



VOLUME 4
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Message from the CEO



Pat Gilroy

Minesafe International returns to the Burswood International Resort from 3-8 September 2000 after a period of four years.

Minesafe was conducted at Sun City, South Africa in 1998 and the success of that exercise is reflected in the strong representation of speakers from South Africa in the September program.

The five-day program is outstanding, offering delegates a responsible and authoritative forum for information on occupational health and safety in the international mining industry.

The Organising Committee have, quite rightly, focussed their attention on providing guidance and direction for the future with highly regarded industry, regulatory and scientific personalities from around the globe addressing the following major topics of concern:

- Corporate responsibility and leadership
- Sanctions, regulations, prosecution
- Managing and measuring safety performance
- Understanding and achieving competence in the workplace
- Innovations in health and safety training
- Risk management and safety systems
- Occupational, environmental and community health integration

- Downsizing, restructuring and occupational health and safety
- Fatigue management in a 24-hour society
- Toxicity, hazardous substances and carcinogens
- Machinery, automation and people

The MINEX Awards Dinner hosted by the Minerals Council of Australia will be held on the Tuesday evening at which the 2000 MINEX Safety and Health Excellence Awards will be presented.

One of MARCSTA's members, the Monadelphous Group, is sponsoring the Conference Dinner. This is scheduled for the Thursday evening and will feature the well known author, scientist and filmmaker, Dr Karl Kruszelnicki, in what promises to be a lively evening.

With some 50 speakers from nine mining nations represented, attendance should be a high priority for all levels of the mining work force. Minesafe International is jointly sponsored by the Chamber of Minerals and Energy of Western Australia, the Chamber of Mines and Energy of South Africa and the Department of Minerals and Energy of Western Australia. MARCSTA will jointly occupy a display booth at the trade exhibition to be held in the Burswood International Convention Centre Ballroom.



Registration Form attached to Page 7

GREG HARRIS steps down



Greg Harris

Greg Harris, first chairperson of MARCSTA, is stepping down after five years, and moving to China. Greg, then with Eltin, Bob Halse from Monadelphous, Terry Condipodero from JR Engineering, Arthur Baker from Roche, Bruce Anderson from AWP and Jim Torlach, the late Cath Stedman and Geoff Dodge from DME met at the Windsor in 1996.

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MARCSTA is a not for profit association.

All proceeds are reinvested into the industry for future development of safety and training

GREG HARRIS continued . . .

Faced with the problem of multiple safety inductions of varying quality, they were pushed on by Cath Stedman who said "get off your a... and do it". The "it" was a new standard quality induction. Later, after some initial suspicions, thirteen companies shared information on their safety training programs. Kim and June Sweet from SEMC-TAFE assisted with gaining accreditation for MARCSTA training. Another important step was to bring in Irene Ionnakis to provide independence in assessing applicants for provider status. The rest is history.

Greg started in surface mining in the Pilbara after a stint in Vietnam, and then moved to Gunnedah Collieries in NSW. He then had a mix of underground jobs at Leinster before moving into training and then safety there. After Leinster shut he was with Hitech as a driller supervisor and then became Eltin's safety manager for six years. He has been safety manager for BGC Contracting for four years.

Greg notes a marked improvement in safety focus in the last ten years, with contractors in some cases leading principals. Citing one shift in LTIFR from 140 to 2, Greg said contractors had to tackle safety to survive. The value of rehabilitation of injured workers has also been recognised.

Greg has had his own brushes underground;

- Trapped with another miner in a rockfall, he waited a shift for discovery by the shift boss.
- A rock fall on a jumbo sounding backs after blasting left Greg under the control panel without helmet, lights or power.
- The lather of sweat after just fifteen minutes when fitting charges to ore hung up in a draw point.

He said he always felt he had someone on his shoulder. His advice: Always listen and be aware of your environment.

One of Greg's better experiences was the benefit of pushing eyewear at Mt Leyshon in Queensland. When a hose blew and shattered a windscreen against a driller's face, peppering his face but not touching his eyes, the driller later thanked him for being able to see his baby grow up. His worst experience has been visiting a family after a tyre inflation fatality.

He also remembers being the first contractor to chair the Eastern Goldfields Regional Council's Occupational Health and Safety Committee.

