



Department of Energy, Mines,  
Industry Regulation and Safety

# 2023–24

## Annual Report





# Cleaner, Greener Future

Commissioned by:  
Department of Energy, Mines,  
Industry Regulation and Safety 2024.

Designed and painted by:  
**Noongar Aboriginal Artist  
Mel Spillman (Woods)**  
of [Maarakool Art](#).

The artwork featured on the cover and throughout this report was inspired by our 'focus on climate change and energy decarbonisation'. It represents our efforts towards respecting the lands of Western Australia, caring for and protecting it and continuing to demonstrate our strong connection to Country.



These icons represent gathering/meeting places, people coming together, working together to care for the land and live in harmony with nature.



The white lines between each meeting place icon symbolise the connections/pathways/journeys taken to a cleaner, greener future.



The green leaves represent regrowth, regeneration and new growth across the land.



These symbols represent sites of spiritual significance and family heritage connections across the country.



These symbols represent the department's Strategic Plan – creating a better tomorrow through forward thinking, being ethical, fair, respectful, responsive and transparent.



These icons represent ancestors who have looked after the country and passed on knowledge to the younger generations for the future.



These symbols represent spiritual connections (Nyitting – dreaming). Telling stories of the land and how it was created and looked after.



These symbols throughout the artwork represent connections to Noongar culture, the past, the present, the people, the land and the waterways.

## Key colours represent:

### Greens

Significance of being a custodian and commitment to a cleaner, greener future.

### Browns

Boodja (land/country) respecting the lands, caring for it and protecting it. Continuing to demonstrate our strong connection to Country.

### Blues

The waterways and their importance to a healthy greener future.



## Acknowledgement

The Department of Energy, Mines, Industry Regulation and Safety respectfully acknowledges Aboriginal peoples as being the Traditional Custodians of Western Australia. We acknowledge the enduring connection Aboriginal people continue to share with the land, sea, and sky through both their ancestral ties and custodianship to Country. We pay our respect to Elders both past and present, and acknowledge the value brought to our department through the collective contribution of Aboriginal and Torres Strait Islander peoples across Western Australia.

# Welcome to the Department of Energy, Mines, Industry Regulation and Safety – Annual Report for 2023–24.

## Enabling legislation

The department was established under the *Public Sector Management Act 1994* on 1 July 2017.

## Name change

The Department of Mines, Industry Regulation and Safety became the Department of Energy, Mines, Industry Regulation and Safety on 1 December 2023. The name change reflects the importance of Western Australia's energy portfolio with Energy Policy WA fully integrated into the department on 1 July 2022.

## Cultural warning

First Nations people should be aware that this document may have images of deceased persons.

## Accessibility

We are committed to providing accessible services to our customers and stakeholders. This report is available online and in alternative format upon request.

## Translator and interpreter services

For our customers and stakeholders from culturally and linguistically diverse backgrounds, you may prefer to contact the Translating and Interpreting Service on 13 14 50 and they will arrange an interpreter to communicate the report to you.



## Feedback

We welcome feedback and questions on this annual report and encourage you to do so. How to contact us:

**In person:**  
100 Plain Street, East Perth

**Via email:**  
[spprr@demirs.wa.gov.au](mailto:spprr@demirs.wa.gov.au)

**Mail to:**  
Strategic Planning Team  
Locked Bag 100  
East Perth WA 6892

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Photo credit: O. Blay, GSWA 2024





# Our Values



We strive to demonstrate our values every day through the interactions we have, our work and in the decisions that we make.



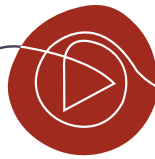
## Ethical

We act with honesty and integrity.



## Fair

We treat people equitably and act without judgement or bias.



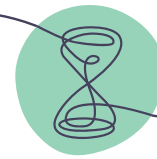
## Forward thinking

We foster innovative thinking to plan for the future and actively embrace change.



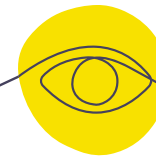
## Respectful

We are always courteous and considerate to others, regardless of beliefs, backgrounds or abilities.



## Responsive

We adapt to change, act on concerns, and provide information in a timely manner.



## Transparent

We are open and accountable in what we do.

Meet our values champions for 2024.





# Statement of Compliance

In accordance with section 63 of the *Financial Management Act 2006*, I hereby submit for your information and presentation to Parliament, the Annual Report of the Department of Energy, Mines, Industry Regulation and Safety for the financial year ended 30 June 2024.

The Annual Report has been prepared in accordance with the provisions of the *Financial Management Act 2006* and fulfils obligations pursuant to the following legislation:

- section 73(3) *Building Services (Registration) Act 2011*;
- section 60 *Credit (Administration) Act 1984*;
- section 12A *Debt Collectors Licensing Act 1964*;
- section 33 *Electricity Act 1945*;
- section 10A *Employment Agents Act 1976*;
- section 13CA *Gas Standards Act 1972*;
- section 31 *Land Valuers Licensing Act 1978*;
- section 51 *Motor Vehicle Dealers Act 1973*;
- section 59E(7) and 59H(2) *Plumbers Licensing Act 1995*;
- section 135(2) *Real Estate and Business Agents Act 1978*;
- section 12 *Retirement Villages Act 1992*;
- section 115 *Building and Construction Industry (Security of Payment) Act 2021*; and
- section 112(2) *Settlement Agents Act 1981*.

**Richard Sellers**

Director General  
13 September 2024



**Hon David Michael MLA**

Minister for Mines and Petroleum;  
Ports; Road Safety; Minister assisting  
the Minister for Transport



**Hon Sue Ellery MLC**

Minister for Finance;  
Commerce; Women's  
Interests



**Hon Simone McGurk MLA**

Minister for Training and  
Workforce Development;  
Water; Industrial Relations



**Hon Reece Whitby MLA**

Minister for Energy;  
Environment; Climate  
Action



# Our Annual Report

The Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) Annual Report informs the Western Australian Parliament, Minister for Mines and Petroleum, Minister for Industrial Relations, Minister for Commerce and Minister for Energy, the Western Australian public and our stakeholders of who we are, what we do and the services and outcomes we have achieved during 2023–24.

This report provides us with the opportunity to demonstrate one of our values – transparent, by reporting on our progress of key projects that benefit the State through the increase of economic development opportunities and support Western Australians.

We have progressed regulatory reforms to modernise legislation, acted on review recommendations, and progressed the State Government’s climate change policies. Taking into account our role as a regulator, service provider and policy maker – we have identified emerging trends and challenges that will influence how we deliver our services into the future.



## Report keys

### Performance key

To present our performance in a clear and consistent manner, the following key has been used throughout the report. The result is indicated by the direction and the colour of the arrow to demonstrate the status.

#### Key:

Exceeding target:      above ▲      or below ▼

Did not meet target:      above ▲      or below ▼

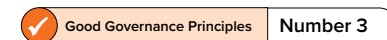
Met target (variance ± 5 per cent): ▶

### Good governance principles key

Each year we commit to the principles of good governance and being accountable for our actions.

We have linked our content throughout the report to the Public Sector Commission’s nine governance principles.

These are represented by the icon example below:



1. Government and public sector relationship.
2. Management and oversight.
3. Organisational structure.
4. Operations.
5. Ethics and integrity.
6. People.
7. Finance.
8. Communication.
9. Risk management.





## Message from the Director General

### Kaya Wandju

I'm pleased to present our annual report for 2023–24. It showcases the dedication and commitment by DEMIRS staff to deliver benefits for Western Australia, both now and into the future.

This year, we worked collaboratively with our partners and stakeholders to deliver increased economic development opportunities, continued support for Western Australia's energy transition, and policies to reduce the impact of social issues for the community.

We supported Western Australians through cost of living pressures by updating residential tenancy legislation, protecting consumers from scams, resolving building complaints, and ensuring access to the lowest fuel prices. Our WA rent relief program is expected to support nearly 4,500 households by 2025, helping those at risk of eviction.

We prioritised the rights and safety of workers through enhanced inspections, updates on engineered stone regulations, and updates to state industrial awards and national labour hire registration laws.

In line with our commitment to Western Australia's net-zero emissions target, we expanded our industry co-funding program to support critical mineral exploration and pursued legislative reforms in the resources sector. PoweringWA was established to deliver electricity infrastructure for reliable, affordable, and environmentally responsible electricity for Perth and the South West, while the Pilbara Energy Transition was launched to meet the region's specific energy needs.

We modernised our services by upgrading the ticketing system at our Cannington service centre, introducing a new online licence search function on the ServiceWA app, and launching a customer service charter to guide the way our staff interact with customers and each other.

In the last year we have seen changes to our leadership team with Sally North appointed as WorkSafe Commissioner, and Saj Abdoolakhan joining the Corporate Executive as Acting Deputy Director General Industry Regulation and Consumer Protection. I would like to thank Darren Kavanagh, who finished his term as WorkSafe Commissioner in December for the outstanding contribution he made in this role.

I would like to acknowledge and thank our staff and stakeholders across the State for helping us achieve our goals.

I look forward to leading DEMIRS in its role as an enabler to achieve better outcomes for the community, industry, energy and resources sectors in Western Australia.

**Richard Sellers**



# About Us



# DEMIRS at a glance

The Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) plays a unique role in protecting the people and lands of Western Australia by supporting a safe, fair, and responsible future for the Western Australian community, industry, energy, and resources sectors. As a diverse department of more than 1,900 people consisting of specialists, technical experts, scientists, and administrative staff, we work together to support WA and administer over 100 pieces of legislation, see [page 13](#) and [14](#) for the full list.

The department operates across WA, out of 10 regional towns and in five metropolitan locations. DEMIRS and its staff are committed to working collaboratively across these sites, building strong partnerships leading to shared decision making and genuine engagement with the people we serve.

Our stakeholders recognise that DEMIRS staff are passionate, committed and have depth of knowledge in key areas to support industry, businesses, and consumers of WA. Our [Customer Service Charter](#) governs the way we interact not just with our customers, but also how we work with each other.



Our Strategic Plan *Towards 2026*, is a three year rolling plan that we evaluate annually to ensure we are focused on our strategic themes and priorities and that we have considered environmental opportunities and challenges. Our three strategic themes are: contemporary settings – policy and legislation for a better tomorrow; best-practice regulator – transparent and consistent practice to keep the community safe and our economy strong; and industry for WA – make it easy to do business the right way in WA.

We have three enabling strategies to assist us to achieve our strategic plan. These are: capable and thriving workforce, culture-led and tech savvy.

## 1,927 staff

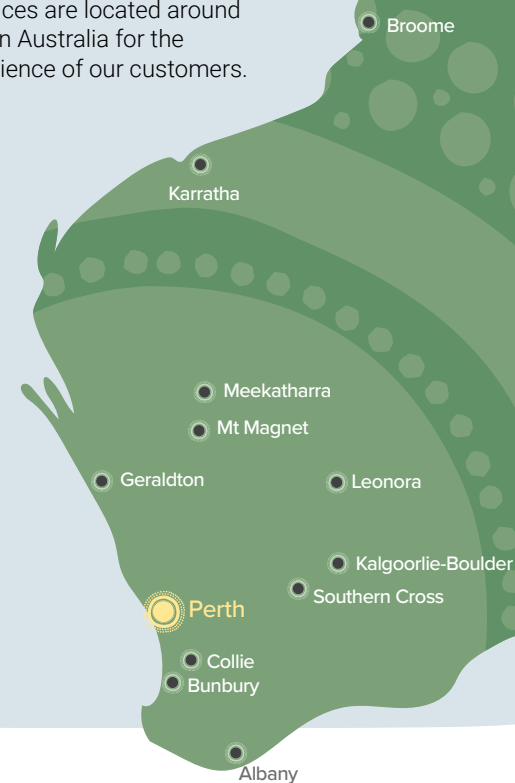
- ▲ 5% from last year
- 19% aged < 34 years
- 30% aged > 55 years

**16**  
age of our **youngest** staff member.

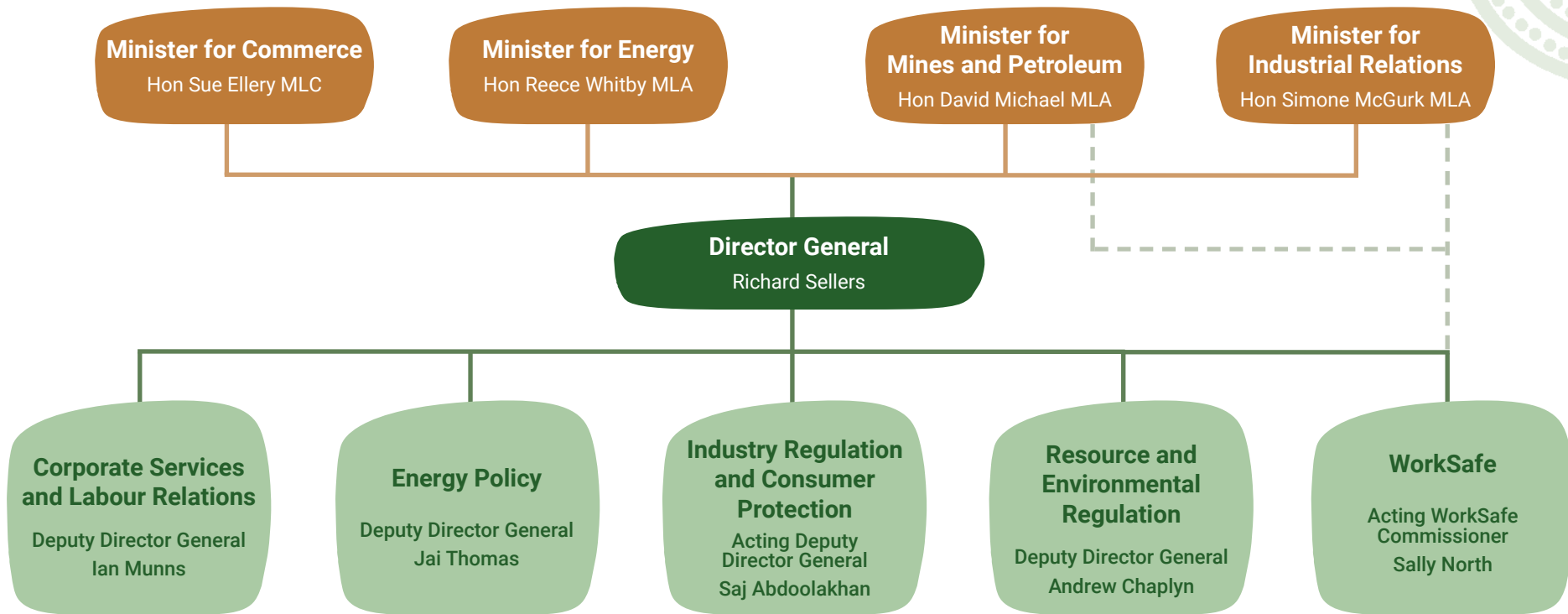
**78**  
age of our **oldest** staff member.

**17%**  
Staff that are **culturally and linguistically diverse.**

Our offices are located around Western Australia for the convenience of our customers.



# Organisational chart



For more detail on our [organisational structure](#) please refer to the department’s website.

## Executive changes during 2023–24

- Darren Kavanagh, completed his role as WorkSafe Commissioner on 15 December 2023.
- Sally North, acting WorkSafe Commissioner from 16 September 2023.
- Strategic Business Innovation Division moved from Energy Policy Group to Corporate Services and Labour Relations Group effective 1 December 2023.
- New Cabinet announced 7 December 2023. The Hon Bill Johnston MLA stood down from Cabinet.
- Kristin Berger, Deputy Director General Industry Regulation and Consumer Protection on secondment to Department of Jobs, Tourism, Science and Innovation from 19 February 2024.
- Saj Abdoolakhan, acting Deputy Director General Industry Regulation and Consumer Protection from 19 February 2024.

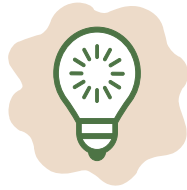
# Our Groups



## Corporate Services and Labour Relations

Provides specialist advice, effective business systems, and internal controls to assist the department in achieving its strategic and operational objectives and brings together a range of corporate service functions.

The Group provides strategic advice, education and compliance services, and undertakes legislative reform for State employment and long service leave laws; and is also responsible for shaping policy, coordinating and providing governance of labour relations for the government sector through implementation of government wages policy.



## Energy Policy

Focuses on the delivery of policy advice to the State Government to facilitate the supply of secure, reliable, sustainable and affordable energy services to the Western Australian community.

The Group also supports the Coordinator of Energy with rule-making functions in relation to the Wholesale Electricity Market, Gas Services Information and Pilbara Network Rules, and the discharge of statutory responsibilities in the management of fuel, gas and electricity supply disruptions, as set out in the *Energy Coordination Act 1994*.



## Industry Regulation and Consumer Protection

Protects the WA community and facilitates growth through balanced regulation.

The Group works towards ensuring there is a fair trading environment for consumers and traders and regulates the building, plumbing and energy industries. It offers dispute resolution services, conducts compliance and enforcement activities; occupational licensing; and provides information, education and advice to empower and safeguard the community.



## Resource and Environmental Regulation

Responsible for the regulation of one of WA's largest industry sectors, playing a critical role in building the State's economy and ensuring resources are developed in a sustainable and responsible manner.

The Group provides geoscientific data to understand the State's mineral and petroleum resources, and administers the Aboriginal Empowerment Initiative, ensuring policies, practices and procedures around mining activities are developed in a culturally respectful way.



## WorkSafe

Oversees the regulatory and policy requirements of workers' health and safety in the resources and general industries sectors, plus safety legislation for dangerous goods, including the State's major hazard facilities, and petroleum operations.

WorkSafe plays a significant part in building and strengthening Western Australia's economy by ensuring that one of the State's most significant assets, its workforce, operates in a healthy and safe environment where workers' rights are protected.



## Executive Leadership Group

Left to right: Ivor Roberts, Jeremy Kwong, Jai Thomas, Marka Haasnoot, Andrew Chaplyn, Richard Sellers, Julie de Jong, Sally North, Ian Munns, Saj Abdoolakhan, Peter Stewart. Inset: Trish Blake (absent on the day of the photoshoot).

The Executive Leadership Group continues to meet regularly to discuss strategic issues, review and action submissions, and make key decisions.

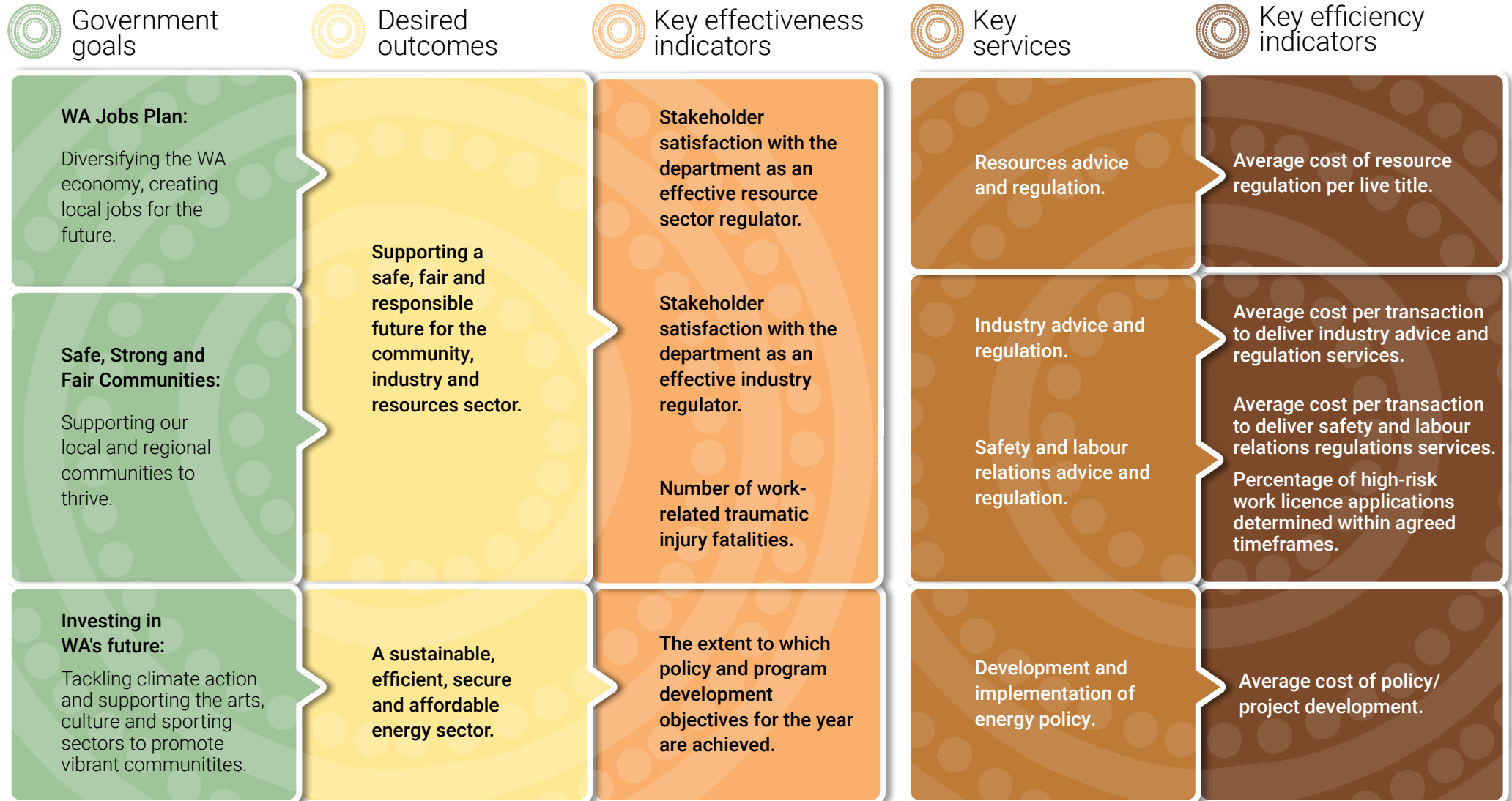
DEMIRS was proud to support the Public Sector Commission's **Women in Executive Leadership Program in 2023–24**.

Sophie Woodley (inset) joined our Executive Leadership Group in July 2023. Through the program, Sophie increased her strategy, policy, and public administration capabilities, and was included in decision making, governance and operations at the executive level.



# Performance management framework

The Western Australian public sector performance management framework is referred to as Outcome Based Management (OBM). Our OBM reflects the department's contributions towards our government goals and purpose.



# Administered legislation

We assist the Ministers for Mines and Petroleum; Energy; Industrial Relations; and Commerce in administration of the following:

[Architects Act 2004](#)

[Associations Incorporation Act 2015](#)

[Auction Sales Act 1973](#)

[Barrow Island Royalty Trust Account Act 1985](#)

[Barrow Island Royalty Variation Agreement Act 1985](#)

[British Imperial Oil Company, Limited \(Private\) Act 1925](#)

[Building Act 2011](#)

[Building and Construction Industry \(Security of Payment\) Act 2021](#)

[Building Services \(Complaint Resolution and Administration\) Act 2011](#)

[Building Services \(Registration\) Act 2011](#)

[Building Services Levy Act 2011](#)

[Business Names \(Commonwealth Powers\) Act 2012](#)

[Business Names Act 1962](#)

[Charitable Collections Act 1946](#)

[Chattel Securities Act 1987](#)

[Churches of Christ, Scientist, Incorporation Act 1961](#)

[Coal Miners' Welfare Act 1947](#)

[Commercial Tenancy \(Retail Shops\) Agreements Act 1985](#)

[Competition Policy Reform \(Taxing\) Act 1996](#)

[Competition Policy Reform \(Western Australia\) Act 1996](#)

[Conspiracy and Protection of Property Act 1900](#)

[Construction Contracts Act 2004](#)

[Construction Industry Portable Paid Long Service Leave Act 1985](#)

[Co-operatives Act 2009](#)

[Credit \(Administration\) Act 1984](#)

[Credit \(Commonwealth Powers\) Act 2010](#)

[Credit Act 1984](#)

[Dampier to Bunbury Pipeline Act 1997](#)

[Dangerous Goods Safety Act 2004](#)

[Debt Collectors Licensing Act 1964](#)

[Decimal Currency Act 1965](#)

[Disposal of Uncollected Goods Act 1970](#)

[Distress for Rent Abolition Act 1936](#)

[Dividing Fences Act 1961](#)

[Electricity Act 1945](#)

[Electricity Corporations Act 2005](#)

[Electricity Industry Act 2004 \(except Parts 9A and 9B\)](#)

[Electricity Transmission and Distribution Systems \(Access\) Act 1994](#)

[Employment Agents Act 1976](#)

[Employment Dispute Resolution Act 2008](#)

[Energy Arbitration and Review Act 1998](#)

[Energy Coordination Act 1994](#)

[Energy Corporations \(Transitional and Consequential Provisions\) Act 1994](#)

[Energy Operators \(Powers\) Act 1979](#)

[Energy Safety Act 2006](#)

[Energy Safety Levy Act 2006](#)

[Fair Trading Act 2010](#)

[Finance Brokers Control Act 1975](#)

[Fremantle Buffalo Club \(Incorporated\) Act 1964](#)

[Fuel, Energy and Power Resources Act 1972](#)

[Gas Corporation \(Business Disposal\) Act 1999](#)

[Gas Services Information Act 2012](#)

[Gas Standards Act 1972](#)

[Gas Supply \(Gas Quality Specifications\) Act 2009](#)

[Growers Charge Act 1940](#)

[Hire-Purchase Act 1959](#)

[Home Building Contracts Act 1991](#)

[Industrial Relations Act 1979](#)

[Land Valuers Licensing Act 1978](#)

[Law Reform \(Common Employment\) Act 1951](#)

[Limited Partnership Act 2016](#)

[Long Service Leave Act 1958](#)

[Metric Conversion Act 1972](#)

[Mines Safety and Inspection Act 1994](#)

[Minimum Conditions of Employment Act 1993](#)

[Mining \(Validation and Amendment\) Act 1986](#)

[Mining Act 1978](#)

[Mining On Private Property Act 1898](#)

[Mining Rehabilitation Fund Act 2012](#)

[Motor Vehicle Dealers Act 1973](#)

[Motor Vehicle Repairers Act 2003](#)

[National Gas Access \(WA\) Act 2009](#)

[New Tax System Price Exploitation Code \(Taxing\) Act 1999](#)

[New Tax System Price Exploitation Code \(Western Australia\) Act 1999](#)

[Occupational Safety and Health \(Validation\) Act 1998](#)<sup>(1)</sup>

[Offshore Minerals \(Consequential Amendments\) Act 2003](#)<sup>(2)</sup>

[Offshore Minerals \(Registration Fees\) Act 2003](#)

[Offshore Minerals Act 2003](#)

[Offshore Petroleum \(Royalty\) Act 2006](#)<sup>(3)</sup>

[Offshore Petroleum and Greenhouse Gas Storage Act 2006](#)<sup>(3)</sup>

[Personal Property Securities \(Commonwealth Laws\) Act 2011](#)

[Petroleum \(Submerged Lands\) Act 1982](#)

[Petroleum \(Submerged Lands\) Registration Fees Act 1982](#)

[Petroleum Act 1936](#)

[Petroleum and Geothermal Energy Resources \(Registration Fees\) Act 1967](#)

[Petroleum and Geothermal Energy Resources Act 1967](#)

[Petroleum and Geothermal Energy Safety Levies Act 2011](#)

[Petroleum Pipelines Act 1969](#)

[Petroleum Products Pricing Act 1983](#)

[Petroleum Retailers Rights and Liabilities Act 1982](#)

[Petroleum Titles \(Browse Basin\) Act 2014](#)

[Plumbers Licensing Act 1995](#)

[Public and Bank Holidays Act 1972](#)

[Real Estate and Business Agents Act 1978](#)

[Residential Parks \(Long-Stay Tenants\) Act 2006](#)

[Residential Tenancies Act 1987](#)

[Retail Trading Hours Act 1987](#)

[Retirement Villages Act 1992](#)

[Safety Levies Amendment Act 2020](#)<sup>(4)</sup>

[Sale of Goods \(Vienna Convention\) Act 1986](#)

[Sale of Goods Act 1895](#)

[Settlement Agents Act 1981](#)

[Short-Term Rental Accommodation Act 2024](#)<sup>(5)</sup>

[Street Collections \(Regulation\) Act 1940](#)

[Ticket Scalping Act 2021](#)

[Transfer of Incorporation \(HBF and HIF\) Act 2009](#)

[Western Australian Products Symbols Act 1972](#)<sup>(6)</sup>

[Work Health and Safety Act 2020](#)<sup>(7)</sup>

- (1) An Act to validate certain acts, matters or things done or purported to be done under the *Occupational Safety and Health Act 1984* and to amend that Act. The *Occupational Safety and Health Act 1984* was repealed on 31 March 2022. Working within the statutory limits of that Act, WorkSafe continues to investigate and prosecute cases under the repealed Act.
- (2) An Act to amend the *Mining Act 1978*; *Conservation and Land Management Act 1984*; and *Fish Resources Management Act 1994*, consequential to the *Offshore Minerals Act 2003*.
- (3) Administered on behalf of the Commonwealth.
- (4) An Act to amend the *Mines Safety and Inspection Act 1994* and the *Petroleum and Geothermal Energy Safety Levies Act 2011*.
- (5) Royal Assent granted on 22 April 2024.
- (6) Transferred to DEMIRS as a result of an agreement in December 2023 between the Premier and Minister for Commerce to transfer administration of the *Western Australian Products Symbols Act 1972*.
- (7) This Act replaced the work health and safety elements of the following Acts, covering mining and petroleum – *Mines Safety and Inspection Act 1994*; *Petroleum and Geothermal Energy Resources Act 1967*; *Petroleum (Submerged Lands) Act 1982*; *Petroleum Pipelines Act 1969*. It also replaced the *Occupational Safety and Health Act 1984*.





# Report on Operations



Makuru

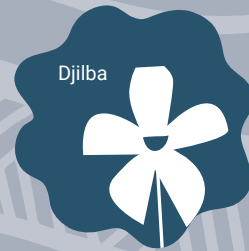
## July 2023

Green light to WA's first green hydrogen facility given after comprehensive assessments were completed by our Dangerous Goods officers.



Meekatharra and Marble Bar mining registrar offices moved to Geraldton.

Information sessions held and Position Paper 14 *Marking out the land a precondition of certain tenement applications* released for open consultation.



Djilba

## August–September 2023

Mining Industry Summit: Driving Respect held – 1 August 2023, see [page 23](#).



The Minister for Energy signed funding agreement with Australian Government for up to \$3 billion through concessional loans and equity investments to support new builds and major upgrades to transmission infrastructure in major electricity grids.



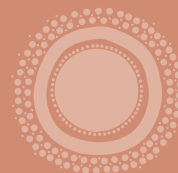
Kambarang

## October–November 2023

Exploration Incentive Scheme round 28 grant winners announced by the then Minister for Mines and Petroleum the Hon. Bill Johnston MLA to the value of \$6 million to 36 applicants.

GSWA 25th Open Day held: Future focused geoscience.

Mining Rehabilitation Fund [annual report](#) released.



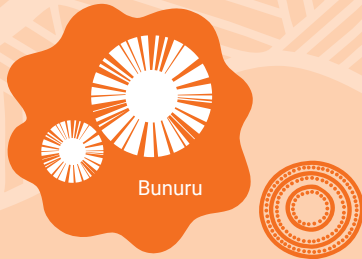
Birak

## December 2023–January 2024

The department's name changed to become the Department of Energy, Mines, Industry Regulation and Safety.

The 'MyACL' project received special commendation at the 2023 Institute of Public Administration Association's Achievement Awards for Best Practices in Corporate Social Values.

WA Rent Relief Program announced to provide one off relief payments to help eligible tenants who are at risk of eviction because their rent is in arrears and to negotiate with their landlords to extend the tenancy.



## February–March 2024

The 20<sup>th</sup> Consumer Protection Awards held, celebrating individuals and groups dedicated to advancing and raising awareness for consumer rights in Western Australia.



Celebrated International Women’s Day with 47 staff taking part in an online and in-person Women in Leadership workshop designed to empower and equip female leaders with the knowledge, skills and support needed to develop their leadership capabilities.



## April–May 2024

More than \$10 million in grants awarded for the Exploration Incentive Scheme round 29, Series 7 of the Energy Analysis Program and the inaugural Co-funded Geophysics Program announced by Minister for Mines and Petroleum the Hon. David Michael MLA, see [page 32](#).

BondsOnline transitioned to the State Government’s My Account program that incorporates security benefits such as passphrase capability and two step authentication, strengthening the protection of user accounts and sensitive data.



Held a strategic planning workshop for over 50 leaders across DEMIRS. Four stakeholders from key external agencies participated in a panel designed to provide our staff with constructive feedback instrumental in shaping our future priorities and approach.



## June 2024

Manager Archean Geodynamics, Dr H. Smithies, received the 2024 Gibb-Maitland Medal from the Geological Society of Australia – WA Division for a lifetime of outstanding and substantial contributions to the field of geochemistry in WA.



# Performance snapshot

**225,085**  
calls managed by  
our frontline customer  
service teams.

**3,944**  
Building painting, building  
surveying, plumbing, electrical  
and gas inspections conducted.

**\$575,683**  
recovered in unpaid wages  
and other entitlements  
for workers.

**251,285**  
transactions processed  
related to tenancy bonds.  
▲ 9.5% increase on last year.

**65** submissions received for  
the 2023, Work Health and  
Safety Excellence Awards.

**19** work, health and safety  
industry awareness  
events held.

  
**3,764**  
tenement applications  
received with the majority  
lodged online.

**2,437**  
consumer products  
inspected for safety  
and compliance.

**1,092**  
building disputes  
finalised.

  
Finalised  
**20,739**  
dealings (includes transactions such  
as transfers, caveats and mortgages)  
affecting **33,310** tenements.

**691**  
tenement compliance  
assessments undertaken.

**1,862**  
general land tenure  
and planning proposals  
assessed.

  
Consumer Protection  
negotiated  
**\$8,675,067**  
in redress for  
**3,165**  
WA consumers.

**487,703**  
licences, certificates,  
permits, and registrations  
managed on behalf of  
**7**  
statutory authorities.

Performance snapshot

Feedback on our customer service

**243**

compliments, complaints and suggestions received.

Feedback received by DEMIRS during 2023–24

Compliments:	<b>79</b>
Complaints:	<b>136</b>
Suggestions:	<b>28</b>

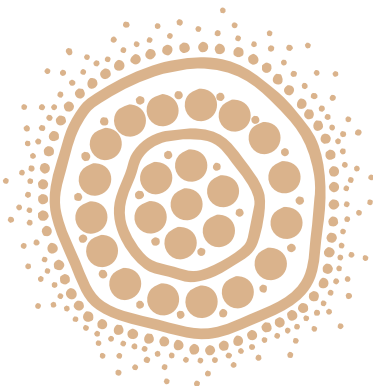
Suggestions for improving services are forwarded to the area supplying those services and responded to in a timely manner.

Financial targets

	Target \$000	Actual \$000	Variation \$000
Total cost of services (expense limit)	397,155	426,982	(29,827) (a)
Net cost of services	(223,402)	(163,117)	(60,285) (b)
Total equity	610,219	751,610	(141,391) (c)
Approved salary expense level	208,797	198,868	9,929 (d)
Approved Executive salary expense level	6,637	6,103	534

Working cash targets

	Agreed Limit \$000	Target/Actual \$000	Variation \$000
Agreed working cash limit (at Budget)	19,620	21,426	1,806
Agreed working cash limit (at Actuals)	19,620	19,536	(84)



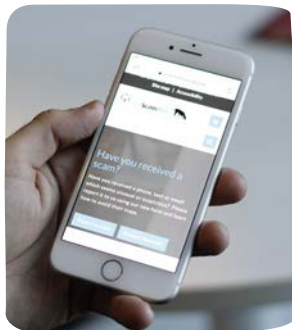
- (a) Total Cost of Services are over by \$29.827 million due to higher labour hire rates and reliance on contractors and consultants. Resources Advice and Regulation Services increased due to approved increases for the Abandoned Mines Program, including Ellendale mine and an expanded program of works on other abandoned legacy sites. In addition to these, the department has also commenced initiatives around Short-Term Rental Agreements and the Vacant Property Rental Incentive schemes in response to the constricted rental market.
- (b) Net Cost of Services under by \$42.76 million as a result of continued increased collections for the Mines Safety and Mining Rehabilitation Levies as a result of continued high levels of activity within the resource sector.
- (c) Total equity is higher by \$141.391 million as a result of continued increased revenue collections over a number of years, specifically from the Mines Safety and Inspection Levy and Mining Rehabilitation Fund. As a result of these increased revenue collections, this has seen the accumulated surplus for the department remain considerably higher than expected, which has seen significant increase in total equity.
- (d) Salary expenses are under target by \$9.929m as a result of a constricted employment market, seeing increased competition for the attraction and retention of staffing.

# Emerging trends

## Staying ahead of scammers

Western Australia experienced a record year for cybercrime in 2023, with the emergence of Facebook as the number one channel for how people were being targeted and falling victim to scams.

Each year the department releases a WA ScamNet Year in Review report, outlining the number of reports, victims and financial losses to scams being reported by the WA community. The data for 2023–24 showed that Facebook scams were up 15.7 per cent from the previous year, with scams including fake prizes and giveaways, phoney job offers, bogus shopping advertisements and hacked accounts promoting cryptocurrency schemes. The data also showed that WA buyers and sellers on classified sites and online marketplaces accounted for the highest number of victims across all scam types, with Facebook Marketplace used by perpetrators for their scams resulting in 373 victims and \$513,799 in losses for this financial year. The main way people lost money on this platform was through fake product and rental property listings.



## Vacant land scam initiative

In December 2023, the department encountered four distinct instances of property scams, wherein the perpetrators falsely claimed ownership of vacant land in WA and enlisted real estate and settlement agents to facilitate the sale of the property.

The department investigated and subsequently presented its findings at a meeting, convened by the Commissioner for Consumer Protection, with relevant stakeholders including the Australian Institute of Conveyancers WA, Real Estate Institute of Western Australia, WA Police Force and Landgate. The outcome of the meeting was a mutual agreement among all parties to collaborate in identifying vulnerabilities within the land sale process that scammers exploit, and to propose effective measures to combat such activities.

## Harmonised labour hire regulation

The department is working with the Australian Government and other states and territories to establish a nationally harmonised labour hire regulation framework with State based legislation and a single national regulator. Regulating labour hire providers reduces the risk of worker exploitation and unscrupulous business practices in the labour hire industry.

Number one scam for 2023 by

**amount lost:**  
**investment  
scams**

Number one scam for 2023 by

**number of  
victims:**  
**classified  
scams**

# Supporting Western Australia through housing, tenancy and accommodation reforms

The department has contributed to State Government strategies to help increase housing stock, regulate safer buildings, and provide financial relief to the WA community to address cost of living pressures.

WA Rent Relief Program expects to benefit almost **4,500** households.

## Reforms to the building industry

Building fires are a major risk to property, as well as the lives and health of building occupants. Following on from the 2017 Grenfell Tower fire in London which resulted in 72 fatalities, governments across Australia conducted audits of the use of combustible cladding in high rise buildings. In 2018, the national report *Building Confidence: Improving the Effectiveness of Compliance and Enforcement Systems for the Building and Construction Industry Across Australia* made 22 principle based recommendations.

The first stage of recommendations implemented saw the introduction of the registration for building engineers, including fire safety building engineers. Registration is being phased in between July 2024 and July 2027. The registration scheme will improve the level of compliance with legislated building standards and is the first in a broader range of building industry reforms the State Government has committed to implementing.

The second stage will see the introduction of a suite of building control reforms detailed in the *Building Better: Reforms to WA's Building Regulatory Framework – Decision Regulatory Impact Statement* announced by Minister Ellery in December 2023.

This will see inspections to be carried out at key stages during the construction of apartments and most non-residential buildings. These inspections will allow building surveyors and engineers to verify that buildings, including their fire systems, have been constructed as per their approved designs.

## Volume of building complaints

The department administers a dispute resolution process that provides a way for consumers and builders in WA to resolve disputes relating to the carrying out of regulated building services (workmanship issues) and home building work contracts (contractual issues). This process also covers the conduct of registered builders. Since December 2020, there has been a steady increase in the number of building complaints which is consistent with the increase in building activity and the challenges posed by labour and materials shortages.

## WA Rent Relief Program

The WA Rent Relief Program coordinated between the State Government, Anglicare WA and Vinnies WA, is part of government reforms to increase housing supply and support private tenants. The distribution of rent relief funds began at the end of 2023 and will continue through to 2025.

## Short-term rental accommodation

The *Short-Term Rental Accommodation Act 2024* (STRA) passed Parliament in April 2024. The Act implements a key recommendation made by the Economics and Industry Standing Committee to establish a registration scheme for residential premises used to provide short-term rental accommodation.

The department developed a STRA register with registrations to commence from 1 July 2024, that will provide state and local governments with data on premises used to supply short-term rental accommodation. It will also assist local governments in enforcing their regulatory requirements that apply. After a six month transition period, registration will become mandatory from 1 January 2025.

During 2023–24, the department also initiated the STRA Incentive Scheme which offers a \$10,000 payment to property owners who convert their premises from short-term accommodation into long-term rentals for at least 12 months. The aim of the scheme was to provide more long-term accommodation in the context of historical low rental vacancy rates across WA. The scheme was extended beyond the initial six month pilot to November 2024.

Leading grant management software (Good Grants) was introduced to facilitate an online application process including digital identification verification. In 2023–24 the scheme received 336 applications and paid 241 grants, placing an additional 241 properties into the long-term rental market.



