



Department of Energy, Mines,
Industry Regulation and Safety



WorkSafe: The way forward

2023–24 to 2025–26



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Further details of publications can be obtained by contacting:

Department of Energy, Mines, Industry Regulation and Safety
WorkSafe Group
303 Sevenoaks Street
CANNINGTON WA 6107

Telephone: 1300 307 877

NRS: 13 36 77

Email: safetycomms@demirs.wa.gov.au

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Introduction

Who we are

WorkSafe is part of the Department of Energy, Mines, Industry Regulation and Safety. The Department plays a unique role in protecting the people and lands of Western Australia, by supporting a safe, fair and responsible future for the Western Australian community, industry, energy and resources sector.

The role of WorkSafe is to drive workplace change through education, specialist advice and enforcement.

Scope

WorkSafe: The way forward is a high-level three-year rolling strategy to guide WorkSafe's efforts to influence industry to reduce work-related fatalities, injuries and illnesses, going beyond day-to-day regulatory activities. *The way forward* will be implemented during the 2023–24 to 2025–26 financial years.

This plan aligns to Safe Work Australia's [Australian work health and safety strategy 2023–2033](#). Safe Work Australia's strategy outlines a national vision for work health and safety (WHS) – Safe and healthy work for all, and sets the platform for delivering on key WHS improvements.

Purpose

WorkSafe: The way forward describes the goals, priority areas and measures of success for health and safety actions undertaken by WorkSafe.

It provides an overview of the regulator's commitments so workplaces can better understand why focus areas are targeted, the desired outcomes, measures and achievements. It should also contribute to the work and understanding of all in the WHS system including researchers, experts and practitioners who play a role in owning, contributing to and realising the vision.

Progress on commitments will be reported annually.

Strategy at a glance



What is WorkSafe's vision for work health and safety?

Healthy and safe workplaces in Western Australia



What is our goal?

To reduce work related fatalities by ten per cent and reduce the incidence of serious injuries and illnesses by seven per cent



What is the role of WorkSafe

To drive workplace change through education, specialist advice and enforcement

What are our key priorities?



Priority one

Repeat hazard exposure



Priority two

Psychosocial hazards



Priority three

Respiratory hazards



Priority four

Consultation and representation

Emerging challenges strategy

Aim

Emerging challenges are recognised and addressed in a coordinated and collaborative fashion.

Contributory factors

- New technology capabilities can bring many benefits, including safer work and workplaces. They need to be designed and have appropriate oversight to ensure workers are not exposed to new or additional WHS risks.
- The nature of work is changing, along with the relationship between workers and persons conducting a business or undertaking (PCBUs). Growing numbers of people now have multiple jobs, and there has been an increase in gig and platform work. More frequently, multiple PCBUs are involved in work at the same location or involved in the same undertaking, and share responsibilities under WHS laws.
- New WHS risks are likely to emerge as Australia's population and economy continue to change. The number of older workers in the labour force will increase further as the population distribution moves towards older ages, and when older people are injured, they are likely to require more time off work to recover.
- The COVID-19 pandemic sparked a sharp shift to working from home and more flexible working arrangements across a wide variety of occupations.
- Heat, flooding and extreme weather events related to climate change are increasingly likely to disrupt the normal operation of many businesses. In addition, new technologies and industries in decarbonisation and the circular economy are emerging, creating new roles. Climate change, increasing urbanisation, and the proximity of humans and animals have also led to the emergence of novel infectious diseases, and increased the transmission and spread of other diseases.
- The COVID-19 pandemic created unprecedented pressures on global supply chains. Trends that were identified prior to the pandemic, including increased consumer demand for a wider array of goods and services and business becoming more international, were exacerbated.

Focus areas

Rise of artificial intelligence (AI), automation and related technologies

- PCBUs need to consider the potential work health and safety impacts when introducing new technologies, and ensure appropriate control measures are in place to manage the risks. For example, where automation could replace some hazardous manual tasks (i.e. decrease worker exposure to physical risks), workers overseeing the technology could be exposed to more psychosocial hazards resulting from increased or more complex interpersonal interactions as part of their job role.

