



Department of Local Government,
Industry Regulation and Safety



Work Health and Safety Commission

Annual report

2024-25



Acknowledgement of Country

The Work Health and Safety Commission respectfully acknowledges Aboriginal peoples as being the Traditional Custodians of Western Australia.

We acknowledge the enduring connection Aboriginal people continue to share with the land, sea, and sky through both their ancestral ties and custodianship to Country.

We pay our respect to Elders both past and present, and acknowledge the value brought through the collective contribution of Aboriginal and Torres Strait Islander peoples across Western Australia.

Statement of compliance



Hon Simone McGurk MLA
Minister for Industrial Relations

In accordance with Schedule 1 clause 20 of the *Work Health and Safety Act 2020* (WHS Act), I submit for your information and presentation to Parliament, the Annual Report of the Work Health and Safety Commission (Commission) for the financial year ending 30 June 2025.

This report includes the operations of the Mining and Petroleum Advisory Committee for the financial year ending 30 June 2025, in accordance with Schedule 1 clause 25 of the WHS Act.

Mr Owen Whittle
Chairperson
Work Health and Safety Commission
30 October 2025



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Report from the Chair



“ I am pleased to present the 2024-25 Work Health and Safety Commission Annual Report. ”

The Work Health and Safety Commission (Commission) and its advisory committees continued work throughout the 2024-2025 reporting period to improve Western Australia's workplace health and safety framework.

On 16 May 2025, Dr Patricia Todd stepped down from her role as Commission Chair after steering the Commission through the transition from the *Occupational Safety and Health Act 1984* to the *Work Health and Safety Act 2022*. As Chair, Dr Todd provided a balanced and fair approach and accommodated the perspectives of unions, employers, government and expert members. Her passion for workplace safety was evident throughout that transition, and the Commission thanks her for her dedication.

I was appointed as Chair in June 2025 after being a member of the Commission for approximately ten years and a member of several Commission advisory and working groups including the Legislative Advisory Committee and the Construction Industry Safety Advisory Committee.

The Commission's work in 2024-2025 focussed on continuing the national harmonisation process, the drafting and publishing of codes of practice and the development of other guidance material. This work will continue to be a priority as well as making sure previous material developed under the *Occupational Safety and Health Act 1984* is made contemporary.

The Commission is conscious of the importance of balancing consultation and appropriate timeliness with the work load of the officers of the WorkSafe Group (WorkSafe) of the Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) who coordinate with the Commission on the scoping, development and publishing of guidance documents.

The findings of a WorkSafe intern research project aimed at improving readability, usefulness and the effectiveness of codes of practice were presented to the Commission. The Commission will incorporate where appropriate, the recommendations of the intern research project when developing codes of practice. Findings include user preferences for:

- shifting towards simple language and sentences
- using highlight boxes to identify real life examples
- infographics
- utilising active language for impact rather than passive sentences
- having annotated illustrations and diagrams over photographs, and
- dense legal or technical content to be in appendices for ease of reference and improve usability.

After a period of discussion and consultation, Safe Work Australia determined that from 1 December 2026 a workplace exposure limit of 0.01 mg/m³ for diesel particulate matter (DPM) will commence. Currently no workplace exposure limit is set for DPM across general industries.

The workplace exposure standard for underground mining is referred to in the Work Health and Safety (Mines) Regulations 2022 and is currently set at 0.1 mg/m³ (measured as sub-micron elemental carbon).

Members of the Commission discussed the Safe Work Australia process and the workplace exposure of DPM. Three expert members undertook further research resulting in the presentation of their report at a Commission meeting which summarised the scientific issues relating to the measurement of DPM exposure and the health effects of that exposure.

The expert members reported on DPM measurement approaches, such as the positive linear trend between exposure to DPM exhaust and lung cancer, and as a consequence the Commission advises the DPM limit set should cover both general industries and mining.

The Commission notes the national decision on the workplace exposure limit for DPM will impact the health of workers and industry, and further discussions are taking place to develop a final position in WA.

Part of the Commission's key role, in collaboration with WorkSafe, is to support the training and development of health and safety representatives (HSRs). With the transition to the WHS Act, there is no longer a central database record of elected HSRs and therefore, no way to contact them directly with information and updates. The Commission was pleased WorkSafe developed a new online platform for HSRs known as *HSR Matters* which was launched in October 2024.

