

# newcrest & you

▼ Our new CEO and Managing Director Greg Robinson (pictured fifth from the left) visited CVO earlier this year with the Board of Directors, and will be travelling to Newcrest sites again soon to share the renewed Newcrest strategy. Pictured with Greg from left is Tony McPaul, Jonn Spark, Don Mercer, Rick Lee, Richard Knight, Vince Gauci and Leigh Cox.

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*I expect from our people the same positive attitudes, teamwork, problem solving and self-determination that has got us to where we are today.*

**Greg Robinson**  
CEO and Managing Director

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## “People central to Newcrest’s success” - new CEO

**Newcrest’s new CEO and Managing Director Greg Robinson says our people are central to Newcrest’s success: “Our people are vital. We’ve got a company machine but at the end of the day, if people don’t drive it, it won’t go anywhere.”**

The ‘machine’ is all of Newcrest - its various functions and sites, its reserves and resources, its equipment and processes.

Greg says, however, it is our people that make all the difference: *“We’ve got an open minded, engaged group of people who have been given business objectives and successfully delivered outcomes.*

*“We have an outstanding culture – it is simple and not ego driven or political. This culture has allowed the company to do naturally what it needs to do.”*

He says he wants this culture to continue: *“I expect from our people the same positive attitudes, teamwork, problem solving and self-determination that has got us to where we are today.*

*“It’s about where you fit into the business and how you do a better job – do it well and constantly think about ways to improve.”*

Greg says the framework of the company will continue as is under his leadership: *“I’m not looking to change the values, vision, strategy, business model and the way we’ve engaged our people; it all works and everyone knows what they need to do.”*

Greg is no stranger to Newcrest’s strategy and business model as he helped develop them both in 2006, soon after he joined Newcrest.

Over the next few months Greg will share, in person, a new version of this strategy with our people at every site: *“There are no big changes – it has just been renewed to focus on the things that matter.”*

Greg says his priorities are simple: *“I want to be able to look back in five years and be proud of what we have achieved. Did we continue building a great culture; are we still proud of our business model and the outcomes we have delivered; are our goals still clear and do our people still know what we’re working towards; are we the Miner of Choice? Answering yes to these questions would give me the greatest satisfaction.”*

Greg succeeded Ian Smith as Newcrest’s CEO and Managing Director on 1 July 2011.

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# Golpu: world-class exploration target

**Drilling results at our Wafi-Golpu project in Papua New Guinea are some of the best seen by the exploration community in years, indicating a world-class deposit with one of the highest grade copper and gold deposits in the region.**

General Manager Minerals Development Fraser MacCorquodale says Golpu - a joint venture between Newcrest and Harmony called the Morobe Mining Joint Venture (MMJV) - is shaping up to be one of the most exciting discoveries in the world over the last 10 years: "The most recent

*drilling intercept provided one of the best results I have seen in my career."*

Fraser says the size and shape of the orebody is gradually emerging under the expertise of the drilling and geology teams: "It is an exciting time."

He says the latest drill results show we may not yet be in the best part of the orebody, with further drilling to take place to the north and at depth, where recent drilling shows the grade improving in both directions.

*"The questions we are now asking are how big is this system and does it link in with MMJV's other nearby Miapilli and Nambong prospects?"*

Newcrest recently upgraded the exploration target to 40 million ounces of gold and 15 million tonnes of copper, which at today's gold and copper prices would be valued in excess of US\$200 billion.

*"It is really growing into a world-class deposit and is likely to have a production profile and mine life better than Cadia,"* says EGM Minerals Colin Moorhead.

With Golpu looking very promising, Colin says the results bode well for further potential deposits in the region.

But for now the focus is on Golpu, says Fraser: "Based on the geology we don't think we have reached the centre of the system, so we are really keen to see what we intercept as we drill deeper and further to the north."



◀ The exploration team is excited by the drilling results at Golpu. From left to right: Fraser MacCorquodale, Mike Humphries, Simon Shakesby, Stu Hayward, Dave Finn and Mashiyat Wima.

