

Women in Mining Longitudinal Study – getting traction

by Dr Catherine Pattenden, Senior Research Fellow, Centre for Social Responsibility in Mining, Sustainable Minerals Institute, The University of Queensland

The previous edition of the *WIMnet News* featured an article on Women in Mining Longitudinal study currently being undertaken the University of Queensland. This study builds upon the 1997 AusIMM *Women in Mining* study that I conducted, where 158 women and men were interviewed on their work experiences within the industry. The aim of this follow up study is to track as many of the original participants and to find out about their career outcomes and experiences in the industry over the intervening 14 years. To do this we need to source as many previous participants as possible and re-interview

them. If you were a participant in the original study, we would welcome contact from you.

In addition to re-interviewing participants from the 1997 study we will also survey resource professionals via an online survey about career experiences. This survey will be launched on The AusIMM's website in early 2012, so please look out for it. We will also be doing some comparative research in the Canadian and US labour markets to find out what we can about attraction and retention strategies in those markets – what has worked, what hasn't

worked, and what can we learn from them.

We will progressively report on the outcomes of our work over the next twelve months so you will hear from us from time to time. In the meantime, please take a look at our website at www.qrc.org.au/01_cms/details.asp?ID=2926 where you can find out more about the project, our industry partners, and our academic team, or contact the Project Manager Dr Susan Arend at CSR on (07) 3346 4091 or via email: s.arend@uq.edu.au

Events

Speaking events for 2012

by Kate Sommerville, AusIMM Board Member



Sandy Griffin Group Leader-Environment from AECOM, Kate Sommerville and Penelope Williamson GM America Chamber of Commerce

Since accepting the CMEWA Women in Resources Awards in March this year, I have been busy sharing the message. There were many requests to talk so I set a goal of one talk a month. The talks varied from inspiring students at high school, industry leaders, as well as providing technical talks and addressing women in mining groups. Some schedules moved and October ended up being a very busy month for Kate. Her finale will be the Lunchbox List Women in Resources where she is on the panel as the junior amongst two female general managers.

The Women in Mining part of my talks focused on the inspiration and support I have found with the network and also the opportunity it has to make a difference. My message focused on the pay gap and how companies can measure to ensure full engagement of our workforces. I emphasised the importance of sponsoring and supporting network events and also touched on the

importance of building confidence through mentoring, networking and specialist executive coaching.

Speaking list

- April – Tuart College *Mining Opportunities – an adventure*
- May – Macmahon Contractors Leadership dinner *Leadership journey*
- July – Iron Ore Key note talk *Marra mamba below water table mining*
- September – WIMWA panel *Making the best of opportunities*
- October – Kalgoorlie Chamber of Minerals and Energy – Dinner Speaker
- October – American Chamber of Commerce, Breakfast Speaker
- October – Committee for Perth – Panel *Work/Life Balance*
- November – Lunchbox list Women in Resources – Panel

Female engineering students fired up by workshop

by Caroline Morissey, Queensland Resources Council

Almost 95 per cent of female engineering students who attended a Women Engineering Queensland (WEQ) workshop in Brisbane said that the event made them feel more confident in their decision to study the discipline.

The workshop, conducted by the Queensland Resources Council in Brisbane on 1 and 2 August attracted about 200 female engineering students from universities throughout Queensland.

Featuring talks and interesting panel sessions with leading women working in a variety of engineering fields, the event aimed to encourage female engineering students to complete their studies and facilitate pathways into the industry. Fantastic practical sessions in the engineering fields were also completed with great work in building bridges and solar panels. Field trips to relevant industry sites were also a part of the program.

All students surveyed said that the mentoring opportunities provided with women engineers was important to them and 86 per cent said that the workshop provided practical and useful work skills. 97 per cent agreed that meeting other female engineering students was valuable.

The Peabody Energy Gala Networking Event, held after the first day of the workshop and attended by leading people from industry was also highly valued by the students, as was the training to provide them with practical networking skills, which they all keenly put into practice.

