



SMART TRANSFORMATION

Moranbah Smart Transformation Advisory Council

15 November 2019

Meeting Minutes

Attendees:

Michelle Esler	Moranbah Hospital
Phil Harms	Pimms Engineering
Ash Dowd	Moranbah Community Workers Club, Moranbah Traders Assoc.
Richard Engel	BMA Goonyella
Melissa Westcott	Small business Owner, C-RES, MELC
Caroline Fritz	Small Business Owner, GW3, Regional forum representative
Anthony Edwards	Moranbah State School
Dr Margaret Swensen	Oaktree Medical Centre
Jessica Simpson	BHP
Sean Milfull	BMA Goonyella
Katherine Teh (Facilitator)	Futureye
Mitch Innes (Secretariat)	Futureye
Naomi Rowe (Secretariat)	Futureye



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ITEM	NOTES
Welcome and Introductions	<p>Each member of the STAC introduced themselves and described their interest in 4IR and smart transformation. These introductions included:</p> <ul style="list-style-type: none"> • The opportunity to be proactive, prepare for change and have a voice from the start and for the community to be a part of that journey, that kids get a fair share, and opportunity for Australian jobs. • This is a long journey and we must undertake the changes together or we will fail to ensure the ongoing sustainability of the community. • The introduction of new technology presents an opportunity and a challenge for the community and how they will adopt change, respond and move forward. This also includes how we will support individuals and families experiencing these changes. • Over time the community has experienced ups and downs due to the cyclical nature of mining and previous decisions. • “It’s my kids’ town now.” How are we going to ensure they have access to skill development and opportunities to access the new roles by ensuring that pathways for kids don’t disappear and education and skills are maintained. • Ensuring that the community gets the things it needs and not things it doesn’t; and that we learn from past mistakes that have resulted in skill shortages and ensuring our kids get the opportunity to get the skills and training and not miss out or get left behind. • To present the realities of change and so that they are truly understood. • An acknowledgement that change is exciting but also scary. If we learn from WA and past mistakes, and focus on SME’s not only surviving, but so they can stay viable, continue to employ people, train them and pass on skills. Innovation can be driven from Moranbah building new skills. • This presents opportunity for the town, but this needs to be balanced with the full range of impacts, including impact on town population. By being clear about the issues and managing it well and realistically, with education the community can draw on its resilience during change.
Introduction of BMA technology change	<p>Transformation and BHP – Sean Milfull BMA GM Goonyella Riverside Mine</p> <p>Sean discussed his decision to introduce the staged conversion of up to 86 autonomous trucks at Goonyella Riverside over the next two years. He discussed that a study had been taking place for the past 18 months which included engagement with employees, community and Governments. It included a focus group made up of employees including operators. He also explained that there will be no forced employee redundancies at Goonyella Riverside as a result of this decision, No relocation of existing roles to Brisbane and that there will be an ongoing need for labour hire on site (an increased need in the</p>



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	<p>short term). More than 50 new roles will be created onsite with some of those out in the field and for those Field Officer roles EA and non-EA employees can apply for those.</p> <p>He also discussed that a control room will be built onsite where new control roles will be based and that while everyone on the site would receive a different level of training the site workforce (including employees and labour hire) will receive approximately 40,000 hours of training over the next two years to work in an autonomous environment</p> <p>The automation will increase safety and, productivity and provide skills internally for the workforce. “We can’t stand still or we’ll be left behind”.</p> <p>There is also a continued commitment to maintenance through the centre of excellence and BHP has focused significant investment in this area.</p> <p>As Goonyella moves into this space next year, there will be additional support for systems and processes, improving efficiencies for the business.</p> <p>Discussion –</p> <ul style="list-style-type: none"> • Desire for learnings from FIFO about community expectations • The depth of the BHP/BMA commitment to the region – why are you doing this • Responsibility, increasing trust, asking and listening is understood to be an important part of this process and BHP/BMA will be participants in the Advisory Councils and community forums • Businesses also need to know what the value chain is, what else around this decision is affected – maintenance, supplies, repairs, services etc. What’s the opportunity? • Ensuring that the “starting point” considers the experience, education levels and opportunities of the community.
<p>4IR</p>	<p>Smart transformation</p> <p>The disruption occurring across the world now is almost unpredictable, and the consequences require acute attention and a clear process to develop an understanding of emerging underlying issues. Then, and only then, will actions and reactions be successful.</p> <p>This is not merely a transition; it’s a transformation. Transforming the way we approach problems, address challenges and plan our path for our future. Beyond robotics, automation, AI and similar developments, the major challenge is managing and optimising outcomes in the 4IR.</p> <p>These changes can and must be a positive for society and for business, but the key barriers to such wide-scale change are mostly ‘human’. This means that only a human-centred</p>