**“**  
The most recent drilling intercept provided one of the best results I have seen in my career.

**Fraser MacCorquodale**  
General Manager  
Minerals Development



## Variation control the key to improvements at Mt Rawdon

**A strategic process involving analysing and controlling variation has enabled Mt Rawdon in Queensland, Australia, to increase throughput, increase gold recoveries and decrease maintenance time, as well as setting up the site for further future improvements.**

Mill Superintendent Bernie Cleary says the process began at Mt Rawdon in March 2010: "We kicked off with a two day workshop to learn the techniques to analyse variation, and then started analysing all inputs into our processes, plotting where variation - and hence a loss of control - could occur.

*"It was a real step change in how things were done. Everyone from managers to mill operators, mining to maintenance, has been involved in plotting data and identifying areas where we can control variation."*

Identifying the need to blend the two types of ore mined at Mt Rawdon has been a key

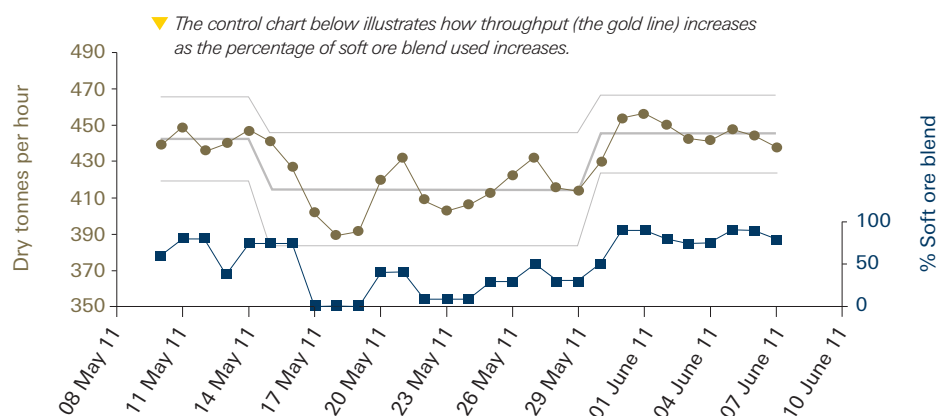
change as a result says Bernie: "By blending the ore we have a more consistent product going through the mill, resulting in increased throughput and gold recoveries. Greater control over the product coming through the mill leads to better maintenance planning, enabling us to cut 100 hours off our shutdown schedule for the year."

Improvements have also been made to the quality control of blasting: "The drill and blast team have worked to reduce variation in blasting, resulting in better fragmentation," says Bernie.

Although the focus on variation control has already provided Mt Rawdon with

improvements across many areas, Operations Manager Geoff Lucas says further benefits are still to be reaped: "At the moment we are restricted in terms of what ore we can access in the pit. When more ore is exposed, the variation control systems we have set up will be key."

EGM Australian Operations Peter Smith says the results at Mt Rawdon show that the variation control process has merit for other sites: "What gets measured, gets managed - this is a process we are currently working on at CVO and Telfer as well."



## Telfer production continues despite slewing conveyor refurbishment

Refurbishing the slewing conveyor at Telfer's underground mine in Western Australia, without interrupting production was never going to be easy: *"Because of where the conveyor is located, and the job it does, upgrading was always going to require a lot of thought,"* says Reliability Coordinator Onneke Pondaag.

But thanks to thorough investigation and careful planning, the conveyor upgrade works are on time, on budget and with no safety incidents: *"The first two of the planned four stages of upgrades have been completed successfully, with no interruption to production or delays,"* says Onneke.

The slewing conveyor is the last conveyor in Telfer's underground ore handling system, and is responsible for transporting ore to skips (buckets) that are then hoisted to the surface.

The 60-metre-long conveyor was in need of major repairs, with nearly half of the total steelwork requiring replacement: *"The steel*

*structure that supports the conveyor was coming to the end of its life so major refurbishment was necessary,"* explains Senior Mechanical Reliability Engineer Andrew Murdy.

Onneke says they didn't want to stop the conveyor to carry out the works as this would have meant large production losses, so a more efficient approach was devised: *"We had to think practically because of the limited space and conditions where the conveyor is located.*

*"So we consulted with installation and maintenance crews, contracting partners and structural engineers as well as conducting time and motion studies, and decided to go with a staged approach."*

The result is that works are being carried out over four stages during existing planned shutdowns when the conveyor is already stopped.

