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**Sent:** Tuesday, November 8, 2016 11:47 PM  
**To:** [sdnrm@ministerial.qld.gov.au](mailto:sdnrm@ministerial.qld.gov.au)  
**Cc:** Shane Knuth MP Dalrymple ; Dalrymple Electorate Office ; Mirani Electorate Office  
**Subject:** Submission to Parliamentary Committee reviewing 100% FIFO Ban - Trent Deverell

To whom it may concern,

I am making this submission in response to comment attributed to Mr Michael Roche on behalf of the Qld Resources Council, claiming "100km is too far to drive to work"; as justification to discount the proposed State Bill banning on 100% FIFO in Qld.

Upfront I would contend BHP/BMA along with several other firms would be breaching and in some cases grossly exceeding the intent of this nominal travel timeframe with arrangements as exist presently at various DIDO/FIFO focussed mine sites across Central Qld.

From past lived experience, I fail to see how the current practices can be an improvement in ether physiological terms or hard-nosed financial terms, when in a past era's a 20-seat local shift bus that one paid \$25/week to ride would pick you at your front door at 6am/2pm/10pm and you would be back home about 10 hours latter. It was a genuine lifestyle roster that with 3-shifts rotating filled with locally resident workers, the then BHP/Utah mines operated 24/7 just fine for 20+ years including daily travel to BHP's original Gregory site which was 85km distant (by road) from Emerald.

In context, people who live and work in just about any major city across the world would not think it is strange to do (up to) 2 hour commutes before and after a regular 9-5 job, so the baseline of a 10-12 hour work day counted door to door, provides some reference to what should be considered a reasonable maximum commitment to one's employer, given most people have a life and family commitments beyond the grind..

The advent in recent years of 12-13 hour shifts + travel across the Qld mining industry leaves workers little if any margin for social activity, recovery and sleep in a 24-hour on-shift cycle, and it is complete falsity to promote terms like "life-style" and "even-time" rosters as part of DIDO/FIFO focussed operators that most obviously displace the workforce from their regular residences and substiute SPQ's and camps.

Secondly, how does Mr Roche explain BMA's actions with regards to Caval Ridge and Daunia, in mandating their FIFO workers must live within 100km (1 hour) of Brisbane airport, deploy from BNE and reside in Caval camp for the entire on-shift period, as part of clearly dubious employment contracts. *Landsborough to BNE is 1 hours drive on a good day, Moranbah is 15 minutes drive from Caval Ridge mine....*

How about looking at the situation for BMA's Brisbane based FIFO workers - for how long must their mandatory FIFO workers actually travel before and after swings right now.....

- they will live up to an hour (or nominally 100km) from Brisbane Airport,
- they must transit metro traffic before check-in and then sit around BNE for up to another hour without further delays before boarding,

- they catch a Dash8 flight that consumes another hour, potentially more just to get them to MOV,
- then they have further ground transfers and bus rides which for Poitrel and Daunia workers can be another 45-60 minutes to Coppabella camp or 25-30 minutes for Caval camp.
- then there is another bus ride from the camp to the mine every day of the cycle which can be 30 minutes each way with potentially more time wasted walking up to the bus collection point and standing around waiting for the bus departure.
- the same arrangement and timeframes is then reversed at the end of the cycle 7/7 12hr+ shift cycle.....

Drawing on the raw numbers from this list accounts no less than 5 hours before the first shift and another 5 hours after the last shift, in effect an entire business day consumed for every FIFO swing.... further one would be rather dubious if those time frames were being tacked directly onto 1st and the last 12-hour shifts..... applying the FAID calculations these FIFO's have already spent the much of the work week deep in the red would be in the land of walking dead at the front door of Brisbane airport and present a public safety risk there after - and BHP/BMA full well knows there have had employees involved in travel accidents in SEQ many hours after a worker has left the CQ mine site!!

Further, BHP/BMA had previously offered workplace agreements that offering financial assistance package for workers who bought their own housing within a defined geographical area (ie. Emerald) whilst working at Crinum/Gregory 75/85km by road away. There was also similar deals offered with the other BMA mines over different periods, presented as a option, but largely served to shift workers out of existing company housing stock for one reason or another that BHP/BMA probably should fully justify given events since.

Thirdly, concerns with FIFO also occur with DIDO/BIBO modes that engage despite engaging companies sponsored buses that venture from Mackay these arrangements still trek DIDO/BIBO workers well over 1hr/100km before and after shifts, thus presenting a similar range of travel time extensions that pile up in much the same way as full FIFO workers.

In effect a mid-cycle/daily bus pickup from the Caval Camp or Moranbah MAC and taking workers to Poitrel or Daunia site would not be far short of 1 hour each way as it stands right now, so there is zero difference to local worker travelling from a Moranbah residence.

It isn't rocket science to read the LED signs on the buses to know where they have been and where they are heading, but most disturbing is the duty of care shown when the a Mackay bound BIBO bus arrives at Eton, Walkerston or any of the non-door step termuses and a bunch of tired and half asleep workers then gets behind the wheel of their own cars to drive to last segment to Marian or Sarina!!!.

As for the concerns about retrospectivity how about BMA acknowledge with at least a sintila of honesty as to how many amendments and changes they requested since the original Caval Ridge EIS was issued. Reading between the lines, one might argue the concept of request actually amounted to barely veiled demonstration of black-mail. In effect if the state government would not comply, then there would be no mine, or ..... other negative ramification....

If Mr Roche wishes to complain about the proverbial goal posts moving, well I do believe he is mistaken as to which party has been less than transparent and honest in their dealings dating back to very naming of Caval Ridge.

Caval Ridge was formerly considered a natural extension of Peak Downs site and is built on the original Peak Downs Mine lease which to this day stretches north to the Moranbah Airport. The most basic intent behind renaming the Caval extension was for no other purpose but to avoid transitioning legacy workplace terms and conditions across from Peak Downs, and biggest aspect was for BHP/BMA to operate the Caval extension new mine as 100% FIFO, even though the new site was much closer to Moranbah than the original Peak Downs industrial area

As for raising concerns over future court cases, and quoting such outlandish words as 'fun' and 'vexatious', well fatiged workers and workplace accidents are a serious matter and if any party is doing something wrong, well we have robust legal system in Australia... perhaps let the justice system decide who is and what is right and wong?

For further consideration

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'Mischief in the mining industry'

Queensland Resources Council chief executive Michael Roche said he was concerned about retrospective changes affecting two FIFO mines in the Bowen basin.

"This legislation is punishing the resources industry for approvals given by a former Labor government," said Mr Roche.

He said the 100 kilometre drive to work would be too large to be safe.

"What we could see is a whole line of cases being taken through the tribunal, tying these companies up in the courts, which could end up being a whole series of vexatious claims."

"People who want to create mischief in the mining industry will have a lot of fun [and] create a lot of cost."

<http://www.abc.net.au/news/2016-11-08/fifo-laws-tabled-queensland-parliament-mining-companies-hire/8006132>