Of students surveyed, 97 per cent said that the networking element of the event was important to them. The students were encouraged to continue to keep in touch through the Facebook site set up for the event.

The success of the workshop has encouraged QRC's Skills Education and Training Committee to recommend that it become an annual event.

The event, managed by the QRC under its Women in Resources Action Plan initiative was generously supported by industry, universities and the Queensland Government through the Office for Women.

QRC thanks all sponsors: Anglo American, Ausenco, BHP Billiton, Engineers Australia, Energex, MMG, Origin Energy, Peabody Energy, the Queensland Government, SKM, The University of Queensland, Xstrata Copper and Rowland. We also thank all the university partners for promotion of the event and supporting their female engineering students in attending the event.



Here are some comments from the students who attended.

'Really inspired me, showed me that it isn't too hard and there is a lot of support available.'

'I personally got the most out of hearing about experienced engineers' experiences.'

'I also found the networking very helpful as I wasn't confident on how to approach it. The networking was also a great opportunity to learn about the different opportunities within the different fields. This definitely helped with deciding on what vacation work I want to do.'

'Thank you very much for the opportunity it was extremely beneficial.'

'Absolutely amazing event. Would recommend it to any student considering engineering or studying it.'

'Networking event was great – good opportunity to mingle and talk with industry people that is otherwise impossible.'

'Thanks to the QRC for sponsoring the JCU girls as we don't normally get these opportunities. We all enjoyed both days.'

'Overall good two days. Thank you to everyone involved. Do it again next year.'

'Great workshop! Excellent venue and facilities as well as interesting and inspiring speakers.'

'All the speakers were amazing, I clung onto every word they said.'



Kent St Senior High School – Young Women in Mining

by Alison Morley MAusIMM

On Thursday 10 November, 58 female Kent Street Senior High School (Kent St SHS) science students from Years 8 – 11 were given an exciting and unique opportunity to explore and gain an insight into the resources industry. A joint initiative by Alison Morley (WIMnet Chair and CEO Brumby Resources) and Suzy Urbaniak (Geologist/Earth and Environmental Science Teacher at Kent St SHS) and sponsored by WIMWA, the event comprised of a rotational workshop of seven stations.

These included:

- ◆ *Rocks to Dollars* by Alison Morley – CEO Brumby Resources
- ◆ *Our Environment* by Suellen Davey – Environmental Manager Alcoa & Kristy Sell – Director MBS Environmental
- ◆ *Rock to Metal* by Theresa Nguyen – Graduate Metallurgist Rio Tinto
- ◆ *Exploration and The Outback* by Peta Libby – Geologist/ Director Digirock Pty Ltd
- ◆ *Mining the Old fashioned Way; goldpanning demonstration* by Kassia Kazmer – Mining Engineer Rio Tinto
- ◆ *What rock or mineral is this?* by Margy Hawke – Geologist AngloAshanti Gold
- ◆ *Mineral Resources in 3D* by Rebecca Kellam – Geologist/ Account Director Gemcom
- ◆ Australasia
- ◆ *Water in Rock* by Sylvie Ogier-Halim – Hydrogeologist/ Geochemist SRK Consulting

Each station was hosted by professional women at various stages of their careers in the mining sector, ranging from graduate to CEO. The girls were divided into groups lead by a Year 11 student and over the course of the morning were given the chance to interact with each of the presenters at each station.

The students completed the cycle of rotations throughout the morning followed by a delicious lunch prepared by Kent St SHS Year 11 MasterChef Class under the guidance of Sue Cameron.