New types of work

- While roles and responsibilities are relatively well understood in traditional work arrangements, more can be done to explain WHS roles and responsibilities in platform, online or disintermediated work contexts.

Workforce demographic shifts

- Labour shortages in key industries such as agriculture, health care and social assistance may lead to a sharp increase in migrant workers with culturally and linguistically diverse (CaLD) backgrounds. PCBUs need to take a proactive approach to address any barriers to health and safety posed by these demographic workforce trends, and design appropriate health and safety systems and working environments for all workers.

Hybrid work

- Hybrid work models, including working from home, may change or create new WHS risks that PCBUs need to manage. For example, flexibility in relation to when work is performed may increase time spent working. There may also be an impact on risk management processes and effective consultation, requiring PCBUs and health and safety representatives (HSRs) to find new ways to engage with workers to identify and manage risks to health and safety.

Climate-related risks

- PCBUs need to consider the impact of climate change on WHS risks, such as heatwaves, bushfires, and zoonoses and other infectious diseases, and ensure appropriate control measures are in place to manage emerging and ongoing risks.

More complex supply chains

- The increased scope of global supply chains with more participants means that PCBUs must consider WHS risks more systematically and ensure clarity in relation to WHS duties and responsibility.
- The impact of low frequency, high consequence events on supply chains within high hazard industries is also significant. This requires proactive responses to risks posed by high hazard industries and supply (e.g. emerging hydrogen industry). PCBUs need to consult, cooperate, and coordinate effectively across supply chains to ensure the protection of all workers.

Stakeholders

The Minister for Industrial Relations, Western Australian Government, Work Health and Safety Commission (WHS Commission), advisory committees, industry and union peak bodies.

Inputs

Professorial Chair in Mining WHS, research bodies, peak bodies and unions.

Key priorities



| Priorities | Repeat hazard exposures | Psychosocial hazards | Respiratory hazards | Consultation and representation |
|----------------------------|---|---|---|---|
| Intent | Increase awareness of workplace hazards that can cause multiple and repeat fatalities and serious injuries, and drive the adoption of appropriate risk management strategies. | Improve the management of psychosocial hazards in the workplace, and promote positive work practices supporting mental health and wellbeing. | Drive improvements in the workplace management of hazardous dusts and protect workers from harm. | Increase understanding of PCBU duties and the importance of consulting and involving workers in designing and implementing safe systems of work. |
| Outcomes/objectives | <ul style="list-style-type: none"> Duty holders understand their role in protecting workers from hazards and apply the hierarchy of control measures as appropriate. Hazards are identified and risks are understood by everyone in the workplace. Reduced fatalities and serious injuries involving the most common mechanisms. | <ul style="list-style-type: none"> Increased capability of PCBUs and workers to comply with the positive duty to manage psychosocial hazards at work. All workplaces are healthy, safe, respectful and inclusive. | <ul style="list-style-type: none"> Improved PCBU and worker awareness of the health risks of silica, asbestos and other hazardous dusts, and how to comply with the applicable WHS laws. Industry compliance with applicable WHS laws to eliminate or reduce exposure to hazardous dusts. | <ul style="list-style-type: none"> PCBUs engage in genuine cooperation and consultation with workers and their representatives to achieve healthy and safe workplaces. Workers are empowered to participate in and be consulted about work health and safety matters. The role of HSRs in raising and contributing to the resolution of health and safety issues in the workplace is accepted and supported. |

