



Commissioner for  
**Resources Safety  
& Health**

**Annual report**

2024-25



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ISSN 2653-2832 (Online)

ISSN 2653-2824 (Print)

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To obtain a hard copy of the annual report, contact the Commissioner for Resources Safety and Health at [commissioner@crsh.qld.gov.au](mailto:commissioner@crsh.qld.gov.au).

### **Have your say**

The Commissioner for Resources Safety and Health hopes you find this annual report informative. This report is part of the Commissioner's commitment to engage with all sectors of the resources industry to promote and protect the safety and health of people who may be affected by the operation of the industry.

The Commissioner welcomes any comments and feedback about the report. Please send your feedback to [commissioner@crsh.qld.gov.au](mailto:commissioner@crsh.qld.gov.au).

28 October 2025

The Honourable Dale Last MP  
Minister for Natural Resources and Mines  
1 William Street  
Brisbane Qld 4000

Dear Minister

In accordance with section 64 of the *Resources Safety and Health Queensland Act 2020*, please find attached the Commissioner for Resources Safety and Health annual report for the year ending 30 June 2025.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Ken Singer', written in a cursive style.

**Ken Singer**  
Acting Commissioner for Resources Safety and Health

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## From the Commissioner

I am pleased to present the *Commissioner for Resources Safety and Health annual report 2024–25*.

Operations of the role were impacted during the year due to a Commissioner not being appointed between 5 October 2024 and 21 April 2025.

When I was appointed as Acting Commissioner for Resources Safety and Health in April 2025, a key priority for my office was to re-establish the normal operations including engaging with industry stakeholders in the coal mining, mineral mining and quarrying, petroleum and gas, and explosives sectors, and to chair the mining advisory committees.

That was achieved and I now look forward to further developing those relationships and renewing the strategic direction for the office of the Commissioner for 2025–26 which will continue the journey towards a higher reliability resources industry.

This report outlines the achievements of the former Acting Commissioner Andrew Clough and myself in fulfilling the functions of the role in 2024–25, including:

- providing a trusted source of independent advice to the Minister on safety and health in the resources industry
- providing the Minister with independent advice on the performance of Resources Safety and Health Queensland's functions
- providing safety and health leadership for the Queensland resources industry
- engaging with industry peak bodies, resources industry operators and workers' representative organisations to understand the safety and health performance of the industry
- chairing and supporting the work of the safety and health advisory committees to improve the safety and health of people at or affected by coal mining and mineral mining and quarrying operations.

In addition, key achievements for the year included:

- finalising a research project on attracting and retaining skilled people in the Queensland mining industry
- chairing tripartite review forums in May and June to consider a high potential incident which occurred on 31 March 2025 at the Moranbah North steelmaking coal mine in Central Queensland
- scheduling and planning a review of the strategic plans of the Commissioner and advisory committees.

It has been a privilege engaging with all sectors of the resources industry, chairing the advisory committees, providing independent advice to the Minister and promoting leading practice in safety and health across the industry.

I thank Andrew Clough for his stewardship of the role prior to my appointment.

## Industry outlook

I am saddened to report that there were 3 fatal incidents in the Queensland resources industry in 2024–25:

- On 3 August 2024, Christopher Schloss was fatally injured at Byerwen coal mine when struck by the boom of a pick and carry crane which tipped over.

- On 22 August 2024, John Linwood was fatally injured at Byerwen coal mine when the light vehicle he was driving collided with a large haul truck.
- On 2 October 2024, Frank Thomas was fatally injured at Oaky Creek coal mine when struck by a sled being used to transport up a coal stockpile conveyor.

In addition, 136 workers in the resources industry were involved in a serious accident and sustained injuries that required hospital admission.

I am also concerned that the industry has experienced fire and ignition events at underground coal mines over recent years—one of which occurred just prior to my appointment.

