

W A S M A L U M N I review

WA SCHOOL OF MINES ALUMNI MAGAZINE



MENTORING PROGRAM

**PERSISTENCE PAYS OFF
FOR NEW GRADUATES**

**FLEXIBLE WORK
ARRANGEMENTS**



AUTUMN 2020|V7

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Cover Image: Two of WASMA's Graduation Silver Medallists Hannah Izett and James Regan with Professor Brett Harris. Photographer Ezra Alcantra.

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PRESIDENT'S MESSAGE



Our world has changed dramatically in the last few months due to the spread of the coronavirus, so we have needed to take steps to ensure that the WASMA community stays as safe as possible.

While WASMA recently welcomed its newest members at a lunch for WASM:MECE students graduating from the Bentley campus, we have unfortunately needed to cancel the Kalgoorlie Graduation Dinner in May. We hope to have new plans to celebrate the 2019 Kalgoorlie Graduating Year in the near future.

Unfortunately, the remainder of WASMA's 2020 events program is also on hold until further notice.

It was fortunate that we were able to proceed with the graduation lunch in Perth in February. At this event, I asked the graduates to soak up their achievements as they were now part of the 117-year history of WASMA.

As the WA School of Mines Alumni, we are in a unique position as many of the relationships we make through WASM:MECE will continue throughout our careers and beyond. Our alumni have a broad reach across the global resources sector and our members are making significant contributions as individuals as well as through the companies they represent.

Continuing the theme of celebrating our recent graduates, in this newsletter we hear from Muhammed Esat who graduated from WASM:MECE after completing his Graduate Diploma of Mining Engineering studies online while working full-time.

You will also hear about WASMA's Mentoring Program, which recently kicked off. The program will proceed as planned as it can be conducted online through the Mentorloop platform.

We greatly appreciated the WA Mining Club's Young Professionals for providing WASMA Council member Darren Stralow with the opportunity to address attendees about the mentoring program at their March event. We have had a great response to the six-month program which is due to start in April. If you are interested in taking part as a mentee or mentor, please register your interest at: mentoring@wasma.com.au

We also have a follow up story from our very successful Flexible Work Survey. Thank you to everyone who responded and provided some very important insights into flexible work arrangements in the resources industry.

As some of you will know, WASMA is currently in the midst of a brand redefinition program. WASMA is working closely with Jo Woodfield and her team at The Higher Mix to revisit and strengthen the WASMA brand, messaging, behaviours and communications.

Throughout the process, we are seeking to capture the energy and vitality of our people and so far, we have successfully engaged a broad range of key stakeholders for their feedback.

There has been comprehensive desk research of benchmarkable organisations of Alumni excellence, industry data, along with a deep dive into various WASMA resources. There has been an honest assessment of WASMA's combined strengths and gaps, as the springboard to analysing and refining the Alumni's identity, brand and culture.

The WASMA Council is being carefully guided to refresh the brand - its vision, confirmed organisational values, purpose and mission, before finally arriving at the most important brand attributes and associations for WASMA.

WASMA is built by people, service standards, delivery, reputation and our brand's identity. That makes this an important piece of work, for key stakeholders to clearly comprehend the expanding scope of WASMA, so we all align on key attributes of the organisation and its strategy going forward.

We expect to have the WASMA brand refresh completed and moving to implementation of the new brand-set in the next few months. I look forward to reporting on the project's outcomes in the next WASMA Review.

In the meantime, all the best for the coming months, I hope you and your families stay well. ■

CHRISTIAN PRICE
WASMA Alumni President



PERSISTENCE PAYS OFF FOR NEW GRADUATES

Following the recent graduation of Bentley Campus - Curtin WA School of Mines: Minerals, Energy and Chemical Engineering (WA School of Mines) students, it's a good time to recognise all of the WA School of Mines' newest graduates. Not only have they achieved commendable academic results, they are already forging their paths in the resources industry.



WA School of Mines' students come from a range of backgrounds and many make personal sacrifices to complete their studies. Muhammed Esat is one example of a graduate who has persisted with his studies while coming up against challenges.

Mr Esat, was born and raised in Zimbabwe before moving to Australia with his family.

"My parents gave up everything for us to move to Australia and we had to start from scratch but today it has all paid off and I will always be forever grateful for the opportunities that my parents and Australia have given me," Mr Esat said.

"I will always remember my roots and where I've come from, but Australia is my home now and I want to positively contribute to a country and system that has given me so much."

