gladstone Community Charities Fund has donated over \$389,000 to charities in the Gladstone Community. The success of the fund lies with the employees who continue to contribute on a weekly basis. To assist the fund in its charity work NRG also contributes \$6,500 to the fund each year.

During 2010 the Charities Fund contributed \$16,092 to charities in the Gladstone region.

Charities Fund President Eric Eldridge said it was important to ensure that the good work will continued well into the future.

“We have been able to do a lot of good work over 28 years and we would like to keep the fund as strong as possible. I would like to encourage all employees to join so if you are not a member I would encourage you to consider joining. We only ask for a minimum of \$1 a week although some employees are able to contribute more. All contributions are tax deductible,” Eric said.

Employees who would like to contribute to the fund or increase their contribution can contact Natalie Hurst in the Human Resources section.

If you have any questions about the fund you can contact any member of the committee - President Eric Eldridge, Secretary John Lynch, Treasurer John Leinster, Trustee Ray Waghorn and committee members Gary Macnamara, Cheryl Jackson, Brian Clarke, Archie Lowe and Peter Vouvolis.



Charities Fund President Eric Eldridge presents Ron Clough from St Vincent de Paul with a cheque for \$2,000.

Rec Club Children's Christmas Party



The Rec Club Children's Christmas Party was held at the Western Suburbs Swimming Pool on 5 December. During a very rainy few weeks, it was lucky that the weather cleared for half a day so everyone could enjoy the party in the sunshine.

The kids had a wonderful day with plenty to keep them entertained including the swimming pools, rock climbing wall, merry-go-round, bungee run, jumping castle and the ever popular mini jeeps.

After a barbecue lunch, the kids enjoyed snow cones, fairy floss and dagwood dogs cooked to perfection by hot dog specialist Doug Thomas.

Santa (aka David Lahey) arrived on his tinsel covered dirt bike with his Santa sack and handed out heaps of lollies to the kids. Then the kids were off to the present tent where Santa and his helpers handed out presents and lolly bags. The Rec Club Committee would like to thank David Lahey for donning the Santa suit for the second year in a row.

Kmart Gladstone once again supported the club by donating a child's bicycle for the annual lucky draw. Congratulations to the winner Rory Wilson!

Our wonderful Rec Club Committee made it an enjoyable well-organised day. I'd like to thank all of our committee members for their hard work and to everybody else who helped make it a fantastic day for the kids!

Katherine Kuppen
GPS Rec Club Secretary



Welcome Leanne

Converge counsellor Leanne Oost was recently welcomed to site. Leanne has replaced Lynne McKewin who has now retired.

Leanne will be visiting site each Wednesday from 7.30am to 1.30pm and her contact number is 1800 337 068.

Leanne brings a wealth of experience from Rio Tinto Alcan and BSL and can provide free confidential support and counselling to employees and their immediate family.

Leanne is pictured with Lynne at her farewell function.



Farewell Doug Thomas

After a varied and colourful career First Aid Officer Doug Thomas was farewelled from GPS on his 65 th birthday (14 December).

While sad to be leaving Doug said he was looking forward to moving to Hervey Bay with his wife Jan and son Mark.

"I am going to miss the friendship and camaraderie from all the people I've worked with over the years but after 45 years in Gladstone it's time to enjoy a bit more relaxation and take things a bit easier."

"I really enjoyed the fellowship from the employees and the trust they have put in me. Over the years I've had to deal with a lot of trauma associated with people's injuries so it will be good to not have to deal with this in the future," Doug said.

Born in Brisbane Doug spent his early years growing up in Winton before moving to Gladstone in 1960. He began his working career as an apprentice diesel motor mechanic with Patel Brothers in Gladstone before completing in his final year in Bowen in 1965.

Growing up in a strong Christian family (his father was a Methodist Minister) Doug left Bowen in 1965 to become a missionary at Croker Island, off the coast of Darwin. (Later on Doug would also become a certified practising Minister of the Methodist Church).

"During my three years there I got to learn a lot about aboriginal culture and the disadvantages they face. I learnt their language and believe they have a lot to give the white people," Doug said.

It was during this time that Doug got to learn a little bit about first aid, having to assist the nursing staff at the local hospital.

"Being the only diesel motor mechanic in the village I was always being called to fix the diesel generators which had broken down at the hospital. At one point there was a heavily pregnant lady who was about to give birth and I was warned that if I didn't keep the generators running I'd be the one holding the torch at the delivery table. I kept that diesel running as long as possible to make sure those lights stayed on," Doug joked.