| Priorities | Repeat hazard exposures | Psychosocial hazards | Respiratory hazards | Consultation and representation |
|--------------------|---|---|---|--|
| Drivers | <ul style="list-style-type: none"> Repeat fatalities and serious injuries with common root causes (known hazards with known controls not being addressed). Agricultural industry inquiry. Professor Quinlan research <i>Ten pathways to death and disaster</i> for global mining industry. Ageing oil and gas infrastructure being used beyond its initial design life. | <ul style="list-style-type: none"> Parliamentary inquiries. National imperatives. Mental Awareness, Respect and Safety (MARS) Program. Inadequate incident reporting. State and national workers' compensation trends. | <ul style="list-style-type: none"> Silica – Workers in building trades, foundries, stonemasonry, infrastructure, tunnelling, mining and landscaping roles may be exposed. Increase in silicosis cases since 2017. National Dust Disease Taskforce's <i>Final report to Minister for Health and Aged Care</i> (2021) contains desired outcomes. Safe Work Australia's proposal to prohibit use of high silica engineered stone. Asbestos – About 4,000 deaths per year in Australia are attributed to asbestos-related diseases. There is a <i>National strategic plan for asbestos awareness and management 2019–2023</i>, and subsequent national plan is being developed. Other hazardous dusts – Lead, arsenic, nickel, wood, diesel particulates and radioactive dusts can be hazards in some Western Australian workplaces (e.g. mining, timber industry). | <ul style="list-style-type: none"> WHS Commission, Mining and Petroleum Advisory Committee (MAPAC) and other committees and working groups. HSR election results no longer notified, limiting targeted engagement. HSR feedback. Registered training organisation (RTO) feedback. Consultation and hazard identification which takes place within safety case regime. |
| Focus areas | <ul style="list-style-type: none"> Agricultural sector Construction industry Transport industry Mining sector Oil and gas industry | <ul style="list-style-type: none"> PCBUs Workers Mining sector Public service agencies Oil and gas industry | <ul style="list-style-type: none"> Engineered stone industry Construction industry Those potentially exposed to asbestos-containing material (ACM) Mining sector | <ul style="list-style-type: none"> HSRs PCBUs and officers Registered training organisations Workers |



Priority one: Repeat hazard exposures

Regulatory activities and outputs

Raise awareness and seek compliance

Compliance strategy

- Interrogate available data sources to better understand the causation factors, including human factors, behind repeat hazard exposures in agriculture (farming) and construction.
- Update fatality and hazard registers for mining and exploration.
- Determine compliance and performance metrics.
- Review and develop compliance tools (e.g. policies, procedures, templates, regulatory systems).
- Establish dedicated specialist agricultural team.
- Receive and provide information to industry groups via reinstated Agricultural Safety Advisory Committee.
- Establish a pilot Agriculture Advisory Assistance Program using independent consultants to provide free educational services to the farming sector.
- Use trends from incidents to inform compliance planning and audit regime.

Information and education

- Develop and implement agriculture communication strategy.
- Develop user-friendly guidance and tools (e.g. workbooks, checklists).
- Plan and deliver education campaigns (e.g. industry events, Safe Work Month, digital media, traditional media) to improve hazard awareness and control selection.
- In collaboration with the Department of Primary Industries and Regional Development (DPIRD), identify and take up opportunities to educate duty holders in farming communities, and raise WHS awareness in vulnerable cohorts (e.g. young workers, older workers, CaLD workforce).
- Collaborate with DPIRD and industry groups to deliver an annual forum for the agriculture sector.
- Deliver series of forums in Perth and regional centres to raise awareness of the ten main causes of fatalities in the global mining industry, and encourage operations to assess their own vulnerabilities.
- Communicate with machinery and equipment manufacturers and dealers regarding fit-for-purpose and design requirements, and the important role of engineering controls.

Stakeholder engagement tools

- Develop themed one-stop shops of information and educational resources (including CaLD) using the SafetyLine Hub.
- Integrate risk management related to small mines and farming activities into SafetyLine Plan.
- Continue to support Safe Farms WA to communicate safety messaging program to farmers.

