

# NSW Mining and Petroleum Competence Board

## Strategic Plan to 2029

**Work Health and Safety (Mines and Petroleum Sites) Act 2013**

29 January 2026



# FOREWORD

The NSW Government is committed to building safer communities and safer and healthier workplaces.

The NSW Mining and Petroleum Competence Board (the Board) was established under the *Work Health and Safety (Mines and Petroleum Sites) Act 2013* to provide the Minister with advice and guidance on matters relating to work health and safety in the NSW resources industry. The Board is comprised of representatives from the mining industry, including employer and employee representatives, the NSW Department of Primary Industries and Regional Development, and independent experts.

This Plan outlines the strategic direction of the Board to 2029. The priorities identified in the Plan have been developed to assist the Board to address important competence issues for statutory functions in NSW.

The Board has identified the following priority focus areas to work towards its goal of world-leading work health and safety. The priority areas are:

1. Monitor and review competence standards and assessment for statutory functions
2. Monitor and oversee the practising certificate maintenance of competence scheme
3. Proactive engagement with stakeholders

I look forward to working with the Board, industry and the community over the coming years to achieve these outcomes.

**The Hon Courtney Houssos MLC**

Minister for Finance

Minister for Domestic Manufacturing and Government Procurement

Minister for Natural Resources

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# What is the Mining and Petroleum Competence Board?

The NSW Mining and Petroleum Competence Board (the Board) is a statutory board that advises the Minister and the NSW Resources Regulator on the:

- setting of competence standards
- standards for assessing competence
- requirements for the maintenance of competence (MoC) for exercising functions at a mine that impact on the health and safety of any person.

The Board is established under the *Work Health and Safety (Mines and Petroleum Sites) Act 2013* and its supporting Regulation. The Board comprises people representing the interests of employers and employees, and officers of NSW Department of Primary Industries and Regional Development. It also includes independent members with expertise in the development and assessment of competence standards for people performing functions at mines. The Board has an independent chair.

## More information

For comprehensive information on the Board and its activities visit the webpage:

<https://www.resources.nsw.gov.au/resources-regulator/our-role/other-functions/mining-and-petroleum-competence-board>

## Contact the Board

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# Purpose of the strategic plan

The purpose of the strategic plan is to set out how the Board plans to improve mine safety by contributing to the development of:

- appropriate competence standards for statutory functions
- maintenance of competence of practising certificate holders in the NSW mining and petroleum industries.

## Strategic objectives

The Board's strategic objective is to oversee an efficient and effective scheme to ensure people carrying out statutory functions under the *Work Health and Safety (Mines and Petroleum Sites) Act 2013* and its regulations are competent to carry out those roles to best practice WHS and engineering standards.

To achieve this, the Board will focus on three areas to 2029:

1. Monitor and review competence standards and assessment
2. Monitor and oversight of Maintenance of Competence scheme
3. Proactive engagement with stakeholders

### **1. Monitor and review competence standards and assessment for statutory functions**

There are existing competence standards within an established competence framework for statutory functions requiring certificates of competence. Competence standards need to be monitored and revised in response to emerging issues to ensure safety standards are maintained.

The Board advises the NSW Resources Regulator on updating the competence standards for statutory functions requiring certificates of competence and the standards that should apply in the processes to assess applicants.

This strategy will enable the competence standards for statutory functions to remain up to date, relevant, and Australasian leading so people conducting these functions are competent and support safe mining and petroleum operations.

### Strategies

- maintain a fit for purpose assessment process for certificates of competence
- identify and address emerging industry trends/issues that may affect competence standards for statutory functions, such as mutual recognition and automatic mutual recognition.
- stay informed of competency framework developments and consider alignment with other jurisdictions where appropriate.

## Focus area

One of the key long-term challenges identified by the Board relates to concerns about the future availability of qualified certificate holders to fill statutory positions. Recognising the potential impact of this issue, the Board is committed to taking a proactive approach. The 2025–29 Strategic Plan will focus on understanding the factors behind potential certificate workforce shortages and taking action to ensure continuity in statutory roles. A sub-working group of the Board with industry, union and Government representatives has been established to lead and coordinate action on this issue. The Board will also continue to monitor trends associated with individuals operating under mutual recognition and automatic mutual recognition and recommend improvements where required.

## 2. Monitor and oversee the practising certificate maintenance of competence scheme

Practising certificates are required by people to exercise a statutory function prescribed under the *Work Health and Safety (Mines and Petroleum Sites) Act 2013* and its regulations. A key condition of a practising certificate is to maintain competence.

### Strategies

- monitor the effectiveness of the MoC scheme and identify any emerging issues
- use appropriate data and information to support evidence-based Board decisions
- monitor and review the MoC scheme auditing process.

## Focus area

In 2025 the Board endorsed improvements to the maintenance of competence scheme (MoC scheme) that has made it simpler for practising certificate holders to maintain their competence. The Board will advise on the implementation of the MoC scheme and monitor its ongoing effectiveness in ensuring certificate holders maintain the necessary knowledge to fulfil their statutory functions, while minimising regulatory burden.

## 3. Proactive engagement with stakeholders

The Board engages with industry stakeholders through multiple means to create a dialogue with industry stakeholders and practising certificate holders. The board identified the need to improve the communication it has with industry. The Board will develop a new stakeholder engagement plan to support implementation of this strategic plan.

### Strategies

The Board will:

- develop and implement a stakeholder engagement policy
- promote the role and work of the Board within industry
- canvass stakeholder views on contemporary and emerging issues
- provide an annual report to the Minister.

## Focus area

Proactive engagement with industry.

## Review

The Board will review the implementation of this strategic plan on a regular basis and provide advice on any amendments required.

Measures of success may include:

- development of a Board engagement policy
- engagement of industry to promote the work of the Board and seek feedback from stakeholders
- fit for purpose certificate of competence application and assessment process
- those exercising statutory functions under mutual recognition are competent in the NSW context.