



## Government of Western Australia Ministerial Advisory Panel

*“Advising on Best Practice Safety Regulation”*

# RADARS Update

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## Legislation

- The Best Practice Safety Strategies Working Group has identified some recommendations for the Draft National Model Mine Safety Provisions. These were provided to Simon Ridge for consideration at the National Mine Safety Framework on 9-11 August.
- The Legislative Review Working Group is to review the Mines Safety and Inspection Levy Regulations 2010 to identify solutions to the issues identified post-implementation.

## Recruitment

- Four newly created senior positions were widely advertised but only one of these positions has proceeded to interview (General Manager, Investigations). It is considered that the other positions will attract a stronger field of applicants with a revised salary package.
- Continued negotiations with a range of consultants to fill positions that have not been successfully recruited for. Two Inspector positions have been filled. Specialist Consultancy agencies are being engaged to assist with other critical positions.
- Continued to review a range of applicants for fixed term contracts using current terms and conditions of employment pending outcome of a new attraction and retention proposal.

## Attraction and Retention Initiatives

- The Approved Procedures for payment of an Attraction and Retention Incentive payment have been provided by the Public Sector Commission, which provides ability for payment against identified outcomes or agreed milestones linked to RADARS.
- A proposal is currently being developed for key positions that will enable a salary package more competitive with comparative skills and experience in the resources industry. The ARI proposal was submitted to Labour Relations on 22 July, and a meeting with departmental and Labour Relations representatives was held 5 August to discuss some aspects of the proposal. There are some serious considerations for government prior to approval in respect to potential flow on across government agencies. However there is considerable support for the proposal and an understanding of the urgency of DMP's requirement.

## Training

- *Pilot group of inspectors for Recognition of Prior Learning (RPL)*: Deadline has been extended to October 1. However, valuable experience has already been gathered, allowing for refinements in the RPL process and the pilot group has participated in the first 360 assessment process.
- Request for Quotations process is completed, and providers have been appointed.
- Probation period training matrix has been completed, and training providers identified.
- Development of policies and procedures to support the new initiatives is underway.

## IT Systems

- **Safety Invoicing System** – This interfaces between the Resources Safety databases and financial systems to manage the invoicing process for cost recovery. A review identified some very minor issues since the Mines Safety and Inspection Levy implementation, and a list of required system enhancements has been compiled.
- **Safety Regulation System** – “AXTAT Plus” system went live for internal use from 5 July. Once the system is considered ready, it will be released for external access by industry, streamlining incident and employment data reporting to the Department.

## Communications / Stakeholder Liaison

- **Recruitment advertising**
  - The recruitment campaign conducted during June/July generated a total of 42 applications, double the number received in the previous recruitment drive in May.
  - The next recruitment drive will begin end August, and will include marketing activity in the UK and Scotland, as well as in Australia.
- **Levy communications:**
  - Industry briefings were held from 5 – 8 July in Perth, Bunbury, Kalgoorlie and Karratha to brief principal employers on practical application of Mines Safety and Inspection Levy regulations, and to discuss the RADARS strategy. 66 people from industry and unions attended the briefings, and they appreciated the face-to-face discussions. CME were invited to participate, and a representative attended each forum.
  - Another 26 questions and answers were added to the Mines Safety and Inspection Levy Frequently Asked Questions on DMP’s website, based on feedback from the briefings.
  - DMP are working closely with CME and will be participating in their regional forums to update CME members on progress being made in the safety reform area and to answer any questions members may have.
  - Work is currently underway to develop a communications strategy for the introduction of the petroleum levy and for the changes planned for dangerous goods.
- **Baseline Stakeholder Survey :**
  - The research provider was selected in early July
  - Qualitative research is currently underway (focus groups and in-depth interviews) with external stakeholders. The information gathered in this research phase will be used in the development of the baseline market research questionnaire.
  - The questionnaire is expected to be finalised in September, and will be presented to the Panel for final input, before the quantitative part of the survey is commenced.