Mr Esat said his interest in mining came after his parents would take him and his siblings to the local library to choose books and videos during the school holidays.

"I distinctly remember one holiday selecting a documentary on Shell's Troll A platform and was instantly engrossed," he said.

"I was amazed at the technology, machines and tools used to build the mega structure and since then, have always wanted to be an engineer."

Mr Esat graduated from a Graduate Diploma of Mining Engineering in February 2020,

which he may not have achieved if it wasn't for the support from his team at Rio Tinto. He previously qualified as a Petroleum Engineer before taking up a position as an automotive electrician with Rio Tinto in the Pilbara.

Full-time work and the prospect of studying his Graduate Diploma from a remote location, with limited internet access seemed all too hard. However, with the incentive of securing a challenging engineering role and the unfailing support from his team, he took the plunge.

"From printing slides at work, to flying me to Perth to complete my exams, it was an exciting journey watching what I was learning at uni come to life on site," Mr Esat said.

"With support and encouragement from Rio Tinto, I felt like we accomplished my degree together."

Mr Esat said that time management and being organised were the keys to his success in completing his studies, in addition to support from family and workmates.

"The course was well structured and assessments were fair and very relevant to mining operations and practises," he said.

"Graduating from the WA School of Mines has given me an edge over others and allowed me to be in a position where I am able to reach my career goals and aspirations."

"I look forward to contributing positively towards the company and enhancing my engineering experience and expertise with exposure to world class projects, technology and innovations."

Mr Esat said the content in the fully online course was completely relevant to what actually happens in the mining industry and the WA School of Mines' name held its own in the resources industry.

"I am proud to have graduated from such a prestigious school," he said.

"Being ranked as the second best mining school in the world is a big accomplishment and I have definitely experienced the rewards in my career of being a WA School of Mines' graduate." ■



WASM ALUMNI GRAD MEDALS

CONGRATULATIONS TO THE WASM ALUMNI'S GOLD AND SILVER MEDAL WINNERS, WHO WERE ANNOUNCED AT THE GRADUATION LUNCH IN PERTH ON 14 FEBRUARY.

GOLD MEDAL WINNER:
BOON CHU TAN
PETROLEUM ENGINEERING

The gold medal, which has a history stretching back half a century is awarded to the student who has not only excelled academically but has also shown involvement in extracurricular activities such as community engagement and industry leadership.

Boon Chu achieved First Class Honours in a Bachelor of

Petroleum Engineering. He completed his first three years of studies at Curtin Malaysia, and final year at Curtin Australia.

Due to financial hardship, Boon Chu had to work hard to be awarded a scholarship. He was subsequently awarded the Curtin Malaysia Scholarship 2016 and Bill Nichols Scholarship 2017. In 2019, he secured the WA Premier's Scholarship that allowed him to study at Curtin Australia for his final year. In

Australia, Boon Chu focused on his studies and thesis, with his thesis now being modified for publication.

Silver medals were awarded to the highest academic achiever in each discipline:

AHMED AL SENANI
PETROLEUM ENGINEERING

JAMES REGAN
GEOPHYSICS

DIANA CARMONA HOYOS
APPLIED GEOLOGY

NASRULLAH RASULI
SPATIAL SCIENCE

HANNAH IZETT
CHEMICAL ENGINEERING

SAMUEL LA MACCHIA
MINING ENGINEERING

ADISA YONITON
METALLURGICAL ENGINEERING

THE WASM ALUMNI IS DELIGHTED TO ANNOUNCE THE CONTINUATION OF PARTNERSHIPS WITH PREMIUM SPONSORS CURTIN UNIVERSITY, SANDVIK AND SARACEN MINERALS FOR 2020.

Each of our sponsors plays an integral part in helping the WASMA community to thrive.
THANK YOU FOR YOUR SUPPORT.



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Curtin University



MENTORING PROGRAM

GIVES WASMA AN EDGE IN CAREER DEVELOPMENT



DEVELOPING THE NEXT GENERATION OF MINING PROFESSIONALS HAS ALWAYS BEEN AT THE HEART OF THE WASMA ALUMNI AND THIS TRADITION WILL CONTINUE WITH WASMA'S MENTORING PROGRAM.

Generously supported by Epiroc and AngloGold Ashanti, the program aims to connect future leaders of the industry through WASMA's broad reaching network, across the many and varied disciplines within the resources sector.

WASMA Council Member and Northern Star Resources Chief Development Officer Darren Stralow said that the program would benefit mentees as well as mentors.

