

Mining Safety and Health Advisory Committee

Annual report 2024–25



Commissioner for
Resources Safety
& Health



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To obtain a hard copy of the annual report, contact the Commissioner for Resources Safety and Health at commissioner@crsh.qld.gov.au.

Have your say

The Mining Safety and Health Advisory Committee hopes you find this annual report informative.

The advisory committee welcomes any comments and feedback about the report. Please send your feedback to commissioner@crsh.qld.gov.au.

28 October 2025

The Honourable Dale Last MP
Minister for Natural Resources and Mines
1 William Street
Brisbane Qld 4000

Dear Minister

In accordance with section 68(1) of the *Mining and Quarrying Safety and Health Act 1999*, please find attached the Mining Safety and Health Advisory Committee annual report for the year ending 30 June 2025.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Ken Singer', written in a cursive style.

Ken Singer
Acting Commissioner for Resources Safety and Health

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From the Chair

I am pleased to present this annual report outlining the achievements of the Mining Safety and Health Advisory Committee for 2024–25.

While the advisory committee met its statutory obligation to meet at least twice, operations of the advisory committee were impacted due to a Commissioner for Resources Safety and Health not being appointed between 5 October 2024 and 21 April 2025. A number of projects were delayed or could not be completed as planned and this is reflected in this annual report.

When I was appointed as Acting Commissioner and Chair of the advisory committee on 22 April 2025, a key priority for the remainder of the 2024–25 year was to re-establish the normal operations of the advisory committee and to provide a continuity of advice to the Minister regarding safety and health in the mineral mining and quarrying industry.

This report outlines the achievements of the advisory committee in 2024–25, including:

- considering competencies for site senior executives and supervisors
- providing feedback on a draft guidance note on the implementation of critical controls
- reviewing key safety and health outcomes to identify trends and provide advice to the Minister and industry on improvements to enhance safety and health performance
- considering a discussion paper released to industry by Resources Safety and Health Queensland to discuss legislative options to clarify obligations to manage psychosocial hazard in Queensland's resources industry.

As part of the process to re-establish its normal operations as a key priority, the advisory committee has reviewed its strategic plan and over the next 12 months will:

- prioritise updating supervisor competencies and consider new competencies for site senior executives and trainers and assessors
- begin a staged review of statutory and non-statutory roles to identify competency gaps against the Australian Qualifications Framework and legislation
- expand data inputs to committee discussions by designing analyses that enable better identification of critical risks
- initiate a documentation review of Queensland guidelines and guidance notes for mineral mines and quarries and to identify lapses in currency
- investigate critical risks—and industry performance in managing those risks—and review the effectiveness of the implementation and maintenance of controls
- develop a stakeholder engagement plan to improve transparency and visibility of the advisory committee and its advice.

I thank all members and substitute members for their participation in the advisory committee.

Members work many hours out-of-session to review documentation and complete projects and this is reflected in the robust discussions and the quality advice provided to the Minister.



Ken Singer

Acting Commissioner for Resources Safety and Health

Year at a glance

Table 1: Mining Safety and Health Advisory Committee key achievements for 2024–25

Objective	Key achievements
Set competencies	<ul style="list-style-type: none"> • Considered additional site senior executive competencies in response to a recommendation of the Queensland Coal Mining Board of Inquiry. • Considered competencies of supervisors and agreed to undertake a review of competencies required by supervisors at mineral mines and quarries. • Considered a proposed training program for site safety and health representatives.
Assess performance	<ul style="list-style-type: none"> • Reviewed key safety and health outcomes to identify trends and to provide advice to the Minister and industry on improvements to enhance safety and health performance.
Identify critical risk	<ul style="list-style-type: none"> • Held preliminary discussions around ways to address the key opportunity areas identified in <i>The state of safety reporting culture in Queensland's mining industry</i> report. • Provided feedback to the Commissioner for Resources Safety and Health on a draft guidance note on the implementation of critical control management for the mining industry. • Reviewed the Safer Together <i>On-site accommodation psychological health and safety guideline</i> which was created as a toolkit to aid the petroleum and gas industry in the development and maintenance of the psychological health and safety of on-site accommodation facilities. • Considered learnings from the coal industry gathered at the Queensland Resources Council's <i>Fatality prevention forum on lifting, slinging and craneage</i>.
Provide advice	<ul style="list-style-type: none"> • Considered a discussion paper released to industry by Resources Safety and Health Queensland to discuss legislative options to clarify obligations to manage psychosocial hazard in Queensland's resources industry. • Engaged with professional bodies, industry safety and health organisations, and external experts to provide informed advice to the Minister.