General Manager Telfer, Steve Cowle, is impressed with the team's efforts and their attitude to safety during the works: *"Extensive consultations around the task and identifying and managing the associated hazards has meant no injuries have been sustained in the first two refurbishment stages."*

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**The first two of the planned four stages of upgrades have been completed successfully, with no interruption to production or delays.**

**Onneke Pondaag**  
Reliability Coordinator

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▼ **No easy task:** From left Massie Zamiak, Brian Rooke, Steven Watts and Michael Hayward helped complete two stages of a major upgrade to Telfer's underground slewing conveyor, safely and without disruption to production.



## Upgrade ups Cracow's capacity

Cracow's process plant upgrade in Queensland, Australia has been completed successfully with throughput rates already exceeding design capacity, while costs for the project were minimised through the use of refurbished machinery.

*"The eight-month project increased Cracow's capacity by refurbishing a previously decommissioned ball mill,"* says Project Manager John Bell.

John explains Cracow's improved capacity is a far cry from when it was recommissioned in 2004: *"Through a process of continuous improvement, the plant operators and maintainers lifted capacity from 300,000 tonnes per annum (tpa) to 480,000. This recent upgrade was designed to increase capacity to 550,000 tpa, which has already been exceeded."*

John credits the characteristics of the ball mill as part of the project's success story,

but says the rest was up to the efforts of Cracow's production and maintenance departments in fine tuning the circuit and learning to get the best out of it.

The decision to refurbish an existing ball mill from earlier operating days made sense: *"We had two smaller ball mills lying idle - it turned out one was suitable to be reused. The upgrade project would probably have become uneconomical if we had to install a new mill,"* says John.

A decision to take the opportunity to move from using liquidised oxygen (to leach gold

from the ore) to adopting on-site production of oxygen, resulted in another cost saving on the project: *"We consulted with colleagues from Telfer, Gosowong and Hidden Valley who already use the system we were proposing moving to. The new system is cost-effective and safer."*

General Manager Queensland Operations Don Runge says the safety performance of the teams working on the upgrade project was one of the most pleasing aspects: *"There was a complete absence of any injuries - a thoroughly commendable effort on the part of all those involved."*



◀ From left, Steve Jago, Brenton Krause and Anthony Tew were part of a contracting team that assisted with recent upgrades to a decommissioned ball mill at Cracow which has seen a lift in throughput rates with minimal cost.

# LED lights no flash in the pan

The LED (light emitting diode) light is expected to have a big impact on costs, maintenance time and carbon emissions, following its introduction at Lihir Operations in Papua New Guinea, by the Million Ounce Plant Upgrade (MOPU) project team.

In a first for Newcrest, LEDs will be used as high bay lighting instead of standard lighting in the new Oxygen Plant Compressor Building.

General Manager Projects Max Esparon, explains that reducing energy costs is key to reducing overall costs: *"We use a lot of energy in our operations. Energy cost management is becoming increasingly important, and using more energy efficient lighting, such as LEDs, will make an important contribution."*

MOPU Design Manager Ian Schuh, explains LED lights have many advantages over standard lighting: *"LED lights offer excellent energy efficiency, start instantly, are flicker*

*free, provide even light distribution and good colour rendering."*

LEDs are also a 'greener' option, consuming 44% less energy than conventional lighting. Over a 10-year period, the change is expected to reduce carbon emissions at Lihir by more than 190 tonnes.

Ian adds that LEDs last longer too: *"The operating life for conventional high bay lighting is around 24,000 hours. The new LED lights will offer between 50,000 - 100,000 hours, which is five to 10 years' continuous operation."*

A longer life means less frequent maintenance: *"We won't need to change or replace the globes as frequently,"* says Max.