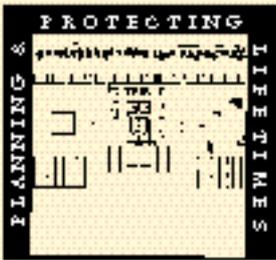
Greg thanks everybody who has contributed to MARCSTA, especially those on the executive committees. We are sure it is not going to be long before someone in China becomes aware of Greg's mining safety expertise. We wish him well.

The new chairperson will be elected at MARCSTA's AGM in August.



International Society of Mine Safety Professionals ISMSP

MARCSTA is looking at a certification process for those with proven experience in managing mine safety. The ISMSP has given a favourable nod to introducing their certification system in Australia. There are a number of grades available. More details will be provided by MARCSTA as the system is developed here.



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From the Desk of the State Mining Engineer...



Jim Torlach

TAG-OUT AND ISOLATION PROCEDURES

There is no more important safety precaution required to be carried out on a daily basis at any mining operation, than the correct and thorough process of isolation and tag-out of energy sources and function controls on plant and equipment.

The essentials of the procedures are appropriately and competently covered in the MARCSTA **General Safety Induction**.

The Induction Manual flags the section on tag-out procedures with this introduction:

“Tagging procedures on a work site are designed to protect personnel and property from the hazards associated with energy sources used in the work process, with defective equipment or when repairs, maintenance or inspections are being undertaken.” It further points out that site specific induction of all employees, including contractors, will reinforce the work site’s particular requirements, and reminds persons to check specific site procedures carefully, as there may be variations in detail. However the essential principles and tag format are common to all operations, in particular the “**Out of Service Tag**” and the “**Personal Danger Tag**.”

Industry generally has had a long history of fatal and serious injuries resulting from failure to isolate and/or tag-out as an immediate cause, in the face of regular updates and reminders of the risks.

Two incidents were reported to the Department in June. Fortunately neither resulted in injury but the potential in each case was very high.

Some common failings include:

- Failure to prove by testing that the isolation of power was effective, prior to tag-out and commencing work.
- Isolation of the wrong item of plant or equipment, or incomplete isolation in a system of integrated components.
- Disregard of an Out of Service tag resulting in damage to equipment and risk to personnel.
- Failure to attach Personal Danger Tags securely to the isolation points, or to the central equipment control function.

A critical component of all standard work procedures for plant and equipment is the establishment of adequate isolation and tag-out procedures. Monitoring and checking of the effectiveness of the systems in use is essential, and any identified weaknesses or defects must be reported and remedied.

A **Guideline on Isolation and Tag-out Procedures** is available on the Department’s Website www.dme.wa.gov.au

Awareness of these procedures is particularly important for employees of contractors who regularly move from site to site, where systems can be expected to have variations in particular requirements according to the nature and complexity of operations.

Remember, death and serious injury result from the impact of energy on the human frame.

Isolation and Tag-out is often the last and most important barrier to protect you.

MARCSTA REGISTERED PROVIDERS

Tony Aveling	Aveling and Associates	Malcolm McFarland	IFAP
Reuben Barber	Macmahon Contractors	Nick McIntyre (U)	Aveling and Associates
Tom Bateman	TRACMIN	Jeff Mathews	Safety Paradigms (Aust) Pty Ltd
Carl Berglin	CJB Consultants	Greg North	Mobile Skills Training
Peter Chinnery	Baseline New Era	Darren Ridley	TRACMIN
Dale Cocker (U)	Burnie TAFE	Victor Roberts	Roberts Safety Training Consultancy
David Collins	D&S Safety Training	Shane Salt	Safety Resolutions
Peter Dowding (U)	JR Engineering Services Pty Ltd	Gary Sharpe	Barmarco
Joe Duyvestyn	Drillcorp	Brian Smith (U)	Barmarco
Helen Fleming	Strudwick HR	Peer Stareczek	Normandy Bronzewing Operations
Linda Forsyth	Westrac Equipment	Rennie Sterle	Kelport Pty Ltd
Ashley Gilbert	Ausdrill Ltd	Wayne Sullivan	Wayval Safety Consultants
Ross Graham	NS Komatsu	Peter Tynan (U)	Tassmia Safety Training Services
Ray Hargreaves	Aveling and Associates	Dave Watkins	Safety Skills Training
John Joyce	Hampton Transport	Chris Wilson	Aveling and Associates
Joe Knight-Smith	ITN Central West TAFE		
John Lemon	Total Corrosion Control		
Guy Le Noir	Switched Onto Safety		
Bert Lundie	Baseline New Era		
Joe Maglizza	CSR Readymix		
Sharyn McCulloch	Century Drilling, Queensland		

U denotes underground trainer as well. This list is current at the time of going to press but for further information contact Anna Verteramo at the Secretariat on Phone 08-9355 1400, Freecall 1800 678 554 or Fax 08-9355 1499.



