



Acknowledgement

We respectfully acknowledge Aboriginal peoples as being the Traditional Custodians of Western Australia. We acknowledge the enduring connection Aboriginal people continue to share with the land, sea, and sky through both their ancestral ties and custodianship to Country. We pay our respect to Elders both past and present, and acknowledge the value brought through the collective contribution of Aboriginal and Torres Strait Islander peoples across Western Australia.

About the cover

The cover celebrates DEMIRS' achievements and is a lineal depiction of the department's journey during the 2024–25 financial year.



Mel Spillman (Woods) Maarakool Art

Welcome to the Department of Energy, Mines, Industry Regulation and Safety Annual Report 2024–25

The Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) was established under the *Public Sector Management Act 1994* on 1 July 2017. From 1 July 2025 the department will be renamed the Department of Local Government, Industry Regulation and Safety (LGIRS).

Cultural warning

Aboriginal and Torres Strait Islander people should be aware that this document may contain images of deceased persons.

The Aboriginal community

Within Western Australia (WA), the term Aboriginal or First Nations people is used in preference to Aboriginal and Torres Strait Islanders, in recognition that Aboriginal peoples are the original inhabitants of WA. No disrespect is intended to the Torres Strait Islander community.

Accessibility

We are committed to providing accessible services to our customers and stakeholders. This report is available online and in alternative format upon request.

Translator and interpreter services

Our customers and stakeholders from culturally and linguistically diverse backgrounds may prefer to contact the Translating and Interpreting Service on 13 14 50. This service will arrange an interpreter to communicate the report to you.



Feedback

We welcome and encourage feedback and questions on this annual report.

Contact us

In person: 100 Plain Street East Perth Via email: spprr@lgirs.wa.gov.au Mail to: Corporate Planning team

Locked Bag 14

Cloisters Square WA 6850

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Good governance principles key

Each year we commit to the principles of good governance and being accountable for our actions. Content throughout this report is visually linked to the Public Sector Commission's nine governance principles, using the following icon:



1, 2, 3

Governance principles

- **1.** Government and public sector relationship
- 2. Management and oversight
- 3. Organisational structure
- **4.** Operations
- **5.** Ethics and integrity
- **6.** People
- **7.** Finance
- 8. Communication
- 9. Risk management

Statement of Compliance

In accordance with section 63 of the *Financial Management Act 2006*, I hereby submit for your information and presentation to Parliament, the Annual Report of the Department of Energy, Mines, Industry Regulation and Safety for the reporting period ended 30 June 2025.

The Annual Report has been prepared in accordance with the provisions of the *Financial Management Act 2006* and fulfils obligations pursuant to the following legislation:

- section 115 Building and Construction Industry (Security of Payment) Act 2021
- section 73(3) Building Services (Registration) Act 2011
- section 60 Credit (Administration) Act 1984
- section 12A Debt Collectors Licensing Act 1964
- section 33 Electricity Act 1945
- section 10A Employment Agents Act 1976
- section 13CA Gas Standards Act 1972
- section 31 Land Valuers Licensing Act 1978
- section 51 Motor Vehicle Dealers Act 1973
- section 59E(7) and 59H(2) Plumbers Licensing Act 1995
- section 135(2) Real Estate and Business Agents Act 1978
- section 12 Retirement Villages Act 1992
- section 112(2) Settlement Agents Act 1981

The financial statements comply with Australian Accounting Standards – Simplified Disclosures issued by the Australian Accounting Standards Board.



Accountable Authority 16 September 2025



Hon. David Michael MLA
Minister for Mines and Petroleum;
Finance; Electoral Affairs;
Goldfields-Esperance





Attorney General; Minister for Commerce; Tertiary and International Education; Multicultural Interests



Hon. Amber-Jade
Sanderson MLA
Minister for Energy and
Description: Manufacturing

Decarbonisation; Manufacturing; Skills and TAFE; Pilbara



DEMIRS

Director General Message

It is with great pleasure that I acknowledge the hard work and achievement of DEMIRS staff during 2024–25.

LGIRS

Director General Message

It is my privilege to jointly present the DEMIRS Annual Report 2024–25.

This Annual Report outlines the work undertaken on behalf of the people of Western Australia. Over the past 12 months, we continued aligning our priorities with the evolving needs of industry, workers, consumers and stakeholders. The impact of our work is reflected in:

- New legislation, providing a fit-for-purpose framework for WA's energy transition.
- Reduced energy costs for vulnerable WA households through the Energy Ahead program.
- Residential tenancy reforms and improving housing availability with the Short-Term Rental Accommodation and Vacant Property Rental Incentive schemes.
- Protecting workers from respiratory hazards associated with silica (engineered stone) and asbestos removal.
- Releasing the first phase results for the WA Array project, an initiative to improve geoscience knowledge that will inform decision-making for government and industry.
- Delivering on reforms to better protect workers and recover underpayment of wages.

These and other achievements cannot be celebrated without acknowledging the substantial contribution of DEMIRS Director General Richard Sellers. I congratulate Richard on a long and accomplished career in the WA public sector.



Jai Thomas

I am inspired by the outstanding work delivered by DEMIRS in the last year across the government's priority areas, including important strides in protections for Western Australian consumers and workers.

I would like to formally acknowledge the significant leadership of Richard Sellers, whose tenure as Director General was distinguished by a forward-thinking commitment to a safe, fair and prosperous Western Australia. My thanks also go to Jai Thomas, who served as Acting Director General during the early stages of the recent public sector reform. His stewardship meant that essential services and regulatory functions continued seamlessly throughout the department's transition.

Looking ahead, the new Department of Local Government, Industry Regulation and Safety will undertake many of the regulatory functions previously held by DEMIRS as well as the regulatory responsibilities of the local government and racing and gaming portfolios.

This expanded remit positions us to continue delivering robust, responsive regulation for the benefit of Western Australians, and I look forward to working together with our dedicated staff under the LGIRS banner.



Lanie Chopping



Department overview



About us



We are the Department of Energy, Mines, Industry Regulation and Safety. We support and protect Western Australian communities, industries, workers and consumers as well as promote through policy the State's energy transition. We listen, engage and work collaboratively with stakeholders to benefit WA.

Our Annual Report

The department's annual report outlines who we are, what we do and the services and outcomes we have achieved during 2024-25. This report provides an opportunity to demonstrate our values, progress of key projects that benefit WA and our statutory obligations.

We have progressed regulatory reforms to modernise legislation. This reform is building confidence in our economy for businesses to operate in a fair trading environment and making WA a great place to work. We have worked with other agencies to deliver on the WA Government's goals, upgrading our technology in pursuit of delivering better services and sharing our knowledge with national and international delegations. We continue to engage with stakeholders on emerging trends and issues and maintain relationships for the benefit of the State and all Western Australians.

The department plays a unique role in providing for a safe, fair and prosperous future for WA. Our diverse department employs more than 2,000 people including specialists, technical experts, scientists and administrative staff. We work together to support WA and administer more than 100 pieces of legislation.

Our staff work from multiple metropolitan locations and regional offices located in Albany, Broome, Bunbury, Collie, Geraldton, Kalgoorlie, Karratha, Leonora, Mount Magnet and Southern Cross.

Our corporate values

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



Ethical

We act with honesty and integrity.



Fair

We treat people equitably and act without judgement or bias.



Forward thinking

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



Respectful

We are always courteous and considerate to others, regardless of beliefs, backgrounds or abilities.



Responsive

We adapt to change, act on concerns, and provide information in a timely manner.



Transparent

We are open and accountable in what we do.

At a glance

staff

▲ increase from last year



21%

34 years





28% aged more than 55 years

staff work from locations outside of the metropolitan area.



Towards 2029



In the first week of July, we launched Towards 2029, the department's five-year strategic plan.

Our vision

A safe, fair and prosperous future for Western Australia.

Our priorities

Towards 2029 outlines three key priorities.

Sustain responsible industries

Support the development of resources and strong industries that operate for the good of WA.

Protect the community

Ensure Western Australians have access to improved work health and safety conditions, strong consumer rights and a fair trading environment.

Drive energy

Guide WA industries and the energy sector to transition to net zero emissions by 2050.

In a series of events across metropolitan office locations, with live streaming for regional staff, Director General Richard Sellers presented the department's vision, priorities and approach.





Empowering the community, our people and partners.

Advance effective regulation

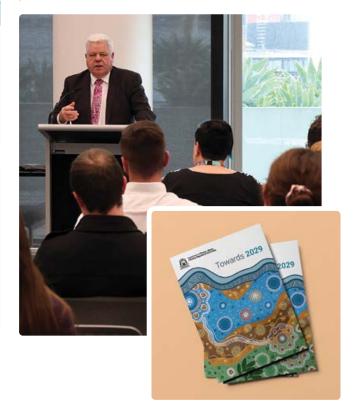
We will use and refine contemporary regulatory instruments and address barriers to policy reform.

Cultivate trust and collaboration

We will maintain the trust of the public and our partners by actively listening, working transparently and solving problems together.

Lead through change

We will gather intelligence, predict and respond to emerging challenges and lead opportunities for reform.



The Executive Leadership Group (ELG) discussed and monitored progress against strategic initiatives throughout the year. Many of these initiatives can be found in this report.



Organisational structure

Minister for Mines and Petroleum

Hon. David Michael MLA

Minister for Industrial Relations

Hon. Simone McGurk MLA

Minister for Commerce

Hon. Dr Tony Buti MLA

Minister for Energy

Hon. Amber-Jade Sanderson MLA

Acting Director General

Jai Thomas

Building, Energy Safety and Service Delivery

> Acting Deputy Director General Peter Stewart

Consumer Protection and Legal Services

Commissioner for Consumer Protection Trish Blake **Energy Policy**

Acting Deputy Director General Tim Bray Resource and Environmental Regulation

Deputy Director General Andrew Chaplyn Corporate Services and Labour Relations

Deputy
Director General
lan Munns

WorkSafe Commissioner Sally North

As on 30 June 2025

Executive changes during 2024–25

1 July 2024

- Sally North appointed as WorkSafe Commissioner.
- Kirstin Berger was seconded to the Department of Jobs, Tourism, Science and Innovation since
 19 February 2024, and resigned as Deputy Director General Industry Regulation and Consumer Protection effective 11 December 2024.

3 February 2025

- Industry Regulation and Consumer Protection Group restructured to become the Building, Energy Safety and Service Delivery Group, and the Consumer Protection and Legal Services Group.
- Saj Abdoolakhan appointed as Deputy Director General Building, Energy Safety and Service Delivery. Since 19 February 2024 Saj was Acting Deputy Director General Industry Regulation and Consumer Protection.

6 February 2025

 Jennifer Low appointed as Deputy WorkSafe Commissioner.

22 March 2025

- Richard Sellers joins Department of Premier and Cabinet as Acting Director General.
- Jai Thomas appointed as Acting Director General Department of Energy, Mines, Industry Regulation and Safety.
- Tim Bray appointed as Acting Coordinator of Energy until the end of the financial year.

28 March 2025

Trish Blake appointed as Commissioner for Consumer Protection

- 19 May 2025

- Saj Abdoolakhan appointed as Small Business Commissioner and Chief Executive Officer of the Small Business Development Corporation and resigned as Deputy Director General Building, Energy Safety and Service Delivery.
- Peter Stewart appointed as Acting Deputy Director General Building, Energy Safety and Service Delivery.

Meet our Executive Leadership Group

Jai ThomasActing Director General

Jai Thomas joined ELG when Energy Policy WA transitioned under the department in July 2022. In March, Jai acted in the role of Director General until the end of the financial year.

- 2020 Program Director for Energy Transformation (Energy Policy WA)
- 2022 Coordinator of Energy (Energy Policy WA)
- 2022 Coordinator of Energy/Deputy Director General Energy Policy

What achievements are you most proud of during your time at DEMIRS?

Energy Policy is proud to help move WA's energy systems toward a cleaner future. We have supported major projects that will reduce carbon emissions and improve energy security and reliability. Our team worked on energy policies and rules to support new energy technologies, protect consumers, deliver benefits from the energy transition to host communities, and to support Traditional Owners participate in clean energy projects. On a personal note, I look forward to continuing to focus my efforts on the energy transition – my greatest passion (outside the 3 F's of family, friends and football).





Peter StewartActing Deputy Director General

Peter Stewart joined the leadership of Energy Safety in October 2012, before its merging with the Building Commission.

- 2019 Director Policy and Legislation
- 2024 Executive Director Building and Energy
- 2025 Executive Director Service Delivery
- 2025 Deputy Director General Building, Energy Safety and Service Delivery



Peter currently holds two statutory positions: Building Commissioner and the Director of Energy Safety.

What achievements are you most proud of during your time at DEMIRS?

I am proud of many achievements during this time. Two highlights include bringing together the regulatory functions of the Building and Energy Division and the associated licensing functions of the Service Delivery Division to form the new group; and collaborating with Energy Policy on establishing and resourcing the compliance framework, in support of the WA Government's residential battery rebate scheme. We were successful in obtaining approval to carry out a review of home building contract laws and assisted the WA Government in facilitating a mediation between the manufacturer of leaking pipes in many homes across WA, and the builders that installed these products. This resulted in an Industry Response, which is an agreement between the State, the piping manufacturer and a number of builders to fund remedial work in the impacted homes. Delivering ongoing reviews of licensing processes is an achievement that led to performance improvements, including significant reduction to processing times and backlogs of licence applications and renewals.



Trish BlakeCommissioner for Consumer Protection Deputy Director General

Trish Blake joined the leadership of Industry Regulation and Consumer Protection Group in 2020, joining ELG as Executive Director Consumer Protection in late 2023. Trish's previous roles include General Manager Mandatory Conciliation and Director Retail and Services.



What achievements are you most proud of in the past year?

The introduction of the Commissioner Determinations process to assist tenants and landlords to resolve disputes under the *Residential Tenancies Act 1987* is a game changer in making dispute resolution faster and more accessible. At the moment, Commissioner Determinations apply to disputes on pets in rental properties and the tenant's right to make minor modifications. In the next financial year, Commissioner Determinations will extend to disputes about bonds. We hope this new process will ensure far more tenants engage with the decision around their bonds. We are also very proud of changes to the *Retirement Villages Act 1992* that passed Parliament this year, which will result in residents receiving their exit entitlement within 12 months of leaving a village. This will make a significant improvement to the lives of residents moving into aged care or to their estate and families if they have passed away. Without these changes, residents and their families could wait many years to receive their exit entitlement, which could place enormous financial stress on families.

Tim Bray Acting Deputy Director General

Tim Bray joined Energy Policy WA in February 2022 as Assistant Coordinator to contribute to the development of strategic energy policy for WA. In July 2022, Energy Policy WA transitioned under the department. In 2025, Tim was appointed acting Coordinator of Energy.



What achievements are you most proud of during your time at DEMIRS?

Over the past year, Energy Policy made strong progress in supporting the State's energy transition. We completed Project Symphony, demonstrating how homes with solar and batteries can support the grid. We continued to work across government and all stakeholder groups to take make meaningful progress in decarbonising WA's two networks: the South West Interconnected System and the North West Interconnected System. Energy Policy contributed to two bills that modernised our legislative framework to be fit-for-purpose in the age of energy transition. Most recently, we stood up the residential battery rebate scheme to deliver a key election commitment. Another significant achievement for Energy Policy was to lead the initiative with Horizon Power to electrify the town of Esperance, in response to the local gas supplier ceasing supply of reticulated gas to the community. During 2023, the town successfully transitioned to electric power that paves the way for a renewable energy future for the town.

Andrew Chaplyn Deputy Director General

Andrew Chaplyn started in the role of Deputy Director General Resource and Environmental Regulation (DDG RER) in August 2022. Prior to this, Andrew has held the executive positions of Director Mines Safety and State Mining Engineer.



What achievements are you most proud of during your time at DEMIRS?

Modernising legislation, developing digital systems, implementing key initiatives and improving our regulation capacity and capability, are some of our recent achievements. The Mining Amendment Bill 2025 is a key piece of legislation that gives certainty to the mining industry around tenure in WA, while progressing amendments to petroleum legislation to allow carbon capture and storage was also a great milestone for the team. Another milestone achievement was rolling out Phase One of Resources Online to improve approval processes and information flow between the department and industry. It strengthens our focus on compliance and enables activities that drive the required standards across the resources industry, ensuring WA achieves responsible and sustainable outcomes. WA Array and the Geological Data Transformation Project are particularly exciting geoscience initiatives that are revolutionising data accessibility and supporting future exploration success. On a personal note, I'm pleased to have had the opportunity to be part of the team keeping the resources industry going during COVID-19. At this time, I was heavily involved in the department's response as the department's Coordinator to the State Groups that were managing the overall government response.

lan Munns Deputy Director General

Ian Munns held leadership roles in the former Department of Commerce before the 2017 Machinery of Government changes. Since January 2018, Ian has held a Deputy General Director role and is currently the Deputy General Director General Corporate Services and Labour Relations (CSLR).



2018 Deputy Director General Safety Regulation

What achievements are you most proud of in the past year?

The last 12 months have presented a period of change and the CSLR Group has been able to successfully deliver services across the operational areas of DEMIRS. That process included some restructuring to ensure the Group is best positioned to meet the future service requirement across the department. The divisions of Private Sector Labour Relations (PSLR) and Government Sector Labour Relations (GSLR) have both been able to deliver on a significant government agenda. PSLR delivered a reform agenda in relation to WA's industrial relations laws, while GSLR completed excellent outcomes within the WA Government's wages policy framework. Both divisions have also delivered other priority outcomes.







Sally NorthWorkSafe Commissioner

Sally North joined WorkSafe in 2001 as an Inspector and moved into a team leader role (Principal Scientific Officer) in 2007.

- 2016 Director WorkSafe Service Industries and Specialists
- 2023 Acting Deputy WorkSafe Commissioner
- · 2024 WorkSafe Commissioner



WorkSafe continues to consolidate as a group dedicated to work health and safety and dangerous goods safety. We are proud of the new WorkSafe website and SafetyLine Hub, launched in 2024 to help the community find the work health and safety information that they need. I am pleased to say that this year marks a turning point in our senior management team with three strategic roles filled by individuals that bring a wealth of knowledge and experience, and I look forward to the great work we will accomplish as WorkSafe. A successful Inspectors' forum in June allowed directorates to workshop key issues and provided a great opportunity to build our shared understanding of WorkSafe's role. The Dangerous Goods branch also coordinated the review into the *Dangerous Goods Safety Act 2004* to inform future direction for this legislation.



Jennifer LowDeputy WorkSafe Commissioner

Jennifer Low is one of our more recent members to the leadership group and joined WorkSafe in February.

What achievements are you most proud of in the past year?

Over the last 12 months, WorkSafe worked hard to grow its stakeholder engagement with more than 120 activities including information sessions, industry

events and school presentations. This activity was rounded out with a successful Inspector forum in June, the first held in more than four years, with about 300 attendees from Perth and the regions. Also in June, the Compliance and Regulation System (CARS) Transformation Program passed proof of concept and entered Stage One of implementation. CARS is a substantial and critical technology and business process project, aimed at simplifying and standardising the administration of work health and safety regulatory functions. It replaces legacy software systems with a fit-for-purpose cloud-based solution.





Julie de Jong Executive Director

Julie de Jong has been the Executive Director for Strategic Business Innovation (SBI) since 2018.

What achievements are you most proud of in the past year?

I am immensely proud of the diverse work my staff delivered to support the department this year. SBI is a dedicated team that strives to deliver timely and quality

products and services, from ICT reform programs, transitions and digital transformations to audit, risk, planning and performance reporting. We created the incredibly successful single customer identity platform embraced by the Office of Digital Government that was part of the Digital Strategy for the WA Government. We continued to assist and substantially progress multi-year projects related to the Geoscience Data Transformation Program, Resources Online and the migration of the Royalties Management System to RevenueWA. We have made significant progress with enabling online forms and workflows, leveraging digital assistance to our customers and creating digital value. We have delivered quarterly performance reporting and other reporting enabled by the successful implementation of a data strategy using Power BI. We introduced an Artificial Intelligence Policy and Framework and progressively rolled out a Co-Pilot program. We also successfully implemented the Short-Term Rental Assistance register on critical timelines.



Jeremy Kwong started in the role of the department's Chief Financial Officer in January 2023 and has acted in the role of Executive Director Corporate Services on occasion since commencing.

What achievements are you most proud of during your time at DEMIRS?

I'm extremely proud of the Finance team's recognition by the Office of the Auditor General as a top 20 best practice agency, highlighting outstanding performance in financial reporting and controls. Securing a range of sustainable funding outcomes to support the department in delivering positive outcomes for Western Australia, is another major achievement. The past 12 months have been a period of significant change, including a structural review to ensure our services continue to reflect the evolving landscape of financial services. During this time, we also navigated Public Sector Reform and the delivery of inaugural budget papers and statements for the Department of Local Government, Industry Regulation and Safety and the newly created Department of Mining, Petroleum and Exploration.





Marka Haasnoot

Executive Director

Marka Haasnoot has been the Executive Director for Corporate Services since 2019 and took a leadership role in managing the department's response to COVID-19 in the workplace.

What achievements are you most proud of in the past year?

As the Corporate Services function is quite diverse, there are so many projects and initiatives that have been implemented in the last 12 months that warrant recognition. On a personal note, the website strategy is a good example of how all Groups worked together to deliver our new and refreshed website. We entered a new stage of our Perth Accommodation Consolidation project with staff successfully rotating through Gnalla Mia, our study space where staff get exposure to activity-based working. We have developed a new wellbeing strategy and other strategies focused on sustaining a thriving work environment. We also managed to maintain our reputation as a corporate services provider with a solid track record for governance and systems, evidenced by our best practice recognition from the Office of the Auditor General.



Richard Sellers Director General

Richard Sellers joined the department as Director General in May 2021 until requested to join the Department of Premier and Cabinet in April by the Public Sector Commissioner. Richard has spent 43 years in public service across WA and the Northern Territory.



What achievements are you most proud of during your time at DEMIRS?

I am proud of DEMIRS' people, achievements, and reputation as a proactive enabler, committed to delivering results and strong stakeholder relationships. Highlights include major reforms in safety legislation, transformational resource initiatives supporting green energy and continued improvements for consumer, building and energy protections.



Our Groups

Building, Energy Safety and Service Delivery

Sai Abdoolakhan DDG until 16 May 2025



Administers and regulates licensing, technical safety requirements, standards and legislation, across a range of industries.

- · Building and Energy
- Service Delivery

Building, Energy Safety and Service Delivery (BESSD) oversees the operations of the building, building surveying, building engineering, electrical, gas, painting and plumbing industries, and manages the resolution of building service and subcontractor payment disputes.

The Group also administers customer and licensing services, working collaboratively across departments to facilitate a seamless process and meet the diverse needs of customers.

The BESSD Group was established on 3 February 2025 following a structural review of the former Industry Regulation and Consumer Protection (IRCP) Group, which saw IRCP split into two new Groups: Consumer Protection and Legal Services (CPLS) and BESSD.



Consumer Protection and Legal Services

Trish Blake Commissioner for **Consumer Protection**

Develops, enforces and promotes legislation that protects consumers.

- **Consumer Protection**
- Industry Regulation and Consumer Protection (IRCP) Legal

Consumer Protection and Legal Services (CPLS) is responsible for ensuring there is a fair trading environment through balanced regulation.

The Group offers conciliation service, conducts compliance and enforcement activities and provides information, education and advice to empower and safeguard the community.

The CPLS Group was established on 3 February 2025 following a structural review of the former IRCP Group, which saw IRCP split into two new Groups: CPLS and BESSD. The creation of CPLS also saw the Commissioner for Consumer Protection role become a direct report to the Director General



Tim Brav Acting DDG from 19 May 2025

Focuses on the delivery of policy advice to government to facilitate the supply of secure, reliable, sustainable and affordable energy services to the WA community.

- Energy Policy Market Development
- **Energy Policy Strategic and Consumer Policy**

Energy Policy supports the Coordinator of Energy with rule-making functions in relation to the Wholesale Electricity Market, Gas Services Information and Pilbara Network Rules, and the discharging of statutory responsibilities in the management of fuel, gas and electricity supply disruptions as set out in the Emergency Management Act 2005.

The Group also established PoweringWA, a new entity working with government and industry to transition WA to an energy future that is more effective, reliable and less dependent on carbon-heavy technologies.









Resource and Environmental Regulation

Regulation Andrew Chaplyn



- · Aboriginal Empowerment
- Geological Survey and Resource Strategy
- Resource and Environmental Compliance
- Resource Tenure
- · Legal Resources

The Group provides geoscientific data to understand WA's mineral and petroleum resources and also administers the Aboriginal Empowerment Initiative, ensuring that policies, practices and procedures for mining activities are developed in a culturally respectful way.

Corporate Services and Labour Relations

lan Munns

Supports the department to achieve its strategic and operational objectives. The Group incorporates a range of corporate service functions, assists public sector employers in meeting their workforce and organisational objectives, and provides strategic advice, and education and compliance services on state employment laws.

- Corporate Services, Finance and Strategic
 Business Innovation: These business areas
 provide strategic and corporate support to the
 department, its staff and managers for matters
 relating to business administration, management,
 executive support, strategic planning, ICT,
 personnel management, financial budgeting,
 procurement and accounting, as well as internal
 audit and risk management programs.
- Government Sector Labour Relations: Provides resources for agencies on government sector employment and labour relations and administers and supports the government's wages policy.
- Private Sector Labour Relations: Administers information and resources for people working in the state industrial relations system. The Division also leads the audit of suppliers to verify that their workers are being paid correctly under applicable industrial awards and agreements for the work they are fulfilling on government contracts.



Sally North WorkSafe Commissioner

Regulation and promotion of workplace health and safety and dangerous goods safety, including in general industry and the mining and petroleum industries.

- · WorkSafe Industrial and Regional
- · WorkSafe Investigations
- WorkSafe Mines Safety
- WorkSafe Petroleum Safety and Dangerous Goods
- WorkSafe Service Industries and Specialists
- Regulatory Support
- · WorkSafe Legal

The Group plays a significant part in building and strengthening the WA economy by ensuring that one of the State's most significant assets, its workforce, operates in a healthy and safe environment where workers' rights are protected.



Administered legislation



We assist the Ministers for Mines and Petroleum; Energy; Commerce and Industrial Relations, in administration of the following:

- Architects Act 2004
- Associations Incorporation Act 2015
- Auction Sales Act 1973
- · Barrow Island Royalty Trust Account Act 1985
- Barrow Island Royalty Variation Agreement Act 1985
- British Imperial Oil Company, Limited (Private) Act 1925
- · Building Act 2011
- Building and Construction Industry (Security of Payment) Act 2021
- Building Services (Complaint Resolution and Administration) Act 2011
- Building Services Levy Act 2011
- Building Services (Registration) Act 2011
- Business Names (Commonwealth Powers) Act 2012
- Business Names Act 1962
- Charitable Collections Act 1946
- Chattel Securities Act 1987
- · Churches of Christ, Scientist, Incorporation Act 1961
- · Coal Miners' Welfare Act 1947
- Commercial Tenancy (Retail Shops) Agreements Act 1985
- (1) Transitional Act.

- · Competition Policy Reform (Taxing) Act 1996
- Competition Policy Reform (Western Australia) Act 1996
- Conspiracy and Protection of Property Act 1900
- Construction Contracts Act 2004
- Construction Industry Portable Paid Long Service Leave Act 1985
- Co-operatives Act 2009
- · Credit (Administration) Act 1984
- · Credit (Commonwealth Powers) Act 2010
- Credit (Commonwealth Powers) (Transitional and Consequential Provisions) Act 2010⁽¹⁾
- · Credit Act 1984
- Dampier to Bunbury Pipeline Act 1997
- Dangerous Goods Safety Act 2004
- · Debt Collectors Licensing Act 1964
- Decimal Currency Act 1965
- Disposal of Uncollected Goods Act 1970
- Distress for Rent Abolition Act 1936
- Dividing Fences Act 1961
- Electricity Act 1945
- Electricity Corporations Act 2005

- Electricity Industry Act 2004 (except Parts 9A and 9B)
- Electricity Transmission and Distribution Systems (Access) Act 1994
- Employment Agents Act 1976
- Employment Dispute Resolution Act 2008
- Energy Arbitration and Review Act 1998
- Energy Coordination Act 1994
- Energy Corporations (Transitional and Consequential Provisions) Act 1994
- · Energy Operators (Powers) Act 1979
- Energy Safety Act 2006
- Energy Safety Levy Act 2006
- Fair Trading Act 2010
- Finance Brokers Control Act 1975
- Fremantle Buffalo Club (Incorporated) Act 1964
- Fuel, Energy and Power Resources Act 1972
- Gas Corporation (Business Disposal) Act 1999
- Gas Services Information Act 2012
- Gas Standards Act 1972
- Gas Supply (Gas Quality Specifications) Act 2009
- Growers Charge Act 1940

Department overview

- Hire-Purchase Act 1959
- · Home Building Contracts Act 1991
- Industrial Relations Act 1979
- Land Valuers Licensing Act 1978
- · Law Reform (Common Employment) Act 1951
- Limited Partnership Act 2016
- Long Service Leave Act 1958
- Metric Conversion Act 1972
- Mines Safety and Inspection Act 1994
- Minimum Conditions of Employment Act 1993
- Mining Act 1978
- Mining On Private Property Act 1898
- Mining Rehabilitation Fund Act 2012
- Mining (Validation and Amendment) Act 1986
- Motor Vehicle Dealers Act 1973
- Motor Vehicle Repairers Act 2003
- National Gas Access (WA) Act 2009
- New Tax System Price Exploitation Code (Taxing) Act 1999
- New Tax System Price Exploitation Code (Western Australia) Act 1999

- Occupational Safety and Health (Validation) Act 1998⁽²⁾
- Offshore Minerals Act 2003
- Offshore Minerals (Consequential Amendments) Act 2003
- Offshore Minerals (Registration Fees) Act 2003
- Offshore Petroleum (Royalty) Act 2006(3)
- Offshore Petroleum and Greenhouse Gas Storage Act 2006⁽³⁾
- Personal Property Securities (Commonwealth Laws) Act 2011
- Petroleum Act 1936
- Petroleum and Geothermal Energy Resources Act 1967
- Petroleum and Geothermal Energy Resources (Registration Fees) Act 1967
- Petroleum Pipelines Act 1969
- Petroleum (Submerged Lands) Act 1982
- Petroleum (Submerged Lands) Registration Fees Act 1982
- Petroleum Titles (Browse Basin) Act 2014

- Petroleum and Geothermal Energy Safety Levies Act 2011
- Petroleum Products Pricing Act 1983
- Petroleum Retailers Rights and Liabilities Act 1982
- Plumbers Licensing Act 1995
- Public and Bank Holidays Act 1972
- Real Estate and Business Agents Act 1978
- Residential Parks (Long-Stay Tenants) Act 2006
- Residential Tenancies Act 1987
- Retail Trading Hours Act 1987
- Retirement Villages Act 1992
- · Sale of Goods (Vienna Convention) Act 1986
- Sale of Goods Act 1895
- Settlement Agents Act 1981
- Short-Term Rental Accommodation Act 2024
- Street Collections (Regulation) Act 1940
- State Energy Commission (Validation) Act 1978
- Ticket Scalping Act 2021
- Transfer of Incorporation (HBF and HIF) Act 2009
- Western Australian Products Symbol Act 1972
- Work Health and Safety Act 2020
- (2) An Act to validate certain acts, matters or things done or purported to be done under the *Occupational Safety and Health Act 1984* and to amend that Act. The *Occupational Safety and Health Act 1984* was repealed on 31 March 2022 and replaced with the *Work Health and Safety Act 2020*. Working within the statutory limits of that Act, WorkSafe continues to investigate and prosecute cases under the repealed Act.
- (3) Administered on behalf of the Commonwealth.

Performance management framework



Broad Government Goals are supported at agency level by specific outcomes. Agencies deliver services to achieve these outcomes. The following diagram illustrates the relationship between the Department of Energy, Mines, Industry Regulation and Safety services, the desired outcomes and the relevant Government Goal.

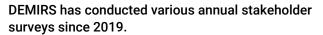
Relationship to Government Goals

Government Goals		Desired outcomes		Services
WA Jobs Plan	>	Promoting a sustainable and regulated resource sector	•	Resource and Environmental Regulation
Diversifying the WA economy, creating local jobs for the future	>	Driving safe and healthy workplaces		WorkSafe
Safe, Strong and Fair Communities Supporting our local and regional	•	Fostering a competitive, safe and fair marketplace for consumers and businesses	▶	Industry Regulation and Consumer Protection
communities to thrive	>	Supporting fair employment conditions		Labour Relations
Investing in WA's Future Tackling climate action and supporting the arts, culture and sporting sectors to promote vibrant communities	>	Facilitating secure, reliable, sustainable and affordable energy services for WA households and businesses	•	Energy Policy

Key effectiveness indicators measure the extent of impact of the delivery of services on the achievement of desired outcomes. Key efficiency indictors monitor the relationship between the service delivered and the resources used to produce the service. A summary of the department's performance for this year is available on page 25 and 26. For more detailed information refer to the Key Performance Indicators pages 68-86.



Stakeholders



In 2023 the department conducted a review of its Outcome Based Management Framework to better align to the needs of both internal and external stakeholders and offer more meaningful insights into the department's performance. As part of this review, four new key performance indicators were developed for measuring customer and stakeholder satisfaction with services or engagement. The new stakeholder survey provides more actionable and meaningful insights for improvement.

May 2025

2,553

people who had interactions with the department within the past 12 months responded to the stakeholder survey.

The relevant Groups received detailed insights on their performance, including strengths and areas to target for improvement.

Key findings from the 2024-25 survey:

- Universally, respondents reported high satisfaction on ease of completing an interaction.
- Respondents indicated that they feel respected by the department's staff, fostering a deeper sense of trust.
- Common positive themes included appreciation of supportive staff, effective online processes, and thorough facilitation.
- Satisfaction was lower for respondents driven by making a complaint, querying a decision, reporting something and participating in department-facilitated sessions.
- Common challenges expressed by respondents included delays and inefficiencies post submission or enquiry, communication gaps and navigational difficulties to find information on websites.

Public Sector Reform

Following the WA State Election in March, the WA Government announced targeted reforms involving nine departments which will come into effect on 1 July 2025. The reform includes reshaping the Department of Energy, Mines, Industry Regulation and Safety as follows:

- The industry regulation and safety functions will join local government and racing, gaming and liquor functions (remit of the Department of Local Government, Sport and Cultural Industries) to form the Department of Local Government, Industry Regulation and Safety.
- The energy policy function is moving to the Department of Energy and Economic Diversification.
- The resource and environmental regulation function will form the new Department of Mines, Petroleum and Exploration.





Performance snapshot 2024–25







\$1m+

recovered in unpaid wages and entitlements via enforcement proceedings, conciliations, inspections and investigations.

470

3,275 products inspected.

product safety inspections.

12,424 consumer complaints managed.

4,750

3,635

Surrender Reports submitted by industry.

Section 65 of the Mining Act 1978 requires 40 per cent of the tenement must be relinquished on the tenements sixth anniversary.

building, painting, building



5,824

items of plant registered under work health and safety regulations.



1million

average monthly visits to fuelwatch.wa.gov.au

303



3,424

tenement applications received.



82%

related to exploration and prospecting licenses.

energy market consultation papers released to stakeholders

energy market reviews conducted or in progress. 12

surveying, plumbing, electrical and gas inspections conducted.

250,065

bond lodgements, variations and disposals transactions handled.

legacy seismic and well

data reels transcribed to

modern data format.



service leave calculator.



1,045

building services disputes finalised.



Budget and financial performance summary



Financial targets	Target \$000	Actual \$000	Variation \$000
Total cost of services	472,508	477,803	(5,295)
Net cost of services	284,386	166,000	118,386
Total equity	745,391	862,368	116,977
Approved salary expense level	237,012	234,328	2,684
Approved executive salary expense level	7,595	8,702	(1,107)
Borrowing limit	0	0	0

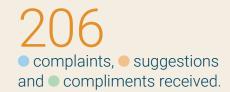
Target values align with agreed Resource Agreement Mid-year review updates.

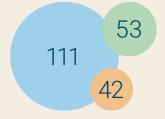
Working cash targets	Agreed limit \$000	Target actual \$000	Variation \$000
Agreed working cash limit (at Budget)	21,809	23,304	1,495
Agreed working cash limit (at actuals)	21,809	22,932	1,132

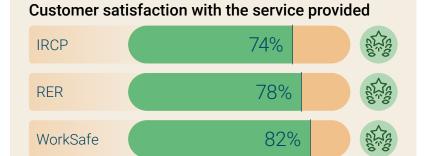
Target Actual (at Budget) values align with agreed Resource Agreement Mid-year review updates.

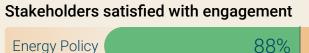
Feedback on our customer service and stakeholder engagement

We are committed to providing quality services, guided by our customer service charter. The charter is derived from our corporate values and guides staff in their engagement with customers and each other.









Energy Policy





Summary of key performance indicators





Variance result key



Exceeded Target

More than 5% above target (effectiveness indicators). More than 5% below target (efficiency indicators).



Within Target

Within ±5% of target (effectiveness and efficiency indicators).



Target not met (within variance)

6-10% below target (effectiveness indicators). 6-10% above target (efficiency indicators).



Target not met (material variance)

More than 10% below target (effectiveness indicators). More than 10% above target (efficiency indicators).

