

Fact sheet

Changes to maintenance of competence scheme

August 2025

This fact sheet informs holders of practising certificates for a summary of key improvements to the Maintenance of competence scheme, gazetted from 1 October 2025.

The improvements are a result of the consultation evaluation conducted by the Resources Regulator in 2023. The NSW Mining and Petroleum Competency Board endorsed the improvements to the scheme.

The revised scheme allows holders to either transition their existing and previous logs to the new requirements or stay with the former scheme. For new certificates granted for periods after 1 October 2025, holders must comply with the revised scheme for their log.

Table 1. Revised Maintenance of competence scheme requirements

Aspect	Former Scheme (from 1 September 2017)	Improvements from 1 October 2025
Learning hours completion	<ul style="list-style-type: none">Maximum 33% of total hours claimed in any year from date certificate commences	<ul style="list-style-type: none">Up to 40% of total hours allowed to be claimed in any one year
Learning areas (Groups)	<ul style="list-style-type: none">Three Areas with 33% requirements: 1) Mining & WHS systems (min 1/3) 2) Legislation, Emergency, Leadership (min 1/3) 3) General WHS (max 1/3)	<ul style="list-style-type: none">Now called Groups numbered 1-3, but same titles and possible optional topicsRemoved requiring learning in specified sub-areas/topics except mandatory disaster learning under Group 3
Learning from Disasters	<ul style="list-style-type: none">New holders must complete Regulator's Learning from Disasters licensed course or 7 hours equivalent	<ul style="list-style-type: none">Mandatory 7 hours formal learning for all first-time holdersOptional for continuing existing holders (have done it previously)
Formal learning types	<ul style="list-style-type: none">A meaning for Formal learningA separate 3 point criteria for Formal training courses eligibility to be claimed and recorded	<ul style="list-style-type: none">Broader definition similar to Qld MOC schemeOne meaning for all formal learning based on the former three point criteria for formal training courses
Formal learning hours	<ul style="list-style-type: none">Minimum formal learning proportion by level: 66% for higher managers, 50% middle managers, 33% supervisorsCaps on formal learning types (max 50% total or 4 hrs/year)	<ul style="list-style-type: none">Removed minimum learning proportions and the 50% cap on most typesOEM and Mines Rescue training cap changed to be more flexible, in 20 hours can be claimed anytime over 5 years

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Aspect	Former Scheme (from 1 September 2017)	Improvements from 1 October 2025
Informal learning	<ul style="list-style-type: none"> Defined as semi-organised, ad hoc learning (e.g., reading, field trips, emergency exercises) Maximum amount of learning hours to be claimed in proportion with formal learning hours Maximum of 4hrs/year for most learning types 	<ul style="list-style-type: none"> Removed maximum learning proportion Expanded from 14 to 19 informal learning types, with increased scope eg. claim auditing Caps on most types changed from 4 hrs/year to 20 hrs over 5 years
Record keeping and audits	<ul style="list-style-type: none"> Complete an electronic logbook of learning claimed for each certificate 5 year period Evidence required for most types of learning but can choose which to retain from long lists Random audits 	<ul style="list-style-type: none"> Existing holders at 1 October 2025 can nominate which scheme their previous and current logs comply with A simplified more flexible scheme, with reduced requirements, means less recording and less risk of audit non-conformances

For further information, refer to our Maintenance of competence webpage.

Enquiries to the Mining Competency Team: competencies@dpird.nsw.gov.au or 1300 814 609 option 2 > 3.

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