



Government of Western Australia
Department of Mines, Industry Regulation and Safety

DMIRS Towards 2026



Acknowledgement of Country

We respectfully acknowledge Aboriginal peoples as the Traditional Custodians of this land on which we deliver our services to the communities throughout Western Australia. We acknowledge their enduring connection to the lands, waterways and communities and pay our respects to Elders past and present.

Cover image credit: Bradley Kickett. Bradley's artwork reflects our commitment to working collaboratively and genuinely engaging with the people we serve.



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Who we are

The Department of Mines, Industry Regulation and Safety plays a unique role in protecting the people and lands of Western Australia, by **supporting a safe, fair and responsible future for the Western Australian community, industry, energy and resources sector.**

Our diverse department employs more than 1,800 people. The team comprising talent from a wide range of professions such as lawyers, geologists, environmental scientists, engineers, inspectors, project managers, policy makers and customer service officers - highlights the breadth of services that DMIRS is responsible for. We administer over 100 pieces of legislation to reflect this.

While our functions are diverse in nature, we are developing a common culture with a shared commitment to lead our department with integrity, deliver our strategic plan, strive for excellence and constantly improve our services.

We have made significant strides towards creating a welcoming, inclusive and diverse workplace culture. With staff from 70 countries, our workforce aims to represent and support the people of WA. We work hard to attract people who align with our corporate values and have a strong desire to serve the public.

DMIRS operates across the State, with 14 regional and five metropolitan locations. We are committed to working collaboratively across these sites, building stronger partnerships leading to shared decision making and genuine engagement with the people we serve.



What we know

The Western Australian economy is entering a phase of significant transition. The next decade will focus on climate change action and transformation of the energy sector underpinned by our delivery of energy policy. While the demand for our natural resources is predicted to remain strong, the national and global markets will be challenging for individuals and businesses. As the agency responsible for regulating many of those businesses, it is our responsibility to be thinking about and creating the regulatory settings that will keep people safe and enable industry to adapt and change successfully.

Being an enabler of change is important to the way we respond to the contemporary challenges facing Western Australia. We have a major role to play in providing the public and industry with the confidence that they can prosper and thrive in the years ahead. Through embracing technology assisted practices, we can bring down the cost of doing business and let businesses focus on operating the right way in Western Australia. Through sharing information with consumers and the public, we can arm them with the information to protect themselves against the challenges of the modern world. Through smart and modern legislation we can help Western Australia take full advantage of the opportunities of the decades ahead.