General Manager Lihir Operations Jason Grace says that although LEDs are more expensive, overall operating costs will be less: *"The total cost of using LEDs over 10 years is a third less than for conventional lighting."*

Max says because of the success of LED lights at Lihir, he will be speaking to other sites about their use: *"Some sites, including Toguraci at Gosowong, could see even higher cost savings because of the high cost of electricity generation at that site."*

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**The total cost of using LEDs over 10 years is a third less than for conventional lighting.**

**Jason Grace**  
General Manager  
Lihir Operations

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▼ LED lights to be installed in the new oxygen plant compressor building at our Lihir operation will significantly reduce costs, maintenance time and carbon emissions.



## Newcrest fibrecrete depth indicator saves time and costs

A simple but effective new tool developed by Newcrest and one of our contracting partners ensures that the amount of fibrecrete used to reinforce underground tunnels at Cadia East in Australia is just right, saving time and costs.

Fibrecrete is a concrete mixture sprayed onto underground walls and roofs: *"A mixture of fibrecrete, resin bolts, rockbolts and mesh is used to support the ground,"* says Senior Geotechnical Engineer Sami Talu.

Applying the correct amount of fibrecrete is essential to ensure the ground is supported as planned: *"Our QAQC (quality assurance, quality control) team inspect fibrecrete to make sure it is to plan. An application that is too thin will need re-doing; an application that is too thick is not cost effective,"* explains Superintendent - Project Implementation Andrew Mooney.

A new fibrecrete depth indicator has been designed to attach to the resin bolt (a steel bolt used in ground support), which makes inspections quicker and more accurate: *"The operator applying the fibrecrete can inspect thickness visually as it is being applied, thanks to the indicator being part of the resin bolt,"* says Andrew.

As the indicator is part of the bolt, the bolt installation process remains unchanged so there is no additional work needed to install the indicator.

Andrew says that devising the indicator was a team effort: *"We have been trialling different methods for years, so it is pleasing to see our jumbo trainers, QAQC technicians, and engineers to come up with a cost effective and efficient method."*

*"Fibrecrete is an important part of our ground support process and ensuring its application goes to plan means we can save on wasted time and materials,"* says Head of Mining Operations Steve McClare.

The new indicators were introduced at Cadia East in May for areas where bolts are sprayed in, such as in crusher and transfer chambers, and are being considered for other bolt lengths.



▶ **Quality check:**  
the new fibrecrete depth indicator makes inspections quicker and more accurate.

## NESS Release 2 coming to Lihir

*“Viewing a live demonstration of the new SAP system showed us how we will be able to link people and data so we can reach better decisions and act faster,”* says Superintendent Accounting and Transactional Services Ely Adoremos.

Ely is one of several employees at Lihir Operations (Lihir) in Papua New Guinea, who attended a workshop with the NESS (Newcrest’s Enterprise Systems Strategy) team recently.

According to Ely, SAP will give Lihir a powerful boost after it is rolled out next year: *“SAP will be a huge improvement for HR and payroll systems, and will bring us onto the same system as other Newcrest sites. We are looking forward to the advantages and synergies we will gain from standardising processes and are keen to leverage learnings from roll outs at other sites.”*

NESS HR and Payroll Lead Martin Gallagher, says that getting input from Lihir employees is essential for the

project’s planning and design: *“Taking the time to listen and learn from people who will use the new system, helps deliver the best solution. We need to know the systems and processes they use today, and how they use them, so we can put together an appropriate plan.”*

Following the project’s planning phase, employees will also be asked to take part in requirements workshops, systems testing, communications and training in preparation for SAP’s roll out to Lihir in 2012.

Martin says the NESS team is ultimately working to achieve One Newcrest: *“Lihir’s workforce will join over 2,200 users across Newcrest who currently use SAP. It means tasks will be completed consistently across all sites based on a single data source to avoid duplication and manual processes and to save time with easy-to-access information.”*

NESS Release 2 began earlier this year following the success of NESS Release 1, which won an industry award for its implementation last year.

For more information, visit the NESS site on the Newcrest Portal.



▲ Lihir employees took part in a recent planning workshop to prepare for next year’s release of SAP at Lihir. Pictured from left are employees from the Lihir HR team: Boulton Tonga, Kelvin Gurra and Bernie Jacobs.

