

Photographer: B Striewski. Used with expressed permission for this publication only.

Disclosures and legal compliance



Other financial disclosures



Pricing policies of services provided

Statutory fees and other charges to the public are made for various services provided by the department. These fees and charges are reviewed annually in accordance with the State Government's policy on the costing and pricing of government services. A costing methodology is used to determine the projected costs of service delivery, with particular attention to the level of cost recovery being achieved. Any increases in fees and charges are limited to the extent of cost recovery. The department's fee changes for 2022–23 were published in the WA Government Gazette on the following dates.

5 May 2023: No 53 of 2023:

- Mines and Petroleum Regulations Amendment (Fees and Charges) Regulations 2023.
- Commerce Regulations Amendment (Fees and Charges) Regulations 2023.

19 May 2023: No 58 of 2023:

- Work Health and Safety (General) (Fees) Amendment Regulations 2023.

National strategic plan for asbestos awareness and management

During the year DMIRS joined the Department of Finance Asbestos Containing Materials inspection program to identify and assess the risks associated with asbestos in the department's owned buildings constructed prior to 2004 and to comply with Work Health and Safety (General) Regulations 2022. The reports have given the department a comprehensive view of what Asbestos Containing Material needs to be eradicated and managed.

The department is currently progressing an asbestos containing materials eradication project at Mineral House that is scheduled to be completed in December 2023. In managing the asbestos eradication process, assets and work health and safety teams worked in close consultation and sought advice from WorkSafe in preparation for the project.

Access to the affected areas is closed and interim risk management measures have been introduced until the asbestos containing material eradication project is completed including:

- the mandatory wearing of a P2 mask;
- Personal Protective Equipment (where required); and
- signage informing contractors there is potential asbestos containing materials within the work area.

The department has been fully compliant with implementing the asbestos management strategy. Assets introduced the mandatory induction process for all contractors performing works (such as refurbishment, minor and maintenance works) on departmentally-owned premises to ensure no actual risk of harm to workers and contractors. They are required to review and acknowledge any presence of asbestos containing materials as documented in available assessment reports and Asbestos Management Plans to take appropriate action as recommended.



Capital works

During 2022–23 capital works were completed at the department's Cannington office – Mason Bird Building.

Level 1 (West) refurbishment was required to provide adequate office accommodation solutions to support requirements of the new *Work Health and Safety Act 2020* and regulations. The refurbishment included additional desks, a new reception and three interview rooms to support client interviews. The public counter, Level 1 (East) was also refurbished, providing a more welcoming environment and improved safety measures.





Our people

First and lasting impressions

At DMIRS we pride ourselves on making a difference to the Western Australian community, industry, and resource and energy sectors across a variety of fields. Our unique department enables us to provide a varied experience for staff, with the team comprising of geologists, environmental scientists, lawyers, inspectors, policy makers, project managers, advisors and customer service officers – highlighting the breadth of services we provide to WA. This year we have looked to new staff and retiring staff to provide an impression of the department.

→ Graduate perspective

As I look back at my first few months at DMIRS I realise how quickly time has passed. Although I haven't been here long, I feel inspired by the people and the work around me. Watching their dedication and commitment to their work, makes me want to strive for greatness in my own career. I can see how the work this department is responsible for directly affects the Western Australian community, and I want to do my part and continue to make a positive impact for the people of WA.

→ Retiring staff perspective

On reflecting on the last 26 years with DMIRS and the former Department of Mines and Petroleum, I watched the organisation transform into the “digital world”. In the 1990's, the term “Cloud Based” was most likely a reference to the weather. Spreadsheets were the thing and most regulatory data was collected manually. These days, the conversation is more about the Cloud, data storage, analytics and cybersecurity. Three decades ago, the standard toolkit for a mines environmental inspector was a map, notebook and pencil. These days the toolkit is more likely a satellite link, iPad and a drone. I've witnessed the move to driverless trucks, drills and trains all centrally managed 1200kms away in a building at the Perth airport. It's been exciting and challenging to be part of all this. I wonder what's next?

The department anticipates as times change we will continue to adapt, consolidate and collaborate while embracing new staff, technology and new ways of working. At the same time demonstrating our values in being Forward thinking, Responsive and Respectful and at times saying farewell to staff as life takes them onto other challenges.

Working for DMIRS

This year we asked some of our leaders what they enjoy most about working for DMIRS. These passions are often portrayed in how they inspire and encourage collaboration within their staff.



- The ability to influence positive changes and to improve outcomes for the industries we regulate and the broader community.
- Our work helps the community stay safe, and there is a lot of variety in our work.
- Making a difference for Western Australia, now and for future generations.
- The 'can do' attitude of staff.
- Extremely supportive and caring leadership that fosters a great place to work and promotes change and continual improvement.
- The people I work with, across the department.





Staff profile

Full-time equivalent	2021–22 ^(a)	2022–23
Full time	1459.51	1518.82
Part time	134.74	134.95
Secondment	25	24
Head count	1761	1839

(a) Includes Energy Policy WA and DMIRS.

Staffing policies

The department aims to have recruitment policies that are in line with compliance requirements, are innovative, timely and agile, and enable DMIRS to compete in a tight labour market. During 2022–23 the department focused on improvement of key policies, procedures and guidelines and included updates to the absence management – defence force reserves leave, and the salary overpayment / underpayment policy.

When updating policies, the department incorporates consultation and engagement with employees and managers as well as the DMIRS Joint Consultative Committee to ensure policies reflect best practice.

A number of tailored programs and activities were delivered through the DMIRS leadership development framework to build the mindset and capabilities of our leaders to build high-performing teams such as the:

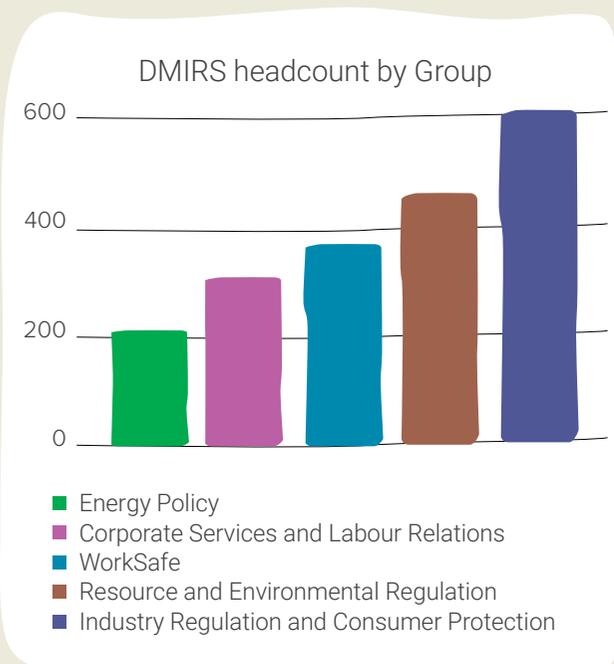
- Emerging leaders program.
- Women’s masterclass series.
- Learn explore and do program.
- Management excellence development program.

Reconciliation action plan

DMIRS is committed to progressing our Reconciliation Action Plan. This year a new online mandatory Aboriginal cultural awareness audio-visual training was released in November 2022 for all staff and board members. The training consisted of four sections: family; education country and work covering historical and contemporary information to provide a deeper understanding of languages, cultures, and histories.

The department’s Aboriginal Employment Program is a diversity and inclusion initiative that sits within the DMIRS Aboriginal employment strategy and the department’s diversity and inclusion plan. This 12 month program designed to increase the department’s workforce representation of First Nations Australians through a culturally supported, formal employment program. In February 2023, five staff joined DMIRS across four business areas as part of the Aboriginal Employment Program.

The department continues to promote significant cultural events, celebrations and initiatives. This year included collaboration with other government agencies in the delivery of a joint National Reconciliation Week 2023 and National Aborigines and Islanders Day Observance Committee event.



DMIRS is committed to creating a culture that values, promotes and invests in building a diverse, inclusive and agile workforce.



WOW program

The purpose of the working on wellness (WOW) program is to raise awareness of health and wellness topics to assist staff to be proactive in looking after their physical and mental health and wellbeing. During the reporting period, 25 online webinars targeting emerging mental and physical health issues such as managing anxiety, silent cardiac risk factors, nourishing gut health, a focus on older family members, and the mental impact of financial health were delivered. New for this year was a beginner's self-defence class in Bujutsu held at multiple DMIRS sites.

26
WOW events with
2,796
participants.

107
women attended at least one masterclass session.

Developing women in leadership

A gender-balanced leadership team has the ability to improve operational effectiveness and deliver outcomes for the WA community. The women's masterclass series held four sessions on building your career profile, career and work-life balance, managing my career, and strategic networking. A Microsoft Teams channel was created to further connect participants and facilitate future networking opportunities.