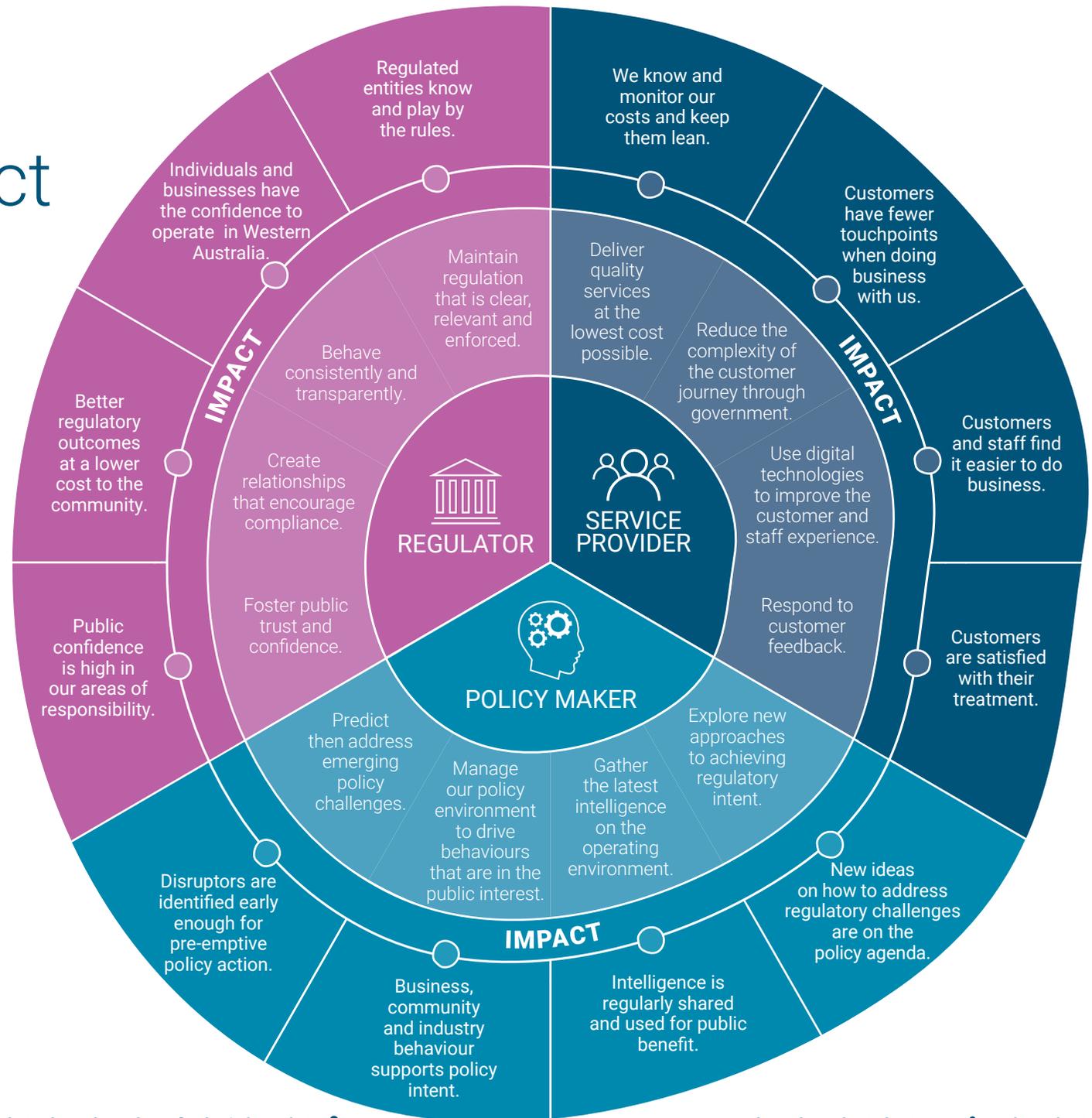


How we create impact

Purpose

Supporting a safe, fair and responsible future for the Western Australian community, industry, energy and resources sector.

We will work towards 2026 by delivering on our purpose as a regulator, a policy maker and a provider of services to our community and WA businesses. We have standards of performance in each area to make sure we are effective.



Towards 2026

Contemporary settings

Policy and legislation for a better tomorrow.

1. Legislation modernisation

A deliberate program to ensure our regulatory instruments are agile, contemporary and barriers are removed to support policy reform.

2. Climate change action

Delivering on the State's objective of net zero emissions by 2050.

3. Policy solutions

Policy initiatives to improve our provision of services to the community, workers and industry.

Best-practice regulator

Transparent and consistent practice to keep the community safe and our economy strong.

4. Data informed

Using business intelligence, analytics and taking a risk-based approach to inform our regulatory practices.

5. Process alignment

Ensure processes and practices across our regulatory regimes are consistent.

6. Targeted regulatory strategies

Specific interventions to address identified risks to consumers and businesses.

Industry for Western Australia

Make it easy to do business the right way, in Western Australia.

7. Data share

Providing information to the community and industry that help them make sound decisions.

8. Aware and prepared

Educating and engaging with our stakeholders and the community to raise their awareness of legislative requirements.

9. Services online

Accelerated program through improved business processes and digital capabilities to make it easier to do business with us.

Towards 2026 builds on our achievements of 2022–23

- Implementation of the first two stages of security of payment laws to reinforce subcontractors protections.
- Completion of stage 1 of the Energy Transformation Strategy.
- Delivered the Mining Amendment Bill 2022.

- New work health and safety regulations on psychosocial hazards in the workplace.
- Delivery of reforms to the State's home indemnity insurance scheme.
- Implementation of new obligations in state employment laws and higher penalty provisions for serious contraventions.

- Planning and approach of key activities for the geoscience data transformation program completed.
- New workplace exposure standards and strengthened silica health surveillance requirements.
- Progressed the digitisation of over 100 external facing forms.

