

8.1 Recruitment Process

Placement within the Blasting Operation is dependent on successfully completing the BHP Billiton recruitment process as prescribed by company procedure. The following are additional requirements the successful candidate must comply with:

- Documented medical assessment ensuring the candidate does not have a physical infirmity (such as deafness, defective sight or epilepsy) that would render him or her unfit to hold a Blasting Explosives Users licence
- Must be 18 years of age or over.
- Confirmation that the applicant has passed a National Probity Assessment
- Completion of practical and experienced based blasting, safety and maths employment interview assessment.

The unsupervised handling of an explosive or explosive precursor is required to be authorised by a licence under the Explosives Legislation. Prior to becoming a member of the Blasting Operation the employee must hold the relevant clearances or licences pertaining to the nomination:

8.1.1 Security Clearance

A Security Clearance (previously Unsupervised Handling Licence) authorises the holder to handle explosives or explosive precursors but only in circumstances where:

- The Security Clearance holder is under the direction or control (for example, as an employee or contractor) of another person who holds an explosive licence issued under the Explosives legislation, (the supervising licensee) and
- The handling of the explosives or explosive precursors is of a type and manner that is authorised under the supervising licensee's licence, and
- The holder of the Security Clearance complies with any conditions that apply to the supervising licensee's licence.
- Prior to being nominated as A Magazine Keeper at Mt Arthur Coal personnel must be the holder of a Security Clearance and must be nominated as a Trainee Shotfirer or Shotfirer by the Manager Mining Engineering.

8.1.2 Blasting Explosives User's Licence

A Blasting Explosives User's Licence authorises the licensee to carry out the following activities:

- Using, at the premises or location (if any) specified in the licence, the explosives or explosive precursors specified in the licence,
- Manufacturing of explosives for immediate use or within 24 hours (if that activity is specified in the licence) in accordance with Australian Standard 2187.
- Possessing explosives or explosive precursors for the purpose of using them under the licence,
- Transporting explosives or explosive precursors for the purpose of using them under the licence,
- Possessing explosives or explosive precursors for the purpose of the disposal of the explosives or explosive precursors under the licence, in accordance with AS 2187
- • If premises are specified in the licence—storing the explosives or explosive precursors at the premises in an appropriate facility as notified to State Insurance Regulatory Authority and SafeWork NSW.

9 Nominations

9.1 Explosive Handler

In order to be nominated as an Explosives Handler the candidate shall be:

- A successful candidate through the selection process.
- Holder of a Security Clearance.
- Must be 18 years of age or over.
- Confirmation that the applicant has passed a National Probity Assessment
- Must be the holder of a NSW provincial licence, which will enable the candidate to obtain a pit licence.
- Satisfy the Department Trainer and Assessor on their competency of prescribed procedures within Explosives Control Plan.

The handling of an explosive or explosive precursor is required to be authorised by a licence under the Explosives Act. Prior to being nominated as a Shotfirer or Trainee Shotfirer the employee must hold the relevant licences pertaining to the nomination.

9.2 Trainee Shotfirer / Magazine Keeper

- Satisfy requirements as per Explosives Handler nomination.
- Documented medical assessment ensuring the candidate does not have a physical infirmity (such as deafness, defective sight or epilepsy) that would render him or her unfit to hold a Blasting Users licence. Satisfy the Department Trainer and Assessor of their competency on prescribed procedures within Explosives Control Plan
- Has had at least 6 months relevant experience in preparing and firing charges of explosives (or has had such other similar experience as is acceptable to the Manager Mining Engineering), and is:
 - adequately instructed as to the hazards involved in the handling of those explosives and precautions to be observed in relation to those explosives, and
 - competent to operate all safety equipment, including vehicles, pumps and fire protection equipment, in connection with the keeping, conveyance or handling of those explosives.
- Superintendent Production Drill and Blast endorsed letter of offer (nomination) as a Trainee Shotfirer
- Together with the nomination as a Trainee Shotfirer the candidate will be nominated as a Magazine Keeper allowing them access to magazine keys through a key management system.

9.3 Shotfirer

- Satisfy requirements as per Trainee Shotfirer nomination.
- Satisfy Department Trainer and Assessor of their competency on prescribed procedures within the Explosives Control Plan.
- Is competent to operate a light vehicle within the mining area of Mt Arthur Coal after meeting the minimum requirements specified for obtaining a Pit Licence.
- Increase industry knowledge and experience by visiting neighbouring mines
- Obtain a Blasting Explosives User's Licence granted by the regulatory authority.

The Manager Mining Engineering may nominate a person as a Shotfirer if they are satisfied that he or she:

- Is over 18 years of age, and
- Does not have a physical infirmity (such as deafness, defective sight or epilepsy) that would render him or her unfit to hold a licence, and
- Has had at least 12 months relevant experience in preparing and firing charges of explosives (or has had such other similar experience as is acceptable to the Manager Mining Engineering), and is:
 - Adequately instructed as to the hazards involved in the handling of those explosives and precautions to be observed in relation to those explosives, and
 - Competent to operate all safety equipment, including vehicles, pumps and fire protection equipment, in connection with the keeping, conveyance or handling of those explosives.
- Has been issued with a licence to act as a Shotfirer which is testament to his or her knowledge of:
 - The storage and conveyance of explosives and the preparation and firing of charges of explosives, and
 - The measures and precautions to be taken to prevent accidents in connection with the storage and conveyance of explosives and the preparation and firing of charges of explosives.
- Is competent and trustworthy to prepare and fire charges of explosives.

The handling of an explosive or explosive precursor is required to be authorised by a licence under the Explosives Act. Prior to being nominated as a Shotfirer, Trainee Shotfirer, Magazine keeper or Explosive Handler the employee must hold the relevant licences and clearances pertaining to the nomination

Licensee to remain at all times eligible to be granted a licence.

It is a condition of each licence that the licensee must at all times remain a person who, if applying for that licence for the first time, would be eligible to be granted that licence by the regulatory authority.

Note. This clause provides that the licensee is in breach of a licence condition if circumstances relating to the licensee change in such a respect that the licensee would not be granted a licence if applying for the first time (for example, if a qualification were revoked or the person ceased to be able to satisfy the regulatory authority that they were a fit and proper person to hold a licence or otherwise of good character).

In addition to remaining eligible the holder of all relevant clearances and licences; persons nominated as a Shotfirer, Trainee Shotfirer, Magazine keeper or Explosive Handler will be required to maintain an appropriate level of skills. This will be achieved through competency assessment and through participation in onsite training requirements.