HSR Matters gives HSRs access to information, allows for engagement and the exchange of knowledge and insights. HSRs can seek advice and ask questions from WorkSafe, and check event notifications and other important promotions. The online hub also provides information for PCBUs and for training providers related to HSRs.

WorkSafe hosted a morning tea for HSRs on 11 December 2024 which was attended by over 100 HSRs. The Commission looks forward to similar events and continues to support the key role that HSRs play in the workplace health and safety system.

The Commission has continued to discuss the quality of delivery of high-risk work license and construction 'White card' training. The Commission liaised with the Training and Accreditation Council on an audit of high-risk work licences and is continuing to use the industry knowledge of Commission members to ensure compliance training is well-directed.

The previous Chairperson and the WorkSafe Commissioner reviewed the operation of Affected Families and Workers Advisory Committee to clarify its purpose, increase its effectiveness and make clear its role as an advisory committee to the WHSC. This has resulted in a new Terms of reference and better public communication of the role of this vital committee.

Other work of the Commission has included advising the Minister on the regulatory approach to using earthmoving machinery as a crane following industry concerns that a prescribed training course was not suitable and that consideration should be given to other training options.

The Commission received an audit report on the delivery of HSRs training by eight registered training organisations conducted during May to October 2024. The audit found compliance with the Commission's standards and noted the knowledge, wealth of experience and background in health and safety demonstrated by many of the trainers.

I would like to again thank Dr Patricia Todd for her work with the Commission during an incredibly important period, the strides made by the Commission in this time have made our State a safer and healthier place.

I would also like to thank other departing members, Ms Naomi McCrae and Ms Jennifer Low for the time and dedication they have given to the Commission, and the WorkSafe officers and Commission members for their contributions during this period.

Mr Owen Whittle

Chairperson

Work Health and Safety Commission

30 October 2025

“Fostering continuous improvement in
work health and safety for the benefit
of all in Western Australia”



Work Health and Safety Commission members:
Back row (left to right): Tony Robertson, Cory Harding, Antony Pearson, Owen Whittle, Michelle Gadellaa, Agnes McKay and Matthew Gorvorko.
Front row (left to right): Tracey Bence, Helen Brown, Rikki Hendon and WorkSafe Commissioner - Sally North.

Section one: About the Commission



Enabling legislation

Schedule 1, clause 10 of the WHS Act provides for the establishment of the Work Health and Safety Commission (Commission).



Responsible minister

The Hon. Simone McGurk MLA, Minister for Industrial Relations is the responsible Minister for administration of the WHS Act.



Vision

Continual improvement in work health and safety for the benefit of all in WA.

As a tripartite and expert group, the Commission demonstrates strong engagement with industry and contributes to an environment where the WHS Act and its regulations support health and safety in WA workplaces now and in the future.



Functions of the Commission

In accordance with Schedule 1, clause 18 of the WHS Act, the Commission's functions are:

- Inquiring into, and reporting to, the Minister on matters referred to it by the Minister.
- Making recommendations to the Minister with respect to the WHS Act, and any law or provision thereof relating to work health and safety that is administered by the Minister.
- Making recommendations to the Minister with respect to subsidiary legislation, guidelines and codes of practice proposed to be made under, or for the purposes of, the WHS Act or any laws or provisions thereof, that are administered by the Minister.
- Examining, reviewing and making recommendations to the Minister in relation to existing and proposed registration or licensing schemes relating to work health and safety.
- Advising and cooperating with government departments, public authorities, unions, employer organisations and other interested parties in relation to work health and safety.
- Formulating or recommending standards, specifications or other forms of guidance, to assist PCBU's, and their workers, to maintain appropriate standards of health and safety.
- Promoting education and training in work health and safety as widely as possible.
- Cooperation with educational authorities or bodies, to devise and approve courses in relation to work health and safety.
- Having regard to any criteria laid down by Safe Work Australia (SWA), advise persons on training in work health and safety, and formulating and accrediting training courses in work health and safety.
- Recommending to the Minister the establishment of public inquiries into any matters relating to work health and safety.
- Collecting, publishing and disseminating information on work health and safety.
- Formulating reporting procedures and monitoring arrangements for the identification of workplace hazards and incidents in which injury or death is likely to occur at a workplace.
- Commissioning and sponsoring research into work health and safety.