Keeping staff safe

The department is committed to ensuring staff are safe and healthy in the workplace. During the reporting period 100 hazards were formally identified, of which 74 are resolved.



252 participants in the fitness challenge.

16 internal Newsflash messages to staff on WHS.

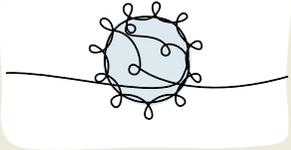


455
skin cancer checks.

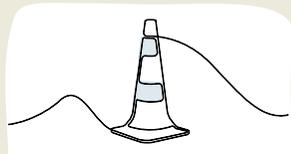


709
working at home ergonomic assessments.

693
flu vaccinations/
vouchers issued.



35
WHS inductions.





Graduate program

Each year DMIRS and the Department of Jobs, Tourism, Science and Innovation (JTSI) coordinate an 18 month Interagency Graduate Program.



In January 2023, nine DMIRS and three JTSI graduates were welcomed into the program which gives university graduates from a broad range of disciplines the opportunity to enter the public sector in a supported environment. The 18 month program allows graduates to go through four customised rotations within their department and other state government agencies, before returning to a position in their home area. During these rotations they are provided learning opportunities, are encouraged to build their professional networks, and gain a better understanding of the Western Australian State Government.

As part of the graduate officer’s learning and development, they are enrolled into the Public Sector Commission’s Launch Program. This 10 month program allows graduates across the WA public sector to connect and form a professional network, as well as develop essential soft skills which will aid them throughout their career in the public sector. This year our Graduate cohort collaborated with the Public Sector Commission in their Place of Opportunity campaign. The campaign provides the State Government a way to showcase all of the WA public sector graduate and cadetship programs, as well as highlighting the unique and diverse opportunity a career in the public sector can provide. The 2023 cohort have participated in several career expos and university open days as part of the Place of Opportunity campaign by sending out their graduates to share their experience and journey in the public sector with university and high school students.

→ My journey from Graduate to Director

In 2013, I joined the graduate program which offered a holistic package of learning, skill development, networking, and growth opportunities which set the foundation for a successful and fulfilling career. As a graduate, you’re exposed to diverse tasks that contribute to skill development, ranging from technical to interpersonal and leadership. The program created a supportive environment where learning and growth were encouraged and empowered me to take on new roles and challenges. The program provided opportunities to interact with colleagues from various levels both within DMIRS and external agencies. Building relationships within and outside your immediate team allows you to create a network that can support your development and provide insights into different parts of the organisation. This also provides a broad perspective on the different roles within government which is essential for making well-informed decisions and contributing effectively to an organisation’s success.

The path from a graduate to higher positions is not without its obstacles. The journey teaches resilience, perseverance, and the importance of bouncing back from setbacks. Each new role I’ve taken on has brought new challenges, requiring me to adapt and learn, but the foundations provided from the graduate program has ensured my success. I’ve been fortunate enough to have a wide range of mentors and guidance throughout my ten years at DMIRS who have all offered invaluable insights and advice. This guidance and support has been instrumental in navigating challenges, progressing my professional development and seizing opportunities. As I reflect on my trajectory from a graduate to a Director, I am filled with gratitude for the experiences, relationships, and opportunities that have shaped my professional journey at DMIRS.



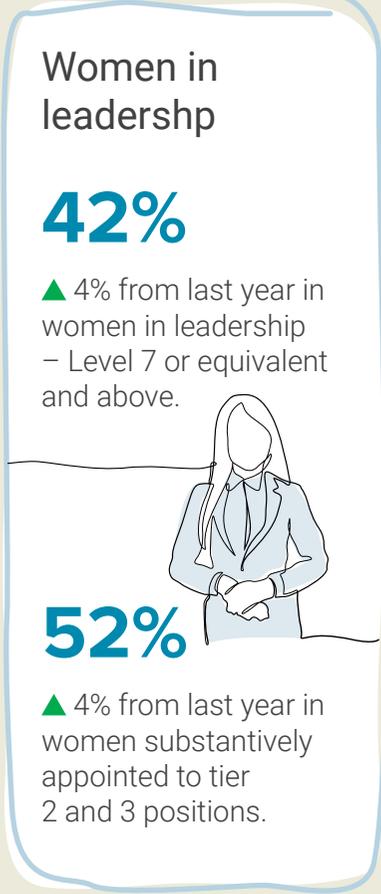
Aiming for diversity in our department

The department is committed to creating an inclusive and diverse workforce. A number of targets are outlined in the Diversity and Inclusion Plan for DMIRS to strive for. The department continues to work towards the targets that have been set and improve diversity and inclusion. This page represents some of our achievements as at 30 June 2023.

Creating an inclusive workplace

The annual DMIRS diversity and inclusion awards were held in November 2022, congratulations to all nominees and winners. These awards are for individuals and teams that demonstrate outstanding achievements in diversity and inclusion at DMIRS. The diversity and inclusion calendar, which is refreshed each year to include national and international days of significance relating to diversity and/or inclusion continues to be promoted. Moreover, some of the events and sessions delivered during 2022–23 include:

- autism in employment session;
- LGBTQIA+ awareness session;
- school-based and solid futures Aboriginal traineeships;
- International Women’s Day (in-person and online events); and
- promoting the global accessibility awareness day.





Diversity access and inclusion plan outcomes

The department is committed to delivering on the outcomes of our Disability Access and Inclusion Plan 2019–2023 by working to provide equal access to services, events, facilities, consultation and feedback, employment and information for people with disability. Below are examples of actions, events and outcomes achieved throughout the year.

Conducted awareness sessions on Autism in employment to promote understanding.

Used Citizen Space, a widely recognised platform known for its exceptional accessibility, for conducting public consultations.

Deployed a more accessible and simplified Consumer Protection complaint form and process.

Implemented a protocol for engagement with people living with disabilities to empower staff to respond appropriately and ensure inclusion.

Created the access and inclusion community channel on Microsoft Teams to promote equality, awareness and information.

Targeted employment strategy – incorporated an unconscious bias segment to recruitment and selection training to support panel members to understand and actively mitigate any bias.

Hosted the Empowering Consumers with Disability Forum at the RAC Arena, which aimed to understand the unique needs of people with disabilities and explore ways to support their consumer rights. The forum helped shape a framework for the department to enhance consumer-related communications accessibility.



Undertook building upgrades at Mineral House to address significant access issues and non-compliance of Australian Standard 1428.

Installed new hot-water system and accessories at 1 Adelaide Terrace, offering enhanced features to improve accessibility and convenience.

Collaborated with Shelter WA to ensure tenancy skills and knowledge among vulnerable populations.



Governance disclosures

Risk management program

The department is committed to ensuring that it operates within a risk aware culture that encourages responsible and informed risk-based decision making. The department's framework complies with Standards Australia AS ISO 31000:2018 and risk awareness training is mandatory for all staff.

The established risk management framework ensures that risks are assessed appropriately, consistently and managed in accordance with this risk framework. As a result, the risk and compliance team works closely with business areas to identify strategic and corporate risks, operational risks and contract or project risks. Risks are identified through facilitated workshops and recorded in an online, risk management system.

The natural synergies between the roles of internal audit and risk management functions are being explored through regular meetings to add value and produce a combined better result. As part of the governance over the risk program a fully independent Audit and Risk Committee (ARC) exists and meets on a quarterly basis. The ARC have determined that risk management practices has incrementally improved over time and could now be described as representative of good practice.

Internal audit

The Director General has established effective internal audit capability as a key component of DMIRS governance and assurance framework. In compliance with the *Financial Management Act 2006* and Treasurer's Instructions, internal audit operates under an approved internal audit charter aligned to the international professional practices framework issued by the Institute of Internal Auditors.

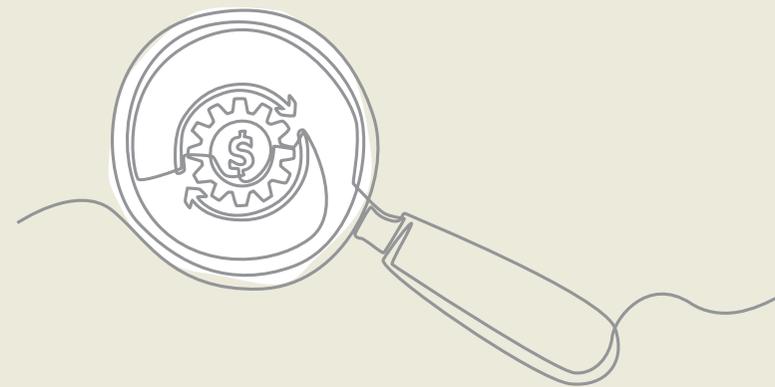
The department's internal audit mission is to enhance and protect organisational value by providing risk-based and objective assurance, advice and insight. Internal audit plays an active role in developing and maintaining a culture of accountability, integrity and adherence to high ethical standards, and delivers on its mission by:

- Adding value through delivery of a risk-based internal audit plan covering financial and non-financial operations across DMIRS. The plan includes a range of internal audit services and is continually reviewed during the year to ensure it remains contemporary and reflects current and emerging risks.
- Supporting the Director General, ARC and senior leaders.
- Supporting DMIRS governance and assurance framework through value-adding activities such as facilitation, training and provision of advice.

