Welcome to the first CSRM newsletter for 2004. This issue introduces the major new projects that we will be working on in the coming year, as well as providing an update on recent Centre activities.

Our new projects deal with a diverse set of topics, ranging from community engagement processes in the minerals industry through to the use of mining project infrastructure to support Indigenous tourism activities. Each of these projects has a strong practical focus and is designed to assist the minerals industry implement sustainable development objectives ‘on the ground’.

The new work will mainly be funded by grants from the Australian Research Council, the Australian Coal Association Research Program (ACARP), the Cooperative Research Centre for Sustainable Tourism and the Cooperative Research Centre for Sustainable Resource Processing. Rio Tinto, BHP Billiton, Newmont Australia, Anglo Coal and QNI are also providing substantial financial and in-kind assistance to specific projects.

The support that the CSRM is receiving from industry is gratifying and shows that a growing number of mining companies are now recognising the value of good quality, applied, social science research. Another pleasing development has been the steady increase in the number of PhD students associated with the Centre. These students are adding greatly to the intellectual life of the Centre, as well as strengthening our links with the industry and the broader research community.

Apart from working on new and ongoing research projects, a priority for the CSRM in 2004 will be to formulate a comprehensive education and training strategy. Over the next few months we will be consulting with industry representatives and other relevant bodies to identify the likely market for a postgraduate coursework program that deals with social responsibility issues in the resources sector. We will also be actively exploring opportunities to develop and deliver tailored training programs to industry, government agencies and mining communities within Australia and the Asia-Pacific region. We would welcome feedback from newsletter readers on the likely level of interest in such programs as well as suggestions about program content.

In closing, I would like to welcome two new members to the Centre’s Advisory Board: Frances Hayter, who is currently the Policy Advisor on Environment and Indigenous Affairs for the Queensland Resources Council, and Trevor Robinson, the Coordinator of the Queensland Indigenous Working group. Both Frances and Trevor have extensive experience working in and with the Queensland mining industry and will bring valuable skills and knowledge to the work of the Board.

David Brereton
Director, CSRM
New projects in 2004

Site-Level Community Engagement Processes in the Australian Minerals Industry: A Comparative Analysis

This three-year study will compare how community engagement is being practised at seven Australian mining operations. The study will evaluate existing engagement processes, investigate reasons for significant differences between sites, and identify opportunities for improving how companies engage with local communities. Findings from the research will be used to develop training and advisory materials and to provide guidance to sites on good practice in community engagement.

The project is being funded through an Australian Research Council Linkage Grant, with the support of four industry partners: BHP Billiton, Rio Tinto Ltd, Newmont Australia and QNI (a subsidiary of BHP Billiton). The chief investigators on the project are David Brereton (CSRM), Professor Victor Callan, Dr Bernard McKenna, Dr Neil Paulsen (Business School) and Dr Lynda Cheshire (School of Social Sciences). The project budget includes funding for a full-time PhD student.

Utilisation of Mining Project Infrastructure to Support Sustainable Indigenous Tourism Activities in Northern Australia

This project will explore the potential for using mining project infrastructure to support the development of sustainable Indigenous tourism ventures in remote areas of Northern Australia. It is being funded through the Cooperative Research Centre for Sustainable Tourism, with substantial additional support being provided by Rio Tinto.

The project leaders for the study are David Brereton of the CSRM and Associate Professor Paul Memmott of the Aboriginal Environments Research Centre at the University of Queensland. Dr Joseph Reser of Charles Darwin University and Dr Jeremy Buultjens of the School of Tourism and Hospitality Management, Southern Cross University, will also be investigators on the project.

Monitoring the Impact of Coal Mining on Local Communities

The primary aim of this project is to develop a methodology to assist mining operations formulate effective community impact monitoring and reporting strategies. The outputs of the project will include a manual and a sourcebook of potential impact measures.

This project is being funded through the Australian Coal Association Research Program (ACARP), with support from Anglo Coal. The proposed methodology will be trialled at one of Anglo Coal’s operations in the Hunter Valley. Work on the project will commence shortly, with a final report due towards the end of 2004.
**Sustainable Resource Planning**

The recently formed CRC for Sustainable Resource Processing covers the areas of minerals processing and metal production. Its mission is to find technical solutions for progressively eliminating waste and emissions in the minerals cycle, while enhancing business performance and meeting community expectations.

