



Commissioner for  
**Resources Safety  
& Health**

**Annual report**

**2023-24**



© Commissioner for Resources Safety and Health, 2024.

This annual report is licensed by the State of Queensland (Commissioner for Resources Safety and Health) under a Creative Commons Attribution (CC BY) 4.0 International licence.



In essence, you are free to copy, communicate and adapt this annual report, as long as you attribute the work to the State of Queensland (Commissioner for Resources Safety and Health).

To view a copy of this licence, visit <http://creativecommons.org/licenses/by/4.0/>

ISSN 2653-2832 (Online)

ISSN 2653-2824 (Print)

### **Attribution**

Content from this annual report should be attributed as:

The State of Queensland (Commissioner for Resources Safety and Health) annual report 2023–24.

### **More information**

Information access and use:

<https://www.qgcio.qld.gov.au/documents/information-access-and-use-policy-is33>

### **Creative commons**

<https://creativecommons.org/licenses/>

### **Interpreter statement**

The Queensland Government is committed to providing accessible services to Queenslanders from all culturally and linguistically diverse backgrounds. If you have difficulty in understanding this document, you can contact us within Australia on 13QGOV (13 74 68) and we will arrange an interpreter to effectively communicate the report to you.



### **Public availability**

The Commissioner for Resources Safety and Health annual report is available online at <https://www.crsh.qld.gov.au/news-publications/publications>.

To obtain a hard copy of the annual report, contact the Commissioner for Resources Safety and Health on +61 7 3096 6528 or [commissioner@crsh.qld.gov.au](mailto:commissioner@crsh.qld.gov.au).

### **Have your say**

The Commissioner for Resources Safety and Health hopes you find this annual report informative. This report is part of the Commissioner's commitment to engage with all sectors of the resources industry to promote and protect the safety and health of people who may be affected by the operation of the industry.

The Commissioner welcomes any comments and feedback about the report. Please send your feedback to [commissioner@crsh.qld.gov.au](mailto:commissioner@crsh.qld.gov.au).

4 November 2024

The Honourable Dale Last MP  
Minister for Natural Resources and Mines, Minister for Manufacturing and Minister for Regional and Rural Development  
1 William Street  
Brisbane Qld 4000

Dear Minister

In accordance with section 64 of the *Resources Safety and Health Queensland Act 2020*, please find attached the Commissioner for Resources Safety and Health annual report for the year ending 30 June 2024.

In the absence of an appointed or acting Commissioner, this report has been provided by the office of the Commissioner for Resources Safety and Health.

Yours sincerely

**Office of the Commissioner for Resources Safety and Health**

# Contents

<b>From the Commissioner .....</b>	<b>2</b>
Industry outlook.....	3
About the Commissioner .....	4
Year at a glance.....	5
<b>Commissioner for Resources Safety and Health .....</b>	<b>6</b>
Commissioner’s functions .....	6
Vision and mission.....	7
Values .....	7
Relationships with government bodies .....	8
<b>Commissioner’s performance .....</b>	<b>9</b>
An informed Minister.....	9
Effective oversight.....	11
An engaged industry.....	12
<b>Governance .....</b>	<b>17</b>
Staffing.....	17
Conflicts of interest .....	17
External accountability .....	17
<b>Financial snapshot .....</b>	<b>18</b>
Funding.....	18
Budget of estimated costs for 2023–24.....	18
Expenditure.....	19
<b>Appendix 1 Compliance checklist.....</b>	<b>20</b>

## Figures

Figure 1: Commissioner for Resources Safety and Health strategic plan 2022–27.....	7
Figure 2: Queensland mining industry safety reporting survey topic areas .....	9

## Tables

Table 1: Commissioner for Resources Safety and Health key achievements for 2023–24.....	5
Table 2: Commissioner for Resources Safety and Health expenditure for 2023–24.....	19

## From the Commissioner

I am pleased to present the *Commissioner for Resources Safety and Health annual report for 2023–24*. The role of Commissioner for Resources Safety and Health is an important part of the accountability framework to manage safety and health in the resources industry in Queensland. It provides an independent monitoring, review and advisory function distinct and independent from Resources Safety and Health Queensland (RSHQ).

When I was appointed as the interim Commissioner for Resources Safety and Health in January 2024, I was honoured to be given the opportunity to act as custodian for the role until a new Commissioner is appointed. It has been my privilege to guide the resources sector, chair the advisory committees, provide independent advice to the Minister for Resources and Critical Minerals and to promote safety and health best practice across the sector.

This report outlines the achievements of both myself and the former Commissioner Kate du Preez in fulfilling the functions of the role in the 2023–24 financial year, including:

- providing a trusted source of independent advice to the Minister on safety and health in the resources industry
- providing the Minister with independent advice on the performance of RSHQ’s functions
- providing safety and health leadership for the Queensland resources industry
- engaging with industry peak bodies, resources industry operators and workers’ representative organisations to understand the safety and health performance of the industry
- chairing and supporting the safety and health advisory committees to develop their ongoing five-year strategic plans for improving the safety and health of people at, or affected by, coal mining and mineral mining and quarrying operations with the aim of promoting a collaborative and cooperative industry.

