
PATHWAY TO MINING
BOOKLET

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INTRODUCTION

The following information outlines some of the pathways for people without experience (greenies) to obtain employment in the mines.

The booklet is written by Richard Musgrave, our current machinery trainer/assessor, who has recently retired from the mining industry after over 30 years. He has worked for Gemco, Rio Tinto, Glencore, South32 and more.

His passion for helping people embark on a journey into the civil and mining sector shows through in his care and depth of training at our practical training site.

Through his recommendations we have created a **mining "starter" package** (below) that covers the entry level machines. These machines are the easiest and safest machines to operate, and the most likely machines where you will be hired as a 'greenie'.

Pathways

A mine consists of two parts: the mine and the camp. The camp is where the miners sleep, eat and relax between shifts at the mine.

Starting with the mine

The mining industry goes through many cycles; seasonal, trading, recessions and booms etc. Your chances of getting a job directly with the mine or through a labour hire company changes constantly due to these reasons. It is important to understand that persistence is the key…..Keep trying! During Covid, if you had a ticket and a heartbeat, you had a job.

Starting with the Camp

A back-door way to get into the mines is by getting a job in the camp. Food, drinks, house-keeping, bus driving etc. are all tasks needing to be completed in the camp.

If you have your machinery tickets, have a great work ethic and the miners think you will be good on their team, you have a chance of being 'poached' by the mine. Enjoy the rest of this booklet and all the best with starting your career in mining!

Mining Starter Package (https://cairnstruckschool.com/Package/Mining-Starter-Package)





HR LICENCE

Not needed to drive Heavy Rigid Dump Truck but needed for all ancillary equipment in the mine – highly recommended.

- Drive a truck or bus (including a prime mover or a mobile crane) over 8.0t GVM with 3 or more axles.
- You may drive an articulated bus (a bus that can bend in the middle).
- You may also tow a trailer with maximum weight of 9t GVM.

ELIGIBILITY

- Hold your car licence for a period of 24 months (min. 2 years' Green Plates) before upgrading to HR licence.
- Complete the Heavy Vehicle theory test with Qld Transport, which can be done on the day of your practical driving test.

