

PEOPLE STRATEGIES

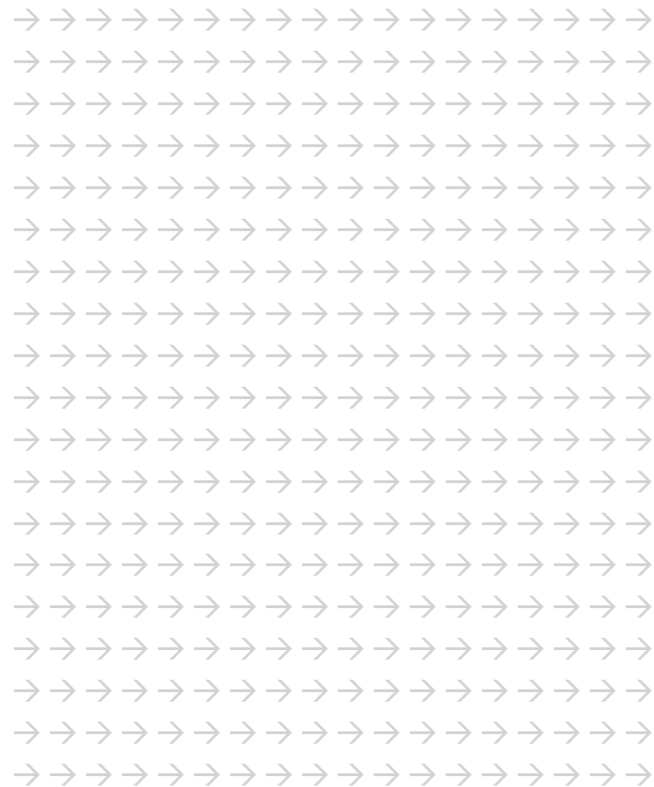
Committee Charter 2009

Industry Vision

In 2020, the Western Australian resources sector leads the world in sustainable practice through innovation and underpins Australia's position in the global economy.

Committee Purpose

- Lead policy development on issues impacting the resources sector
- Enable collaboration amongst members
- Provide CME with industry representation and views