It is a strongly held belief in the resources sector that every worker has the right to return home safely to their loved ones every day. I am committed to leaving no stone unturned and working with all sectors of the industry to learn from high potential incidents and to share those learnings to improve safety, health and wellbeing together.



**Ken Singer**

Acting Commissioner for Resources Safety and Health

## About the Acting Commissioner

The Acting Commissioner for Resources Safety and Health is Ken Singer. Ken was appointed under section 60 of the *Resources Safety and Health Queensland Act 2020* as the Acting Commissioner with a commencement date of 22 April 2025.

Ken's experience in the resources industry spans 4 decades across the coal mining, mineral mining and explosives sectors, and overlapping petroleum and gas activities.

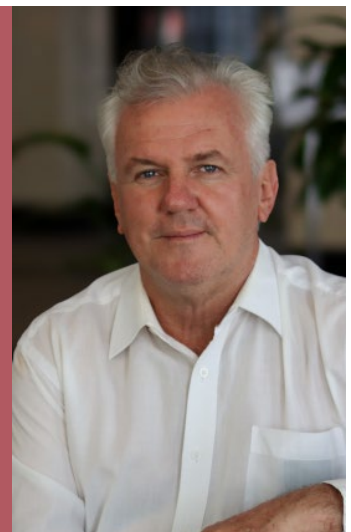
Ken holds a *Bachelor of Engineering in Mining Engineering, Graduate Diploma in Mine Ventilation* and a *Master of Science in Human Factors and System Safety*. He also holds a first class mine managers certificate of competency for coal mines and a site senior executive practicing certificate.

He has held senior operational roles, technical roles and executive roles throughout his career and previously held the roles of Chief Inspector and Deputy Chief Inspector of Coal Mines in Queensland from 2010 to 2013.

As Commissioner, Ken aims to share his experience and knowledge for the benefit of all, and to leverage further from the experience and advice of others. One of his key priorities is to keep strengthening existing tripartite industry consultative arrangements between mine operators, workers and the regulator, and to engage closely with the explosives and petroleum and gas sectors to promote safety and health for those affected by the operation of those sectors.



Andrew Clough was Queensland's Acting Commissioner for Resources Safety and Health until 4 October 2024. Andrew has more than 40 years of experience in the resources industry across Australia, Africa, Papua New Guinea and North America, including working in underground operations and surface operations in both the coal sector and the mineral mining sector and in management positions. He previously held the role of Chief Inspector of Mines and was a board member of the Queensland Coal Mining Board of Inquiry. He holds a *Bachelor of Engineering—Mining with First Class Honours*, a *Master of Applied Science—Mining Geomechanics*, and *Master of Business Administration*. He also holds statutory mine managers certificates for both coal and mineral mines.



## Year at a glance

Table 1: Commissioner for Resources Safety and Health key achievements for 2024–25

Objective	Achievements
An informed Minister	<ul style="list-style-type: none"> <li>• Chaired tripartite review forums in May and June to consider a high-potential incident which occurred on 31 March 2025 at Moranbah North steelmaking coal mine in Central Queensland.</li> <li>• Provided independent expert advice to the Minister on safety and health matters under section 58 of the <i>Resources Safety and Health Queensland Act 2020</i>.</li> </ul>
Effective oversight	<ul style="list-style-type: none"> <li>• Engaged with stakeholders to provide advice to the Minister regarding the performance of Resources Safety and Health Queensland.</li> </ul>
An engaged industry	<ul style="list-style-type: none"> <li>• Continued to provide leadership, secretariat and project management support and resources to assist the advisory committees in achieving the objectives outlined in their respective 5-year strategic plans.</li> <li>• Finalised a research project to support an informed discussion with the advisory committees regarding the attraction and retention of workers in the mining industry.</li> <li>• Assisted Resources Safety and Health Queensland with the development of a guidance note on the implementation of critical control management for the mining industry.</li> </ul>

# Commissioner for Resources Safety and Health

The Commissioner for Resources Safety and Health is appointed by the Governor in Council under section 48 of the *Resources Safety and Health Queensland Act 2020*. The position commenced on 1 July 2020. The Minister may appoint a person to act as Commissioner under section 60 of the Act.

