

# A shared commitment to world-leading WHS culture

## NSW mining and extractives industry

### Introduction

On 28 November 2008, 42 of the most senior leaders from the NSW mining and extractives industry gathered to set an agenda for culture change to improve Work Health and Safety (WHS) performance.

Industry, unions and the public service representatives agreed on vision, guiding principles and common goals that would help ensure the industry had a dynamic future to address key health and safety issues.

The joint vision for the industry's WHS culture in 10 years enables industry, under the umbrella of the Mine Safety Advisory Council (MSAC), to focus on how it will make the transition from its existing position to a truly world-leading WHS culture. The vision speaks to both individuals and organisations and expresses values to be shared by all who work in the industry.



Technical issues of health and safety are not the only issues that need to be resolved. Non-technical and culture issues were identified as the drivers for continued improvement in the industry's WHS performance.

As part of an integrated program of work within its world-leading WHS Culture Action Plan, MSAC will co-ordinate the following actions in partnership with stakeholders:

- conduct change management workshops for stakeholders;
- issue a discussion paper seeking industry stakeholder and individuals' views on the usefulness of Associated Non-Technical Skills (ANTS);
- approach the coal and metalliferous/extractives industry competence boards on how competencies for Associated Non-Technical Skills could be addressed;
- develop a strategy that communicates the benefits and usefulness of developing Associated Non-Technical Skills within the industry; and
- integrate Associated Non-Technical Skills into Trade & Investment NSW education and assistance programs being implemented by its Mining Industry Assistance Unit.

This package provides an overview of the summit's vision and the changes required within the industry necessary to achieve world-leading WHS.

## Drivers of industry WHS culture change

Initiatives in the NSW mining and extractives industry have demonstrated the importance of ownership of world-leading WHS by all levels of the industry.

Building capacity of all individuals who work in the industry and their organisations to implement and support WHS systems and management structures is fundamental to achieve this goal.

### Mine Safety Advisory Council

MSAC is the peak multipartite OHS body for the NSW mining and extractives industry that provides advice to the Minister for Resources. It has become an authoritative and credible body on WHS and:

- has conducted research into issues identified by the Wran Review;
- is addressing the issues through agreed standards and education and assistance to industry; and
- is driving the world-leading WHS culture strategy for the industry.

### Wran Mine Safety Review (2005)

This review identified a range of issues that needed to be resolved in the industry (these are being addressed by the MSAC):

- a possible disconnect between policy, systems and practice at the mine face;
- meaningful consultation between management and workers;
- worker fatigue;
- review negative impacts of safety incentive schemes; and
- that the MSAC be an effective partnership.

### Digging Deeper Project (2007) commissioned by MSAC

The Digging Deeper Project<sup>1</sup> investigated issues that were raised by the Wran Mine Safety Review and identified an underlying theme across the industry – the need to get the basics of WHS management right. This included effective participation and consultation to support suitable WHS management systems and acting at the local level.

### CEO WHS Culture Change Summit (2008)

A summit of senior representatives from industry, unions and government agencies called by the Minister for Resources agreed on the mission, vision and actions that will assist in driving industry WHS culture change.

### Disclaimer

The information contained in this publication is based on knowledge and understanding at the time of writing. However, because of advances in knowledge, users are reminded of the need to ensure that information upon which they rely is up to date and to check currency of the information with the appropriate officer of NSW Trade & Investment or the user's independent adviser.

<sup>1</sup> The project was carried out by a consulting consortium led by Shaw Idea. The report is available on the Trade & Investment NSW webpage at: <http://www.resources.nsw.gov.au/minerals/safety/consultation/digging-deeper>

