

NSW Mine Safety Advisory Council

Towards World-Class OHS Performance in NSW

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What Does MSAC Do?

The Council is a partnership that will help the industry:

- Strengthen relationships and build trust
- Prioritise and target OHS issues
- Gather, analyse and evaluate statistical information
- Ensure results are representative of entire industry
- Prepare informed and practical advice
- Keep on improving safety performance



What Benefits?

- Safety culture
- Organisational behaviour
- Proactive approach to OHS
- Productivity
- Industrial harmony
- Corporate citizenship
- Injury and disease rates

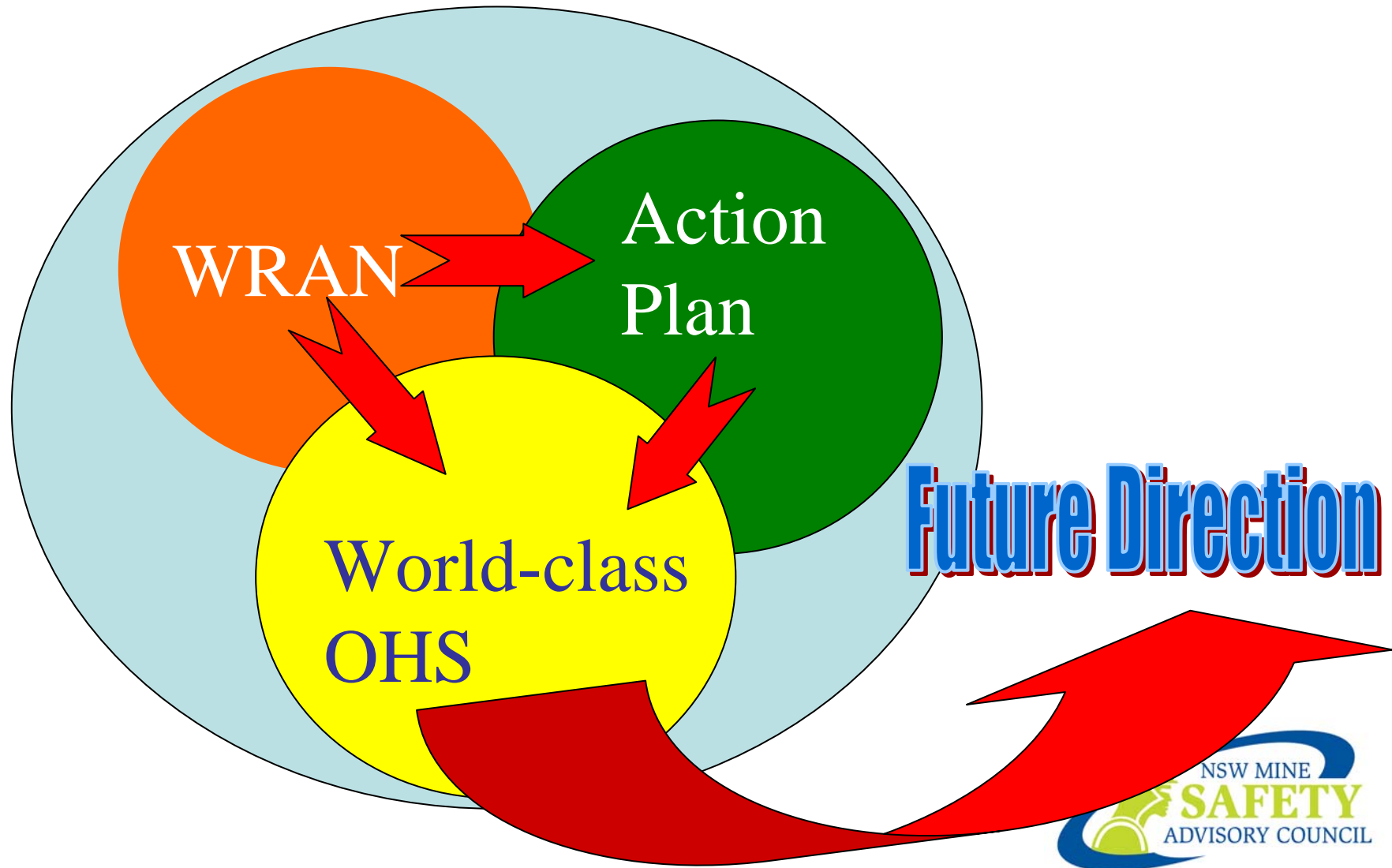


MSAC's Work Programme

- Implement Wran recommendations
 - “Digging Deeper” project
 - Health Working Party
- Address issues in *Health and Safety Action Plan to 2008*
 - *Musculoskeletal disorders; contractor safety; unplanned plant movement; airborne contaminants; vulnerable workers*
- Review OHS priorities
 - In light of outcomes from “Digging Deeper”
- Achieve the vision of world-class health and safety performance in NSW mines



