

Mining and Extractives Industry CEO OHS Culture Change Summit 28 November 2008



COMMUNIQUE

Introduction

Opinion leaders from the NSW mining and extractives industry gathered to set an agenda for culture change to improve occupational health and safety (OHS) performance.

Forty-two of the most senior representatives from industry, unions and the public service met to discuss OHS culture change to agree on guiding principles and common goals that will help ensure the industry has a dynamic culture to address key health and safety issues. It has been identified that it is not only the technical issues of health and safety that need resolving. Non-technical and culture issues are the drivers for continued improvement in OHS performance.

Joint action

Participants agreed to a set of principles that will enable the industry to drive OHS culture change improvement. The principles (attachment A) will enable joint action to be taken by industry, unions and government agencies through the NSW Mine Safety Advisory Council.

Develop and implement strategies to:

- Foster non-technical skills through education programs to improve OHS culture
- Educate communities about good OHS principles at and beyond the workplace
- Promote the value of non-technical skills in the industry.

Participants agreed to gather again in 2010 to review progress on the deepening of OHS culture in the mining and extractives industry.

How does the industry want its OHS culture to be seen in 10 year's time?

1. Zero harm.
2. Demonstrated commitment at all levels that OHS is authentic and innate. Everyone has a leadership role.
3. All people are competent and have the authority and resources to complete the job safely.
4. Best practice consultation that is meaningful and effective.
5. No tension between productivity and OHS.
6. OHS implementation at regulatory, industry, site and individual levels is achievable, fair and just.
7. An effective enforcement policy that is applied in a consistent, fair and proportionate manner.
8. Accountabilities and responsibilities of all persons in the workplace are clear and within their control.
9. Stakeholders understand that a perceived problem for one stakeholder is a problem for the whole industry and needs resolution.
10. Industry stakeholders collaborate to achieve common goals. Collaboration provides a mechanism to appreciate the perceptions of other stakeholders.
11. The industry has 'effective' consultation. There is no disconnect between systems and practice.

Perceived impediments included:

- 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 stakeholders' perceptions.
- An overly complex process.

mission

Under the umbrella of MSAC, industry, unions and NSW Government agencies are working closely together to achieve world-class health and safety in the NSW mining and extractives industry.

Industry stakeholders are committed to the following principles:

- Our personal commitment to health and safety values and to world-leading performance and outcomes is evident at all levels, and health and safety is at the forefront of all decisions.
- We support the promotion of:
 - A world leading health and safety culture
 - A regulatory policy framework that encourages and fosters a relationship of transparent, open and honest communication among all stakeholders
 - Adequate resources across the industry – including human resources – for both establishing and maintaining world-leading performance and outcomes.
- All stakeholders work together in a cooperative environment to make the workplace safe and healthy.
- Accountabilities and responsibilities of all persons in the workplace are clear and within their control.
- Having systems and processes that build continuous improvement in OHS performance and regulation, with reliable information, data, auditing and benchmarking

review

Leaders of the mining and extractives industry, unions and NSW Government agencies will meet again in 2010, under the umbrella of MSAC, to review progress.