



Resources Safety & Health
Queensland

Annual Report

2022 — 2023

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This publication has been compiled by Corporate Governance, Resources Safety & Health Queensland.

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Acknowledgement of Country

RSHQ respectfully acknowledges all Aboriginal peoples and Torres Strait Islander peoples and the Traditional Owners and Custodians of the 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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Letter of compliance

13 September 2023

The Honourable Scott Stewart MP
Minister for Resources
PO Box 15216 City East
Brisbane Qld 4002

Dear Minister,


I am pleased to submit for presentation to the Parliament the Annual Report 2022-2023 and financial statements for Resources Safety & Health Queensland.

I certify that this annual report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*, and
- the detailed requirements set out in the *Annual report requirements for Queensland Government agencies*.

A checklist outlining the annual reporting requirements is provided at page 81 of this report.

Yours sincerely



Mark Stone
Chief Executive Officer
Resources Safety & Health Queensland



Message from the Chief Executive Officer

Resources Safety & Health Queensland (**RSHQ**)’s purpose is to regulate, educate and assist industry in meeting its obligations to protect and promote the safety and health of persons from risks associated with mining, quarrying, explosives and petroleum and gas.

The environment in which RSHQ operates continues to gain complexity, as the sectors we regulate adapt to national and global risks and opportunities presented by market volatility, supply chains, cost and productivity, sustainability, capital, workforce, and digital innovation.

RSHQ will continue to evolve its capabilities, tailor its regulatory approach and equip its people with the tools to effectively understand and address all serious harms to resources sector workers, current and emerging.

I am pleased to present our annual report for 2022-2023. This year’s report reflects on the strategic priorities, achievements, and initiatives towards our vision of **zero serious harm** in the Queensland resources sector.

Tragically, three mine workers lost their lives during 2022-2023:

- on 26 November 2022, Mr Ronald Selig was fatally injured at the Red October mine when he fell while assisting with roof repairs, and
- on 15 February 2023, Mr Dylan Langridge and Mr Trevor Davis were fatally injured at the Dugald River mine when their light vehicle fell into a stope void.

Serious accidents are unacceptable outcomes for Queensland resources sector workers, with a reported 107 workers sustaining injuries requiring treatment as hospital inpatients.

During the 2023 Industry Leaders’ Briefing in Mackay, attended by participants from across

the Queensland resources sector, my message highlighted that the industry should recognise it has a fatality cycle¹, and if it continues to take a similar approach to safety, similar outcomes are expected.

While RSHQ is investing in improved incident reporting and data analysis systems and encouraging a reporting culture across the resources sector, I expect its senior leaders to actively focus on worker training, activity supervision and risk control effectiveness to prevent serious harm.

I also discussed how RSHQ is prioritising the regulation of psychosocial hazards in the workplace, particularly sexual harassment. We have taken steps to increase our capacity and capability to regulate for these harms, but

¹ Brady, S. *Review of all fatal accidents in Queensland mines and quarries from 2000 to 2019* (December 2019) – introduces the ‘Fatality cycle’

there is much work to do. I remind all resource sector operators of their obligations to ensure risks to workers' psychological and physical health and safety from these hazards are effectively managed.

As an agency we regulate, educate, and assist industry in meeting its obligation to protect the safety and health of workers and affected communities.

During 2022-2023, we progressed a range of initiatives to support our strategic priorities including:

- promotion of High Potential Incident (**HPI**) reporting.
- improved online solutions for industry incident reporting, the practising certificate scheme, and health surveillance.
- sharing learnings with industry and delivering forums and training.
- development of legislation and guidance for high risk or emerging activities (including regulation for a nascent hydrogen industry, digital gas safety certificates, and an explosives misfires best practice guideline).
- a five-year research strategy, ensuring our Safety in Mines Testing & Research Station (**Simtars**) division is at the leading edge of technological and industry advancements.

- expansion of free lung health checks for retired and former workers, especially through the mobile health service.
- improved processes for follow-up investigation of abnormal lung health screening results.
- targeted audits and inspections of high-risk activities (e.g., dozer incidents).

Serious Incident Investigation Unit (SIU)

In October 2022, we established a new unit to improve our performance against an important regulatory function. The SIU provides timely, evidence-based investigation outcomes, with technical support from across RSHQ.

It achieves this through a centralised team of experienced investigators, led by a new director. In its inaugural year, the SIU has proactively engaged with stakeholders to communicate how its work contributes to improved worker safety and health outcomes.

RSHQ Digital Strategy

In 2022-2023, RSHQ developed and launched its *Digital Strategy 2030*. The strategy defines the agency's digital ambition, to transform how it delivers services to stakeholders and how efficient and effective we are as an organisation. The strategy is focused on four areas; intelligent decision-making, operational excellence, empowered people and engaged stakeholders.

Looking towards 2023-2024

RSHQ will continue to focus on improving outcomes for resource sector workers, through effective regulation using risk-based compliance and enforcement approaches, including:

- the promotion of a strong industry reporting culture
- improved capability in, and commitment to, identifying sources of potential harm
- implementing effective risk controls.

Underpinning this will be the rollout to industry of our new Incident Management Reporting System (**IMRS**), implementing a recommendation of the 2019 Brady, S *Review of all fatal accidents in Queensland mines and Quarries from 2000 to 2019*² (**the Brady review**).

I would like to thank all officers of RSHQ for their public service and dedication. I never cease to be impressed by the individual and team contributions to our vision for a resources sector free from serious harm.

I also acknowledge the support of our industry stakeholders and their demonstrated commitment to protecting the safety and health of workers and affected communities.

Mark Stone

Chief Executive Officer

² <https://documents.parliament.qld.gov.au/tableOffice/TabledPapers/2020/5620T197.pdf>

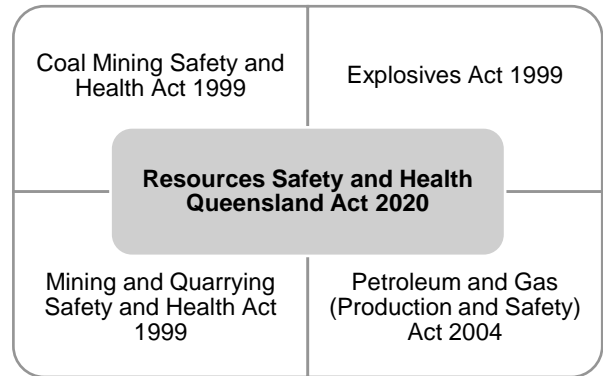


Part one – our organisation

About us




Our operating environment

The *Resources Safety and Health Queensland Act 2020* establishes RSHQ as an independent statutory body responsible for regulating worker safety and health in Queensland’s resources industries. RSHQ administers the safety and health legislation which applies to Queensland’s resources industries.



What we do

Our vision for the state’s resources sector is **zero serious harm**³. Our mission is to regulate, educate and assist industry in meeting its obligations to protect and promote the safety and health of persons from risks associated with mining, quarrying, explosives, and petroleum and gas.

<p>We regulate </p> <p>We perform announced and unannounced inspections and audits, investigate incidents and complaints, and exercise regulatory powers to ensure industry fulfils its obligations to protect the safety and health of workers in Queensland’s resources industry.</p>	<p>We educate </p> <p>We allocate significant resources to train workers, oversee competency and registration programs, and disseminate information to develop safety and health capability. We highlight present and emerging risks through information about incidents, trends and best practice.</p>	<p>We assist </p> <p>We provide support to industry to fulfil its duties to ensure the safety and health of workers through initiatives and services such as health schemes, testing, training, emergency response, research, and the safe and secure storage of explosives.</p>
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³ As a risk-based regulator, RSHQ focuses our resources and effort on protecting communities from bad things or harms. We define serious harm as a fatality, an injury requiring hospital admission or an occupational disease such as mine dust lung disease.

Our values

Our eight core values are integral to who we are and how we work. They are underpinned by the Queensland public sector values.

Safety and wellbeing



We care about the safety and wellbeing of our colleagues and maintain systems to prevent physical and mental harm.

Professional excellence



We value the skills and experience needed to excel in our work. We invest in our people, supporting their professional and personal growth.

Integrity



We are transparent and honest in the work we do. Our decisions are fair, considered and made with an uncompromising adherence to public service ethics and principles.

Continuous improvement



We strive to be more effective and efficient in our work and supporting systems and processes. We accept that we can always be better and remain open to feedback.

Responsiveness



We deliver what we promise when we promise.

Accountability



We own our decisions, celebrate our successes and learn from our mistakes.

Respect



We take personal responsibility for our actions, behaviours and work. We treat others with courtesy, dignity and respect.

Collaboration



We seek to work with our colleagues and stakeholders to help achieve our goals and pursue a shared vision.

Our Queensland offices

RSHQ has 16 offices, including four government explosives reserves, located across Queensland. Further details for each office, including contact details can be found on our website.

1. Queerah Explosives Reserve

RSHQ employees: 1

2. Cairns

RSHQ employees: 1

3. Mt Isa

RSHQ employees: 7

4. Townsville

RSHQ employees: 18

5. Brookhill Explosives Reserve

RSHQ employees: 1

6. Simtars Mackay

RSHQ employees: 6

7. Mackay

RSHQ employees: 19

8. Rockhampton

RSHQ employees: 27

9. Bajool Explosives Reserve

RSHQ employees: 10

10. Dalby

RSHQ employees: 1

11. Toowoomba

RSHQ employees: 4

12. Helidon Explosives Reserve

RSHQ employees: 13

13. Maroochydore

RSHQ employees: 3

14. Robina

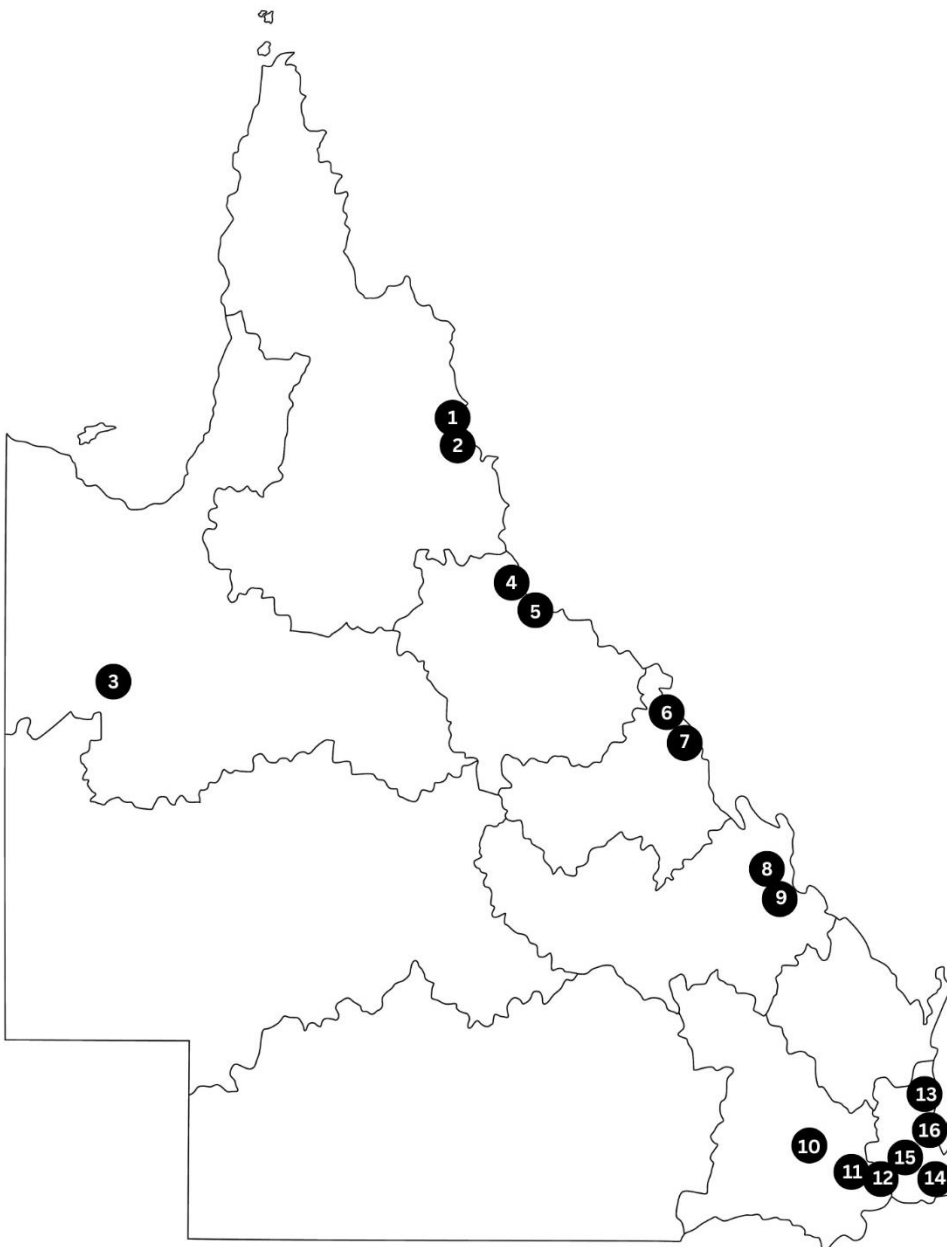
RSHQ employees: 2

15. Simtars Redbank

RSHQ employees: 80

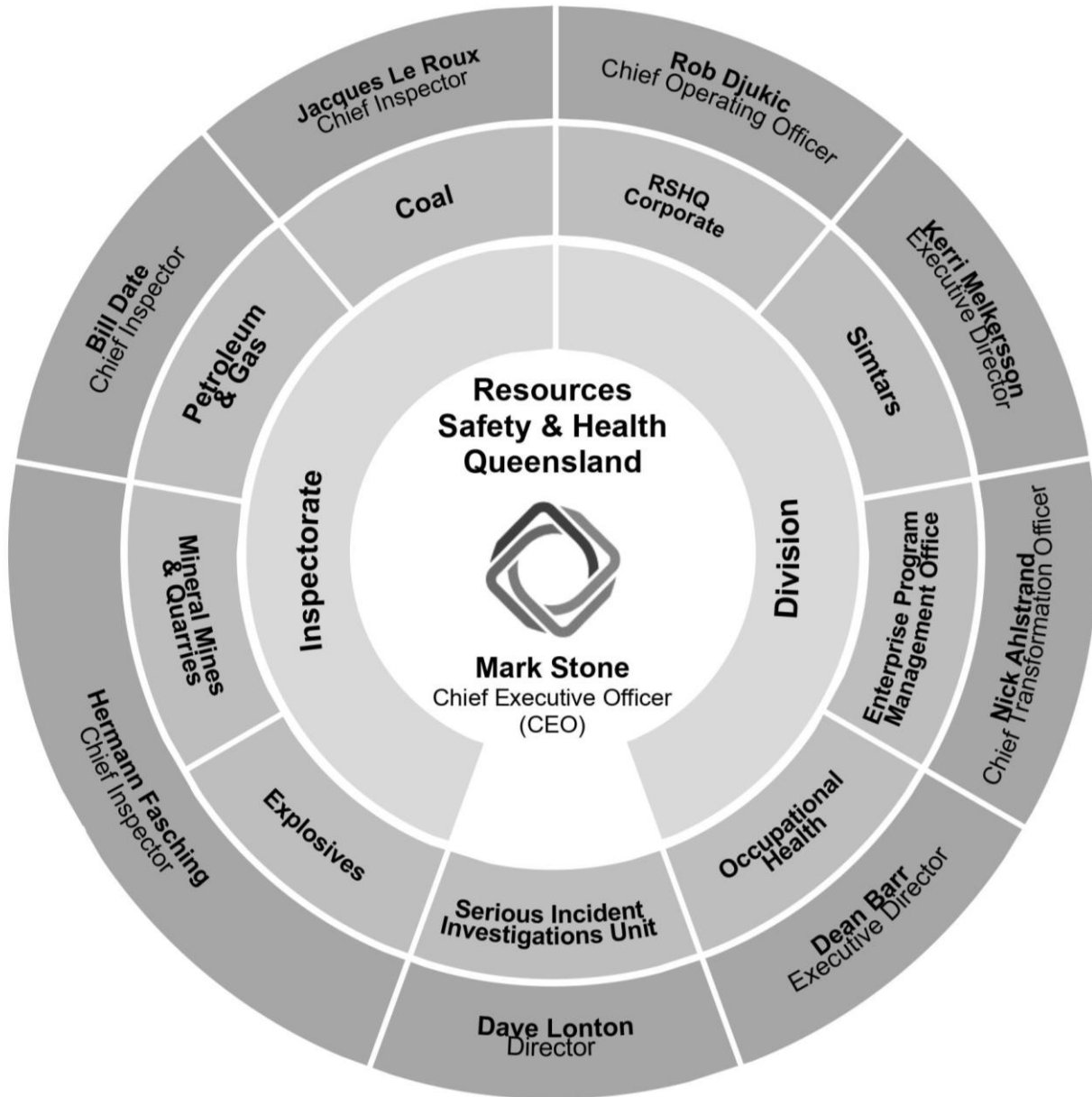
16. Brisbane City

RSHQ employees: 165



Our management and structure

Our structure



Notes:

- from 1 July 2022 to 3 February 2023, Peter Newman was the Chief Inspector Coal.
- from 15 March 2023 to 30 June 2023, Shoena Messner was the A/Chief Inspector Petroleum and Gas.

