REPORT

2018 Registered Managers Forum
Introduction

The fourth annual Registered Managers Forum was held on 17 August 2018. This is a key event for the Department of Mines, Industry Regulation and Safety (DMIRS) to network with resources industry management, channel information, and hear the point of view of decision-makers in industry.

Nearly a hundred managers, including registered managers, quarry managers, underground managers and alternatives attended the forum.

The main theme of the forum was competency and training for the Western Australian mining sector.

Forum format

The forum was divided into two sessions – information giving and a workshop.

Information giving

The forum opened with a welcome from facilitator, Andrew Chaplyn, State mining engineer.

Mines and Petroleum Minister, William (Bill) Johnston and Acting Deputy Director General, Ian Munns provided an overview of safety, including the government and Department's commitments. Following their speeches, there was a question and answer (Q&A) session facilitated by Inspector of Mines Amy Douglas-Martens with panel members Minister Johnston, Mr Munns and Mr Chaplyn.

After the Q&A, Mr Chaplyn spoke about the Department’s Towards 2020 commitments and the new WHS Act, participants were also asked to contribute their thoughts to the question “why aren’t we improving”.

Prior to lunch there were updates on health and hygiene management plans and the Safety Regulation System (SRS) from Craig Little, Team Leader Inspector of Mines.

General Manager Investigations, Colin Boothroyd, finished the morning’s presentations with an update on investigation services.

After lunch, Regional Inspector, Martin Ralph and Team Leader Inspector of Mines, Waeel Ilahi conducted a workshop on competency and training for the Western Australian mining sector.

The forum concluded with an update on the Mines Safety Roadshow from Ms Douglas-Martens and closing remarks from Mr Chaplyn.
Workshop

Participants were asked to provide feedback through a live polling system. The live polling components captured participants’ views on competency and training.

The discussion points referred to:

Which sector of the mining industry best describes the activities of your mining operation?

![Bar chart showing the distribution of responses.]

How common is the MDCI package applied in your mining operation?

![Bar chart showing the distribution of responses.]

Note: MDCI is the acronym for mining, drilling and civil infrastructure
How are you currently assessing the competence of drilling workers engaged on your mining operations?

- 10% we don’t have drillers
- 40% we use contracts and/or their responsibility
- 14% we have our own in-house assessment methodology
- 4% we use the national units of competence
- 5% I’m unsure

What is the highest level of competency held by your ventilation personnel for your mining operation?

- 27% Surface Ventilation Technician
- 13% Surface Ventilation Officer
- 12% Bachelor’s Degree (Non-mining)
- 6% Underground Ventilation Officer (ex. pgr fig 4.6)
- 11% None of the above
- 5% I’m unsure

What is the highest level of competency held by your workplace safety personnel for your mining operation?

- 25% Bachelor’s Degree
- 14% Certificate IV in WHS
- 13% Diploma in WHS
- 11% Advanced Diploma in WHS
- 10% Higher Level Apprenticeship Qualification (ex. the etc)
- 6% I’m unsure
Event survey responses
The majority of attendees at the forum believed it was a good opportunity to network with DMIRS staff and industry. Overall, 34% attended a previous Registered Managers Forum and 96% would probably participate in 2019.

The participants were primarily registered managers of mine sites.

Conclusions
The forum continues to be an effective way to engage with industry. The event provided a rare opportunity for managers to come together to network and discuss safety issues of common concern.

Recommendations
Registered Managers want non-official lines of communication with DMIRS, achieved through:

- Roadshows and events
- Toolbox discussions
- Safety videos
- Webinars
- Workshops on site
- Site leadership teams
- Face-to-face meetings
- Registered Manager training
- Forums
- Engagement with site management at site visits.
Appendix 1  Presentation slides

1. Setting the scene
   Andrew Chaalyn
   State mining engineer

2. Towards 2020 – goals
   - Work-learning regulation
   - Smarter systems
   - Well-informed industry

3. Towards 2020 – our commitments
   - Our commitments:
     - Mining sector

4. The (new) WHS Act
   - A single Act for WHS
   - Current laws

5. The (new) WHS Act
   - The Ministerial Advisory Panel (MAP) has completed its review of the Model WHS Act, and provided its recommendations to Minister.
   - The next stage of the process will be a two-month public consultation period, which was recently announced by the Minister.
   - The Department is running a series of information sessions to support the call for public comment.

