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MARCSTA Monitor

Official Publication of the Mining and Resource Contractors Safety Training Association

Messsage from the CEO

New Direction for MARCSTA

In recent years the drive to introduce nationally recognised workforce training has accelerated in the Western Australian mining industry although somewhat tardily. This industry has traditionally formulated and implemented its own training, at least in the major producing companies.

MARCSTA has, in principle, supported standardised quality occupational health and safety training and this support showed itself in its generic surface and underground programs which have gained wide support. These programs are now delivered throughout Western Australia and in other states where contractors are employed.

All states are now committed to the adoption of industry training packages with the gradual withdrawal of accreditation of training programs which do not underpin training packages.

MARCSTA has now extended its scope to address these changes and all programs are being modified to provide the essential occupational health and safety skills and knowledge required to work safely in a range of mining industry applications.

These occupational health and safety skills underpin Work Safely, a core unit of competence from the nationally endorsed Metalliferous Mining Training Package. This unit provides a basic starting point for continuous training and application of occupational health and safety in the workplace.

Candidates who successfully complete the generic inductions will be entitled to a Statement of Attendance. Later, on production of satisfactory evidence that they have demonstrated competence in applying the knowledge and skills in their workplace, they will be issued with a Statement of Attainment which is recognised within the Australian Quality Training Framework.

Other occupational health and safety programs in place, or under development, will also

underpin units of competence from the metalliferous training package, and other packages where appropriate.

The complete transition is expected to be complete by 1 July.

Refresher programs - recognition of current competency (fast track)

MARCSTA has long noted the need for recognition of current competency. The introduction of an abbreviated refresher program was an attempt to address the concerns about cost and suggestions that renewal of competency was a "money making exercise".

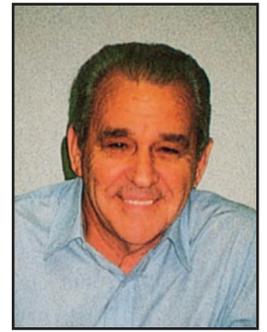
The truth is that assessment of competence prior to attendance at a refresher program indicated that only about 10% of candidates had retained the required competence.

Competence must be regularly assessed if credibility is to be maintained. Unless the knowledge and skills acquired are used continually they will degrade. Changes to procedures, regulations and workplace practices are occurring continually and new competencies need to be acquired.

MARCSTA will have in place by 1 July 2002 a Fast Track option for renewal of certification. This recognises that there are individuals who continually utilise their knowledge and skills and who keep up to date with changes to procedures, regulations and current practice. The option will entail a one-hour written examination under provider supervision designed to test current competency.

Attendance at the normal refresher program will be required if an applicant fails to meet the required standard of competence.

A full explanation of the process will be given in the next edition of the Monitor.



Pat Gilroy

In this issue...

Who's who	2	The mining industry and rep training	5
Editorial	2	MARCSTA members	5
High honour for CEO	2	Provider profile - IFAP	6
ISMSP	3	Review of MSI Act	7
Draft report on review of MSIA	3	The AQTF	7
Media trial of Alcoa	3	Conferences and courses	7
Safety intervention seminar	3	Liberty Mutual survey	8
MARCSTA registered providers	3	New publications	8
Member profile - Cook's Construction	4		

MARCSTA is a not for profit association.

All proceeds are reinvested into the industry for future development of safety and training.

The Monitor circulates widely throughout the mining industry and contractors to mining companies in Australia

Editorial

2002 has started with many safety issues. The US announced an increase in defence spending to improve its emergency response capability. Religion, which partly arose to help people to come to terms with risk, often creates risk through differences of viewpoint.

Before Christmas I worked on some issues for a mining company which all fell not into the safety basket but into occupational health, an aspect of mining MARCSTA's CEO emphasises. In January it was safety again as I trained a group of contractor employees on the new company safety management system.

Training as one response to risk was highlighted in December in the inquiry into the Army's adventure training fatalities on Everest. Their safety office had had its funding and staff severely pruned beforehand. (Why does the safety function so often suffer in corporate shakeups?) Encouragingly though the Army does routinely use the Kinney and Wiruth (US Navy China Lake) risk assessment method for training exercises it is planning.

Training in WA has come under the microscope with the review completed by Tony McRae MLA in December. However only three pages in the report dealt with training itself and the coalface as distinct from training structure issues. For instance training technologies and initiatives got little mention. Why is this important? Well, road fatalities in WA dropped by 23% in 2001 compared to 2000, but the value of computerised training for new drivers which asked them to respond to a range of hazard situations was questioned by the WA Road Accident Research Unit. By contrast, James Reason, the expert on error, believes that even in the best systems error is inevitable and a necessary aspect of training is that which addresses responding appropriately and recovering control.