Our executive leadership team

Mark Stone, Chief Executive Officer	<p>Mark was appointed Chief Executive Officer of RSHQ at its commencement in 2020.</p> <p>Before joining the Queensland Government in 2014, Mark spent 20 years in the international oil and gas industry.</p> <p>He holds a master's degree in petroleum engineering and is a Fellow of the Institute of Engineers Australia.</p>	Kerri Melkersson, Executive Director	<p>Kerri was appointed as Executive Director of Simtars in 2022, after joining the Queensland Government resources regulator in 2018.</p> <p>Kerri has over 25 years' experience in resources and occupational health, rehabilitation, compensation and the finance sector.</p> <p>She is RSHQ's appointed representative as a nominating organisation for Standards Australia and is the Chief Executive of RSHQ's registered training organisation.</p>	Hermann Fasching, Chief Inspector	<p>Hermann was appointed as Chief Inspector of Mines in 2019 and Chief Inspector, Explosives in 2022.</p> <p>He has over 40 years' experience in the extractive mining industries, in both surface and underground operations and as a government regulator.</p> <p>He has a Diploma of Engineering and a Diploma of Government Workplace Inspection. He is a Fellow of the Institute of Quarrying Australia and is a Certified Practising Quarry Manager.</p>	Peter Newman, Former Chief Inspector	<p>Peter was appointed as Chief Inspector of Coal Mines in 2019 until his retirement in 2023. He has over 40 years in the mining industry in Australia and internationally.</p> <p>Peter holds a First Class Mine Manager's Certificate (Queensland and New South Wales) and an Honours Degree in Mining Engineering.</p> <p>He is a Fellow of Australasian Institute of Mining and Metallurgy, and a member of the Australian Institute of Company Directors.</p>	Jacques Le Roux, Chief Inspector	<p>Jacques was appointed as acting Chief Inspector of Coal Mines in 2023. He has 30 years in the mining industry in South Africa and Australia.</p> <p>Jacques holds a Bachelor of Mining Engineering, and a Master of Business Administration, a First & Second Class Mine Manager's Certificate, an Open Cut Examiners certificate and a Site Senior Executive (SSE) notice.</p> <p>He also has long association with the Queensland Mines Rescue Service.</p>
Rob Djukic, Chief Operating Officer	<p>Rob was appointed Chief Operating Officer in 2017. He has over 20 years' experience in government, law and corporate service delivery.</p> <p>He has worked across various portfolios including mining and resources, energy, agriculture, trade, tourism, land and water.</p> <p>Rob holds a bachelor's degree in law and is admitted as a solicitor in Queensland.</p>	Dean Barr, Executive Director	<p>Dean was appointed as Executive Director, Occupational Health in 2022.</p> <p>He has 20 years' experience in the private and public sectors, including defence and resources.</p> <p>Dean holds a bachelor's degree in science, Oceanography & Chemistry, master's degree in Coastal Management and a graduate certificate in public sector management.</p>	Nick Ahlstrand, Chief Transformation Officer	<p>Nick was appointed as RSHQ's inaugural Chief Transformation Officer in 2022 and previously served as the Executive Director of Simtars.</p> <p>Nick has over 20 years' experience in project delivery in the mining and resources sector. Nick holds a Bachelor of Applied Science, Master of Business Administration and a Graduate Certificate in International Relations.</p> <p>He is a graduate of the Australian Institute of Company Directors and a certified Practising Project Director (Australian Institute of Project Management).</p>	Bill Date, Chief Inspector	<p>Bill was appointed as Chief Inspector of Petroleum and Gas in 2016. He served in the Australian Army for over 40 years and previously held the role of Director of the Coal Seam Gas Engagement Unit.</p> <p>He holds a Master of Business Administration, a Bachelor of Professional Studies and a Diploma of Resources Management.</p> <p>Bill is an active senior officer in the Army Reserve.</p>	Shoena Messner, Acting Chief Inspector	<p>Shoena was appointed as acting Chief Inspector of Petroleum and Gas in March 2023.</p> <p>She spent 16 years in the mining and processing industries, and 14 years as an inspector and regulator with Workplace Health and Safety Queensland.</p> <p>She holds an executive master's degree in public administration, a bachelor's degree in chemical engineering and science, and a diploma of frontline management. She is a registered professional engineer, and a member of Engineers Australia and the Institute of Chemical Engineers.</p>

^ For more detailed profiles, please visit our website: <https://www.rshq.qld.gov.au/about-us/who-we-are>

Our service areas

Coal Inspectorate

31 inspectors | Mackay, Rockhampton, Brisbane

The Coal Inspectorate administers the *Coal Mining Safety and Health Act 1999*, undertaking inspections and audits of coal mines' safety and health management systems in underground and open cut coal mines and coal exploration sites. It responds to incidents and complaints from coal mine workers' safety and health matters.

Mineral Mines & Quarries (MMQ) Inspectorate

23 inspectors | Townsville, Mt. Isa, Cairns, Mackay, Brisbane

The MMQ Inspectorate administers the *Mining and Quarrying Safety and Health Act 1999*, conducting inspections, audits, and investigations at a diverse range of sites including large-scale mineral mining operations and quarries through to small-scale-mining, such as opal mines, located throughout the state.

Petroleum & Gas (P&G) Inspectorate

26 inspectors | Townsville, Maroochydore, Rockhampton, Dalby, Brisbane, Toowoomba, Cairns, Robina

The P&G Inspectorate administers the *Petroleum and Gas (Production and Safety) Act 2004*, regulating industry's management of safety in exploration, production, and use. It covers various compliance areas such as drilling and rig safety, petroleum well integrity management, construction and abandonment of wells, pipeline integrity, biogas operating plant sites, and gas device safety.

Explosives Inspectorate

14 inspectors | Helidon, Mackay, Brisbane, Mt. Isa, Rockhampton, Townsville, Cairns

The Explosives Inspectorate administers the *Explosives Act 1999* by conducting operational safety and security inspections, audits and investigations at sites which use, store and distribute explosives. Its licensing functions include the issue of security clearances, explosives licences, renewals, and activity notifications (e.g., blasting, import, export, fireworks) and explosive product authorisations.

Simtars

Redbank, Mackay

Simtars is a leading centre for mining safety and health research and testing, offering scientific, engineering and training services to the resources industry. It provides various services to aid the industry in fulfilling its obligations to protect and promote safety and health of its workers. These services encompass emergency mine support, training, occupational hygiene, environmental monitoring, laboratory certification, calibration, testing, research, and gas monitoring and analysis.

RSHQ Corporate

Brisbane, Townsville, Redbank, Helidon, Bajool, Brookhill, Queerah

RSHQ Corporate provides corporate and policy functions for the organisation to support its frontline regulatory activities. Expertise includes finance, legal, human resources, communication, media, accommodation, asset management, legislative policy, and governance. The Government Explosives Reserves, located at Helidon, Bajool, Brookhill and Queerah sites also operate within RSHQ Corporate.

Occupational Health (OH)

Brisbane, Toowoomba

OH focuses on early detection of occupational health harms and prevention of psychological injury. It regulates the quality of mandatory medical examinations, manages free lung checks for retired workers, registers medical providers, administers medical records and reports on health surveillance trends. OH is also the RSHQ lead on regulating psychosocial hazards, including workplace sexual harassment.

Enterprise Program Management Office (EPMO)

Brisbane

The EPMO has broad responsibility to manage RSHQ's multi-year, transformational programs of work spanning data, digital and business change. The EPMO's work is underpinned by the RSHQ strategic plan and digital strategy and includes implementation of data analytics, business processes and contemporary digital and information solutions that support RSHQ's vision of **zero serious harm**.

Serious Incident Investigation Unit (SIU)

8 investigators | Brisbane, Rockhampton, Mackay, Townsville

The SIU is the centralised, specialist unit for the investigation of serious safety and health matters in the resources industry. Its additional functions include providing investigative support to inspectors investigating compliance issues and the delivery of investigations skills training.


^As at 30 June 2023



Part two – our performance

Our strategic objectives

In 2022-2023, RSHQ continued a broad program of work across our legislated functions. Key projects have been summarised below, aligned to our three strategic objectives in the *RSHQ Strategic Plan 2021-2025*⁴.

 OBJECTIVE STRATEGIES	<p>1. Providing effective risk-based safety and health regulation</p> <p>RSHQ employs three strategies to address this objective:</p> <ul style="list-style-type: none"> • we deliberately focus on serious harms, which we define as fatality, serious accident, and disease. • we prioritise our activities using risk-based decision making, using evidence and clearly defined assumptions. • we collect, analyse and share data: <ul style="list-style-type: none"> – for high potential incidents and disease, to identify, assess and address emerging risks and industry response to hazards. – for serious and designated accidents and incidents, to monitor industry's safety performance. – to assess how effectively industry is applying the risk management process.
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High Potential Incident reporting

RSHQ continued to focus on initiatives that reduce the serious accident rate and increase HPI reporting in 2022-2023, directly addressing recommendations from the Brady Review. Engagement with SSEs and industry stakeholders through inspections, audits, safety alerts, workshops, forums, and reports⁵ focused on:

- sharing learnings from incidents across the industry
- education on statutory obligations to the notification and investigation of HPIs, and
- implementation of controls to effectively manage risk.

⁴ <https://www.rshq.qld.gov.au/resources/documents/corporate/strategic-plan.pdf>

⁵ Reports include quarterly reports (MMQ and explosives industries) regular newsletters (petroleum and gas industry), periodicals (coal industry) and biannual reports (biannual health surveillance report).

In 2022-2023:

- the Chief Inspector of Coal Mines contacted industry to clarify that unplanned withdrawal of underground coal mine workers from a mine, or part of a mine, is a reportable HPI. As a result, RSHQ saw increased reporting of HPIs at underground coal mines and could valuably analyse and share this information with industry to improve safety outcomes.
- the MMQ Inspectorate reviewed HPI investigations conducted by mine and quarry SSEs and audited sites against the industry *Guideline for respiratory health surveillance of workers in Queensland mineral mines and quarries (QGL04)*⁶.
- regulation of the explosives industry focused on the reporting of misfires, encouraging sites and operators to report HPIs through site inspections and safety alerts.
- industry was reminded that reporting obligations extend to incidents resulting from exposure to psychosocial hazards.

This focus will continue into 2023-2024, with an anticipated increase in the number of HPIs reported, reflecting an improving safety culture⁷. Reducing the rate of serious accidents and repeat incidents will require industry's commitment to findings and outcomes from investigations and identifying and implementing effective controls. The commitment extends to senior leaders who sit above onsite management and, variously, control resources, define targets, and set business priorities.

Critical control audits of coal mines

The development of a risk-based critical control audit program for coal mines was a key focus in 2022-2023. Critical risks are events that can result in serious harm, including multiple fatalities. The design, implementation and maintenance of critical controls must always remain a priority of industry and RSHQ. Field testing of a newly developed program commenced in May 2023, with further testing continuing into 2023-2024. The regulator's critical control audit program will be implemented fully in 2023-2024.

Respiratory health surveillance guideline for Queensland mineral mines and quarry workers

In 2022-2023, RSHQ conducted 42 inspections of sites' implementation of QGL04. Our inspections showed most sites were aware of the guideline and had taken steps to implementation. However, many sites had not achieved a level of health surveillance consistent with the minimum requirements of QGL04. As a result, RSHQ exercised enforcement powers on 92 occasions.

RSHQ will continue to support industry with the implementation of QGL04 in 2023-2024.

⁶ <https://www.rshq.qld.gov.au/resources/documents/occupational-health-and-hygiene/qgl04-guideline.pdf>

⁷ <https://www.safeworkaustralia.gov.au/resources-and-publications/video-and-audio/risk-and-profitability-reflections-and-insights-patrick-hudson>

Noise health risk assessments

In 2022-2023, the P&G Inspectorate undertook noise health risk assessments for workers in well operations on petroleum tenures. Assessments were conducted on seven petroleum tenures, covering 14 activities, with 400 samples taken and 80 personnel monitored. The assessments found:

- 90 per cent of the workers surveyed were operating in an environment above the exposure standard threshold of 82 dB (A)⁸
- existing noise management programs did not adequately assess the individual workers noise exposure levels
- existing risk controls were mostly administrative in nature, and
- instances where engineering controls were diminished due to the environment (e.g., noise attenuating enclosures were left open for ventilation, defeating their purpose).

Administrative controls do not control the hazard at source, rely on human behaviour and supervision and, if used on their own, tend to be least effective in minimising risks.

The results were shared with the participants, published on the RSHQ website⁹, and discussed at the P&G stakeholder engagement committee meeting. Implementation of proposed reduction strategies provided by the participants will form part of future inspections.

Prioritising health risks across the resources industry

Further work was undertaken in 2022-2023 to quantify and prioritise occupational health risks, building on stakeholder consultation and a completed baseline review. While all occupational health risks were considered important and require effective management, psychosocial hazards (including workplace sexual harassment) were identified as a priority for RSHQ.

In response, RSHQ commenced work to enhance its regulatory capability by establishing a fit-for-purpose framework for receiving and responding to complaints and reports of sexual harassment. This includes additional resources and training of personnel and a dedicated telephone number¹⁰ to ensure matters can be responded to appropriately.

⁸ A-weighted decibel (dBA or dB(A)) is an expression of the relative loudness of sounds as perceived by the human ear. A-weighting is the standard for determining hearing damage and noise pollution. Description adapted from: <https://www.techtarget.com/whatis/definition/A-weighted-decibels-dBA-or-dBa-or-dBa>

⁹ <https://www.rshq.qld.gov.au/safety-notice/petroleum-and-gas/noise-health-risk-assessments-on-drilling-and-completion-activities>

¹⁰ Complaints and reports of sexual harassment can be made by calling 1300 581 077

Looking towards 2023-2024

Continued focus on incident reporting (including near miss incidents)

RSHQ will continue to promote reporting of incidents that have the potential to cause harm, such as near miss incidents, to ensure the implementation of effective controls and prevent repeat incidents. We will support this by engaging with industry at forums, and during inspections and audits. We will promote minimising risks by sharing information around best practice, as well as encouraging industry to share information around incidents. RSHQ will continue to focus on the effective use of critical and other control implementation in 2023-2024 to prevent serious harm.

Implementation of respiratory health surveillance

RSHQ will continue to undertake inspections to verify the implementation of QGL04, to ensure that effective respiratory health surveillance of workers in Queensland mineral mines and quarries enables early detection and intervention where workers may be at risk.

Review of the competency standard for petroleum and gas well drilling and well servicing

RSHQ will review the industry competency standard in 2023-2024, through a program of stakeholder workshops, discussion paper development and further consultation. The standard was last reviewed in 2019, since which industry practices have changed. The review is expected to support improved safety and health outcomes for workers undertaking drilling and well servicing through amendments to competency requirements and increased industry engagement and understanding.

Hydrogen pipeline safety assessment

RSHQ will develop a safety assessment methodology for hydrogen pipeline licence applications that ensures risks to public safety are minimised should the pipeline leak or break. Amendments are anticipated to be made to the *Petroleum and Gas (Production & Safety) Act 2004* in early 2023-2024 will specify safety as a mandatory consideration in pipeline licence applications for hydrogen, hydrogen blends and hydrogen carriers.

Risk-based critical control audits of coal mines

Implementation of the coal mines critical control program will be a focus of RSHQ in 2023-2024. The program is supported by inspection and education programs aimed at ensuring critical risks are being managed by industry. The further integration of data into inspection and audit scheduling will also increase focus on critical risks. The inspectorate's compliance program has been adjusted to include a greater proportion of critical control-focused audits in 2023-2024.

Clarifying obligations to manage psychosocial hazards including workplace sexual harassment

In 2023-2024, RSHQ will progress consideration of options to ensure obligations to manage psychosocial risks on mines, quarries, and gas operations are clear. Frequent or severe

exposures to psychosocial hazards can lead to physical and psychological harms, including depression, anxiety, cardiovascular, and musculoskeletal disorders. Options which will be explored include potential legislative amendments to align the resources sector with other Queensland and Australian workplace health and safety jurisdictions.

RSHQ will also continue to prioritise resources to ensure the hazard of sexual harassment in the workplace is effectively managed in Queensland. This includes facilitating the development of an industry guideline for Queensland resource sectors on how risks can be effectively managed.

Safe development of vanadium mining

All vanadium compounds are hazardous substances. Vanadium pentoxide, for example, is classified as a possible human carcinogen. Exposure can cause acute and chronic health impacts, most commonly to the respiratory system. Several vanadium mining projects are progressing towards commencement as part of the Queensland Government's *Critical Minerals Strategy*¹¹ to support a low carbon economy. In 2023-2024, RSHQ will work with vanadium project operators to ensure relevant risks can be effectively managed, including the implementation of appropriate health surveillance.



2. Being an exemplar, expert regulator

OBJECTIVE STRATEGIES

RSHQ employs four strategies to address this objective:

- we maintain a contemporary regulatory framework focused on safety, health and security outcomes and industry performance.
- we thoroughly investigate all fatalities, complaints and certain serious accidents and high potential incidents, in a timely manner.
- we maintain a highly skilled, engaged and professional workforce.
- we actively participate in relevant forums and statutory boards and advisory committees and share knowledge and further the objectives of the legislation.

Technical incident support

In 2022-2023, Simtars invested 1,687 hours in supporting investigation and regulatory activity. This included:

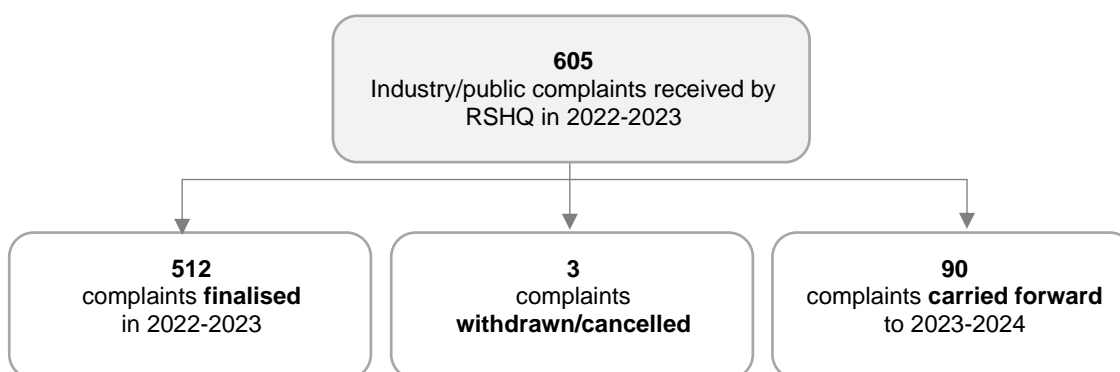
- responding to site incidents
- providing technical assistance during investigations
- technical assistance in developing recognised standards, and
- conducting scientific testing.

