

## Q & A – Answers to the most common questions about getting employment at the Colton Mine Project

### General Project Information

#### ***1. What is Northern Energy planning to do at Colton?***

Northern Energy Corporation Limited (NEC), through its wholly owned subsidiary company Colton Coal Pty Ltd, has applied for a Mining Lease to develop a small mine at Colton on a 1023 ha site, north of the city of Maryborough.

The proposed mine site is located in the immediate vicinity of a historical mining area which operated for over a century until the late 1990's.

NEC proposes to mine approximately five million tonnes of coking coal from this site over eight to ten years. The active operating area will be approximately 350ha at any one time.

#### ***2. How will this Project benefit the Maryborough-Hervey Bay region?***

Annual expenditure of approximately \$20M into the Maryborough region will include wages, goods and local services.

Approximately 100 full time equivalent jobs in the region, with additional staff required for periodic large maintenance tasks and for special projects from time to time.

The full time jobs will be created for plant operators, truck drivers, electricians, fixed and mobile plant maintenance personnel, surveyors, engineers, property maintenance workers and administrative workers.

Experience gained and training undertaken within the project will enable local people to acquire skills which can be applied in future employment.

#### ***3. What are the timelines for this Project?***

The Project production life is anticipated to be eight to ten years based on the current economic assessment of the deposit. The Project will commence once the Approvals process has been undertaken and the appropriate licenses have been issued.

#### ***4. What steps do you have to follow to get approval for the Project?***

Mining cannot commence until a Mining Lease has been granted by the Queensland State Government.

Before a Mining Lease can be granted an Environmental Authority (EA) must first be issued by the Department of Environment and Resource Management (DERM). As part of the process of receiving this EA an application has been made to the State Government, which includes an Initial Advice Statement (IAS).

The full Environmental Management Plan (EMP) describing the impacts and management strategies for the Project is expected to be submitted to DERM in August 2010.

Community information sessions were held on 9 and 10 April 2010 at the Maryborough Town Hall and Burrum District Community Hall respectively to provide information to the community about the details of the proposal. An additional meeting was held at the Aldershot Community Centre on 29 April 2010.

Subject to the grant of the Mining Lease and Environmental Authority of the Project, the target mine construction commencement date is early 2012.

## **Information about the Number and Type of Jobs**

### ***5. How many jobs will be available at the Colton Mine?***

Approximately 100 full time equivalent jobs will be created at the mine, with additional staff required for periodic large maintenance tasks and for special projects from time to time.

Approximately 100 full time equivalent jobs will also be available during the construction period of approximately six (6) months.

### ***6. What sort of jobs will be available at the Colton Mine?***

During normal mining operations people will be employed undertaking a wide range of roles including:

- Mobile equipment plant operators;
- Electricians;
- Fitters and Mechanics;
- Other fixed and mobile plant maintenance personnel;
- Surveyors, engineers, geologists, and other mining professionals;
- Process plant operations personnel;
- Property maintenance workers; and
- Administrative workers.

## **Training, Skills and Experience**

### ***7. Are all the jobs for skilled people already working in mining?***

The Colton Coal Mine will be a technically challenging mine to operate and we will require a core group of skilled personnel already working in the mining industry to help us start the mine and get it working efficiently.

Many skilled people already live in the local area and travel to mines in the region and further afield to work, often on a roster arrangement.

Not all of the people employed at the mine will need prior skills or experience in the mining industry.

### ***8. Are all the employees going to fly in / fly out of Brisbane?***

There are a large number of people in the immediate vicinity of the Colton Coal Mine that need work, and the Fraser Coast region is a great place to live. NEC does not intend to fly people in and out of any area to work at the mine. NEC has a clear preference to employ local people in the mine.

### ***9. Will there be jobs for people who have no prior experience in mining?***

NEC will set aside some roles in the operation for people who have no prior experience in the mining industry or skills in heavy vehicle operation as part of its commitment to stimulating local training and employment. Training will be provided for these people to ensure they develop the necessary skills to be a productive member of the Colton Coal Mine team.

Experience gained and training undertaken within the project will enable local people to acquire skills which can be applied in future employment.

### ***10. What training will be provided to employees joining the mining industry for the first time?***

People joining the mining industry for the first time will be employed on traineeships designed to expose them to a range of occupations, whilst also providing support in terms of on-the-job and in-class training. Experience will be provided in occupations such as truck driving, preparation plant operation and administrative and support duties.

At the completion of the traineeship the employee will be given the opportunity to join the Colton Coal Mine workforce if a full-time vacancy exists. Experience gained and training undertaken within the project will enable local people to acquire skills and formally recognized qualifications which can be applied in future employment in the mining industry.

***11. Will apprenticeships be available?***

Apprenticeships will be offered at the Colton Coal Mine for local youth wishing to pursue a career in the mining industry. Although not certain at this stage, these apprenticeships are likely to be for trades in electrical and heavy diesel fitting disciplines. It is likely that the future apprenticeship program will be supported by local group training schemes and education providers to ensure an industry equivalent skill base is achieved.

**Getting Started**

***12. What can I do to get experience before I start?***

Local people looking for work at the Colton Coal Mine who currently do not have skills or prior experience in the mining industry should not think they will be disadvantaged by not having this prior experience.

NEC will ensure that the recruitment process provides all applicants with a fair chance at getting employment, regardless of experience or prior employment in the mining industry.

***13. What will NEC be looking for in prospective employees?***

The success of the Colton Coal Mine will depend upon the team work, communication and commitment of its workforce so attributes such as work ethic, attitude and commitment to safety will be highly valued. Prospective employees who will live in the local region will be highly regarded.

***14. Should I get a Generic Induction and Coal Board Medical?***

People successful in securing employment at the Colton Coal Mine will be provided with all of the necessary inductions, medicals and other training upon commencement of employment. By doing this, NEC hopes to save people in the local community from spending large sums of money on qualifications that may not be used, and also to ensure that the inductions and medicals are conducted to NEC's satisfaction.

Having these qualifications does not guarantee a job in the mining industry, and will not influence the outcome of the recruitment and engagement process.

NEC is the first point of contact on any matters relating to pre-employment training for its Project, and will publicise the commencement of its recruitment program once essential government approvals have been granted.

***15. How do I apply?***

A contact form is provided on the NEC website for prospective employees to register their interest and lodge details such as CV's and introductory letters. Please visit [www.northernenergy.com.au](http://www.northernenergy.com.au) for more details.