The draft reports of the reviews by Commissioner Laing of the OSH and MSI legislation make interesting reading. (See also page 7). It is clear that the mining industry has achieved a far higher percentage of workplaces with safety and health reps even though it started seven years later than other industry. It is good to see that one of the initiatives, joint training of reps and supervisors, in which Pat Gilroy, the Chamber, the AWU, the then DME, two other very dedicated trainers and I were involved, has now been accepted by Mr Laing. This joint training began at the start of the downward trend in mining LTIFR.

The Laing MSI Act draft report also tries to answer the question "What happens to safety under economic pressures?" in the section The Industry Context.

There are moves in both reports to give WorkSafe a greater role in mining safety. The concept of a unified structure appealed to Lord Robens, yet under the present separation of DMPR from WorkSafe the mining LTIFR has dropped drastically over the nineties and is now below that for eight other WorkSafe categories – construction, manufacturing, cafes, transport, recreation, health, agriculture and retail. All but one of these achieved reductions in the last half of the nineties, but none as startling as mining.

Both reviews moot the idea of compulsory induction training across industry, and MARCSTA got a mention but not by name in the MSI review in regard to shiftwork lifestyle training.



Geoff Taylor



Who's who?

Chief Executive Officer
Pat Gilroy

Chairperson
Terry Condipodero
JR Engineering

Vice Chairperson
Joe Maglizza
CSR Readymix

Committee of Management
Ross Graham
Andy McDonald
Pat O'Sullivan
John Lemon
Warren Claydon

**General & Underground
Manual and Facilitators'
Guide Review, Provider
Registration Panel Chair**
Joe Maglizza

**Criteria & Recommendations
for Registration**
Ross Graham

MARCSTA Monitor Editor
Geoff Taylor

A note from the Chairman: High honour for Pat Gilroy

MARCSTA CEO Pat Gilroy was made a member in the general division of the Order of Australia in the New Year Honours list.

Pat left school at 14, completed political and psychology degrees 23 years later and made a very significant contribution to improving health and safety in the mining industry through his

involvement in developing policy and legislation during the twenty years he was with the Chamber of Minerals and Energy of WA. He has been a member of the WorkSafe Commission since 1986.

Pat has continued to make a contribution to this goal as the CEO of MARCSTA.

We congratulate Pat on a well-merited award.



ISMSP Chairman
Jim Torlach

International Society of Mine Safety Professionals (Australia) Inc

Society progress

Membership applications have now been received from 25 mine

safety and health professionals with a small but steady stream continuing to arrive. All applications will be processed by the end of February and categories of membership allocated.

Sub-Committees have been established to deal with applications, to complete the certification process and to advise on the examination process.

The requirements to qualify for professional certification will include a written examination based on mining health and safety legislation and a portfolio of documented safety and health activities and initiatives to support the application for certification. The purpose is to enable the accreditation panel to make a valid assessment of the knowledge and capacity of each applicant.

The process for examination and portfolio assessment is expected to be completed by 1 July 2002.

The website of the ISMSP will be on line via the MARCSTA web address www.marcsta.com at the end of March.

Review of the Mines Safety and Inspection Act 1994

The draft report on the Review of the Mines Safety and Inspection Act 1994 released late in February is the first legislative issue on which the Society will make comment. It can be downloaded from safetyline.wa.gov.au.

A draft response will be prepared for consideration and comment by members and subsequently forwarded on their behalf. Members will be expected to respond to the draft promptly in order to meet the submission deadline. A summary of the key recommendations of the review is contained on page 7.

Media trial of Alcoa World Alumina

Recent publicity in the media concerning multiple chemical sensitivity alleged to have emanated from Alcoa's Wagerup Refinery operations could be misconstrued by the reader to indicate a lack of environmental and occupational health standards by that company.

ISMSP members know only too well that the high standards of occupational health and safety in the mining industry in Western Australia today are a direct consequence of the commitment and input by Alcoa over the past 20 years or so.

Of particular significance is their dedication to occupational hygiene, a discipline in which they have excelled. They have been prepared to share that excellence with the rest of industry.

ISMSP members should take every opportunity to express their appreciation in public forums.

New Personal Development Workshop

A further professional development workshop, Evaluating the Effectiveness of Strategies for Preventing Work Injuries – How to Show Whether Safety Intervention Really Works will be held in mid July. It features Professor Harry Shannon of McMaster University, Hamilton, Canada. Professor Shannon is co-author of a Guide on this topic, produced in April 2001 on behalf of the Center for Disease Control and Prevention, NIOSH, USA.

