

# World-Leading OHS Culture Management Working Party Three year OHS Culture Improvement Action Plan to 2012

## Themes

- Building OHS Culture Capacity of industry and organisations and monitoring improvement
- Connecting systems with practice
- Building the capacity of individuals to participate
- Marketing World-leading OHS culture

Year 2008 / 2009	Year 1 – 2009 / 2010		Year 2 – 2010 / 2011		Year 3 – 2011 / 2012	
Q3 & Q4	Q1 & Q2	Q3 & Q4	Q1 & Q2	Q3 & Q4	Q1 & Q2	Q3 & Q4
<b>Lead Indicators and Targeted Industry Assistance Project</b> CEO Summit Action: Foster Non Technical Skills through education programs; Promote usefulness of Non Technical Skills in the industry CEO Summit Vision Points - contributing to 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 MSAC Action Plan Strategies - 2. Lead Indicators Project 3. Education and assistance to build capacity, 4. Competent People, 5. Capacity building of stakeholders 8. Follow up						
	Lead Indicators	Lead Indicators	Lead Indicators	Lead Indicators	Lead Indicators	Lead Indicators
<ul style="list-style-type: none"> <li>• Promote lead indices for safety, health and, culture including ANTS at all levels at the macro or industry level</li> </ul>	<ul style="list-style-type: none"> <li>• Develop base line from Digging Deeper</li> <li>• Baseline from MSO audits</li> <li>• Develop Draft "Tool"</li> </ul>	<ul style="list-style-type: none"> <li>• Pilot Tool in 10 sites</li> <li>• Develop targeting strategy on site that integrates small mine strategy</li> <li>• Develop site protocols using</li> </ul>	<ul style="list-style-type: none"> <li>• Commence delivery of targeted assistance strategy.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue targeted assistance strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Continue targeted assistance strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Follow up by DII on change using validated "Tool" to enable benchmarking</li> <li>• Compare outcome with existing baseline</li> </ul>

Year 2008 / 2009	Year 1 – 2009 / 2010		Year 2 – 2010 / 2011		Year 3 – 2011 / 2012	
Q3 & Q4	Q1 & Q2	Q3 & Q4	Q1 & Q2	Q3 & Q4	Q1 & Q2	Q3 & Q4
		coal as a pilot				(this may need to be delayed until Q1 & Q2 2012/2013). <i>Able to demonstrate by benchmarking against; sites; Other industries; Other jurisdictions</i>
	Targeted Assistance	Targeted Assistance	Targeted Assistance	Targeted Assistance	Targeted Assistance	Targeted Assistance
	<ul style="list-style-type: none"> <li>Targeted assistance program developed to integrate with lead indicator and address ANTS at all levels</li> <li>Targeted assistance program Pilot commenced</li> </ul>	<ul style="list-style-type: none"> <li>Targeted assistance program pilot completed and evaluated</li> </ul>	<ul style="list-style-type: none"> <li>Targeted assistance program resulting from lead indicator</li> <li>Specific support for MSD Assistance integrated into targeted program</li> </ul>	<ul style="list-style-type: none"> <li>Targeted program resulting from Lead Indicator project</li> <li>Specific support for MSD Assistance integrated into targeted program</li> </ul>	Targeted program resulting from Lead	Targeted program resulting from Lead Indicator project 100% complete – <i>Commence development of assistance strategy to address outcomes of follow up strategy</i> <i>Implement assistance strategy to address outcomes of follow up strategy (this will carry over to 2013/14 Q1/2)</i>

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Q3 & Q4	Q1 & Q2	Q3 & Q4	Q1 & Q2	Q3 & Q4	Q1 & Q2	Q3 & Q4
<b>Associated Non-Technical Skills Project</b>						
CEO Summit Action: Foster Non-Technical Skills through education programs; Promote usefulness of Non-Technical Skills in the industry						
CEO Summit Vision Points - Contributing to 1,2,3,4,7,9,11						
MSAC Strategies - 6. Associated Non-Technical Skills - Closing the disconnect 4. Competent people						
<ul style="list-style-type: none"> <li>• OHS Culture Working Party membership agreed</li> <li>• OHS Culture Working Party established</li> <li>• Terms of Reference agreed</li> </ul>		<ul style="list-style-type: none"> <li>• MSAC approach Competence Boards regarding OHS culture competencies and ANTS to prepare a discussion paper specifically on competencies</li> </ul>	<ul style="list-style-type: none"> <li>• MSAC in partnership with Competence Boards develop Discussion Paper specifically on OHS Culture competencies and ANTS developed by Construction CRC</li> </ul>			
MSAC Develop information material to promote <ul style="list-style-type: none"> <li>• Summit Vision in context and Principles</li> <li>• What are ANTS</li> <li>• Change management</li> <li>• Usefulness of ANTS to close the disconnect</li> </ul>	<ul style="list-style-type: none"> <li>• MSAC develop and circulate General Discussion paper on closing the disconnect and usefulness of ANTS in achieving this.</li> </ul>	<ul style="list-style-type: none"> <li>• Non-technical skills and closing the disconnect strategy developed and endorsed.</li> </ul>	Non-technical skills and closing the disconnect strategy implementation.	Non-technical skills and closing the disconnect		