Mining Safety and Health Advisory Committee

The Mining Safety and Health Advisory Committee is established under part 6 of the *Mining and Quarrying Safety and Health Act 1999*.

The advisory committee is a tripartite body formed with the primary function to give advice and make recommendations to the Minister about promoting and protecting the safety and health of persons at mineral mines and quarries and persons who may be affected by mineral mining and quarrying operations. The advisory committee is an integral part of the accountability framework that is in place to manage safety and health in the industry and to ensure mine and quarry workers arrive home safe and healthy every day.

Under the *Mining and Quarrying Safety and Health Act 1999*, the chair of the advisory committee must prepare an annual report on the committee's operations for the year. The report must be given to the Minister as soon as practicable, but within 4 months, after the end of each financial year. The Minister must table the report in the Legislative Assembly within 14 sitting days.

Membership

The advisory committee is to consist of 10 members, one of whom is the chairperson.

Members appointed to the advisory committee represent the Queensland Government, mineral mine and quarry workers, and mineral mine and quarry operators. The independent chair of the advisory committee is the Commissioner for Resources Safety and Health. Members are appointed by the Minister for terms of up to 3 years and there is no limit to the number of terms a member can serve.

The advisory committee includes members nominated by the Australian Manufacturing Workers' Union, Australian Workers' Union, Cement Concrete and Aggregates Australia, Queensland Resources Council, and Resources Safety and Health Queensland. The Chief Inspector of Mineral Mines and Quarries is an *ex officio* member of the advisory committee.

Table 2: Mining Safety and Health Advisory Committee members for 2024–25

Name	Representing	Organisation	Meetings
Ken Singer ¹	Independent chair	Acting Commissioner for Resources Safety and Health	1
Andrew Clough ²	Independent chair	Acting Commissioner for Resources Safety and Health	1
Jack Farry	Queensland Government	Resources Safety and Health Queensland	2
Hermann Fasching	Queensland Government	Resources Safety and Health Queensland	2
Gavin Lawrence ³	Mineral mine and quarry workers	Australian Workers' Union	1
Joe Russell ⁴	Mineral mine and quarry operators	Queensland Resources Council	1
Cameron Skinner	Queensland Government	Resources Safety and Health Queensland	2
John Stark ⁵	Mineral mine and quarry operators	Cement Concrete and Aggregates Australia	1
William Tangye	Mineral mine and quarry workers	Australian Workers' Union	1
Denise White ⁶	Mineral mine and quarry workers	Australian Manufacturing Workers' Union	1
Maryann Wipaki ⁷	Mineral mine and quarry operators	Queensland Resources Council	1

Substitute members

Substitute members are appointed to take part in meetings of the advisory committee in place of a member from the same organisation who is unable to attend.

Table 3: Mining Safety and Health Advisory Committee substitute members for 2024–25

Name	Representing	Organisation	Meetings
Des Bouchardt	Mineral mine and quarry workers	Australian Workers' Union	1
Merridy Case	Mineral mine and quarry operators	Queensland Resources Council	0
Martin Brownlee ⁸	Mineral mine and quarry operators	Queensland Resources Council	0
Nick Harrigan ⁹	Mineral mine and quarry operators	Queensland Resources Council	0
Fiona Murfitt ¹⁰	Mineral mine and quarry operators	Queensland Resources Council	0
Aaron Neary ¹¹	Mineral mine and quarry workers	Australian Manufacturing Workers' Union	0

Meetings held

Under the *Mining and Quarrying Safety and Health Act 1999*, the advisory committee has an obligation to meet at least twice a year. In 2024–25, the advisory committee met twice.