The workshop follows that given by Dr Vincent Covello last October. Registrations will be strictly limited to ensure attendee involvement. Priority will be given to members and attendees at the Covello seminar. Attendance will count towards continuing professional development requirements.

To participate please register with Paula Sinclair at marcsta@eftelradio.com

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Tony Aveling
Ron Baker
Reuben Barber
Peter Barnard (U)
Tom Bateman (S)
Carl Berglin
Danny Bognar
Clive Brindley
Dale Cocker (U) (S)
David Collins (S)
Geoff Day

Peter Dowding (U)
Joe Duyvestyn
Linda Elezovich (S)
Dennis Farlow
Helen Fleming (S)
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Ross Graham
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Ralph Keegan (S)
John Lemon
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Berglin Consulting Services
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Baseline/Chubb
Tassmia Safety Training Services
Mandurah Safety and Training Services
Safety Skills Training
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*All listed provide general inductions
U denotes underground trainer as well.
S denotes shiftwork lifestyle trainer as well.*

This list is current at the time of going to press but for further information contact Anna Verteramo at the Secretariat on Phone 08-9355 1400 or Fax 08-9355 1499.



Cook's Construction

Cook's Construction Pty Ltd was established in 1940 and incorporated in 1969. The company has developed into a national contractor with a successful trading position and reputation in the market place.

The organisation is structured to focus on three core activities, contract mining and bulk earthworks, civil and infrastructure construction, and plant hire.

The head office of Cook's Construction Pty Ltd is at Dandenong in Victoria, with interstate offices in Western Australia and regional New South Wales. The latter also has overall responsibility for Queensland and has a sub-office at Emerald.

Cook's employ approximately 700 staff in areas including Occupational Health and Safety, Quality Assurance and Environment, Engineering and Project Management, Training, Procurement, Plant Maintenance and Administration, and Operations.

Cooks are actively involved in the gold mining industry in Western Australia and Queensland. Contracts include mining of gold ore and waste, provision of mining fleets on hire, major cutbacks, construction of tailings dams, haulage from satellite mines, portal construction and other services. Clients, past and present, include twenty two companies in four mainland states.

Current and completed works in the coal mining industry have included large scale overburden removal including drill and blast, coal excavation and haulage, water management, dams and drainage systems, construction of haul roads, box cuts and a railway coal haulage system.

Cook's have been involved with mining of other minerals such as copper, lead, zinc, silver and iron ore, with clients in three mainland states and Tasmania.

Cook's are also actively involved in the quarrying industry. Clients include Penrith Lakes Development Corporation (PLDC), the largest Australian quarry, Boral and Readymix. Dutton Quarrying - Yarwun Old, is owned and operated by Cook's.

The above clients and many other mining companies hire mobile plant and equipment from Cook's when the demand arises, or when capital allocations for their own plant are difficult to obtain or prove uneconomical.

For many years the company has developed various policies and procedures for the required functions that have been necessary to support field activities. Some of these have turned into departments of their own eg. quality assurance and safety. This has been as a result of the growing importance of those departments as a



Komatsu 785-3 dump truck at the Kailis mine, WA

business requirement. Safety and training, along with environmental management have grown with the understandable desire to reduce workplace sickness and injury. Earlier on the earthmoving industry was sceptical about safety, which was seen to be a hindrance to accepted well established methods. With the new focus on safe and environmentally friendly workplaces there is now a growing acceptance of these functions in the industry.



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- A set of three workbooks based on the Generic Competencies published by Worksafe Australia, suitable for use in OH&S modules for a range of courses.

Textbooks and workbooks are available separately or in packs. They are also suitable for short course industry training.

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The mining industry and rep training

“employee attitudes towards health and safety representatives were positive”

One of the key elements of the Robens Committee approach to improving occupational health and safety was the empowerment of the workforce and, in particular, the appointment of safety and health representatives to represent them in the consultation process considered crucial to performance improvement.

The mining industry demonstrated a readiness to adopt this principle and its continuing commitment has been a major factor in the turnaround in safety performance over the past twenty years.

Figures recently released by WorkSafe WA for the five years 1996/97 to 2000/01 indicate that approximately one-third of the participants attending introductory training courses for safety and health representatives have come from the mining industry which employs about five per cent of the Western Australian workforce.

There can be little doubt that the contribution made by safety and health representatives has been a significant factor in the continuous improvement in industry performance over the last two decades. Continuing to provide training for safety and health representatives will ensure that the industry remains at the forefront of occupational health and safety in Western Australia.