## Commissioner's functions

The *Resources Safety and Health Queensland Act 2020* prescribes the following functions for the Commissioner:

- advise the Minister on matters relating to safety and health in the resources sector
- respond to requests by the Minister for advice on particular matters, including, for example, the strategic direction of Resources Safety and Health Queensland
- fulfil the following roles
  - chair of the Coal Mining Safety and Health Advisory Committee
  - chair of the Mining Safety and Health Advisory Committee
- engage with representatives of the explosives sector and petroleum and gas sector about promoting and protecting the safety and health of persons who may be affected by the operation of those sectors
- monitor, review, and report to the Minister on the performance of Resources Safety and Health Queensland's functions.

The Commissioner has the power to do anything necessary or convenient to be done for the performance of the Commissioner's functions and, in doing so, must act independently, impartially and in the public interest.

The Commissioner is required under section 64 of the *Resources Safety and Health Queensland Act 2020* to provide a written report to the Minister about the operations of the Commissioner during each financial year.

The activities undertaken by the Commissioner for Resources Safety and Health in 2024–25 are summarised in the body of this report. In addition, information on the operations of the advisory committees can be obtained in the following reports:

- Coal Mining Safety and Health Advisory Committee annual report 2024–25
- Mining Safety and Health Advisory Committee annual report 2024–25.

These reports can be downloaded from the Commissioner for Resources Safety and Health website at [www.crsh.qld.gov.au](http://www.crsh.qld.gov.au).

## Vision and mission

The Commissioner’s vision for 2024–25 was:

*Working together to improve safety and health in Queensland’s resources industry.*

To achieve this vision, the Commissioner was guided by the mission:

*To provide effective leadership to the resources industry on safety and health and to advise the Minister on matters related to safety and health and the performance of the functions of the resources regulator.*

## Values

The Commissioner had 4 core values:

- independence, integrity and impartiality
- transparency and accountability
- fairness, equity and accessibility
- collaboration and engagement.

These values underpinned the work of the Commissioner and are supportive of the Queensland public service values.