Composition of the Commission

In accordance with Schedule 1, clause 10 of the WHS Act, the Commission consists of:

- An independent chair, nominated by the Minister and appointed by the Governor.
- The WorkSafe Commissioner.
- Two persons employed in the Public Service under the *Public Sector Management Act 1994*, Part 3, nominated by the Minister, with at least one of whom having knowledge of, and experience in, the WA mining industry.
- Nine persons appointed by the Governor, as follows:
 - two members nominated by the Chamber of Commerce and Industry of Western Australia Ltd (CCIWA)
 - one member nominated by the Chamber of Minerals and Energy of Western Australia Incorporated (CMEWA)
 - three members nominated by UnionsWA, at least one of whom must have knowledge of, and experience in the WA mining industry, and
 - three members nominated by the Minister, having knowledge of, or experience in work health and safety matters.

Members

- Chair: Mr Owen Whittle, previously Dr Patricia Todd until May 2025
- WorkSafe Commissioner, Ms Sally North
- Officer of the Public Service, Mr Tony Robertson
- **Members nominated by the CCIWA**
 - Ms Agnes McKay
 - Mr Cory Harding, previously Ms Jennifer Low until January 2025
- **Members nominated by the CMEWA**
 - Ms Michelle Gadellaa
- **Members nominated by UnionsWA**
 - Ms Rikki Hendon, previously Mr Owen Whittle until October 2024
 - Mr Glenn McLaren
 - Ms Naomi McCrae
- **Members with knowledge of, or experience in work health and safety, as nominated by the Minister**
 - Dr Matthew Govorko
 - Ms Tracey Bence
 - Dr Jacqueline (Lin) Fritschi, appointed as Commission Deputy Chair

Special acknowledgement to guest, Mr Chris White, Chief Executive Officer, WorkCover WA.

Policy advisory support and executive services to the Commission were provided by WorkSafe's Regulatory Support Division, Senior Policy Officer, Ms Helen Brown. On 1 July 2025, the industry regulations and safety functions of the Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) became part of the new Department of Local Government, Industry Regulation and Safety (LGIRS).

Identifying the major health and safety issues in all industries



Section two: Governance

Governance framework

The Commission's Terms of Reference and Code of Conduct provide the governance framework for its operation and of its advisory committees. Underpinned by the WHS Act, the framework delivers the ways of working by covering the Commission's:

- values
- accountability
- role and operation
- administration
- record keeping
- use of confidential information
- security of information
- compliance with freedom of information legislation, and
- coordination with the WorkSafe Group of DEMIRS.

Compliance with public sector standards and ethical codes

Under section 9 of the *Public Sector Management Act 1994*, the Commission is obliged to comply with any public sector standards, codes of ethics and code of conduct applicable to the Commission and its members. These standards and codes equally apply to members of the advisory committees established under the Commission's auspices and members of the Mining and Petroleum Advisory Committee (MAPAC).

Conflicts of interest

Commission members must openly declare any matters of interest that may create a conflict, or a perceived conflict, at the beginning of each meeting.

Declared conflicts of interest are managed and, in some circumstances, the relevant Commission member may be asked to restrict or remove themselves from discussions and decisions relating to the relevant matter. Conflict of interest declarations are managed in accordance with the principles set out in the Public Sector Commission's [Integrity framework](#).

Public interest disclosure

The Commission maintains a Public Interest Disclosure Register, in accordance with the *Public Interest Disclosure Act 2003*. No matters were raised in this reporting period.

Expenditure

In accordance with section 175ZE of the *Electoral Act 1907*, the Commission is required to report annually on any expenditure for advertising, market research, polling, direct mail or media advertising incurred by, or on behalf of, the Commission. No advertising or sponsorship expenditure was made during this reporting period.

The Commission is funded through the WorkSafe Group of DEMIRS. Amounts paid as sitting fees to Commission members and other expenses incurred during this reporting period are reported within the DEMIRS Annual Report 2024–25.



Section three: Report on 2024–25

Work health and safety laws

The WHS Act and supporting regulations align the WHS laws in WA with most other Australian states and territories. The WA laws are based on the national *Model Work Health and Safety Act* and *Model Work Health and Safety Regulations* and reflect community expectations to keep workplaces safe.