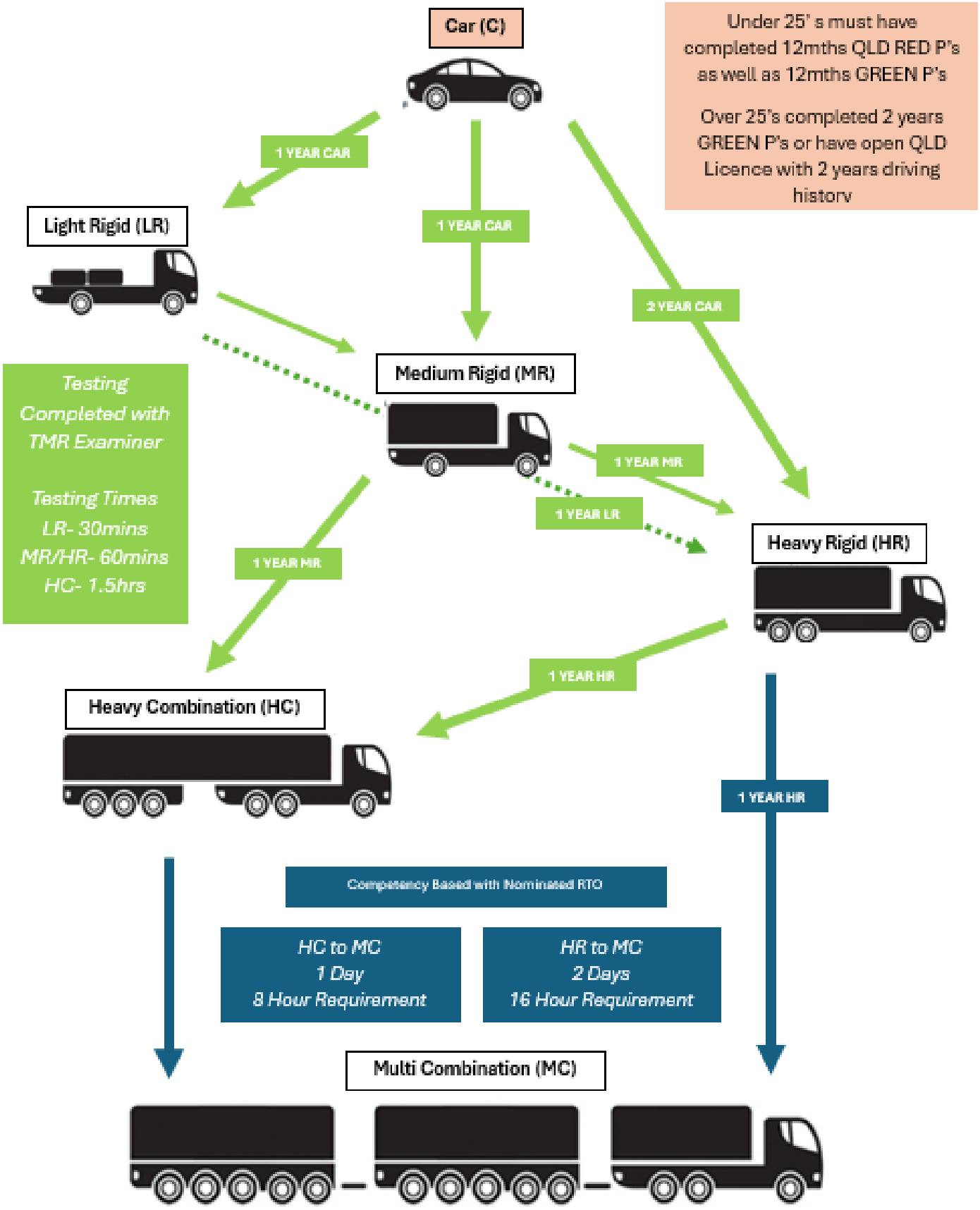
TYPES OF HR LICENCES

- Heavy Rigid Open – Condition A (HRA):
  Automatic gearboxes only.

- **Heavy Rigid Open – Condition B (HRB):**
  Synchromesh (single clutch, like in a manual car) and automatic gearboxes only.

- Heavy Rigid Unrestricted:

Any Heavy Rigid Truck with automatic, synchromesh and non-synchromesh gearboxes (road ranger or crashbox).


Car (C)
Under 25' s must have completed 12mths QLD RED P's as well as 12mths GREEN P's
Over 25's completed 2 years GREEN P's or have open QLD Licence with 2 years driving history
1 YEAR CAR
1 YEAR CAR
2 YEAR CAR
Light Rigid (LR)
Medium Rigid (MR)
Testing Completed with TMR Examiner
Testing Times
LR- 30mins
MR/HR- 60mins
HC- 1.5hrs
1 YEAR MR
1 YEAR LR
1 YEAR MR
Heavy Rigid (HR)
1 YEAR HR
Heavy Combination (HC)
1 YEAR HR
Competency Based with Nominated RTO
HC to MC
1 Day
8 Hour Requirement
HR to MC
2 Days
16 Hour Requirement
Multi Combination (MC)

BULK WATER TRUCK - description

One of the first machines you are most likely to progress to in the mining section.

The progression to the bulk water cart is common in most mines as the truck is like the Rigid Dump Truck. Being site-specific, it will more than likely be a VOC to progress to this machine.

The RIIMPO206E (formerly D) Conduct Bulk Water Truck Operations is a nationally accredited unit (RII training package) teaching skills to safely operate large water carts in mining, construction, and civil industries. Training covers pre-operational checks, loading/unloading, dust suppression, and hazard management for rigid or articulated vehicles.

Key Aspects of the Training Course:

- **Industry Application:** Essential for mining (coal/metalliferous) and civil construction sectors.
- **Core Competencies:** Participants learn to plan, set up, and execute water spraying (dust suppression) and transport, including managing the water surge.
- **Safety & Compliance:** Focuses on hazard identification, site safety, and legal requirements.
- **Vehicle Maintenance:** Includes daily maintenance, refuelling, and cleaning of the water truck.

Assessment: Requires completion of both written/oral tests and practical, hands-on operation of the machinery.

BULK WATER TRUCK – Course Info

Prerequisites and Requirements

- **Age/Licensing:** Generally, participants must be at least 18 years old and hold a relevant driver's licence (e.g., Heavy Rigid or above).
- **Skills:** Basic literacy and numeracy (LLN) are required.

