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16 December 2010

## **Letter to All Coal SSEs**

Dear SSE

**Subject: Recognised Standard No. 11- Training in coal mines**

Recognised Standard No 11 was drawn up and issued due to ongoing concerns across a wide cross section of the industry with respect to the standards being adopted and achieved as applied to training. As with all Recognised Standards the origins commence through discussion at the Coal Mining Safety and Health Advisory Committee (CMSHAC) or Standards Committee which is a sub-committee of the CMSHAC.

In this particular instance the issue of a lack of comprehension of what was required in the training and assessment of coal mine workers was raised at the Standards Committee and the initial draft was drawn up by a senior training officer of one of the larger coal companies. The draft, apart from very minor amendments, was accepted by the Standards Committee and sent to the CMSHAC for endorsement, which was readily given. From there the "Draft Standard" was sent to the Minister for his approval and gazetting occurred on October 1, 2010. Both the Standards Committee and CMSHAC are tripartite bodies and at each step of the process significant engagement with stakeholders were undertaken.

In the recent past a number of concerns have been raised about Recognised Standard No. 11 and these concerns appear to have emanated from RTOs (Recognised Training Organisations) who are dealing with MISC (Mining Industry Skills Centre). MISC have issued two Bulletins which appear to have exacerbated the situation and after discussion with the QRC, Grant Cook, Director Safety and Health and the CFMEU, Greg Dalliston, ISHR we believed a letter should be forwarded to all SSEs to clarify some misconceptions regarding training and particularly where that applies to Generic Inductions.

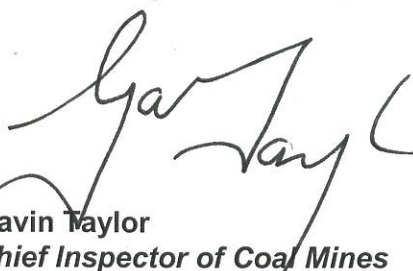
1. An individual does not require a generic induction (GI) or the competencies listed in Recognised Standard 11 to commence employment at a mine but must have the stated competencies before they undertake physical tasks that will require any of the competencies mentioned. It is at the SSEs discretion as to what competencies an individual should have before commencing work but clearly the SSE must ensure recognised competencies are held for any task being undertaken and for which a competency is deemed necessary under the coal competency package.

2. A specialist contractor or service engineer does not require a GI as long as when the specialist is on site they are accompanied at all times but a fully inducted coal mine worker at that site. That is, if a specialist who conducts work requiring specialist competencies not covered by the RII09 training package must be accompanied at all times or where the specialist is conducting a one-off specialist task where the task has been fully risk assessed and a work instruction has been issued inclusive of any additional competencies required.
3. With any training under the Coal Competency package training is preferred, unless there is a safety concern, to be undertaken in a work place, but can be undertaken in a class room or other place including a simulator. The assessment component must be conducted in a work place.
4. Training and assessment does not need to be undertaken by an RTO. It can be done on site by a company trainer/assessor given that individual has the necessary competencies and they train and assess against the coal competency package. The SSE can then sign off. All it means is that the trainee will not be given a statement of attainment, unless of course the company is an RTO.
5. It has been claimed that all individuals that have undertaken a GI will have to immediately undertake the additional components that have been decreed in the Recognised Standard No. 11. That is incorrect. There is no immediate retrospectivity included in the Standard but it is expected that all coal mine workers will, as their refresher training comes due, undertake training and assessment in the new competencies.
6. In the Bulletins issued by MISC it states that the additional competencies decreed in Recognised Standard No 11 can be undertaken in two days. That is errant nonsense and any RTO that provides that training within two days will come under scrutiny by the Mines Inspectorate.

Grant Cook, Greg Dalliston and I plan to meet with Derek Hunter; the CEO of MISC in the near future to ensure his organisation understands the content and intent of the "Standard"

In the meantime if any concerns are raised with you that you may not be able to answer, please direct the persons concerned to Grant, Greg or myself. Any questions on this communication can be directed to me on 3237 1585.

Yours faithfully



**Gavin Taylor**  
**Chief Inspector of Coal Mines**

cc: Grant Cook - QRC  
Greg Dalliston - CFMEU