Regulations supporting the WHS Act are:

- Work Health and Safety (General) Regulations 2022
- Work Health and Safety (Mines) Regulations 2022, and
- Work Health and Safety (Petroleum and Geothermal Energy Operations) Regulations 2022.

Advisory Committees

The Commission and its advisory committees play a central role in maintaining relevant, practicable and effective WHS laws by providing opportunities to discuss aspects of the regulatory framework. Through significant collaborative effort by the Commission, the advisory committees of the Commission, government, unions, industry, and subject matter experts it provides expert advice, delivers information, attends educational events, drafts new and updated guidance material; and communicates the WHS laws.

Key achievements and matters considered by the Commission in 2024–25

Silica

To protect workers from contracting silicosis and other debilitating lung diseases caused by breathing in respirable crystalline silica, new regulations commenced on 1 September 2024. These place duties on PCBU's to control high-risk work for processing crystalline silica substances. These new regulations were the second tranche of amendments following the 1 July 2024 prohibition of the use, supply and manufacture of engineered stone.

e-Cigarettes

The Commission, with advice of the Cancer Council WA and in line with the National Tobacco Strategy 2023-2030, recommended to the Minister that regulations be amended to treat e-cigarettes and vaping similar to tobacco smoke in workplaces. On the 17 April 2025 regulations were introduced for general workplaces and mines that ensure protection from smoke, aerosol or vapour by second hand smoke or a tobacco or nicotine by product.

Construction

To allow the construction industry further time to comply with falls from height in high risk construction work, the WHS transitional period was extended to 20 September 2026.

The Commission also considered in the use of earthmoving equipment as crane following industry concerns about the prescribed training course for the use of slewing earthmoving machinery with a safe working load greater than three tonnes to suspend a load.

Workplace exposure limits

The Commission has provided a forum for feedback related to the potential industry impact of exposure limits being considered for diesel particulate matter and other hazardous airborne contaminants. The advice contributes to informing the WA position at national decision making bodies.

Minor and technical

As a result of the introduction of the Workers' Compensation and Injury Management Regulations 2024, minor and technical amendments were made to the WHS regulations to align terminology.

Codes of practice

During the reporting period, the Commission's work to develop codes of practice resulted in revision and redrafting to better reflect the changing work health and safety environment. Consultation from industry and the public is sought via [open consultation](#). All [approved codes of practice](#) are published.

Two new codes of practice based on Safe Work Australia model codes of practice were published during the reporting period, these were the Code of practice: *Tower Cranes* and the Code of practice: *Managing electrical risks in the workplace*.

As the guidance was no longer necessary after the prohibition of the engineered stone, the 2023 edition of the Code of practice: *Managing the risks of respirable crystalline silica from engineered stone* was revoked in December 2024.



Events and promotions

Safe Work Month 2024

National Safe Work Month is held annually in October. To coincide with the national event, WorkSafe hosts several educational and promotional events including presentations, forums, webinars and awards to promote work health and safety to WA workplaces.

Each year, WorkSafe adopts a Safe Work Month theme to reflect specific health and safety issues. In 2024, the WA theme was *'Health and safety is everybody's business'*.

Safe Work Month in WA achieved 1593 in-person and online participant registrations for the activities which included two hybrid forums, combining in-person and online attendance options, focusing on the following topics:

- EveryBODY matters – musculoskeletal disorder forum, and
- Farm safety matters – agricultural safety forum.

Each event included a morning tea, named a 'SafeTea', for the participants. Workplaces were encouraged to host a 'SafeTea' during work time as a casual way to discuss work health and safety topics relevant to their workplace.

To mark Safe Work Month, some Perth bridges and landmarks were lit up in red, yellow and teal at the beginning and end of October.



2024 Work Health and Safety Excellence Award winner's trophies

Work Health and Safety Excellence Awards 2024

The Work Health and Safety Excellence Awards recognise outstanding solutions and innovations to specific work health and safety problems.

The 2024 awards were held at Optus Stadium, with a record breaking 89 submissions received, resulting in 41 finalists across five award categories.

The event was at full capacity, with 505 registrations.

Finalists were considered by four independent judges from the Commission and MAPAC, and the WorkSafe Commissioner. From the Commission were Tracey Bence (Australian Institute of Occupational Hygienists) and Owen Whittle (UnionsWA), and from MAPAC were Greg Busson (Mining and Energy Union WA) and Michelle Gadellaa (Chamber of Minerals and Energy WA).