An evaluation form was completed by all students and when reviewed provided outstanding positive feedback. Students emphasised how much fun it was to learn about mining processes, career options and how they were inspired to learn more about the resources industry as possible future pathways beyond high school. One Year 9 student commented *'It made mining one of the options I want to do. Really inspiring!'* The event was covered by the West Australian Newspaper who quoted Year 10 student Ridhima Savant as saying *'I wanted to be a chartered accountant but after meeting these lovely ladies and receiving advice I've changed my mind and now I want to do something in mining.'*

Feedback from the presenters also reflected how rewarding it was for them to inform and encourage young women to consider the career opportunities available to them in the resources sector. Furthermore, the presenters have expressed an interest to willingly participate again in the future to make this a bigger and better annual event.

Alison, Suzy and Kent St SHS would like to thank to the following



resources companies for providing 'a little something' to fill a mining showbag for the girls to keep:

Rio Tinto, BHP Billiton, Snowden Group – Mining Industry Consultants, Australian Institute of Geoscientists (WA), Crescent Gold Ltd, Integra Mining Ltd, Gemcom Mining Services and Software, AngloGoldAshanti Australia, SRK Consulting, Barrick Gold and Alcoa Australia.

A special thanks to Sabina Shugg at Women in Mining WA for their financial support in providing morning tea and lunch and a very big thank you to all those lovely ladies who donated their time and energy to be a part of education and inspiration for Kent St students. As a Year 10 student put it *'Thank you for organising this. It has given me a lot of direction for the near future.'* This was the purpose of the event and it was very rewarding to see that its objectives were realised.

If you are interested in setting up a similar event at a local high school near you and would like advice on the logistics of the day, please get in contact with Alison Morley, amorley@brumbyresources.com.au.

Women In Mining – WA Seminar

by Ali Burston, Alison Morley and Sabina Shugg

Women in Mining and Resources WA held its annual seminar on Friday 9 September at the Hyatt Regency in East Perth. This third one day seminar was a huge success with a sell-out crowd of 530 attendees in 2011.

The theme of the WIMWA seminar was *Making the most of my opportunities* and was introduced by WIMWA Founder Sabina Shugg. After Sabina’s powerful speech on the increasing presence of women in mining, Peter Strachan (Stock Analysis) provided an in-depth analysis of the industry in the past and the next 100 years, followed by an insightful presentation by Denise Goldsworthy (Rio Tinto) on business values and generating healthy organisational culture to promote sustainable growth. Kaye Butler, General Manager of Human Resources (Chevron) then discussed concepts of transactional and transformational leadership and the ‘labyrinth of leadership’.

I wish I had something like this when I was starting out

I am pregnant and it gives me hope that I may continue my career

Good positive promotion for women in mining

Gave me valuable information about my career

Session 2 was entitled *Self-promotion*, with presentations from Mike Young, (CEO, BC Iron) and Rachel Green (ConfidentWoman Australia). Both presentations were very well received. These two presenters were cited by many of the attendees as highlights of the day. Mike is a very engaging and energetic speaker and talked to the topic of *Shameless self promotion and look where it has got me*. His frank discussion about the importance of promoting yourself and your skills was followed by another energetic presentation by Rachel Green, a well known motivational speaker. She provided some good examples of *Positive self promotion – how to sell yourself with confidence and*



credibility. The session concluded with the official launch of the WIMWA Mentoring Program.

The after lunch session was titled *Working life* with Charlotte McCully (Rio Tinto) sharing the story of her non-traditional career path whilst living in Tom Price which culminated in her current role as Manager Mining. This was followed by a heartfelt speech on perinatal depression from the charity organisation From the Heart WA. Jennifer Bowers, an organisational psychologist from the Australasian Centre for Rural and Remote Mental Health (ACRRMH), presented an in-depth look at bullying and harassment in the workplace.

Recognised by some as the best part of the day, the panel took to the stage at 3pm and responded to questions from the audience on how they had made the most of their opportunities in mining and resources. Panellists this year included: Johanna Cowell (Barrick), Kate Somerville (BHP Billiton), Keren Peterson (Energiya Minerals), Danielle Coffey (Panoramic) and Melinda Hodkiewicz (UWA). The session was chaired by Babs McHugh who easily charmed the audience with her sharp and witty sense of humour. The panel illustrated the diverse career paths and opportunities that can be found in the mining industry.