Who's who?

CHIEF EXECUTIVE OFFICER
Pat Gilroy

CHAIRPERSON
Greg Harris,
BGC Contracting

**VICE CHAIRPERSON/
TREASURER**
Terry Condipodero,
JR Engineering Services Pty Ltd

ADMINISTRATOR
Anna Verteramo

INDUCTION
Ross Graham

TRAINING
Joe Maglizza

PROMOTION
Warren Claydon & Ashley Gilbert

ACCREDITATION
Irene Ioannakis

MARCSTA MONITOR EDITOR
Geoff Taylor

Editorial

Firstly let us simply remember the three underground miners who lost their lives in a slurry burst at Bronzewing. It is too early to know the precise reasons for the accident, but the findings will be awaited. A thorough accident investigation with the findings fed into better prevention is a very important way to honour the victims.

THE VOICE OF REASON

One area of safety that is not given a lot of attention in many formal studies is error. It may sound simple, but those who have studied it, such as James Reason and Jens Rasmussen, have found that it is not.

For instance carrying out an action involves the brain in planning, storage and execution. Reason identifies "error types" here. Other processes select and retrieve knowledge structures from the brain's archives. The errors in doing this Reason calls "error forms".

When someone reacts to an event they tend to resort to the most often used responses which are appropriate for that situation. Our brain may try to match what we are registering now with our stored knowledge. When there is not a good match of what an operator is registering and their available knowledge bank, they may "frequency-gamble", that is select the more frequently used items of knowledge. In other words if the unexpected varies too much from stored knowledge, the response may then be the wrong one.

Reason also talks of slips and lapses as different from mistakes. Slips and lapses are a failure to do something safely even if there was an adequate plan. These involve skills. Mistakes he sees as failures in setting an objective and the method selected to achieve it. He sees mistakes as the bigger danger, but more likely not to be noticed for a long while. Mistakes can involve rules or knowledge.

Another issue Reason looks at is active errors and latent errors. Active errors are generally those made at the sharp end - the workers on the ground. Unfortunately some accident investigators never get past them. Latent errors are generally associated with the blunt end - design and construction. They lie dormant until triggered. The buildup of latent errors within a managerial or organisational system has no easy technological fixes.

However systematic processes like audit and continuous improvement, organisational review and a high standard of personal commitment may probably be the best answer to latent failure.

Consider a few key thoughts by Reason: "Operators tend to be the inheritors of system defects created by poor design, incorrect installation, faulty maintenance and bad management decisions."

"The more removed individuals are from front-line activities, the greater is their potential danger to the system."

Or, in an automated system, "the main reason for the human operator's continued presence is to use his still unique powers of knowledge-based reasoning to cope with system emergencies....a task peculiarly ill-suited to the particular strengths and weaknesses of human cognition". This is because "the active errors of stressed controllers are in large part the delayed effects of system design failures". We tend to teach drills for dealing with low-frequency events when what is actually often required is inspired improvisation.

Good safety training can become better safety training if error is better understood.



Geoff Taylor

MARCSTA Members

FULL MEMBERS

Ausdrill Ltd
Australian Raised Drilling
Barmenco Mining Contractors
BGC Contracting
Brambles Ltd
Brandrill Ltd
Charles Hull Contracting
Cook's Construction Ltd
CSR Readymix
JR Engineering Services Pty Ltd
Macmahon Contractors
Monadelphous Group Ltd
NS Komatsu
Roche Bros

Skilled Engineering

Thiess Contractors
Total Corrosion Control
Westrac

ASSOCIATE MEMBERS

Driver Training and Education
Centre

This list is current at the time of going to press but for further information contact the Secretariat on 08-9355 1400, Freecall 1800 678 554 or Fax 08-9355 1499



Driver Training and Education Centre ▼▼▼▼▼▼▼▼▼▼

The Driver Training & Education Centre (DTEC) is fully accredited with QETO status and we pride ourselves on being the industry leader for driver training related services. DTEC is certified with a Quality Management System to the AS/NZS ISO 9001 standard. Many of DTEC's clients are from mining and resource industries. DTEC's scope of services ranges from implementing Journey Management Plans, Policies and Procedures, and Auditing General Standards to presenting DTEC's range of fully accredited driver training services.

