

BOARD OF EXAMINERS

Annual report 2024-25



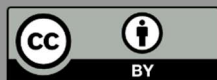
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Acknowledgement of Country

The Board of Examiners respectfully acknowledges all Aboriginal peoples and Torres Strait Islander peoples as the Traditional Owners and Custodians of this country on which we live and work. We acknowledge their continuing connection to land, waters and culture, and commit to ongoing reconciliation. We pay our respect to their Elders, past and present.

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1.0 The Board of Examiners annual report

This report satisfies the requirements and has been compiled and published in accordance with section 197 of the *Coal Mining Safety and Health Act 1999* (CMSHA).

1.1 The Board of Examiners and its role

The Board of Examiners (the Board) traces its origin to *The Mining Act of 1898 (Queensland)*. The Board's activities contribute to the safety and health of workers in surface and underground mines and supporting industry by endeavouring to ensure qualified and competent people are entrusted with key mining positions which, if not competently performed, could increase the possibility of injury and loss of life, potentially on a large scale. The Board grants Certificates of Competency and Notices to persons assessed as being appropriately qualified to fill a range of statutory mine management positions in the coal and metalliferous mining industries.

The former mining Board of Examiners was constituted under the *Mines Regulation Act 1964* and recognised by the *Coal Mining Act 1925*. The Board was constituted under identical provisions in Parts 10 of both the *Mining and Quarrying Safety and Health Act 1999* (MQSHA) and the CMSHA, with the proclamation of new mining safety and health legislation on 16 March 2001.

Subsequently, the *Mines and Energy Legislation Amendment Act 2010* rationalised the provisions within the two Acts, establishing the Board under Part 10 of the CMSHA with applicability to the MQSHA.

The CMSHA and the MQSHA set out the functions of the Board. These functions are:

- to determine the competencies necessary for holders of Certificates of Competency
- to assess applicants for Certificates of Competency
- to grant Certificates of Competency to persons who have demonstrated, to the Board's satisfaction, the appropriate required level of Competency
- to ensure the competencies under the Acts are consistent with requirements by other states for the holders of Certificates of Competency
- to issue Site Senior Executive (SSE) Notices to persons who have demonstrated, to the Board's satisfaction, the safety and health competencies recognised by the Coal Mining Safety and Health Advisory Committee (the Committee) under section 76 of CMSHA, required to perform the duties of a SSE for a coal mine, and
- to perform other functions given to the Board as required under the Acts.

Certificates of Competency are mandatory for certain statutory positions as provided in these Acts. The Board only issues certificates to persons who meet appropriate eligibility criteria, pass a written examination in Queensland mining law and an oral examination in mining practice. The oral examination panels are generally chaired by a mines inspector and include two experienced, qualified peers from the mining industry. Certificates issued by the Board are:

- First Class Mine Manager's Certificate of Competency (Underground Metalliferous Mines)
- First Class Mine Manager's Certificate of Competency (Underground Coal Mines)
- Second Class Mine Manager's Certificate of Competency (Underground Coal Mines)

- Deputy's Certificate of Competency (Underground Coal Mines)
- Open cut examiner's (OCE) Certificate of Competency (Coal Mines), and
- Ventilation Officer (Underground Coal Mines).

In addition to assessing candidates for eligibility to hold a Certificate of Competency, the Board reviews applications for mutual recognition of Certificates of Competency issued by other jurisdictions in accordance with the *Mutual Recognition Act 1992 (Cth)*, and the *Trans-Tasman Mutual Recognition Act 1997 (Cth)*. The Board ensures each applicant is suitably qualified and has appropriate knowledge of Queensland legislation and mining practices.