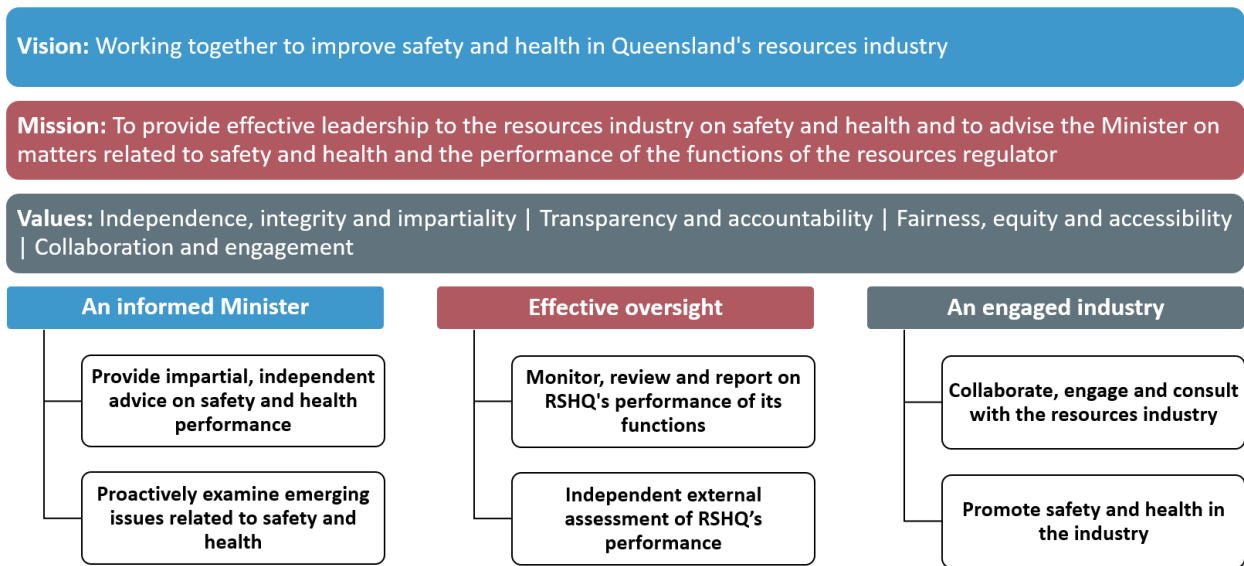


Figure 1: Commissioner for Resources Safety and Health strategic plan 2022–27

## Relationships with government bodies

The Commissioner has relationships with other government bodies with decision-making powers established either by an Act of Parliament or by a decision of executive government. The following government bodies have functions or responsibilities relevant to the role of Commissioner for Resources Safety and Health:

- Coal Mining Safety and Health Advisory Committee
- Mining Safety and Health Advisory Committee
- Resources Safety and Health Queensland.

Information on their operations can be obtained in their respective annual reports.

# Commissioner's performance

In 2024–25, the Commissioner's performance and effectiveness was affected between 5 October 2024 and 21 April 2025 when no Commissioner was appointed.

The Commissioner completed projects and activities that were aligned to the 3 strategic objectives under the *Commissioner for Resources Safety and Health strategic plan 2022–27*:

- an informed Minister
- effective oversight
- an engaged industry.

## An informed Minister

The Commissioner's primary function is to provide advice to the Minister on matters relating to safety and health in the resources industry.

In achieving this objective, the Commissioner provides timely, evidence-based, impartial and independent advice to the Minister on safety and health in the resources industry. The Commissioner gathers information to understand current and emerging safety and health issues using formal independent reviews, resources industry safety and health data and outcomes, and formal and informal engagement with industry stakeholders.

The Commissioner also proactively examines emerging issues related to safety and health and responds in a timely manner to requests from the Minister for advice, information and action.

The Commissioner's priority strategies for achieving this objective are to:

- provide impartial, independent advice on safety and health performance
- proactively examine emerging issues related to safety and health.

## Joint industry review forum

In April and June 2025, the Commissioner was invited to chair a first ever tripartite safety and health forum to consider a high potential incident which occurred on 31 March 2025 at the Moranbah North steelmaking coal mine in Central Queensland.

The forum presented a unique opportunity to seek tripartite input into the nature and cause of the incident, which was required to be investigated under the *Coal Mining Safety and Health Act 1999*.

The forum brought experts and senior leaders from Anglo American, the Mining and Energy Union, industry safety and health representatives, site safety and health representatives and mines inspectors together in a no-blame environment, and without fear of reprisal, to drive improved safety and health outcomes.

The forum examined the draft findings of the mine's s201 report investigation, sought tripartite input into potential causes, and considered additional controls that could be put in place to allow the safe resumption of mining operations.

One of the key outcomes of the forum was to document a pathway to potentially allow extraction to recommence at Moranbah North mine.

The Commissioner aims to encourage industry-wide transparency and collaboration to advance a shared responsibility for improving safety and health for all resources workers.

## Safety reporting survey

The *Queensland mining industry safety reporting survey*, which was completed in 2023–24, aimed to establish a baseline of the safety reporting behaviours exhibited at mine sites in

Queensland and to identify the key opportunities and barriers to achieving a responsive and effective safety reporting culture.

In 2024–25, the Commissioner aimed to progress the survey project by focussing on understanding the critical themes from the data and supporting continuous improvement.

Implementation was impacted during the period between October 2024 and April 2025 when no Commissioner was appointed.

The Commissioner will aim to progress the safety survey project in 2025–26.

## Advising the Minister

The Commissioner continued to provide independent expert advice to the Minister on safety and health matters under section 58 of the *Resources Safety and Health Queensland Act 2020*.