In 2023–24, the *Queensland mining industry safety reporting survey* was completed and a detailed report was released which provided the industry with a benchmark for the state of the safety reporting culture in the mining industry.

The release of *The state of safety reporting culture in Queensland’s mining industry* report is a milestone for the Queensland mining industry and the first time an industry-wide survey of the safety reporting culture in Queensland has been conducted.

The results enable benchmarking of industry safety reporting culture and provide focus areas for industry and the advisory committees to target for further research and continuous improvement in the years ahead.

Other key achievements in 2023–24 included:

- finalising an independent expert review of the effectiveness of RSHQ as a regulator in the context of recent recommendations made by the Coal Mining Board of Inquiry and the Brady Review
- commencing a research project on attracting and retaining skilled people in the Queensland mining industry.

- commencing the development of a guidance note on the implementation of critical control management for the mining industry.

The program of work outlined in this report illustrates the significant progress made in advancing the mission in the existing strategic plan:

*To provide effective leadership to the resources industry on safety and health and to advise the Minister on matters related to safety and health and the performance of the functions of the resources regulator.*

In my time as Commissioner, I am proud of the progress that has been made to ensure positive safety and health outcomes for all resource workers.

I am looking forward to observing the future direction of the industry and the hard work of the advisory committees and the various industry stakeholders who have a role to play in safety and health in the resources industry.

## Industry outlook

I am extremely saddened to report that there was one fatal incident in the Queensland resources industry in 2023–24.

On 15 January 2024, Mr Luke O'Brien, was fatally injured at Saraji Mine after being pinned between a moving light vehicle and a stationary vehicle.

I would like to express my most sincere sympathies to Mr O'Brien's family, friends and colleagues. In addition, 157 workers in the resources industry sustained serious injuries that required hospital admission.

A major underground fire also occurred at the Grosvenor mine on 29 June 2024, resulting in the closure of the mine and the subsequent sealing of the underground workings.

While it is fortunate there were no injuries associated with the incident, the potential for a major catastrophic event was very real.

This incident highlights the importance of effectively managing our principal hazards and underscores why critical control management needs to be part of the safety and health management system.

All stakeholders in the resources industry must work together to prevent serious accidents from occurring. Every person who goes to work should be able to return home in the same condition in which they left. These serious accidents are preventable, and we must use all of the knowledge, expertise and skills available to investigate the circumstances of serious accidents and high potential incidents to prevent harm before it occurs.



Andrew Clough

**Interim Commissioner for Resources Safety and Health**

## About the Commissioner

The interim Commissioner for Resources Safety and Health is Andrew Clough. Andrew was appointed as the interim Commissioner from 15 January 2024.

The role was previously held by Kate du Preez. Kate was Commissioner for Resources Safety and Health until 24 November 2023.

Andrew Clough was appointed Queensland's Interim Commissioner for Resources Safety and Health on 15 January 2024. Andrew has more than 40 years of experience in the resources industry across Australia, Africa, Papua New Guinea and North America, including working in underground operations and surface operations in both the coal sector and the mineral mining sector and in management positions. He previously held the role of Chief Inspector of Mines and was a board member of the Queensland Coal Mining Board of Inquiry. He holds a Bachelor of Engineering—Mining with First Class Honours, a Master of Applied Science—Mining Geomechanics, and Master of Business Administration. He also holds statutory mine managers certificates for both coal and mineral mines.



Kate du Preez was Queensland's Commissioner for Resources Safety and Health until 24 November 2023. Kate has 30 years of experience in the resources industry across Africa and Australia, including working in underground coal mines and in management positions. She holds a Bachelor of Science in Mining Engineering and was the first woman in South Africa to hold a mine manager's certificate of competency in coal mining.





## Year at a glance

Table 1: Commissioner for Resources Safety and Health key achievements for 2023–24