Duration: Typically, 1 day, depending on experience, offered by various RTOs, TPA Australia, and training centres



MOXY – ARTICULATED HAUL TRUCK - Description

Most mines have Moxy water carts and service trucks, and a Moxy ticket will cover both.

The **RIIMPO337E (or 337D) Conduct Articulated Haul Truck Operations** unit is the nationally recognised training standard for operating "Moxy" style dump trucks in Australia. This two-day course covers safe loading, driving, and dumping techniques, focusing on stability and handling construction and mining sites.

Key Aspects of RII Articulated Dump Truck Training:

- **Course Content:** Covers pre-operational checks, manoeuvring on uneven terrain, loading techniques, tipping safely, and shutting down/refuelling.
- **Safety Focus:** Emphasises managing load stability, handling inclines/declines, and recognising site hazards.
- **Certification:** Provides a Statement of Attainment upon completion, often required for work in civil construction and mining sectors.
- **Requirements:** Typically requires a minimum age (e.g., 17 or 18+), valid ID, and a Unique Student Identifier (USI).

Application: Graduates are qualified to operate articulated dump trucks (Moxys) to move materials like rocks and dirt.

MOXY – ARTICULATED HAUL TRUCK – Course info

To obtain a RII (Resources and Infrastructure Industry) dump truck ticket in Australia, typically **RIIMPO338E (Rigid)** or **RIIMPO337E (Articulated)**, the following prerequisites are required:

Core Prerequisites & Requirements

- **Age:** Minimum 16–18 years of age (18 is often required for industry employment).
- **Licence:** A valid C-Class (standard driver's) licence is usually required.
- **Literacy/Numeracy:** Basic English language, literacy, and numeracy skills (LLN).
- **Identification:** Two forms of photo identification.
- **USI:** A valid Unique Student Identifier (USI) number.
- **Physical Fitness:** Ability to perform manual handling, such as climbing in/out of the cabin.
- **White Card:** A construction white card (CPCWHS1001) is often required for site access.



LOADER - Description

The Loader will be in the progression of mining machines that you progress to, most likely in a non-productive area.

The **RII** (Resources and Infrastructure Industry) training package for front-end loader operations in mining is designed to provide the skills required for safe and effective material handling, such as loading coal, ore, and waste in mining or quarrying environments. The primary unit for this, especially when applied to mining, is often **RIIMPO321F (Conduct civil construction wheeled front end loader operations)** or the more specific **RIIMPO304E (Conduct wheel loader operations)**.

Key RII Competencies for Mining

- **Planning and Preparation:** Interpreting documentation, identifying site hazards, and selecting appropriate personal protective equipment (PPE).
- **Operational Checks:** Performing pre-start and post-operational checks, including oil/fluid levels and safety systems.
- **Machine Operation:** Manoeuvring the loader, using articulated steering, lifting, carrying, and dumping materials.
- **Mining-Specific Tasks:** Working with dump trucks, stockpile management, and using, removing, and fitting attachments (like buckets or forks).
- **Safety & Compliance:** Following site-specific safety protocols, managing risks, and using communication signals.

LOADER – Course info

Training and Certification Details

- **Course Code: RIIMPO321F** (Wheeled) or **RIIMPO322D/E** (Tracked).
- **Target Audience:** Newcomers and experienced operators (experienced operators can often do a one-day assessment).
- **Assessment Method:** Written knowledge-based questionnaires and a practical, hands-on assessment on a real machine.
- **Optional Add-ons:** Many trainers offer a "Mining Spec Add-on" (RIIMPO304E) to the standard civil course for specific mining applications.
- **Validity:** The training results in a nationally recognised Statement of Attainment valid for employment across Australia.

Typical Course Structure

1. **Theory:** Safety procedures, legislation, and risk assessment.
2. **Practical:** Pre-start checks, loading, driving, and shutting down.
3. **Assessment:** Final competency demonstration.

Common Machine Types
Training often covers standard industrial loaders (like CAT 966H or Volvo L120) but for mining-specific training, learners may operate larger, heavy-duty machinery.



SKID STEER – Description & Course info

Skid steers are mainly used to clean up around production plants, often in confined spaces, sumps or near conveyors.

