

NOVEMBER NEWS

Salary Review Advice

Salary review time is here again and this year we are calling on Rio Tinto to put its hand in its deep, deep pocket and pull out a fair pay increase for the workers that keep delivering record production and profits. Those profits have totalled \$17 Billion in the past two years and this year is on track for another \$11 Billion, during this time however pay increases on average have been well below CPI.

The WMWA is able to offer members advice on how to get the most out of your salary review, to give yourself the best chance of a pay increase contact an Organiser to discuss.

A Matter of Fairness

Management Plans (MPs) are designed to address ongoing concerns with a worker's performance or behaviour, they are usually put in place after other attempts to address the issue or issues have been unsuccessful. Plans must be clear in what they set out to address and achieve, and must have clear guidelines of the expectations and improvements required, and start/finish dates.

Most of all though, **Management Plans must be fair.**

A member at West Angela's was recently issued with Plan based on areas of performance that management deemed to be not up to standard, the Plan contained five issues and gave examples of behaviour management said needed to be addressed. Of the five issues, three were issues that had not been raised with the member other than an informal chat with their supervisor.

After discussions with a WMWA organiser it was decided that the member would lodge a Fair Treatment application to contest the Plan based on the fairness of its contents. The Fair Treatment was lodged and before the formal process began discussions were held between the member and management and MP was altered with three of the five issues being removed.

WMWA members get expert advice on things that matter to them

Standing up for Safety

Mining is high risk work. Despite Rio Tinto's verbal commitment to safety we often get reports from members that production is placed before safety at Rio Tinto work sites. This is more than a shame as it can cost lives and limbs.

For any questions, comments or to join:

Andrew Smith or Jeff Carig- **Pilbara Alliance Organisers**

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Recently, a WMWA member stood up for safety and was supported by over 50% of his crew on his action. He filled out a Hazard ID for failed fire suppressions on machinery. Initially the hazard ID was ignored and after building support and persistently bringing it to the attention of his leaders all machinery was stood down and checked and machinery which did failed fire suppression systems were repaired.

Whilst this shut production down for a morning, it meant that workers got to go home safely

At another Rio site a member declined working in a pit given his concern for safety. There were speed beacon reports showing that operators were driving too fast. He was not the only worker who had concerns. His supervisor informed them that if the workers didn't get back to work that they would be stood down. Some workers backed down but our member did not. He was stood down.

The stand down was carefully worded (no termination would result) but we feel and DMIRS (formerly DMP) would support that the appropriate action would have been to give him alternative duties until the safety concern was investigated. We are supporting and advising the member to ensure his workplace is safe .

Safety is union business and changing the culture of safety at Rio Tinto will not happen overnight. We are backing our members all the way for standing up to Rio Tinto because going home safe to your family is too important.

Movember News

Big congratulations to unionist, activist and all around good guy Nigel Gould from Yandicoogina. He and others at Yandicoogina mine site have raised thousands of dollars and grown monster mo's to raise awareness for men's mental health.

Men's mental health particularly in mining is a challenge but the more we are able to raise awareness and overcome the stigma that having anxiety, depression and other mental health conditions is taboo and instead encourage men to talk to each other and support each other through the hard times the better.

Nigel remarks that their 'bogan' bingo and movember night was a massive hit, 'The boys told their stories and the whole room listened and it was just brilliant and inspiring to hear people speak openly'. These guys and all other members who participated are making a difference on the stigma around men's mental health. Nice one.

[Rio Tinto talk about a commitment](#) to mental health, find out more below. We should be holding them to account on their commitments every chance we get.

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