

WORKSAFE — WORKPLACE INSPECTORS

5963. Hon Alison Xamon to the Minister for Commerce

I refer to WorkSafe Inspectors and to the WorkSafe WA Business Plan 2012–13 which recognises that the transfer of information from specialist inspectors to industry team inspectors is an ongoing issue, and I ask —

- (1) What are the qualification requirements for general WorkSafe inspectors?
- (2) What induction training do all WorkSafe inspectors complete before being appointed with full inspector's authority?
- (3) Are general inspectors equipped with the ability to identify the appropriate specialist inspector where occupation health and safety issues are complex, highly technical or beyond their expertise or knowledge?
- (4) If yes to (3), what qualification or training do general inspectors complete to ensure that they will be able to identify and refer a matter to the appropriate specialist investigator?
- (5) If no to (3), why not?
- (6) When will the Human Factors and Ergonomics team commence its proposed —
 - (a) manual tasks training and mentoring program; and
 - (b) designation of individual ergonomists to industry teams?
- (7) Will any additional support or mentoring be provided to industry teams by the specialist —
 - (a) Plant and Engineering Team; or
 - (b) Occupational Hygiene and Noise Control Team?

Hon SIMON O'BRIEN replied:

- (1) The job-related requirements in the Job Description Form for:
 - a senior inspector state that a diploma or higher occupational safety and health-related qualification is required; and
 - an inspector state that a diploma or higher occupational safety and health-related qualification, or relevant experience, is required.
- (2) All new inspectors are required to complete a 6-week induction programme comprising approximately 60 sessions. Those 60 sessions are made up of a combination of in-house sessions delivered by internal staff—including existing inspectors—and sessions delivered by external providers. For each week of the 6-week induction programme, a mentoring day is also allocated.

After successfully completing the 6-week induction programme, inspectors then undergo an 18-week coaching program by a senior WorkSafe inspector. During this period, the new inspectors work under the constant supervision of the coach and are assessed on their performance in the field. At the end of the coaching programme, inspectors are assessed by their team manager and, if deemed competent after such assessment, are issued with their Inspector Certificate of Appointment. This enables the new inspector to start undertaking independent work in the field while continuing to undergo further skills development training.
- (3) Yes.
- (4) It is the responsibility of the operational managers to ensure investigations are progressed in an appropriate manner. Inspectors have a variety of skills and experience. Factors such as the experience levels of inspectors and the complexity and technical nature of the issues will guide managers and inspectors about the need for expert knowledge or advice.
- (5) Not applicable.
- (6) (a)–(b) July 2012.
- (7) (a)–(b) Yes.