As with previous years WIMWA worked with CMEWA to provide complementary registrations for 20 high school students to attend the event. These students represented a variety of schools as part of the *Resourceful Schools* program. In addition, two high school



AMMOP request for member assistance with reviewing papers

by Stephanie Omizzolo, Publication Projects Coordinator, The AusIMM

The Australasian Mining and Metallurgical Operating Practices (AMMOP) Project Team is seeking member assistance with reviewing papers across all commodities and areas of expertise. So far, AMMOP has received almost 30 high-quality papers, with many more to come over the next two months. If you are able to assist with the reviewing process, please fill out the form via [The AusIMM website](#) and return it to the Project Coordinator, Stephanie Omizzolo via somizzolo@ausimm.com.au.

There is also a possibility that the AMMOP Project Team will be calling on members to sub-author particular papers, where members can volunteer to work with site

representatives in producing papers as appropriate. If you are interested in this, please tick the appropriate box in the form.

WIMnet strongly encourages the women of our industry to use this opportunity to make technical contributions to the publications of the AusIMM. It is a way for you to add your voice and knowledge to our sector, to raise your personal profile and to partially take credit for the great technical work that we know goes on in sites, laboratories, universities and offices across Australia.

Survey

Survey of women in resources for the Minerals Council of Australia

Dr. Linley Lord, Director – Maureen Bickley Centre for Women in Leadership, and Julia Maybee, Lecturer – Curtin Graduate School of Business are working on a research project for the Minerals Council of Australia (MCA) with respect to attracting and retaining women in the resource industry. They currently have a survey for human resources practitioners that has been distributed throughout the resources sector.

If you are in a position to add to the understanding of the issues

and are willing to assist, the survey can be found at www.surveymonkey.com/s/UneartingNewResources.

The researchers are hoping for a really high response rate in order to ensure that the data and subsequent analysis is as effective as possible.

WA Seminar, continued

The energy of 500 women was fabulous!

I learnt a lot and realised that I am not the only one

Great to have students here

of positive messages about our industry. Thanks again to our many sponsors from industry and elsewhere.

Altogether it was a hugely successful event with overwhelmingly positive feedback with many attendees leaving re-invigorated to continue in their career journeys in the resources sector.

Ali Burston, Psychologist (Organisational),
ali.burston@metisphere.com.au

Sabina Shugg, Mining Manager, Momentum Partners,
sabina@momentumpartners.com.au

Alison Morley, MD, Brumby Resources,
AlisonMorley@brumbyresources.com.au

students, together with their teacher, were sponsored to come to Perth to attend the seminar. These girls were the winners of a competition at the Goldfields *Girls in Mining* career day.

For the first time a number of complimentary registrations were provided to university students from the various campuses around Perth including two students from WA School of Mines in Kalgoorlie.

The seminar concluded with a networking function held in the Terrace Ballroom and provided an opportunity for attendees to network and enjoy a glass of bubbles to cap off a brilliant day full

Signs of hope emerge in mining gender pay gap

by Miriam Stanborough

It might be early days, but there are some positive signs emerging that improved awareness of the mining industry's gender pay gap is leading to a reduction in the inequity of pay rates between the sexes, at least at some levels within organisations. Data from the 2010 AusIMM Remuneration Report (conducted late last year, with 1123 responses from male and female AusIMM members) shows that while a significant gender pay gap persists, there have been some improvements in the size of the gap,

	Level 1	Level 2	Level 3	Level 4	Level 5
Male	\$67,826.57	\$94,342.61	\$136,155.56	\$179,012.53	\$282,345.27
Female	\$57,857.64	\$112,054.05	\$131,282.55	\$148,264.39	\$219,750.50
% difference	14.7%	-18.8%	3.6%	17.2%	22.2%

Table 1. Average salary by level of responsibility.