A recent review of the effectiveness of the health and safety representative and workplace health and safety committee system in South Australia by a working party of the WorkCover Corporation found some interesting, if not surprising, features of the system in that state.

Features that promote effective consultation and participation included:

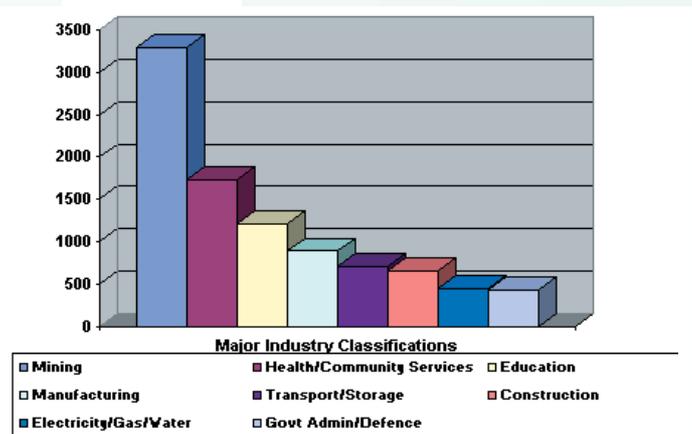
- sincerity in consultation
- respectful management - employee relationships
- an understanding of respective responsibilities

- top-down driven culture and consultation
- legislative and regulatory requirements
- internal and external influences on senior management
- appropriately trained management

Features that act as barriers to effective consultation and participation:

- lack of management commitment
- middle managerial focus on productivity, budgets, time frames etc
- lack of employee commitment (eg failing to report minor incidents, injuries)
- management belief that OHS is a job for OHS personnel
- lack of management training
- lack of support for health and safety representatives

In almost all cases employee attitudes towards health and safety representatives were positive. The survey results found that 93% of employee respondents believed that they had helped to improve occupational health and safety in their organisations.



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Driver Training and Education Centre
Tony Aveling and Associates
Mandurah Safety and Training Services
St. Barbara Mines

This list is current at the time of going to press but for further information contact the Secretariat on 08-9355 1400 or Fax 08-9355 1499



IFAP

IFAP (the Industrial Foundation for Accident Prevention), has long been one of the largest providers of occupational safety and health training and consulting services to the Western Australian Mining Industry. It celebrates 30 years of safety training and advice in 2002.

From MARCSTA Induction training, offered twice a week, to IFAP's industry recognised safety qualification, Certificate IV Safety Practitioner, IFAP's courses are designed to meet a diverse range of industry needs. IFAP is a major provider of training for Safety and Health Representatives with over 8,000 reps trained by IFAP. In addition to its general training programs, IFAP offers a range of courses designed specifically to meet mining industry needs. Surface Ventilation Officer and Technician training programs have proven extremely popular and fulfil the industry's needs for specialist staff.

IFAP also offers courses for managers, supervisors, safety committees and hazard management, as well as specific skill training for Certificates of

Competency (eg: crane, scaffolder, forklift), offshore sea survival and helicopter underwater escape training and emergency response.

IFAP's services extend beyond its world-class training facilities in Murdoch and North Fremantle. Customised training and consulting services are frequently conducted on clients' sites. IFAP has had extensive experience servicing many of the minesites in the remote areas of WA.

In recent times IFAP has run Occupational Safety and Health for Supervisors courses for Henry Walker Eltin at its sites all over WA, NT, QLD and in NSW. IFAP has also run several training courses for Project Managers. The Diploma in Safety for Project Managers was developed for Leighton Contractors and has provided real benefits to their safety performance.

IFAP boasts a solid team of highly qualified general and specialist OSH consultants with many years of industry experience between them. Two of IFAP's senior consultants,



(L to R): Guy LeNoir, Wayne Sullivan, Malcolm McFarland

Malcolm McFarland and Wayne Sullivan are registered to deliver MARCSTA Induction training.

IFAP also has a team of Associate Consultants on hand with Guy LeNoir a registered provider of MARCSTA Inductions.

IFAP is Western Australia's leading occupational safety and health training and consulting organisation. IFAP's purpose is captured in its mission statement: *to provide leadership in the advancement of safety and health for the benefit of the Western Australian workplace.*

IFAP is a not-for-profit, non-government, member based organisation governed by a Board of Directors drawn from leading figures in WA's business and academic community.