¹¹ <https://www.resources.qld.gov.au/mining-exploration/initiatives/critical-minerals-strategy>

The Simtars 3D laser scanning team responded to seven site incidents. This work included 783 hours deploying to, capturing, and analysing digital imagery of incident scenes for further use by RSHQ inspectors, the SIIU and industry.

Management of industry and public complaints about resource sector safety and health

The effective management of complaints about regulated safety and health matters is integral to RSHQ's function. Complaints vary across sector, hazard, activity, and complainant. RSHQ receives complaints from those working in a range of roles in the resources industry, as well as members of the public. In 2022-2023, RSHQ received 605 complaints.



Generally, the type of complaints RSHQ receives include:

- safety concerns at mine or quarry sites
- safety concerns at petroleum and gas operations
- safety concerns with explosives operations
- noise complaints regarding fireworks operations
- complaints against the holder of an RSHQ-issued licence, authorisation, or approval, and
- health concerns for workers at mine or quarry sites.

Hydrogen regulation

In 2022-2023, RSHQ contributed to the *Hydrogen Safety Code of Practice 2023 (hydrogen code)*¹², which will become mandatory in 2023-2024. The hydrogen code gives clarity to industry and stakeholders on expected hydrogen safety standards. It was developed through extensive consultation with industry and supplemented by strategic engagements with projects and designers. RSHQ has publicised its inspections of Queensland-based hydrogen refuellers and electrolyzers through articles in P&G newsletters and at industry briefings.

¹² https://www.rshq.qld.gov.au/__data/assets/pdf_file/0003/1746453/Hydrogen-Safety-Code-of-Practice.pdf

Serious Incident Investigation Unit

The SIIU was established in 2022-2023, and is a central, specialist unit for investigations of all serious resource-related incidents. It comprises of eight investigators located in Brisbane, Rockhampton, Mackay and Townsville, who can quickly deploy to any resources site throughout Queensland. Establishment of the SIIU enables effective and efficient collaboration and learning between investigators, unified procedures, and adherence to a single set of investigative standards, leading to improved investigation outcomes. SIIU investigators work closely with RSHQ inspectors and other subject matter experts.

The SIIU continually engages with industry groups and presents at conferences and forums. This provides investigators with the opportunity to engage with stakeholders about how its work contributes to worker safety and health outcomes within the resource sector, including findings and insights from investigations underway or completed.

The SIIU pursues investigation outcomes that are timely and evidence-based, including the identification of matters suitable for referral to the independent Office of the Workplace Health and Safety Prosecutor (**OWHSP**)¹³ for potential prosecution. The OWHSP assesses and ultimately decides what charges are applicable and whether to commence prosecution action.

During 2022-2023, five matters were referred to the OWHSP for consideration. Three of these matters involved fatalities of mine workers, one was a licence-related matter, and another involved a serious injury to a mine worker. All five matters were under assessment by the OWHSP as at 30 June 2023, with a further eight matters before the courts.

Coal Mining Board of Inquiry

The Queensland Coal Mining Board of Inquiry (**Board of Inquiry**)¹⁴ was established to investigate the serious accident that occurred at Anglo American operated Grosvenor underground coal mine on 6 May 2020, and various HPIs involving longwall-related exceedances of methane that occurred in the Queensland coal mining industry over the preceding two years. Part 1 of the Board of Inquiry's Report was handed down in November 2020, and Part 2 was handed down in May 2021, with 65 total recommendations made.

During 2022-2023, RSHQ continued work in relation to 30 recommendations it received. As at 30 June 2023, 10 of these have been completed, with substantial progress underway on the remaining 20, many of which propose legislative amendment and are subject to government consideration.

¹³ <https://www.owhsp.qld.gov.au/about-us>

¹⁴ <https://www.coalminesinquiry.qld.gov.au/>

Unannounced inspections

In February 2023, the Queensland Parliament's Transport and Resources Committee published a report about its *Inquiry into coal mining industry safety*,¹⁵ recommending 'RSHQ increase the number of unannounced inspections it undertakes at Queensland coal mines to 25 per cent of all inspections by the 2023-2024 financial year.' RSHQ acknowledges the committee's recommendation and undertook a review to assess whether its current unannounced inspection target, 10-20 per cent of all inspections, should be altered. RSHQ routinely achieves its target for unannounced inspections, which is based on expert advice and sound regulatory practice.

Inspection is a core component of RSHQ's regulatory program. In developing its annual inspection program, each inspectorate has regard to factors such as current and emerging risks, recurring harms and their causes and areas of systemic, serious or repeat non-compliance. All inspections are planned, typically days and weeks in advance, and are either announced or unannounced. Regardless of the type of inspection being performed, inspectors can and do go anywhere, and speak to anyone, on site as they deem appropriate. This means in practice even announced inspections may involve aspects of which sites are not provided prior notice.

- Queensland's risk-based mining safety and health legislation requires that critical safety and health risks are managed by the implementation of effective systems. For that reason, most inspections are announced, enabling focus on critical system elements, including risk control effectiveness, management structures, operating systems and procedures. Announced inspections enable informed discussion with site management and other key personnel; and a more thorough interrogation of a site's systems effectiveness at protecting workers from critical risks.
- It is a feature of good regulatory practice that a site and its workforce should reasonably expect, from time to time, that an inspector will attend site without notice. Unannounced inspections typically focus on observing localised workplace conditions and speaking with workers in those areas, mostly in the absence of site management. This may be in response to a complaint or concern raised by a worker, or to verify the mine has taken a specific required action such as performing simple maintenance activities.

Our review of 5,941 inspections of coal mines, mineral mines and quarries, spanning a 46-month period, showed no real difference between announced and unannounced inspections, in the rate of non-compliance or substandard practice detected. Based on our review, we see no advantage, to safety and health outcomes, in increasing our proportion of unannounced inspections to 25 per cent. Also, decreasing the proportion of announced inspections may have the undesired consequence of decreasing inspector scrutiny of systems that protect against critical safety risks, by preferencing inspection of lower order risks.

¹⁵ Queensland Government (2023). 'Transport and Resources Committee: Inquiry into coal mining industry safety' Report No. 29, 57th Parliament, <https://documents.parliament.qld.gov.au/tp/2023/5723T39-A4B0.pdf>

Resource Safety and Health Legislation Amendment Bill

In 2022-2023, public consultation occurred on a consultation regulatory impact statement (**CRIS**) titled *Facilitating High-Reliability Organisation behaviours in Queensland's Resources Sector and Modernising Regulatory Enforcement*¹⁶. The CRIS outlined the government's proposed reforms to reduce rates of serious accidents and fatalities and support the Queensland resources sector in implementing approaches consistent with high reliability organisation theory.

Public information sessions were held in Mackay and Townsville and key stakeholders were consulted, including industry, unions, and government departments. Government subsequently approved and released a *Decision Regulatory Impact Statement*¹⁷ (**DRIS**) which considers the impact of the proposals, based on submissions received on the CRIS.

The Office of Queensland Parliamentary Counsel has commenced drafting the Resources Safety and Health Legislation Amendment Bill based on the proposals in the DRIS. Consultation on the bill is scheduled to occur in 2023-2024. A finalised bill is expected to be introduced into Parliament and referred to the Transport and Resources Committee for inquiry during 2023-2024.

Digital gas safety certificates

In 2021-2022, the P&G Inspectorate introduced digital gas safety certificates for use by gas fitters to be more effective and efficient in supporting appropriate regulation. As of 30 June 2023, over 10 per cent of licenced gas fitters are using e-certificates with over 21,000 e-certificates issued since the scheme commenced. RSHQ continues to encourage the uptake of gas safety e-certificates as a modern and efficient mechanism to document inspections and installation work.

Practising certificate scheme online portal

The practising certificate scheme online portal¹⁸ for certificates of competency issued by the Queensland Board of Examiners (**BOE**) was launched in June 2022. In 2022-2023, work was undertaken to promote the platform to industry, including a presentation at the 2022 Queensland Mining Industry Health and Safety Conference and regional forums by members of the BOE. The practising certificate scheme supports continuing professional development for all statutory certificate and notice holders, ensuring key personnel remain competent and current to perform workplace risk management.

¹⁶ https://www.rshq.qld.gov.au/__data/assets/pdf_file/0010/1640926/FINAL-CRIS-Version.pdf

¹⁷ https://www.rshq.qld.gov.au/__data/assets/pdf_file/0006/1715883/Full-Draft-D-RIS-FINAL.pdf

¹⁸ <https://www.boepcs.qld.gov.au/>

Regulator performance report

The RSHQ *Regulator performance report*¹⁹ provides an annual response to the *Queensland Government Regulator Performance Framework*²⁰. The framework aims to improve the way that regulators implement, administer, and enforce regulation. In response to the five best practice areas, our report details improvement to our regulatory activities.

Looking towards 2023-2024

Improving the quality of investigations conducted by sites and control effectiveness

RSHQ will work with industry to improve investigation quality and the effectiveness of risk controls by providing feedback following the completion of a site investigation of an incident or HPI. We will also provide advice on reporting requirements for incidents at forums, in inspections and audits, and in safety alerts and reports. Our interest in this area stems from the findings and recommendations of the Brady Review.

Online technical inspectorate and RSHQ organisational training

Following the establishment of a technical training framework for inspectors, Simtars' registered training organisation, will develop a scope of works for online internal training packages. This will support continuous improvement across regulatory capability and other professional development priority areas for RSHQ.

Targeted training for coal inspectors

In line with the recommendations of the Board of Inquiry, RSHQ is targeting training for coal inspectors, to enable upskilling. As part of this, two coal inspectors who have undertaken additional training are anticipated to achieve their first-class certificates of competency in 2023-2024. This ongoing initiative will support regulatory capability and professional development.

Contemporary regulatory framework for hydrogen

RSHQ will develop a modern regulatory framework for the nascent hydrogen industry. Key activities include:

- the hydrogen code becoming mandatory
- engagement with industry and inspection of emerging hydrogen energy resources
- engagement with gas device approval authorities, to monitor trends and technical issues associated with new appliances
- collaboration with other regulators on national standards and codes of practice, and
- development of safety guidance for specific users and stakeholders e.g., refuellers.

¹⁹ <https://www.business.qld.gov.au/industries/mining-energy-water/resources/safety-health/mining/legislation-standards/performance-accountability>

²⁰ <https://s3.treasury.qld.gov.au/files/Queensland-Government-Regulator-Performance-Framework.pdf>



3. Promoting improved safety and health outcomes

OBJECTIVE STRATEGIES

RSHQ employs five strategies to address this objective:

- we provide contemporary testing, engineering, scientific and training services that enhance safety and health outcomes.
- we facilitate effective health surveillance and electronic health records management.
- we actively support emergency preparedness and response.
- we sponsor and undertake research, aligned to our 5-year strategy and with the direction of our strategic research committee.
- we actively engage with stakeholders and affected communities to identify and address safety and health issues facing the industry.

RSHQ Digital Strategy

RSHQ’s EPMO manages the agency’s multi-year, transformational programs of work spanning data, digital and business change. EPMO is responsible for RSHQ’s *Digital Strategy 2030* which is underpinned by RSHQ’s strategic plan. The digital strategy includes implementation of data analytics, business processes and contemporary digital solutions that support the vision of **zero serious harm**.

The *Digital Strategy 2030* defines our digital ambitions, which will transform how we deliver services to stakeholders and measure how efficient and effective we are as an organisation. RSHQ’s digital strategic goals are:

<p>Digital Ambition</p>	<p><i>A digitally savvy RSHQ, purposefully leveraging technology to enhance service provision and provide intelligent and highly effective safety and health regulation.</i></p>		
 <p>Intelligent Decision-Making</p> <p><i>Real-time insights to drive quality decision-making.</i></p>	 <p>Operational Excellence</p> <p><i>Enhanced efficiency, value creation and maturity.</i></p>	 <p>Empowered People</p> <p><i>Leveraging digital and data to full effect to deliver service excellence.</i></p>	 <p>Engaged Stakeholders</p> <p><i>Simple and effective interactions through improved information, knowledge and advice.</i></p>

RSHQ’s digital transformation will help us prioritise regulatory effort, solve complex problems and focus on the things that matter. Digital solutions will make use of data to identify precursors to, and patterns of, serious harm and help industry meet its obligations to protect workers.

Incident management reporting solution

RSHQ continued to engage with stakeholders in the co-design and delivery of our new IMRS. Along with our Central Assessment and Performance Unit (**CAPU**), the IMRS introduces best practice incident triage and analysis. The IMRS has been designed to:

- provide an improved user experience
- enhance the accuracy of information provided by industry and captured by RSHQ
- shorten response timeframes, and
- improve industry engagement throughout the incident *life cycle*.

In achieving these outcomes, it will support better data analysis, insights, and knowledge sharing across industry.

Data analytics

Our data analytics team continued its focus on collecting, analysing, and sharing data relating to serious accidents, HPIs, and occupational health harms. This data is used to identify and monitor emerging risks; particularly industry's safety and health performance, risk management processes, and hazard responsiveness.

We enhanced our data capability to inform the design and hypothesis testing of integrated safety and health data models. This was achieved through the use of descriptive and diagnostic analytics tools and by leveraging subject matter expertise.

Enhanced underground mine gas monitoring solution with fifth generation of Safegas

In 2022-2023, RSHQ commenced development of the fifth generation of the Safegas data acquisition tool (**Safegas V5**). The first suite of enhancements is scheduled to be piloted in the first half of 2023-2024, the balance will be completed in the last quarter of 2023-2024.

Coal operators will see vastly improved system functionality, including mobility, web-based delivery, and scalability. This will enable mines to accommodate increased numbers of gas detectors and locations. It will reduce risk and time associated with onsite commissioning, increase flexibility and integration with other third-party systems, and support better data analysis, reporting and predictive trending of mine gases. RSHQ will continue to work closely with industry representatives to ensure prioritised functionality is delivered.

ResHealth

ResHealth is RSHQ's secure, online health assessment system for the coal industry, and provides access for workers, employers, and medical professionals. It provides real-time completion of mandatory health assessments, storage of digital medical records, streamlines workflows, and supports industry-wide health surveillance and research. In 2022-2023, it became mandatory for all new health assessments to be completed in ResHealth. As of 30 June 2023, over 25,000 health assessments have been initiated or completed within the system.

Simtars five-year research strategy

With the support of the Simtars Research Advisory Committee, composed of representatives from industry, academia and the regulator, RSHQ commenced drafting a five-year research strategy.

Due for finalisation in 2023-2024, the strategy will consider global trends and provide a future research direction, ensuring needs of the resources industry are satisfied and that the work of Simtars remains contemporary.

Learning from disasters course

The *Learning from Disasters* course will be launched in early 2023-2024. This hybrid course comprises online, self-paced learning and face-to-face instruction. It has been designed by Simtars with technical input from inspectorates, industry and worker representatives. The course provides important insight into historic disaster events to build awareness of causation, how disasters have shaped the Queensland regulatory framework, and foster sharing of key learnings and concepts. Effective risk management, especially low-probability and high-consequence events, will be supported through course content and learning outcomes.

The course will be a mandatory component of continuing professional development for statutory certificate of competency holders under the practising certificate scheme.

Shared international learning in the petroleum and gas industry

In 2022-2023, the P&G Inspectorate recognised a pattern of failure in connecting elbows used to connect gas cooktop appliances to consumer pipework. The failures were identified in domestic kitchens and recreational vehicle (e.g., caravan) slide-out installations and on occasion resulted in serious harm to individuals.

RSHQ issued a safety alert²¹, consulted with industry and designers, and shared its learnings with national regulators. Based on this work, RSHQ was contacted by the United Kingdom Office of Product Safety for advice as these failures were also occurring in the United Kingdom.

Recently, transmission pipeline failures have occurred in the United States. The failures were attributed to weld strength matching and strain capacity. To consider the implications for the Queensland petroleum and gas sector, RSHQ participated in a workshop with key stakeholders, including state regulators, the Australian Pipeline and Gas Association, a pipeline operators' group, Future Fuels Cooperative Research Centre, and Australian Standard 2885.2 (welding section) committee members. RSHQ will use the information arising from this workshop to inform future pipeline audits.

²¹ <https://qga.org.au/gas-approval-blog/petroleum-gas-inspectorate-alert-no-105-v-1>

Findings into recreational vehicle manufacturers compliance with gas safety requirements

In 2022-2023, RSHQ completed a project to engage with and inspect recreational vehicle manufacturers in Queensland, to understand their compliance with the gas safety requirements in the *Petroleum and Gas (Production & Safety) Act 2004*.

Inspections identified issues in relation to compliance with *Australian Standard 5601.2:2020* – specifically, stowed appliances (clause 6.3.2), ventilation (section 7), and cylinder clearances (section 3). A report on these findings was published on our website and communicated with key stakeholders, to improve gas safety awareness by Queensland recreational vehicle manufacturers and gasfitters working on gas systems.

Mobile health service

This was the first full year of operation for a new mobile health service for the resources industry. HEART 5, the fifth truck in Heart of Australia's fleet, was constructed in partnership between the Queensland Government through RSHQ and Heart of Australia. It was built to improve access to health assessments for regional Queensland mine and quarry workers.

As of 30 June 2023, HEART 5 has travelled over 60,000 kms to 36 regional locations, providing 609 free lung checks for former workers, 1,220 health assessments of current workers, and 412 CT scans.