The Commissioner engaged with resources industry operators, workers' representatives, workers and the regulator to provide effective advice to the Minister about safety and health in the resources industry.

The Commissioner communicated and engaged with stakeholders by:

- conducting a program of mine site visits
- holding regular meetings with key stakeholders
- attending and presenting at industry events and conferences
- engaging with peak industry bodies such as Queensland Resources Council, Cement Concrete and Aggregates Australia, Institute of Quarrying Australia, Safer Together and

Australian Energy Producers, Australasian Explosives Industry Safety Group

- engaging with worker representative bodies such as Mining and Energy Union, Australian Workers' Union, Australian Manufacturing Workers' Union and Electrical Trades Union.

In 2024–25, the Commissioner continued to meet regularly with the Minister and his advisors to provide advice about safety and health performance in the resources industry.

The Commissioner requested data and information from Resources Safety and Health Queensland to review trends in safety and health outcomes.

The Commissioner prepared a budget of estimated costs, as per the requirements of the legislation, and regularly briefed the Minister on progress against the strategic plan.

The Commissioner also prepared and gave the Minister an annual report on the operations and effective performance of the functions of the role.

## Directions from the Minister

There were no directions from the Minister in 2024–25. Previous directions are available on the Commissioner's website.<sup>1</sup>

## Effective oversight

The Commissioner has the function of monitoring, reviewing and reporting to the Minister on the performance of Resources Safety and Health Queensland's functions. The Commissioner also engages external experts to review the performance of Resources Safety and Health Queensland.

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<sup>1</sup> <https://www.crsh.qld.gov.au/news-publications/directions-minister>

In 2024–25, the opportunity to provide effective oversight of the regulator was impacted by the period between October 2024 and April 2025 when no Commissioner was appointed.

In reviewing Resources Safety and Health Queensland’s activity, the Commissioner:

- met with the Resources Safety and Health Queensland chief executive officer and chief inspectors
- met with industry operators and worker representatives
- accompanied inspectors and district workers’ representatives on site visits
- sought external feedback from worker representatives and coal mine, mineral mine and quarry, explosives, and petroleum and gas operators
- reviewed Resources Safety and Health Queensland documentation, projects and initiatives
- assessed the dissemination of lessons learned and industry consultation by attending industry forums and conferences.

## Request for information

In June 2025, the Commissioner submitted a request for information to Resources Safety and Health Queensland as another way of monitoring, reviewing and reporting to the Minister on the performance of Resources Safety and Health Queensland’s functions.

## An engaged industry

The Commissioner aims to provide effective leadership to the resources industry on safety and health.

In achieving this, the Commissioner seeks to engage with all sectors of the resources industry to improve collaboration, consultation and sharing to promote and protect the safety

and health of people who may be affected by the operation of the industry.

One of the documented ways that the Commissioner engages with industry, workforce and government stakeholders in the coal mining and mineral mining and quarrying industries is by chairing the mining safety and health advisory committees—the Coal Mining Safety and Health Advisory Committee and the Mining Safety and Health Advisory Committee—and providing the support and resources necessary to achieve their 5-year strategic plans.

The Commissioner is committed to tripartite collaboration and consultation across, and between, resources industry operators, workers and the regulator.

The Commissioner engaged directly with stakeholders in the coal mining, mineral mining and quarrying, explosives, and petroleum and gas sectors to consider the current issues related to safety and health.

The Commissioner also presented at industry conferences including the Queensland Quarrying and Mining Safety and Health Conference, Resources Safety and Health Queensland underground mine manager forum, Queensland Resources Council site senior executive forum, Mining and Energy Union site safety and health representatives conference, and the Queensland Mining Industry Health and Safety Conference.

## Chair the advisory committees

In 2024–25, the Commissioner chaired 2 meetings of the Coal Mining Safety and Health Advisory Committee and 2 meetings of the Mining Safety and Health Advisory Committee.