	Level 1	Level 2	Level 3	Level 4	Level 5
Male	\$24.13	\$35.01	\$55.75	\$69.68	\$100.60
Female	\$23.43	\$47.28	\$53.75	\$58.97	\$76.89
Total	\$24.02	\$39.20	\$55.30	\$68.49	\$99.08
% difference	2.9%	-35.0%	3.6%	15.4%	23.6%

Table 2. Hourly salary by level of responsibility.

particularly in roles with lower levels of responsibility.

Table 1 above excludes responses from: those looking for work, retirees, sole traders and independent consultants; and shows the average salaries across each responsibility level by gender. It also shows that across all levels of responsibility (except Level 2), males recorded a higher average salary than females with the same level of responsibility. The result for Level 2 shows that females, on average, report earning 18 per cent more than their male counterparts, although this result may have been skewed by low response numbers. This is the first time since the survey began that this has occurred. Likewise, the difference at the highest level is considerably lower than in previous surveys, suggesting a narrowing of the gender pay gap across the industry.

Survey respondents also provided an indication of the average number of hours worked per week, which enabled the data in Table 1 to be 'normalised' to an hourly salary rate by dividing the base salary reported at the midpoint of the range by the hours worked for that level. WIMnet prefers to focus on the gender pay gap measured using the hourly salary data as this refutes the common criticism of pay equity analyses that the gap is largely due to the fact that men work more hours on average than women. As is clearly demonstrated in Table 2, the gender pay gap persists at all levels, except Level 2, even when factors such as women's higher participation in part time work is factored in.

The trend

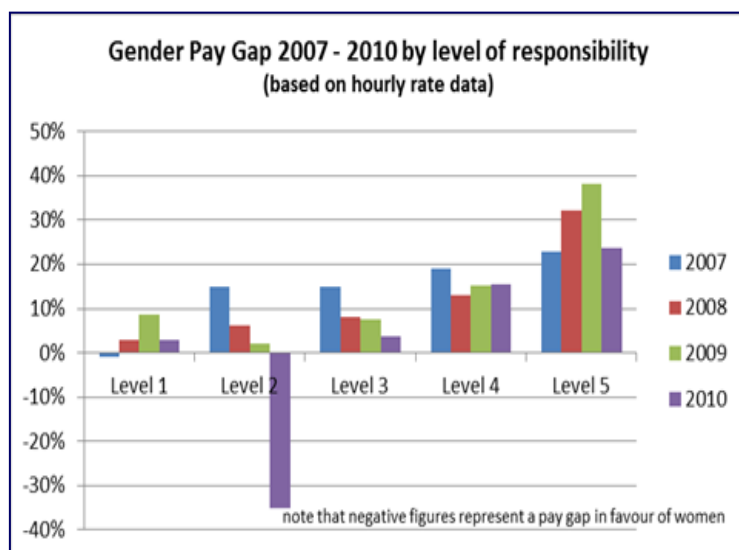
The gender pay gap identified in previous surveys continues, particularly at higher levels of responsibility, but there are two significant changes in this survey. The first is that at lower levels of responsibility (Levels 1 to 3) the gap is significantly less, with the most obvious difference being a reversal of the gap at Level 2. Further analysis of the data is being undertaken to better understand the Level 2 result. The gender pay gap remains constant at 15 per cent for Level 4 but has fallen by more than 15 per cent at Level 5 – from 38.1 per cent in 2009 to 23.6 per cent in 2010 – although this really only returns it to levels seen back in 2007.

Whilst there are many factors at play that influence the gender pay gap in our industry, WIMnet believes that our efforts to publicise the extent of the problem over the last five years has helped play a role in reducing the gap. We regularly receive feedback from women in the industry who are surprised to learn of the gap, but are then encouraged to benchmark their salary and as a result are often able to negotiate improved remuneration arrangements. Employees also take information about the gender pay gap back to their companies, improving awareness of the issue amongst employers.