Explosives misfires best practice guideline

RSHQ published the first version of the best practice guideline *Prevention of Explosives Misfires in Blasting Applications* in 2022-2023²². With the guideline in effect, the Explosives Inspectorate is collecting data on all reported misfires. Data analysis is supported by feedback from industry and will inform the next iteration of the guideline and subsequent publication. Misfires should be very rare events and will therefore continue to be a focus for the regulator.

Coal mine worker health assessments compliance

An audit program to assess employers' compliance with obligations to arrange and pay for health assessments of coal mine workers was completed in 2022-2023. Assessments are mandatory for fitness for work decisions and detection of occupational diseases like coal workers' pneumoconiosis and silicosis.

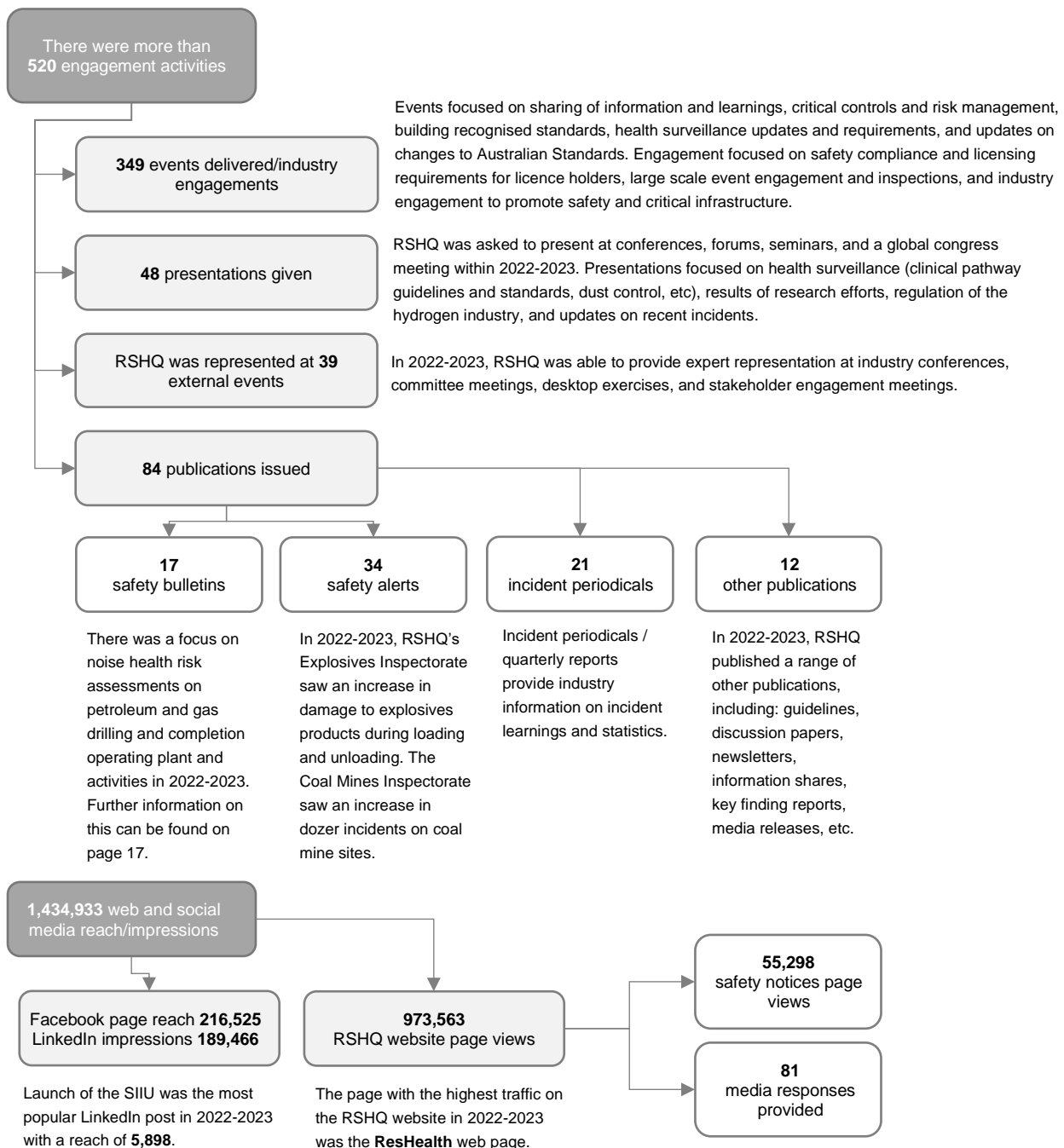
The audit found that 75 per cent of employers assessed were fully compliant with their obligations. The predominant reason for non-compliance was failing to arrange a health assessment on change of employer. All of the workers reviewed held a current medical examination.

²² https://www.rshq.qld.gov.au/__data/assets/pdf_file/0007/1641157/BPG_Misfire_Prevention_Guideline.pdf

Industry engagement

Industry engagement is a critical component of our effectiveness as a regulator. We work with our stakeholders and partners to increase our collective knowledge base and enhance decision-making. We strive to know our audience and align our messages to our **zero serious harm** vision.

Engagement activities include committee meetings, industry forums, meeting with regulators from other jurisdictions and co-development of new standards and industry guidelines. RSHQ uses social media to increase the reach of our key messages, events, and publications to a wide range of audiences. RSHQ also frequently meets with operators, workers and management to help them understand and fulfil their safety and health obligations.



Review of the Mine Dust Lung Disease Clinical Pathways Guideline

A revised version of the *Mine Dust Lung Disease Clinical Pathways Guideline*²³ (CPG) was published in 2022-2023 after stakeholder consultation and advice from the Resources Medical Advisory Committee (RMAC). The CPG documents the recommended process for follow-up investigation of workers with abnormal results from lung health screening.

The revised CPG included important changes such as:

- aligning with the latest spirometry standards for resource sector workers
- implementing recommendations from the high-resolution computed tomography review commissioned by RSHQ, and
- incorporating clinical best practice for follow-up investigations to ensure efficient delivery of high-quality health assessments that facilitate early detection of mine dust lung disease.

Looking towards 2023-2024

Data intelligence and maturity uplift

RSHQ will continue to uplift its data intelligence and maturity. Our data analytics team will work with stakeholders and industry partners in designing and developing an enterprise data warehouse, which will provide a stable and centralised repository for large volumes of industry data, improve data consistency, and enhance decision-making insights.

Additionally, RSHQ will enhance our data governance model and data mining processes. These programs will support efforts in predictive analytics models to assist in the early identification of serious harm through pre-cursor and other indicators, that can be shared with industry.

Digital strategy implementation

In 2023-2024, a key enterprise focus will be the delivery of RSHQ's digital strategy, which was adopted in 2022-2023. RSHQ will continue to work with stakeholders to inform solution designs and support improved user experiences.

Launch of RSHQ's incident management reporting solution

In 2023-2024, RSHQ will continue with the soft launch of the IMRS with a select number of industry stakeholders. A staged release will enable soft launch participants to provide user feedback on the new system, which will be considered for future enhancements. The soft launch will provide the opportunity for further testing, and to refine CAPU's incident response capability and the associated business rules and processes. Following successful testing, the IMRS will be

²³ https://www.rshq.qld.gov.au/__data/assets/pdf_file/0009/1696329/Revised-CPG_20230315.pdf

fully launched to all coal mines, mineral mines, and quarries for incident reporting.

Explosives misfires best practice guideline working group

In 2023-2024, a working group will be formed to evaluate the causal factors to misfire events, through analysis of the data arising from industry reported incidents. This will initiate a review of the *Best Practice Guideline Prevention of Explosives Misfires in Blasting Applications*.

Vehicle fire incident reduction

Underground and explosives vehicle fires are a significant risk to workers at Queensland underground metalliferous mines. In 2023-2024, the MMQ and Explosives inspectorates will analyse data collected from incident reports, audit site critical controls for effectiveness, and present findings to industry via reports, forums, and direct communication with sites.

Priority research areas

Simtars will undertake targeted research on the following areas aligned to its five-year research strategy:

- polymeric chemical testing for Recognised Standard 16
- a portable spectrometer for total incombustible content analysis, aligned to spontaneous combustion prevention, and
- respirable crystalline silica analysis using X-ray diffraction, to better comprehend changes to occupational exposure limits for silica.

Continuing coal industry stakeholder engagement

RSHQ's Coal Inspectorate will continue its program of stakeholder engagement, participating in specific hazard, activity and risk forums across the state. In 2022-2023, the inspectorate participated in 26 forums or seminars, with 28 scheduled for 2023-2024.

The projected attendance at these events is expected to be approximately 2000 industry members. Open sharing of information and learnings from incidents and investigations is a pillar of effective risk management and an area the regulator will continue to encourage and support.

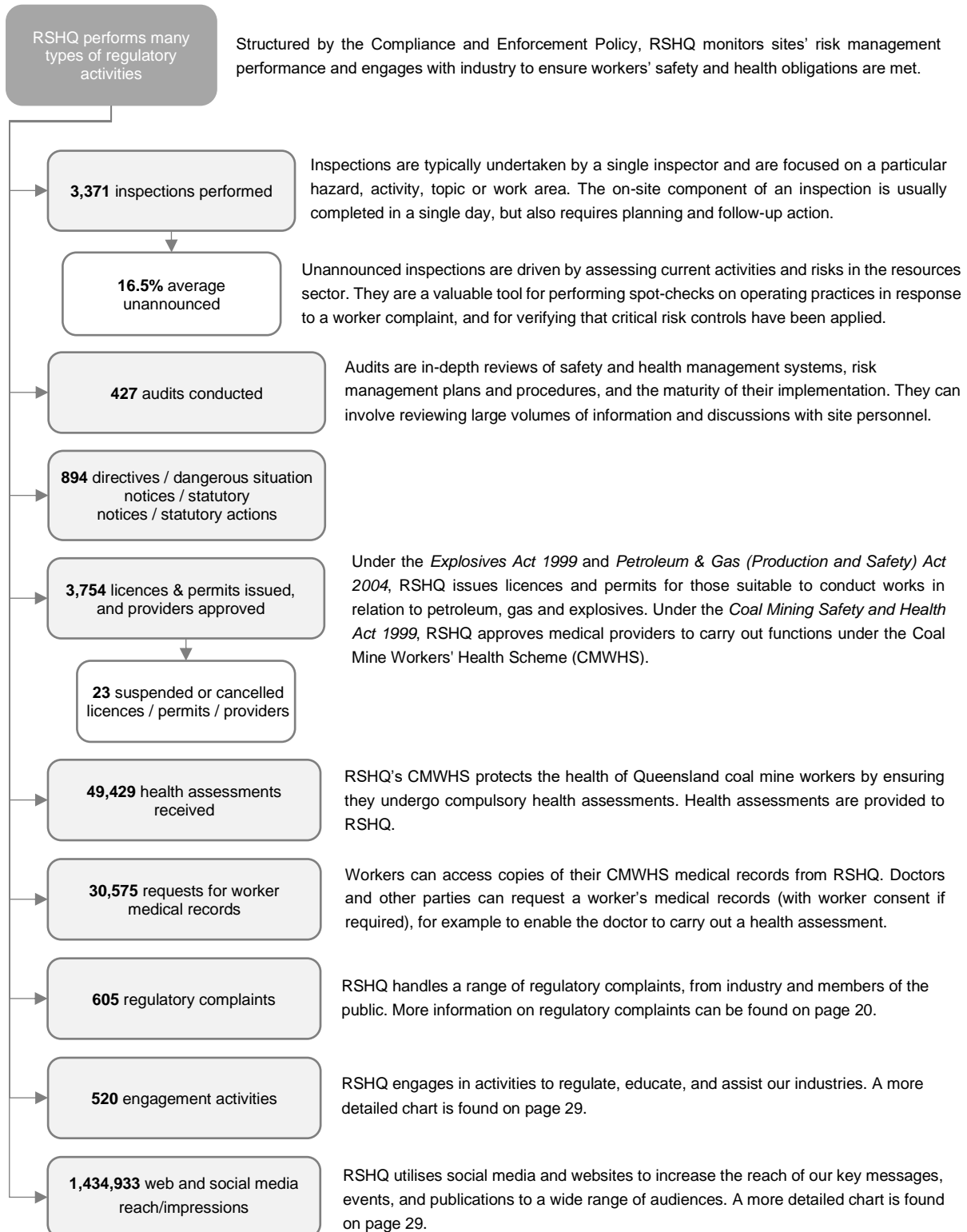
Gas safety campaign

In 2023-2024, RSHQ will launch a gas safety communication campaign focused on smaller scale commercial kitchens. The campaign responds to incidents in family restaurants and takeaways that have resulted in serious injury to workers and the public.

The campaign message encourages small operators to “*put gas safety on the menu*” and highlights that “*unlicensed gas work is a recipe for disaster*”. The campaign includes print and digital advertising, as well as hard copy handouts and branded kitchen safety items.

Performance Snapshot

RSHQ undertakes compliance and enforcement measures in line with its Compliance and Enforcement Policy. Inspections, audits and investigations monitor site performance and provide opportunities to engage with industry, educate and support sites in meeting safety obligations. Safety information is also shared through alerts, bulletins, reports, and forums. The chart below summarises the high volume and broad range of actions, engagement and consultation undertaken in 2022-2023:





Part three – our governance

Our oversight

The executive leadership team has oversight of the management and administration of RSHQ. They are supported by the Regulatory Performance Committee, chaired by Dean Barr, Executive Director, Occupational Health. The Regulatory Performance Committee supports and assesses regulatory effectiveness and identifies improvements. This committee met throughout 2022-2023.

In 2022-2023, RSHQ disestablished the Demand and Resource Committee, which was superseded by the EPMO, and the People Committee, which was superseded by work to develop and implement RSHQ's *People and Engagement Plan*.

Government bodies

RSHQ has relationships with numerous government bodies. A government body is an entity with advisory functions or decision-making powers and is established either by an Act of Parliament or by a decision of executive government. The following government bodies have functions or responsibilities relevant to RSHQ and each are required to publish their own annual reports externally:

- Board of Examiners (see Appendix 2 for more information)²⁴
- Coal Mining Safety and Health Advisory Committee²⁵
- Mining Safety and Health Advisory Committee²⁶, and
- Office of the Commissioner for Resources Safety and Health²⁷.

More information on these government bodies, including their published annual reports, can be found on their websites.

RSHQ's occupational health regulation is supported by the operation of the Resources Medical Advisory Committee (**RMAC**), chaired by Dr Matthew Brandt. The RMAC was established in 2021-2022, and includes an occupational physician, a radiologist, respiratory physicians, an epidemiologist, and an occupational hygienist. Committee members are appointed by the Minister for Resources for a three-year term. The RMAC provides independent, strategic medical advice to

²⁴ <https://www.business.qld.gov.au/industries/mining-energy-water/resources/safety-health/mining/legislation-standards/board-examiners>

²⁵ <https://www.commissioner.rshq.qld.gov.au/advisory-committees/cmshac>

²⁶ <https://www.commissioner.rshq.qld.gov.au/advisory-committees/mshac>

²⁷ <https://www.commissioner.rshq.qld.gov.au/about>

the Minister and RSHQ to support the regulatory framework that protects the health of Queensland's resource sector workers. The RMAC provides an Annual Report to the Minister for Resources.

Risk management and accountability

Enterprise risk management

The executive leadership team oversees risk management and receives quarterly risk reports. RSHQ's Enterprise Risk Management Framework (**the framework**) aligns with the International Organisation for Standardisation (**ISO**) *31000:2018 Risk Management – Guidelines*. The framework gives an overview of strategic and operational risk, identifying and managing potential events by assessing impact and mitigation across RSHQ business units and functions. This provides assurance to the CEO that RSHQ is achieving its strategic objectives and is making informed, risk-based decisions.

Key strategic risks and opportunities are identified as part of our annual strategic planning process. Risks that may have an impact on objectives are identified during business planning and operations. Strategic and operational risks are regularly reviewed to monitor risk treatments and the overall effectiveness of controls.

Internal audit function

RSHQ's internal audit function is provided by the Queensland Government Corporate Administration Agency (**CAA**). CAA delivers independent and objective advice to assist in the performance or discharge of RSHQ's functions and duties, in accordance with our *Internal Audit Charter (2023)*. This includes:

- assisting in the development of RSHQ's *Internal Audit Plan (2022-2025)* – a risk-based plan incorporating strategic and operational risks, business objectives and client needs, endorsed by the RSHQ Board
- scoping, coordination and undertaking of audits and operational reviews, and
- providing reports from completed internal audits, outlining recommendations and findings on audit performance in consultation with business areas.

The *Legislative Compliance: review of Explosives Act 1999 and Explosives Regulation 2017* was performed in the 2022-2023 reporting period and considered internal compliance with selected sections of explosives legislation.

RSHQ's Financial Controls Assurance Framework (2022-2023) ensures internal financial controls are applied to financial processes. The framework mitigates risks related to efficiency, effectiveness and economic operations.

External scrutiny

Queensland Government agencies can be reviewed by various authorities and bodies, including the Queensland Audit Office, parliamentary committees, boards of inquiry, the Crime and Corruption Commission, the Queensland Ombudsman, and the Queensland Information Commissioner.

In 2022-2023, the Transport and Resources Committee considered the *Coal Mining Safety and Health and Other Legislation Amendment Bill 2022*²⁸.

The bill was introduced into the Legislative Assembly on 12 October 2022. A public briefing was held on 24 October 2022, followed by a public hearing held on 25 October 2022. The committee tabled its report on 4 November 2022, making six recommendations, including a recommendation that the Bill be passed.

The Committee also conducted an inquiry into coal mining industry safety in 2022-2023. A public briefing was held on 24 October 2022, followed by public hearings 2 November 2022, 28 November 2022 and 10 January 2023. The committee tabled its report on 16 February 2023, making 11 recommendations to the coal mining industry and government.

