



MINING AND PETROLEUM COMPETENCE BOARD

Strategic Plan to 2023



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What is the Mining and Petroleum Competence Board?

The NSW Mining and Petroleum Competence Board (the Board) is a statutory board that advises the Minister (Deputy Premier) and the NSW Resources Regulator on the:

- setting of competence standards
- standards for assessing competence
- requirements for the maintenance of competence for exercising functions at a mine that impact on the health and safety of any person.

The Board is established under the *Work Health and Safety (Mines and Petroleum Sites) Act 2013* and *Work Health and Safety (Mines and Petroleum Sites) Regulation 2014*.

The Board comprises people representing the interests of employers and employees, officers of NSW Department of Regional NSW and independents with expertise in the development and assessment of competence standards for people performing functions at mines. The Board is chaired by an independent chairperson.

Vision

The Board's vision is to improve mine safety by contributing to the development of world-leading competence standards in the NSW mining and petroleum industries.

Mission

The Board aims to ensure the competence of people performing safety critical roles in NSW mining operations, as part of an overall strategy to improve mine safety performance by:

- maintaining a strategic focus on significant competence issues
- undertaking consultation with all relevant stakeholders when progressing competence matters
- ensuring processes are put in place to quickly identify emerging issues and respond accordingly

- liaising with other jurisdictions, with an aim to promote consistency in competence standards
- ensuring that all key stakeholders have access to consistent and accurate information regarding competence standards.

More information

For comprehensive information on the Board and its activities visit the webpage:

www.resourcesregulator.nsw.gov.au/safety-and-health/about-us/competence-board

Contact the Board

NSW Mining and Petroleum Competence Board

c/- NSW Department of Regional NSW

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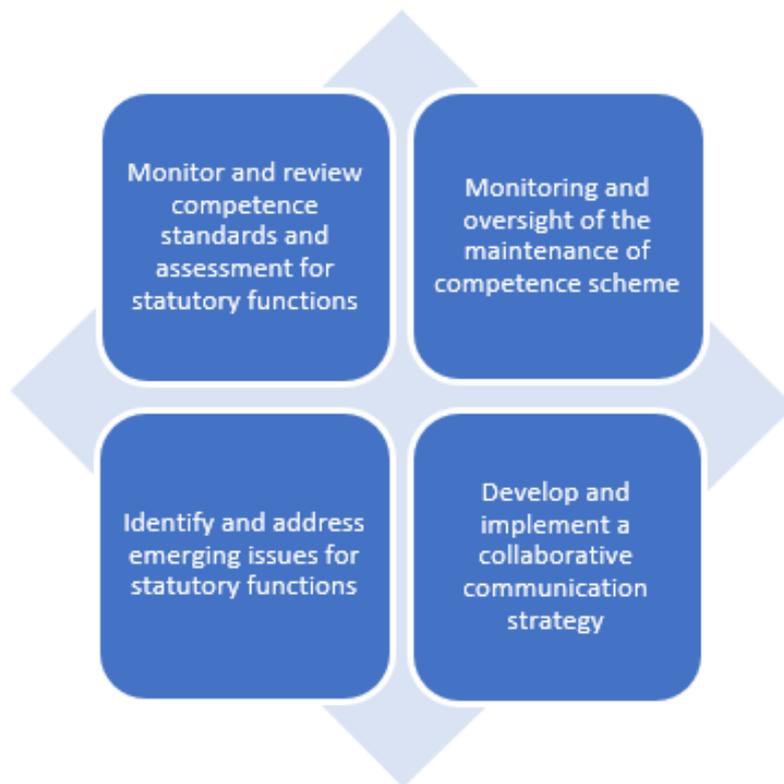
Introduction

The Mining and Petroleum Competence Board has developed this strategic plan to pursue its vision over the next three years.

Strategic plan objective

The Board's objective is to develop an efficient and effective scheme to ensure people carrying out statutory functions under Work Health and Safety (Mines and Petroleum Sites) laws are competent to carry out those roles to best practice WHS and engineering standards.

Over the next three years, the Board will pursue four strategies to achieve its objectives:



Summary of objectives and outcomes

STRATEGY	OBJECTIVES
1. Monitor and review competence standards and assessment for statutory functions	1.1. Monitor the scheme while ensuring that it is aligned with other jurisdictions 1.2. Reform the assessment process 1.3. Set and integrate specific requirements for emerging skillsets into standards and assessments
2. Monitoring and oversight of the maintenance of competence scheme	2.1. Board decision making is informed by evidence 2.2. Monitor and review the scheme auditing process 2.3. Proactive monitoring of performance indicators
3. Identify and address emerging issues for statutory functions	3.1. Monitor the mining industry for changes that may impact the operation of the competence scheme 3.2. New modules are developed in response to emerging issues
4. Develop and implement a collaborative communication strategy	4.1. Develop key messages to be communicated 4.2. Utilise a broad range of communication channels 4.3. Communications plan that supports the implementation of competency requirements 4.4. Prepare and publish annual report for Minister

Further action plans and activities will be developed to carry out the strategies, in consultation with the relevant stakeholders.

Strategies

1. Monitor and review competence standards and assessment for statutory functions

There are existing competence standards for statutory functions requiring certificates of competence.

Competence standards need to be monitored and revised in response to emerging issues (this is further addressed in strategy 3) to ensure safety standards are maintained. The Board advises the Resources Regulator on updating the competence standards for statutory functions requiring certificates of competence and the standards that should apply in the processes to assess applicants.

This strategy will enable the competence standards for statutory functions to be up to date, relevant and world leading so people conducting these functions are competent and support safe mining operations.