Based in Perth, the new centre will undertake research aimed at increasing the eco-efficiency of existing operations, building industrial synergies in regions with a high mineral industry presence, and developing breakthrough technologies.

The University of Queensland, through the SMI, is a member of the CRC. The CSRM, along with other SMI Centres, will be involved in several CRC-funded projects. One of these projects will focus on the development of industrial synergies in the Gladstone region.

Information and contact details for the CRC can be found at their website [www.csrp.com.au](http://www.csrp.com.au).

**Aboriginal Employment and Mining**

Over the past 12 months the CSRM has been working with Century Mine in North Queensland on a project to improve employment outcomes for local Aboriginal communities.

Late last year, we provided a detailed briefing paper to site management and the Queensland Government. We plan to continue our work at Century during 2004, focusing particularly on the development of strategies to increase the retention of Aboriginal employees. As a spin-off of this project, Tanuja Barker of the CSRM is currently completing a review of available research Aboriginal employment in the mining industry. The completed paper will be posted on our website.

**NEWS**

**SOTA workbook launched**

SOTA, which stands for ‘Sustainability Opportunity and Threat Assessment’, is a process designed by the CSRM and UQ’s Minerals Industry Safety and Health Centre to help sites identify practical ways to improve their environmental and social performance.

In 2003, we received funding from the Australian Coal Association Research Program (ACARP) to trial the SOTA process at two sites. One of the outputs of this project is a workbook that provides detailed guidance to operational personnel on how sites can undertake their own SOTA review. The Workbook was launched at a SOTA workshop conducted by Robin Evans (CSRM) and Jim Joy (MISHC) at the Minerals Council of Australia’s Sustainable Development Conference last November. Copies of the Workbook can be downloaded from the publications section of the CSRM website.

For further information about SOTA contact Robin Evans at the CSRM.
Summer Scholarship Students Investigate CSR in Small and Medium Mine Companies

During the summer we were fortunate to have two final year sociology students - Anne Beresford and Amanda Chan working in the CSRM on a vacation scholarship. Their project examined how small and medium mining companies managed social and environmental issues. Anne and Amanda undertook a detailed review of web-based materials, and conducted interviews with representatives of 12 companies. We are looking forward to reporting their findings in the next newsletter.

CSRM out and about: Conference papers and presentations

Industry conferences and workshops are important forums for practitioners and researchers to share knowledge and experience. Since the last newsletter was published, CSRM staff have presented the following papers to industry:

Managing Workforce Turnover on Remote Mine Sites in Australia (Ruth Beach, David Brereton and David Cliff) presented at Minesafe International Health and Safety Conference, Perth, October 2003.


Water Use and Sustainable Development in Coal Mining - A case study from Central Queensland (Robin Evans and Peter Roe) presented at the Minerals Council of Australia’s Sustainable Development Conference, Brisbane, November 2003. Robin also delivered a modified version of this paper to the PECC Minerals Network meeting in Brisbane later that month (see below).

Employee Turnover as a Sustainability Issue (David Brereton, Ruth Beach and David Cliff) presented at the Minerals Council of Australia’s Sustainable Development Conference, Brisbane, November 2003.

Copper Technology Roadmap

In October, David Brereton represented the SMI at a ‘Copper Technology Roadmap’ workshop in Phoenix Arizona, organised by AMIRA International. The meeting was attended by representatives of most of the world’s leading copper producers, and a number of researchers from Australia and the United States. The overarching objective of the workshop was to ‘identify and prioritise long-term technology-related research needs for the copper industry within the context of social, economic and market imperatives’. There was a strong focus on identifying ways in which the industry could improve the sustainability of its operations and contribute to more positive environmental and social outcomes.

Sustainable Minerals Institute Roundtable

In October, the whole CSRM team participated in the annual SMI Roundtable. Researchers and mining industry personnel gathered for a day of challenging discussion and presentations on emerging research in the technical, environmental and community aspects of mining and minerals processing.

