

# 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

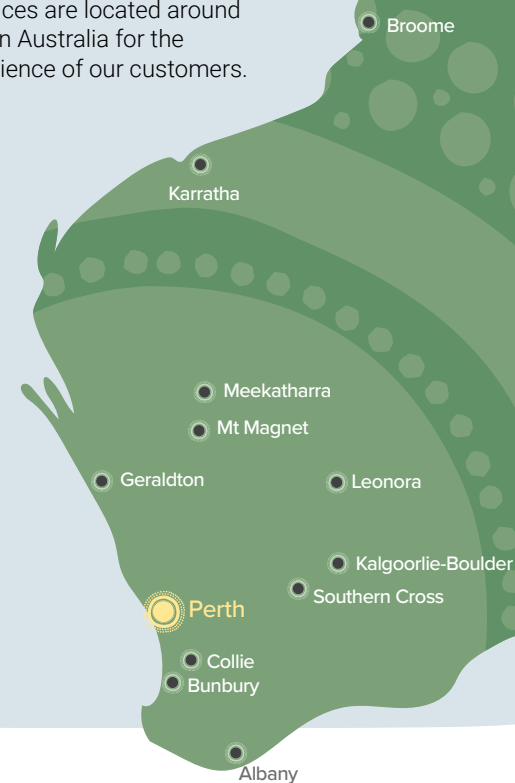
- ▲ 5% from last year
- 19% aged < 34 years
- 30% aged > 55 years

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

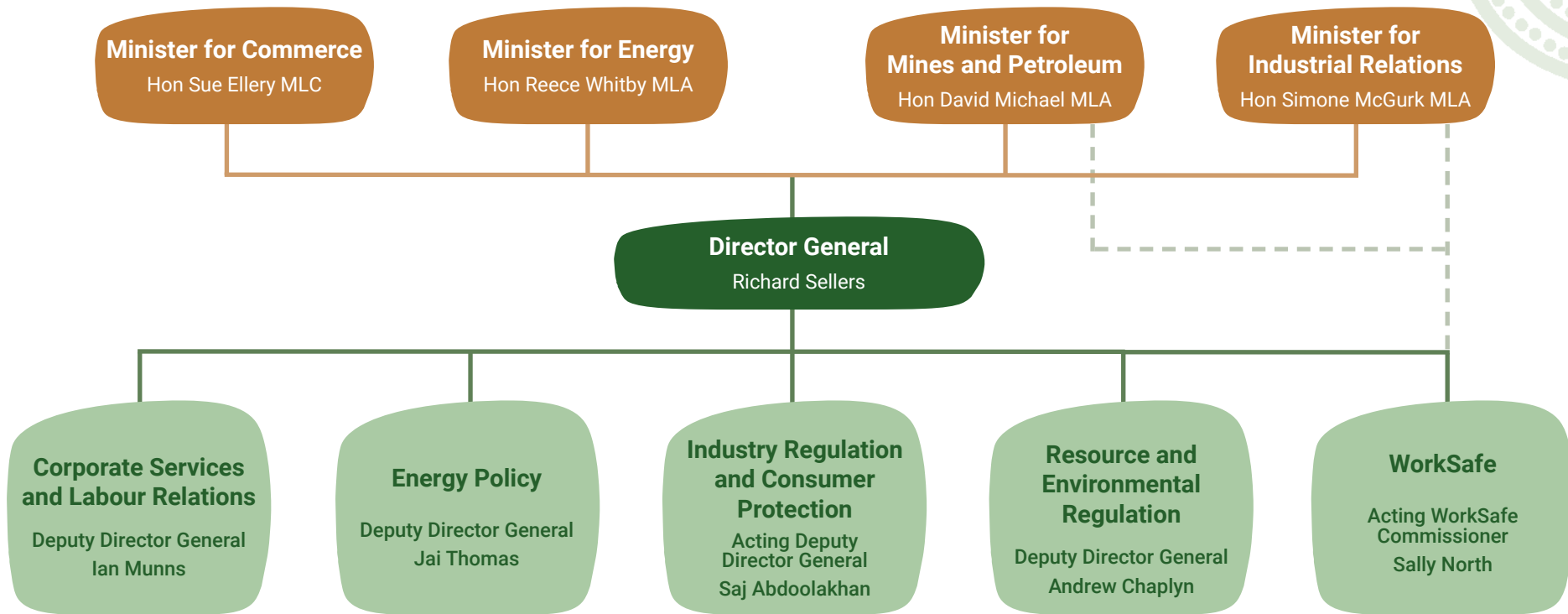
**78**  
age of our **oldest** staff member.