- Being available to swiftly respond to requests for internal audit services where issues and emerging risks and investigations arise.
- Progressing an assurance strategy to provide a holistic approach to assurance across the department that takes into account all assurance activities.
- Delivering value for money from the department's investment in internal audit resources.

Ministerial Directions

There were no ministerial directives issues by our Ministers during 2022–23.





Recordkeeping plans

The department continuously monitors and evaluates the performance of its electronic document and records management systems (OurDocs and oneDMS), ensuring compliance with both legislative standards and meeting operational business requirements. Information created and stored in our recordkeeping systems by staff and in line with our business systems, is regularly monitored, audited, verified and reviewed for both quality assurance and data integrity. This includes qualitative and quantitative system checks that analyse information, providing accountability and transparency. The document management system helpdesk assists with these activities and during 2022–23 processed more than 14,000 tickets for deletions, permission and user changes and workflow resolutions.

There has been a project to consolidate the two recordkeeping systems, see page 35.

Records management training

All new staff receive an introductory email from the Information Management Services branch, providing details about services provided and mandatory information management and recordkeeping training requirements.

This year, 598 new staff completed the Total Recordkeeping Awareness Course that includes topics on:

- Public sector employee accountability and compliance standards.
- Legislative requirements focused on the *State Records Act 2000 and Freedom of Information Act 1992*.
- Benefits of best practice recordkeeping.
- Consequences of inadequate record keeping.
- Creation, access, storage and disposal of government records.

OurDocs and oneDMS system training is complementary to the recordkeeping awareness course and guides staff to practically apply the principles of good information management practices with document creation and life cycle management. Bespoke training and support continues to be available to meet the specific needs of individual work areas. The table below outlines the number of staff trained in 2022–23.

Session type	oneDMS	OurDocs
Basics	690	46
Coaching	139	1
Masterclass/ business folders	1055	6

Branch staff regularly attend workshops and presentations offered by the State Records Office and industry providers to ensure their skills and knowledge remain current and relevant.

Digitisation and disposal

Digitisation of paper records in a manner that meets the *State Records Act 2000* is an ongoing initiative of the department. In order to meet the requirements that proper, accurate and full records are maintained, a series of integrity and quality checks of records entered into OneDMS are undertaken. These checks are to support the end-end life cycle of records and ensure that digital and non-digital records are managed according to internal and external requirements. Integrity and monitoring checks regularly undertaken but not limited to include:

- Naming conventions and file titling to aid in searching and effective retrieval of information.
- Quality of digitised images to support early disposal of source records.

In addition a significant effort has been made to reduce the physical file footprint across DMIRS with 411 linear metres of records disposed of as part of approved retention and disposal authorities during 2022–23.

Internal governance

The department's internal committee governance structure consists of five standing committees and four sub-committees that report directly to the Director General and/or the Executive Leadership Group. In 2022, a performance survey was completed and as a result, the sub-committees reviewed their terms of reference, purpose, role, membership and reporting processes. The review determined that the Reform sub-committee was no longer required and has been disbanded. All committees and sub-committees met four times in 2022–23 unless specified otherwise.

Governance and Integrity Subcommittee

Established in response to the department's commitment to governance, integrity and effective fraud and corruption risk management. Key achievements:

- Endorsed new quarterly Integrity Dashboard report to replace three integrity related reports.
- Endorsed the department's new Integrity Framework.
- Implementation of the Statement of Business Ethics.

Performance Subcommittee

Assist leadership with governance and oversight responsibilities in relation to corporate performance reporting.

Key achievement:

- Phase 1 of the Outcome Based Management review has been completed with a proposed framework developed.
- Corporate performance reports produced each quarter.

Diversity and Inclusion Subcommittee

An Executive Leadership Group member chairs the Diversity and Inclusion subcommittee, championing and driving our Diversity and Inclusion Plan 2019–2023 and the Multicultural Plan 2021–2023 initiatives and contributing to its success. The subcommittee oversees the implementation of these plans, strengthening strategic decision-making, accountability and governance. Key achievements:

- Provided feedback as part of the development of our next four year Diversity, Multicultural and Inclusion Plan.
- Promoted the consultation paper on reforming Western Australia's disability legislation to departmental staff.
- Supported the proposal for a single user toilet signage to be non-gender specific.
- Showed support of the Perth Pride Parade in November 2022 and continued to promote LGBTQIA+ awareness training for staff.

Classification Review Committee

Provide recommendations for classifying positions and determining the remuneration of staff, up to and including level 8 and advise the Director General in relation to the functions under sections 29(1)(h) and 36(1)(c) of the *Public Sector Management Act 1994*. Key achievement:

- Recommended creation of 121 permanent positions and 66 temporary positions.

These assisted with resourcing for key strategies such as; the Aboriginal Empowerment Initiative, industrial agreement negotiations, DMIRS youth employment strategy, the department's response to the 'Enough is Enough' parliamentary enquiry, and decarbonisation of the State's energy system.



Audit and Risk Committee

The Audit and Risk Committee (ARC) operates in accordance with its approved Charter and aligned to audit committee good practice. The ARC has oversight of the department's governance, risk management and internal control practices to provide confidence in the integrity of these practices and enable achievement of government and organisational strategic objectives. Key achievements:

- Progressed discussion of regular information and communications technology reporting especially around cybersecurity.
- Holistic view of mapping assurance activities across the department and assessing their effectiveness was completed for a number of business units.
- A fit-for-purpose corporate governance framework was implemented by the department.
- Reviewed the internal audit program and focused on timely audit recommendation implementation.

Corporate Policy Committee

Assists in the management, accountability and oversight of the department's corporate policies, procedures and guidelines (corporate policy documents). Key achievements:

- Oversight of the Corporate Policy Project to enhance DMIRS policy documents and explore future electronic storage options.
- Oversight of the update to DMIRS work health and safety related corporate policies to align with work health and safety laws.

Digital Technology Subcommittee

10
MEETINGS

Meets monthly to provide an opportunity for leadership to consider and discuss new and strategic approaches to DMIRS technology. Key achievements:

- Refined the Portfolio Planning Prioritisation Process to conduct quarterly reprioritisation of all projects submitted, resulting in the development of a rolling three year Roadmap for projects.
- Oversaw financial information and communications technology spend and reported to the Executive Leadership Group on 18 Roadmap projects.

Health and Safety Committee

Provides a forum for discussion of work health and safety (WHS) issues, facilitate effective and efficient consultation and cooperation, review internal health and safety reporting and makes recommendations to the Executive on related matters including policy. Key achievements:

- Reviewed WHS policies, procedures and guidelines to be aligned to the *Work Health and Safety Act 2020*.
- Endorsed the review of the committee structure to enable greater consultation with all groups now having management and worker representation.

Finance Committee

11
MEETINGS

Meets monthly to monitor financial performance and discuss a range of financial management matters including budget strategy, forward outlook and reporting obligations. Key achievements:

- Recognised by the Office of the Auditor General as a best practice agency.
- Expenditure monitored closely with agile decision making enabled to maximise the delivery of outcomes.
- Approval of the 2023–24 internal budget.





Compliance with public sector standards and ethical codes

The department is committed to maintaining an ethical, transparent and accountable workforce and actively encourages staff to uphold the highest standard of conduct and integrity in accordance with the Public Sector Commissioner’s Instructions No 7 and No 8 at all times. During this reporting period, six breaches of employment standard claims were received. As at 30 June 2023, four are pending with the Public Sector Commission, one was withdrawn by the employee and one claim was not upheld.

A review of the department’s code of conduct was completed in November 2022 which strengthened the department’s position on alcohol and drugs in the workplace. The new code was launched via the department’s internal Newsflash announcement system.

Strengthening integrity

The governance and integrity subcommittee endorsed the new integrity framework which was subsequently launched in January 2023. The framework describes the instruments, structures and cultural factors that guide how we practice, manage and account for integrity. This was followed up by internal promotion of a new statement of business ethics and revised and strengthened conflict of interest policy.

The *Public Interest Disclosure Act 2003* allows people to make disclosures about wrongdoing in public authorities and protects them when they do. Continuing with the refresh of internal integrity processes in the department, the list of public interest disclosure officers was reviewed and in June 2023, a new Officer was added to the list.

“I truly value DMIRS focus on values and integrity. I feel safe at work knowing what our corporate values are and that these are constantly woven into the work that we do.”