Table 4: Mining Safety and Health Advisory Committee meetings in 2024–25

Meeting number	Date	Location
83	8 August 2024	Brisbane
84	29 May 2025	Brisbane

¹ Ken Singer was appointed as the Acting Commissioner for Resources Safety and Health effective 22 April 2025.

² Andrew Clough was the Acting Commissioner for Resources Safety and Health until 4 October 2024.

³ Gavin Lawrence's appointment to the advisory committee expired on 6 July 2024 and he was re-appointed as a member on 25 September 2024. Gavin attended the 8 August 2024 advisory committee meeting as an observer.

⁴ Joe Russell's resigned as a member of the advisory committee on 2 February 2025.

⁵ John Stark was appointed as a member to the advisory committee on 24 February 2025.

⁶ Denise White was appointed as a member to the advisory committee 25 September 2024.

⁷ Maryann Wipaki appointment to the advisory committee expired on 6 July 2024 and she was re-appointed as a member on 25 September 2024. Maryann attended the 8 August 2024 advisory committee meeting as an observer.

⁸ Martin Brownlee's appointment as a substitute member expired on 6 July 2024.

⁹ Nick Harrigan was appointed as a substitute member on 24 February 2025.

¹⁰ Fiona Murfitt's appointment as a substitute member expired on 6 July 2024.

¹¹ Aaron Neary was appointed as a substitute member on 24 February 2025.

Functions of the advisory committee

The primary function of the advisory committee is to give advice and make recommendations to the Minister about promoting and protecting the safety and health of persons at mineral mines and quarries and persons who may be affected by mineral mining and quarrying operations.

The advisory committee must discharge its primary function by periodically reviewing the effectiveness of the control of risk to any person from mineral mining and quarrying operations.

The advisory committee also has the following functions:

- recognising, establishing and publishing the following competencies
 - the competencies accepted by the committee as qualifying a person to perform the tasks prescribed by regulation
 - the safety and health competencies required to perform the duties of a person under this Act
- developing a 5-year strategic plan for improving the safety and health of persons at mines and persons who may be affected by mining operations
- periodically evaluating, and at least once each year updating, the 5-year strategic plan
- developing action plans to achieve measurable targets set in the 5-year strategic plan
- obtaining information from Resources Safety and Health Queensland to assess the fulfilment of the 5-year strategic plan and the action plans
- identifying and prioritising critical risks to the safety and health of persons at mineral mines and quarries and persons who may be affected by mineral mining and quarrying operations
- providing advice to the mineral mining and quarrying industry about those risks
- providing information to the Minister about the performance of Resources Safety and Health Queensland.

Five-year strategic plan

With the commencement of the *Resources Safety and Health Queensland Act 2020*, the *Mining and Quarrying Safety and Health Act 1999* was amended to broaden the functions of the advisory committee. The advisory committee must develop, and periodically evaluate and update, a 5-year strategic plan for improving the safety and health of persons at mines and persons who may be affected by mining operations.

The *Mining Safety and Health Advisory Committee strategic plan 2025–30* is described in Figure 1.

Vision and mission

The strategic plan serves as a roadmap to achieve the vision of:

Safe and healthy mines and quarries, now and in the future.

To achieve this vision, the advisory committee is guided by the mission:

To advise the minister and inform, educate and inspire industry to promote and protect the safety and health of people affected by mining and quarrying operations

Values

The advisory committee has 4 core values which underpin its work:

- people focussed
- robust
- collaborative
- adaptive.