The RII30820 Certificate III in Civil Construction (or specialised units like RIIMPO318F) provides nationally accredited training to safely operate a skid steer loader (Bobcat) in Australia. Courses cover planning, operating, attachment use, and maintenance, typically lasting 1-3 days for new or experienced operators, with options for VOC (Verification of Competency).

Key Information on RII Skid Steer Training (RIIMPO318F):

- **Course Content:** Covers planning, hazard management, manoeuvring, loading/unloading materials, and attaching implements.
- **Duration & Cost:** Generally, 1 day for experienced operators (VOC) or up to 3 days for beginners. Costs often range around $350–$595+ per person.
- **Requirements:** Minimum age (often 17), proficiency in English, photo ID, and appropriate PPE (steel-capped boots, high-vis).
- **Outcomes:** Nationally recognised Statement of Attainment for RIIMPO318F (Conduct civil construction skid steer loader operations).

Applications: Essential for construction, civil engineering, and landscaping roles requiring material handling.



Mining isn't just about driving big or small machines on a mine site.

These are some of the things that you need to consider.

ATTITUDE

If you have a good attitude and show that you are keen to learn you will more than likely progress faster.

Being able to take instructions and follow procedures and policies is seen as favourable to the operator.

SKILLS

Acquiring skills for a mine position, again, isn't about how skilful you are, but how you interpret what needs to be done and use the skills you have acquired.

Little things while you are learning to ***drive*** the machine (operating will come later) are important.
When training, things you could consider are:

- Where you park the machine
- New operator
- Service Truck Accessibility
- Accessibility to be able to be towed if it won't restart.
- Asking questions relating to the machine.

These are just some of the many things that need to be considered when training, and to start thinking like an operator.

HAVE A PLAN

Having a clear plan and setting financial or career goals for a specific number of years can make the sacrifices of mining worthwhile. Mining can be an excellent way to build a strong financial future when approached with the right mindset.

However, it's easy to get comfortable with the money and lose sight of your original goals. The key is to have a plan, make the most of the opportunities and know when it's time to move on. Use mining to build your future, not become *trapped by the money*.

BEING AWAY FROM HOME

Being there for family and friends during important occasions is something to seriously consider before starting a mining career.

You may miss Christmas, birthdays, weddings, christenings and many other special moments. FIFO rosters can mean being away from home during times that matter most.

Mining can offer great financial opportunities, but it's important to consider what you may be giving up along the way.

Fly in days can be hard on a relationship, especially if you have kids. The miner is usually very tired from working 12 hour days, especially if coming off night shift and the partner is tired from looking after the kids as well. Having a plan to manage this change over is very important. For example, having family (parents or grandparents) who can take the kids for half a day can make a big difference.

MINING ISN'T FOR EVERYONE

The entry-level machinery courses suggested in this document are designed to improve your skills and increase your chances of securing a position in the mining industry.

Mining work can involve long hours, with shifts commonly lasting around 12.5 hours. It is physically and mentally demanding and isn't suited to everyone, so it's important to understand the lifestyle and commitments before entering the industry.

ACCOMMODATION, FOOD & FACILITIES

These are all part of the mine site, some are better than others.

Most mines will have a variety of accommodation to suit the needs of families and singles whether they live in the mine township or are FIFO (Fly In, Fly Out). Depending on the mine, the FIFO roster varies from 4/2, 2/2 and 1/1, meaning time in weeks on versus time off. There are also many varieties of rosters, but these are common in most mines. Family/work balance is essential to a successful mine career.

Your food and accommodation would be part of your FIFO package, and living on site in a township would have discounted (good family) accommodation.

Most mines have sports clubs that are run by volunteers. Coastal mines will have fishing clubs, and golf clubs are common in the bigger township mines, and some are isolated but still offer indoor sports. Most have great facilities including Gyms.

LIVING IN A MINE TOWNSHIP

Living in a mine township can be a great opportunity for young families. Many mining communities are in remote parts of Australia, offering the chance to experience places and lifestyles you may never otherwise discover.

Most established mine townships provide schools and childcare facilities, often with qualified childcare staff. This can make life easier for working parents, allowing both adults to pursue employment without the added pressure of organising school and daycare arrangements.

Many townships also have regular parent groups and community activities, providing opportunities to meet other families, make friends and stay socially connected.
For young families, remote mining communities can offer a rewarding lifestyle, strong community connections and the opportunity to build a solid financial future.



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