2024 category winners:



Work health and safety invention of the year

- 199 employees or less
 - Taz Drone Solutions – Prism tripod dropping drone
- 200 employees or more
 - Schlam Payload Industries – Tray stand trolley



Best solution to a work health and safety risk

- 199 employees or less
 - PSM Upstream Solutions – Engineered structural preservation crates
- 200 employees or more
 - St John Western Australia – Stryker Power PRO stretcher rollout



Best intervention to address a psychosocial hazard in the workplace

- Anglicare WA – well@work



Leadership excellence award

- 199 employees or less
 - Shire of Ashburton – LEADing by example: creating a sustainable healthy and safe workplace for today and tomorrow
- 200 employees or more
 - City of Stirling Volunteer Services – Volunteer work health and safety consultations; and
 - WA Police Force (Children's Crossings Unit) – Project Ruth Less



Health and safety representative of the year

- James Walker – WA Country Health Service



*Best solution to a work health and safety risk
(200 employees or more) finalist: Rio Tinto and Department
of Fire and Emergency Services*



*Leadership excellence award (200 employees or more)
winner: City of Stirling Volunteer Services*



*Leadership excellence award (199 employees or less)
winner: Shire of Ashburton*



2024 Work Health and Safety Excellence Award winners

Commission approved training courses for health and safety representatives (HSRs)

Under Schedule 1, clause 18(1)(h) of the WHS Act, training courses attended by health and safety representatives must be first approved by the Commission.

During the reporting period, the Commission endorsed four new registered training organisations (RTOs) to deliver the HSR five-day course, one RTO to deliver the HSR refresher training and 13 nominated trainers.

The Commission undertook to determine the quality of health and safety representative training being delivered, with eight training providers audited between May to October 2024. The auditor's report found that providers were compliant with the auditable items and the knowledge, wealth of experience and background in health and safety demonstrated by the trainers was highly commended.

Launched in October 2024, [HSR Matters](#) and [HSR matters for RTOs](#) provides a central hub for health and safety representatives and trainers to access information, promotional material and be connected to support and share information. The site contains lists of approved training providers and HSR annual reports.

The Commission updated the [Operating as an approved provider of health and safety representative \(HSR\) training in Western Australia: Guide](#).

Section four: Advisory committees to the Commission

Under Schedule 1, clause 19(1) of the WHS Act, the Commission may appoint advisory committees made up of employer and worker representatives and people with specialist knowledge or experience in work health and safety, to assist in the performance of its functions and duties.

Advisory committees consider matters referred to them by the Commission and make recommendations on aspects of work health and safety specific to their area of expertise. Each committee and working group are chaired by a member of the Commission.



Construction Industry Safety Advisory Committee (CISAC)

CISAC met eight times during the reporting period.

Key objectives

- Identify the major health and safety issues in the construction industry and develop a work health and safety profile of the construction industry.
- Identify determinants of good health and safety performance in the construction industry.
- Identify appropriate short and long-term goals for safety in the construction industry.
- Provide advice to the Commission with respect to the development of codes of practice and guidance materials appropriate to the construction industry.
- Carry out other specific tasks as directed by the Commission.

Members

- Chair: Ms Jennifer Low Deputy WorkSafe Commissioner, previously Ms Sally North, WorkSafe Commissioner; until 7 May 2025
- Ms Michelle DeGalt-Rohlf, Master Builders Association of Western Australia (MBAWA); previously Mr Brett Mainwaring
- Mr Kim Drew, CCIWA
- Ms Libby Pracilio, Housing Industry Association (HIA)
- Mr Peter Joshua, Construction Forestry Maritime Mining and Energy Union WA (CFMEU), previously Mr Bob Benkesser until 1 January 2025
- Mr Steve McCartney, Australian Manufacturing Workers' Union Western Australia (AMWU), proxy Mr Glenn McLaren
- Mr Jaime Rebelo, WorkSafe
- Mr Tony Poulton, WorkSafe