## Engineered stone

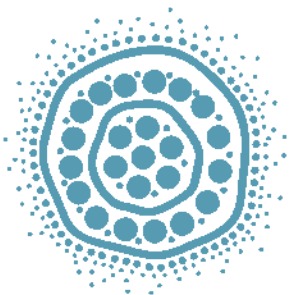
The manufacture, supply, processing and installation of engineered stone benchtops, panels and slabs will be banned across Australia from 1 July 2024.

The decision follows extensive consultation and collaboration with work health and safety Ministers across most Australian jurisdictions. A transitional period of six months will apply for businesses and consumers who have a pre-2024 contract in place to obtain engineered stone products. Engineered stone benchtops already installed in homes do not pose a health hazard, as the finished product does not release dust. However, those working with already installed engineered stone, for example to remove it, need to notify WorkSafe.

The department developed an efficient notification system for WA businesses required to notify of minor works or removal of legacy engineered stone. Updates were made to the work health and safety regulations specifically for the engineered stone prohibition and the further regulation of work involving crystalline silica substances. Promotion and announcement activities to educate and advise workers, persons conducting a business or undertaking, industry participants and peak bodies are ongoing.

Driving improvements in the workplace management of hazardous dusts and protecting workers from harm is a priority focus for WorkSafe and forms part of *WorkSafe: The way forward strategy 2023–2026*. Refer to [page 34](#).





# Mining Industry Summit

Almost 1,200 delegates from across the WA mining sector who could contribute to driving and influencing lasting cultural change attended the Mining Industry Summit: Driving Respect held on 1 August 2023.

The event program featured keynote speakers, panel discussions, and case studies from respected experts across government, industry, and academia.

The summit included the-then Minister for Industrial Relations the Hon. Bill Johnston MLA, and Minister for Women's Interests, the Hon. Sue Ellery MLC officially opened the summit. Premier Roger Cook MLA addressed the summit, emphasising the government's commitment to support key programs and working with industry to create workplace cultures free from violence, harassment and discrimination. Presentations and panel sessions were held, including:

- Preliminary findings from the Mental Awareness, Respect and Safety (MARS) Program Landmark Study involving 3,200 workers from 226 companies.
- A 'Fireside Chat' that focussed on how organisations were helping to drive cultural change in the mining industry and what more could be done to create a best practice culture.
- Lightning talks – five minute snapshots showcasing best practice examples of implemented systems and programs that have driven change.
- Updates comparing the 2023 'How Tough Are We Now?' regional roadshow workshops from the 2010 workshops.

Six panel sessions rounded out the morning before a presentation from Kate Jenkins AO, former Sex Discrimination Commissioner, providing a broad context on her work delivering the landmark *Respect@Work* report, the evolving workplace culture towards women, and the challenges ahead.

The summit was an important opportunity to connect with leaders at all levels continuing to build respectful workplaces and drive positive change. Feedback from the event was widely positive, while recognising the mining industry needs to improve to address the significant issues of sexual harassment in the workplace.



# Gnalla Mia (Noongar for 'Our Place')

Completed in May 2024, Gnalla Mia is an activity-based working (ABW) environment study space designed with three aims to:

- test work settings;
- trial technology; and
- prepare people for change.

DEMIRS is working with the Department of Finance to secure a new building that will meet the current and future needs of our metropolitan staff.

To ensure a successful relocation to our new building, the department is working to identify some key aspects for the future environment, including the best work settings for an ABW fit-out, what technology will best support new ways of working and how to prepare people for change.

Consultation is at the heart of this major project with the department commissioning Gnalla Mia, an ABW fit-out in Mineral House to assist staff in the transition to the new working environment.

People will move from our five metropolitan office locations for temporary opportunities to develop and strengthen their skills to work in an ABW environment, while providing direct feedback to the furniture and technology design. Residencies in Gnalla Mia will run for four to six months at a time, bringing together various business areas, and will continue until the metropolitan office relocation.

Universal access design is at the forefront of this fit-out. Consultation with access and interior design experts has developed an inclusive workplace. Insight from staff will be used in the future design of the new office. Gnalla Mia includes sit to stand desks, assist open doors (via button and hand wave), colour contrast throughout, custom locker systems and tactile clear braille.

Artist Mel Spillman (Woods) was commissioned to provide artwork and consultancy to the project. The artwork has been interwoven into the workplace design and the naming of the place and dual naming of zones was based on consultation with the artist as well as input from the department's Gnalla Mila, Gnalla Wangkiny committee and Reconciliation Action Plan working group.



 "This change management program will help our staff adapt to our new activity-based working environment, ensuring they feel supported throughout the move to our new metro office location."

**Richard Sellers, Director General**

# Enhancing our customer service

The department serves Western Australia by supporting and protecting the community, industry, workers and consumers. One way DEMIRS does this is by delivering front line customer services to our stakeholders and the WA community.

## Upgrade of DEMIRS ticketing system

Continuing to support and enhance a positive customer experience, the department upgraded the customer counter ticketing system in December 2023, improving both staff and customer experiences at the Cannington site. The new system is more reliable, responsive, and gives greater control over queue options, leading to more meaningful data insights. Implementation helps to pave the way for modern metropolitan counter services as part of our strategic accommodation plan.

## Expansion of customer experience technology

We expanded our Cloud CX telephony platform to other areas within the Service Delivery and Consumer Protection Divisions between November 2023 and March 2024. Along with enriching the user experience, having one platform with central administration support allows for growth in understanding customer experience technology requirements and capability. This understanding will strengthen the future selection of strategic customer experience technology partners as we continue modernising our service delivery.

## Expansion of regional licensing hub

The department's Regional Licensing Hub in Collie expanded to 18 positions in October 2023. This expansion was announced by the State Government in June 2023 and followed the successful establishment of the Hub in August 2020 as part of the Collie Industry Attraction and Development Fund.

## Occupational licensing services

DEMIRS administers over 100 diverse and complex occupational licence types. Online lodgement of new applications continued to be a success in 2023–24, proving a popular alternative to hardcopy paper and in-person applications. The roll out of the digital lodgement option that supports new applicants to apply and pay securely online was completed this year, with 29 per cent of applications for new licences now being lodged electronically. The department is now working to develop an online option for existing industry members to be able to lodge renewal applications electronically.

## Customer service charter

The department launched a DEMIRS Customer Service Charter in October 2023, a first since the Machinery of Government changes in 2017. The Customer Service Charter is derived from our values and best practices in the public and private sector, guiding staff in engagement with customers and each other.

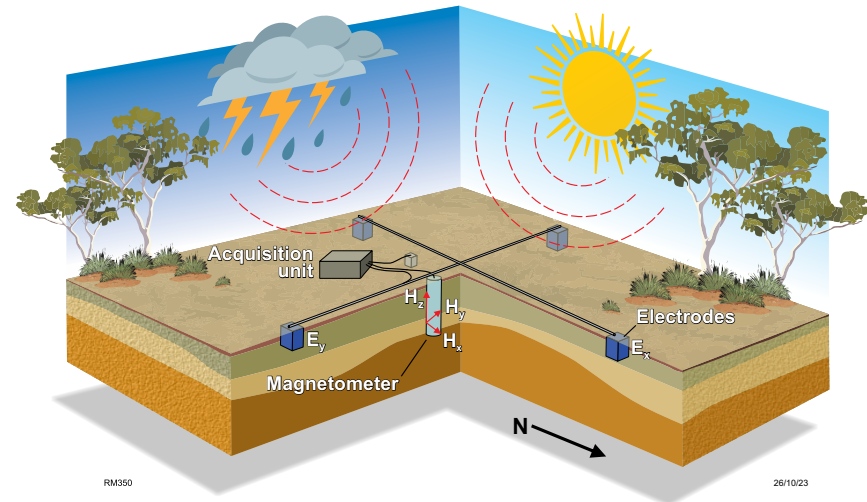
# Magnetotelluric surveys

A method for measuring magnetic and electric waves that pass through the Earth is called magnetotellurics (MT). Specifically, MT methods measure the electric and magnetic fields associated with the interaction of the Earth's magnetic field with the Sun's solar activity.

The department commenced a new decade long project to collect MT data from across the state called WA-MT. The WA-MT project will contribute to a world leading dataset and provide pre-competitive data for geological interpretation of the sub-surface by the resource sector, pastoralists and land use policy decision makers. This new MT data will also be used to understand the Earth's conductivity linked to the ancient architecture of the Earth's lithosphere<sup>1</sup>.

Understanding the conductivity of the state's land mass will impact future mineral exploration. Deep conductive features in the Earth can be used as proxies for mineral prospectivity. For example, fault pathways that contain minable minerals are imaged as conductors in 3D models created from MT data. With knowledge of the Earth's conductivity, mineral explorers can make informed decisions on procuring or retaining tenements prospective for mineral resources.

The dataset will enable better land use planning of electrical infrastructure, such as those used by renewable energy. Periods of intense solar activity can impact transformers and power transmission lines. By measuring the electromagnetic currents from solar activity, the impact of these currents to electrical infrastructure can be understood. While understanding these voltage variations from MT data is a new field of research, some studies have suggested that deep regions of conductivity are often linked to near surface conductors and can pose a risk to surface electrical infrastructure. It is anticipated that the new WA-MT dataset may be able to inform plans and standards for new electrical infrastructure sites in the future.



<sup>1</sup> The rigid outer part of the earth, consisting of the crust and upper mantle.



To obtain a comprehensive view of WA the aim is to collect data at MT stations located on a 40 km by 40 km spaced grid pattern. MT specialists will undertake field work, initial data quality assurance/ quality control and data processing. The department's project team will model and interpret the data in conjunction with the WA Array passive seismic project. To be cost effective and efficient WA-MT will use the same station locations as the WA Array project where land access agreements have been established and the use of helicopters can be shared.

This year's progress includes:

- the procuring of services to undertake the first phase of MT field acquisition and data processing work;
- developing in-house computing systems for analysing MT data;
- undertaking a review and collation of already available MT data across the state; and
- completing the initial phase of data collection in the Esperance and Eastern Goldfields regions.

So far data from 171 sites have been collected as part of this project and other MT programs such as those conducted by the University of Western Australia, University of Adelaide, and the national AusLAMP<sup>2</sup> program. Future work will focus on continued collection of MT data from approximately 100 to 160 sites per year and the creation of 3D conductivity models of the WA lithosphere.

The data collected will be made publicly available to explorers, pastoralists, and land use policy decision makers, and will encourage further investment from mineral explorers. With the findings to lead to further geophysical surveys and exploration drilling.

2 The Australian Lithospheric Architecture Magnetotelluric Project.



# Our work as a regulator

## Online licence search

The department has improved the existing occupational licence search available via the ServiceWA application which allows the public to easily verify the status of occupational licences, registrations, permits, certificates, approvals, and other such authorisations (collectively referred to as licences) administered by the following licensing authorities:

- Building Commissioner.
- Building Services Board.
- Commissioner for Consumer Protection.
- Director of Energy Safety.
- Electrical Licensing Board.
- Plumbers Licensing Board.
- WorkSafe Commissioner.

The new online service is easier to use and will allow new licences to be easily added to the service over time.

## New compliance tool: iComply

DEMIRS staff are seeing data differently thanks to a pioneering location intelligence project, which was shortlisted for two accolades at the 2023 Institute of Public Administration Australia Achievement Awards – Best Practice in Innovation and Best Practice in Digital Transformation.

Officially launched on 28 September 2023, iComply is a geospatial application that provides increased capability to analyse data held within the department's Compliance Management System to assist with inspection and investigation activities and allows for restricted data sharing. The application seamlessly integrates geolocated data sourced from existing databases with relevant external spatial datasets. This new tailored mapping system can be used to view data by location, create maps and discover insights. With multiple search methods, themes for different business areas, advanced query, as well as filters, heatmaps and reporting functions, iComply will enhance staff's preknowledge prior to attending onsite when investigating incidents.

iComply draws on data from over 40 government departments through the State Government Shared Location Information Platform. Data is further enhanced by high resolution imaging via MetroMaps, with the added capability for historic imaging, providing the ability to review imaging that was relevant at a particular time.



“We have better regulatory oversight through data intelligence, increased efficiency in resource allocation and visual alternatives for planning and reporting activities.”

**Chief Electrical Inspector Compliance**

## LP gas cylinder adaptor ban

Following a serious gas related incident, the Director of Energy Safety issued a prohibition order that prohibits the sale, hire and use of liquefied petroleum gas cylinder adaptors that took effect in December 2023. These adaptors override the improved safety feature of the newer cylinder valves and are considered a hazard due to the risk of gas leakage and inadvertent separation. WA's prohibition has triggered other states to consider similar prohibitions.

# Our work as a regulator

## Ammonium Nitrate Emulsion incident response

Starting in October 2022, the department investigated an incident where a tanker trailer exploded in the eastern Goldfields region after ammonium nitrate emulsion (ANE) from the tanker detonated.

The blast happened on the Great Central Road approximately 440 kilometres northeast of Kalgoorlie after a tyre on the double road train caught fire and caused the tanker shell to melt. ANE spilled from the tanker and detonated two hours later after prolonged heating by the fire.

The incident investigation by DEMIRS found incidents of this type are rare, and that improvements are required to better prevent and respond to tyre fires on vehicles transporting ANE and similar products. The department's report on the incident contained 16 recommendations for industry.

The State Government directed the department to introduce legislative amendments and develop a new code of practice, which was released for public consultation, to ensure the risk of such incidents is minimal. For more detail on the [investigation](#) and [animated video](#) created, refer to the department's website.

## Worst hazards in WA workplaces

Published in May 2024, the *Worst hazards in Western Australian workplaces 2012–13 to 2021–22* report analysed lost time due to workplace injuries and fatalities. Recent statistics show WA workers have a much lower chance of being fatally injured at work in 2024 than they did 34 years ago, when robust workplace safety and health legislation first came into effect. In WA, a worker's risk of being fatally injured fell by 83 per cent between 1988–89 and 2022–23.

A steady increase in awareness of workplace health and safety over recent decades, along with improved laws, lots of great work from employers, workers, health and safety representatives, unions and industry bodies; along with an improved understanding of risks and hazards and the maturing of the health and

safety profession, have all contributed to a fall in the relative number of deaths and injuries.

In the report, manual handling was identified as the worst hazard group by total time lost from work, accounting for 41 per cent of all lost time. The worst specific workplace hazard was trips on clear ground. Women were more likely to be harmed by psychosocial hazards and handling other people, while men were more likely to be harmed by falls and vehicle crashes.



### Trips on clear ground

The number one hazard  
in the workplace\*

Years of lost shifts:

**4,300**

Claims lodged:

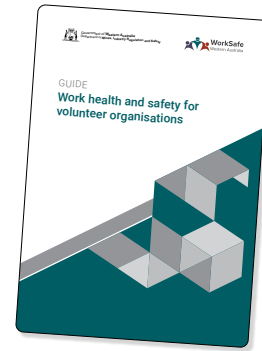
**17,800**

Estimated cost:

**\$700 million**

\*Based on 2012–13 to 2021–22 figures

# Our work as a policy maker



## State award updating

The department worked with stakeholders to assist the Western Australian Industrial Relations Commission in a significant update to the state award, the Shop and Warehouse (Wholesale and Retail) Establishments Award, that provides employment conditions for retail workers in the state industrial relations system.

Updates to the award ensure it better reflects contemporary retail trading arrangements and removed outdated and obsolete provisions to improve clarity and make it easier for employers and employees to understand and comply with its provisions. This change was part of a broader program of state award updating in which DEMIRS is working with industry stakeholders to contemporise state awards and increase award coverage to provide enhanced employment protections to employees.

## The importance of volunteering

There are more than 1.5 million volunteers in Western Australia making a difference to local communities, and the ripple effect of volunteering can be vast. As part of our involvement and commitment to the WA Volunteering Strategy Action Plan 2023–2026, the department developed resources to help organisations support the work health and safety of volunteers. Information about the way work health and safety laws protect volunteers in workplaces is available on WorkSafe's volunteer organisations webpage.

## NORM-II radiation management

Significant changes and advances in the management of naturally occurring radioactive material (NORM) was made during 2023–24.

The department regulates mineral sands mining, uranium exploration as well as lithium, rare earths and other critical mineral extraction and processing. The original NORM guidelines *Managing NORM In Mining and Mineral Processing* were produced in 2010 and have been embedded into mine operational procedures and adopted as a national and international example of best practice for many years. Recent changes in technology, dose effect factors and new radioactive mineral products being mined and processed resulted in some aspects of the NORM guidelines no longer being current. As a result, reviews were undertaken to update the various NORM guidelines to meet contemporary industry standards, work health and safety laws and increase competency requirements of Radiation Safety Officers.





# Our work as a policy maker

## Evolving the energy market

Renewable generation and energy storage investment will be required in the South West Interconnected System (SWIS) over the next decade to meet increased demand and to continue to deliver reliable, affordable and environmentally responsible electricity supply. During the year, the department conducted several Wholesale Electricity Market (WEM) evolution reviews, to help facilitate this investment. The most significant reviews were:

- Reserve capacity mechanism;
- WEM investment certainty; and
- Demand side response.

## PoweringWA

The State's main electricity grid – the SWIS – needs to expand to accommodate the growth in demand for renewable energy. Upgrades will help deliver on the State's economic development and decarbonisation commitments as well as maintain system security and reliability.

PoweringWA was established to support this transition and to coordinate the delivery of new electricity infrastructure at the pace needed for economic development and decarbonisation. PoweringWA will work with Western Power, other government agencies, industry, community, and landowners to contribute to the transformation of the SWIS.

Early engagement with local stakeholders and First Nations people groups is key to ensuring that communities are part of this transition. PoweringWA will continue to engage closely with industry and communities across the SWIS to understand their needs and support them to navigate the energy transition.

## Pilbara Energy Transition

The Pilbara Industry Roundtable established in 2022 has continued to progress discussions on the opportunities and challenges in decarbonising the Pilbara, acknowledging the multiple owners of existing energy infrastructure in the region.

The work and consensus generated by the Roundtable informed a Pilbara Energy Transition Plan and helped secure agreement for concessional financing from the Commonwealth's Rewiring the Nation program to support transmission investments in the Pilbara and South West regions of the State.

The department is currently scoping, priority common use transmission projects to support the connection of wind and solar resources through to the large users in the Pilbara. The Pilbara Energy Transition Traditional Owner Participation Support Fund is a pilot program established in response to feedback that State Government support was needed to enable Prescribed Body Corporate's to participate in the Pilbara energy transition on a more equal footing.

# Our work as a service provider

## Expanding the exploration incentive scheme funding

The Exploration Incentive Scheme (EIS) managed by the Geological Survey of Western Australia (GSWA) has responded to the State Government's Battery and Critical Mineral Strategy and focus of the net zero emissions target by expanding the government–industry exploration co-funding program from one to three programs.

The co-funded drilling program, initiated in 2009, has underpinned innovative greenfields mineral exploration and has led to discoveries such as Ni-Cu-Co Nova deposit. Now, an additional two co-funding programs have been added, the Energy Analysis Program (EAP) for geothermal and petroleum companies and the Co-funded Geophysics Program (CGP) for mineral exploration companies.

Both the EAP and CGP support the use of geophysical techniques in the very early phase of greenfields exploration. The emphasis in the extension of EIS co-funding will be on innovative projects characterising and seeing through the cover of soil, sand and sedimentary basins that obscures 80 per cent of WA's economic bedrock hosting precious and critical minerals. Delineated targets from geophysical studies would then, potentially, be followed up with co-funded drilling. Industry geologists and geologists from GSWA are using digital data from geophysical programs to use machine learning, artificial intelligence and analysis of sample material obtained through drilling to accelerate discovery rates.

## Success story: Bellevue

The Bellevue Gold Project was successful in rounds 15 and 18 of the EIS for further drilling activities, and these results underpinned the mine's reopening in 2024. Other recent EIS success stories include Gateway Mining intersecting a significant new zone of gold mineralisation in the Murchison and Kalgoorlie Nickel confirmed nickel sulphide prospectivity and lithium-caesium-rubidium bearing intrusives<sup>3</sup> at its Highway deposit.

## Geoscience data transformation

The geoscience data transformation project has moved into the design and build phase after completing the analysis phase for an improved approach to data integration and internal management of geoscientific data. The digitisation of legacy geoscience data sets continues and is supported through the development of naming standards and a data ownership and quality governance framework.

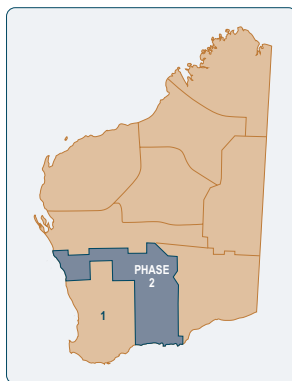
DEMIRS recently purchased two slide scanners through the program to digitise the department's collection of over 400,000 slides and mounts of minerals, fossils, and sedimentary samples and make them publicly accessible through an online platform. These samples are the key to understanding the State's geological history and resources, and the more they are handled, the more fragile they become. Explorers and the public will be able to examine these artifacts from their own devices by using a virtual microscope to zoom in and explore the intricate details contained within the samples. This initiative safeguards our geoscientific heritage and promotes WA as a hub for trustworthy scientific research and exploration.

<sup>3</sup> Previously molten rock forced between pre-existing rocks or rock layers.

# Our work as a service provider

## WA Array

The WA Array project is designed to collect passive seismic imaging data across the State, that uses the naturally occurring vibrations in the Earth, such as those generated by earthquakes, ocean waves and anthropogenic activities i.e. agriculture and transportation, to pick out the layering, and the faults found near the surface to hundreds of kilometres deep. Phase one is complete and data processing is progressing with the report and tier one products to be released by the end of 2024. Phase two incorporating Esperance, Laverton and Geraldton has started with trial deployment by helicopter. The first WA-MT data collection also started in the same area (see [page 26](#) and [27](#) for further information).



## Exploration databases

The WA resources industry is required to lodge drilling data and sampling results to the department for compliance and storage. These reports and datasets are entered into the department's databases and made available to the public. The Drillhole Database currently holds over four million drillhole records submitted by the mining industry, including over 13 million records of surface geochemical samples collected as well as other geochemistry and geological data. Approximately 4,000 company technical mining and exploration reports in the WAMEX database were released to the public during 2023–24 compared to 3,000 the previous year. More than 85 per cent of the 122,000 reports and associated data in the WAMEX database are now available to view and download via the GeoView application and the new one stop WAMEX search interface that that was released this year.

The WAPIMS database holds over 300,000 reports and datasets from activities conducted by the energy industry, including petroleum well drilling, seismic and geophysical surveys, as well as drill sample analyses and studies. Approximately 3,000 WAPIMS records were released to the public during 2023–24, including the Western Australia Carbon Dioxide Geological Storage Atlas datasets compiled by GSWA which was funded by the Ministerial Taskforce on Climate Action.

In addition to our geological databases, we also have two purpose-built core libraries, the Perth Core Library, located in Carlisle, and the Joe Lord Core Library in Kalgoorlie. The core libraries in combination served over 2,500 clients and visitors during 2023–24 and laid out around 225,000 metres of drill core for public viewing. Making all this information and samples available to the public, supports exploration of resources within the State to drive positive economic outcomes.

## Tjiwarl Palyakuwa on Country

The department is a signatory to the 2023 compensation settlement between the State of Western Australia and the Tjiwarl Aboriginal Corporation called the Tjiwarl Palyakuwa (Agreement). Under the Agreement DEMIRS facilitates a mining business working group to foster open and regular communication and oversees implementation of an alternative future act<sup>4</sup> regime. In April 2024, the department and other government agencies were invited onto Country to further develop relationships and allow participants to get a feel for Western Desert country and culture. During the visit the Tjiwarl native title holders accompanied attendees to several sites on Country including Logan Springs (named 'Tjiwarl') whilst sharing stories, history and culture.

Tjiwarl attendees voiced their concerns about the historical and ongoing impacts of mining on Country and discussed some of the issues being encountered such as water resources. Participants benefited from seeing and hearing about these issues first hand, in a culturally appropriate forum, and expressed their appreciation for the invitation and opportunity.

<sup>4</sup> A proposal to deal with land in a way that affects native title rights and interests such as the grant of a mining tenement or compulsory acquisition of land.

# Our work as a service provider

## Updating ServiceWA

The department continues to modernise DEMIRS web applications – making some of them accessible through the ServiceWA application. Some of the key achievements for 2023–24 include:

- Improved security of the department's services access by using the WA Identity Exchange ecosystem. i.e. Bonds online.
- Provided a better digital platform for mobile applications to access information, grants, communication, and transactions with government.
- Increased the use of department digital services, by making them more accessible and easier to use.

## The way forward 2023–24 to 2025–26

Following the introduction of new work health and safety laws, the department developed *WorkSafe: The Way Forward 2023–24 to 2025–26*, a high level three year rolling strategy guiding efforts to reduce work-related fatalities, injuries and illnesses that goes beyond day-to-day regulatory activities. The aim of the strategy is to drive workplace change through education, specialist advice and enforcement. It describes the goals, priority areas and measures of success for health and safety actions undertaken by WorkSafe to reduce work-related fatalities by 10 per cent and incidents of serious injuries and illness by seven per cent.

For the next three years, DEMIRS is focusing on four key priorities; repeat hazard exposures, psychosocial hazards, respiratory hazards, and consultation and representation.

The strategy also outlines the approach to ensure emerging challenges such as artificial intelligence, automation and related technologies, hybrid work, demographic shifts and climate related risks, recognised and addressed in a collaborative way.

## Ellendale Bunuba trainee program

Through the Abandoned Mines Program, the department has been working towards making the former Ellendale mine site safe for incoming tenement holders and anyone who may access the area through a rehabilitation earthworks campaign.

Buru Rehab won the contract for this work and is delivering a training program on Country at the Ellendale site. Experienced local Bunuba operators and trainers are providing trainees valuable skills for a future career in the mining industry with a focus on industry standard safe operating procedures.

In September 2023, DEMIRS representatives met with representatives of the Bunuba Dawangarri Aboriginal Corporation and Buru Rehab directors and operational team on Country to review the progress. In the first seven months of the contract, 11 Aboriginal participants of the trainee program have received a combined 21 National Certificates of Attainment for a range of heavy vehicle skills. Eight of those who achieved certification are from the Kimberley and five are Bunuba, including the first three graduates of the trainee program.

With the second season of work underway during the 2024 Kimberley dry season, seven new Kimberley based trainees signed onto the Ellendale Bunuba Trainee Program.

## Keeping industry and Western Australians informed through training and awareness



The department regularly takes part in the delivery of industry focused training, working with registered training organisations and industry associations; as well as directly providing education and awareness sessions and briefings across WA to businesses and consumers alike.

## Raising awareness about gas and electricity safety

The department actively promotes the need to use gas and electricity safely. Throughout 2023–24 several new initiatives were developed, and consumer campaigns conducted to raise awareness.

### Test your residual current devices

The widespread installation of residual current devices (RCD) safety switches has markedly reduced the incidence of shocks suffered by consumers in homes and businesses. While they have significantly reduced shocks, RCDs need to be regularly tested to ensure they are working effectively.

To encourage regular RCD testing an education [campaign](#) was run throughout April and May 2024. The campaign utilised a ‘handy’ animation which showed exactly how a consumer could perform the simple test.

### Don't DIY – use licensed tradespeople

The department has always discouraged do-it-yourself (DIY) electrical and gas fitting work. Apart from being illegal, unlicensed and DIY electrical and gas fitting work is dangerous for the person doing the work and for anyone who may use or come into contact with the potentially unsafe electrical and gas installation or equipment.

A three month consumer education [campaign](#) was launched in June 2024 using social media, YouTube and commercial radio in metropolitan and regional areas. The same ‘handy’ animation from the RCD campaign show examples of electrical and gas work that should never be performed by an unlicensed person.

### Reducing electric shock to apprentices

Electric shocks pose a significant risk, not only to the individual but also to the reputation and integrity of the industry. Between 2021 and 2023 there were reports of several apprentices receiving electric shocks at TAFE colleges.

The Department of Training and Workforce Development (DTWD) is responsible for managing vocational education and training, and workforce services delivered by TAFE colleges, and other training / service providers. Working with DTWD, the department undertook consultation in early 2024 to set up a collaborative approach in creating prevention strategies to electric shock incidents. A key component of the consultation process was ensuring compliance with regulatory obligations, such as those related to working on or near an energised electrical installation and apprentice safety when carrying out electrical testing, and personal protective equipment guidance. The partnership demonstrated the importance of collaboration in enhancing safety standards and safeguarding the wellbeing of apprentices.

Keeping industry and Western Australians informed through training and awareness

## First steps to farm safety

In March 2024, the department released the [First steps to farm safety](#) guide to assist farmers in establishing good safety practices on their farm. The guide simplifies the essential requirements for a farmer or farm owner to improve their work health and safety risk management.

Acknowledging that activities on farms differ, the hazard information and checklists have been developed as a foundation for identifying hazards and allowing farmers to customise their checklists to suit their specific activities. QR codes in the guide link to additional information relevant to the respective hazard. While the guide has been developed for farmers, it can be used for other industries that would like to seek guidance on safety compliance.



## Exposing the rights of consumers

DEMIRS delivered several proactive media events in 2023–24, including a press event held at a private property in Herne Hill. The Commissioner for Consumer Protection met with a victim of travelling comen, known as ‘the bitumen bandits’, who charge exorbitant prices of up to \$50,000 and threaten to destroy work completed work if invoices are not paid.

The scam operates by people targeting individuals claiming to need to get rid of leftover bitumen and offering to complete works at their property such as driveway for cost price. In this case, they did not supply a quote and started the job the same day while the targeted person was not home. The homeowner aware of their consumer rights through previous awareness campaigns, then refused to pay an invoice of \$7,800 regardless of what was said to them over the phone by the comen. For more information about [consumer rights](#) refer to the department’s webpage.



Keeping industry and Western Australians informed through training and awareness

## Navigate safety issues when buying and repairing motor vehicles

New regulations to protect consumers from making a purchase they may later regret came into effect on 7 June 2024, as part of the amendments to the Motor Vehicle Dealers (Sales) Regulations 1974. Under the new regulations motor vehicle dealers in WA must disclose to prospective buyers if a vehicle under 15 years old is a repairable write-off. While a vehicle may be repaired, buyers may find issues that emerge post purchase and struggle to get full insurance coverage and also discover it has a lower market value.

In partnership with the Motor Trade Association of WA (MTAWA), the department developed an easy to follow used car buyer's checklist. Consumers are encouraged to pay two dollars to check the Personal Property Securities Register which will confirm whether a vehicle under 15 years old is a repairable write-off, has been stolen and/or is free of outstanding debts. The buyer's checklist is a valuable tool to remind consumers of the important steps before taking possession of a new or used vehicle.

An odometer adjustment declaration form was created as a co-branded document, aiming to enhance transparency and accurate readings in odometers to ensure the mechanical safety of vehicles.

The department ran a campaign communicating key messages and tools to assist consumers make clear and safe decisions when buying a used vehicle and worked with MTAWA to communicate important statements in relation to motor vehicle safety to the industry.



“Information is key when it comes to making smart purchases. These new regulations will help consumers have access to more information and make smart decisions when buying used cars.”

**Richard Sellers, Director General**



Keeping industry and Western Australians informed through training and awareness

## Decommissioning petroleum wells

DEMIRS released a finalised [policy](#) and [guideline](#) for the decommissioning of petroleum and geothermal energy property in Western Australian coastal waters and onshore areas in early 2024. Following public consultation these documents set expectations and assist registered holders to clearly understand their obligations relating to their operations, and any facilities, infrastructure, equipment, wells, and pipelines. Early engagement and the expectation to see a commitment towards full removal of all property, equipment and infrastructure as a base case is also included.

## Mineralisation guidelines

The department assesses land use for possible inclusion into the State conservations estate as part of the Plan for Our Parks initiative. In the past year, DEMIRS published updated Mineralisation Report Guidelines to specify the format, content, and standards required in a mineralisation report, and the information required in the separate supporting statement, to comply with the *Mining Act 1978*.

## Snapshot of industry training and awareness



**1.3 million** visits on average per month to FuelWatch website.

**56** stakeholder committee and working groups meetings held, on energy sector evolution and rule changes.

**3** sessions held for new recruits of the Amalgamated Prospectors and Leaseholders Association Perth Branch.



**80** presentations were held during 2023–24 on scam prevention and awareness.

**140** industry presentations and seminars held for electricity, gas, and plumbing.

**10** videos produced on employment laws topics including how to find the right pay rate.



**2,639** registrations for Safe Work month events.

**WorkSafe** presence at **10** career expos and agricultural field days.



# Climate change actions

**The department recognises that everyone has a part to play in reducing climate change impacts and that our department is in a position to support and guide some of the actions taken by industries, businesses, consumers and government agencies in WA.**

## Environmental, Social and Governance

Environmental, Social and Governance (ESG) is a set of criteria for evaluating organisational performance across environmental, social, and governance areas, such as energy consumption and carbon emissions, ethics and transparency and employee work health and safety. Recognising the importance of measuring and continuously improving ESG practices across all our business operations, this year DEMIRS initiated work to undertake our first ESG assessment with support from expert consultants. This work will assist to establish a baseline for DEMIRS performance in relation to the ESG topics most relevant to our operations, identify strengths and create a roadmap of actions to guide future improvements.

In the first half of 2024 the project included analysis of current and emerging ESG topics, issues and frameworks relevant to the public sector and our department; a series of interactive ESG risk workshops attended by the Executive Leadership Group and representatives from each of the department's Groups and a staff survey. This information has informed development of a list of ESG topics considered of high importance and impact to our staff, our stakeholders and our operations.

Using the internationally recognised Global Reporting Initiative Standards Framework as the tool to measure our ESG performance, work is continuing with a roadmap of actions to be finalised by the end of 2024.

## Incorporating ESG expectations

In 2024, the department sought feedback from stakeholders on the draft [Mining Development and Closure Guideline](#). This guideline recognised that community expectations around the level and detail of stakeholder engagement undertaken by mining companies have increased over time and ESG has become a primary driver in managing risks and opportunities for mining operations.

For more on the department's [consultation](#) process refer to the DEMIRS website.

## Legislative amendments

Refer to [page 54](#) for more on petroleum legislation updates and [page 45](#) on the carbon capture atlas that also support the State's environment and carbon capture and storage efforts.

## Stakeholder engagement

For more on how we engage with First Nations people to improve outcomes for communities, knowledge sharing and looking after the environment through respecting the lands, caring for it and protecting it refer to [pages 33, 34](#) and [51](#).

## Climate change actions

# Safety focus

### Safe EV charging

The Charge Up grants encourage the spread of electric vehicle chargers across WA. To support this change, the department's electrical inspectors have proactively carried out several electrical compliance inspections on installed EV chargers throughout the State. Generally, the installation of these chargers is not considered notifiable work to the network operator and as a result, these works are not sampled for inspection, which may lead to network issues in the future.

### Future fuels project

The department is an active member of the national research Future Fuels Cooperative Research Centre. The centre's research aims to support the Australian energy sector transition to low carbon fuels in a collaborative effort with the industry, academia and government bodies, with the department's involvement focused on the safety and technical aspects of the research program, including:

- analysis of the impact of hydrogen on the performance of industrial gas turbines;
- assessment of the impact on end users of injecting biomethane into the existing natural gas distribution networks; and
- assessment of the performance of simple household gas appliances, designed to operate on natural gas, when hydrogen is blended into the supply.

### Hydrogen safety strategy

The drive to decarbonise the energy sector has highlighted the potential of utilising renewable hydrogen use as an alternative environmentally friendly energy carrier, and as a result many pilot projects were started by industry. Therefore, the department reviewed its strategies to cater for the introduction of hydrogen with a focus on safety. The new hydrogen safety strategy focuses on three main elements:

- reviewing safety legislation to ensure that safety laws remain fit for purpose;
- achieving alignment with the State's Renewable Hydrogen Strategy Roadmap through provision of regulatory guidance and safety promotion in the areas of hydrogen blending in natural gas networks, transport and remote applications; and
- industry development through in kind contribution to the national industry research program Future Fuels Cooperative Research Centre, and the continuous contribution to Australian Standards development to include hydrogen and hydrogen blends.

The implementation of the strategy has guided ATCO's gas pilot project to blend low hydrogen concentration in a natural gas localised network. Since the pilot was commissioned in late 2022, the project has successfully and safely delivered two per cent hydrogen blend in natural gas to 2,700 consumers in the City of Cockburn during 2023. In February 2024, DEMIRS accepted amendments to increase the hydrogen blend in the pilot area to 10 per cent. The increase will be staged and is subject to satisfying gas quality and appliance safety requirements. The project is still progressing.

## Climate change actions

Supporting energy  
transformation**Energy ahead: small steps, big savings**

The department continues to partner with Synergy, Horizon Power, and community service organisations – Financial Wellbeing Collective and Nirrumbuk Environmental Health and Services, to deliver the State Government's Energy Ahead Program (formally Household Energy Efficiency Scheme). The program provides customers experiencing financial hardship with a hands-on solution to understand and reduce their energy use and bills through energy education, home energy audits and low cost energy efficiency items tailored to the needs of each household. During 2023–24 there were 1,332 households experiencing hardship who accessed the program.

**Charge Up grants**

The Charge Up Workplace EV Charger Grant Program continues to support the increasing availability of electric vehicle chargers.

Round one of the grant program closed on 31 July 2023 with \$2.4 million approved in grant funding and round two closed on 30 June 2024. Applicants were able to apply for up to four AC or DC chargers with the aim of increasing the provision of fast chargers at key locations connecting metropolitan and regional areas.

## Renewables and electrical safety

**The WA Electrical Requirements**

prescribes technical safety requirements for all electrical installations at voltages up to 330 kilovolts, whether connected to networks or standalone electricity supplies. The August 2023 update caters for the increased use of renewable energy technologies to cover electrical safety compliance of large scale installations such as solar, battery and wind turbines that exceed the upper limits covered by Australian Standards. WA Electrical Requirements applies to all new electrical installation designs commenced after 1 February 2024.

**A new Code of Practice** for personnel electrical safety for vegetation control work near power lines was gazetted in August 2023 and incorporates references to work health and safety laws. It also includes updated registered training organisation training unit codes and course requirements for the vegetation worker qualification and competency assessment.

**The Safe working guidelines for electrical workers**

covers basic electrical safety practices for electrical workers. Critically, it provides guidelines on effective supervision of electrical workers with varying competencies, including apprentices. The guidelines have been updated to ensure they remain consistent with new legal amendments and cater for evolving practices in the industry. During 2024, updated draft versions of the two guidelines were sent to key industry stakeholders, including mining industry stakeholders, the National Electrical and Communications Association, TAFE and unions to review and provide feedback and advice on suggested further amendments. The department is currently working through the feedback received.



**Climate change actions**

The department contributes to the WA climate policy by assisting, supporting and leading various initiatives. DEMIRS assists the Department of Water and Environmental Regulation with the Clean Energy Future Fund as well as the Electric Vehicle Strategy – State Government fleet targets.

Below are some of the other initiatives that we actively work on.

Initiative	DEMIRS 2023–24 updates
<p><b>Energy Transformation Strategy</b></p> <p>The State Government’s work program to ensure the delivery of secure, reliable, sustainable and affordable electricity to Western Australians for years to come.</p> <p>There are many projects contained within this strategy, not all are updated here.</p>	<p>The scale and complexity of the energy transition requires new approaches to facilitating electricity infrastructure. As a result, the department is involved in many energy initiatives to guide and develop policy for future energy needs of the State.</p> <p>The commencement of the new Wholesale Electricity Market (WEM) on 1 October 2023 was a major milestone in the delivery of the strategy. The new WEM design is aimed to maintain security and market effectiveness through the energy transition.</p> <p>For more detail on energy transformation activities and market reforms the department has been involved in refer to <a href="#">page 31</a>.</p> <p>The <a href="#">South West Interconnected System (SWIS) Demand Assessment 2023 to 2042</a> outlined the potential change in electricity demand over a 20 year horizon and identified that significant electricity infrastructure, including renewable generation, electricity storage and transmission networks will be required. DEMIRS has supported Western Power in the further refinement of the SWIS Demand Assessment vision, through the SWIS Transmission Planning Update, and in securing the commitment to progress Clean Energy Link – North, which is expected to unlock around one gigawatt of renewable generation to the north of Perth.</p> <p>The Energy and Governance Legislative Reform project is addressing limitations of existing governance arrangements to the flexibility of the power system in response to a changing energy system. See <a href="#">page 53</a> for regulatory reform efforts in 2023–24.</p>
<p><b>Distributed Energy Buyback Scheme</b></p> <p>As part of the annual State Budget process the department advises the Minister for Energy and Coordinator of Energy in their annual review of the Distributed Buyback Scheme rate and contract terms and conditions.</p>	<p>As part of the annual State Budget process the department advises the Minister for Energy and Coordinator of Energy in their annual review of the Distributed Buyback Scheme rate and contract terms and conditions.</p> <p>As of June 2024, there were 173,958 Distributed Energy Buyback Scheme customers, and 224,932 exempt customers on the now closed Renewable Energy Buyback Scheme. When systems are expanded or upgraded, customers on the grandfathered scheme can no longer remain on that scheme.</p>

Climate change actions

Initiative	DEMIRS 2023–24 updates
<p><b>Trial innovative technologies</b></p> <p>DEMIRS Energy Policy Group was the Chair of Project Symphony's Steering Committee and provided energy policy advice and expertise throughout the project. Project Symphony was delivered in partnership with Western Power (lead organisation), the Australian Energy Market Operator, and Synergy. The project was part-funded by the Australian Renewable Energy Agency, which contributed \$8 million out of the project's total cost of nearly \$37 million.</p>	<p>DEMIRS Energy Policy Group was the Chair of Project Symphony's Steering Committee and provided energy policy advice and expertise throughout the project. Project Symphony was delivered in partnership with Western Power (lead organisation), the Australian Energy Market Operator, and Synergy. The project was part-funded by the Australian Renewable Energy Agency, which contributed \$8 million out of the project's total cost of nearly \$37 million.</p> <p>The Project Symphony pilot was completed, and a final report published in June 2024. The report had 18 recommendations to progress commercialisation and scaling of virtual power plants across the SWIS. Recommendations span four core themes, focusing on the technical, customer, value, and policy and regulation initiatives needed to enable and demonstrate DER composition at scale.</p>



Assessed over **728,868** hectares of land being considered for investigatory licenses associated with renewable hydrogen projects.