358

staff completed Accountable and Ethical Decision Making training during 2022–23.



5

internal Newsflash messages on integrity matters.

zero

public interest disclosures being managed as at 30 June 2023.

A review was completed in response to concerns around anonymity, as part of the department’s response to the *Enough is Enough* report – recommendation 12. The review identified that there were no incidents of disclosure of confidential information by WorkSafe staff.

Other legal requirements

Unauthorised use of credit cards

The department adheres to *Treasurer's Instruction 321 Credit Cards – Authorised Use* regarding card expenditure. In January 2023, all staff were reminded of their obligations of appropriate credit card use to compliment the recently released update to the code of conduct and new integrity framework.

In accordance with *Treasurer's Instruction 903 Agency Annual Reports*, the table below discloses credit card use for personal expenditure.

Instances of unauthorised credit card use	2022–23
Number of instances the Western Australian Government Purchasing Cards have been used for personal purposes	68
Aggregate amount of personal use expenditure for the reporting period	\$3,402.98
Aggregate amount of personal use expenditure settled by the due date (within 5 working days)	\$3,402.98
Aggregate amount of personal use expenditure settled after the period (after 5 working days)	\$0
Aggregate amount of personal use expenditure remaining unpaid at the end of the reporting period	\$0
Number of referrals for disciplinary action by the notifiable authority during the reporting period	1 ^(a)

(a) An attempt to recover monies from a former employee is in progress.

The volume of reported instances of personal expenditure continues to run at less than 0.3 per cent of the total DMIRS credit card transactions.

Special purpose fund changes

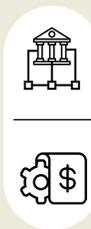
The special purpose statement or trust statement details the accountability and stewardship arrangement which the accountable authority is required to comply with in order to protect the interests of all relevant parties. It prescribes the purpose of the account, the money which is to be credited to the account and how that money is to be spent. In compliance with *Treasurer's Instruction 802(6) Special Purpose Statements and Trust Statements* the approved special purpose statement or trust statement is required to be published in the annual report in the financial year it is approved or amended.

In 2022–23 the special purpose statement amendment applies to the Home Indemnity Insurance Account discussed on page 32.

See page 114 for a copy of the special purpose statement (amended) – home indemnity insurance account.



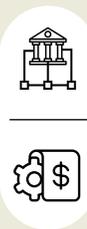
Act of grace payments



In accordance with *Treasurer's Instructions 319: Act of Grace Payments*, all act of grace payments are to be disclosed in the annual report. Requests for an act of grace payment arise from many and varied situations and each request is assessed on the circumstances associated with that particular request. Act of grace payments are linked to the services delivered by the department. This year, the department's act of grace payments relate to royalty rebates as per the financial assistance agreement for the Koolyanobbing Iron Ore Mine, and refunds of tenement rental monies paid.

Act of grace payments 2022–23		
Administered funds	Payment amount \$	Purpose of payment
Payment date (approved by the Minister)		
July 2022	21,570.00	Refund of three Special Prospecting Authority application fees
February 2023	283.00	Payment for the remaining portion of the application fee
February 2023	325.00	Payment for the remaining portion of the application fee
February 2023	566.00	Payment for the remaining portion of the application fee for two tenements
Payment date (approved by the Governor ^a)		
July 2022	9,813,562.58	Royalty refund
August 2022	14,881,136.99	Royalty refund
December 2022	7,863,110.44	Royalty refund
February 2023	11,314,746.58	Royalty refund
June 2023	6,587,247.67	Royalty refund
Total acts of grace – administered	50,482,548.26	
Controlled funds		
Payment date (approved by the Minister)		
November 2022	189.00	Licencing fee refund
February 2023	1,550.00	Refund of application fee
Total acts of grace – controlled	1,739.00	
Grand total acts of grace payments	50,484,287.26	

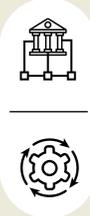
(a) Section 80(1) and (2) of the *Financial Management Act 2006* and Financial Management Regulation 8 provide that the Treasurer may approve an act of grace payment of up to \$250,000 and where the payment exceeds that amount prior approval of the Governor must be sought.



Expenditure of advertising, market research, polling and direct mail

In accordance with section 175ZE of the *Electoral Act 1907*, the department incurred the following expenditure in advertising, market research, polling, direct mail and media advertising. Expenditure was incurred in the following areas detailed below.

Electoral Act 1907					
Organisation	Amount	Total	Organisation	Amount	Total
Advertising Agencies		\$720,476	Law Society of WA	\$264	
Initiative	\$469,611		CareerHub Pty Ltd	\$182	
State Law Publisher	\$74,180		YM Careers	\$133	
Platform Communications	\$46,805		Analysis and Policy Observatory	\$125	
Carat Australia Media Services Pty Ltd	\$30,827		Environmental Jobs Network	\$110	
National Indigenous Times News Pty Ltd	\$25,600		Visability Ltd	\$95	
Mintox Media	\$23,840		Direct Mail Organisations		\$47,130
Department of the Premier and Cabinet	\$14,912		CreateSend.com	\$29,494	
Norlap Creative	\$11,625		Quickmail	\$13,609	
Thomsonreuters	\$4,162		Campaign Monitor	\$2,973	
Farm Guide	\$3,060		Australia Post	\$1,054	
Minesite 2022	\$2,138		Market Research Organisations		\$95,263
The Islander	\$2,039		Ipsos Pty Ltd	\$59,858	
The Nexus Network	\$1,800		Evenergi Pty Ltd	\$28,700	
East Kimberley Tourist Book	\$1,760		Survey Monkey	\$6,705	
The Atoll	\$1,421		Media Advertising Agencies		\$58,856
Mulga Mail	\$1,226		LinkedIn	\$37,614	
Indigenous Employment Australia	\$1,069		TikTok	\$16,000	
Nu Tel Publishing	\$995		Facebook	\$4,057	
Concept Media	\$948		PAKAM	\$1,000	
Lawyers Weekly	\$599		Podbean.com	\$185	
Australian Institute of Occupational Hygienists	\$500		Grand total		\$921,725
Access Community Engagement Services	\$450				



International Labour Organization Convention 81: Labour inspections

Australia is a member nation of the International Labour Organization. The Organization is the peak international organisation responsible for setting international labour standards through the development and monitoring of international conventions and recommendations. The Australian Government ratified International Labour Organization Convention 81 – Labour inspections on 24 June 1975. Article 21 of Convention requires certain information to be published in annual reports for each of the central inspection authorities. In Western Australia, the department is the central authority responsible for conducting inspections for wages and conditions of employment, and workplace safety.

Relevant laws and regulations

The reporting in this section relates to inspection services deliver by the department during 2022–23 for: workplace safety under the *Work Health and Safety Act 2020*; and wages and conditions of employment under the:

- *Industrial Relations Act 1979 (IR Act)*;
- *Minimum Conditions of Employment Act 1993*;
- *Long Service Leave Act 1958*; and
- *Children and Community Services Act 2004*.

Inspection staff

During 2022–23 the department employed the full-time equivalent of 195.9 workplace safety inspectors¹ and 8.9 industrial relations inspectors.

¹ Positions occupied by persons appointed as inspectors under the *Work Health and Safety Act 2020*, including those in managerial roles and investigative roles, across business areas regulating all industry sectors, as at 30 June 2023.

Workplaces liable for inspection in WA

At the beginning of the reporting period, the total number of businesses operating in WA was 242,139.

During 2022–23, 1.51 million people were employed in WA.

It should be noted that workplaces covered by the Comcare system for workers’ compensation are subject to the Commonwealth’s work health and safety legislation, and are therefore outside of the jurisdiction of the State system for workplace health and safety. It should be also noted that the WA industrial relations system applies only to unincorporated businesses, the State’s public sector, and local government (from 1 January 2023). It is estimated that about one third of WA employees are covered by the State system.

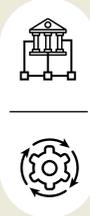
Inspections conducted

Type of inspection ^(a)	Inspections conducted in 2022–23 ^(b)
Employers inspected under the IR Act	93
Site inspections under the WHS Act	7212

(a) Excludes dangerous goods safety activities.

(b) Excludes Indian Ocean Territories site visits.





Inspection outcomes

Each year the department undertakes proactive campaigns targeting employer activities in different industries. In 2022–23 safety inspectors continued to focus on construction and asbestos removal. Proactive campaigns were conducted in relation to education and fast food, with moderate compliance in both sectors.

At the same time industrial inspectors continued to focus on conducting proactive inspections of cafes and restaurants within the hospitality industry. The proactive inspections are still currently ongoing, however, a high level of non-compliance is anticipated based on previous campaigns in the industry.