Key achievements and matters considered by CISAC in 2024–25

- Provided comment on the Safe Work Australia: *Discussion paper – Improving crane licensing under the model work health and safety laws* and maintained a watching brief on the progress of the proposals.
- Provided detailed advice to the Commission on proposed amendments to the *Code of Practice: Managing the Risks of Falls in Housing Construction*.
- Agreed on concerns relating to battery charging systems commonly used on construction sites and referred those concerns for consideration to the Commission in the development of WorkSafe guidance materials.
- Recommended to the Commission to develop a new code of practice for precast, tilt-up and concrete in building construction.
- At the request of the WorkSafe Commissioner, provided comment on the draft Silica National Strategic Plan, being coordinated by the Asbestos and Silica Safety and Eradication Agency.
- Conducted an extensive review of the draft *Code of Practice: Excavation work* for endorsement by the Commission and subsequent approval by the Minister for Industrial Relations.
- Provided advice to the Commission concerning the improvement of facilities and women working on construction sites.

Legislative Advisory Committee (LAC)

LAC met three times during the reporting period.

Key objectives

- Ensuring a relevant legislative framework.
- Advising state and federal governments on work health and safety issues by contributing to the development of national standards and codes of practice.
- Promoting and delivering effective advice in maintaining health and safety in the workplace, while promoting effective tripartite collaboration and decision making.
- Providing and developing information and guidance on work health and safety matters that is relevant, credible and accessible.
- Engaging and consulting broadly on work health and safety issues.
- Carrying out other specific tasks as directed by the Commission.

Members

- Chairperson: Ms Sally North, WorkSafe Commissioner
- Ms Michelle Gadellaa, CMEWA
- Ms Agnes McKay, CCIWA
- Mr Tony Robertson, WorkSafe Mines Safety
- Mr Owen Whittle, Unions WA until October 2024



Key achievements and matters considered by LAC in 2024–25

- Considered numerous codes of practice, guidance and reports providing review and recommendations to the Commission.
- Advised on the Commission issues register to ensure accurate and relevant information to promote industry feedback.
- Examined and considered Safe Work Australia consultation options for work health and safety incident notification to improve regulation, investigation and provision of information and education.
- Reviewed the *Alcohol and other drugs in the workplace - Guidance note* recommending a greater range of substances be included, such as tobacco, prescription and illegal drugs, clarification of WHS duties, information on substance use risks and the workplace management of the misuse of drugs.
- Reviewed the *Medicinal cannabis – Information sheet* and recommended the scope be broadened to include PCBU WHS duties, high risk tasks, disclosures and risk assessment.
- Identified issues in the SWA Guide for *managing the risks of working in heat* that is part of the national strategic approach. Members raised that the guide should include preferred good practices and address WA heat conditions with information on training, hazard identification, risk assessment.

Agricultural Safety Advisory Committee (ASAC)

ASAC met six times during the reporting period.

Key objectives

- Identify the major health and safety issues in the agricultural industry and develop a work health and safety profile of the agricultural industry.
- Identify determinants of good health and safety performance in the agricultural industry.
- Develop appropriate short and long-term health and safety goals for the agricultural industry.
- Provide advice to the Commission with respect to the development of codes of practice and guidance materials appropriate to the agricultural industry.
- Carry out other specific tasks as directed by the Commission.

Members

- Chair: Ms Jennifer Low Deputy WorkSafe Commissioner, previously Ms Sally North, WorkSafe Commissioner until June 2025
- Ms Julie Hathway, Country Women's Association WA
- Mr Peter Nunn, CCIWA
- Mr Darren Spencer, WA Shearing Industry Association
- Mr Antony Pearson, UnionsWA
- Mr Sheldon Mumby, Pastoralists and Graziers Association of WA, until May 2025
- Mr Trevor Whittington, Western Australian Farmers Federation
- Mr Stephen Brown, Safe Farms WA, previously Ms Holly Freeman until August 2024
- Ms Marie Donato, Motor Trade Association of Western Australia
- Mr Marcus Cattani, expert member Edith Cowan University
- Mr Peter Spackman, vegetablesWA, previously Mr Stephen Brown until June 2025
- Mr Ken Brown, Farm Machinery and Industry Association WA, previously Mr John Henchy until August 2024
- Mr Nigel Martin, WorkSafe
- Ms Julii Gaunt, WorkSafe until April 2025