| | |
|--|---|
| <p>Regulatory activities and outputs</p> | <p>Workforce development</p> <ul style="list-style-type: none"> • Undertake operational planning (scope, capacity, capability, resources) to support establishment of a dedicated specialist agricultural team. • Develop learning plans and pathways that support compliance and enforcement activities for agriculture. • Identify professional development requirements and deliver inspector skills sessions. • Identify and provide professional development opportunities for WorkSafe’s specialists. • Promote interactions between investigations and industry teams within WorkSafe. <p>Drive compliance and enforce legislation</p> <p>Inspections</p> <ul style="list-style-type: none"> • Plan and deliver proactive program of inspections and compliance activities for farms. • Provide data intelligence to inspectors based on team or directorate business needs. • Conduct targeted inspections of workplaces with significant risk for repeat hazard exposures. <p>Investigations and prosecutions</p> <ul style="list-style-type: none"> • Provide data intelligence to inspectors based on team or directorate business needs. • Review information and educational resources using learnings and outcomes of investigations and prosecutions. • Publicise learnings and outcomes of investigations and prosecutions. • Provide timely information to industry about the causes of fatalities and serious injuries and the preventative actions available, with a focus on ensuring industry bodies for agriculture, mining, construction, transport and the oil and gas sector are provided this information as relevant to each sector. <p>Compliance and enforcement tool</p> <ul style="list-style-type: none"> • Deliver the Compliance and Regulation System Transformation Program (CARS Program). |
| <p>Monitoring, evaluation and reporting</p> | <ul style="list-style-type: none"> • Communicate progress on the WorkSafe Commissioner’s response to the Inquiry into the agricultural industry in Western Australia: Report to the WorkSafe Commissioner. • Regularly review compliance and performance data and monitor trends, with a focus on the ten most frequent causes of fatalities in: <ul style="list-style-type: none"> – agriculture – mining – construction – transport. • Review compliance and performance data, notifiable incident and occurrence date to inform proactive compliance regime across petroleum and geothermal energy operations (PAGEO) jurisdiction. • Provide periodic updates to stakeholders such as the WHS Commission, advisory committees and relevant industry bodies and unions. • Publish annual snapshots of compliance and performance progress, and achievements. |



Priority two: Psychosocial hazards

Regulatory activities and outputs

Raise awareness and seek compliance

Compliance strategy

- Ensure the WHS regulatory framework has a consistent approach to psychosocial hazards, including a comprehensive definition of sexual harassment.
- Monitor and track progress of regulatory activities in line with government commitments in response to the 'Enough is Enough' report.
- Engage industry expert or group to conduct a detailed assessment of WorkSafe Mines Safety materials for useability, trauma focus, currency and accuracy.
- Develop compliance tools (e.g. policies, procedures, templates, regulatory systems) for WorkSafe Mines Safety in line with expert assessment.
- Support initiatives and outcomes of the cross-agency MARS Program to improve the health, safety and wellbeing of workers and others in the mining industry.
- Through the MARS Program, collaborate with other government agencies such as Mental Health Commission, Equal Opportunity Commission and the Department of Communities to promote initiatives that support affected people and encourage improvements in safety culture.
- Collaborate with Edith Cowan University on the research project examining the regulatory role of WorkSafe in workplace-related suicides and attempted suicides.
- Deliver a business transformation program including new operational software (Compliance and Regulation System, CARS).

Information and education

- Plan and deliver general and targeted education campaigns to increase awareness of work-related psychosocial hazards, improve risk management and reporting, and promote positive practices supporting mental health and wellbeing at work.
- Deliver an annual educational webinar or forum on work-related psychosocial hazards.
- Use the findings of the Centre for Transformative Work Design Landmark Study to guide proactive education and awareness campaigns aligned to activities associated with the MARS Program.
- Conduct mass media campaign focusing on 24/7 availability of WorkSafe's 1800 phone number for reporting sexual harassment on Western Australian mine sites.
- Update existing codes of practice and other guidance to reflect amended regulatory requirements and definitions in relation to psychosocial hazards and sexual harassment.
- Develop a code of practice for fly-in, fly-out (FIFO) mining operations covering the design and management of accommodation, including controls for psychosocial hazards such as gendered violence and sexual harassment and assault.
- Promote availability of a new simple, trauma informed, sexual harassment evaluation tool developed in collaboration with the University of Western Australia McCusker Centre for Citizenship.
- Engage industry expert to deliver annual Mines Safety Roadshow workshops focusing on psychosocial injuries and illnesses.
- Develop trauma-informed guidance for individuals when making a complaint about gendered violence.
- Support research and teaching initiatives of the Professorial Chair in Mining WHS at the Edith Cowan University MARS Centre.
- Continue to support the Mentally Healthy Workplaces Grant Program.