Alison Morley, Chair of WIMnet, is cautiously optimistic. 'Although in some cases the data is based on a small sample size, there does seem to be a trend that the gender pay gap between male and female professionals in the resources industry is decreasing. I believe that this is partially the result of some of the programs WIMnet has put in place – providing case studies, press releases and presentations,

negotiation training and role models – but more importantly is it an issue that's been taken up by both employees and employers.

' There is anecdotal evidence of women taking more responsibility for their own pay negotiations and asking their employers to undertake pay equity audits. Some employers have initiated internal pay equity audits and used the results of these to address instances of unconscious bias. Of course, there's some way to go to eliminate the gender pay gap entirely, but it's yet another, unexpected area – like safety, environmental performance and native title issues – where the resources industry has the potential to lead change for our whole society.'



Negotiation time

by Miriam Stanborough

The end of the year (or the start of the new year) is the time when many companies schedule annual staff performance reviews, and this will often be accompanied by an opportunity for negotiation of remuneration packages.

WIMnet has long recognised that advocacy around the gender pay gap needs to focus squarely on both supply and demand side factors. Not only must we convince employers of the existence of the gender pay gap and recommend measures to reduce it (by conducting internal pay equity audits annually and addressing cultural and structural gender biases in their remuneration policies), but we also need to encourage more women to take a proactive role in the salary negotiation process. Female employees are often considered as passive participants in the salary negotiation process – gratefully accepting any pay rise without negotiation, or even telling their employer that they are prepared to accept less pay for more flexible working conditions.

This needs to change – and with the aim of encouraging more women to become actively involved in the salary negotiation process this year, below are a series of tips and anecdotes for negotiating a pay rise.

Know your objectives and how you performed against them – review your objectives set at the last performance review and produce evidence to show how you achieved or surpassed these.

Tips for negotiating a pay rise

A quick search of the internet will reveal countless articles addressing this topic. Doing your own research is quite easy, but here is a summary of the main, common points.

Preparation

- ◆ *Understand your company's performance review and salary determination process* – not all companies are forthcoming and open about this, but some direct questions to your supervisor or the HR department should get you better information. If you still can't get the information you need, you have to start asking yourself why the process is unclear or secretive.
- ◆ *Understand your company's salary structure* – find out about job grades and their salary bands for your organisation.
- ◆ *Understand market rates* – recruitment websites, professional associations, newspaper and magazine articles are all sources of benchmark information for pay

rates.

- ◆ *Understand the economic climate and your company's performance* – not only does it reflect well on you if you demonstrate an understanding of the macro factors affecting your organisation, but when your employer is posting big profits in favourable economic times it is often easier to negotiate pay rises.
- ◆ *Know the value of your role* – rightly or wrongly, roles most closely aligned to the core business of your employer tend to be more highly valued and remunerated than peripheral or support roles. If you are unable to achieve satisfactory remuneration levels in your current role, consider asking about opportunities in 'core' roles.
- ◆ *Know the value of your skillset* – demonstrating that you bring additional skills above and beyond your role's basic requirements, and use them effectively for your employer's business can be a useful strategy when asking for a pay rise. It may also encourage your employer to consider promotions to roles with more responsibility and higher remuneration.
- ◆ *Know your objectives and how you performed against them* – review your objectives set at the last performance review and produce evidence to show how you achieved or surpassed these. It is often most useful to present these in writing to your supervisor; not only does it show them how seriously you take this process, but it gives them the evidence they may need to justify your pay rise to their boss. But keep it brief, numbers can be very powerful when presented well.
- ◆ *Practise the conversation you want to have* with someone trusted, and ask for their feedback.
- ◆ *Schedule a formal time for the conversation* – you will be taken more seriously if you book a meeting, you will have your supervisor's undivided attention, and be less likely to be interrupted by others.

