

Vision for a world-leading WHS culture

NSW mining and extractives industry

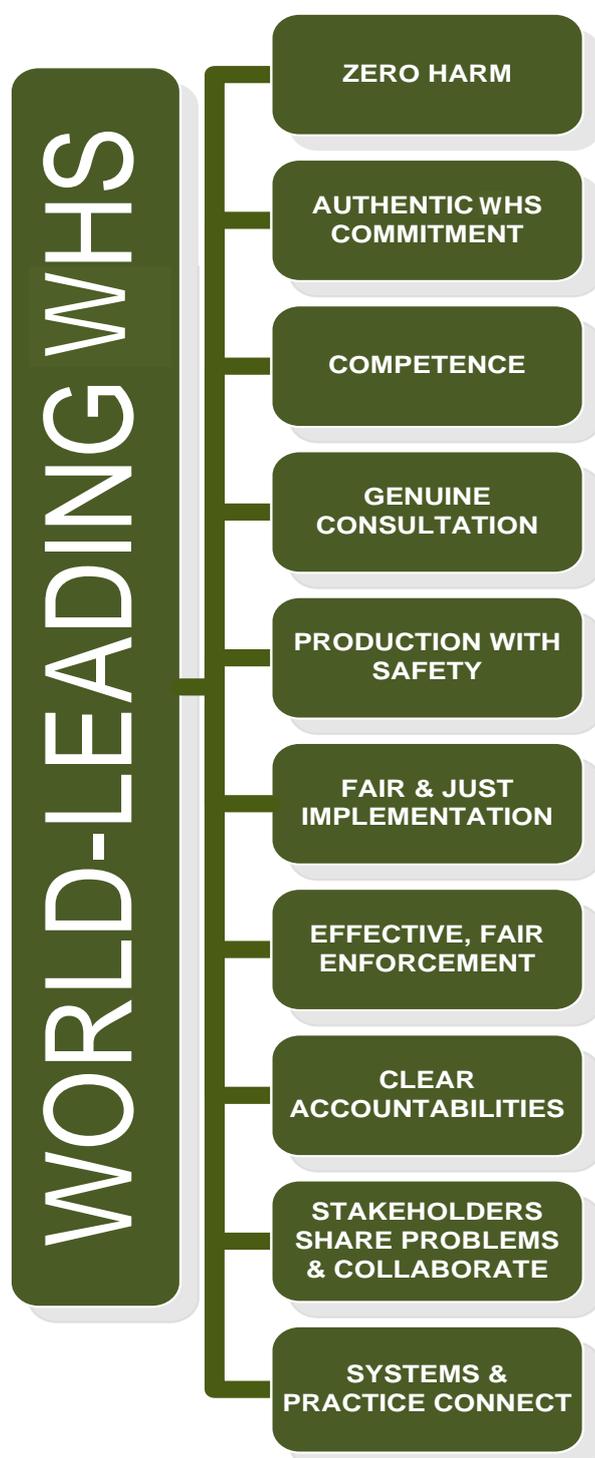


Figure 1: 10 points that connect together to form world-leading WHS culture for the NSW mining and extractives industry

Senior stakeholder representatives from the mining industry, unions and NSW government agencies met in November 2010 to reinforce and confirm a goal of world-leading WHS in the NSW mining and extractives industry.

World-leading WHS vision

On 25 November 2010, under the auspices of MSAC, delegates reviewed the industry's 2008 vision for a world-leading WHS culture. The delegates reaffirmed the 2008 vision and refined it to the 10 most meaningful points that characterise the world-leading WHS culture vision, as follows:

1. Zero harm.

The NSW mining industry considers zero harm to be the norm – anything less is unacceptable. Zero harm is defined as zero incidents that may result in fatality, serious injury or ill health.

2. Demonstrated commitment at all levels to WHS that is genuine and innate. Everyone can lead the way.

The industry shares WHS values and a commitment to world-leading WHS practice and culture – which it views as an investment, not a cost or imposition – and encourages all who work in the industry to lead by example and be constructive.

3. All people are competent and have the authority and resources to complete the job safely.

Management is to ensure that all who work in the industry are clear about their roles and have adequate resources to carry out their work safely. Industry leaders realise that investing in competent people equates to safe and healthy work practices.

4. Genuine consultation that is meaningful and effective at all levels.

Genuine consultation and communication at industry, sector, company, site and work team levels allow organisations and individuals to actively and effectively participate in decision making. Differing perspectives are openly and freely offered and considered when decisions are made.

5. Good WHS leads to good productivity.

The industry is committed to world-leading WHS because it is a key driver for better productivity.

6. WHS implementation at regulatory, industry, site and individual levels is achievable, fair and just.

A balanced approach to WHS implementation is developed in a consultative manner that is clear, fair and explicit, to ensure it meets industry and community expectations. Natural justice is afforded to all.

7. An effective enforcement policy that is applied in a consistent, fair and proportionate manner.

WHS enforcement is staged and balanced with multiple strategies available that support and drive improvements to achieve and maintain world-leading WHS.

8. Accountabilities and responsibilities of all persons in the workplace are clear and within their control.

Everyone in the industry is accountable to communicate clearly and be understood. Everyone has a responsibility and a contribution to make to the development and implementation of world-leading WHS.

9. A problem for one stakeholder is a problem for the whole industry that can be resolved through collaboration.

Consultation and communication are critical in identifying and agreeing common goals and strategies, and the actions to achieve them.

10. There is no disconnect between systems and practice.

World-leading WHS is achieved when management systems are integrated with management structures and applied in a participative and consultative process, so that there is no disconnect between systems and practice.

Perceived or potential impediments

At the review event, delegates also reviewed the perceived impediments to achieving a world-leading WHS culture for the industry. The perceived and potential impediments include:

- Too much talk and not enough action
- Lack of trust between stakeholders
- Current legislative and regulatory framework
- Culture of blame
- Lack of a mechanism to effectively consider and address other stakeholder perceptions
- An overly complex process
- Failure to maintain momentum in achieving actions
- Failure to adopt future focus innovations
- Attitudes towards a lack of competent people

MSAC will consider these impediments as it develops and implements improvement strategies.

Review

Delegates reviewed the industry's progress at an MSAC meeting on 11 September 2012.

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.



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