Recognised Standard 22

Glencore Coal Assets Australia
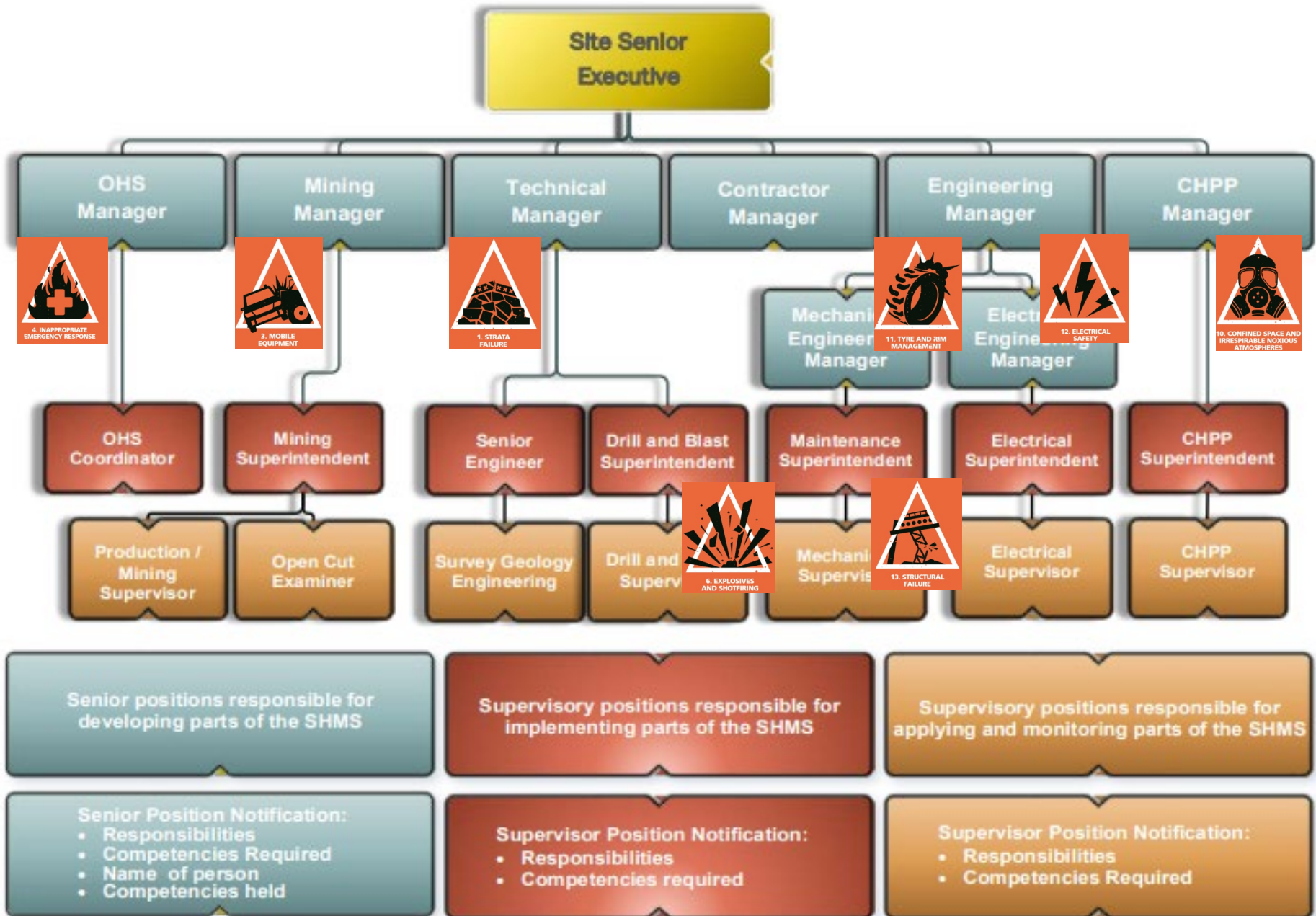
November 2023

GLENCORE

Recognised Standard 22

GCAA Approach

GLENCORE

Site Senior Executive

OHS Manager

4. INAPPROPRIATE EMERGENCY RESPONSE

- OHS Coordinator
  - Production / Mining Supervisor

Mining Manager

3. MOBILE EQUIPMENT

- Mining Superintendent
  - Open Cut Examiner

Technical Manager

1. STRATA FAILURE

- Senior Engineer
  - Survey Geology Engineering
- Drill and Blast Superintendent
  - Drill and Supervisor