Investigatory licences are granted by Department of Planning, Lands and Heritage under the *Land Administration Act 1997*.



**3** public briefings held on PoweringWA attracting **1,057** participants.







# Working collaboratively across government

The department contributes to the delivery of several whole of government and cross-agency initiatives, each of which had shared accountabilities for their successful implementation.







The following initiatives report our progress against the department’s 2023–24 Resource Agreement.


Initiative	Working together	2023–24 Results
<p><b>Decarbonisation</b></p>  <p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Develop a business plan that provides advice to the State Government on the design, establishment, purpose and objectives of the South West Interconnected System (SWIS) Facilitation Vehicle.</li> <li>• Investigate the commercial, legal and regulatory requirements to establish renewable generation hubs.</li> <li>• Amend the regulatory framework to enable faster network investment.</li> <li>• Maintain impetus with respect to early priority investments and coordinating early public engagement.</li> </ul>	<p>Western Power</p> <p>Department of the Premier and Cabinet</p>	<p>PoweringWA establishment was announced on 17 November 2023, refer to <a href="#">page 31</a>.</p> <p>A broad project plan was developed for the development of Renewable Generation Hubs and the Goldfields Regional Network Project is being considered as one of the hubs.</p> <p>New arrangements were inserted into the regulatory framework on 12 September 2023 to allow the Minister for Energy to declare some transmission projects as ‘priority projects’.</p> <p>The SWIS Transmission Infrastructure Planning Update published on 9 May 2024 identified a series of potential new transmission investments to enable connection and delivery of new renewable generation and storage projects.</p>
<p><b>Green Energy Assessment</b></p>  <p><b>Outcome:</b></p> <p>Support the timely approval or resource related proposals.</p>	<p>Departments of:</p> <p>Water and Environmental Regulation</p> <p>Jobs, Tourism, Science and Innovation</p>	<p>During 2023–24 the department participated in the Green Energy Approvals Initiative and related working groups.</p>


Initiative	Working together	2023–24 Results
<p><b>Climate Action</b></p>  <p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>Update and expand the WA Carbon Dioxide Geological Storage Atlas.</li> <li>Undertake an evaluation study of carbon offset technologies.</li> </ul>	<p>Department of Water and Environmental Regulation</p>	<p>The regional depth mapping and reservoir temperature modelling are completed for the Perth and Officer Basins and are continuing for the Carnarvon and Canning Basins. The reservoir quality assessment and regional well correlations are underway for all basins and expected to be completed by end of 2024. All maps, models and corrected well data that have been released to date are available for download through WAPIMS. Writing of the first report volume has commenced and the results of the northern Perth Basin work were presented at the Australian Energy Producers 2024 conference.</p> <p>The procurement for the evaluation study was put to open tender and the tender responses were significantly higher than the special appropriation provided for in the budget. Accordingly, DEMIRS elected not to proceed with the procurement. DEMIRS continues to provide geoscientific advice as to carbon capture and storage methods, such as the carbon dioxide storage atlas as outlined above.</p>
<p><b>Resourcing for Sectoral Emissions Reduction Strategies (SERS)</b></p>  <p><b>Outcome:</b></p> <p>Coordinate advice, strategy development and complex energy related modelling across the electricity sector (and its subsectors within WA) as an input to the SERS process.</p>	<p>Department of Water and Environmental Regulation</p>	<p>The department undertook electricity modelling for the SWIS, the Pilbara, and the off grid subsectors to understand the scale of demand for renewable electricity and to inform the SERS, which outlines the pathways and priority actions for the State's transition to a decarbonised future.</p>
<p><b>Supporting agencies to achieve emissions reduction in line with Government targets</b></p>  <p><b>Outcome:</b></p> <p>The new full time equivalent role will commence to coordinate and advise agencies on measures to reduce emissions from energy use to achieve 2030 emissions reduction goals.</p>	<p>Department of Water and Environmental Regulation</p> <p>Public Sector agencies</p>	<p>Support agencies to develop and implement energy related emission reduction activities. This work includes providing advice on energy efficiency and other decarbonisation investments and actions, to be delivered in alignment with broader government energy policies, including network security and reliability.</p>

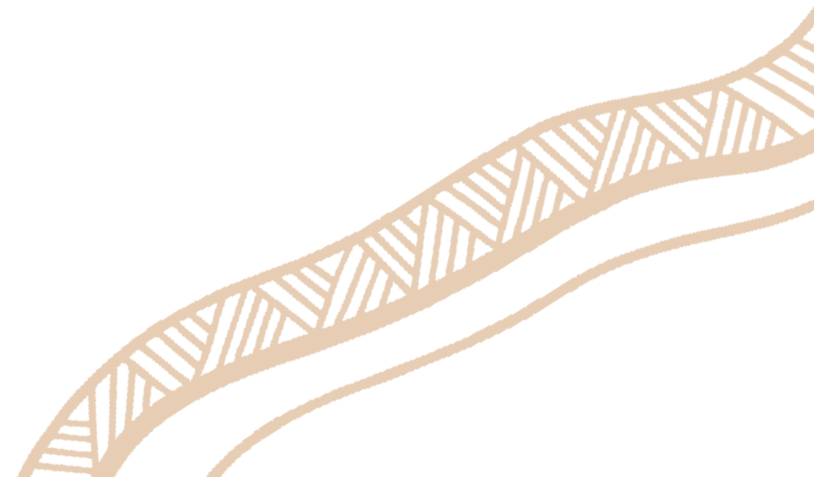
Initiative	Working together	2023–24 Results
<p><b>Rental Accommodation Account – Tenancy Advice Education Service</b></p>  <p><b>Outcomes:</b></p> <p>Continue discussions on long term delivery and funding options.</p>	<p>Department of Justice</p>	<p>Consultation with stakeholders on future arrangements for the Tenancy Advice Education Service will need to continue into the following financial year. Long term funding from the Rental Accommodation Account has been confirmed.</p>
<p><b>Service Improvement – Second Perth Mining Warden</b></p>  <p><b>Outcome:</b></p> <p>Continue to ensure contested application cases will be processed in a timely and efficient manner.</p>	<p>Department of Justice</p>	<p>Since the appointment of the second Warden, the total outstanding objections has reduced. In the past 12 months the Perth Wardens have taken on additional courts, with the Mount Magnet and Meekatharra Courts now operating through the Perth team and the Wardens sitting regionally in Kalgoorlie, Southern Cross and Leonora. Despite this, the total matters collectively before the courts has steadily decreased over the past 12 months. Since the start of 2024, the department in consultation with the Wardens, has listed a monthly First Mentions list in the hearing calendar to ensure that new matters coming into the courts are appearing before a Warden much earlier than in previous years.</p>
<p><b>Review of Bushfire Safety Policy Framework</b></p>  <p><b>Outcome:</b></p> <p>Continue to work on strategies to deliver on the 2019 Action Plan for Bushfire Framework Review.</p>	<p>Departments of:</p> <p>Fire and Emergency Services</p> <p>Biodiversity, Conservation and Attractions</p>	<p>Each year prior to the preceding bushfire season, the department holds a joint meeting to discuss any emerging trends and risks, and what measures can be put in place to best mitigate these risks. The meeting provides an opportunity for all agencies to establish a coordinated plan that ensures parties have a clear understanding of relevant department responsibilities, communication protocols and the possible impact the upcoming season will have on resources.</p> <p>Also working with the WA Police Force Arson Squad and Electrical Network Operators.</p>



Initiative	Working together	2023–24 Results
<p><b>ServiceWA App Program – Digital Capability Fund</b></p>  <p><b>Outcome:</b></p> <p>Continue to develop applications for the ServiceWA portal.</p>	<p>Small Business Development Corporation</p> <p>Departments of: the Premier and Cabinet Transport Primary Industries and Regional Development</p>	<p>Refer to <a href="#">page 34</a> for key achievements made on this initiative.</p>   
<p><b>Royalties Management System Transition</b></p>  <p><b>Outcome:</b></p> <p>Continue to support the Department of Finance with the collection of Royalties.</p>	<p>Department of Finance</p>	<p>Ongoing support provided regarding:</p> <ul style="list-style-type: none"> <li>• collection of Royalties;</li> <li>• transactional/financial queries; and</li> <li>• records management functions, including transition of records and data.</li> </ul> <p>The department has also worked on transitioning the following Royalties systems to the Department of Finance environment:</p> <ul style="list-style-type: none"> <li>• Royalties online (public facing); and</li> <li>• Royalties Management System (internal). This system has various connectivity linking to DEMIRS systems. The project work is mainly around decoupling from DEMIRS systems and to go through application program interfaces.</li> </ul>
<p><b>Fatigue and Isolated Drivers in the Commercial Vehicle Sector</b></p>  <p><b>Outcome:</b></p> <p>250 proactive stops proposed.</p>	<p>WA Police Force Main Roads</p>	<p>While 250 stops or inspections were not conducted during 2023–24, resources have been allocated to increase the proactive work on this issue in 2024–25 to meet the target.</p>

Initiative	Working together	2023–24 Results
<p><b>Mental Awareness, Respect and Safety (MARS) Program</b> </p> <p><b>Outcome:</b></p> <ul style="list-style-type: none"> <li>• Ensure safe workplaces for all WA employees.</li> <li>• Implement the 12 Respect@Work report recommendations that apply to the State Government.</li> <li>• Develop whole of government sexual violence prevention strategy.</li> </ul>	<p>Minister for Women’s Interests</p> <p>Mental Health Commission</p>	<p>MARS Preliminary Report 2B was released in March 2024, and established a baseline of current practices and experiences to understand the lived experiences of workers in relation to workplace respect and safety. See <a href="#">pages 23, 60</a> and <a href="#">62</a> for more detail on the department’s activities on the MARS Program.</p> <p>The Respect@Work <i>National Inquiry into Sexual Harassment in Australian Workplaces Report 2020</i> had 18 recommendations that require collaboration across all Australian governments to ensure a nationally consistent approach. The State Government has implemented all 12 recommendations that apply to the State Government and is actively contributing to the national implementation of the remaining six recommendations through ministerial forums.</p> <p>DEMIRS continues to contribute to the whole of government sexual violence prevention strategy. A statewide consultation process will ensure the strategy continues to be informed by the voices and experiences of victim-survivors, the WA community and those working in the sector. The strategy is progressing well and anticipated to be finalised in 2025.</p>
<p><b>State-wide cladding audit</b> </p> <p><b>Outcome:</b></p> <p>Monitor and report on the progress of remediation work on the buildings identified.</p>	<p>Public Sector agencies</p> <p>Public Universities</p>	<p>The department continues to assist public sector agencies and public universities as well as, publishing biannual updates on the progress of remediation of publicly and privately owned buildings. Throughout 2023–24 we have completed 46 enforcement actions for privately owned buildings. Two have remediation works in progress and the remaining four private buildings are progressing to remediation.</p> <p>Four state agencies with publicly owned buildings and one university have buildings still requiring remediation.</p>

Initiative	Working together	2023–24 Results
<p><b>Streamline WA</b></p>  <p><b>Outcome:</b></p> <ul style="list-style-type: none"> <li>• Improve the interaction with private and community sectors.</li> <li>• Develop best practice principles for creating and applying regulation.</li> </ul>	<p>Departments of:</p> <p>Treasury</p> <p>Water and Environmental Regulation</p> <p>Biodiversity, Conservation and Attractions</p> <p>Planning, Lands and Heritage</p>	<p>The <i>Mining Amendment Act 2022</i> will streamline decision-making and improve efficiency for the application and assessment of mining environmental approvals. To apply the Act, the department is consulting with private and community sectors as part of developing guidance and regulations.</p> <p>Streamline WA is a whole of government initiative to make it easier to do business in WA by improving regulation and regulatory practice. It aims to deliver better services and outcomes for Western Australians. Some of the key activities for 2023–24 include work on petroleum legislation amendments that introduced a framework for permanent geological storage and transport of greenhouse gases and provides for the exploration and production of naturally occurring hydrogen. These changes are important for the industry’s future and will allow the resources sector opportunities to decarbonise. DEMIRS also is commencing the secondary stage of legislative amendments that will be required to implement the framework for greenhouse gas storage and transport, and regulated substances, as well as all supporting guidelines.</p> <p>The Short-Term Rental Accommodation Registration Scheme – see <a href="#">page 22</a> and the Geoscience Data Transformation Program which aims to increase accessibility and usability of geoscientific data for all users and assist industry to maximise the untapped potential of Western Australia’s yet to be discovered natural resources were also part of Streamline WA.</p>



# Collaboration with our stakeholders

## Our stakeholders

-  Ministers, Federal, State and Local governments and agencies
-  Commissioners and organisational heads
-  Non-government organisations
-  Business owners and incorporated businesses
-  Industry and consumers
-  Workplaces, workers, unions and public sector employees
-  Professional associations and representative bodies
-  Traditional owners, landowners and pastoralists
-  Universities, research institutions and schools
-  All media forms including traditional and social media
-  Statutory authorities and bodies

- Engaged with school-based and university programs including AusEarthEd, GEOS Curtin, Woolnough Society, and Australian Society of Exploration Geophysicists Camp for Applied Geophysics Excellence program to promote learning with the next generation of geological sciences.
- Worked with national gas technical safety regulators and others to develop National Hydrogen Codes of Practice to address regulatory gaps and barriers impacting the safety and development of the hydrogen industry.
- Provided interagency support and advice to WorkSafe Tasmania on geotechnical and underground mining regulatory environment.
- Partnered with other agencies to deliver the Joint Agency National Reconciliation and National Aboriginal and Islanders Day Observance events.
- Delivered lectures to post-graduate students on the energy transition in WA and the role of government in regulating the reforming of the electricity industry.
- Joined six other agencies to come together to represent the public sector and display our support at the Perth Pride Parade – acknowledging diversity and inclusiveness.
- Collaborated with cultural awareness training providers to identify region specific Aboriginal businesses with whom we can partner to enhance the department's cultural capability.
- Engaged with Professor M Quinlan (University of New South Wales) to host a workshop series discussing the 10 pathways to death and disaster in August 2023.
- Collaborated with the Economic Regulation Authority on the South West and Mid-West regions' gas distribution systems access arrangements.
- Provided information to Austrade in relation to critical minerals projects within WA for the compilation of a [prospectus](#) to benefit economic development in WA.

# Supporting Aboriginal empowerment

**The Aboriginal Empowerment Unit (AEU) regularly engages with Gnaala Karla Booja Aboriginal Corporation to establish a strong and meaningful relationship. The relationship has had several positive outcomes including facilitating engagement with the department’s Abandoned Mines Program.**

The department, with AEU leading the way, engaged with Yamatji Southern Regional Corporation heritage team to identify relevant knowledge holders with cultural authority to participate in monitoring of geological fieldwork.

Staff indicated that it was a fantastic two-way learning experience with the traditional owners showing our staff bush medicine and the geologists sharing knowledge on the age of rocks and how they were formed.

AEU has undertaken initial engagement work with several more Aboriginal Prescribed Body Corporates and hopes to build similar meaningful relationships and provide connections for teams across the department.

The engagement work will align with the AEU’s Aboriginal Engagement Framework, which is in its final stages of development. The framework will support staff to effectively engage with Aboriginal people, community, and businesses across the State, by providing practical guidance and examples on best practice engagement principles and processes. The framework will sit under the new DEMIRS Aboriginal Engagement Policy and be aligned with the department’s Aboriginal Engagement Initiative and the State Government Aboriginal Engagement Strategy. The framework will form part of a suite of resources coordinated by the AEU aimed at enhancing the department’s cultural knowledge and cultural competency.



# Stakeholder survey

The DEMIRS Stakeholder Satisfaction Survey has been conducted annually since 2019. The 2023–24 results were positive overall, consistent with 2022–23 and form the basis for two of the department’s key effectiveness performance indicators. In 2024, 1,783 individuals who had dealt with the department in the past 12 months responded to the survey. Respondents represented stakeholders from the resources sector, other industries, government, community members and other key stakeholders.

Satisfaction with the department’s regulatory functions remained strong for 2024. Overall, (77 per cent) of stakeholders are satisfied with DEMIRS as an effective resources sector regulator, 80 per cent as a safety regulator, and 76 per cent as an industry regulator. Stakeholder satisfaction across all Key Performance Indicators was consistent with the strong results of the 2023 survey. Key findings from the current survey included:

- Satisfaction with DEMIRS as a regulator has stabilised at a four year high.
- Perceptions of DEMIRS on a range of performance indicators is high but still has room for growth. Each year we ask a range of key diagnostic questions about the department. Stakeholders rated DEMIRS very similarly across many outcomes related to the department’s processes, policies, and regulatory style. This is a strong validation of improvements within DEMIRS between 2022 and 2023.
- Satisfaction was once again lower for those who interacted with the department to:
  - a) query a ruling;
  - b) make a complaint/report an incident; and/or
  - c) seek assistance with consumer protection issues.

This finding has been consistent since 2019.

The key drivers that emerged as relative strengths to maintain were:

- being sufficiently responsive to enquiries;
- providing sufficient information for stakeholder needs; and
- being trusted to make fair and reasonable decisions.

Stakeholder perceptions on all three of these drivers were statistically consistent with the 2023 results.

77%



satisfied performance  
as a **resource sector  
regulator.**

76%



satisfied performance  
as an **industry regulator.**

80%



satisfied performance  
as a **safety regulator.**

# Regulatory reform

The department implements various regulatory reforms, improves supporting processes and raises awareness to impacted parties and stakeholders.

## Plumbing reforms

In February 2024, the first tranche of reforms from the 2019 *Decision Regulatory Impact Statement: Reforms to Plumbing Regulation in Western Australia* were implemented with amendments to the Plumbers Licensing and Plumbing Standards Regulations 2000. This included expansion of what is considered regulated water supply plumbing work. Historically, water supply plumbing work was only regulated where it was associated with a premises supplied through a mains supply source. The changes mean that water supply plumbing work now captures all sources of drinking water. This amendment will greatly improve the safety of drinking water in regional and remote areas of the State.

## Legislative amendments to support Western Australia's energy transformation

The department has supported the State Government in passing two sets of legislative amendments to the *Electricity Industry Act 2004* to support energy transformation.

The *Electricity Industry Amendment (Distributed Energy Resources) Act 2024* is the first major reform of Western Australia's main electricity industry legislative and regulatory framework in nearly two decades. A critical enabler of the State's energy transformation, the Act provides for a new State Electricity Objective that decision makers under this Act (including the Minister for Energy and Coordinator of Energy) must consider. This includes the extent that decisions impact on the environment and emissions reduction. The Act will also enable the consolidation of multiple, outdated regulatory instruments within a single set of rules and the effective regulation of new

emerging technologies, such as rooftop solar, battery storage systems, and electric vehicles.

The *Electricity Industry Amendment (Alternative Electricity Services) Act 2024* established a new framework to extend enforceable protections, and access to independent dispute resolution, to customers receiving electricity and electricity services through new, emerging or atypical business models. It is flexible enough to apply fit for purpose customer protections to a broad range of electricity related activities, if and when a need for regulation arises.

In combination, these Acts modernise Western Australia's electricity legislation to provide a flexible, responsive and future focused regulatory framework that can support the uptake of new technologies on the State's path to net zero emissions.

*Electricity Industry Amendment (Distributed Energy Resources) Act 2024* – Royal Assent on 7 March 2024  
*Electricity Industry Amendment (Alternative Electricity Services) Act 2024* – Royal Assent on 22 April 2024

## Regulatory Reform

### Petroleum legislation amendment

In support of the State Government's commitment to achieve net zero emissions by 2050, the Petroleum Legislation Amendment Bill 2023, which strengthens petroleum legislation passed Parliament in May 2024. The amendments provide WA based industries with opportunities to decarbonise through a legislative framework for the transport and geological storage of greenhouse gases. Carbon capture and storage is a mechanism being used by industries across the world to decarbonise their operations.

The Bill also enables exploration for naturally occurring hydrogen through the concept of a regulated substance, which is an element that occurs naturally within a natural geological formation. Hydrogen offers a potentially low emission way to help WA decarbonise, and the State Government is aware that industry is interested in exploring for this alternative energy source. Further amendments support the insertion of polluter pays provisions, royalty metering, underground storage of petroleum and blending of additives in pipelines.

### Mining legislation update

#### Marking out for conversions

In 2022, the State Government passed amendments to the *Mining Act 1978* allowing tenement holders adversely affected by events outside their control to lodge conversion applications without first having to mark out the land. The impetus for these amendments came from travel restrictions during the Covid-19 State of Emergency.

During the past year, the department engaged with members of the Resource Industry Consultative Committee, tenement management consultants and open public consultation opportunities on the drafted guidelines supporting the amendments. The published guidelines demonstrate the application for conversion applications lodged without first marking out the land in circumstances where it is not possible for the land to be accessed.

#### Implementing mining frameworks

Throughout the year, the department has been working on implementing frameworks and other changes introduced by the *Mining Amendment Act 2022* that modernise the mining approval process and allows for easier administration of compliance with conditions of approval. A key feature is the introduction of an Eligible Mining Activity framework, which is a new automated authorisation pathway for eligible mining activities that pose a low risk to the environment and do not occur in sensitive environments. Draft regulations to support the framework were released for stakeholder consultation in May 2024.

#### Mining tenements are administered under the *Mining Act 1978*

State petroleum titles are administered under three Acts:

- *Petroleum (Submerged Lands) Act 1982* – generally applies to the State's territorial sea up to the three-nautical mile mark, including the territorial sea around state islands.
- *Petroleum and Geothermal Energy Resources Act 1967* – generally covers all onshore areas of the State including its islands. Most areas under petroleum titles are covered under this Act.
- *Petroleum Pipelines Act 1969* – applies to petroleum pipelines on land within the State.



# Legislative developments

DEMIRS administers and/or supports the Ministers for Mines and Petroleum; Energy; Industrial Relations; and Commerce with over 100 Acts and their subsidiary legislation. The department has a role in modernising legislation so that it remains contemporary and relevant for Western Australia. Below are some of the updates published during 2023–24, not mentioned elsewhere in the report.

Statutory reference	Purpose of the change	Effective date
Work Health and Safety (General) Regulations 2022, and Work Health and Safety (Mines) Regulations 2022	Minor amendments to enhance the WHS regulations so that they are more consistent to the original drafting intent.	10 August 2023
Miscellaneous amendments to the Gas Standards (Gasfitting and Consumer Gas Installations) Regulations 1999	Clarify worker supervision requirements and harmonise the classification of small gas powered engines.	21 September 2023
Electricity Industry (Wholesale Electricity Market) Regulations 2004 (WEM Regulations)	Extend the Minister for Energy's rule making powers to provide for the continued implementation of Stage 1 Energy Transformation Strategy.	1 October 2023
National Gas Access (WA) Adoption of proposed new Statutes Amendment (National Gas Law) (Emissions Reduction Objectives) Regulations 2023	To adopt a nationally consistent civil penalties and enforcement regime for the gas industry in WA. Further work to broaden the scope of registration to other gasses (other than natural gas).	1 October 2023
Building Services (Registration) Regulations 2011	Update registration eligibility and continuous professional development requirements.	2 November 2023
Coal Miners' Welfare Regulations 1948	Add a representative of the proposed Mining and Energy Union as a member of the Coal Miners' Welfare Board.  Federal Court Order dated 1 December 2023 – create new Mining and Energy Union consisting of members from the former Construction, Forestry, Maritime, Mining and Energy Union – Mining and Energy Division.	21 February 2024
Residential Tenancies Amendment Bill 2023	Amendments to the <i>Residential Tenancies Act 1987</i> and <i>Residential Parks (Long-stay Tenants) Act 2006</i> to include a ban on landlords and agents encouraging a tenant to offer more money; and giving tenants a right to take action in the Magistrates Court if they believe that their landlord or agent is taking action against them for exercising their rental rights.	16 May 2024

# Get to know us at DEMIRS

Introducing business areas that help us function and deliver outcomes throughout Western Australia.

## Regional Services team

The department's senior regional officers are effectively Consumer Protection's 'eyes and ears' across the State. Working in close collaboration with Consumer Protection's other branches, the team offers a range of services and support to consumers and businesses located in WA's regional and remote areas as well as remotely serving the Indian Ocean Territories (Cocos/Keeling Islands and Christmas Island).

The team provides dispute resolution and conciliation, general information, education and advice for consumers relating to Australian Consumer Law, plus advice and support to regulate the motor vehicle industry, product safety, co-operatives, and the not for profit sectors.

Regional community groups are wide ranging, and often vulnerable due to their isolation. The team simplifies and translates campaign messages into local languages and works closely with local community groups and organisations, as well as community leaders, to successfully get the message out to this broad audience.

The strategies used are constantly evolving and include establishing and maintaining relationships with regional radio and media, having information booths and stalls in local shows and expos, presenting to community groups and organisations, and identifying the best ways to link in closely to all groups in regional and remote WA.

The Regional Services team aims to empower regional and remote communities to ensure that all consumers and businesses, no matter where they are located across WA and the Indian Ocean Territories, have the same access to the full range of Consumer Protection advice, education, and support services.



Get to know us at DEMIRS

## Standards and Engineering

The Building and Energy Division's Standards and Engineering Directorate is responsible for the delivery of engineering and standards advice to the Director of Energy Safety, Building Commissioner, DEMIRS executive and the State Government.

The Engineering Branch helps industry to overcome non-compliance with the prescriptive requirements of the Australian Standards by facilitating performance based solutions, which often exceed the prescriptive provisions and provide flexible and project specific solutions.

The [Kwinana Waste to Energy](#) project is one example of a development where engineers from Building and Energy reviewed proposed performance based solutions, met with the proponents<sup>5</sup> and carried out [site visits](#). This project was the first thermal utility scale waste to energy project in Australia.

The Standards Branch is actively involved in a joint effort between the Australian Government and states and territories to produce and maintain the National Construction Code, which sets out the minimum necessary standards for building and plumbing. This work is overseen by the Building Ministers across Australia with extensive input from the industry.



## Home Buyers team

Located within the Registration and Monitoring Branch of Consumer Protection, the Home Buyers team administers the Home Buyers Assistance Account (HBAA) to support first time home buyers in Western Australia. The scheme is funded from interest paid on real estate agents' trust accounts. The HBAA aims to assist buyers by covering some costs of purchasing a first home in the form of a grant of up to \$2,000 for eligible candidates. To receive a grant, applicants must meet certain criteria, including buying a property priced at \$400,000 or less, that is a primary residence for a minimum of 12 months and applications are made through the purchaser's lending financial institution.

The scheme is regularly reviewed to support first time home buyers to ensure it remains a vital resource for first time home buyers in WA and provides essential financial support while adapting to the evolving housing market. The team assesses HBAA applications to ensure compliance with eligibility criteria, perform follow ups with applicants, and ensure grants are paid in a timely manner. The Home Buyers Team's hard work ensures that first home buyers receive financial assistance at a time where it will have an impact, while also ensuring the effective management and disbursement of public funds.

<sup>5</sup> Supporters, advocates and/or person who proposes a theory, plan or project.

# Significant reviews and Court outcomes

## Agency Capability Review

A review of the (then) Department of Mines, Industry Regulation and Safety under the trial of the Agency Capability Review Program was completed in June 2022. Since the release of the report by the Public Sector Commission, the department has been actively tracking and reporting on its progress against the recommendations. We are pleased to advise that at the end of the 2023–24 financial year, all actions and initiatives are either complete, or are being completed as part of other strategies and plans.

## Mining Rehabilitation Fund Review

The Mining Rehabilitation Fund (MRF) helps to facilitate work being carried out by the department's Abandoned Mines Program that is essential for better environmental and community safety outcomes. All tenement holders operating on *Mining Act 1978* tenure are required to report disturbance data and contribute annually to the fund depending on their level of environmental disturbance on tenements.

Contributions to the MRF are used in circumstances where there are unsuccessful efforts to enforce the obligations of tenement holders/operators to rehabilitate mines. The recovery of costs may still be sought from any former holder/operator that fails to meet their obligations to rehabilitate. In addition, interest earned on the fund can be used to rehabilitate, to fund the administration of the MRF and to undertake rehabilitation work on legacy abandoned mines throughout the State.

An independent review of the *Mining Rehabilitation Fund Act 2012* undertaken during 2023–24, identified that the fund continues to function well as a targeted approach to minimising the environmental, social and financial risk of abandoned mines to the State. Stakeholders were generally supportive of the MRF Act, and that its objectives and purpose remain relevant. The department is reviewing the recommendations and investigating potential actions to improve the effectiveness of the MRF.



Photo credit: I. Zibra, GSWA 2024

Significant reviews and Court outcomes

## Court outcomes

The department serves the Western Australian community by supporting and protecting industry, workers and consumers. One way in which the department does this is by establishing and enforcing legislation and standards including, where appropriate, pursuing outcomes in WA Courts and Tribunals by the department's Legal Services Branches.

### Wickepin-Narrogin bushfire

On 6 February 2022, a bushfire started approximately 20 kilometres east of Narrogin that burned through 18,000 hectares of farm and bush land. The department's investigation team established that powerlines clashed and globules from the incident ignited the dry grass on the ground and also that the powerline bay which caused the fire did not comply with standards applicable at the time of construction, i.e. it exceeded the design limit. The responsible party was prosecuted for failing to ensure that its network was maintained in a manner that was safe.

This was the first successful prosecution by the Director of Energy Safety under regulation 5A that was introduced in December 2021. Additionally, the network operator was requested to remediate other powerline bays of shorter length and similar construction that pose a risk of conductors clashing.



“There is no place for racism in society – we will support any tenant who can provide evidence to help us shine a spotlight on hidden and often hard to prove racist behaviour in the industry.”

Commissioner for Consumer Protection

### Campaign to call out real estate racism

In August 2023 the department successfully took action against a real estate agent for sending an email to former tenants regarding the disposal of their security bond, which used offensive language.

The decision to initiate disciplinary proceedings in the State Administrative Tribunal was taken in recognition of the fact that it was not the first complaint of a similar nature to originate from within the real estate industry and to serve as a warning that the department will take action to protect any tenant in the community that is subjected to this type of behaviour in the future.

### Enforceable work health and safety undertaking

DEMIRS and a mining company agreed to an enforceable work health and safety (WHS) undertaking, to the value of \$1.47 million, as an alternative to prosecution in relation to the company failing to provide documents to WorkSafe. The *Work Health and Safety Act 2020* has this provision as an alternative to prosecution for a party alleged to have contravened the Act. It is not an admission or finding of guilt, but instead aims to deliver a workplace safety outcome instead of a fine. This is the first time WorkSafe has agreed to this alternative. The agreed WHS undertakings include:

- the development of a security and duress application;
- delivering education sessions for contractors and subcontractors; and
- funding research into strategies to prevent and respond to psychosocial hazards for use across the mining sector.

Further, these must be made available throughout the mining industry, and the benefits are expected to have widespread positive outcomes for WA workers.

## Significant reviews and Court outcomes

### Response to Parliamentary inquiry into Sexual Harassment in the mining sector

Since the release of the *'Enough is Enough' Sexual harassment against women in the Fly In Fly Out mining industry* report to Parliament in June 2022, the department has worked on implementing the recommendations under its responsibility.

As of 30 June 2024, the department has completed 10 recommendations with five in progress.

#### Legislative reform

Complementary to legislative reform, the department continues to provide [guidance material, codes of practice](#) and other information on the DEMIRS website to promote and inform the public. The department undertakes campaigns targeted to various stakeholders and uses audits and inspections to inform and educate industry and businesses across the State. These activities also include topics of gendered violence and the need to notify WorkSafe of any sexual harassment and assault that occurs in WA workplaces. In August 2023, the State Government hosted the Mining Industry Summit Driving Respect to establish respectful workplaces in the mining industry. Refer to [page 23](#).

#### Training and awareness

The department's 'Speak up, Report it' awareness campaign was part of WorkSafe's sexual harassment awareness reporting engagement strategy. The campaign was launched at the Mining Industry Summit and targeted persons conducting a business or undertaking, individuals impacted by harassment, witnesses, bystanders and senior mine site personnel. Information and guidance are continuing to be updated, developed and released to support the reporting and investigation of incidents.

#### Memorandum of Understanding

The memorandum of understanding between WorkSafe and the WA Police Force is undergoing further revision. It addresses a range of operational matters relating to workplace fatal incidents as well as information sharing provisions related to workplace sexual assault. Enhancements of WorkSafe's data management capabilities are progressing.

#### Supporting affected parties

The hearing of, and acknowledging of, the experiences of persons affected by sexual assault and harassment in the WA mining industry is being supported through \$335,000 in funding to Circle Green Community Legal to deliver the Mining Industry Respect Infoline.

This initiative is funded to 30 June 2025 through the Mental Awareness Respect and Safety (MARS) program. The online 'sexual harassment evaluation tool' for mine sites for affected persons and bystanders, developed with the University of Western Australia's McCusker Centre for Citizenship, was released in August 2023. The tool provides users with information about the investigation process, protections around anonymity and what is required by responding agencies when a report is made. The [tool](#) is available through the department's website and was accessed 2,662 times from the time of its publication until 30 June 2024.

## Significant reviews and Court outcomes

### Statistics on reports received

During 2023–24 the Mental Health and Wellbeing specialist team conducted 47 proactive psychosocial workplace inspections at mine sites, resulting in 33 improvement notices and 20 requests for historical data being issued. Inspections conducted and notices issued, are part of a proactive strategy for all psychosocial hazards including incidents of sexual harassment and assault.

The *Enough is Enough* report was tabled in the WA Parliament in June 2022, and as a result of the inquiry there is an increased awareness to report incidents of sexual harassment and sexual assault. DEMIRS has continued to embed new practices and tools which assist in identifying and combating such behaviour and has not discouraged historical reporting.

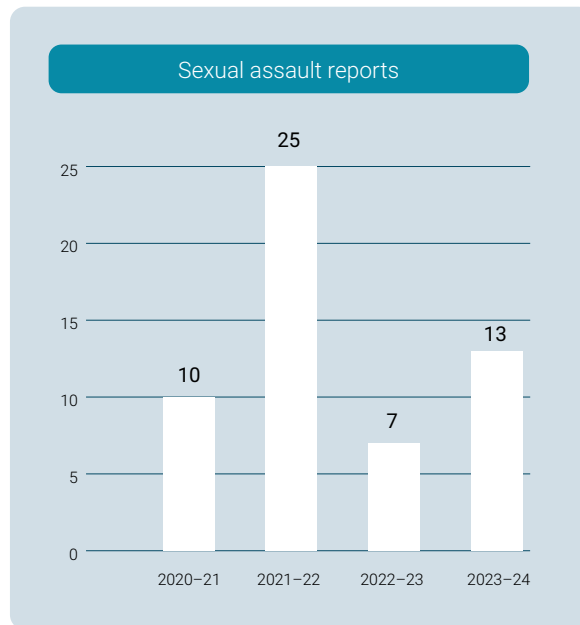
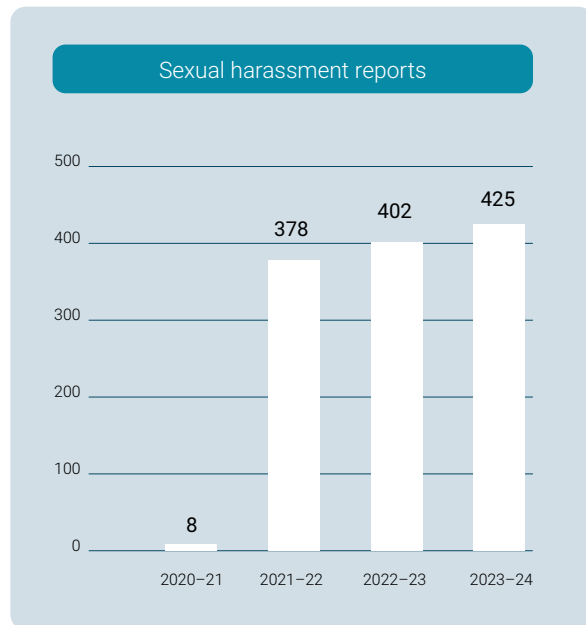
### Surveys

Surveys continue to inform and have been incorporated into the department’s business practices such as the ‘People@Work’ surveys that commenced in August 2021. These surveys assist in identifying common psychosocial hazards and factors affecting personnel at a site. Anonymous surveys and audits to identify specific issues at mine sites have been incorporated into WorkSafe’s business processes.

The landmark study on mental health, sexual harassment and assault funded through the MARS program is continuing and is examining emerging mine safety issues and related workplace initiatives, including the use of surveys and audits. Final findings of the study are due in 2026.

### System enhancements

Due to the department’s progress of replacing the existing WorkSafe business system, further enhancements are not being made, however improvements are being incorporated into the Compliance and Regulation System (CARS) design, due for release in 2026.



## Significant reviews and Court outcomes

### Encouraging industry

The Australian Human Rights Commission's *Guidelines on the use of confidentiality clauses in the resolution of workplace sexual harassment complaints 2022* are applied in Western Australia to address the use of non-disclosure agreements, and to assist persons making an allegation of sexual harassment, employers, alleged perpetrators, unions, lawyers, or anyone involved in resolving a workplace sexual harassment complaint.

The guidelines are being adapted for WA, with accessibility improved through development of concise guidance directed to assist affected workers. The State Government's Mentally Healthy Workplaces Grant Program is continuing to provide funding for mining industry initiatives to address work-related psychosocial hazards and associated risk and promote positive practices that support worker mental health and wellbeing. The program is funded through the MARS program to 2025.

### Regulatory capability

A regulatory review of WorkSafe Mines Safety Division's capabilities to respond to sexual harassment and sexual assault in the Western Australian mining industry was undertaken in 2022, presenting 42 recommendations. The department continues to progress on the recommendations to improve its enforcement structure, services, workforce development, and systems to address sexual harassment and sexual assault as a workplace issue within its regulatory responsibilities.

WorkSafe has identified and delivered specialised staffing and training, improved current data and analysis while planning for better system technologies and engaged experts to conduct assessment of DEMIRS information materials for usability, trauma sensitivity, currency and accuracy. WorkSafe has strengthened its capacity to appropriately respond to reports and incidents of sexual harassment through the establishment of a dedicated wellbeing team of psychosocial specialists within the division in 2022–23. The team investigates reports of workplace sexual harassment and assault and provides advice and education to mining industry workplaces to ensure psychosocial risks are appropriately managed. The team will be further supported following the implementation of CARS, scheduled to roll out from 2026.



# Financial Performance





# Auditor General

## Independent Auditor's Report 2024 Department of Energy, Mines, Industry Regulation and Safety

To the Parliament of Western Australia

### Report on the audit of the financial statements

#### Opinion

I have audited the financial statements of the Department of Energy, Mines, Industry Regulation and Safety (Department) which comprise:

- the statement of financial position as at 30 June 2024, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended
- administered schedules comprising the administered assets and liabilities as at 30 June 2024 and administered income and expenses by service for the year then ended
- notes comprising a summary of material accounting policies and other explanatory information.

In my opinion, the financial statements are:

- based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the Department of Energy, Mines, Industry Regulation and Safety for the year ended 30 June 2024 and the financial position as at the end of that period
- in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions.

#### Basis for opinion

I conducted my audit in accordance with the Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Responsibilities of the Director General for the financial statements

The Director General is responsible for:

- keeping proper accounts
- preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Director General is responsible for:

- assessing the entity's ability to continue as a going concern
- disclosing, as applicable, matters related to going concern
- using the going concern basis of accounting unless the Western Australian Government has made policy or funding decisions affecting the continued existence of the Department.

### **Auditor's responsibilities for the audit of the financial statements**

As required by the *Auditor General Act 2006*, my responsibility is to express an opinion on the financial statements. The objectives of my audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor's report and can be found at [www.auasb.gov.au](http://www.auasb.gov.au).

## Report on the audit of controls

### **Opinion**

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the Department of Energy, Mines, Industry Regulation and Safety. The controls exercised by the Department of Energy, Mines, Industry Regulation and Safety are those policies and procedures established to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with the State's financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the Department of Energy, Mines, Industry Regulation and Safety are sufficiently adequate to provide reasonable assurance that the controls within the system were suitably designed to achieve the overall control objectives identified as at 30 June 2024, and the controls were implemented as designed as at 30 June 2024.

### **The Director General's responsibilities**

The Director General is responsible for designing, implementing and maintaining controls to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities are in accordance with the *Financial Management Act 2006*, the Treasurer's Instructions and other relevant written law.

### **Auditor General's responsibilities**

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the suitability of the design of the controls to achieve the overall control objectives and the implementation of the controls as designed. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3150 Assurance Engagements on Controls issued by the Australian Auditing and Assurance Standards Board.

That standard requires that I comply with relevant ethical requirements and plan and perform my procedures to obtain reasonable assurance about whether, in all material respects, the controls are suitably designed to achieve the overall control objectives and were implemented as designed.