Objective	Key achievements
<b>An informed Minister</b>	<ul style="list-style-type: none"> <li>• Finalising data collection for the Queensland mining industry safety reporting survey from more than 90 coal mines, mineral mines and quarries.</li> <li>• Finalising the analysis of results from the Queensland mining industry safety reporting survey and publishing <i>The state of safety reporting culture in Queensland's mining industry</i> report.</li> <li>• Implementing activities relating to the promotion of safety and health.</li> <li>• Providing independent expert advice to the Minister on safety and health matters under section 58 of the <i>Resources Safety and Health Queensland Act 2020</i>.</li> </ul>
<b>Effective oversight</b>	<ul style="list-style-type: none"> <li>• Finalising an independent expert review of the effectiveness of RSHQ as a regulator in the context of recent recommendations made by the Coal Mining Board of Inquiry and the Brady Review.</li> </ul>
<b>An engaged industry</b>	<ul style="list-style-type: none"> <li>• Continuing to provide leadership, secretariat and project management support, and resources to assist the advisory committees in achieving the objectives outlined in their respective five-year strategic plans.</li> <li>• Commencing the development of a guidance note on the implementation of critical control management for the mining industry.</li> <li>• Commencing a research project on attracting and retaining people in the Queensland mining industry.</li> <li>• Participating in a working group to provide feedback on RSHQ's <i>Guide for managing the risks of workplace sexual harassment in Queensland's resource industry</i>.</li> </ul>

# Commissioner for Resources Safety and Health

The Commissioner for Resources Safety and Health is appointed by the Governor in Council under the *Resources Safety and Health Queensland Act 2020*. The position commenced on 1 July 2020.

## Commissioner's functions

The *Resources Safety and Health Queensland Act 2020* prescribes the following functions for the Commissioner:

- advise the Minister on matters relating to safety and health in the resources sector
- respond to requests by the Minister for advice on particular matters, including, for example, the strategic direction of Resources Safety and Health Queensland
- fulfil the following roles
  - chair of the Coal Mining Safety and Health Advisory Committee
  - chair of the Mining Safety and Health Advisory Committee
- engage with representatives of the explosives sector and petroleum and gas sector about promoting and protecting the safety and health of persons who may be affected by the operation of those sectors
- monitor, review, and report to the Minister on the performance of Resources Safety and Health Queensland's functions.

The Commissioner has the power to do anything necessary or convenient to be done for the performance of the Commissioner's functions and, in doing so, must act independently, impartially and in the public interest.

The Commissioner is required under section 64 of the *Resources Safety and Health Queensland Act 2020* to provide a written report to the Minister for Resources about the operations of the Commissioner during each financial year.

The activities undertaken by the Commissioner for Resources Safety and Health in 2023–24 are summarised in the body of this report. In addition, information on the operations of the advisory committees can be obtained in the following reports:

- Coal Mining Safety and Health Advisory Committee annual report 2023–24
- Mining Safety and Health Advisory Committee annual report 2023–24.

These reports can be downloaded from the Commissioner for Resources Safety and Health website at [www.crsh.qld.gov.au](http://www.crsh.qld.gov.au).

## Vision and mission

The Commissioner's vision is:

*Working together to improve safety and health in Queensland's resources industry.*

To achieve this vision, the Commissioner is guided by the mission:

*To provide effective leadership to the resources industry on safety and health and to advise the Minister on matters related to safety and health and the performance of the functions of the resources regulator.*

## Values

The Commissioner has four core values. These values underpin the work of the Commissioner and are supportive of the Queensland public service values:

- independence, integrity and impartiality
- transparency and accountability
- fairness, equity and accessibility
- collaboration and engagement.

**Vision:** Working together to improve safety and health in Queensland's resources industry

**Mission:** To provide effective leadership to the resources industry on safety and health and to advise the Minister on matters related to safety and health and the performance of the functions of the resources regulator

**Values:** Independence, integrity and impartiality | Transparency and accountability | Fairness, equity and accessibility | Collaboration and engagement

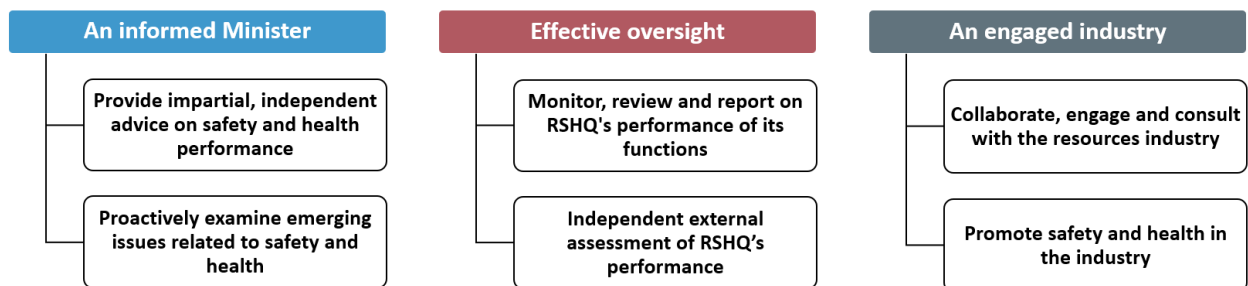


Figure 1: Commissioner for Resources Safety and Health strategic plan 2022–27

## Relationships with government bodies

The Commissioner has relationships with other government bodies with decision-making powers established either by an Act of Parliament or by a decision of executive government. The following government bodies have functions or responsibilities relevant to the role of Commissioner for Resources Safety and Health:

- Coal Mining Safety and Health Advisory Committee
- Mining Safety and Health Advisory Committee
- Resources Safety and Health Queensland.