Key achievements and matters considered by ASAC in 2024–25

- Members received reports from WorkSafe's Agricultural Safety Implementation Working Group, established to implement recommendations of the *Inquiry into the Agricultural Industry in Western Australia* (Inquiry), and provided their input and advice, including the future progression of the Inquiry's recommendations.
- Engaged with WorkSafe in the context of the reports received from the WorkSafe representatives on the regulatory and educative activities currently being conducted.
- Western Power and Horizon representatives attended an ASAC meeting and issues were raised concerning WHS matters and ways to improve communication issues related to property access by power service providers contractors.
- Received from the Deputy WorkSafe Commissioner, a presentation on *Psychosocial risk in agriculture* for distribution to members respective constituencies.
- At the initiative of the expert member, who undertook a research trip to gain an understanding of how European countries structure their farmer safety programs, members agreed to establish a farmer community of practice to agree on WHS priorities and how they could be best delivered in Western Australia.

Affected Families and Workers Advisory Committee (AFWAC)

AFWAC met twice during the reporting period.

AFWAC was established in response to the recommendations from the *They never came home – the framework surrounding the prevention, investigation and prosecution of industrial deaths in Australia: Inquiry* conducted by the Senate Education and Employment References Committee (2018).

Key objectives

- Provide feedback to government through the Commission.
- Advocate for change and reform.
- Prevent workplace harm.
- Provide support for affected families and seriously injured workers.

Members

Current AFWAC members are affected family members of workplace fatalities and representatives from WorkSafe. The AFWAC membership extends to seriously injured workers, although there are currently no active committee members within this category. Membership remains the same in the reporting period.



Key achievements and matters considered by AFWAC in 2024–25

- The Chair and the WorkSafe Commissioner reviewed the operation of AFWAC to clarify its purpose, increase its effectiveness and make clear its role as a Commission advisory committee.
- The Terms of reference was reviewed, updated and endorsed.
- An AFWAC webpage [Committees and working groups – WorkSafe](#) was developed and published.
- The new AFWAC Strategy for 2025–2028 was adapted with permission from the Queensland consultative committee for work related fatalities and serious injuries and endorsed by the Commission.
- AFWAC considered draft information for seriously injured workers and their families, and reviewed information regarding the feasibility of setting up a peer support group for bereaved families.

Section five: Mining and Petroleum Advisory Committee (MAPAC)

Note from the MAPAC Chair

The principal function of the MAPAC is to provide advice to the Minister and the Commission in relation to work health and safety in the mining and petroleum industry. MAPAC is a tripartite body with membership comprised of nominees from employer and union groups, the public sector, and subject matter experts.

An important role of the MAPAC is to advise on the development of codes of practice and guidance materials for the mining and petroleum sectors.

During the year, MAPAC endorsed the *Managing Electrical Risks in the Workplace: Code of Practice* for gazettal and recommended the Code of Practice: Road and Traffic Management at Western Australian Mines be released for public consultation.

MAPAC provided advice on the new Safe Work Australia Guide for Managing the risks of working in heat, contributing several examples of good practice from the WA mining industry, as well as numerous recommendations to improve the usability of the guide.

Further progress was made on the Code of Practice: *Psychosocial hazards at work for fly-in fly-out (FIFO) workers in the resources and construction sectors*. MAPAC considered substantial comment received during the public consultation collated and assessed by WorkSafe. Simultaneously, the Code of Practice: *Managing health and safety in employer-provided accommodation* continued to be discussed and revised both in terms of the desired level of detail and the broadening of scope beyond mining to include all sectors of employment in Western Australia.

MAPAC has developed into a very productive communication environment for all parties participating in the committee. Representatives from WorkSafe Mines Safety, Petroleum Safety and Safety Education provide updates on publications, events, safety statistics, levies, and policy developments within the state and national spheres. Employer and union representatives and expert members communicated information on activities, events, experiences and concerns about various developments.

Discussion on topics such as the implementation of the mining statutory position certification process, proposed changes by Safe Work Australia to the Workplace Exposure Standard for Diesel Particulate Matter, recent evidence on the lack of compliance with welding fumes protections, the successful implementation of safety procedures during a cyclone, concerns relating to global contract capability, and social cohesion on mine sites was fruitful.

I wish to thank all MAPAC members for their contributions during the 2024-2025 year and the WorkSafe employees whose work supports the MAPAC.

