

Action/ Program	Context and Purpose	Outcome	Milestones	Date
Recordable injury frequency rate (RIFR) as key lead measure regularly reported within QRC	<ul style="list-style-type: none"> Zero harm ideally requires reduction in RIFR A common language and measures is a prerequisite Transparent measures that catalyse action 	<ul style="list-style-type: none"> Identified industry trends in RI occurrence Site comparative data 	<ul style="list-style-type: none"> RI and hours reported by individual sites monthly to QRC Influence QMI to standardise the RI metric across all sectors Aggregated QRC member results reported quarterly Stacked 3 month versus 12 month site comparative report 	June 2009
				June 2009
				October 2009
				June 2010
Leading practice principles for the minimisation of vehicle contact accepted	<ul style="list-style-type: none"> Generate a common minimum practice for operation of light and heavy vehicles together Drives increased awareness and focus on vehicle contact HPis Promotes leading practice in the reduction of vehicle contact HPis 	<ul style="list-style-type: none"> Increase in the adoption of prevention strategies Improved vehicle management and practices Leading practice standards 	<ul style="list-style-type: none"> Endorsed by mining industry leaders 6 monthly QRC member report back on adoption and effectiveness of principles 	September 2009 March 2010
CEO leadership day	<ul style="list-style-type: none"> Engagement and "call to action" of industry leaders in health and safety Commitment to leading practice principles 	<ul style="list-style-type: none"> Increased awareness and focus on key health and safety issues requiring action Mining industry adoption of principles 	<ul style="list-style-type: none"> Demonstrated leadership by industry leaders Measurable improvement in industry health and safety performance Reduced vehicle contact incidents 	August 2009 June 2010 June 2010
Continued lobbying for leading mining legislation	<ul style="list-style-type: none"> Represent the views of the Queensland mining industry's position on legislative change 	<ul style="list-style-type: none"> Legislative outcome that reflects a balanced approach in management responsibility Legislative framework that enables improved health and safety 	<ul style="list-style-type: none"> Queensland mining industry position reflected in legislation Transparent, fair and equitable compliance policy 	November 2009
Increase activity and knowledge	<ul style="list-style-type: none"> Provide increased opportunities to share knowledge, experience and learnings 	<ul style="list-style-type: none"> Greater sharing of information amongst industry stakeholders 	<ul style="list-style-type: none"> Increased participation of QRC Board members at the Queensland health and safety conference Increased interaction between industry leaders and QMI Development of a mechanism for sharing health and safety alerts Broader resources sector health and safety dialogue between QRC mining members and non-mining members 	December 2009

Health and Safety Plan



Background

The Queensland Resources Council's (QRC) three-year health and safety plan, developed by the health and safety Committee, focuses on how the QRC can drive a step-change in health and safety performance in the Queensland resources sector. The plan is designed to augment the health and safety activities already conducted by member companies.

The plan will be reviewed annually by the committee. As well as long term goals a number of short-term projects to address current matters have been outlined.

Structure of the plan

QRC's Health and Safety Plan sets out:

- Health and safety goals with aspirational outcomes over one year, two year and three year time horizons; and
- Specific projects for the forthcoming year to progress the health and safety journey

Why have health and safety goals?

The following issues are considered crucial to the ongoing improvement of health and safety performance in the Queensland resources sector.

→ People focussed – zero harm

The greatest demonstration that we care for our people is in our approach to health and safety. Elimination of fatalities and injuries is of paramount importance. Understanding and knowledge can be converted to action - analysing data and monitoring trends of recordable incidents may identify practices that can reduce hazards in the workplace.

→ Risk management

Queensland resources sector companies accept responsibility for risk management on their sites. The QRC recognises that this may vary from site to site. This plan does not aim to replace this process, but aims to identify industry wide high potential and repeat trend incidents and generate opportunities to catalyse industry wide solutions.

→ Health and safety leadership

Chief executive officers (CEOs) can significantly influence the approach to health and safety within their own organisations; not only by leading but by being seen to be leading. Recognising this, the QRC believes it can play an important role in supporting and influencing its member CEOs.