A 2022 review of the regulatory framework has resulted in the implementation of the *Resources Safety and Health Legislation Amendment Act 2024* (RSHLA Act) which establishes five new Certificates of Competency for key safety roles in coal mining operations:

- Mechanical Engineering Manager (Underground Coal Mines)
- Mechanical Engineering Manager (Surface Coal Mines)
- Electrical Engineering Manager (Underground Coal Mines)
- Electrical Engineering Manager (Surface Coal Mines), and
- Surface Mine Manager (Surface Coal Mines)

These roles will be introduced over a five-year period from 1 June 2025 to 1 June 2030.

The Board also issues coal SSE Notices to persons who have demonstrated their knowledge of the CMSHA, by undertaking a written mining law examination. Similarly, the Board issues SSE Notices to those deemed eligible under MQSHA to manage sites employing more than 10 persons.

On 10 June 2025, the Board enacted new legislative provisions in the RSHLA Act, which mandates the Practicing Certificate Scheme (PCS) in the CMSHA and MQSHA for current statutory officials. This continuous professional development platform ensures that there is ongoing commitment to maintaining contemporary skills and knowledge for statutory officials to discharge their statutory obligations and reduce the risk to workers in Queensland mines.

1.2 Board of Examiners Membership

Appointments to the Board are made by the Governor in Council. At the commencement of the current reporting period, membership consisted of a chairperson and 10 other members. Jacques le Roux, Chief Inspector of Coal Mines, held the ex-officio position and responsibilities of chairperson.

The Board maintained the same complement of members across the reporting period:

Table 1 – Members as at 30 June 2024

Name	Details
Jacques le Roux	Chair, ex-officio position, Chief Inspector of Coal Mines. Holds First and Second Class Mine Manager Certificates of Competency (Coal) and an Open Cut Examiner Certificate of Competency.
Hermann Fasching	Ex-officio position, Chief Inspector of Mineral Mines and Quarries.
Deon Esterhuizen	Inspector of Mines. Holds a First Class Mine Manager Certificate of Competency (Metalliferous)
Stephen Watts	Industry Safety and Health Representative, Mining and Energy Union. Holds a Second Class Certificate of Competency.
Angela Dow	Safety and health consultant to industry. Holds an Open Cut Examiner Certificate of Competency.
Adam Barton	Underground Mine Manager, Cannington Mine. Holds a First Class Mine Manager Certificate of Competency (Metalliferous).
Leslie Marlborough	Underground Mine Manager, Anglo American. Holds First class and Second Class Mine Manager Certificates of Competency (Coal).
Matthew Way	Underground Mine Manager, Glencore. Holds First and Second Class Mine Manager Certificates of Competency (Coal) and a Deputy's Certificate of Competency.
Neville Stanton	Underground Mine Manager, Anglo American. Holds a First Class Mine Manager Certificate of Competency (Coal) and a Deputy's Certificate of Competency.
William Davison	Holds an Open Cut Examiner Certificate of Competency.
Martin Filar	Underground Mine Manager, 29Metals, Capricorn Copper Mine. Holds a First Class Mine Manager Certificate of Competency (Metalliferous).

Table 2 – Meetings held and attendance

Board Member	Number of Meetings	Number of meetings attended
Jacques le Roux	4	4
Hermann Fasching	4	4
Deon Esterhuizen	4	4
Stephen Watts	4	3
Angela Dow	4	3
Adam Barton	4	4
Leslie Marlborough	4	4
Matthew Way	4	4
Neville Stanton	4	3
William Davison	4	4
Martin Filar	4	4

2.0 Certificates and Mutual Recognition

2.1 Application statistics

Table 3 – Number of Applications received by the Secretariat

Applications	2023-2024	2024-2025
Applications for Certificates of Competency and Notices	155	211
Applications for letters of registration by mutual recognition	56	44

Table 4 – Law examinations conducted

Examinations	2023-2024	2024-2025
Examinations for Certificate of Competency	85	102
Examinations for mutual recognition	19	6


Table 5 – Certificates and letters of Mutual Recognition issued

Issued	2023-2024	2024-2025
Certificates of Competency	61	43
Letters of registration by mutual recognition	43	18