Objectives

1.1. Monitor the scheme while ensuring that it is aligned with other jurisdictions

There is a long-standing scheme of competence standards being applied to assess an individual's competency for a certificate. The existing scheme will be further developed through the following process:

- undertaking a blueprinting of the certificate of competence assessment process
- recommending any changes in competence standards to maintain benchmarks in the statutory function role descriptions and be consistent with other jurisdictions.

A major part of benchmarking and maintaining consistency within Australian jurisdictions will be sought through board member representation on the Australasian Mining Competency Advisory Committee (AMCAC), whose purpose is to pursue consistent competence standards.

1.2. Reform the assessment process

The assessment scheme for certificates of competence involves panels of people from industry and the mine safety regulator assessing the eligibility of applicants, including examining candidates through written and oral assessments. The scheme needs to remain efficient and effective so only suitable

people receive a certificate of competence. The board will consult and advise when reviewing the scheme to meet the needs by:

- ensuring the assessment process and examination content for each type of certificate of competence are effective and fair
- supporting examiners to develop and / or maintain their competence to assess candidates, as determined against competencies identified
- maintaining protocols and standards for assessing the equivalency of alternative qualifications and experience against those prescribed in the competence standards
- maintaining the scheme supporting mutual recognition.

1.3. Set and integrate specific requirements for emerging skillsets into standards and assessments

In reviewing the schemes for competency standards and assessment, emerging skills sets for statutory functions need to be identified and integrated into the competency standards. Emerging skills sets to be considered under this plan include:

- associated non-technical skills (ANTS), which have been identified as critical to complement the technical skills for safety
- technology, with innovations requiring changes in managing safety
- supervision/leadership, to reflect industry practice and flexibility
- skills needing to reflect the different size mining operations and level and types of risk.

2. Monitoring and oversight of the maintenance of competence scheme

Practising certificates are required by people to exercise the statutory function prescribed in mine safety legislation. A key condition of a practising certificate is to maintain competence. The Board will advise on the implementation of the scheme and performance of certificate holders in fulfilling their maintenance of competence obligations.

Objectives

2.1. Board decision making is informed by evidence

The Board will consider information on practising certificates provided by the NSW Resources Regulator when making decisions and providing advice including:

- how people who are issued with a certificate of competence are then to be issued with a practising certificate
- how existing certificate of competence holders are to be issued with a practising certificate
- conditions to be placed on a practising certificate
- requirements for renewal of a practising certificate
- suspension and cancelling of practicing certificates
- mutual recognition of interstate practising certificates.

2.2. Monitor and review the scheme auditing process

Practising certificate holders' compliance with maintenance of competence requirements will be monitored by the NSW Resources Regulator. To ensure compliance, auditing will be undertaken on an ongoing basis, starting with voluntary audits in years two and three of the scheme and progressing to random mandatory audits.

The Board will review the auditing process and outcomes to ensure that auditing activities:

- are at appropriate levels and intervals
- identifying compliance breaches or compliance issues.

2.3. Proactive monitoring of performance indicators

The Board will consider the effectiveness of maintenance of competence obligations on achieving the vision of a safe mining industry. The Board will monitor indicators that report on practising certificate holders' awareness of their requirements and the effect of the scheme on safety, supervision and the implementation of control measures.

3. Identify and address emerging issues for statutory functions

The scheme for the statutory competency framework needs to be responsive to industry changes, as mine operators seek to be more productive and safe. These changes need to be identified and the impact on the competencies of statutory functions considered. This strategy will support the Board in the early identification of emerging issues and advise on proactive steps to respond appropriately so people remain competent to the determined standards.

Objectives

3.1. Monitor the mining industry for changes that may impact the operation of the competence scheme

The Board will draw upon its tripartite representation from across the mining industry to identify emerging trends affecting competency. Advice will then be provided by the Board to the NSW Resources Regulator and Minister on the appropriate response to any emerging issues, whether they are technical, economic, social, environmental, legislative or political.

3.2. New modules are developed in response to emerging issues

Statutory functions require competent people to carry them out. As these competencies required change, there is a need to ensure people stay current. One way of ensuring currency of competencies is for maintenance of competence to underpin requirements for practising certificates (refer to strategy 2 for practising certificates).

4. Develop and implement a collaborative communication strategy

Objectives

4.1. Develop key messages to be communicated

As part of the communication strategy, key messages will be identified to ensure that people are made aware of them including that the Board:

- is facilitating effective and efficient schemes for competence assessment and maintenance

- is working towards a world-leading framework for statutory functions
- is monitoring the implementation and performance of the practising certificate scheme.

4.2. Utilise a broad range of communication channels

The Board will engage with stakeholders to collaborate on actions to achieve the strategies in this plan. Collaborative relationships and processes to be established include:

- the Board and its working parties to ensure consensus on matters
- engaging with the national industry skills council for the resources and infrastructure sector to effect changes at the national and state levels
- the Australasian Mining Competency Advisory Council for working with all mining jurisdictions to achieve consistent competency standards.

4.3. Communication plan that supports the implementation of competency requirements

A communication strategy will be maintained to ensure stakeholders are informed of the activities of the board including:

- potential applicants for certificates of competence
- the mining industry, including mine operators, workers and stakeholder organisations
- registered training organisations (RTOs) and educational bodies/institutions.

4.4. Prepare and publish annual report for Minister

In accordance with section 68 of the Work Health and Safety (Mines and Petroleum Sites) Act 2013, the Mining and Petroleum Competence Board produces an Annual Report. The Annual Report informs the Minister of the activities of the board in the preceding financial year.

Review

The Board will review the implementation of this strategic plan on a regular basis and provide advice on any amendments required.