Outcome 1: Promoting a sustainable and regulated resources sector

Key Effectiveness Indicators	Target	Performance	Page
O.1.1 Per cent of Resource and Environmental Regulation customers satisfied with service provided	75%		<u>70</u>
O.1.2 Per cent of Resource and Environmental Regulation compliance activities conducted as planned	80%		<u>71</u>

Service 1: Resource and Environmental Regulation

Key Efficiency Indicator	Target	Performance	Page
S.1.1 Average cost of regulation per live title	\$5,950		<u>82</u>

Outcome 2: Driving safe and healthy workplaces

Key Eff	ectiveness Indicators	Target	Performance	Page
	Per cent of WorkSafe customers satisfied with service provided	75%		<u>72</u>
	Per cent of WorkSafe compliance activities completed as planned	80%		<u>73</u>
	Per cent of WorkSafe related licensing and registration services delivered within target timeframes	80%		<u>74</u>

Service 2: WorkSafe

Key Efficiency Indicator	Target	Performance	Page
S.2.1 Average cost per regulatory transaction to deliver safety regulation services	\$7,302		<u>83</u>



Outcome 3: Fostering a competitive, safe and fair marketplace for consumers and businesses

Key Et	fectiveness Indicators	Target	Performance	Page
0.3.1	Per cent of Industry Regulation and Consumer Protection customers satisfied with service provided	75%		<u>75</u>
0.3.2	Per cent of Building and Energy compliance activities completed as planned	80%		<u>76</u>
0.3.3	Per cent of Consumer Protection compliance activities completed within agreed timeframes	80%		<u>77</u>
0.3.4	Per cent of Industry Regulation and Consumer Protection related licensing and registration services delivered within target timeframes	80%		<u>78</u>

Service 3: Industry Regulation and Consumer Protection

Key Efficiency Indicator	Target	Performance	Page
S.3.1 Average cost per transaction to deliver industry regulation and consumer protection services	\$270		<u>84</u>

Outcome 4: Supporting fair employment conditions

Key Effectiveness Indicator	Target	Performance	Page
O.4.1 Per cent of Private Sector Labour Relations regulatory activities completed within agreed timeframes	80%		<u>79</u>

Service 4: Labour Relations

Key Efficiency Indicator	Target	Performance	Page
S.4.1 Average cost per regulatory transaction to deliver Private Sector Labour Relations services	\$745		<u>85</u>

Outcome 5: Facilitating secure, reliable, sustainable and affordable energy services for WA households and businesses

Key Effectiveness Indicators	Target	Performance	Page
0.5.1 Stakeholder satisfaction with Energy Policy engagement	70%		<u>80</u>
0.5.2 Progress towards delivery of policy milestones for Energy Policy	80%	\otimes	<u>81</u>

Service 5: Energy Policy

Key Efficiency Indicator	Target Perfo	rmance	Page
S.5.1 Average cost per Ministerial advice provided	\$56,154	9	<u>86</u>





Supporting WA households



During 2024–25, the department continued with delivery of the Short-Term Rental Accommodation (STRA) and the Vacant Property Rental Incentive (VPRI) schemes. Both schemes were extended to 30 June 2025 and further extended to 31 December 2025 unless grant funds are otherwise exhausted beforehand. Additionally, both schemes now include Christmas Island and Cocos Keeling Islands.

Short-Term Rental Accommodation registration

The STRA Register opened on 1 July 2024 to enable owners to update property details early, prior to the legislative commencement of the scheme on 1 January 2025. The registration scheme helps to provide both state and local governments with up-to-date data on the sector, including how many STRA properties there are, where they are located and how they are used throughout WA.

STRA property owners, property managers and accommodation booking platforms, such as Airbnb and Expedia, have an obligation to routinely record all bookings in the register to inform the levels of accommodation use within the sector across the State.

The register is supported by a search function that allows the public to check if a property is registered as STRA, while guests can use the register to verify that registration numbers are valid. A publicly available interactive heat map has also been introduced, providing insight into STRA by location. The map provides the general locality of registered STRA premises, detailing the density and concentration of registered STRA properties across WA.

To support local governments in managing STRA in their jurisdictions, a local government authority 'dashboard' has been developed. This dashboard provides secure log-in access to the register, enabling local governments to efficiently view and manage STRA registrations specific to their area. Where appropriate, a local government can refer matters to the Commissioner for Consumer Protection to consider suspending or cancelling a registration in various circumstances where a STRA may be operating unlawfully.

The department delivered STRA information sessions between July and December in the lead up to mandatory registration. The presentations provided key information to help STRA providers understand which premises require registration, how to register a property and the requirements that apply when advertising a STRA. The sessions provided a live demonstration of the system being used to register STRA properties and included a question-and-answer segment for industry participants to seek information particular to their circumstances.

Vacant Property Rental Incentive scheme

The VPRI scheme encourages owners of vacant properties to place their properties on the long-term rental market for at least 12 months, increasing the supply of long-term rental accommodation in WA.



Highlights 2024-25

11,575 premises registered as STRA properties by 30 June 2025.

480

properties were released to the long-term rental market under the VPRI and STRA schemes.





Empowering consumers with FuelWatch data for cost savings

FuelWatch continues its vital role in saving motorists money at the pump, highlighted by the annual release of data identifying Western Australia's cheapest fuel retailers. The 2024 results announced Vibe Bullsbrook Northlink as Perth's overall cheapest provider (non-membership based) of both unleaded petrol and diesel. This result demonstrates the significant price competitiveness of independent retailers, which occupied all top ten positions for nonmembership outlets in Perth. Conversely, major brands BP and Shell were consistently the most expensive.

FuelWatch data also confirmed Perth as the most affordable capital city for unleaded petrol in 2024, a trend observed since 2019. With cost-of-living pressures an ongoing concern, this data underscores the substantial annual savings achievable by Perth families through a guick check of the FuelWatch website.

Tenancy advice and education

Worked with Department of Justice on the Tenancy Advice and Education Services program.

Contracts for current providers of the program have been extended for a further two years until 30 June 2027. A substantive review of the program is currently underway that will examine the services and financial viability of a potential five-year contract, with extension option, to deliver this program.

Social housing energy performance

Worked with Department of Communities and Horizon Power to implement the Social Housing Energy Performance Initiative in hot climate zones in regional and remote WA.

Ceiling insulation was identified as the highest priority upgrade for the initiative because of its effectiveness in moderating internal temperatures. This in turn reduces cooling and heating requirements, and therefore energy consumption. To ensure the safety of tenants and contractors, each property will have an electrical safety inspection prior to work commencing and the installation of all ceiling insulation will be completed or supervised by certified insulation installers. The first phase of upgrade works commenced in June in the remote Aboriginal community of Ardyaloon, with works to follow in the Djarindjin, Lombadina, Warmun and Bidyadanga communities.

Energy Ahead

The Energy Ahead program is delivered in partnership by the department, state-owned electricity retailers Synergy and Horizon Power, and non-government organisations. Anglicare WA, on behalf of the Financial Wellbeing Collective, was awarded funding to deliver the program to eligible Synergy customers.

The Energy Ahead program, designed to deliver free energy education and energy audits to vulnerable households, has assisted 5,000 eligible customers since December 2021. The program's personalised services reach individuals in their homes, allowing practical solutions to be tailored to their specific circumstances.

During 2024–25, more than 3,300 people experiencing hardship have accessed the program in the South West Interconnected System and West Kimberley. More than 650 households received a high-cost energy efficient appliance, such as a refrigerator, to replace an inefficient appliance that was contributing to high household energy bills.

Energy Ahead also provides community energy education workshops in partnership with other community service organisations and local governments. These workshops promote the energy efficiency message across the WA community in support of the government's decarbonisation goals.

4,854 vehicles inspected.

defect orders made for unroadworthy vehicles.



second-hand motor vehicle dealers visited.





Developing our youth



Our youth programs continue to be an important talent pipeline to meet the future needs of the department and the community.

Graduate programs

The department hosted more than 50 graduates through a variety of programs this year. The 18-month Interagency Graduate Program provides customised rotations and a range of development and networking opportunities to help graduates build the skills needed for a successful public sector career. Permanent employment is provided on completion of the program. The 2024 cohort is in its final rotation and 16 new graduates started the program in January.

The department's two-year Industry Ready Graduate Program supports the learning journey for university graduates in the first year, followed by a broad range of on-the-job applied geoscience experiences in the second year. In January three graduates commenced their placement in this program. Four graduates have been recruited for the 2026 program and will receive a stipend while completing their Honours or Masters studies in the first year. Read about the first cohort's adventures in the department on the next page.

The department hosted three graduates through the Office of Digital Government's Digital Public Sector Graduate Program, with one graduate securing permanent employment in the department.

The department's 12-month Government Sector Labour Relations Graduate Program (GSLRGP) aims to strengthen labour relations capability across the public sector. One graduate from the 2024 cohort has since been promoted to a higher-level position, and two graduates secured positions in other public sector agencies.

Internships and work experience

The department provided internships for 19 university students from various WA institutions. Each student gained 80 to 150 hours of hands-on experience. contributing to their studies and academic credit. In addition, four students were provided work experience opportunities, helping them to build career confidence and gain exposure to working in the public sector.



Traineeships

We supported 10 trainees during 2024-25:

- · Two trainees are in their final rotations for the 2024 Public Sector Commission's (PSC) School Based Traineeship Program.
- Two trainees started the 2025 PSC School based traineeship program.
- A trainee from the 12-month Public Sector. Traineeship secured a six-month higher-level opportunity within the department, starting in March 2024.
- Five trainees commenced the 2024 PSC Solid Future Aboriginal Traineeship Program, with one trainee regionally and metropolitan based.

Highlights 2024-25

GSLRGP graduates started in January.

PSC School Based Traineeship Program trainees started in February.

PSC Solid Future Aboriginal Traineeship Program trainees started in February.

Building tomorrow's geoscience leaders: The first year of GSWA's Industry Ready Graduate Program

Graduates in the first cohort of the Industry Ready Graduate Program are exceeding expectations, after completing their first rotations within Geological Survey of WA (GSWA). The program is designed to support recent Bachelor of Science and Master of Science graduates in developing towards an industry role, by advancing their applied geoscience skills and introductions to GSWA databases, systems and relevant legislation.

The 12-month program is structured around three rotations through various GSWA branches. During the first six months the graduates have made significant contributions to their respective research projects within Geoscience Data Integration, Analytical Data, Geoscience Mapping and Critical Mineral Systems, and Energy Systems and Geological Storage branches, including inputs into large datasets and internal reports.

In February, the graduates attended the Science Meets Parliament 2025 event in Canberra to experience firsthand how science informs policy and to strengthen their ability to communicate complex scientific concepts in adaptable and accessible ways. Two graduates also attended the Loop 3D Geological Modelling Conference in Perth, including a workshop on the use of 3D geological modelling software.

Other external opportunities included attending the Commonwealth Scientific and Industrial Research Organisation (CSIRO) Data Mosaic workshop, and a Python⁽¹⁾ for Geoscientist workshop at Curtin University.

The graduates also spent an intensive week with the East Yilgarn geoscience team in GSWA's Kalgoorlie regional office. The trip included visiting multiple outcrops to understand the local stratigraphy⁽²⁾, a regolith⁽³⁾ workshop with the CSIRO, and a site visit to the Kalgoorlie Consolidated Gold Mines Super Pit with talks from Northern Star about the gold mineralisation of the area.

Other learning and development opportunities included:

- Workshops hosted by GSWA geoscientists to learn about the legislation behind the Western Australian Mineral Exploration (WAMEX) database and its value.
- An in-depth mines and minerals deposits (MINEDEX) tutorial.
- A workshop showing how to create and interpret prospectivity maps.
- ArcGIS Pro training and certification.

There are clear signs of the program's success to deliver industry-ready graduates with a unique and advanced geological background. The potential long-term benefits include fostering better prepared geologists who can bring knowledge of GSWA databases to industry, complementing an innovative skillset not obtained through other graduate roles.



(2) Branch of geology concerned with the study of rock layers (strata) and layering (stratification).

(3) A layer of loose, unconsolidated rock and dust that sits atop a layer of bedrock (includes soil).



Supporting international relationships



Capacity building with Nigeria

In June the department participated in a capacity building initiative with the Nigerian Ministry for Solid Minerals Development, in collaboration with Murdoch University.

This program was developed between Murdoch University and the Nigerian Ministry following a meeting between the Minister for Mines and Petroleum and the Nigerian Minister for Solid Minerals Development at the Africa Down Under Conference.

Over two days, highlights included a tour of the Perth Core Library, meetings with the Resource and Environmental Regulation Group leadership, and immersive job shadowing sessions with subject matter experts. This initiative underscores WA's continued standing as a globally renowned leader within the resources sector.





Explosive conference

The department hosted the 2025 Chief Inspectors of Explosives Conference in March, attended by regulators, independent research organisations and explosives experts from across Australia and around the world.

The conference provided a forum for delegates to exchange information about explosives and their behaviours in different environments. During the five-day conference, a range of papers and presentations were discussed, including improving the safety of explosives through enhanced testing and improvements to explosives packaging and transport methods.

A field day allowed delegates to see how a quarry operator managed explosives in a practical setting. They were also privy to a demonstration of explosives being placed by remotely controlled vehicles, a display of advanced management of blasting equipment, and attended a site visit to a large ammonium nitrate manufacturing facility at Kwinana.

00

Sustain responsible industries



Support the development of resources and strong industries that operate for the good of WA.

Compliance reporting

The department continues to strengthen its approach to environmental regulation in the resources sector. Utilising its risk-based compliance methodology, the department is focused on undertaking a broad range of compliance activities and developing strong regulatory frameworks in consultation with stakeholders. This is supported by industry education and greater transparency to the community regarding compliance and enforcement activities.

In line with this approach, the department released its first updated <u>Compliance and Enforcement</u>

<u>Report</u> in April. The snapshot provides transparent and accessible insights into regulatory efforts across priority areas and outcomes of compliance and enforcement actions. Importantly, the reports identify trends and common themes noted during compliance activities to share learnings and promote compliance across the resource sector.

Improved licensing timeframes

The department's Licensing Services Directorate administers licences on behalf of statutory authorities under 16 separate Acts of Parliament.

The licensing services area supports the WA economy by ensuring licence applications are processed efficiently, enabling individuals and businesses to get to work sooner. Licensing Services achieved significant improvements in processing times during the year. Efficiency and streamlining processes have been a focus, including promoting online submission modes, digitisation of processes and improved business intelligence and analytics.

Average processing time improvements

92 to 24 business days for new builder registration applications

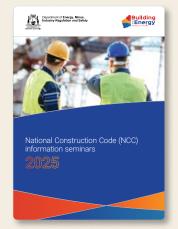
32 to 12 business days for building survey or applications

35 to 8 business days for registered painter applications

28 to 19 business days for high-risk work licence applications

Supporting industry building practices

Changes to national building standards in the National Construction Code (NCC) don't always align with construction practices in WA. To address this, the department worked closely with industry stakeholders to develop



practical variations that ensure the State's smooth transition to the 2022 edition of the NCC. The variations provide additional compliance pathways that suit local building methods and materials, while still meeting national requirements, and ensuring community safety and amenity. These variations have been widely welcomed by the WA building industry.

Information sessions held in Albany, Esperance, Broome, Geraldton, Bunbury, Busselton, Northam and Perth, focused on important changes that affect the WA building industry. To support the building industry and the mandated Seven-Star residential energy efficiency provisions, (mandated from 1 May 2025), the sessions covered topics including NCC major changes, and new state variations and additions.



Transforming geoscience data

The Geoscience Data Transformation Program previewed its discovery and lodgement portals to its External Reference Group receiving positive and constructive feedback. Scheduled for public release in 2026, together these portals will revolutionise how we access, submit and use WA geoscience data.

The reference group was the first to learn that the program dramatically increased the availability of petroleum data, from 4.9 terabyte (TB) to 9TB in the Western Australian Petroleum and Geothermal Information Management System (WAPIMS)(4). Across two months, 28,000 previously inaccessible files were uploaded, becoming available for search and download. Approximately 17TB of previously inaccessible mineral data is planned to become available through WAMEX by the end of 2025.

Increasing the usability of our geoscience data is the overarching aim of the GSWA's Geoscience Data Transformation Strategy. Worldwide access to our data will assist in unlocking yet-to-be-discovered natural resources across WA.

Resources Online

In November the department launched the new Resources Online platform. The platform replaces legacy systems and is a key component of the department's Fast Tracking Mining Approvals strategy.

Resources Online improves the process for submitting environmental approval applications to the department, streamlining decision making and increasing the transparency of assessment processes.

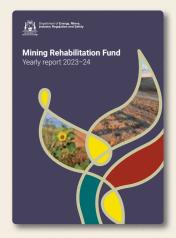
The system is being implemented in a phased approach, with Release One focusing on the deployment and transition of Programme of Works to the portal. The department engaged extensively with industry users during system development through to post-implementation and continues to deploy system updates to enhance system performance and user experience.

Release Two of Resources Online is planned for the second half of 2025 and will support implementation of several new types of environmental approvals that are being introduced under the Mining Amendment Act 2022, Mining Development and Closure Proposals and Eligible Mining Activity Notices.

To prepare for the implementation of these new approvals, Release One included a trial of the Eligible Mining Activity framework, which is an alternative authorisation process for minimal disturbance exploration and prospecting activities.

Under this trial, Programme of Works that meet the Eligible Mining Activity criteria are assessed within one business day. The trial is seen as a responsible way for the department to evaluate the effectiveness of the framework prior to its launch and to streamline the assessment of low-risk applications.

The Mining Rehabilitation Fund Yearly Report 2023-24 was released in October.



(4) Petroleum exploration database containing data on titles, wells, geophysical surveys and other related exploration and production data.



New technology at the Perth Core Library

The department invested in new HyLogger 4⁽⁵⁾ technology to replace the older CSIRO-created HyLogger 3 system that has successfully operated since 2009 at the Perth Core Library. The HyLogger 4 is a significant advancement for WA mineral exploration and geological research, suitable for rapid capture of detailed mineralogical information, high-resolution imagery from drill core and other geological samples. The acquisition substantially enhances current analytical capabilities and will boost the State's contribution and representation in the joint state and federal National Virtual Core Library initiative.

Since implementation, the HyLogger 3 system has produced detailed information for more than 600km of core from more than 2,000 drillholes across WA.

III HYLOGGER



The data acquired is representative of and applicable to mineral and energy resource exploration, stratigraphic mapping, engineering, geotechnical, groundwater and carbon capture testing, and more.

The HyLogger 4 is the first system globally to produce continuous hyperspectral reflectance data across the entire visible to thermal infrared wavelength range. The addition of the mid-infrared wavelength range allows the detection of diagnostic features associated with many groups of minerals, enabling validation of features in other regions and improving the distinction of spectrally similar minerals. Other improvements over the previous generation, include improved spectral measurement resolutions, a 16-fold increase in camera image resolution, 3D laser profiling for

surface texture maps and tray weight measurements for density estimates. The system is ruggedised and modernised with a dedicated processing and storage computer to ensure stable operation into the future.

The department's HyLogger 3 was relocated to a custom-built container at the Perth Core Library, where it is now used to scan ditch cuttings, chips and other samples.

Second Perth Mining Warden

Worked with Department of Justice to boost title compliance functions.

The WA Government previously approved a second Perth Mining Warden to streamline and progress outstanding matters in the Warden's Court. The total pending/outstanding court matters continued to be reduced over the year, with a net reduction of 1,300 matters. This reduction was made possible by several factors, including the appointment of a second Warden in early 2025 and other key initiatives.

- There was an increase in capacity for Hearings during the period.
- A new monthly First Mentions list was introduced to bring matters before the Court for an initial mention as soon as practicable.
- A new monthly list for ballots and forfeitures clears backlogs and deals with new matters on a dedicated list.
- A targeted registry project reviews and closes-out resolved but outstanding historical matters.

(5) HyLogger spectral scanner is a rapid spectroscopic logging and imaging system that examines cores using continuous visible and infrared spectroscopy and digital imaging.



WA Array – Phase One data release

WA Array is a high-resolution, passive seismic program designed to image the Earth's interior from very shallow depths to hundreds of kilometres. Aiming to cover the whole of WA, it will be one of the largest programs of its kind in the world. The program uses vibrations in the ground, such as those created by earthquakes, ocean waves, mine blasts and vehicle noise, to form a picture of the Earth's structure. The 10-year program is designed to assist in the search for new deposits of critical minerals and build maps of seismic hazards for future land use planning.

This year saw the milestone publication of data from the first of the nine regions. These Phase One results yielded several new insights, with seismic monitoring confirming that the South West region has relatively high natural seismicity. Preliminary interpretation of the results showed overlying sediment thickness changes across geological regions, which has implications for seismic hazard assessment. The results also defined major faults within the crust and geological blocks with different seismic velocities and defined the boundary between the lithosphere⁽⁶⁾ and the asthenosphere⁽⁷⁾. Mapping the earth's structure to this level of detail in WA for the first time, revealed a first-order correlation between the steepest slopes in lithosphere thickness and the locations of known gold deposits at the surface.

Original waveform data from Phase One is available for download for researchers to use in further investigations. The models and final report are published on the GSWA website to assist explorers and engineers in their future planning.

WA-MT

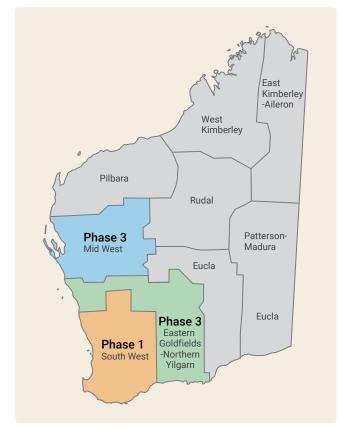
WA-MT is a 10-year project to collect magnetotelluric (MT) data across WA. This project runs in parallel with WA Array and aims to conduct MT measurements in a 40km by 40km grid over the entire state. The MT method measures electric and magnetic fields associated with the interaction of the Earth's magnetic field with the Sun's solar activity. These measurements can be used to build 3D models of the Earth's conductivity to inform our understanding of the ancient architecture of the Earth's lithosphere. As deep regions of conductivity are often linked to near surface conductors associated with mineralisation. the department expects that the results from this project will encourage further investment from mineral explorers, focusing on additional exploration drilling and more detailed geophysical surveys.

To ensure the project is cost effective and efficient, the project team is using the same station locations as the WA Array project that started in 2022.

During the past 12 months the MT-WA project completed Phase Two which covers the Esperance region and extends to the Kalgoorlie, Laverton and Geraldton regions. Data from 148 WA-MT sites was collected and added to the existing 171 sites previously collected as part of this project and other MT programs.

Future work will focus on new long-period MT data for approximately 100 to 160 sites each year, and the creation of new 3D conductivity models of the WA lithosphere.

Phases One and Three have also started, with data currently being collected from Phase One sites on an ad-hoc basis (to work around farming activities) and Phase Three in the cooler months. The department expects that both Phase One and Three will be completed by the end of the next financial year.



- (6) The rigid outer part of the earth, consisting of the crust and upper mantle.
- (7) The zone of earth's mantle lying beneath the lithosphere (lower mantle).



Engaging with industry and stakeholders - GSWA

The department's Geological Survey and Resources Strategy Division hosts conferences to encourage stakeholders to directly engage with GSWA data and network with expert staff. GSWA Open Day is hosted annually in Perth and GSWA Big Day Out is hosted every two years in Kalgoorlie.

This year the Open Day included talks on CO2 storage, seismic interpretation and depth mapping to identify prospective areas to store CO2 as well as a fireside chat with WA Array staff. Other talks covered the Heavy Mineral Map of Australia for critical mineral exploration, and work on identifying sediment-hosted copper deposits.







Yamatji on-Country 2024

The 2024 Yamatji on-Country event was held on Jambinu (Geraldton) Country and hosted by Yamatji Marlpa Aboriginal Corporation. Yamatji on-Country is a 'call to action' which provides a unique platform for meaningful discussions between the Yamatii community and representatives from all levels of government. The annual event brings together people from across the State to discuss key issues identified by the local Aboriginal people, and to explore potential strategies, solutions and opportunities to address them.

Representatives from across the department were on hand to introduce themselves and their teams, and to discuss their work with community. Staff shared information at the event and continued to build relationships with the Yamatji community.

This year's event showcased the department's commitment to collaboratively building strong partnerships with Aboriginal communities, as it continues to work towards the goals of the DEMIRS Aboriginal Empowerment Initiative, the WA Aboriginal

Empowerment Strategy and the National Agreement on Closing the Gap. The department will continue to expand its engagement efforts, ensuring regional engagement remains a key focus in its work.



Tailings storage facilities

The department collaborates with the Department of Water and Environmental Regulation (DWER) to improve the management of tailings storage facilities (TSFs) across WA.

TSFs are engineered structures used to store by-products of mineral processing, known as tailings. Depending on the ore type and processing methods used, tailings may be toxic or benign. Under the Work Health and Safety (Mines) Regulations 2022, TSFs are classified as geotechnical structures, and their construction or significant modification constitutes a notifiable high-risk mining activity.

There are approximately 500 TSFs in WA. The department plays a key role in regulating these facilities by conducting joint inspections and providing expert advice to DWER, and contributing to improvements in geotechnical reporting processes linked to mine site tenement conditions. Work is also underway to streamline project approvals and finalise updated guidance materials.





Royalties transition

Worked with RevenueWA to transition the collection of Royalties for the State of WA.

Throughout the year, the department provided support to RevenueWA on:

- · The collection of royalties.
- · Transactional/financial queries.
- Records management functions, including preparing for the transition of records and data to RevenueWA for the collection of royalties.

The Mining Amendment (Transfer of Royalty Administration) Bill 2025 passed Parliament on 25 June 2025, transferring mining royalty administration and collection functions from the Minister for Mines and Petroleum to the Minister of Finance. This means that royalty functions will transfer from DEMIRS to the Department of Finance's RevenueWA. The department's Business Innovation Directorate has completed the majority of the development work allowing the royalties administration function to smoothly transition to RevenueWA. The existing Royalties Management System will be decommissioned after handover.



Critical minerals facility

Worked with Department of Jobs, Tourism, Science and Innovation, Treasury, and Mineral Research Institute of WA, to establish a Critical Minerals Advanced Processing Common-User Facility.

The project is managed by the Minerals Research Institute of WA, with the department conducting negotiations with the Australian Government regarding project funding. The project remains under negotiation, as part of the Critical Minerals Strategy 2023–2030 that provides a framework to grow Australia's critical minerals sector.

Cross-government triage team

Worked with the Departments of; Water and Environmental Regulation; Biodiversity, Conservation and Attractions; Local Government, Sport and Cultural Industries; and Jobs, Tourism, Science and Innovation, to reduce project review and approval timeframes across government.

The department recruited three Principal Environmental Triage Officers within compliance areas, to undertake rapid triaging of complex applications and provide feedback to applicants.

Exploration Incentive Scheme

Since 2009 the WA Government has supported exploration in greenfield regions across the State through Exploration Incentive Scheme (EIS) co-funded grant program. Each year the EIS Co-funded Drilling Program holds two grant rounds, while the Energy Analysis Program and Co-funded Geophysics Program coming on board later, are open for applications once a year. The outcome of Round 30 of the EIS Co-funded Drilling Program was announced in October with 50 successful applicants including six prospectors receiving grants. Round 31 of the EIS Co-funded Drilling Program, Series 8 of the Energy Analysis Program, and Venture 2 of the Co-funded Geophysics Program outcomes were announced in April with 49 projects receiving grants.



We visited the CSIRO In-Situ Laboratory for a carbon capture, utilisation storage technology demonstration in preparation for new greenhouse gas and hydrogen regulations.



Cyber security

Worked with Office of Digital Government to Progress a program of works in line with the WA Government's Cyber Security Policy requirements.

The department's cyber security team made significant progress improving the department's maturity and compliance with the WA Government mandated Cyber Security Policy.

Highlights include:

- · Improving cyber reporting metrics to ELG.
- · Improvements in password management.
- Significant advancements in the department's vulnerability management, detection and response capabilities.
- Increased cyber awareness and education for all staff.



Protect the community



Ensure Western Australians have access to improved work health and safety conditions, strong consumer rights, and a fair trading environment.

Building services audit program

The department's Building and Energy Division released the building compliance audit strategy for 2025 to 2030. The <u>Audit Strategy: Towards 2030</u> clarifies the department's operational context and role as the state building regulator and outlines its aim to identify and respond to building issues early through a proactive audit program. Additionally, the department established and published a list of <u>audit priorities</u> for 2025–26. These priorities were identified through a process that included workshops with key industry stakeholders.

Statewide cladding audit

Worked with relevant public sector agencies to report on the progress of work to remediate cladding on public buildings.

The department continues to monitor cladding remediation works, publishing a bi-annual <u>report</u> on WA.gov.au for private and public buildings.

Building a scam aware community through shared stories

A key outcome of recent anti-scam initiatives by the department was the significant media attention generated by a Scams Awareness Week press conference held in August. Scams Awareness Week is part of the 'Stop. Check. Protect.' campaign launched by the Australian Competition and Consumer Commission's National Anti-Scam Centre. The department enlisted the support of Maggie, a scam victim, to share her story and warn consumers of the risks of scams.

Maggie's brave decision to publicly share her \$40,000 loss to a romance scammer, who used Artificial Intelligence (AI) deepfake technology in their video calls, formed a powerful narrative for the event.

Joining Maggie in addressing the media was the former Minister for Commerce Hon. Sue Ellery MLC, who presented concerning WA ScamNet figures showing a further \$1.4million in losses by two other romance scam victims. Minister Ellery emphasised the prolonged manipulation employed by romance scammers and the heightened risks associated with online relationships in the age of Al-driven deception. The press conference resonated strongly, gaining widespread coverage across most major media platforms in WA.







In early 2024, the BE Safe branding was launched to elevate safety messaging and to reinforce the department's Building and Energy Division's role as a trusted source of information for industry and the public. Building on the success of previous electrical safety campaigns, the department turned its focus during this financial year to eliminating potential dangers when purchasing and using electrical appliances.

Look for the RCM

To ensure electrical appliances, particularly those purchased online, meet strict Australian safety standards, consumers were told to look for the Regulatory Compliance Mark (RCM) on products or their packaging. This campaign ran for three months across the Christmas period, including in shopping centres, to provide a timely reminder for consumers.

Look for this 'Safety Tick'

The department provided online retail platforms with education on the RCM compliance rules and, through a collaborative approach, was able to have more than 1,000 unsafe electrical appliances removed from sale.

The platforms also received advice on improving algorithms for better detection of repeat non-compliant listings.

What you find may shock you

This campaign highlighted the risk of electric shock when handling damaged electrical equipment. Damaged electrical cords and appliances should never be used, and do-it-yourself repairs should never be attempted. This campaign continued the department's commitment to promote the use of licensed electricians for all electrical work.



Bushfire policy framework

Worked with Department of Fire and Emergency Services, and Department of Lands, Planning and Heritage to implement reforms for bushfire policy.

Endorsement of State Planning Policy 3.7 Planning in Bushfire Prone Areas and publication of the Map of Bushfire Prone Areas in September concluded the final actions contained in the Bushfire Framework Action Plan 2019.

Life-saving training

Electrical shock is an ever-present risk for electricians. Mandating that apprentice electricians learn cardiopulmonary resuscitation (CPR) as part of the Certificate III qualification during



apprenticeships, is an important part of managing this risk. The ability to proficiently perform CPR is not 'set-and-forget', it requires periodically refreshing this knowledge and practicing these skills. To ensure that help can be rendered when required, the department worked with industry to amend electricity (licensing) regulations to require licensed electricians to complete CPR training at an interval of not more than three years. This requirement came into effect on 17 October 2024. The operation of this framework will be monitored and potentially used as a base for additional future professional development requirements.



Report on operations



Gas cylinder safety

The department was alerted to incidents where injuries and close calls for some barbecue users resulted from using appliances with the wrong type of liquefied petroleum gas cylinders, causing gas to leak and ignite.

With consumer safety a priority during the festive season, the department responded to the incidents by issuing community safety messages, liaising with gas retailers and developing and distributing signage about the two types of cylinders and their compatibility.

Following consultation with Gas Energy Australia and its WA members, the department also issued a prohibition order to make it compulsory for gas retailers to display the signs on cylinder cages and other storage areas from June and on cylinder collars from September 2025. Consumer awareness activities have continued, and gas suppliers have been encouraged to use their national presence to extend the signage requirements across the country.

Compliance and Regulation System

The department continues to progress complex systems replacement to enhance and streamline its digital capability. The Compliance and Regulation System (CARS) transformation program involves building a new system to replace existing business systems used by the WorkSafe Group.

As part of the project, the department is looking at streamlining business processes for internal and external users to improve regulatory efficiencies and reduce timelines. Importantly, the new system will fully support required functionalities of work health and safety (WHS) laws. To date, extensive project preparation has been conducted including obtaining funding, establishing a team, completion of three Government Gateway Reviews (an important milestone to ensure value for money and quality project governance), obtaining approvals, performing detailed requirements analysis and undertaking a proof-of-concept process.

Since 16 April 2025, the use of e-cigarettes/ vaping products in enclosed workplaces is prohibited under the Work Health and Safety Regulations Amendment (E-cigarettes) Regulations 2025 Part 2.



- Capturing intelligence and data to identify emerging trends that assist the community and industry.
- Delivering enhanced and more efficient work practices.

The CARS program is expected to deliver many benefits for department staff, regulated parties and the WA community. This includes improving decision-making capabilities through better access to business intelligence reporting, simplifying and aligning business processes, and providing an online self-service portal to enable digital interactions between the department and the community.



Modernising state award conditions

The department has worked directly with the Western Australian Industrial Relations Commission, unions and employer stakeholders to update and modernise the award safety net for workers in the state industrial relations system. This work plays an important role in ensuring WA workers are paid fairly and enjoy minimum employment standards, regardless of whether they are covered by an award. We also helped to address gaps in award coverage by expanding the scope of key awards to cover a broader range of workers and businesses in WA's retail, construction. dairy farming and transport industries.

In January major updates to the state Hairdressers Award came into effect, aligning the award with contemporary employment arrangements in this industry. As part of the process, key revisions

were updated, while outdated and obsolete provisions were removed, making it easier for employers and employees to understand and comply with the award. Additionally, the award scope was extended to cover the beauty industry and renamed the Hair and Beauty Industry (WA) Award to reflect this change.



New Public Sector Wages policy

Worked with Public Sector Commission and Department of Treasury to support implementation of the new Public Sector Wages Policy.

The Expenditure Review Committee provided additional temporary funding for three full-time positions to implement the Public Sector Wages Policy Statement 2023.

Under this policy, 37 industrial agreements covering more than 177,000 public sector employees, have been successfully renegotiated.

Outcomes include progressive conditions. with a focus on supporting parents, individuals with disability or reproductive health issues. and regional workers.

Ensuring government suppliers meet employment obligations

The department's Supplier Wage Audit unit is responsible for auditing government suppliers to verify that their workers are being paid correctly under applicable industrial awards and agreements, for the work they are fulfilling on government contracts.

Focusing on high-risk industries, the unit has audited contracts with a combined value of \$204 million during the year and made 36 findings.

The unit is collaborating with the agencies on subsequent contractual action to address supplier non-compliance and the worker underpayments that were identified.

Long service leave audits

Consistent with trends in previous years, almost 40 per cent of all employee complaints to the department in 2024–25 related to long service leave. In response to widespread non-compliance of long service leave obligations in WA, the department established a dedicated audit function in 2024.



Highlights 2024-25

proactive inspections finalised. Almost \$174.000

recovered on behalf of 84 employees from one large employer alone.



Asbestos National Strategic Plan

The Asbestos National Strategic Plan (ANSP) establishes a cross-jurisdictional cooperative and coordinated approach to eliminate asbestos and related disease in Australia. It was jointly implemented by state and territory governments, and the Australian Government, overseen by the Asbestos and Silica Safety and Eradication Agency. Phases One and Two have been implemented.

In September the WA Government endorsed Phase Three of the plan, ANSP 2024-2030, continuing its commitment to eliminate asbestos-related risks to the WA community.

The plan sets out a risk-based approach to identify, remove and dispose of asbestos; support those affected by asbestos-related disease; and build international leadership.

This plan takes a more ambitious approach to previous phases, in response to greater public health risks posed by asbestos already in-situ in buildings that are being exposed to increased extreme weather events, ageing and weathering.

In line with previous phases of the ANSP, the department will continue to coordinate implementation in WA, guided by the Across Agency Asbestos Group as a whole-of-government undertaking. To support this, the department is coordinating a jurisdictional action plan setting out the framework against which WA will meet its commitment to the ANSP 2024-30. A final plan is expected to be completed by the end of 2025.

Asbestos demolition project

On 20 August 2024 the department hosted a forum with the Demolition Industry Association of WA and local government building and planning representatives, to discuss the asbestos demolition project. The department's WorkSafe Asbestos team conducted the project to address incidents where asbestos, or other hazardous materials, were not identified or removed from a structure prior to demolition works, creating an exposure hazard for workers and those working and/or living nearby.

All demolition work, regardless of licensing requirements, must be conducted in accordance with Australian Standard AS2601-2001: The Demolition of Structures (AS2601). The standard requires the demolition contractor to prepare a hazardous substances management plan which identifies asbestos, lead, polychlorinated biphenyls, underground storage tanks, chemicals and any other hazardous materials. The plan includes control measures and removal methodologies for each hazardous material.

Project aims

- Promote industry awareness of asbestos identification and removal as part of the demolition process.
- Promote the requirements of AS2601.
- Improve compliance with WHS legislation and AS2601.
- · Reduce exposure to asbestos and other hazardous substances.

As part of the project, site inspections identified that most investigated demolition contractors either did not have a plan or had a plan that only considered the presence of asbestos. Education was provided and enforcement action was taken where breaches of legislation were identified, including inadequate identification and recording of asbestos or hazardous substances.



Highlights 2024-25

site inspections conducted.

36 breach notices issued.



Engineered stone ban update

The ban on manufacturing, supplying, processing, or installing engineered stone benchtops, panels or slabs came into effect on 1 July 2024. This ban is part of a national approach responding to an increase in the occurrence of silicosis in workers working with these products. Transitional arrangements allowed for the installation of these products for contracts signed before 1 January 2024 to be carried out by 31 December 2024. In conjunction with targeted industry messaging and guidance materials, throughout the year the department carried out a proactive inspection program across the stone benchtop industry, raising awareness of the ban and ensuring industry compliance.

Inspecting a total of 32 workplaces, the program found that the stone benchtop industry had transitioned to using alternative products in compliance with the ban, including glass composite replacement material and natural stone. All workplaces were found to be using wet work methods to control the generation of airborne dust.

These changes in materials and work methods are expected to substantially reduce the incidence of silicosis among workers in WA.



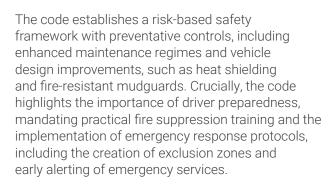
Ammonium nitrate transport

In October 2022, a tanker trailer exploded in the eastern Goldfields. The explosion happened when a tyre on the double road train caught fire and caused the tanker shell to melt, detonating the ammonium nitrate emulsion the tanker was transporting. The explosion, believed to be the first recorded detonation of ammonium nitrate emulsion during transportation since the introduction of bulk transport in the 1980s, prompted a comprehensive investigation into the risks associated with transporting these explosive materials.