Contemporary settings

Policy and legislation for a better tomorrow



| Strategic Priority | Description | Initiative | How will we know we are making progress |
|--|---|--|--|
| <p>1. Legislation modernisation</p> | <p>A deliberate program to ensure our regulatory instruments are agile, contemporary and barriers are removed to support policy reform.</p> | <ul style="list-style-type: none"> 1.1 Building legislation reform 1.2 Industrial relations legislative reform 1.3 Review Dangerous Goods legislation 1.4 Mining legislation reform 1.5 Tenancy reform 1.6 Review Mining Rehabilitation Fund (MRF) | <ul style="list-style-type: none"> • Progress implementation of the recommendations from the national Building Confidence Report. • Implementation of industrial relations legislative reforms. • Legislation is reviewed in line with new Work Health and Safety legislation. • Develop supporting regulations and policy arising from the 2022 Mining Amendment Acts. • Review and implementation of residential and commercial tenancy reforms. • 10 year MRF review is completed and introduced into Parliament. |
| <p>2. Climate change action</p> | <p>Delivering on the State's objective of net zero emissions by 2050.</p> | <ul style="list-style-type: none"> 2.1 Safety of hydrogen infrastructure 2.2 Sectoral emissions reduction strategies 2.3 Energy transformation strategy stage 2 2.4 Petroleum legislation amendments | <ul style="list-style-type: none"> • Safety and technical issues are identified and standards developed. • Strategies, plans and reforms are in place to facilitate achievement of decarbonisation targets. • Energy legislation, regulations and market rules are evolved to deliver secure, reliable, affordable and sustainable energy supply. • Legislative reform to deliver greenhouse gas storage and hydrogen exploration opportunities. |
| <p>3. Policy solutions</p> | <p>Policy initiatives to improve our provision of services to the community, workers and industry.</p> | <ul style="list-style-type: none"> 3.1 Community and worker support and harm prevention 3.2 Aboriginal empowerment initiative 3.3 Shaping a contemporary WA workforce | <ul style="list-style-type: none"> • Options to reduce harm for apartment owners are developed. • We have strategies to reduce harm for workers. • Build a culturally responsive department that involves and provides an opportunity for Aboriginal people to be empowered. • Effective management of agreement negotiations and workforce reform proposals. |

Best practice regulator

Transparent and consistent practice to keep the community safe and our economy strong



| Strategic Priority | Description | Initiative | How will we know we are making progress |
|---|---|---|--|
| <p>4. Data informed</p> | <p>Using business intelligence, analytics and a risk-based approach to inform our regulatory practices.</p> | <p>4.1 Information sharing protocols with other Government agencies established</p> <p>4.2 South West Interconnected System modelling and analytics</p> <p>4.3 Proactive safety strategies</p> | <ul style="list-style-type: none"> Improved administration, compliance and enforcement across the public sector. Utilising national safety data to inform proactive strategies. Areas for proactive work are identified using risk-based business intelligence. |
| <p>5. Process alignment</p> | <p>Ensure processes and practices across our regulatory regimes are consistent.</p> | <p>5.1 Compliance and regulatory system transformation program</p> <p>5.2 Internal reforms in response to agency capability review</p> <p>5.3 Training needs analysis for WorkSafe inspectors</p> | <ul style="list-style-type: none"> Standardised and streamlined future state processes defined. Procurement process completed and work commenced to implement the system. Where applicable adopt consistent process and practices. Consultation conducted on training needs. |
| <p>6. Targeted regulatory strategies</p> | <p>Specific interventions to address identified risks to individuals and businesses.</p> | <p>6.1 Campaigns focused on agriculture and hazardous dusts</p> <p>6.2 Activities targeting wage theft</p> <p>6.3 Education focused on people with disability and CaLD communities</p> <p>6.4 Alternative Electricity Services regulatory framework</p> | <ul style="list-style-type: none"> Campaign developed and implemented to improve safety and health outcomes in high risk areas such as the agriculture industry and sectors exposed to hazardous dusts. Disruption of wage theft. Increased availability of educational materials in languages other than English and accessible formats. New energy service models have appropriate consumer protections. |