Information systems and recordkeeping

RSHQ operates and manages our information systems and recordkeeping in accordance with our obligations under the *Public Records Act 2002*, *Public Sector Act 2022*, *Information Privacy Act 2009*, and other relevant Government policies. We also consider the *Queensland Government Enterprise Architecture (QGEA)* to support services, initiatives, and corporate operations.

RSHQ develops and maintains organisational policies, frameworks, and standards to manage the lifecycle of systems and information. Records are securely managed within a compliant records management system. No serious security breaches of this system were recorded in 2022-2023.

During 2022-2023, key activities included:

- development of a multi-year investment roadmap for the capability uplift of records, documents and knowledge management. More information on RSHQ's *Digital Strategy 2030* is available on page 25 of this report.
- establishment of an Information Management Officer role to uplift maturity of information management, including information security, across the organisation.
- identification and centralisation of corporate records into the RSHQ records management solution.

²⁸ <https://www.legislation.qld.gov.au/view/html/bill.first/bill-2022-021>

Right to information

The *Right to Information Act 2009 (RTI Act)* is the Queensland Government's approach to providing the community with access to information the government controls. RSHQ supports the principles of the RTI Act by operating in an open, transparent, and accountable manner while protecting the privacy of individuals. RSHQ provides access to information in accordance with the RTI Act and publishes required information on the RSHQ website.

During 2022-2023, RSHQ received 65 new requests for access to information in accordance with the RTI Act. All completed RTI applications were considered for publication in RSHQ's disclosure log.

	FY22	FY23
Applications	80	65
Not finalised by EOFY	34	21

FY22 – financial year ending 30 June 2022
FY23 – financial year ending 30 June 2023

Information privacy

Personal information held by RSHQ is managed in accordance with the requirements of the *Information Privacy Act 2009 (the IP Act)*. The IP Act's 11 information privacy principles regulate how Queensland government agencies collect, store, use and disclose personal information. The IP Act also requires RSHQ to safeguard the personal information it holds and only disclose such information to the individual that the information relates to, where consent has been provided, or where required and authorised under law.

During 2022-2023 RSHQ received two requests for personal information in accordance with the IP Act.

	FY22	FY23
Applications	7	2
Not finalised by EOFY	2	0

Ethics, integrity and human rights

Public sector ethics

RSHQ employees and contractors are expected to demonstrate high ethical standards and values in accordance with the *Code of Conduct for the Queensland Public Sector (the code)* and the *Public Sector Ethics Act 1994*. All RSHQ employees and contractors complete mandatory training modules on the code, ethical decision making, fraud awareness, and corruption prevention, and these principles are incorporated into our frameworks.

Human rights

RSHQ is committed to respecting, protecting, and promoting human rights. RSHQ must make decisions that consider and are compatible with the *Human Rights Act 2019*. Our induction program includes mandatory online training on human rights, and continuing staff must also complete periodic refresher training. Human rights are considered in our internal policies and operational frameworks, including management of general complaints and human rights impact assessments for new or amended legislation.

RSHQ recorded no human rights complaints for the year ended 30 June 2023.

Customer complaints management

RSHQ is committed to ensuring its customer complaint management system is effective and provides consistent processes for:

- receiving, recording, responding to and reporting on complaints about the services, products, decisions, or conduct of the agency or our staff.
- analysing and identifying opportunities to improve service delivery.
- promoting public confidence in RSHQ's actions and decisions by being open and transparent in the management of complaints.

An ethics mailbox²⁹ is available for industry and members of the public to lodge their complaints directly with our complaints officer. In 2022-2023, RSHQ received one customer complaint.

Customer complaints received by RSHQ

	2021-2022	2022-2023
With further action taken by RSHQ	4	0
With no further action taken by RSHQ	0	1
In progress as at 30 June 2022	0	0
Total customer complaints received by RSHQ	4	1

²⁹ ethics@rshq.qld.gov.au

Our people

Workforce profile

The Queensland public sector quarterly workforce profile, based on Minimum Obligatory Human Resources Information (**MOHRI**) data showed at the end of the June 2023 period, RSHQ had **348.2³⁰** full time equivalent (**FTE**) staff.

RSHQ employees by employment type as of 30 June 2023

	FTE
Permanent	237.6
Fixed Term Contract	61.8
Temporary	46.8
Casual	2.0
Total FTE	348.2

RSHQ employees by employment diversity as of 30 June 2023

Gender	Number (Headcount)	% of total workforce (Calculated on headcount)
Women	157	43.85%
Men	201	56.15%
Non-binary	<5*	<1.40%*
Diversity groups	Number (Headcount)	% of total workforce (Calculated on headcount)
Women	157	43.85%
Aboriginal Peoples and Torres Strait Islander Peoples	<5*	<1.40%*
People with disability	9	2.51%*
Culturally and Linguistically Diverse – Speak a language at home other than English [^]	5	1.40%

* To ensure privacy, in tables with less than 5 respondents in a category, this shows as <5

[^] Includes Aboriginal and Torres Strait Islander languages or Australian South Sea Islander languages spoken at home

RSHQ women in leadership roles as of 30 June 2023

	Women (Headcount)	Women as% of total Leadership Cohort (Calculated on headcount)
Senior Officers (Classified as s122 equivalent combined)	8	40%
Senior Executive Service and Chief Executives (Classified as s122 equivalent combined)	3	30%

³⁰ Source: MOHRI FTE data for fortnight ending 30 June 2023. Please note, FTE total of 348 stated in the financial statement varies from the workforce profile FTE total of 348.2 for financial reporting purposes.

Our future-focused planning and strategies

Our approach to strategic workforce planning considers business, financial and enterprise risk management factors and purposefully aligns to our strategic priorities. Our workforce planning is also guided by the *Queensland public sector diversity and inclusion strategy 2021-2025*³¹ and the *10 year human capital outlook*³² paper.

The *3 year human capital strategic roadmap 2022*³³ builds on the *10 year human capital outlook* paper. It provides guidance and pathways for continued workforce planning, capability building, and transformation across the public sector. Our approach supports building a contemporary workforce that demonstrates expertise, innovation, diversity, collaboration and leadership. This includes awareness and preparation for how automation and new technologies may impact on the current design of work and roles.

In 2022-2023 RSHQ:

- successfully undertook targeted attraction campaigns to increase gender diversity, enabling our Coal Inspectorate to recruit its first female coal inspector.
- developed our *People and Engagement Plan 2023-25* through collaboration with a diverse group of RSHQ representatives. The plan focuses on maturing our agency and modernising our approaches to work.
- prioritised and adopted change levers from the *3 year human capital strategic roadmap 2022*. This enabled transformation and provided guidance to strategic projects for our people and the engagement of our workforce.

Performance management framework

RSHQ is committed to ensuring our people are provided with the guidance, support, and structure to thrive in their roles. This includes proactive participation in ongoing, regular conversations for performance and wellbeing in line with the positive performance management principles in *Directive 15/20 Positive Performance Management*.

RSHQ's capability framework forms the basis of our employee performance and development framework. This framework encompasses the leadership competencies for Queensland's role-specific capabilities and technical professional requirements, which describe what highly effective, everyday leadership looks like in the public sector.

³¹ https://www.forgov.qld.gov.au/__data/assets/pdf_file/0022/184144/queensland-public-sector-inclusion-and-diversity-strategy-2021-2025.pdf

³² https://www.forgov.qld.gov.au/__data/assets/pdf_file/0024/242466/10-year-human-capital-outlook.pdf

³³ https://www.forgov.qld.gov.au/__data/assets/pdf_file/0027/251568/3-Year-Human-Capital-Strategic-Roadmap-2022.pdf

We utilise resources including:

- online performance and development agreements
- a technical training framework for professional technical streams (via Simtars), and
- the Queensland government workforce commitment program.

New RSHQ employees participate in comprehensive online and site inductions to establish a good understanding of their obligations and responsibilities as public sector and RSHQ employees. Site inductions are undertaken with supervisors and follow a comprehensive checklist to cover important aspects of the role, workplace, organisation, and sector. Relevant role specific and technical training requirements are identified through induction and performance and development agreement discussions.

In developing the *RSHQ's People and Engagement Plan 2023-25*, areas of improvement for supporting performance and the employee experience were identified. Over the coming two financial years RSHQ is committed to focussing on:

- defining key performance indicators reflective of a risk-based exemplar regulator, integrating into organisational strategies and individual performance plans.
- crafting an organisation-wide people framework interconnecting our capability, performance, and wellbeing.
- integrating the onboarding experience RSHQ wide.

A healthy, safe, and inclusive workplace

Safety and wellbeing

We are continually improving our approach to work wellbeing, health, and safety, including identifying improvements to ensure our systems are effective in managing physical and psychological risks. Our wellbeing strategy takes an integrated approach to supporting a workplace where wellbeing, health, and safety is promoted, prioritised, and demonstrated.

Through our onboarding processes, policies, and annual refresher training, we equip our people with the knowledge and tools to embed a holistic approach to employee safety and wellbeing. These include:

- flexible work practices and hybrid working arrangements
- domestic and family violence awareness, training, support, and special leave
- delivery of Creating Respectful Workplaces training
- embedding the bystander intervention framework approach to addressing problematic behaviour
- mental wellbeing events such as promoting RUOK? Day
- establishing a strengths coaching program for neurodivergent employees
- flu vaccination program

- analysing and responding to Working for Queensland survey results
- reminders for regular and ongoing conversations outside of the performance development cycle for performance and wellbeing
- financial coaching and advice, and
- activities relating to Safe Work Month.

Through 2022-2023, RSHQ continued its partnership with its Employee Assistance Program (**EAP**) provider. They offer our employees access to services around individual wellbeing, organisational performance, incident management, workforce wellness, and support to employees affected by domestic and family violence. The EAP has introduced an identified counselling service for Aboriginal and Torres Strait Islander peoples.

RSHQ, with its provider, co-designed and developed a critical incident response program to activate early support services for staff attending critical incidents and fatalities. This ensures staff are provided with quick access to tailored individual wellbeing and psychological safety support.

Diversity and inclusion

RSHQ is committed to creating a diverse workforce that is representative of the community we serve, and workplaces where everyone feels safe, respected, and included. We support the Queensland Government's commitment to providing equal opportunities for women, people with disability, Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse people, the LGBTIQ+ community, and younger and older people.

RSHQ will undertake an equity and diversity audit in 2023-2023 to understand and address diversity and equity issues, reviewing our current state to inform priorities and develop an action plan to address identified inequities.

Improvements have been made to our attraction, recruitment and selection practices that support fair and transparent decisions, such as:

- advertising roles internally to allow our people to apply for new opportunities and share and develop corporate knowledge
- supporting hiring managers to provide effective and constructive feedback to applicants
- encouraging hiring managers to ensure the panel has a diverse representation, and
- partnering with suppliers who are committed to diversifying their recruitment channels.

RSHQ is committed to improving the representation of women in inspector roles for our MMQ and Coal Inspectorates by undertaking targeted recruitment processes to:

- remove barriers to employment opportunities
- address underrepresentation of diversity target groups, and
- assist in meeting diversity targets within our agency and across the sector.

Industrial and employee relations

RSHQ supports proactive engagement with employees to foster a healthier and more productive workplace. Support mechanisms include the performance development agreement cycle, regular and ongoing performance discussions, Working for Queensland survey response, policies outlining ways to raise grievances, and consultation with staff and unions on transformational changes.

During 2022-2023, RSHQ Human Resources supported approximately 20 staffing matters including several internal employee complaints and conduct/performance matters. These are managed in line with the relevant government directives. RSHQ will continue to develop managers and supervisors in their skills to manage employees positively.

Early retirement, redundancy, and retrenchment

No redundancy, early retirement or retrenchment packages were paid during the 2022-2023 period.

Open data

A number of annual reporting requirements are addressed by RSHQ through publication of data on the Queensland Government's Open Data Portal³⁴ instead of inclusion in the annual report.

For the 2022-2023 reporting period, this includes expenditure relating to consultancies (\$170,081) and overseas travel (\$7,472).

A Queensland Language Services Policy report for 2022-2023 reporting period was not required as RSHQ has no expenditure data to report.

³⁴ <http://www.data.qld.gov.au/>



Part four – Financials

Financial Performance 2022-2023

This financial summary provides an overview of RSHQ’s financial result for 2022-2023. A comprehensive set of financial statements are provided in this report.

RSHQ recorded an operating surplus of \$14.6 million in 2022-2023.

Income

RSHQ’s income is primarily sourced from regulatory fees paid by industry participants under legislation specific to the mining, quarrying, explosives and petroleum and gas industries.

Our income of \$104.7 million for 2022-2023 included \$84.1 million in regulatory fees, \$16.8 million in sales of goods and services, and \$1.8 million in interest earnings. Regulatory fees increased by \$15.0 million in 2022-2023, primarily driven by changes in the Safety & Health Fee structure which took effect from 1 January 2022, and an increase in workers in the resources industries.

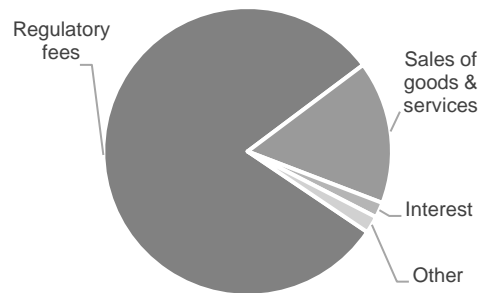
Expenses

RSHQ’s expenditure of \$90.0 million comprised \$55.5 million in employee expenses, \$31.0 million in supplies and services, and \$2.0 million in depreciation and amortisation.

Overall expenditure increased by 8.1% driven primarily by increases in employee expenses. There were 348.2 FTEs employed by RSHQ as at 30 June 2023, an increase of 30 FTEs on 30 June 2022. This was due to a concentrated recruitment drive to fill vacant positions, including within the newly formed EP MO division and the SIIU.

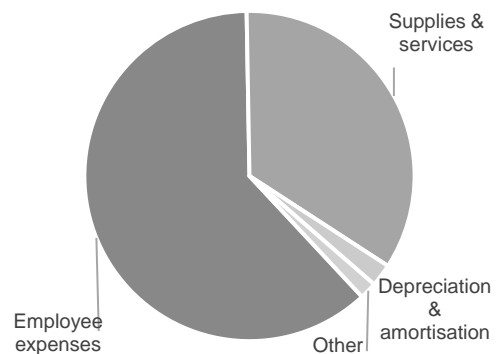
Income

Sources of income



Expenses

Breakdown of expenses



Revaluation of assets

During the year, land occupied by Simtars and the government explosive reserves was comprehensively revalued and increased in value by \$12.7 million in line with market trends. Buildings and other assets increased in value by \$2.4 million, reflective of increased construction costs, again in line with market trends.

Financial Position as at 30 June 2023

RSHQ held \$118.3 million in net assets at 30 June 2023.

	\$million	30 June 2023	30 June 2022
Current assets		\$68.0	\$50.9
Non-current assets		\$71.2	\$55.5
Total assets		\$139.2	\$106.4
Current liabilities		\$19.7	\$17.1
Non-current liabilities		\$1.3	\$0.9
Total liabilities		\$21.0	\$18.0
Net assets		\$118.3	\$88.4

Assets

RSHQ's current assets of \$68.0 million included cash, receivables, and prepayments. The increase in current assets from 2021-2022 was primarily due to the strong operational surplus achieved in 2022-2023. RSHQ held cash reserves of \$63.5m (an increase of \$16.1 million from 2021-2022), of which \$21.0 million was set aside for liabilities. RSHQ's strong cash position will support future investment in RSHQ's digital transformation and infrastructure projects.

Non-current assets of \$71.2 million primarily consisted of land, buildings, and plant and equipment. The increase over 2021-2022 was primarily due to revaluations of land and buildings that occurred during the year.

Liabilities

RSHQ's liabilities of \$21.0 million included provisions for annual leave, long service leave and other employee benefits of \$14.5 million, payables of \$5.2 million, and provisions for potential legal costs of \$0.5 million. The increase in liabilities was primarily due to an increase in payables of \$1.7 million (due to timing of payments), and an increase in employee benefits of \$1.2 million in line with increases in FTEs and public sector wage increases.

Looking towards 2023-2024

RSHQ actively manages its financial risks and liabilities and is financially positioned to meet its strategic and regulatory objectives. RSHQ's financial position supports future investment in digital transformation and infrastructure projects, consistent with our strategic plan.

Financial statements

The following pages provide details around RSHQ's financial performance in 2022-2023.

Resources Safety and Health Queensland Consolidated Financial Statements

for the year ended 30 June 2023

Resources Safety and Health Queensland Consolidated Financial Statements 2022-23

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Resources Safety and Health Queensland

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Resources Safety and Health Queensland

Consolidated Statement of Comprehensive Income

For the year ended 30 June 2023

	Notes	2023 \$'000	2022 \$'000
Income			
User charges and fees	4.	102,418	85,464
Interest		1,803	287
Other revenue		449	46
Total revenue		104,670	85,797
Gains on disposal / remeasurement of assets		12	-
Total income		104,682	85,797
Expenses			
Employee expenses	5.	55,528	48,837
Supplies and services	6.	31,000	29,699
Depreciation and amortisation		2,005	1,715
Grants and subsidies		250	539
Impairment losses	7.	381	43
Finance / borrowing costs		4	-
Other expenses	8.	870	2,426
Total expenses		90,038	83,258
Operating result from continuing operations		14,644	2,539
Other comprehensive income			
Increase in asset revaluation surplus	18.	15,190	4,058
Total comprehensive income		29,834	6,597

The accompanying notes form part of these statements.

