

# **CS Energy**

# Planning and Strategy Day Maintenance Department

August 2024 – Start 8:00am

### Introduction

In an Emergency Acknowledgement of traditional owners Acknowledgement of mental health

**Getting the discussion started** 

- How are you out of 10, and why?
- Biggest win in the last 4 months?
- Biggest goal for next 4 months?

Safety Share Values Share



Session 1

### Session 2

- 8.00: Introduction & welcome AG
- 8.15: Check in AG
- 8.30: **Review** of IAP Process MH
- 09.30: **Planning** of IAP Process All

- 10.30: Team building Jenga
- 10.45: **Review** of Actions from last session, including way forward
- 11.30: Guest Speaker TBA

### 10.00: Break

12.00: Lunch

Session 3

- 12.30: **Update** from Superintendents on relevant issues relevant to Maintenance Department All
- 13.00: **Review** of Maintenance Budget Spreadsheet All
- 13.30: **Discussion** of new Mechanical Position All
- 14.00: **Setting** goals and actions, between now and next workshop All
- 14.45: Workshop Wrap up AG

### 15.00: Workshop Close



### **Review of IAP Process**

### **Our Actions from the last workshop!**



### **Planning of IAP Process**

### See Spreadsheet for review and planning moving forward

Objective	Supervisor Metric	Team Metric	Mtce
Safety			
Leadership in Process Safety-Execution against the agreed plan	Statuatory w/o's completed to target.	Statutory compliance	
	SCE 20% reduction from FY23 EOY # (tracked in backlog)	Schedule compliance	20%
	0 Overdue ORA's	0 Overdue Actions	
100% compliance with KPI's for safety interactions and critical control verifications	Site Leaders complete 1CCV and 4 SI's per month. ( or more CCV's to still total 5)	Leading Hands to be invovled in CCVs and SIs	
Leadership			
Meet timeframes for incident investigations and challenge forums )ie: completion of 5 why's in time for Thursday meeting + completion of significant incident investigations, challenge packs and challenge sessions within 28 Days)	No overdue safety lag indicators (actions and incident investigations)	2 x 2 completed per task Hand written JSA development SWI development High risk work to be double checked prior to commencement	20%
Management			
Plant Operations - Develop leadership capability through coaching and mentoring	All employees have a Development plan in success factors	LMS/Training compliance 100%	10%
Complete coaching for leading hands	CCV and safety interactions to include minimum of one pre-start coaching conversation per month	Leading Hand engagement in the development process	
Commercial			
Budget Adherance - Opex spend prioritised and delivered to budget	Budget adherance of +0 - 5%	Return of unused parts and tooling to the stores	20%
Capex spend supported to deliver to budget	Budget adherance of +0 - 5%		
Developing People			
People Engagement – Improve Callide Site Engagement	All Callide Plant Ops personnel have 2 Engagement action plans	CEDs progression	10%
	Supervisor to attend other pre-starts, and to do group/targeted CCVs and SI once per month (working across boundaries)	Apprentice moentoring program	10%
Working across boundaries			
Interdepartmental supervision knowledge share	Monthly Maintenance Department state of the nation update to the department, including service recognition/effort and cultural survey feedback	Attendance at state of the nation meetings Assist other teams as required	20%
Engagement survery actions			

### **Team Building**



It's easy at first, but as more blocks get pulled, the tower starts to get unsteady. Players will be on the edge of their seats just trying to keep the tower from tumbling.

The Classic Jenga game is quick to set up, and can be played just about anytime, almost anywhere. It's a great game for parties, family game night, and the rules are simple enough for the whole family to play.



# Action Updates



ACTIONS	Updates
1. Have a monthly budget review (with finance team)	N – ongoing
2. Plan for team need and team development	I – ongoing
3. Demonstrate (measure) the evidence of success	Elec survey Engineer
4. Understand the Engineering workload (DM). Understand job role (BH)	N – ongoing
5. Plan a trip for July and have an industry tour	N – time
6. Trent to support Leigh AM	Y – Ish LA supported
7.Identify how to manage the change of a new Department manager	Y

8. Onboard the new manager

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Y – Expert

# Action Updates



ACTIONS	Updates
9. Power BI familiarization	Υ
10. Map out prestart boards and information	Y – Choco – Good Reviews
11. Conduct a backlog report training with help of supervisors (CS & TA)	Y & N - Ongoing
12. Review PO-P2 process including ORA's understanding	Y – Added to IAP
13. Understand resource and business priorities	Y - MH