In 1968 with finances running low Doug moved back to Gladstone spending the next 13 years as a control room operator at QAL. With two young children at school Doug decided to leave the shift work behind joining GPS as a trades assistant in the turbine crew in 1982.

"Peter Filtness was my first boss at the time and we were the first crew to pull Unit 2 turbine apart. We didn't really know what we were doing having to go back to the drawings all the time but eventually it worked out ok," Doug said.



Doug was pleased to awarded life membership of the GPS Rec Club following his retirement.

While working in the turbine crew Doug got the opportunity to spend a couple of hours a day helping out Cheryl in the Health Centre.

"After hours I used to do shift work at the local ambulance and through that I became a qualified first aid training instructor," Doug said.

During this time Doug was also an integral member of the First Aid Team, going on to spend 12 years with the team.

In 1991 Doug took on a permanent first aid role in the Health and Safety Department.

To complement his first aid role Doug began developing his skills as a masseuse and over the past 13 years he has assisted many employees not only through massage but also through his commitment to health promotions such as the 10,000 steps and bike and brekkie days and stretching programs.

For many years employees' children have also benefited from Doug and Jan's craft skills with their popular hand made dolls proving to be ideal Christmas presents.

During his retirement Doug is looking forward to spending more time travelling, playing tennis and table tennis and getting involved in community work.

NRG Supports Capricorn Helicopter Service

NRG is supporting the 'Target 10,000' payroll deduction scheme for the RACQ Capricorn Helicopter Rescue Service (CHRS). NRG employees can now make regular weekly or fortnightly deductions from their pay to the service.

Fundraising coordinator for CHRS, Debra Drinan said Target 10,000 was aiming to enlist the support of 10,000 people in the region to donate a small sum regularly from their pay to help support the service. CHRS provides a vital world class aero medical service for free to the people of Central Queensland.

"As a local charity we are generally only able to source donors in the region serviced by the helicopter, that is, from St Lawrence to Agnes Waters and as far as fuel is available east and west."

"We are regularly tasked to the Gladstone region (on average - a task per week) flying either directly to the hospital, surrounding rural communities or out into the shipping lanes to retrieve patients from ships and pleasure craft," Debra said.

This year the Capricorn Helicopter Service needs to raise \$1.5 Million from the local

community to support the new Sikorsky S76 helicopter. The new helicopter has increased capabilities in relation to speed, comfort and space therefore lessening response time for critically ill patients. The helicopter is also fitted with night vision goggles to enhance night environment capabilities.

Employees interested in making regular payroll deductions to the service can contact Natalie Hurst on ext 517. Donations over \$2 are tax deductible.

Farewell Cheryl O'Callaghan



Cheryl bid farewell to GPS after a 30 year career at GPS.

After a very creditable 30 year career at GPS, Occupational Health Nurse Cheryl O'Callaghan was farewelled from the station on 20 December.

Cheryl said she was looking forward to retirement and the impending arrival of her first grandchild to her son Pedr and wife Alex.

"I am not planning on moving from Gladstone but I expect I will be travelling to Brisbane a bit to do some babysitting on a regular basis. I am going to miss chatting with a lot of the people you see on a regular basis here," Cheryl said.

Seeing a bit more of Australia is also high on the agenda with Cheryl planning a road trip to Mildura with her brother early this year.

Born and educated in Gladstone Cheryl did her general training at the Gladstone Hospital. She moved to Perth in 1968 where she completed her midwifery qualifications at the King Edward Memorial Hospital.

After completing her midwifery training, Cheryl moved to Hollywood Repatriation Hospital, where she worked in the Orthopaedic Surgical Ward nursing injured Army, Navy and Air Force personnel from the Vietnam War.

With two young children in hand Cheryl returned to Gladstone in 1980 moving in with her parents.

"At the time I was working in the intensive care unit at the Gladstone Hospital and due to the shortage of housing I had to wait until a house became available for purchase."

"Cheryl Jackson, an old school friend, was working at the station and she advised me that the power station was looking for a full time nurse and I was successful in obtaining the position," Cheryl said.

Cheryl remembered her first visit to the station for the interview was not quite what she expected.

"I turned up in a dress and high heels and was interviewed by Keith Shambrook, Tony Lee and the QEGB nurse Joe Doughty. After the interview I was taken over to the turbine hall to see if I could tolerate heights. I finished up on the turbine hall roof wrecking my heels on the iron mesh floor.

