

Identifying Opportunities in Mining Rosters



Interview with: Jim Huemmer, Management Consultant, Shiftwork Solutions

At the centre of any well managed **mining** operation is a safe and efficient roster, says Jim Huemmer, Management Consultant, at **Shiftwork Solutions**. For a number of years, the mining industry has focused on recruitment and expansion, but now that margins are low, they should consider how they can reduce costs and be more productive, Mr Huemmer said.

Shiftwork Solutions is a proud sponsor at the **marcus evans Mining Technology and Operations Summit 2013**, where Mr Huemmer discusses how a review of current rosters can identify business opportunities and lead to efficiency improvements and savings.

How can mining operations be more efficient?

Mining operations need to look no further than their current rosters.

Return on investment + safety + positive culture amongst workers = an efficient roster.

No matter what volume of output you require, there is an optimal roster to achieve that level of production,

minimise fatigue related risks and attract / retain skilled employees. Every mining operation is different, with a unique mix of equipment, capacities, maintenance schedules, logistics, demands and employee interests. The roster has to be optimised around site-specific parameters.

Can't the review of rosters be done internally? What does your assessment process include?

Without specialist knowledge of different roster model performance, analytical capabilities and a targeted consultative process, a roster review is limited in its potential to achieve improvements.

Each Shiftwork Solutions roster design is tailor made to fit with individual business, employee and health and safety needs. The in-depth process includes gathering site-specific information including outputs by time of the day, labour and equipment utilisation, down time, costs, leave usage, safety data, workload requirements and how much production is lost at crew change outs, shift change times, meal and rest breaks during a shift.

Gathering information directly from the workforce allows us to assess how employees and contractors are coping with their current work cycles, hours of work, commutes and sleep and based on this information, reduce fatigue related risks and employee turnover. Participating directly with the workforce identifies new opportunities, manages expectations, improves morale and assists with implementing real change in the workplace.

Why is this more relevant today?

Changes to business requirements and workplace conditions are happening

more frequently for mining operations. These adjustments can make an existing roster inefficient and out-dated in a short period of time.

In addition, the impact of today's higher operating costs and lower commodity prices will put pressure on most mining managers to do more with less. Identifying and analysing the inefficiencies in a roster helps us quantify what gains are possible before making a final decision about what is optimal. Getting it right the first time is more important than ever.



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The **Mining Network** – **marcus evans Summits** group delivers peer-to-peer information on strategic matters, professional trends and breakthrough innovations.



Please note that the Summit is a closed business event and the number of participants strictly limited.

About the Mining Technology and Operations Summit 2013

Offering much more than any conference, exhibition or trade show, this exclusive meeting will bring together esteemed industry thought leaders and solution providers to a highly focused and interactive networking event.

www.mtosummitanz.com

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About Shiftwork Solutions

Shiftwork Solutions are the authority on rosters. Shiftwork Solutions is a specialist company with a proven track record in optimising rosters and shiftwork operations to better enable organisations to balance people, resources and safety. Shiftwork Solutions offer proven processes, tailored to organisational needs and engage all members of the organisation to implement.

www.shiftworksolutions.com

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To view the web version of this interview, please click here: www.mtosummitanz.com/JimHuemmer