

FORM 6-K

SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

Report of Foreign Private Issuer

Pursuant to Rule 13a-16 or 15d-16
of the Securities Exchange Act of 1934

February 12, 2004

JAMES HARDIE INDUSTRIES N.V.

(Exact name of Registrant as specified in its charter)

4th Level, Atrium, unit 04-07
Strawinskylaan 3077
1077 ZX Amsterdam, The Netherlands
(Address of principal executive offices)

Indicate by check mark whether the registrant files or will file annual reports under cover
Form 20-F or Form 40-F.

Form 20-F..X.... Form 40-F.....

Indicate by check mark if the registrant is submitting the Form 6-K in paper as permitted
by Regulation S-T Rule 101(b)(1): Not Applicable

Indicate by check mark if the registrant is submitting the Form 6-K in paper as permitted
by Regulation S-T Rule 101(b)(7): Not Applicable

Indicate by check mark whether by furnishing the information contained in this Form, the
registrant is also thereby furnishing the information to the Commission pursuant to Rule
12g3-2(b) under the Securities Exchange Act of 1934.

Yes No ..X...

(If "Yes" is marked, indicate below the file number assigned to the registrant in
connection with Rule 12g3-2(b): Not Applicable

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Safe Harbor Statement

The exhibits attached to this Form 6-K contain forward-looking statements. Words such as “believe,” “anticipate,” “plan,” “expect,” “intend,” “target,” “estimate,” “project,” “predict,” “forecast,” “guideline,” “should,” “aim” and similar expressions are intended to identify forward-looking statements but are not the exclusive means of identifying such statements. Forward-looking statements involve inherent risks and uncertainties. We caution you that a number of important factors could cause actual results to differ materially from the plans, objectives, expectations, estimates and intentions expressed in such forward-looking statements. These factors, which are further discussed in our reports submitted to the Securities and Exchange Commission on Forms 20-F and 6-K and in our other filings, include but are not limited to: competition and product pricing in the markets in which we operate; general economic and market conditions; compliance with, and possible changes in, environmental and health and safety laws; dependence on cyclical construction markets; the supply and cost of raw materials; our reliance on a small number of product distributors; the consequences of product failures or defects; exposure to environmental or other legal proceedings; and risks of conducting business internationally. We caution you that the foregoing list of factors is not exclusive and that other risks and uncertainties may cause actual results to differ materially from those contained in forward-looking statements. Forward-looking statements speak only as of the date they are made.

EXHIBIT INDEX

Exhibit No.	Description
99.1	James Hardie names its new Chief Financial Officer – Lodged with ASX on February 11, 2004
99.2	Company Secretary Changes – Lodged with ASX on February 11, 2004

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

Date February 12, 2004

James Hardie Industries N.V.

By: /s/ Folkert Zwinkels

Folkert Zwinkels
Managing Director

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99.2	Company Secretary Changes – Lodged with ASX on February 11, 2004

Analyst and Media enquiries, please contact
Greg Baxter on Tel: 61 2 8274 5377 Mob: 0419
461 368 or Steve Ashe on Tel: 61 2 8274 5246
Mob: 0408 164 011

11 February 2004

**James Hardie names its new
Chief Financial Officer**

James Hardie announced today that Mr Peter Shafron will take over the role of Chief Financial Officer for the company at the end of May 2004, when the current CFO, Mr Phillip Morley, will retire.

Mr Shafron (42), James Hardie's Senior Vice President Finance and Legal, joined the company in 1993 and has previously been James Hardie's Senior Company Solicitor and General Counsel. Before working for James Hardie, Mr Shafron was an associate with the Australian law firm, Allen Allen & Hemsley. He recently completed an MBA at Pepperdine University, USA, and is based in California.

James Hardie's CEO, Mr Peter Macdonald, said that Mr Shafron brought valuable skills and experience to his new role: "Peter has substantial experience in complex international legal, tax, finance and business environments and has been a key member of my management team for the past five years," he said.

"In his current and previous roles, he has been involved in all of the company's major business developments over the past 10 years, including acquisitions, divestments, our corporate restructuring and a range of other complex matters.

"He has also been directly responsible for a range of corporate governance and compliance initiatives and for the successful implementation of James Hardie's multi-national corporate and business structures."

Mr Macdonald also paid tribute to Mr Phillip Morley, who joined James Hardie as Chief Accountant in 1984, and worked in a variety of roles before he was appointed CFO in 1997. "Phil played a key role in the creation of our new corporate structure in 2001 and has been involved in all of our major corporate developments for many years.

"He also helped successfully resolve a number of legacy issues and, under his direction, the company became financially strong, with a range of robust financial and risk management systems," Macdonald said.

End.

Media/Analysts Enquiries:

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Or

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Disclaimer

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Media Release: James Hardie names its new Chief Financial Officer

11 February 2004

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Australian Stock Exchange
Exchange Centre
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Sydney NSW 2000

James Hardie Industries N.V.
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Incorporated in The Netherlands
The liability of members is limited

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1077 ZX Amsterdam,
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Dear Sir

ASX Listing Rule 3.16.1 Company Secretary — changes

Mr Pim Vlot has been appointed a Company Secretary effective from 11 February 2004 and will be based in The Netherlands.

Mr Norm Gritsch has been appointed a Company Secretary effective from 11 February 2004 and will be based in USA.

Mr Peter Shafron has ceased to be a Company Secretary effective from 11 February 2004.

Yours faithfully

/s/ Peter Shafron

Peter Shafron
SVP Finance & Legal