A series of regulatory changes came into effect in April following the incident investigation. Transporters of goods at risk of ammonium nitrate explosion, are now required to:

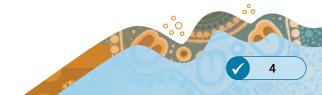
- Ensure vehicle drivers have appropriate practical firefighting training to respond to vehicle fires.
- Ensure vehicles are fitted with enhanced firefighting capabilities.
- Introduce wheel or hub temperature monitoring processes.

To support these changes, the department introduced a Code of Practice to assist industry in complying with the new regulations. The code (Minimising the risk of tyre fires when transporting ammonium nitrate explosion risk goods) provides industry with practical, enforceable guidance to reduce the likelihood and severity of tyre fires on vehicles transporting placard-labelled ammonium nitrate goods.



The department also supported industry and public awareness by releasing a detailed investigation report and an animated reconstruction of the incident. These efforts aim to prevent future incidents, promoting education alongside compliance. By combining proactive monitoring, improved vehicle engineering, regulatory alignment and driver training, the code represents a major step forward in transport safety and significantly reduces the risk of tyre fires escalating into catastrophic explosions.





Mental Awareness Respect and Safety (MARS) program

Worked with Mental Health Commission, Equal Opportunities Commission and Department of Communities to boost mental health awareness, respect and awareness of other health and safety issues and to address workplace sexual harassment in the mining industry.

The department continues to support MARS administratively, including organising forums and promoting the program's new initiatives at various forums. Taking a collaborative approach, the department liaised widely with industry leaders, agencies and organisations.

Respect@Work report

The department implemented all recommendations that applied to the WA Government and continues to contribute to the remaining recommendations through ministerial forums.

Supporting development of the whole-of-government sexual violence prevention strategy

The purpose of the strategy is to improve outcomes for victim-survivors of sexual violence, focusing on primary prevention, support for recovery and holding perpetrators to account. Developing the strategy is a whole-of-government approach, supported by the department.

During the year MARS funded various new initiatives, including:

Emergency certification pilot
 Development of a nationally recognised training framework, in collaboration with the Australian Institute of Health and Safety, to embed safety and mental health capabilities in high-risk mining environments.

- Mentally healthy workplaces grant program
 Funded projects that improved workplace mental health practices across diverse mining operations, benefiting thousands of workers.
- Cross-agency collaboration and partnerships
 Contributed to joint efforts that informed prevention strategies and service designs with the Department of Communities, Mental Health Commission and Equal Opportunity Commission. Strategising included aligning policy and complaint pathways with Respect@Work principles through regular Working Group meetings. The partnered agencies

are supported and encouraged to manage initiatives promoting cultural change in the WA mining industry, such as the Thriving at Mining and Respect in Mining initiatives.

 International Women's Day

Promoted Respect@ Work messages through conferences, media and stakeholder engagement, including International Women's Day on 14 March 2025 and presentations at other industry forums.





Fatigue and isolated drivers in the commercial vehicle sector

Worked with WA Police Force and Main Roads WA to encourage commercial vehicle sector to operate in a safe and healthy manner.

The department's WorkSafe Group completed 465 commercial driver fatigue management investigations during the year. This includes 15 commercial driving fatigue management desktop audits, compliance presentations, and driver fatigue assessments at various locations, (including road train assembly areas and the truck marshalling area at Rous Head in North Fremantle). The increased opportunity to undertake these assessments and inspections was the result of partnering with Main Roads and other agencies, including WA Police Force, Comcare and the Department of Transport, that were present at the road train assembly areas.





Collaborating and engaging stakeholders to protect the community

Highlighting product safety risks for carers

The department developed a series of newsletters and education tools distributed by Department of Communities, to support carers of young children with product safety.

- The 'In Focus' newsletter was directed to licensed childcare centres in WA for sharing with families and carers.
- The 'Early Years Edit' newsletter was directed to the parents of families with young children (ages zero to five), early childhood educators and professionals, community organisers, local government, policy makers and advocates.
- A webinar was presented to foster carers on product safety risks in the home, including toppling furniture, button batteries and infant sleep.

WA consumer products advocacy network

The department engaged with members of the consumer products advocacy network – including Kidsafe WA, University of Western Australia Burns Injury Research Unit, Perth Children's Hospital Emergency Department, WA Poisons Information Centre and Goodstart Early Learning Centres – to identify emerging injury issues with unsafe products. The primary focus was on products used by children.

Consumer Protection industry consultations

- Property Council of Australia; Retirement Living Council; Ageing Australia; and Village Retirement WA – Consultation on the detail of proposed regulations to implement reforms to the Retirement Villages Act 1992.
- Real Estate Institute of Western Australia; Make Renting Fair Alliance; and Community Housing Organisations – Engaged on the detail of proposed reforms to residential tenancies legislation.
- Shopping Centre Council of Australia; Real Estate Institute of Western Australia; Australian Property Institute; Law Society of Western Australia; Australian Retailers Association; Australian Lottery and Newsagents Association; and Australian Hotels Association WA – Consultation on the review of the Commercial Tenancy (Retail Shops) Agreements Act 1985.
- Motor Trade Association of WA; Institute of Automotive Mechanical Engineers; and Australian Automotive Dealer Association – Consultation on proposed reforms to motor vehicle dealer and repairer legislation.

- Park Home Owners Association of WA Inc and Caravan Industry Association of WA – Commenced consultation on a statutory review of the Residential Parks (Long-Stay Tenants) Act 2006.
- WA Furniture Industry Promoted the new toppling furniture information standard that came into effect on 4 May 2025 to retailers via e-bulletins and collaborated with the WA Furniture Manufacturer's Association to promote the standard via their member network.





Drive energy transition



Guide WA industries and the energy sector to transition to net zero emissions by 2050.

The department's Energy Policy Group conducted several reviews to provide sufficient and sustainable incentives for driving timely investment in the South West Interconnected System (SWIS) and the North West Interconnected System (NWIS).

Frequency Co-optimised Essential System Services (FCESS) Cost Review

The <u>review</u> successfully identified several improvements that were implemented through the Wholesale Electricity Market Amendment (FCESS Cost Review) Rules 2024.

Review of the Benchmark Reserve Capacity Price Reference Technology

The <u>review</u> identified and implemented several outcomes for the determination of the reference technology, for the Peak and Flexible products that applied from the 2025 Reserve Capacity Cycle.

Commencement of Project Jupiter

Project Jupiter partners: Synergy; Western Power: Australian Energy Market Operator; the department's Energy Policy Group; part-funded by the Australian Renewable Energy Agency grant.

Project Jupiter began in January. It aims to develop the technical, market and regulatory infrastructure needed to integrate distributed energy resources within the SWIS, through Virtual Power Plants (VPPs). Building on the success of Project Symphony, the three-year project is designed to accelerate the integration of household, business and community solar and battery systems into Western Australia's main energy system. VPPs allow small and large participants to be energy producers in

the renewable energy transition. By coordinating commercial and residential energy assets, a VPP can provide the energy, capacity and network support services needed to maintain reliable and secure grid operation.

Each Project Jupiter partner plays a unique role, ensuring the project's smooth advancement, while effectively addressing the needs of the energy market and its participants. The department's role focuses specifically on developing policy and regulations that are informed by the insights and information provided by project partners and other stakeholders, as well as offering strategic policy input on various actions led by them.

The WA Government's residential battery scheme that starts on 1 July 2025 is expected to accelerate battery uptake and VPP development.





Renewable energy projects benefits guideline out for consultation

The energy transition will deliver benefits and opportunities for regional communities hosting renewable infrastructure, including economic growth and diversification, but it will also bring challenges and changes to the local landscape. Benefits are not always experienced in proportion to the impact these projects have on hosting communities, but effective benefit-sharing arrangements can help to mitigate this.

To ensure host communities realise benefits and economic opportunities from renewable energy projects, the department is developing a Community Benefits Guideline for renewable energy projects.

The proposed guideline was developed in response to local government and industry concerns and will provide a reference point for communities and industry as they consider benefits arrangements. The draft was released for consultation in June.

This year the department developed an inaugural DEMIRS Greenhouse Gas Emissions Profile.

Goldfields Regional Network

The mining, metals and minerals processing industries make the Goldfields a vital contributor to the WA economy. Supplying these sectors with clean energy is crucial to WA's energy transition. Previous assessments have identified the potential development of a new electricity network in the Goldfields as a key enabler of the State's energy transformation.

A Goldfields Regional Network (GRN) concept study commenced in mid-2024, to establish feasibility and consider options and opportunities. The inaugural Goldfields Region Electricity Forum was held in Kalgoorlie in November to share information and consult on the project.

The forum brought together more than 50 participants from industry, local Aboriginal communities and government agencies, to explore the potential development of the GRN.

WA has some of the best solar and wind generation potential in the world and is one of the few jurisdictions with commercially viable reserves of all the minerals needed to manufacture new battery technologies. These natural advantages position WA as a leading partner for the global energy transition.







Pilbara energy transition plan

The current energy demand and need for common user electricity infrastructure to accelerate electrification and decarbonisation at speed and scale, are essential to leveraging Australia's opportunity to lead globally on zero-emissions value-added of the future, and the Pilbara region holds a critical role in this transition.

The Pilbara Roundtable meetings continue to progress how stakeholders can work together on decarbonisation and electrification in the region, while ensuring that communities share in the benefits.

An Expression of Interest was launched in September to build four common-use transmission lines, which will form the backbone for an expanded NWIS.

The complementary evolution of the Pilbara networks rules project commenced in February 2024. The project ensures that the rules develop in a staged manner and remain fit-for-purpose in a future with a higher share of renewable energy generation. The department is also undertaking regulatory reform, electricity system modelling and working across government to support land tenure and Traditional Owner outcomes.

PoweringWA was established to coordinate the delivery of the new electricity infrastructure needed to decarbonise our State's main electricity grid.

Supporting agencies to achieve emissions reductions

Worked with Department of Water and Environmental Regulation and Public Sector agencies for a sustainable, efficient, secure and affordable energy sector.

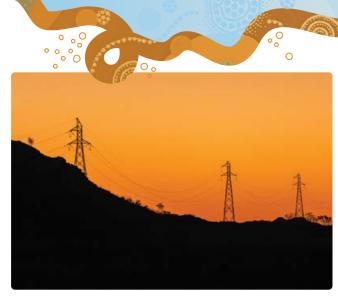
The department continues to allocate resources and work with other agencies to develop and implement energy related emission reduction activities, in support of government targets.

Green Energy Assessment

Worked with the Department's of; Jobs, Tourism, Science and Innovation; Planning, Lands and Heritage; and Water and Environmental Regulation.

The department worked collaboratively with other government agencies to support timely progression and approval of green energy projects. We provided advice on barriers to the delivery of green energy projects and undertook engagement with various stakeholders – including local governments, Government Trading Enterprises and other organisations – to understand their concerns, timeframes, needs and support required for the transition. Other engagement opportunities included discussing WA-specific challenges with national organisations to leverage federal funding.

Round 3 of Charge Up Grants opened 8 October 2024 and closed on 30 June 2025. These grants are used for electric charge vehicle installations.



Decarbonisation

Worked with Western Power and Department of Premier and Cabinet for a sustainable, efficient, secure and affordable energy sector.

PoweringWA was established following the WA Government's consideration of the business plan for the SWIS Facilitation Vehicle. Throughout the year the department met with a range of stakeholders, including local governments, to better understand and address the challenges they face in hosting electricity infrastructure (including renewable energy projects and transmission infrastructure).



Office accommodation upgrades



The department serves WA by supporting and protecting the community, industry, workers and consumers. One way the department does this is by working with Aboriginal businesses when delivering small and medium sized accommodation projects.

Regional works

Leonora

Refurbishment of a dated kitchen and bathroom.

Kalgoorlie State Explosive Facility

Essential works to improve road access to the historic explosives reserve, the largest in WA. The reserve was gazetted in March 1903 and has been in continual use ever since.

Geraldton

The department's newly refurbished office officially opened on 5 May 2025, designed to support improved service delivery for the Geraldton region and provide better services for our customers. The project team worked closely with Aboriginal businesses in the fit-out and the department is working with the Yamatji Southern Regional Council to procure artwork to incorporate in the office design. Accessibility consultants provided advice to deliver an accessible office.

Albany

Refurbishment was completed in April. This upgrade modernises the office, improving accessibility and creating a more user-friendly environment for customers and staff. This project was delivered by Colab Construction, an Albany-based Aboriginal business servicing the Great Southern region.

Collie

Refurbishment of the Collie Forrest Street office to improve the accessibility and amenity for staff.

Metropolitan worksMineral House East Perth reception

The department worked with Architectus and Aboriginal business Kardan Construction on the creation of a statement entry wall at Mineral House that includes an Acknowledgement of Country. The artwork used in this annual report – titled Cleaner, Green Future by Mel Spillman (Woods) – was translated into a wallpaper treatment. Other improvements were made to the lighting, furniture, reception and waiting area.

Mandja East Perth

Working with Dreamtime Mia, the department refurbished its staff hub, which now proudly hosts a gallery of Aboriginal artwork.

Gnalla Mia's first residency is completed in July. Gnalla Mia is the department's trial activity-based work environment located at Mineral House.







Advance effective regulation



We will use and refine contemporary regulatory instruments and address barriers to policy reform.

The department administers and/or supports the Ministers for Mines and Petroleum, Energy, Industrial Relations, and Commerce with more than 100 Acts and subsidiary legislation. The department has a role in modernising legislation so that it remains contemporary and relevant for WA.

Retirement Villages Act 2012 amendments

In November Parliament passed the *Retirement Villages Amendment Act 2024*, which implements the second stage of reforms recommended by the 2010 Statutory Review of retirement villages legislation. A key component of the reforms is new disclosure requirements to provide for earlier, clearer disclosure of the type of tenure offered; availability of facilities and services and costs of entering, living in and leaving a village.

The changes also include a new time limit for exit payments to be made to departing residents, providing more certainty over their finances. Within 12 months of departure, exit entitlements must paid to holders of a lease-for-life, and compulsory buybacks of strata titled properties must be completed.

Retirement village operators have 12 months to prepare for the new time limit on exit entitlements and for new disclosure and contract requirements, with the new requirements expected to commence at the end of 2025.

The reforms aim to promote confidence in the sector to support future development. The reforms will also ensure that residents are able to:

- make well-informed choices about entering a village;
- understand and effectively manage the costs associated with entering, living in and leaving the village of their choice; and
- manage the transition to alternative accommodation or aged care if the village no longer meets their needs.

The department is currently preparing supporting regulations and guidance materials in preparation for commencing most of the operative provisions of the Retirement Villages Amendment Act 2024 in late 2025.



Effective from 2 September 2024, the Real Estate and Business Agents (General) Amendment Regulations 2024 includes additional examinations prescribed under sub regulation 6(2) to be completed along with completing the Diploma of Property (Agency Management) for the granting of a licence.



Residential tenancy reforms

In 2019 the department began reviewing the *Residential Tenancies Act 1987* (the Act) to ensure that it meets the needs and expectations of the modern residential tenancy sector. Extensive consultation was undertaken with industry, landlord and tenant groups. In April 2024, legislation was passed to amend the Act to provide for the first phase of reforms.

The amendments included reforms to make it easier for tenants to keep pets and make minor modifications to a rental property, which operates as follows:

- Tenants must ask their landlord for permission to keep a pet or make any of a list of minor modifications (prescribed in regulations).
- The landlord can only refuse permission on certain grounds set out in legislation.
 Some grounds require the landlord to apply to the Commissioner for Consumer Protection (Commissioner) to allow refusal.
- Landlords can impose certain conditions on keeping a pet or making a modification.
 Some types of conditions require approval of the Commissioner.

To support the implementation of these reforms, amendments were made to the Residential Tenancies Regulations 1989 to prescribe the list of minor modifications and specific grounds for refusing permission for a pet. The amendments took effect in July. A new process has been established for Commissioner Determinations in relation to pets and minor modifications.

Through this process, the Commissioner will consider submissions from landlords and tenants and provide the parties with a written decision. To provide education on the reforms, staff from the department and the Commissioner delivered a series of webinars and presentations to stakeholder groups including:

- A series of webinars aimed at private landlords, community housing organisations, property managers, and tenants.
- Presentations to industry events, including the Real Estate Institute of Western Australia National Property Managers Day breakfast.

Since the legislation passed, the department has received applications from landlords in response to pets and minor modification requests from tenants. In some cases, the approval of the tenant's request is subject to a condition imposed by the Commissioner. Only two matters have been appealed to the Magistrate's Court. The one finalised appeal resulted in the court upholding the Commissioner's decision approving the tenant to keep the requested pet.

247

applications managed for Commissioner Determinations on keeping pets and making minor modifications to a rental property.



Targeting rent bidding

32

rental property inspections were conducted during the year to ensure landlords and property managers meet their obligations to tenancy reforms.

Delivering certainty through reform: Mining Amendment Bill 2025

In 2024–25, the department made significant headway on the Mining Amendment Bill 2025 – a crucial reform designed to restore certainty to WA's mining tenure system. Driven by the 2017 Forrest and Forrest Pty Ltd v Wilson High Court decision, the Bill addresses key procedural issues that risked undermining the security of title

To create the drafts required to build the final Bill, the team partnered closely with subject matter experts from across the department – including geologists, compliance officers, registry staff and tenement experts – to navigate the legal, operational and technical challenges. Together with vital input from the Resources Industry Consultation Committee, this approach helped shape provisions that are both defensible and workable.

Key reforms at a glance

- Stronger, more practical application processes

 The bill simplifies how tenure applications are
 made by removing rigid procedural requirements
 that previously created legal risk. Applicants will
 now have flexibility in when and how they provide
 supporting documents, avoiding unfair invalidation
 over technical issues.
- Greater certainty for pending and future applications

A validation mechanism will ensure that pending applications for mining tenure impacted by procedural issues can be lawfully assessed and determined. This gives applicants and investors confidence that their applications won't be derailed by historical technicalities.

Streamlined and modern administration
 The bill updates and digitises processes, including how section 19 instruments and forfeiture notices are executed and published. It also removes outdated steps like forwarding maps to the Minister and deletes obsolete, un-commenced amendments from 2014.

· Fairer, more flexible regulation

The power to update or remove outdated conditions attached to tenement grants will ensure conditions reflect modern standards and changing circumstances. In addition, decision making for certain enforcement matters will be transferred from the Warden to the Minister to create a consistent and transparent approach across all tenure types.

Improved clarity on access to land for exploration

Amendments will allow exploration applications to be granted for areas of land less than what was applied for and align the grant process with other tenure types. This will allow flexibility to avoid competing land interests.

The Bill exemplifies the department's commitment to secure tenure, legislative clarity and the ongoing strength of Western Australia's globally respected mining sector.





Legislative developments

Statutory reference	Purpose of the change	Effective date
Building Services (Complaint resolution and Administration) Amendment Act 2024	 Amendment to complement the WA Government-facilitated Industry Response to the Typlex pipe failures. These amendments enable building service complaints to be made up to 15 years after works are completed, where the complaint relates to a Typlex pipe failure. Dealing with building service complaints related to Typlex pipe failure events requires the State Administrative Tribunal to have regard to published Building Commissioner policies, to ensure consistent and equitable outcomes. 	29 October 2024
Work Health and Safety (General) Amendment Regulations (No.4) 2024	Extends transition period for regulation 79 (specific requirements to minimise risk of fall) for a further 18 months, followed by a six-month period of statement of regulatory intent.	13 November 2024
Work Health and Safety (Mines) Amendment Regulations (No.2) 2024	Amends regulation 743 (statutory positions transition) from three years to four years.	13 November 2024
Industrial Relations Legislation Amendment Act 2024	Implement second stage reforms, including streamlining the operations of the Western Australian Industrial Relations Commission and enhancing statutory minimum conditions of employment.	Royal Assent 13 November 2024
Dangerous Goods Safety (Explosives) Amendment Regulations 2024	Updates the reference to the Firearms Act 2024.	21 December 2024
Industrial Relations Regulations Amendment Regulations (No. 2) 2025	Regulations to support the Industrial Relations Legislation Amendment Act 2024.	23 January 2025
Electricity Industry Amendment (Distributed Energy Resources) Act 2024	Commencement by proclamation of the <i>Electricity Industry Amendment (Distributed Energy Resources) Act 2024.</i> This Act makes several consequential amendments to the <i>Electricity Industry Act 2004, Electricity Act 1945,</i> and <i>Electricity Corporations Act 2005</i> to advance the WA Government's energy transition agenda.	5 February 2025
Electricity Industry (Rule Change Panel) Regulations Repeal Regulations 2025	Repeal of the now-defunct rule change panel regulations. The rule change function for the Wholesale Electricity Market and Gas Services Information Rules has resided with the Coordinator of Energy since 30 June 2021.	5 February 2025
Electricity Industry Regulations Amendment (Distributed Energy Resources) Regulations 2025	Introduction of new provisions to address regulatory gaps created by the changes to primary legislation through the <i>Electricity Industry Amendment (Distributed Energy Resources) Act 2024</i> ; amend provisions which relate to the operation of the wholesale electricity market; and update Civil Penalty Provisions in Schedule One.	6 February 2025
Architects Amendment Bill 2025	Implement a range of reforms recommended in the statutory review of <i>Architects Act 2004</i> .	Royal Assent 10 June 2025

Keeping industry and Western Australian's informed through training and awareness

New Consumer Protection website

The department's Consumer Protection Group launched a refreshed website as part of the move to WA.gov.au.

The website is a vital resource for Western Australians. providing information, resources, tools and forms for consumers, businesses, landlords and tenants. The new look delivered enhanced content for a more user-friendly experience, new image features and navigation, and improved readability with plain English to help our diverse range of consumers find the answers they need. The appropriateness of the reading level required to understand the refreshed content was considered to ensure the widest possible audience.





Electrical Industry Roadshow

The department's Electrical Industry Roadshow is being rolled out across WA, providing opportunities for electrical contractors, workers and apprentices to learn about important industry updates and to chat with our expert team of Electrical Inspectors.

Key topics include:

- Updates to Australian Standard AS/NZ 4777 regarding solar.
- New guidelines for supervision of electrical workers and apprentices.
- · CPR requirements and notifiable work and electrical compliance.

Locations visited since February include Perth Metro (Ascot, Joondalup and Cockburn), Mandurah, Northam, Kalgoorlie, Esperance, Albany, Geraldton, Carnarvon, Karratha, Port Hedland, Broome and Kununurra. The roadshow will visit Bunbury, Busselton, Margaret River, Narrogin, Katanning and Manjimup during the second half of 2025.

8.5m +

visits to DFMIRS websites. Excluding FuelWatch.

DEMIRS is committed to efficiently and effectively providing quality services to our community, and we recognise the essential role our web presence plays in achieving this. Our websites are a key contact point for Western Australians to seek information and interact with us. In the last year all groups were involved in migrating our website information and online services with other WA government services on WA.gov.au, providing a contemporary and consistent user experience.



Community Connect and Seniors Connect

The department's Consumer Protection Group achieved a record-breaking year of community engagement, attending or presenting at 106 events, with a major focus on multicultural, culturally and linguistically diverse, and regional audiences.

New to the community engagement program for 2024-25 was the Community Connect event series.

This is a collaborative initiative bringing together nine public-facing government agencies and community service providers to deliver coordinated education and awareness presentations and events across the regions.

The program has assisted in upskilling partner agencies, community organisations and local governments to better reach vulnerable consumers and equip them with the tools they need to make informed decisions.

In May, the department held two Community Connect forums in Busselton. The first was an Aboriginal focused event which took place as a varning circle, allowing staff to informally connect with consumers and community groups in a relaxed setting while delivering valuable information and gaining insights into the community's experiences.

The second Community Connect forum focused on seniors, with presentations on scam prevention, prepaid funerals, seniors' benefits, planning for the future and how to raise concerns about health or disability services.

Both events provided attendees with an opportunity to hear from other government agencies and local community services, creating a greater collective impact in supporting communities in the South West. Some of the many participant agencies in this event series included the Health and Disability Services Complaints Office, WA Seniors Card, Ombudsman WA, Equal Opportunities Commission and Aboriginal Legal Service.

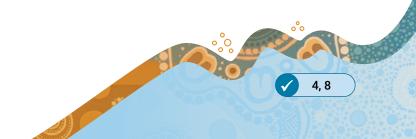


Lunch and Learn legal seminar series

This year, the department's Industry Regulation and Consumer Protection Legal team developed a Lunch and Learn seminar series, in collaboration with the legal teams at the Department of Primary Industries and Regional Development and the Department of Local Government, Sport and Cultural Industries.

The series, developed by and specifically for prosecuting lawyers within these agencies, addresses topics such as prosecutorial ethics and defences, with a range of expert presenters including members of the WA Bar, judiciary and experienced prosecutors. The sessions provide an allocation of continuing professional development points for attending practitioners.

The Product Safety team attended the June Injury Prevention Summit, presenting and providing information at a display.





ACL training project

Following the success of the internal Australian Consumer Law (ACL) staff training (MyACL), the department focussed on expanding the availability of educational resources tailored for consumers and businesses. The first in a broad range of published videos, explains key ACL topics in a fun and engaging way, including:

- What is the ACL? for consumers
 A topic focussed on consumer guarantees.
- What is the ACL? for small businesses
 Explaining responsibilities as traders and rights as consumers.
- What is a change of mind?
 Sharing relatable examples to explain how change-of-mind returns differ from returns covered by the ACL.

Going to the Magistrates Court

in Western Australia

A five-video series explaining what going to court can be like as a consumer or renter in WA, when mutual agreement regarding a complaint cannot be reached.

The department aims for a coordinated approach to ACL education by ensuring a common language on consumer law for consumers, traders, government and non-government organisations, at both local and national levels.

Young workers campaign

Historically, young workers have been disproportionately vulnerable to exploitation and wage theft, partly due to a lack of awareness of employment rights. To address this issue, celebrate Youth Week and support the WA Government's Koorlong Bidi – WA Youth Action Plan 2024–27, the department developed a campaign to provide education and direct young workers to resources on:

- · Employment rights
- Pay rates
- Leave entitlements
- · What ages children can work in WA

The young workers in WA campaign exceeded expectations.

Campaign engagement

3.2m impressions.

9,000+ clicks on social media.





Wind Energy Conference 2024

The department attended the Australian Wind Energy Conference 2024 – the largest wind exhibition in Australia. The event brought together more than 5,000 government and energy industry professionals. Held alongside two other major energy events (Connecting Green Hydrogen APAC and Carbon Capture APAC 2024), the conference provided a platform for comprehensive discussions on the future of energy.

The department's stand was designed to demonstrate WA as a leader in energy transformation, showcasing the progress and future investment opportunities outlined in the State's decarbonisation plans.







Keeping representatives up to date

In October the department launched the SafetyLine Hub, a single and interactive platform that allows individuals and work health and safety professionals to connect with WorkSafe and discover what's happening in the work health and safety space. SafetyLine Hub includes the website HSR Matters that provides information dedicated to health and safety representatives from all industries.

Our training and information sessions

1

data essentials training session for WAPIMS.

WAMEX public training sessions.

2

agricultural safety presentations.

26

WHS industry awareness events.

24

meetings held by
PoweringWA with local
governments, the WA
Local Government
Association, and Regional
Development Commission
representatives within
the SWIS footprint.

69

industry and consumer e-alerts issued on building and energy safety matters. 84

workplace safety presentations to Registered Training Organisations and education facilities.

Electricity, gas and plumbing industry



and seminars.

advice sessions.

44 Commis

Commissioner for Consumer Protection blogs.

58 DEMIRS Annual Report 2024–25

4

Trends, reviews and significant issues



Emerging trends

Residential Battery Rebate Scheme

Incentives offered under the WA Residential Battery Scheme will substantially increase the installation of residential batteries, not only during the defined subsidy periods but over the long term through increased supply to meet changes in consumer behaviour. While this is a positive outcome for Australia's energy transition and carbon reduction efforts, the supply and installation of residential batteries can present considerable risks to workers and home occupants if incorrectly installed, damaged, or not manufactured in compliance with Australian Standards

To ensure safety, the existing risk-based compliance framework administered by the department will be expanded to meet the increased level of demand that is expected to be generated by the scheme.

Significant reviews and court outcomes

There were no new significant reviews received by the department during the reporting period.

Significant fine for former directors of insolvent building company

Former directors of a now-insolvent Perth building company were fined a combined \$50,000 by the State Administrative Tribunal for engaging in conduct that was misleading to consumers. The directors represented to clients that the company would be responsible for building houses, while intending to engage a third-party builder. They also made contract variations involving demands for extra funds, without written justification or verification, as well as failing to comply with orders of the Building Commissioner to remedy damage caused to a neighbouring house. The department initiated disciplinary proceedings in the State Administrative Tribunal, resulting in fines of \$25,000 for each former director.

100+ matters referred to Courts and Tribunals.

Car laundering ring cops \$240,000 fine

Three individuals have been fined a total of \$240,000 by the Perth Magistrates Court for engaging in illegal activities that involved purchasing mainly unregistered, written-off vehicles from online auctions, repairing and sometimes winding back their odometers, before re-registering and selling them to unsuspecting consumers. Multiple individuals were involved, including some being paid to use their identity for buying and selling cars, to try and avoid detection by the Department of Transport. This was one of the largest unlicensed vehicle dealing cases ever undertaken by the department's Consumer Protection Group.

"Unlicensed dealing of written-off vehicles, especially when coupled with odometer tampering, creates a dangerously compounded risk for car buyers – a true triple threat."

Commissioner for Consumer Protection

Response to Parliamentary Inquiry

The 'Enough is Enough': Sexual harassment against women in the FIFO mining industry report was presented to Parliament in June 2022. Since the report's release, the department has focused on recommendations to improve enforcement structure, services, workforce development and systems to addresses sexual assault and harassment in the workplace, within the department's regulatory responsibilities.

Key activities during 2024-25:

- Draft FIFO code released in August for public consultation.
- <u>Guidance</u> on the use of non-disclosure agreements was published in December.
- System enhancements continue to be progressed as part of the CARS project due for release in 2026, with current reporting requirements supplemented through manual processes.

The department's <u>final progress report</u> was tabled in Parliament on 18 June 2025.

Workplace fatalities

WA has a modern, harmonised work health and safety regulatory framework in place, that sets out requirements to eliminate or minimise risks in all workplaces.

The department's WorkSafe Group investigates workplace fatalities in the context of work health and safety legislation. Where appropriate, prosecution may be brought depending on the outcome of the investigation and the public interest. Since July 2021, work-related fatality statistics include motor vehicle incident fatalities.



Work-related traumatic injury fatality figures for 2021–22 to 2024–25 are considered preliminary and subject to change. Investigations may not be completed within the financial year the incident occurs, consequently figures are updated once current investigations are finalised.



October is Safe Work Month.
The department holds various events and awareness sessions including the WA Work Health and Safety Excellence Awards. This year we had 89 submissions with 41 recognised as finalists.



Climate change actions

The department contributes to the WA climate policy by assisting, supporting and leading various initiatives.

Procurement of renewable electricity

Investigating how government agencies can be supplied with renewable electricity for their operations by 2030.

The department, as Chair of a cross-agency working group, published a Request for Information from the market to inform an approach to procuring renewable electricity. The outcome of the request evaluation is being used to inform a recommendation on the procurement strategy to government.

Energy transformation strategy

The department continued to progress the State's energy transition under the WA Government's energy transformation strategy, and the Pilbara energy transition plan. During 2024-25, 40 per cent of electricity demand for the SWIS (the State's main electricity grid) was met by renewable energy and storage.

CO2 Storage Atlas of WA

Regional seismic interpretation and depth mapping continues for the Canning and Carnarvon Basins and was revised for the Officer Basin. The reservoir quality assessment for the Perth Basin is complete. Regional well correlations are mostly complete for the Perth, Northern Carnarvon and Canning Basins, with formation boundaries from historical petroleum wells finalised for the Perth, Northern Carnarvon, Canning and Officer Basins. The Southern Carnarvon Basin formation tops is currently outstanding.

All maps, correlations, formation picks, models and corrected well data that have been released are available for download through WAPIMS(8). Writing of the report volumes has commenced and the results of the Northern Perth Basin reservoir quality work were presented at a joint Perth meeting of the Petroleum Exploration Society of Australia and Society of Petroleum Engineers meeting in May.



The department has membership to the Community of Practice on Climate Risk and attended the Climate Risk Workshops hosted by the Department of Water and Environmental Regulation. Both the community of practice and workshops focussed on strategies to address risks related to climate change.







Independent Auditor's Report



Auditor General

Independent Auditor's Report 2025 Department of Energy, Mines, Industry Regulation and Safety

To the Parliament of Western Australia

Report on the audit of the financial statements **Opinion**

I have audited the financial statements of the Department of Energy, Mines, Industry Regulation and Safety (Department) which comprise:

- the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended
- · administered schedules comprising the administered assets and liabilities as at 30 June 2025 and administered income and expenses by service for the year then ended
- notes comprising a summary of material accounting policies and other explanatory information.

In my opinion, the financial statements are:

- · based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the Department for the year ended 30 June 2025 and the financial position as at the end of that period
- in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the Financial Management Act 2006 and the Treasurer's Instructions.

Basis for opinion

I conducted my audit in accordance with the Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Director General for the financial statements

The Director General is responsible for:

- keeping proper accounts
- preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the Financial Management Act 2006 and the Treasurer's Instructions
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Director General is responsible for:

- assessing the entity's ability to continue as a going concern
- disclosing, as applicable, matters related to going concern
- using the going concern basis of accounting unless the Western Australian Government has made policy or funding decisions affecting the continued existence of the Department.





Auditor's responsibilities for the audit of the financial statements

As required by the Auditor General Act 2006, my responsibility is to express an opinion on the financial statements. The objectives of my audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor's report and can be found at www.auasb.gov.au/auditors_ responsibilities/ar4.pdf

Report on the audit of controls

Opinion

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the Department. The controls exercised by the Department are those policies and procedures established to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with the State's financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the Department are sufficiently adequate to provide reasonable assurance that the controls within the system were suitably designed to achieve the overall control objectives identified as at 30 June 2025, and the controls were implemented as designed as at 30 June 2025.

The Director General's responsibilities

The Director General is responsible for designing, implementing and maintaining controls to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities are in accordance with the Financial Management Act 2006, the Treasurer's Instructions and other relevant written law.





Auditor General's responsibilities

As required by the Auditor General Act 2006, my responsibility as an assurance practitioner is to express an opinion on the suitability of the design of the controls to achieve the overall control objectives and the implementation of the controls as designed. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3150 Assurance Engagements on Controls issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements and plan and perform my procedures to obtain reasonable assurance about whether, in all material respects, the controls are suitably designed to achieve the overall control objectives and were implemented as designed.

An assurance engagement involves performing procedures to obtain evidence about the suitability of the controls design to achieve the overall control objectives and the implementation of those controls. The procedures selected depend on my judgement, including an assessment of the risks that controls are not suitably designed or implemented as designed. My procedures included testing the implementation of those controls that I consider necessary to achieve the overall control objectives.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Limitations of controls

Because of the inherent limitations of any internal control structure, it is possible that, even if the controls are suitably designed and implemented as designed, once in operation, the overall control objectives may not be achieved so that fraud, error or non-compliance with laws and regulations may occur and not be detected. Any projection of the outcome of the evaluation of the suitability of the design of controls to future periods is subject to the risk that the controls may become unsuitable because of changes in conditions.

Report on the audit of the key performance indicators **Opinion**

I have undertaken a reasonable assurance engagement on the key performance indicators of the Department for the year ended 30 June 2025 reported in accordance with the Financial Management Act 2006 and the Treasurer's Instructions (legislative requirements). The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

In my opinion, in all material respects, the key performance indicators report of the Department for the year ended 30 June 2025 is in accordance with the legislative requirements, and the key performance indicators are relevant and appropriate to assist users to assess the Department's performance and fairly represent indicated performance for the year ended 30 June 2025.

The Director General's responsibilities for the key performance indicators

The Director General is responsible for the preparation and fair presentation of the key performance indicators in accordance with the *Financial Management Act* 2006 and the Treasurer's Instructions and for such internal controls as the Director General determines necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

In preparing the key performance indicators, the Director General is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer's Instruction 3 Financial Sustainability - Requirement 5: Key Performance Indicators.





Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the entity's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

An assurance engagement involves performing procedures to obtain evidence about the amounts and disclosures in the key performance indicators. It also involves evaluating the relevance and appropriateness of the key performance indicators against the criteria and guidance in Treasurer's Instruction 3 Financial Sustainability – Requirement 5 for measuring the extent of outcome achievement and the efficiency of service delivery. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the key performance indicators. In making these risk assessments, I obtain an understanding of internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

My independence and quality management relating to the report on financial statements, controls and key performance indicators

I have complied with the independence requirements of the *Auditor General Act* 2006 and the relevant ethical requirements relating to assurance engagements. In accordance with ASQM 1 Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements, the Office of the Auditor General maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Other information

The Director General is responsible for the other information. The other information is the information in the entity's annual report for the year ended 30 June 2025, but not the financial statements, key performance indicators and my auditor's report.

My opinions on the financial statements, controls and key performance indicators do not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, controls and key performance indicators my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and key performance indicators or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I did not receive the other information prior to the date of this auditor's report. When I do receive it. I will read it and if I conclude that there is a material misstatement in this information, I am required to communicate the matter to those charged with governance and request them to correct the misstated information. If the misstated information is not corrected, I may need to retract this auditor's report and re-issue an amended report.



Matters relating to the electronic publication of the audited financial statements and key performance indicators

This auditor's report relates to the financial statements and key performance indicators of the Department of Energy, Mines, Industry Regulation and Safety for the year ended 30 June 2025 included in the annual report on the Department's website. The Department's management is responsible for the integrity of the Department's website. This audit does not provide assurance on the integrity of the Department's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version.

Grant Robinson

Assistant Auditor General Financial Audit Delegate of the Auditor General for Western Australia Perth, Western Australia 29 August 2025



Audited Key Performance Indicators

Certification of Key Performance Indicators

I hereby certify that the Key Performance Indicators are based on proper records, are relevant and appropriate for assisting users to assess the Department of Energy, Mines, Industry Regulation and Safety performance, and fairly represent the performance of the department for the financial year ended 30 June 2025.

