



**NSW
Resources
Regulator**

COMPLIANCE PRIORITY REPORT

TRAINING AND COMPETENCE – SURFACE & UNDERGROUND METALLIFEROUS MINES

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Executive summary

A crucial part of the NSW Resources Regulator's *Incident Prevention Strategy* involves compliance priority programs for mines and petroleum sites. This involves proactively assessing a topic, which is an emerging risk across the industry, that is driven primarily from incident data as well as evolving industry trends. Although these topics may also be contained within the Resources Regulator planned inspection programs, the aim of compliance priority programs is to gather further information and knowledge about how the industry is managing and controlling a specific issue.

This report summarises the assessment findings from the compliance priority program that targeted training and competence and covered 31 mines (both surface and underground) between January 2022 and June 2022. Several key elements were assessed as part of this program and included:

- onboard training requirements
- unsupervised training
- assessment process
- intake rates of new trainees
- trainer qualifications and competencies.

Legislative requirements and published guidance relating to training and competence are listed in Appendix A.

Key findings

Most mines identified onboard training requirements for new workers regarding the operation of mobile plant. These requirements included:

- the specific tasks to be undertaken in a particular piece of mobile plant
- the time required for a new worker to operate under supervision
- the time required for a new worker to operate unsupervised before a final assessment
- how the onboard training was documented (i.e. a log book)
- final assessment by a nominated trainer/assessor
- setting a maximum intake of new trainees at one time was not considered when developing training requirements, since both crew sizes and crew turnover were within manageable limits for the training resources available at the mines

raining and assessment requirements for mobile plant at some mines did not assess relevant criteria including:

- driving at night (at mines operating a night shift)
- emergency braking and steering
- positive communication (pos comms).

While not found to be a requirement at all mines, final assessment of competence for mobile plant operation was generally conducted by an authorised trainer/assessor with a qualification in training and assessment.

Several mines were found not to have an overarching training document that described the system in place used to train the workforce.

Recommendations

Mine operators should:

- review training and assessment requirements for mobile plant operation. Points for consideration include but are not limited to:
 - specific tasks undertaken by a piece of mobile plant
 - driving at night (at mines operating a night shift)
 - emergency braking and steering
 - pos comms.
- review the onboarding training process for new workers (relating to mobile plant) and ensure there is a clear and documented process to follow. Consideration should be given to having an overarching training document that describes the system in place used to train the workforce.

Notices issued

All of the 31 mines assessed under the inspection program were issued notices relating to training and competence, while some mines were issued notices in relation to other matters. For the purposes of this report, contraventions related to other matters were removed from the analysis. The notices issued for training and competence were examined in detail and Table 1 below lists the notices issued by type and details.

Table 1: Notices issued for the compliance priority program – Training and Competence – Surface & Underground Metalliferous Mines

NOTICE TYPE	TOTAL ISSUED	NUMBER OF MINES
s.195 prohibition notice	3	3
s.191 improvement notice	23	15
s.23 notice of concerns	32	31
Total	58	31

Of the combined 58 notices issued, there were some common themes that were apparent throughout the program. Table 2 summarises the type of contraventions and identifies some trends which are of concern.

Table 2: Notices issued - prevalence of categories of concern

IDENTIFIED CONCERN CATEGORIES

Mobile plant competencies were not always task-specific.

Some relevant aspects of mobile plant operation were not considered.

Systems and processes used to train the workforce were not described in an overarching document.

Further information

For more information on safety assessment programs, the findings outlined in this report, or other mine safety information, please contact the NSW Resources Regulator:

CONTACT TYPE	CONTACT DETAILS
Email	cau@regional.nsw.gov.au
Incident reporting	To report an incident or injury call 1300 814 609 or log in to the Regulator Portal
Website	www.resourcesregulator.nsw.gov.au/
Address	NSW Resources Regulator 516 High Street Maitland NSW 2320

Appendix A. Legislative requirements and published guidance relating to training and competence

The following is a list of certain legislative requirements for the management of training risks referred to in this report, as provided by the Work Health and Safety (Mines and Petroleum Sites) Regulation 2014 and Work Health and Safety Regulation 2017.

- Work Health and Safety Regulation 2017 Cl39 – Provision of information, training and instruction.
- Work Health and Safety Regulation 2017 Cl76 – Information, training and instruction for workers.
- Work Health and Safety Regulation 2017 Cl379 (2)(b) – Duty to provide supervision.