3.0 Achievements

3.1 Application numbers

During the reporting period a total of 255 applications were received across the various statutory roles, reflecting ongoing demand for skilled professionals in Queensland's mining sector. The number of applications submitted under mutual recognition (including first class mine manager for underground coal mines and first class mine manager for underground metalliferous mines, second class, deputy and open cut examiner certificates) was 42 (17%). For those applying for a certificate of competency the deputy role accounted for the majority, with 45 submissions, followed by open cut examiners (OCE) with 34 applications. Application numbers for first and second class mine manager (coal) remained consistent with previous years receiving 4 and 10 respectively. The Secretariat received eight first class mine manager (metalliferous) lodgements noting 5 were mutual recognition applications from Western Australia. Overall, the number of submissions lodged under mutual recognition legislation have reduced slightly, with majority of the applicants providing NSW competencies for consideration by the Board.



The SSE Notice (Metalliferous) lodgements increased 34% to 78 this year, and the number of applicants for an SSE Notice (Coal) remained consistent at 32 submissions.

3.2 Law Examinations for Certificates of Competency

The Board conducted 137 law exams throughout Australia within the 2024-25 year. The most common exam undertaken was a Deputy exam with 42 attempts (including three candidates that attempted the exam twice within the reporting period). The OCE law exam was the second highest number with 39 individual attempts this year.

3.3 Oral Examinations for Certificates of Competency

For applicants applying for a Certificate of Competency within Queensland, they must pass a law examination before being eligible to sit the oral examination. Applicants requesting mutual recognition are not subject to oral examinations.

For 2024-25 year, there was 91 oral examinations conducted across the state. The pass rate was 66% with 4 of the candidates attempting the exam twice during the 12-month reporting period.

3.4 Coal Site Senior Executive Notices issued

The number of applications for an SSE Notice for coal operations is consistent with the previous year. The Secretariat organised 29 law examinations for applicants with open applications. On two occasions the exam was attempted a second time by candidates during the reporting year.

3.5 Mines and quarries Site Senior Executive Notices

In the reporting period, the Board issued 55 SSE Notices for mineral mines and quarries that employ more than 10 persons at site. Higher application numbers this year is linked to increased production demands in Queensland due to the planning and preparation for the 2032 Olympics.

4.0 Priorities and Outcomes

4.1 Aging demographic of certificate holders and availability of training courses

The Board continues to engage with industry and registered training organisations to address concerns around aging demographics and natural attrition of Certificate of Competency holders. With the introduction of the PCS, visibility of mining professionals with the relevant credentials assists the Board in identifying and preventing any potential shortage in key safety roles. Monitoring PCS numbers also assists to guide industry in maintaining

relevant training courses and supporting candidates with their development, ensuring that there is sufficient numbers of experienced personnel being fostered to meet operational demands.

This year recorded a slight increase in the number of applicants and certificates issued to first class and second class applicants as evidence of improvement in these areas. The Board continues to review and adjust examination and administration procedures to expedite the application process where possible

4.2 Legislation

The RSHLA Act was passed by the Queensland Parliament on 18 June 2024. This new legislation guides functions, activities, and priorities, conducted over the last four reporting periods, to be officially included in the Board's body of work. The following milestones have been met:

- implementation of the official practising certificate scheme and ensuring all relevant mining professionals were successfully registered when the scheme became mandatory on 10 June 2025.
- incorporating the new certificates of competency applications into OneRSHQ portal (Surface Mine Manager, Mechanical Engineering Manager, Electrical Engineering Manager)

4.3 External review of the Board of Examiners


In the 2018-19 reporting period, the then Minister for Natural Resources, Mines and Energy commissioned an independent, external review into the Board. The review, conducted by JohnStaff Pty Ltd, included interviews with Board members, the Secretariat, and external stakeholders. Sixteen recommendations were made, largely focussed on changes to governance arrangements, processes and practices, suggested resolution of issues around mutual recognition, and the implementation of the practising certificate scheme which was instituted on 10 June 2025. The Board and Secretary are still in the process of fulfilling these other recommendations.