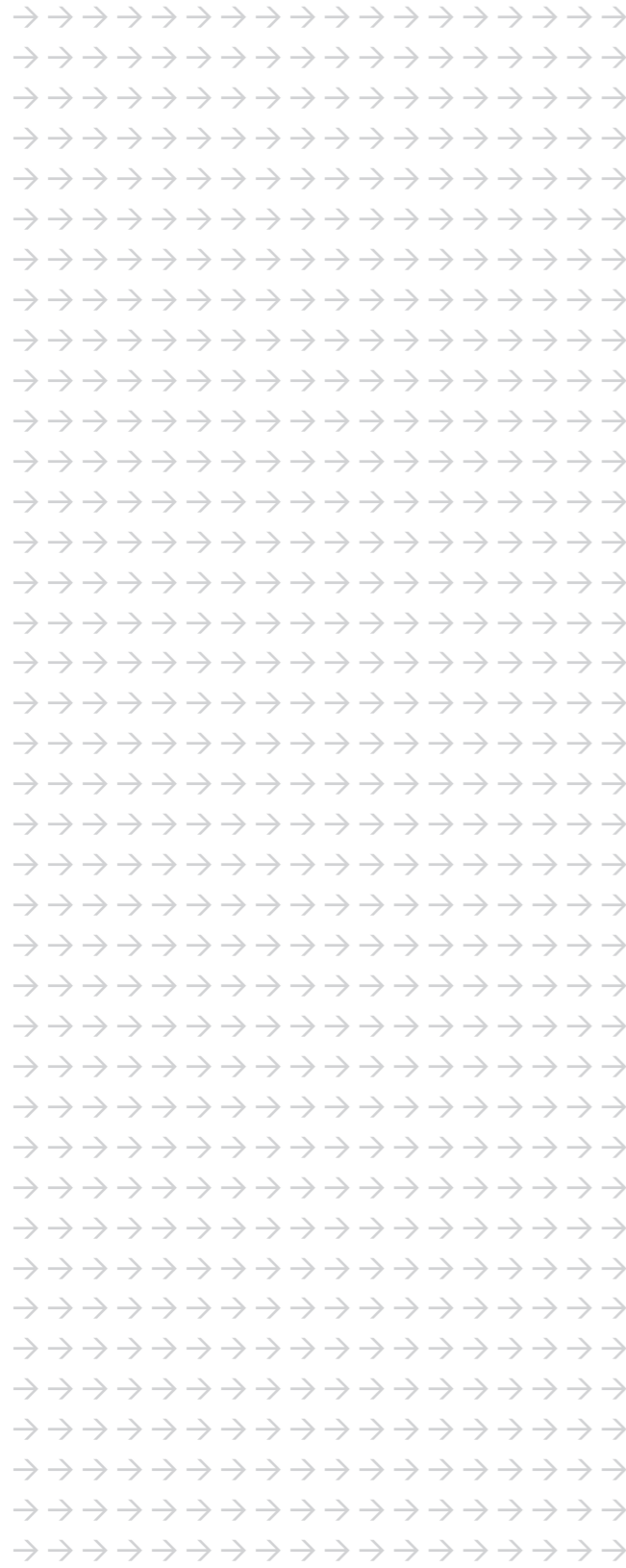
INDUSTRY STRATEGY		KEY ISSUE	PRIORITISED STRATEGY
PEOPLE A safe and healthy place to work	Everyone in the industry understands, and is trained to manage, the inherent hazards and risks	Impact of workforce practices on health and well-being	Collaborate with CME OSH Committee to promote industry collaboration to enable comprehensive understanding of health and well-being issues impacted by workforce practices
	PEOPLE Access to an appropriately skilled workforce	Education & training systems responsive to industry needs	Clarify understanding of career opportunities in the resources sector, including future career opportunities
Lack of appreciation of industry contribution in education and training activity			Research project to collect baseline data on training and education activities in the WA resources sector Promote industry education and training activities
Lack of focus and limited collaboration between industry members and education and training systems and industry			Establish current and future industry education and training requirements Engage with government, universities and training bodies on alignment of education and training with projected industry requirements
Efficient and effective skilled migration system		Risk of adverse industry outcomes from misuse of skilled migration system	Engage members in migration processes and promote awareness
		Risk of implementation of onerous skilled migration system	Advocate for efficient and effective skilled migration system
		Lack of flexibility of the skilled migration system	Research, identify and promote skilled migration models and approaches to meet industry needs
Increase the size of the skilled labour pool	Clarity of understanding regarding the current and future workforce requirements and needs	Establish industry workforce development needs	
		Identify alternative future labour markets	
		Promote industry retention and / or participation activities, including employer attitudes towards work arrangements	
		Promote workforce diversification within and across industry	
	Lack of participation levels, business creation and / or employment opportunities and pathways for under represented groups	Establish targeted initiatives to increase participation of under-represented groups	
		Promote lifelong learning and career pathways in resources sector	
		Promote and advocate industry best-practice and potential models, approaches and outcomes in workforce diversity	
		Brokering effective relationships with applicable stakeholders	
PEOPLE Labour Productivity is Enhanced	Flexible employment relationships that reflect direct relationships	Increasing potential for training, safety and industrial issues to overlap	Provide forum to canvass issues across portfolio
			Collaborate with AMMA to respond to industrial relations issues



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INDUSTRY STRATEGY	KEY ISSUE	PRIORITISED STRATEGY
COMMUNITIES Sustainable regional hubs & communities	FIFO is a sustainable workforce practice	Develop communication initiatives to identify and share responsible management activities in relation to FIFO
		Risk of adverse industry outcomes from misuse of FIFO Promote industry collaboration to enable comprehensive understanding of FIFO Promoting and advocating a positive community and / or stakeholder perception regarding FIFO
INNOVATION Industry wide technology solutions	A Government framework that facilitates investment in innovation	Establish research and development framework in collaboration with government, research institutions and industry
	Industry wide commitment to shared research and development collaboration	Identify research areas for collaboration Engage with universities and research bodies on alignment of research needs with industry requirements
	Innovation within the industry attracts the best researchers and students	Lack of appreciation of industry's investment in research and innovation Promote and advocate industry approach and outcomes in research and innovation