

**From:** [Cindy L Baker](#)  
**To:** [ALLEN Ayesha](#)  
**Subject:** RE: Upcoming appointments to Mining Safety and Health Advisory Committee  
**Date:** Friday, 8 February 2019 10:30:23 AM  
**Attachments:** [image002.png](#)  
[image007.png](#)  
[image010.png](#)  
[image011.jpg](#)  
[image012.jpg](#)  
[image013.jpg](#)  
[image001.png](#)  
[image003.png](#)  
[image004.jpg](#)  
[image014.png](#)

Thanks Ayesha.

**Cindy Baker**  
 Principal Program Officer  
 Office for Women  
 Strategy and Partnerships  
 Department of Child Safety, Youth and Women

T: 07 30976430 (*New number*)  
 Level 11, 111, George Street, Brisbane  
 Locked Bag 3405, Brisbane Q 4001

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**From:** ALLEN Ayesha [<mailto:Ayesha.Allen@dnrme.qld.gov.au>]  
**Sent:** Friday, 8 February 2019 10:29 AM  
**To:** Cindy L Baker <[Cindy.Baker@csyw.qld.gov.au](mailto:Cindy.Baker@csyw.qld.gov.au)>  
**Subject:** RE: Upcoming appointments to Mining Safety and Health Advisory Committee

Hi Cindy,

I understand that. The business are was just wanting to keep you informed and ensure there was no further advice from OFW.

Thanks,


**Ayesha Allen**  
 Project Officer  
**Human Resources | Business and Corporate Partnership**  
 Department of Natural Resources, Mines and Energy

**P:** 3087 8884  
**E:** [ayeesha.allen@dnrme.qld.gov.au](mailto:ayeesha.allen@dnrme.qld.gov.au)  
**A:** Level 6, 1 William Street, Brisbane QLD 4000

8909\_Cultural Capability Word template\_A4portrait



**From:** Cindy L Baker [<mailto:Cindy.Baker@csyw.qld.gov.au>]  
**Sent:** Friday, 8 February 2019 8:52 AM  
**To:** ALLEN Ayesha <[Ayesha.Allen@dnrme.qld.gov.au](mailto:Ayesha.Allen@dnrme.qld.gov.au)>  
**Subject:** RE: Upcoming appointments to Mining Safety and Health Advisory Committee

Ayesha

We do not have an approving role, we can only provide the advice we have, so I am not sure what you require on this?

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Regards

**Cindy Baker**  
Principal Program Officer  
Office for Women  
Strategy and Partnerships  
Department of Child Safety, Youth and Women

T: 07 30976430 (New number)  
Level 11, 111 George Street, Brisbane  
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**From:** ALLEN Ayesha [<mailto:Ayesha.Allen@dnrme.qld.gov.au>]  
**Sent:** Friday, 8 February 2019 8:39 AM  
**To:** Cindy L Baker <[Cindy.Baker@csyw.qld.gov.au](mailto:Cindy.Baker@csyw.qld.gov.au)>  
**Cc:** FARQUHARSON Rachelle <[Rachelle.Farquharson@dnrme.qld.gov.au](mailto:Rachelle.Farquharson@dnrme.qld.gov.au)>; Tracey Jackson <[Tracey.Jackson2@csyw.qld.gov.au](mailto:Tracey.Jackson2@csyw.qld.gov.au)>; VOLLING Andrea <[Andrea.Volling@dnrme.qld.gov.au](mailto:Andrea.Volling@dnrme.qld.gov.au)>  
**Subject:** RE: Upcoming appointments to Mining Safety and Health Advisory Committee

Hi Cindy,

I'm just following up on my email below as we are keen to progress appointments.

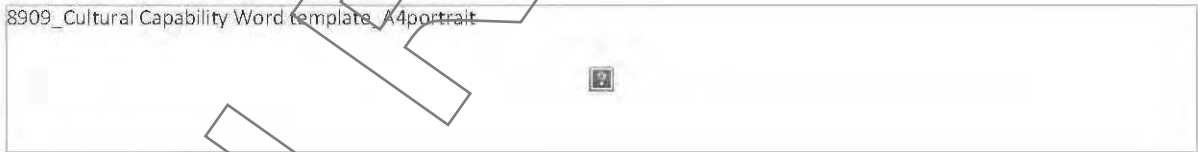
Thanks,



**Ayesha Allen**  
Project Officer  
**Human Resources | Business and Corporate Partnership**  
Department of Natural Resources, Mines and Energy