Lanie Chopping

Director General 28 August 2025



Outcome Based Management

Under section 61 of the *Financial Management Act* (2006) and Treasurer's Instruction 3, agencies are required to disclose, in their annual report, key effectiveness and efficiency indicators that provide information on the extent to which agency-level government desired outcomes have been achieved, or contributed to, through the delivery of services and the allocation of resources.

Outcome Based Management (OBM) is the WA public sector-wide performance management framework which allows us to quantify achievements made during 2024–25 towards stated Government Goals and our desired outcomes. This framework is used to measure our performance against targets set in the Resource Agreement and as published in the 2024–25 State Budget.

Changes to the department's OBM structure

In 2023, DEMIRS submitted a proposal to the Under Treasurer to review its OBM framework for the 2024–25 financial year. This initiative aimed to enhance alignment with the evolving needs of both internal and external stakeholders and provide more meaningful insights into departmental performance.

While the overarching Government Goals remained consistent, significant refinements were made to the OBM structure. The number of Outcomes were expanded from two to five, one existing Service was discontinued, and five new Services were introduced to better reflect the department's structure and services.

The performance measurement framework also underwent substantial revision. Of the nine Key Performance Indicators (KPIs) in the previous OBM, seven were retired, and 15 new KPIs were introduced to provide a more comprehensive and relevant assessment of performance. The revised OBM which was approved by the Under Treasurer on 6 February 2024 now has 17 KPIs.

For the 2024–25 reporting year, two years of back-cast data have been provided, where available, to support meaningful performance comparisons over time. Each KPI has been recalculated for each of these years to ensure consistency in measurement, enabling more accurate trend analysis and deeper insights into progress. For the two KPIs that were maintained from the previous framework, results are reported as actuals, preserving continuity and allowing direct comparison with historical performance.

The variance from target for all KPIs is calculated using a relative percentage variance formula, which highlights how efficiently resources are being used to meet targets. Tracking proportional changes over time also helps reveal business activity trends and patterns that absolute differences may obscure, supporting more informed decision-making.

Outcomes and Key Effectiveness Indicators

Key Effectiveness Indicators assess how well our department is achieving its intended outcomes. Our current OBM framework includes five agency outcomes. DEMIRS reports 12 Key Effectiveness Indicators, each aligned with a specific outcome, ensuring that the effectiveness of our core business areas is consistently measured and monitored.

Services and Key Efficiency Indicators

To evaluate the efficiency of our projects, programs and activities, Key Efficiency Indicators measure the resources used relative to the services delivered. DEMIRS reports five Key Efficiency Indicators, each corresponding to a specific service, providing insight into how efficiently we operate.





Outcome 1

Effectiveness Key Performance Indicators

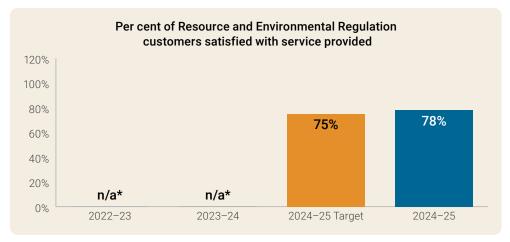
KPI 0.1.1 | Per cent of Resource and Environmental Regulation customers satisfied with service provided

What we measure

Measuring satisfaction with the service provided to customers by the Resource and Environmental Regulation Service (Service 1), provides evidence of how well the department is delivering its role of Service Provider. Customer satisfaction is measured by an online perception survey that respondents were invited to complete. This encompassed customers from all stakeholder groups and accessing a broad range of services. The survey addresses service provision across all functions of the Resource and Environmental Regulation Group, specifically within the areas of Resource Tenure; Resource and Environmental Compliance; and Geological Survey and Resource Strategy. Trends in survey results can pinpoint areas to target resources in response to a changing operational environment.

How it is calculated

An independent market research agency was contracted this year to design and administer the annual survey on behalf of the department. The survey was distributed to customers who have interacted with the department in 2024–25. Respondents were asked to rate their level of satisfaction on a scale of zero to 10. The percentage of respondents who gave a rating between six and 10 is reported as overall satisfaction. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} No back-cast data is available due to this being a new indicator in 2024–25 with new survey questions and methodology.

What does this indicator show?

More than three in four 2024–25 respondents (78 per cent) expressed satisfaction with the service provided by Resource and Environmental Regulation[^], four per cent variance from the 2024–25 Budget Target (target) (75 per cent).

The positive result was heavily driven by satisfaction with resource and environmental regulation approval services. Feedback indicated that an area for service improvement is efficiency and timeliness of processing.

^ Due to Public Sector Reform, RER will become the Department of Mining, Petroleum and Exploration (DMPE). This indicator will therefore be transferred to DMPE and be reported by DMPE in 2025–26.



Outcome 1

Effectiveness Key Performance Indicators

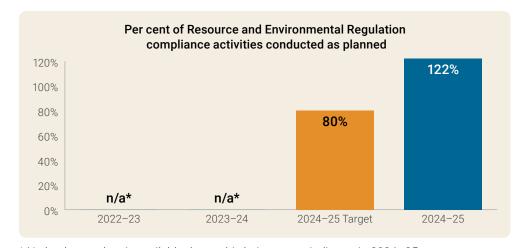
KPI 0.1.2 | Per cent of Resource and Environmental Regulation compliance activities conducted as planned

What we measure

The KPI measures the percentage of the compliance activity targets that the branches will undertake throughout the coming financial year. Planned compliance activities includes those activities that are expected, scheduled and prearranged to be completed as part of the annual business planning cycle, plus an estimate of reactive, additional, unexpected and ad hoc activities.

How it is calculated

Once an activity is recorded as completed by an officer, it is included in the number of completed activities and is counted toward the overall target for the Resource and Environmental Compliance Division. Depending on the type of activity undertaken, complete is defined as when an inspection report or close-out letter has been sent, with the exception of Form 5 Third Party Audits where the completion is when the audit request letter is issued. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} No back-cast data is available due to this being a new indicator in 2024-25.

What does this indicator show?

In 2024–25, The Resource and Environmental Compliance Division (part of the Resource and Environmental Regulation Group)*, completed 122 per cent of planned activities, a 53 per cent variance from the target set (80 per cent). This performance in excess of target is attributed to the Division undertaking a higher number of reactive or additional compliance activities during the reporting period than initially estimated. This increase in additional or reactive activities is reflective of the department's risk-based approach to compliance, where resources are directed towards high-risk operations and activities as they are identified during the year.

^ Due to Public Sector Reform, RER will become the Department of Mining, Petroleum and Exploration (DMPE). This indicator will therefore be transferred to DMPE and be reported by DMPE in 2025–26.



Outcome 2

Effectiveness Key Performance Indicators

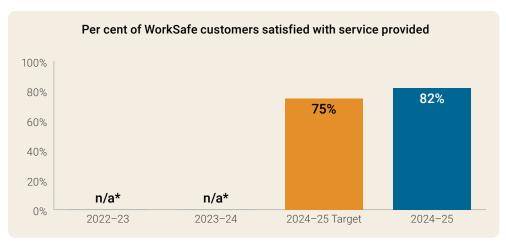
KPI 0.2.1 | Per cent of WorkSafe customers satisfied with service provided

What we measure

Measuring satisfaction with the service provided to customers by the WorkSafe Service (Service 2) provides evidence of how well the department is delivering its role of Service Provider. Customer satisfaction is measured by an online perception survey that respondents were invited to complete. This encompassed customers from all stakeholder groups and accessing a broad range of services. Sensitivity was employed as to whether certain interaction types will be included in the survey, for example those related to workplace fatalities. The survey addresses service provision across all customer-facing functions of the WorkSafe Group as well as the WorkSafe related services provided by Service Delivery. Trends in survey results can pinpoint areas to target resources in response to a changing operational environment.

How it is calculated

An independent market research agency was contracted this year to design and administer the annual survey on behalf of the department. The survey was distributed to customers who have interacted with the department in 2024–25. Respondents were asked to rate their level of satisfaction on a scale of zero to 10. The percentage of respondents who gave a rating between six and 10 is reported as overall satisfaction. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} No back-cast data is available due to this being a new indicator in 2024–25 with new survey questions and methodology.

What does this indicator show?

More than four in five 2024–25 respondents (82 per cent) expressed satisfaction with the service provided by WorkSafe. This result is above the target set (75 per cent) by nine per cent.

Positive performance of this KPI is being driven largely by WorkSafe's provision of information, advice and publications, customer experience when reporting something and customer experience with WorkSafe licensing.

Optimising response times for providing additional information post customer reporting submission and overall resolution times for reporting, are important KPI drivers representing opportunities for improvement.



Effectiveness Key Performance Indicators

KPI 0.2.2 | Per cent of WorkSafe compliance activities completed as planned

What we measure

This measure is indicative of the per cent of WorkSafe compliance activities completed as planned. Services performed on behalf of the community to ensure a safe and healthy workplace by intervening decisively to avert or minimise harm (commensurate with the circumstances), include investigations and inspections under the following legislation:

- · Dangerous Goods Safety Act 2004
- Dangerous Goods Safety (Explosives) Regulations 2007
- Dangerous Goods Safety (Security Sensitive Ammonium Nitrate) Regulations 2007
- Dangerous Goods Safety (Storage and Handling of Non-explosives) Regulations 2007
- Dangerous Goods Safety (Road and Rail Transport of Non-explosives) Regulations 2007
- · Dangerous Goods Safety (Major Hazard Facilities) Regulations 2007
- Work Health and Safety Act 2020
- · Work Health and Safety (General) Regulations 2022
- Work Health and Safety (Mines) Regulations 2022
- Work Health and Safety (Petroleum and Geothermal Energy Operations) Regulations 2022

How it is calculated

A transaction is defined for this indicator as 'an action by the department (proactive or reactive) that protects the community by intervening decisively to avert or minimise harm, commensurate with the circumstances. Transactions are included in the reporting year in which the task was completed. Actions include compliance actions such as an investigation, inspection and/or audit, all of which are to only be counted once completed.' Variance from target is calculated using a relative percentage variance formula, (Actual – Target) \div Target.



^{*} Back-cast data.

What does this indicator show?

For 2024–25, a total of 84 per cent of WorkSafe compliance activities were completed as planned, which is a five per cent variance above the target (80 per cent).

The increase in compliance activities completed is due to new Mines Safety and Petroleum Safety officers attending inspections as part of training, resulting in an increased number of inspections being completed. WorkSafe Industrial and Regional; WorkSafe Service Industries and Specialists; and WorkSafe Investigations (General Industries) has also seen an increase in compliance activities completed due to an increase in inspectors that has assisted an increase in completed inspections.

Effectiveness Key Performance Indicators

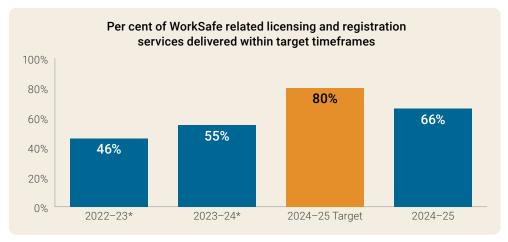
KPI 0.2.3 | Per cent of WorkSafe related licensing and registration services delivered within target timeframes

What we measure

This is a timeliness measure of the delivery of WorkSafe licensing services in business days. Dangerous Goods licensing is excluded.

How it is calculated

For the purposes of this indicator, the timeliness scope used is applications finalised within the target timeframe, relevant to the application and licence type reported on. These figures are extracted from the Complaints and Licensing System. Target timeframes vary from 10 to 25 business days based on relative complexity of the assessment process. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} Back-cast data.

What does this indicator show?

For 2024–25, a total of 66 per cent of WorkSafe related licensing and registration services were delivered within target timeframes which is an 18 per cent variance below the target set (80 per cent). Longer processing times required for complex licence applications (Demolition, Asbestos and High-Risk Work Assessor Accreditations) affected performance. High-risk work licence applications also continue to be received in increasing volumes, accounting for 95 per cent of this measure.

Although processing times were below target, with ongoing business improvement initiatives and allocation of additional temporary resourcing, performance against target continues to improve year on year, with this year improving 11 per cent from the 2023–24 financial year and 20 per cent when compared to 2022–23.

Effectiveness Key Performance Indicators

KPI 0.3.1 | Per cent of Industry Regulation and Consumer Protection customers satisfied with service provided

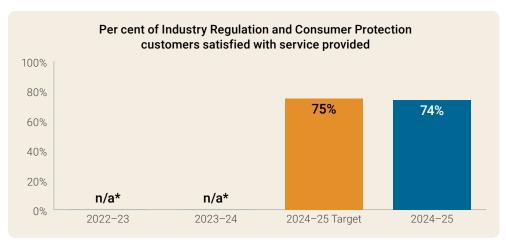
What we measure

Measuring satisfaction with the service provided to customers by the Industry Regulation and Consumer Protection Service (Service 3), provides evidence of how well the department is delivering its role of Service Provider. Customer satisfaction is measured by an online perception survey that respondents were invited to complete. This encompassed customers who accessed a broad range of industry regulation and consumer protection services. The survey addresses service provision across all functions of the Building, Energy Safety and Service Delivery; and the Consumer Protection and Legal Services Groups. Trends in survey results can pinpoint areas to target resources in response to a changing operational environment.

On 3 February 2025, Industry Regulation and Consumer Protection Group (IRCP) restructured to become the Building, Energy Safety and Service Delivery Group and the Consumer Protection and Legal Services Group.

How it is calculated

An independent market research agency was contracted this year to design and administer the annual survey on behalf of the department. The survey was distributed to customers who have interacted with the department in 2024–25. Respondents were asked to rate their level of satisfaction on a scale of zero to 10. The percentage of respondents who gave a rating between six and 10 is reported as overall satisfaction. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} No back-cast data is available due to this being a new indicator in 2024–25 with new survey questions and methodology.

What does this indicator show?

More than two in three 2024–25 respondents (74 per cent) expressed satisfaction with service provided by Industry Regulation and Consumer Protection. This result is slightly below the target set (75 per cent). Positive performance of this KPI is being driven by customer satisfaction in their experience of applying for and renewing licences and seeking/receiving information or advice. A key area for improvement identified by respondents is communication and support associated with the IRCP complaint handling processes.





Effectiveness Key Performance Indicators

KPI 0.3.2 | Per cent of Building and Energy compliance activities completed as planned

What we measure

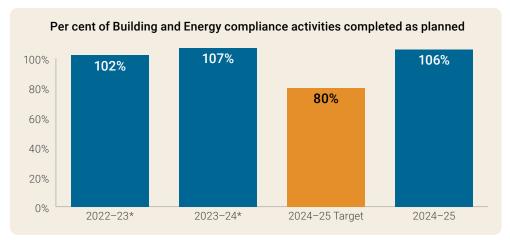
This measure demonstrates capacity to effectively deliver regulatory obligations in the building and energy sector. Planned compliance activities include those activities that are expected, scheduled, and prearranged and can be completed as part of the annual business planning cycle, plus an estimate of reactive, additional, unexpected and ad hoc activities that are anticipated to be conducted during the year.

How it is calculated

For the purposes of this indicator, each determined compliance activity that is identified as finalised within the reporting period is included in the count. Compliance activities are defined as complaints, inspections and investigations. To ensure compliance, all system activities require all three criteria below to be satisfied for the job to be closed, being:

- · all mandatory data recorded;
- · all tasks completed; and
- at least one approved closeable outcome (some jobs have multiple outcomes).

Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} Back-cast data.

What does this indicator show?

For 2024–25 the percentage of Building and Energy compliance activities completed as planned is 106 per cent, which is a 33 per cent variance above the target (80 per cent).

New inspectors recruited in our electrical, gas and plumbing teams were allocated simple compliance activities to gain experience. These activities take less time to complete, resulting in an increase in the number of completed activities. In the building area, the volume of disputes is largely unpredictable as it relates to evolving situations in the industry and the complex nature of the work.

Effectiveness Key Performance Indicators

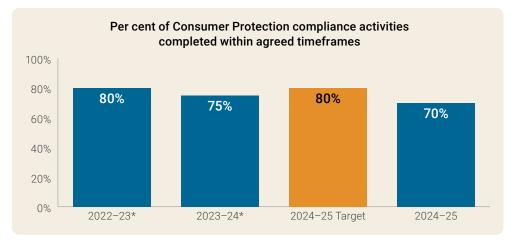
KPI 0.3.3 | Per cent of Consumer Protection compliance activities completed within agreed timeframes

What we measure

As a regulator, Consumer Protection ensures compliance within the industry and protects the rights of consumers and the community. To demonstrate the extent to which this has been achieved, we report the proportion of compliance activities completed within agreed timeframes.

How it is calculated

For the purposes of this indicator, Consumer Protection compliance activities include specific types of complaints (such as investigations and audits). Each determined compliance activity or complaint is identified as open or finalised within the reporting period. Finalised complaints are those that are completed or closed with a result code applied. As these activities may be of greater complexity or duration due to the parties involved or the work undertaken, the agreed target is 183 days (six months). Where a finalised complaint has an open duration of less than 183 days, these complaints are determined to be completed within timeframe. Open complaints are not counted, as the matter is still being progressed. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} Back-cast data.

What does this indicator show?

For 2024–25, a total of 70 per cent of Consumer Protection compliance activities were completed within the target timeframe of 183 days. This result is a decrease of 13 per cent from target (80 per cent).

Following the realignment away from specific industry-focused branches into functional directorates, an element of learning industry specific legislation has resulted in some delays and temporary downturn in outputs. Additionally, specific complaint types represent complex matters that require greater engagement between complainants and the offending party, remaining open and often exceeding timeframes. A proposal for change in the Investigation and Regulation Directorate will seek some realignment and reassignment of such complaints targeting skill to complexity, which should improve performance.

Effectiveness Key Performance Indicators

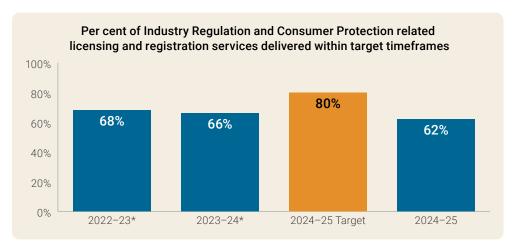
KPI 0.3.4 | Per cent of Industry Regulation and Consumer Protection related licensing and registration services delivered within target timeframes

What we measure

Timely determination of licensing and registration services by the Industry Regulation and Consumer Protection Service (Service 3) provides evidence of how well the department is delivering its role of Service Provider. This measure demonstrates capacity to reduce timeframes, streamline processes and improve transparency.

How it is calculated

For the purposes of this indicator, the timeliness scope used is applications finalised within the target timeframe, relevant to the application and licence type reported on. These figures are extracted from the Complaints and Licensing System. Target timeframes vary from 10 to 50 business days, based on relative complexity of the assessment process. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} Back-cast data.

What does this indicator show?

For 2024–25, a total of 62 per cent of Industry Regulation and Consumer Protection related licence applications were finalised within target timeframes, a 23 per cent decrease from target (80 per cent).

Actual performance has remained relatively steady over the past three financial years, decreasing slightly in 2024–25, with a key factor being changes to regulations and policies impacting on application assessment complexity. Electrical licence applications account for 47 per cent of this measure.

An internal licensing system review is in progress, with a view to delivering system efficiency gains and improved performance.



Effectiveness Key Performance Indicators



What we measure

This measure demonstrates the department's progress towards achieving fair employment outcomes through the completion of regulatory activities within target timeframes.

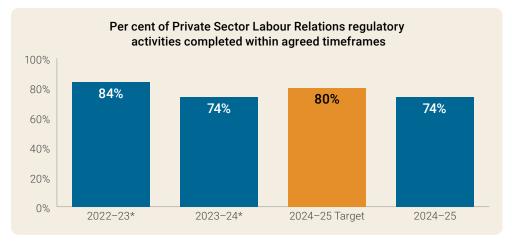
How it is calculated

The indicator is calculated as a proportion of those regulatory activities determined within agreed timeframes, against the total number of regulatory activities determined within the reporting year. The reporting system used to extract regulatory activities and transactions counts the number of calendar days from when a case file is allocated to an inspector, until the case file is closed (including the day that it is closed).

Regulatory activities and their respective agreed timeframes are as below:

- Conciliations (28 days)
- Proactive inspections (180 days)
- Investigations (365 days)

Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} Back-cast data.

What does this indicator show?

For 2024–25, a total of 74 per cent of Private Sector Labour Relations regulatory activities (conciliations, proactive inspections and investigations) were completed within the respective agreed timeframes. Performance was eight per cent below the target of 80 per cent.

During the year, the decrease in the number of completed proactive inspections and investigations conducted was due to an increase in the number of reactive conciliation cases and recruitment of new inspectors.



Effectiveness Key Performance Indicators

KPI 0.5.1 | Stakeholder satisfaction with Energy Policy engagement

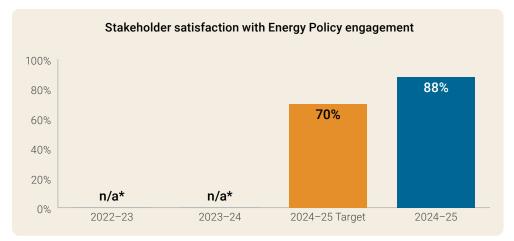
What we measure

Measuring satisfaction with stakeholder engagement by the Energy Policy (Service 5) provides evidence of how well the department is delivering its role of Policy Maker. Satisfaction with stakeholder engagement is measured by an annual perception survey. The respondent group are key stakeholders for Energy Policy which includes representatives from:

- Market participants
- Government Trading Enterprises (Western Power; Synergy; Horizon Power)
- General public
- Interest groups
- Traditional Owners
- Energy infrastructure providers/developers
- · State and Federal government agencies

How it is calculated

An independent market research agency was contracted this year to design and administer the annual survey on behalf of the department. The survey was distributed to stakeholders who have interacted with the department in the past 12 months. Respondents were asked to rate their level of satisfaction on a scale of zero to 10. The percentage of respondents who gave a rating between six and 10, is reported as overall satisfaction. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} No back-cast data is available due to this being a new indicator in 2024-25.

What does this indicator show?

More than four in five 2024–25 respondents (88 per cent) expressed satisfaction with Energy Policy engagement. This result is above the target set (70 per cent) by 26 per cent. As this was a new indicator for Energy Policy in 2024–25, no comparative data was available for target setting. The target will be reviewed annually.

According to stakeholder feedback, performance on this KPI is mainly being driven by positive personal interactions with friendly and approachable staff, transparent processes and clear communication. An ongoing area of focus for Energy Policy[^] is ensuring continued genuine and meaningful engagement, tailored to stakeholder needs.

^ Due to Public Sector Reform, EPWA will transfer to the Department of Energy and Economic Diversification (DEED). This indicator will therefore be transferred to DEED and be reported by DEED in 2025–26.



Effectiveness Key Performance Indicators

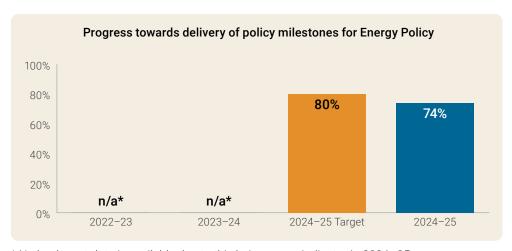
KPI 0.5.2 | Progress towards delivery of policy milestones for Energy Policy

What we measure

The indicator summarises progress towards the delivery of policy milestones within the reporting period.

How it is calculated

An assessment of every project is undertaken by the Energy Policy Project Leads and Leadership team. Each project has a certain number of 'milestones expected', which are previously scoped out by the Project Lead based off the original project plan. Each number represents a milestone. The number of milestones expected is summed in each quarter and totalled. Every milestone is assessed as either achieved or not achieved. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} No back-cast data is available due to this being a new indicator in 2024-25.

What does this indicator show?

During the 2024–25 financial year, Energy Policy Group achieved a rate of completion of planned policy milestones of 74 per cent. This result is a decrease of eight per cent from the target (80 per cent). The 2024–25 actual is lower than the target set due to the March 2025 Election and corresponding caretaker period where significant policy milestones were required to be put on hold, resulting in less overall policy milestones being achieved.

^ Due to Public Sector Reform, EPWA will transfer to the Department of Energy and Economic Diversification (DEED). This indicator will therefore be transferred to DEED and be reported by DEED in 2025–26.



Efficiency Key Performance Indicators

KPI S.1.1 | Average cost of resource regulation per live title

What we measure

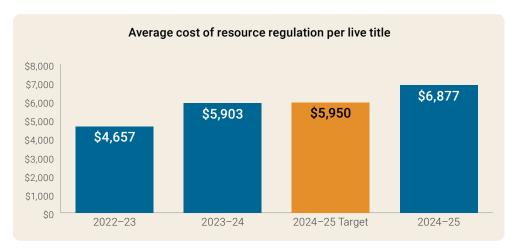
Resource development and exploration occurs in the context of the resource management 'lifecycle'. All activities within this lifecycle are associated with a mining title, with the number and average cost associated with regulating each title forming the basis of this efficiency KPI.

How it is calculated

Live titles include resource titles and petroleum titles. The total cost of service of the Resource and Environmental Regulation Service is divided by the number of live titles that were live at any point during the period. The data used to calculate live tiles includes those that have been approved, renewed or are subject to ongoing regulation by the department during that year. Titles are granted under the following legislation:

- Mining Act 1978
- Petroleum and Geothermal Energy Resources Act 1967
- Petroleum (Submerged Lands) Act 1982
- Petroleum Pipelines Act 1969
- Petroleum Act 1936

Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



What does this indicator show?

The 2024–25 actual result has an undesirable variance from target of 16 per cent. This is mainly due to an increase in the total cost of service for Resource and Environmental Regulation (RER).^ The cost increase is mainly due to the approved increased program of works for the Abandoned Mines Program (rehabilitation and safety works) and the Public Sector Wages Policy increases.

^ Due to Public Sector Reform, RER will become the Department of Mining, Petroleum and Exploration (DMPE). This indicator will therefore be transferred to DMPE and be reported by DMPE in 2025–26.

Efficiency Key Performance Indicators

KPI S.2.1 | Average cost per regulatory transaction to deliver safety regulation services

What we measure

This KPI indicates the efficiency with which the department achieves safety regulation. This measure is indicative of the per-unit cost to regulate workplace or dangerous goods safety. Services performed on behalf of the community to ensure safe and healthy workplaces by intervening decisively to avert or minimise harm (commensurate with the circumstances), include investigations and inspections under the following legislation:

- Dangerous Goods Safety Act 2004
- Work Health and Safety Act 2020
- Work Health and Safety (General) Regulations 2022
- Work Health and Safety (Mines) Regulations 2022
- Work Health and Safety (Petroleum and Geothermal Energy Operations) Regulations 2022

How it is calculated

For this indicator, a transaction is defined as 'an action by the department (proactive or reactive) that protects the community by intervening decisively to avert or minimise harm, commensurate with the circumstances'. Transactions are included in the reporting year in which the task was completed. Actions — which include compliance actions such as an investigation, inspection, and/or audit — are to only be counted once completed. Variance from target is calculated using a relative percentage variance formula, (Actual — Target) ÷ Target.



^{*} Back-cast data.

What does this indicator show?

The average cost per regulatory transaction to deliver safety regulation services for 2024–25 is \$8,166 which is a 12 per cent variance above the target (\$7,302). This variance was mainly driven by an increase in the total cost of service for WorkSafe attributed to the reclassification of the Compliance and Regulation System Transformation Program, Public Sector Wages Policy increases and the Streamlining of the Legislative Exam Process (Mines Statutory Examinations).

Efficiency Key Performance Indicators

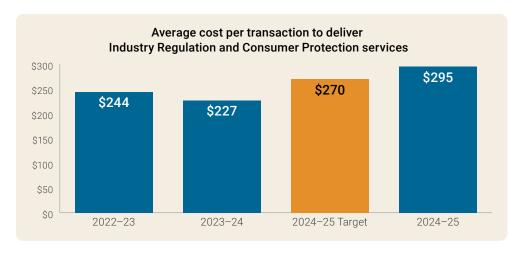


What we measure

This indicator measures the average cost per advice or regulatory service transaction provided to the community in the areas of Consumer Protection, Building and Energy and Service Delivery. The ideal aim of the Industry Regulation and Consumer Protection Service is to find a balance between empowering business users through education and advice, while minimising barriers for businesses to successfully and lawfully trade. This indicator is therefore indicative of the per unit cost to provide a healthy business environment.

How it is calculated

For this indicator, a transaction is defined as 'an action by the department to provide a service or regulatory action to an external stakeholder, initiated by either party.' Actions – which include community education and media services, addressing an enquiry, determination of an application, licence or registration, resolution of a complaint or conciliation, and finalisation of compliance actions such as an investigation, inspection, audit and/or legal matter – are to only be counted once finalised. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



What does this indicator show?

The average cost per transaction for 2024–25 is \$295, which is a nine per cent variance above the target (\$270).

This variance is due to an increase in the total cost of service coupled with lower than forecast transaction numbers. The increased cost of service is attributed to the Public Sector Wages Policy increases; resources required to implement a number of approved programs including the residential tenancies legislation amendments for Commissioner's Determinations dispute resolution; Perth piping industry response; short-term rental accommodation incentive; and vacant property rental incentive schemes.

Efficiency Key Performance Indicators

KPI S.4.1 | Average cost per regulatory transaction to deliver private sector labour relations services

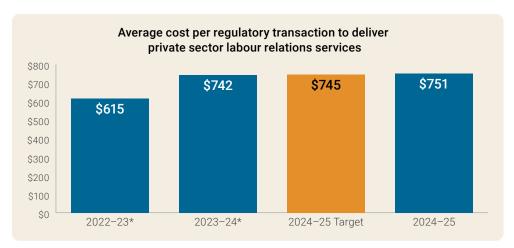
What we measure

This KPI indicates the efficiency with which Private Sector Labour Relations (PSLR) achieves compliance. PSLR is a proactive regulator that assists private sector employers and employees covered by State employment laws. Compliance activities or regulatory transactions conducted by PSLR include conciliations, proactive inspections and investigations. The number of Wageline calls handled is also included in the total number of transactions and counted on the date that each call is handled by call centre operators. Regulatory transactions performed are covered under the following legislation:

- Children and Community Services Act 2004 (Part 7)
- · Industrial Relations Act 1979
- Long Service Leave Act 1958
- Minimum Conditions of Employment Act 1993

How it is calculated

For the purposes of this indicator, a regulatory activity is defined as 'an action by the department (proactive or reactive) in provision of labour relations and regulatory services to Western Australian employees and employers'. Quantitative figures are provided for conciliations, investigations and proactive inspections conducted and completed during the period. The 'number of days in compliance' is a system-generated number calculated by counting the number of days between when a compliance case file is allocated to an inspector and when a compliance case file is closed (including the day of closure). Variance from target is calculated using a relative percentage variance formula, (Actual – Target) \div Target.



* Back-cast data.

What does this indicator show?

The average cost per regulatory transaction to deliver private sector labour relations services for 2024–25 is \$751. This result is less than one per cent above the target (\$745). It is also a one per cent variance from the previous financial year's results.



Efficiency Key Performance Indicators

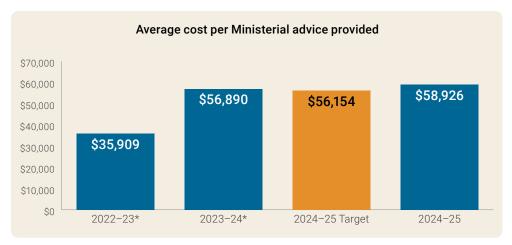
KPI S.5.1 | Average cost per Ministerial advice provided

What we measure

Energy Policy's key efficiency indicator measures the average cost per Ministerial advice provided. This indicator demonstrates responsible financial management of the State's finite resources while striving to deliver substantial impact to the energy sector. The delivery of impartial, high-quality advice on matters in the energy portfolio assists government to make well-informed decisions that contribute to the Government's Goals. It also presents results in relation to Ministerial efforts towards achieving a sustainable, efficient, secure and affordable energy sector.

How it is calculated

The average cost of Ministerial advice provided is calculated by dividing the total cost of the development and implementation of energy policy service (less emergency management services costs, grants and other payments), by the total number of Ministerials. Variance from target is calculated using a relative percentage variance formula, (Actual – Target) ÷ Target.



^{*} Back-cast data.

What does this indicator show?

During the 2024–25 financial year, Energy Policy's^ average cost per Ministerial advice was \$58,926, a five per cent variance above target (\$56,154). The average cost per Ministerial advice provided is higher than target, mainly due to a decrease in the numbers of Ministerial advice provided due to the caretaker period for the March 2025 election. This was partially offset by the total cost of service being under target due to implementation delays with grants, mainly for the Electric Vehicle Charging Infrastructure program.

^ Due to Public Sector Reform, EPWA will transfer to the Department of Energy and Economic Diversification (DEED). This indicator will therefore be transferred to DEED and be reported by DEED in 2025–26.













For the reporting period ended 30 June 2025

Department of Energy, Mines, Industry Regulation and Safety

The accompanying financial statements of the Department of Energy, Mines, Industry Regulation and Safety have been prepared in compliance with the provisions of the Financial Management Act 2006 from proper accounts and records to present fairly the financial transactions for the reporting period ended 30 June 2025 and the financial position as at 30 June 2025.

At the date of signing we are not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.

Lanie Chopping

Director General 28 August 2025 Jeremy Kwong

Chief Financial Officer 28 August 2025







Financials

Statement of comprehensive income For the year ended 30 June 2025

	Notes	2025 \$000	2024 \$000
Cost of services			
Expenses			
Employee benefits expense	2.1(a)	264,048	224,556
Supplies and services	2.3	142,429	137,428
Depreciation and amortisation expenses	4.1, 4.2, 4.3	5,726	4,062
Finance costs	6.3	241	51
Accommodation expenses	2.3	23,924	22,586
Grants and subsidies	2.2	30,901	31,213
Other expenses	2.3	10,534	7,086
Total cost of services		477,803	426,982
Income			
User charges and fees	3.2	255,631	227,555
Sales	3.2	21	20
Interest revenue	3.3	24,964	19,137
Commonwealth grants and contributions	3.4	2,460	179
Other income	3.5	28,727	16,974
Total income		311,803	263,865
Net cost of services		166,000	163,117

	Notes	2025 \$000	2024 \$000
Income from State Government			
Service appropriation	3.1	231,909	217,834
Income from other public sector entities	3.1	14,967	15,076
Services received free of charge	3.1	4,096	2,920
State grants and subsidies	3.1	100	100
Royalties for Regions Fund	3.1	148	176
Total income from State Government		251,220	236,106
Surplus for the period		85,220	72,989
Other comprehensive income			
Items not reclassified subsequently to profit or loss			
Changes in asset revaluation surplus	4.1	23,349	180
Total other comprehensive income		23,349	180
Total comprehensive income			
for the period		108,569	73,169

The Statement of comprehensive income should be read in conjunction with the accompanying notes.



Statement of financial position As at 30 June 2025

		2025	2024
	Notes	\$000	\$000
Assets			
Current assets			
Cash and cash equivalents	6.4	16,213	19,536
Restricted cash and cash equivalents	6.4	683,675	589,656
Receivables	5.1	33,116	27,943
Amounts receivable for services	5.2	914	914
Other current assets	5.3	8,646	5,685
Total current assets		742,564	643,734
Non-current assets			
Receivables	5.1	8,692	6,896
Amounts receivable for services	5.2	37,673	37,391
Property, plant and equipment	4.1	195,457	170,278
Right-of-use assets	4.3	3,226	3,482
Intangible assets	4.2	7,568	6,243
Total non-current assets		252,616	224,290
Total assets		995,180	868,024

	Notes	\$000	\$000
Liabilities	<u> </u>		
Current liabilities			
Payables	5.4	17,068	17,602
Amounts due to the Treasurer	5.5	2,000	2,000
Revenue received in advance	5.6	39,120	33,783
Employee related provisions	2.1(b)	51,424	44,536
Lease liabilities	6.1	1,069	1,162
Other current liabilities	5.7	6,908	2,904
Total current liabilities		117,589	101,987
Non-current liabilities			
Payables	5.4	851	745
Employee related provisions	2.1(b)	10,767	8,691
Lease liabilities	6.1	2,450	2,559
Other non-current liabilities	5.7	1,154	2,432
Total non-current liabilities		15,223	14,427
Total liabilities		132,812	116,414
Net assets		862,368	751,610
Equity			
Contributed equity		275,599	273,410
Reserves		155,526	132,177
Accumulated surplus		431,243	346,023
Total equity		862,368	751,610
	_		

2025

2024



The statement of financial position should be read in conjunction with the accompanying notes.

Financials



Statement of changes in equity For the year ended 30 June 2025

	Contributed equity	Reserves	Accumulated	Total equity
	\$000	\$000	surplus/(deficit) \$000	\$000
Balance at 1 July 2023	269,432	131,997	273,034	674,463
Surplus/(deficit)	_	_	72,989	72,989
Other comprehensive income	_	180	_	180
Total comprehensive income for the period		180	72,989	73,169
Transactions with owners in their capacity as owners:				
Capital appropriations	3,978	_	-	3,978
Total	3,978	_	_	3,978
Balance at 30 June 2024	273,410	132,177	346,023	751,609
Balance at 1 July 2024	273,410	132,177	346,023	751,609
Surplus/(deficit)	_	_	85,220	85,220
Other comprehensive income	_	23,349	-	23,349
Total comprehensive income for the period	-	23,349	85,220	108,569
Transactions with owners in their capacity as owners:				
Capital appropriations	2,189	_	-	2,189
Total	2,189	_	-	2,189
Balance at 30 June 2025	275,599	155,526	431,243	862,368

The statement of changes in equity should be read in conjunction with the accompanying notes.