I remember saying to someone afterwards I'd better get this job or I'll be sending you the bill for a new pair of shoes," Cheryl joked.

Soon after starting Cheryl joined the rescue team in a training role and went on to stay on the team for 15 years.

"I remember I was often used as the patient in the stretcher particularly around the Harbour Festival time and it took me a while to get used to that," Cheryl said.

During her time at the station Cheryl has continued to promote improved health and safety standards. She is particularly proud of the introduction of the voluntary medicals which became part of the health program following the sale of the station in 1994.

"The program has been a wonderful success and I am pleased to have been instrumental in getting this program off the ground. It's great to see that participation in this program has increased every year and that employees have been able to pick up life threatening illnesses which may have gone unnoticed previously," Cheryl said.

Another initiative Cheryl has been keen to support is the Wellness Program which kicked off 12 years ago and continues to provide valuable information to assist employees in living a healthy lifestyle.

While Cheryl has predominantly spent most her time at the station managing the health program she also took on the additional responsibility of safety from 1998 to 2000.

Site Cranes to be Refurbished

As part of the Crane Refurbishment Upgrade Project the slot bunker loft crane will be replaced during the next couple of months.

Electrical Projects Specialist, Graham Long said the crane was up for its 25 years inspection and needed a major upgrade.

"The existing crane does not have the required safety features such as overload protection and it was more economical to replace it rather than refurbish. We have decided to replace the hoists and all electrical components, but retain the main structural components."

"To date we have replaced the power supply system (catenary) to the cranes. New platforms have also been erected on the east and west side to allow for easy maintenance of the crane."

North Queensland Cranes will build a new crab structure complete with hoist which will replace the existing one. The new crane's electrical components will need to be modified to ensure it is Hazardous Area compliant.

This will involve the replacement of all motor/brake assemblies and making the control pendant and all limits intrinsically safe.

The replacement of the slot bunker loft crane is part of an ongoing program

which has seen new fabric filter hoists and cooling water workshop hoists installed during 2010.

It is expected the new slot bunker lift crane will be installed by the end of March.



Dean Marsh (Walz Construction) and Graham Long inspect one of the new platforms in the slot bunker which will allow for easy maintenance of the cranes.

Units Electrical Continue their Support for St Vinnies

The Units Electrical workgroup have continued their support for local charity St Vincent de Paul by raising money for hampers over Christmas.

Workgroup member Kev Ryan said \$920 was raised which was used to purchase around 10 hampers for the needy in Gladstone.

“A number of the hampers went to large families which was very pleasing especially at this time of year when a lot of people are doing it tough. One of the workgroup donated his ham which we were told went to a family of eight,” Kev said.

“It’s a great team effort from the crew with many of the crew looking forward to donating each year,” Kev added.

This is the 4th time the Units Electrical workgroup have supported the annual Adopt a Family campaign sponsored by the Gladstone Observer.



NRG’s Ross Ahern and Ryan Pickles check out some of the Christmas hampers with St Vinnies volunteers Ron Clough and George Ryan.

New Starter Induction Manual Completed

During the past 12 months the Employee Relations group have been developing a New Starter Induction Manual. In consultation with a number of new employees and many Superintendents the group have developed a manual style induction which will commence later this month.

Employee Relations Officer Natalie Hurst said the manual would ensure that NRG provided the necessary information, facilities and motivation to assist new employees to adjust to their new work environment.

“Once the final version of the manual is completed we will be publishing the manual on our Sharepoint page for all employees to access,” Natalie said.

The Induction Manual is broken into six sections:

- NRRGOS – Including information on the Business Structure, Power Generation Process, Site Map, Business Objectives, Company Vision, STRIVE Values, Leadership Principles, Code of Conduct and a Plant Familiarisation Tour.

- Safety – Including information on Health, Safety, Environment, Communities and ZIP.

- People – Including information on Employee Benefits, Organisational Chart, Rec Club, Staff Remuneration and Reward System, Wages Incentive Scheme and Competency Based Pay System.

- Policies & Procedures – Includes an overview on some of the policies and procedures at NRG.

- Area Inductions – Local Area Inductions.

- System User Guides – Includes User guides for Asset Suite, CHRIS21, Organisational Chart, HR21, Microsoft Office Suite 2010, How to Notify an Incident, Pre-task Risk Assessments, Booking Rooms, STOP Observations and PAS.