A highlight of the day was a ‘hypothetical’ which focused on a proposal to expand a mine in an ecologically and culturally sensitive area of Northern Australia. Personnel from the CSRM and other SMI centres took on various roles in the discussion and there was spirited audience participation. We are very grateful to Mitch Jakeman, Group HSEC Manager for Anglo Coal, for playing the role of mine manager in the hypothetical.
PECC November 2003
In November 2003 the Queensland Department of State Development hosted a two day meeting of the Pacific Economic Cooperation Council (PECC) Minerals Network in Brisbane. Delegates attended the meeting from New Caledonia, Papua New Guinea, Solomon Islands, East Timor, Australia and other Pacific nations. The theme of the meeting was ‘Community Integration in Mining and Mine Site Rehabilitation’. The CSRM, in conjunction with UQ’s Centre for Mined Land Rehabilitation, assisted with the organisation of the workshop and CSRM Director, David Brereton, chaired proceedings on the second day. A report on the outcomes of the meeting is currently being finalised.

By Invitation ...
CSRM members also provide presentations for in-house industry forums.

Last November Ruth Beach gave a presentation to the Australian Mines and Metals Association (AMMA) on the topic of workforce retention.

In December, David Brereton participated in a two day workshop organised by Rio Tinto on Indigenous communities and mining. Researchers and Rio Tinto personnel from around Australia attended the workshop. David’s presentation focused on ‘Retention of Indigenous Employees in the Mining Industry’.

Upcoming Events

Dr Jim Cavaye, one of Australia’s leading community development practitioners and educators, will be giving a professional development short course for community practitioners at The University of Queensland’s Ipswich campus.

The summer school provides practitioners with a wide range of tools that they can use in community engagement, economic analysis and fostering community participation.

For more information contact Jim Cavaye (Tel) 07 4638 7722, (mobile) 0428 387 722, (email) Cavaye@bigpond.com.

Eco-Efficient Operations Workshop in May 2004
The CSRM and Curtin University’s Centre of Excellence for Cleaner Production will be jointly conducting a workshop on “Eco-Efficient Operations” at Green Processing 2004: 2nd International Conference on the Sustainable Processing of Minerals. The Conference is being organised by the CSIRO and the Australasian Institute of Mining and Metallurgy (AusIMM) and will be held in Fremantle, Western Australia, 10-12 May 2004.

For more information visit the conference website http://www.ausimm.com/green2004/index.asp.

Recruitment and Retention of Minerals Industry Professionals
The AusIMM is planning to hold industry workshops in Brisbane and Perth later this year on the broad theme of the recruitment and retention of professionals in the minerals industry. The CSRM is assisting with the organisation of the workshops and will be contributing one of the keynote presentations. Visit the AusIMM website for further details, or contact Ruth Beach at CSRM.

Educational Activities

Community Aspects of Mineral Resource Development (MMME 7304)
This postgraduate course is designed to help industry personnel understand, engage with, and contribute to the development of, communities that are impacted by mining and related activities. The course was first offered by the CSRM in 2003 and is being repeated in Semester One 2004.
Students can enrol on a ‘one-off’ basis for targeted professional development, or as part of the postgraduate coursework program in Mineral Resources (Environment) offered through the Centre for Mined Land Rehabilitation.

For more information visit the CMLR webpage www.cmlr.uq.edu.au/cmlr_education.htm

Managing the Social Aspects of Mine Planning

This module was developed by the CSRM in 2003, as part of the MTEC Mining Planning and Design Course for 4th year mining engineers at UQ, UNSW and Curtin University. The module introduces graduate engineers to Sustainable Development and Corporate Social Responsibility, and discusses how these concepts can be translated into practical actions during the mine planning stage. Contact Dr Dominic Howarth, d.howarth@mailbox.uq.edu.au or visit http://www.minerals.org.au/tertiary_education/.

Deanna Kemp

Deanna’s PhD focuses on site-based community relations work in the Australian and New Zealand minerals industries. She is particularly interested in tensions and challenges as experienced by community relations workers, and their responses. The research seeks to offer a balanced and constructive critique of the current knowledge that informs this work.

Deanna is enrolled in the School of Social Work and Applied Human Sciences. Her supervisors are Dr Margaret Shapiro, Dr Jeni Warburton and David Brereton.