Under section 84(2) of the *Coal Mining Safety and Health Act 1999* and section 75(2) of the *Mining and Quarrying Safety and Health Act 1999*, the advisory committees must each meet at least 2 times a year.

The Commissioner also provided resources to enable each of the advisory committees to implement the programs and projects outlined in their individual 5-year strategic plans.

The advisory committees each focussed their efforts on achieving 4 key strategic objectives:

- a safe and healthy workplace
- maintain a competent workforce
- an informed industry
- an effective advisory committee.

The performance of each advisory committee was significantly impacted by the period between October 2024 and April 2025 when no Commissioner was appointed.

The achievements of the advisory committees in 2024–25 are outlined in their respective annual reports.

## Critical control management

In 2024–25, the Commissioner, in consultation with the advisory committees, assisted Resources Safety and Health Queensland with the development of a guidance note on the implementation of critical control management for the mining industry.

The guidance note aimed to provide guidance on how to take reasonable precautions and exercise proper diligence in the development and integration of critical controls into principal hazard management plans and their subsequent implementation and maintenance.

The development of a guidance note was a recommendation made by the Queensland Coal Mining Board of Inquiry.

The guidance note was published by Resources Safety and Health Queensland in May 2025.

## Attraction and retention of skilled workers

In 2024–25, the Commissioner finalised a research project to advise the Minister and to support an informed discussion with key stakeholders regarding the attraction and retention of workers in the mining industry.

The project examined issues including:

- why people are, or are not, choosing to pursue a career in the mining industry
- the employment choices people are making
- why workers are choosing to leave the industry (including long-term employees who take with them their knowledge and experience)
- how the mining industry can correct the drivers that are leading to worker shortages now and into the future
- how the mining industry communicates what it does.

The objective of the research was to identify opportunities for redesigning work that will increase the attractiveness, safety, health, and productivity of the industry.

In 2025–26, the Commissioner will ask the advisory committees to review the report and its recommendations.

## Industry engagement

The Commissioner promotes safety and health in the industry by engaging with stakeholders across the industry and examining emerging issues related to safety and health.

In 2024–25, the Commissioner continued to develop key communication channels, including a dedicated website and social media presence, and engaged face-to-face with stakeholders on a formal and informal basis via professional events and resources industry site visits.

## Social media

The Commissioner continued to use LinkedIn<sup>2</sup> to communicate with professional, operational and technical workers in the resources industry.

In 2024–25, the number of updates posted on LinkedIn<sup>3</sup> was significantly reduced compared to 2023–24 by the period between October 2024 and April 2025 when no Commissioner was appointed. Despite the less frequent activity, the number of followers<sup>4</sup> continued to steadily increase over that time.

Social media affords the opportunity for the Commissioner to engage directly with target audiences in the resources industry and to amplify key messages through the personal networks of highly engaged stakeholders.

It is expected that social media engagement will return to normal levels in 2025–26.

## Website

The Commissioner has continued to develop a dedicated website<sup>5</sup> with information about the role of the Commissioner and the advisory committees. The website is used to regularly communicate and publish information about the Commissioner's projects and activities.

The Commissioner aimed to publish one news article per month on the website. In 2024–25, the number of articles published<sup>6</sup> was significantly impacted by the period between October 2024 and April 2025 when no Commissioner was appointed.

It is expected that the number of published articles will return to normal levels in 2025–26.

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<sup>2</sup> <https://www.linkedin.com/showcase/queensland-commissioner-for-resources-safety-&-health->

<sup>3</sup> The number of posts for 2024–25 was 9 compared to 31 in 2023–24.

<sup>4</sup> The number of followers increased by 233 to 1652.

<sup>5</sup> [www.crsh.qld.gov.au](http://www.crsh.qld.gov.au)

<sup>6</sup> The number of articles published in 2024–25 was 4 compared to 13 in 2023–24.