This year DTEC has designed, developed and presented specific packages for the resource industry that include:

- Open Pit Defensive Driving Techniques,
- Introduction to Emergency Vehicle Driving
- Heavy Vehicle Operations - Light, Heavy & Medium Rigid Vehicle (NRTA)
- Dangerous Goods & Explosives
- All Terrain Vehicle Operations.



Along with these packages DTEC has designed and presented a variety of fully accredited Defensive Driver & Defensive 4Wheel Driving Courses for specific clients in the mining industry.

Some of DTEC's clients this year are: BHP, Chevron PNG, CSR Readmix, Dyno Nobel, Department of Minerals & Energy, Great Central Mines, Homestake Mines, MacMahon Contractors, Newhampton Gold, Rio Tinto, Schlumberger Oilfield Services, Shell, Stanley Mining, WMC, Woodside and many others.

DTEC is currently assisting Santos and Halliburton in their developmental stages of Journey Management Planning.

DTEC has 22 fully qualified driver trainers who continually receive training and assessment by our Training Manager through in-house training programs. Our trainer base consists of members trained to the highest standards of facilitation and training to deliver courses in post license driver and rider training. Our trainers hold various qualifications with those listed being the minimum requirement:

- Certificate IV in Assessment and Workplace Training
- Nationally accredited assessors (Workplace Trainer and Assessor Category 2 standard)
- Appropriate license classes,
- Appropriate industry experience, and
- MARCSTA induction.

DTEC has dedicated driver-training facilities located at Wanneroo, Chittering and the Gingin Shire and these are the only dedicated driver training facilities available in Western Australia. For many of our clients DTEC delivers courses on site conducting training over an approximate 8-hour period during the normal working shift. DTEC continuously consults with clients to give maximum training benefits with flexible delivery designed to meet on-site requirements.

Driver Training & Education Centre presents as a unique and much sought after training and consultancy service within Australia, Asia, Papua New Guinea and China.

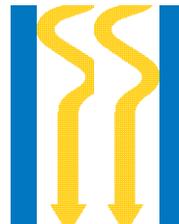
New Publications

Western Australian Mining Industry Safety Performance 1998-9. Accident Statistics Digest and Poster.

Contam Procedures

Department of Minerals and Energy

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COAL AND MINERAL SANDS THE BIG WINNERS

Most sectors of the mining industry enjoyed reductions in workers compensation premiums in the gazetted premium rates for 2000-2001. However the big improvers were the mineral sands sector with a 26.24% premium decrease and the coal sector with a whopping 36.4% reduction.

The concerted effort of the coal sector to improve safety performance in recent years is now paying big dividends and the current premium rate is the lowest in more than 20 years. Congratulations to all concerned!

KEEPING INDUSTRY SAFETY PERFORMANCE IN PERSPECTIVE

The recent catastrophic event in the Northeastern Goldfields is a stark reminder that when things go wrong at mining operations they can do so on a scale not experienced in most other industrial sectors and generally with graver consequences. MARCSTA extends its condolences to all affected by the recent disaster.

Unacceptable as these events are to an industry committed to an injury-free workplace, it is important that the overall safety performance be kept in perspective.

One measure of safety performance is the premium rates set annually for the various industry sectors. These premium rates are in effect a levy set by the Premium Rates Committee to reflect the costs of workers compensation in the respective employment categories. These costs include medical costs and income replacement. Performance in previous years is the basis for calculation of the rates.