Workplace safety enforcement			
	2020–21	2021–22	2022–23
Number of convictions	23	30	24
Total of fines imposed	\$2,139,750	\$4,883,250 ^(a)	\$4,943,000

(a) Total penalties amended from published figure in the 2021–22 Annual Report for reduced fine after successful appeal by the respondent party.

Of the 93 employer inspections conducted in 2022–23 under the IR Act, 24 separate breaches of awards, agreements or legislation were identified. A total of \$669,728 in wages and other entitlements was recovered for WA workers covered by State employment laws. Seven enforcement proceedings were finalised during the period, resulting in pecuniary penalties of \$147,025.

Industrial accidents and occupational diseases

In Western Australia, a lost time injury or disease (LTI/D) is defined as one day/shift lost or more. Unless specified otherwise, LTI/D data is based on worker's compensation claims for work-related injuries and diseases supplied by WorkCover WA that involve one or more days off work, as a result of a work-related incident. The LTI/D frequency and incidence rate are the principle measure of safety/performance in Western Australia, and are used to monitor performance against national targets.

Report on lost time injury or diseases statistics for Western Australia ^{(d) (e)}					
	2020–21 revised data	2021–22 preliminary data	Yearly trend	5 year trend	5 year trend
Frequency rate ^(b)	7.35	7.48	▲ 1.68%	+0.34	▲ 4.79%
Incident rate ^(c)	1.20	1.22	▲ 1.68%	+0.02	▲ 1.56%

(b) Frequency rate = number of LTI/Ds / number of hours worked x 1,000,000.

(c) Incident rate = number of LTI/Ds / number of workers x 100.

(d) Figures have been rounded to two decimal places.

(e) Frequency and incident rates have been calculated using denominators sourced from a private data set provided by Safe Work Australia. Rates for 2021–22 have been calculated using denominators from 2020–21 as these are the latest available.

Information on disease groups that are being monitored at a national level can be accessed on the Safe Work Australia website: www.safeworkaustralia.gov.au.

Government policy requirements

A State department's annual report provides a view on the financial and non-financial performance of that department. The Government sets out additional specific reporting on its policies to be included into the annual reports. This section covers DMIRS results in respect of those reporting requirements for 2022–23.



Substantive equality

The department recognises the diversity of our stakeholders and is committed to ensuring the principles of the policy framework for substantive equality are included in our policies, plans and service delivery. This is demonstrated in the work that has continued to be undertaken this year in response to our:

- Diversity and Inclusion Plan;
- Multicultural Plan (refer to page 147); and
- Diversity Access and Inclusion Plan (refer to page 133).

Another example is the Empowering Consumers with Disability forum DMIRS held in August 2022, refer to page 27.

As a new Diversity and Inclusion Plan and a combined Diversity and Inclusion and Multicultural Plan are currently being developed for the coming years, achieving substantive equality will continue to be a key consideration.

Occupational safety, health and injury management

Commitment

DMIRS commitment to a healthy and safe workplace begins at the highest level with the Director General and Executive Leadership Group. The department ensures the health and safety of its workers while they are at work, and others who may be affected by the carrying out of work, so far as is reasonably practicable. As the department that assists the regulator in the administration of the *Work Health and Safety Act 2020* (the Act), the department is committed to setting an example as a safety leader within the field of work health and safety (WHS).

The executive's commitment is further demonstrated by support for the department's Working on Wellness (WOW) program; continuous improvement of the mental health awareness training for employees and leaders; and involvement in the Health and Safety Committee (HSC).

The same level of commitment to health and safety is also reflected through our workers enthusiastic involvement in the WOW program; their attendance at mental health training sessions; and the number of committed health and safety representatives, first aid officers, mental health first aid officers and fire wardens. In addition, demonstrating the department's safety culture, workers are fully involved in identifying, eliminating or otherwise managing WHS risks and hazards.

Consultation

The HSC is a formal committee established under the Act that facilitates consultation and cooperation to develop and carry out measures to ensure health and safety at work. The HSC membership consists of management representatives from DMIRS five Groups, and all health and safety representatives who represent workers.

In addition to the HSC, under sections 51–54 of the WHS Act, the work health and safety team have carried out extensive consultation with DMIRS workers to establish work groups. Members of the newly established work groups have elected individuals to represent them on health and safety matters. DMIRS now have 26 work groups that include 27 health and safety representatives and three deputy health and safety representatives. Moreover, the department has demonstrated a commitment to consultation through the:

- implementation of WHS laws roadmap;
- health and safety representatives annual forum;
- WHS excellence awards; and
- development of a potentially traumatic response process.

Work Health and Safety Management System

Following on from the 2022 work health and safety management system WorkSafe Plan audit, conducted by the department's internal audit team, DMIRS established an Executive Leadership Group steering committee that appointed four working groups, each with an executive sponsor, to address and implement the 30 audit recommendations. The recommendations are being addressed in consultation with stakeholders including the HSC, health and safety representatives and members of the WHS and assets teams. The department anticipates that the WHS management system will be externally audited during 2024.



Injury management

The department manages all workers' compensation claims in a fair, equitable and efficient manner, in accordance with our legislative requirements. DMIRS is committed to supporting employees who are injured in the course of their duties so they are assisted back to meaningful and productive work as soon as possible. The same rigorous principles are applied when managing non-work related injuries and illness, and work related injuries that do not result in a workers' compensation claim, ensuring fairness, equitability and efficiency.

In 2022–23, the department has reported an increase in the lost time injury and/or disease incidence rate and the severity rate. DMIRS continues to have low levels of workers' compensation claims compared to industry benchmarks. The department had eight accepted workers' compensation claims in the financial year, all of which were lost time injuries. Five claims were psychological in nature and incurred or were estimated to incur, more than 60 days lost time. While the percentages of staff who returned to work within 13 and 26 weeks remains below the target of 80 per cent, due to the nature and complexity of the injuries, the overall number of accepted workers' compensation claims has decreased.





Report on performance

Measure	Actual results			Results against target	
	2020–21	2021–22	2022–23	Target	Comment on result
Number of fatalities	0	0	0	0	Target achieved.
Lost time injury and/or disease incidence rate	0.62	0.39	0.43	0 or 10% reduction	This is a 10% increase.
Lost time injury and/or disease severity rate	40.0	50.0	62.5	0 or 10% reduction	<ul style="list-style-type: none"> 12.5% increase. 8 accepted claims lodged in 2022–23, of which 5 were psychological claims incurring over 60 days lost time.
% of injured workers returned to work:	60%	67%	50%	Greater than or equal to 80%	The below target percentages of injured staff returned to work are indicative of the five psychological claims reported in this period and the complexity of their injuries and return to work programs.
i) within 13 weeks	40%	67%	25%		
ii) within 26 weeks	60%	67%	50%		
% of managers trained in Occupational Safety and Health management responsibilities, including refresher training within three years	85%	83%	85%	Greater than or equal to 80%	Target achieved.

WA Multicultural Policy Framework



The department is committed to creating a diverse workforce with a range of skills, experiences and perspectives reflective of the Western Australian community. To support our diverse workforce, we strive to maintain an inclusive workplace culture where all staff are valued, respected and connected. The department embraces multiculturalism and is committed to implementing and monitoring the policy priorities of the Western Australian Multicultural Policy Framework.

Policy priority	DMIRS initiatives and achievements	
Policy priority 1: Harmonious and inclusive communities	Hosted and presented a Diversity and Inclusion Excellence awards on 15 November 2022.	Awards recognised employees' impact in progressing and valuing diversity and inclusion in the workplace.
Policy priority 2: Culturally responsive polices, programs and services	Languages services policy and guidelines were released in March 2023. The policy outlines key principles to be applied and the guideline assists staff with understand customer needs, interpreter roles, and effective collaboration.	Ensures the provision of accessible, professional and responsive services to meet the needs of customers and provides access to interpreters and translators at no cost.
	Promoted the Aboriginal and Torres Strait Islander cultural awareness training that was launched November 2022, with 1275 employees completing the training.	The online course was supported with 84 staff attending the six face-to-face training sessions facilitated by Kambarang Services.
Policy priority 3: Economic, social, cultural, civic and participation	Provided ongoing support to the Aboriginal Employment Program, which included hosting the annual open day to encourage applicants to apply for positions at DMIRS.	At the 2022 open day, previous Aboriginal Employment Program staff members provided a synopsis of a day in the life of a DMIRS employee.
	In response to the Multicultural Plan's recommendations, an Aboriginal Consumers Consultation survey was launched.	The third Aboriginal Consumers Count survey was conducted over 12 weeks saw 124 responses, including from 17 organisations.

Agency capability review update

DMIRS was one of the first agencies to participate in the Public Sector Commission's Agency Capability Review program. The purpose of this program is to identify the current state of an agency and how well placed they are to deal with any future challenges.

