



BHP Mitsubishi Alliance

CMSH Act Restructure

State of the Nation - Employee Presentation
2021



What changes have the Government made to the CMSH Act?



The State Government recently passed the *Mineral and Energy Resources and Other Legislation Amendment Act 2020 (Act)*.

The Act made changes to the *Coal Mining Safety and Health Act 1999 (CMSH Act)*.

These changes include requiring a Coal Mine Operator (**CMO**) to ensure that persons who are required to carry out certain safety and health responsibilities and duties prescribed under the CMSH Act (**CMSH Act duties**) are only appointed if they are employees of the CMO (Employer Amendment).

The Employer Amendment will take effect from 19 November 2021.

BM Alliance Coal Operations Pty Ltd is the Coal Mine Operator (CMO) for BMA.

The CMO's decision



1. To comply with the Employer Amendment, the CMO (BM Alliance Coal Operations Pty Ltd) is required to ensure all persons performing CSMH Act duties are employed directly by it from 19 November 2021.



2. The CMO has decided to introduce a newly designed role called the Open Cut Overseer (OCO) who will be responsible for performing OCE duties and responsibilities under the CSMH Act.

Decision by BHP Coal Pty Ltd

BHP Coal Pty Ltd is not the CMO but is the current employing entity of EA employees who currently perform OCE duties.

However, as a result of the decisions by the State Government and the CMO, BHP Coal has determined that:

From 19 November 2021, BHP Coal will no longer employ persons undertaking OCE duties.

What is the impact to BHP Coal Pty Ltd employees?

The impacts of that decision are:

1. There will be no redundancies for employees of BHP Coal.
2. Any employee who chooses to remain employed by BHP Coal will be provided with training opportunities to allow them to perform other duties at the mine.
3. BHP Coal will continue to offer career development to those currently undertaking competency training to gain their OCE certificate.

EA Employees who currently perform OCE duties and are impacted by this decision, will have three options to consider.



New CMO role – Open Cut Overseer (OCO)



Open Cut Overseer (OCO)



The newly created role of OCO is a key safety leadership role which will not only undertake statutory compliance inspections but will be accountable for developing the existing safety and health management capability of our leaders and others with statutory qualifications.

Key accountabilities of the OCO role include:

- Provides proactive technical and practical advice for the development of tactical and short term mine plans to achieve safe and efficient production outcomes.
- Collaborates with production supervisors, production superintendents and mine planners to coordinate and execute mine team objectives to set and meet mine plans in a safe and efficient manner.
- Proactively identifies and promote early identification of risks across mines.
- Carries out the responsibilities and duties prescribed under a CMHS Regulation in one or more surface mine excavations.
- Proactively reports on and analyses safety performance to identify opportunities for continuous improvement based on analysis of in field inspections, operational trends and industry shifts/events.
- Facilitates Field Leadership and Asset Risk Management Framework Activities (e.g. MOC processes and risk assessments).
- Provides coaching to develop safety and health management capability of existing leaders and other persons who are attaining their OCE qualification.
- Facilitates regular opportunities (e.g. pre-start briefings, leadership team meetings) for teams to discuss risk, share lessons learned and improve risk management or operational practices including as a result of involvement in asset wide initiatives.
- Promotes and embeds BCS practices to enable teams to proactively identify and implement safety improvement opportunities.



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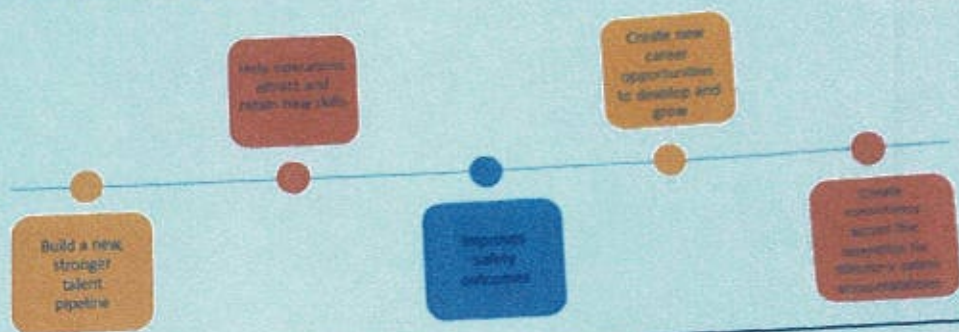
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Why has the CMO created the OCO role?