VISION			
Mining and quarrying without harm			
MISSION			
To advise the minister and inform, educate and inspire industry to promote and protect the safety and health of people affected by mining and quarrying operations			
Our values: tripartite collaboration, respect, transparency, continuous improvement, simplicity			
Set competencies STRATEGIC OBJECTIVE	Assess performance STRATEGIC OBJECTIVE	Identify critical risk STRATEGIC OBJECTIVE	Provide advice STRATEGIC OBJECTIVE
<ul style="list-style-type: none"> • Recognising, establishing and publishing competencies. • Establish and maintain a relationship with Australian Mining and Automotive Skills Alliance. • Review Supervisor competency requirements. • Review SSHR competency requirements. • Review induction requirements for all mine workers. 	<ul style="list-style-type: none"> • Evaluate success of strategic plan objectives. • Review safety performance statistics from Resources Safety and Health Queensland. • Review safety data provided by unions and industry. • Obtain information on Resources Safety and Health Queensland performance. 	<ul style="list-style-type: none"> • Improve reporting culture. • Prioritise critical safety risks. • Identify emerging risks. • Review attraction and retention of safety critical statutory roles. • Review training on health risks. • Review psychosocial hazards. • Monitor changes on workplace contaminants from other jurisdictions. • Education on critical control management. • Consider contemporary regulatory approaches. 	<ul style="list-style-type: none"> • Provide timely, accurate and relevant information to the Minister. • Maintain communication and engagement. • Hold forums and workshops on identified risks.

Figure 1: Mining Safety and Health Advisory Committee 5-year strategic plan 2025–30

Work of the advisory committee

In 2024–25, the advisory committee completed a range of projects and activities that were aligned to the 4 strategic objectives under the *Mining Safety and Health Advisory Committee strategic plan 2025–2030*:

- set competencies
- assess performance
- identify critical risk
- provide advice.

Set competencies

The advisory committee has responsibility for establishing, recognising and publishing the competencies qualifying a person to perform the tasks prescribed by regulation and ensuring the Queensland mining and quarrying workforce has the competencies needed to keep people safe and healthy.

The advisory committee's priority strategies for achieving this objective are to:

- recognise, establish and publish competencies
- establish and maintain a relationship with the Australian Mining and Automotive Skills Alliance
- review supervisor competency requirements
- review site safety and health representative competency requirements
- review induction requirements for all mine workers.

Site senior executive competencies

The advisory committee considered the competencies for site senior executive in response to recommendation 16 from the Queensland Coal Mining Board of Inquiry.

The Board of Inquiry recommended the Coal Mining Safety and Health Advisory Committee include *RIIWH5601E Establish and maintain the WHS management system* as a competency unit

required to be held by a site senior executive at a coal mine.

The advisory committee considered whether to replace *BSBWHS521 Ensure a safe workplace for a work area* with *RIIWH5601E* for a site senior executive at a mineral mine or quarry.

It was decided that *BSBWHS521* was adequate to qualify the site senior executive of a mineral mine or quarry to perform the tasks prescribed to them under legislation.

Supervisor competencies

The advisory committee considered the competencies for supervisors in mineral mines and quarries and agreed that they were not adequate to qualify supervisors to perform their tasks under the legislation.

Members agreed to undertake a review of the competencies required by a supervisor.

Site safety and health representative competencies

The advisory committee considered a proposed training program for site safety and health representatives.

Members were provided with draft materials of the proposed program and will undertake further consideration as development continues in 2025–26.

Assess performance

The advisory committee takes an evidence-based approach to its work and analyses relevant information and data to consider and discuss solutions and research. This approach enables the advisory committee to provide the Minister and industry with advice which fosters continuous improvement in safety and health for mine workers.

To achieve its vision of *mining and quarrying without harm*, the advisory committee must also effectively achieve its strategic objectives by periodically assessing their own performance against their strategic plan.