Regulatory activities and outputs

Stakeholder engagement tools

- Develop themed one-stop shops of information and educational resources (including CaLD) using the SafetyLine Hub.
- Integrate risk management for psychosocial hazards, including gendered violence and sexual harassment, into SafetyLine Plan.

Workforce development

- Undertake operational planning (scope, capacity, capability, resources) to support delivery of compliance campaigns for work-related psychosocial hazards and associated risks, including gendered violence and sexual harassment.
- Appoint a Training Officer – Mental Health and Wellbeing to support development and delivery of intervention training resources.
- Develop learning plans and pathways that support compliance and enforcement activities for psychosocial hazards.
- Identify professional development requirements and deliver inspector skills sessions for trauma-informed handling reports of psychosocial hazards and harm.
- Include ‘Sexual assault and responding to disclosures’ and ‘Vicarious trauma and self care for workers’ training in inspector skills training.
- Promote interactions between WorkSafe teams responsible for mental health and wellbeing, including human factors and ergonomics and other teams.

Drive compliance and enforce legislation

Inspections

- Plan and deliver proactive program of inspections and compliance activities for psychosocial hazards.
- Confirm that mining PCBUs are including the prevention, management and reporting of sexual harassment and assault in health management plans.
- Where inspectors find evidence sufficient to form a reasonable belief of non-compliance, enforcement action will be undertaken.

Investigations and prosecutions

- Maintain strong enforcement measures and, where appropriate, prosecute for breaches of duties to notify sexual assault and sexual harassment.
- Where legally permissible, publicise learnings and outcomes of investigations and prosecutions.
- Review information and educational resources using learnings and outcomes of investigations and prosecutions.

Monitoring, evaluation and reporting

- Communicate progress on ‘Enough is Enough’ report to mining industry.
- Communicate findings from annual Mines Safety Roadshow workshops on psychosocial injuries and illnesses.
- Regularly review compliance and performance data and monitor trends, with a focus on:
 - health management plans for mining operations and inclusion of sexual harassment
 - 1800 calls received regarding sexual harassment.
- Provide periodic updates to stakeholders such as members of the WHS Commission, MAPAC, MARS Program, unions and other relevant bodies.
- Publish annual snapshots of compliance and performance progress, and achievements.



Priority three: Respiratory hazards

Regulatory activities and outputs

Raise awareness and seek compliance

Compliance strategy

- Review and develop compliance tools (e.g. policies, procedures, templates, regulatory systems).
- Review mining health monitoring data and requirements for alignment with national exposure standards.
- Review compliance and performance metrics.
- Receive and provide information to professional associations (e.g. Australian Institute of Occupational Hygienists [AIOH] and Faculty of Asbestos Management of Australia and New Zealand [FAMANZ]).
- Develop an efficient system to allow submission of health monitoring reports to the regulator, review by the inspectorate, and monitoring of trends to inform compliance activities.
- Maintain collaboration and cooperation with local government authorities and State Government agencies.
- Deliver a business transformation program including new operational software (Compliance and Regulation System, CARS).

Information and education

- Plan and deliver general and targeted education campaigns to improve hazard awareness and control selection using direct engagement and messaging, and social media.
- Develop and update information and educational resources for silica, focussing on:
 - safe by design (e.g. choose a safer material instead of high silica engineered stone)
 - safe use of engineered stone in factory environment and on site
 - controlling silica in construction work (e.g. concrete cutting, wall chasing)
 - dust management in assay laboratories
 - controlling silica in quarrying, crushing and screening activities.
- Develop and update information and educational resources for asbestos, focussing on:
 - management of ACM in situ
 - removal of ACM
 - management of naturally occurring asbestos and contaminated sites.
- Develop and update information and educational resources for lead, arsenic, nickel, lithium, radioactive minerals and wood dust, including health monitoring information where applicable. Initial priority will be given to the metallic and semi-metallic dusts, with wood dust information to follow.
- Deliver regular registered medical practitioners' forums.
- Deliver an educational webinar or forum for industry.
- Continue to support the Asbestos Diseases Society of Australia with its activities.