Resources Safety and Health Queensland

Consolidated Statement of Financial Position

As at 30 June 2023

	Notes	2023 \$'000	2022 \$'000
Current assets			
Cash and cash equivalents	9.	63,457	47,374
Receivables	10.	4,186	3,043
Other current assets	11.	403	531
Total current assets		68,046	50,948
Non-current assets			
Property, plant and equipment	12.	70,025	55,162
Right-of-use assets		302	-
Intangible assets	13.	903	333
Total non-current assets		71,230	55,495
Total assets		139,276	106,443
Current liabilities			
Payables	14.	5,241	3,527
Lease liabilities		41	-
Accrued employee benefits	15.	13,497	12,422
Provisions	16.	521	862
Other current liabilities	17.	381	298
Total current liabilities		19,681	17,109
Non-current liabilities			
Lease liabilities		266	-
Accrued employee benefits	15.	1,049	888
Total non-current liabilities		1,315	888
Total liabilities		20,996	17,997
Net assets		118,280	88,446
Equity			
Contributed equity		75,990	75,990
Asset revaluation surplus	18.	23,861	8,671
Accumulated surplus		18,429	3,785
Total equity		118,280	88,446

The accompanying notes form part of these statements.

Resources Safety and Health Queensland

Consolidated Statement of Changes in Equity for the year ended 30 June 2023

	Contributed Equity \$'000	Asset Revaluation Surplus \$'000	Accumulated Surplus \$'000	Total \$'000
Balance as at 1 July 2021	75,990	4,613	1,246	81,849
Operating result				
Operating result from continuing operations	-	-	2,539	2,539
Other comprehensive income				
- Increase in asset revaluation surplus	-	4,058	-	4,058
Total comprehensive income	-	4,058	2,539	6,597
Balance as at 30 June 2022	75,990	8,671	3,785	88,446
Balance as at 1 July 2022	75,990	8,671	3,785	88,446
Operating result				
Operating result from continuing operations	-	-	14,644	14,644
Other comprehensive income				
- Increase in asset revaluation surplus	-	15,190	-	15,190
Total comprehensive income	-	15,190	14,644	29,834
Balance as at 30 June 2023	75,990	23,861	18,429	118,280

The accompanying notes form part of these statements.

Resources Safety and Health Queensland

Consolidated Statement of Cash Flows for the year ended 30 June 2023

	Notes	2023 \$'000	2022 \$'000
Cash flows from operating activities			
<i>Inflows:</i>			
User charges and fees		101,084	83,924
GST collected from customers		1,623	1,394
GST input tax credits from ATO		3,250	3,916
Interest receipts		1,803	287
Other		442	118
<i>Outflows:</i>			
Employee expenses		(54,137)	(47,780)
Supplies and services		(29,649)	(31,407)
Grants and subsidies		(229)	(529)
Finance/borrowing costs		(4)	-
GST paid to suppliers		(3,378)	(3,688)
GST remitted to ATO		(1,595)	(1,389)
Other		(717)	(2,526)
Net cash provided by operating activities		18,493	2,321
Cash flows from investing activities			
<i>Inflows:</i>			
Sales of property, plant and equipment		12	6
<i>Outflows:</i>			
Payments for property, plant and equipment		(1,723)	(6,061)
Payments for intangibles		(658)	-
Net cash used in investing activities		(2,369)	(6,054)
Cash flows from financing activities			
<i>Outflows:</i>			
Lease payments		(41)	-
Net cash (used in) financing activities		(41)	-
Net increase (decrease) in cash and cash equivalents		16,083	(3,733)
Cash and cash equivalents - opening balance		47,374	51,107
Cash and cash equivalents - closing balance	9.	63,457	47,374

The accompanying notes form part of these statements.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

1. General information

These financial statements cover the consolidated entity of Resources Safety and Health Queensland (RSHQ), consisting of the parent entity, RSHQ, and its controlled entity, the Resources Safety and Health Queensland Employing Office (RSHQ-EO) together referred to as 'RSHQ'.

RSHQ is a not-for-profit statutory body established under the *Resources Safety and Health Act 2020 (RSHQ Act)*. The RSHQ-EO is also a statutory body established under the *RSHQ Act*, and is controlled by RSHQ. The RSHQ-EO, through its employees, provides the skilled labour required to deliver the services provided by RSHQ. RSHQ's financial statements have been prepared as a consolidation of both entities. The balances and effects of transactions between the entities included in the consolidated financial statements have been eliminated.

This financial report is the consolidated statements for the RSHQ consolidated entity and does not separately disclose RSHQ's (as the parent entity) financial statements. The differences between the consolidated and parent entity's financial statements are disclosed in Note 20.

2. Objectives and principal activities of Resources Safety and Health Queensland

RSHQ commenced on 1 July 2020 as a statutory body to regulate safety and health in the resources sector. The objective of RSHQ is to regulate, educate and assist industry in meeting its obligations to protect and promote the safety and health of persons from risks associated with mining, quarrying, explosives and petroleum and gas.

The head office and principal place of business of RSHQ is Level 19, 275 George Street, Brisbane QLD 4000.

3. Basis of financial statement preparation

Compliance with prescribed requirements

The financial statements have been prepared in compliance with the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*.

These general purpose financial statements are prepared in accordance with the disclosure requirements of AASB 1060 *General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities*. The financial statements comply with the recognition and measurement requirements of all Australian Accounting Standards and Interpretations applicable to not-for-profit entities, and the presentation requirements in those standards as modified by AASB 1060.

The financial statements are prepared on an accrual basis, with the exception of the statement of cash flows which is prepared on a cash basis.

Presentation

Currency and rounding

Amounts included in the financial statements are in Australian dollars and have been rounded to the nearest \$1,000 or, where that amount is \$500 or less, to zero, unless disclosure of the full amount is specifically required.

Comparatives

Comparative information reflects the audited 2021-22 financial statements.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

3. Basis of financial statement preparation (contd)

Current/Non-current classification

Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or RSHQ does not have an unconditional right to defer settlement to beyond 12 months after the reporting date. All other assets and liabilities are classified as non-current.

Taxation

RSHQ is exempted from income tax under the *Income Tax Assessment Act 1936* and is exempted from other forms of Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). Receivables and payables in the balance sheet are shown inclusive of GST. GST credits receivable from, and GST payable to, the ATO at reporting date are separately recognised in receivables within Note 10.

Basis of consolidation

RSHQ has adopted the principles outlined in AASB 10 *Consolidated Financial Statements* and AASB 12 *Disclosure of Interest in Other Entities*.

Basis of measurement

The historical cost convention is used as the measurement basis except for land, buildings, and heritage and cultural which are measured at fair value. Right to use assets, lease liabilities and long service leave provisions are measured at their present value.

Authorisation of financial statements for issue

The financial statements are authorised for issue by RSHQ's Chief Executive Officer and Chief Operating Officer at the date of signing the Management Certificate.

Key accounting estimates and judgements

The most significant estimates and assumptions made in the preparation of the financial statements related to the fair value and useful lives of property, plant and equipment (see Note 12). The valuation of property, plant and equipment necessarily involves estimation uncertainty with the potential to materially impact on the carrying amount of such assets in the next reporting period.

Estimates and assumptions are also made in the valuation of provisions including the employee leave provisions based on a present value calculated of expected future payments (see Note 15) and the provision for the settlement of legal claims based on management judgement of expected future settlements (see Note 16).

New and revised accounting standards

First time mandatory application of Australian Accounting Standards and Interpretations

No new accounting pronouncements were applied for the first time in 2022-23.

Early adoption of Australian Accounting Standards and Interpretations

No new accounting pronouncements were early adopted in the 2022-23 financial year.

Voluntary changes in accounting policies

No voluntary changes in accounting policies occurred during the 2022-23 financial year.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

	2023 \$'000	2022 \$'000
4. User charges and fees		
Revenue from contracts with customers		
Sale of goods and services	14,012	11,895
Rental leases at Explosive Reserves	2,795	2,720
Other user charges and fees		
Regulatory fees	84,058	69,037
Licences, permits and applications	1,548	1,810
Registrations	5	3
Total	102,418	85,464

Accounting policies - Revenue from contracts with customers

Revenue from contracts with customers is recognised when RSHQ transfers control over a good or service to the customer. The following table provides information about the nature and timing of the satisfaction of performance obligations, significant payment terms, and revenue recognition for RSHQ's user charges revenue from contracts with customers.

Type of good or service	Nature and timing of satisfaction of performance obligations, including significant payment terms	Revenue recognition policies
Explosives reserves	<p>RSHQ receives revenue for explosive storage and adhoc services provided on government explosives reserves in accordance with rates published in the Explosives Information Bulletin.</p> <p>Rental leases at Explosive Reserves are based on rates per square metre or magazine storage fees in accordance with rates published in the Explosives Information Bulletin.</p>	<p>Revenue for contractual obligations is recognised under AASB 15 <i>Revenue from Contracts with Customers</i> for storage on a straight-line basis over the contractual period and revenue for ad hoc services provided are recognised on completion.</p> <p>Rental lease revenue at Explosive Reserves is recognised under AASB16 <i>Leases</i> on a straight-line basis over the life of the lease.</p>
Safety in Mines Testing & Research Station (Simtars) Fee for Service	<p>Simtars receives revenue for the provision of scientific, engineering and training services where the performance obligation is fulfilled on delivery.</p> <p>Revenue is also received for support services over time including the provision of the Safegas system to monitor and interpret data to stay compliant with regulations.</p>	<p>Revenue is recognised under AASB 15 on delivery or completion of services. Services over time such as Safegas support is recognised on a straight-line basis over the contractual period.</p>

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

4. User charges and fees (contd)

Accounting policies - Other user charges and fees

Revenue for other user charges and fees are accounted for under AASB 1058 *Income of Not-for-Profit Entities* on receipt of funding and the following table provides information about the nature and timing.

Type of charges and fees	Nature and timing	Revenue recognition policies
Safety and Health Fee	The Safety and Health Fee is revenue to RSHQ paid by industry participants under the <i>Coal Mining Safety and Health Regulation 2017</i> , the <i>Mining and Quarrying Safety and Health Regulation 2017</i> the <i>Explosives Regulation 2017</i> invoiced quarterly.	Fee revenue is recognised quarterly as invoiced under AASB 1058.
Petroleum and Gas Fee	The Petroleum and Gas Fee is revenue to RSHQ paid by industry participants under the <i>Petroleum and Gas (Safety) Regulation 2018</i> for the safety and health services provided by RSHQ to the petroleum and gas industries.	Fee revenue is recognised annually as invoiced under AASB 1058.
Licence fees	RSHQ receives revenue from the application and issue of gas work licences and authorisations, and explosives licences and permits	Licencing revenue is recognised as invoiced under AASB 1058.

5. Employee expenses

	2023	2022
	\$'000	\$'000
Employee benefits		
Wages and salaries	37,509	32,006
Annual leave expense	4,221	3,744
Employer superannuation contributions	5,270	4,568
Long service leave expense	1,447	1,333
Termination benefits	42	131
Other employee benefits	2,285	2,659
Employee related expenses		
Payroll tax	2,473	2,278
Mental health levy	44	-
Fringe benefits tax	391	547
Workers' compensation premium	220	241
Other employee related expenses	1,626	1,330
Total	55,528	48,837
Full-time equivalent employees	348	318

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

5. Employee expenses (contd)

Accounting policies

Wages, salaries and sick leave

Wages and salaries due but unpaid at reporting date are recognised in the Balance Sheet at the current salary rates. As RSHQ expects such liabilities to be wholly settled within 12 months of reporting date, the liabilities are recognised at undiscounted amounts. As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

Annual leave and long service leave

Annual leave and long service leave are accrued based on award entitlements. Refer to Note 15.

Superannuation

Superannuation benefits are provided through either defined contribution (accumulation) plans or the Queensland Government's defined benefit plan (the former QSuper defined benefit categories now administered by the Government Division of the Australian Retirement Trust), in accordance with employees' conditions of employment and employee instructions as to superannuation plans (where applicable).

Defined contribution plans - Employer contributions are based on rates specified under conditions of employment. RSHQ's contributions are expensed when they become payable at each fortnightly pay period.

Defined benefit plan - The liability for defined benefits is held on a whole-of-government basis and reported in those financial statements. Employer contributions are based on rates determined on the advice of the State Actuary. Contributions are expensed when they become payable at each fortnightly pay period. RSHQ's obligations is limited to those contributions paid.

Termination benefits

Termination benefits expense represent cash payments made to employees who accepted voluntary redundancies during the year, or for contract termination.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

	2023 \$'000	2022 \$'000
6. Supplies and services		
Contractors and consultants	8,539	8,949
Accommodation costs	5,578	5,324
Corporate service providers	6,068	5,618
Legal fees	868	1,062
Travel	2,913	2,144
Motor vehicle costs	2,219	2,033
Information and communication technology costs	1,371	1,519
Materials and consumables	1,254	871
Printing, postage and stationery	393	445
Minor plant and equipment	479	448
Other supplies and services	1,318	1,286
Total	31,000	29,699
7. Impairment losses		
Trade receivables	381	36
Plant and equipment	-	7
Total	381	43
8. Other expenses		
Special payments	(1) (189)	1,514
Insurance premiums - QGIF	584	540
Fines and forfeitures	-	3
Audit fees	(2) 165	147
Regulatory fees - licences and permits	99	142
Net losses from property, plant and equipment disposal	174	10
Other expenses	37	71
Total	870	2,426

Special payments

- (1) Special payments represent ex gratia expenditure or other expenditure that RSHQ is not contractually obligated to make to other parties. Special payments during 2022-23 comprise:
- \$111,000 in legal fees that have been awarded or are anticipated to be awarded against RSHQ as a result of unsuccessful prosecutions
 - write-back of a \$300,000 provision taken up in a prior year based on a re-assessment of probable legal fees payable.

Audit fees

- (2) Total audit fees quoted by the Queensland Audit Office (QAO) relating to the 2022-23 financial statements are \$145,700 (\$140,000 in 2021-22). RSHQ has not engaged QAO to provide any other services.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

	2023	2022
	\$'000	\$'000
9. Cash and cash equivalents		
Cash at bank	63,457	47,374
Total	63,457	47,374

Accounting policy

Cash and cash equivalents include all deposits with financial institutions, as well as cash and cheques received by 30 June.

10. Receivables

Trade debtors	3,785	2,816
Other debtors	496	45
Less: Loss allowance	(482)	(106)
	3,799	2,755
GST receivable	527	399
GST payable	(140)	(112)
	387	288
Total	4,186	3,043

Accounting policy

Receivables are measured at amortised cost which approximates their fair value at reporting date. Trade debtors are recognised at the nominal amounts due at the time of sale or service delivery, i.e. the agreed purchase/contract price. Settlement of these amounts is required within 30 days from invoice date.

11. Other current assets

Prepayments	205	451
Inventories	198	80
Total	403	531

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

12. Property, plant and equipment and depreciation expense	2023	2022
(i) Property, plant and equipment	\$'000	\$'000
Land: at fair value		
Gross	36,300	24,108
	36,300	24,108
Buildings: at fair value		
Gross	53,058	48,233
Less: Accumulated depreciation	(24,448)	(21,553)
	28,610	26,680
Heritage and cultural: at fair value		
Gross	937	859
Less: Accumulated depreciation	(140)	(107)
	797	752
Plant and equipment: at cost		
Gross	13,454	12,621
Less: Accumulated depreciation	(10,013)	(9,500)
	3,441	3,121
Capital work in progress	877	501
Total	70,025	55,162

	Land	Buildings	Heritage and cultural	Plant and equipment	Capital work in progress	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Carrying amount at 1 July 2022	24,108	26,680	752	3,121	501	55,162
Acquisitions	-	-	-	736	986	1,722
Disposals	-	(179)	-	(22)	-	(201)
Transfers between classes	(550)	848	-	312	(610)	-
Net revaluation increments	12,742	2,382	66	-	-	15,190
Reversal of impairment loss previously recognised in operating result	-	28	-	-	-	28
Depreciation	-	(1,148)	(21)	(706)	-	(1,875)
Carrying amount at 30 June 2023	36,300	28,610	797	3,441	877	70,025

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

12. Property, plant and equipment and depreciation expense

(ii) Accounting policy – Recognition and measurement

Recognition of property, plant and equipment

Items of property, plant and equipment with a historical cost or other value equal to or in excess of the following thresholds are recognised for financial reporting purposes in the year of acquisition:

Buildings (including land improvements)	10,000
Land	1
Plant and equipment	5,000
Other (including heritage and cultural)	5,000

Items with a lesser value are expensed in the year of acquisition.

Expenditure is only capitalised where it is probable that the expenditure will produce future service potential for RSHQ. Subsequent expenditure is added to an asset's carrying amount if it increases the service potential or useful life of that asset. Maintenance expenditure that merely restores original service potential (lost through ordinary wear and tear) is expensed.

Asset acquisition

Historical cost is used for the initial recording of all property, plant and equipment acquisitions. Historical cost is determined as the value given as consideration and costs incidental to the acquisition (such as architects' fees and engineering design fees), plus all other costs incurred in getting the assets ready for use.

Where assets are received free of charge from another Queensland Government entity (whether as a result of a machinery-of-government change or other involuntary transfer), the acquisition cost is recognised as the carrying amount in the books of the other entity immediately prior to the transfer.

Assets acquired at no cost or for nominal consideration, other than from another Queensland government agency, are recognised at their fair value at date of acquisition.

Measurement using historical cost

Plant and equipment is measured at historical cost in accordance with Queensland Treasury's *Non-Current Asset Policies for the Queensland Public Sector*. The carrying amounts for such plant and equipment is not materially different from their fair value.

Measurement using fair value

Land, buildings, infrastructure, and heritage and cultural assets are measured at fair value as required by Queensland Treasury's *Non-Current Asset Policies for the Queensland Public Sector*. These assets are reported at their revalued amounts, being the fair value at the date of valuation, less any subsequent accumulated depreciation and subsequent accumulated impairment losses where applicable.