Dr Patricia Todd

Chairperson

Mining and Petroleum Advisory Committee

30 October 2025

Enabling legislation

MAPAC was established under Schedule 1, Division 4, clause 23 of the WHS Act.

Purpose

The MAPAC is a tripartite consultative forum for work safety and health matters affecting the mining and petroleum industries and provides advice to the Minister and to the Work Health and Safety Commission.

Key objectives of MAPAC

- Positively contribute to identifying mining and petroleum health and safety priorities and establish targets agreed at the WA and national level.
- Promote access and share knowledge and information with mining and petroleum industry participants, PCBUs, workers and the broader WA community.
- Support the legislative framework and provide advice on legislation matters so the framework remains relevant to the changing world of work.
- Identify and respond to emerging issues that impact on WHS in the mining and petroleum industry.
- Advise on the adoption of codes of practice referred to in section 274 of the WHS Act, and other guidelines, education, training, policies or documents relating to the mining and petroleum industry.

Members

MAPAC consists of 14 members and an independent Chair appointed by the Minister for Industrial Relations. Members are nominated by prescribed bodies representing PCBUs and workers, and are independent experts in mining and petroleum, and government representatives. The members during the 2023–24 reporting period were:

The members during the 2024–25 reporting period were:

- Chair: Dr Patricia Todd
- Chief Inspector Petroleum Safety: Mr Iain Dainty
- Chief Inspector of Mines: Mr Tony Robertson

Expert members

- Ms Sally North, WorkSafe Commissioner
- Ms Ivy Chen, mining industry
- Ms Sabina Shugg, mining industry
- Ms Melanie Cantwell, petroleum industry

PCBU representatives

- Dr Michael Hamblin, Australian Energy Producers
- Ms Rachel Jones, CMEWA
- Ms Michelle Gadellaa, CMEWA
- Mr Ross Jennings Association of Mining and Exploration Companies, previously Mr Julian Davey until May 2025

Worker representatives

- Mr Glenn McLaren, Australian Manufacturing Workers Union
- Mr Gregory Busson, Mining and Energy Union
- Ms Jennifer Craig, UnionsWA
- Mr Chris Nelson, Transport Workers Union WA, until July 2024
- Mr Alistair Outen, Transport Workers Union WA



Key achievements and matters considered by the MAPAC in 2024–25

The MAPAC met five times during the reporting period.

Managing the risks of working in heat

The nature and location of mining and petroleum activities presents increased heat risks to workers. MAPAC considered matters relating to the importance of clear WHS guidance to manage the risks of working in heat which address the dangers of extreme environments, cultural practices, new workers in extreme environments, job design, and emerging technologies.

Use of earthmoving equipment as a crane

MAPAC supported the national review of crane licences being considered by Safe Work Australia and emphasised the importance of having earth-moving licensing conducted by an independent person to maintain competency requirements.

Statutory positions

MAPAC supported the WorkSafe commitment to enable access to legislation examinations and training pathways, including the completion of approved WHS risk management units, for statutory position holders transitioning to requirements of the Work Health and Safety (Mines) Regulations 2022.

The transition period for position holders to meet certification requirements was extended to 30 March 2026 ensuring continued industry compliance and workforce continuity.

Workplace exposure limit

As WA mining is harmonised within the WHS framework, the proposed workplace exposure limit being proposed at the national level for diesel particulate matter (DPM) presents unique challenges for mining.

MAPAC is supportive of a consistent DPM limit across all WA industries, with further consideration of the ability to measure DPM, health risk thresholds, further consultation with high-risk sectors, and the cost and feasibility of control measures.

Road and traffic management WA mines

A three-month public consultation period for the *draft Code of practice: Road and traffic management WA mines* was supported by MAPAC.

MAPAC considered and recommended expanded journey management plans to include worksite travel incidents, and advised that airbags, safety systems, and in-vehicle monitoring systems on light mine vehicles would improve safety outcomes.

Psychosocial hazards at work for fly-in fly-out workers in the resources and construction sectors.

As much of the mining industry is reliant on fly-in fly-out arrangements, MAPAC provided advice into the development of the *draft Code of Practice: Psychosocial hazards at work for fly-in fly-out workers in the resources and construction sectors*. The code of practice will guide risk management processes to eliminate or minimise harm from psychosocial hazards and risk factors in the FIFO work environment.



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