Statement of cash flows

For the year ended 30 June 2025

Notes	2025 \$000	2024 \$000
Cash flows from State Government	Ų O O O	Ţ.
Service appropriation	230,712	217,319
Capital appropriations	1,539	3,978
Other contributions by owners	14,967	15,076
Holding account drawdown	914	914
Royalties for Regions Fund	148	176
Net cash provided by State Government	248,280	237,463
Utilised as follows:		
Cash flows from operating activities		
Payments		
Employee benefits	(259,290)	(227,498)
Supplies and services	(130,220)	(123,198)
Accommodation	(27,652)	(25,537)
Grants and subsidies	(30,900)	
Other payments	(7,755)	
GST payments on purchases	(23,631)	(19,572)
Receipts		
Sale of goods and services	59	45
User charges and fees	255,397	232,906
GST receipts on sales	5,232	4,720
GST receipts from taxation authority	18,366	16,116
Other receipts	52,838	37,128
Net cash (used in) operating activities	(147,556)	(150,490)

	Notes	2025 \$000	2024 \$000
Cash flows from investing activities			
Payments			
Purchase of non-current physical assets		(6,714)	(8,705)
Receipts			
Proceeds from sale of non-current assets		11	22
Net cash (used in) investing activities		(6,703)	(8,683)
Cash flows from financing activities			
Payments			
Right of use lease liability payment		(1,529)	(657)
Repayment of borrowings		_	(2,500)
Payment to accrued salaries account		(1,796)	(1,457)
Net cash (used in) financing activities		(3,325)	(4,614)
Net increase in cash and cash equivalents		90,696	73,676
Cash and cash equivalents at the		,	,
beginning of the period		609,192	540,955
Adjustment for the reclassification			
of accrued salaries account		_	(5,439)
Cash and cash equivalents at the			
end of the period	6.4	699,888	609,192
The statement of cash flows should be read			

in conjunction with the accompanying notes.

Administered income and expenses For the year ended 30 June 2025

	Notes	2025 \$000	2024 \$000
Income			
For transfer:			
Mining rentals		197,997	179,795
Regulatory fees and fines		317	163
Commonwealth grants		388	241
Appropriations		116,466	34,475
Other revenue		61,058	44,858
Total administered income		376,227	259,532
Expenses	-		
Refunds of previous years' revenue		127	791
Services and contracts		107,944	109,251
Receipts paid into consolidated account ^(a)		199,413	185,416
Grants and subsidies	9.2	30,272	21,025
Total administered expenses		337,756	316,483

⁽a) Receipts paid into the consolidated account represent the transfer of non-retainable regulatory fees, fines and penalties to the consolidated account.

Further explanations of variances are contained in note 9.2 'Explanatory statement for administered items'.

Administered assets and liabilities

As at 30 June 2025

	2025	2024
Notes	\$000	\$000
Current assets		
Cash and cash equivalents	8,462	8,519
Restricted cash and cash equivalents	681,303	552,805
Receivables	13,071	12,914
Total administered current assets	702,836	574,238
Total administered assets	702,836	574,238
Current liabilities		
Payables	363	309
Other liabilities	199	843
Other current liabilities ^{(a)(b)}	700,237	609,520
Total administered current liabilities	700,799	610,672
Total administered liabilities	700,799	610,672





Supplementary financial information

Other matters of uncertainty

There were no matters of uncertainty recognised during the financial year.

Other current liabilities

(a) Home Indemnity Insurance

The contingent liability for Home Indemnity Insurance (HII) has been assessed to be the future claims liability (FCL) as at 30 June 2025. The FCL is an estimation of the future claims costs which will arise as a result of events which will occur in the future for currently in-force HII policies. In accordance with the Scyne Actuarial Report, the future claims liability has been assessed at an approximate value of \$99,866,611 (2024: \$83,886,250).

(b) Rental Accommodation Account Bonds

The Rental Accommodation account holds Bond deposit for rental properties. These bond amounts are held for the term of the rental agreement, and returned to the tenant when the lease agreement has been terminated or finalised by either party. The bond amount held can be utilised to rectify any defects that may have arisen as at the end of the lease period, with the balance (if any) returned to the tenant. As of 30 June 2025, the balance of bonds held by the department was \$532,646,111 (2024: \$470,282,337).

Write-offs

During the financial year, \$37,198 (2024: \$651,262) was written off the administered assets register under the authority of:

	2025 \$000	2024 \$000
Director General	37	_
The Treasurer	-	651
	37	651

Three individually recognised debts which were written-off during the period related to lease rentals and licences recognised under The Mining Act.

Act of grace payments

During the financial year, five payments totalling \$12,020 (2024 \$1,910 from two payments) were paid out as act of grace payments under the authority of:

	2025 \$000	2024 \$000
The Minister	12	2
	12	2



Notes to the financial statements

1. Basis of preparation

The department is a government not-for-profit entity controlled by the State of Western Australia, which is the ultimate parent.

A description of the nature of its operations and its principal activities have been included in the 'Overview' which does not form part of these financial statements.

These annual financial statements were authorised for issue by the Director General of the department on 28 August 2025.

Statement of Compliance

The financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures, the Conceptual Framework and other authoritative pronouncements issued by the Australian Accounting Standards Board (AASB) as modified by Treasurer's instructions. Some of these pronouncements are modified to vary their application and disclosure.

The Financial Management Act 2006 and Treasurer's instructions, which are legislative provisions governing the preparation of financial statements for agencies, take precedence over AASB pronouncements. Where an AASB pronouncement is modified and has had a significant financial effect on the reported results, details of the modification and the resulting financial effect are disclosed in the notes to the financial statements.

Basis of preparation

These financial statements are presented in Australian dollars applying the accrual basis of accounting and using the historical cost convention. Certain balances will apply a different measurement basis (such as the fair value basis). Where this is the case the different measurement basis is disclosed in the associated note. All values are rounded to the nearest thousand dollars (\$'000).

Accounting for Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of goods and services tax (GST), except that the:

- (a) amount of GST incurred by the department as a purchaser that is not recoverable from the Australian Tax Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- (b) receivables and payables are stated with the amount of GST included.

Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

Contributed equity

Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, as designated as contributions by owners (at the time of, or prior to, transfer) be recognised as equity contributions. Capital appropriations have been designated as contributions by owners by TI 8 – Requirement 8.1(i) and have been credited directly to contributed equity.



Administered items

The department administers, but does not control, certain activities and functions for and on behalf of government that do not contribute to the department's services or objectives. It does not have discretion over how it utilises the transactions in pursuing its own objectives.

Transactions relating to the administered activities are not recognised as the department's income, expenses, assets and liabilities, but are disclosed in the accompanying schedules as 'Administered income and expenses', and 'Administered assets and liabilities'.

The accrual basis of accounting and applicable Australian Accounting Standards have been adopted.

Comparative information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements. AASB 1060 provides relief from presenting comparatives for:

- 1. Property, plant and equipment reconciliations;
- 2. Intangible asset reconciliations; and
- 3. Right-of-use asset reconciliations.

Judgement and estimates

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements and estimates made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements and/or estimates are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances.

2. Use of our funding

Expenses incurred in the delivery of services

This section provides additional information about how the department's funding is applied and the accounting policies that are relevant for an understanding of the items recognised in the financial statements. The primary expenses incurred by the department in achieving its objectives and the relevant notes are:

	Notes
Employee benefits expenses	2.1 (a)
Employee related provisions	2.1 (b)
Grants and subsidies	2.2
Other expenditure	2.3

2.1 (a) Employee benefits expenses

	2025 \$000	2024 \$000
Employee benefits	238,334	202,630
Termination benefits	29	34
Superannuation – defined contribution plans	25,685	21,892
Employee benefits expenses	264,048	224,556
Add: AASB 16 Non-monetary benefits	1,823	740
Less: employee contributions (per note 3.5 Other income)	(220)	(224)
Total employee benefits provided	265,651	225,072

Employee benefits include wages, salaries and social contributions, accrued and paid leave entitlements and paid sick leave, and non-monetary benefits recognised under accounting standards other than AASB 16 (such as medical care, housing, cars and free or subsidised goods or services) for employees.



Financials

Termination benefits are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when the department is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

Superannuation is the amount recognised in profit or loss of the statement of comprehensive income comprises employer contributions paid to the GSS (concurrent contributions), the WSS, the GESBs, or other superannuation funds.

AASB 16 non-monetary benefits are non-monetary employee benefits, predominately relating to the provision of vehicle and housing benefits that are recognised under AASB 16 and are excluded from the employee benefits expense.

Employee contributions are contributions made to the department by employees towards employee benefits that have been provided by the department. This includes both AASB 16 and non-AASB 16 employee contributions.

2.1 (b) Employee related provisions

	2025 \$000	2024 \$000
Current		
Employee benefits provisions		
Annual leave	23,706	20,376
Long service leave	26,709	23,253
Deferred salary scheme	360	295
Purchased leave	280	311
	51,055	44,235
Other provisions		
Employment on-costs	369	301
Total current employee benefits provisions	51,424	44,536
Non-current		
Employee benefits provisions		
Long service leave	10,686	8,630
Other provisions		
Employment on-costs	81	61
Total non-current employee benefits provisions	10,767	8,691
Total employee benefits provisions	62,191	53,227

Provision is made for benefits accruing to employees in respect of annual leave and long service leave for services rendered up to the reporting date and recorded as an expense during the period the services are delivered.



Financials

Annual leave liabilities are classified as current as there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period.

The provision for annual leave is calculated at the present value of expected payments to be made in relation to services provided by employees up to the reporting date.

These statements are prepared with the expectation that it is unlikely for annual leave to be settled wholly within 12 months after the end of the reporting period.

Therefore, these financial statements characterises annual leave as 'other long-term employee benefits', recognising and measuring the liability for employee benefits at present value.

Where annual leave is expected to be settled wholly within 12 months after the end of the reporting period, the liability may be recognised and measured at nominal amounts.

Long service leave liabilities are unconditional long service leave provisions and are classified as current liabilities as the department does not have the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period.

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because the department has an unconditional right to defer the settlement of the liability until the employee has completed the requisite years of service.

The provision for long service leave is calculated at present value as the department does not expect to wholly settle the amounts within 12 months. The present value is measured taking into account the present value of expected future payments to be made in relation to services provided by employees up to the reporting date. These payments are estimated using the remuneration rate expected to apply at the time of settlement and discounted using market yields at the end of the reporting period on national government bonds with terms of maturity that match, as closely as possible, the estimated future cash flows.

Deferred salary scheme liabilities are classified as current where there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period.

Purchased leave liabilities are classified as current where there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period.

Employment on-costs involves settlements of annual and long service leave liabilities which gives rise to the payment of employment on-costs including workers' compensation insurance. The provision is the present value of expected future payments.

Employment on-costs, including workers' compensation insurance premiums, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are included as part of 'Other expenses, note 2.3 (apart from the unwinding of the discount (finance cost))' and are not included as part of the department's 'employee benefits expense'. The related liability is included in 'Employment on-costs provision'.

Employment on-costs provision	2025 \$000
Carrying amount at start of period	362
Additional provisions recognised	450
Payments/other sacrifices of economic benefits	(362)
Carrying amount at end of period	450

Key sources of estimation uncertainty – long service leave

Key estimates and assumptions concerning the future are based on historical experience and various other factors that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

Several estimates and assumptions are used in calculating the department's long service leave provision. These include:

- · expected future salary rates;
- discount rates:
- employee retention rates; and
- · expected future payments.

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision. Any gain or loss following revaluation of the present value of long service leave liabilities is recognised as employee benefits expense.

2.2 Grants and subsidies

	2025 \$000	2024 \$000
Recurrent		
Exploration Incentive Scheme		
Co-funded Drilling	6,350	7,342
Co-funded Geophysics	1,681	396
Farmsafe WA	247	123
Asbestos Diseases Society	-	107
Circle Green Community Legal	430	430
Property Industry Grants	2,757	4,015
Australian Building Codes Board	519	519
Mental Health in the Workplace	830	1,000
Mental Awareness Respect and Safety Initiative	4,128	3,401
Australian Energy Market Commission	1,328	948
Household Energy Efficiency Scheme	4,090	7,300
Electric Vehicle Charging Infrastructure		
Local governments	587	855
Small business and charities	982	664
Short-Term Rental Accommodation Incentive Scheme	2,466	2,355
Vacant Property Rental Incentive Scheme	1,265	-
Other miscellaneous grants – contributions to		
Commonwealth and others	3,241	1,758
Total grants and subsidies	30,901	31,213

Transactions in which the agency provides goods, services, assets (or extinguishes a liability) or labour to another party without receiving approximately equal value in return are categorised as 'Grant or subsidy expenses'. These payments or transfers are recognised at fair value at the time of the transaction and are recognised as an expense in the reporting period in which they are paid. They include transactions such as: grants, subsidies, personal benefit payments made in cash to individuals, other transfer payments made to public sector agencies, local government, non-government schools, and community groups.

The department is not responsible for administering a government subsidy scheme.

Other expenditure

	2025 \$000	2024 \$000
Supplies and services		
Consultants and contractors	107,757	108,138
Advertising and promotion	2,011	1,631
Travel	2,803	2,282
Communication	736	864
Consumables	3,232	2,692
Maintenance	734	1,073
Insurance	2,255	1,459
Lease rent and hire costs	3,136	3,131
Utilities	1,274	1,340
Other	18,491	14,818
Total supplies and services expenses	142,429	137,428
Accommodation expenses		
Rental	14,349	14,459
Repairs and maintenance	8,055	6,629
Cleaning	1,520	1,498
Total accommodation expenses	23,924	22,586
Other expenses		
Audit fees (internal and external)	663	602
Expected credit losses expense	353	264
Employment on costs	87	57
Industry fidelity claims	514	452
Minor plant and equipment	4,904	4,143
Refunds of prior years revenues	10	54
Other expenses	4,003	1,514
Total other expenses	10,534	7,086
Total other expenditure	176,887	167,100

Financials

Supplies and services expenses are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any materials held for distribution are expensed when the materials are distributed.

Rental expenses is expensed as incurred, as a Memorandum of Understanding Agreement between the department and the Department of Finance for the leasing of office accommodation contain significant substitution rights.

Repairs, maintenance and cleaning costs are recognised as expenses as incurred.

Other operating expenses generally represent the day-to-day running costs incurred in normal operations.

Audit fees are an expense recognised for internal and external audit services received during the 2024–25 reporting period.

Expected credit losses is recognised for movement in allowance for impairment of trade receivables. Refer to note 5.1 Movement in the allowance for impairment of receivables.

Employee on-cost includes workers' compensation insurance and other employment on-costs. The on-costs liability associated with the recognition of annual and long service leave liabilities is included at *Note 2.1(b) Employee related provisions*. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.

Industry fidelity claims are paid as a reimbursement to people who suffer pecuniary or property loss through defalcation by a licensee or employee of a real estate agent or settlement agent.

Minor plant and equipment are items identified as portable and attractable that do not meet the criteria of an asset are expensed in the year the item is acquired.

Other expenses include items recorded as prior period expenses and various other minor other miscellaneous expense items.

3. Our funding sources

How we obtain our funding

This section provides additional information about how the department obtains its funding and the relevant accounting policy notes that govern the recognition and measurement of this funding. The primary income received by the department and the relevant notes are:

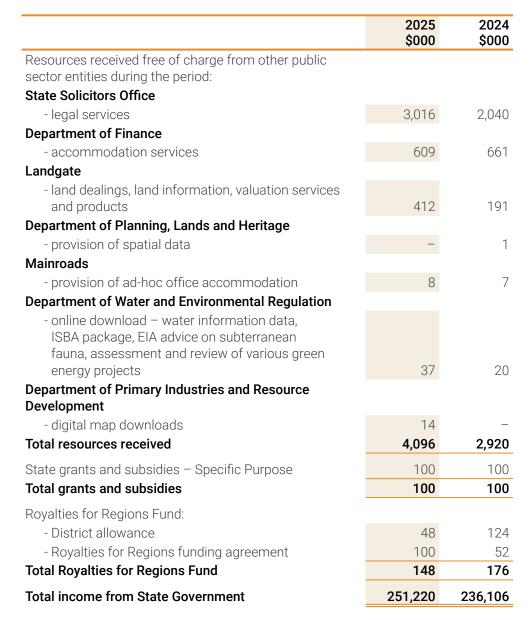
	Notes
Income from State Government	3.1
User charges and fees and sales	3.2
Interest revenue	3.3
Commonwealth grants and contributions	3.4
Other income	3.5

3.1 Income from State Government

	2025 \$000	2024 \$000
Appropriation received during the period:		
- Service appropriation	231,909	217,834
Total service appropriation	231,909	217,834
Income received from other public sector entities during the period:		
- Climate Action Fund	323	1,320
- Digital Capability Fund	13,969	13,261
- Asset Maintenance Fund	675	495
Total income from other public sector entities	14,967	15,076



Financials



Service appropriations are recognised as income at the fair value of consideration received in the period in which the department gains control of the appropriated funds. The department gains control of appropriated funds at the time those funds are deposited in the bank account or credited to the holding account held at Treasury.

Income from other public sector entities are recognised as income when the department has satisfied its performance obligations under the funding agreement. If there is no performance obligation, income will be recognised when the department receives the funds.

Resources received from other public sector entities is recognised as income equivalent to the fair value of assets received, or the fair value of services received that can be reliably determined and which would have been purchased if not donated.

The Regional Community Services Accounts is a sub-fund within the over-arching 'Royalties for Regions Fund'. The recurrent funds are committed to projects and programs in WA regional areas and are recognised as revenue when the department gains control on receipt of the funds.





Summary of consolidated account appropriations For the year ended 30 June 2025

	2025 Budget \$000	2025 Additional funding \$000	2025 Revised budget \$000	2025 Actual \$000	2025 Variance \$000
Delivery of services					
Item 51 Net amount appropriated to deliver services	182,981	9,567	192,548	192,548	_
Service appropriation – services to industry component	37,838	_	37,838	37,838	_
Amount authorised by other statutes					
- Salaries and Allowances Act 1975	1,523	_	1,523	1,523	_
Total appropriations provided to deliver services	222,342	9,567	231,909	231,909	_
Administered transactions					
Item 52 Amount provided for administered grants,					
subsidies and other transfer payments	126,769	(10,303)	116,466	116,466	_
Item 135 Capital appropriation	2,035	154	2,189	2,189	_
Total administered transactions	128,804	10,149	118,655	118,655	_
Total consolidated account appropriations	351,146	582	350,564	350,564	_

^{*}Additional funding includes supplementary funding and new funding authorised under section 27 of the *Financial Management Act 2006* and amendments to standing appropriations.



3.2 User fees and charges and sales

	2025 \$000	2024 \$000
User fees and charges		
Petroleum annual licences	5,407	5,749
Mining, prospecting and exploration licences	9,893	9,683
Explosives and dangerous goods licences and fees	8,263	7,640
Mining Safety Levy	43,493	46,911
Petroleum Safety	9,406	4,115
Mining Rehabilitation Fund	48,095	44,138
WorkSafe	9,109	8,321
Energy Safety	18,279	17,525
Motor Vehicle Dealers and Repairers	2,692	2,459
Consumer Protection	46,911	42,174
Building Commission	41,677	34,350
Other fees	12,406	4,490
Total user fees and charges	255,631	227,555
Sales		
General sales	21	20
Total sales	21	20
Total user fees and charges and sales	255,652	227,575

User fees and charges

Revenue is recognised at the transaction price when the department transfers control of the services to customers.

Revenue is recognised at a point in time for user fees and charges. The performance obligations for these user fees and charges are satisfied when services have been provided.

Revenue is recognised by reference to the stage of completion of the transaction for relevant services.

Sales

Revenue from the sale of goods and services is recognised at the transaction price when the department transfers control of the goods to customers.

3.3 Interest revenue

	2025 \$000	2024 \$000
Mining Rehabilitation Fund interest	16,293	12,939
Other interest revenue	8,671	6,198
Total interest revenue	24,964	19,137

3.4 Commonwealth grants and contributions

	2025 \$000	2024 \$000
Total grants and other funding contributions	2,460	179

Recurrent grants are recognised as income when the grants are receivable.

Income from grants to acquire/construct a recognisable non-financial asset to be controlled by the department is recognised when the department satisfies its obligations under the transfer. The department satisfies the obligations under the transfer to construct assets over time as the non-financial assets are being constructed. The department typically satisfies the obligations under the transfer when it achieves milestones specified in the grant agreement and amounts received in advance of obligation satisfaction are reported at note 5.6.



3.5 Other income

	2025 \$000	2024 \$000
Employee contributions ^(a)	220	224
Miscellaneous revenue(b)	24,885	14,998
Other revenue – recoups	1,878	1,736
Other revenue – miscellaneous	1,733	_
Total income	28,716	16,958
Net proceeds from disposal of non-current assets		
Plant, equipment and vehicles	11	16
Net gains on disposal of non-current assets	11	16
Total other income	28,727	16,974

- (a) Employee contributions is income received by the department from subleasing of right-ofuse assets, and relates to lease payments received from operating leases. Information on the department's leasing arrangement can be found in note 2.1(a).
- (b) Miscellaneous revenue includes collections for the recoup of costs incurred by the department to administer the Rental Accommodation Special purpose account.

4. Key assets

This section includes information regarding the key assets the department utilises to gain economic benefits or assets the department utilises for economic benefit or service potential or provide service potential. This section sets out both the key accounting policies and financial information about the performance of these assets:

	Notes
Property, plant and equipment	4.1
Intangible assets	4.2
Right-of-use assets	4.3



4.1 Property, plant and equipment

Year ended 30 June 2025	Land	Buildings	Leasehold improvements	Furniture, plant, equipment	Computer hardware and software	Scientific equipment	Precious metals	Artwork	Works in progress	Total
	\$000	\$000	\$000	and vehicles \$000	\$000	\$000	\$000	\$000	\$000	\$000
1 July 2024			·		'					
Gross carrying amount	98,161	61,352	1,647	13,758	11,736	5,623	_	68	1,180	193,525
Accumulated depreciation	_	(1,444)	(1,202)	(9,128)	(10,178)	(1,295)	_	_	_	(23,247)
Carrying amount										
at start of period	98,161	59,908	445	4,630	1,558	4,328	_	68	1,180	170,278
Additions	_	1,984	153	119	199	946	1,538	196	529	5,664
Revaluation increments/										
(decrements)	10,244	13,105	_		_	_	_	_	_	23,349
Transfers from										
work in progress	_	_	_	1,196	_	_	_	_	(1,665)	(469)
Disposals	_	_	_	_		(9)	_	_	_	(9)
Depreciation	_	(1,413)	(184)	(525)	(629)	(605)	_	_	_	(3,356)
Carrying amount										
at end of period 2025	108,405	73,584	414	5,420	1,128	4,660	1,538	264	44	195,457
Gross carrying amount	108,405	74,997	1,800	15,073	11,935	6,560	1,538	264	44	220,616
Accumulated depreciation	_	(1,413)	(1,386)	(9,653)	(10,807)	(1,900)		_	_	(25,159)

Initial recognition

Items of property, plant and equipment, costing \$5,000 or more are measured initially at cost. Where an asset is acquired for no cost or significantly less than fair value, the cost is valued at its fair value at the date of acquisition. Items of property, plant and equipment costing less than \$5,000 are immediately expensed direct to the statement of comprehensive income (other than where they form part of a group of similar items which are significant in total).

The cost of a leasehold improvement is capitalised and depreciated over the shorter of the remaining term of the lease or the estimated useful life of the leasehold improvement.

Subsequent measurement

Subsequent to initial recognition of an asset, the revaluation model is used for the measurement of:

- land: and
- · buildings.

Land is carried at fair value.

Buildings are carried at fair value less accumulated depreciation and accumulated impairment losses.

All other property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses.

Land and buildings are independently valued annually by the Western Australian Land Information Authority (Landgate). The effective date was at 1 July 2024, with valuations performed during the year ended 30 June 2025 and recognised at 30 June 2025.

In addition, for buildings under the current replacement cost basis, estimated professional and project management fees are included in the valuation of current use assets as required by AASB 2022-10 Amendment to Australian Accounting Standards - Fair Value Measurement of Non-Financial Assets of Not-For-Profit Public Sector Entities.

These valuations are undertaken annually to ensure that the carrying amount of the assets does not differ materially from their fair value at the end of the reporting period.

Valuation techniques and inputs

Level 2 assets

Fair values of non-current assets held for sale, and market type land and buildings (office accommodation) are derived using the market approach. Market evidence of sales prices of comparable assets in close proximity is used to determine price per square metre.

Level 3 assets

Land assets	Fair value for restricted use land is based on comparison with market evidence for land with low level utility (high restricted use land). The relevant comparators of land with low level utility are selected by Landgate and represents the application of a significant Level 3 input in this valuation technique. The fair value measurement is sensitive to values of comparator land, with higher values of comparator land correlating with higher estimated fair values of land.
Buidling assets	Fair value for current use buildings is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset. Current replacement cost is generally determined by reference to the market observable replacement cost of a substitute asset of comparable utility and the gross project size specifications, adjusted for obsolescence. Obsolescence encompasses physical deterioration, functional (technological) obsolescence and economic (external) obsolescence.

Valuation using current replacement cost utilises the significant Level 3 input of obsolescence estimated by Landgate. The fair value measurement is sensitive to the estimate of obsolescence, with higher values of the estimate correlating with lower estimated fair values of buildings.

In addition, professional and project management fees estimated and added to the current replacement costs provided by Landgate for current use buildings represent significant Level 3 inputs used in the valuation process. The fair value of these assets will increase with a higher level of professional and project management fees.

Basis of valuation

In the absence of market-based evidence, due to the specialised nature of some non-financial assets, these assets are valued at Level 3 of the fair value hierarchy on a current use basis (presumed to be the highest and best use), which recognises that restrictions or limitations have been placed on their use and disposal when they are not determined to be surplus to requirements. These restrictions are imposed by virtue of the assets being held to deliver a specific community service.

Useful lives

All property, plant and equipment having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits. The exceptions to this rule include assets held for sale and land.

Depreciation is generally calculated on a straight line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

Asset	Useful life
Buildings	33 to 50 years
Lease improvements	10 years
Furniture	5 to 10 years
Office equipment	3 to 5 years
Computer servers	3 years
Software ^(a)	3 to 5 years
Scientific equipment	7 years
Motor vehicles	3 to 5 years
Plant and equipment	5 to 25 years

(a) Software that is integral to the operation of related hardware.

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments should be made where appropriate.

Land, precious metals and works of art, which are considered to have an indefinite life, are not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

Leasehold improvements are depreciated over the shorter of the lease term and their useful lives.

Impairment

Non-financial assets, including items of property, plant and equipment and intangibles are tested for impairment whenever there is an indication that the asset may be impaired. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

Where an asset measured at cost is written down to its recoverable amount, an impairment loss is recognised through profit or loss.

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income.

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income to the extent that the impairment loss does not exceed the amount in the revaluation surplus for the class of asset.

As the department is a not-for-profit entity, the recoverable amount of regularly revalued specialised assets is anticipated to be materially the same as fair value.

If there is an indication that there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However this reversal should not increase the asset's carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

Financials

The risk of impairment is generally limited to circumstances where an asset's depreciation is materially understated, where the replacement cost is falling or where there is a significant change in useful life. Each relevant class of assets is reviewed annually to verify that the accumulated depreciation/amortisation reflects the level of consumption or expiration of the asset's future economic benefits and to evaluate any impairment risk from declining replacement costs.

4.2 Intangible assets

Year ended 30 June 2025	Computer software \$000	Works In progress \$000	Total \$000
Gross carrying amount	29,133	2,497	31,630
Accumulated amortisation	(25,387)	_	(25,387)
Carrying amount at start of period	3,746	2,497	6,243
Additions	_	2,112	2,112
Amortisation expense	(787)	_	(787)
Carrying amount at end of period 2025	2,959	4,609	7,568

Initial recognition

Intangible assets are initially recognised at cost. For assets acquired at no cost or for nominal cost, the cost is their fair value at the date of acquisition.

Acquisition of intangible assets costing \$5,000 or more and internally generated intangible assets costing \$200,000 or more that comply with the recognition criteria as per AASB 138 Intangible Assets (as noted above) are capitalised.

Costs incurred below these thresholds are immediately expensed directly to the statement of comprehensive income.

An internally generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated:

(a) The technical feasibility of completing the intangible asset so that it will be available for use or sale:

- An intention to complete the intangible asset and use or sell it;
- The ability to use or sell the intangible asset;
- The intangible asset will generate probable future economic benefit;
- (e) The availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset; and
- (f) The ability to measure reliably the expenditure attributable to the intangible asset during its development.

Costs incurred in the research phase of a project are immediately expensed.

Subsequent measurement

The cost model is applied for subsequent measurement of intangible assets, requiring the asset to be carried at cost less any accumulated amortisation and accumulated impairment losses.

Useful lives

Amortisation of finite life intangible assets is calculated on a straight line basis at rates that allocate the asset's value over its estimated useful life. All intangible assets controlled by the department have a finite useful life and zero residual value. Estimated useful lives are reviewed annually.

The estimated useful lives for each class of intangible asset are:

Asset	Useful life
Computer software ^(a)	3-5 years
Licences	3 years

(a) Software that is not integral to the operation of any related hardware.

Impairment of intangible assets

Intangible assets with finite useful lives are tested for impairment annually or when an indication of impairment is identified. As at 30 June 2025 there were no indications of impairment to intangible assets.

Licences

Licences have a finite useful life and are carried at cost less accumulated amortisation and accumulated impairment losses.



Research and development costs

Research costs are expensed as incurred. Development costs incurred for an individual project are carried forward when the future economic benefits can be reasonably regarded as assured and the total project costs are likely to exceed \$200,000. Other development costs are expensed as incurred.

Computer software

Software that is an integral part of the related hardware is recognised as part of the tangible asset. Software that is not an integral part of the related hardware is recognised as an intangible asset. Software costing less than \$5,000 is expensed in the year of acquisition.

4.3 Right-of-use assets

	Vehicles	Residential	Total
	\$000	\$000	\$000
Carrying amount at beginning of period	3,157	325	3,482
Additions Depreciation	1,002	324	1,326
	(1,271)	(311)	(1,582)
Net carrying amount as at the end of the period	2,888	338	3,226

The department has leases for vehicles, office and residential housing. The lease contracts are typically made for fixed periods of 1–10 years with an option to renew the lease after that date. Lease payments for buildings not leased through the Department of Finance are renegotiated every five years to reflect market rentals.

The department subleases residential housing to employees at a subsidised rate. The department recognises lease payments from operating leases as income on a straight-line basis over the term of the lease.

The department has also entered into a Memorandum of Understanding Agreements with the Department of Finance for the leasing of office accommodation. These are not recognised under AASB 16 because of substitution rights held by the Department of Finance and are accounted for as an expense as incurred.

Initial recognition

At the commencement date of the lease, the department recognises right-of-use assets and a corresponding lease liability for most leases. The right-of-use assets are measured at cost comprising of:

- the amount of the initial measurement of lease liability;
- · any lease payments made at or before the commencement date less any lease incentives received:
- any initial direct costs; and
- · restoration costs, including dismantling and removing the underlying asset.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in note 6.2.

The department has elected not to recognise right-of-use assets and lease liabilities for short-term leases (with a lease term of 12 months or less) and low value leases (with an underlying value of \$5,000 or less). Lease payments associated with these leases are expensed over a straight-line basis over the lease term.

Subsequent measurement

The cost model is applied for subsequent measurement of right-of-use assets, requiring the asset to be carried at cost less any accumulated depreciation and accumulated impairment losses and adjusted for any re-measurement of lease liability.

Depreciation and impairment of right-of-use assets

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the underlying assets.

If ownership of the leased asset transfers to the department at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Right-of-use assets are tested for impairment when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in note 4.1.



5. Other assets and liabilities

This section sets out those assets and liabilities that arose from the department's controlled operations and includes other assets utilised for economic benefits and liabilities incurred during normal operations:

	Notes
Receivables	5.1
Amounts receivable for service	5.2
Other assets	5.3
Payables	5.4
Amounts due to the Treasurer	5.5
Revenue received in advance	5.6
Other liabilities	5.7

5.1 Receivables

	2025 \$000	2024 \$000
Current		
Trade receivables	19,195	16,031
Allowance for impairment of trade receivables	(3,591)	(2,539)
Accrued interest revenue	6,397	5,231
GST receivable	2,763	2,732
Accrued revenue	8,352	6,488
Total current	33,116	27,943
Non-current		
Accrued salaries ^(a)	8,692	6,896
Total non-current	8,692	6,896
Total receivables	41,808	34,839

⁽a) Funds transferred to Treasury for the purpose of meeting the 27th pay in the reporting period that generally occurs every 11 years. This account is classified as non-current except for the year before the 27th pay year.

Trade receivables are initially recognised at their transaction price or, for those receivables that contain a significant financing component, at fair value. The department holds the receivables with the objective to collect the contractual cash flows and therefore, subsequently measured at amortised cost using the effective interest method, less an allowance for impairment.

The department recognises a loss allowance for expected credit losses (ECLs) on a receivable not held at fair value through profit or loss. The ECLs are based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate. Individual receivables are written off when the agency has no reasonable expectations of recovering the contractual cash flows.

For trade receivables, the department recognises an allowance for ECLs measured at the lifetime expected credit losses at each reporting date. The department has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment. Please refer to note 2.3 for the amount of ECLs expensed in this reporting period.

Accrued salaries account contains amounts paid annually into the Treasurer's special purpose account. It is restricted for meeting the additional cash outflow for employee salary payments in reporting periods with 27 pay days, instead of the normal 26. No interest is received on this account.





5.2 Amounts receivable for services (holding account)

	2025 \$000	2024 \$000
Current	914	914
Non-current	37,673	37,390
Total amount receivable for services at end of period	38,587	38,304

Amounts receivable for services represent the non-cash component of service appropriations. It is restricted in that it can only be used for asset replacement or payment of leave liability.

The amounts receivable for services are financial assets at amortised cost, and are not considered impaired (i.e. there is no expected credit loss of the holding account).

5.3 Other assets

	2025 \$000	2024 \$000
Current		
Prepayments	8,646	5,685
Total current	8,646	5,685
Total other assets at end of period	8,646	5,685

Other assets include prepayments which represent payments in advance of receipt of goods or services or that part of expenditure made in one accounting period covering a term extending beyond that period.

5.4 Payables

	2025 \$000	2024 \$000
Current		
Trade payables	1,296	1,318
Other payables	8,814	11,141
Accrued salaries	6,958	5,143
Total current	17,068	17,602
Non-current		
Trust accounts		
Consumer Credit Act (WA)	149	102
Real Estate and Business Agents Supervisory Board	673	615
Settlement Agents Trust Monies	29	29
Total non-current	851	745
Total payables at end of period	17,919	18,347

Payables are recognised at the amounts payable when the department becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value, as settlement is generally within 20 days.

Other payables represent amounts that remain unpaid as at the end of the reporting date that are not reported elsewhere. Accrued expenses represent those invoices that relate to the current financial year that were processed in the preceeding financial year. These amounts reflect expenditure not yet incurred, but whose goods or services relate to the current reporting period.

Accrued salaries represent the amount due to staff but unpaid at the end of the reporting period. Accrued salaries are settled within a fortnight of the reporting period end. The department considers the carrying amount of accrued salaries to be equivalent to its fair value.

TI 5 - Requirement 3.1 Timely Payment of Accounts requires payments for goods, services and for works or construction of less than \$1 million and not subject to an exemption, to be paid within 20 days. Payments for invoices over \$1 million are required to be settled within 30 calendar days of the receipt of a correctly rendered invoice, or provision of goods or services.



5.5 Amounts due to the Treasurer

	2025 \$000	2024 \$000
Current		
Petroleum and Geothermal Safety Levy	2,000	2,000
Total amount due to the Treasurer at end of period	2,000	2,000

The **amount due to the Treasurer** is in respect of a Treasurer's Advance. This amount is payable within 12 months after the reporting period. There is no interest charged on the outstanding amount, and the carrying amount is equivalent to fair value.

5.6 Revenue received in advance

	2025 \$000	2024 \$000
Current		
Licences and fees ^(a)	39,120	33,784
Total current	39,120	33,784
Total revenue received in advance at end of period	39,120	33,784

(a) Revenue received in advance - Licences and fees are revenues received for multiple year licences. This balance represents the unearned revenue of the multiple year licence, that will be recognised incrementally over the remaining term of the licence.

5.7 Other liabilities

	2025 \$000	2024 \$000
Current		
Unclaimed monies	1,819	1,606
Provision for contaminated sites	3,463	_
Government office accommodation(a)	1,626	1,298
Total current	6,908	2,904
Non-current		
Government office accommodation(a)	1,154	2,432
Total non-current	1,154	2,432
Total other liabilities at end of period	8,062	5,336

Other financial liabilities are recognised initially at fair value, net of transaction costs incurred, and are subsequently measured at amortised cost.

(a) Balance arising from the straight lining of rental expense on government office accommodation (GOA) arrangements being out of scope for AASB 16.



6. Financing

This section sets out the material balances and disclosures associated with the financing and cashflows of the department.

	Notes
Lease liabilities	6.1
Assets pledged as security	6.2
Finance costs	6.3
Cash and cash equivalents	6.4

6.1 Lease liabilities

	2025 \$000	2024 \$000
Not later than one year	1,069	1,162
Later than one year and not later than five years	2,399	2,427
Later than five years	51	133
	3,519	3,722
Current	1,069	1,162
Non-current	2,450	2,560
Total lease liabilities	3,519	3,722

At the commencement date of the lease, the entity recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the department uses the incremental borrowing rate provided by Western Australia Treasury Corporation.

Lease payments included by the department as part of the present value calculation of lease liability include:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payments that depend on an index or a rate initially measured using the index rate or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options (where these are reasonably certain to be realised);
- payments for penalties for terminating a lease, where the lease term reflects the agency exercising an option to terminate the lease;
- periods covered by extension or termination options are only included in the lease term by the department if the lease is reasonably certain to be extended (or not terminated).

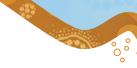
The interest on the lease liability is recognised in profit or loss over the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. Lease liabilities do not include any future changes in variable lease payments (that depend on an index or rate) until they take effect, in which case the lease liability is reassessed and adjusted against the right-of-use asset.

Variable lease payments, not included in the measurement of lease liability, that are dependent on sales, an index or a rate are recognised by the department in profit or loss in the period in which the condition that triggers those payment occurs.

Subsequent measurement

Lease liabilities are measured by increasing the carrying amount to reflect interest on the lease liabilities; reducing the carrying amount to reflect the lease payments made; and remeasuring the carrying amount at amortised cost, subject to adjustments to reflect any reassessment or lease modifications.

This section should be read in conjunction with note 4.3.





	2025 \$000	2024 \$000
Lease expenses recognised in the	0.41	F1
Statement of comprehensive income	241	51
Lease interest expense	241	51

6.2 Assets pledged as security		
	2025 \$000	2024 \$000
Assets pledged as security		
The carrying amounts of non-current assets pledged as		
security are: Right-of-use asset – vehicles	2,888	3,157
Total assets pledged as security	2,888	3,157

The department has secured the right-of-use assets against the related lease liabilities. In the event of default, the rights to the leased assets will revert to the lessor.