Integrating the Programmes Towards One Outcome



Achieving World-Class Performance

- High level of commitment and ownership
 - Especially from groups such as Check Inspectors
- Industry-wide goal setting
 - Building on outcomes of “Digging Deeper”
- Strategic planning
- Effective implementation
- Continual review and adjustment



Steps Towards World-Class Performance

- Develop a cultural model
- Develop lead indicators
- Hold future development workshops
- Implement new communication strategy
- Review OHS priorities in the light of findings
 - e.g. from “Digging Deeper” project



Evaluation

- Successful implementation of work programme and achievement of goals needs integrated partnership
- MSAC can demonstrate it has effectively addressed Wran Recommendations
- Evaluation will keep MSAC on course towards recognition of world-class OHS performance
- Enable MSAC to demonstrate industry leadership in OHS in NSW mining



Adding Value

- Get credibility
- Have authority
- Give focus to the shared vision
- Provide input on health issues too
- Forge strong links throughout industry
- Be the principal agent for OHS change
- Involvement in National Mine Safety Framework



Conclusions

- Productive first 18 months
- MSAC provides focus for industry-wide collaboration
- Membership expert and committed to:
 - Achieving vision of zero fatalities and serious injuries
 - Achieving world-class OHS performance
- MSAC moving forward
 - Setting priorities
 - Fatigue and working time
 - Production bonuses and safety incentive schemes
 - OHSMS and communication
 - Reaching out and engaging all of industry
 - Increasing mutual respect and trust
 - Formulating clear, influential, practical advice
- MSAC is a credible, authoritative body in setting strategic directions in OHS in NSW mining



Digging Deeper Highlights

- 53 site visits (17 coal)
- 585 people interviewed
- 1666 questionnaires (858 coal)
- 3 Future Inquiry workshops
 - 47-60 participants
- Draft Final Report reviewed by PSG
- Final report submitted to PSG
- MSAC to consider Final Report in October
 - Develop advice to Minister



Production & safety bonuses

- Many schemes complex and old and based on outcomes (LTIFR)
 - Little workforce involvement in developing them
 - Just part of the wage
- Move away from benefits for meeting LTIFR targets
- Review existing schemes to:
 - Reward and encourage contribution to OHS management, not outcomes
 - Have management commitment and resources
 - Design, implement, review through consultation
 - Review and evaluate regularly
 - Encourage effective OHS culture through team-based approach



Working time & Fatigue

- Long hours worked in NSW mining industry
 - Average 50 hours a week
 - Ranges from 54 in metal to 48 in coal
 - Larger mines tend to have longer hours (52 in coal)
 - Professionals work longer than blue collar or admin.
 - Contractors work longer hours than direct employees
 - Widespread concern about long hours
- Coal tends to have higher risk rosters
 - Sometimes breaks too short for enough rest
 - Between shifts and within shifts
 - On-call status increases risk of fatigue



Managing Fatigue

- Limited evidence of thorough understanding of causes of fatigue
 - Especially work arrangements
 - Need to go beyond well-being programs
 - Look at causes and symptoms
 - Evidence of lack of a fatigue management policy
 - Or of risk assessments of fatigue
 - Fatigue is a major issue for staff
 - Need to look at individual risk factors
 - Overcome reluctance to report fatigue



OHSMS & Communication

- Clear link between effective OHSM and good organisational culture
 - Sites either proactive, transitional or reactive
- Room for improvement
 - Have a systematic approach to OHS management
 - Not just use specific OHSMS
 - Better workforce consultation and participation
 - Controlling risk at source
 - Applying resources to OHS
 - Seeking good advice
 - Monitor OHS performance
 - Audit, feedback, review, evaluate



Next steps

- MSAC to review “Digging Deeper” report, findings and recommendations
 - Consider whether to endorse some/all recommendations
 - Develop and agree advice to Minister regarding:
 - Recommendations
 - Action arising from recommendations
 - Priorities for action
 - Roles of stakeholders
 - Resources required
- MSAC to review current and future priorities
 - In light of “Digging Deeper” outcomes
 - Reorient programme of work if appropriate