**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.

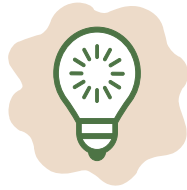
# Our Groups



## 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.

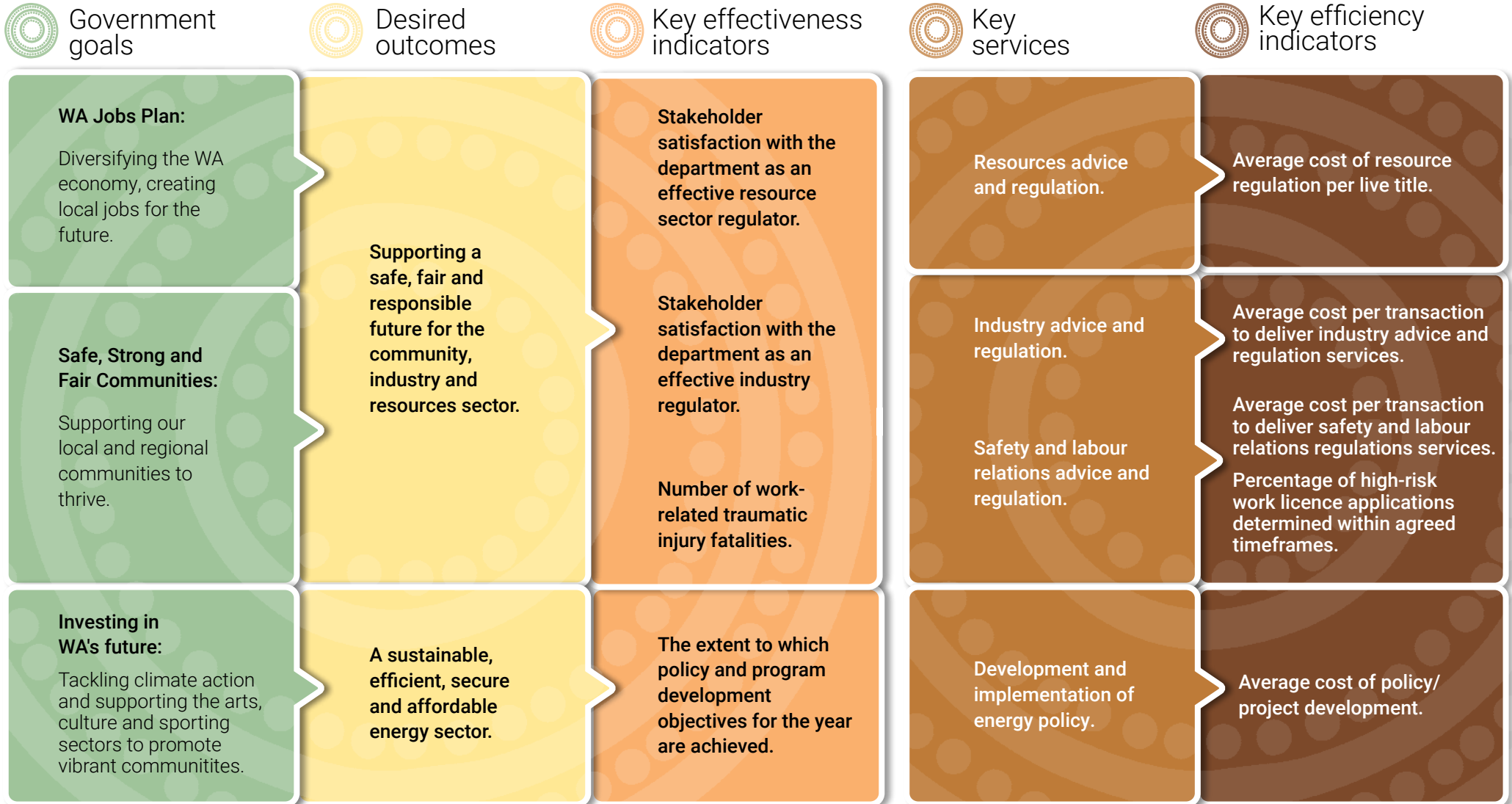
DEMIRS was proud to support the Public Sector Commission's **Women in Executive Leadership Program in 2023–24**.

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*.