

The Competent Contractor

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Contract Vs Worker

A Contractor is a Worker

All Workers must be competent prior to commencing work.

Legislation

Object of Act

Section 6

(a) To protect the safety and health of persons at (coal) mines...

How objective are to be achieved

Section 7

(g) providing a way for the competencies of persons at (coal) mines to be assessed and recognised;

Competency

Competency for a task at a (Coal) mine is the demonstrated skill and knowledge required to carry out the task to a standard necessary for the **safety and health of persons**.

Safety and Health of Persons

If our workers (Contractors) are being hurt or killed have we achieved the object of the act or the definition of competency ?



“Fatality statistics over the last 10 years reveal

- 9 out of 10 people who died in the coal mining industry*
- 10 out of 20 people in the metalliferous mining industry were contractors.”*

“I am concerned that the over-representation of contractors in the fatality statistics “

Stewart Bell

Previous Commissioner Mine Safety & Health
Safety & Health Report 2013



Safety and Health of Persons

Fatalities since Mr Bell's Statement:

Coal – 4

3 contractors

Metalliferous – 3

1 contractor

Safety and Health of Persons

Contractor workforce - **42%** (of All QLD mine workers)

Reportable events (Fatality, Disease, HPI, Injuries, LTA, SA)

Contractors – **51%**



Safety and Health of Persons (Contractors)

Top 4

Coal

Electric Shocks	- 25.4%
Injury causing hospital admission	- 19.6%
Likely Permanent injury	- 10.5%
Unplanned movement of vehicle	- 7.3%

Metal/Quarry

Unforeseen by reported by SSE	- 24.9%
Injury causing hospital admission	-16.3%
Unplanned movement of vehicle	- 9%
Electric Shocks	- 9%

Why Contractors

What they bring:

Skills and underpinning knowledge for a given task.

What they lack:

Knowledge of the site and task specific requirements.



Skill and Knowledge

The Induction

MQSHR S.91

- Nature and layout of mine operations
- Mines organisational structure and communication procedures
- The mines procedures and practices
- The risk management process
- Emergency procedures and basic first aid
- The Act and regulation

Skill and Knowledge

The Induction

CMSHA

Standard 11

The induction needs to provide the skills to identify the unique hazards and those of the changing environment that they are entering prior to entering the work area.

Skill and Knowledge

- Look at what's hurting them
- Is knowledge being communicated
- Ensure understood



Issues

- Not part of SHMS
- Quality Assurance
- Ineffective contractor management
- Negative monitoring programs



Issues

- Unrealistic expectations
- Generic induction programs
- Little to no mentoring



SSE:


“That’s why I got contractor in, so I didn’t have to worry about all this cr*p...”

Contract crane operator:

“We try and show up after all the bulls**t in the mornings...”

Training & Assessment

A control implemented
to mitigate the risk of an
incompetent worker (contractor)



A control is only as effective
as your ability to
monitor its implementation.

A contractors way of checking SHMS implementation

[illegible]

- Checklist combines the Principal requirements & additional contractor processes
- Highly Visible in location and way displayed
- Implementation details:-
 - What
 - When
 - Who responsible
 - Element of SHMS
 - Completion or Non completion
 - Allows scheduling of activities eg Lifting inspections , Fire Fighting

Summary

- Quality Assurance
- Prescribed legislative requirements
- Reduce Contractor accidents and incidents
- Monitor