"In order to succeed today, you must be constantly developing, developing your people and communication skills, your management skills, your technical skills, and expanding your networks," Mr Stralow said.

"Having a mentor can give young professionals the edge in building a strong and satisfying career pathway," he said.

"There's also a lot to gain as a mentor. It's not only a great way to give back to the industry, it's an opportunity to develop your leadership skills and to stay in touch with the younger generation, our emerging leaders."

The inaugural six-month program will begin in April, initially with 40 mentors and 40 mentees.

The program will be supported by the Mentorloop professional mentoring software and participants will be provided with an information pack with training guidelines.

WASMA Mentoring Sub-Committee members Darren Stralow, Jayde Webb and Warwick Jones with potential program mentees

Mentorloop is a cloud-based mentoring software platform which enables organisations to match people into effective mentorships at any scale.

While the program is centred around the use of the software platform to facilitate the mentoring relationships (loops), WASMA will provide support to the program. Matching (loops) will be created based on each individual's sign-up survey.

Mr Stralow said there was a wealth of experience and knowledge across the WASMA community and the Mentoring Program offered an effective means to share that.

"It doesn't matter where you are at in your career in the resources industry, there is always room to develop either as a mentee or a mentor," he said.

WASMA Council President Christian Price said mentoring formed one of the key initiatives of the alumni which also included scholarships, resources camps and networking opportunities.

"WASMA supports around 10,000 alumni covering geology to petroleum engineering," Mr Price said.

For more information about the program or to register your interest as a mentee or a mentor email: mentoring@wasma.com.au ■



SCHOOLS EXCITED FOR GOLD EDUCATION

THE GOLD INDUSTRY GROUP (GIG) RECENTLY LAUNCHED ITS NATIONAL GOLD EDUCATION PROGRAM, DESIGNED TO INSPIRE UPPER PRIMARY AND LOWER SECONDARY SCHOOL STUDENTS ABOUT AUSTRALIA'S DIVERSE GOLD INDUSTRY.

The new program features free, interactive gold demonstrations delivered by passionate industry workers, that include hands-on STEM (science, engineering, technology and mathematics) activities, alongside unique classroom resources.

Developed in conjunction with Earth Science WA, the program's dynamic one-hour gold sessions have been postponed due to the coronavirus, but sessions can be booked for delivery in Terms 3 and 4, 2020.

Exclusive Gold Resources Kits are also offered as part of the program, containing real gold and rock samples from Victorian and Western

Australian gold mines. The kits also provide teachers with a variety of lesson plans linked to the Australian Curriculum, along with classroom materials and resources for further learning.

Since the program's official launch in February, bookings have been received from schools across Australia with strong positive feedback.

Due to the great response, the GIG is seeking more passionate industry workers to become Gold Class Facilitators. ■

**FOR MORE INFORMATION ABOUT THE PROGRAM VISIT:
[EDUCATION.GOLDINDUSTRYGROUP.COM.AU](https://education.goldindustrygroup.com.au)**

A silhouette of a person standing on a reflective surface, holding a rolling suitcase. In the background, an airplane is visible in the sky. The scene is framed by large, dark, angular shapes, possibly part of a building or a window frame. The overall color palette is dominated by warm, golden-yellow tones from the background light, contrasting with the dark silhouettes and the bright green text.

GIVE AND TAKE

**SOUGHT BY WASMA
MEMBERS FOR FLEXIBLE
WORK ARRANGEMENTS**



Photo by Domenico Loia on Unsplash

A DESIRE FOR FLEXIBLE WORK ARRANGEMENTS (FWA) WAS EVIDENT IN THE RESPONSES TO THE WASM ALUMNI'S INAUGURAL FWA SURVEY.

In the survey, which was sent to all WASMA members, about two-thirds of the 75 respondents said they had flexible arrangements in their current role and about 70 per cent were satisfied with the flexibility offered by their organisation.

However the majority were not aware if their employer had a formal FWA policy.

Under national employment standards, people with parental or carer responsibilities, a disability, who are aged 55 or older or are experiencing domestic violence can request flexible working arrangements.

Employers can refuse the request “only on reasonable business grounds”, according to the Fair Work Ombudsman.

WASMA flexible work committee chair Alicia Bunting said the survey was conducted to ensure the WASMA community was aware of the priority in which the industry needed to approach FWA to increase diversity and inclusivity, and offer practical solutions and guidance to achieve this.