The advisory committee's priority areas for achieving this objective are:

- evaluate success of strategic plan objectives
- review safety performance statistics from Resources Safety and Health Queensland
- review safety data provided by unions and industry
- obtain information on Resources Safety and Health Queensland performance.

Review key safety and health outcomes

In 2024–25, the advisory committee received briefings from Resources Safety and Health Queensland on high potential incident and serious accident data and reviewed significant incidents that occurred in the mineral mining and quarrying industries.

The advisory committee used this information to help it identify trends and to provide advice to the Minister and industry on improvements that could be made to enhance safety and health performance in the industry.

The advisory committee also received regular briefings from Resources Safety and Health Queensland on airborne contaminants data on respirable dust, respirable crystalline silica, diesel particulate matter and welding fumes. The advisory committee reviewed this data to monitor the effectiveness of controls in place to reduce risks to mineral mine and quarry workers.

Identify critical risk

The advisory committee believes that engaging and communicating with industry about the effective control of risk is an essential element of the roadmap towards its vision of *mining and quarrying without harm*.

The advisory committee will achieve this by promoting best practice, engaging with subject matter experts, and hosting or supporting industry sharing sessions.

The advisory committee's priority areas for achieving this objective are:

- improve reporting culture
- prioritise critical safety risks
- identify emerging risks
- review attraction and retention of safety critical statutory roles
- review training on health risks
- review psychosocial hazards
- monitor changes on workplace contaminants from other jurisdictions
- education on critical control management
- consider contemporary regulatory approaches.

Safety reporting survey

The *Queensland mining industry safety reporting survey* was completed in 2023–24 and aimed to establish a baseline of the safety reporting behaviours exhibited at mine sites in Queensland and to identify the key opportunities and barriers to achieving a responsive and effective safety reporting culture.

In 2024–25, the advisory committee had preliminary discussions around ways to address the key opportunity areas identified in the subsequent *The state of safety reporting culture in Queensland's mining industry* report.

Further implementation was impacted during the period between October 2024 and April 2025 when no Commissioner for Resources Safety and Health was appointed.

The advisory committee will continue to consider ways to address the key opportunity areas in 2025–26.

Critical control management

In 2024–25, the Commissioner, in consultation with the advisory committees, assisted Resources Safety and Health Queensland with the development of a guidance note on the implementation of critical control management for the mining industry.

The guidance note aimed to provide guidance on how to take reasonable precautions and exercise proper diligence in the development and integration of critical controls into principal hazard management plans and their subsequent implementation and maintenance.

The development of a guidance note was a recommendation made by the Queensland Coal Mining Board of Inquiry.

The guidance note was published by Resources Safety and Health Queensland in May 2025.

Psychosocial hazards

The advisory committee reviewed the Safer Together *On-site accommodation psychological health and safety guideline* which was created as a toolkit to aid the petroleum and gas industry in the development and maintenance of the psychological health and safety of on-site accommodation facilities. The guideline was designed to support accommodation facility owners and managers to protect the psychological health and safety of the users of these facilities.

Cross-sector learnings

The advisory committee considered learnings from the coal industry identified during the Queensland Resources Council's *Fatality prevention forum on lifting, slinging and craneage* held in Rockhampton on 14 May 2025. The advisory committee considered the key lessons identified in the forum and noted the wealth of safety learnings available from other jurisdictions or sectors that could be leveraged in mineral mining and quarrying.

Provide advice

The advisory committee's primary function is to advise and provide recommendations to the Minister about promoting and protecting the safety and health of persons at mineral mines and quarries. The advisory committee is also responsible for providing advice to the mineral mining and quarrying industries on critical risks to the safety and health of persons at mines and quarries.

To achieve its vision of *mining and quarrying without harm*, the committee will communicate, engage and advise the minister and industry on contemporary issues and learnings to increase awareness and education on safety and health risks.

The advisory committee's priority areas for achieving this objective are:

- provide timely, accurate and relevant information to the Minister
- maintain communication and engagement
- hold forums and workshops on identified risks.