Regulatory activities and outputs

Stakeholder engagement tools

- Develop themed one-stop shops of information and educational resources using the SafetyLine Hub.
- Integrate risk management of dusts into SafetyLine Plan.

Workforce development

- Undertake operational planning (scope, capacity, capability, resources) to support delivery of compliance campaigns for silica, asbestos and other hazardous dusts.
- Develop learning plans and pathways that support compliance and enforcement activities for silica, asbestos and other hazardous dusts.
- Identify professional development requirements and deliver inspector skills sessions.
- Identify and provide professional development opportunities for WorkSafe's specialists.
- Promote interactions between specialists and industry teams within WorkSafe.
- Maintain equipment and technical skills of inspectors to support verification of controls testing.

Drive compliance and enforce legislation

Inspections

- Provide data intelligence to inspectors based on team or directorate business needs.
- Follow up notified health monitoring reports indicating excessive silica exposure with a site visit where practicable.
- Once data is available via a national registry of dust diseases, review notified diseases and, where practicable, visit workplaces where the exposure occurred.
- Confirm Western Australian suppliers of engineered stone meet labelling and safety data sheet requirements.
- Take enforcement action where ACM is handled unsafely or is unlawfully removed by an unlicensed PCBU.
- Conduct regular compliance checks on asbestos removal licence holders and licensed asbestos assessors.
- As part of routine inspections, check that duty holders have an appropriate asbestos management plan (for in situ and naturally occurring asbestos).
- Conduct targeted inspections of industries with significant potential for nickel, lead or arsenic exposure.
- Confirm compliant radiation management plans are in place for mines where required.
- Investigate notified biological exceedances of nickel, lead, arsenic or other toxic dusts.
- Investigate reported exposure incidents for hazardous dusts to confirm adequate prevention measures have been implemented.
- Require duty holders to conduct air monitoring on a risk basis.
- Conduct limited air monitoring to verify industry data and enable exposures to be well understood.
- Encourage mine operators to continue to submit all sampling results to the mine worker exposure database, and investigate exceedances.

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| Regulatory activities and outputs | <p>Investigations and prosecutions</p> <ul style="list-style-type: none"> • Provide data intelligence to inspectors based on team or directorate business needs. • Review information and educational resources using learnings and outcomes of investigations and prosecutions. • Where legally permissible, publicise learnings and outcomes of investigations and prosecutions. |
| Monitoring, evaluation and reporting | <ul style="list-style-type: none"> • Regularly review compliance data and monitor trends, with a focus on: <ul style="list-style-type: none"> – engineered stone – ACM – mining – other dusts of concern. • Provide periodic updates to stakeholders such as members of the WHS Commission, MAPAC, the Construction Industry Safety Advisory Committee (CISAC), unions and other relevant bodies. • Publish annual snapshots of compliance and performance progress, and achievements. |



Priority four: Consultation and representation

Regulatory activities and outputs

Raise awareness and seek compliance

Compliance strategy

- Adopt an outreach approach, with two dedicated support officers within Safety Education (Senior Safety Education Officer – HSRs) to build, establish and maintain relationships with HSRs, as well as PCBUs, registered training organisations and other stakeholders who are responsible for, or influence, consultation and representation at workplaces.
- Engage with and support HSRs whenever practicable.
- Continue to ensure that adequate consultation and hazard identification is performed through existing safety case review and inspections of petroleum and geothermal energy operation sites.