## Governance

The Commissioner for Resources Safety and Health maintains offices in Brisbane and Rockhampton.

## Staffing

The Commissioner does not directly employ staff.

Section 62 of the *Resources Safety and Health Queensland Act 2020* provides for the Commissioner to arrange for the services of officers or employees of a government agency to be made available to the Commissioner. Any such arrangement is to be made with the agreement of the chief executive of the government agency.

The Commissioner maintained a small multidisciplinary workforce composed of 5 full-time staff. All staff made available were employees of Resources Safety and Health Queensland.

All staff completed professional development plans and were encouraged to undertake further development opportunities, including attending conferences, industry events and safety and health exercises.

## Conflicts of interest

Under section 57 of the *Resources Safety and Health Queensland Act 2020*, if the Commissioner has an interest that conflicts, or may conflict, with the discharge of the Commissioner's responsibilities, the Commissioner must:

- disclose the nature of the interest and conflict to the Minister as soon as practicable after the relevant facts come to the Commissioner's knowledge
- not take action or further action concerning a matter that is, or may be, affected by the conflict unless authorised by the Minister.

In 2024–25, the Commissioner did not disclose any conflicts of interest to the Minister.

## External accountability

Under the *Resources Safety and Health Queensland Act 2020*, the Commissioner is accountable to the Minister for Natural Resources and Mines.

## Financial snapshot

Under the *Resources Safety and Health Queensland Act 2020*, it is a requirement that the Commissioner prepare by 31 March each year, in consultation with the Chief Executive Officer of Resources Safety and Health Queensland, a budget of estimated costs of the Commissioner for the next financial year.

### Funding

The funding for the Commissioner is sourced from regulatory fees paid by industry participants under legislation specific to the mining, quarrying, explosives, and petroleum and gas industries.

### Budget of estimated costs for 2024–25

The Commissioner's budget of estimated costs for 2024–25 was \$2,367,860. No amendments to the budget were made during the year.

In 2024–25, a budget variance of \$862,660 was recorded due to decreased expenditure in employee related expenses and supplies and services during the period between October 2024 and April 2025 when no Commissioner was appointed.

Revenue from regulatory fees is collected and administered by Resources Safety and Health Queensland and funds the Commissioner's budget. The full Resources Safety and Health Queensland audited financial statements are available in its 2024–25 annual report.<sup>7</sup>

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<sup>7</sup> <https://www.rshq.qld.gov.au/about-us/resources/publications/annual-report>

## Expenditure

Table 2: Commissioner for Resources Safety and Health expenditure for 2024-25

Expenditure for the period 1 July 2024 to 30 June 2025	
<b>Commissioner for Resources Safety and Health budget for 2024-25</b>	<b>\$2,367,860</b>
<b>Expenses from operations</b>	
Employee expenses	923,872
Supplies and services	542,726
Grants and subsidies	26,761
Other expenses	11,839
<b>Total expenses from operations</b>	<b>\$1,505,198</b>
<b>Variance from budget</b>	<b>\$862,660</b>