6. EXPLOSIVES AND SHOTFIRING

Contractor Manager

Engineering Manager

Mechanical Engineering Manager

11. TYRE AND RIM MANAGEMENT

- Maintenance Superintendent
  - Mechanical Supervisor

13. STRUCTURAL FAILURE

Electrical Engineering Manager

12. ELECTRICAL SAFETY

- Electrical Superintendent
  - Electrical Supervisor

CHPP Manager

10. CONFINED SPACE AND IRRESPIRABLE NOXIOUS ATMOSPHERES

- CHPP Superintendent
  - CHPP Supervisor

Senior positions responsible for developing parts of the SHMS

Senior Position Notification:
- Responsibilities
- Competencies Required
- Name of person
- Competencies held

Supervisory positions responsible for implementing parts of the SHMS

Supervisor Position Notification:
- Responsibilities
- Competencies required

Supervisory positions responsible for applying and monitoring parts of the SHMS

Supervisor Position Notification:
- Responsibilities
- Competencies Required

GLENCORE

The challenges & the solution

Engage RTOs to deliver AQF 5&6 training

❌ **Very few RTOs have AQF 5&6 competencies in scope**

❌ **RTOs have no subject matter expertise (SME) to deliver training**

❌ **Unrealistic cost expectations of RTOs**

❌ **RSHQ implementation expectations (timeline)**

Engage RTOs to assist in developing Verification of Competency (VoC) tools & processes

✅ **Utilise internal SME to assist in developing VoC evidence portfolios**

✅ **RTO facilitate SME workshops and determine gaps in VoC evidence**

✅ **RTO accredit individuals where VoC attained or "train the gap"**

GLENCORE

Recognised Standard 22

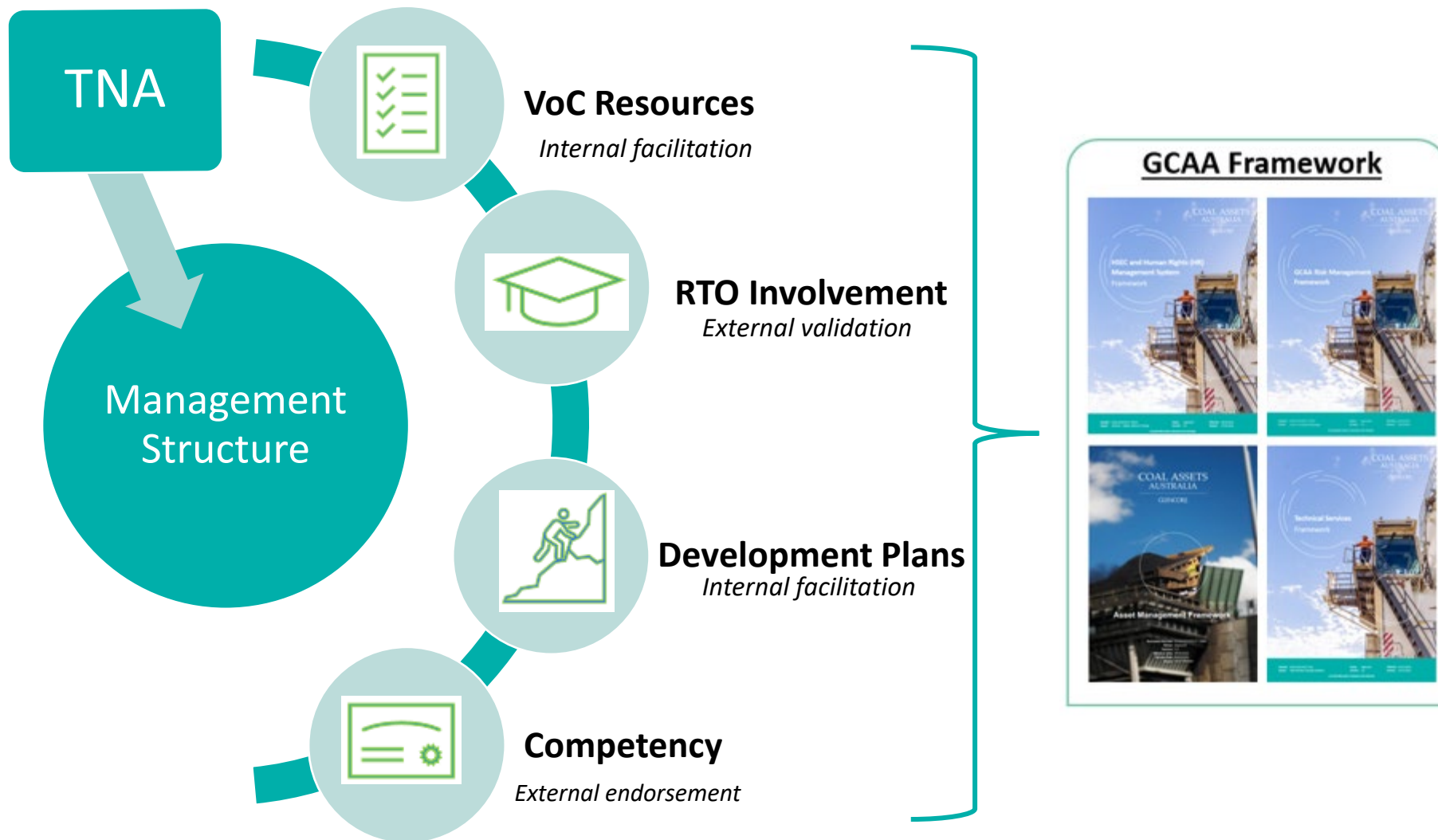## Verification of Competency (VoC) process