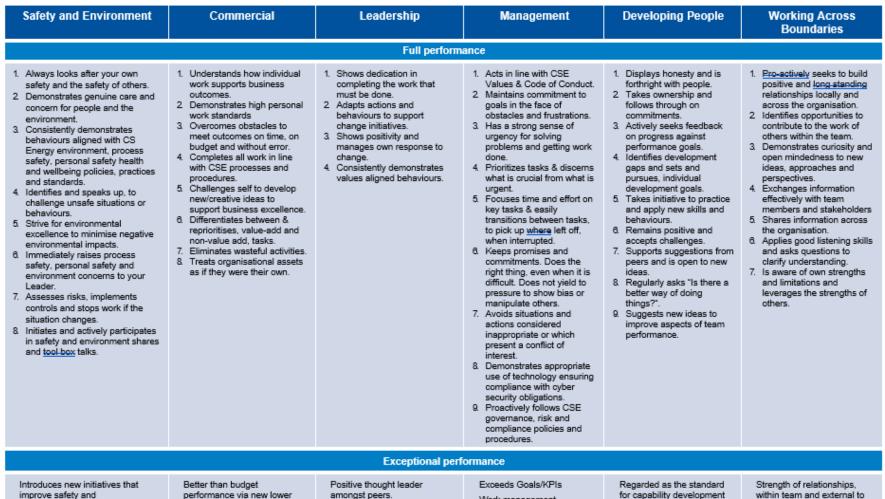


### **Superintendent Update**

#### Performance Standard – Professional Contributor/Team Member/Technical Specialist

Delivering the product, service, technical solution

Planning Time Horizon: Daily, Weekly, Monthly





CS Energy role model for safety and environmental values.

environmental results.

performance via new lower cost, higher value <u>add</u> products/services/solutions.

get Positive thought leader a new lower amongst peers. ue <u>add</u> Known for helping others adapt and improve. Exceeds Goals/KPIs Work management practises superior to others.

Regarded as the standard for capability development for the team. Sought out by team and others for support and

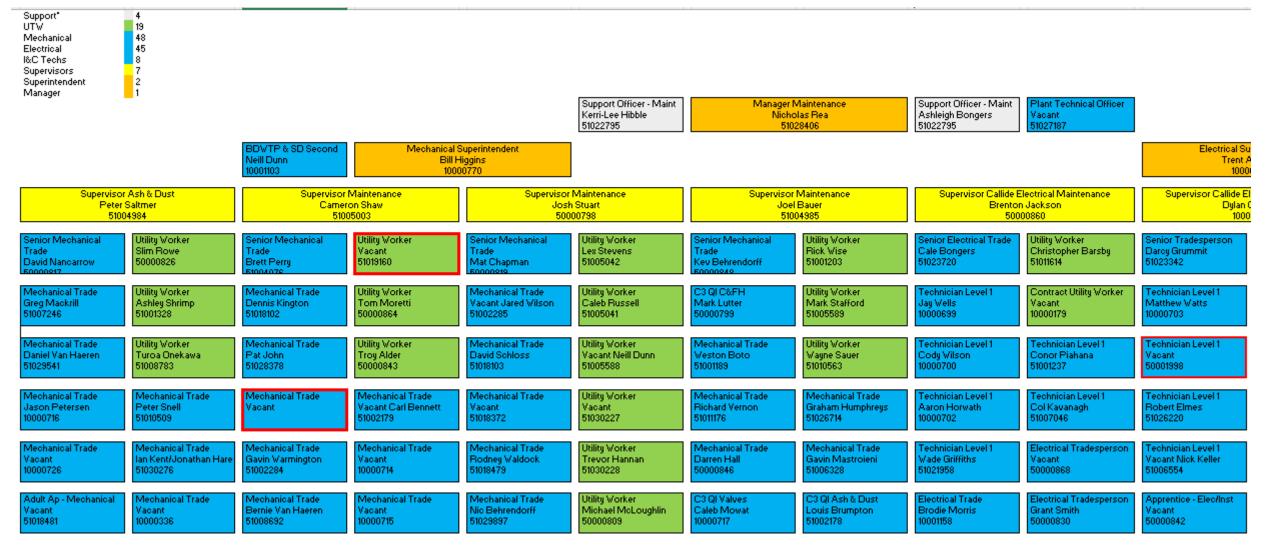
advice.

within team and external to team allows problems to be overcome and better than expected results to be delivered.



### **Review of Maintenance Budget**

### See Spreadsheet for review and planning moving forward



### **Goals prior to next workshop**

- 1. Quality Notifications
- 2. Maintenance Manager Retention
- 3. Backlog reduction
- Support Process Safety Schedule Compliance and Training about Functional Safety (the why)
- 5. Review LMS for your role
- 6. Meet with TL and JC
- 7. Have a common goal with planning
- 8. Involve trades in planning FB and SVM explain what helps us a good planner
- 9. Let Sonya know what are the issues
- 10. Do a HL,LL's and opportunities on the schedule each week
- 11. Consider PI access for trade teams.



### Workshop Close Out







# **CS Energy**

# Planning and Strategy Day Maintenance Department

August 24 – Start 8:00am