Negotiation

- ◆ *Be professional at all times* – keep emotion out of it. You want to appear measured, confident, and calm.
- ◆ *Demonstrate an understanding of the constraints your supervisor may face when determining remuneration increases* (eg budgetary limitations)
- ◆ *Listen carefully to any feedback* – particularly about your performance. Many supervisors find it very difficult to give direct feedback to employees (despite this being a critically important part of the role), so they may cloak their real message in general terms. Seek clarification and ask direct questions if necessary. Indicate that you are open to honest feedback and don't get defensive.
- ◆ *Resist the temptation to fill the silence with words* – allow time for your supervisor to consider your request and ask you questions.
- ◆ *Don't feel pressured to accept an offer straight away* – you can always ask for time to consider the offer and propose a follow-up meeting a day or two later.

Ultimately, you need to find an approach that suits you and that you can be confident in using. But an approach that suits you doesn't have to be one that you are completely comfortable with – this year, why not push yourself out of your comfort zone a little and try a more proactive approach? The worst that can happen is that you get knocked back, and the more likely outcome is that you're pleasantly surprised at what you can achieve.

Tips from those who've succeeded:

Below are a series of anecdotes from women who have successfully negotiated pay rises in the mining industry. We would love to grow this list, so if you have a story to share, please email it to Miriam Stanborough (stanborough@internode.on.net). I will ensure anonymity.

'Firstly, my general advice to all women about negotiating their starting salary is to ALWAYS ask for more! Starting salary is so important as most organisations base salary increases as a per cent of salary, so if your starting salary is low then it is exacerbated over time. Women just do not ask enough. There is no guarantee you will get more, but often an employer will hold some back in case you do ask for more, so if you don't ask you will never know. An important part about asking is to make it easy for the employer to say yes. Give them a reason. It almost doesn't matter what the reason is. But be sure to have one, otherwise you can be perceived negatively.'

I was offered a promotion to Manager when I was overseas on secondment and they offered me a salary that was benchmarked to an Australian package, which meant it was well below where I would be compared to peers within the US. I did my research, firstly, by talking to people in similar roles and, without asking what they were paid, I asked them to give me an idea of the range of what I should be expecting in that role. Secondly, by doing benchmarking research using internet surveys and anything I could get my hands on. I then very nicely approached the offering manager and said that I was really excited about joining his team, but that I have been really surprised by the offer as it was not even in the ballpark of what I was expecting based on my research on the market. I also put a clear case about equity with local peers (as this was company policy for this location). I did not give an amount, but just made it clear I was expecting more. He came back with a new offer that was more than 20 per cent higher than the first offer.'

'Every performance review I've ever gone to before I've always said 'I don't care about money, I don't work here because it's the best salary'. This year I made a conscious decision not to say that. I knew generally what the range should be for the position I was being promoted into, and expected to be at the lower end of this range due to experience level.'

When negotiation began, the first value suggested by my boss was at the very lowest value of the range. I pointed out that we should be basing my salary on my chargeout rate, which equated to approximately \$15k higher. In other years I would have discussed it, been understanding about the budgetary pressures my boss was under and ended up accepting a

compromise, but this year I made myself shut up and just sit there. It was quite an awkward meeting, compared to previous performance reviews. Faced with a far less chatty interview than usual, my boss slowly justified my new increased salary to himself (and possibly his boss?). It was quite a passive method, but as a way of easing myself into salary negotiation, it was reasonably effective. I realised I could have an effect on what I earned, instead of just gratefully taking what I was given, and I think next time I will have the confidence to be slightly more assertive.'

'The closest I have come to negotiating a pay rise was when I was a manager during the second year of this role after I had returned from maternity leave. I really cared about this pay rise because I thought I had sacrificed a lot for it. The results from the area were average as measured by my objectives – eg I overspent my maintenance budget by 50 per cent. So I collected some data outside my objectives and examples of where my department was establishing systems and leading the way compared to the other departments. With this data I convinced my manager to rate higher than what he had in mind going into the performance review (he told me this at the end of the meeting).'