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	<p>process is capable of shifting people from ‘distrust and uncertainty’ of major changes in their environment to ‘trust and a common vision’ that will benefit all.</p> <p>To shape our future, we must put people first – engaging them and empowering them in the development of a shared vision which provides an agile roadmap for their 4IR journey.</p> <p>This is a Smart Transformation</p>
<p>Baseline</p>	<p>Overview on baseline research – Futureye</p> <ul style="list-style-type: none"> • Baseline research: An overview of initial findings on the community baseline that will be used to inform decision making processes • Research so far has included the stakeholder engagement and initial findings of evaluation of existing plans summarised. This helps us determine Where are we now? And key themes that need to be addressed. • There is a lack of understanding and a required skills uplift for the community so it understands 4IR, the skills required and have access to building new skills • A critical need to address community wellbeing ahead of the transition to 4IR to create confidence and resilience for change through enhancing community services, awareness and preparedness • Enabling business opportunities in 4IR in such a way the region grows a strategic comparative advantage. <p>Additional engagement forums discussed including the role and purpose of the youth advisory committee and how representation in the STAC would interplay.</p> <p>Discussion – Provision of Moranbah data post meeting. What are the future skills required, how can we find out?</p> <p>Testing this information to identify what resonates and what doesn’t</p> <p>Community Values</p> <p>Like Dysart, there is a strong local identity as a mining town, this is a strong part of the identity, however, it can also be limiting – eg of school engagement, when you are locked into the identity, the ability to innovate and think differently can be constrained and not imagine a shift from the status quo or the opportunities.</p> <p>Isaac community plan</p> <p>Resilience and connectedness. A focus on young families - a feeling of space.</p>



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	<p>Community resilience</p> <p>The data presents a gap in the capability of the community and a lack of services to match the need of the community – this appears to link to a lack of long-term planning and results in an apparent lack in support services eg mental and allied health services. These factors need to be addressed to allow other response opportunities to move ahead. What is required for business and the community to plan?</p> <p>Discussion - In some sectors the community has some very strong interrelationships in say sporting clubs - these good working relationships keep everything going. Can be the same faces though.</p> <p>The community still faces difficulty in accessing volunteers - however, the difficulty in getting participation in volunteers is an Australia wide experience, not just limited to mining, but acutely felt here because of the small population and access to workforces (shifts etc).</p> <p>The introduction of new technology and associated opportunities may bring people back to the community.</p> <p>Discussion – some parts of the community feel “very” consulted, this raised the question “is it going far enough” or are we talking to the same people? Where is the action.</p> <p>Discussion – Is the connectivity infrastructure for the region able to support growth?</p> <p>Discussion – There is an opportunity to promote local examples of innovation and celebrate local success. The importance of access to capital, sharing stories of success and stories of failure and resilience. There are some very successful businesses in Moranbah and innovators.</p> <p>Three key themes to be addressed in order for Smart Transformation to be successful</p> <ol style="list-style-type: none"> 1. Skills and Training 2. Business development 3. Community Wellbeing
<p>Next steps</p>	<p>Meeting Schedule</p> <p>Purpose to start the awareness raising - Role of STAC to be the ambassadors raising the interest and bringing back concerns and thoughts, to operate independently.</p> <p>Community Forum – Moranbah 30th November</p> <p>Next meeting – second week of December</p>



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Actions –

- Members to review draft ToR and provide feedback/ commitment (All)
- Consider and agree the themes (All)
- Checking in with STAC members after the community forum to find out what you have heard and how we can get maximum involvement (Secretariat)
- Share GW3 information on regional telecommunications readiness (Caroline)
- Establish a Whatsapp group to share the information (Secretariat)
- Share examples of local innovation (All)
- Promotion of the Community Forum