An assurance engagement involves performing procedures to obtain evidence about the suitability of the controls design to achieve the overall control objectives and the implementation of those controls. The procedures selected depend on my judgement, including an assessment of the risks that controls are not suitably designed or implemented as designed.

My procedures included testing the implementation of those controls that I consider necessary to achieve the overall control objectives.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### Limitations of controls

Because of the inherent limitations of any internal control structure, it is possible that, even if the controls are suitably designed and implemented as designed, once in operation, the overall control objectives may not be achieved so that fraud, error or non-compliance with laws and regulations may occur and not be detected. Any projection of the outcome of the evaluation of the suitability of the design of controls to future periods is subject to the risk that the controls may become unsuitable because of changes in conditions.

## Report on the audit of the key performance indicators

### Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the Department of Energy, Mines, Industry Regulation and Safety for the year ended 30 June 2024 reported in accordance with *Financial Management Act 2006* and the Treasurer's Instructions (legislative requirements). The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

In my opinion, in all material respects, the key performance indicators report of the Department of Energy, Mines, Industry Regulation and Safety for the year ended 30 June 2024 is in accordance with the legislative requirements, and the key performance indicators are relevant and appropriate to assist users to assess the Department's performance and fairly represent indicated performance for the year ended 30 June 2024.

### The Director General's responsibilities for the key performance indicators

The Director General is responsible for the preparation and fair presentation of the key performance indicators in accordance with the *Financial Management Act 2006* and the Treasurer's Instructions and for such internal controls as the Director General determines necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

In preparing the key performance indicators, the Director General is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer's Instruction 904 Key Performance Indicators.

## Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the entity's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

An assurance engagement involves performing procedures to obtain evidence about the amounts and disclosures in the key performance indicators. It also involves evaluating the relevance and appropriateness of the key performance indicators against the criteria and guidance in Treasurer's Instruction 904 for measuring the extent of outcome achievement and the efficiency of service delivery. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the key performance indicators. In making these risk assessments, I obtain an understanding of internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

## My independence and quality management relating to the report on financial statements, controls and key performance indicators

I have complied with the independence requirements of the *Auditor General Act 2006* and the relevant ethical requirements relating to assurance engagements. In accordance with ASQM 1 Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements, the Office of the Auditor General maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## Other information

The Director General is responsible for the other information. The other information is the information in the entity's annual report for the year ended 30 June 2024, but not the financial statements, key performance indicators and my auditor's report.

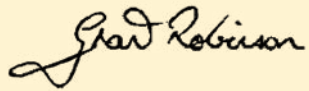
My opinions on the financial statements, controls and key performance indicators do not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, controls and key performance indicators my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and key performance indicators or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I did not receive the other information prior to the date of this auditor's report. When I do receive it, I will read it and if I conclude that there is a material misstatement in this information, I am required to communicate the matter to those charged with governance and request them to correct the misstated information. If the misstated information is not corrected, I may need to retract this auditor's report and re-issue an amended report.

### **Matters relating to the electronic publication of the audited financial statements and key performance indicators**

This auditor's report relates to the financial statements and key performance indicators of the Department of Energy, Mines, Industry Regulation and Safety for the year ended 30 June 2024 included in the annual report on the Department's website. The Department's management is responsible for the integrity of the Department's website. This audit does not provide assurance on the integrity of the Department's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version.



Grant Robinson  
Assistant Auditor General Financial Audit  
Delegate of the Auditor General for Western Australia  
Perth, Western Australia  
28 August 2024

# Key Performance Indicators



# Audited Key Performance Indicators

## Certification of key performance indicators

I hereby certify that the key performance indicators are based on proper records, are relevant and appropriate for assisting users to assess Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) performance and fairly represent the performance for the financial year ended 30 June 2024.



**Jai Thomas**

Acting Accountable Authority  
28 August 2024



## Outcome Based Management

Under section 61 of the *Financial Management Act (2006)* and Treasurer's Instruction 904, agencies are required to disclose, in their annual report, key effectiveness and efficiency indicators that provide information on the extent to which agency-level government desired outcomes have been achieved, or contributed to, through the delivery of services and the allocation of resources.

Outcome Based Management (OBM) is the WA public sector-wide performance management framework which allows us to quantify achievements made during 2023–24 towards stated Government Goals and our desired outcomes. This framework is used to measure our performance against targets set in the Resource Agreement and as published in the 2023–24 State Budget.



# DEMIRS OBM Structure

## Changes to the DEMIRS OBM structure

There were no revisions to the OBM structure for the 2023–24 financial year. The department maintained reporting for nine Key Performance Indicators (KPIs) against two outcomes and four key services as detailed on [page 12](#).

### Outcomes and Key Effectiveness Indicators

Key **Effectiveness** Indicators measure the extent to which our department achieves its Outcomes. Our current OBM includes two Agency Outcomes.

We report three Key Effectiveness Indicators against Outcome 1, and one against Outcome 2, each aligned with a Key Service. This ensures the effectiveness of each of our core businesses are measured.

### Services and Key Efficiency Indicators

To demonstrate how efficiently we are conducting our projects, programs or activities Key **Efficiency** Indicators measure the relative level of resource inputs required to deliver these Services. Key Efficiency can be measured by indicators such as an average cost per service or a measure of timeliness.

Our four Key Services are each measured by at least one Key Efficiency Indicator.

**Outcome 1:** Supporting a safe, fair and responsible future for the community, industry, and resources sector

### Resources Advice and Regulation Service

The provision of resource sector policy, and delivery of programs, regulatory services and information resources in order to build WA's economy while ensuring the State's natural resources are developed and managed responsibly. This service includes management of mineral titles, approval for mining associated activities, delivery of geoscience functions to the State and administration of the Aboriginal Empowerment Initiative, the pathway for resource development to also deliver improved outcomes for Aboriginal people.

### Safety and Labour Relations Advice and Regulation Service

This service ensures that one of the State's most significant assets, its workforce, operates in a healthy and safe environment where workers' rights are protected. WorkSafe oversees the regulatory and policy requirements of workers' health and safety in the resources and general industries sectors, and safety legislation for dangerous goods, including the State's major hazard facilities, and petroleum operations. Labour Relations is responsible for shaping and implementing labour relations policy and legislative reform, for both the Government and private sectors. It assists parties to understand and achieve compliance with Western Australian employment laws.

### Industry Advice and Regulation Service

This service works toward a safe, fair and equitable trading environment for Western Australians. Consumer Protection ensures the application of Australian Consumer Law and other trading and occupational legislation, and Building and Energy ensures that building, plumbing, gas and electricity services are safe. This includes administration of legislation covering WA industry, community and consumers; programs for compliance, conciliation, dispute resolution and enforcement; setting technical safety requirements and standards.

**Outcome 2:** A sustainable, efficient, secure and affordable energy sector

### Development and Implementation of Energy Policy

This service includes the provision and implementation of energy policy advice, programs and regulatory services to the Western Australian Government, the energy industry and energy consumers.

# Key Performance Indicators 2023–24



## Resources Advice and Regulation

**KPI: 1**

Stakeholder satisfaction with the department as an effective resource sector regulator

**77%** ▶ Met target (75%)

**KPI: 4**

Average cost of the resource regulation per live title

**\$5,903** ▲ 17% Did not meet target (\$5,048)



## Safety and Labour Relations Advice and Regulation

**KPI: 2**

Number of work-related traumatic injury fatalities

Five Year Rolling Average: 21

**13** ▲ Did not meet target (Nil 0)

**KPI: 5**

Average cost per transaction to deliver safety and labour relations regulation services

**\$8,749** ▲ 26% Did not meet target (\$6,941)

**KPI: 6**

Percentage of high-risk work licence applications determined within agreed timeframes

**40%** ▼ - 40% Did not meet target (80%)



## Industry Advice and Regulation

**KPI: 3**

Stakeholder satisfaction with the department as an effective industry regulator

**76%** ▶ Met target (75%)

**KPI: 7**

Average cost per transaction to deliver industry advice and regulation services

**\$227** ▼ - 13% Exceeded target (\$261)



## Development and Implementation of Energy Policy

**KPI: 8**

The extent to which policy and program development objectives for the year are achieved

**83%** ▲ - 17% Did not meet target (100%)

**KPI: 9**

Average cost of policy/project development

**\$59,118** ▲ 46% Did not meet target (\$40,390)

**KEY:**

Exceeding target:  
above ▲  
or below ▼

Did not meet target:  
above ▲  
or below ▼

Met target  
(variance ± 5 per cent):  
▶

# Outcome 1

## Effectiveness Key Performance Indicators

### KPI: 1 Stakeholder satisfaction with the department as an effective resource sector regulator

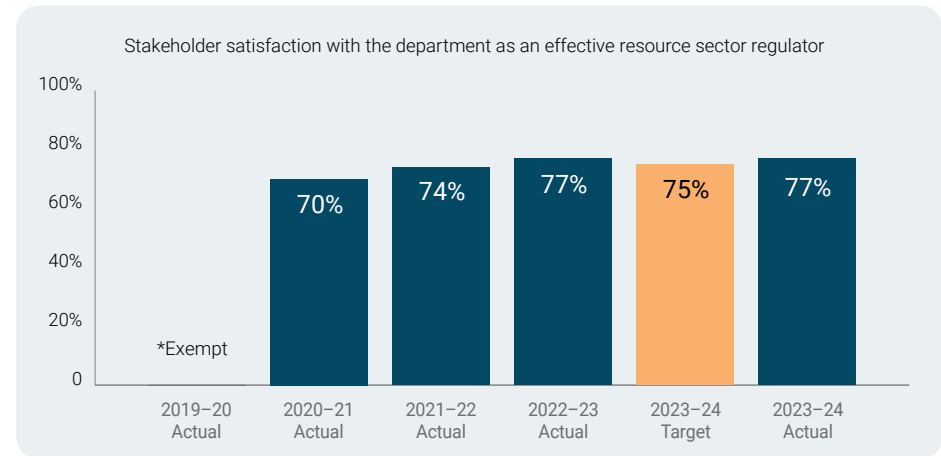


#### What we measure

Stakeholder satisfaction of the department’s regulatory role is measured by undertaking an annual online perception survey. The survey is designed to collect stakeholder feedback and measure attitudes as to whether stakeholders have confidence in the department as a responsible resources sector regulator. Trends in survey results can pinpoint areas to target resources in response to a changing operational environment.

#### How it is calculated

An independent Market Research Agency was contracted to design and administer the annual survey on behalf of DEMIRS. The survey is distributed to stakeholders who have interacted with the department in the past 12 months. Respondents are asked to rate their level of satisfaction on a scale of zero to 10. The percentage of respondents who give a rating between six and 10, is reported as overall satisfaction.



\*An exemption from reporting was granted in 2019-20.

#### What does this indicator show?

More than three in four 2023-24 respondents (77 per cent) expressed satisfaction with the effectiveness of DEMIRS as a resource sector regulator. This result is consistent with both the target set (75 per cent) and the 2022-23 result (77 per cent).

Amongst stakeholders in the resources sector, performance on this KPI is driven by being sufficiently responsive to queries and having open and transparent processes, indicators against which the department performed above average. Optimising economic benefit of resources development for WA and timeliness of processes were both important KPI drivers that are areas for improvement.

Outcome 1 – Effective Key Performance Indicators

**KPI: 2** Number of work-related traumatic injury fatalities

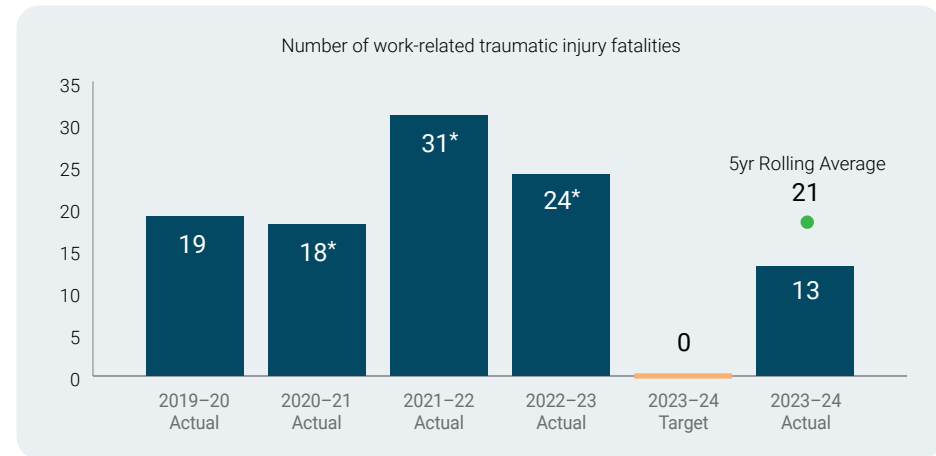


**What we measure**

The number of work-related traumatic injury fatalities is the number of people who are fatally injured as a result of their (or another’s) work activity in accordance with relevant acts and legislation. The nature, frequency, location and circumstances are investigated and influence our regulatory efforts. Any work-related death is considered unacceptable, so the target for this indicator is always nil. Underpinning this is the desire of individuals to be assured that the department responsible for regulating safety in the workplace is doing their job effectively and using resources responsibly.

**How it is calculated**

The number of annual confirmed work-related traumatic injury fatalities are reported for this indicator. The whole number five-year average (mean) of the number of annual work-related fatalities is also reported to provide context.



\* The number of previously reported traumatic injury fatalities has been adjusted in 2023-24 as some cases were yet to be finalised.

**What does this indicator show?**

During 2023-24 there were 13 confirmed work-related traumatic injury fatalities, including one in the Resource Industries sector, and 12 in the WorkSafe General Industries sector. The rolling five-year average is 21. Work-related traumatic injury fatalities are reported by DEMIRS in the *State of the Work Environment Report*, which also includes work-related fatalities within WA reported outside DEMIRS regulatory jurisdiction.

Outcome 1 – Effective Key Performance Indicators

**KPI: 3 Stakeholder satisfaction with the department as an effective industry regulator**

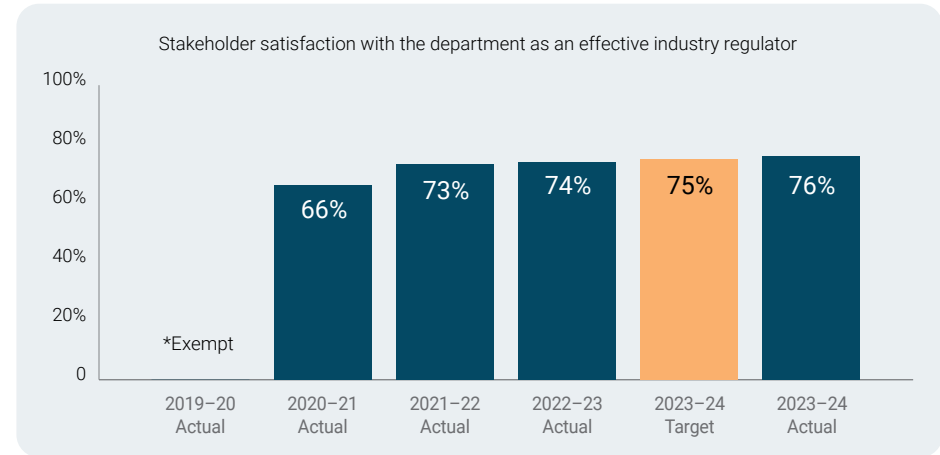


**What we measure**

Stakeholder satisfaction of the department’s regulatory role is measured by undertaking an annual online perception survey. The survey is designed to collect stakeholder feedback and measure attitudes as to whether stakeholders have confidence in the department as a responsible industry regulator. Trends in survey results can pinpoint areas to target resources in response to a changing operational environment.

**How it is calculated**

An independent Market Research Agency was contracted to design and administer the annual survey on behalf of DEMIRS. The survey is distributed to stakeholders who have interacted with the department in the past 12 months. Respondents are asked to rate their level of satisfaction on a scale of zero to 10. The percentage of respondents who give a rating between six and 10, is reported as overall satisfaction.



\*An exemption from reporting was granted in 2019–20.

**What does this indicator show?**

More than three in four 2023–24 respondents (76 per cent) expressed satisfaction with the effectiveness of DEMIRS as an industry regulator. This result is consistent with both the target set (75 per cent) and the 2022–23 result (74 per cent).

Amongst stakeholders in industry outside of the resources sector, performance on this KPI is heavily driven by being sufficiently responsive to queries and providing sufficient information. A key area for improvement that will impact perceptions is having timely processes.

Outcome 1 – Effective Key Performance Indicators

**KPI: 4** Average cost of resource regulation per live title

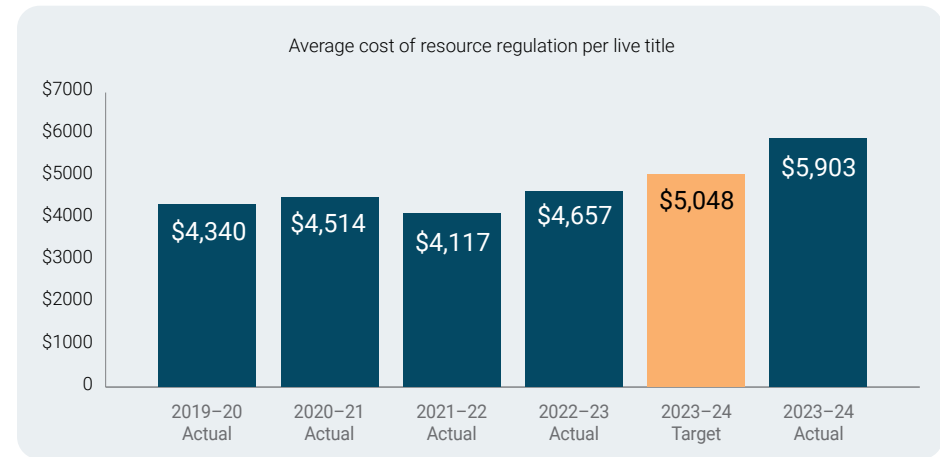


**What we measure**

This indicator measures the amount of resource development and exploration in the state demonstrated through the number of live resource titles (minerals and petroleum). Resource development and exploration occurs in the context of the resource management 'lifecycle'. All activities within this 'lifecycle' are associated with a mining title. The number and average cost associated with regulating each title form the basis of this KPI.

**How it is calculated**

The average cost per active title is calculated by dividing the total cost of service by the number of live titles approved and renewed during the current year or that are subject to ongoing regulation by the department.



**What does this indicator show?**

The 2023-24 actual result is 17 per cent higher than target mainly due to a high Resources Advice and Regulation Service cost which increased mainly due to increase expenses for the Mining Rehabilitation Fund – Abandoned Mines Program. In accordance with the *Mining Rehabilitation Fund Act 2012*, increased expenditure, fully funded from the Mining Rehabilitation Fund special purpose account, was approved to address priority safety works under the Abandoned Mines Program five-year plan. This includes continuation of remediation works at the Ellendale mine site and an expanded program of works on several abandoned legacy sites.

Outcome 1 – Effective Key Performance Indicators

**KPI: 5** Average cost per transaction to deliver safety and labour relations regulation services

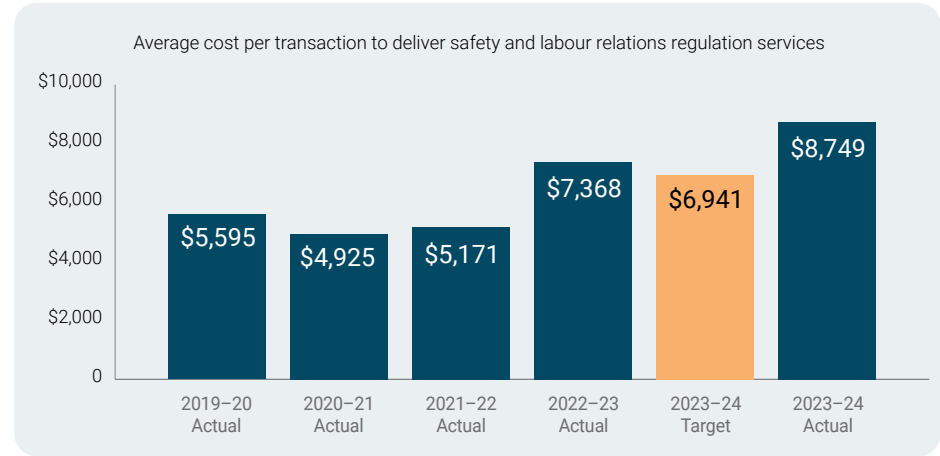


**What we measure**

This KPI indicates the efficiency with which the department achieves safety and labour relations regulation. Services performed on behalf of the community to ensure a safe and fair workplace by intervening decisively to avert and minimise harm (commensurate with the circumstances), include investigations and inspections under various legislation.

**How it is calculated**

The indicator is calculated by dividing the total cost of the service by the number of regulatory transactions.



**What does this indicator show?**

The average cost per regulatory transaction for 2023-24 is \$8,749, which is 26 per cent more than the budget estimates target (\$6,941). This variance was driven by decreased transaction numbers and continued cost impact of implementing the work health and safety legislation, including development of new industry guidance materials, and new training and onboarding requirements of inspectors.

Outcome 1 – Effective Key Performance Indicators

**KPI: 6** Percentage of high-risk work licence applications determined within agreed timeframes

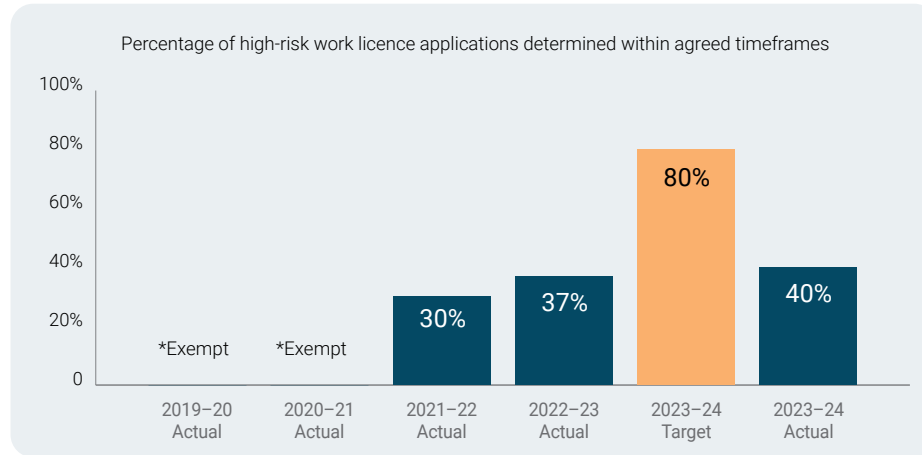


**What we measure**

This measure demonstrates the department’s capacity to effectively administer and enforce timely assessment of high-risk work licence application services to the community and industry.

**How it is calculated**

The indicator is calculated by multiplying the timeliness of each class of high-risk work licences, (new licences, renewals and modifications) by its weighting.



\*This indicator’s counting methodology was revised in the 2022–23 reporting year. The 2021–22 financial year figure is recast for comparison.

**What does this indicator show?**

For 2023–24, a total of 40 per cent of High Risk Work Licence (HRWL) applications were determined within the target timeframe of 10 business days, 40 per cent below the target of 80 per cent. Enduring high levels of demand for HRWL continued to result in longer processing times during 2023–24. A new record of 93,296 HRWL applications were determined during the reporting period, an increase of seven per cent over the 86,920 determined during 2022–23.

Although processing times were below target, the average timeframe to finalise applications decreased compared to 2022–23. Additional temporary resourcing and further refinements to licence processing procedures resulted in improvements to processing timeframes during 2023–24, as demonstrated by the three per cent increase against the 2022–23 result, a 10 per cent increase in this KPI since 2021–22.



Outcome 1 – Effective Key Performance Indicators

**KPI: 7** Average cost per transaction to deliver industry advice and regulation services

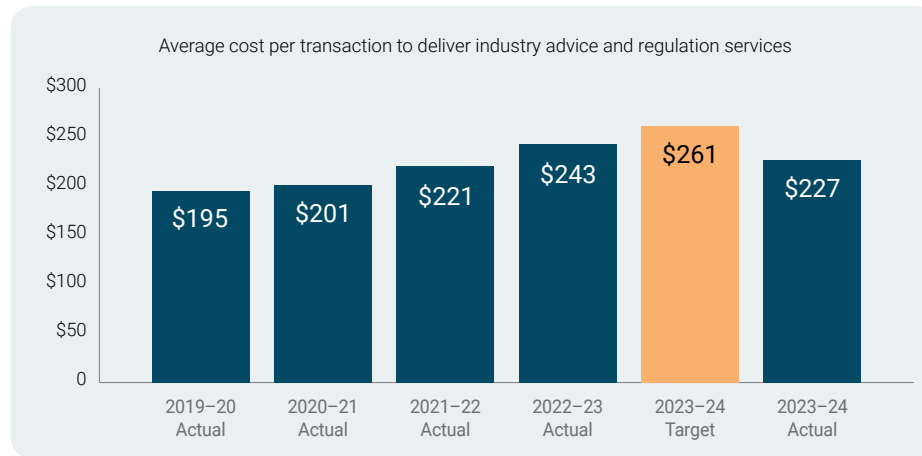


**What we measure**

This indicator measures the average cost per advice or regulatory service transaction provided to the community in the areas of Building and Energy, and Consumer Protection. This indicator is an indicative of the per-unit cost to provide a healthy business environment. The department can determine the resource distribution and effort required across industry sectors and types of transaction.

**How it is calculated**

Total cost of the Industry, Advice and Regulation Service is divided by the number of advice and regulation transactions providing an average cost per transaction figure.



**What does this indicator show?**

The average cost per transaction for 2023-24 is \$227, which is 13 per cent lower than the target. The cost of the Industry Advice and Regulation Service was consistent with target, so variance of this result is driven by a higher overall number of regulatory transactions than forecast.

# Outcome 2

## Effectiveness Key Performance Indicators

**KPI: 8** The extent to which policy and program development objectives for the year are achieved

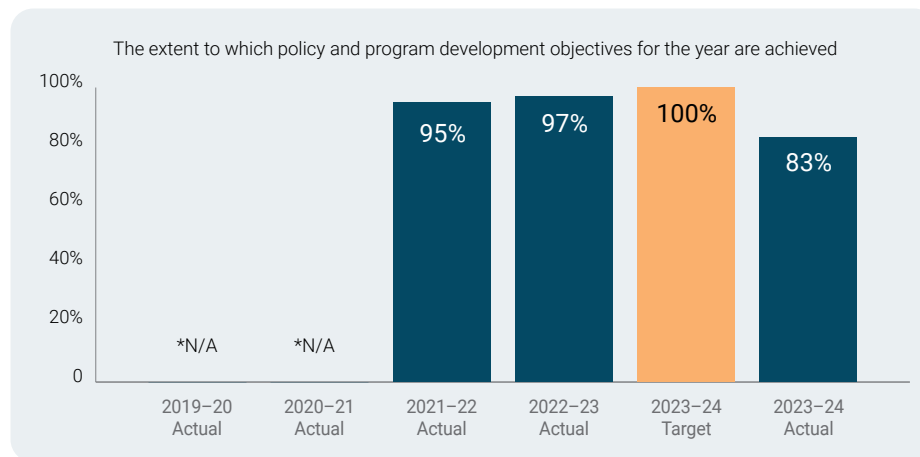


### What we measure

This indicator summarises the completion of policy and program priorities within the reporting period and the results are presented in relation to effort. The results are calculated by monitoring the priorities set for a year and the results presented as a percentage of planned priorities completed.

### How it is calculated

Annual strategic and operational planning forms the basis for a list of projects that represents policy and program development objectives, or planned priorities. An assessment of the percentage of completion for each project is carried out and this supported by evidence such as monthly project reports, cabinet submissions, media statements, and discussion papers.



\*No data is available for these years since reporting for this indicator commenced in the 2021-22 financial year.

### What does this indicator show?

During the 2023-24 financial year, Energy Policy achieved a rate of completion of planned policy and program development of 83 per cent. The actual result is lower than target by 17 per cent due to emerging energy sector and energy transition priorities that have taken precedence. This has resulted in several projects being downgraded in priority or put on hold, including the Renewable Hydrogen Target project.

Outcome 2 – Efficiency Key Performance Indicator

Efficiency Key Performance Indicator

**KPI: 9** Average cost of policy/project development

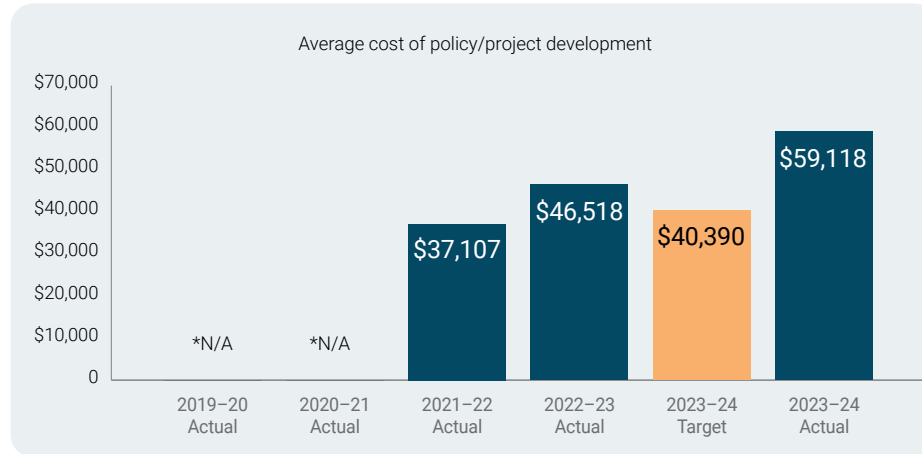


**What we measure**

This indicator measures the average cost of policy and project activities that are significant in nature, requiring considerable investment of time and effort. This KPI demonstrates responsible financial management of the State’s finite resources while striving to deliver substantial impact to the energy sector.

**How it is calculated**

A count is undertaken of Ministerials initiated during the reporting period to create a costs multiplier, where the count of projects is expressed as a percentage of the count of projects and tasks. The total cost of service for development and implementation of energy policy is then multiplied by this cost multiplier.



\*No data is available for these years since reporting for this indicator commenced in the 2021-22 financial year.

**What does this indicator show?**

During the 2023-24 financial year, Energy Policy’s average cost of policy and project development activities were \$59,118, 46 per cent above target. The development and implementation of Energy Policy Service increased mainly due to increased expenses for the one-off Electricity System Security Demand Management Measures and increases for the ongoing PoweringWA, Pilbara Energy Transition Plan, and Energy Ahead Program (formerly Household Energy Efficiency Scheme) initiatives. These approved additional costs have increased the average cost per policy/project development.

# Financials



# Financial Statements

## Certification of Financial Statements For the reporting period ended 30 June 2024

### Department of Energy, Mines, Industry Regulation and Safety

The accompanying financial statements of the Department of Energy, Mines, Industry Regulation and Safety have been prepared in compliance with the provisions of the *Financial Management Act 2006* from proper accounts and records to present fairly the financial transactions for the reporting period ended 30 June 2024 and the financial position as at 30 June 2024.

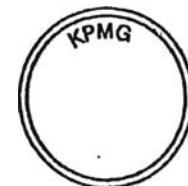
At the date of signing we are not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.



**Jai Thomas**  
A/Director General  
28 August 2024



**Jeremy Kwong**  
Chief Financial Officer  
28 August 2024



# Statement of comprehensive income

For the year ended 30 June 2024

	Notes	2024 \$000	2023 \$000
<b>Cost of services</b>			
<b>Expenses</b>			
Employee benefits expense	2.1(a)	224,556	214,251
Supplies and services	2.3	137,428	91,362
Depreciation and amortisation expenses	4.1, 4.2, 4.3	4,062	4,255
Finance costs	6.3	51	99
Accommodation expenses	2.3	22,586	18,256
Grants and subsidies	2.2	31,213	26,451
Other expenses	2.3	7,086	4,187
<b>Total cost of services</b>		<b>426,982</b>	<b>358,861</b>
<b>Income</b>			
User charges and fees	3.2	227,555	194,508
Sales	3.2	20	29
Interest revenue	3.3	19,137	11,030
Commonwealth grants and contributions	3.4	179	135
Other income	3.5	16,974	14,963
<b>Total income other than income from State Government</b>		<b>263,865</b>	<b>220,665</b>
<b>Net cost of services</b>		<b>163,117</b>	<b>138,196</b>

	Notes	2024 \$000	2023 \$000
<b>Income from State Government</b>			
Service appropriation	3.1	217,834	183,022
Income from other public sector entities	3.1	15,076	14,196
Services received free of charge	3.1	2,920	3,015
State grants and subsidies	3.1	100	100
Royalties for Regions Fund	3.1	176	189
<b>Total income from State Government</b>		<b>236,106</b>	<b>200,522</b>
<b>Surplus for the period</b>		<b>72,989</b>	<b>62,326</b>
<b>Other comprehensive income</b>			
<i>Items not reclassified subsequently to profit or loss</i>			
Changes in asset revaluation surplus	4.1	180	19,488
<b>Total other comprehensive income</b>		<b>180</b>	<b>19,488</b>
<b>Total comprehensive income for the period</b>		<b>73,169</b>	<b>81,814</b>

The Statement of comprehensive income should be read in conjunction with the accompanying notes.

# Statement of financial position

As at 30 June 2024

	Notes	2024 \$000	2023 \$000
<b>Assets</b>			
<b>Current Assets</b>			
Cash and cash equivalents	6.4	19,536	18,560
Restricted cash and cash equivalents	6.4	589,656	516,956
Receivables	5.1	27,943	24,115
Amounts receivable for services	5.2	914	914
Other current assets	5.3	5,685	4,295
<b>Total Current Assets</b>		<b>643,734</b>	<b>564,840</b>
<b>Non-Current Assets</b>			
Restricted cash and cash equivalents	6.4	–	5,439
Receivables	5.1	6,896	–
Amounts receivable for services	5.2	37,391	37,789
Property, plant and equipment	4.1	170,278	172,029
Right-of-use assets	4.3	3,482	2,356
Intangible assets	4.2	6,243	428
<b>Total Non-Current Assets</b>		<b>224,290</b>	<b>218,041</b>
<b>Total assets</b>		<b>868,024</b>	<b>782,881</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Payables	5.4	17,602	14,250
Amounts due to the Treasurer	5.5	2,000	4,500
Revenue received in advance	5.6	33,783	27,821
Employee related provisions	2.1(b)	44,536	44,225
Lease liabilities	6.1	1,162	923
Other current liabilities	5.7	2,904	2,204
<b>Total Current Liabilities</b>		<b>101,987</b>	<b>93,923</b>

	Notes	2024 \$000	2023 \$000
<b>Non-Current Liabilities</b>			
Payables	5.4	745	636
Employee related provisions	2.1(b)	8,691	8,500
Lease liabilities	6.1	2,559	1,629
Other non-current liabilities	5.7	2,432	3,730
<b>Total Non-Current Liabilities</b>		<b>14,427</b>	<b>14,495</b>
<b>Total liabilities</b>		<b>116,414</b>	<b>108,418</b>
<b>Net assets</b>		<b>751,610</b>	<b>674,463</b>
<b>Equity</b>			
Contributed equity		273,410	269,432
Reserves		132,177	131,997
Accumulated surplus/(deficit)		346,023	273,034
<b>Total equity</b>		<b>751,610</b>	<b>674,463</b>

The Statement of financial position should be read in conjunction with the accompanying notes.

# Statement of changes in equity

For the year ended 30 June 2024

	Contributed equity \$000	Reserves \$000	Accumulated surplus/ (deficit) \$000	Total equity \$000
<b>Balance at 1 July 2022</b>	248,312	112,509	210,708	571,529
Balance transferred from Energy Policy WA	4,699	–	–	4,699
<b>Restated balance at 1 July 2022</b>	<b>253,011</b>	<b>112,509</b>	<b>210,708</b>	<b>576,227</b>
Surplus/(deficit)	–	–	62,326	62,326
Other comprehensive income	–	19,488	–	19,488
<b>Total comprehensive income for the period</b>	<b>–</b>	<b>19,488</b>	<b>62,326</b>	<b>81,814</b>
<i>Transactions with owners in their capacity as owners:</i>				
Capital appropriations	3,682	–	–	3,682
Other contributions by owners	18,477	–	–	18,477
Distributions to owners	(5,738)	–	–	(5,738)
<b>Balance at 30 June 2023</b>	<b>269,432</b>	<b>131,997</b>	<b>273,034</b>	<b>674,463</b>
<b>Balance at 1 July 2023</b>	269,432	131,997	273,034	674,463
Surplus/(deficit)	–	–	72,989	72,989
Other comprehensive income	–	180	–	180
<b>Total comprehensive income for the period</b>	<b>–</b>	<b>180</b>	<b>72,989</b>	<b>73,169</b>
<i>Transactions with owners in their capacity as owners:</i>				
Capital appropriations	3,978	–	–	3,978
<b>Total</b>	<b>3,978</b>	<b>–</b>	<b>–</b>	<b>3,978</b>
<b>Balance at 30 June 2024</b>	<b>273,410</b>	<b>132,177</b>	<b>346,023</b>	<b>751,610</b>

The Statement of changes in equity should be read in conjunction with the accompanying notes.



# Statement of cash flows

For the year ended 30 June 2024

	Note	2024 \$000	2023 \$000
<b>Cash flows from State Government</b>			
Service appropriation		217,319	182,602
Capital appropriations		3,978	3,698
Other contributions by owners		15,076	14,196
Holding account drawdown		914	914
Royalties for Regions Fund		176	189
<b>Net cash provided by State Government</b>		<b>237,463</b>	<b>201,599</b>
Utilised as follows:			
<b>Cash flows from operating activities</b>			
<b>Payments</b>			
Employee benefits		(227,498)	(211,875)
Supplies and services		(123,198)	(84,250)
Accommodation		(25,537)	(19,274)
Grants and subsidies		(31,213)	(26,451)
Other payments		(14,387)	(11,024)
GST payments on purchases		(19,572)	(18,064)
<b>Receipts</b>			
Sale of goods and services		45	48
User charges and fees		232,906	194,819
GST receipts on sales		4,720	5,175
GST receipts from taxation authority		16,116	12,990
Other receipts		37,128	25,208
<b>Net cash (used in) operating activities</b>		<b>(150,490)</b>	<b>(132,698)</b>

	Note	2024 \$000	2023 \$000
<b>Cash flows from investing activities</b>			
<b>Payments</b>			
Purchase of non-current physical assets		(8,705)	(2,947)
<b>Receipts</b>			
Proceeds from sale of non-current assets		22	1
<b>Net cash (used in) investing activities</b>		<b>(8,683)</b>	<b>(2,946)</b>
<b>Cash flows from financing activities</b>			
<b>Receipts</b>			
Proceeds from borrowings		–	2,500
<b>Payments</b>			
Right of use lease liability payment		(657)	(4,247)
Repayment of borrowings		(2,500)	(3,000)
Payment to accrued salaries account		(1,457)	–
<b>Net cash (used in) financing activities</b>		<b>(4,614)</b>	<b>(4,747)</b>
Net increase in cash and cash equivalents		73,676	61,208
Cash balances transferred in		–	6,578
Cash and cash equivalents at the beginning of the period		540,955	473,169
Adjustment for the reclassification of accrued salaries account		(5,439)	–
<b>Cash and cash equivalents at the end of the period</b>	6.4	<b>609,192</b>	<b>540,955</b>

The Statement of cash flows should be read in conjunction with the accompanying notes.

# Administered income and expenses

For the year ended 30 June 2024

	2024 \$000	2023 \$000
<b>Income</b>		
For transfer:		
Mining rentals	179,795	157,933
Regulatory fees and fines	163	215
Commonwealth grants	241	293
Appropriations	34,475	38,318
Other revenue	44,858	44,555
<b>Total administered income</b>	<b>259,532</b>	<b>241,314</b>
<b>Expenses</b>		
Refunds of previous years' revenue	791	25,429
Services and contracts	109,251	67,030
Receipts paid into Consolidated Account <sup>(a)</sup>	185,416	158,800
Interest revenue	9.2 21,025	35,241
<b>Total administered expenses</b>	<b>316,483</b>	<b>286,500</b>

(a) Receipts paid into the Consolidated Account represent the transfer of non-retainable regulatory fees, fines and penalties to the Consolidated Account.

Further explanations of variances are contained in note 9.2 'Explanatory statement for administered items'.

# Administered assets and liabilities

As at 30 June 2024

	2024 \$000	2023 \$000
<b>Current Assets</b>		
Cash and cash equivalents	8,519	12,678
Restricted cash and cash equivalents	552,805	510,287
Receivables	12,914	11,354
Finance lease receivable	–	875
<b>Total administered current assets</b>	<b>574,238</b>	<b>535,194</b>
<b>Non-current assets</b>		
Finance lease receivables	–	1,075
<b>Total administered non-current assets</b>	<b>–</b>	<b>1,075</b>
<b>Total administered assets</b>	<b>574,238</b>	<b>536,269</b>
<b>Current Liabilities</b>		
Payables	309	241
Other liabilities	843	845
Other current liabilities	609,250	514,667
<b>Total Current Liabilities</b>	<b>610,672</b>	<b>515,753</b>
<b>Total administered liabilities</b>	<b>610,672</b>	<b>515,753</b>

## Supplementary financial information

### Other matters of uncertainty

There were no matters of uncertainty recognised during the financial year.