Information on their operations can be obtained in their annual reports.

# Commissioner’s performance

In 2023–24, the Commissioner completed a range of projects and activities that were aligned to the three strategic objectives under the *Commissioner for Resources Safety and Health strategic plan 2022–27*:

- an informed Minister
- effective oversight
- an engaged industry.

## An informed Minister

The Commissioner’s primary function is to provide advice to the Minister on matters relating to safety and health in the resources industry.

The Commissioner proactively examines emerging issues related to safety and health and responds in a timely manner to requests from the Minister for advice, information and action.

The Commissioner’s priority strategies for achieving this objective are to:

- provide impartial, independent advice on safety and health performance
- proactively examine emerging issues related to safety and health.

## Safety reporting survey

In 2023–24, the Commissioner, in cooperation with the Coal Mining Safety and Health Advisory Committee and the Mining Safety and Health Advisory Committee, completed the *Queensland mining industry safety reporting survey*.

The survey aimed to establish a baseline of the safety reporting behaviours exhibited at mine sites and identify the key opportunities and barriers to achieving a responsive and effective safety reporting culture. It also aimed to

provide focus areas for industry and the advisory committees to target for further research and continuous improvement. The survey was driven by Finding 91 and Recommendation 28 of the *Queensland Coal Mining Board of Inquiry part 2 report*:<sup>1</sup>

*Finding 91—An extensive study undertaken by CSMHAC on reporting culture in coal mines would benefit the industry in Queensland.*

*Recommendation 28—As part of carrying out its functions under section 76A of the Act, CSMHAC considers including within its 5-year Strategic Plan activities that will facilitate improvements in the reporting culture in Queensland coal mines.*

The survey was divided into themes to assess metrics on standards, communication, risk management, involvement, and reporting across the three levels of an organisation. Survey questions were categorised into 15 different topic areas as shown in Figure 2.

	MY TEAM	FRONTLINE LEADERS	SENIOR LEADERS
STANDARDS	Adhere to standards	Ensure compliance	Set high standards
COMMUNICATION	Speak up	Encourage the team	Communicate openly
RISK MANAGEMENT	Plan for safety	Promote risk awareness	Control for risk
INVOLVEMENT	Get involved	Involve the team	Involve the workforce
REPORTING	Report safety concerns	Support and promote	Encourage and action

Figure 2: Queensland mining industry safety reporting survey topic areas

<sup>1</sup> [https://www.coalminesinquiry.qld.gov.au/\\_data/assets/pdf\\_file/0014/1621211/Queensland-Coal-Mining-Board-of-Inquiry-Part-II-Report.pdf](https://www.coalminesinquiry.qld.gov.au/_data/assets/pdf_file/0014/1621211/Queensland-Coal-Mining-Board-of-Inquiry-Part-II-Report.pdf)

The survey opened on 1 June 2023 and closed on 5 September 2023. A total of 7821 survey responses were received from the coal mining, mineral mining, and quarrying sectors.

The results of the survey were analysed and compiled into a report titled *The state of safety reporting culture in Queensland's mining industry*<sup>2</sup> which was co-authored with Sentis.

The survey results showed that one of the industry's top strength areas was *team support for safety* indicating that Queensland's mine workers look out for each other on the job, stop work if they believe it is unsafe, and perform work safely without taking shortcuts.

Results also showed that mine workers understand and follow safety standards and procedures, the controls put in place to prevent incidents, and their obligations to report near misses and high potential incidents.

The results for frontline leaders and supervisors showed they typically encouraged mine workers to take appropriate action if they felt unsafe and to report near misses, high potential incidents and hazards.

These strength areas extended to senior leadership in the industry with the survey indicating senior leaders typically encouraged workers to report safety concerns and that when incidents are reported they investigate the cause.

Opportunity areas for improvements identified in the report included making reporting systems clearer and easier to use, better recognition of positive safety behaviours, addressing fear of reporting, and better involvement of frontline workers in safety initiatives.

Suggestions for senior leaders included providing more timely feedback to workers about safety concerns and increasing interaction and visibility with frontline workers to inspire a more positive safety culture.

The proposed stage 2 of the safety reporting survey project will focus on understanding critical themes and supporting continuous improvements.

The Commissioner will:

- work with the advisory committees to expand upon the findings from the safety reporting survey data
- hold workshops or forums to facilitate industry discussion and engagement in survey findings
- engage with industry to generate future support for follow up rounds of the safety reporting survey, to enable safety trends to be assessed over time.

## Advising the Minister

The Commissioner continued to provide independent expert advice to the Minister on safety and health matters under section 58 of the *Resources Safety and Health Queensland Act 2020*.