Industry for Western Australia

Make it easy to do business the right way, in Western Australia



| Strategic Priority | Description | Initiative | How will we know we are making progress |
|-------------------------------------|---|---|---|
| <p>7. Data share</p> | <p>Provide information to the community and industry that help them make sound decisions.</p> | <ul style="list-style-type: none"> 7.1 Geoscience knowledge generation and discovery 7.2 Implement privacy and responsible information sharing legislation 7.3 Feed WA rental data into the national platform to enhance analytics 7.4 Provision of safety alerts in response to serious or fatal incidents | <ul style="list-style-type: none"> • Exploration and pre-competitive data is in the public domain. • It will be easier to locate Western Australia's deeper resources creating investment opportunities and jobs. • Promoting responsible Information sharing and data security practices. • Increased transparency through better access to data. • Increased rate of safety alerts issued. |
| <p>8. Aware and prepared</p> | <p>Educating and engaging with our stakeholders and the community to raise their awareness of legislative requirements.</p> | <ul style="list-style-type: none"> 8.1 WorkSafe communication strategy 8.2 Deliver awareness campaigns 8.3 Website strategy 8.4 Development of stakeholder engagement framework and social media strategy | <ul style="list-style-type: none"> • Communication strategy developed. • Community and industry literacy on rights and obligations improve. • Website improvements are identified and agreed. • Guidelines are available for consistent and early engagement with stakeholders. |
| <p>9. Services online</p> | <p>Accelerated program through improved business processes and digital capabilities to make it easier to do business with us.</p> | <ul style="list-style-type: none"> 9.1 Online forms and workflows 9.2 Digital identity transformation 9.3 Resources online 9.4 Resource tenure system enhancements | <ul style="list-style-type: none"> • Improved ability for stakeholders to transact online. • Customers are able to establish their digital identity and manage access to online systems. • Fully digitised implementation of fast tracking mining approvals. • Improved online service delivery for resource tenure. |

Our enabling strategies

To achieve our strategic plan, we will invest and commit to a range of enabling strategies that will position us to succeed in the current environment. These strategies will guide our people day-to-day and underpin the operational focus of our enabling functions.

| Enabling strategy | Initiative | How will we know we are making progress |
|---|---|--|
| <p>Capable and thriving workforce</p> <p>We will invest in our people so they have the opportunities to develop and thrive, while working together to achieve our goals.</p> | <p>Setting the conditions for positive leadership change to develop our current and future leaders in alignment with the Building Leadership Impact reform.</p> <p>Creating flexible, agile and inclusive work environments that meet individual and operational needs.</p> <p>Resource allocation is aligned to addressing organisational risks and delivering priority goals.</p> | <ul style="list-style-type: none"> • Job descriptions and recruitment processes reflect expected leadership behaviours for all roles in line with the Building Leadership Impact reform. • Leadership Development Framework updated to support the development of people in each leadership context. • Physical working environments provide efficient workspaces that are accessible and inclusive. • Demonstrated financial management aligned to business priorities and risks. |
| <p>Culture-led</p> <p>We will maintain an environment which demonstrates our commitment to safety, diversity and inclusion, and empowers our people to demonstrate the corporate values in all the things we do.</p> | <p>Providing the settings that enable DMIRS to be seen as an employer of choice.</p> <p>Proactively identify and address factors within the work environment that may impact worker's psychological and physical wellbeing.</p> | <ul style="list-style-type: none"> • Development and implementation of contemporary and tailored approaches to increase attraction and retention rates with improved diversity metrics. • Safety is a priority in everything we do and is championed by all our people. Work health and safety considerations are embedded into actions and decision making processes. |
| <p>Tech savvy</p> <p>We will prioritise tech-enabled solutions in our planning and business activities to meet the rapidly evolving needs of our people and stakeholders.</p> | <p>Working with the business to deliver seamless digital services, strong technology skills and the right internal capability.</p> | <ul style="list-style-type: none"> • Greater confidence in the use of new digital tools and platforms for improved service delivery, policy and regulation. |

Our values

We lead with integrity, deliver on commitments, strive for excellence and look for better ways of doing things by being:



Forward thinking

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



Ethical

Acting with honesty and integrity.



Respectful

Being courteous and considerate to others regardless of beliefs, backgrounds or abilities.



