



MINE MANAGERS' ASSOCIATION OF AUSTRALIA INCORPORATED
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18 September 2019

Committee Secretary
State Development, Natural Resources and Agricultural Industry Development Committee
Parliament House
George Street
Brisbane Qld 4000
Email: sdnraidc@parliament.qld.gov.au

Dear Sir/Ms,

Subject: Resources Safety and Health Queensland Bill 2019

The Mine Managers' Association of Australia thanks you for the opportunity to respond to the proposed Bill. After consultation with our membership and detailed discussion with our Executive Committee we submit the following for your consideration.

In general terms the Association is supportive in all aspects of this Bill as the Bill contains much of what we had advocated during the previous consultations with the PMO and Resources Safety and Health in their requested feedback and responsive submissions.

Given the substantive support for all aspects of the Bill our only comments are observations of a practical nature.

Resources Safety and Health Queensland:

The most significant issue we believe facing the new statutory body will be the continuing problem in recruiting and retaining qualified mines inspectors, particularly in the coal sector. There is a paucity of individuals with Mine Manager qualifications across the industry and this is a subject which we believe should be the subject of a discussion to be held at another time and place as it is critical to the ongoing safety and health of the coal industry and in particular the underground sector.

Given the dearth of First Class Mine Manager Certificate holders, mining operators are remunerating such individuals at attractive rates and the Inspectorate paying Public Service rates of remuneration cannot compete. To attract qualified individuals remuneration needs to be, as we have stated previously, in line with the recommendation of the Moura 2 Mining Warden's Report where an Inspector's salary was to be set at 80% of the average Mine Manager's rate.

A significant concern is that, should it prove difficult to attract individuals holding First Class Certificates, the qualification standards are reduced to attain set establishment numbers and that, we believe, would prove to be detrimental to overall safety and health in the industry.

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Given the RSHQ will be independent of the Department and will have the power to set its own levees we would strongly recommend that urgent consideration is given to ensuring sufficient funds are leaved to guarantee suitable remuneration packages are set independent of the Public Service and in line with the Moura 2 Recommendation else, qualified individuals will not be attracted to the RSHQ.

Commissioner for Resources Safety and Health:

We are pleased with the proposed prerequisite qualifications and experience required for appointment as the Commissioner. This addresses much of our earlier concerns. We hope that whilst not specifically stated that candidates with a thorough knowledge of the Queensland Resources sector will be preferred. It is vital, in our opinion, that an extensive knowledge and understanding of the culture and operation of units in the State is available as it is absolutely critical that any individual appointed to this role has the respect and confidence of the industry. We further hope that preference will be given to those with underground coal experience given that sector has the most significant hazards.

Safety and Health Advisory Committees:

We make the same point as previously, we recommend consideration be given to one member of the Committee being either a practicing SSE (Site Senior Executive) or UMM (Underground Mine Manager). It is critical any recommendations or decisions of the Committee be suitable for implementation at a site. Too often we see remote decisions that fail to consider the practical requirements of implementation.

One area that is not clear and again is more a practical issue rather than one for legislation. It was recommended previously that the Committees be given access to a secretariat to assist the Committees and we applauded that recommendation as it is critical that issues raised are followed through and recommendations enacted. Too often issues languish for lack of resources to ensure work is commenced or undertaken.

Work Health and Safety Prosecutor:

Our main concern here is that we trust that any decision to prosecute be progressed in a timely fashion. Too often we see individuals and their families subjected to extreme mental anguish and stress as prosecutions are strung out, sometimes for years. If a prosecution is to be undertaken we would request the individual/s concerned are informed within at least three months of the incident that prosecution is being considered and that actual prosecution commences within twelve months of the incident.

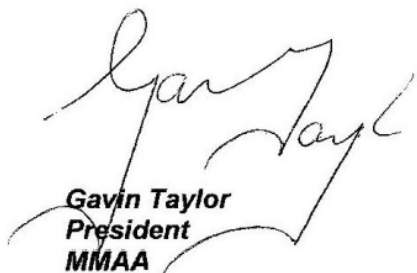
In the recent past we have witnessed a member who was unaware for many months that they were to be prosecuted only for the case to be dropped after a further twelve months. In another instance it was some two years after the incident that the prosecution was discontinued thus placing that particular individual under extreme stress for some considerable period only to see the whole case dropped.

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Should you wish clarification or further detail we would be delighted to provide that information through our [REDACTED]

Yours faithfully,



Gavin Taylor
President
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