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**SAP will be a huge improvement for HR and Payroll systems, and will bring us onto the same system as other Newcrest sites.**

**Ely Adoremos**  
Superintendent Accounting and Transactional Services

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## Risk reduction at CVO pays off in an award

**Risk reduction activities at Cadia Valley Operations (CVO) in Australia, have been recognised as being the best of any mining company worldwide, by global specialist underwriting company, International Mining Industry Underwriters (IMIU).**

Recently-retired Newcrest Manager Insurances Kerry Pask says the award reflects the amount of work that CVO has done to reduce risks following advice from IMIU: *“IMIU specialist risk engineers audit all Newcrest sites at least once every two years, and assess all risks before making recommendations to reduce risk - an example would be installing sprinkler protection in a certain area.*

*“Newcrest sites then implement the recommendations. CVO has recorded the*

*highest level of risk reduction activities, putting them in the top 1-2 % in terms of risk for underground hard rock mining, globally.”*

IMIU provides a risk exposure number which benchmarks operations in relation to a global average. The global average is 52, with CVO rated a low 26 says IMIU Risk Engineer Brenton Smith: *“This is largely related to the generally excellent levels of adoption of risk reduction measures at all aspects of CVO.”*

As well as being important to Newcrest’s Vision to be the Miner of Choice by providing employees with safe and economically stable places to work, reduced risk translates

to lower insurance premiums says Kerry: *“CVO insurance premiums have reduced due to their excellent risk profile.”*

The risk areas at CVO assessed by IMIU which form the basis for the award, include mining operations, mineral processing operations, tailings disposal, and offices and warehouses.

Newcrest CEO Greg Robinson and CVO General Manager - Asset Manager Tony McPaul accepted the 2011 IMIU Award for Excellence in Risk Engineering on behalf of CVO, at a ceremony in Newcrest’s head office in Melbourne in June.

▶ **Pay off:** risk reduction at CVO has culminated in an IMIU Award. From left: Phil Gunn, Tony McPaul, Craig Jones and Leigh Cox worked to reduce risk on site.



# Safety win helps Indonesian hospitals

***“Despite being sick, many children wanted to personally thank me for our donation to their hospital...I was touched,” says Gosowong’s Underground Mining Deputy Manager Erwin Tampubolon, who recently presented a cheque on behalf of Gosowong’s Maintenance and Underground Mining teams to the only children’s cancer hospital in Indonesia – the Estella Paediatric Cancer Centre.***

After sharing the Top Performing Department prize at Newcrest’s recent

annual Safety Awards, Gosowong’s Underground Mining and Maintenance teams decided to give away their total prize money of \$A10,000. They gave half of the money to the Estella Paediatric Cancer Centre in Manado and the rest to Kusuri Hospital located in North Halmahera.

The money will make a huge difference says Training Superintendent Michael Tumengkol, who presented the donation to Kusuri Hospital: *“It will help Kusuri to expand its buildings to include an eye and dental clinic, pharmacy and emergency rooms, and help Estella buy more important medication and equipment needed for cancer treatment.”*

Gosowong has a long running relationship with Kusuri Hospital says General Manager

Gosowong Terry Pilch, who was part of the team which helped plan and build the free healthcare clinic in 2006: *“Last year, our Ore Treatment and Underground teams also donated their Safety Award prize money to Kusuri.”*

President Director - PT NHM Iwan Irawan says that the health of the community is paramount: *“We are always looking for ways to get involved with the community, whether it be through health, education or economic development.”*

Michael says that Gosowong’s relationship with the two hospitals has strong links: *“Staff and patients tell us they really appreciate our help - Estella and Kusuri both provide the best care for the community and we are proud to be a part of that.”*

**“We are always looking for ways to get involved with the community, whether it be through health, education or economic development.**

**Iwan Irawan**  
President Director -  
PT NHM Gosowong

▶ Prize money donated by Gosowong’s top performing Safety Award teams will make a real difference at the Estella Paediatric Cancer Centre and Kusuri Hospital in Indonesia. Erwin Tampubolon pictured third from left visits children receiving treatment at Estella.