6.3 Finance costs

	2025 \$000	2024 \$000
Finance costs		
Lease interest expense	241	51
Total finance costs expensed	241	51

Finance cost includes the interest component of lease liability repayments, interest component of service concession financial liabilities and the increase in financial liabilities and non-employee provisions due to the unwinding of discounts to reflect the passage of time.

6.4 Cash and cash equivalents

	2025 \$000	2024 \$000
Cash and cash equivalents	16,213	19,536
Restricted cash and cash equivalents	683,675	589,656
Balance at end of period	699,888	609,192
	2025 \$000	2024 \$000
Restricted cash and cash equivalents		
Current		
Current Special Purpose Funds	682,684	588,634
Real Estate and Business Agents Supervisory		
Board Trust Account	702	643
State Trading Concerns	166	296
Royalties for Regions Fund	123	83

To provide greater transparency with restricted cash, cash amounts have been expanded to show restricted cash and special purpose accounts.

For the purpose of the statement of cash flows, cash and cash equivalent (and restricted cash and cash equivalent) assets comprise cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

6.5 Capital commitments

	2025 \$000	2024 \$000
Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows:		
Within 1 year	4,796	9,711
Later than 1 year and not later than 5 years	2,742	6,040
Total capital commitments	7,538	15,751





7. Financial instruments and contingencies

This note sets out the key risk management policies and measurement techniques of the department.

	Notes
Financial instruments	7.1
Contingent assets and liabilities	7.2

7.1 Financial instruments

The carrying amounts of each of the following categories of financial assets and financial liabilities at the end of the reporting period are:

	2025 \$000	2024 \$000
Financial assets	-	
Cash and cash equivalents	16,213	19,536
Restricted cash and cash equivalents	683,675	589,656
Financial assets at amortised cost ^(a)	68,940	63,515
Total financial assets	768,828	672,707
Financial liabilities		
Financial liabilities measured at amortised cost ^(b)	26,827	23,251
Total financial liability	26,827	23,251

- (a) The amount of financial assets at amortised cost excludes GST recoverable from the ATO (statutory receivable).
- (b) The amount of financial liabilities at amortised cost excludes GST payable to the ATO (statutory payable).

7.2 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the statement of financial position but are disclosed and, if quantifiable, are measured at the best estimate.

Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

7.2.1 Contingent assets

The following contingent assets are excluded from the assets included in the financial statements:

Litigation in progress

The department's legal matters reported as having a contingent liability or benefit at the corresponding time in the previous financial year have been reviewed, and where appropriate, updated or removed from consideration. All legal matters commenced on or after July 1, 2024 have been reviewed, and where appropriate, have been included in the report. A materiality factor of \$65,000 has been adopted.

The department currently has no legal matters in progress, and as such has nil contingent assets.

7.2.2 Contingent liabilities

The following contingent liabilities are excluded from the liabilities included in the financial statements:

Litigation in progress

The department's legal matters reported as having a contingent liability or benefit at the corresponding time in the previous financial year have been reviewed, and where appropriate, updated or removed from consideration. All legal matters commenced on or after July 1, 2024 have been reviewed, and where appropriate, have been included in the report. A materiality factor of \$65,000 has been adopted.

The department currently has no legal matters in progress, and as such has nil contingent liabilities.



Fidelity Guarantee Account (FGA) claims

A total of 3 claims against the Fidelity Guarantee Accounts with a total value of \$10,866 consisting of:

- a) 1 claim against the Real Estate Agents FGA finalised and with a total value of \$3.053
- 2 claims against the Settlement Agents FGA finalised and with a total value of \$7.813

These figures do not include legal costs or any interest claims. Reasonable legal costs are claimable. Claims for interest are not allowable, as per proceedings in the Supreme Court after the State Administrative Tribunal decided that interest wasn't allowable.

Contaminated sites

Under the Contaminated Sites Act 2003, the department is required to report known and suspected contaminated sites to the Department of Water and Environmental Regulation (DWER). In accordance with the Contaminated Sites Act 2003, DWER classifies these sites on the basis of the risk to human health, the environment and environmental values. Where sites are classified as contaminated - remediation required or possibly contaminated – investigation required, the department may have a liability in respect of investigation or remediation expenses.

Four sites are identified as "contaminated - remediation required" or "possibly contaminated - investigation required". Three sites are still yet to be classified by the Department of Water and Environmental Regulation. One site assessed as 'contaminated - remediation required' has been estimated for the costs to remediate this site. A provision has been raised to recognise these costs. The financial effect, or timing of any outflows will become clear as further work is undertaken. The department is unable to assess the likely outcome of the classification process, and accordingly, it is not practicable to estimate the potential financial effect or to identify the uncertainties relating to the amount or timing of any outflows. Whilst there is no possibility of reimbursement of any future expenses that may be incurred in the remediation of these sites, the department may apply for funding from the Contaminated Sites Management Account to undertake further investigative work or to meet remediation costs that may be required.

8. Other disclosures

This section includes additional material disclosures required by accounting standards or other pronouncements, for the understanding of this financial report.

	Notes
Events occurring after the end of the reporting period	8.1
Key management personnel	8.2
Related party transactions	8.3
Related bodies	8.4
Affiliated bodies	8.5
Special purpose accounts	8.6
Remuneration of auditors	8.7
Act of grace (and ex-gratia) payments	8.8
Supplementary financial information	8.9

8.1 Events occurring after the end of the reporting period

Following the 2025 State General Election in March, the government announced targeted reform involving nine departments which comes into effect on 1 July 2025, with full implementation by 1 January 2026. This reform includes reshaping the Department of Energy, Mines Industry Regulation and Safety (DEMIRS) so that it's industry regulation and safety functions are joined up with local government and racing, gaming and liquor functions (currently the remit of Department of Local Government, Sport and Cultural Industries) The department will be renamed the Department of Local Government, Industry Regulation and Safety.

Included in this announcement, the Mines portfolio will depart DEMIRS and become a department of its own, to be known as Department of Mines, Petroleum and Exploration.

Additionally, the Energy portfolio will depart DEMIRS to join the newly announced Department of Energy and Economic Diversification (DEED).

The financial impact of this has not yet been determined as negotiations on corporate arrangements are ongoing.





8.2 Key management personnel

The department has determined key management personnel to include cabinet ministers and senior officers of the department. The department does not incur expenditures to compensate Ministers and those disclosures may be found in the Annual Report on State Finances.

The total fees, salaries, superannuation, non-monetary benefits and other benefits for senior officers of the Department for the reporting period are presented within the following bands:

Compensation band \$	2025	2024
50,001 to 60,000	1	1
90,001 to 100,000	_	1
130,001 to 140,000	-	1
140,001 to 150,000	1	_
170,001 to 180,000	2	1
180,001 to 190,000	_	1
190,001 to 200,000	1	2
200,001 to 210,000	-	3
210,001 to 220,000	1	3
220,001 to 230,000	4	_
230,001 to 240,000	1	_
240,001 to 250,000	_	1
260,001 to 270,000	_	1
270,001 to 280,000	1	2
280,001 to 290,000	1	_
290,001 to 300,000	2	2
300,001 to 310,000	1	_
310,001 to 320,000	1	1
380,001 to 390,000	1	-
470,001 to 480,000	_	1
490,001 to 500,000	1	_
550,001 to 560,000	1	

	2025 \$000	2024 \$000
Short-term employee benefits	4,827	4,557
Other long-term benefits	157	197
Termination benefits	307	_
Total compensation of senior officers	5,291	4,754

Total compensation includes the superannuation expense incurred by the department in respect of senior officers.

8.3 Related party transactions

The department is a wholly owned public sector entity that is controlled by the State of Western Australia.

Related parties of the department include:

- · all Cabinet ministers and their close family members, and their controlled or jointly controlled entities;
- all senior officers and their close family members, and their controlled or jointly controlled entities:
- other agencies and statutory authorities, including related bodies that are included in the whole of government consolidated financial statements (i.e. wholly-owned public sector entities);
- · associates and joint ventures of a wholly-owned public sector entity; and
- the Government Employees Superannuation Board (GESB).

Material transactions with other related parties

Outside of normal citizen type transactions with the department, there were no other related party transactions that involved key management personnel and/or their close family members and/or their controlled (or jointly controlled) entities.



8.4 Related bodies

The department had no related bodies as defined in the Financial Management Act 2006 and Treasurer's Instruction 8 Financial Accounting and Reporting | Requirement 6: Related and Affiliated Bodies.

8.5 Affiliated bodies

The department has no affiliated bodies.

8.6 Special purpose accounts

Controlled Special Purpose Accounts S.16 of Financial Management Act 2006	2025 \$000	2024 \$000
Building Services Account	26,766	15,033
Consumer Credit Account	5	5
EnergySafety Account	10,070	12,387
Mines Safety Levy	76,495	72,750
Mining Rehabilitation Fund Levy	356,332	320,757
Motor Vehicle Repair (MVR) Industry		
Compensation Account	205	207
Motor Vehicle Repair (MVR) Industry Education		
and Research Account	224	224
Petroleum and Geothermal Energy Safety Levy	3,080	1,860
Real Estate – Education and General Purpose Account	27,622	13,411
Real Estate - Fidelity Guarantee Account	54,299	50,907
Real Estate – Home Buyers Assistance Account	21,780	10,348
Real Estate and Business Agents Interest Account	_	_
Settlement Agents – Education and General		
Purpose Account	38,977	33,757
Settlement Agents - Fidelity Guarantee Account	66,829	56,988
Settlement Agents Interest Account	-	_
Total controlled special purpose accounts	682,684	588,634

Administered	2025 \$000	2024 \$000
Barrow Island Royalty Trust Account	_	_
Environmental Called-In Performance Bond Money Fund	5,022	5,022
Home Indemnity Insurance (HII) Reinsurance Account	33,890	39,360
Rental Accommodation Account	544,602	478,027
Special Projects Fund	1,002	922
Total administered special purpose accounts	584,516	523,331

Barrow Island Royalty Trust Account

To receive and allocate to the State or Commonwealth, Royalty payments in accordance with the Barrow Island Royalty Variation Agreement Act 1985.

	2025 \$000	2024 \$000
Balance at start of period	_	_
Add receipts	6,107	6,107
<u>Less</u> payments	(6,107)	(6,107)
Balance at end of period	_	_

Building Services Account

Holds funds used for the provision of functions and services in accordance with building services acts.

	2025 \$000	2024 \$000
Balance at start of period	15,033	9,496
Add receipts	46,121	37,515
<u>Less</u> payments	(34,388)	(31,978)
Balance at end of period	26,766	15,033

Financials



Holds funds pending distribution in accordance with the Credit (Administration) Act 1984 or court direction.

	2025 \$000	2024 \$000
Balance at start of period	5	5
Add receipts	-	_
<u>Less</u> payments	-	_
Balance at end of period	5	5

Energy Safety Account

Holds funds used for the provision of functions and services in accordance with the Energy Safety Act 2006.

	2025 \$000	2024 \$000
Balance at start of period	12,387	12,488
Add receipts	18,399	17,531
<u>Less</u> payments	(20,716)	(17,632)
Balance at end of period	10,070	12,387

Environmental Called-In Performance Bond Money Fund

The account is to hold called-in performance bond monies received in respect to section 126 of the Mining Act 1978. Funds are to be used to provide for the rehabilitation of mining sites.

	2025 \$000	2024 \$000
Balance at start of period	5,022	5,022
Add receipts	_	_
<u>Less</u> payments	_	_
Balance at end of period	5,022	5,022

Home Indemnity Insurance (HII) Reinsurance Account

Holds the net premiums paid to the State by the insurers for reinsurance under HII arrangements.

	2025 \$000	2024 \$000
Balance at start of period	39,360	59,931
Add receipts	60,092	25,726
<u>Less</u> payments	(65,562)	(46,297)
Balance at end of period	33,890	39,360

Mines Safety Levy

This fund is to hold all levies received from mining companies and is to be applied to the cost of administering the Mines Safety and Inspection Act 1994.

	2025 \$000	2024 \$000
Balance at start of period	72,750	64,491
Add receipts	44,813	46,144
<u>Less</u> payments	(41,068)	(37,885)
Balance at end of period	76,495	72,750

Mining Rehabilitation Fund Levy

This fund is to hold all levies which are applied to the cost of administering the Mining Rehabilitation Fund Levies for regulatory services under the Mining Rehabilitation Fund Act 2012.

	2025 \$000	2024 \$000
Balance at start of period	320,757	291,189
Add receipts	62,599	55,061
<u>Less</u> payments	(27,024)	(25,493)
Balance at end of period	356,332	320,757



Financials



Holds funds used for the Motor Vehicle Repairers Industry in accordance with the Motor Vehicle Repairers Act 2003.

	2025 \$000	2024 \$000
Balance at start of period	207	188
Add receipts	-	19
<u>Less</u> payments	(2)	_
Balance at end of period	205	207

Motor Vehicle Repair (MVR) Industry Education and Research Account

Holds funds used for the Motor Vehicle Repairers Industry in accordance with the Motor Vehicle Repairers Act 2003.

	2025 \$000	2024 \$000
Balance at start of period	224	205
Add receipts	_	19
<u>Less</u> payments	-	_
Balance at end of period	224	224

Petroleum and Geothermal Energy Safety Levy

This fund is to hold all levies which are applied to the cost of administering the Petroleum and Geothermal Energy Safety Levies for regulatory services under the Petroleum and Geothermal Energy Resource Act 1967 and the Petroleum Pipelines Act 1969.

	2025 \$000	2024 \$000
Balance at start of period	1,860	2,563
Add receipts	6,757	3,840
<u>Less</u> payments	(5,537)	(4,543)
Balance at end of period	3,080	1,860

Real Estate and Business Agents Interest Account

Hold funds standing to the credit of the REBA interest account in accordance with the Real Estate and Business Agents Act 1978.

	2025 \$000	2024 \$000
Balance at start of period	-	_
Add receipts	_	_
<u>Less</u> payments	_	_
Balance at end of period	_	_

Real Estate - Education and General Purpose Account

Holds funds used for the operation of the Education and General Purpose Account in accordance with the Real Estate and Business Agents Act 1978.

	2025 \$000	2024 \$000
Balance at start of period	13,411	2,449
Add receipts	21,988	19,597
<u>Less</u> payments	(7,777)	(8,635)
Balance at end of period	27,622	13,411

Real Estate - Fidelity Guarantee Account

Holds funds used for the operation of the Fidelity Guarantee Account in accordance with the Real Estate and Business Agents Act 1978.

	2025 \$000	2024 \$000
Balance at start of period	50,907	48,021
Add receipts	3,951	3,316
<u>Less</u> payments	(559)	(430)
Balance at end of period	54,299	50,907



Financials



Holds funds used for the operation of the Home Buyers Assistance Account in accordance with the Real Estate and Business Agents Act 1978.

	2025 \$000	2024 \$000
Balance at start of period	10,348	3,924
Add receipts	13,597	9,508
<u>Less</u> payments	(2,165)	(3,084)
Balance at end of period	21,780	10,348

Rental Accommodation Account

Holds rental security bonds and interest income in accordance with clause 3(1) of schedule 1 of the Residential Tenancies Act 1987.

	2025 \$000	2024 \$000
Balance at start of period	478,027	422,904
Add receipts	249,685	70,574
<u>Less</u> payments	(183,110)	(15,451)
Balance at end of period	544,602	478,027

Settlement Agents Interest Trust Account

Hold funds standing to the credit of the Settlement Agents interest account in accordance with the Settlement Agents Act 1981.

	2025 \$000	2024 \$000
Balance at start of period	-	_
Add receipts	-	_
<u>Less</u> payments	-	_
Balance at end of period	_	_

Settlement Agents - Education and General Purpose Account

Holds funds used for the operation of the Education and General Purpose Account in accordance with the Settlement Agents Act 1981.

	2025 \$000	2024 \$000
Balance at start of period	33,757	29,786
Add receipts	6,405	5,337
<u>Less</u> payments	(1,185)	(1,366)
Balance at end of period	38,977	33,757

Settlement Agents - Fidelity Guarantee Account

Holds funds used for the operation of the Fidelity Guarantee Account in accordance with the Settlement Agents Act 1981.

	2025 \$000	2024 \$000
Balance at start of period	56,988	51,021
Add receipts	9,868	5,995
<u>Less</u> payments	(27)	(28)
Balance at end of period	66,829	56,988



Special Projects Fund

The account was created to hold funds for the purpose of participating in significant projects with other countries, the Commonwealth and the private sector to the mutual benefit of the other participants and the State of Western Australia.

This account includes an agreement between the Commonwealth and the department to carry out inspection services at Christmas Island. With an opening balance of \$207,551, receipts of \$405,463 and payments of \$313,990, the closing balance is \$299,024.

	2025 \$000	2024 \$000
Balance at start of period	922	887
Add receipts	390	389
<u>Less</u> payments	(310)	(354)
Balance at end of period	1,002	922

8.7 Remuneration of auditors

Remuneration paid or payable to the Auditor General in respect of the audit for the current financial year is as follows:

	2025 \$000	2024 \$000
Auditing the accounts, financial statements controls,		
and key performance indicators	298	273

8.8 Act of grace

Act of grace payments are those payments that are not payable in pursuance of the law or are not payable under a legal liability, approved by the relevant accountable authority.

	2025 \$000	2024 \$000
The Minister	30	2

8.9 Supplementary financial information

(a) Write-offs

During the reporting period, \$403,742 (2024: \$130,722) was written off the department's asset register under the authority of:

	2025 \$000	2024 \$000
The Director General	404	131
	404	131

(b) Losses through theft, defaults and other causes

2025 \$000	2024 \$000
_	_
	\$000 - -

(c) Gifts of public property

	2025 \$000	2024 \$000
The department did not provide any gifts of public property	_	_

9. Explanatory statements

This section explains variations in the financial performance of the department.

	Notes
Explanatory statement for controlled operations	9.1
Explanatory statement for administered items	9.2





9.1 Explanatory statement (controlled operations)

This explanatory section explains variations in the financial performance of the department undertaking transactions under its own control, as represented by the primary financial statements.

All variances between annual estimates (original budget) and actual results for 2025, and between the actual results for 2025 and 2024 are shown below. Narratives are provided for major variances which are more than 10% of the comparative and which are more than 1% of the following (as appropriate):

- 1) Estimate and actual results for the current year:
 - Total Cost of Services of the annual estimates for the Statement of comprehensive income and Statement of cash flows (i.e. 1% of \$442,585,000); and
 - Total Assets of the annual estimates for the Statement of financial position (i.e. 1% of \$790,987,000).
- 2) Actual results between the current year and the previous year:
 - Total Cost of Services of the previous year for the Statement of comprehensive income and Statement of cash flows (i.e. 1% of \$426,982,000); and
 - Total Assets of the previous year for the Statement of financial position (i.e. 1% of \$868,024,000).

9.1.1 Statement of Comprehensive Income Variances

					Variance between	Variance between actual
	Variance	Estimate 2025	Actual 2025	Actual 2024	estimate and actual	results for 2025 and 2024
	notes	\$000	\$000	\$000	\$000	\$000
Expenses						
Employee benefits expenses	А	263,792	264,048	224,556	(256)	39,492
Supplies and services	1	97,528	142,429	137,428	(44,901)	5,001
Depreciation and amortisation expense		4,907	5,726	4,062	(819)	1,664
Finance costs		235	241	51	(6)	190
Accommodation expenses		22,286	23,924	22,586	(1,638)	1,338
Grants and subsidies	2	37,869	30,901	31,213	6,968	(312)
Other expenses	3	15,968	10,534	7,086	5,434	3,448
Total cost of services		442,585	477,803	426,982	(35,218)	50,821

	Variance notes	Estimate 2025 \$000	Actual 2025 \$000	Actual 2024 \$000	Variance between estimate and actual \$000	Variance between actual results for 2025 and 2024 \$000
Income		,			"	
Revenue						
User charges and fees	4 B	171,427	255,631	227,555	(84,204)	28,076
Sales		855	21	20	834	1
Commonwealth grants and contributions		5,803	2,460	179	3,343	2,281
Interest revenue	5 C	-	24,964	19,137	(24,964)	5,827
Other income	6 D	4,334	28,727	16,974	(24,393)	11,753
Total Income		182,419	311,803	263,865	(129,384)	47,938
Total income other than income from State Government Net cost of services		182,419 (260,166)	311,803 (166,000)	263,865 (163,117)	(129,384) 94,166	47,938 2,883
Net cost of services		(200,100)	(100,000)	(103,117)	94,100	2,003
Income from State Government						
Service appropriation		222,342	231,909	217,834	(9,567)	14,075
Income from other public sector entities	7	23,253	14,967	15,076	8,286	(109)
Services received free of charge		3,107	4,096	2,920	(989)	1,176
State grants and subsidies		100	100	100	_	_
Royalties for Regions Fund		189	148	176	41	(28)
Total income from State Government		248,991	251,220	236,106	(2,229)	15,114
Surplus/(deficit) for the period		(11,175)	85,220	72,989	(96,395)	12,231
Other comprehensive income						
Items not reclassified subsequently to profit or loss Changes in asset revaluation surplus	8 E	_	23,349	180	(23,349)	23,169
Total other comprehensive income	<u> </u>	-	23,349	180	(23,349)	23,169
Total comprehensive income for the period		(11,175)	108,569	73,169	(119,744)	35,400



Major estimate and actual (2025) variance narratives

- (1) Supplies and services are over budget by \$44.9m (46.04%) due to higher labour hire rates and reliance on contractors and consultants.
- (2) Grants and Subsidies are under budget by \$6.97m (18.40%) due to implementation delays for the Electric Vehicle Charging Infrastructure government, a lower uptake of the Vacant Property Rental Incentive Scheme and Home Buyers Assistance Scheme, the timing of payment for the 1st Quarter 2024–25 invoice for the Household Energy Efficiency Scheme being incurred in 2023-24, reducing the payments incurred in 2024-25, partially offset by the Mental Awareness Respect and Safety Program and the Pilbara Energy Transition Plan.
- (3) Other Expenses is under budget by \$5.43m (34.03%) as a result of alignment difference between Actuals and Budget, with certain budgeted expenses reported within Supplies and Services. Also refer to Point (1) above.
- (4) User charges and fees is over budget by \$84.20m (49.12%) mainly due to higher than budgeted collections from the Mines Safety and Mining Rehabilitation levies, driven by increased levels of activity within the resources sector.
- (5) Interest revenue is over budget by \$24.96m (100%) due to the rapid lifting of the official cash rate and increasing interest earning on cash holdings and a classification difference between Budget and Actuals. Also refer to point (7) below.
- (6) Other income is over budget by \$24.39m (562.83%) due to increased recoup of costs for the department administering it's Special Purpose accounts, with these costs better reflecting the actual costs incurred by the department to administer these special purpose accounts.
- (7) Income from other public sector agencies is under Budget by \$8.29m (35.63%) as a result of a classification difference between Budgets and Actuals with Service Delivery Agreement revenue actual reported in other income.
- (8) Changes in asset revaluation surplus are over budget by \$23.35m (100%) due to significant upward valuation of the departments land and buildings undertaken in 2025 by Landgate.

Major actual (2025) and comparative data (2024) variance narratives

- (A) Employee benefits expenses are higher in 2025 when compared to 2024 by \$39.49m (17.59%) primarily due to salary increase under the public sector pay agreement.
- (B) User charges and fees have increased by \$28.08 million (12.34%) compared to last year, primarily due to higher collections from the Mine Safety and Mining Rehabilitation levies, driven by increased levels of activity within the resources sector. Refer to point (4) above.
- (C) Interest revenue is higher in 2025 than 2024 by \$5.83m (30.45%) due to continued high interest rates on cash holdings. Also refer to point (5) above.
- (D) Other income is higher than last year by \$11.75m (69.24%) due to increased recoup of costs for the department administering it's Special Purpose accounts, with these costs better reflecting the actual costs incurred by the department to administer these special purpose accounts.
- (E) Changes in Asset Revaluation surplus has increased in 2025 when compared to 2024 by \$23.17m (12862.94%) due to significant upward valuation of the departments land and buildings undertaken in 2025 by Landgate.



9.1.2 Statement of financial position variances

	Variance notes	Estimate 2025 \$000	Actual 2025 \$000	Actual 2024 \$000	Variance between estimate and actual \$000	Variance between actual results for 2025 and 2024 \$000
Assets						
Current assets						
Cash and cash equivalents		11,636	16,213	19,536	(4,577)	(3,323)
Restricted cash and cash equivalents	9 F	518,060	683,675	589,656	(165,615)	94,019
Receivables	10	19,240	33,116	27,943	(13,876)	5,173
Amount receivable for services		906	914	914	(8)	_
Other current assets		9,350	8,646	5,685	704	2,961
Total current assets		559,192	742,564	643,734	(183,372)	98,830
Non-current assets						
Restricted cash and cash equivalents		5,439	_	_	5,439	_
Receivables	11	_	8,692	6,896	(8,692)	1,796
Right of use asset		_	3,226	3,482	(3,226)	(256)
Amounts receivable for services		36,724	37,673	37,391	(949)	282
Property, plant and equipment	12 G	174,596	195,457	170,278	(20,861)	25,179
Intangible assets		8,671	7,568	6,243	1,103	1,325
Other non-current assets		6,365	_	_	6,365	_
Total non-current assets		231,795	252,616	224,290	(20,821)	28,326
Total assets		790,987	995,180	868,024	(204,193)	127,156

	Variance notes	Estimate 2025 \$000	Actual 2025 \$000	Actual 2024 \$000	Variance between estimate and actual \$000	Variance between actual results for 2025 and 2024 \$000
Liabilities						
Current liabilities						
Payables	13	8,655	17,068	17,602	(8,413)	(534)
Other current liabilities	14	30,063	6,908	2,904	23,155	4,004
Revenue received in advance	15 H	_	39,120	33,783	(39,120)	5,337
Amount due to Treasurer		_	2,000	2,000	(2,000)	_
Employee related provisions		49,272	51,424	44,536	(2,152)	6 888
Lease liabilities		5,458	1,069	1,162	4,389	(93)
Total current liabilities		93,448	117,589	101,987	(24,141)	15,602
Non-current liabilities						
Payables		-	851	745	(851)	106
Employee related provisions		8,800	10,767	8,691	(1,967)	2,076
Lease liabilities		1,682	2,450	2,559	(768)	(109)
Other non-current liabilities		4,366	1,154	2,432	3,212	(1,278)
Total non-current liabilities		14,848	15,223	14,427	(374)	795
Total liabilities		108,296	132,812	116,414	(24,516)	16,398
Net assets		682,691	862,368	751,610	(179,677)	110,758
Equity						
Contributed equity	16	319,240	275,599	273,410	43,641	2,189
Reserves	17	131,745	155,526	132,177	(23,781)	23,349
Accumulated surplus/(deficit)	18 J	231,706	431,243	346,023	(199,537)	85,220
Total equity		682,691	862,368	751,610	(179,677)	110,758



Major estimate and actual (2025) variance narratives

- (9) Restricted Cash and cash equivalents are higher than budget by \$165.62m (31.97%) due to continued increased collections in Mining Rehabilitation Fund, Mine safety levies and property industry accounts.
- (10) Receivables are over budget by \$13.88m (72.12%) as a result of accrued interest from the continued high interest rates on cash holdings. Refer to point (5) and (C) above.
- (11) Non current receivables are over budget by \$8.69m (100%) as a result of a reclassification of the amount held by the Department of Treasury for the department's 27th pay from Restricted Cash to Receivable.
- (12) Property, plant and equipment are higher than budget by \$20.86m (11.95%) as a result of a classification difference between Actuals and Budget. combined with a significant upward valuation on Land and Buildings in the 2025 financial year as a result of upward pressures in the property market, as well as capitalisation of assets and Work In Progress account during the current financial year.
- (13) Payables are over budget by \$8.41m (97.18%) due to classification difference between Actuals and Budget.
- (14) Other current liabilities are under budget by \$23.16m (77.02%) due to classification difference between Actuals and Budget of Revenue Received in Advance. Refer to point (15) below.
- (15) Revenue Received in Advance is over budget by \$39.12m (100%) due to a classification difference between Actuals and Budget of Revenue Received in Advance.
- (16) Contributed equity under budget by \$43.64m (13.67%) due to alignment differences in budget allocations and actuals allocations. While Contributed Equity is under budget, overall Equity allocations are over budget due to accumulation of funds in special purpose accounts. Refer point 18 below.
- (17) Reserves are above budget by \$23.78 (18.05%) due to significant upward valuation on Land and Buildings. Refer point (12) above.
- (18) Accumulated surplus is over budget by \$199.54m (86.12%) due to continued increased collections in the Mines Safety and Inspection Levy and Mining Rehabilitation Fund over a number of years.

Major actual (2025) and comparative data (2024) variance narratives

- (F) Restricted Cash and cash equivalents have increased by \$94.02m (15.94%) in 2025 compared to 2024 due to increases in Mining Rehabilitation Fund and property industry accounts.
- (G) Property, plant and equipment have increased by \$25.18m (14.79%) in 2025 compared to 2024 due to a significant upward valuation on Land and Buildings in the 2025 financial year as a result of upward pressures in the property market, as well as capitalisation of assets and Work In Progress account during the current financial year.
- (H) Revenue Received in Advance is higher than last year by \$5.34m (15.80%) due to increase unearned licenses revenue.
- Reserves are higher by \$23.35m (17.66%) compared to 2024 as a result of significant upward valuation on Land and Buildings. Refer point (17) above.
- (J) Accumulated surplus is higher than last year by \$85.22m (24.63%) due to the continued increased collections of funds in the departments special purpose accounts over a number of years. Refer to point (18) above.

9.1.3 Statement of cash flows variances

					Variance between	Variance between actual
		Estimate	Actual	Actual	estimate	results for
	Variance	2025	2025	2024	and actual	2025 and 2024
	notes	\$000	\$000	\$000	\$000	\$000
Cash flows from State Government						
Service appropriation		221,145	230,712	217,319	(9,567)	13,393
Capital appropriations		2,035	1,539	3,978	496	(2,439)
Other contributions by owners	19	21,775	14,967	15,076	6,808	(109)
Holding account drawdown		914	914	914	_	_
Royalties for Regions Fund		189	148	176	41	(28)
Other	20	17,535	_	_	17,535	_
Net cash provided by State Government		263,593	248,280	237,463	15,313	10,817
Cash flows from operating activities						
Payments						
Employee benefits	K	(264,036)	(259,290)	(227,498)	(4,746)	(31,792)
Supplies and services	21	(93,595)	(130,220)	(123,198)	36,625	(7,022)
Accommodation		(22,231)	(27,652)	(25,537)	5,421	(2,115)
Grants and subsidies	22	(37,869)	(30,900)	(31,213)	(6,969)	313
Other payments	23	(16,918)	(7,755)	(14,387)	(9,163)	6,632
GST payments on purchases	24	(7,507)	(23,631)	(19,572)	16,124	(4,059)
Finance costs		(235)	_	_	(235)	_
Receipts						
Sale of goods and services		1,248	59	45	1,189	14
User charges and fees	25	171,427	255,397	232,906	(83,970)	22,491
Grants and contributions	26	5,803	_	_	5,803	_
GST receipts on sales		7,507	5,232	4,720	2,275	512
GST receipts from ATO	27		18,366	16,116	(18,366)	2,250
Other receipts	28 L	3,810	52,838	37,128	(49,028)	15,710
Net cash provided by/(used in) operating activities	_	(252,596)	(147,556)	(150,490)	(105,040)	2,934

	Variance Notes	Estimate 2025 \$000	Actual 2025 \$000	Actual 2024 \$000	Variance between estimate and actual \$000	Variance between actual results for 2025 and 2024 \$000
Cash flows from investing activities					<u> </u>	
Payments						
Proceeds from sale of non-current assets		-	11	22	(11)	(11)
Receipts						
Purchase of non-current physical assets	29 M	(9,711)	(6,714)	(8,705)	(2,997)	1,991
Net cash provided by/(used in) investing activities		(9,711)	(6,703)	(8,683)	(3,008)	1,980
Cash flows from financing activities						
Payments						
Right of use lease liability payment		(1,300)	(1,529)	(657)	229	(872)
Receipts						
Repayments of borrowings		_	_	(2,500)	_	2,500
Payment to accrued salaries account		_	(1,796)	(1,457)	1,796	(339)
Net cash provided by/(used in) financing activities		(1,300)	(3,325)	(4,614)	2,025	1,628
Net increase/(decrease) in cash and cash equivalents	30 N	(14)	90,696	73,676	(90,710)	17,020
Cash balances transferred in		_	_	_	_	_
Cash balances transferred out		_	_	_	_	_
Cash and cash equivalents at the beginning of the period	31 0	535,149	609,192	540,955	(74,043)	68,237
Adjustment for the reclassification of accrued salaries account	Р	_		(5439)	_	5,439
Cash and cash equivalents at the end of the period		535,135	699,888	609,192	(164,753)	90,696



Major estimate and actual (2025) variance narratives

- (19) Other contributions by owners is under budget by \$6.81m (31.27%) as a result of a classification difference between budgets and actuals with Service Delivery Agreement revenue actual reported in other receipts.
- (20) Other amounts are under budget by \$17.54m (100%) as a result of a classification difference between budgets and actuals. Actuals have been reported in Other contributions by owners and other receipts.
- (21) Supplies and services is over budget by \$37.94m (40.54%) due to higher labour hire rates and reliance on contractors and consultants.
- (22) Grants and subsidies payments are under budget by \$6.97m (18.41%) due to implementation delays for the Electric Vehicle Charging Infrastructure Program, a lower uptake of the Vacant Property Rental Incentive Scheme and Home Buyers Assistance Scheme, the timing of payment for the 1st Quarter 2024–25 invoice for the Household Energy Efficiency Scheme being incurred in 2023-24, reducing the payments incurred in 2024-25, partially offset by the Mental Awareness Respect and Safety Program and the Pilbara Energy Transition Plan.
- (23) Other payments are under budget by \$8.84m (52.22%) due to reclassification from Supplies and Services.
- (24) GST payments on purchases are over budget by \$16.12m (214.79%) due to a classification difference between actuals and budgets where GST amounts have been netted off for Budget purposes.
- (25) User charges and fees are over budget by \$84.87m (49.51%) mainly due to higher than budgeted collections from the Mines Safety and Mining Rehabilitation levies, driven by increased levels of activity within the resources sector. Also refer to point (4) above.
- (26) Grants and contributions under budget by \$5.80m (100%) with actuals being reported under other receipts.
- (27) GST receipts from ATO are over budget by \$18.37m (100%) as a result of a classification difference between budgets and actuals. GST amounts for Budget purposes are netted off.
- (28) Other receipts are over budget by \$48.95m (1284.88%) due to increase in Service Delivery Agreement collections better reflecting the cost of administering special purpose accounts within the Department.

- (29) Payments for purchases on non-current physical assets under budget by \$3m (30.86%) is mainly the result of the reclassification of expenses (from Capital to Operating) for the Compliance and Regulation System Transformation Program due to the adoption of government policy that IT projects are delivered through Software as a Service (SaaS) arrangements.
- (30) Net increase (decrease) in cash and cash equivalents are above budget by \$90.71m (647928.57%) due to higher collections from industry.
- (31) Cash and cash equivalents at the beginning of the period is over budget by \$74.04m (13.84%) due to continued increased collections in the Mines Safety and Inspection Levy and Mining Rehabilitation Fund over a number of years.

Major actual (2025) and comparative data (2024) variance narratives

- (K) Employee benefits are higher in 2025 when compared to 2024 by \$30.97m (13.61%) mainly due to pay rise.
- (L) Other receipts are higher by \$15.64m (42.11%) in 2025 when compared to 2024 due to increasing Service Delivery Agreement collections better reflect the cost of administering most special purpose accounts within the Department and increasing interest earning rates on cash holdings. Refer to Point (28) above.
- (M) Payments for the purchase of non-current physical assets has decreased by \$1.99m (22.87%) is mainly the result of the reclassification of expenses (from Capital to Operating) for the Compliance and Regulation System Transformation Program due to the adoption of government policy that IT projects are delivered through Software as a Service (SaaS) arrangements.
- (N) Net increase (decrease) in cash and cash equivalents are higher by \$17.02m (23.10%) in 2025 when compared to 2024 due to the accumulation of funds in special purpose accounts, like the Mining Rehabilitation Fund and Mines Safety and Inspection Levy, over a number of years.
- (0) Cash and cash equivalents are higher by \$68.24m (12.61%) in 2025 when compared to 2024 due to higher balance of funds in special purpose accounts, like the Mining Rehabilitation Fund and Mines Safety and Inspection Levy, over a number of years.
- (P) Adjustment for the reclassification of accrued salaries account has increased by \$5.44m (100%) as a result of a reclassification of the amount held by the Department of Treasury for the department's 27th pay from Restricted Cash to Receivable.



9.2 Explanatory statement for administered items

This explanatory section explains variations in the financial performance of the department undertaking transactions that it does not control but has responsibility to the government for, as detailed in the administered schedules.

All variances between annual estimates and actual results for 2025, and between the actual results for 2025 and 2024 are shown below.

Narratives are provided for major variances which are more than 10% of the comparative and which are more than 1% of the Total Administered Income in the comparative (i.e. 1% of \$376,227,000 for the current year and 1% of \$259,532,000 for the previous year in the table below).

	Variance Notes	Estimate 2025 \$000	Actual 2025 \$000	Actual 2024 \$000	Variance between estimate and actual \$000	Variance between actual results for 2025 and 2024 \$000
Income from administered items					'	
Income						
For transfer:						
Mining rentals		180,300	197,997	179,795	(17,697)	18,202
Regulatory fees		254	317	163	(63)	154
Commonwealth grants		_	388	241	(388)	147
Appropriations	А	126,769	116,466	34,475	10,303	81,991
Other revenue	1 B	47,541	61,058	44,858	(13,517)	16,201
Total administered income	_	354,864	376,227	259,532	(21,363)	116,694
Expenses						
Refunds of previous years' revenue		_	127	791	(127)	(664)
Services and contracts	2	42,555	107,944	109,251	(65,389)	(1,307)
Receipts paid into consolidated account	3	180,758	199,413	185,416	(18,655)	13,997
Grants and subsidies	4 C	83,287	30,272	21,025	53,015	9,247
Total administered expenses	_	306,600	337,756	316,483	(31,156)	21,273





Major estimate and actual (2025) variance narratives

- (1) Other revenue is over budget by \$13.52m (28.43%) mainly due to the rapid lifting of the official cash rate, increasing interest earning rates on cash holdings.
- (2) Services and contracts are over budget by \$65.39m (153.66%) mainly due to higher Home Indemnity Insurance expenses reflecting current challenges in the building sector of high building inflation costs, increased building company insolvencies and consequently an increased number of claims.
- (3) Receipts paid into consolidated is over budget by \$18.66m (10.32%) as a result of increased collections paid to Department of Treasury for Mining Tenement Rentals.
- (4) Grants and subsidies are under budget by \$53.02m (63.65%) due to ongoing negotiations with the Commonwealth regarding the MRIWA Critical Minerals Advanced Processing (CMAP) project and the project's reprofiling.