Industrial Foundation for Accident Prevention

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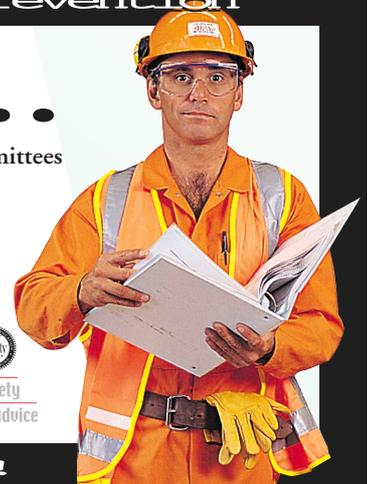
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Review of the Mines Safety and Inspection Act 1994

Key recommendations

- Repeal the MSI Act 1994 and incorporate its occupational safety and health provisions into the Occupational Safety and Health Act 1984.
- Retain the Mining Operations Division of DMPR as the body responsible for the administration and enforcement of the expanded Occupational Safety and Health Act 1984 in the mining industry (transfer the Mining Operations Division to WorkSafe WA).

Should those recommendations not be acceptable:

- Disband the Mines Occupational Safety and Health Advisory Board (delete Part 8 of the Mines Safety and Inspection Act) and establish a Mining Industry Standing Committee as an advisory committee under the WorkSafe WA Commission with an independent chairperson.
- Give the Mining Industry Standing Committee an ongoing supervisory role in relation to the Board of Examiners and the Mines Survey Board.
- Consider amendments to the current legislation in relation to:
 - notification of ownership changes
 - authorisation of subordinate appointments
 - notification of short term management appointments
 - requiring mine managers to have a knowledge of the Act
 - reviewing certification requirements
 - developing a public enforcement policy for DMPR
 - introducing improvement and prohibition notices for use by safety and health representatives, and for inspectors.
- Review the health and safety data systems operated by DMPR
- Develop a prosecution policy for DMPR
- Include coverage of ore transport on non-gazetted roads under the Mines Safety and Inspection Act.

Most, if not all, of the other recommendations are included in the Review of the Occupational Safety and Health Act 1984 which can be expected to take precedence.

Support or otherwise of those recommendations is likely to be determined in that jurisdiction and the mining industry should provide input to that debate if it has any concerns.

Decisions reached in the broader occupational safety and health tripartite forum could be expected to flow consequentially on to the mining industry.

The Australian Quality Training Framework

From 1 July 2002 all existing registered training organisations (MARCSTA is an RTO) must comply with the following standards for Registered Training Organisations under what is now titled the Australian Quality Training Framework.

- systems for quality training and assessment
- compliance with federal and state legislation and regulatory requirements
- effective financial management procedures
- recognition of qualifications issued by other RTOs
- access and equity and client service
- the competence of RTO staff
- RTO assessments
- learning and assessment strategies
- issuing AQF qualifications and statements of attainment
- use of national/state logos
- ethical marketing and advertising

Most of MARCSTA's licensed providers are RTOs in their own right and are moving to ensure compliance. Those providers which are not currently RTOs will be required by MARCSTA to meet similar standards in order to retain their annual licences.

Conferences & Courses

ALTA Nickel Cobalt Conference,

Perth May 20-22, 2002. ph 03 9850 3484 fax 03 9850 5446 info@altamet.com.au

CMMI Congress 2002. Codes and Sustainability.

Cairns 26-31 May 2002. Fax: 03- 9662 3662 ausimm.com

Global Mining Initiative Conference Toronto, 12-15 May 2002.

Mining Minerals and Metals for Sustainable Development. See gmiconference.com.

Liberty Mutual survey - safety and financial linkage

A recent Liberty Mutual survey in the USA found that 95% of executives report that workplace safety has a positive impact on a company's financial performance. Some further interesting information in the report concerns the elements of effective workplace safety programs:

- 25% of respondents report that *employee training* is the most important element of an effective

workplace safety program.

- 22% believe that *management commitment* is the most important element.
- 16% believe that *internal communication* is the most important element.
- 98% feel that *direct employee participation* is necessary for effective workplace safety, 69% believe it is critical.

MARCSTA Monitor

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New Publications

US – Karmis, M (ed). *Mine Health and Safety Management*. Society for Mining, Metallurgy and Exploration.. 472 pp. Fax: 0011-1-303 973 3845 sme@smenet.org

UK – Health and Safety Executive. *Guidance and Information on Escape from Mines*. HSE Books ph 0011-44-178 788 1165. hse.gov.au
A free electronic version of a chemical safety guidance booklet will be available in April on hsedirect.com

Australia – Institute of Quarrying/NSW DMR. *Safety Management Plan Workbook*. \$50.00. Contact: Steve Stewart 02 9901 8464.

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