The department received its *Agency Capability Review* report in July 2022 which contained a number of observations of good performance approaches which held us in good stead for meeting future challenges. The Report also identified a number of opportunities for strengthening our capability. Many of those opportunity areas were matters the department had already identified internally and had processes in place to deliver improvements, however there were a few new topics identified which DMIRS commenced to action during the 2022–23 period. Most of these actions are coming to completion but DMIRS recognises that many areas will require continuous improvement reflective of responding to a changing environment. Further details are available on the department's website.

Reviewing our structure

A key recommendation from the *Agency Capability Review* report, and an outcome from our own strategic planning process was to conduct a broader review of our department's structure. In response to this, in 2022–23 we commenced a project to review our high level management structure and placement of functions within these. The focus of this project was to ensure our organisational structure and operations are configured in a way to achieve efficiencies in helping us to continue to meet strategic objectives and drive collaboration.

Aboriginal Empowerment Unit

- The Aboriginal Empowerment Unit was established in line with the Department's Aboriginal Empowerment Initiative.
- Steering committee and working group have been formed to progress the Units' strategic direction and to identify opportunities for partnerships, collaborations and shared decision making with other areas within DMIRS.
- An Aboriginal engagement framework has been developed and further recruitment is occurring.

Enhancing regulatory knowledge

A number of recommendations in the report focus on building on the department's current regulatory knowledge and reputation. It was acknowledged that staff have regulation skills specific to their work areas and a strong national reputation in some areas of regulatory work, however would benefit from implementing initiatives to strengthen these. To address this, we are focusing on developing a set of common, generic regulatory competencies for the agency, establishing a whole of department statement of regulatory intent, continuing our involvement in communities of practice and increasing staff participation in regulatory training programs. These initiatives will bring benefits such as creating a greater awareness of our role as regulator in the community and across the agency, allowing us to focus our efforts on where they are most needed, improving our regulatory efficiency, and enabling greater levels of flexibility and career progression.





Board and committee remuneration

The department is required to report on the individual and aggregate costs of remunerating all positions on boards and committee as defined in *Premier's Circular 2022/02 – State Government Boards and Committees*. During 2022–23 the Public Sector Commission reviewed the remuneration rates for some of the boards and committees with the new rates effective from 16 September 2022, and consequently some sitting fees will be in the form of ranges.

The State Government is committed to increasing the representation of women on boards and committees, currently the target is 50 per cent representation of women. Each table in this section displays representation of women in board or committee membership as at 30 June 2023 and indicated by:



The department's boards and committees are consumer, industry and safety focused and as a result appropriate diversity in the range of knowledge, skills, expertise and experiences are highly sought. DMIRS boards and committees considered having a good balance of knowledge, skill, expertise and experience are indicated by:



Expertise and diversity will be self-assessed regularly to ensure the membership is reflective of the WA community and contemporary for the board/committee purpose.

Audit and Risk Committee



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Andrew Cox	Per meeting	12 months	\$5,230	\$20,920
Member	Santa Cardenia	Ineligible	12 months	\$0	\$0
Member	Stuart Cowie	Ineligible	12 months	\$0	\$0
Member	Kate Wang	Ineligible	12 months	\$0	\$0
Member	Brian Roche	Ineligible	12 months	\$0	\$0
Total					\$20,920

The Audit and Risk Committee is an independent committee with all appointments from outside of the department in compliance with Treasurer's Instruction 1201.



WA Building and Construction Consultative Committee

The Western Australian Building and Construction Consultative Committee was established in 2022 to provide a forum for a high level dialogue between the State Government, employers, representative associations and unions on significant issues in the commercial construction sector. During its first year, the committee has undertaken a comprehensive strategic planning process which has included consideration of major economic, procurement, workforce and training issues for the commercial construction sector.

Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Reg Howard Smith	Annual	12 months	\$31,750	\$31,750
Member	Paul Hurwitz	Full/half day	12 months	\$537/\$825	\$0
Member	Carl Copeland	Full/half day	12 months	\$537/\$825	\$0
Member	Michael Buchan	Full/half day	12 months	\$537/\$825	\$0
Member	Peter Carter	Full/half day	12 months	\$537/\$825	\$0
Member	Brian Bintley	Full/half day	12 months	\$537/\$825	\$0
Member	Lisa Judge	Full/half day	12 months	\$537/\$825	\$0
Member	Sandra Lovaas	Full/half day	12 months	\$537/\$825	\$0
Member	Richelle Cuthbertson	Full/half day	12 months	\$537/\$825	\$2,148
Member	Sandra Brewer	Full/half day	12 months	\$537/\$825	\$1,611
Member	Daniel Perkins	Full/half day	12 months	\$537/\$825	\$0
Member	Murray Thomas ¹	Full/half day	3 month	\$537/\$825	\$537
Member	Darren Kavanagh	Ineligible	12 months	\$0	\$0
Member	Damien Martin	Ineligible	12 months	\$0	\$0
Member	Jodie Wallace	Ineligible	12 months	\$0	\$0
Member	Kyla Jones ²	Full/half day	6 months	\$537/\$825	\$537
Total					\$36,583

¹ Murray Thomas was appointed in April 2023 to represent the Master Plumbers and Gasfitters Association of WA.

² Kyla Jones, representing the Master Plumbers and Gasfitters Association of WA ceased being a member in December 2022.



Building Services Board



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Venetia Bennett	Full/half day	12 months	\$758/\$498	\$6,302
Deputy	Serena Giudice	Full/half day	12 months	\$498/\$325	\$5,825
Member	Joanne Motteram	Full/half day	12 months	\$498/\$325	\$4,634
Member	Jack Mast	Full/half day	12 months	\$498/\$325	\$5,132
Member	Michael Adams	Full/half day	12 months	\$498/\$325	\$4,959
Member	Jason Pennings	Full/half day	12 months	\$498/\$325	\$4,634
Member	Jeya Ramanathan	Full/half day	12 months	\$498/\$325	\$4,634
Member	Angela Lefante	Full/half day	12 months	\$498/\$325	\$5,457
Member	Fiona Duffy ¹	Full/half day	5 months	\$498/\$325	\$2,317
Total					\$43,894

¹ Fiona Duffy was appointed in January 2023.



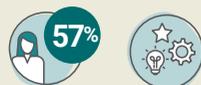
Charitable Collections Advisory Committee

Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Annette Frazer	Half day	12 months	\$370	\$3,700
Member	Henry (Han Kee) Thong	Half day	12 months	\$250	\$2,250
Member	Dr Jane Hutchison	Half day	12 months	\$250	\$2,750
Member	Mick Tuteja	Half day	12 months	\$250	\$2,500
Member	Rachelle Spyker	Half day	12 months	\$250	\$2,000
Total					\$13,200



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Peter Beveridge ¹	Full/half day	7 months	\$510/\$330	\$4,380
Chair	Susan Chew ²	Full/half day	2 months	\$510/\$330	\$1,020
Member	Christopher Sweeting	Full/half day	12 months	\$340/\$220	\$4,050
Member	Gillie Anderson ³	Full/half day	9 months	\$340/\$220	\$2,460
Member	David von Kelaita ³	Full/half day	9 months	\$340/\$220	\$2,580
Member	Luke Murphy ³	Full/half day	9 months	\$340/\$220	\$2,580
Member	Baldwin Javangwe ³	Full/half day	9 months	\$340/\$220	\$2,140
Member	Lyndsay O’Connell ⁴	Full/half day	9 months	\$340/\$220	\$2,580
Member	Melissa Mammone	Ineligible	12 months	N/A	\$0
Member	Momcilo Andric ⁵	Full/half day	1 month	\$340/\$220	\$340
Member	Geoff Kelly ⁵	Full/half day	1 month	\$340/\$220	\$340
Member	Peter Carter ⁵	Full/half day	1 month	\$340/\$220	\$340
Member	Natalia Kostecki-Baranski ⁵	Full/half day	1 month	\$340/\$220	\$680
Total					\$23,490

- 1 Peter Beveridge’s term expired in January 2023 and was not reappointed, however, continued as Board Chair up to and including the March 2023 meeting to ensure continuity of the Board whilst a replacement was appointed (remuneration reflects this).
- 2 Susan Chew was appointed in April 2023.
- 3 Gillie Anderson, David von Kelaita, Luke Murphy, and Baldwin Javangwe were appointed in September 2022.
- 4 Lyndsay O’Connell was appointed in September 2022 and resigned in June 2023.
- 5 Momcilo Andric, Geoff Kelly, Peter Carter and Natalia Kostecki-Baranski term expired at the end of July 2022.