Major actual (2025) and comparative data (2024) variance narratives

- (A) Appropriations have increased in 2025 when compared to 2024 by \$81.99m (70.40%) due to one-off increase for the settlement of the Nicheliving Agreement, as well as support for the Perth Piping Industry, and funding for the Rent Relief Program addressing homelessness.
- (B) Other revenue has increased in 2025 when compared to 2024 by \$16.20m (26.53%) as a result of increased premium payments for the Home Indemnity Insurance scheme due to continued high activity within the building industry.
- (C) Grants and subsidies expenses has increased in 2025 when compared to 2024 by \$9.25m (30.55%) as a result of the increased funding for the Rental Relief Program.





Staff and community



Our staff

2023-24

2024-25

1,505.68 1,741.93 Full-time

275.78 142.47 Part-time

20.90 24.60 Secondment

1,927 2,079 Head count

Volunteer programs

For over 20 years a team from Consumer Protection has volunteered at Telethon. This tradition continued in 2024, with four staff volunteering their time to help in the phone room over the fundraising weekend. A record-breaking \$83million was raised to support sick, vulnerable and disadvantaged WA children and young people, with the funds also going towards medical research and other initiatives.

Continuous improvements to our staffing policies

The department has a suite of policies and procedures that support decision making in recruitment, access to learning and development, and ensure that industrial relations are managed appropriately.

During the year, the Leadership Development Framework was refreshed to reflect the learning and development options now available to our staff. Additionally, we have adapted the options to reflect the Leadership Expectations as outlined by the by the Public Sector Commission to support employees to Build Leadership Impact.

The department's conflicts of interest policy and procedure were upgraded to enable staff and managers to better manage risks associated with foreign interference. Foreign interference refers to any activity that serves the strategic, political, military, social and/or economic goals of foreign governments, at the expense of Australia's own interests.

Managers who undertake recruitment and selection were supported with face-to-face recruitment focussed workshops. The workshops ensure they have the information required to undertake best practice and contemporary recruitment processes, while ensuring their compliance and integrity responsibilities are effectively maintained.

Launch: Innovate Reconciliation Action Plan 2024-2026

On 13 September 2024, coinciding with the anniversary of the United Nations Declaration of the Rights of Indigenous Peoples, the department launched the Innovate Reconciliation Action Plan (RAP) 2024–2026. The two-year plan is a crucial part of our reconciliation journey, establishing a framework with which we can continue to build strong foundations to deliver sustainable, thoughtful and impactful outcomes for First Nations peoples. To celebrate this milestone, the DEMIRS RAP and Gnalla committees invited staff to attend a smoking ceremony conducted by Noongar-Yamatji man, J Garlett.



Workforce inclusiveness

DEMIRS is committed to creating a diverse and inclusive workplace.

In November the department hosted its Diversity and Inclusion Excellence Awards to recognise individual staff and teams that demonstrate commitment to strengthening workforce diversity and maintaining an inclusive workplace culture where staff feel valued, respected and connected.

Award finalists were celebrated for their excellence in the categories of Personal Leadership, Leadership and the new category of Best Practice.



Our 2025 Diversity and Inclusion Calendar highlights key local, national, and international days of recognition, commemoration and celebration. During 2024–25, the following events were delivered to increase staff awareness and promote inclusive practices:

- World Autism Month: Two webinars were delivered by a lived experience facilitator, focussing on neurodivergent communities and transformative conversations.
- Wear It Purple Day: An LGBTQIA+ awareness session was presented by a not-for-profit LGBTQIA+ provider.
- 16 Days in WA: A family and domestic violence awareness webinar was co-facilitated by an Inspector from the WA Police Force Family Violence Division and the Chair of the department's Diversity and Inclusion Subcommittee.
- **International Women's Day:** A webinar was facilitated by three inspiring women who are leading the way in the public sector.

To support an inclusive workplace culture where all employees feel respected and valued, the department proudly joined six other agencies in representing the public sector at the 2024 Perth Pride Parade.

Place-based cultural awareness

The Aboriginal Empowerment Unit led a series of cultural awareness research tours across WA to enhance the department's understanding of Aboriginal cultures, histories and regional protocols.

These immersive, region-specific experiences go beyond traditional training by creating space for two-way, meaningful learning. Delivered through immersive On-Country experiences and classroombased learning, the tours enabled participants to connect directly with Aboriginal facilitators, Traditional Owners. Elders and community leaders.

The tours have proven to be a transformative initiative, enhancing cultural competence, fostering respectful partnerships and reinforcing the department's commitment to genuine collaboration with Aboriginal communities.

As the department continues its journey toward greater cultural responsiveness, the knowledge, insights and relationships built through these tours will remain a strong foundation, guiding future initiatives and reaffirming our commitment to working with Aboriginal communities in meaningful, respectful and empowering ways.





Gnalla Yira Koorl

The Aboriginal Strategy team consulted with the RAP and Gnalla committees, to rebrand the Aboriginal Employment Program (AEP). Announced in October the program represents a renewed commitment to empowering the professional development of Aboriginal staff, strengthening relationships and fostering and promoting an inclusive workforce.

Gnalla Yira Koorl – Noongar meaning 'we are moving/ progressing forward' – is a key deliverable under the Innovate RAP 2024-2026. It reflects the department's dedication to creating meaningful and sustainable employment opportunities for Aboriginal peoples.

The AEP is a diversity and inclusion initiative that sits within the department's Aboriginal Employment Strategy and the Diversity, Multicultural and Inclusion Plan 2023-2027. The program aims to increase workforce representation of First Nation peoples, with opportunities for permanent employment within the department upon successful completion.

In May the department officially welcomed eight new staff to the program who bring a wealth of experience from a variety of career backgrounds, including local, state and federal government.



Evolve WA: working inclusively

The department hosted Evolve WA for the working inclusively with Aboriginal staff workshop. The workshop was designed to support managers in developing stronger professional relationships with Aboriginal staff, fostering inclusive leadership and ensuring culturally appropriate management practices.

The workshop explored key concepts such as code-switching, cultural load, lateral violence, micro-aggressions, intergenerational trauma, cultural safety, kinship responsibilities, earning trust and reciprocal learning.

Culture influences workplace dynamics and Aboriginal staff may have different perspectives, expectations and support needs. Understanding these differences by enhancing our cultural capabilities means we contribute to a more inclusive, respectful and culturally safe work environment.



Our staff

Staff that identify as	2023-24	2024-25	Target June 2027
First Nations peoples	2.8%	2.93%	3.7%
People with disability	3.68%	4.09%	5%
Youth (24 and under)	4.41%	4.67%	5.8%
CaLD (culturally and linguistically diverse)	17.75%	18.76%	more than 15.5%
Women appointed to senior executive service contracts	46%	43.59%	more than 50%
Women substantively appointed to tier 2 and 3 positions	47.06%	36%	50%

Supporting inclusive and respectful workplace behaviours

In November the department launched a mandatory online inclusive and respectful behaviours training course to foster a respectful and safe workplace.

The training enhances staff awareness and understanding of workplace discrimination, sexual harassment and bullying, in alignment with equal employment opportunity and work, health and safety legislation. It provides staff with a clear understanding of their rights and responsibilities, guidance on appropriate actions and reporting pathways, and access to support resources.

As a Diversity, Multicultural and Inclusion Plan 2023–2027 initiative, this training was developed using insights from the department's 2023 WA Public Sector Census results and the Diversity Council of Australia's Inclusion@Work 2021 and 2023 survey results.

1,433 staff completed the online inclusive and respectful behaviours training.

WA Multicultural Policy Framework

Our Diversity, Multicultural and Inclusion Plan 2023–2027 identifies actions to support achievement towards each of the three policy principles under the WA Multicultural Policy Framework.

To support harmonious and inclusive communities (priority 1) the department celebrated significant cultural events including World Religion Day, Harmony Week and United Nations Mother Language Day. During Harmony Week, a video was developed spotlighting staff from the department's diverse workforce, highlighting the important work they do for WA.

For priority 2 (culturally responsive policies, programs and services) consultation with WA mining stakeholders was undertaken to identify key stressors impacting cultural and linguistically diverse workers in remote and high-risk environments.

Suicide Prevention Australia was engaged to analyse this feedback, which informed the development of the Suicide Prevention Competency Framework.

The resulting framework outlines culturally responsive suicide prevention approaches. Further, the MATES in Mining WA Program provides translators for site-based sessions, translated resources and advocacy support to assist participants to understand and access mental health services, and has incorporated cultural sensitivity into staff induction and ongoing development.

In acknowledging our responsibility towards economic, social, cultural, civic and political participation (priority 3) DEMIRS continued to report on its equity index for CaLD staff which, as of 30 June 2025, is 84.9. Further, our Consumer Protection and Building and Energy business areas have developed targeted resources and presentations to our CaLD stakeholders on scams awareness, tenancy rights and safe commercial use of portable gas cooking appliances.





Disability Access and Inclusion Plan

The department aims to deliver positive outcomes for people with disability by working to provide equal access to services, events, facilities, consultations and feedback, employment and information. During 2024-25 outcomes achieved against the plan include:

Outcome 1

Two webinars delivered by a facilitator with lived experience, recognising World Autism Month and focusing on neurodivergent communities and transformative conversations.

Outcome 2

Minor works at Gnalla Mia have improved the wayfinding and usability for people who are blind, have a vision impairment or low vision, are deaf, or hard of hearing. Tactile and braille signage has been installed on the floor entry board, swipe locker access readers, five locker numbers, fridges, built-in bin drawers, cutlery and crockery drawers, cupboards, and stationery drawers. Directional braille signs have also been added for toilets. The conference room now includes a hearing loop with corresponding braille signage. These improvement have been a learning journey for the department and many features have been extended to other amenities in our buildings.

Outcome 3

The DEMIRS Disability Access and Inclusion Plan is available in alternative formats.

Outcome 4

The department's Consumer Protection Customer Advocacy team has been collaborating with the disability managers network led by Uniting WA. This network assisted us in monitoring the availability of services in the community sector and provide opportunities for the team to bring issues raised by community groups into the department. It has also allowed the team to connect and refer customers to relevant organisations that can provide greater assistance.

In November the department launched a mandatory online Inclusive and Respectful Behaviours training course to foster a respectful and safe workplace.

Outcome 5

The department continues to improve our complaint handling process to ensure that it remains accessible and available. Numbers of complaints, compliments, and suggestions received via the call centre are available on page 24. The department also uses an online stakeholder feedback survey for four of the key performance indicators, results of these can be found on pages 68-86.

Outcome 6

In June a new Conflict of Interest dashboard was launched to strengthen the department's management of conflicts of interest. Accessibility was an essential requirement of the project scope. Prior to the launch, the system was tested by a person with disability to assess its usability. Feedback from this testing directly informed accessibility enhancements, which were implemented to ensure a more inclusive and userfriendly experience.



Outcome 7

No government committee or board members have disclosed they have a disability. The department filled 28 positions during the year under exemptions allowable by the Equal Employment Opportunity Act 1984.



Developing our leadership capabilities



Inclusive leadership development

In November the expression of interest process for our staff leadership development programs was expanded to include a voluntary diversity and inclusion criterion. This initiative, aligned to our Diversity and Multicultural Inclusion Plan, aims to foster a more inclusive and representative leadership pipeline by prioritising staff from diverse workforce target groups for professional development opportunities. As a result, two programs have been delivered with strong diversity representation.



Diversity representation	Mentors	Mentees
Women in leadership	11	4
CaLD (culturally and linguistically diverse)	2	6
Youth	1	6
First Nations peoples	3	3
Staff with disability	1	0
Identify as LGBTQIA+	0	3

Our 2025 Learn Explore and Do program aims to build individual leadership capability through blended learning that includes a 360 diagnostic assessment, coaching, micro learning and networking. There are 11 participants, with four identifying as culturally and linguistically diverse, young professional and/or LGBTOIA+.

mentees started in February.

Working inclusively with Aboriginal staff training

Managers of participants in the Gnalla Yira Koorl and Solid Futures Aboriginal Traineeship Programs, were joined by mentors of Aboriginal participants in the DEMIRS mentoring program for two manager-specific training sessions:

- Aboriginal Cultural Competence
- · Working Inclusively with Aboriginal Staff

The training forms part of the department's commitment to Reconciliation and Close the Gap initiatives. Facilitated by Evolve WA, the training was designed specifically for managers working alongside Aboriginal staff to enhance appreciation for fostering and promoting inclusivity and cultural safety.

Improving performance development tools

During July and August consultation was undertaken with a range of staff including, managers, human resources representatives and the Joint Consultative Committee. This review helped to develop tools that support performance and development conversations between staff and managers. Enhancements to the 2025–26 performance development cycle continue to be implemented, drawing on valuable feedback from these consultations to drive continuous improvement in light of the Public Sector Reform.

Occupational safety, health and injury management

The department strives to be a safety leader committed to nurturing a psychologically safe, respectful and inclusive organisational culture, with a commitment to achieve proactive and mature risk management.

Leadership commitment is demonstrated in the department's Strategic Plan – Towards 2029, Work Health and Safety Policy and the newly launched Safety and Wellbeing Strategic Plan 2024–2029. The latter demonstrates DEMIRS long-term commitment towards high level work health and safety goals with five key areas: safety leadership and culture; risk management; corporate governance; people, innovation and change; and reporting and analytics. The plan was informed by the Australian Work Health and Safety Strategy 2023–2033, government priorities, WorkSafe Plan audits, staff perception survey results and reflects feedback from stakeholders. An annual action plan measures performance achievements of the Safety and Wellbeing Strategic Plan.

As Officers, ELG members continue to exercise due diligence to ensure the department complies with its required WHS legislative duties. This includes chairing the Health and Safety Committee; Gym Committee; Potentially Traumatic Event Response Support Program (PTERS) Group; Sexual Assault and Sexual Harassment (SASH) Framework Implementation Working Group; Work Health and Safety Management System (WHSMS) Audit Steering Committee; WorkSafe Plan Audit Steering Committee; and ensuring WHS is a standing agenda item at every ELG meeting. This provides the Executive with up-to-date work health and safety matters and ensures appropriate resources and processes are provided for risk management.

The Health and Safety Committee consists of management, and health and safety representatives. It facilitates consultation and cooperation between the department and staff and other workers in instigating, developing and carrying out measures designed to ensure health and safety at work. The committee considers and monitors referred WHS matters, assists in WHS issue resolution and contributes towards improving the department's risk management and WHS management system.



Highlights 2024-25

472 staff vaccinated against influenza.

160 influenza vouchers issued.

2,436 staff attended Working on Wellness events.





464 staff screened for skin cancer.

110 ergonomic assessments completed.



Other statutory information

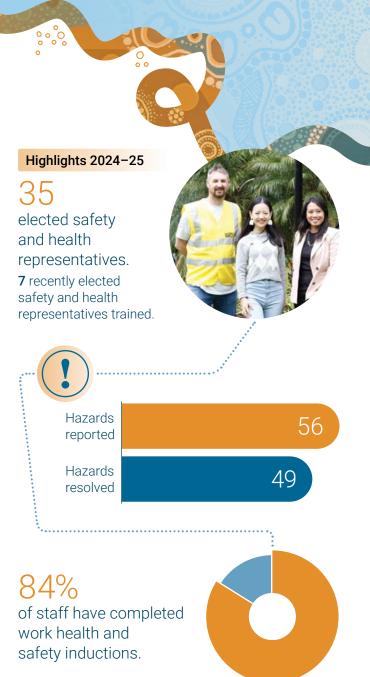
The PTERS program successfully introduced the PTERS (parts A and B) training to staff in positions with a high risk of exposure to traumatic events. Feedback on the training was highly positive, and we are now focussed on reclassification of criteria and a review of staff positions to ensure the training is appropriately provided. To specifically manage the department's psychosocial risk, an external psychology consultant was engaged as part of the Thrive at Work Project. We have also completed psychosocial risk assessments with the WorkSafe, Resource and Environmental Regulation (RER), Consumer Protection (CP) and Corporate Services (CS) Groups. WorkSafe and RER have developed multi-year action plans to eliminate and/or minimise psychosocial risk factors and are now in the implementation phase. CP and CS Groups are in the process of developing action plans.

The SASH working group explores approaches to SASH prevention and ensures the development of resources and information to support management, staff and other workers with SASH risk management and incident response. A newly developed SASH policy and training module was introduced to communicate the guiding principles for expected behaviour and decision making, and to meet legal responsibilities regarding sexual harassment (including sexual assault). The new procedure provides a consistent approach for managing sexual harassment and will be published soon.

The WHSMS Audit Steering Committee successfully implemented 30 recommendations from the June 2022 internal audit of the department's WHSMS and endorsed recommendations as completed.

An external WorkSafe Plan Audit of the department's WHSMS was completed in 2024. The WorkSafe Plan Audit Response Steering Committee endorsed a response plan to address the external audit's five recommendations and will monitor the implementation of deliverables. The recommendations are being addressed in consultation with relevant stakeholders. Three recommendation deliverables are in the final stages.

The department's Workers Compensation and Injury Management Policy and procedure were updated to comply with the requirements of the newly introduced *Workers Compensation and Injury Management Act 2023*, and the Workers Compensation and Injury Management Regulations 2024. The injury management system is aligned with best practice, aiming for early intervention and a person-centred case management approach. It assists injured staff to return to work in a timely, safe and durable way as soon as medically possible, through the provision of graduated return to work programs. This includes liaising and consulting with key parties, including the injured staff, treating medical practitioner, insurer and line manager.





Department performance

Macaura	Actual result	s	Results against target		
Measure	2022-23	2023-24	2024- 25	Target	Comment on result
Number of fatalities	0	0	0	0	
Lost time injury and/or disease incidence rate	0.43	0.72	0.63	0 or 10% reduction	Achieved
Lost time injury and/or disease severity rate	62.5	78.5	58.33	0 or 10% reduction	Achieved
Percentage of injured workers returned to work a) within 13 weeks	25%	25%	27%	Greater than or	Lost time injuries included 54.5% physical, 36.4% psychological, and 9.1% both physical with secondary
b) within 26 weeks	50%	38%	36%	equal to 80%	psychological injury. Prolonged recovery following surgery for a third of the physical injury claims.
Percentage of managers trained in occupational safety and health management responsibilities, including refresher training within three years	50%	38%	86.19%	Greater than or equal to 80%	Achieved

Other financial disclosures

Pricing policies

The department charges for services on a full or partial cost recovery basis as approved by the government. Fees are reviewed annually following government policy. The following changes were published on the <u>Western Australian Legislation</u> website on 11 June 2025:

- Mines and Petroleum Regulations Amendment (Fees and Charges) Regulations 2025 – SL 2025/90.
- Commerce Regulations Amendment (Fees and Charges) Regulations 2025 SL 2025/89.
- Work Health and Safety (General) (Fees) Amendment Regulations 2025 – SL 2025/88.

Major capital projects

Progressive Mineral House switchboard upgrades

During the year, essential safety works commenced to replace all switchboards in Mineral House while maintaining business continuity, service delivery and no data loss. The build history of Mineral House, constructed in 1970, has impacted the upgrade schedule, requiring works to continue into the next financial year.

For more information about regional office upgrades see page 50.



Supplier Diversity First Steps training at Mineral House

Respected Elder, K. Winmar, of Nyungar Tours opened the Supplier Diversity First Steps training with a Welcome to Country which marked a valuable collaboration between the department and Supply Nation. This event demonstrated steps the department is taking to strengthen relationships with agencies committed to empowering Aboriginal businesses.



With 30 Supply Nation members in attendance, the training session provided a unique opportunity to foster connections, share knowledge, explore strategies that support Indigenous businesses and advance economic opportunities.

By hosting this event, the department reaffirmed its dedication to creating meaningful partnerships and driving supplier diversity initiatives. It highlights the department as a leader in inclusive practices and demonstrates our commitment to supporting the growth and sustainability of First Nations peoples owned enterprises through the delivery of the Aboriginal Empowerment Initiative.





Act of grace payments

The table below details act of grace payments made during 2024–25 as per Treasurer's Instruction 8 Requirement 3.2(i).

Act of grace payments 2024-25

Administered funds – purpose	Payment date	Amount
Act of grace payment for penalty imposed in lieu of forfeiture	9 June 2025	\$640
Act of grace payment for penalty issued in lieu of forfeiture	4 June 2025	\$1,280
Act of grace payment – balance of application fees paid	12 May 2025	\$3,450
Treasury act of grace payment against fine amount paid	25 October 2024	\$6,212
Act of grace – exemption fee	26 August 2024	\$438
Total acts of grace – administered		\$12,020
Controlled funds – purpose	Payment date	Amount
Act of grace payment – return of annual fee paid whilst application to surrender was being progressed	1 February 2025	\$29,408.00
Settlement of fidelity matter caused by loss as a result of the agency rather than the licensee	14 October 2024	\$199.44
Total acts of grace – controlled		\$29,607.44

Unauthorised use of credit cards

The table below details the personal use expenditure disclosures as per Treasurer's Instruction 8 Requirement 3.2(ii).

Instances of unauthorised credit card use	2024-25
The number of instances the Western Australian Government Purchasing Cards have been used for personal purposes	104
The aggregate amount of personal use expenditure for the reporting period	\$3,803.77
The aggregate amount of personal expenditure settled by the due date (within five working days)	\$3,661.02
The aggregate amount of personal expenditure settled after the period (after five working days)	\$142.75
The aggregate amount of personal use expenditure remaining unpaid at the end of the reporting period	\$0.00
The number of referrals for disciplinary action instigated by the notifiable authority during the reporting period	0

Related party disclosures by senior officers

Related party transaction forms are completed by all Senior Officers of the department if they held a senior officer role for a period of greater than 3 months during the financial year.



Expenditure on advertising, market research, polling and direct mail

In accordance with section 175ZE of the *Electoral Act 1907*, the department incurred the following expenditure in advertising, market research, polling, direct mail and media advertising. Total expenditure for 2024–25 was \$1,876,501.40.

Campaigns during 2024–25 were focused on consumer electrical and gas safety awareness, workplace health and safety as well as Safe Work Month.

Organisation	Amount	Total
Advertising agencies		\$1,576,521.35
Carat Australia Media Services Pty Ltd	\$878,006.07	
Initiative	\$262,429.44	
National Indigenous Times News Pty Ltd	\$196,797.49	
Platform Communications	\$5,487.27	
Norlap Creative	\$123,399.75	
State Law Publisher	\$60,954.41	
Tasman Media	\$14,175.08	
ACM Rural Press	\$7,651.46	
Moore Creative Artist Pty Ltd	\$13,070.50	
Language Loop	\$9,324.44	
The Atoll	\$4,210.00	
Dreamjobz	\$99.00	
Indigenous Employment	\$916.44	

Organisation	Amount	Total
Market research		\$29,267.20
Painted Dog	\$16,750.00	
Ipsos	\$12,517.20	
Polling		Nil
-	_	
Direct Mail		\$3,609.83
Campaign Monitor	\$3,609.83	
Media advertising		\$267,103.02
LinkedIn	\$94,916.96	
Facebook	\$106,471.22	
Seek	\$65,714.84	
Total		\$1,876,501.40





International Labour Organization Convention 81: Labour Inspections



Australia is a member nation of the International Labour Organization - the peak international body responsible for setting international labour standards through the development and monitoring of international conventions and recommendations.

The Australian Government ratified International Labour Organization Convention 81: Labour Inspections on 24 June 1975. Article 21 of the convention requires select information to be published in annual reports for each of the central inspection authorities. In WA, the department is the central authority responsible for conducting inspections for wages and conditions of employment and workplace safety.

Workplaces covered by the Comcare system for workers' compensation are subject to the Commonwealth's work health and safety legislation and are therefore outside of the jurisdiction of the State system other than where subcontractors may be in the State system. Further, the WA industrial relations system applies only to unincorporated businesses, the State's public sector and local government (from 1 January 2023).

It is estimated that about one-third of WA employees are covered by the State system.

Relevant laws

- Work Health and Safety Act 2020 (WHS Act)
- Industrial Relations Act 1979 (IR Act)
- Long Service Leave Act 1958
- Minimum Conditions of Employment Act 1993
- · Children and Community Services Act 2004

Number of inspections and outcomes

Type of inspection ^(a)	2023-24	2024-25
Employers inspected (IR Act)	130	73 ^(b)
Site inspections (WHS Act)	5,327	6,915 ^(c)

- (a) Excludes Indian Ocean Territories site visits.
- (b) Number of investigation and inspection files created between 1 July 2024 and 20 June 2025.
- (c) Figures for 2024–25 include dangerous goods safety activities to reflect the current structure of the WorkSafe group following a restructure in 2023 and improved alignment of safety reporting.

Across WA | 2024-25

261,744 businesses in operation as of March.



1.66m people employed as of Mav.

Full-time equivalent industrial relations inspectors employed.



Full-time equivalent workplace safety inspectors employed.

All industries (including managerial roles and dangerous goods officers). Each year the department undertakes proactive campaigns targeting employer activities in different industries. In 2024–25 the focus for employment conditions was on long service leave. Proactive audits and investigations found a high rate of non-compliance with employers' long service leave obligations. Industrial inspectors recovered a wide range of entitlements with the mining and support services sector accounting for the highest proportion of underpayments, followed by the restaurant and café sector. WorkSafe inspectors continued to focus on higher risk industries and activities, including the following areas:



Ashestos

Determining compliance with legislation for asbestos removal, identification of hazardous materials prior to demolition work and stakeholder engagement with licence holders.



Agricultural safety

Agricultural safety has been a prominent focus area for the department, involving inspectors undertaking educational sessions at seven agricultural colleges and schools, and carrying out 206 investigations with 453 notices issued. The First Steps to Farm Safety guide was published and translated into Vietnamese and simplified Chinese.



Abattoir industry

Nineteen visits to abattoir premises resulted in 568 enforcement notices being issued. The project highlighted concerns with respect to electrical safety, fall from height risks, management of hazardous chemicals, guarding of plant and movement of mobile plant.



Construction site security

The construction site security project included visits to 702 workplaces with 228 enforcement notices issued across the Perth metropolitan area and regional Western Australia.

Workplace safety inspection subtype	2024-25	
Site inspections under the WHS Act – Mines sites		609
Site inspections under the WHS Act – General indus	stries	5,724
Site inspections under the WHS Act – Petroleum sa	afety	64
Site inspections under the Dangerous Goods Act		518
Workplace safety enforcement	2024-25	
Number of convictions	14	24
Total of fines imposed	\$4,128,500	\$8,026,650
Industrial relations enforcement	2024-25	
Number of enforcement proceedings	6	5
Total of pecuniary penalties \$9,500		\$18,000
Total wages and other entitlements recovered	\$29,867	\$265,332





Workplace injuries and occupational diseases

Since 1975, terminology and use of language regarding safety have changed. In this section the term 'industrial accidents' is replaced with 'workplace injuries' to be inclusive and reflective of contemporary workplace safety.

In WA, a lost time injury or disease (LTI/D) is defined as one day/shift lost or more. Unless specified otherwise LTI/D data is based on workers' compensation claims supplied by WorkCover WA for work-related injuries and diseases that involve one or more days off work, resulting from a work-related incident. The LTI/D frequency and incidence rate are the primary measures of safety outcomes in WA and are used to monitor performance against national targets. It is recognised that the measure has limitations.

Report on lost time injury or diseases statistics for Western Australia (d)(e)

Rate	2022–23 Revised data	2023-24 Preliminary data	Yearly trend	5-year trend	5-year trend
Frequency rate ^(f)	6.89	7.34	6.53%	0.61	9.06%
Incidence rate ^(g)	1.14	1.22	6.57%	0.104	9.34%

- (d) Revised data for the above table is sourced from the latest available by WorkCover in February 2025.
- (e) Frequency and incident rates have been calculated using denominator values derived from Safe Work Australia that has been adjusted to provide the best possible match with worker's compensation coverage in WA.
- (f) Frequency rate equals number of LTI/Ds divided by the number of hours worked multiplied by 1 million.
- (g) Incidence rate equals number of LTI/Ds divided by the number of workers multiplied by 100.

Within WA health monitoring requirements are specified by WHS regulations to protect and monitor workers exposed to hazardous chemicals associated with their work or workplace. There are guides available for persons conducting a business or undertaking and registered medical practitioners on the department's website.

During the year the department received formal notification of three occupational diseases – one each for Legionnaires' disease, Silicosis (Mining) and Silicosis (General). Information on disease groups that are being monitored at a national level can be accessed on the **Safe Work Australia** website.

Governance

Ministerial directions

No Ministerial directives were received during the financial year.

Zero

Public Interest Disclosures received during 2024–25.

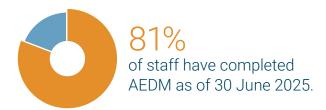
Zero

Public Interest Disclosures being managed on 30 June 2025.

Public sector standards and ethical codes

The department builds its integrity foundation through its essential Accountable and Ethical Decision Making (AEDM) training. As part of a longstanding practice, all new staff are supported to understand their responsibilities under our Code of Conduct with a half-day workshop delivered either face-to-face or online. Aligning with Commissioner's Instruction 40: Ethical Foundations, the department recently developed an online refresher AEDM training module. Each staff member will now also complete this newly developed refresher every three years.

231 staff completed AEDM during the year.



Internal audit

In accordance with the *Financial Management Act 2006* and Treasurer's Instruction 10, the Director General is required to establish and maintain an effective and efficient internal audit function and an Audit and Risk Committee (ARC). Treasurer's Instruction 10, effective from 1 July 2024, prescribes that:

- Agencies must ensure their internal audit function complies with the most recent International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors (IIA) Standards, except where inconsistent with legislation or Treasurer's Instructions.
- Audit committees must meet specific governance and performance requirements as outlined in the instruction.

In December 2024, the IIA conducted an external quality assessment of the department's internal audit function and ARC. This included an external validation of a self-assessment of compliance with the IIA Standards. Key outcomes of the assessment included:

- The ARC was found to be compliant with the requirements of Treasurer's Instructions and assessed at an 'optimising' level of maturity.
- The internal audit function was assessed as generally conforming with the IIA Standards in effect up to 8 January 2025.

With the introduction of the new IIA Standards from 9 January 2025, the outcomes of this external review place DEMIRS' internal audit function and ARC on a strong foundation to meet the enhanced expectations and requirements of the updated standards.



Risk management

The department has an established and mature risk framework with a proactive approach to risk management. It is committed to operating within a risk-aware culture which encourages responsible and informed risk-based decision making with strong governance and oversight by ELG and the fully independent ARC. To achieve this, the Risk and Compliance branch works closely with all business areas to identify, assess, record and mitigate relevant risks.

The risk framework is aligned with ISO 31000:2018 and is designed to contribute to effective mitigation and improved decision-making to manage both the internal and external risk exposures of the department, including major projects and significant procurements.

The department's risk management function continues to mature. It is sufficiently robust to meet the diverse array of new and emerging risks associated with the wide range of activities that the department undertakes. Key risks are reported quarterly to the ELG and ARC.

In the last 12 months, key strategic risk focus areas for the department included foreign interference and the risks associated with artificial intelligence.

Each focus area has demanded a unique but comprehensive response to ensure the department remains properly protected against this type of new or emerging risk.

The Procurement Integrity Framework was introduced this year to strengthen fraud control.

Recordkeeping plans

A comprehensive revision of the Record Keeping Plan was completed and published, documenting the extensive changes implemented since the previous plan. All recordkeeping processes underwent a review, with the most significant being the consolidation into a single electronic document and records management system, oneDMS.

Following the successful data migration, the OurDocs and Records Manager recordkeeping systems were decommissioned and the oneDMS database and server were transferred to an onsite cloud environment.

The department continuously monitors and evaluates the performance of oneDMS, ensuring compliance with legislative standards and meeting operational business requirements. The information created and stored by staff and business systems is audited, verified and reviewed for both quality assurance and data integrity.

Highlights 2024-25

1,603
tickets for deletions,
permission and
user changes and
workflow solutions
processed by
the document
management system
helpdesk team.





782
OneDMS courses completed by staff.

OneDMS Basics

OneDMS Masterclass

257



Privacy and information classification

Preparation is underway for the introduction of legislation related to privacy and responsible information sharing, as well as the introduction of information classifications. Staff are active members of the public sector community of practice meetings and have regularly engaged with other agencies to progress implementation activities.

Records management training

All new staff receive an introductory email providing details on services provided and mandatory information management and recordkeeping training requirements.

oneDMS system training is complementary to the recordkeeping course and guides staff to practically apply the principles of good information management practices with document creation and life-cycle management. Bespoke training and support are available to meet the specific needs of individual work areas.

The department's Information Management Services staff regularly attend workshops and webinars offered by the State Records Office and industry providers, to ensure their skills and knowledge remain current and relevant.

Total Recordkeeping Awareness course

Topics covered

- Public sector employee accountability and compliance standards.
- Legislative requirements focused on the State Records Act 2000 and Freedom of Information Act 1992.
- · Benefits of best practice recordkeeping.
- · Consequences of inadequate recordkeeping.
- Creation, access, storage and disposal of government records.

516

new staff completed the mandatory Total Recordkeeping Awareness course.

Digitisation and disposal

In accordance with the *State Records Act 2000*, the department maintains accurate, comprehensive and well-managed records through a series of integrity and quality checks within oneDMS. These checks support the full life-cycle management of both digital and physical records, including the digitisation of paper records. The integrity and monitoring checks undertaken, but not limited to, include:

- naming conventions and file titling to aid in searching and effective retrieval of information; and
- quality of digitised images to support early disposal of source records.

The ongoing records disposal program has contributed to a significant reduction in the physical file footprint across the department, with 620 linear metres disposed of in accordance with approved retention and disposal authorities during 2024–25.



The history of our department is in our records. Creating and managing them is how we tell our story.

Governance committees

As part of the department's internal committee governance structure, several permanent committees provide effective oversight and governance of departmental issues. supporting staff and the department's functions. These include a range of committees and subcommittees that report to the ELG and/ or Director General. This structure is a key component in the department's Corporate Governance Framework to support strong, sustainable and accountable performance.

In November a review was conducted with ELG to confirm the status of the structure. including the value the committees provide to ELG, and effectiveness of reporting arrangements. The review determined the current structure as appropriate to continue, however, some actions were completed in relation to ensuring all committees have a clear role and purpose, and the streamlining of reporting arrangements to remove duplication.

Health and Safety Committee

Chair: Deputy Director General, **Industry Regulation and Consumer Protection**

Provides a forum for discussion of work health and safety issues, facilitating effective and efficient consultation and cooperation, reviewing internal health and safety reporting and making recommendations to leadership on related matters including policy.

The committee is presented with new agenda items and issues escalated by Health and Safety Representatives (HSRs) and the Work Health and Safety team for discussion at each meeting. The committee and HSRs review and endorse corporate WHS documents,

WHS project deliverables, risk assessments and advocate for WHS on working groups or focus groups as part of the out-of-session work they complete.

Key achievements for this year:

- Reviewed and endorsed 12 Corporate Policy documents out-of-session.
- Endorsed policies for essential corporate training; hazardous chemicals health monitoring risk assessment; and audiometric testing noise risk assessment.
- Endorsed the Safety and Wellbeing Strategic Plan 2024-2029, launched in November.
- Endorsed the Mental Health and Wellbeing Strategy 2025-2029, launched in January.







33%

women in leadership

Corporate Policy Committee

Chair: Executive Director, **Corporate Services**

Assists in the management, accountability and oversight of the department's corporate policies, procedures and guidelines and ensures policy documents are consistently developed, reviewed, amended and communicated to stakeholders.



The committee continues to monitor the corporate policies review project to bring 100 overdue policy documents into currency as part of the required two-year review cycle. The project is nearing completion having successfully brought 80 per cent of outstanding policies into the required review cycle.

Key achievement for this year:

• Finalised relocation of internal corporate policies (policies, procedures, guidelines, and related forms, checklists and corporate frameworks) into one DMS in August.





Chair: Deputy Director General, **Energy Policy**

Assists the department to manage its finances in a responsible manner. The committee is also focused on whole-of-government objectives and delivering services in the most efficient way by monitoring financial performance and providing a forum to discuss a range of financial management matters - including budget strategy, forward outlook and reporting obligations.

Key achievement for this year:

 Continued monitoring of the department's budget and expenditure to achieve outcomes for government.

Congratulations to the finance staff on the successful completion of the 2025-26 State Budget for the Department of Local Government, Industry Regulation and Safety; the Department of Mines, Petroleum and Exploration; and contributing towards the transfer of Energy Policy budget to the Department of Energy and Economic Diversification.

Governance and **Integrity Subcommittee**

Chair: Executive Director. Corporate Services

Assists leadership and provides a forum for resource and knowledge sharing, accountability in ensuring continuous improvement and support towards promotion of the departments' governance and integrity frameworks. The subcommittee also provides a coordinated approach to promote and embed a culture of integrity, and fraud and corruption prevention, across the department.

Key achievements for this year:

- Implemented a new process on the approval status of mandatory governance and integritythemed training to achieve a consistent approach.
- · Updated the Integrity Dashboard with integritythemed training for reporting, and revised reporting of employee relations matters to demonstrate the commitment to integrity and transparency.
- Participated in the Public Sector Commission's Integrity Education – an integrity thematic which examined 12 authorities. The department was recognised as demonstrating leading practice through our corporate governance and integrity frameworks and formally represented on a panel at the launch of the review on International Anti-Corruption Day.

Audit and Risk Committee

Chair: Independent member

Operates in accordance with its approved charter and has oversight of the department's governance, risk management and internal control practices. The committee provides confidence in the integrity of these practices and enables achievement of government and organisational strategic objectives.