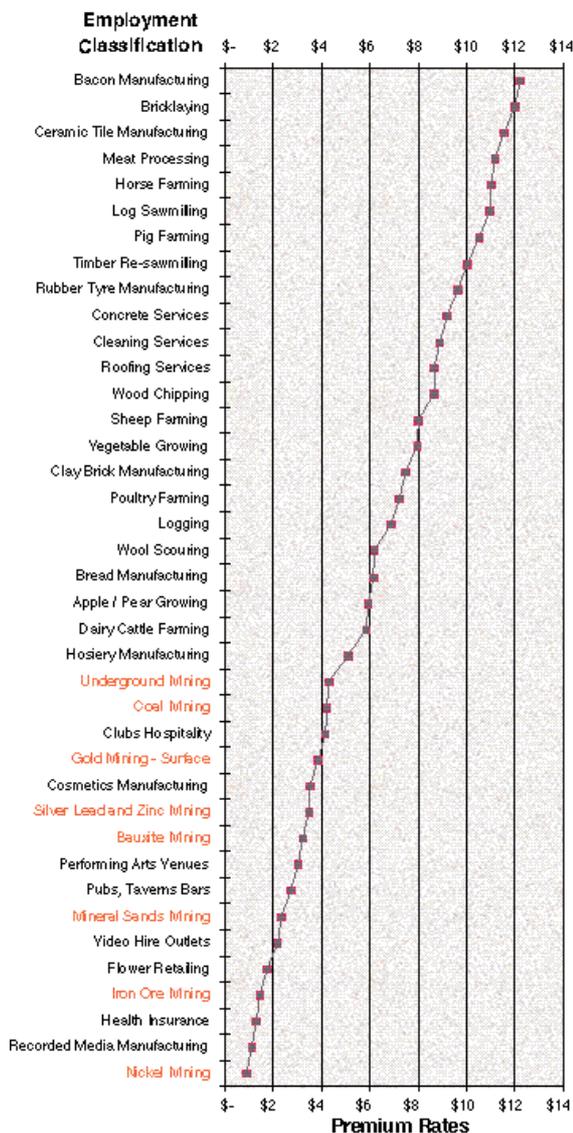
Some 479 classifications of employment appear in the rates schedule for 2000-2001.

The minimum rate for the ensuing year is 40 cents per hundred dollars of payroll, the maximum rate is \$12-20 per hundred dollars.

An examination of the rates schedule is informative and enlightening. Employment classifications for comparison have been chosen at random and do not represent criticism of those specific industries.

Using this measure, which is one used by the powerful Workplace Relations Ministers Council in its national Comparative Performance Monitoring report, the mining industry in Western Australia compares favourably with all other sections. (see the accompanying figure). The table is simplified but actually underground mining has the 178th highest premium out of 479 industry classes, coal 185th, gold surface mining 213th, silver lead zinc 248th, bauxite 271st, mineral sands 333rd, iron ore 398th and nickel 437th.

Still, this revealing comparison provides little cause for complacency. The mining industry is committed to an injury free workplace and must maintain its continual improvement to meet that objective. However if premium rates for workers compensation are acceptable as a measure of the 'hazardous' nature of an occupation or industry, then it is fair to question the validity of the 'hazardous' label for the mining industry in Western Australia today. Regrettably though the mining industry will continue to have difficulty convincing the media and the community to discard that 'hazardous' label while fatalities continue to occur.



MARCSTA Annual General Meeting

MARCSTA's Annual General Meeting will be held at the Technology Park Function Centre in Brodie Hall Drive, Bentley on Friday 18th August at 3.30 p.m. Members are encouraged to attend and also consider participation on the Committee of Management. The Association has a number of initiatives on the drawing board and welcomes direct involvement of its members at all times.



GUY LE NOIR



Guy is the principal of SOS-Switched Onto Safety along with his partner Megan. Guy and Megan formed SOS-Switched Onto Safety in July 1996. Their purpose was to be able to offer a comprehensive range of occupational safety and health services and training to meet the

ongoing legal and ethical safety requirements of business today.

SOS-Switched Onto Safety has adopted a best practice approach in its integrated management using continuous improvement techniques (quality assured to AS/NZS ISO 9002). Professional customer service and the ability to learn about individual businesses has led to the current success of the business.

Past and present clients include but are not limited to Delta

Gold, Dampier Salt Limited, Main Roads WA, Austal Ships, National Foods Limited, Apex Drilling and ANI Engineering. Guy has obtained his Certificate and Diploma of Occupational Health and Safety and has 9 years experience in the occupational safety and health industry, working for both principals and in the contract mining environment, local and state government, engineering, construction and exploration drilling fields. He is a certified OSH auditor (QSA), accredited WorkSafe Plan assessor and registered with Quality Assurance Services as a technical specialist, specialising in OSH advice. Guy was accredited as a MARCSTA provider in April 1999. Guy believed by taking on that role he could assist in training and be an influence on ensuring that participants see safety as a priority in their work and work place. Getting the safety message in at the grass roots level is an ideal situation, because Guy believes if you can change attitudes you can change behaviour.

Guy's passion for safety is based on the philosophy: 'Asking me to accept a safety shortcut is asking me to compromise the value of your life.'