GIVE AND TAKE

Perhaps unsurprisingly, survey respondents in senior roles appeared more likely to enjoy flexible working conditions.

“I will put in the time required to get the job done effectively, but when I need time to deal with personal issues it is available,” one said.

Another respondent – who was a company founder and non-executive director and worked from home – said work was done with global teams using technology including video calls and file-sharing and was conducted at “any time of day/night” based on personal requirements.

“I just have to meet expectations on quality, timeliness and service,” the respondent said.

“If I was to return to working for a consultancy/mining company/government department I would go backwards in flexibility, autonomy, culture, happiness and agency.”

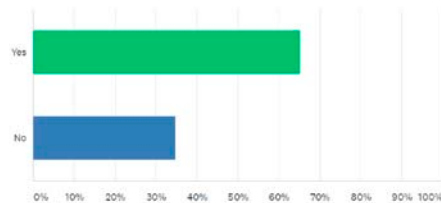
The detailed responses showed it’s not all roses in upper management though.

“Give and take. Not just take!” said one senior executive, who would like to see the flexibility to take personal leave when needed “and have a weekend free of work occasionally”.

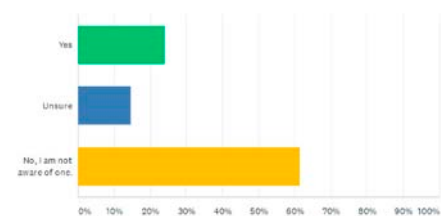
One mining engineer, who works on a fly-in, fly-out basis, was unhappy with the flexibility offered by the employer while another mining engineer who worked as a consultant was happy with the flexibility experienced.

As for what constituted FWA, respondents’ over-arching theme was the ability to alter working hours or locations to help manage issues or meet family commitments, with a focus on goal achievement rather than hours worked.

Q1 DO YOU CURRENTLY HAVE A FLEXIBLE WORK ARRANGEMENT IN YOUR CURRENT ROLE?



Q2 DOES YOUR CURRENT EMPLOYER HAVE A FORMAL FLEXIBLE WORK ARRANGEMENT POLICY?



WISH LISTS

In terms of personal wish lists for FWA, answers varied.

One respondent, who worked at a remote operation and lived residentially, would like more time allowed for travel to arrangements such as medical appointments and networking events.

Another wanted to see four-day work weeks, referring to studies which indicated the set-up was productive and positive for both employers and employees.

One respondent, a single parent, said the employer had a formal FWA but a request for flexible hours was rejected.

One wished for a day off per month to attend to personal matters during business hours.

“Twelve hour days would be a nice start,” came from a respondent working FIFO and putting in longer hours.

Some said they would like to see senior leadership more supportive and encouraging of FWA while others cited positive discussions.

“In consultation with my manager, I can work my 40 hours at any time in a 168-hour week provided I deliver or exceed expected results,” one said.

As committee chair – and a mining engineer and working mother of two – Ms Bunting said it was great to see so many responses from people who had accessed flexible work practice, including the gender diversity among participants.

“It would’ve been nice to get more perspectives from people who don’t have FWA to see why they don’t – or if there’s a perception as to why it doesn’t apply to them,” she said. ■

FEBRUARY



WASMA GRADUATION LUNCH







RECOGNITION for **PETER BRADFORD**

Congratulations to WASM Alumnus **PETER BRADFORD** who was named an Honorary Doctor of Curtin University for his distinguished services through outstanding leadership, advocacy and philanthropic support of mining education.

Curtin University Vice-Chancellor Professor Deborah Terry said she was honoured to present Mr Bradford with an Honorary Doctorate of the University for his exceptional contribution to Curtin and his commitment to giving students the life-changing gift to pursue higher education.

Mr Bradford was presented with his Honorary Doctorate at a graduation ceremony on February 14. ■



SANDVIK recently opened its Canning Vale customer service centre in Perth for viewing of its Z50 Haul Truck. The truck represents a new era in underground hard rock mining and is the smallest 50 tonne truck on the market. Artisan Vehicles has packaged the latest in technology and design and has optimised the recharging process. The battery electric haul truck generates twice the peak horsepower and 1/8 the heat of its diesel equivalent. ■

It's time to give **BACK!**

WASM Alumni 2020 Mentoring Program needs your help.

Become a mentor today and share your wealth of experience with our recent graduates.



REGISTRATIONS CLOSE 31 MARCH 2020
mentoring@wasma.com.au