## A big uplift for Creative Opportunities

**Buying a new forklift isn’t something you do every day, says Captain Peter Jones of the Salvation Army in Melbourne. *“It would have been hard for us to stump up the cash to buy a big item like this – so it’s great Newcrest has helped.”***

The forklift was bought with funds donated by Newcrest to the Salvos’ ‘Creative Opportunities’ in Brunswick - a business enterprise employing underprivileged people and people with disabilities.

Peter says the benefits are many: *“It is not just easier to operate but it gives our people the chance to learn how to drive a forklift – a skill that makes them more employable.”*

Creative Opportunities employee Simon Worn says this is definitely the case: *“The old one was very temperamental, but with the new one I have the chance to practise my driving and apply for my forklift licence.”*

Peter says productivity has also gone up: *“It is easier to keep up with orders for our products as we can now quickly load and unload raw wood and finished products.*

*“Another bonus is that it runs on gas which saves us money on fuel.”*

But most importantly, employee morale has lifted: *“The forklift’s user friendly nature allows us to train more employees, which means our workforce is more flexible and our employees more satisfied with their jobs.”*

Creative Opportunities makes high-quality wooden products ranging from carefully dovetailed drawer boxes to timber packaging for tractor windscreens for companies around Australia.

*“We offer service and products to a range of industries and are always looking for new business,”* says Business Services Manager Alex Straubinger.

Creative Opportunities is one of several community, education and employment programs operating at the Salvos’ Tinning

Street premises, benefiting from a partnership with Newcrest’s Melbourne office.

To learn more about Creative Opportunities’ products and services visit the website at: <http://www.salvationarmy.org.au/CreativeOpportunities>.



▲ A forklift bought with Newcrest donated funds for the Salvos’ ‘Creative Opportunities’ is not only helping to lift products easily, but staff morale and efficiency has lifted too.

# Malaria awareness: saving lives

*"I felt dizzy and feverish and ended up being evacuated from the site clinic to a hospital," says Gosowong Project Coordinator Davy Pattiwael, outlining what happened when he first contracted malaria in 2007.*

Since then, Davy has had malaria three times: *"Each time, I got very sick and couldn't work which put pressure on my family and work colleagues. I now make sure to keep myself healthy and avoid being bitten."*

Gosowong Finance Manager Tom Hennessy has also had malaria: *"I caught it when I was 19 and teaching in Papua New Guinea. I was amazed at how hard and fast it hit me. I was lucky to recover. Seeing others that didn't, brings home how important it is to be vigilant."*

Newcrest Health Advisor Sharann Johnson, says malaria is dangerous but is easily avoided: *"Malaria mosquitoes are active at night so be sure you are protected by wearing trousers and long-sleeved clothing, along with insect repellent. Don't forget to take*

*your anti-malarial tablets even if travelling for short periods."*

Sharann adds that it pays to take precautions, especially as some types can reappear: *"Sometimes malaria can be with you for the rest of your life."*

She says that as Newcrest moves further into malaria-endemic areas, it is important we continue raising awareness about the disease and improve our preventative strategies: *"At sites where there is malaria risk, we speak to employees and work with the community to help prevent it, as well as giving out mosquito nets and repellent."*

*"Recently, health care professionals at Lihir, Morobe Mining Joint Ventures and Gosowong underwent training to help diagnose malaria and dispense the latest anti-malarial drugs and treatments."*

Sharann says malaria is not in Australia, but Australian-based employees should also avoid mosquitoes: *"There has been a recent outbreak of dengue fever and the deadly Murray Valley encephalitis virus in Western Australia."*

For more information, please contact Head of Safety and Health Scott Jones.

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*I caught [malaria]...[and] was lucky to recover. Seeing others that didn't, brings home how important it is to be vigilant.*

**Tom Hennessy**  
Gosowong Finance Manager

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▼ Gosowong's Malcon team work at raising awareness on preventing malaria transmission in local communities. Pictured from the left is Agustomo Safi, Abu Ismail, Safruddin Adam and Suhardi Taher.



