



Government of Western Australia
Department of Mines and Petroleum

EMPLOYMENT INITIATIVES TO ACHIEVE WA MINES SAFETY REFORMS

Case Study



ROLE OF MINES SAFETY, RESOURCES SAFETY DIVISION

Issues:

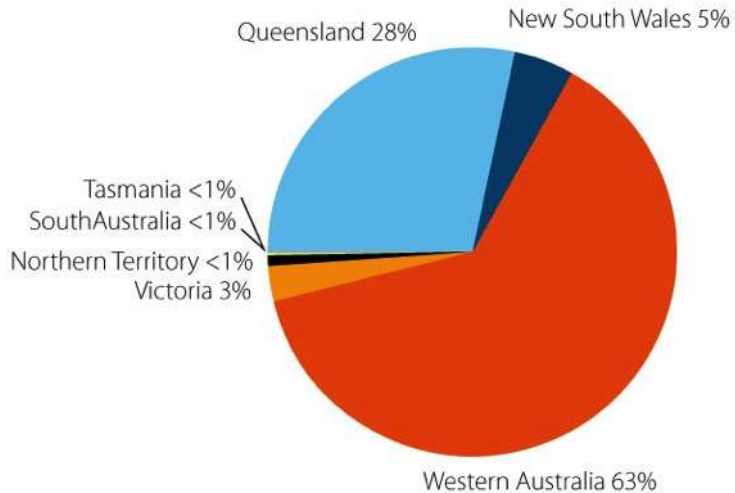
- Kenner Review report recommendations 8 April 2009
- Concerns frequently raised about inadequate number of Mines Safety Inspectors
- Continued loss of Inspectors to Industry
- Workforce demographics in Department
- Significant increase in workload
- Ratio of Inspectors to sites - NSW 1:550; WA 1:1,795
- Over 92,000 WA workers directly engaged in Resources sector (2010-11)
- \$167 billion project commitments & growing (March 2012)



WA MAJOR RESOURCES PROJECT ACTIVITIES 2012

Value of advanced projects
by state and territory, April 2011

\$173.5 billion



Source :The Australian Bureau of Agricultural and Resource Economics (ABARE)



PROJECT PLANNING

- Minister and Resources sector provided strong support
- Innovative business solutions focus from HR team
- Strong relationships with all stakeholders developed – focussed on common outcomes
- Executive Director committed to safety reform, Public Sector Commission and Labour Relations (Dept of Commerce) provided assistance on procedures
- Costing model developed – ongoing budget considerations due to over Award payment
- Communication Plan to meet stakeholder needs
- Competitive salary package developed on win/win basis



REQUIRED OUTCOMES

- 30% increase of trained and appointed Safety Inspectors within 1 year
- Organisational structural changes that would enable reforms – development and implementation timeframe 1-3 years
- Targeted Workforce planning (1 – 5 years) to ensure ongoing capability to meet changing business needs
- Focus group/consultative approach to engage employees/managers and external stakeholders in process
- Submission to Government met all procedural requirements for approval of an Attraction and Retention Incentive payment


ATTRACTION AND RETENTION INCENTIVE (ARI) PAYMENT PACKAGE


- Package needed to be competitive with Resources sector for similar range of skills/ experience/ qualifications
- Remuneration included – base salary + fortnightly (attraction) payment + 6 monthly milestone (retention) payment
- Milestones targeted directly to deliver reforms; focussed on operational excellence, interpersonal skills, professional development
- Mandatory competency based and assessed training agreement
- Labour Relations (Department of Commerce) approved July 2010

RECRUITMENT

- Developed tailored selection process – based on research
- Implemented targeted broad media marketing and advertising campaign developed in consultation with internal Communications/ Marketing staff and external expert advice
- All panel members specifically trained on selection process and briefed on objectives of campaign
- Senior management and HR representatives on all panels
- Phased recruitment campaigns completed within schedule over 6 months
- Selection processes averaged 30 days completion
- Targeted and multi-layered induction program to ensure recruits had clear understanding of Safety Reform agenda

RECRUITMENT

 Government of Western Australia
Department of Mines and Petroleum



**Secure your opportunity
for job and lifestyle balance**

A major recruitment campaign is underway at the Resources Safety Division of the Department of Mines and Petroleum in Western Australia.

A number of rewarding positions offering a competitive remuneration package and a flexible work/life balance are available.

This is your chance to be involved in making significant and meaningful changes to safety in Western Australia's resources sector.

Visit our website for more details.

www.dmp.wa.gov.au/mining-jobs
www.jobs.wa.gov.au

 Government of Western Australia
Department of Mines and Petroleum



**Elevate your career,
elevate your lifestyle**

A major recruitment campaign is underway for the Resources Safety Division at the Department of Mines and Petroleum. Committed to overhauling the way safety and health is regulated in Western Australia, the following opportunities are available.

Perth Office:

- Regional Inspector of Mines – South
- General Manager Investigations
- Inspector of Mines – Electrical Engineer
- Inspector of Mines – Mechanical Engineer
- Inspector of Mines – Geotechnical
- Lead Technical Investigator x 3

Kalgoorlie Office:

- Inspector of Mines – Mining Engineer x 2

These positions have competitive remuneration packages ranging from \$128,948 – \$206,407* and include flexible work arrangements, excellent working conditions, generous leave entitlements and an extensive professional development program.

This is your chance to be involved in making significant and meaningful changes to safety in the Western Australian resources sector. Visit our website for more details.

Application closing date 25 May 2011, 4.00pm

www.dmp.wa.gov.au/mining-jobs or jobs.wa.gov.au
or call (08) 9222 3109 to learn more about our exciting opportunities

*conditions apply

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OUTCOMES

- First ARI approved in WA State government
- 1,000 plus applications received during campaign
- Filled 37 inspector positions, 15 regionally based by December 2010
- Evaluation of marketing campaign demonstrated significant interest in the positions and successful promotion of DMP's commitment to safety reforms



OUTCOMES

- Transition of permanently employed Inspectors to ARI's on track
- Competency based training has set standard benchmarks that is being flowed on to other business areas
- 96% retention of ARI engaged employees to date – in aggressive Resources industry recruitment environment
- Other DMP ARI's related to safety regulation of the Resources industry have now been developed and approved



THANK YOU



MINISTER MOORE WITH MINE INSPECTOR GRADUATES