### Home Indemnity Insurance

The contingent liability for Home Indemnity Insurance (HII) has been assessed to be the future claims liability (FCL) as at 30 June 2024. The FCL is an estimation of the future claims costs which will arise as a result of events which will occur in the future for currently in-force HII policies. In accordance with the Scyne actuarial report, the future claims liability has been assessed at an approximate value of \$83,886,250 (2023: \$54,352,500).

### Write-offs

During the financial year, \$651,262 (2023: \$32,772) was written off the department's asset register under the authority of:

	2024 \$000	2023 \$000
Director General	–	33
The Treasurer	651	–
	<b>651</b>	<b>33</b>

16 individually recognised debts which were written-off during the period related to lease rentals and licences recognised under *The Mining Act 1978*.

### Act of grace payments

During the financial year, two payments totalling \$1,910 (2023 \$50.483 million from nine payments) were paid out as act of grace payments under the authority of:

	2024 \$000	2023 \$000
The Minister	2	23
The Governor	–	50,460
	<b>2</b>	<b>50,483</b>

# Notes to the Financial Statements

## 1. Basis of Preparation

The department is a Government not-for-profit entity controlled by the State of Western Australia, which is the ultimate parent.

A description of the nature of its operations and its principal activities have been included in the 'About Us' section which does not form part of these financial statements.

These annual financial statements were authorised for issue by the Acting Director General of the department on 28 August 2024.

### Statement of compliance

The financial statements constitute general purpose financial statements that have been prepared in accordance with Australian Accounting Standards, the Framework, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board (AASB) as applied by Treasurer's Instructions (TI). Several of these are modified by Treasurer's instructions to vary application, disclosure, format and wording.

The Act and the Treasurer's instructions are legislative provisions governing the preparation of financial statements and take precedence over Australian Accounting Standards, the Framework, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board. Where modification is required and has had a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

### Basis of preparation

These financial statements are presented in Australian dollars applying the accrual basis of accounting and using the historical cost convention. Certain balances will apply a different measurement basis (such as the fair value basis). Where this is the case the different measurement basis is disclosed in the associated note. All values are rounded to the nearest thousand dollars (\$'000).

## Accounting for Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of goods and services tax (GST), except that the:

- (a) amount of GST incurred by the department as a purchaser that is not recoverable from the Australian Tax Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- (b) receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of cash flows on a gross basis. However, the GST components of cash flows arising from the investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

## Contributed equity

Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities* requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, as designated as contributions by owners (at the time of, or prior, to transfer) be recognised as equity contributions. Capital appropriations have been designated as contributions by owners by TI 955 *Contributions by Owners made to Wholly-Owned Public Sector Entities* and have been credited directly to Contributed Equity.

## Administered items

The department administers, but does not control, certain activities and functions for and on behalf of Government that do not contribute to the department's services or objectives. It does not have discretion over how it utilises the transactions in pursuing its own objectives.

Transactions relating to the administered activities are not recognised as the department's income, expenses, assets and liabilities, but are disclosed in the accompanying schedules as 'Administered income and expenses', and 'Administered assets and liabilities'.

The accrual basis of accounting and applicable Australian Accounting Standards have been adopted.

## Comparative information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements. AASB 1060 provides relief from presenting comparatives for:

1. Property, plant and equipment reconciliations;
2. Intangible asset reconciliations; and
3. Right-of-Use asset reconciliations

## Judgement and estimates

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements and estimates made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements and/or estimates are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances.

## 2. Use of our funding

### Expenses incurred in the delivery of services

This section provides additional information about how the department's funding is applied and the accounting policies that are relevant for an understanding of the items recognised in the financial statements. The primary expenses incurred by the department in achieving its objectives and the relevant notes are:

	Notes
Employee benefits expenses	2.1(a)
Employee benefits provisions	2.1(b)
Grants and subsidies	2.2
Other expenditure	2.3

### 2.1 (a) Employee benefits expenses

	2024 \$000	2023 \$000
Employee benefits	202,630	194,237
Termination benefits	34	3
Superannuation – defined contribution plans	21,892	20,011
<b>Employee benefits expenses</b>	<b>224,556</b>	<b>214,251</b>
Add: AASB 16 Non-monetary benefits	740	1,515
Less: employee contributions (per note 3.5 Other Income)	(224)	(219)
<b>Total employee benefits provided</b>	<b>225,072</b>	<b>215,547</b>

**Employee benefits** include wages, salaries and social contributions, accrued and paid leave entitlements and paid sick leave, and non-monetary benefits recognised under accounting standards other than AASB 16 (such as medical care, housing, cars and free or subsidised goods or services) for employees.

**Termination benefits** are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when the department is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

**Superannuation** is the amount recognised in profit or loss of the Statement of comprehensive income comprises employer contributions paid to the Gold State Super (concurrent contributions), the West State Super, the Government Employees Superannuation Board, or other superannuation funds.

**AASB 16 non-monetary benefits** are non-monetary employee benefits, predominately relating to the provision of vehicle and housing benefits that are recognised under AASB 16 and are excluded from the employee benefits expense.

**Employee contributions** are contributions made to the department by employees towards employee benefits that have been provided by the department. This includes both AASB 16 and non-AASB 16 employee contributions.

## 2.1 (b) Employee related provisions

	2024 \$000	2023 \$000
<b>Current</b>		
<u>Employee benefits provisions</u>		
Annual leave	20,376	20,688
Long service leave	23,253	22,747
Deferred salary scheme	295	315
Purchased leave	311	219
	<b>44,235</b>	<b>43,969</b>
<u>Other provisions</u>		
Employment on-costs	301	256
<b>Total current employee benefits provisions</b>	<b>44,536</b>	<b>44,225</b>
<b>Non-current</b>		
<u>Employee benefits provisions</u>		
Long service leave	8,630	8,451
<u>Other provisions</u>		
Employment on-costs	61	49
<b>Total non-current employee benefits provisions</b>	<b>8,691</b>	<b>8,500</b>
<b>Total employee benefits provisions</b>	<b>53,227</b>	<b>52,725</b>

Provision is made for benefits accruing to employees in respect of annual leave and long service leave for services rendered up to the reporting date and recorded as an expense during the period the services are delivered.

**Annual leave liabilities** are classified as current as there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period.

The provision for annual leave is calculated at the present value of expected payments to be made in relation to services provided by employees up to the reporting date.

These statements are prepared on the expectation that it is unlikely for annual leave to be settled wholly within 12 months after the end of the reporting period.

**Long service leave liabilities** are unconditional long service leave provisions which are classified as current liabilities as the department does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

Pre-conditional and conditional long service leave provisions are classified as **non-current** liabilities because the department has an unconditional right to defer the settlement of the liability until the employee has completed the requisite years of service.

The provision for long service leave is calculated at present value as the department does not expect to wholly settle the amounts within 12 months. The present value is measured taking into account the present value of expected future payments to be made in relation to services provided by employees up to the reporting date. These payments are estimated using the remuneration rate expected to apply at the time of settlement, and discounted using market yields at the end of the reporting period on national government bonds with terms of maturity that match, as closely as possible, the estimated future cash flows.

Assessments indicate that actual settlement of the liabilities is expected to occur as follows:

	2024 \$000	2023 \$000
Within 12 months of the end of the reporting period	8,178	7,878
More than 12 months after the end of the reporting period	23,706	23,320
	<b>31,884</b>	<b>31,198</b>

**Deferred salary scheme liabilities** are classified as current where there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period.

<b>Deferred salary scheme</b>	2024 \$000	2023 \$000
Within 12 months of the end of the reporting period	295	315
More than 12 months after the end of the reporting period	–	–
	<b>295</b>	<b>315</b>

**Purchased leave liabilities** are classified as current where there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period.

<b>Purchased leave</b>	2024 \$000	2023 \$000
Within 12 months of the end of the reporting period	311	219
More than 12 months after the end of the reporting period	–	–
	<b>311</b>	<b>219</b>

**Employment on-costs** involves settlements of annual and long service leave liabilities which gives rise to the payment of employment on-costs including workers' compensation insurance.

Employment on-costs, including workers' compensation insurance premiums, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are included as part of Other expenses, note 2.3 apart from the unwinding of the discount (finance cost) and are not included as part of the departments 'employee benefits expense'. The related liability is included in 'Employment on-costs provision'.

The provision is the present value of expected future payments.

	2024 \$000	2023 \$000
<b>Employment on-costs provision</b>		
Carrying amount at start of period	306	287
Additional provisions recognised	362	210
Payments/other sacrifices of economic benefits	(306)	(191)
<b>Carrying amount at end of period</b>	<b>362</b>	<b>306</b>

### Key sources of estimation uncertainty – long service leave

Key estimates and assumptions concerning the future are based on historical experience and various other factors that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

Several estimates and assumptions are used in calculating the department's long service leave provision. These include:

- expected future salary rates;
- discount rates;
- employee retention rates; and
- expected future payments.

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision. Any gain or loss following revaluation of the present value of long service leave liabilities is recognised as employee benefits expense.

## 2.2 Grants and subsidies

	2024 \$000	2023 \$000
<b>Recurrent</b>		
Exploration Incentive Scheme		
<i>Co-funded Drilling</i>	7,342	8,198
<i>Co-funded Geo-physics</i>	396	2,030
Farmsafe WA	123	70
Asbestos Diseases Society	107	125
Circle Green Community Legal	430	430
Property Industry Grants	4,015	5,355
Australian Building Codes Board	519	519
Mental Health in the Workplace	1,000	1,000
Mental Awareness Respect and Safety Initiative	3,401	3,111
State Underground Power Program	–	2,057
Australian Energy Market Commission	948	1,158
Household Energy Efficiency Scheme	7,300	1,000
Electric Vehicle Charging Infrastructure		
<i>Local Governments</i>	855	–
<i>Small Business and Charities</i>	664	–
Short-Term Rental Accommodation Incentive Scheme	2,355	–
Other Miscellaneous Grants – contributions to Commonwealth and others	1,758	1,398
<b>Total grants and subsidies</b>	<b>31,213</b>	<b>26,451</b>



Transactions in which the department provides goods, services, assets (or extinguishes a liability) or labour to another party without receiving approximately equal value in return are categorised as 'Grants or subsidy expenses'. These payments or transfers are recognised at fair value at the time of the transaction and are recognised as an expense in the reporting period in which they are paid. They include transactions such as grants, subsidies, personal benefit payments made in cash to individuals, other transfer payments made to public sectors agencies, local government, non-government schools, and community groups.

The department is not responsible for administering a government subsidy scheme.

Grants can be paid as general purpose grants which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants which are paid for a particular purpose and/or have conditions attached regarding their use.

## 2.3 Other expenditure

	2024 \$000	2023 \$000
<b>Supplies and services</b>		
Consultants and contractors	108,138	67,525
Advertising and promotion	1,631	823
Travel	2,282	1,811
Communication	864	746
Consumables	2,692	2,724
Maintenance	1,073	1,176
Insurance	1,459	1,108
Lease rent and hire costs	3,131	2,003
Utilities	1,340	1,214
Other	14,818	12,232
<b>Total supplies and services expenses</b>	<b>137,428</b>	<b>91,362</b>

	2024 \$000	2023 \$000
<b>Accommodation expenses</b>		
Rental	14,459	13,695
Repairs and maintenance	6,629	3,231
Cleaning	1,498	1,330
<b>Total accommodation expenses</b>	<b>22,586</b>	<b>18,256</b>
<b>Other expenses</b>		
Audit fees (internal and external)	602	477
Expected credit losses expense	264	176
Employment on costs	57	14
Industry fidelity claims	452	(277)
Minor plant and equipment	4,143	3,302
Refunds of prior years revenues	54	68
Other expenses	1,514	427
<b>Total other expenses</b>	<b>7,086</b>	<b>4,187</b>
<b>Total other expenditure</b>	<b>167,100</b>	<b>113,805</b>

**Supplies and services expenses** are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any materials held for distribution are expensed when the materials are distributed.

### Accommodation expenses:

**Rental Expenses** are expensed as incurred, as a Memorandum of Understanding agreement between the department and the Department of Finance for the leasing of office accommodation contain significant substitution rights.

**Repairs, maintenance and cleaning costs** are recognised as expenses as incurred.

**Other operating expenses** generally represent the day-to-day running costs incurred in normal operations.

**Audit Fees:** an expense is recognised for internal and external audit services received during the 2023–24 reporting period.

**Expected credit losses** is recognised for movement in allowance for impairment of trade receivables. Refer to note 5.1 Movement in the allowance for impairment of receivables.

**Employee on-cost** includes workers’ compensation insurance and other employment on-costs. The on-costs liability associated with the recognition of annual and long service leave liabilities is included at *Note 2.1(b) Employee related provisions*. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.

**Industry fidelity claims** are paid as a reimbursement to people who suffer pecuniary or property loss through defalcation by a licensee or employee of a real estate agent or settlement agent.

**Minor plant and equipment** are items identified as portable and attractable that do not meet the criteria of an asset are expensed in the year the item is acquired.

**Other expenses** include items recorded as prior period expenses and various other minor other miscellaneous expense items.

### 3. Our funding sources

#### How we obtain our funding

This section provides additional information about how the department obtains its funding and the relevant accounting policy notes that govern the recognition and measurement of this funding. The primary income received by the department and the relevant notes are:

	Notes
Income from State Government	3.1
User charges and fees and sales	3.2
Interest revenue	3.3
Commonwealth grants and contributions	3.4
Other revenue	3.5
Gains/(Losses)	3.6

#### 3.1 Income from State Government

	2024 \$000	2023 \$000
Appropriation received during the period:		
– Service appropriation	217,834	183,022
<b>Total service appropriation</b>	<b>217,834</b>	<b>183,022</b>
Income received from other public sector entities during the period:		
– Climate Action Fund	1,320	2,297
– Digital Capability Fund	13,261	11,899
– Asset Maintenance Fund	495	–
<b>Total income from other public sector entities</b>	<b>15,076</b>	<b>14,196</b>

	2024 \$000	2023 \$000
Resources received free of charge from other public sector entities during the period:		
<b>State Solicitors Office</b>		
– legal services.	2,040	1,995
<b>Department of Treasury and Finance</b>		
– accommodation services.	661	659
<b>Landgate</b>		
– land dealings, land information, valuation services and products.	191	357
<b>Department of Planning, Lands and Heritage</b>		
– provision of spatial data	1	–
<b>Main Roads</b>		
– provision of ad-hoc Office accommodation.	7	3
<b>Department of Water and Environmental Regulation</b>		
– provision of vector data, processing of ISBA packages and technical support for Asbestos Group.	20	1
<b>Total resources received</b>	<b>2,920</b>	<b>3,015</b>
State grants and subsidies – Specific Purpose	100	100
<b>Total grants and subsidies</b>	<b>100</b>	<b>100</b>
Royalties for Regions Fund:		
– District allowance	124	124
– Royalties for Regions funding agreement	52	65
<b>Total Royalties for Regions Fund</b>	<b>176</b>	<b>189</b>
<b>Total Income from State Government</b>	<b>236,106</b>	<b>200,522</b>

**Service Appropriations** are recognised as income at the fair value of consideration received in the period in which the department gains control of the appropriated funds. The department gains control of appropriated funds at the time those funds are deposited in the bank account or credited to the holding account held at Treasury.

**Income from other public sector entities** are recognised as income when the department has satisfied its performance obligations under the funding agreement. If there is no performance obligation, income will be recognised when the department receives the funds.

**Resources received from other public sector entities** is recognised as income equivalent to the fair value of assets received, or the fair value of services received that can be reliably determined and which would have been purchased if not donated.

**The Regional Community Services Accounts** is a sub-fund within the over-arching 'Royalties for Regions Fund'. The recurrent funds are committed to projects and programs in WA regional areas and are recognised as revenue when the department gains control on receipt of the funds.

## Summary of consolidated account appropriations

For the year ended 30 June 2024

	2024 Budget \$000	2024 Supplementary Funding \$000	2024 Revised budget \$000	2024 Actual \$000	2024 Variance \$000
<b>Delivery of services</b>					
Item 51 Net amount appropriated to deliver services	169,811	10,938	180,749	180,749	–
Service appropriation – Service to industry	35,399	–	35,399	35,399	–
<b>Amount authorised by other statutes</b>					
– <i>Salaries and Allowances Act 1975</i>	1,795	–	1,795	1,795	–
<b>Total appropriations provided to deliver services</b>	<b>207,005</b>	<b>10,938</b>	<b>217,943</b>	<b>217,943</b>	<b>–</b>
<b>Administered Transactions</b>					
Item 52 Amount provided for Administered grants, subsidies and other transfer payments	19,045	28,972	48,017	48,017	–
Item 135 Capital appropriation	3,906	–	3,978	3,978	–
<b>Total administered transactions</b>	<b>22,951</b>	<b>28,972</b>	<b>51,995</b>	<b>51,995</b>	<b>–</b>
<b>Total consolidated account appropriations</b>	<b>229,956</b>	<b>39,910</b>	<b>269,938</b>	<b>269,938</b>	<b>–</b>

### 3.2 User fees and charges and sales

	2024 \$000	2023 \$000
<b>User fees and charges</b>		
Petroleum annual licenses	5,749	5,312
Mining, prospecting and exploration licenses	9,683	10,792
Explosives and dangerous goods licenses and fees	7,640	7,988
Mining Safety Levy	46,911	44,200
Petroleum Safety	4,115	4,167
Mining Rehabilitation Fund	44,138	40,912
WorkSafe	8,321	7,685
EnergySafety	17,525	16,491
Motor Vehicle Dealers and Repairers	2,459	2,695
Consumer Protection	42,174	24,750
Building Commission	34,350	29,026
Other fees	4,490	490
<b>Total user fees and charges</b>	<b>227,555</b>	<b>194,508</b>
<b>Sales</b>		
General sales	20	29
<b>Total sales</b>	<b>20</b>	<b>29</b>
<b>Total user fees and charges and sales</b>	<b>227,575</b>	<b>194,537</b>

### User fees and charges

Revenue is recognised at the transaction price when the department transfers control of the services to customers.

Revenue is recognised at a point in time for user fees and charges. The performance obligations for these user fees and charges are satisfied when services have been provided.

Revenue is recognised by reference to the stage of completion of the transaction for relevant services.

### Sales

Revenue from the sale of goods and services is recognised at the transaction price when the department transfers control of the goods to customers.

### 3.3 Interest revenue

	2024 \$000	2023 \$000
Mining Rehabilitation Fund Interest	12,939	7,527
Other interest revenue	6,198	3,503
<b>Total interest revenue</b>	<b>19,137</b>	<b>11,030</b>

### 3.4 Commonwealth grants and contributions

	2024 \$000	2023 \$000
<b>Total grants and other funding contributions</b>	<b>179</b>	<b>135</b>

Recurrent grants are recognised as income when the grants are receivable.

Income from grants to acquire/construct a recognisable non-financial asset to be controlled by the department is recognised when the department satisfies its obligations under the transfer. The department satisfies the obligations under the transfer to construct assets over time as the non-financial assets are being constructed. The department typically satisfies the obligations under the transfer when it achieves milestones specified in the grant agreement and amounts received in advance of obligation satisfaction are reported at note 5.6.

### 3.5 Other income

	2024 \$000	2023 \$000
Employee contributions <sup>(a)</sup>	224	219
Miscellaneous revenue <sup>(b)</sup>	14,998	13,020
Other revenue – Recoups	1,736	1,726
Net proceeds from disposal of non-current assets	16	(2)
<b>Total other income</b>	<b>16,974</b>	<b>14,963</b>

- (a) Employee contributions is income received by the department from subleasing of right-of-use assets, and relates to lease payments received from operating leases. Information on the department's leasing arrangement can be found in note 2.1(a).
- (b) Miscellaneous revenue includes collections for the recoup of costs incurred by the department to administer the Rental Accommodation Special purpose account.

**Realised and unrealised gains** are usually recognised on a net basis. These include gains arising on the disposal of non-current assets.

### 4. Key Assets

This section includes information regarding the key assets the department utilises to gain economic benefits or assets the department utilises for economic benefit or service potential or provide service potential. This section sets out both the key accounting policies and financial information about the performance of these assets:

	Notes
Property, plant and equipment	4.1
Intangible assets	4.2
Right-of-use assets	4.3

## 4.1 Property, plant and equipment

Year ended 30 June 2024	Land \$000	Buildings \$000	Leasehold Improvements \$000	Furniture, plant, equipment and vehicles \$000	Computer hardware and software \$000	Scientific equipment \$000	Artwork \$0	Works in Progress \$000	Total \$000
<b>1 July 2023</b>									
Gross Carrying Amount	96,682	63,726	1,468	13,433	11,674	3,467	49	–	190,499
Accumulated Depreciation	–	(1,075)	(834)	(8,629)	(9,597)	(825)	–	–	(20,960)
<b>Carrying amount at start of period</b>	<b>96,682</b>	<b>62,651</b>	<b>634</b>	<b>4,804</b>	<b>2,077</b>	<b>2,642</b>	<b>49</b>	<b>–</b>	<b>169,539</b>
Additions	–	–	–	325	62	2,198	19	1,180	3,784
Revaluation increments/(decrements)	1,479	(1,299)	–	–	–	–	–	–	180
Other Disposals	–	–	–	–	–	(42)	–	–	(42)
Depreciation	–	(1,444)	(189)	(499)	(581)	(470)	–	–	(3,183)
<b>Carrying amount at 30 June 2024</b>	<b>98,161</b>	<b>59,908</b>	<b>445</b>	<b>4,630</b>	<b>1,558</b>	<b>4,328</b>	<b>68</b>	<b>1,180</b>	<b>170,278</b>
Gross carrying amount	98,161	61,352	1,468	13,758	11,736	5,623	68	1,180	193,346
Accumulated depreciation	–	(1,444)	(1,023)	(9,128)	(10,178)	(1,295)	–	–	(23,068)

## Initial recognition

Items of property, plant and equipment, costing \$5,000 or more are measured initially at cost. Where an asset is acquired for no cost or significantly less than fair value, the cost is valued at its fair value at the date of acquisition. Items of property, plant and equipment costing less than \$5,000 are immediately expensed direct to the Statement of comprehensive income (other than where they form part of a group of similar items which are significant in total).

The cost of a leasehold improvement is capitalised and depreciated over the shorter of the remaining term of the lease or the estimated useful life of the leasehold improvement.

## Subsequent measurement

Subsequent to initial recognition of an asset, the revaluation model is used for the measurement of:

- land; and
- buildings.

Land is carried at fair value.

Buildings are carried at fair value less accumulated depreciation and accumulated impairment losses.

All other property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses.

Land and buildings were revalued as at 1 July 2023 by the Western Australian Land Information Authority (Landgate). The valuations were performed during the year ended 30 June 2024 and recognised at 30 June 2024. In undertaking the revaluation, fair value was determined by reference to market values for land: \$7,911,200 (2023: \$33,972,800) and buildings: \$205,000 (2023: \$30,187,400). For the remaining balance, unobservable (level 3) inputs were used to determine the fair value. As at 30 June 2024, there were no indications of impairment to property, plant and equipment.

**Unobservable (level 3) inputs** used to determine fair values of property, plant and equipment are:

Land	Fair value for restricted use land is determined by comparison with market evidence for land with low level utility. Relevant comparators of land with low level utility are selected by the Western Australian Land Information Authority (Valuation Services).
Buildings	<p><i>Historical cost per square metre floor area (m<sup>2</sup>).</i></p> <p>The costs of constructing specialised buildings with similar utility are extracted from financial records of the Model Department, then indexed by movements in CPI.</p> <p><i>Consumed economic benefit/obsolescence of asset.</i></p> <p>These are estimated by the Western Australian Land Information Authority (Valuation Services).</p>

**Significant assumptions and judgements:** The most significant assumptions and judgements in estimating fair value are made in assessing whether to apply the existing use basis to assets and in determining estimated economic life. Professional judgement by the valuer is required where the evidence does not provide a clear distinction between market type assets and existing use assets.

## Useful lives

All property, plant and equipment having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits. The exceptions to this rule include assets held for sale, and land.

Depreciation is generally calculated on a straight line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:



Asset	Useful Life
Buildings	33 to 50 years
Lease	10 years
Furniture	5 to 10 years
Office equipment	3 to 5 years
Computer servers	3 years
Software <sup>(a)</sup>	3 to 5 years
Scientific equipment	7 years
Motor vehicles	3 to 5 years
Plant and equipment	5 to 25 years

(a) Software that is integral to the operation of related hardware.

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments should be made where appropriate.

Land, which is considered to have an indefinite life, is not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

Artwork, which is considered to have an indefinite life, is not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

Leasehold improvements are depreciated over the shorter of the lease term and their useful lives.

### Impairment

Non-financial assets, including items of property, plant and equipment and intangibles are tested for impairment whenever there is an indication that the asset may be impaired. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

Where an asset measured at cost is written down to its recoverable amount, an impairment loss is recognised through profit or loss.

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income.

As the department is a not-for-profit entity, the recoverable amount of regularly revalued specialised assets is anticipated to be materially the same as fair value.

If there is an indication that there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However this reversal should not increase the asset's carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

The risk of impairment is generally limited to circumstances where an asset's depreciation is materially understated, where the replacement cost is falling or where there is a significant change in useful life. Each relevant class of assets is reviewed annually to verify that the accumulated depreciation/amortisation reflects the level of consumption or expiration of the asset's future economic benefits and to evaluate any impairment risk from declining replacement costs.

## 4.2 Intangible assets

Year ended 30 June 2024	Computer Software \$000	Works In Progress \$000	Total \$000
Gross carrying amount	25,716	2,489	28,205
Accumulated amortisation	(25,287)	–	(25,287)
<b>Carrying amount at start of period</b>	<b>429</b>	<b>2,489</b>	<b>2,918</b>
Additions	3,508	3,516	7,024
Transfer completed software	–	(3,508)	(3,508)
Amortisation expense	(191)	–	(191)
<b>Carrying amount at 30 June 2024</b>	<b>3,746</b>	<b>2,497</b>	<b>6,243</b>

### Initial recognition

Intangible assets are initially recognised at cost. For assets acquired at no cost or for nominal cost, the cost is their fair value at the date of acquisition.

Acquisition of intangible assets costing \$5,000 or more and internally generated intangible assets costing \$200,000 or more that comply with the recognition criteria as per AASB 138 *Intangible Assets* (as noted above) are capitalised.

Costs incurred below these thresholds are immediately expensed directly to the Statement of comprehensive income.

An internally generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated:

- (a) the technical feasibility of completing the intangible asset so that it will be available for use or sale;
- (b) an intention to complete the intangible asset and use or sell it;
- (c) the ability to use or sell the intangible asset;
- (d) the intangible asset will generate probable future economic benefit;
- (e) the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset; and
- (f) the ability to measure reliably the expenditure attributable to the intangible asset during its development.

Costs incurred in the research phase of a project are immediately expensed.

### Subsequent measurement

The cost model is applied for subsequent measurement of intangible assets, requiring the asset to be carried at cost less any accumulated amortisation and accumulated impairment losses.

### Useful Lives

Amortisation of finite life intangible assets is calculated on a straight line basis at rates that allocate the asset’s value over its estimated useful life. All intangible assets controlled by the department have a finite useful life and zero residual value. Estimated useful lives are reviewed annually.

The estimated useful lives for each class of intangible asset are:

Asset	Useful Life
Computer software <sup>(a)</sup>	3–5 years
Licences	3 years

(a) Software that is not integral to the operation of any related hardware.

### Impairment of intangible assets

Intangible assets with finite useful lives are tested for impairment annually or when an indication of impairment is identified. As at 30 June 2024 there were no indications of impairment to intangible assets.

### Licences

Licences have a finite useful life and are carried at cost less accumulated amortisation and accumulated impairment losses.

### Development costs

Research costs are expensed as incurred. Development costs incurred for an individual project are carried forward when the future economic benefits can be reasonably regarded as assured and the total project costs are likely to exceed \$200,000. Other development costs are expensed as incurred.

### Computer software

Software that is an integral part of the related hardware is recognised as part of the tangible asset. Software that is not an integral part of the related hardware is recognised as an intangible asset. Software costing less than \$5,000 is expensed in the year of acquisition.

### 4.3 Right-of-use assets

Year ended 30 June 2024

	Vehicles \$000	Residential \$000	Total \$000
<b>Carrying amount at beginning of period</b>	2,097	259	2,356
Additions	1,479	335	1,814
Depreciation	(419)	(269)	(688)
<b>Net carrying amount as at the end of the period</b>	<b>3,157</b>	<b>325</b>	<b>3,482</b>

The department has leases for vehicles and residential housing. The lease contracts are typically made for fixed periods of 1-10 years with an option to renew the lease after that date.

The department subleases residential housing to employees at a subsidised rate. The department recognises lease payments from operating leases as income on a straight-line basis over the term of the lease.

The department has also entered into a Memorandum of Understanding agreement with the Department of Finance for the leasing of office accommodation. These are not recognised under AASB 16 because of substitution rights held by the Department of Finance and are accounted for as an expense as incurred.

### Initial Recognition

At the commencement date of the lease, the department recognises right-of-use assets and a corresponding lease liability for most leases. The right-of-use assets are measured at cost comprising of:

- the amount of the initial measurement of lease liability;
- any lease payments made at or before the commencement date less any lease incentives received;
- any initial direct costs; and
- restoration costs, including dismantling and removing the underlying asset.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in note 6.2.

The department has elected not to recognise right-of-use assets and lease liabilities for short-term leases (with a lease term of 12 months or less) and low value leases (with an underlying value of \$5,000 or less). Lease payments associated with these leases are expensed over a straight-line basis over the lease term.

### Subsequent measurement

The cost model is applied for subsequent measurement of right-of-use assets, requiring the asset to be carried at cost less any accumulated depreciation and accumulated impairment losses and adjusted for any re-measurement of lease liability.

### Depreciation and impairment of right-of-use assets

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the underlying assets.

If ownership of the leased asset transfers to the department at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

## 5. Other assets and liabilities

This section sets out those assets and liabilities that arose from the department's controlled operations and includes other assets utilised for economic benefits and liabilities incurred during normal operations:

	Notes
Receivables	5.1
Amounts receivable for service	5.2
Other assets	5.3
Payables	5.4
Amounts due to the Treasurer	5.5
Revenue received in advance	5.6
Other liabilities	5.7

### 5.1 Receivables

	2024 \$000	2023 \$000
<b>Current</b>		
Trade receivables	16,031	15,302
Allowance for impairment of trade receivables	(2,539)	(1,051)
Accrued interest revenue	5,231	3,545
GST receivable	2,732	1,264
Accrued revenue	6,488	5,055
<b>Total current</b>	<b>27,943</b>	<b>24,115</b>
<b>Non-current</b>		
Accrued salaries <sup>(a)</sup>	6,896	–
<b>Total non-current</b>	<b>6,896</b>	<b>–</b>
<b>Total receivables at end of period</b>	<b>34,839</b>	<b>24,115</b>

(a) Funds transferred to Treasury for the purpose of meeting the 27th pay in the reporting period that generally occurs every 11 years. This account is classified as non-current except for the year before the 27th pay year.

Accrued salaries account contains amounts paid annually into the Treasurer's special purpose account. It is restricted for meeting the additional cash outflow for employee salary payments in reporting periods with 27 pay days, instead of the normal 26. No interest is received on this account.

The account has been reclassified from 'Cash and cash equivalents' to 'Receivables' as it is considered that funds in the account are not cash but a right to receive the cash in the future. Comparative amounts are not restated.

Trade receivables are initially recognised at their transaction price or, for those receivables that contain a significant financing component, at fair value. The department holds the receivables with the objective to collect the contractual cash flows and therefore, subsequently measured at amortised cost using the effective interest method, less an allowance for impairment.

The department recognises a loss allowance for expected credit losses (ECLs) on a receivable not held at fair value through profit or loss. The ECLs are based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate. Individual receivables are written off when the Agency has no reasonable expectations of recovering the contractual cash flows.

For trade receivables, the department recognises an allowance for ECLs measured at the lifetime expected credit losses at each reporting date. The department has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment. Please refer to note 2.3 for the amount of ECLs expensed in this reporting period.

## 5.2 Amounts receivable for services (Holding Account)

	2024 \$000	2023 \$000
Current	914	914
Non-current	37,390	37,789
<b>Total amount receivable for services at end of period</b>	<b>38,304</b>	<b>38,703</b>

Amounts receivable for services represent the non-cash component of service appropriations. It is restricted in that it can only be used for asset replacement or payment of leave liability.

The amounts receivable for services are financial assets at amortised cost, and are not considered impaired (i.e. there is no expected credit loss of the holding account).

## 5.3 Other assets

	2024 \$000	2023 \$000
<b>Current</b>		
Prepayments	5,685	4,177
Other current assets	–	118
<b>Total current</b>	<b>5,685</b>	<b>4,295</b>
<b>Total other assets at end of period</b>	<b>5,685</b>	<b>4,295</b>

Other non-financial assets include prepayments which represent payments in advance of receipt of goods or services or that part of expenditure made in one accounting period covering a term extending beyond that period.

## 5.4 Payables

	2024 \$000	2023 \$000
<b>Current</b>		
Trade payables	1,318	1,760
Other payables	11,141	7,735
Accrued salaries	5,143	4,755
<b>Total current</b>	<b>17,602</b>	<b>14,250</b>
<b>Non-current</b>		
<b>Trust accounts</b>		
<i>Consumer Credit Act (WA)</i>	101	61
Real Estate and Business Agents Supervisory Board	615	546
Settlement Agents Trust Monies	29	29
<b>Total non-current</b>	<b>745</b>	<b>636</b>
<b>Total payables at end of period</b>	<b>18,347</b>	<b>14,886</b>

Payables are recognised at the amounts payable when the department becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value, as settlement is generally within 20 days.

Accrued salaries represent the amount due to staff but unpaid at the end of the reporting period. Accrued salaries are settled within a fortnight of the reporting period end. The department considers the carrying amount of accrued salaries to be equivalent to its fair value.

TI 323 Timely Payment Of Accounts requires payments for goods, services and construction of less than \$1 million and not subject to an exemption, to be paid within 20 days. Payments over \$1 million are required to be settled within 30 calendar days of the receipt of a correctly rendered invoice, or provision of goods or services.

## 5.5 Amounts due to the Treasurer

	2024 \$000	2023 \$000
<b>Current</b>		
Petroleum and Geothermal Safety Levy	2,000	2,000
Home Buyers Assistance	–	2,500
<b>Total amount due to the Treasurer at end of period</b>	<b>2,000</b>	<b>4,500</b>

The amount due to the Treasurer is in respect of a Treasurer's Advance. This amount is payable within 12 months after the reporting period. Although no interest is charged on the outstanding amount, the carrying amount is equivalent to fair value.

## 5.6 Revenue received in advance

	2024 \$000	2023 \$000
<b>Current</b>		
Licences and fees <sup>(a)</sup>	33,783	27,821
<b>Total current</b>	<b>33,783</b>	<b>27,821</b>
<b>Total revenue received in advance at end of period</b>	<b>33,783</b>	<b>27,821</b>

(a) Revenue received in advance – Licences and fees are revenues received for multiple year licences. This balance represents the unearned revenue of the multiple year licence, that will be recognised incrementally over the remaining term of the licence.

## 5.7 Other liabilities

	2024 \$000	2023 \$000
<b>Current</b>		
Unclaimed monies	1,606	1,277
Government office accommodation <sup>(a)</sup>	1,298	927
<b>Total current</b>	<b>2,904</b>	<b>2,204</b>
<b>Non-current</b>		
Government office accommodation <sup>(a)</sup>	2,432	3,730
<b>Total Non-Current</b>	<b>2,432</b>	<b>3,730</b>
<b>Total other liabilities at end of period</b>	<b>5,336</b>	<b>5,934</b>

Other financial liabilities are recognised initially at fair value, net of transaction costs incurred, and are subsequently measured at amortised cost.

(a) Balance arising from the straight lining of rental expense on government office accommodation (GOA) arrangements being out of scope for AASB 16.

## 6. Financing

This section sets out the material balances and disclosures associated with the financing and cashflows of the department.

	Notes
Lease liabilities	6.1
Assets pledged as security	6.2
Finance costs	6.3
Cash and cash equivalents	6.4

### 6.1 Lease liabilities

	2024 \$000	2023 \$000
Not later than one year	1,162	923
Later than one year and not later than five years	2,427	1,583
Later than five years	133	46
	<b>3,722</b>	<b>2,552</b>
Current	1,162	923
Non-current	2,560	1,629
<b>Total lease liabilities</b>	<b>3,722</b>	<b>2,552</b>

At the commencement date of the lease, the entity recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the department uses the incremental borrowing rate provided by Western Australia Treasury Corporation.

Lease payments included by the department as part of the present value calculation of lease liability include:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payments that depend on an index or a rate initially measured using the index rate or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options (where these are reasonably certain to be realised);
- payments for penalties for terminating a lease, where the lease term reflects the agency exercising an option to terminate the lease; and
- periods covered by extension or termination options are only included in the lease term by the department if the lease is reasonably certain to be extended (or not terminated).

The interest on the lease liability is recognised in profit or loss over the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. Lease liabilities do not include any future changes in variable lease payments (that depend on an index or rate) until they take effect, in which case the lease liability is reassessed and adjusted against the right-of-use asset.

Periods covered by extension or termination options are only included in the lease term by the department if the lease is reasonably certain to be extended (or not terminated).

This section should be read in conjunction with note 4.3.

#### Subsequent measurement

Lease liabilities are measured by increasing the carrying amount to reflect interest on the lease liabilities; reducing the carrying amount to reflect the lease payments made; and remeasuring the carrying amount at amortised cost, subject to adjustments to reflect any reassessment or lease modifications.

	2024 \$000	2023 \$000
<b>Lease expenses recognised in the Statement of comprehensive income</b>	51	99
Lease interest expense	<b>51</b>	<b>99</b>

## 6.2 Assets pledged as security

	2024 \$000	2023 \$000
<b>Assets pledged as security</b>		
The carrying amounts of non-current assets pledged as security are:		
Right-of-use asset – vehicles	3,157	2,097
<b>Total Assets pledged as security</b>	<b>3,157</b>	<b>2,097</b>

The department has secured the right-of-use assets against the related lease liabilities. In the event of default, the rights to the leased assets will revert to the lessor.

## 6.3 Finance Costs

	2024 \$000	2023 \$000
<b>Finance Costs</b>		
Lease interest expense	51	99
<b>Finance costs expensed</b>	<b>51</b>	<b>99</b>

Finance cost includes the interest component of lease liability repayments, interest component of service concession financial liabilities and the increase in financial liabilities and non-employee provisions due to the unwinding of discounts to reflect the passage of time.

## 6.4 Cash and cash equivalents

	2024 \$000	2023 \$000
Cash and cash equivalents	19,536	18,560
Restricted cash and cash equivalents	589,656	522,395
<b>Balance at end of period</b>	<b>609,192</b>	<b>540,955</b>

	2024 \$000	2023 \$000
<b>Restricted cash and cash equivalents</b>		
<b>Current</b>		
Current Special Purpose Funds	588,634	515,826
Real Estate and Business Agents Supervisory Board Trust Account	643	570
State Trading Concerns	296	490
Royalties for Regions Fund	83	70
<b>Non-current</b>		
Accrued salaries suspense account <sup>(a)</sup>	–	5,439

To provide greater transparency with restricted cash, cash amounts have been expanded to show restricted cash and special purpose accounts.

(a) Funds held in the suspense account for the purpose of meeting the 27th pay in a reporting period that occurs every 11th year. This account has been reclassified to Receivables in the current year.

For the purpose of the statement of cash flows, cash and cash equivalent (and restricted cash and cash equivalent) assets comprise cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.



## 7. Financial instruments and contingencies

	Notes
Financial instruments	7.1
Contingent assets and liabilities	7.2

### 7.1 Financial instruments

The carrying amounts of each of the following categories of financial assets and financial liabilities at the end of the reporting period are:

	2024 \$000	2023 \$000
<b>Financial assets</b>		
Cash and cash equivalents	19,536	18,560
Restricted cash and cash equivalents	589,656	516,956
Financial assets at amortised cost <sup>(a)</sup>	63,515	61,554
<b>Total financial assets</b>	<b>672,707</b>	<b>597,070</b>
<b>Financial liabilities</b>		
Financial liabilities measured at amortised cost <sup>(b)</sup>	23,251	21,590
<b>Total financial liability</b>	<b>23,251</b>	<b>21,590</b>

(a) The amount of financial assets at amortised cost excludes GST recoverable from the ATO (statutory receivable).

(b) The amount of financial liabilities at amortised cost excludes GST payable to the ATO (statutory payable).

#### Measurement

All financial assets and liabilities are carried without subsequent remeasurement.

### 7.2 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the Statement of financial position but are disclosed and, if quantifiable, are measured at the best estimate.

Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

#### 7.2.1 Contingent litigation assets and liabilities

The following contingent assets are excluded from the assets included in the financial statements:

##### Litigation in progress

The department's legal matters reported as having a contingent liability or benefit at the corresponding time in the previous financial year have been reviewed, and where appropriate, updated or removed from consideration. All legal matters commenced on or after July 1, 2023 have been reviewed, and where appropriate, have been included in the report. A materiality factor of **\$65,000** has been adopted.

The department currently has seven legal matters in progress, recognising potential liabilities and a potential asset to the department. The total contingent liabilities of the department amounts to \$500,000.00 whilst the contingent asset of the department amounts to \$600,000.00.

#### 7.2.2 Contingent Fidelity Guarantee Account (FGA) Claims

A total of 28 claims against the Fidelity Guarantee Accounts with a total value of \$22,919 consisting of:

- (a) 26 claims against the Real Estate Agents FGA finalised and with a total value of \$7,582
- (b) 2 claims against the Settlement Agents FGA finalised and with a total value of \$15,337

These figures do not include legal costs or any interest claims. Reasonable legal costs are claimable. Claims for interest are not allowable, as per proceedings in the Supreme Court after the State Administrative Tribunal decided that interest wasn't allowable.