6. The (new) WHS Act: Highly recommended

7. The (new) WHS Act and Regulations
   - A single Act for WHS - proposed structure

8. A typical week for the regulator
   - Tasks and responsibilities of the regulator
Safety regulator expectations of industry

To work with industry to reduce serious accidents and incidents, and to provide tangible support in achieving a positive cultural change.
Risk-based approach that places the onus on operators to demonstrate:
1. an understanding of the hazards and risks of their workplace
2. they are operating as safely as possible.

Department of Mines, Industry Regulation and Safety | www.minis.wa.gov.au

Hazard registers

Available at www.minis.wa.gov.au

Department of Mines, Industry Regulation and Safety | www.minis.wa.gov.au

Fatality: What is the data telling us?

Why are we not improving?

Department of Mines, Industry Regulation and Safety | www.minis.wa.gov.au

Serious injuries: What is the data telling us?

Why are we not improving?

Department of Mines, Industry Regulation and Safety | www.minis.wa.gov.au

Serious injuries: A closer look

Number of serious "MHC", "CUs" & "RHS" by year

Why are we not improving?

Department of Mines, Industry Regulation and Safety | www.minis.wa.gov.au

Working near open holes – information available

Department of Mines, Industry Regulation and Safety | www.minis.wa.gov.au

Risk management – hierarchy of control

Department of Mines, Industry Regulation and Safety | www.minis.wa.gov.au

Safety regulator expectations of industry

Comptent people
Fit for purpose equipment
Safe work practices

Department of Mines, Industry Regulation and Safety | www.minis.wa.gov.au

Are you in control?

Department of Mines, Industry Regulation and Safety | www.minis.wa.gov.au

Update on health and hygiene management plans (HHMP) and Safety Regulation System (SRS)

Craig Little
Acting Regional Inspector of Mines

Department of Mines, Industry Regulation and Safety | www.minis.wa.gov.au
HHMP trial

- Positive feedback from mines and consultants
- Trialled with medium and large companies
- Trialled with consultants to small, medium and large mines
- Trialled with select group of inspectors and other Department officers with feedback indicating it’s intuitive and user friendly.

Key points

- HHMP is an integrated risk-based management plan not just a monitoring program
- It supports the PMP by providing more detail on specific hazards
- It compliments the RMP, Noise Control Plan and other hazard management plans
- Current RRB-HHMP are valid until the review time.

Exceedance management

- Recognise that PPE and administrative controls are used when higher order controls are not practicable, if organisation are robustly using these controls then the exceedances are triaged
- Guidance via template for incident investigation (PEEP).

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<tr>
<th></th>
<th>31 January - March 2018</th>
<th>03 April - June 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atmospherric</td>
<td>7,866 (123 – 1.6% exceed)</td>
<td>2,089 (91 – 1.9% exceed)</td>
</tr>
<tr>
<td>Noise</td>
<td>2,434 (1,772 – 50% exceed)</td>
<td>3,550 (961 – 20% exceed)</td>
</tr>
<tr>
<td>Biological monitoring</td>
<td>600 (15 – 3% exceed)</td>
<td>1,140 (96 – 8.7% exceed)</td>
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SRS reporting for industry

- Provide reporting function in SRS to allow an overview of operational performance
- Benchmarking across commodity.
SRS reporting for industry

- Planned roll out Q1 2019
- 1688 only be able to access for site where you have security
- Commodity data will sanitised.

Factors considered

- Age of worker
- Date and time of event
- Death related to known existing medical condition: Yes/No
- Resulted from post-mortem
- Onset of fatal episode witnessed: Yes/No
- Initial response to incident on/off site
- Death on/off site
- Area of mine where fatal event occurred
- Roster cycle, shift and hours of work
- Occupation group

Causes of death

- Heart disease, stroke, chronic obstructive pulmonary disease
- Pneumoconiosis, silicosis
- Accidents at work
- Suicide
- Homicide

Age group and cause of death

Occupation group and cause of death

Area where fatal event occurred and emergency response

Knowledge of pre-existing medical conditions

Revision of National Competencies relevant to the WA mining Industry

- Confirm fitness for work
- Plan and resource effectively
- Implement protocols to respond to unexpected deaths
- Continue reporting all deaths to the Department

Colin Boothroyd
General Manager Investigations

Marie Ralph
Regional Inspector, Mines Safety

Yaseed Isahi
Acting Regional Inspector, Mines Safety

Department of Mines, Industry Regulation and Safety | www.mins.wa.gov.au
Content

- Why do we care about "competency"?
- National Competencies
- Industry Reference Committees (IRCs)
  - Drilling
  - Extractive
  - Metalliciferous
- IRC common projects
- WHS Working Group
- Verification of Competencies (VOCs)

Legislation

MSIR 4.13 (1)(b)

4.13. Induction and training of employees

(1) Each responsible person at a mine must ensure that every employee is:
- assessed before commencing work at the mine to ensure that the employee is competent to perform the tasks he or she will be assigned and to operate any plant and equipment the employee will be required to operate.

