



Government of Western Australia Ministerial Advisory Panel

“Advising on Best Practice Safety Regulation”

RADARS Update

Legislation

- The Best Practice Safety Strategies Working Group provided comment on the draft National Mine Safety Provisions to Simon Ridge. These were tabled at the National Mine Safety Framework and the Strategic Issues Group (OHS) meetings in Brisbane on 9-12 August.
- The Legislative Review Working Group meets on 6 September, reviewing the Mines Safety and Inspection Levy Regulations 2010 to rectify issues identified post-implementation.

Recruitment

- General Manager, Investigations position selection process is being finalised.
- Downing Teal have been engaged to source and assist with the selection process for the Regional Inspector positions (Perth and Kalgoorlie).
- From 29 August, DMP commenced advertising new inspector positions which for the first time include including the Attraction and Retention Incentives salary package:
 - Phase 1: 14 positions (5 Perth, 8 Kalgoorlie, 1 Collie) started on 28 August 2010;
 - Phase 2: 22 positions (17 Perth, 2 Kalgoorlie, 1 Karratha, 2 Collie) starting from end of Sep 2010;
 - Phase 3: 27 positions (25 Perth, 2 Collie) from end of Oct 2010.
- Information on the vacant positions will be available in the London Skills Expo via assistance with the CME.
- Approval has been obtained for campaign advertising up to June 2011, including a range of options such as overseas advertising.
- An employment contract has been developed to include requirement for compliance with employment conditions including performance indicators.
- Existing employees will have access to milestone payments via a merit-based selection process.

Attraction and Retention Initiatives

- The ARI proposal for Mines Safety has been approved in principle subject to some conditions, including annual salary review.
- After consultation with some employees, a recruitment information package has been developed.
- The ARI will require annual review Labour Relations proposals in relation to a number of criteria including turnover, industry rise and fall, public interest and comparative salaries.

Training

- *Pilot group of inspectors for Recognition of Prior Learning (RPL)*: Deadline is October 1, and the first two inspectors will be assessed shortly.
- Scoping meeting held with Central Institute of Technology to begin to process inspectors through the RPL assessment for the Diploma in Government (Workplace Inspection).

- IFAP has begun the process of evaluating existing qualifications and experience for RPL for the Diploma in OHS.
- Scoping meeting has been held with Public Sector Training solutions to begin training inspectors in Investigative Skills.
- Development of policies and procedures to support the new initiatives continues
- Development of a new database to monitor training undertaken 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. Enhancements required since the Mines Safety and Inspection Levy implementation have been identified, and the first of these have been implemented.
- **Safety Regulation System** – “AXTAT Plus” system streamlines incident and employment data reporting to the Department. It went live for internal use from 5 July, and is due to be released for external access by industry in November 2010.

Communications / Stakeholder Liaison

- DMP has started participating in CME’s forums, to update CME members on progress being made in the safety reform area. This includes metro and regional forums.
- A letter regarding proposed changes to the Dangerous Goods Safety fees and charges was sent to 1800 industry stakeholders during the week commencing 30 August.
- Briefings to key industry bodies on the Petroleum Safety Levy will commence during September, to disseminate information regarding the proposed model.
- DMP’s Petroleum Open Day is scheduled for 9 September at the Esplanade Hotel, Fremantle. The event will also be used to provide information about RADARS reforms.
- The annual Resources Safety Roadshow to the Pilbara, Bunbury, Kalgoorlie and Perth will be conducted October 12 – 28. The Roadshow will assist in disseminating information about RADARS to the broader community. CME and UnionsWA will supply appropriate speakers to present at the Perth Roadshow.
- **Baseline Stakeholder Survey:** The qualitative component of the research (focus groups and in-depth interviews) has been completed and Research Solutions is currently finalising development of the draft questionnaire. It is anticipated this questionnaire will receive final approval at the 14 October MAP meeting, following which it will go out to industry.