As an organisation, we achieved a lot in 2018, and we have much to celebrate. In mid-2018, we said farewell to Chief Executive Reg Howard-Smith, who stepped down from the role after 10 years. Taking his place was Paul Everingham, and he hit the ground running, quickly building relationships with key stakeholders and introducing fresh and innovative ideas to modernise the organisation.

Education and skills training was a big focus in 2018 for CME. We’ve continued to work with the State Government on the development and implementation of a Science Technology Engineering and Mathematics (STEM) Skills Strategy. Our submission recommendations have been included in the final strategy, which include preparing students with STEM skills for the jobs of the future, upskilling the current workforce with STEM skills, and increasing the participation of under-represented groups such as females and Indigenous Australians.

CME also established the Education and Training Strategy Working Group to oversee the development of the Future Skills Framework to address concerns about the future industry talent pipeline. The framework will ultimately inform the extent and targets of state-wide resources industry education and training investment in creating a sustainable and appropriately skilled workforce for the WA resources sector.

And throughout 2018, there was positive progression with the Verification of Competency (VoC) Project – a collaboration between mining and oil and gas companies to improve and streamline VoC for high-risk work across the resources sector. The six founding members are currently undertaking implementation. Once complete, membership will be opened to other resource sector operators.

Another major deliverable in 2018 was the release of CME’s 2018-2028 Resources Sector Outlook Report. This report for the resources sector is focused on key areas of people, energy, water, infrastructure and technology. We are continuing to brief Ministers and Departmental representatives on the findings to inform government policy.

CME continues to be the peak representative body for the sector because of the input and efforts our members contribute. I would like to thank the individuals in member companies who dedicate their time to participate in our committees, working groups and regional councils.

I’d also like to thank Paul and the CME team for the professional manner in which they’ve carried out their work in the past year. They continue to handle an impressive volume and breadth of work and are great ambassadors for the sector and its representatives.

This is my first year as CME Chief Executive and it has been a whirlwind since I commenced in mid-2018, with more than 500 meetings and 30 flights in the first six months alone. I am excited to be in this role as the sector prepares for an exciting new chapter in the next decade.

If you look at the number of WA resources projects either underway or in the planning stages, it paints a very positive picture for our economic future. These projects across iron ore, lithium, oil and gas and mineral sands, collectively add up to around $75 billion of investment, creating tens of thousands of new jobs and business opportunities for West Australians.

A key priority for CME in 2019 will be to work with Government to ensure regulatory and assessment processes can be as efficient as possible to enable WA to take advantage of these opportunities.

It was such an honour in my first year as Chief Executive to be associated with CME’s flagship event, the Women in Resources Awards (WIRA), especially for its 10th anniversary. Held in March, it was the first time the event was hosted as an evening event to mark the special occasion and it was a resounding success, with a record crowd of more than 1,200 people turning up for the occasion. WIRA is a great opportunity for CME to recognise the impact women have in our sector. Since we held the first WIRA in 2009, the event keeps growing every year, which reflects the increasing importance companies are placing on redressing the gender imbalance across the WA resources sector. During my visits to many of our mining and energy member company sites, I have encountered successful women in a wide range of roles who are excelling in their chosen field and paving the way for the next generation of female leaders. These awards are a fantastic example of the great strides companies have taken to improve diversity in its workforce and provide opportunities to enable employees to maximise their talents.

CME was busy in 2018 organising tours for State and Federal MPs around Western Australia’s many mine sites and production sites in the Pilbara, South West and Goldfields. It was great to see so many MPs take a keen interest in learning more about the WA resources industry and its importance to the State economy. More tours are planned for the latter part of 2019.

As I approach my one-year anniversary of leading CME, I will continue to implement changes to modernise the organisation to ensure it is one of Australia’s leading advocacy organisations. I have completed a review of current work programmes against key priorities, the current committee system, and staff skills and capabilities, to ensure we are focused on our highest impact levers. Moving forward, our three strategic priorities will be contribution, capability and competitiveness to position the State’s resources sector as an integral part of the WA community.
CME advocacy resulted in…

People and Communities

Employment (Skills and Diversity)

Building and Construction Industry Training Fund (BCITF) Levy Disbursements: amendments to the draft report to address issues raised by industry.

Building and Construction Industry Training Fund (BCITF) Levy and Collection Act Review: the appointment of CME to represent the resources sector on the Review Steering Group tasked with reviewing legislative implications of the BCITF levy on the resources sector.

Women in Resources Awards: a record crowd of more than 1,200 people at the 10th anniversary of the event recognising the power of gender diversity in the Western Australian resources sector.

Inspiring Girls Careers Forum: attendance of more than 160 female students and their teachers to meet and interact with around 30 company representatives from the WA resources sector at a half-day careers forum.

Flexible and Responsive Training System: the development of nationally recognised training products to meet industry needs, including development of a suite of automation products for the resources sector.