Obligations to manage psychosocial hazards

The advisory committee considered a discussion paper released to industry by Resources Safety and Health Queensland to discuss legislative options to clarify obligations to manage psychosocial hazard in Queensland's resources industry.

Members noted the conversation on managing psychosocial hazards was focused on legislative updates but there was opportunity to explore training that can support leaders in managing psychosocial hazards.

Engagement with stakeholders

The advisory committee engaged with professional bodies, industry safety and health organisations and with external experts to provide informed advice to the Minister.

In 2024–25, this included engagement with:

- Association of Mining and Exploration Companies
- Krause Health and Safety
- Queensland Resources Council
- Resources Safety and Health Queensland
- Simtars
- The University of Queensland’s Minerals Industry Safety and Health Centre.

Expenses incurred

Advisory committee members are not entitled to any remuneration other than the reimbursement of reasonable expenses and travel allowances to attend meetings.

The total expenditure incurred by the Commissioner for Resources Safety and Health in 2024–25 in relation to the advisory committee was \$2607 excluding GST.

Table 5: Expenses incurred by the Commissioner for Resources Safety and Health in relation to the Mining Safety and Health Advisory Committee

Expense	Amount (excluding GST)
Travel and accommodation	\$1933
Meetings and industry forums	\$674
Total	\$2607

Appendix 1 Annual report requirements

Table 6: Annual report requirements for Queensland Government agencies for the 2024–25 reporting period

Name of Government body <i>Mining Safety and Health Advisory Committee</i>	
Act or instrument	<i>Mining and Quarrying Safety and Health Act 1999</i>
Functions	<p><i>The primary function of the advisory committee is to give advice and make recommendations to the Minister about promoting and protecting the safety and health of persons at mineral mines and quarries and persons who may be affected by mineral mining and quarrying operations.</i></p> <p><i>The advisory committee must discharge its primary function by periodically reviewing the effectiveness of the control of risk to any person from mineral mining and quarrying operations.</i></p>
Achievements	<p><i>Considered additional site senior executive competencies in response to a recommendation of the Queensland Coal Mining Board of Inquiry.</i></p> <p><i>Considered competencies of supervisors and agreed to undertake a review of competencies required by supervisors at mineral mines and quarries.</i></p> <p><i>Considered a proposed training program for site safety and health representatives.</i></p> <p><i>Reviewed key safety and health outcomes to identify trends and to provide advice to the Minister and industry on improvements to enhance safety and health performance.</i></p> <p><i>Held preliminary discussions around ways to address the key opportunity areas identified in The state of safety reporting culture in Queensland's mining industry report.</i></p> <p><i>Provided feedback to the Commissioner for Resources Safety and Health on a draft guidance note on the implementation of critical control management for the mining industry.</i></p> <p><i>Reviewed the Safer Together On-site accommodation psychological health and safety guideline which was created as a toolkit to aid the petroleum and gas industry in the development and maintenance of the psychological health and safety of on-site accommodation facilities.</i></p> <p><i>Considered learnings from the coal industry gathered at the Queensland Resources Council's Fatality prevention forum on lifting, slinging and craneage.</i></p> <p><i>Considered a discussion paper released to industry by Resources Safety and Health Queensland to discuss legislative options to clarify obligations to manage psychosocial hazard in Queensland's resources industry.</i></p> <p><i>Engaged with professional bodies, industry safety and health organisations, and external experts to provide informed advice to the Minister.</i></p>
Financial reporting	<i>Transactions of the entity are accounted for in the financial statements of the Resources Safety and Health Queensland 2024–25 annual report.</i>
Remuneration <i>Advisory committee members are not entitled to any remuneration other than the reimbursement of reasonable expenses and travel allowances to attend meetings.</i>	
No. scheduled meetings/sessions	2
Total out of pocket expenses	\$2607



Commissioner for
**Resources Safety
& Health**

