



## “The use of a Simulator and innovative training programs at Xstrata Copper’s Ernest Henry Mine”

Brad McGill – Training Coordinator Mining  
Xstrata Copper Ernest Henry Mine

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## Background



**In 2004**  
**Short recruitment time frame**  
**Fleet upgrade**

**Management**  
**High skill level - staged pit design**  
**Production schedules**  
**Retention and quality with safety**



## Challenges



**Turnover**

**Minerals Boom**

**Lack of experienced people**



## Options



**Existing Methods of Training**

**- Practical**

**Use of Technology Research**

**- Simulator**



## Costs and Benefits



### Costs

Simulator Cost – capital cost of just under \$1million or lease

### Benefits

Minimal impact on fleet productivities

From zero experience to high operational skills

Exposure to emergency scenarios

Physical preparation for 12hr shiftwork and roster management



## Changes & Implementation



**Dealing with sceptics. "It's just an expensive video game"**

**Easy due to "we need to do something, the same is no longer valid" Management fully understood the concerns of the training crews.**

**How did we deliver the Simulator to effect operations positively?**



## Implementation



### Steps

#### Site location

- Removed from the production environment

#### Tailoring generic programs to be site specific

- Customised training plan to ensure desired outcomes for Ernest Henry
- Safety
- Production
- Maintenance
- Individual Learning Plans

**Implement simulator night shift training**



## Night Shift Training



**4 Days – orientation  
Break**

**5 nights – 12 hour shifts  
7 levels of progressive assessment  
Final assessment  
Break**

**6 days  
Break  
7 days  
Break  
7 days  
Break and then allocated to a crew with N/S**



Key Points



- Zero Experience on Equipment**
- Zero mining industry knowledge**
- Maximise shift work preparation**



The future for Simulator training at EHM



- Using the Simulator as part of the recruitment process**
- Approval to purchase other conversion kits**
- Consolidating report integrity**
- Maintenance personnel**



Finally



### ***The Simulator***

***"An Important Tool in EHM's Integrated Training Program"***