## Appendix 1 Compliance checklist

Summary of requirement	Basis for requirement	Annual report reference	
Letter of compliance	<ul style="list-style-type: none"> <li>A letter of compliance from the accountable officer or statutory body to the relevant Minister/s</li> </ul>	ARRs – section 7	iii
Accessibility	<ul style="list-style-type: none"> <li>Table of contents</li> </ul>	ARRs – section 9.1	iv
	<ul style="list-style-type: none"> <li>Public availability</li> </ul>	ARRs – section 9.2	ii
	<ul style="list-style-type: none"> <li>Interpreter service statement</li> </ul>	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3	ii
	<ul style="list-style-type: none"> <li>Copyright notice</li> </ul>	<i>Copyright Act 1968</i> ARRs – section 9.4	ii
	<ul style="list-style-type: none"> <li>Information Licensing</li> </ul>	<i>QGEA – Information Licensing</i> ARRs – section 9.5	ii
General information	<ul style="list-style-type: none"> <li>Introductory Information</li> </ul>	ARRs – section 10	2
Non-financial performance	<ul style="list-style-type: none"> <li>Government’s objectives for the community and whole-of-government plans/specific initiatives</li> </ul>	ARRs – section 11.1	N/A
	<ul style="list-style-type: none"> <li>Agency objectives and performance indicators</li> </ul>	ARRs – section 11.2	6
	<ul style="list-style-type: none"> <li>Agency service areas and service standards</li> </ul>	ARRs – section 11.3	7
Financial performance	<ul style="list-style-type: none"> <li>Summary of financial performance</li> </ul>	ARRs – section 12.1	15
Governance – management and structure	<ul style="list-style-type: none"> <li>Organisational structure</li> </ul>	ARRs – section 13.1	N/A
	<ul style="list-style-type: none"> <li>Executive management</li> </ul>	ARRs – section 13.2	4
	<ul style="list-style-type: none"> <li>Government bodies (statutory bodies and other entities)</li> </ul>	ARRs – section 13.3	8
	<ul style="list-style-type: none"> <li>Public Sector Ethics</li> </ul>	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	N/A
	<ul style="list-style-type: none"> <li>Human Rights</li> </ul>	<i>Human Rights Act 2019</i> ARRs – section 13.5	N/A
	<ul style="list-style-type: none"> <li>Queensland public service values</li> </ul>	ARRs – section 13.6	N/A
Governance – risk management and accountability	<ul style="list-style-type: none"> <li>Risk management</li> </ul>	ARRs – section 14.1	N/A
	<ul style="list-style-type: none"> <li>Audit committee</li> </ul>	ARRs – section 14.2	N/A
	<ul style="list-style-type: none"> <li>Internal audit</li> </ul>	ARRs – section 14.3	N/A
	<ul style="list-style-type: none"> <li>External scrutiny</li> </ul>	ARRs – section 14.4	N/A
	<ul style="list-style-type: none"> <li>Information systems and recordkeeping</li> </ul>	ARRs – section 14.5	N/A
	<ul style="list-style-type: none"> <li>Information Security attestation</li> </ul>	ARRs – section 14.6	N/A
	<ul style="list-style-type: none"> <li>Strategic workforce planning and performance</li> </ul>	ARRs – section 15.1	14

Summary of requirement		Basis for requirement	Annual report reference
<b>Governance – human resources</b>	<ul style="list-style-type: none"> <li>• <b>Early retirement, redundancy and retrenchment</b></li> </ul>	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	N/A
<b>Open Data</b>	<ul style="list-style-type: none"> <li>• <b>Statement advising publication of information</b></li> </ul>	ARRs – section 16	N/A
	<ul style="list-style-type: none"> <li>• <b>Consultancies</b></li> </ul>	ARRs – section 31.1	<a href="https://data.qld.gov.au">https://data.qld.gov.au</a>
	<ul style="list-style-type: none"> <li>• <b>Overseas travel</b></li> </ul>	ARRs – section 31.2	<a href="https://data.qld.gov.au">https://data.qld.gov.au</a>
	<ul style="list-style-type: none"> <li>• <b>Queensland Language Services Policy</b></li> </ul>	ARRs – section 31.3	<a href="https://data.qld.gov.au">https://data.qld.gov.au</a>
	<ul style="list-style-type: none"> <li>• <b>Charter of Victims’ Rights</b></li> </ul>	<i>VCSVRB Act 2024</i> ARRs – section 31.4	N/A
<b>Financial statements</b>	<ul style="list-style-type: none"> <li>• <b>Certification of financial statements</b></li> </ul>	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	N/A
	<ul style="list-style-type: none"> <li>• <b>Independent Auditor’s Report</b></li> </ul>	FAA – section 62 FPMS – section 46 ARRs – section 17.2	N/A



Commissioner for  
**Resources Safety  
& Health**