Health and Safety

Work Health and Safety Legislative Reform: resource industry concerns with proposed content of the WHS Bill being captured through the Ministerial Advisory Panel and in a detailed public submission, as well as CME’s appointment to the Commission of Occupational Safety and Health’s sub group, the Legislative Advisory Committee, responsible for considering the WHS Regulations consultation package.

Radiation Management: the postponement of a proposed Code of Practice on radiation management in Western Australian mines following CME feedback that a significant portion of its content duplicated existing requirements.

Incident Data Analysis Project: a funding commitment being secured from the Department of Mines, Industry Regulation and Safety to progress a project analysing serious potential incident data provided by a number of resource sector companies. With the project now due to commence in 2019, findings will assist industry and government in ensuring efforts to improve safety and health are being targeted in the appropriate areas.

FIFO Mental Health Code of Practice: the removal of significant detail in the appendices of the draft Code, which would have created confusion and unnecessary complexity for industry in interpreting its requirements.

FIFO Mental Health Research: the opportunity to significantly contribute to Curtin University’s project on the mental health of FIFO workers via our position on the Mental Health Commission Research Reference Group. CME members made a substantial contribution to the research project, with more than 50 per cent of participants in the final sample being obtained from member companies.

Proactive Mental Health Partnership: a partnership with Lifeline WA, which will be instrumental in assisting industry to respond to the research recommendations and to provide a more accessible suite of industry specific tools.
CME advocacy resulted in…

Economic Competitiveness

Regulation

**Mining Regulation Amendments**: concerns regarding proposed changes to Regulation 86 of the *Mining Regulations* 1981 being addressed. CME provided a submission noting the changes would have unintended consequences and the Department of Mines, Industry Regulation and Safety took action to ensure there were no adverse consequences from the amendments.

**Assessment efficiency and streamlining**: changes in the Department of Water and Environmental Regulation’s Part V licensing process to more easily accommodate the transition from construction to commissioning and subsequent operations, as well as improvements to the Department of Mines, Industry Regulation and Safety’s assessment process to focus on transparency of reported timeframes, better application tracking, system enhancements to expedite (automate) inter-agency referrals and introduction of low-impact notifications.

Taxation and royalties

**Horizontal Fiscal Equalisation**: the Federal Government passing legislation to put a floor in place for a greater return of GST to Western Australia, following submissions from CME and other industry bodies to the Horizontal Fiscal Equalisation Inquiry.

**Local Government Act**: legislation introduced into State Parliament for Phase One of the Local Government Act review, which has included making information available electronically and allowing for administrative efficiencies.

**R&D Tax Incentive**: the Senate Economics Legislation Committee making a recommendation to the Federal Government to refine the offset cap for the proposed changes to the R&D Tax Incentive, following CME requesting no change to the framework or implementation of grandfathering provisions.

Infrastructure

**Infrastructure WA**: the State Government introducing legislation into Parliament for the establishment of Infrastructure WA, an independent body to coordinate planning and development of strategic infrastructure to support the resources sector and economic growth for the state.

**2018 Western Australian Energy Awards**: recognition of individuals and organisations working to build a world-class energy industry in Western Australia.
Greenhouse Gas Emissions: the withdrawal of the Environmental Protection Authority’s guidance to allow for industry and other stakeholder consultation. The guidance initially recommended a 100 per cent offset for direct (Scope 1) greenhouse gas emissions for projects over 100,000 tonnes of CO₂e per annum.

Tenure Certainty: the introduction of the Mining Amendment (Procedures and Validation) Bill 2018 to resolve the uncertainty created for tenements potentially affected by the outcome of the Forrest & Forrest High Court Case. Resolution of this matter is anticipated in the coming year.

Biodiversity Conservation Act 2016: Ministerial Orders gazetted to provide certainty for existing projects interacting with Threatened Ecological Communities, as well as amendments to the draft Regulations prior to passage to expand exemptions to more practically cover the resources sector.

North West

The Pilbara Collaboration: progression in the first priority area of employment, education and training, resulting in collaboration structures being put in place between industry and government, as well as approval by the Minister of the five initiatives put forward by industry.

Kimberley

Hydraulic Fracturing: the lifting of the moratorium on hydraulic fracturing in the majority of the Kimberley region following implementation of recommendations from the scientific inquiry. Ongoing advocacy will occur to ensure practical and timely implementation of the 44 recommendations.

Eastern and North Eastern

Designated Area Migration Agreement (DAMA): approval of the DAMA to provide flexibility for Goldfields members to attract labour to live and work in the region. Through an agreement-based framework, employers in areas experiencing skills and labour shortages can sponsor skilled and semi-skilled overseas workers.

CME Mine Emergency Rescue Competitions: the return of the CME Underground Mine Emergency Response Competition, in which member teams competed and had their skills tested in various scenarios including firefighting, search and rescue, first aid, breathing apparatus skills, incident management and a theory exam.