→ Legislative framework

To be able to appropriately and successfully manage health and safety on its sites the resources industry needs to have an adequate and appropriate legislative framework to allow it to manage risk. Core to this framework is an environment that fosters open, transparent and accountable focussed on generating a safer workplace.

→ Sharing and influencing

The sharing of information is core to ensuring that mistakes are not repeated and learnings are widely heeded. The QRC has a role in facilitating the sharing of this information and generating the case for change across industry.

QRC HEALTH AND SAFETY FRAMEWORK

Goals

	Horizon 1 (next 12 months)	Horizon 2 (12-24 months)	Horizon 3 (24-36 months)
People focussed – a passion to achieve zero harm	<ul style="list-style-type: none"> ■ Agreed Recordable Injury (RI) definition ■ Regular monthly reporting and communicating within QRC ■ Report produced quarterly – 3 and 12 month rolling Recordable Injury Frequency Rate (RIFR) ■ Introduce “Human Error” approach into thinking and solutions ■ Increased focus on promoting health initiatives and outcomes 	<ul style="list-style-type: none"> ■ Used as a lead indicator: 3 month vs 12 month RIFR ■ Ranking and “outlier” model ■ Simple analysis of RI mechanisms and 80/20 model – getting people on the same page 	<ul style="list-style-type: none"> ■ Common language ■ Proactive intervention and forward looking strategies ■ Increased leadership awareness driving stronger peer behavioural based culture ■ Influenced and aligned QMI annual reporting matrix ■ Demonstrated care for the “health” of our people
Risk management – guiding principles to make a difference	<ul style="list-style-type: none"> ■ Increase awareness of major HPIs and trends ■ Provide leading practice principles to minimise vehicle contact incidents ■ Monitoring of Advisory Council initiatives on combating fatigue in the workplace 	<ul style="list-style-type: none"> ■ Developed agreed next focused area for leading practice principles ■ Annual reporting and review of leading practices principles ■ Heightened hazard awareness and risk assessment performance with better uptake of alert recommendations ■ Provide leading practice principles for geotechnical risk 	<ul style="list-style-type: none"> ■ A mindset change to eliminate previously accepted repeat incidents ■ Focus areas with policy/position development
Health and safety leadership – proactive not passenger	<ul style="list-style-type: none"> ■ Focused CEO group workshop education and request buy-in and deliverables on the QRC health and safety initiatives 	<ul style="list-style-type: none"> ■ Review of effectiveness of delivery of agreed outcomes 	<ul style="list-style-type: none"> ■ A QRC CEO group committed to continual demonstrable improvement in health and safety
Legislative framework – allowing a safer workplace	<ul style="list-style-type: none"> ■ Agreed predictable and workable compliance policy ■ Ensuring OHS harmonisation delivers nationally consistent mining legislation to improve health and safety ■ Input into the legislative review to maintain a balanced approach to management’s responsibility and right to manage 	<ul style="list-style-type: none"> ■ Demonstrated fair, consistent and predictable application of compliance policy 	<ul style="list-style-type: none"> ■ Compliance policy that promotes openness, simplicity, transparency and sharing of learning ■ National legislation that supports improved health and safety in the Queensland mining industry ■ State legislation that supports improved health and safety
Sharing and influencing – the whole is stronger than the individual parts	<ul style="list-style-type: none"> ■ Visible presence and participation by QRC Board members at the 2009 health and safety conference ■ Investigate a QRC portal for the collection and storage of industry health and safety alerts ■ Clear communication of initiatives and regular dialogue with QMI ■ A broader focus on “resources sector” health and safety issues 	<ul style="list-style-type: none"> ■ Vehicle contact and RI initiatives specifically targeted at the 2010 health and safety conference ■ Shared understanding of the importance of addressing key issues effecting health and safety (QRC & QMI) ■ Increased participation of non-mining QRC members in health and safety initiatives 	<ul style="list-style-type: none"> ■ Conference which reinforces and showcases current industry and QRC initiatives and issues ■ Mechanism for the sharing of industry incidents and learnings to increase awareness and minimise frequency of recurrence ■ Engaged and proactive interaction with QMI ■ Captured opportunities and influencing health and safety outcomes of non-mining QRC members