- Competencies required of Senior Positions & Risk Owners defined in TNA

- RTO facilitates the Verification of Competency process

- RTO & internal SME's assist with the Individual Development Plan to train the gap

- Resources under development "Study Guides" that reflect GCAA content from relevant Standards, Protocols, Procedures, Guidelines, etc. within our existing Frameworks;
    - HSEC / HR Framework
    - Risk Management Framework
    - Technical Framework
    - Asset Management Framework
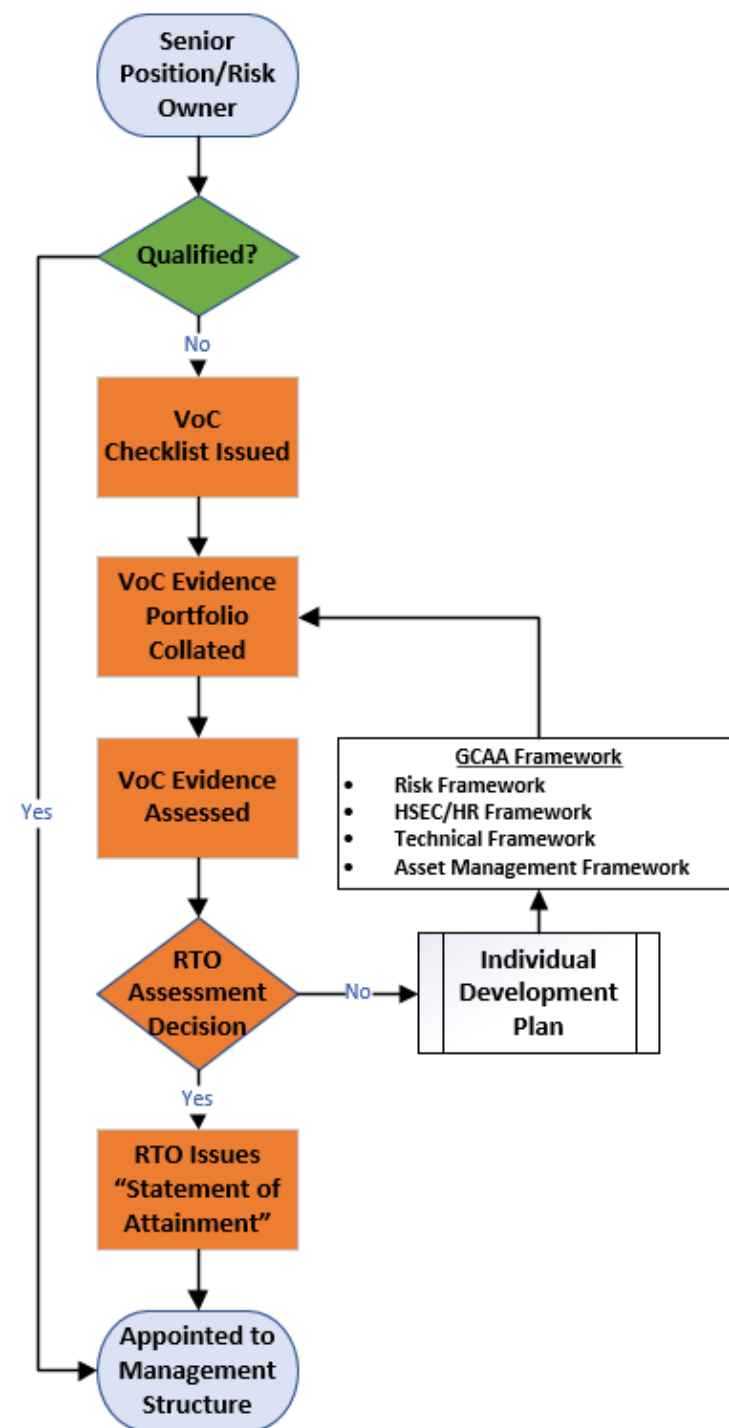
Recognised Standard 22

Next steps

GLENCORE

Sustainability

TNA

Management Structure

VoC Resources
Internal facilitation

RTO Involvement
External validation

Development Plans
Internal facilitation

Competency
External endorsement

GCAA Framework

GLENCORE

End

GLENCORE