The Commissioner engaged with resource industry operators, workers' representatives, workers and the regulator to provide effective advice to the Minister about safety and health in the resources industry.

The Commissioner communicated and engaged with stakeholders by:

- conducting a program of mine site visits

---

<sup>2</sup> [www.crsh.qld.gov.au/safety-survey](http://www.crsh.qld.gov.au/safety-survey)

- regular one-on-one meetings with key stakeholders
- attending and presenting at industry events and conferences
- organising forums and discussions related to safety and health in the resources industry
- engaging with peak industry bodies such as Queensland Resources Council, Cement Concrete and Aggregates Australia, Institute of Quarrying Australia, Safer Together and Australian Energy Producers
- engaging with worker representative bodies such as Mining and Energy Union, Australian Workers' Union, Australian Manufacturing Workers' Union and Electrical Trades Union.

## Activities of the Commissioner

The Commissioner regularly advises the Minister for Resources and Critical Minerals and Ministerial staff on the activities of the office of the Commissioner and the outcomes of projects and activities.

In 2023–24, the Commissioner met regularly with the Minister and his advisors to provide advice about safety and health performance in the resources industry and requested data and information from Resources Safety and Health Queensland to review trends in safety and health outcomes.

The Commissioner prepared a budget of estimated costs, as per the requirements of the legislation, and regularly briefed the Minister on progress against the strategic plan. The Commissioner also prepared and gave the Minister an annual report on the operations and effective performance of the functions of the role.

## Effective oversight

The Commissioner has the function of monitoring, reviewing and reporting to the Minister on the performance of Resources Safety and Health Queensland's functions.

The Commissioner also engages external experts to review the performance of Resources Safety and Health Queensland.

## Monitor, review and report on regulator's performance

In 2023–24, the Commissioner independently reviewed the activity of Resources Safety and Health Queensland and provided regular briefings to the Minister for Resources and Critical Minerals.

In achieving this objective, the Commissioner assesses performance against the 11 characteristics that define effective regulators in high-hazard industries. These characteristics are typical of effective safety and health regulators that oversee a wide range of safety and health issues. At different times, the Commissioner may focus on specific characteristics depending on current industry and regulatory conditions.

In reviewing Resources Safety and Health Queensland's activity, the Commissioner:

- met regularly with the Resources Safety and Health Queensland chief executive officer and chief inspectors
- met regularly with industry operators and worker representatives
- accompanied inspectors on site visits
- sought external feedback from worker representatives and coal mine, mineral mine and quarry, explosives, and petroleum and gas operators

- reviewed Resources Safety and Health Queensland documentation, projects and initiatives
- reviewed compliance and enforcement programs and activities
- assessed the dissemination of lessons learned and industry consultation by
  - reviewing outputs of inspection activity such as audits, reports, safety alerts, mine record entries and sector specific engagements
  - attending industry forums and conferences to observe industry engagement first hand.

## Review of effectiveness of regulator

In March 2023, the Commissioner commenced an independent review of the performance of Resources Safety and Health Queensland's functions. The review was completed in 2023–2024.

The review assessed key aspects of an effective regulator, including:

- resource allocation
- capability and consultation
- implementation progress of several recommendations from both the Queensland Coal Mining Board of Inquiry and the *Review of all fatal accidents in Queensland mines and quarries from 2000 to 2019* by Dr Sean Brady.

Information for the review was gathered by conducting interviews with various members of the inspectorate and other senior members of Resources Safety and Health Queensland, reviewing relevant documentation, and observing the conduct of a number of meetings. Interviews with the New South

Wales Mine Safety Inspectorate were also held to provide context and reference to a comparable regulator.

The Commissioner delivered the report to the Minister on 1 November 2023.

## An engaged industry

The Commissioner aims to provide effective leadership to the resources industry on safety and health.

In achieving this, the Commissioner seeks to engage with all sectors of the resources industry to improve collaboration and consultation and to promote and protect the safety and health of people who may be affected by the operation of the industry.

One critical way that the Commissioner engages with industry, workforce and government stakeholders in the coal mining and mineral mining and quarrying industries is by chairing the two mining safety and health advisory committees—Coal Mining Safety and Health Advisory Committee and the Mining Safety and Health Advisory Committee—and providing the support and resources necessary to achieve their five-year strategic plans.

The Commissioner is committed to improving tripartite collaboration and consultation across, and between, resources industry operators, workers and the regulator.

The Commissioner engaged directly with stakeholders in the coal mining, mineral mining and quarrying, explosives, and petroleum and gas sectors to consider the current issues related to safety and health.

The Commissioner presented at a number of industry conferences including the Mine Electrical Safety Conference, the Institute of Quarries Australia Conferences, Site Senior



Executive Conference, the Mining and Energy Union Site Safety and Health Representatives Conference and the Queensland Mining Industry Health and Safety Conference.