MARCSTA holds its lead

For the first six months of 2000, MARCSTA has inducted trainees at the same rate as in 1999, in spite of a quiet economy. It is predicted that not only will the number of inductions hold up in the next six months, they will actually increase. Alcoa now accepts MARCSTA inductions for work on its sites.

Safety Posters

MARCSTA has available a range of safety posters for use in relevant locations. Topics include job safety analysis and manual handling, together with the Thinksafe Minesafe range and the recently released WorkSafe WA set. Though the WorkSafe set are aimed at small business, they have relevance for mining operations. Contact Anna at the MARCSTA office.

HELP WITH SHIFTWORK

MARCSTA have just re-published an informative 24 page guide -Fact Sheets for Shiftworkers, originally produced by Catherine Stedman and Partners. The twelve fact sheets cover circadian rhythms, sleep, fatigue, performance, nutrition, role of a safety committee, health, duty of care, family and social, safety, exercise and recreation, and a personal shiftworker questionnaire.

The fact sheets have been written in easy-to-read language with a touch of humour. Find out about Sir K.D an the brain waves. Circadian - get it?

You may think ABS has something to do with stopping a car. But in the fact sheet on safety committees, you will find out it also stands for automatic behaviour syndrome, where you are on autopilot except that reactions to unexpected events are slow.

Copies of the guide may be obtained from the MARCSTA office at a cost of \$5-00 plus postage and packing plus GST.

news and views...news and views...news

Worksafe Australia under threat

Worksafe Australia has played a major role for fourteen years in fostering a common approach to occupational health and safety throughout Australia.

Under a proposal coming from federal Minister Peter Reith, Worksafe Australia's corporate functions will be transferred to his department, and its information and library services will be contracted out. The Worksafe office was deliberately placed in Sydney so that Worksafe operated in a major industrial city, but it would move from Sydney to Canberra under the proposal.

Ground control to Major Tom.

Readers may remember the editorial in the last issue on communicating with people underground (including those trapped). The June *AustIMM Bulletin* reports that MST, Sydney produce the BeltPed personal emergency device. Developed jointly with CSIRO and the NERDDC, as a response to the communications problems in the Moura disaster, it uses a ULF magnetic field to transmit up to a kilometre directly through rock to a surface antenna. MIM's Oaky Creek already uses it. A variant allows remote blast firing.

WASM tops competition

On their second entry, the WASM co-ed team won the International Intercollegiate Mining Competition in Montana. They were the first non-USA team ever to take first place in all divisions. As a result the Competition will be held in Kalgoorlie in 2002.

Safer mixing

JS Melbourne Controls in Victoria won the Workcover (Vic.) safety product award from 160 entries. Their HydroShear mixer allows transport and mixing of liquids and powder in an enclosed pipe, eliminating human contact.

Busman's holidays

Want to continue your interest in mining while on a European holiday? *CIM Bulletin* for May 2000 lists 203 mining museums in 17 countries.

Nix to Nox

FuelCell Propulsion Institute Canada will have an operating underground fuel cell powered locomotive by October 2000. Costs offsets in the underground environment should allow the vehicle to operate on economic merit several years before surface application.

Professor Jerry Sherwood

Professor Sherwood with his wife, was killed in a car accident in Queensland in July. He was here to receive an award at the International Occupational Hygiene Association conference. Professor Sherwood was one of the pioneers of distance education in OHS. The spiral-bound series of books from Portsmouth Polytechnic, together with audio and videotapes, was well known to many people. A sense of humour was evident on the cover of the text on risk, which showed a bride abandoned at the church. Vale Jerry.

STOP PRESS! The MARCSTA courses have been declared GST-free

MARCSTA Monitor

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Conferences

Minesafe International, Perth. 3-8 September 2000.
Contact Paula Sinclair Phone: 08 9325 2955 Fax: 08 9221 3701

MassMin 2000, Brisbane
Mining Massive Underground Orebodies. 29 Oct - 3 Nov 2000
Contact Fax: 07 3365 5999

MEMBERSHIP AND ASSOCIATE MEMBERSHIP

Are you a company with employees on mine or other sites which require a MARCSTA induction? Consider MARCSTA membership. Do you provide services on site to MARCSTA members? Consider associate membership of MARCSTA. For full details of fees and benefits contact Anna on 9355 1400.

Advertising

A limited amount of advertising is invited for the next issue.
Please contact the Editor.

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