The cost of items acquired during the financial year has been judged by RSHQ to materially represent their fair value at the end of the reporting period.

Property, plant and equipment classes measured at fair value are revalued on an annual basis either by appraisals undertaken by an independent professional valuer or by the use of appropriate and relevant indices. For financial reporting purposes, the revaluation process is managed by a team in RSHQ Corporate, who determine the specific revaluation practices and procedures.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

12. Property plant and equipment and depreciation expense (contd)

(ii) Accounting policy – Recognition and measurement

Revaluations using independent professional valuers are undertaken at least once every five years. However, if a particular asset class experiences significant and volatile changes in fair value, that class is subject to specific appraisal in the reporting period, where practicable, regardless of the timing of the last specific appraisal.

The fair values reported by RSHQ are based on appropriate valuation techniques that maximise the use of available and relevant observable inputs and minimise the use of unobservable inputs. Materiality is considered in determining whether the difference between the carrying amount and the fair value of an asset is material (in which case revaluation is warranted).

Where assets have not been specifically appraised in the reporting period, indices are applied to their previous valuations to ensure their fair values are materially up to date. The indices applied are provided by the Queensland Government Statistician's Office of Queensland Treasury which are publicly available based on data from the Australian Bureau of Statistics and are assessed for reasonableness by management.

Buildings and heritage and cultural assets are revalued using a cost valuation approach (e.g. current replacement cost) - accumulated depreciation is adjusted to equal the difference between the gross amount and carrying amount, after taking into account accumulated impairment losses. This is generally referred to as the 'gross method'. Land assets are valued using a market-based valuation approach - accumulated depreciation and accumulated impairment losses are eliminated against the gross amount of the asset prior to restating for the revaluation. This is generally referred to as the 'net method'.

In the current financial year, land has been revalued by specific appraisal by the State Valuation Services (SVS) due to significant movements in valuation. All other fair value assets have had the appropriate index applied as provided by the Queensland Government Statistician's Office of Queensland Treasury.

Depreciation

Buildings, heritage and cultural assets, and plant and equipment are depreciated on a straight-line basis so as to allocate the net cost or revalued amount of each asset, less any estimated residual value, progressively over its estimated useful life to RSHQ.

Land is not depreciated as it has an unlimited useful life.

Key judgement: Straight line depreciation is used as that is consistent with the even consumption of service potential of these assets over their useful life to RSHQ.

Assets under construction (work-in-progress) are not depreciated until construction is complete and the asset is put to use or is ready for its intended use, whichever is the earlier. These assets are then reclassified to the relevant class within property, plant and equipment.

Major spares purchased specifically for particular assets are capitalised and depreciated on the same basis as the asset to which they relate.

For RSHQ's depreciable assets, the estimated amount to be received on disposal at the end of their useful life (residual value) is determined to be zero.

For each class of depreciable asset the following useful lives apply:

Buildings	2 to 80 years
Plant and equipment	1 to 40 years
Heritage and cultural	40 years

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

12. Property plant and equipment and depreciation expense (contd)

(ii) Accounting policy – Recognition and measurement

Any expenditure that increases the originally assessed capacity or service potential of an asset is capitalised and the new depreciable amount is depreciated over the remaining useful life of the asset to RSHQ.

Impairment

As a not-for-profit entity, certain property, plant and equipment of RSHQ are held for the continuing use of its service capacity and not for the generation of cash flows. In accordance with AASB 136 *Impairment of Assets*, where such assets measured at fair value under AASB 13 *Fair Value Measurement*, that fair value (with no adjustment for disposal costs) is effectively deemed to be the recoverable amount. Consequently, impairment does not apply to such assets unless they are measured at cost.

For all property, plant and equipment to which impairment applies, RSHQ assesses for indicators of impairment annually. Where indicators exist, impairment is accounted for differently depending on the type of asset, as follows:

- Plant and equipment, which are measured at cost, are reduced to the asset's recoverable amount, being the higher of the asset's fair value less costs of disposal and its value in use. The adjustment is recorded as an impairment loss.
- For land, buildings, heritage and cultural assets at fair value, the only difference between the asset's fair value and its recoverable amount is the costs of disposal. Consequently, the fair value of the asset will materially approximate its recoverable amount where the disposal costs are negligible. Where disposal costs are not negligible, the asset is reduced to its recoverable amount via a revaluation decrement.

Recognising impairment losses

For assets measured at fair value, the impairment loss is treated as a revaluation decrease and offset against the revaluation surplus of the relevant asset to the extent available. Where no revaluation surplus is available in respect of the asset, the loss is expensed in the statement of comprehensive income as a revaluation decrement.

For assets measured at cost, an impairment loss is recognised immediately in the statement of comprehensive income.

13. Intangible assets and amortisation expense	2023	2022
	\$'000	\$'000
Computer software: at cost		
Gross	1,438	1,438
Less: Accumulated amortisation and impairment losses	(1,193)	(1,105)
Software work in progress	658	-
Total	903	333
<i>Represented by:</i>		
Carrying amount at 1 July 2022	333	421
Acquisitions	658	-
Amortisation expense	(88)	(88)
Carrying amount at 30 June 2023	903	333

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

13. Intangible assets and amortisation expense (contd)

Accounting policy

Computer software assets are finite life intangible assets and capitalised on the basis of actual costs incurred to purchase and install the related software. Software assets are accounted for after initial recognition at cost and amortised on a straight-line basis over an estimated useful life of between 7 to 10 years. The residual value of all RSHQ intangible assets is zero.

Software assets are tested for impairment annually using the same principles for property plant and equipment as described in Note 12.

14. Payables	2023	2022
	\$'000	\$'000
Current		
Trade payables	2,988	2,157
Other payables	2,253	1,370
Total	5,241	3,527

Accounting policy

Trade payables represent trade creditors that are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase/contract price. Amounts owing are unsecured and are generally settled on 30-day terms.

15. Accrued employee benefits

Current

Annual leave provision	4,768	4,406
Long service leave provision	8,399	7,718
Other accrued employee benefits	330	298
Total current	13,497	12,422

Non-current

Long service leave provision	1,049	888
Total non-current	1,049	888
Total	14,546	13,310

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

15. Accrued employee benefits

Accounting policy - accrued employee benefits

Annual leave provision is a short-term employee benefit that represents present obligations resulting from employees' services provided up to the reporting date and are calculated at undiscounted amounts based on remuneration wage and salary rates that RSHQ expects to pay as at the reporting date, including applicable related on-costs.

Long service leave employee entitlements are not expected to be settled wholly within 12 months after the end of the period in which the employees render the related service. These obligations are therefore measured at the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period. Expected future payments are estimated including wage growth and are discounted using government bond rates, and remeasurements are recognised in profit or loss. The obligations are presented as current liabilities in the balance sheet where there is not an unconditional right to defer settlement for at least 12 months after the reporting period, regardless of when the actual settlement is expected to occur.

Superannuation contributions are made to employee contribution scheme and to other funds on behalf of its employees. Contributions are expensed in the period in which they are paid or payable. RSHQ has no obligation to cover any shortfall in any of the funds' obligations to provide benefits to employees on retirement. Therefore, no liability is recognised for accruing superannuation benefits in RSHQ financial statements, the liability being held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

16. Provisions	2023	2022
	\$'000	\$'000
Current		
Legal Claims	521	862
Total	521	862
Movement in provisions	Legal claims	
Balance at 1 July 2022	862	
Additional provision - expensed	111	
Write-back of provision taken up in prior year (i)	(300)	
Legal claims charged against provision	(153)	
Balance at 30 June 2023	521	

Accounting Policy - Provisions

Provisions are liabilities of uncertain timing or amount. RSHQ recognises provisions when there is a present obligation, when it is probable that settlement will occur, and when a reliable estimate of the obligation can be made.

Provision - Legal Claims

Provisions comprises an allocation for current prosecutions by Office of the Work Health and Safety Prosecutor (OWHSP) where the case outcome is known and the costs to be awarded can be reasonably estimated.

(i) Provision taken up in a prior year has been written back based on a re-assessment of probable legal claims payable.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

17. Other current liabilities

Unearned revenue (contract liabilities)	381	298
Total	381	298

18. Movement in asset revaluation surplus

	Land	Buildings	Heritage and cultural	Total
	\$'000	\$'000	\$'000	\$'000
Balance at 1 July 2021	2,204	2,409	0	4,613
Revaluation increments	2,347	1,656	56	4,058
Balance at 30 June 2022	4,551	4,065	56	8,671
Balance at 1 July 2022	4,551	4,065	56	8,671
Revaluation increments	12,742	2,382	66	15,190
Balance at 30 June 2023	17,293	6,446	122	23,861

19. Fair value measurement

What is fair value?

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date under current market conditions (i.e. an exit price) regardless of whether that price is directly derived from observable inputs or estimated using another valuation technique.

Financial assets and liabilities

The carrying amounts of trade receivables and payables, cash and cash equivalents approximate their fair value. RSHQ holds no financial assets or liabilities classified at fair value through profit and loss.

Non-financial assets – land and buildings, heritage and cultural assets

RSHQ's land, buildings and heritage and cultural assets are measured at fair value. The fair value measurements take into account a market participant's ability to generate economic benefits by using the asset in its highest and best use.

The valuations maximise the use of relevant observable inputs, and unobservable inputs are used to the extent that sufficient relevant and reliable observable inputs are not available for similar assets.

- Observable inputs used include, but are not limited to, published sales data for land and general office buildings.
- Significant unobservable inputs used include subjective adjustments made to observable data to take account of the characteristics of the foundation's assets/liabilities, internal record of recent construction costs (and/or estimates of such costs) for assets' characteristics/functionality, and assessments of physical condition and remaining useful life.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

20. Consolidated and parent entity financial statements reconciliation

	2023 Consolidated RSHQ \$'000	2023 Eliminations \$'000	2023 RSHQ \$'000	2023 RSHQ-EO \$'000
<u>Statement of Comprehensive Income</u>				
Revenue				
Labour recoveries	-	(52,395)	-	52,395
User charges and fees	102,418	-	102,418	-
Interest	1,803	-	1,803	-
Other revenue	449	-	443	6
Gains on disposal / remeasurement of assets	12	-	12	-
Expenses				
Employee expenses	55,528	-	3,142	52,386
Supplies and services	31,000	-	31,000	-
Depreciation and amortisation	2,005	-	2,005	-
Impairment losses	381	-	381	-
Grants and subsidies	250	(52,395)	52,645	-
Other expenses	870	-	855	15

The difference between the consolidated financial statements and RSHQ represents employee expenses and related transactions of the RSHQ-EO.

Under the *RSHQ Act 2020*, all employees, other than the Chief Executive Officer and the Commissioner, Resources Safety and Health, are engaged by the RSHQ-EO and then charged back to RSHQ. In 2022-23, RSHQ transferred \$52.380m to the RSHQ-EO which was eliminated on consolidation.

Balance Sheet

Current Assets

Cash and cash equivalents	63,473	-	48,834	14,639
Receivables	4,186	-	4,185	1
Other current assets	403	-	394	9

Current Liabilities

Payables	5,241	-	4,944	297
Accrued employee benefits	13,497	-	194	13,303

Non-Current Liabilities

Accrued employee benefits	1,049	-	-	1,049
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The difference between cash and cash equivalents in the in the Consolidated RSHQ and RSHQ is due to cash balances held by RSHQ-EO to cover employee entitlements balances and other employee related receivables and payables.

The difference between accrued employee benefits in the Consolidated RSHQ and RSHQ is due to the inclusion of long service leave and annual leave entitlements against RSHQ-EO.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

20. Consolidated and parent entity financial statements reconciliation (contd)

	2023 Consolidated RSHQ \$'000	2023 Eliminations \$'000	2023 RSHQ \$'000	2023 RSHQ-EO \$'000
Statement of Cash Flows				
Inflows				
Labour recoveries	-	(52,395)	-	52,395
User charges and fees	101,084	-	101,078	6
GST collected from customers	1,623	-	1,598	25
GST input tax credits from ATO	3,250	-	3,199	51
Outflows				
Employee expenses	(54,137)	-	(2,991)	(51,146)
Supplies and services	(29,649)	-	(29,649)	-
Grants and subsidies	(229)	52,395	(52,624)	-
GST paid to suppliers	(3,378)	-	(3,327)	(51)
GST remitted to ATO	(1,595)	-	(1,571)	(24)
	2022 Consolidated RSHQ \$'000	2022 Eliminations \$'000	2022 RSHQ \$'000	2022 RSHQ-EO \$'000
Statement of Comprehensive Income				
Revenue				
Labour recoveries	-	(46,169)	-	46,169
User charges and fees	85,464	-	85,464	-
Interest	287	-	287	-
Other revenue	46	-	40	6
Expenses				
Employee expenses	48,837	-	2,676	46,160
Supplies and services	29,699	-	29,699	-
Depreciation and amortisation	1,715	-	1,715	-
Grants and subsidies	539	(46,169)	46,708	-
Other expenses	2,426	-	2,411	15

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

20. Consolidated and parent entity financial statements reconciliation (contd)

	2022 Consolidated RSHQ \$'000	2022 Eliminations \$'000	2022 RSHQ \$'000	2022 RSHQ-EO \$'000
<u>Balance Sheet</u>				
Current Assets				
Cash and cash equivalents	47,374	-	33,981	13,393
Receivables	3,043	-	3,043	-
Other current assets	531	-	511	20
Current Liabilities				
Payables	3,527	-	3,229	298
Accrued employee benefits	12,422	-	156	12,266
Other current liabilities	298	-	298	-
Non-Current Liabilities				
Accrued employee benefits	888	-	39	849
<u>Statement of Cash Flows</u>				
Inflows				
GST collected from customers	1,394	-	1,373	21
GST input tax credits from ATO	3,916	-	3,878	38
Other	118	-	112	6
Outflows				
Employee expenses	(47,780)	-	(2,725)	(45,055)
Supplies and services	(31,407)	-	(31,403)	(4)
GST paid to suppliers	(3,688)	-	(3,654)	(34)
GST remitted to ATO	(1,389)	-	(1,365)	(24)
Other outflows	(2,526)	-	(2,511)	(15)

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

21. Key management personnel (KMP) disclosures

Details of key management personnel

The following details for non-Ministerial key management personnel include those positions that had authority and responsibility for planning, directing and controlling the activities of RSHQ during 2021-22 and 2022-23. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

Position	Position Responsibility
Chief Executive Officer	The role of the Chief Executive Officer is to strategically lead and manage RSHQ to deliver its functions. The position is also the Executive Officer of the RSHQ - Employing Office.
Chief Operating Officer	The Chief Operating Officer is responsible for the agency's overall strategy, performance and culture as well as leading the delivery of policy and corporate support services including finance, communication and media, human resources, legal, reporting and compliance support.
Chief Transformation Officer	The Chief Transformation Officer is responsible for the management of RSHQ's Enterprise Program Management Office and the delivery of RSHQ's transformational projects in line with its digital strategy and strategic plan.
Chief Inspector, Coal Mines	The Chief Inspector, Coal Mines, is responsible for the agency's overall strategy, performance and culture as well as leading the Coal Inspectorate which conducts inspections, audits, and investigations at underground and open-cut sites.
Chief Inspector, Mineral Mines & Quarries	The Chief Inspector, Mineral Mines and Quarries, is responsible for the agency's overall strategy, performance and culture as well as leading the MMQ Inspectorate which conducts inspections, audits, and investigations at a diverse range of sites.
Chief Inspector, Petroleum & Gas	The Chief Inspector, Petroleum and Gas, is responsible for the agency's overall strategy, performance and culture as well as leading the Petroleum & Gas Inspectorate which conducts inspections, audits, and investigations at a range of sites that include household and commercial gas installations, distribution networks (downstream), and extraction and production sites such as natural gas wells and pipelines.
Chief Inspector, Explosives	The Chief Inspector, Explosives, is responsible for the agency's overall strategy, performance and culture as well as leading the Explosives Inspectorate which conducts safety and security inspections, audits, and investigations.
Executive Director, Simtars	The Executive Director, Simtars, is responsible for the agency's overall strategy, performance and culture as well as leading the Safety in Mines Testing & Research Station (Simtars) which supports Queensland's resources industries with research, testing, engineering, scientific and training services to enhance safety and health outcomes.
Executive Director, Occupational Health	The Executive Director, Occupational Health, is responsible for the agency's overall strategy, performance and culture as well as leading the Occupational Health Division which is focused on the occupational health of Queensland's resources workers.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

21. Key management personnel (KMP) disclosures (cont'd)

KMP remuneration policies

RSHQ does not bear any cost of remuneration of Ministers. Ministerial remuneration entitlements are outlined in the Legislative Assembly of Queensland's Members' Remuneration Handbook. The majority of Ministerial entitlements are paid by the Legislative Assembly, with the remaining entitlements being provided by Ministerial Services Branch within the Department of Premier and Cabinet. As all Ministers are reported as KMP of the Queensland Government, aggregate remuneration expenses for all Ministers is disclosed in the Queensland General Government and Whole of Government Consolidated Financial Statements, which are published as part of Queensland Treasury's Report on State Finances.

Remuneration and other terms of employment for RSHQ's other key management personnel are specified in employment contracts. The contracts provide for the provision of retention-related cash payments and other benefits including motor vehicles. Remuneration expenses for these key management personnel comprises the following components:

Short term employee expenses, which include:

- salaries, allowances and leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied the specified position.
- non-monetary benefits - including provision of benefits where fringe benefits tax is applicable.

Long term employee expenses - long service leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied the specified position.

Post-employment expenses - include amounts expensed in respect of employer superannuation obligations.

Termination benefits - include payments in lieu of notice on termination and other lump sum separation entitlements (excluding annual and long service leave entitlements) payable on termination of employment or acceptance of an offer of termination of employment.