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Shona Zulsdorf ¹	Full/half day	9 months	\$689/\$451	\$7,103
Chair	Rebecca Johnston ²	Full/half day	10 months	\$689/\$451	\$3,455
Deputy	Rebecca Johnston ²	Full/half day	2 months	\$451/\$298	\$2,067
Member	Laura Groves ³	Full/half day	2 months	\$451/\$298	\$1,353
Member	Murray Thomas	Full/half day	12 months	\$451/\$298	\$5,106
Member	Brian Bintley	Full/half day	12 months	\$451/\$298	\$4,204
Member	Michael Wynne	Full/half day	12 months	\$451/\$298	\$5,412
Member	Gladys Demissie	Full/half day	12 months	\$451/\$298	\$4,961
Member	Tehani Mahony	Full/half day	12 months	\$451/\$298	\$3,906
Total					\$37,567

- 1 Shona Zulsdorf's term expired in March 2023 and was not reappointed.
- 2 Rebecca Johnston was appointed as Board Chair in April 2023, prior to this was the Deputy Chair.
- 3 Laura Groves was appointed as Deputy Board Chair in April 2023.

Motor Vehicle Industry Advisory Committee

The terms of the Motor Vehicle Industry Advisory Committee membership expired on 30 April 2021 and no further meetings have been held. Matters relating to the operational and effectiveness of the committee under the *Fair Trading Act 2010* are on the list for review when amendments are next proposed. Further reporting against this committee in the Annual Report will be on hold pending formal re-establishment of the committee.

Mines Survey Board

The Mines Survey Board was replaced by the Surveyors Competence Advisory Committee on 6 May 2022. There is no statutory remuneration attached to the committee therefore it has been deemed that Surveyors Competence Advisory Committee does not meet the reporting threshold as per *Premier's Circular 2022/02 – State Government Boards and Committees*.

Consumer Advisory Committee



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Scott Phillips	Half day	12 months	\$380	\$2,660
Member	Chrisandra Lukjanowski ¹	Half day	12 months	\$250	\$1,250
Member	Linda Castle ²	Half day	4 months	\$250	\$1,250
Member	Amy Pereira ³	Half day	1 months	\$250	\$500
Member	Kathryn Lawrence ⁴	Half day	1 months	\$250	\$500♦
Member	Roberta Grealish	Half day	12 months	\$250	\$1,500
Member	Danielle Loizou-Lake	Half day	12 months	\$250	\$1,500
Member	Ron Chamberlain ⁵	Half day	8 months	\$250	\$1,000
Member	Luke Garswood ⁶	Half day	6 months	\$250	\$500
Member	Roslyn Harley ⁶	Half day	6 months	\$250	\$500
Member	Dr Jennie Gray ⁷	Half day	6 months	\$250	\$750
Member	Gary Newcombe ⁸ – Commissioner for Consumer Protection	Ineligible	6 months	N/A	\$0
Member	Patricia Blake ⁸ – Commissioner for Consumer Protection	Ineligible	6 months	N/A	\$0
Total					\$11,910

1 Also referred to as Sandy Lukjanowski.

2 Linda Castle ceased being a member in October 2022.

3 Amy Pereira ceased being a member in August 2022.

4 Kathryn Lawrence ceased being a member in July 2022, ♦ includes outstanding payment for 2021–22.

5 Ron Chamberlain was appointed in October 2022.

6 Luke Garswood and Roslyn Harley were appointed in January 2023.

7 Jennie Gray ceased being a member in December 2022.

8 Gary Newcombe retired in December 2022 and was replaced by Patricia Blake as Commissioner for Consumer Protection.

Legislative Advisory Committee



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022-23
Chair	Darren Kavanagh – WorkSafe Commissioner	Ineligible	12 months	\$0	\$0
Member	Christina Folley – (acting) Director WorkSafe Mines Safety	Ineligible	12 months	\$0	\$0
Member	Owen Whittle – UnionsWA – worker representative	Eligible, decision on hold	12 months	\$0	\$0
Member	Elysha Millard ¹	Half day	N/A	\$249	\$249♦
Member	Laila Nowell – Chamber of Minerals and Energy WA	Did not claim	12 months	\$0	\$0
Member	Paul Moss ² – Chamber of Commerce and Industry WA	Did not claim	2 months	\$0	\$0
Member	Jennifer Low ³ – Chamber of Commerce and Industry WA	Did not claim	7 months	\$0	\$0
Total					\$249

- 1 Elysha Millard ceased being a member in April 2022, ♦ includes outstanding payment for 2021-22.
- 2 Paul Moss, representing Chamber of Commerce and Industry WA ceased being a member in September 2022.
- 3 Jennifer Low was appointed in December 2022 to represent the Chamber of Commerce and Industry WA.



Property Industry Advisory Committee



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022-23
Chair	Mr Gary Newcombe ¹ – Commissioner for Consumer Protection	Ineligible	6 months	N/A	\$0
Chair	Ms Patricia Blake ¹ – Commissioner for Consumer Protection	Ineligible	6 months	N/A	\$0
Member	Ms Suzanne Brown	Did not claim	12 months	\$0	\$0
Member	Ms Andrea Constable	Did not claim	12 months	\$0	\$0
Member	Mr Dion Dosualdo	Did not claim	12 months	\$0	\$0
Member	Ms Elizabeth Florence	Did not claim	12 months	\$0	\$0
Member	Ms Cath Hart	Did not claim	12 months	\$0	\$0
Member	Mr Patrick Lilburne	Did not claim	12 months	\$0	\$0
Member	Ms Christine Bradbury	Did not claim	12 months	\$0	\$0
Member	Mr Rajiv Rajan	Did not claim	12 months	\$0	\$0
Total					\$0

Although eligible for sitting fees, all industry members of the Property Industry Advisory Committee have declined payment.

Cabinet endorsed the Minister's appointments of the members to Property Industry Advisory Committee on 7 June 2022, with the exception of the appointment of Suzanne Brown, which was considered separately. Cabinet endorsed Suzanne Brown's appointment to the committee on 11 July 2022.

The following members terms ceased on 30 June 2022: Fran Andrews, Lisa Joyce, Catherine Lezer and Neville Pozzi.

¹ Gary Newcombe retired in December 2022 and was replaced by Patricia Blake as Commissioner for Consumer Protection.

Mining and Petroleum Advisory Committee



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Dr Patricia Todd – Independent Chair	Annual	9 months	\$22,225	\$16,669
Member	Darren Kavanagh – WorkSafe Commissioner	Ineligible	9 months	\$0	\$0
Member	Christina Folley – (acting) Director WorkSafe Mines Safety	Ineligible	9 months	\$0	\$0
Member	Stephen Emery ¹ – (acting) Director WorkSafe Petroleum Safety and Dangerous Goods	Ineligible	6 months	\$0	\$0
Member	Vanessa Colmer ² – Chamber of Minerals and Energy WA	Did not claim	7 months	\$0	\$0
Member	Laila Nowell – Chamber of Minerals and Energy WA	Did not claim	9 months	\$0	\$0
Member	Samantha Panickar – Association of Mining and Exploration Companies	Half day	9 months	\$376	\$376
Member	Dr Michael Hamblin – Australian Petroleum Production and Exploration Association	Did not claim	9 months	\$0	\$0
Member	Glenn McLaren – UnionsWA	Eligible, decision on hold	9 months	\$0	\$0
Member	Gregory Busson – UnionsWA	Eligible, decision on hold	9 months	\$0	\$0
Member	Jennifer Craig – UnionsWA	Half day	9 months	\$376	\$752
Member	Christopher Nelson – UnionsWA	Eligible, decision on hold	9 months	\$0	\$0
Member	Ivy Chen – Independent member	Did not claim	9 months	\$0	\$0
Member	Sabina Shugg ³ – Independent member	Did not claim	9 months	\$0	\$0
Member	Linda (Jane) Cutler ⁴ – Independent member	Half day	7 months	\$376	\$376
Total					\$18,173

The Mining and Petroleum Advisory Committee replaces the Mining Industry Advisory Committee with the last meeting held on 17 August 2022.

1 Stephen Emery was a member from October 2022 to March 2023.

2 Vanessa Colmer representing the Chamber of Minerals and Energy WA was a member from October 2022 to April 2023.

3 Sabina Shugg was not eligible for remuneration until May 2023 and did not claim once eligible.

4 Linda Cutler was a member from October 2022 to April 2023.



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Christina Folley – (acting) Director WorkSafe Mines Safety	Ineligible	3 months	\$0	\$0
Member	Graham James – Project Manager WorkSafe Safety Renewal System	Ineligible	3 months	\$0	\$0
Member	Glenn McLaren – UnionsWA	Did not claim	3 months	\$0	\$0
Member	Gregory Stagbouer – Expert member	Did not claim	3 months	\$0	\$0
Member	Dr Gary Bryant – Expert member	Did not claim	3 months	\$0	\$0
Member	Meagan Smart – Expert member	Half day	3 months	\$261	\$1,044
Member	Vanessa Colmer – Chamber of Minerals and Energy WA	Did not claim	3 months	\$0	\$0
Member	Helen Anderson ¹ – Expert member	Half day	1 month	\$261	\$522
Member	Gregory Busson – UnionsWA	Did not claim	3 months	\$0	\$0
Member	Samantha Panickar – Association of Mining and Exploration Companies	Half day	3 months	\$261	\$1,044
Member	Laila Nowell ³ – Chamber of Minerals and Energy WA	Did not claim	3 months	\$0	\$0
Member	Elysha Millard ²	Half day	N/A	\$261	\$522♦
Total					\$3,132

The Mining Industry Advisory Committee was formally replaced by the Mining and Petroleum Advisory Committee on 30 September 2022.