## Contaminated sites

Under the *Contaminated Sites Act 2003*, the department is required to report known and suspected contaminated sites to the Department of Water and Environmental Regulation (DWER). In accordance with the Act, DWER classifies these sites on the basis of the risk to human health, the environment and environmental values. Where sites are classified as contaminated – remediation required or possibly contaminated – investigation required, the department may have a liability in respect of investigation or remediation expenses.

Four sites are identified as "contamination – remediation required" or "possibly contaminated – investigation required". Three sites are still yet to be classified by DWER. The financial effect, or timing of any outflows will become clear as further work is undertaken.

Whilst there is no possibility of reimbursement of any future expenses that may be incurred in the remediation of these sites, the department may apply for funding from the Contaminated Sites Management Account (2015) to undertake further investigative work or to meet remediation costs that may be required.

## 8. Other disclosures

This section includes additional material disclosures required by accounting standards or other pronouncements, for the understanding of this financial report.

	Notes
Events occurring after the end of the reporting period	8.1
Key management personnel	8.2
Related party transactions	8.3
Related bodies	8.4
Affiliated bodies	8.5
Special purpose accounts	8.6
Remuneration of auditors	8.7
Act of Grace (and ex-gratia) payments	8.8
Supplementary financial information	8.9
Explanatory statement	8.10

### 8.1 Events occurring after the end of the reporting period

There were no events occurring after the end of the reporting period.

### 8.2 Key management personnel

The department has determined key management personnel to include cabinet ministers and senior officers of the department. The department does not incur expenditures to compensate Ministers and those disclosures may be found in the *Annual Report on State Finances*.

The total fees, salaries, superannuation, non-monetary benefits and other benefits for senior officers of the department for the reporting period are presented within the following bands:

Compensation Band \$	2024	2023
50,001 to 60,000	1	–
70,001 to 80,000	–	1
90,001 to 100,000	1	–
110,001 to 120,000	–	1
130,001 to 140,000	1	–
140,001 to 150,000	–	1
160,001 to 170,000	–	1
170,001 to 180,000	1	–
180,001 to 190,000	1	–
190,001 to 200,000	2	3
200,001 to 210,000	3	6
210,001 to 220,000	3	–
230,001 to 240,000	–	1
240,001 to 250,000	1	–
250,001 to 260,000	–	1
260,001 to 270,000	1	1
270,001 to 280,000	2	1
280,001 to 290,000	–	3
290,001 to 300,000	2	2
310,001 to 320,000	1	–
340,001 to 350,000	–	1
450,001 to 460,000	–	1
470,001 to 480,000	1	–

	2024 \$000	2023 \$000
Short-term employee benefits	4,557	5,413
Other long-term benefits	197	202
<b>Total compensation of senior officers</b>	<b>4,769</b>	<b>5,615</b>

Total compensation includes the superannuation expense incurred by the department in respect of senior officers.

### 8.3 Related party transactions

The department is a wholly owned public sector entity that is controlled by the State of Western Australia.

Related parties of the department include:

- all Cabinet Ministers and their close family members, and their controlled or jointly controlled entities;
- all senior officers and their close family members, and their controlled or jointly controlled entities;
- other agencies and statutory authorities, including related bodies that are included in the whole of government consolidated financial statements (i.e. wholly-owned public sector entities);
- associates and joint ventures of a wholly-owned public sector entity; and
- the Government Employees Superannuation Board.

#### Material transactions with other related parties

Outside of normal citizen type transactions with the department, there were no other related party transactions that involved key management personnel and/or their close family members and/or their controlled (or jointly controlled) entities.

#### 8.4 Related bodies

The department had no related bodies as defined in the *Financial Management Act 2006* and Treasurer's Instruction 951.

#### 8.5 Affiliated bodies

The department has no affiliated bodies.

#### 8.6 Special Purpose Accounts

Controlled Special Purpose Accounts S.16 of <i>Financial Management Act 2006</i>	2024 \$000	2023 \$000
Building Services Account	15,033	9,496
Consumer Credit Account	5	5
EnergySafety Account	12,387	12,488
Mines Safety Levy	72,750	64,491
Mining Rehabilitation Fund Levy	320,757	291,189
Motor Vehicle Repair (MVR) Industry Compensation Account	207	188
Motor Vehicle Repair (MVR) Industry Education and Research Account	224	205
Petroleum and Geothermal Energy Safety Levy	1,860	2,563
Real Estate – Education and General Purpose Account	13,411	2,449
Real Estate – Fidelity Guarantee Account	50,907	48,021
Real Estate – Home Buyers Assistance Account	10,348	3,924
Real Estate and Business Agents Interest Account	–	–
Settlement Agents – Education and General Purpose Account	33,757	29,786
Settlement Agents – Fidelity Guarantee Account	56,988	51,021
Settlement Agents Interest Account	–	–
<b>Total controlled special purpose accounts</b>	<b>588,634</b>	<b>515,826</b>

Administered	2024 \$000	2023 \$000
Barrow Island Royalty Trust Account	–	–
Environmental Called-In Performance Bond Money Fund	5,022	5,022
Home Indemnity Insurance (HI) Reinsurance Account	39,360	59,931
Rental Accommodation Account	478,027	422,904
Special Projects Fund	922	887
<b>Total administered special purpose accounts</b>	<b>523,331</b>	<b>488,744</b>

#### Barrow Island Royalty Trust Account

To receive and allocate to the State or Commonwealth, Royalty payments in accordance with the *Barrow Island Royalty Variation Agreement Act 1985*.

	2024 \$000	2023 \$000
Balance at start of period	–	–
Add Receipts	6,107	5,396
Less Payments	(6,107)	(5,396)
<b>Balance at end of period</b>	<b>–</b>	<b>–</b>

#### Building Services Account

Holds funds used for the provision of functions and services in accordance with building services acts.

	2024 \$000	2023 \$000
Balance at start of period	9,496	4,338
Add Receipts	37,515	35,223
Less Payments	(31,978)	(30,065)
<b>Balance at end of period</b>	<b>15,033</b>	<b>9,496</b>

### Consumer Credit Account

Holds funds pending distribution in accordance with the *Credit (Administration) Act 1984* or court direction.

	2024 \$000	2023 \$000
Balance at start of period	5	5
Add Receipts	–	–
Less Payments	–	–
<b>Balance at end of period</b>	<b>5</b>	<b>5</b>

### Energy Safety Account

Holds funds used for the provision of functions and services in accordance with the *Energy Safety Act 2006*.

	2024 \$000	2023 \$000
Balance at start of period	12,488	12,504
Add Receipts	17,531	17,845
Less Payments	(17,632)	(17,861)
<b>Balance at end of period</b>	<b>12,387</b>	<b>12,488</b>

### Environmental Called-In Performance Bond Money Fund

The account is to hold called-in performance bond monies received in respect to section 126 of the *Mining Act 1978*. Funds are to be used to provide for the rehabilitation of mining sites.

	2024 \$000	2023 \$000
Balance at start of period	5,022	5,022
Add Receipts	–	–
Less Payments	–	–
<b>Balance at end of period</b>	<b>5,022</b>	<b>5,022</b>

### Home Indemnity Insurance (HII) Reinsurance Account

Holds the net premiums paid to the State by the insurers for reinsurance under HII arrangements.

	2024 \$000	2023 \$000
Balance at start of period	59,931	66,139
Add Receipts	25,726	32,895
Less Payments	(46,297)	(39,103)
<b>Balance at end of period</b>	<b>39,360</b>	<b>59,931</b>

### Mines Safety Levy

This fund is to hold all levies received from mining companies and is to be applied to the cost of administering the *Mines Safety and Inspection Act 1994*.

	2024 \$000	2023 \$000
Balance at start of period	64,491	54,907
Add Receipts	46,144	43,525
Less Payments	(37,885)	(33,941)
<b>Balance at end of period</b>	<b>72,750</b>	<b>64,491</b>

### Mining Rehabilitation Fund Levy

This fund is to hold all levies which are applied to the cost of administering the Mining Rehabilitation Fund Levies for regulatory services under the *Mining Rehabilitation Fund Act 2012*.

	2024 \$000	2023 \$000
Balance at start of period	291,189	253,820
Add Receipts	55,061	47,245
Less Payments	(25,493)	(9,876)
<b>Balance at end of period</b>	<b>320,757</b>	<b>291,189</b>

### Motor Vehicle Repair Industry Compensation Account

Holds funds used for the Motor Vehicle Repairers Industry in accordance with the *Motor Vehicle Repairers Act 2003*.

	2024 \$000	2023 \$000
Balance at start of period	188	173
Add Receipts	19	17
Less Payments	–	(2)
<b>Balance at end of period</b>	<b>207</b>	<b>188</b>

### Motor Vehicle Repair Industry Education and Research Account

Holds funds used for the Motor Vehicle Repairers Industry in accordance with the *Motor Vehicle Repairers Act 2003*.

	2024 \$000	2023 \$000
Balance at start of period	205	189
Add Receipts	19	17
Less Payments	–	(1)
<b>Balance at end of period</b>	<b>224</b>	<b>205</b>

### Petroleum and Geothermal Energy Safety Levy

This fund is to hold all levies which are applied to the cost of administering the Petroleum and Geothermal Energy Safety Levies for regulatory services under the *Petroleum and Geothermal Energy Resource Act 1967* (PGERA67) and the *Petroleum Pipelines Act 1969* (PPA69).

	2024 \$000	2023 \$000
Balance at start of period	2,563	3,683
Add Receipts	3,840	4,132
Less Payments	(4,543)	(5,252)
<b>Balance at end of period</b>	<b>1,860</b>	<b>2,563</b>

### Real Estate and Business Agents Interest Account

Hold funds standing to the credit of the REBA interest account in accordance with the *Real Estate and Business Agents Act 1978*.

	2024 \$000	2023 \$000
Balance at start of period	–	–
Add Receipts	–	–
Less Payments	–	–
<b>Balance at end of period</b>	<b>–</b>	<b>–</b>

### Real Estate – Education and General Purpose Account

Holds funds used for the operation of the Education and General Purpose Account in accordance with the *Real Estate and Business Agents Act 1978*.

	2024 \$000	2023 \$000
Balance at start of period	2,449	3,844
Add Receipts	19,597	10,153
Less Payments	(8,635)	(11,548)
<b>Balance at end of period</b>	<b>13,411</b>	<b>2,449</b>

### Real Estate – Fidelity Guarantee Account

Holds funds used for the operation of the Fidelity Guarantee Account in accordance with the *Real Estate and Business Agents Act 1978*.

	2024 \$000	2023 \$000
Balance at start of period	48,021	45,965
Add Receipts	3,316	2,141
Less Payments	(430)	(85)
<b>Balance at end of period</b>	<b>50,907</b>	<b>48,021</b>

### Real Estate – Home Buyers Assistance Account

Holds funds used for the operation of the Home Buyers Assistance Account in accordance with the *Real Estate and Business Agents Act 1978*.

	2024 \$000	2023 \$000
Balance at start of period	3,924	3,703
Add Receipts	9,508	5,137
Less Payments	(3,084)	(4,916)
<b>Balance at end of period</b>	<b>10,348</b>	<b>3,924</b>

### Rental Accommodation Account

Holds rental security bonds and interest income in accordance with clause 3(1) of schedule 1 of the *Residential Tenancies Act 1987*.

	2024 \$000	2023 \$000
Balance at start of period	422,904	393,340
Add Receipts	70,574	45,643
Less Payments	(15,451)	(16,079)
<b>Balance at end of period</b>	<b>478,027</b>	<b>422,904</b>

### Settlement Agents Interest Trust Account

Hold funds standing to the credit of the Settlement Agents interest account in accordance with the *Settlement Agents Act 1981*.

	2024 \$000	2023 \$000
Balance at start of period	–	–
Add Receipts	–	–
Less Payments	–	–
<b>Balance at end of period</b>	<b>–</b>	<b>–</b>

### Settlement Agents – Education and General Purpose Account

Holds funds used for the operation of the Education and General Purpose Account in accordance with the *Settlement Agents Act 1981*.

	2024 \$000	2023 \$000
Balance at start of period	29,786	28,525
Add Receipts	5,337	2,915
Less Payments	(1,366)	(1,654)
<b>Balance at end of period</b>	<b>33,757</b>	<b>29,786</b>

### Settlement Agents – Fidelity Guarantee Account

Holds funds used for the operation of the Fidelity Guarantee Account in accordance with the *Settlement Agents Act 1981*.

	2024 \$000	2023 \$000
Balance at start of period	51,021	47,920
Add Receipts	5,995	3,206
Less Payments	(28)	(105)
<b>Balance at end of period</b>	<b>56,988</b>	<b>51,021</b>

### Special Projects Fund

The account was created to hold funds for the purpose of participating in significant projects with other countries, the Commonwealth and the private sector to the mutual benefit of the other participants and the State of Western Australia.

This account includes an agreement between the Commonwealth and the department to carry out inspection services at Christmas Island. With an opening balance of \$288,133, receipts of \$257,529 and payments of \$338,111, the closing balance is \$207,551.

	2024 \$000	2023 \$000
Balance at start of period	887	1,140
Add Receipts	389	268
Less Payments	(354)	(521)
<b>Balance at end of period</b>	<b>922</b>	<b>887</b>

## 8.7 Remuneration of auditors

Remuneration paid or payable to the Auditor General in respect of the audit for the current financial year is as follows:

	2024 \$000	2023 \$000
Auditing the accounts, financial statements controls, and key performance indicators	273	260

## 8.8 Act of grace

Act of Grace payments are those payments that are not payable in pursuance of the law or are not payable under a legal liability, approved by the relevant accountable authority.

	2024 \$000	2023 \$000
The Minister	–	2

## 8.9 Supplementary financial information

### (a) Write-offs

During the reporting period, \$130,722 (2023: \$65,517) was written off the department's asset register under the authority of:

	2024 \$000	2023 \$000
The Minister	–	–
The Director General	131	66
	<b>131</b>	<b>66</b>

### (b) Losses through theft, defaults and other causes

	2024 \$000	2023 \$000
Losses of public moneys and other property through theft or default	–	–
Amounts recovered	–	–
	–	–

### (c) Gifts of public property

	2024 \$000	2023 \$000
The department did not provide any gifts of public property	–	–



## 9. Explanatory statements

This section explains variations in the financial performance of the department.

	Notes
Explanatory statement for controlled operations	9.1
Explanatory statement for administered items	9.2

### 9.1 Explanatory statement (controlled operations)

This explanatory section explains variations in the financial performance of the department undertaking transactions under its own control, as represented by the primary financial statements.

All variances between annual estimates (original budget) and actual results for 2024, and between the actual results for 2024 and 2023 are shown below. Narratives are provided for key major variances which are greater than 10% and 1% of Total Cost of Services for the Statements of comprehensive Income and Statement of cash flows (i.e. 1% of \$397.15m), and are greater than 10% and 1% of Total Assets for the Statement of Financial Position (i.e. 1% of \$715.81m).

#### 9.1.1 Statement of comprehensive income variances

	Variance Notes	Estimate 2024 \$000	Actual 2024 \$000	Actual 2023 \$000	Variance between estimate and actual \$000	Variance between actual results for 2024 and 2023 \$000
<b>Expenses</b>						
Employee benefits expenses		240,323	224,556	214,251	15,767	10,305
Supplies and services	1 A	78,341	137,428	91,362	(59,087)	46,066
Depreciation and amortisation expense		3,195	4,062	4,255	(867)	(193)
Finance costs		226	51	99	175	(48)
Accommodation expenses	B	21,615	22,586	18,256	(971)	4,330
Grants and subsidies	2 C	37,183	31,213	26,451	5,970	4,762
Other expenses	3	16,272	7,086	4,187	9,186	2,899
<b>Total cost of services</b>		<b>397,155</b>	<b>426,982</b>	<b>358,861</b>	<b>(29,827)</b>	<b>68,121</b>

	Variance Notes	Estimate 2024 \$000	Actual 2024 \$000	Actual 2023 \$000	Variance between estimate and actual \$000	Variance between actual results for 2024 and 2023 \$000
<b>Income</b>						
<i>Revenue</i>						
User charges and fees	4 D	165,420	227,555	194,508	(62,135)	33,047
Sales		855	20	29	835	(9)
Commonwealth grants received		3,153	179	135	2,974	44
Interest revenue	5 E	–	19,137	11,030	(19,137)	8,107
Other Income	6	4,325	16,974	14,963	(12,649)	2,011
<b>Total Income</b>		<b>173,753</b>	<b>263,865</b>	<b>220,665</b>	<b>(90,112)</b>	<b>43,200</b>
<b>Total income other than income from State Government</b>		<b>173,753</b>	<b>263,865</b>	<b>220,665</b>	<b>(90,112)</b>	<b>43,200</b>
<b>NET COST OF SERVICES</b>		<b>(223,402)</b>	<b>(163,117)</b>	<b>(138,196)</b>	<b>60,285</b>	<b>24,921</b>
<b>Income from State Government</b>						
Service appropriation	F	207,005	217,834	183,022	(10,829)	34,812
Income from other public sector entities	7	–	15,076	14,196	(15,076)	880
Services received free of charge		3,107	2,920	3,015	187	(95)
State grants and subsidies	8	8,280	100	100	8,180	–
Royalties for Regions Fund		206	176	189	30	(13)
<b>Total income from State Government</b>		<b>218,598</b>	<b>236,106</b>	<b>200,522</b>	<b>(17,508)</b>	<b>35,584</b>
<b>Surplus (deficit) for the period</b>		<b>(4,804)</b>	<b>72,989</b>	<b>62,326</b>	<b>(77,793)</b>	<b>10,663</b>
<b>Other comprehensive income</b>						
<b>Items not reclassified subsequently to profit or loss</b>						
Changes in asset revaluation surplus	G	–	180	19,488	(180)	(19,308)
<b>Total other comprehensive income</b>		<b>–</b>	<b>180</b>	<b>19,488</b>	<b>(180)</b>	<b>(19,308)</b>
<b>Total comprehensive income for the period</b>		<b>(4,804)</b>	<b>73,169</b>	<b>81,814</b>	<b>(77,973)</b>	<b>(8,645)</b>

### Major estimate and actual (2024) variance narratives

- (1) Supplies and services are over budget by \$59.08m (75.42%) due to higher labour hire rates and reliance on contractors and consultants. Resources Advice and Regulation Services increased due to increased expenses for Abandoned Mines Program, including Ellendale mine and an expanded program of works on other abandoned legacy sites.
- (2) Grants and subsidies are under budget by \$5.97m (16.05%) due to implementation delays with the Electric Vehicle Charging Infrastructure Initiative.
- (3) Other expenses is under budget by \$9.18m (56.45%) as a result of alignment difference between Actuals and Budget, with certain budgeted expenses reported within Supplies and Services. Also refer to point (1) above.
- (4) User charges and fees is over budget by \$62.13m (27.30%) mainly due to higher than budgeted collections for the Mines Safety and Mining Rehabilitation Levies as a result of continued high levels of activity within the resource sector.
- (5) Interest revenue is over budget by \$19.13m (100%) due to the rapid lifting of the official cash rate and increasing interest earning on cash holdings.
- (6) Other income is over budget by \$12.64m (292.46%) due to increased recoup of costs for the department administering it's Special Purpose accounts, with these costs better reflecting the actual costs incurred by the department to administer these special purpose accounts.
- (7) Income from other public sector agencies is over Budget by \$15.07m (100%) as a result of a classification difference between Budgets and Actuals. Some Budgeted income items are reported as Other Revenue. Refer point (8) below.
- (8) State grants and subsidies are under budget by \$8.18m (98.7%) as a result of a classification difference between Budget and Actuals. Refer to point (5) and point (7) above.

### Major actual (2024) and comparative data (2023) variance narratives

- (A) Supplies and Services are higher in 2024 than 2023 by \$46.06m (50.42%) as a result of the ongoing high labour hire rates and reliance on contractors and consultants during a period of low unemployment and skills shortages. Also, refer to point (1) above.
- (B) Accommodation expenses are higher in 2024 when compared to 2023 by \$4.33m (23.71%) due to increased costs for the upkeep of the departments rental locations.
- (C) Grants and subsidies are higher in 2024 when compared to 2023 by \$4.76m (18.00%) due to the implementation of the Electric Vehicle Charging Infrastructure program and the ongoing Short-Term Rental Accommodation program.
- (D) User charges and fees are higher than last year by \$33.04m (16.99%) as a result of continued increased collections from the Mine Safety and Mining Rehabilitation levies as a result of continued increased levels of activity within the resources sector. Refer point (4) above.
- (E) Interest revenue is higher in 2024 than 2023 by \$8.10m (73.4%) due to continued high interest rates on cash holdings. Also refer to point (5) above.
- (F) Services appropriation are higher in 2024 than 2023 by \$34.81m (19.02%) as a result of the Charge Up - Electric Vehicle Charging Infrastructure Grants, a boost to the Exploration Incentive Scheme to increase greenfield exploration and the repositioning of Aboriginal Empowerment Initiative, office accommodation and salaries.
- (G) Changes in Asset Revaluation surplus has decreased in 2024 when compared to 2023 by \$19.30m (99.07%) due to significant upward valuation of the departments land and buildings undertaken in 2023 by Landgate.

## 9.1.2 Statement of financial position variances

	Variance Notes	Estimate 2024 \$000	Actual 2024 \$000	Actual 2023 \$000	Variance between estimate and actual \$000	Variance between actual results for 2024 and 2023 \$000
<b>ASSETS</b>						
<b>Current Assets</b>						
Cash and cash equivalents	9	10,232	19,536	18,560	(9,304)	976
Restricted cash and cash equivalents	10 H	483,757	589,656	516,956	(105,899)	72,700
Receivables	11	15,929	27,943	24,115	(12,014)	3,828
Amount receivable for services		906	914	914	(8)	–
Other current assets		6,142	5,685	4,295	457	1,390
<b>Total Current Assets</b>		<b>516,966</b>	<b>643,734</b>	<b>564,840</b>	<b>(126,768)</b>	<b>78,894</b>
<b>Non-current Assets</b>						
Restricted cash and cash equivalents		4,235	–	5,439	4,235	(5,439)
Receivables		–	6,896	–	(6,896)	6,896
Right of use asset		–	3,482	2,356	(3,482)	1,126
Amounts receivable for services		36,125	37,391	37,789	(1,266)	(398)
Property, plant and equipment	12	143,274	170,278	172,029	(27,004)	(1,751)
Intangible assets		9,925	6,243	428	3,682	5,815
Other non-current assets		5,286	–	–	5,286	–
<b>Total Non-Current Assets</b>		<b>198,845</b>	<b>224,290</b>	<b>218,041</b>	<b>(25,445)</b>	<b>6,249</b>
<b>TOTAL ASSETS</b>		<b>715,811</b>	<b>868,024</b>	<b>782,881</b>	<b>(152,213)</b>	<b>85,143</b>

	Variance Notes	Estimate 2024 \$000	Actual 2024 \$000	Actual 2023 \$000	Variance between estimate and actual \$000	Variance between actual results for 2024 and 2023 \$000
<b>LIABILITIES</b>						
<b>Current Liabilities</b>						
Payables		12,563	17,602	14,250	(5,039)	3,352
Other current liabilities	13	26,376	2,904	2,204	23,472	700
Revenue received in advance	14	–	33,783	27,821	(33,783)	5,962
Amount due to Treasurer		–	2,000	4,500	(2,000)	(2 500)
Employee related provisions		44,488	44,536	44,225	(48)	311
Lease liabilities		6,312	1,162	923	5,150	239
<b>Total Current Liabilities</b>		<b>89,739</b>	<b>101,987</b>	<b>93,923</b>	<b>(12,248)</b>	<b>8,064</b>
<b>Non-Current Liabilities</b>						
Payables		–	745	636	(745)	109
Employee related provisions		7,586	8,691	8,500	(1,105)	191
Lease liabilities		2,305	2,559	1,629	(254)	930
Other non-current liabilities		5,962	2,432	3,730	3,530	(1,298)
<b>Total Non-Current Liabilities</b>		<b>15,853</b>	<b>14,427</b>	<b>14,495</b>	<b>1,426</b>	<b>(68)</b>
<b>TOTAL LIABILITIES</b>		<b>105,592</b>	<b>116,414</b>	<b>108,418</b>	<b>(10,822)</b>	<b>7,996</b>
<b>NET ASSETS</b>		<b>610,219</b>	<b>751,610</b>	<b>674,463</b>	<b>(141,391)</b>	<b>77,147</b>
<b>EQUITY</b>						
Contributed equity		289,588	273,410	269,432	16,178	3,978
Reserves		121,127	132,177	131,997	(11,050)	180
Accumulated surplus/(deficit)	15 l	199,504	346,023	273,034	(146,519)	72,989
<b>TOTAL EQUITY</b>		<b>610,219</b>	<b>751,610</b>	<b>674,463</b>	<b>(141,391)</b>	<b>77,147</b>

### Major estimate and actual (2024) variance narratives

- (9) Cash and cash equivalents are over budget \$9.30m (47.62%) due to increased recoup of costs for the department administering its Special Purpose accounts. Refer to point (6) above.
- (10) Restricted Cash and cash equivalents are higher than budget by \$105.89m (21.89%) due to continued increased collections in Mining Rehabilitation Fund, Mine safety levies and property industry accounts.
- (11) Receivables are over budget by \$12.01m (42.99%) as a result of accrued interest from the continued high interest rates on cash holdings. Refer to point (5) and (E) above.
- (12) Property, plant and equipment are higher than budget by \$27.00m (18.84%) as a result of a classification difference between Actuals and Budget, combined with a significant upward valuation on Land and Buildings in the 2023 financial year as a result of upward pressures in the property market, as well as capitalisation of assets and Work In Progress account during the current financial year.
- (13) Other current liabilities are under budget by \$23.47m (88.9%) due to classification difference between Actuals and Budget of Revenue Received in Advance. Refer to point (12) above.
- (14) Revenue Received in Advance is over budget by \$33.78m (100%) due to a classification difference between Actuals and Budget of Revenue Received in Advance.
- (15) Accumulated surplus is over budget by \$146.51m (42.34%) due to continued increased collections in the Mines Safety and Inspection Levy and Mining Rehabilitation Fund over a number of years.

### Major actual (2024) and comparative data (2023) variance narratives

- (H) Restricted Cash and cash equivalents have increased by \$72.70m (14.06%) in 2024 compared to 2023 due to increases in Mining Rehabilitation Fund and property industry accounts. Also refer to Point (9) above.
- (I) Accumulated surplus is over budget by \$72.98m (26.73%) due to the continued increased collections of funds in the departments special purpose accounts over a number of years. Refer to point (13) above.

## 9.1.3 Statement of cash flows variances

	Variance Notes	Estimate 2024 \$000	Actual 2024 \$000	Actual 2023 \$000	Variance between estimate and actual \$000	Variance between actual results for 2024 and 2023 \$000
<b>CASH FLOWS FROM STATE GOVERNMENT</b>						
Service appropriation	J	207,520	217,319	182,602	(9,799)	34,717
Capital appropriations		3,906	3,978	3,698	(72)	280
Other contributions by owners	16	20,292	15,076	14,196	5,216	880
Holding account drawdown		914	914	914	–	–
Royalties for Regions Fund		206	176	189	30	(13)
Other	17	7,899	–	–	7,899	–
<b>Net cash provided by State Government</b>		<b>240,737</b>	<b>237,463</b>	<b>201,599</b>	<b>3,274</b>	<b>35,864</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>						
<b>Payments</b>						
Employee benefits		(240,571)	(227,498)	(211,875)	(13,073)	(15,623)
Supplies and services	18 K	(74,433)	(123,198)	(84,250)	48,765	(38,948)
Accommodation	L	(21,547)	(25,537)	(19,274)	3,990	(6,263)
Grants and subsidies	19 M	(37,183)	(31,213)	(26,451)	(5,970)	(4,762)
Other payments		(17,235)	(14,387)	(11,024)	(2,848)	(3,363)
GST payments on purchases	20	(7,507)	(19,572)	(18,064)	12,065	(1,508)
Finance costs		(226)	–	–	(226)	–
<b>Receipts</b>						
Sale of goods and services		1,248	45	48	1,203	(3)
User charges and fees	21 N	165,420	232,906	194,819	(67,486)	38,087
Grants and contributions		3,153	–	–	3,153	–
GST receipts on sales		7,507	4,720	5,175	2,787	(455)
GST receipts from ATO	22		16,116	12,990	(16,116)	3,126
Other receipts	23 O	3,801	37,128	25,208	(33,327)	11,920
<b>Net cash provided by/(used in) operating activities</b>		<b>(217,573)</b>	<b>(150,490)</b>	<b>(132,698)</b>	<b>(67,083)</b>	<b>(17,792)</b>

	Variance Notes	Estimate 2024 \$000	Actual 2024 \$000	Actual 2023 \$000	Variance between estimate and actual \$000	Variance between actual results for 2024 and 2023 \$000
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>						
<b>Payments</b>						
Proceeds from sale of non-current assets		–	22	1	(22)	21
<b>Receipts</b>						
Purchase of non-current physical assets	24 P	(13,513)	(8,705)	(2,947)	(4,808)	(5,758)
<b>Net cash provided by/(used in) investing activities</b>		<b>(13,513)</b>	<b>(8,683)</b>	<b>(2,946)</b>	<b>(4,830)</b>	<b>(5,737)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>						
<b>Payments</b>						
Right of use lease liability payment		(1,206)	(657)	(4,247)	(549)	3,590
<b>Receipts</b>						
Proceeds from borrowings		–	–	2,500	–	(2,500)
Repayments of borrowings		–	(2,500)	(3,000)	2,500	500
Payment to accrued salaries account		–	(1,457)	–	1,457	(1,457)
<b>Net cash provided by/(used in) financing activities</b>		<b>(1,206)</b>	<b>(4,614)</b>	<b>(4,747)</b>	<b>1,951</b>	<b>1,590</b>
Net increase/(decrease) in cash and cash equivalents	25 Q	8,445	73,676	61,208	(65,231)	12,468
Cash balances transferred in	R	–	–	6,578	–	(6,578)
Cash balances transferred out		–	–	–	–	–
Cash and cash equivalents at the beginning of the period	S	489,779	540,955	473,169	(51,176)	67,786
Adjustment for the reclassification of accrued salaries account	26 T	–	(5,439)	–	5,439	(5,439)
<b>Cash and cash equivalents at the end of the period</b>		<b>498,224</b>	<b>609,192</b>	<b>540,955</b>	<b>(116,407)</b>	<b>73,676</b>



### Major estimate and actual (2024) variance narratives

- (16) Other contributions by owners is under budget by \$5.21m (34.59%) as a result of a delay in the implementation of the departments Digital Capability projects and a classification difference between budgets and actuals. Refer to point (17) below.
- (17) Other amounts are under budget by \$7.89m (100%) as a result of a classification difference between budgets and actuals. Refer to point (16) above.
- (18) Supplies and services is over budget by \$48.76m (65.51%) due to higher labour hire rates and reliance on contractors and consultants. Resources Advice and Regulation Services increased due to increased expenses for Abandoned Mines Program, including Ellendale mine and an expanded program of works on other abandoned legacy sites. Refer to point (1) and point (A) above.
- (19) Grants and subsidies payments are under budget by \$5.97m (19.12%) due to implementation delays with the Electric Vehicle Charging Infrastructure initiative.
- (20) GST payments on purchases are over budget by \$12.06m (160.71%) due to a classification difference between actuals and budgets where GST amounts have been netted off for Budget purposes. Refer to point (18) above.
- (21) User charges and fees are over budget by \$67.48m (40.79%) mainly due to higher than budgeted collections for the Mines Safety and Mining Rehabilitation Levies as a result of continued high levels of activity within the resources sector. Also refer to point (4) above.
- (22) GST receipts from ATO are over budget by \$16.11m (100%) as a result of a classification difference between budgets and actuals. GST amounts for Budget purposes are netted off. Also refer to Point (16) above.
- (23) Other receipts are over budget by \$33.32m (876.80%) due to increase in Service Delivery Agreement collections better reflecting the cost of administering special purpose accounts within the department.
- (24) Payments for purchases on non-current physical assets under budget by \$4.80m (55.23%) as a result of a classification difference between budgets and actuals for purchases classed as assets and expenditure.
- (25) Net increase (decrease) in cash and cash equivalents are higher by \$65.23m (772.42%) in 2024 when compared to 2023 due to the accumulation of funds in special purpose accounts, like the Mining Rehabilitation Fund and Mines Safety and Inspection Levy, over a number of years.
- (26) Adjustments for the reclassification of accrued salaries account being over budget by \$5.43m (100%) is as a result of the amount held by the Department of Treasury for the departments 27th pay being reclassified from Restricted Cash to a receivable. Refer to point (I) above.

### Major actual (2024) and comparative data (2023) variance narratives

- (J) Service appropriations have increased by \$34.71m (19.01%) in 2024 when compared to 2023 due to increases for the Charge Up Electric Vehicle Charging Infrastructure Grants, a boost to the Exploration Incentive Scheme to increase green field exploration and the repositioning of Aboriginal Empowerment Initiative, office accommodation and salaries.
- (K) Supplies and services are higher in 2024 when compared to 2023 by \$38.94m (46.22%) due to higher labour hire rates and reliance on contractors and consultants. Resources Advice and Regulation Services increased due to increased expenses for Abandoned Mines Program, including Ellendale mine and an expanded program of works on other abandoned legacy sites.
- (L) Accommodation is higher in 2024 when compared to 2023 by \$6.26m (32.49%) due to increase in rental costs and contract labour costs.
- (M) Grants and subsidies payments have increased in 2024 when compared to 2023 by \$4.76m (18.00%) as a result of the implementation of the Electric Vehicle Charging Infrastructure program and the ongoing Short-Term Rental Accommodation program. Refer to point (C) above.
- (N) User charges and fees are higher in 2024 when compared to 2023 by \$38.08m (19.54%) due to increased activity across most industry sectors resulting in an increase in fees collected. Also refer to points (B) and (18) above.
- (O) Other receipts are higher by \$11.92m (47.28%) in 2024 when compared to 2023 due to increasing Service Delivery Agreement collections better reflect the cost of administering most special purpose accounts within the department and increasing interest earning rates on cash holdings. Refer to point (20) above.
- (P) Payments for the purchase of non-current physical assets has increased by \$5.78m (195.38%) as a result of the department purchasing additional IT related infrastructure.
- (Q) Net increase (decrease) in cash and cash equivalents are higher by \$12.46m (20.37%) in 2024 when compared to 2023 due to the accumulation of funds in special purpose accounts, like the Mining Rehabilitation Fund and Mines Safety and Inspection Levy, over a number of years.
- (R) Cash balances transferred in is under in 2024 when compared to 2023 by \$6.57m (100%) as a result of the merger between the department and Energy Policy WA.
- (S) Cash and cash equivalents are higher by \$67.78m (14.32%) in 2024 when compared to 2023 due to higher balance of funds in special purpose accounts, like the Mining Rehabilitation Fund and Mines Safety and Inspection Levy, over a number of years.
- (T) Adjustment for the reclassification of accrued salaries account has increased by \$5.43m (100%) as a result of a reclassification of the amount held by the Department of Treasury for the departments 27th pay from Restricted Cash to Receivable. Refer point (I) and point (26) above.

## 9.2 Explanatory statement for administered items

All variances between annual estimates and actual results for 2024, and between the actual results for 2024 and 2023 are shown below. Narratives are provided for key major variances which vary by more than 10% from their comparative and that the variation is more than 1% of Total Administered Income budgeted for the year (i.e. 1% of \$210.498m).

	Variance Note	Estimate 2024 \$000	Actual 2024 \$000	Actual 2023 \$000	Variance between estimate and actual \$000	Variance between actual results for 2024 and 2023 \$000
<b>INCOME FROM ADMINISTERED ITEMS</b>						
<b>Income</b>						
For transfer:						
Mining Rentals	1 A	154,150	179,795	157,933	(25,645)	21,861
Regulatory fees		254	163	215	91	(51)
Commonwealth Grants		–	241	293	(241)	(53)
Appropriations	2 B	19,045	34,475	38,318	(15,430)	(3,843)
Other revenue	3	37,049	44,858	44,555	(7,809)	302
<b>Total administered income</b>		<b>210,498</b>	<b>259,532</b>	<b>241,314</b>	<b>(49,034)</b>	<b>18,216</b>
<b>Expenses</b>						
Refunds of previous years' revenue	C	795	791	25,429	4	(24,638)
Services and contracts	4 D	43,235	109,251	67,030	(66,016)	42,221
Receipts paid into Consolidated Account	5 E	155,291	185,416	158,800	(30,125)	26,616
Grants and subsidies	6 F	15,810	21,025	35,241	(5,215)	(14,215)
<b>Total administered expenses</b>		<b>215,131</b>	<b>316,483</b>	<b>286,500</b>	<b>(101,352)</b>	<b>29,984</b>

### Major estimate and actual (2024) variance narratives

- (1) Mining rentals are over budget by \$25.64m (14.3%) mainly as a result of increasing annual rentals that reflect, historically strong, continued favourable conditions in the resources sector.
- (2) Appropriations are over budget by \$15.43m (44.7%) mainly due to companies entering into the Nickel Financial Assistance Program.
- (3) Other revenue is over budget by \$7.80m (21.07%) mainly due to the rapid lifting of the official cash rate, increasing interest earning rates on cash holdings.
- (4) Services and contracts are over budget by \$66.01m (152.69%) mainly due to higher Home Indemnity Insurance expenses reflecting current challenges in the building sector of high building inflation costs, increased building company insolvencies and consequently an increased number of claims.
- (5) Receipts paid into consolidated is over budget by \$30.12m (19.39%) as a result of increased collections paid to Treasury for Mining Tenement Rentals. Refer to point (1) above.
- (6) Grants and subsidies are over budget by \$5.21m (24.80%) due to increased grant payments to community projects around tenancy advice and education programs.

### Major actual (2024) and comparative data (2023) variance narratives

- (A) Mining Rentals have increased by \$21.86m (13.8%) in 2024 when compared to 2023 as a result of applications rents and annual rentals that continue to reflect historically strong, continued favourable conditions in the resources sector.
- (B) Appropriations have decreased in 2024 when compared to 2023 by \$3.84m (10.0%) as a result of the conclusion of the Koolyanobbing Mine Financial Assistance Program (Royalty Rebate) partially offset by increases for the new WA Rent Relief Program.
- (C) Refunds of prior years revenue has decreased by \$24.63m (96.8%) in 2024 when compared to 2023 as a result of the conclusion of the Koolyanobbing Mine Financial Assistance Program (Royalty Rebate).
- (D) Services and contracts have increased in 2024 when compared to 2023 by \$42.22m (62.98%) mainly due to higher Home Indemnity Insurance expenses reflecting current challenges in the building sector of high building inflation costs, increased building company insolvencies and consequently an increased number of claims. Refer to point (4) above.
- (E) Receipts paid into consolidated account has increased by \$26.61m (16.7%) as a result of increasing annual rentals that reflect, historically strong, continued favourable conditions in the resources sector which subsequently increases payments into the Consolidated Account. Refer to point (5) and point (A) above.
- (F) Grants and subsidies expenses has decreased in 2024 by \$14.21m (40.3%) as a result of the conclusion of the Koolyanobbing Mine Financial Assistance Program (Royalty Rebate). Refer to point (B) above.

# Legal Disclosures



# Our Staff

## Staff profile

### Staffing policies

The department aims to have attraction and retention policies that are innovative, timely and enable DEMIRS to compete in a tight labour market while upholding our public sector employment standards and legislative requirements. The department continued to build on its recruitment and attraction capabilities by updating branding and focusing on key collaborations with universities, the Australian Association of Graduate Employers and Work180.

Full-time equivalent	2022-23	2023-24
Full time	1518.82	1505.68
Part time	134.95	275.78
Secondment	24	20.90
Head count	1839	1927

Key staffing policies, procedures and guidelines are continuously improved, and this year included updates to the Work Health and Safety Policy, Reasonable Adjustment and Workplace Modifications Procedure, Transparency Statement and Welcome to Country and Acknowledgement of Country. When updating policies, DEMIRS consults with employees, managers and the DEMIRS Joint Consultative Committee to ensure policies reflect best practice.

During 2023-24 the department focused on aligning our activities with the Public Sector Commission’s Building Leadership Impact initiative and building the capabilities of our staff with new and updated training packages including:

- ethics, fraud and corruption;
- procurement and contract management;
- cyber security essentials;
- work health and safety induction;
- mental health awareness; and
- potentially traumatic event response support.