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<b>Q3 &amp; Q4</b>	<b>Q1 &amp; Q2</b>	<b>Q3 &amp; Q4</b>	<b>Q1 &amp; Q2</b>	<b>Q3 &amp; Q4</b>	<b>Q1 &amp; Q2</b>	<b>Q3 &amp; Q4</b>
	<ul style="list-style-type: none"> <li>MSAC encourage stakeholders to provide opportunities for skill and competency development and develop opportunities for networking</li> </ul>	<ul style="list-style-type: none"> <li>MSAC encourage stakeholders to provide opportunities for skill and competency development and develop opportunities for networking</li> </ul>	<ul style="list-style-type: none"> <li>MSAC encourage stakeholders to provide opportunities for skill and competency development and develop opportunities for networking</li> </ul>	<ul style="list-style-type: none"> <li>MSAC encourage stakeholders to provide opportunities for skill and competency development and develop opportunities for networking</li> </ul>	<ul style="list-style-type: none"> <li>MSAC encourage stakeholders to provide opportunities for skill and competency development and develop opportunities for networking</li> </ul>	
	<ul style="list-style-type: none"> <li>Change management workshops for stakeholders (include all levels)</li> </ul>	<ul style="list-style-type: none"> <li>Change management workshops for stakeholders (include all levels)</li> </ul>				

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Q3 & Q4	Q1 & Q2	Q3 & Q4	Q1 & Q2	Q3 & Q4	Q1 & Q2	Q3 & Q4
<b>Marketing World Leading OHS Culture</b>						
CEO Summit Actions: Contributing to Promote usefulness of Non Technical Skills in the industry; Educating communities about good OHS principles beyond the workplace and Summit review event in 2010						
CEO Summit Vision Points: contributing to 1,2,3,4,5, 6, 7,8,9,10,11						
MSAC Strategy: 7 Marketing world-leading OHS culture to industry, workers and community; 8. Follow up Performance measures and Summit review event						
<ul style="list-style-type: none"> <li>OHS Culture Working Party to develop marketing strategy</li> </ul>	<ul style="list-style-type: none"> <li>Develop and implement Marketing strategy for the integrated programs</li> </ul>	<ul style="list-style-type: none"> <li>Implement Marketing strategy for the integrated programs</li> </ul>	<ul style="list-style-type: none"> <li>Implement Marketing strategy for the integrated programs</li> </ul>	<ul style="list-style-type: none"> <li>Implement Marketing strategy for the integrated programs</li> </ul>		
<ul style="list-style-type: none"> <li>Working Party to develop community awareness of OHS strategy</li> </ul>	<ul style="list-style-type: none"> <li>OHS community awareness strategy</li> </ul>	<ul style="list-style-type: none"> <li>OHS community awareness strategy.</li> </ul>	<ul style="list-style-type: none"> <li>OHS community awareness strategy</li> </ul>			
	<ul style="list-style-type: none"> <li>I&amp;I NSW in partnership with stakeholders provide information on how to access good OHS information. High-quality web based and hard copy</li> </ul>	<ul style="list-style-type: none"> <li>I&amp;I NSW in partnership with stakeholders provide Information on how to access good OHS information. High-quality web based and hard copy.</li> </ul>	<ul style="list-style-type: none"> <li>I&amp;I NSW in partnership with stakeholders provide Information on how to access good OHS information. High-quality web based and hard copy.</li> </ul>	<ul style="list-style-type: none"> <li>I&amp;I NSW in partnership with stakeholders provide Information on how to access good OHS information. High-quality web based and hard copy</li> </ul>		
	<ul style="list-style-type: none"> <li>Promote Professional OHS associations through high-quality web based information and information sheets</li> </ul>	<ul style="list-style-type: none"> <li>Promote Professional OHS associations through high-quality web based information and</li> </ul>				

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		information sheets				
		<ul style="list-style-type: none"> <li>2010 Summit preparation with MSAC endorsement</li> </ul>	<ul style="list-style-type: none"> <li>Summit Review and Evaluation CEO Summit - November 2010 – March 2011</li> </ul>			

## Glossary

ANTS	Associated Non Technical Skills	MSAC	Mine Safety Advisory Council
AWU	Australian Workers Union	MSO	Mine Safety Operations
CCAA	Cement Concrete and Aggregates Association	I&I NSW	Industry & Investment NSW
CEO	Chief Executive Officer	NSWMC	NSW Minerals Council
CFMEU	Construction Forestry Mining and Energy Union	OHS	Occupational Health and Safety
Comms	Communications Unit	PMTG	Performance Measures Task Group
IAU	Industry Assistance Unit	Standard	The term “standard” as used by MSAC has a broad definition to include a wide range of documents within the regulatory framework and may mean legislation, regulation, Code of Practice, guidance or information
MGSM	Macquarie Graduate School of Management		