Why review the National Competencies?

To ensure students continue to learn work ready skills that meet industry needs
- This is performed by the Vocational Education and Training (VET) sector
- The aim is to adequately prepare students in various jobs
- The VET sector is key to ensuring that Australia remains globally competitive
- Skills identified by businesses and industries that are needed to be productive and internationally competitive.

National Competencies: VET System

VET system is based on:
- occupational skills standards set out in units of competency (UsOC’s), and
- packaged into nationally consistent qualifications;
- that reflect the skills and knowledge required to successfully operate in a particular occupation.

National Competencies: VET objectives

- Efficiencies gains for employers in recruitment and selection
- Assurance that an individual’s qualification or statement of attainment means they have:
  - the core competencies required by industry,
  - regardless of the training provider,
- able to be enhanced by organisation-specific professional development as needed by the employer
- Competitive edge for individuals in the job market with:
  - nationally recognised qualifications; or
  - statements of attainment.

MDCI Sector

The Mining, Drilling and Civil Infrastructure (MDCI) Sector:
- Australia’s largest sector, employing approximately 370,000 nationally
- Nationally recognised training is housed within the Resources and Infrastructure Industry (RII) Training Package
- Intent to provide a clear, structured pathway to support development of the MDCI workforce.

MDCI sector – key trends

- Key trends impacting the MDCI sector:
  - Increased demand for workforce agility, and the ability to move between sectors and industries
  - Increased investment in the infrastructure industry from the Australian government, leading to increased demand for civil infrastructure skills
  - Emerging technology, impacting on ways of working
  - Increase safety focus to ensure the safety of workers
  - The need to support the development of managerial skills as workers progress into leadership roles.

Employment and learner enrolments

Note: excludes enrolments in Certificate III qualifications

How the (new) VET Governance system works
**Industry Reference Committees**

- Guided by the IRC Operating Framework
- Gather intelligence for training package development and review
- Oversee the development and review of:
  - training packages in line with AISC requirements
  - the IRC work plan, advising who to consult and the type of information to include
- Report, through AISC, to the AISC on progress of its work
- Promote the use of VET in the sectors they represent.

**DMIRS and IRCs**

- January 2017: DMIRS invited by AISC to contribute to three Mining, Drilling and Civil Infrastructure (MDCI) IRC’s:
  - Drilling
  - Extractive
  - Metaliferous Mining
- May 2017: invited to contribute to a review of WHS qualifications in the Business Services Training Package
  - Project '1G'

**MDCI – RII 2015 Training package**

- Includes both onshore and offshore drilling in oil and gas, as well as drilling in mineral exploration, geothermal, water well, civil infrastructure and agriculture
- Multidisciplinary industry - shares core skills with other industries
- Large number of small employers (mostly contractors)
- Six large contractors with over 200 employees each
- Currently a skills shortage to meet rising demand
- Future growth underpinned by major LNG projects.

**Training packages**

- Comprised of:
  - UoC’s specifying standards of workplace performance
  - Assessment requirements (for each UoC)
  - Packaging roles for qualifications
  - Do not prescribe how an individual should be trained
  - RTO use training packages to design curriculum and/or assessment methods:
    - That assist individuals to gain and/or demonstrate they have acquired requisite skills and knowledge.

**Drilling IRC – Sector overview**

- Includes both onshore and offshore drilling in oil and gas, as well as drilling in mineral exploration, geothermal, water well, civil infrastructure and agriculture
- Multidisciplinary industry - shares core skills with other industries
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**MDCI and Cross-sector projects**

- Includes both onshore and offshore drilling in oil and gas, as well as drilling in mineral exploration, geothermal, water well, civil infrastructure and agriculture
- Multidisciplinary industry - shares core skills with other industries
- Large number of small employers (mostly contractors)
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**Drilling IRC – Contentious issues**

- UoCs related to offshore drilling are not being utilised by industry – due to a preference to adopting international standards
- UoCs relating to oil-based drilling methods (e.g. Cable tool drilling) need to be deleted
- UoCs need to be created and/or updated to cater for technological factors (e.g. use of drones, remote operation etc.)
- Drilling ‘mechanics’ of different drilling methods are similar, however UoCs need to be updated to reflect these methodologies and technological advancements.