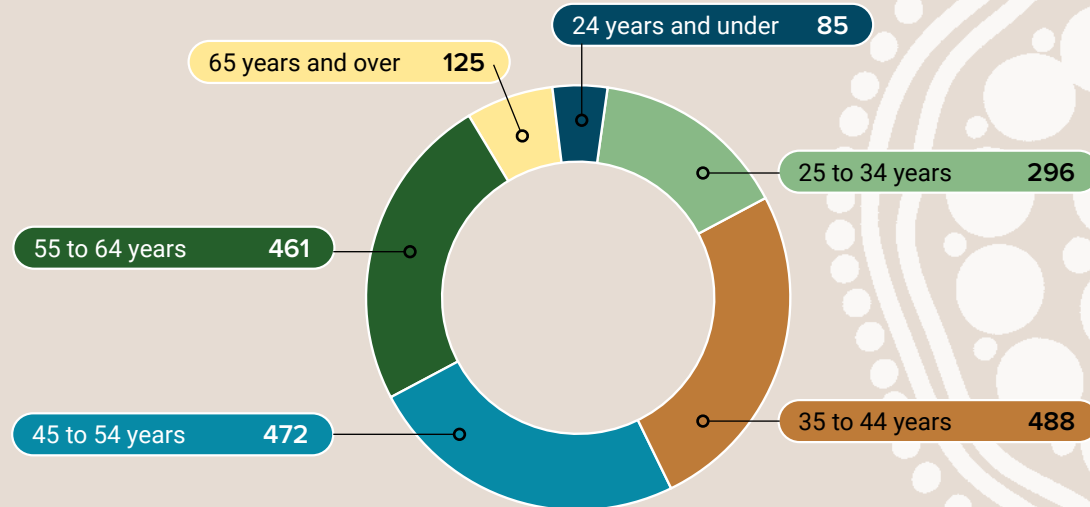
**222**

staff members are undertaking part time working arrangements including job share.

**46%**

women substantively appointed in SES contracts.

### Staff breakdown by age



**Our Staff**

**Enhance staff wellbeing**

The department’s Service Delivery Division trialled a new staff wellbeing initiative to support our frontline teams that regularly deal with emotive content and telephone calls. This initiative involved monthly visits to our Cannington office by an accredited therapy dog named Fletcher. Therapy dogs can provide companionship and emotional support by helping to create a more relaxed environment. Support can be as simple as sitting by a staff member’s side if they are anxious about something.

While the trial has now ended the benefits and positive feedback from staff will be used to inform future initiatives to support our frontline teams.




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**2.80%**  
staff identify as Aboriginal and Torres Strait Islander.

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**3.68%**  
staff identify as people with disability.

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**New mental health training**

Released in 2024, a mandatory mental health online training course has been developed for all staff and leaders. The mental health awareness for employees course consists of three modules that raise awareness about mental health and ill-health. The leaders course includes additional modules of creating safe workplaces, how psychosocial hazards impact the workplace, as well as suicide prevention and management. The training equips staff to provide inclusive customer service and to consider mental health in service delivery.

Staff such as our mental health first aid officers are encouraged to complete the online Diverse WA course provided by the Office of Multicultural Interests, and the Disability Understanding course by National Disability Services, to better understand and support staff when providing assistance.

**Building capability and culture**

DEMIRS is committed to fostering a diverse, inclusive, and safe workplace culture where our people are able to thrive at work. This year we launched the new Diversity, Multicultural and Inclusion Plan 2023–27.

The department continues to promote activities, events and knowledge through a Working On Wellness (WOW) program, the annual diversity and inclusion calendar, the diversity and inclusion excellence awards, cultural awareness training and progressing staff employment programs such as the school-based traineeship, youth employment program and the Solid Futures Aboriginal traineeship.

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**2,362**  
participants at 19 WOW events.

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WOW created the opportunity for

**517**  
skin cancer checks to be conducted and

**684**  
influenza vaccinations for staff.

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# Our graduate programs

## Industry ready

This year the department launched the inaugural Industry Ready Graduate Program with the purpose of creating networks, increasing geoscience skills and data awareness. The two year program will create unique opportunities for knowledge sharing and practical on the job applied geoscience training. The program also incentivises students to complete their Honours year at university to ensure the supporting knowledge is obtained prior to starting their placement within Geological Survey of Western Australia – the hands-on part of the program in year two.

Once on placement, the graduates will carry out a range of duties, including several core applied geoscience functions such as advanced lithological and structural field mapping, core logging, sampling and analysis, as well as geoscience data management, during their rotation through different parts of the business.

The inaugural graduate students were inducted in February 2024 with work placements starting in January 2025.

## Recruiting young talent

Our Interagency Graduate Program continues to be an important talent pipeline, attracting high performing and diverse new talent. This program is an important diversity employment initiative, assisting the department to increase youth representation in its staff profile. The structured 18 month program provides graduates with customised rotations and a range of learning and development opportunities to build the skills, experience and networks needed for a successful public sector career. This program provides graduates with permanent appointment.

In January 2024 the department welcomed 17 new graduates who are on their journey to complete the program in 2025.

The department hosted a morning tea to welcome the new graduates from both programs in March 2024.



“The quality of candidates in our graduate program gets better and better each year. It’s great that we can offer practical experience across the wide variety of work delivered by DEMIRS and our graduate program partner agencies.”

**Richard Sellers, Director General**





# Government policy

## Workforce inclusiveness

We value our staff's experience and consult with them to ensure we are continuing to be inclusive and explore ways to improve. In October 2023, DEMIRS participated in the Diversity Council Australia (DCA) 'Inclusion@Work', which collected information from across six inclusive measures including awareness, engagement, organisational climate, inclusive teams, inclusive leadership, and discrimination and harassment.

From these results, we have identified that:

- our overall staff experience has improved since the previous survey undertaken in 2021;
- 74 per cent reported that the department is taking action to create a workplace which is diverse and inclusive; and
- 81 per cent reported that they feel respected within their teams.

The survey results, together with our active commitment to inclusion, has resulted in the department being recognised as an Inclusive Employer 2023–2024 by the DCA, acknowledging us as one of the organisations leading the way in diversity and inclusion. Our Diversity, Multicultural and Inclusion Plan; Innovate Reconciliation Action Plan; and the Disability Access and Inclusion Plan sets out strategies to continually improve and support diversity and inclusion at DEMIRS.

## Multicultural policy framework

The department strives to create a diverse workforce with a range of skills, experiences and perspectives reflective of the Western Australian community. Further to other activities already discussed, the following table includes initiatives that have been delivered to support the policy:

Policy priority	2023–24 achievements not covered elsewhere in the report
Harmonious and inclusive communities.	Celebrated significant cultural events including Harmony Week, the United Nations Mother Language Day, NAIDOC week and National Reconciliation Week.
Culturally responsive policies, programs and services.	<p><i>Building your new home</i> video produced with translated captions in 10 languages were released in September 2023. The video outlines the most important things to consider, ensuring that the buyer is aware of their rights and responsibilities at each stage of the build.</p> <p>Posters developed to assist consumers buying a new car – endorsed by our internal Gnalla Mila, Gnalla Wangkiny (Gnalla) Committee which provides advice and support on workplace and workforce matters affecting First Nations people and advice to projects that require a cultural lens or sensitivity.</p>
Economic, social, cultural, civic and political participation.	DEMIRS commenced reporting on its equity index for key diversity groups. The equity index for culturally and linguistically diverse staff is 89.4 as at 30 June 2024.

# Disability access and inclusion plan outcomes

The department aims to deliver positive outcomes from our Disability Access and Inclusion Plan by working to provide equal access to services, events, facilities, consultation and feedback, employment and information for people with disability.



During 2023–24 outcomes achieved against the plan include:

## Outcome 1

Bronze membership with the [Australian Disability Network](#), providing staff with access to resources and events.

## Outcome 2

Doors at 1 Adelaide Terrace, East Perth building have been updated to an automatic sliding door with access controls.

## Outcome 3

Induction training includes information about the Diversity, Multicultural and Inclusion, and the Disability, Access and Inclusion plans.

## Outcome 4

The new mental health online training course equips staff to provide inclusive customer service and to consider mental health in service delivery staff.

## Outcome 5

Changes to the Feedback and Complaints Management Policy and Guidelines that enable people with a disability to provide feedback and complaints easier.

## Outcome 3

The department commissioned an Aboriginal artwork that encourages tactile interaction – accessibility through touch. The narrative of the artwork centres around being inclusive of all peoples. The Yamatji artist, Delphine Schwarze from TrueHeartDesigns, unveiled her artwork during National Reconciliation Week 2024.

## Outcome 6

Broad consultation across the department’s committee members, staff and key stakeholders was undertaken to develop the draft new plan for 2024–27.

## Outcome 7

During the year DEMIRS job advertisement templates were updated with a new diversity and inclusion statement supported by the *Equal Opportunity Act 1984*. The statement welcomes all to apply, while outlining that preference may be given to applicants from identified diversity groups, including people with disability, to help us ensure our workforce is diverse, effective, and forward thinking.

# Occupational safety, health and injury management policy

**The department has a crucial role in supporting the regulator for work health and safety (WHS) in Western Australia and is committed towards setting a good example as a safety leader.**

The *Strategic Plan – Towards 2026*, and our work health and safety policy, demonstrate the department’s commitment to safety, diversity and inclusion, and improving our health and safety risk management. Our Executive Leadership Group (ELG) are accountable as Officers for the department as per the *Work Health and Safety Act 2020* to ensure the department complies with its work health and safety duties.

The ELG demonstrate their commitment to work health and safety by chairing the department’s:

- Health and Safety Committee;
- Gym Committee; and
- Work Health and Safety Management System Audit Steering Committee.

This ensures there is ongoing awareness of critical WHS matters; consultation; promotion; resources; and support for WHS strategies, policy, programs, and initiatives.

The Work Health and Safety committee is the department’s formal committee that facilitates consultation and cooperation between the department, its staff and other workers, to ensure health and safety at work. Meeting quarterly the committee performs functions in line with work health and safety laws and is accountable to the Director General through the ELG.

The committee provides a formal mechanism for consultation and gives staff and other workers the opportunity to express their views, raise WHS issues, and contribute to the decision-making process.

The department’s Worker’s Compensation and Injury Management Policy and Guideline ensures DEMIRS manages all workers compensation claims and injury management in a safe and effective manner, in compliance with the requirements of the *Workers’ Compensation and Injury Management Act 1981*. The department assists injured employees to safely remain or return to work as soon as is medically appropriate through the provision of graduated return to work programs. A person-centred case management approach is used which includes liaising and consulting with key parties, including the injured employee, their treating medical practitioner, the insurer, and line manager to develop a return to work program with sound injury management and occupational rehabilitation practices.

The department’s work health and safety management system was assessed against the WorkSafe Plan<sup>6</sup> in 2022, resulting in 30 recommendations. Various working groups have been implementing changes and as a result, 90 per cent of the recommendations are now successfully implemented, with the remaining 10 per cent expected to be completed by the end of the calendar year.



<sup>6</sup> The WorkSafe Plan is an audit and assessment process that can be used to rate health and safety management systems in WA workplaces.

## Qualitative data

Measure	Actual results			Results against target	
	2021–22	2022–23	2023–24	Target	Comment on result
<b>Number of fatalities</b>	zero	zero	zero	zero	
<b>Lost time injury and/or disease incidence rate</b>	0.39	0.43	0.72	zero or 10 per cent reduction	
<b>Lost time injury and/or disease severity rate</b>	50.0	62.5	78.5	zero or 10 per cent reduction	Increase in complex claims including several psychosocial claims.
<b>Percentage of injured workers returned to work:</b>	67 per cent	50 per cent	38 per cent	Greater than or equal to 80 per cent	Several claims that have not returned to work were due to resignation and other nonrelated health matters. There was also an increase in psychological injury claims.
i) within 13 weeks	67 per cent	25 per cent	25 per cent		
ii) within 26 weeks	67 per cent	50 per cent	38 per cent		
<b>Percentage of managers trained in occupational safety and health management responsibilities, including refresher training within three years</b>	83 per cent	85 per cent	90.8 per cent	Greater than or equal to 80 per cent	

## Leading on psychosocial risk

The department has engaged an external psychology consultant to highlight various psychosocial risks within each work group and provide a comprehensive report and recommendations. The potentially traumatic event response support (PTERS) program and the newly created sexual assault and sexual

harassment (SASH) projects will be included in the psychosocial risk framework. The existing PTERTS program also introduced training for high-risk positions with part A of the course available online and an in-person workshop designed to build skills in managing potentially traumatic events forming part B of the course.

Parts A and B have been completed by 44 per cent of the relevant positions. The SASH project is developing a SASH policy to convey the department's zero tolerance approach to sexual assault and sexual harassment.

# Other disclosures and legal requirements

## International Labour Organization Convention 81: Labour inspections

Australia is a member nation of the International Labour Organization. The organisation is the peak international body responsible for setting international labour standards through the development and monitoring of international conventions and recommendations. The Australian Government ratified International Labour Organization Convention 81 – Labour inspections on 24 June 1975. Article 21 of the Convention requires certain information to be published in annual reports for each of the central inspection authorities. In WA, the department is the central authority responsible for conducting inspections for wages and conditions of employment, and workplace safety.



Workplaces covered by the Comcare system for workers' compensation are subject to the Commonwealth's work health and safety legislation and are therefore outside of the jurisdiction of the State system other than where subcontractors may be in the State system. Further, the WA industrial relations system applies only to unincorporated businesses, the State's public sector, and local government (from 1 January 2023). It is estimated that about one third of WA employees are covered by the State system.

On 30 June 2024,  
**255,379**  
businesses were operating in WA.

**1.61 million**  
people employed in WA during 2023–24.

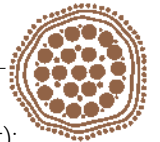
**10.95**  
Full-time equivalent industrial relations inspectors employed during 2023–24.

**197.59**  
Full-time equivalent workplace safety inspectors *all industries* (including managerial roles) employed during 2023–24.

## Inspections

Each year DEMIRS undertakes proactive campaigns targeting employer activities in different industries. In 2023–24 the focus for employment conditions was on the café and restaurant industry due to previously identified compliance issues. Approximately 87 per cent of cafes and restaurants inspected were found to be non-compliant with State employment laws.

Mines safety inspectors continued to focus on psychosocial hazards and traffic management on mines and a proactive campaign was conducted in relation to mine safety management systems, with moderate to good compliance in this area. While other inspectors continued to focus on asbestos safety, amusement devices, engineered stone and broader stakeholder engagement. Projects were also commenced in construction site security, agricultural safety compliance, outdoor activities, and musculoskeletal disorders in high-risk industries, with varying levels of compliance, and enforcement action undertaken when necessary.



### Relevant laws

*Work Health and Safety Act 2020 (WHS Act);  
Minimum Conditions of Employment Act 1993;  
Long Service Leave Act 1958;  
Industrial Relations Act 1979 (IR Act); and  
Children and Community Services Act 2004.*

**Other disclosures and legal requirements**

**Number of inspections<sup>(a)</sup>**

Type of inspection <sup>(b)</sup>	2022–23	2023–24
Employers inspected (IR Act)	93	130
Site inspections (WHS Act)	7,212	5,327

<sup>(a)</sup> Excludes Indian Ocean Territories site visits.

<sup>(b)</sup> Excludes dangerous goods safety activities.

Of the 130 employer inspections conducted in 2023–24 under the *Industrial Relations Act 1979*, a total of \$29,866.79 in wages and other entitlements was recovered for Western Australian workers covered by state employment laws.

**Inspection outcomes**

	2022–23	2023–24
<b>Workplace safety enforcement</b>		
Number of convictions	24	14
Total of fines imposed	\$4,943,000	\$4,128,500

	2022–23	2023–24
<b>Industrial relations enforcement</b>		
Number of enforcement proceedings	7	6
Total of pecuniary penalties	\$147,025	\$9,500

**Industrial accidents and occupational diseases**

In Western Australia, a lost time injury or disease (LTI/D) is defined as one day/shift lost or more. Unless specified otherwise LTI/D data is based on workers’ compensation claims for work-related injuries and diseases supplied by WorkCover WA that involve one or more days off work, resulting from a work-related incident. The LTI/D frequency and incidence rate are the principle measures of safety outcomes in Western Australia, and are used to monitor performance against national targets. It is recognised that the measure has limitations.

**Report on lost time injury or diseases statistics for Western Australia<sup>(c)</sup>**

	2021–22 Revised data	2022–23 Preliminary data	Yearly trend	5 year trend	5 year trend
Frequency rate <sup>(d)</sup>	6.90	7.40	7.33 per cent	0.51	7.45 per cent
Incidence rate <sup>(e)</sup>	1.12	1.20	7.33 per cent	0.04	3.71 per cent

<sup>(c)</sup> Revised data for the above table is sourced from the latest available by WorkCover in February 2024.

<sup>(d)</sup> Frequency rate equals number of LTI/Ds divided by the number of hours worked times 1,000,000.

<sup>(e)</sup> Incidence rate equals number of LTI/Ds divided by the number of workers times 100.

Information on disease groups that are being monitored at a national level can be accessed on the [Safe Work Australia](https://www.safeworkaustralia.gov.au/) website.



# Capital works

## Mineral House south tower chiller

The original chillers that provided cooling and heating to the south tower of 100 Plain Street were installed in 1985 with an expected replacement at the end of their 30 year lifecycle. The department worked with the Department of Finance to plan, procure, and deliver the new chiller plant.

## Gnalla Mia fit out

Refer to [page 24](#) for details on Gnalla Mia fit out.

## Across Agency Asbestos Group

The department chairs the Across Agency Asbestos Group that is involved in developing and monitoring planned activities to ensure a coordinated and systematic approach to asbestos management.

During 2023–24 the department consulted on the addition of asbestos hazard to the state emergency plan, conducted a project into assessing asbestos removal practices of fire affected properties in consideration of effective timely asbestos remediation in regional WA and considered factors that influence the illegal dumping of asbestos.

## Pricing policies of services provided

Statutory fees and other charges to the public are made for various services provided by the department. These are reviewed annually following the State Government’s policy on [costing and pricing government services](#). The current list of fees and charges was published on the [www.legislation.wa.gov.au](http://www.legislation.wa.gov.au) website on 12 June 2024:

- Work Health and Safety (General) Amendment Regulations 2024 – SL 2024/95
- Commerce Regulations Amendment (Fees and Charges) Regulations 2024 – SL 2024/96
- Mines and Petroleum Regulations Amendment (Fees and Charges) Regulations 2024 – SL 2024/97

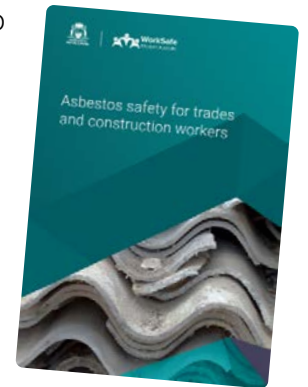
Current fees and other charges are available on the [department’s website](#).

## 20 years on – The ban on asbestos

Asbestos continues to be a hazard in Australia, despite the ban on new uses from 2003. This is because products containing asbestos still exist in our built environment.

WorkSafe has [resources](#) to assist with identification, removal and management of asbestos in workplaces, including codes of practice, guidelines and frequently asked questions. Special conditions apply to works on buildings constructed before 31 December 2003 to ensure the safety of workers as they work with the removal of asbestos.

The department continues to revise guidelines and support the Work Health and Safety Commission to revise codes of practice to ensure they remain contemporary and relevant as technology advances and new ways of working are developed.



# Recordkeeping plans

The department continuously monitors and evaluates the performance of its electronic document and records management system (oneDMS), ensuring compliance with both legislative standards and meeting operational business requirements. Information created and stored in our recordkeeping system by staff and line of business systems, is regularly monitored, audited, verified and reviewed for both quality assurance and data integrity. This includes qualitative and quantitative system checks that analyse information, providing accountability and transparency.

The document management system helpdesk team assists with these activities and processed more than 16,700 tickets for deletions, permission and user changes and workflow solutions during 2023–24.

## Digitisation and disposal

Digitisation of paper records in a manner that meets the requirements of the *State Records Act 2000* is an ongoing initiative of the department. In order to meet the requirements that proper, accurate and full records are maintained, a series of integrity and quality checks of records entered into oneDMS are undertaken. These checks are to support the end to end life cycle of records and ensure that digital and non-digital records are managed according to internal and external requirements. Integrity and monitoring checks regularly undertaken, but not limited to, include:

- naming conventions and file titling to aid in searching and effective retrieval of information; and
- quality of digitised images to support early disposal of source records.

In addition, a significant effort has been made to reduce the physical file footprint across DEMIRS with 582 linear metres of records disposed of in line with approved retention and disposal authorities during 2023–24.

## Records management training

All new staff receive an introductory email providing details about services provided and mandatory information management and recordkeeping training requirements. This year 612 new staff completed the total recordkeeping awareness course that includes topics on:

- public sector employee accountability and compliance standards;
- legislative requirements focused on the *State Records Act 2000* and *Freedom of Information Act 1992*;
- benefits of best practice recordkeeping;
- consequences of inadequate record keeping; and
- creation, access, storage and disposal of government records.

OneDMS system training is complementary to the recordkeeping awareness course and guides staff to practically apply the principles of good information management practices with document creation and life cycle management. Bespoke training and support are available to meet the specific needs of individual work areas. During 2023–24, the oneDMS basics course was attended by 646 staff and 595 individuals for the masterclass course.

Staff regularly attend workshops and presentations offered by the State Records Office and industry providers to ensure their skills and knowledge remain current and relevant.



## Unauthorised use of credit cards

The department adheres to Treasurer’s Instruction 321: Credit Cards – Authorised Use for credit card expenditure.

The table below details the personal expenditure using government issued credit cards during 2023–24.

Instances of unauthorised credit card use	2023–24
Number of instances where the Western Australian Government Purchasing Cards have been used for personal purposes	73
Aggregate amount of personal use expenditure for the reporting period	\$3038.58
Aggregate amount of personal use expenditure settled by the due date (within 5 working days)	\$3008.74
Aggregate amount of personal use expenditure settled after the period (after 5 working days)	\$29.84
Aggregate amount of personal use expenditure remaining unpaid at the end of the reporting period	\$0.00
Number of referrals for disciplinary action by the notifiable authority during the reporting period	0

## Act of grace payments

During 2023–24, 2 Act of Grace payments totalling \$1,910 were made under section 80 of the *Financial Management Act 2006*.

Act of grace payments are linked to the services delivered by the department, for further information refer to the table below.

Act of grace payments 2023–24		
Administered funds – purpose	Payment date	Amount (\$)
Act of Grace payment for the remaining portion of the application fee - E59/2780	10/07/2023	1,550.00
Act of Grace refund of penalty paid on P24/5341. FINE 682232	17/11/2023	360.00
<b>Total acts of grace - administered</b>		<b>1,910.00</b>
Controlled funds – purpose	Payment date	Amount (\$)
Nil		n/a
<b>Grand total acts of grace payments</b>		<b>1,910.00</b>

# Expenditure on advertising, market research, polling and direct mail

In accordance with section 175ZE of the *Electoral Act 1907*, the department incurred the following expenditure in advertising, market research, polling, direct mail and media advertising. Total expenditure for 2023–24 was \$1,836,824 (including GST). Expenditure was incurred in the following areas (detailed below).

Notable campaigns during 2023–24 include 'Speak Up. Report It.'; 'Don't DIY'; 'Charge Up'; 'Safe Work Month 2023'; 'Industry Mining Summit: Driving Respect'; and 'Electrical Safety 2024'.

Organisation	Amount	Total
<b>Advertising agencies</b>		<b>\$1,672,038</b>
Carat Australia Media Services Pty Ltd	\$900,854	
Initiative	\$274,321	
National Indigenous Times News Pty Ltd	\$162,800	
Platform Communications	\$101,115	
Norlap Creative	\$70,851	
Mintox Media	\$49,860	
State Law Publisher	\$35,052	
Seek	\$29,057	
Skippers Magazine	\$7,921	
Studio Orange	\$7,075	
Moore Creative Artists Pty Ltd	\$6,580	
The Islander	\$6,114	
Dowd Publications Pty Ltd	\$4,190	
Farm Guide Pty Ltd	\$3,060	
The Atoll	\$1,956	
Kununurra Visitor Centre	\$1,870	
Countrywide Austral	\$1,611	
Farm Weekly	\$1,120	
Branch Media	\$995	
Department of the Premier and Cabinet	\$950	
Indigenous Employment Pty Ltd	\$916	
Collie River Valley Bulletin	\$600	
Mulga Mail	\$584	

Organisation	Amount	Total
Thomson Reuters (Professional) Australia Ltd	\$549	
iWork Jobsite	\$500	
YourMembership	\$462	
Earthwork-Jobs.com	\$330	
Mitchell Communication	\$235	
CareerOne	\$199	
Workplace Express	\$181	
Dubsat Pty Ltd	\$133	
<b>Market research</b>		<b>\$38,103</b>
Ipsos Pty Ltd	\$33,234	
Survey Monkey	\$4,869	
<b>Polling</b>		<b>Nil</b>
–	–	
<b>Direct mail</b>		<b>\$44,795</b>
Createsend	\$35,255	
Quickmail	\$6,281	
Campaign Monitor	\$2,010	
Australia Post	\$812	
Mailchimp	\$437	
<b>Media advertising</b>		<b>\$81,887</b>
LinkedIn	\$78,510	
Facebook	\$3,105	
Google	\$272	
<b>Total</b>		<b>\$1,836,823</b>

# Our governance and integrity

## Information classification

To support the progressive implementation of the Western Australian Information Classification policy, a DEMIRS Information Classification procedure was created, and a comprehensive review of the department's information asset register was undertaken during 2023–24.

## Responsible information sharing

To protect the personal information of WA citizens and facilitate responsible use and sharing of government information, the State Government introduced the Privacy and Responsible Information Sharing (PRIS) Bill to Parliament in May 2024. The DEMIRS Information Management Services Branch has been working to ensure the department is prepared and capable of complying with the privacy and responsible information sharing provisions of the legislation. A PRIS Project Board was established to have oversight of the department's PRIS Action Plan, and the department is committed to responsibly managing the personal information it collects, administers, retains and shares.

## Ethical conduct promotion

The department is committed to maintaining an ethical, transparent and accountable workforce and actively encourages staff to uphold the highest standard of conduct and integrity. In November 2023 the department undertook a review of its Code of Conduct to align with Commissioner's Instruction 40: Ethical Foundations.

To promote and maintain integrity, essential ethics, fraud and corruption training was released to all staff in December 2023. This training complements the department's Integrity Framework and supports all employees and other workers to:

- increase their awareness and understanding of the importance of ethics, fraud and corruption prevention;
- understand their workplace responsibility to act ethically at all times;
- be familiar with departmental policies and documents relevant to fraud and corruption risks; and
- understand their responsibility to identify and report suspected fraud and corruption.

The department also builds its integrity foundation through its essential Accountable and Ethical Decision Making (AEDM) training for all DEMIRS staff, and recently developed an essential refresher AEDM training. This refresher training was developed to align with the Commissioner's Instruction 40: Ethical Foundations, and staff need to complete the refresher every three years. During the year, 241 staff completed AEDM which means 85 per cent of staff have now completed the course in the last three years.

## Ministerial directions

There were no Ministerial directives issued during 2023–24.

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**zero**  
public interest disclosures  
**were made** during 2023–24.

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**zero**  
public interest disclosures  
**are being managed** as at  
30 June 2024.

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Our governance and integrity

## Integrity Survey 2023

In October the department conducted its 2023 Integrity Survey to better understand staff experiences and perceptions of integrity related matters. Earlier surveys held in 2018 and 2020, allowed the department to identify trends and progress in building a positive culture of integrity. The 2023 survey showed positive results overall, with 51 per cent of staff responding. The following themes and trends emerged from the survey:

Theme	2023 results and comments
Learning and developing integrity knowledge and skills	92 per cent of respondents said they are familiar with the departments integrity related policy documents, training and reporting.
Unethical behaviours witnessed and reported	89 per cent of staff stated that they had not personally witnessed unethical behaviour in the past 12 months.
Modelling and embodying a culture of integrity	65 per cent agreed that the department is committed to and promotes a positive culture of ethical behaviour. This is a slight decline from the previous survey in 2020 (67 per cent).

The survey provided insight about factors influencing people’s confidence to report and is working on developing an anonymous reporting tool for staff. The survey results highlight a reduction in unethical behaviours being witnessed, however integrity is a continuous journey and there is further work to support a culture of integrity within DEMIRS. This includes facilitating the promotion of expected integrity behaviours by all senior leaders and managers, staff knowledge of their role, and building staff trust in reporting integrity concerns. The survey feedback will be reviewed to improve communication, training, and other identified areas.

### Internal audit

The Director General established effective internal audit capability as a key component to support corporate governance within DEMIRS. The internal audit branch works in compliance with the *Financial Management Act 2006*, and Treasurer’s Instructions under an approved internal audit charter aligned to the International Professional Practices Framework issued by the Institute of Internal Auditors. From 1 January 2025, this will include alignment to the new ‘Global Internal Audit Standards’. The department’s internal audit mission is to enhance the organisation’s ability to create, protect and sustain value by

providing independent, risk-based and objective assurance, advice, insight and foresight.

Internal audit plays an active role in developing and maintaining a culture of accountability, integrity and adherence to high ethical standards, and delivers on its mission by adding value and providing assurance through the delivery of a risk-based internal audit plan. The plan includes a range of internal audit services and is continually reviewed during the year to ensure it remains contemporary and reflects current and emerging risks. As well as being responsive to requests for internal audit services where issues and emerging risks and investigations arise and monitoring and reporting on the progress of audit recommendations.

80 staff participated in the **Management Accountabilities: Understanding Your Role** course.



# Governance committees

DEMIRS actively works towards ensuring proper governance structures are in place to support staff and the department’s functions. The range of purposes of the committees and subcommittees include, but are not limited to, ensuring appropriate remuneration of staff levels, financial accountability, inclusiveness, technology progress, oversight of corporate policy, and safety.

## Health and safety committee



### Key achievements for this year:

- Reviewed work health and safety corporate policies to align with the psychosocial requirements of work health and safety laws and with DEMIRS commitment towards a more safe, respectful and inclusive workplace.
- Significant progress made towards achieving outcomes required to apply for a WorkSafe Plan Accreditation. Refer to [page 137](#) on the work health and safety management system recommendations.
- Seven out of session meetings were held to review and endorse various procedures and policies for adjustments and workplace modifications, new safe work and work health and safety procedures, as well as new standalone sexual assault and sexual harassment policy.

## Classification review committee



### Key achievement for this year:

Recommended the creation of 147 permanent positions and 109 temporary positions to support resourcing requirements such as investigations into polybutylene pipes, regional area power supply and others across the department.

## Governance and integrity subcommittee



### Key achievements for this year:

- Endorsed review of DEMIRS Corporate Governance and Fraud and Corruption Control Frameworks.
- Endorsed completed review and response plan of the Public Sector Commission’s Integrity Framework Maturity Self Assessment Tool.
- Reviewed and endorsed the response actions put forward from the 2023 integrity survey.

## Corporate policy committee



### Key achievements for this year:

- Oversight of moving corporate policies out of a legacy system and into oneDMS.
- Oversight of implementation of policies for provision of language services and contact with lobbyists.

## Diversity and inclusion subcommittee



### Key achievements for this year:

- Supported the launch of the new Diversity, Multicultural and Inclusion Plan 2023–27.
- Accepted equity index and gender pay gap data into DEMIRS quarterly workforce diversity reports.
- Provided feedback and supported the development of DEMIRS public documents converted to easy read versions to improve accessibility.
- Championed the 2023 DEMIRS Diversity and Inclusion Excellence Awards.

Governance committees

## Performance subcommittee



**Key achievements for this year:**

- Approved the Outcome Based Management Framework and new supporting key performance indicators effective from 2024–25.
- Endorsed changes to key performance indicator methodologies and target timeframes.
- Expanded quarterly reporting to include timeliness of dangerous goods licenses processing, petroleum well activities and reporting on trends for finalised occupational licence applications from yearly to quarterly.
- Endorsed expansion of, and significant enhancements to visual representation of quarterly corporate performance indicator reporting.

## Finance committee



**Key achievement for this year:**

- Approved the 2024–25 internal budget.
- Continued monitoring of the department’s budget and expenditure.

## Digital technology subcommittee



**Key achievements for this year:**

- Approved the Digital Strategy 2023–25.
- Endorsed the creation of over 125 online forms from hard copy format to support the WA community to lodge applications online for over 100 occupational licences.
- Approved implementation of Good Grants with financial integration to support the [Short-Term Rental Accommodation](#) and the [Vacant Property Rental Incentive Schemes](#).

## Audit and risk committee



Members of the Executive Leadership Group provide an overview of the key risks being managed by their Group and/or for major projects such as the Compliance and Regulation System Transformation Program at each meeting. The committee devotes time to ICT reporting including topics such as cybersecurity, and privacy.

**Key achievement for this year:**

- Examined a broad range of functions and activities related to governance and assurance listed in the committee’s Terms of Reference and 2024–25 Work Plan.

## Managing our risks

The department takes risk management very seriously and is committed to ensuring that it operates within a risk aware culture that encourages responsible and informed risk-based decisions. Management of risks is the responsibility of all staff and business areas to identify, assess, rate and record relevant risks.

Risks are identified, and controls, impacts and likelihood are assessed as well as the treatments to reduce or mitigate the risk. The risk framework complies with Standards Australia AS ISO 31000:2018 and is designed to contribute to effective internal controls and improved decision making to manage internal and external risk exposures of the department.

The risk function continues to mature through a staged and incremental development that is flexible enough to meet the diverse risks associated with the wide range of activities that the department undertakes. Key risks are reported quarterly through to the Executive Leadership Group and the Audit and Risk Committee.

# Board and committee remuneration

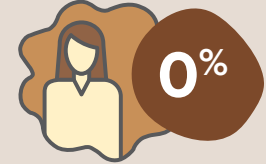
The department supported 13 government boards or committees in 2023–24. These bodies provide essential services and advice across various industries and sectors and support the department. During the reporting year, the remuneration rates for some boards and committees were reviewed, with the new rates effective from 18 September 2023, and consequently some sitting fees will be in the form of ranges.

The following tables have been prepared following [Premier’s Circular 2023/02 – State Government Boards and Committees](#).



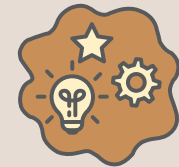
The State Government is committed to increasing the representation of women on boards and committees, with a target of 50 per cent representation.

Each table meeting the target in this section displays the membership percentage of women as at 30 June 2024.



The department’s boards and committees are consumer, industry and safety focused and as a result, appropriate diversity in the range of knowledge, skills, expertise and experiences are highly sought.

Each board or committee considered having a good balance of knowledge, skill, expertise and experience in this section displays this icon.



## Audit and Risk Committee

Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Andrew Cox <sup>(1)</sup>	01/07/2023 – 30/06/2024	\$5,400 / meeting	\$27,000
Member	Santa Cardenia <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Stuart Cowie <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Kate Wang <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Brian Roche <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
<b>Total</b>				<b>\$27,000</b>

The Audit and Risk Committee is an independent committee with all appointments from outside of the department in compliance with Treasurer’s Instruction 1201.

(1) Includes outstanding payment for 2022–23. In March 2023 an increase of sitting fee per meeting was approved from \$5,230 to \$5,400.

(2) Not eligible for remuneration of sitting fees.



## Agricultural Safety Advisory Committee

Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Darren Kavanagh – WorkSafe Commissioner <sup>(1)</sup>	01/07/2023 – 15/09/2023	N/A	\$0
Chair	Sally North – (acting) WorkSafe Commissioner <sup>(1)</sup>	16/09/2023 – 30/06/2024	N/A	\$0
Member	Nigel Martin <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Julii Gaunt <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Sheldon Mumby <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Darren Spencer <sup>(3)</sup>	01/07/2023 – 30/06/2024	\$238 / half day	\$941
Member	Trevor Whittington <sup>(3)</sup>	01/07/2023 – 30/06/2024	\$238 / half day	\$227
Member	Peter Nunn	01/07/2023 – 30/06/2024	\$238 / half day	\$952
Member	Nicola Kelliher <sup>(2)</sup>	01/07/2023 – 21/07/2023	N/A	\$0
Member	Julie Hathaway	02/08/2023 – 30/06/2024	\$238 / half day	\$476
Member	Marie Donato <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Antony Pearson <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Dr Marcus Cattani <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Maree Gooch <sup>(2)</sup>	01/07/2023 – 01/08/2023	N/A	\$0
Member	Holly Freeman <sup>(2)</sup>	02/08/2023 – 20/10/2023	N/A	\$0
Member	John Henchy <sup>(2)</sup>	01/07/2023 – 01/09/2023	N/A	\$0
Member	Stephen Brown <sup>(2)</sup>	01/07/2023 – 28/02/2024	N/A	\$0
<b>Total</b>				<b>\$2,596</b>

(1) Not eligible for remuneration of sitting fees.

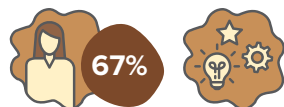
(2) Does not claim remuneration of sitting fees.

(3) Darren Spencer and Trevor Whittington's sitting fees were adjusted to account for a previous overpayment.





## Building Services Board



Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Venetia Bennett	01/07/2023 – 30/06/2024	\$498 / half day \$758 / full day	\$6,540
Deputy	Serena Giudice	01/07/2023 – 30/06/2024	\$325 / half day \$498 / full day	\$4,721
Member	Joanne Motteram	01/07/2023 – 31/08/2023	\$325 / half day \$498 / full day	\$498
Member	Fiona Cross	01/09/2023 – 30/06/2024	\$325 / half day \$498 / full day	\$4,115
Member	Jack Mast	01/07/2023 – 30/06/2024	\$325 / half day \$498 / full day	\$4,613
Member	Angela Lefante <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Michael Adams	01/07/2023 – 30/06/2024	\$325 / half day \$498 / full day	\$4,613
Member	Jason Pennings	01/07/2023 – 30/06/2024	\$325 / half day \$498 / full day	\$3,790
Member	Jeya Ramanathan	01/07/2023 – 30/06/2024	\$325 / half day \$498 / full day	\$3,963
Member	Fiona Duffy	01/07/2023 – 30/06/2024	\$325 / half day \$498 / full day	\$4,115
<b>Total</b>				<b>\$36,968</b>

(1) Not eligible for remuneration of sitting fees.

## Charitable Collections Advisory Committee



Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Annette Frazer	01/07/2023 – 31/12/2023	\$370 – \$563 / half day	\$2,799
Chair	Rachelle Spyker	01/01/2024 – 30/06/2024	\$563 / half day	\$2,815
Member	Rachelle Spyker	01/07/2023 – 31/12/2023	\$250 – \$366 / half day	\$1,848
Member	Henry (Han Kee) Thong	01/07/2023 – 30/06/2024	\$250 – \$366 / half day	\$2,946
Member	Dr Jane Hutchison	01/07/2023 – 30/06/2024	\$250 – \$366 / half day	\$3,678
Member	Graeme Douglas	01/01/2024 – 30/06/2024	\$366 / half day	\$1,830
Member	Fiona Fitzgerald	01/01/2024 – 30/06/2024	\$366 / half day	\$1,830
<b>Total</b>				<b>\$17,746</b>

(1) Mick Tuteja ceased being a member effective from 1 July 2023.

## Construction Industry Safety Advisory Committee

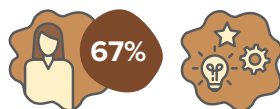


Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Darren Kavanagh – WorkSafe Commissioner <sup>(1)</sup>	01/07/2023 – 15/09/2023	N/A	\$0
Chair	Sally North – (acting) WorkSafe Commissioner <sup>(1)</sup>	16/09/2023 – 30/06/2024	N/A	\$0
Member	Jaime Rebelo <sup>(1)</sup>	01/11/2023 – 30/06/2024	N/A	\$0
Member	Tony Poulton <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Bob Benkesser <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Steve McCartney <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Kim Drew <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Libby Pracillio <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Brett Mainwaring	01/07/2023 – 30/06/2024	\$238 / half day	\$2,380
<b>Total</b>				<b>\$2,380</b>

(1) Not eligible for remuneration of sitting fees.

(2) Does not claim remuneration of sitting fees.

## Consumer Advisory Committee



Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Scott Phillips	01/07/2023 – 30/06/2024	\$380 – \$476 / half day	\$2,664
Member	Patricia Blake – Commissioner for Consumer Protection <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Roberta Grealish	01/07/2023 – 30/06/2024	\$250 – \$309 / half day	\$976
Member	Danielle Loizou-Lake	01/07/2023 – 30/06/2024	\$250 – \$309 / half day	\$1,427
Member	Chrisandra Lukjanowski	01/07/2023 – 30/06/2024	\$250 – \$309 / half day	\$1,736
Member	Ronald Chamberlain <sup>(2)</sup>	01/07/2023 – 30/06/2024	\$250 – \$309 / half day	\$1,736
Member	Luke Garswood	01/07/2023 – 30/06/2024	\$250 – \$309 / half day	\$1,736
Member	Roslyn Harley	01/07/2023 – 30/06/2024	\$250 – \$309 / half day	\$1,427
Member	Dr Helen Grzyb	07/08/2023 – 30/06/2024	\$250 – \$309 / half day	\$1,236
<b>Total</b>				<b>\$12,938</b>

(1) Not eligible for remuneration of sitting fees.

(2) Also known as Ron Chamberlain.

Board and committee remuneration

Electrical Licensing Board

Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Susan Chew	01/07/2023 – 30/06/2024	\$330 – \$476 / half day \$510 – \$732 / full day	\$6,660
Member	Melissa Mammone <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Christopher Sweeting	01/07/2023 – 30/06/2024	\$220 – \$309 / half day \$340 – \$476 / full day	\$3,700
Member	Luke Murphy	01/07/2023 – 30/06/2024	\$220 – \$309 / half day \$340 – \$476 / full day	\$3,747
Member	Richard Javangwe <sup>(2)</sup>	01/07/2023 – 30/06/2024	\$220 – \$309 / half day \$340 – \$476 / full day	\$2,439
Member	Gillie Anderson	01/07/2023 – 30/06/2024	\$220 – \$309 / half day \$340 – \$476 / full day	\$3,391
Member	David von Kelaita	01/07/2023 – 30/06/2024	\$220 – \$309 / half day \$340 – \$476 / full day	\$4,034
Member	Paul Rees	19/02/2024 – 30/06/2024	\$309 / half day \$476 / full day	\$1,737
<b>Total</b>				<b>\$25,708</b>

(1) Not eligible for remuneration of sitting fees.  
 (2) Also known as Baldwin Richard Javangwe.