Child Care Centre Long Term Viability: the Goldfields Child Care Centre doubling their available places to fill a shortage in the region, and exploring further opportunities to offer working parents flexible care.
Key Events April 2018 – March 2019

- **20 April 2018**
  117th Annual General Meeting and Annual Business Lunch

- **11 October 2018**
  Sundowner with Treasurer Wyatt

- **3-4 May 2018**
  South West Resources Tour with Liberal Party of WA MPs

- **26-28 October 2018**
  Mines Rescue Competition

- **19 May 2018**
  Karratha Resources Tour with Minister McVeigh

- **11 December 2018**
  Member Christmas Celebrations

- **6 June 2018**
  Boardroom Lunch with Elizabeth Proust

- **8 March 2019**
  International Women’s Day Celebration with the Prime Minister

- **14 June 2018**
  Kalgoorlie Visit with Minister Canavan

- **12 March 2019**
  Boardroom Dinner with Minister Canavan

- **10 July 2018**
  Boardroom Dinner with Minister Johnston and Shadow Minister King

- **11 July 2018**
  Boardroom Dinner with Shadow Minister Clare

- **15 March 2019**
  Women in Resources Awards Presentation Dinner

- **18 July 2018**
  Sundowner with By-Election Candidates

- **19 March 2019**
  Boardroom Lunch with Shadow Minister O’Connor

- **4 September 2018**
  Sundowner with Minor Political Parties

- **29 March 2019**
  Inspiring Girls Careers Forum

- **6 September 2018**
  Sundowner with Minister Johnston

- **2 April 2019**
  Lunchbox Learnings | Life Under Labor

- **9-11 October 2018**
  CME/MCA Federal ALP Pilbara Resources Tour

- **3 April 2019**
  CME/CCI/PC Sundowner with Professor Sparrow
Ordinary Members

Cockburn Cement Ltd
Alcoa of Australia Ltd
Alinta Sales Pty Ltd
Alkane Resources Ltd
AngloGold Ashanti Australia Ltd
API - Australian Premium Iron Joint Venture
APT Management Services Pty Limited
Artemis Resources Limited
Barramco Limited
BBI Group Pty Ltd
BCI Minerals Limited
BGC Contracting
BHP
Buru Energy Limited
Byrnecut Australia Pty Ltd
CalEnergy Resources (Australia) Ltd
Cameco Australia Pty Ltd
Centrex Metals Limited
CFC Group
Chevron Australia
CITIC Pacific Mining
Cristal Mining Australia Limited
DBNGP (WA) Nominees Pty Ltd
Doral Mineral Sands Pty Ltd
Doray Minerals Limited
Downer EDI Mining
EMR Capital Group
Evolution Mining
FMR Investments Pty Ltd
Fortescue Metals Group Limited
Georgiou Group Pty Ltd
Global Advanced Metals Pty Ltd
Gold Fields Australia Pty Ltd
Gold Road Resources Ltd
Hastings Technology Metals Limited
Iluka Resources Limited
INPEX ichthys Pty Ltd
Karara Mining Limited
Lynas Corporation Ltd
Macmahon Contractors Pty Ltd
Minara Resources
Minjar Gold Pty Ltd
Mitsubishi Development Pty Ltd
Monadelphous Group Limited
Mount Gibson Iron Limited
MZI Resources Ltd
Newcrest Mining Limited
Newmont Australia
Northern Minerals Ltd
Northern Star Resources Ltd
Norton Gold Fields Ltd
Orica Limited
Pilbara Minerals Limited
Premier Coal Limited
Ramelius Resources Ltd
Regis Resources Ltd
Rio Tinto Limited
Rosslyn Hill Mining Limited
Roy Hill Holdings Pty Ltd
Saracen Mineral Holdings Limited
Sheffield Resources Ltd
Shell Australia Pty Ltd
Simcoa Operations Pty Ltd
Sinosteel Midwest Corporation Limited
South32
St Barbara Limited
Talison Lithium Limited
The Griffin Coal Mining Company
Thiess Pty Ltd
TransAlta Energy (Australia) Pty Ltd
Tronox Management Pty Ltd
Woodside Energy Limited
Yara Pilbara Fertilisers Pty Ltd

Associate Members

AECOM Australia Pty Ltd
Allens
Alliance Airlines
Arc Infrastructure (formally Brookfield Rail)
Ashurst Australia
Bis Industries Limited
Central Regional TAFE
Civeo
Clayton Utz
Clifford Chance
Compass Group Australia
Corrs Chambers Westgarth
CPC Engineering Pty Ltd
Curtin University of Technology of WA
Deloitte Touche Tohmatsu
Economics Consulting Services Pty Ltd
Edith Cowan University
ElectraNet Pty Limited
Ernst and Young
Fremantle Ports

Small Business Associate Members

Force Equipment
Gold Security Group (International) Pty Ltd
Pybar Mining Services Pty Ltd
Regal Engineering and Lineboring Pty Ltd
Specialised Reline Services

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