The Commissioner aims to ensure that all stakeholders from the wide diversity in operations and locations have an equitable voice in the regulation of the resources industry and actively promotes safety and health by communicating across the industry on safety and health issues and proactively examining emerging issues.

## Chair the advisory committees

In 2023–24, the Commissioner chaired four meetings of the Coal Mining Safety and Health Advisory Committee and three meetings of the Mining Safety and Health Advisory Committee. The Commissioner also provided resources to enable each of the advisory committees to implement the programs and projects outlined in their individual five-year strategic plans.

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

The advisory committees each focussed their efforts on achieving four key strategic objectives:

- a safe and healthy workplace
- maintain a competent workforce
- an informed industry
- an effective advisory committee.

## Critical control management

In 2023–24, the Commissioner, in consultation with the advisory committees, commenced the development of a guidance

note on the implementation of critical control management for the mining industry.

The guidance note aims to provide advice on how to improve the implementation of critical control management in Queensland mines and quarries following the recommendations made by the Queensland Coal Mining Board of Inquiry and the subsequent changes to the *Coal Mining Safety and Health Act 1999* and the *Mining and Quarrying Safety and Health Act 1999*.

Critical control management provides a way to identify those controls that are critical in preventing multiple fatality events and to identify when controls are not working as intended before a serious accident occurs. Critical control management is a progression in risk management practices, not a revolutionary change. Current risk management practices are still relevant, but critical control management adds aspects that help organisations focus on, and more effectively manage, catastrophic risk.

The guidance note project is expected to be completed in 2024–25.

## Attraction and retention of skilled people research project

In 2023–24, the Commissioner commenced a research project to provide advice to the Minister, and to support an informed discussion with key stakeholders including the advisory committees, regarding the attraction of people to work in the Queensland mining industry.

The project will explore why people are, or are not, choosing a career in the mining industry or are wanting to leave the industry, and what this could potentially mean for the future of the Queensland mining industry.

The project is due to be completed in 2024–25.

## Managing the risks of workplace sexual harassment

The Commissioner participated in the review of RSHQ's draft guide for managing the risks of workplace sexual harassment in Queensland's resources industries.

The Commissioner acknowledges the importance of supporting industry in managing the risks of sexual harassment effectively in light of the maturation of legislation nationally to mitigate the risks of sexual harassment occurring in the workplace.

## Stakeholder direct engagement

An important element of the Commissioner's engagement strategy is directly engaging with stakeholders from the resources industry to collaborate on safety and health issues and to gather feedback about industry and regulator performance and current issues and concerns.

In 2023–24, the Commissioner attended mining, quarrying, petroleum and gas, and explosives industry events including the Mine Electrical Safety Conference, Quarrying and Mining Safety and Health Conference and the Queensland Mining Industry Health and Safety Conference.

In addition, the Commissioner visited resources industry sites to gain a better understanding of current safety and health issues and to engage with workers and industry stakeholders directly in their workplaces.

The Commissioner continued regular engagement meetings with peak bodies including Queensland Resources Council, Australian Energy Producers, Cement Concrete and Aggregates Australia, Safer Together, mining industry unions including the Mining

and Energy Union and Australian Workers' Union, and government bodies including Resources Safety and Health Queensland. This included presentations at Cement Concrete and Aggregates Australia Occupational Health and Safety Sub-Committee meetings, Queensland Resources Council Health and Safety Standing Committee meetings, and Safer Together Safety Leaders Group meetings. The Commissioner also engaged with relevant research and subject matter experts including The University of Queensland's Sustainable Minerals Institute, Safer Together and Simtars.

## Engagement with petroleum and gas industry

In 2023–24, the Commissioner engaged closely with Safer Together to promote safety and health in the petroleum and gas industry. The Commissioner reviewed the draft *On-site accommodation psychological health and safety guideline* and participated in a stakeholder consultation workshop to provide feedback on the draft guideline.

The Commissioner also met with the Safer Together Safety Leaders Group to learn about the structure and purpose of the organisation, how it functions, and how well the model is working to address safety and health issues across the petroleum and gas industry.

The Safety Leaders Group is a group of executive leaders from petroleum and gas operator and contractor companies. This group oversees and steers the activities of Safer Together on behalf of all members.

In addition, on 12–13 June 2024, the Commissioner attended the Safer Together Industry Safety Forum in Darwin.

## Mount Isa Lead Health Management Committee

The Commissioner remains a committed member of the Mount Isa Lead Health Management Committee and supports its continued action to achieve sustainable improvement in the health of the Mount Isa community.

The Queensland Chief Health Officer is the chair of the committee and members represent Queensland Government agencies, Glencore Mount Isa Mines, Queensland and Federal Members of Parliament, and Mount Isa City Council.

The committee aims to:

- increase blood lead testing for Mount Isa children
- conduct community awareness campaigns
- promote and develop the Lead Alliance mascot *Captain LeadSmart*
- promotion of Healthy Eating campaign
- development and promotion of Backyard Improvement campaign.