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**From:** ALLEN Ayesha  
**Sent:** Monday, 4 February 2019 4:14 PM  
**To:** 'Cindy L Baker' <[Cindy.Baker@csyw.qld.gov.au](mailto:Cindy.Baker@csyw.qld.gov.au)>  
**Cc:** FARQUHARSON Rachelle <[Rachelle.Farquharson@dnrme.qld.gov.au](mailto:Rachelle.Farquharson@dnrme.qld.gov.au)>; 'Tracey Jackson' <[Tracey.Jackson2@csyw.qld.gov.au](mailto:Tracey.Jackson2@csyw.qld.gov.au)>; VOLLING Andrea <[Andrea.Volling@dnrme.qld.gov.au](mailto:Andrea.Volling@dnrme.qld.gov.au)>  
**Subject:** Upcoming appointments to Mining Safety and Health Advisory Committee

Hi Cindy,

Please see the information below regarding proposed appointments to the Mining Safety and Health Advisory Committee:

Section 70 of the *Mining and Quarrying Safety and Health Act 1999* states that the organisations representing operators, and industrial organisations representing workers may submit a panel of 6 or more names of individuals experienced in mining operations to the Minister. Section 71 of the Act is very prescriptive in who the Minister must and may appoint to the committee.

The joint panel submitted from organisations representing operators (Queensland Resources Council and Cement, Concrete and Aggregates Australia) consisted of five names. The Electrical Trades Union was unable to provide any nominees, and the Australian Workers' Union and Australian Manufacturing Workers' Union nominated 3 and 1 respectively. All nominating bodies were

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advised of the Queensland Government’s commitment to gender equity and requested to demonstrate how they have considered gender diversity in their nomination process, in line with Cabinet Handbook requirements. Please note that the following persons are being proposed for appointment to the Mining Safety and Health Advisory Committee:

**Organisations representing operators (three members and two substitute members)**

- Maryann Wipaki – QRC
- Grant Eggington – QRC
- Simon Delander – QRC
- Russell Wilson – CCAA
- Peter Ambrose – CCAA

**Industrial organisations representing workers (two members and one substitute member)**

- Stephen Carson – AWU
- Gavin Lawrence – AWU

78B(2)(c)  
 Frederick Hempseed – AMWU

**Departmental nominations (three members)**

- Chief Inspector of Mines (legislated position)
- Julie Devine (Senior Inspector of Mines)
- Mark Stone (Executive Director)

We note that it is difficult to find women nominees, and that the legislation and nomination requirements are a barrier. Gender composition of the Mining Safety and Health Advisory Committee is maintained with these proposed appointments. Changes to legislation has previously been recommended by the Office for Women, and that recommendation is noted. Changes to the legislation were assented to in November 2018, and that process had originally commenced in 2017.

We note that the proposed appointments do not meet the Government’s gender equity targets for women on Government bodies. Staff in the Office of the Commissioner of Mine Safety and Health are working with the Department’s Women on Boards project team to implement an action plan for overcoming barriers to gender equity. This includes engaging with female workers in the industry to raise awareness and promote opportunities to contribute to the advisory committees.

We note previous recommendations by the Office for Women to consider shorter appointment periods to create additional opportunities for women to be appointed by 2020.

Thanks,



**Ayesha Allen**  
 Project Officer  
**Human Resources | Business and Corporate Partnership**  
 Department of Natural Resources, Mines and Energy

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**From:** VOLLING Andrea  
**Sent:** Monday, 4 February 2019 3:46 PM  
**To:** ALLEN Ayesha <[Ayesha.Allen@dnrme.qld.gov.au](mailto:Ayesha.Allen@dnrme.qld.gov.au)>  
**Subject:** RE: Upcoming appointments to Mining Safety and Health Advisory Committee

Hi Ayesha

Yes, they are advised of the government’s policy aim for gender equity. They are not specifically asked to propose equal numbers. And yes, they are asked to advise the reason, if they are unable to nominate any women. They just didn’t provide any answers to that one. And the nominations from all three were received well outside the one month time frame. I had to chase them up.

I up dated the figures below for the unions. They were supposed to send a joint nomination, and sent separate ones instead.



Kind regards

**Andrea Volling**

A/Principal Project Manager and Secretary to Board of Examiners

**Board of Examiners | Resources Safety and Health**

Department of Natural Resources, Mines and Energy

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