4.4 Consistency with other jurisdictions

The Board previously consulted with the Australian Mining Competency Advisory Council (AMCAC) however post COVID this body has become inactive. Instead, the Board and Secretariat liaise with the individual Australian States and New Zealand regulators as cross-border issues arise to ensure consistency is maintained.

4.5 Practising Certificate Scheme

During the reporting period, the Board and Secretariat managed the transition of the existing voluntary customer relationship management (CRM) platform, on which the PCS is built, to the official PCS environment compulsory for all statutory officials. The CRM system uses secure government identity verification protocols for PCS participants for log in access and recording their continuing professional development (CPD) activities to maintain their competence in real time. The system went live in June 2022 and following the enactment of the RSHLA Act it is now compulsory for each registrant to maintain a current practicing certificate in Queensland to continue working in a statutory role. During the transition period 1823 official practicing certificates were issued to certificate and notice holders.



The PCS framework has been developed to align with contemporary CPD schemes required in other high-risk industries. The Board and the Secretary have delivered in-person seminars across industry on the PCS. The Secretariat continued to implement usability and efficiency enhancements to meet optimal functionalities for all Certificates of Competency and Notice holders.

5.0 New Certificates of Competency and changes to Board membership

The enactment of the RSHLA Act is part of a legislative response to improving safety in Queensland mines and achieving zero serious harm. Two significant changes being implemented by the Board in the next 12 months includes the five additional certificates of competency for key safety officials at coal mines and the transition to an independent Chair of the Board commencing 1 September 2026.

6.0 Subcommittees

The Board established a subcommittee to oversee the implementation of changes to the collection of evidence as part of the Practicing Certificate Scheme. The Committee was instrumental in guiding the project to enhance usability of the PCS platform. The expected changes are set for implementation in late October.

7.0 Expenses incurred

Board members are eligible to claim meeting attendance fees and reimbursement of reasonable travel expenses, in accordance with the Remuneration Procedures for Part-Time Chairs and Members of Queensland Government Bodies. Members of the Board who are public servants are not entitled to remuneration.

In late 2014, a remuneration assessment was undertaken in accordance with the revised remuneration matrix as set out in the Remuneration Procedures for Part-Time Chairs and Members of Queensland Government Bodies. On 31 April 2015, the Governor in Council approved determination of the Board as a 'Regulation, administration and advice' level 1 category with Board and approved Board member remuneration at the rate of \$500 per meeting, for meetings of duration of four hours or greater.

The total amount incurred by the Board for meeting attendance fees (including superannuation where applicable), travel, accommodation, and out-of-pocket expenses for eligible members for Board business was \$5,315.19. It is noted that Board members did not claim the remuneration they were entitled to. Overall costs associated with travel, accommodation and meeting related expenses have decreased in this reporting period due to changes in Board members' travel arrangements and accommodation for meetings.

8.0 Statistics

Table 6 – Examination and Registration Activities for mutual recognition and certificates of competency

CoC / Letter of Recognition	Assessment Process	Written Exams		Oral Exams		Total CoC issued	Total MR Letters issued
		Pass	Fail	Pass	Fail		
1 st class mine manager (underground metalliferous mines)	Law/Oral Exam	0	4	1	0	1	-
	Mutual Recognition	-	-	N/A	N/A	-	2
1 st class mine manager (underground coal mines)	Law/Oral Exam	3	0	3	4	3	-
	Mutual Recognition	-	-	N/A	N/A	-	0
2 nd class mine manager (underground coal mines)	Law/Oral Exam	6	6	1	1	1	-
	Mutual Recognition	1	0	N/A	N/A	-	1
Deputy	Law/Oral Exam	35	5	31	15	32	-
	Mutual Recognition	0	2	N/A	N/A	-	11
OCE	Law/Oral Exam	34	2	25	8	25	-
	Mutual Recognition	1	2	N/A	N/A	-	4
Ventilation officer	Law/Oral Exam	4	3	2	0	4	-
	Mutual Recognition	N/A	N/A	N/A	N/A	-	N/A
*Note: Some Mutual Recognition letters were issued based on SSE validation and did not sit an examination.						66	18
*Discrepancies between assessment numbers and issued certificates is due to assessment occurring in prior years.							

