

# 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

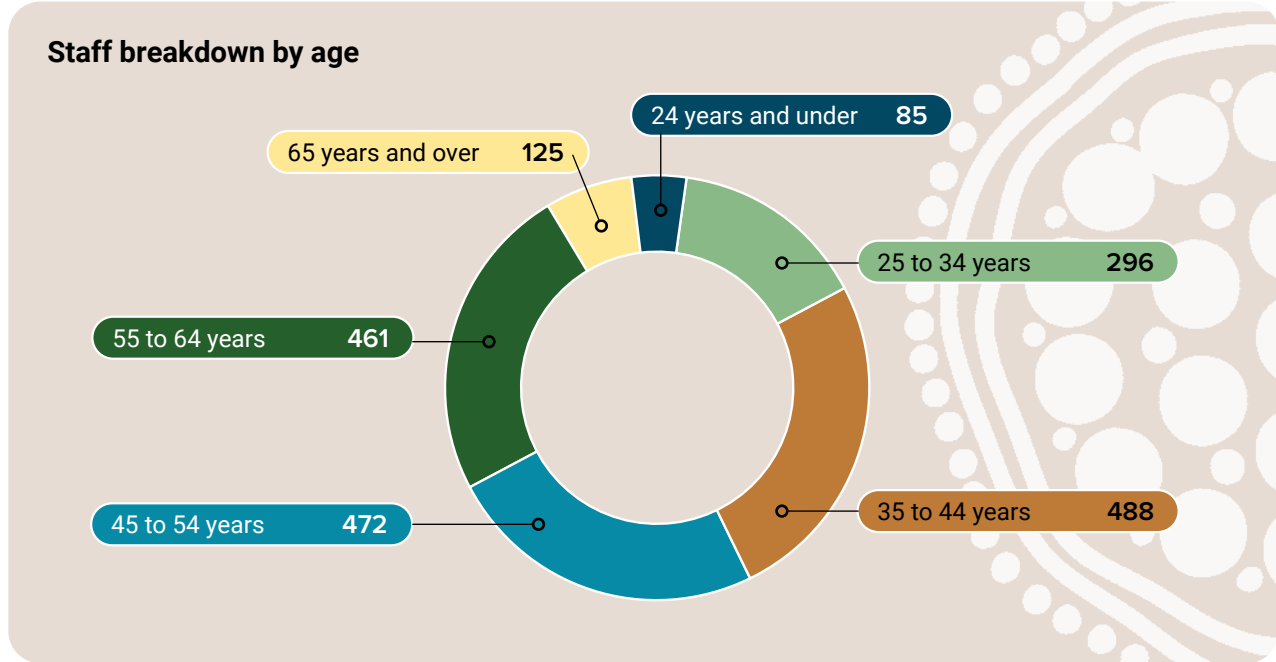
Key staffing policies, procedures and guidelines are continuously improved, and this year included updates to the Work Health and Safety Policy, Reasonable Adjustment and Workplace Modifications Procedure, Transparency Statement and Welcome to Country and Acknowledgement of Country. When updating policies, 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.



**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.

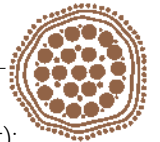
**10.95**  
Full-time equivalent industrial relations inspectors employed during 2023–24.

**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

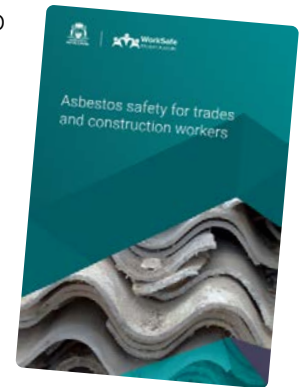
Current fees and other charges are available on the [department’s website](#).

## 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

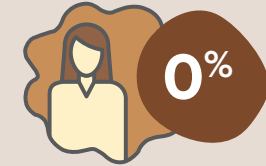
The department supported 13 government boards or committees in 2023–24. These bodies provide essential services and advice across various industries and sectors and support the department. During the reporting year, the remuneration rates for some boards and committees were reviewed, with the new rates 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

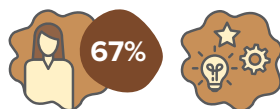


Position	Name	Period of membership	Sitting fee	Remuneration 2023–24
Chair	Darren Kavanagh – WorkSafe Commissioner <sup>(1)</sup>	01/07/2023 – 15/09/2023	N/A	\$0
Chair	Sally North – (acting) WorkSafe Commissioner <sup>(1)</sup>	16/09/2023 – 30/06/2024	N/A	\$0
Member	Jaime Rebelo <sup>(1)</sup>	01/11/2023 – 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.

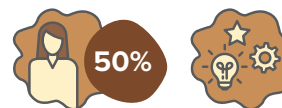
(3) Sitting fees for this committee are calculated after the end of each quarter therefore payment for Michelle Gadellaa's first meeting in April 2024 will be reported in the 2024–25 year.

(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.

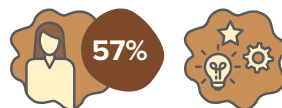
(3) Amount was paid to member's employer.

(4) Outstanding payment for 2022–23 year.

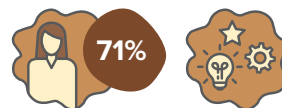
On 1 April 2021, some members asked that DEMIRS pay their sitting fee entitlements to their employer, rather than to themselves as a result of their employment conditions. Subsequently, DEMIRS sought a ruling from the Australian Taxation Office (ATO) on sitting fees for members and held further payments 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>



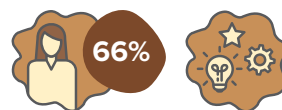
## Property Industry Advisory Committee

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.