Performance Payments

No performance payments were made to the key management personnel of RSHQ.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

21. Key management personnel (KMP) disclosures (cont'd)

Remuneration expenses

The following disclosures focus on the expenses incurred by RSHQ during the respective reporting periods that is attributable to key management positions. Therefore, the amounts disclosed reflect expenses recognised in the Consolidated Statement of Comprehensive Income.

2022-23

Position ¹	Short Term Employee Expenses		Long Term Employee Expenses	Post-Employment Expenses	Termination Benefits	Total Expenses
	Monetary Expenses \$'000	Non-Monetary Benefits \$'000	\$'000	\$'000	\$'000	\$'000
Chief Executive Officer	309		8	41		358
* Chief Operating Officer	187		4	22		213
Chief Transformation Officer	215	8	5	24		252
Chief Inspector, Mineral Mines & Quarries ²	298		5	32		335
Chief Inspector, Petroleum & Gas	173	6	5	23		207
A/Chief Inspector, Petroleum & Gas ³	59		1	7		67
Chief Inspector, Explosives ⁴	34	1	2	3	42	82
Chief Inspector, Coal Mines	191		3	25		219
A/Chief Inspector, Coal Mines ⁵	77	7	3	8		95
Executive Director, Simtars	208		4	23		235
Executive Director, Occupational Health	185	8	4	21		218
Total Remuneration	1,936	30	44	229	42	2,281

1. Excludes cost of non-KMPs acting in positions for less than 3 months.

2. For the period 02/08/2022 to 30/06/2023, the Chief Inspector, Mineral Mines and Quarries also undertook the role of Chief Inspector, Explosives. The adjusted salary is reported under Chief Inspector, Mineral Mines and Quarries.

3. Acting for the period 09/03/2023 to 30/06/2023.

4. For the period 01/07/2022 to 02/08/2022.

5. Acting for the period 13/02/2023 to 30/06/2023.

2021-22

Position ¹	Short Term Employee Expenses		Long Term Employee Expenses	Post-Employment Expenses	Termination Benefits	Total Expenses
	Monetary Expenses \$'000	Non-Monetary Benefits \$'000	\$'000	\$'000	\$'000	\$'000
Chief Executive Officer	292	-	7	37	-	336
Chief Operating Officer	196	-	4	22	-	222
Chief Transformation Officer (position created 19/04/2022)	49	-	1	5	-	55
Chief Inspector, Mineral Mines & Quarries	224	-	5	27	-	256
Chief Inspector, Petroleum & Gas	200	6	4	23	-	233
Chief Inspector, Explosives	221	4	4	25	-	254
Chief Inspector, Coal Mines	286	4	5	33	-	328
Executive Director, Simtars ²	204	-	4	23	-	231
Executive Director, Occupational Health ³	192	-	4	21	-	217
Total Remuneration	1,864	14	38	216	-	2,132

1. Remuneration adjusted from last year's financial statements to correct annual leave overstatement.

2. Total remuneration for 01/07/2021 to 18/04/2022 is \$175,000, total remuneration for 19/04/2022 to 30/06/2022 is \$56,000.

3. Total remuneration for 01/07/2021 to 18/04/2022 is \$175,000, total remuneration for 19/04/2022 to 30/06/2022 is \$42,000.

* Total remuneration of \$213,000 was paid to the position holder and excludes two months where non-KMP staff acted in this role.

Resources Safety and Health Queensland

Notes to the Consolidated Financial Statements for the year ended 30 June 2023

22. Related party transactions

Transactions with people/entities related to KMP

There were no transactions with people or entities related to our KMP.

23. Commitments

Commitments at reporting date (inclusive of non-recoverable GST input tax credits) are payable as follows:

	2023 \$'000	2022 \$'000
Capital expenditure commitments		
Property, plant & equipment		
Not later than 1 year	133	288
	133	288

24. Contingencies

Litigation in progress

As at 30 June 2023, there are no cases filed in the courts naming the State of Queensland acting through RSHQ as defendant.

The following are legal actions including prosecutions and appeals as at 30 June 2023 where RSHQ is named and there is the potential of costs awarded if unsuccessful.

	2023 Number of cases	2022 Number of cases
Industrial Magistrates Court	15	5
Industrial Court	2	-
Total	17	5

At reporting date, it is not possible to estimate any probable outcome of these claims or any financial effect. RSHQ are aware of matters which are not yet subject to court action. These cases may or may not result in subsequent litigation.

Disclosure - Financial Guarantees

A bank guarantee was provided in 2018 on behalf of the former Department of Natural Resources Mining and Energy (DNRME) by the Commonwealth Bank of Australia to the State Bank of India on behalf of the Indian Institute of Technology, in respect of a performance guarantee on a contract to install a micro gas chromatograph and laboratory equipment to that entity from the former DNRME. The amount guaranteed is AUD \$120,018 and expires 30 June 2024.

25. Events after the balance date


There were no significant events occurring after the balance date.

**Management Certificate
for Resource Safety and Health Queensland (RSHQ)**

These general purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), section 38 of the *Financial and Performance Management Standard 2019* and other prescribed requirements. In accordance with section 62(1)(b) of the Act we certify that in our opinion:

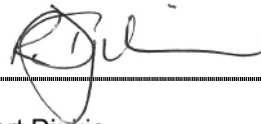
- (a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and
- (b) the financial statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of RSHQ for the financial year ended 30 June 2023 and of the financial position of RSHQ at the end of that year; and

We acknowledge responsibility under section 7 and section 11 of the *Financial and Performance Management Standard 2019* for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.



Mark Stone
Chief Executive Officer

Date: 28/08/2023



Robert Djukic
Chief Operating Officer

Date: 28/08/2023

INDEPENDENT AUDITOR'S REPORT

To the Board of Resources Safety and Health Queensland

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of Resources Safety and Health Queensland and its controlled entity (the group).

In my opinion, the financial report:

- a) gives a true and fair view of the group's financial position as at 30 June 2023 and their financial performance and cash flows for the year then ended
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards – Simplified Disclosures.

The financial report comprises the consolidated balance sheet as at 30 June 2023, the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes to the consolidated financial statements including material accounting policy information, and the management certificate.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

I am independent of the group in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General Auditing Standards*.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other information

Other information comprises financial and non-financial information (other than the audited financial report).

Those charged with governance are responsible for the other information.

My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Responsibilities of the entity for the financial report

The Board is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards – Simplified Disclosures, and for such internal control as the Board determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The Board is also responsible for assessing the group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the group or to otherwise cease operations.

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. This is not done for the purpose of expressing an opinion on the effectiveness of the entity's internal controls but allows me to express an opinion on compliance with prescribed requirements.

Evaluate the appropriateness of material accounting policy information used and the reasonableness of accounting estimates and related disclosures made by the group.

Conclude on the appropriateness of the group's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. I base my conclusions on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the group to cease to continue as a going concern.

Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the audit of the group. I remain solely responsible for my audit opinion.

I communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2023:

- a) I received all the information and explanations I required.
- b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

Prescribed requirements scope

The prescribed requirements for the establishment and keeping of accounts are contained in the *Financial Accountability Act 2009*, any other Act and the Financial and Performance Management Standard 2019. The applicable requirements include those for keeping financial records that correctly record and explain the entity's transactions and account balances to enable the preparation of a true and fair financial report.

Jacques Coetzee

29 August 2023

Jacques Coetzee
as delegate of the Auditor-General

Queensland Audit Office
Brisbane

Appendix 1 Regulatory activities snapshot

Regulatory activities snapshot 2022-2023	Coal	MMQ	Exp. ³⁵	P&G	OH	TOTAL
Inspections	592	1025	360	1394		3371
Unannounced Inspections (%)	14%	21%	19%	12%		16.5% ³⁶
Audits	122	8	19	61	217	427
Complaints received ³⁷	84	47	250	199	25	605
Compliance Directives	350	161		57 ³⁸		568
Dangerous situation notices				2		2
Statutory Notices				77		77
Statutory Actions			247			247
Infringement Notices				26		26
Issued licences & permits / providers approved			1307	2348	99	3754
Suspended or cancelled licences / permits / providers			4	4	15	23
Security Clearances			2668			2668
CMWHS health assessments received					49,429	49,429
CMWHS assessments completed online in ResHealth					11,940	11,940
Requests for access to coal mine worker medical records					30,575	30,575
Former worker assessments completed					454	454

Publications 2022-2023	Coal	MMQ	Exp.	P&G	OH	TOTAL
Bulletins ³⁹	8	3	1	2	3	17
Alerts ⁴⁰	12	7	9	6		34
Incident Periodicals	11	4	4		2	21
Other publications	7		1	2	2	12

³⁵ Includes the Explosives Reserves

³⁶ Total figure is the average across the four inspectorates

³⁷ Figures for complaints may be duplicated in this table as complaints can commence within an inspectorate and be referred to another inspectorate or to the Occupational Health division.

³⁸ Petroleum & Gas inspectorate refer to compliance directives as compliance directions.

³⁹ Bulletins distribute information and findings related to regulatory obligations or data to assist industry and stakeholders understand risks, implement effective controls, and ensure quality processes & operation of equipment.

⁴⁰ Raise industry and stakeholder awareness of urgent or time sensitive matters that may require action to reduce risks to workers' safety and health.

Appendix 2 Government bodies

Board of Examiners					
Act	The BOE was established under the <i>Coal Mining Safety and Health Act 1999</i> and the <i>Mining and Quarrying Safety and Health Act 1999</i>				
Functions	<p>The BOE is responsible for setting exams and issuing certificates of competency to workers in statutory positions in the Queensland metalliferous and coal mining industries.</p> <p>This includes determining the required competencies, assessing applications, granting certificates and SSE notices, and ensuring the competencies required in Queensland are consistent with other states.</p>				
Achievements	<p>In 2022-2023 the BOE:</p> <ul style="list-style-type: none"> issued 156 Certificates of Competency and notices. held two regional meetings open to Certificate of Competency holders, notice holders, and prospective candidates. The BOE continues to run regional meetings to engage with industry. <p>The BOE's annual report is available online⁴¹</p>				
Financial reporting	Records are inspected by the Chairperson of the BOE. Transactions of the entity are accounted for in RSHQ's financial statements which are certified by the Auditor-General of Queensland.				
Remuneration					
The remuneration category is 'Administration and Advice Level 1 (Daily)' of the Queensland Government's <i>Remuneration Procedures for Part-time Chairs and Members of Queensland Government Bodies</i> , which equates to \$500 per meeting for members (with meeting duration of four hours or more). Board members who are public servants are not entitled to remuneration, including the Chairperson, who is an inspector member.					
Position	Name	Meetings	Approved fee	Approved sub-committee fees	Actual fees received
Chair	Jacques le Roux	3	N/A	N/A	N/A
Previous Chair	Peter Newman	2	N/A	N/A	N/A
Member	Geraldine Gillespie	2	\$500	N/A	\$0
Member	Adam Barton	3	\$500	N/A	\$0
Member	Neville Stanton	1	\$500	N/A	\$0
Ex-Officio	Hermann Fasching	3	N/A	N/A	N/A
Inspector member	Shaun Dobson	4	N/A	N/A	N/A
Member	Angela Dow	3	\$500	N/A	\$0
Member	Stephen Watts	4	\$500	N/A	\$0
Member	Matthew Way	4	\$500	N/A	\$0
Member	Leslie Marlborough	3	\$500	N/A	\$0
Inspector Member	Deon Esterhuizen	3	N/A	N/A	N/A
Member	Rebecca Roper	2	\$500	N/A	\$0
No. of scheduled meetings	4 meetings held: 19 October 2022 (Townsville), 20 December 2022 (Brisbane), 2 March 2023 (Brisbane), 7 June 2023 (Mt Isa).				
Total out of pocket expenses	\$8,080.72				

⁴¹<https://www.publications.qld.gov.au/dataset/board-of-examiners-annual-report>

Glossary

Acronym	In full
3D	3-dimensional
ARR	<i>Annual Report Requirement for Queensland Government agencies</i>
Brady Review	Brady, S. <i>Review of all fatal accidents in Queensland mines and quarries from 2000 to 2019</i> ⁴² (December 2019)
BOE	Board of Examiners
Board of Inquiry	Queensland Coal Mining Board of Inquiry
CAA	Corporate Administration Agency
CAPU	Central Assessment and Performance Unit, RSHQ
CEO	Chief Executive Officer
CMWHS	Coal Mine Workers' Health Scheme
CPG	Mine Dust Lung Disease Clinical Pathways Guideline
CRIS	Consultation regulatory impact statement
DRIS	Decision regulatory impact statement
EAP	Employee Assistance Program
EPMO	Enterprise Program Management Office, RSHQ
FAA	<i>Financial Accountability Act 2009</i>
FPMS	<i>Financial and Performance Management Standard 2019</i>
FTE	Full time equivalent
HPI	High potential incident
Hydrogen Code	Hydrogen Safety Code of Practice
IMRS	Incident Management Reporting System
IP Act	<i>Information Privacy Act 2009</i>
ISSN	International Standard Serial Number
MMQ	Mineral Mines and Quarries, RSHQ
MOHRI	Minimum Obligatory Human Resources Information
OH	Occupational Health, RSHQ
OWHSP	Office of the Workplace Health and Safety Prosecutor
P&G	Petroleum and Gas, RSHQ
QGEA	Queensland Government Enterprise Architecture
QGISCF	Queensland Government Information Security Classification Framework
QGL04	Guideline for respiratory health surveillance of workers in Queensland

⁴² *Review of all fatal accidents in Queensland mines and quarries from 2000 to 2019*
<https://documents.parliament.qld.gov.au/tableOffice/TabledPapers/2020/5620T197.pdf>

Acronym	In full
	mineral mines and quarries
RMAC	Resources Medical Advisory Committee
RSHQ	Resources Safety & Health Queensland
RTI Act	<i>Right to Information Act 2009</i>
SIIU	Serious Incident Investigation Unit, RSHQ
SSE	Site senior executive
Simtars	Safety in Mines Testing & Research Station, RSHQ

Compliance checklist

Summary of requirement		Basis for requirement	Annual report reference
Letter of compliance	<ul style="list-style-type: none"> A letter of compliance from the accountable officer or statutory body to the relevant Minister/s 	Annual Report Requirements (ARRs) – section 7	Page 5
Accessibility	<ul style="list-style-type: none"> Table of contents Glossary 	ARRs – section 9.1	Pages 3-4 Page 79-80
	<ul style="list-style-type: none"> Public availability 	ARRs – section 9.2	Page 2
	<ul style="list-style-type: none"> Interpreter service statement 	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3	Page 2
	<ul style="list-style-type: none"> Copyright notice 	<i>Copyright Act 1968</i> ARRs – section 9.4	Page 2
	<ul style="list-style-type: none"> Information Licensing 	<i>QGEA – Information Licensing</i> ARRs – section 9.5	Page 2
General information	<ul style="list-style-type: none"> Introductory Information 	ARRs – section 10	Pages 6-14
Non-financial performance	<ul style="list-style-type: none"> Government’s objectives for the community and whole-of-government plans/specific initiatives 	ARRs – section 11.1	N/A
	<ul style="list-style-type: none"> Agency objectives and performance indicators 	ARRs – section 11.2	Pages 15-32
	<ul style="list-style-type: none"> Agency service areas and service standards 	ARRs – section 11.3	N/A
Financial performance	<ul style="list-style-type: none"> Summary of financial performance 	ARRs – section 12.1	Page 43
Governance – management and structure	<ul style="list-style-type: none"> Organisational structure 	ARRs – section 13.1	Page 12
	<ul style="list-style-type: none"> Executive management 	ARRs – section 13.2	Pages 12-13, 33
	<ul style="list-style-type: none"> Government bodies (statutory bodies and other entities) 	ARRs – section 13.3	Page 33-34
	<ul style="list-style-type: none"> Public Sector Ethics 	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	Page 36
	<ul style="list-style-type: none"> Human Rights 	<i>Human Rights Act 2019</i> ARRs – section 13.5	Page 37
	<ul style="list-style-type: none"> Queensland public service values 	ARRs – section 13.6	Page 10
Governance – risk management and accountability	<ul style="list-style-type: none"> Risk management 	ARRs – section 14.1	Page 34
	<ul style="list-style-type: none"> Audit committee 	ARRs – section 14.2	N/A
	<ul style="list-style-type: none"> Internal audit 	ARRs – section 14.3	Page 34

Summary of requirement		Basis for requirement	Annual report reference
	• External scrutiny	ARRs – section 14.4	Page 35
	• Information systems and recordkeeping	ARRs – section 14.5	Pages 35
	• Information Security attestation	ARRs – section 14.6	N/A
Governance – human resources	• Strategic workforce planning and performance	ARRs – section 15.1	Pages 38 - 42
	• Early retirement, redundancy and retrenchment	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	Page 42
Open Data	• Statement advising publication of information	ARRs – section 16	Page 42
	• Consultancies	ARRs – section 33.1	https://data.qld.gov.au
	• Overseas travel	ARRs – section 33.2	https://data.qld.gov.au
	• Queensland Language Services Policy	ARRs – section 33.3	https://data.qld.gov.au
Financial statements	• Certification of financial statements	<i>Financial Accountability Act 2009</i> (FAA) – section 62 <i>Financial and Performance Management Standard 2019</i> (FPMS) – sections 38, 39 and 46 ARRs – section 17.1	Page 73
	• Independent Auditor's Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2	Pages 74-76

Contacts

Website

www.rshq.qld.gov.au

Enquires

Enquiries or requests for information can be made by telephoning 13 QGOV (13 74 68). Contact us via: www.rshq.qld.gov.au/contact.

General questions and comments can be emailed to RSHQ.Corro@rshq.qld.gov.au.

Feedback

Feedback on the annual report can be provided at www.getinvolved.qld.gov.au/gi/consultation/10150/view.html

Social media

www.facebook.com/RSHQld/

www.linkedin.com/company/RSHQld