**Extractive (Quarrying) IRC – Sector overview**

- Focuses on extraction of raw materials used in building and construction
- Quarry sites are generally located close to major sites of building and construction (both mining and civil)
- Large proportion of small operators in the market
- Employment in this sector has remained steady from 2007
- Success of this sector is heavily dependent on the performance of the building and construction industries.

**Extractive (Quarrying) IRC – Contentious issues**

- Given the relatively small size of many extractive industries, the VOC process can be ad-hoc at best
- Many sites don’t have in-house training
- New ways of demonstrating competencies with the use of technology?
- Lack of RTOs delivering the Diploma and Advanced Diploma of Surface Extraction Operations
- Due to the lack of demand the IRC is considering deleting these qualifications.
Metalliferous IRC: Interesting fact

Outlook for the sector - major trends

- Focus on sustainability and environmental impact
- Increasing demand for Métal, Copper, and Zinc
- Evolution of mining technology and equipment

1. Common Skills:
   - 68% said WHS was the most important skill for workers;
   - 41% said this needs to be improved...
2. Emergency Response and Rescue:
   - Only 42% said ERT training effectively catered to needs

MDCI Meeting Presentation (April 2018, Page 12)

Metalliferous IRC: Pre-existing projects

Metalliferous IRC: MDCI survey responses

1. Common Skills:
   - 68% said WHS was the most important skill for workers;
   - 41% said this needs to be improved...
2. Emergency Response and Rescue:
   - Only 42% said ERT training effectively catered to needs

Contentious issues

- Lack of clarity around expectations:
  - LIoC’s relating to high-risk work; and
  - granting a licence to perform them, which is required to comply with Model WHS laws
- 75 LIoC’s possibly duplicate High Risk Work Licences competencies:
  - e.g. CPCCL20321A - Licence to perform dogging versus RIHAN2008 - Perform dogging;
  - Case for removal failed to gain support.

Metalliferous IRC: Major project timeline

- Supervision project case for change:
  - Failed to attract support due to lack of consensus
- Harmonising experience for assessors:
  - Three years for Drilling, Goat and Extractive;
  - Five years for Metalliferous and Civil Construction;
  - Likely to be three years, but experience must be current.

Metalliferous IRC: New projects

- Skill sets for the following roles will be created to meet the needs of industry to train people:
  - Surface ventilation technicians;
  - Underground ventilation technicians;
  - Surface ventilation officers

New projects: Surface ventilation technician

- Skill sets will be comprised of the listed units:
  - We will review the content of these units to ensure they are updated to meet the needs of industry stakeholders.

New projects: Underground ventilation technician

- Skill sets will be comprised of the listed units:
  - We will review the content of these units to ensure they are updated to meet the needs of industry stakeholders.

New projects: Surface ventilation officer

- Skill sets will be comprised of the listed units:
  - We will review the content of these units to ensure they are updated to meet the needs of industry stakeholders.
Verification of competency

VOC should be evidence based and verified before work commences

- How is it done?
  - Recognition of prior learning (RPL)
  - On-site recognition of current competency (ROC)
  - Site training and development program.

The way forward?

- Can the VOC processes be made more effective due to technological advancements?
  - E.g. electronic log books
- Transferability: inter-company “licence to operate”.

Conclusion

- National competencies are currently under review, to make them fit-for-purpose, and to meet the needs of both participants and industry
- DMRIS are active participants in the MDIC RCPs to help drive for best outcomes.
- WHS Project: …
- VOCs: are you satisfied that your site is meeting the intent of MSR 4.13 (1) b)?

Update on the Mines Safety Roadshow

Amy Douglas-Martens

Safety videos

Mines Safety Roadshow showcases three new videos:
- A day in the life of a Safety and Health Representative
- Safety representative perspective: A day in the life of a Supervisor
- Issuing and receiving a provisional improvement notice

Who should attend?

Safety and health representatives, safety committee members, supervisors and others responsible for safety and health are encouraged to attend.

This is a free event, however bookings are essential.

Register online at www.eventm.com.au/msrd2018

Closing remarks

Andrew Chaplyn
Some of the attendees at the 2018 Registered Managers Forum