Subject Matter Experts have developed their sections for the manual and will be delivering this information to new starters within their first two weeks of employment. At the end of each section the new starter and the subject matter expert will be required to complete the Induction Assessment Sheet and return it to Employee Relations for processing. This enables Employee Relations to monitor the new starter’s progress throughout the induction process.

Special thanks you to everyone who contributed to the development of the manual. Employees who have any questions about the process can contact Natalie on extension 517.



Natalie believes the induction manual will be a valuable aid for all new employees.

Where are they now? – Alistair Brown

What period did you work at the station?

I worked at GPS as a Uni student over the Christmas of 82 and 83. I then returned in 1985 to a permanent job and stayed until September 1990.

Tell us about your roles at the station.

As a chemist my role was always in the Sciences area. I joined Barry Harris' team and spent time working in the laboratory and out in the chemical plants. The Chemical department was divided into three sections with Paul Vanderlist, George Bennetts and Cameron Hoare heading up Plant, Laboratory and Environment sections. There were 18 people in the lab at the time.

What are your fondest memories of particular events and working with the employees at the station?

The sciences team were a very close knit group and a great team to be part of. I can remember very clearly the day I was running some polisher trails and the outlet valve of the polisher had failed to close properly. I managed to pump a significant quantity of salt water into Unit 2 Boiler and it had to come off line to be flushed. The electrical techs had a 275MW badge which they used to swap between themselves when one of them caused a unit trip. I was presented with the badge for my efforts. Fortunately I did not have it for more than a week before one of the techs took it off my hands again. I learnt a lot in those early years on the plant with Bob Dennien, John Mann and Dave Grienke and in the Lab with Karen Harvey (Knights) and Beth Ward.

There was also the time the lift was redecorated for Christmas with "CHRISTMOOSE" stencilled all over it as a mark of respect for our workshop foreman big Ray Mantle.

What do you miss about living in Gladstone?

I miss the water. As a very keen sailor Gladstone was a perfect spot and I was an active member of the Port Curtis Sailing Club. I also have very fond memories of the GPS touch football team which was very successful in the eighties.

What have you done since leaving Gladstone?

I moved from Gladstone to Callide Power Station in late 1990. I spent 14 years there and moved from the chemical section into various management roles through this period. In 2004 I moved to CS Energy's corporate office in an Operations Management role before being appointed Swanbank Site Manager in 2007.



Alistair was appointed Swanbank site manager in 2007.

What do you enjoy about living in Brisbane?

I live in Brisbane in the Western Suburbs about half way between the city and Swanbank. The city obviously has a lot to offer in terms of events and facilities. I have also returned to sailing with the recent purchase of a yacht which is great as now the whole family can participate.

Do you still keep up with any of the GPS employees?

I do still keep a keen eye on events at GPS. I touch base with George and Paul occasionally when our paths cross. I keep in touch with Phil David who is now the Site Manager at Tarong.

Tell us a little bit about your family?

My wife Victoria and I have two girls, Rachael is six and Rebecca seven and I have an eighteen year old son Matt from my first marriage. Matt lives with us in Brisbane and is looking to go to uni next year. The girls attend Brookfield State School and Victoria has a Human Relations consultancy and works four days a week in between school drop offs and school holidays.

Service Register January 2011

The NRG Service Register recognises employees who have completed 10 years service or more at GPS. This register is for employees whose anniversary falls during the month of January.

49 years	Don Shambrook	28 years	Ray Sumner
48 years	Trevor Heard	26 years	Kelvin Bebendorf, Bill Whitmore,
45 years	Tony Frazer	25 years	Stephen Lewis
42 years	Bill Cary	24 years	John Dickfos
41 years	Wayne Watson	23 years	John Gibson
36 years	Ross Ahern, Kevin Johnson	22 years	Jeffrey Clifton
35 years	Bob Dennien, Ross Stieler, Rod Augusten, John Cook, Graham Long	21 years	David Allen, Kelvin Newman
33 years	Michael Mann, Ray Waghorn	19 years	Gerry Schouten, Robert Sweeney
31 years	Neil Smith, Russell Hunt, Kerry Raine	18 years	Andrew Sibley, Sandra Hunt
30 years	Ron Williams, Darren Ross	17 years	Matthew Adamson, Robert Button
29 years	Gary Macnamara, Bob Pirie, John Hall, Neil Petersen	13 years	Graham Murray, Kym Haack