Deanna holds a Masters in Social Science (RMIT), and postgraduate qualifications in human resource management (Griffith University) and occupational health and safety (QUT). Her undergraduate degree was a Bachelor of Business (QUT).

She has her own business called Socially Responsible Development (SRD) and works primarily in the extractive and banking sectors. Prior to establishing this business, Deanna worked for BHP Billiton for five years, most recently as Manager Social Policy in Melbourne headquarters. She also has experience in the non-government sector, through her collaborations with Oxfam Community Aid Abroad.

Mat Hancock

Mat is about to commence work on a project entitled Rights, risks and politics in the management of public health issues in the Papua New Guinea mining industry. Mat is a mining engineering graduate from The University of Queensland. He will be jointly supervised through the CSRM and the Minerals Industry Safety and Health Centre.

Richard Parsons

Richard has been awarded an Australian Post-graduate Industry Award (APAI) scholarship associated with our ARC Linkage grant project on Site-Level Community Engagement Processes. Richard has enrolled in the UQ Business School and will be supervised by Dr Bernard McKenna and David Brereton.

Petrina Czislowski

Petrina’s PhD topic is Regulating the Social and Environmental Performance of the Australian Mining Industry: A Socio-legal Analysis of Emerging Forms of Governance. A particular focus of her study is the Mining Certification Evaluation Project being undertaken by WWF and a number of Australian mining companies. Petrina is enrolled in the School of Social Sciences and is being supervised by Professor Geoff Lawrence and David Brereton. Petrina’s work was featured in our last newsletter.
Rhys Worrall

Rhys is enrolled in the School of Geographical Sciences and Planning. His thesis topic is *Sustainable Environmental Management for Exhausted Open-cut Coal Mines in the Ipswich District, Queensland*. Rhys’ supervision team consists of Dr David Neil of Geographical Sciences and Planning, Dr Andrew Grigg of the Centre for Mined Land Rehabilitation and David Brereton.

Bryan Mardle

Bryan has recently enrolled in the School of Political Science and is planning to undertake a study on the relationship between non-government organisations (NGOs), governments and the mining industry.

Research and Consulting Services

The CSRM is able to offer a wide range of research and consulting services. These include:

- advising on community and stakeholder engagement strategies
- designing social performance indicators and monitoring and reporting systems
- constructing socio-demographic profiles of communities
- designing and evaluating corporate-community programs
- survey design and analysis
- assisting sites to review and improve their sustainability performance
- research on workforce management issues (e.g. employee surveys, analysis of recruitment and retention data)
- developing tailored training courses and materials for the industry.

The CSRM is uniquely placed to collaborate with other research Centres and Schools within the University of Queensland. For further information about any of these services, contact David Brereton, on (+61) 7 33469223, or at d.brereton@csrm.uq.edu.au.

Our Advisory Board

The CSRM’s Advisory Board provides strategic advice on the Centre’s work program, helps identify research and funding opportunities and provides feedback on the Centre’s work. Current members of the Board are:

External

- Mr Ian Williams, formerly General Manager Mining, Pasminco (Chair)
- Mr Peter Argust, Manager Sustainable Development, Comalco
- Ms Hilary Chapman, Corporate Environmental Manager, Thiess
- Mr Geoff Dickie, Executive Director Native Title Services, Queensland Department of Natural Resources and Mining
- Mr Mick Roche, Stewardship, Cannington Mine, BHP Billiton Minerals
- Ms Frances Hayter, Environment & Indigenous Affairs Policy Adviser, Queensland Resources Council
- Mr Trevor Robinson, Coordinator, Queensland Indigenous Working Group (QIWG)

University of Queensland

- Professor Geoff Lawrence, Chair, School of Social Sciences
- Professor Don McKee, Director, Sustainable Minerals Institute
- Professor Michael Keniger, Dean, Faculty of Engineering, Physical Sciences and Architecture

23 February 2004
CSRM Contacts

CSRM Director
Professor David Brereton
d.brereton@epsa.uq.edu.au
(+61) 7 3346 9223

Research Staff
Robin Evans
robin.evans@uq.edu.au
(+61) 7 3365 1545

Tanuja Barker
t.barker@epsa.uq.edu.au
(+61) 7 3365 3776

Ruth Beach
r.beach@uq.edu.au
(+61) 7 3346 9481