Information and education

- Plan and deliver general and targeted education campaigns to increase PCBU and worker awareness of the importance of representation and consultation in the WHS laws, and build knowledge of WHS rights and responsibilities by promoting the:
 - election and retention of HSRs
 - establishment of health and safety committees
 - development of consultation and WHS issue resolution procedures.
- Develop and update information and educational resources to help empower HSRs to be actively engaged in safety in the workplace, focussing on:
 - a WHS HSR handbook and alternative delivery mechanisms for content (e.g. videos, animations, podcasts)
 - clarifying the rights of HSRs to allow them to effectively perform their functions under the *Work Health and Safety Act 2020* (WHS Act)
 - frequently asked questions
 - more vulnerable worker cohorts such those who are younger or new to the workplace, working alone, from a CaLD background, or working in a more complex contractual chain (e.g. gig workers, labour hire).
- Develop and update training materials provided to RTOs.
- Deliver an annual HSR forum during Safe Work Month.
- Promote the HSR of the year.
- Produce a consultation and representation kit for PCBUs, especially small businesses and workplaces with CaLD workers.

Stakeholder engagement tools

- Include information and educational resources (including CaLD) for consultation and representation as appropriate in the SafetyLine Hub.
- Use SafetyLine Hub to facilitate communication and collaboration with and within HSR community.

Compliance and enforcement tool

- Deliver the CARS Program.

| | |
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| <p>Regulatory activities and outputs</p> | <p>Workforce development</p> <ul style="list-style-type: none"> Identify professional development requirements and deliver inspector skills sessions, particularly for stakeholder engagement. <p>Drive compliance and enforce legislation</p> <p>Inspections</p> <ul style="list-style-type: none"> Seek out HSRs during workplace visits to support engagement activities. As required, distribute consultation and representation kits to PCBUs during workplace visits. Follow up where PCBUs are not supporting HSRs to effectively perform their functions under the WHS Act. <p>Investigations and prosecutions</p> <ul style="list-style-type: none"> Consider referrals under sections 54, 82, 89 and 100 of the WHS Act, and publicise learnings. |
| <p>Monitoring, evaluation and reporting</p> | <ul style="list-style-type: none"> Monitor engagement activities, with a focus on: <ul style="list-style-type: none"> number and type of interactions with HSR support officers digital engagement analytics (e.g. SafetyLine Hub, social media) queries and complaints received registered training organisations training data. Provide periodic updates to stakeholders such as the WorkSafe Commissioner, WHS Commission, MAPAC, unions and other relevant bodies. Publish annual snapshots of engagement activities and achievements. |

Actions

Actions in the priority areas will include the following approaches:



Information and awareness



National collaboration




Data and intelligence gathering







Health and safety leadership



Compliance and enforcement

| Action | Why is this important? | What will this look like? |
|---|--|--|
|  Information and awareness | <ul style="list-style-type: none"> • It is important to address the perception in some parts of the community that WHS conflicts with business productivity. • Many businesses (especially small businesses) want clearer guidance on their responsibilities (e.g. psychosocial risks). Building their capacity and willingness to engage effectively in consultation, cooperation, and coordination in developing their approach to WHS is key. • Effective, coordinated information and awareness campaigns may require collaboration between jurisdictions. Campaigns should be evidence-based and address gaps in knowledge and understanding of WHS. | <ul style="list-style-type: none"> • Consult with specific audiences about their communication preferences for WHS information and education to fill gaps in knowledge, including: <ul style="list-style-type: none"> – agriculture – small businesses (including small mines) – HSRs – CaLD and vulnerable workers. • Share the lessons learned from incident analysis and recognised good practice. • Draw on a wide range of internal and external expertise to produce targeted guidance for industry. • Present workshops, roadshows and other information sessions to share health and safety knowledge and provide opportunities to learn from collective experience. • Develop campaigns with guidance to improve WHS awareness and compliance for priority areas as well as promote better worker safety (whole of WorkSafe). |