## History and future for Cracow

**If you have a hankering to know what your weight is worth in gold, you could drop into the museum at Cracow's new Heritage Centre, which recently opened with help from nearby Cracow Gold Mine (Cracow) in Queensland, Australia.**

As well as the weighing scales, the museum is also stocked with artifacts, photographs and materials provided by Cracow-related people: *"Items and information dating back to 1913 when gold was first discovered at Cracow are on show, as well as interactive displays including the Cracow Underground Mine in 3D,"* explains Community Officer Fleur Anderson.

Cracow funded the two-year rebuilding project: *"We renovated some old buildings including the court house, which we turned*

*into the Heritage Centre to house the mine museum,"* explains Fleur.

General Manager Queensland Operations Don Runge, said he hopes the new centre will be a drawcard for tourists: *"Cracow had a population of 3,000 in its boom days. Now, the only other privately owned business is the Cracow Hotel. We hope the Heritage Centre will be a focal point for tourists, bringing in more business."*

For Cracow residents and tourists, there is also a tourist information centre and new tennis courts, barbeques and picnic tables: *"The new facilities can be enjoyed by locals, mine employees, tourists and visitors,"* says Don.

The project goes further than just boosting the local economy. Don says the old operating theatre is used exclusively by the Wulli Wulli people as a 'Keeping Place': *"Providing a safe place for historical artifacts and other items of cultural significance is just one of the ways that Cracow supports the traditional owners."*

*"Part of being the Miner of Choice is about working with our communities to create sustainable futures for local economies long after our mines have gone and this is a good example of that,"* says EGM – People & Communications Debra Stirling.

▼ **A shot in the arm:** A model of Cracow's Gold Mine is one of the exhibits at the newly opened museum in Cracow, which is part of a project to stimulate the local economy with tourist dollars and provide better services for residents.



# Who's who @ Newcrest

## Amara Flanagan



**They say that changing jobs, getting married and moving house are some of the most stressful things in life, but Brisbane-based Shared Services Receptionist Amara Flanagan has taken it all in her stride.**

Amara started work at Lihir just before it merged with Newcrest, got married and moved homes, all within 12 months.

Amara says she really enjoys working in her new team: *"I get to interact with a variety of people and I particularly enjoy meeting our site staff when they visit the Brisbane Office... everyone is down to earth, relaxed and helpful."*

New opportunities from the merger are helping Amara build her skills base: *"My manager has encouraged me to get involved in various projects to expand my front-of-house experience."*

*"I have been out to Cadia Valley Operations and toured the mill and underground areas... that has been the biggest highlight so far - and so different from my previous work experience in law firms."*

Amara says the trip was valuable as it helped her understand how our business works: *"I have a better understanding of the mining process and the responsibilities of site based staff."*

She says she is looking forward to her future at Newcrest: *"The first year has been great and I am sure that it will only keep getting better."*

## Felix Tavitil



***"My roles have changed and improved over the past two decades on the island, unfortunately I cannot say the same for my golf handicap,"* laughs Felix Tavitil, Lihir's new Human Resources (HR) Manager.**

Ever since landing his first job out of university as a trainee accountant with Lihir Island's then exploration company 21 years ago, Felix has pursued his interest in working with people.

*"Changing jobs and working in different areas including contracts, construction and human resources - all with the support of my managers - has been a real highlight,"* Felix says.

Felix considers himself lucky to have experienced the evolution of Lihir Operations over the past two decades, including the new environment with Newcrest. He believes this insight will benefit him in his role as a manager.

Felix says a key focus will be encouraging more PNG nationals to join Lihir Operations and the HR team: *"I will be working to establish a structure that will provide support for our existing employees and new employees wishing to join our company."*

Since moving his young family from their Papua New Guinea mainland home town 10 years ago, Felix has no regrets: *"I don't know where time has gone... it has just flown, but in a good way for me and my family,"* he says.

## Got any news or feedback?

**newcrest&you** would love to hear from you. Email or call us with your feedback, or news of initiatives that are making Newcrest a better performing company and a great place to work.

## Not enough leave – why not "buy" some?

From 1 July to 30 September each year, Australian-based Newcrest employees can apply to buy additional leave.

For more information please refer to the Annual Leave Standard available through the Human Resources page on the *Newcrest Portal*.

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