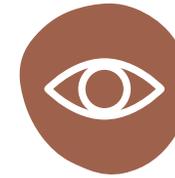
Responsive

Adapting to change, acting on concerns and providing information in a timely manner.



Fair

Treating people equitably and acting without judgement or bias.

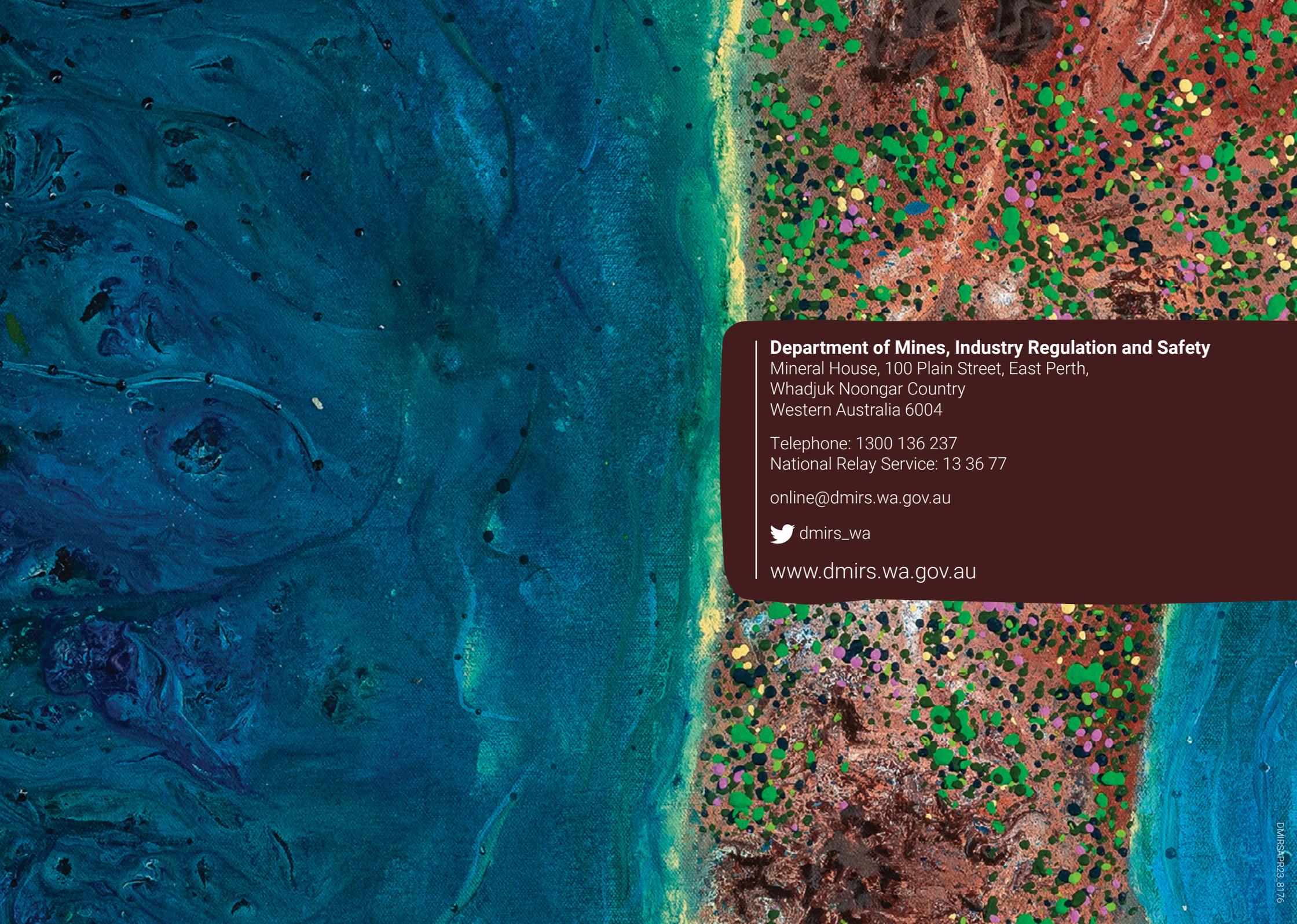


Transparent

Open and accountable in what we do.







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