| Action | Why is this important? | What will this look like? |
|---|--|--|
|  <p>National collaboration</p> | <ul style="list-style-type: none"> Under the Safe Work Australia approach, there has been significant progress in improving national coordination across Australia's WHS system. While jurisdictions have developed their own WHS strategies or plans, setting out specific priorities, these complement the national strategy. There is an opportunity to increase coordination by sharing resources, collaborating on initiatives, and tackling complex challenges that affect all Australian workplaces (e.g. addressing harmful behaviours such as sexual harassment). | <ul style="list-style-type: none"> Work with other regulators, peak bodies, industry, unions and workers in pursuit of good practice WHS regulation. Share insights across jurisdictions and industries so successful initiatives can be replicated and scaled for other workplaces. Work with researchers to identify emerging WHS challenges. Engage with national bodies to better understand impediments to working across jurisdictional lines. Contribute to Safe Work Australia initiatives and activities to support and improve the national WHS framework. |
|  <p>Data and intelligence gathering</p> | <ul style="list-style-type: none"> The collation of reliable and timely data allows the identification of trends and patterns. Collaboration is encouraged through data-sharing between government, industry, and other stakeholders. This allows current and emerging WHS challenges to be identified, and new insights extracted that support evidence-based policy. | <ul style="list-style-type: none"> Use technological innovations to help drive efficiency and effectiveness, increase transparency, and develop new data and intelligence gathering methods to generate early warning signals about WHS hazards and risks to enable timely action. Use digital platforms to improve the way we work, make health and safety information more accessible, provide efficient communication channels, and strengthen stakeholder engagement. Collaborate across government, industry, organisations and research communities to ensure that national surveys and other data collection efforts include WHS measures and occupational information where possible. |

| Action | Why is this important? | What will this look like? |
|--|--|---|
|  <p>Health and safety leadership</p> | <ul style="list-style-type: none"> • Governments, industry, unions, organisations, and individuals (including PCBUs and workers) all have a leadership role to build a culture of health and safety and embrace systematic ways to manage WHS risks. • Governments at all levels in Australia can champion leading practice and investment in WHS as model workplaces. • Regulatory partnerships can support the development of greater capacity and capability across the system. • As duty holders, PCBUs can invest in organisational capacity and capability to prevent and manage WHS incidents. | <ul style="list-style-type: none"> • Develop and refine strategies and action plans to help address systemic WHS challenges or focus on particular groups of workers. • Liaise with the vocational education and training sector to influence health and safety training to meet future needs. • Promote the training of officers, managers and supervisors as key leaders in overseeing healthy and safe work. • Promote and support the role of HSRs. • Build relationships with professional associations to improve work health and safety (e.g. AIOH, Australian Institute of Health and Safety [AIHS] and Australasian Institute of Mining and Metallurgy [AusIMM]). |
|  <p>Compliance and enforcement</p> | <ul style="list-style-type: none"> • A continued strong focus on compliance and enforcement is essential for ensuring PCBUs and other duty holders are meeting their WHS obligations. • The WHS legislative framework may require updates to keep pace with the changing environment for work and the evolving pressures on workplaces. • Actions by WorkSafe should support effective and efficient interventions that are exercised when necessary to improve WHS practices. • A focus on systematic WHS management by WorkSafe will ensure duty holders' compliance in line with the intent of regulation. • The Compliance and enforcement policy promotes a clear framework for engagement as well as a consistent approach to compliance and enforcement of WHS laws. | <ul style="list-style-type: none"> • Ensure WorkSafe staff have the skills, knowledge, qualifications and professional development to deliver high-quality regulatory services. • Use regulatory tools appropriate to the risk and consequences. • Allocate resources to optimise effectiveness and efficiency. • Target compliance and enforcement campaigns to high risk sectors, including the high-risk sectors identified in this strategy and others that emerge. • Develop insights from data on prosecutions, notifications and breaches. • Strengthen compliance on consultation, representation and supervision to improve worker health and safety. • Collaborate with other jurisdictions to improve compliance across supply chains of goods and labour. • Put systems in place to ensure the most appropriate regulator has the lead in matters where there is more than one regulator. |



Department of **Energy, Mines,
Industry Regulation and Safety**



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WorkSafe Group

303 Sevenoaks Street

Whadjuk Noongar Country

CANNINGTON WA 6004

Telephone: 1300 307 877

NRS: 13 36 77

Email: safetycomms@demirs.wa.gov.au

Website: www.demirs.wa.gov.au