



Achievements Since Introduction of Levy

- **Safety Reform Project Team** – The Safety Reform project team was formed in May 2010, and is responsible for implementing the safety reform strategy and cost recovery approach, working in conjunction with Resources Safety and other areas of DMP.
- **Attraction and Retention Initiative (ARI)** – The Attraction and Retention Incentive (ARI) was critical in enabling the Department to develop industry-style salary packages to attract and retain staff with the necessary specialist technical skills and experience. The ARI would not have been possible without the levy. The ARI is linked to inspectorate staff achieving performance, behavioural and competency outcomes.
- **Recruitment** – Due to the rapid growth of the resources industry and the previous lack of industry-competitive salaries, the Department had lost many inspectors to industry. This left the Department with a critical shortage of staff which severely hampered its ability to conduct regulatory services. Following introduction of the levy, a significant recruitment campaign (aided by the ARI) was undertaken to rebuild staff numbers in the inspectorate. The campaign was highly successful, attracting twenty two (22) new staff to the Mine Safety Inspectorate.
- **Investigations Branch** – The Investigations Branch is dedicated to following up on safety incidents and accidents reported to the Department under the provisions of the various laws that are administered (mining, petroleum and dangerous goods). The principal objective is to determine the root cause of an incident or accident so that effective actions can be taken to prevent re-occurrence. This is a critically important factor in improving safety outcomes across the industry. The investigation process starts with collecting evidence at the incident site and, in some cases, may conclude by recommending a prosecution in accordance with RSD's enforcement policy.
- **Training** – Another key objective for the Department was to improve competency, with inspectors being trained to a consistent standard and achieving nationally-recognised qualifications. All inspectors undertake a comprehensive training program with independent assessment to ensure the attainment of appropriate competencies.
- **Risk-based approach** – the risk management approach needs to become the norm in the resources industry. There is already an element of risk management to much of what is done, but the safety reform strategy aims to reinforce, promote and extend its application across the mining industry.
- **Financial and Performance Reporting** – Annual financial and performance reporting is now in place. This was developed by the Financial Reporting and Transparency Working Group as an agreed template for transparent reporting of levy expenditure, including where money is spent in the administration of safety regulation.
- **Levy Regulations Amendments** – A number of issues were identified with the levy regulations post-implementation and other changes were requested by industry during face-to-face briefings. The Legislative Review Working Group was formed to review the levy regulations and made a series of recommendations for amendments which have now been implemented.
- **Mines Safety Branch restructured** – The Mines Safety Branch has been restructured into seven teams. Two teams are based in Kalgoorlie, one in Collie and four in Perth. The teams are multi-disciplinary and designed to meet the various needs of the mining operations within their area of activity. The new structure is operating within a team based matrix management framework utilising porous boundaries that allow for the allocating of work to meet peak loads. To assist in the provision of a project management approach ten Focus Groups have been formed to develop and implement evidence based risk management programs.
- **Baseline Stakeholder Perceptions Survey** – Research Solutions was engaged by the Department to determine the baseline of current stakeholder perceptions and expectations of the role, services and functions of Resources Safety as the safety regulator for the resources industry. A good response rate was achieved and the results are to be reviewed by the Best Practice Safety Strategies Working Group. A follow-up survey will be conducted in two years time to determine progress following the implementation of the change program.

- **Enhanced Industry Consultation:**

- The **Ministerial Advisory Panel on Best Practice Safety Regulation** meets regularly to consider high-level issues and provide advice to the Minister through the DMP Director General and the Safety Reform Project Team. The Panel comprises industry and union representatives as well as key departmental staff from the Safety Reform Project Team and Resources Safety. The Panel formed Working Groups to perform detailed work on the reforms, and provide advice, tools and strategies to the Panel.
- **Ongoing consultative arrangements** – As the Ministerial Advisory Panel has a finite life, the Safety Reform Project Team is also examining the options for ongoing consultation through industry forums, advisory committees, and tripartite workshops.
- **Industry briefings** – In mid 2010, the Safety Reform Project Team began holding industry briefings and meetings at various locations throughout the State, including Perth, Bunbury, Geraldton, Kalgoorlie and Karratha and a number of mine sites. Industry welcomed the opportunity for face-to-face discussions on the mines safety levy, and progress with reforms. These briefings were instrumental in gaining feedback on how the Department can do things better and on necessary amendments to the Mines Safety and Inspection Levy Regulations.

- **Mines Safety Initiatives and Priority Targets Workshops** – these annual workshops are an outcome of the Financial Reporting and Transparency Working Group. The workshops enable industry to provide the Department with advice on potential initiatives and priorities. The first of these workshops was held on 8 April 2011, and the outcomes from the workshop are being reviewed by the Best Practice Safety Strategies Working Group.
- **Best Practice Safety Strategies Working Group** – This Group is developing an agreed set of strategies and tools that will increase the safety capabilities of both industry and the regulator. Last year, it reviewed drafts of the national mine safety legislation and made a number of recommendations that led to the formation of the Principle Hazard Management Plans Working Group. This year, the group will examine the results of the Resources Safety Baseline Stakeholder Perceptions Survey and the Mines Safety Initiatives and Priority Targets Workshop, before examining the latest drafts of the national mines safety legislation.

- **Principle Hazard Management Plans (PHMPs) Working Group** – This Group is to develop strategies and tools to assist the mining industry in complying with the requirements of the new national mines safety legislation. This legislation requires the development and implementation of PHMPs and Operational Plans.
- **Financial Reporting and Transparency Working Group** – This working group has completed its work. It implemented transparent annual reporting and workshops on the Department's finances and performance, to give industry comfort that the levy funds are being used appropriately.
- **Legislative Review Working Group** – This working group has completed its work, reviewing the Mines Safety and Inspection Levy.