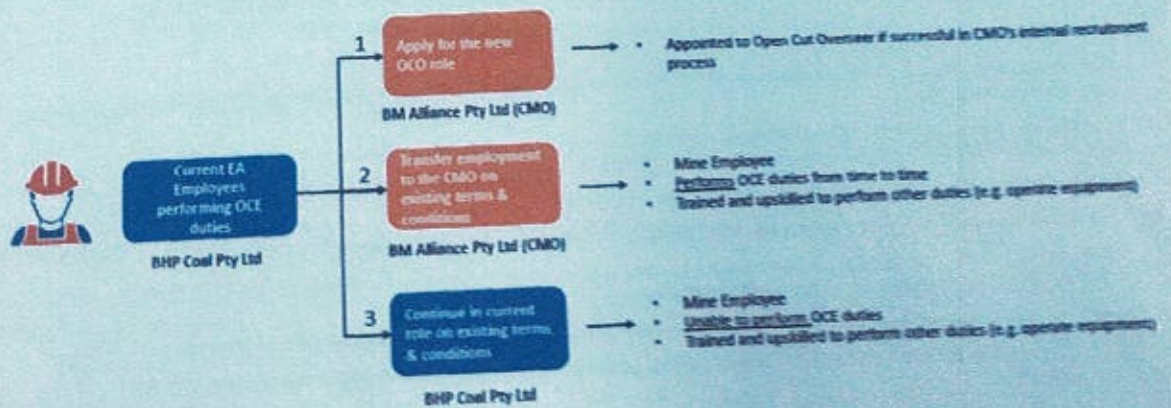


BMA seeks to position itself to exceed safety standards across the industry.

As CMO, BM Alliance Coal Operations Pty Ltd has decided to introduce a new role that will help achieve important outcomes for the asset including:

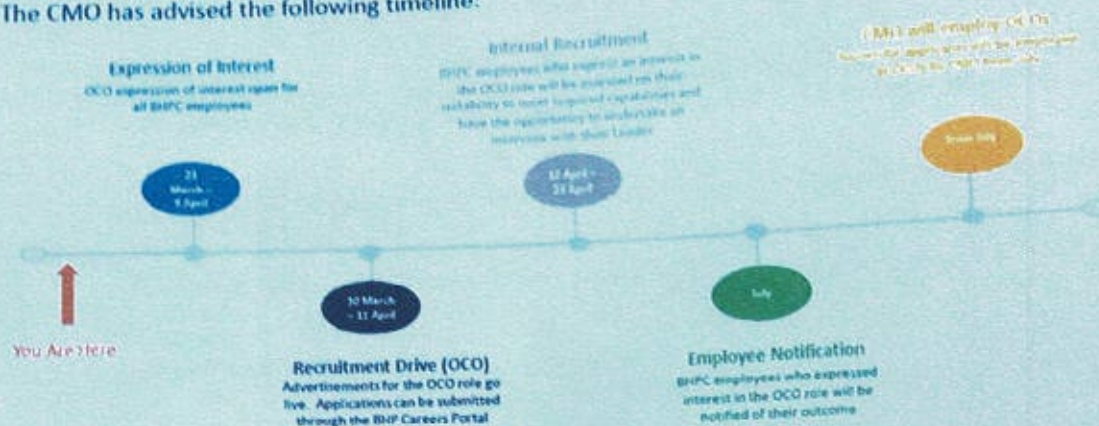


Options for BHP Coal Pty Ltd employees performing OCE duties



Proposed recruitment process

The CMO has advised the following timeline:



OCO EOI & recruitment process

The CMO will shortly commence recruiting for the OCO role via an expression of interest process which will be available to BHP Coal Pty Ltd employees.

Contractors are encouraged to apply for the OCO position via the BHP careers portal on the BHP website once these positions are advertised.

How can I submit an Expression of Interest?

Current employees who wish to submit an expression of interest for the OCO position should complete an EOI form by **1700 Friday, 9 April 2021**.

You can access the EOI form on your personal mobile device by scanning the QR code below:

Scan here to apply for this opportunity



Next steps for BHP Coal Pty Ltd employees performing OCE duties



BHP Coal Pty Ltd is committed to utilising the skills and competencies of its employees and will be holding discussions with all those impacted by the change to understand their preferences.

BHP Coal will hold separate discussions with EA employees currently performing OCE duties.

If you are interested in becoming an OCO, please talk to your Line Leader about how to apply.

If you do not feel like the OCO role is for you, please talk to your Line Leader about your options specific to your individual circumstances and goals.



What is Coal Mine Operator's proposed recruitment process?

Next steps



- Leaders will commence one on one discussions with employees who are impacted by this decision to seek thoughts, ideas and suggestions on individual circumstances and options available to them.
- We encourage you to provide us with your thoughts, ideas and suggestions regarding the impacts on other employees via your Line Leader who can answer any questions you might have.
- BMA Employee Assistance Program (EAP) on 1800 056 076