Pearl Lim was listed in the 2021–22 Annual Report as a member however, did not attend any meetings in 2022–23 and was not replaced by a proxy due to the imminent closure of the committee in September 2022.

- 1 Helen Anderson ceased being a member in July 2022.
- 2 Elysha Millard ceased being a member in April 2022, ♦ includes outstanding payment for 2021–22.
- 3 In the 2021–22 Annual Report Laila Nowell was incorrectly listed as having one month membership to the Mining Industry Advisory Committee. Laila did not start with the committee until July 2022.

Agricultural Safety Advisory Committee



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022-23
Chair	Darren Kavanagh – WorkSafe Commissioner	Ineligible	12 months	\$0	\$0
Member	Nigel Martin – WorkSafe Regional and Primary Industries	Ineligible	12 months	\$0	\$0
Member	Julii Gaunt – WorkSafe Inspector	Ineligible	12 months	\$0	\$0
Member	Stephen Brown – WA Vegetable Growers Association	Did not claim	12 months	\$0	\$0
Member	Maree Gooch – Safe Farms WA	Did not claim	12 months	\$0	\$0
Member	Sheldon Mumby – Pastoralists and Graziers Association WA	Did not claim	12 months	\$0	\$0
Member	Darren Spencer – WA Shearing Industry Association	Half day	12 months	\$238-249	\$249
Member	Nicola Kelliher – Country Women’s Association WA	Did not claim	12 months	\$0	\$0
Member	Marie Donato – Motor Traders Association WA	Did not claim	12 months	\$0	\$0
Member	Peter Nunn – Chamber of Commerce and Industry WA	Half day	12 months	\$238-249	\$238
Member	John Henchy – Farm Machinery and Industry Association	Did not claim	12 months	\$0	\$0
Member	Trevor Whittington – WA Farmers	Half day	12 months	\$238-249	\$249
Member	Dr Marcus Cattani – Edith Cowan University – expert member	Did not claim	12 months	\$0	\$0
Member	Antony Pearson – Unions WA – worker representative	Did not claim	12 months	\$0	\$0
Total					\$736

The Agricultural Safety Advisory Committee formally replaces the Agricultural Working Group, with the last meeting held in February 2022.

The Agricultural Safety Advisory Committee met for the first time on 2 September 2022.

Construction Industry Safety Advisory Committee



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Darren Kavanagh – WorkSafe Commissioner	Ineligible	12 months	\$0	\$0
Member	Tony Poulton – WorkSafe Construction Team	Ineligible	12 months	\$0	\$0
Member	Steve McCartney ¹ – UnionsWA – worker representative	Ineligible – proxy attended	12 months	\$0	\$0
Proxy	Glenn McLaren ¹	Did not claim	N/A	\$0	\$0
Member	Bob Benkesser – UnionsWA – worker representative	Eligible, decision on hold	12 months	\$0	\$0
Member	Owen Whittle ² – UnionsWA – worker representative	Eligible, decision on hold	1 month	\$0	\$0
Member	Kari Pnacek ³ UnionsWA – worker representative	Eligible, decision on hold	6 months	\$0	\$0
Member	Kim Drew – Chamber of Commerce and Industry WA	Did not claim	12 months	\$0	\$0
Member	Libby Pracilio – Housing Industry Association WA	Did not claim	12 months	\$0	\$0
Member	Michael Timpson ⁴ – Master Builders Association WA	Half day	5 months	\$238–249	\$736
Member	Brett Mainwaring ⁵ – Master Builders Association WA	Half day	8 months	\$238	\$714
Total					\$1,450

1 Glenn McLaren attended Construction Industry Safety Advisory Committee meetings in 2022–23 as a proxy for Steve McCartney.

2 Owen Whittle, representing UnionsWA as a worker representative ceased being a member in July 2022.

3 Kari Pnacek was appointed in July 2022 to represent UnionsWA as a worker representative until December 2022.

4 Michael Timpson, representing the Master Builders Association WA ceased being a member in November 2022.

5 Brett Mainwaring was appointed in November 2022 to represent the Master Builders Association WA.

Work Health and Safety Committee



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Dr Patricia Todd – Independent Chair	Annual	12 months	\$22,691–31,750	\$29,085
Member	Darren Kavanagh – WorkSafe Commissioner	Ineligible	12 months	\$0	\$0
Member	Christina Folley – (acting) Director WorkSafe Mines Safety	Ineligible	12 months	\$0	\$0
Member	Paul Moss ¹ – Chamber of Commerce and Industry WA	Did not claim	3 months	\$0	\$0
Member	Jennifer Low – Chamber of Commerce and Industry WA	Half day	12 months	\$369–537	\$4,665
Member	Owen Whittle – UnionsWA	Eligible, decision on hold	12 months	\$0	\$0
Member	Glenn McLaren – UnionsWA	Eligible, decision on hold	12 months	\$0	\$0
Member	Naomi McCrae – UnionsWA	Eligible, decision on hold	12 months	\$0	\$0
Member	Dr Jacqueline (Lin) Fritschi – Expert member	Half day	12 months	\$369–537	\$3,195
Member	Dr Matthew Davies – Expert member	Half day	12 months	\$369–537	\$4,665
Member	Dr Julia Norris ² – Expert member	Half day	4 months	\$369–537	\$2,262
Member	Elysha Millard ³	Half day	N/A		\$396♦
Member	Robert Carruthers ⁴ – Chamber of Minerals and Energy WA	Did not claim	1 month	\$0	\$0
Member	Laila Nowell ⁵ – Chamber of Minerals and Energy WA	Did not claim	4 months	\$0	\$0
Total					\$44,268

1 Paul Moss, representing the Chamber of Commerce and Industry WA ceased being a member in September 2022.

2 Julia Norris as an independent expert member ceased being a member in October 2022.

3 Elysha Millard ceased being a member in April 2022, ♦ includes outstanding payment for 2021–22.

4 Robert Carruthers was appointed to replace Elysha Millard for the balance of term of appointment and ceased being a member in August 2022.

5 Laila Nowell was appointed to replace Robert Carruthers for the balance of term of appointment as a temporary member from October to December 2022. Laila Nowell was later appointed to represent the Chamber of Minerals and Energy WA from February to March 2023.



Mining Competence Advisory Committee

In 2022–23, the Mining Competence Advisory Committee (MCAC) replaced the following boards;

- Board of Examiners – Mine Manager’s and Underground Supervisor’s Certificate Board – last meeting held 22 August 2022.
- Board of Examiners – Quarry Manager’s Certificate Board – last meeting held 30 August 2022.
- Board of Examiners – Winding Engine Driver’s Certificate Board – last meeting held 9 November 2020.

In Western Australia there are few shaft mines therefore request for new drivers are rare. As a result, no meeting were held during 2022–23 and no remuneration paid for the Winding Engine Driver’s Certificate Board. There is no statutory remuneration attached to MCAC therefore it has been deemed that the MCAC does not meet the reporting threshold as per *Premier’s Circular 2022/02 – State Government Boards and Committees*.

Board of Examiners – Mine Manager’s and Underground Supervisor’s Certificate Board



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Andrew Chaplyn – DMIRS-State Mining Engineer	Ineligible	2 months	N/A	\$0
Member	Anil Atri – DMIRS representative	Ineligible	2 months	N/A	\$0
Member	Sabina Shugg – Principle of the WA School of Mines	Did not claim	2 months	\$0	\$0
Member	Russell Cole – Chamber of Minerals and Energy WA	Did not claim	2 months	\$0	\$0
Member	Holly Allday – Chamber of Minerals and Energy WA	Did not claim	2 months	\$0	\$0
Total					\$0

Board of Examiners – Quarry Manager’s Certificate Board



Position	Name	Type of remuneration	Period of membership	Base salary / sitting fee	Remuneration 2022–23
Chair	Andrew Chaplyn – DMIRS-State Mining Engineer	Ineligible	2 months	N/A	\$0
Member	Anil Atri – DMIRS representative	Ineligible	2 months	N/A	\$0
Member	Claudia Baker – Department of Technical and Further Education	Did not claim	2 months	\$0	\$0
Member	Andrew Haslam – Chamber of Mines and Energy WA	Did not claim	2 months	\$0	\$0
Member	Roberts Murdoch – Chamber of Mines and Energy WA	Did not claim	2 months	\$0	\$0
Total					\$0