

Achieving our GOALS

Last year at Pasmenco Metals - Sulphide (PM-S) we set ourselves new goals to stabilise and optimise our operations at 90,000 tonnes of zinc while we developed a detailed plan to enhance site profitability.

The plan had five parts which included:

- Changes to the organisational structure by separating engineering and maintenance functions from production and reducing the amount of in-house project and design work.
- Improving first pass recovery by evaluating all recycle streams and seeking opportunities to eliminate them.
- Redesigning work to achieve substantial productivity improvements.
- Introducing a maintenance management system which focuses on preventative maintenance and eliminating repetitive repairs.
- Reducing the cost and consumption of energy.

Implementation of each of these parts is underway and the whole plan is expected take almost two more years.

By June 1998 PM-S will be quite a different organisation to now.

There will be just 300 of us doing work in a completely different way. Everybody will be involved in the running of our business and everybody will be accountable for it. PM-S will be a prosperous organisation with each of us producing more than 300 tonnes of metal per year. Our cost to produce a tonne of metal will be reduced by 20 percent. We will have risk free work practices and our environmental performance will be first class.

We aim to have improved ten times.

The starting point for this change is the Vision and Values workshops. At these workshops, run by our own facilitators, everybody has an opportunity to discuss Performance, Quality and Respect and what that means for us. It is also an opportunity to set some personal goals and to raise some site issues.

Many people have already taken this opportunity to become involved and there has been universal consensus of the usefulness of these sessions. By the end of the workshops already held many people have discovered they can make a difference by having a positive outlook.

With everyone involved our goals don't seem so difficult to achieve.

Geoff Orrock
General Manager

EDITOR'S DESK

The next few months are going to be very important for our plant with two multi-faceted programmes coming to a conclusion, the results which will dramatically affect our future.

The first of these programmes is the complete set of draft strategies which have to be submitted to the Minister for Planning and Urban Development, Mr Knowles by the end of November. A large number of our employees have been working with National Environmental Consulting Services and technical specialists and hundreds of hours of work have gone into preparing drafts for:

- erosion and sediment control
- health risk assessment
- landscape master plan
- lead emissions
- noise
- socio-economic buffer zone study
- stormwater drainage
- sulphur dioxide emissions

The drafts are eagerly awaited by management as they will be setting guidelines, providing options and giving us a pathway to the future. Each draft will focus on its specific issue but also will provide an integrated blueprint when put together.

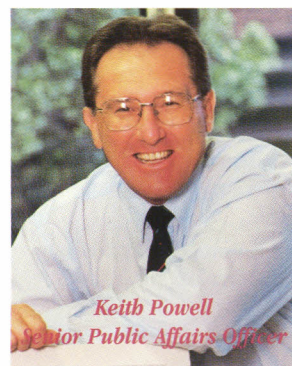
A communication strategy is currently being developed to inform the community on the outcomes of the strategies. There's a busy few months ahead with final comment from Mr Knowles not expected until early 1997.

The second programme has been the five month Vision and Values process where all participants are to be congratulated for their input and for the ideas that are flowing from the workshops. Results are evident by improvements being made around the plant and on the internal customer/supplier front.

Vision and Values has been driven by our own workforce and the facilitators have given a lot of energy and time to make the workshops enjoyable but at the same time thought provoking and results orientated.

The facilitating "team" is owed a vote of thanks but personally I think we all deserve a pat on the back. Most of us didn't know what we were going into but there's little doubt we are more aware of what we can do for the plant and especially our own workmates.

On a last note, the television campaign aimed at improving our profile finished in early September. We are now undertaking some research as to community attitudes about Pasmenco and will report on results in the next issue of *The Sulphider*.



Keith Powell
Senior Public Affairs Officer