## Legislative Advisory Committee



Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Darren Kavanagh – WorkSafe Commissioner <sup>(1)</sup>	01/07/2023 – 15/09/2023	N/A	\$0
Chair	Sally North – (acting) WorkSafe Commissioner <sup>(1)</sup>	16/09/2023 – 30/06/2024	N/A	\$0
Member	Christina Folley <sup>(1)</sup>	01/07/2023 – 22/11/2023	N/A	\$0
Member	Martin Ralph <sup>(1)</sup>	06/12/2023 – 15/03/2024	N/A	\$0
Member	Tony Robertson <sup>(1)</sup>	16/03/2024 – 30/06/2024	N/A	\$0
Member	Laila Nowell <sup>(2)</sup>	01/07/2023 – 06/09/2023	N/A	\$0
Member	Naomi Plummer	06/09/2023 – 07/02/2024	\$238 / half day	\$238
Member	Michelle Gadellaa <sup>(3)</sup>	07/02/2024 – 30/06/2024	\$238 / half day	\$0
Member	Jennifer Low <sup>(2)</sup>	01/07/2023 – 02/08/2023	N/A	\$0
Member	Agnes McKay <sup>(4)</sup>	02/08/2023 – 30/06/2024	\$238 / half day	\$476
Member	Owen Whittle <sup>(4)</sup>	01/07/2023 – 30/06/2024	\$238 / half day	\$3,907
<b>Total</b>				<b>\$4,621</b>

(1) Not eligible for remuneration of sitting fees.

(2) Does not claim remuneration of sitting fees.

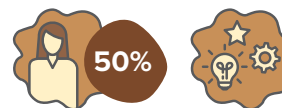
(3) Sitting fees for this committee are calculated after the end of each quarter therefore payment for Michelle Gadellaa's first meeting in April 2024 will be reported in the 2024–25 year.

(4) Amount was paid to member's employer.

On 1 April 2021, some members asked that DEMIRS pay their sitting fee entitlements to their employer, rather than to themselves as a result of their employment conditions. Subsequently, DEMIRS sought a ruling from the Australian Taxation Office (ATO) on sitting fees for members and held further payments pending an outcome which is now finalised. Back payments have been made in this financial year that conform with the ATO advice.

Member	Applicable financial year	
	2021–22	2022–23
Owen Whittle	\$1,992	\$725

## Mining and Petroleum Advisory Committee



Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Dr Patricia Todd	01/07/2023 – 30/06/2024	\$22,225 / annual	\$22,225
Member	Darren Kavanagh – WorkSafe Commissioner <sup>(1)</sup>	01/07/2023 – 15/09/2023	N/A	\$0
Observer	Sally North – (acting) WorkSafe Commissioner <sup>(1)</sup>	16/09/2023 – 30/06/2024	N/A	\$0
Member	Christina Folley <sup>(1)</sup>	01/07/2023 – 22/11/2023	N/A	\$0
Member	Martin Ralph <sup>(1)</sup>	23/11/2023 – 15/03/2024	N/A	\$0
Member	Tony Robertson <sup>(1)</sup>	16/03/2024 – 30/06/2024	N/A	\$0
Member	Dr Michael Hamblin <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Glenn McLaren <sup>(3)</sup>	01/07/2023 – 30/06/2024	\$376 / half day	\$4,490
Member	Gregory Busson <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Jennifer Craig	01/07/2023 – 30/06/2024	\$376 / half day	\$1,504
Member	Christopher Nelson <sup>(3)</sup>	01/07/2023 – 30/06/2024	\$376 / half day	\$2,256
Member	Ivy Chen <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Sabina Shugg	01/07/2023 – 30/06/2024	\$376 / half day	\$1,128
Member	Laila Nowell <sup>(2)</sup>	01/07/2023 – 12/11/2023	N/A	\$0
Member	Rachel Jones <sup>(2)</sup>	29/08/2023 – 30/06/2024	N/A	\$0
Member	Samantha Panickar	01/07/2023 – 10/01/2024	\$376 / half day	\$1,504
Member	Linda (Jane) Cutler <sup>(4)</sup>	12/09/2022 – 12/04/2023	\$376 / half day	\$376
<b>Total</b>				<b>\$33,483</b>

(1) Not eligible for remuneration of sitting fees.

(2) Does not claim remuneration of sitting fees.

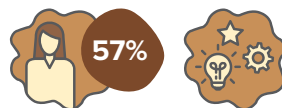
(3) Amount was paid to member's employer.

(4) Outstanding payment for 2022–23 year.

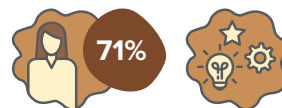
On 1 April 2021, some members asked that DEMIRS pay their sitting fee entitlements to their employer, rather than to themselves as a result of their employment conditions. Subsequently, DEMIRS sought a ruling from the Australian Taxation Office (ATO) on sitting fees for members and held further payments pending an outcome which is now finalised. Back payments have been made in this financial year that conform with the ATO advice.

Member	Applicable financial year	
	2021–22	2022–23
Glenn McLaren	\$1,827	\$1,535
Christopher Nelson	N/A	\$2,256

## Plumbers Licensing Board



Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Rebecca Johnston	01/07/2023 – 30/06/2024	\$451 – \$476 / half day \$689 – \$732 / full day	\$5,936
Deputy	Laura Groves	01/07/2023 – 30/06/2024	\$298 – \$309 / half day \$451 – \$476 / full day	\$3,811
Member	Murray Thomas	01/07/2023 – 30/06/2024	\$298 – \$309 / half day \$451 – \$476 / full day	\$4,031
Member	Brian Bintley	07/07/2023 – 31/03/2024	\$298 – \$309 / half day \$451 – \$476 / full day	\$2,628
Member	William Fogarty	01/04/2024 – 30/06/2024	\$309 / half day \$476 / full day	\$1,094
Member	Michael Wynne	07/07/2023 – 31/03/2024	\$298 – \$309 / half day \$451 – \$476 / full day	\$2,770
Member	Paul White	01/04/2024 – 30/06/2024	\$309 / half day \$476 / full day	\$785
Member	Gladys Demissie	01/07/2023 – 30/06/2024	\$298 – \$309 / half day \$451 – \$476 / full day	\$4,020
Member	Tehani Mahony	01/07/2023 – 30/06/2024	\$298 – \$309 / half day \$451 – \$476 / full day	\$4,031
<b>Total</b>				<b>\$29,106</b>



## Property Industry Advisory Committee

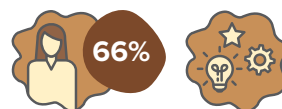
Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Patricia Blake – Commissioner for Consumer Protection <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Christine Bradbury <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Suzanne Brown <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Andrea Constable <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Dion Dosualdo <sup>(2)</sup>	01/07/2023 – 13/12/2023	N/A	\$0
Member	Elizabeth Florence <sup>(2)</sup>	01/07/2023 – 11/01/2024	N/A	\$0
Member	Cath Hart <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Patrick Lilburne <sup>(2)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Rajeev Rajan <sup>(2)(3)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
<b>Total</b>				<b>\$0</b>

(1) Not eligible for remuneration of sitting fees.

(2) Does not claim remuneration of sitting fees.

(3) Also known as Rajiv Rajan.



Work Health and Safety Commission<sup>(1)</sup>

Position	Name	Period of membership	Sitting fee <sup>(2)</sup>	Remuneration 2023–24
Chair	Dr Patricia Todd	01/07/2023 – 30/06/2024	\$31,750 / annual	\$31,750
Member	Darren Kavanagh – WorkSafe Commissioner <sup>(3)</sup>	01/07/2023 – 15/09/2023	N/A	\$0
Member	Sally North – (acting) WorkSafe Commissioner <sup>(3)</sup>	16/09/2023 – 30/06/2024	N/A	\$0
Member	Christina Folley <sup>(3)</sup>	01/07/2023 – 22/11/2023	N/A	\$0
Member	Martin Ralph <sup>(3)</sup>	23/11/2023 – 15/03/2024	N/A	\$0
Member	Tony Robertson <sup>(3)</sup>	16/03/2024 – 30/06/2024	N/A	\$0
Member	Dr Jacqueline (Lin) Fritschi	01/07/2023 – 30/06/2024	\$537 / half day	\$5,658
Member	Tracey Bence <sup>(4)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Dr Matthew Davies	01/07/2023 – 03/04/2024	\$537 / half day	\$4,296
Member	Dr Matthew Govorko <sup>(4)</sup>	04/04/2024 – 30/06/2024	N/A	\$0
Member	Jennifer Low	01/07/2023 – 30/06/2024	\$537 / half day	\$5,658
Member	Agnes McKay <sup>(5)</sup>	01/07/2023 – 30/06/2024	\$537 / half day	\$4,296
Member	Naomi McCrae <sup>(5)</sup>	01/07/2023 – 30/06/2024	\$537 / half day	\$8,967
Member	Owen Whittle <sup>(5)</sup>	01/07/2023 – 30/06/2024	\$537 / half day	\$14,679
Member	Glenn McLaren <sup>(5)</sup>	01/07/2023 – 30/06/2024	\$537 / half day	\$12,276
Member	Laila Nowell <sup>(4)</sup>	20/08/2023 – 06/12/2023	N/A	\$0
Member	Michelle Gadellaa <sup>(4)</sup>	19/03/2024 – 30/06/2024	N/A	\$0
<b>Total</b>				<b>\$87,580</b>

(1) Incorrectly titled as Work Health and Safety Committee in the 2022–23 DMIRS annual report.

(2) Full day planning meeting held on 3 May 2024 attracted sitting fee payments of \$825, otherwise all other payments made during 2023–24 was \$537.

(3) Not eligible for remuneration of sitting fees.

(4) Does not claim remuneration of sitting fees.

(5) Amount was paid to member's employer.

On 1 April 2021, some members asked that DEMIRS pay their sitting fee entitlements to their employer, rather than to themselves as a result of their employment conditions. Subsequently, DEMIRS sought a ruling from the Australian Taxation Office (ATO) on sitting fees for member and held further payments pending an outcome which is now finalised. Back payments have been made in this financial year that conform with the ATO advice.

Member	Applicable financial year	
	2021–22	2022–23
Owen Whittle	\$4,356	\$4,128
Naomi McCrae	\$1,188	\$3,732
Glenn McLaren	\$3,564	\$4,128

## WA Building and Construction Consultative Committee

Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Reg Howard-Smith	01/07/2023 – 30/06/2024	\$31,648 / annual	\$31,648
Member	Richelle Cuthbertson	01/07/2023 – 13/10/2023	\$537 / half day \$825 / full day	\$537
Member	Carl Morgan	11/12/2023 – 30/06/2024	\$537 / half day \$825 / full day	\$537
Member	Sandra Brewer	01/07/2023 – 14/02/2024	\$537 / half day \$825 / full day	\$1,074
Member	Murray Thomas	01/07/2023 – 30/06/2024	\$537 / half day \$825 / full day	\$1,611
Member	Lisa Judge <sup>(1)</sup>	01/07/2023 – 03/11/2023	N/A	\$0
Member	Kari Pnacek <sup>(2)</sup>	22/01/2024 – 30/06/2024	\$537 / half day \$825 / full day	\$537
Member	Michael Buchan <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Brian Bintley <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Carl Copeland <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Paul Hurwitz <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Peter Carter <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Daniel Perkins <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Sandra Lovaas <sup>(1)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Darren Kavanagh – WorkSafe Commissioner <sup>(3)(4)</sup>	01/07/2023 – 15/12/2023	N/A	\$0
Member	Sally North – (acting) WorkSafe Commissioner <sup>(4)</sup>	11/12/2023 – 30/06/2024	N/A	\$0
Member	Jodie Wallace – Department of Training and Workforce Development <sup>(4)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
Member	Damien Martin – Department of Planning, Lands and Heritage <sup>(4)</sup>	01/07/2023 – 30/06/2024	N/A	\$0
<b>Total</b>				<b>\$35,944</b>

(1) Does not claim remuneration of sitting fees.

(2) Amount was paid to member's employer.

(3) Sally North attended 31 October 2023 meeting as a proxy for the WorkSafe Commissioner.

(4) Not eligible for remuneration of sitting fees.

# Appendices



# Terminology

Acronym/term	Description
3D	Three Dimensional
AASB	Australian Accounting Standards Board
Aboriginal, First Nations people	Aboriginal and First Nations people have been used interchangeably throughout the report
ABW	Activity-Based Working
ACL	Australian Consumer Law
AEDM	Accountable and Ethical Decision Making
AEU	Aboriginal Empowerment Unit
ANE	Ammonium Nitrate Emulsion
AO	Order of Australia
App	Application
AS ISO	Australian Standard International Organization for Standardization
ATO	Australian Taxation Office
AusLAMP	Australian Lithospheric Architecture Magnetotelluric Project
Boodja	Land/Country (Noongar)
CARS	Compliance and Regulatory System
CGP	Co-funded Geophysics Program
CPI	Consumer Price Index
DCA	Diversity Council Australia

Acronym/term	Description
DEMIRS	Department of Energy, Mines, Industry Regulation and Safety
DER	Distributed Energy Resources
DIY	Do-It-Yourself
DTWD	Department of Training and Workforce Development
DWER	Department of Water and Environmental Regulation
EAP	Energy Analysis Program
ECL	Expected Credit Losses
EIS	Exploration Incentive Scheme
ELG	Executive Leadership Group
ESG	Environmental, Social and Governance
EV	Electric Vehicle
FGA	Fidelity Guarantee Account
Future act	A proposal to deal with land in a way that affects native title rights and interests such as the grant of a mining tenement
Gnalla Mia	Our place (Noongar)
GSWA	Geological Survey of Western Australia
HBAA	Home Buyers Assistance Account
HII	Home Indemnity Insurance
HRWL	High-Risk Work Licence

**Terminology**

Acronym/term	Description
Intrusive	(of a rock) having been forced between pre-existing rocks or rock layers while in a molten or plastic condition
IR	Industrial Relations
ISBA	Index of Biodiversity Surveys
ISSN	International Standard Serial Number
KPI	Key Performance Indicator
Lithosphere	The ridged outer part of the earth, consisting of the crust and upper mantle
LP	Liquid Petroleum
LTI/D	Lost Time Injury/Disease
MARS	Mental Awareness, Respect and Safety
MLA	Member of the Legislative Assembly
MLC	Member of the Legislative Council
MRF	Mining Rehabilitation Fund
MT	Magnetotellurics
MTAWA	Motor Trade Association of WA
Nyitting	Dreaming (Noongar)
NORM	Naturally Occurring Radioactive Material
OBM	Outcomes Based Management
PRIS	Privacy and Responsible Information Sharing
PTERS	Potentially Traumatic Event Response Support
QR	Quick-Response code
RCD	Residual Current Devices
REBA	Real Estate and Business Agents

Acronym/term	Description
SASH	Sexual Assault and Sexual Harassment
SAT	State Administrative Tribunal
SERS	Sectorial Emissions Reduction Strategies
SES	Senior Executive Service
STRA	Short-Term Rental Accommodation
SWIS	South West Interconnected System
WA	Western Australia
WAMEX	WA Mineral Exploration Reports
WAPIMS	WA Petroleum and Geothermal Information Management System
WEM	Wholesale Electricity Market
WHS	Work Health and Safety
WOW	Working on Wellness

# Statutory reporting on administered legislation

The department is required by some of the Acts that it administers to report details in the annual report concerning the performance of functions under that Act. Information pertaining to this statutory requirement are detailed below.

To comply with the Act specific reporting requirements, the department uses the Complaints and Licensing System and the Compliance Management System as a source for the figures used. Both are dynamic databases where details are updated as information is obtained. Consequently, figures and other classifications used for reporting purposes are reflective of the snapshot taken for the report and can differ to previous and/or later snapshots taken.

Please note: complaints and investigations can have more than one outcome, and an outcome may be reached prior to completion of the investigation, complaint or inquiry.

## *Credit (Administration) Act 1984*

Regulation of consumer credit was referred to the Commonwealth pursuant to the *Credit (Commonwealth Powers) Act 2010* (WA). *The Credit (Administration) Act 1984* has not been repealed, but the department no longer carries out any regulation operations in respect of it.

<b>Electricity Act 1945</b>	
<b>a) the number, nature and outcomes of:</b>	
<b>i) investigations and inquiries undertaken by, or by the direction of, the Director of Energy Safety (the director) for the purposes of this Act</b>	
<b>Outstanding as at 1 July 2023</b>	<b>2,736</b>
Audits	6
Compliance inspections	2,270
Investigations	460
<b>Commenced 2023–24</b>	<b>1,411</b>
Audits	17
Compliance inspections	1,128
Investigations	266
<b>Concluded 2023–24</b>	<b>2,151</b>
Audits (network operator)	19
Compliance inspections	1,962
Investigations	170

**Statutory reporting on administered legislation**

<b>Electricity Act 1945</b>	
<b>Outcomes</b>	<b>2,235</b>
Not inspected – no available resource	1,681
Completed – no action required	401
Inspector’s order – issued	31
Not inspected – site not attended	30
Warning – written	21
Further investigation required	15
Not inspected – attended site, not possible	14
Referred to Legal Services – prosecution prospects advice	13
Referred to Legal Services – prosecution action	11
Provide advice	8
Prohibition of sale, hire or use	4
Inspector’s order – cancel	2
Dealt with by SAT – referral	1
Infringement – issue	1
Provide advice – RCDs	1
Warning – verbal	1
<b>ii) matters that have been brought before the State Administrative Tribunal (SAT)</b>	
No matters were brought before the SAT during 2023–24.	

<b>Electricity Act 1945</b>	
<b>b) the number and nature of matters referred to in paragraph (a) that are outstanding</b>	
<b>Matters outstanding as at 1 July 2024</b>	<b>1,996</b>
Audits	4
Compliance inspections	1,436
Investigations	556
<b>c) any trends or special problems that may have emerged</b>	
<p>The electricity sector is currently experiencing a period of transformation, with new technologies evolving at a rapid rate in an effort to reduce greenhouse gas emissions. Some of the emerging trends include transformation of the electricity network grid, large scale battery energy storage systems, micro grids, standalone power systems, domestic battery energy storage systems, and the uptake of electric vehicle chargers. Combined, these have resulted in an increasing demand for compliance activities by DEMIRS. A major challenge will be attracting and retaining technical staff in a highly competitive labour market.</p>	
<b>d) forecasts of the workload of the Director’s in performing functions under this Act in the year after to which this report relates</b>	
<p>It is expected that emerging technologies within the electricity sector will continue to result in a significant increase in demand for compliance activities undertaken by the department.</p>	
<b>e) any proposals for improving the performance of the Director’s functions under this Act</b>	
<p>As the department navigates this ever-changing landscape, its compliance strategy will also need to adapt to ensure adequate regulatory oversight is maintained.</p>	

<b>Gas Standards Act 1972</b>	
<b>a) the number, nature and outcomes of:</b>	
<b>i) investigations and inquiries undertaken by, or by the direction of, the Director of Energy Safety (the director) for the purposes of this Act</b>	
<b>Outstanding as at 1 July 2023</b>	<b>308</b>
Audits	3
Compliance inspections	38
Investigations	267
<b>Commenced 2023–24</b>	<b>174</b>
Audits	1
Compliance inspections	126
Investigations	47
<b>Concluded 2023–24</b>	<b>177</b>
Audits	2
Compliance inspections	127
Investigations	48
<b>Outcomes</b>	<b>375</b>
Completed – no action required	267
Provide advice	35
Inspector’s order – issued	31
Warning – written	14
Not inspected – attended site, not possible	8
Infringement – issue	6
Project goal – delivered	5
Referred to Licensing	3
Appeal – rejected	1
Compliance being monitored	1
Further investigation required	1
Not inspected – site not attended	1
Prohibition of sale, hire or use	1
Warning – verbal	1

<b>Gas Standards Act 1972</b>	
<b>ii) matters that have been brought before the State Administrative Tribunal (SAT)</b>	
No matters were brought before the SAT during 2023–24.	
<b>b) the number and nature of matters referred to in paragraph (a) that are outstanding</b>	
<b>Matters outstanding as at 1 July 2024</b>	<b>306</b>
Audits	2
Compliance inspections	38
Investigations	266
<b>c) any trends or special problems that may have emerged</b>	
<p>The gas sector is currently experiencing a period of transformation, with new technologies evolving at a rapid rate in an effort to reduce greenhouse gas emissions. Some of the emerging trends include hydrogen blending in natural gas networks, the use of hydrogen fuel cells, the establishment of a number of renewable hydrogen hubs and green hydrogen projects. Combined, these have resulted in an increased demand for compliance activities by the department. A major challenge will be attracting and retaining technical staff in a highly competitive labour market.</p>	
<b>d) forecasts of the workload of the Director’s in performing functions under this Act in the year after to which this report relates</b>	
<p>It is expected that emerging technologies within the gas sector will continue to result in a significant increase in demand for compliance activities undertaken by the department.</p>	
<b>e) any proposals for improving the performance of the Director’s functions under this Act</b>	
<p>As DEMIRS navigates this ever-changing landscape, its compliance strategy will also need to adapt to ensure adequate regulatory oversight is maintained.</p>	



<b>Plumbers Licensing Act 1995</b>	
<b>a) The number, nature and outcomes of:</b>	
<b>i) investigations and inquiries undertaken by, or by the direction of, the Plumber's Licensing Board (the Board) for the purposes of this Act</b>	
<b>Outstanding as at 1 July 2023</b>	<b>101</b>
Investigation	98
Audits	3
<b>Commenced 2023–24</b>	<b>903</b>
Investigation	101
Audits	802
<b>Concluded 2023–24</b>	<b>892</b>
Investigation	87
Audits	805
<b>Outcomes</b>	<b>933</b>
LPC compliance check – compliant	768
Warning – written	34
Infringement – issue	31
LPC compliance check – not compliant	25
Warning – verbal	20
No further action – no offence detected	11
No further action – insufficient evidence	8
Completed – no action required	5
Education letter – education/advice	5
Referred to Legal Services – prosecution prospects advice	3
Targeted certification audit – not compliant	3
Compliance audit – compliant	2
Compliance audit – not compliant	2

<b>Plumbers Licensing Act 1995</b>	
No further action – not in public interest	2
No further action – other	2
No further action – referred to other agency	2
Referred to Board – prosecution action	2
Referred to Legal Services – prosecution action	2
Targeted certification audit – complaint	2
Dealt with by Board – no action taken	1
No further action – statute of limitations	1
Referred to Board – no action taken	1
Referred to Legal Services – Board prospects advice	1
<b>ii) matters that have been brought before the State Administrative Tribunal (SAT)</b>	
No matters were brought before the SAT during 2023–24.	
<b>b) the number and nature of matters referred to in paragraph (a) that are outstanding</b>	
<b>Matters outstanding as at 1 July 2024</b>	<b>112</b>
Investigations	112
<b>c) any trends or special problems that may have emerged</b>	
There were no trends or special problems that emerged during 2023–24.	
<b>d) forecasts of the workload of the Board in performing functions under this Act in the year after to which this report relates</b>	
There have been regulatory amendments which expand the scope of plumbing work. This is likely to increase compliance and inspection activities conducted on behalf of the Board.	
<b>e) any proposals for improving the performance of the Board's functions under this Act</b>	
There are no current proposals for improving the performance of the Board's functions under this Act.	

Statutory reporting on administered legislation

<b>Building and Construction Industry (Security of Payment) Act 2021</b>	
<b>The number and outcomes of applications for adjudications under this Act:</b>	
<b>Outstanding as at 1 July 2023</b>	<b>2</b>
Applications for adjudications outstanding	2
Applications for review adjudications outstanding	0
<b>Applications received 2023–24</b>	<b>46</b>
Applications for adjudications	41
Applications for review adjudications	5
<b>Applications concluded 2023–24</b>	<b>42</b>
Applications for adjudications concluded	37
Applications for review adjudications concluded	5
<b>Outcomes<sup>(2)</sup></b>	<b>59</b>
Determined nil value (s.36(2)) or s.36(3)	3
Determined	29
Total amount determined (including goods and services tax)	\$10,958,032.89
Dismissed – out of time (s.38(3)(a))	1
Inspected	17
Withdrawn by Adjudicator (s.32(7))	1
Withdrawn by Claimant (s.31(1) or s.31(2))	8
<b>Applications outstanding as at 1 July 2024</b>	<b>6</b>
Applications for adjudications outstanding	6
Applications for review adjudications outstanding	0

- Applications made in one financial year may not be determined in the same financial year. Information presented is based only on data provided to the Building Commissioner by Authorised Nominating Authorities under s.96 of the Act.
- This year is the first full financial year of reporting against the Act, consequently, and as a result the outcomes have been refined to better reflect the data collected compared to last years categories.

<b>Construction Contracts (Former Provisions) Act 2004</b>	
<b>The number and outcomes of applications for adjudications under this Act:</b>	
<b>Applications received 2023–24</b>	<b>57</b>
Applications for adjudications received	57
<b>Applications concluded 2023–24</b>	<b>44</b>
Applications for adjudications concluded	44
<b>Outcomes</b>	<b>44</b>
Number of applications determined	23
Total amount determined (including goods and services tax)	\$18,062,879.82
Number of applications dismissed	14
Number of applications withdrawn	4
Number of Adjudicator disqualifications (conflict of interest)	2
Number of applications settled	1
<b>Applications outstanding as at 1 July 2024</b>	<b>13</b>
Applications for adjudications outstanding	13

- Section 115 of the *Building and Construction Industry (Security of Payment) Act 2021* requires that the residual operation of the *Construction Contracts (Former Provisions) Act 2004* is reported each financial year. Applications made in one financial year may not be determined within the same financial year. Information presented is based only on data provided to the Building Commissioner by prescribed appointors.

<b>Debt Collectors Licensing Act 1964</b>	
<b>a) The number, nature and outcomes of:</b>	
<b>i) Investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act</b>	
<b>Outstanding as at 1 July 2023</b>	<b>1</b>
Alleged unlicensed activities	1
General compliance issues	0
<b>Commenced 2023–24</b>	<b>0</b>
Alleged unlicensed activities	0
General compliance issues	0
<b>Concluded 2023–24</b>	<b>1</b>
Alleged unlicensed activities	1
General compliance issues	0
<b>Outcomes</b>	<b>1</b>
Education or advice	1
Complaint lapsed or withdrawn	0
<b>ii) matters that have been brought before the State Administrative Tribunal (SAT)</b>	
No matter was brought before the SAT.	
<b>b) the number and nature of matters referred to in paragraph (a) that are outstanding</b>	
No matters were outstanding as at 30 June 2024.	
<b>c) any trends or special problems that may have emerged</b>	
There were no trends or special problems that emerged during 2023–24.	
<b>d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates</b>	
There are no changes anticipated.	
<b>e) any proposals for improving the performance of the Commissioner's functions under this Act</b>	
There were no recommendations for improving the performance of the Commissioner's functions under the Act.	

<b>Employment Agents Act 1976</b>	
<b>a) The number, nature and outcomes of:</b>	
<b>i) Investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act</b>	
<b>Outstanding as at 1 July 2023</b>	<b>3</b>
Alleged unlicensed activities	3
General compliance issues	0
<b>Commenced 2023–24</b>	<b>13</b>
Alleged unlicensed activities	12
General compliance issues	1
<b>Concluded 2023–24</b>	<b>8</b>
Alleged unlicensed activities	7
General compliance issues	1
<b>Outcomes</b>	<b>8</b>
Complaint lapsed or withdrawn	1
Education or advice	4
No offence detected	3
<b>ii) matters that have been brought before the State Administrative Tribunal (SAT)</b>	
No matters were brought before the SAT during 2023–24.	
<b>b) the number and nature of matters referred to in paragraph (a) that are outstanding</b>	
Eight matters were outstanding as of 30 June 2024 involving alleged unlicensed activity.	
<b>c) any trends or special problems that may have emerged</b>	
There were no trends or special problems that emerged during 2023–24.	
<b>d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates</b>	
There are no changes anticipated.	
<b>e) any proposals for improving the performance of the Commissioner's functions under this Act</b>	
There were no recommendations for improving the performance of the Commissioner's functions.	

Statutory reporting on administered legislation

<b>Real Estate and Business Agents Act 1978</b>	
<b>a) the number, nature and outcome of:</b>	
<b>i) investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act</b>	
<b>Outstanding as at 1 July 2023</b>	<b>151</b>
General compliance	83
Financial compliance	68
<b>Commenced 2023–24</b>	<b>803</b>
General compliance	536
Financial compliance	267
<b>Concluded 2023–24</b>	<b>828</b>
General compliance	530
Financial compliance	298
<b>Investigations outcomes</b>	<b>828</b>
Education, advice or information given	366
No offence detected	178
Complaint referred to another body	66
Consumer Protection policy reason	61
Other outcomes	44
No commerce jurisdiction advice given/referred to other Agency	29
Complaint lapsed or withdrawn	27
Admin warning accepted	22
Fidelity claim disallowed	12
Fidelity claim withdrawn	12
No action taken – other reason	11
<b>ii) matters that have been brought before the State Administrative Tribunal (SAT)</b>	
<b>SAT outcome total</b>	<b>5</b>
<b>Reprimanded</b>	
<ul style="list-style-type: none"> <li>The respondent was accused of engaging in racist conduct.</li> </ul>	

<b>Real Estate and Business Agents Act 1978</b>	
<b>Reprimanded and fined</b>	
<ul style="list-style-type: none"> <li>2 x Failure to lodge bonds within the required timeframe.</li> <li>Failure to exercise due care, diligence, and skill during preparation of a sales agreement.</li> <li>Failure to lodge bonds within required timeframe, keep full and accurate accounts of money and enter the account particulars of amounts received.</li> </ul>	
<b>iii) matters that have been dealt with through the conciliation process</b>	
<b>Outstanding as at 1 July 2023</b>	<b>1</b>
Fees	1
<b>Commenced 2023–24</b>	<b>41</b>
Other	12
Property management	8
Trust account	8
Advertising and marketing	6
Authority to act	5
Unlicensed activity	1
Obtaining and providing information	1
<b>Concluded 2023–24</b>	<b>36</b>
Other	9
Property management	7
Trust account	7
Advertising and marketing	6
Authority to act	4
Unlicensed activity	1
Fees	1
Obtaining and providing information	1

Statutory reporting on administered legislation

<b>Real Estate and Business Agents Act 1978</b>	
<b>Conciliation outcomes</b>	<b>36</b>
Agreement reached to settle	18
Sufficient evidence – consumer did not accept resolution	5
Complaint referred to another body	5
Complaint lapsed or withdrawn	4
Education, advice or information given	2
Sufficient evidence – trader did not accept resolution	1
Consumer Protection policy reason	1
<b>b) the number and nature of matters referred to in paragraph (a) that are outstanding</b>	
<b>Investigation matters outstanding at 1 July 2024</b>	<b>126</b>
Trust account	32
Other matters	24
Audit matters	20
Obtaining and providing information	13
Unlicensed activity	12
Professional conduct	10
Advertising and marketing	8
Property management	7
<b>Conciliation matters outstanding at 1 July 2024</b>	<b>6</b>
Other	3
Authority to act	1
Trust account	1
Property management	1

<b>Real Estate and Business Agents Act 1978</b>
<b>c) any trends or special problems that may have emerged</b> There were no trends or special problems that emerged in 2023–24.
<b>d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates</b> With the introduction of the <i>Short-Term Rental Accommodation Act 2024</i> and the Commissioner Determinations function under amendments to the <i>Residential Tenancies Act 1987</i> an increase in workload is anticipated. Applications processed by the department may require officers to determine handling on bond monies in compliance with the Real Estate and Business Agents (REBA) Act. And in some matters, overall management of the tenancy may be examined, potentially leading to referrals for breaches of the REBA Code of Conduct. Similarly, any potential issues with the use of trust accounts to manage short-term rental accommodation falls under s.68 of the REBA Act.
<b>e) any proposals for improving the performance of the Commissioner’s functions under this Act</b> There were no recommendations for improving the performance of the Commissioner’s functions.

**Retirement Villages Act 1992**

**a) As soon as practicable after 30 June, but on or before 31 December, in each year, the Commissioner shall prepare and forward to the Minister a report on the operation of this Act during that year**

i) Number		ii) Nature		iii) Outcome			
<b>Outstanding as at 1 July 2023</b>	<b>5</b>	<b>Outstanding as at 1 July 2023</b>	<b>5</b>	<b>Concluded 2023–24</b>	<b>30</b>		
Compliance	0	Fees	1	Agreement reached to settle	11		
Investigation	3	General breach of legislation	1	Education, advice or information given	5		
Conciliation	2	Obtaining and providing information	1	Complaint lapsed or withdrawn	4		
		Other	1	Consumer Protection policy reason	2		
		Property management	1	No commerce jurisdiction advice given/referred to other Agency	2		
				Sufficient evidence – consumer did not accept resolution	2		
<b>Commenced 2023–24</b>	<b>35</b>	<b>Concluded 2023–24</b>	<b>30</b>	No offence detected	1		
Compliance	3	Property management	12	No action taken – other reason	1		
Investigation	4	Other	5	Complaint referred to another body	1		
Conciliation	28	Fees	5	Information provided for record purposes only	1		
		General breach of legislation	3				
<b>Concluded 2023–24</b>	<b>30</b>	General financial management	3				
Compliance	1	Obtaining and providing information	1				
Investigation	2	Bonds	1				
Conciliation	27						

**b) matters that have been brought before the State Administrative Tribunal (SAT)**

No matters were brought before the SAT.

**c) any trends or special problems that may have emerged**

There were no trends or special problems that emerged in 2023–24.

**d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates**

There are no changes anticipated.

**e) any proposals for improving the performance of the Commissioner’s functions under this Act**

There were no recommendations for improving the performance of the Commissioner’s functions.

Statutory reporting on administered legislation

<b>Settlements Agents Act 1981</b>	
<b>a) The number, nature and outcomes of:</b>	
<b>i) Investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act</b>	
<b>Outstanding as at 1 July 2023</b>	<b>18</b>
General compliance	13
Financial compliance	3
Alleged unlicensed activities	2
Inquiries	0
<b>Commenced 2023–24</b>	<b>111</b>
General compliance	28
Financial compliance	57
Alleged unlicensed activities	6
Inquiries	20
<b>Concluded 2023–24</b>	<b>110</b>
General compliance	26
Financial compliance	59
Alleged unlicensed activities	5
Inquiries	20

<b>Settlements Agents Act 1981</b>	
<b>Outcomes</b>	<b>110</b>
Education, advice or information given	40
No offence detected	33
Complaint referred to another body	9
Fidelity claim approved	8
No action taken – other reason	4
Admin warning accepted	3
Complaint lapsed or withdrawn	3
Consumer Protection policy reason	3
No public interest	2
Fidelity claim disallowed	1
No commerce jurisdiction advice given/referred to other Agency	1
Compliance complaint withdrawn	1
Sufficient evidence – consumer did not accept resolution	1
Licence surrendered/lapsed	1
<b>ii) matters that have been brought before the State Administrative Tribunal (SAT)</b>	
<b>SAT outcome total</b>	<b>1</b>
<b>Reprimanded and permanently disqualified from holding a licence and triennial certificate.</b>	
Paying moneys withdrawn from a trust account to a person/persons not authorised to receive them.	

Statutory reporting on administered legislation

<b>Settlements Agents Act 1981</b>	
<b>b) The number, nature and outcomes of:</b>	
<b>Outstanding at 1 July 2023</b>	<b>19</b>
Trust account – overdrawn account	4
Trust account – misappropriation	3
Trust account – unauthorised payment of monies	3
Unlicensed activity – unlicensed	2
Audit matters – failure to cause annual audit	2
Trust account – unauthorised use of monies	1
Authority to act – failure to act in accordance with instructions	1
Failure to act in best interest of principal – rewards for referrals (kickback)	1
Professional conduct – failure to keep informed	1
Trust account – failure to perform monthly reconciliation	1
<b>c) any trends or special problems that may have emerged</b>	
Trust account issues and qualified audits, continue to be the dominant issues for settlement agents.	
<b>d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates</b>	
There are no changes anticipated.	
<b>e) any proposals for improving the performance of the Commissioner’s functions under this Act</b>	
There were no recommendations for improving the performance of the Commissioner’s functions.	

<b>Land Valuers Licensing Act 1978</b>	
<b>a) The number, nature and outcomes of:</b>	
<b>i) Investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act</b>	
<b>Outstanding as at 1 July 2023</b>	<b>2</b>
Valuation practices	2
Licensing issues	0
Issues with fees and charges	0
<b>Commenced 2023–24</b>	<b>1</b>
Valuation practices	1
Licensing issues	0
Issues with fees and charges	0
<b>Concluded 2023–24</b>	<b>2</b>
Valuation practices	2
Licensing issues	0
Issues with fees and charges	0
<b>Outcomes</b>	<b>2</b>
No offence detected	2
<b>ii) matters that have been brought before the State Administrative Tribunal (SAT)</b>	
There were no matters brought before the SAT during 2023–24.	
<b>b) the number and nature of matters referred to in paragraph (a) that are outstanding</b>	
One matter was outstanding as of 30 June 2024, regarding an alleged breach of due care diligence and skill.	
<b>c) any trends or special problems that may have emerged</b>	
There were no trends or special problems that emerged this financial year.	
<b>d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates</b>	
There are no changes anticipated.	
<b>e) any proposals for improving the performance of the Commissioner’s functions under this Act</b>	
There were no recommendations for improving the performance of the Commissioner’s functions.	



Statutory reporting on administered legislation

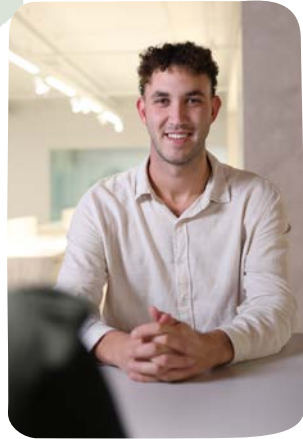
<b>Motor Vehicle Dealers Act 1973</b>	
<b>a) The number, nature and outcomes of:</b>	
<b>i) Investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act</b>	
<b>Outstanding as at 1 July 2023</b>	<b>361</b>
Alleged unlicensed activities	27
General compliance issues	4
Inquiries	330
<b>Commenced 2023–24</b>	<b>1,705</b>
Alleged unlicensed activities	84
General compliance issues	34
Inquiries	1,587
<b>Concluded 2023–24</b>	<b>1,749</b>
Alleged unlicensed activities	66
General compliance issues	32
Inquiries	1,651
<b>Investigation outcomes</b>	<b>98</b>
Education, advice or information given	46
Corrective advice accepted	22
Fine penalty	7
No offence detected	6
Licence granted	4
No action taken – other reason	4
Admin warning accepted	2
Prosecution action approved	2
Referred for investigation	1
No action taken – statute of limitation	1
Referred to other	1
Agreement reached to settle	1
No public interest	1

<b>Motor Vehicle Dealers Act 1973</b>	
<b>Inquiry outcomes</b>	<b>1,651</b>
Agreement reached to settle	741
Complaint lapsed or withdrawn	156
Conflicting evidence – trader did not accept resolution	127
Sufficient evidence – consumer did not accept resolution	114
Conflicting evidence – both parties did not accept resolution	95
Sufficient evidence – trader did not accept resolution	84
Education, advice or information given	79
Conflicting evidence – consumer did not accept resolution	70
Consumer Protection policy reason	54
Complaint referred to another body	45
Information provided for record purposes only	31
Trader not responding to Consumer Protection	29
Other outcome	26
<b>ii) matters that have been brought before the State Administrative Tribunal (SAT)</b>	
No matters were brought before the SAT.	

Statutory reporting on administered legislation

<b>Motor Vehicle Dealers Act 1973</b>	
<b>b) the number and nature of matters referred to in paragraph (a) that are outstanding</b>	
<b>Investigation matters outstanding as at 1 July 2024</b>	<b>51</b>
Alleged unlicensed activities	45
General compliance issues	6
<b>Inquiry matters outstanding as at 1 July 2024</b>	<b>266</b>
Dispute cause unavailable as at 1 July 2024	176
Agreement reached to settle	44
Complaint lapsed or withdrawn	9
Conflicting evidence – both parties did not accept resolution	8
Conflicting evidence – trader did not accept resolution	8
Conflicting evidence – consumer did not accept resolution	5
Sufficient evidence – consumer did not accept resolution	5
Complaint referred to another body	3
Education, advice or information given	3
Sufficient evidence – trader did not accept resolution	3
Consumer Protection policy reason	1
Trader not responding to Consumer Protection	1

<b>Motor Vehicle Dealers Act 1973</b>
<b>c) any trends or special problems that may have emerged</b>
<p>Previous issues with repairable written-off vehicle histories being withheld have now been addressed by legislative amendment.</p> <p>A small number of motor vehicle traders continue to attract a disproportionate level of complaints for their volume of sales. This issue is being addressed on an ongoing basis by establishing a one conciliation officer/one trader cluster process, together with the development and implementation of a trader intervention program.</p>
<b>d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates</b>
There are no changes anticipated.
<b>e) any proposals for improving the performance of the Commissioner's functions under this Act</b>
Ongoing education of traders, including with trader engagement, as to their obligations under the Australian Consumer Law, particularly where those under the <i>Motor Vehicle Dealers Act 1973</i> are limited.



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