The Commissioner will continue to work collaboratively with the regulator, industry operators, resources workers and other government agencies to support the Mount Isa Lead Alliance to continue to assist the community in working towards a safe and healthier lifestyle for the Mount Isa community.

In 2023–24, the Commissioner contributed \$29,437 to funding the Mount Isa Lead Alliance.

## Proactive communication across the industry

The Commissioner promotes safety and health in the industry by proactively communicating with stakeholders across the industry and examining emerging issues related to safety and health.

In 2023–24, the Commissioner continued to implement a strategic communications and engagement plan to establish a coordinated model of communication which informs, educates and encourages stakeholders to engage with the Commissioner on resources safety and health.

The Commissioner continued to develop key communication channels, including a dedicated website and social media presence, and engaged face-to-face with stakeholders on a formal and informal basis via professional events and resources industry site visits.

### Social media

The Commissioner continued to use LinkedIn<sup>3</sup> to communicate with professional, operational and technical workers in the resources industry. Regular updates have been posted<sup>4</sup> informing industry stakeholders about the Commissioner's current projects and providing information about safety and health in the industry. The number of followers<sup>5</sup> has steadily increased over that time.

Social media affords the opportunity for the Commissioner to engage directly with target audiences in the resources industry and to amplify key messages through the personal networks of highly engaged stakeholders.

<sup>3</sup> <https://www.linkedin.com/showcase/queensland-commissioner-for-resources-safety-&-health->

<sup>4</sup> The total number of posts for 2023–24 was 31.

<sup>5</sup> The total number of followers at the end of 2023–24 was 1419.

## Website

The Commissioner has continued to develop a dedicated website<sup>6</sup> with information about the role of the Commissioner and the advisory committees. The website is used to regularly communicate and publish information about the Commissioner's projects and activities.

The Commissioner aimed to publish one news article per month on the website. In 2023–24, a total of 13 articles were published.

---

<sup>6</sup> [www.commissioner.rshq.qld.gov.au](http://www.commissioner.rshq.qld.gov.au)

## Governance

The Commissioner for Resources Safety and Health maintains a small office in Brisbane.

## Staffing

The Commissioner does not directly employ staff.

Section 62 of the *Resources Safety and Health Queensland Act 2020* provides for the Commissioner to arrange for the services of officers or employees of a government agency to be made available to the Commissioner. Any such arrangement is to be made with the agreement of the chief executive of the government agency.

The Commissioner maintained a small multidisciplinary workforce composed of five full-time staff. All staff made available were employees of Resources Safety and Health Queensland.

All staff completed professional development plans and were encouraged to undertake further development opportunities, including attending conferences, industry events and safety and health exercises.

## Conflicts of interest

Under section 57 of the *Resources Safety and Health Queensland Act 2020*, if the Commissioner has an interest that conflicts, or may conflict, with the discharge of the Commissioner's responsibilities, the Commissioner must:

- disclose the nature of the interest and conflict to the Minister as soon as practicable after the relevant facts come to the Commissioner's knowledge
- not take action or further action concerning a matter that is, or may be, affected by the conflict unless authorised by the Minister.

In 2023–24, the Commissioner did not disclose any conflicts of interest to the Minister.

## External accountability

Under the *Resources Safety and Health Queensland Act 2020*, the Commissioner is accountable to the Minister for Resources and Critical Minerals.

## Financial snapshot

Under the *Resources Safety and Health Queensland Act 2020*, it is a requirement that the Commissioner prepare by 31 March each year, in consultation with the Chief Executive Officer of Resources Safety and Health Queensland, a budget of estimated costs of the Commissioner for the next financial year.

### Funding

The funding for the Commissioner is sourced from regulatory fees paid by industry participants under legislation specific to the mining, quarrying, explosives, and petroleum and gas industries.

### Budget of estimated costs for 2023–24

The Commissioner's budget of estimated costs for 2023–24 was **\$2,252,647**. No amendments to the budget were made during the year.

In 2023–24, a budget variance of \$212,224 was recorded due to decreased expenditure in employee related expenses and supplies and services for a period following Commissioner Kate du Preez's 24 November 2023 resignation date.