'I was in my late 20s working at an underground mine as a mining engineer. I soon found out through conversation that I was being paid significantly less than my male engineer counterpart. It started to annoy me and eat away at my confidence, especially as I had more experience. I was not sure how to approach the issue but I knew I had to as it was affecting me. I chose a milestone to raise the issue. I had just sat my first class mine manager's ticket exam and it was near our main office. I popped in after to say hello and mentioned I'd just done my exam. I then took a deep breath and said 'so now can I please have a twenty grand pay rise'. I got it. I didn't need to mention my counterpart, they knew the benchmarks.'

Advice: know your worth and chose a good time to ask for the right amount. You don't need to mention that you know about inequity. They already know.'

'I've found that since I've been a part of the women in mining network, I don't have a pay gap and have landed at the higher end of the pay scale of our department. I know this because my boss told me. I've been asked to give talks about my experience and hurdles for women in the industry to internal and external forums, and after hearing me talk at work, my bosses were prompted to go and ask some questions and do some checking.'

Advice: If you get involved in networks, you are more aware of the issues and what can be done. By constructively talking and prompting your company to take a look you can help both yourself and your work colleagues.'

WIMnet committee and contacts

[Alison Morley](#) (Chair)
[Kirsty Liddicoat](#)
 (Vice Chair)

[Alison Tibbett](#)
[Alex Atkins](#)
[Suzie Blom](#)
[Sue Border](#)
[Fran Burgess](#)
[Sandra Close](#)
[Cathy Cruikshank](#)
[Jacqueline Mascini](#)

[Nicola Farrell](#)
[Donna Frater](#)
[Alison Keogh](#)
[Miriam Stanborough](#)
[Melanie McCarthy](#)
[Kath McGuckin](#)
[Sarah Misev](#)
[Claire Nolan](#)
[Sabina Shugg](#)
[Kate Sommerville](#)
[Ann Winchester](#)

Secretariat and AusIMM Contact
 The AusIMM—The Minerals
 Institute
 Phone: 03 9658 6100
 Fax: 03 9662 3662

Donna Edwards (Secretariat)
 Coordinator, Member Services
dedwards@ausimm.com.au

The Bulletin

The AusIMM Bulletin – call for contributions



The editorial team endeavours to source articles for *The Bulletin* from AusIMM members where possible. Members are encouraged to submit an article synopsis for any of the future features of *The Bulletin* for consideration.

Articles in *The Bulletin* should be 700-2800 words in length.

Authors should email editor@ausimm.com.au with an article synopsis of between two to five sentences giving an outline of the article proposed, highlighting the feature the article is intended for.

The editorial team will follow this up directly with the author.

For all other queries, please email us at editor@ausimm.com.au

April 2012 (editorial deadline 17 Feb 2012)

- ◆ Regional Feature: NSW
- ◆ Mine Site Automation
- ◆ Coal Seam Gas
- ◆ Women in Mining
- ◆ Iron Ore

June 2012 (editorial deadline 20 April 2012)

- ◆ Regional Feature: Western Australia
- ◆ International Focus: Indonesia
- ◆ Mining Geology
- ◆ Uranium
- ◆ Environment and Land Management

Contribute

If you have any feedback, would like to make a suggestion or contribute to *WIMnet News*, with an article or comment piece, please email Donna Edwards, via:

dedwards@ausimm.com.au

Alternatively, please contact one of our WIMnet Committee members for further assistance.

Production Schedule	Editorial Deadline
Volume 1, 2012	5 March
Volume 2, 2012	16 July
Volume 3, 2012	5 November

Social Media

Connect with The AusIMM on social media



The AusIMM is not responsible as a body for the facts and opinions advanced in this publication.