Table 7 – SSE Notices (Coal) law exam results and Notices issued

	Pass	Fail	No. of Notices issued 2024-25
Site Senior Executive (Coal)	25	4	27

Table 8 – SSE Notices Issued (mineral mines and quarries)

	No. of applications 2023-24	No. of Notices issued 2024-25
Site Senior Executive (MMQ)	38	55

Table 9 – All applications received

CoC type	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
1 st class (metal)	9	7	19	4	13	2	3
1 st class (coal)	1	5	18	2	6	6	4
2 nd class (coal)	6	12	39	11	13	4	10
Deputy	50	57	83	21	45	43	45
OCE	35	25	59	29	31	31	33
VOC	-	-	2	18	14	4	6

Table 10 – Mutual recognition applications received

CoC type	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
1 st class (metal)	6	0	17	0	7	2	5
1 st class (coal)	0	5	18	1	5	6	1
2 nd class (coal)	6	2	36	3	4	6	2
Deputy	30	20	75	1	21	28	25
OCE	5	1	54	0	3	14	11

Table 11 – All written examination pass/fail results by class for previous and current reporting period

	2023-24 financial year				2024-25 financial year			
	Certificates		Mutual Recognition		Certificates		Mutual Recognition	
	Pass	Fail	Pass	Fail	Pass	Fail	Pass	Fail
1 st class (metal)	1	0	1	1	0	4	-	-
1 st class (coal)	3	0	2	2	3	0	-	-
2 nd class (coal)	2	4	1	0	6	6	1	-
Deputy	41	0	7	2	35	5	-	2
OCE	27	4	1	2	34	2	1	2
VOC	3	0	N/A	N/A	4	3	N/A	N/A
SSE (coal)	21	11	N/A	N/A	25	4	N/A	N/A

Table 12 – Written examination – attempt results by class 2024-25

	First Attempt		Second Attempt		Third Attempt	
	Pass	Fail	Pass	Fail	Pass	Fail
1 st class (metal)	-	-	-	3	-	1
1 st class (coal)	3	-	-	-	-	-
2 nd class (coal)	7	-	2	3	-	1
Deputy	34	-	3	5	-	-
OCE	35	-	-	4	-	-
VOC	4	-	-	1	-	2
SSE (coal)	25	-	2	1	-	1

Table 13 – Oral examination results

	2023-24		2024-25	
	Pass	Fail	Pass	Fail
1 st class (metal)	-	-	1	0
1 st class (coal)	0	4	3	4
2 nd class (coal)	4	1	1	1
Deputy	23	16	31	15
OCE	29	5	25	8
VOC	5	0	2	0

Table 14 – Issued certificates, letters of registration by mutual recognition and all SSE

	2023-24 financial year			2024-25 financial year		
	CoC's	MR	SSE Notice	CoC's	MR	SSE Notice
1 st class (metal)	0	5	N/A	1	2	N/A
1 st class (coal)	0	6	N/A	3	0	N/A
2 nd class (coal)	4	4	N/A	1	1	N/A
Deputy	23	19	N/A	32	11	N/A
OCE	29	9	N/A	25	4	N/A
VOC	5	N/A	N/A	4	N/A	N/A
SSE (coal)	N/A	N/A	15	N/A	N/A	27
SSE (MMQ)	N/A	N/A	38	N/A	N/A	55



Queensland
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