Revenue from regulatory fees is collected and administered by Resources Safety and Health Queensland and funds the Commissioner's budget. The full Resources Safety and Health Queensland audited financial statements are available in its 2023–24 annual report.<sup>7</sup>

---

<sup>7</sup> <https://www.rshq.qld.gov.au/about-us/resources/publications/annual-report>

## Expenditure

Table 2: Commissioner for Resources Safety and Health expenditure for 2023–24

Expenditure for the period 1 July 2023 to 30 June 2024	
<b>Commissioner for Resources Safety and Health budget for 2023–24</b>	<b><u>2,252,647</u></b>
<b>Expenses from operations</b>	
Employee expenses	1,134,961
Supplies and services	868,445
Grants and subsidies	26,761
Other expenses	10,256
<b>Total expenses from operations</b>	<b><u>2,040,423</u></b>
<b>Variance from budget</b>	<b><u>212,224</u></b>

## Appendix 1 Compliance checklist

Summary of requirement	Basis for requirement	Annual report reference
Letter of compliance	<ul style="list-style-type: none"> <li>A letter of compliance from the accountable officer or statutory body to the relevant Minister/s</li> </ul>	ARRs – section 7 iii
Accessibility	<ul style="list-style-type: none"> <li>Table of contents</li> </ul>	ARRs – section 9.1 iv
	<ul style="list-style-type: none"> <li>Public availability</li> </ul>	ARRs – section 9.2 ii
	<ul style="list-style-type: none"> <li>Interpreter service statement</li> </ul>	Queensland Government Language Services Policy ARRs – section 9.3 ii
	<ul style="list-style-type: none"> <li>Copyright notice</li> </ul>	<i>Copyright Act 1968</i> ARRs – section 9.4 ii
	<ul style="list-style-type: none"> <li>Information Licensing</li> </ul>	QGEA – Information Licensing ARRs – section 9.5 ii
General information	<ul style="list-style-type: none"> <li>Introductory Information</li> </ul>	ARRs – section 10 2
Non-financial performance	<ul style="list-style-type: none"> <li>Government's objectives for the community and whole-of-government plans/specific initiatives</li> </ul>	ARRs – section 11.1 N/A
	<ul style="list-style-type: none"> <li>Agency objectives and performance indicators</li> </ul>	ARRs – section 11.2 6
	<ul style="list-style-type: none"> <li>Agency service areas and service standards</li> </ul>	ARRs – section 11.3 7
Financial performance	<ul style="list-style-type: none"> <li>Summary of financial performance</li> </ul>	ARRs – section 12.1 18
Governance – management and structure	<ul style="list-style-type: none"> <li>Organisational structure</li> </ul>	ARRs – section 13.1 N/A
	<ul style="list-style-type: none"> <li>Executive management</li> </ul>	ARRs – section 13.2 4
	<ul style="list-style-type: none"> <li>Government bodies (statutory bodies and other entities)</li> </ul>	ARRs – section 13.3 8
	<ul style="list-style-type: none"> <li>Public Sector Ethics</li> </ul>	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4 N/A
	<ul style="list-style-type: none"> <li>Human Rights</li> </ul>	<i>Human Rights Act 2019</i> ARRs – section 13.5 N/A
	<ul style="list-style-type: none"> <li>Queensland public service values</li> </ul>	ARRs – section 13.6 N/A
Governance – risk management and accountability	<ul style="list-style-type: none"> <li>Risk management</li> </ul>	ARRs – section 14.1 N/A
	<ul style="list-style-type: none"> <li>Audit committee</li> </ul>	ARRs – section 14.2 N/A
	<ul style="list-style-type: none"> <li>Internal audit</li> </ul>	ARRs – section 14.3 N/A
	<ul style="list-style-type: none"> <li>External scrutiny</li> </ul>	ARRs – section 14.4 N/A
	<ul style="list-style-type: none"> <li>Information systems and recordkeeping</li> </ul>	ARRs – section 14.5 N/A
Governance – human resources	<ul style="list-style-type: none"> <li>Information Security attestation</li> </ul>	ARRs – section 14.6 N/A
	<ul style="list-style-type: none"> <li>Strategic workforce planning and performance</li> </ul>	ARRs – section 15.1 17
	<ul style="list-style-type: none"> <li>Early retirement, redundancy and retrenchment</li> </ul>	Directive No.04/18 Early Retirement, Redundancy and Retrenchment ARRs – section 15.2 N/A
Open Data	<ul style="list-style-type: none"> <li>Statement advising publication of information</li> </ul>	ARRs – section 16 N/A
	<ul style="list-style-type: none"> <li>Consultancies</li> </ul>	ARRs – section 31.1 www.data.qld.gov.au
	<ul style="list-style-type: none"> <li>Overseas travel</li> </ul>	ARRs – section 31.2 www.data.qld.gov.au
Financial statements	<ul style="list-style-type: none"> <li>Queensland Language Services Policy</li> </ul>	ARRs – section 31.3 www.data.qld.gov.au
	<ul style="list-style-type: none"> <li>Certification of financial statements</li> </ul>	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1 N/A
	<ul style="list-style-type: none"> <li>Independent Auditor's Report</li> </ul>	FAA – section 62 FPMS – section 46 ARRs – section 17.2 N/A

FAA *Financial Accountability Act 2009*

FPMS *Financial and Performance Management Standard 2019*

ARRs Annual report requirements for Queensland Government agencies







Commissioner for  
**Resources Safety  
& Health**