The appointment of audit committee members is undertaken with a view to achieving independence from the day-to-day management of the department. In accordance with Treasurer's Instructions 10 Internal Audit, the ARC Chair is a suitably qualified person who is not employed within the department and reports directly to the Director General. There is positive interaction between the ARC, Director General and Executive.

Key achievement for this year:

 Independently assessed against best practice and rated as performing at an 'optimising' maturity level.



Performance Subcommittee

Chair: Deputy Director General, Corporate Services and **Labour Relations**

Assists leadership with governance and oversight responsibilities in ensuring the department has clear business metrics and reporting; and an outcome-based management framework for efficiently running the department's operations.



Key achievements for this year:

- Contributed to the new departmental customer satisfaction surveys.
- Provided feedback on content and visual. representation of corporate performance indicators reports resulting in continuous improvement to inform decision making.
- Monitored published Licensing and Approvals Performance Reports.

The subcommittee also approved the new process for Outcome Based Management (OBM) governance including:

- Certification statements for key performance indicator approvals.
- Formal OBM annual review process.
- Annual key performance indicator effectiveness performance target review.

Classification Review Committee

Chair: Executive Director, **Corporate Services**

Provides recommendations and ensures consistency regarding the classification of positions and determination of the remuneration of staff, up to and including, level eight. The committee advises the Director General in relation to the functions under sections 29(1)(h) and 36(1)(c) of the Public Sector Management Act 1994.



Key achievement for this year:

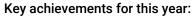
 Creation of 142 new permanent positions and 184 new temporary positions to support resourcing requirements.

This included supporting positions to enable the expansion of low-carbon electricity across WA and implementing the Residential Tenancies Amendment Act 2024.

Diversity and Inclusion Subcommittee

Chair: Executive Director. Strategic Business Innovation

Provides leadership in fostering an inclusive work environment by valuing staff for their diverse experiences, knowledge and abilities. The committee monitors our progression towards workforce diversity, and oversees achievements made towards our Diversity, Multicultural and Inclusion Plan initiatives, strengthening strategic decision making, accountability and governance.



- Supported the launch of the new Disability, Access and Inclusion Plan 2024-2029.
- Supported the launch of the new Innovate Reconciliation Action Plan 2024-2026.
- Reviewed workforce diversity data of the department every quarter, monitoring our commitment to be representative of the community that we serve, and improving our understanding of the department's Gender Pay Gap and Equity Index.
- · Championed the 2024 DEMIRS Diversity and Inclusion Excellence Awards.
- Provided feedback during the development of the essential Inclusive and Respectful Behaviours training and supported its launch in November.





Digital Technology Subcommittee

Chair: Executive Director, Strategic Business Innovation

Provides a forum for leadership to consider and discuss new and strategic approaches to the department's technology program, by providing greater transparency and optimisation of the information and communication technology investment portfolio.



Key achievements for this year:

- Continued monitoring of the department's digital programs and projects to ensure continuation of timely deliverables and value for money.
- Endorsed the rollout of a pilot program with Al Microsoft partnership.
- Regular reporting and overview of the Portfolio Planning Prioritisation Process.
- Endorsed the use of the Good Grants initiative to assist in the delivery of grants across the department.
- Delivered on the Energising DEMIRS name change to DEMIRS.

Other committees

Gnalla Mia, Gnalla Wangkiny (Gnalla) Committee and Reconciliation Action Plan Committee

Provides support and advice on workplace and workforce matters affecting staff identified as First Nations peoples, and external projects that require a cultural lens or sensitivity.

Key achievements for this year:

- Endorsed proposed Cultural Capability Framework.
- Supported the launch of the department's Innovate Reconciliation Action Plan in September.
- Provided guidance to the Capability and Culture team for the inclusion of a Reconciliation Award category added to the department's Diversity and Inclusion Awards.
- Endorsed works undertaken by Assets to refreshed reception at Mineral House.
- Endorsed the naming of the upgraded Mineral House level nine staff hub space – Mandja. See page 50.

Aboriginal Empowerment Unit Steering Committee

Ensures accountability and strategic decision making for the Aboriginal Empowerment Initiative that aligns with the WA Aboriginal Empowerment Strategy and the department's strategic direction.

Key achievements for this year:

- Endorsed the Aboriginal Empowerment Unit to create and deliver the department's Cultural Capability Framework. The framework will improve the cultural competence of the department and individual staff working with Aboriginal stakeholders, providing a structured approach to building cultural capability.
- Endorsed the creation and delivery of the department's Aboriginal Engagement Framework.
 The framework guides best practice engagement between the department, Aboriginal peoples and community.



Board and committee remuneration



The department supported 13 government boards or committees during the reporting period. These bodies provide essential services and advice across the various industries and sectors the department engages with.

The WA Government is committed to increasing the representation of women on boards and committees, with a target of 50 per cent representation. Each board or committee meeting the target in this section displays the membership percentage of women on 30 June 2025.



The department's boards and committees are consumer, industry and safety focused and as a result, appropriate diversity in the range of knowledge, skills, expertise and experiences is highly sought. Each board and committee considered to have a good balance of knowledge, skill, expertise and experience in this section displays this icon.



The following tables have been prepared following Premier's Circular 2023/02 -State Government Boards and Committees.

Motor Vehicle Industry Advisory Committee

Section 63J(1) of the Fair Trading Act 2010 (FTA) provides that membership of the Motor Vehicle Industry Advisory Committee (MVIAC) consists of the Commissioner for Consumer Protection and eight other members - or such other number of persons as may be prescribed, appointed by the Minister in accordance with the regulations. The terms of the MVIAC membership expired on 30 April 2021 and no further meetings have been held. Matters relating to the operational and effectiveness of the committee under the FTA are on the list for review when amendments are next proposed. (a)

(a) The Fair Trading (Advisory Committees) Regulations 2011 (WA).

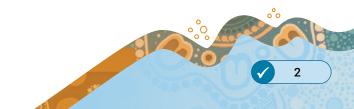
Audit and Risk Committee



Position	Name	Membership during 2024-25	Sitting fee and renumeration type	Remuneration 2024-25
Chair	Andrew Cox ⁽¹⁾	01/07/2024 - 30/06/2025	\$5,535 per meeting	\$16,605
Member	Kate Wang ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Santa Cardenia ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Stuart Cowie ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member*	Scott Davis(2)(3)	11/07/2024 - 30/06/2025	not applicable	\$0
Total		·		\$16,605

The Audit and Risk Committee is an independent committee with all appointments from outside of the department.

- * New member this reporting period.
- (1) In March the Director General approved a three-year extension contract for the Chair and an increase of sitting fee per meeting was approved from \$5,400 to \$5,535.
- (2) Not eligible for remuneration of sitting fees.
- (3) Brian Roche ceased being a member at the end of the previous reporting period.



Agricultural Safety Advisory Committee





Position	Name	Membership during 2024-25	Sitting fee and renumeration type	Remuneration 2024-25
Chair	Sally North ⁽¹⁾	01/07/2024 - 04/06/2025	not applicable	\$0
Chair*	Jennifer Low ⁽¹⁾	04/06/2025 - 30/06/2025	not applicable	\$0
Member	Nigel Martin ⁽¹⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Darren Spencer	01/07/2024 - 30/06/2025	\$238 per half day	\$714
Member	Trevor Whittington	01/07/2024 - 30/06/2025	\$238 per half day	\$476
Member	Peter Nunn	01/07/2024 - 30/06/2025	\$238 per half day	\$476
Member	Julie Hathway	01/07/2024 - 30/06/2025	\$238 per half day	\$476
Member	Marie Donato ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member*	Ken Brown ⁽²⁾	07/08/2024 - 30/06/2025	not applicable	\$0
Member*	Stephen Brown ⁽²⁾	07/08/2024 - 30/06/2025	not applicable	\$0
Member	Antony Pearson ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Dr Marcus Cattani ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member*	Peter Spackman ⁽³⁾	04/06/2025 - 30/06/2025	\$238 per half day	\$0
Member	Sheldon Mumby ⁽²⁾⁽⁴⁾	01/07/2024 - 04/05/2025	not applicable	\$0
Member	Julii Gaunt ⁽¹⁾	01/07/2024 - 01/04/2025	not applicable	\$0
Total	·	'	-	\$2,142

^{*} New member this reporting period.

⁽⁴⁾ Since 4 May 2025, the Pastoralists and Graziers Association of WA Incorporated has had an acting member as an observer to replace Sheldon Mumby.





⁽¹⁾ Not eligible for remuneration of sitting fees.

⁽²⁾ Did not claim remuneration of sitting fees.

⁽³⁾ Peter Spackman has applied for sitting fees however no payment was made during the reporting period.

Building Services Board







Position	Name	Membership during 2024-25	Sitting fee and renumeration type	Remuneration 2024-25
Chair	Venetia Bennett	01/07/2024 - 30/06/2025	\$758 per full day – \$498 per half day	\$6,800
Deputy Chair	Jason Pennings ⁽¹⁾	01/07/2024 - 30/06/2025	\$498 per full day - \$325 per half day	\$4,136
Member	Jeya Ramanathan	01/07/2024 - 30/06/2025	\$498 per full day - \$325 per half day	\$5,284
Member	Michael Adams	01/07/2024 - 30/06/2025	\$498 per full day - \$325 per half day	\$5,284
Member*	Erin Pascoe	01/09/2024 - 30/06/2025	\$498 per full day - \$325 per half day	\$3,638
Member	Fiona Cross ⁽²⁾	01/07/2024 - 30/06/2025	\$498 per full day - \$325 per half day	\$1,148
Member	Jack Mast	01/07/2024 - 30/06/2025	\$498 per full day - \$325 per half day	\$4,613
Member	Serena Giudice ⁽¹⁾	01/07/2024 - 30/06/2025	\$498 per full day - \$325 per half day	\$5,782
Member	Angela Lefante ⁽³⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Fiona Duffy	01/07/2024 - 31/08/2024	\$498 per full day - \$325 per half day	\$1,148
Total	'			\$37,833

^{*} New member this reporting period.



⁽¹⁾ Serena Giudice chaired the July meeting, Jason Pennings chaired the December meeting, and both were paid Chair half day rate.

⁽¹⁾ Fiona Cross ceased being eligible for remuneration from September due to commencement of employment with a public sector agency.

⁽³⁾ Not eligible for remuneration of sitting fees.

⁽⁴⁾ There were two meetings held in July (one in person and one out-of-session).

Charitable Collections Advisory Committee







Position	Name	Membership during 2024-25	Sitting fee and renumeration type	Remuneration 2024-25
Chair	Rachelle Spyker	01/07/2024 - 30/06/2025	\$563 per half day	\$6,193
Member	Henry (Han Kee) Thong	01/07/2024 - 30/06/2025	\$366 per half day	\$3,294
Member	Dr Jane Hutchison	01/07/2024 - 30/06/2025	\$366 per half day	\$3,660
Member	Fiona Fitzgerald	01/07/2024 - 30/06/2025	\$366 per half day	\$3,660
Member	Graeme Douglas	01/07/2024 - 30/06/2025	\$366 per half day	\$4,026
Total		·	'	\$20,833









Construction Industry Safety Advisory Committee

Position	Name	Membership during 2024-25	Sitting fee and renumeration type	Remuneration 2024–25	
Chair	Sally North WorkSafe Commissioner ⁽¹⁾⁽²⁾	01/07/2024 - 16/06/2025	not applicable	\$0	
Chair*	Jennifer Low Deputy WorkSafe Commissioner ⁽¹⁾⁽²⁾	17/06/2025 - 30/06/2025	not applicable	\$0	
Member	Jaime Rebelo ⁽¹⁾	01/07/2024 - 30/06/2025	not applicable	\$0	
Member	Tony Poulton ⁽¹⁾	01/07/2024 - 30/06/2025	not applicable	\$0	
Member	Steve McCartney	01/07/2024 - 30/06/2025	not applicable	\$0	
Member	Kim Drew ⁽³⁾	01/07/2024 - 30/06/2025	not applicable	\$0	
Member	Libby Pracilio ⁽³⁾	01/07/2024 - 30/06/2025	not applicable	\$0	
Member	Brett Mainwaring	01/07/2024 - 19/11/2024	\$238 per half day	\$238	
Member*	Michelle DeGalt-Rohlf ⁽³⁾	04/12/2024 - 30/06/2025	not applicable	\$0	
Member	Bob Benkesser ⁽³⁾	01/07/2024 - 01/01/2025	not applicable	\$0	
Member*	Peter Joshua ⁽³⁾	05/03/2025 - 30/06/2025	not applicable	\$0	
Total	Total \$238				

^{*} New member this reporting period.



⁽¹⁾ Not eligible for remuneration of sitting fees.

⁽²⁾ At the Work Health and Safety Commission meeting on 7 May 2025, the Commission approved the nomination of the Deputy WorkSafe Commissioner as the new Chair of Construction Industry Safety Advisory Committee, noting that an orderly transition and hand-over would be needed to provide continuity.

⁽³⁾ Did not claim remuneration of sitting fees.

Consumer Advisory Committee 67% 67%







	Advisory Committee W	Manufacture and A. O.	O'u' - f I	
Position	Name	Membership during 2024-25	Sitting fee and renumeration type	Remuneration 2024-25
Chair	Scott Phillips	01/07/2024 - 30/06/2025	\$476 per half day	\$3,808
Member	Patricia Blake Commissioner for Consumer Protection ⁽¹⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member*	Georgia Turco	01/07/2024 - 30/06/2025	\$309 per half day	\$1,854
Member	Danielle Loizou-Lake	01/07/2024 - 30/06/2025	\$309 per half day	\$1,236
Member	Ronald Chamberlain	01/07/2024 - 30/06/2025	\$309 per half day	\$2,163
Member	Chrisandra Lukjanowski	01/07/2024 - 30/06/2025	\$309 per half day	\$1,854
Member	Luke Garswood	01/07/2024 - 30/06/2025	\$309 per half day	\$2,163
Member	Roslyn Harley	01/07/2024 - 30/06/2025	\$309 per half day	\$1,236
Member	Dr Helen Grzyb	01/07/2024 - 30/06/2025	\$309 per half day	\$2,163
Total		'		\$16,477

^{*} New member this reporting period.





⁽¹⁾ Not eligible for remuneration of sitting fees.(2) Roberta Grealish ceased being a member effective from 1 July 2024.

Electrical Licensing Board









^{*} New member this reporting period.



⁽¹⁾ Not eligible for remuneration of sitting fees.

⁽²⁾ Did not attend any meetings in the reporting period.

⁽³⁾ No meeting was held in April.

Legislative Advisory Committee







Position	Name	Membership during 2024-25	Sitting fee and renumeration type	Remuneration 2024-25
Chair	Sally North WorkSafe Commissioner ⁽¹⁾	01/07/2024 – 30/06/2025	not applicable	\$0
Member*	Tony Robertson ⁽¹⁾	07/08/2024 - 30/06/2025	not applicable	\$0
Member	Michelle Gadellaa	01/07/2024 - 30/06/2025	\$238 per half day	\$714
Member	Agnes McKay ⁽²⁾	01/07/2024 - 30/06/2025	\$238 per half day	\$952
Member	Owen Whittle ⁽²⁾⁽³⁾	01/07/2024 - 09/10/2024	\$238 per half day	\$476
Total				\$2,142

^{*} New member this reporting period.



⁽¹⁾ Not eligible for remuneration of sitting fees.

⁽²⁾ Amount was paid to member's employer.

⁽³⁾ Graham Hansen has attended as an observer in Owen Whittle's role pending formal appointment. Graham has not received renumeration.

Mining and Petroleum Advisory Committee



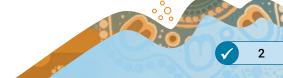




Position	Name	Membership during 2024-25	Sitting fee and renumeration type	Remuneration 2024-25
Chair	Dr Patricia Todd	01/07/2024 - 30/06/2025	\$22,225 per annum	\$22,225
Member	Sally North ⁽¹⁾	08/07/2024 - 30/06/2025	not applicable	\$0
Member	Tony Robertson ⁽¹⁾	08/07/2024 - 30/06/2025	not applicable	\$0
Member*	Iain Dainty ⁽¹⁾	08/07/2024 - 30/06/2025	not applicable	\$0
Member	Dr Micheal Hamblin ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Glenn McLaren ⁽³⁾	01/07/2024 - 30/06/2025	\$376 per half day	\$1,504
Member	Gregory Busson ⁽⁴⁾	01/07/2024 - 30/06/2025	eligible	\$0
Member	Jennifer Craig ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member*	Julien Davey ⁽²⁾	08/07/2024 - 06/09/2024	not applicable	\$0
Member	Ivy Chen ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Sabina Shugg	01/07/2024 - 30/06/2025	\$376 per half day	\$1,504
Member	Rachel Jones ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member*	Michelle Gadellaa	08/07/2024 - 30/06/2025	\$376 per half day	\$1,128
Member*	Ross Jennings ⁽²⁾	05/05/2025 - 30/06/2025	not applicable	\$0
Member	Christopher Nelson ⁽³⁾	01/07/2024 - 23/07/2024	\$376 per half day	\$376
Member*	Alastair Outen ⁽²⁾	05/05/2025 - 30/06/2025	not applicable	\$0
Member*	Melanie Cantwell ⁽²⁾	08/07/2024 - 30/06/2025	not applicable	\$0
Total				\$26,737

* New member this reporting period.

⁽⁴⁾ Gregory Busson is eligible for sitting fees, however, has not provided a response on the matter. No renumeration was paid during the reporting period.



⁽¹⁾ Not eligible for remuneration of sitting fees.

⁽²⁾ Did not claim remuneration of sitting fees.

⁽³⁾ Amount was paid to member's employer.

Plumbers Licensing Board







(1) Laura Groves was drawing a part-time Commonwealth salary in January, and subsequently as per Premier's Circular 2023/02, although in attendance, was not paid for that meeting.

(2) Laura Groves chaired the April meeting and was paid Chair half day rate.





Property Industry Advisory Committee









^{*} New member this reporting period.

- (1) Not eligible for remuneration of sitting fees.
- (2) Did not claim remuneration of sitting fees.
- (3) Suzanne Brown and Cath Hart ceased being a member effective from 1 July 2024.







WA Building and Construction Consultative Committee

Position	Name	Membership during 2024-25	Sitting fee and renumeration type	Remuneration 2024-25
Chair	Reg Howard-Smith	01/07/2024 - 30/06/2025	\$31,750 per annum	\$31,750
Member	Murray Thomas	01/07/2024 - 30/06/2025	\$825 per full day - \$537 per half day	\$1,074
Member	Kari Pnacek ⁽²⁾	01/07/2024 - 30/06/2025	\$825 per full day - \$537 per half day	\$1,074
Member	Carl Morgan	01/07/2024 - 30/06/2025	\$825 per full day - \$537 per half day	\$1,074
Member*	Scott Faragher ⁽²⁾	21/11/2024 - 30/06/2025	\$825 per full day - \$537 per half day	\$1,074
Member	Paul Hurwitz ⁽¹⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Daniel Perkins ⁽¹⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Michael (Mick) Buchan ⁽²⁾	01/07/2024 - 30/06/2025	\$825 per full day - \$537 per half day	\$1,611
Member	Brian Bintley ⁽¹⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Sandra Lovaas ⁽¹⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member*	Shane Palfrey ⁽¹⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member*	Tiffany Allen Construction Training Fund ⁽³⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Sally North WorkSafe Commissioner(3)	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Damien Martin Department of Planning, Lands and Heritage ⁽³⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Jodie Wallace Department of Training and Workforce Development ⁽³⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member*	Adam Woodage ⁽¹⁾⁽⁴⁾	27/09/2024 - 30/06/2025	not applicable	\$0
Member*	Nicola Brischetto ⁽¹⁾	27/09/2024 - 30/06/2025	not applicable	\$0
Member*	Kate Ingham Department of Finance ⁽³⁾	27/09/2024 - 30/06/2025	not applicable	\$0
Member	Carl Copeland ⁽¹⁾	01/07/2024 - 20/11/2024	not applicable	\$0
Total		·		\$37,657

^{*} New member during the reporting period.



⁽¹⁾ Did not claim remuneration of sitting fees.

⁽²⁾ Amount was paid to member's employer.

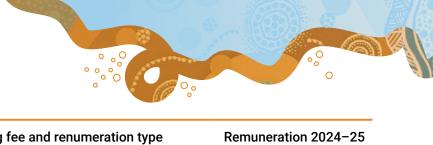
⁽³⁾ Not eligible for remuneration of sitting fees.

⁽⁴⁾ Peter Carter retired and was replaced by Adam Woodage.

Work Health and Safety Commission







Position	Name	Membership during 2024-25	Sitting fee and renumeration type	Remuneration 2024–25
Chair	Dr Patricia Todd	01/07/2024 - 16/05/2025	\$31,750 per annum	\$31,750
Deputy Chair	Dr Jacqueline (Lin Fritschi)(1)	01/07/2024 - 30/06/2025	\$537 per half day	\$3,759
Member	Dr Matthew Govorko	01/07/2024 - 30/06/2025	\$537 per half day	\$4,296
Member	Tracey Bence ⁽²⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Agnes McKay ⁽³⁾	01/07/2024 - 30/06/2025	\$537 per half day	\$4,296
Member	Jennifer Low ⁽⁴⁾	01/07/2024 - 20/01/2025	\$537 per half day	\$2,685
Member	Michelle Gadellaa	01/07/2024 - 30/06/2025	\$537 per half day	\$4,833
Member	Glenn McLaren ⁽³⁾	01/07/2024 - 30/06/2025	\$537 per half day	\$4,296
Member	Owen Whittle ⁽³⁾	01/07/2024 - 09/10/2024	\$537 per half day	\$2,148
Member	Naomi McCrae ⁽³⁾	01/07/2024 - 30/06/2025	\$537 per half day	\$4,833
Member*	Rikki Hendon ⁽⁵⁾	13/05/2025 - 30/06/2025	\$537 per half day	\$0
Member	Sally North WorkSafe Commissioner ⁽⁶⁾	01/07/2024 - 30/06/2025	not applicable	\$0
Member	Tony Robertson ⁽⁶⁾	12/05/2025 - 30/06/2025	not applicable	\$0
Total	,	'	'	\$62,896

^{*} New member this reporting period.



⁽¹⁾ Dr Lin Fritschi acted as Chair following Dr Patricia Todd's resignation on 16 May 2025.

⁽²⁾ Did not claim remuneration of sitting fees.

⁽³⁾ Amount was paid to member's employer.

⁽⁴⁾ The Chamber of Commerce and Industry of Western Australia has had an acting member as a guest since Jennifer Low ceased being a member of the Commission.

⁽⁵⁾ Rikki Hendon has applied for sitting fees however no payment was made during the reporting period.

⁽⁶⁾ Not eligible for remuneration of sitting fees.

Statutory reporting on administered legislation

The department is required by some of the Acts that it administers to report details in the annual report concerning the performance of functions under that Act. Information pertaining to this statutory requirement are detailed below.

To comply with the Act-specific reporting requirements, the department uses the Complaints and Licensing System and the Compliance Management System as a source for the figures used. Both are dynamic databases where details are updated as information is obtained. Consequently, figures and other classifications used for reporting purposes are reflective of the snapshot taken for the report and can differ to previous and/or later snapshots taken.

Please note that complaints and investigations can have more than one outcome, and an outcome may be reached prior to completion of the investigation, complaint or inquiry.

Credit (Administration) Act 1984

Regulation of consumer credit was referred to the Commonwealth pursuant to the *Credit (Commonwealth Powers) Act 2010* (WA). The *Credit (Administration) Act 1984* has not been repealed, but the department no longer carries out any regulation operations in respect of it.



- a) the number, nature and outcomes of:
- i) investigations and inquiries undertaken by, or by the direction of, the Director of Energy Safety (the director) for the purposes of this Act

Director of Energy Safety (the director) for the purposes of this Act		
Outstanding as of 1 July 2024	183	
Audits	2	
Compliance inspections	28	
Investigations	153	
Commenced 2024-25	379	
Audits	1	
Compliance inspections	201	
Investigations	177	
Concluded 2024-25	369	
Audits	3	
Compliance inspections	215	
Investigations	151	





Gas Standards Act 1972

Outcomes	631
Appeal - upheld	1
Completed – no action required	415
Compliance being monitored	7
Corrective action request	1
Further investigation required	2
Infringement – issue	13
Inspector's order - issued	66
Letter to manufacturer	1
No action taken – no available resource	12
Not gas related	1
Not inspected – attended site, not possible	10
Not inspected – site not attended	4
Not investigated	11
Not inspected – no available resource	6
Project Goal - delivered	15
Provide advice	30
Referred to engineering	1
Referred to licensing	5
Warning – verbal	4
Warning – written	26

Gas Standards Act 1972

- ii) matters that have been brought before the State Administrative Tribunal No matters were brought before the Tribunal during 2024-25.
- b) the number and nature of matters referred to in paragraph (a) that are outstanding

Matters outstanding as of 1 July 2025	193
Compliance inspections	14
Investigations	179

c) any trends or special problems that may have emerged

The gas sector is undergoing significant transformation, driven by rapidly evolving technologies aimed at reducing greenhouse gas emissions. Key developments include hydrogen blending within natural gas networks, the adoption of hydrogen fuel cells, and the establishment of renewable hydrogen hubs and green hydrogen projects. These advancements have substantially increased the department's compliance responsibilities. A key challenge moving forward will be attracting and retaining appropriately skilled technical personnel in a highly competitive labour market.

d) forecasts of the workload of the Director's in performing functions under this Act in the year after to which this report relates

It is expected that emerging technologies within the gas sector will continue to result in a significant increase in demand for compliance activities undertaken by the department.

e) any proposals for improving the performance of the Director's functions under this Act

As the department navigates this ever-changing landscape, its compliance strategy will also need to adapt to ensure adequate regulatory oversight is maintained.

Data sourced for statutory reporting tables are a point-in-time snapshot. A review of files identified that in this instance some files were created in error and reported on against the previous reporting period. Consequently, and as result, matters outstanding as of 1 July 2024 have been updated accordingly for this reporting period.

Electricity Act 1945

a) the number, nature and outcomes of:

i) investigations and inquiries undertaken by, or by the direction of, the Director of Energy Safety (the director) for the purposes of this Act

Outstanding as of 1 July 2024	1,983
Audits	4
Compliance inspections	1427
Investigations	552
Commenced 2024-25	1,731
Audits	15
Compliance inspections	1,332
Investigations	384
Concluded 2024-25	1,632
Audits	12
Compliance inspections	1,317
Investigations	303

Electricity Act 1945

Outcomes	1,737
Appeal – upheld	1
Completed – no action required	640
Corrective action request	2
Further investigation required	26
Infringement – issue	3
Inspection(s) required	1
Inspector's order - cancel	1
Inspector's order – issued	111
No action taken – no available resource	148
Not inspected – attended site, not possible	39
Not inspected – site not attended	16
Not inspected – no available resource	633
Prohibition of sale, hire or use	4
Provide advice - RCDs	14
Provide advice	31
Referred to legal services – prosecution prospects advice	32
Referred to legal services – prosecution action	21
Referred to network operator	1
TRELIS request for information	1
Warning – verbal	3
Warning – written	9



Electricity Act 1945

ii) matters that have been brought before the State Administrative Tribunal

No matters were brought before the Tribunal during 2024-25.

b) the number and nature of matters referred to in paragraph (a) that are outstanding

Matters outstanding as of 1 July 2025	2,083
Audits	7
Compliance inspections	1,441
Investigations	635

c) any trends or special problems that may have emerged

The electricity sector is undergoing significant transformation, driven by rapidly evolving technologies aimed at reducing greenhouse gas emissions. Key trends include grid modernisation, deployment of large-scale and domestic battery energy storage systems, microgrids, standalone power systems, and increased uptake of electric vehicle chargers. These developments have heightened the demand for compliance activities by the department. A key challenge will be attracting and retaining technical expertise in an increasingly competitive labour market.

d) forecasts of the workload of the Director's in performing functions under this Act in the year after to which this report relates

It is expected that emerging technologies within the electricity sector will continue to result in a significant increase in demand for compliance activities undertaken by the department.

e) any proposals for improving the performance of the Director's functions under this Act

As the department navigates this ever-changing landscape, its compliance strategy will also need to adapt to ensure adequate regulatory oversight is maintained.

Plumbers Licensing Act 1995

- a) the number, nature and outcomes of:
- i) investigations and inquiries undertaken by, or by the direction of, the Plumber's Licensing Roard (the Roard) for the nurnoses of this Act

Plumber's Licensing Board (the Board) for the purposes of this Act		
Outstanding as of 1 July 2024	112	
Investigation	112	
Audits	0	
Commenced 2024-25	1,840	
Investigation	324	
Audits	1,516	
Concluded 2024-25	1,492	
Investigation	100	
Audits	1,392	
<u> </u>		





Plumbers Licensing Act 1995

Outcomes	1,509
Completed – no action required	3
Compliance audit – compliant	38
Compliance audit – not compliant	29
Compliance check – compliant	710
Compliance check – not compliant	616
Education letter - education/advice	6
Education advice - verbal	1
Infringement - issue	11
No further action – insufficient evidence	7
No further action – no offence detected	5
No further action – other	2
No further action – statute of limitations	9
Referred to Board – fine penalty	1
Referred to Board – no action taken	3
Referred to legal services – Board prospects advice	2
Targeted certification audit – not complaint	1
Warning - verbal	6
Warning - written	59

Plumbers Licensing Act 1995

ii) matters that have been brought before the State Administrative Tribunal

Two matters were brought before the Tribunal during 2024–25.

b) the number and nature of matters referred to in paragraph (a) that are outstanding

Matters outstanding as of 1 July 2025	336
Investigations	336

c) any trends or special problems that may have emerged

There were no trends or special problems that emerged during 2024–25.

d) forecasts of the workload of the Board in performing functions under this Act in the year after to which this report relates

Regulatory amendments that expand the scope of plumbing work will likely increase compliance and inspection activities conducted on behalf of the Board.

e) any proposals for improving the performance of the Board's functions under this Act

There are no current proposals for improving the performance of the Board's functions under this Act.



Building and Construction Industry (Security of Payment) Act 2021(1)

The number and outcomes of applications for adjudications under this Act:

The number and outcomes of apphoanons for adjustications ander this ret.	
Outstanding as of 1 July 2024	6
Applications for adjudications outstanding	6
Applications for review adjudications outstanding	0
Applications received 2024–25	92
Applications for adjudications	80
Applications for review adjudications	12
Applications concluded 2024–25	96
Applications for adjudications concluded	85
Applications for review adjudications concluded	11
Outcomes	186
Determined nil value (s.36(2)) or s.36(3)	23
Determined	56
Total amount determined (incl. GST)	\$50,967,447.37
Dismissed – out of time (s.38(3)(a))	2
Inspected	82
Refer to enforcement	8
Withdrawn by claimant (s.31(1) or s.31(2))	15
Applications outstanding as of 1 July 2025	2
Applications for adjudications outstanding	1
Applications for review adjudications outstanding	1

⁽¹⁾ Applications made in one financial year may not be determined in the same financial year. Information presented is based only on data provided to the Building Commissioner by Authorised Nominating Authorities under section 96 of the Building and Construction Industry (Security of Payment) Act 2021.

Construction Contracts (Former Provisions) Act 2004⁽²⁾

The number and outcomes of applications for adjudications under this Act:

Applications received 2024–25	15
Applications for adjudications received	15
Applications concluded 2024–25	14
Applications for adjudications concluded	14
Outcomes	14
Number of applications determined	10
Total amount determined (incl. GST)	\$3,391,443.03
Number of applications dismissed	1
Number of applications withdrawn	3
Number of adjudicator disqualifications (conflict of interest)	0
Number of applications settled	14
Applications outstanding as of 1 July 2025	1
Applications for adjudications outstanding	1

(2) Section 115 of the Building and Construction Industry (Security of Payment) Act 2021 requires that the residual operation of the Construction Contracts (Former Provisions) Act 2004 is reported each financial year. Applications made in one financial year may not be determined within the same financial year. Information presented is based only on data provided to the Building Commissioner by prescribed appointers.





Debt Collectors Licensing Act 1964

- a) the number, nature, and outcomes of:
- i) investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act

· ·	
Outstanding at 1 July 2024	0
Alleged unlicensed activities	0
General compliance issues	0
Commenced 2024-25	6
Conciliation	4
Alleged unlicensed activities	1
General compliance issues	1
Concluded 2024-25	4
Conciliation	3
Alleged unlicensed activities	1
Outcomes	4
Education or advice	2
Agreement reached to settle	1
No offence detected	1

Debt Collectors Licensing Act 1964

ii) matters that have been brought before the State Administrative Tribunal

There were no matters brought before the Tribunal.

b) the number and nature of matters referred to in paragraph (a) that are outstanding

There were no matters outstanding as of 30 June 2025.

- c) any trends or special problems that may have emerged

 There were no trends or special problems that emerged this financial year.
- d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates There are no changes anticipated.
- e) any proposals for improving the performance of the Commissioner's functions under this Act

There were no recommendations for improving the performance of the Commissioner's functions under this Act.



Employment Agents Act 1976

- a) the number, nature, and outcomes of:
- i) investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act

the Commissioner for the purposes of this Act	
Outstanding as of 1 July 2024	8
Alleged unlicensed activities	8
Commenced 2024-25	4
Alleged unlicensed activities	3
Conciliation	1
Concluded 2024-25	11
Alleged unlicensed activities	10
Conciliation	1
Outcomes	11
Education or advice	5
Complaint not justified – consumer accepts advice	2
Complaint lapsed or withdrawn	1
Complaint not substantiated	1
No action taken – other reason	1
No offence detected	1

Employment Agents Act 1976

ii) matters that have been brought before the State Administrative Tribunal

There were no matters brought before the Tribunal.

b) the number and nature of matters referred to in paragraph (a) that are outstanding

There was one matter outstanding as of 30 June 2025 involving alleged unlicensed activity.

c) any trends or special problems that may have emerged

There were no trends or special problems that emerged this financial year.

d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates

There are no changes anticipated.

e) any proposals for improving the performance of the Commissioner's functions under this Act

There were no recommendations for improving the performance of the Commissioner's functions under this Act.



Land Valuers Licensing Act 1978

- a) the number, nature, and outcomes of:
- i) investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act

commediate for the purposes of this field	
Outstanding as of 1 July 2024	1
Valuation practices	1
Commenced 2024-25	3
Valuation practices	3
Concluded 2024-25	3
Valuation practices	3
Outcomes	3
No action taken – statute of limitation	2
No offence detected	1

ii) matters that have been brought before the State Administrative Tribunal

There were no matters brought before the Tribunal.

b) the number and nature of matters referred to in paragraph (a) that are outstanding

There was one matter outstanding as of 30 June 2025 involving allegations of due care, diligence and skill.

c) any trends or special problems that may have emerged

There were no trends or special problems that emerged this financial year.

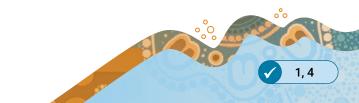
- d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates There are no changes anticipated.
- e) any proposals for improving the performance of the Commissioner's functions under this Act

There were no recommendations for improving the performance of the Commissioner's functions under this Act.

Motor Vehicle Dealers Act 1973

- a) the number, nature, and outcomes of:
- investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act

the Commissioner for the purposes of this Act	
Outstanding as of 1 July 2024	348
Inquiries	297
General compliance issues	6
Alleged unlicensed activities	45
Commenced 2024–25	1,839
Inquiries	1,704
General compliance issues	116
Alleged unlicensed activities	19
Concluded 2024-25	1,797
Inquiries	1,662
General compliance issues	86
Alleged unlicensed activities	49
Investigation outcomes	134
Education, advice or information given	42
Other outcomes combined	22
Admin warning accepted	20
Corrective advice accepted	20
Fine penalty	15
No action taken – other reason	15
	





Motor Vehicle Dealers Act 1973

Inquiry Outcomes	1,663
Agreement reached to settle	601
Other outcomes combined	380
Complaint lapsed or withdrawn	230
Education, advice or information given	190
Conflicting evidence – both parties did not accept resolution	137
Sufficient evidence – consumer did not accept resolution	125

ii) matters that have been brought before the State Administrative Tribunal

A motor vehicle dealer was disqualified from holding a licence for a period of two years for engaging in conduct of making a false or misleading misrepresentation that a vehicle had a particular history.

b) the number and nature of matters referred to in paragraph (a) that are outstanding

Investigation matters outstanding as of 1 July 2025	52
General compliance issues	40
Alleged unlicensed activities	12
Inquiry matters outstanding as of 1 July 2025	338
Other – trader did not understand law	174
Other dispute causes combined	77
Other – poor communication between trader and consumer	44
Other – dispute about the extent of the problem	43

Motor Vehicle Dealers Act 1973

operation of automated vehicles in Australia.

c) any trends or special problems that may have emerged There were no trends or special problems that emerged this financial year.

d) forecasts of the workload of the Commissioner in performing functions

- under this Act in the year after to which this report relates

 There is forecast to be an increased focus on the sale of unroadworthy second-hand motor vehicles and unlicensed motor vehicle dealing.

 There will also be an impact from the Australian Government reforms in relation to automated vehicle safety. When the automated vehicle safety law is introduced, it will need to be supported by reforms to a wide range of other federal, state and territory laws to ensure a nationally consistent end-to-end framework is in place to support the safe deployment and
- e) any proposals for improving the performance of the Commissioner's functions under this Act

There were no recommendations for improving the performance of the Commissioner's functions under this Act.

Several files closed in the preceding reporting year were re-opened in this reporting year due to new information being received or as a result of using the early conciliation process previously.



Real Estate and Business Agents Act 1978

- a) the number, nature, and outcome of:
- i) investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act

· ·	
Outstanding as of 1 July 2024	147
General compliance	104
Financial compliance	43
Commenced 2024–25	1,071
General compliance	643
Financial compliance	428
Concluded 2024-25	711
General compliance	641
Financial compliance	70

Real Estate and Business Agents Act 1978

Investigations outcomes	711
No offence detected	229
Education, advice or information given	215
Complaint referred to another body	90
No action taken – other reason	61
CP policy reason	32
Complaint lapsed or withdrawn	19
Admin warning accepted	15
Other outcomes	15
Information provided for record purposes only	9
Referred for investigation	6
Brief completed – SAT proceedings	5
No action taken - insufficient/conflicting evidence	4
No public interest	4
Referred to other	4
No action taken – statute of limitation	3

ii) matters that have been brought before the State Administrative Tribunal

bunal outcome 2

A former sales representative was fined \$4,500 by the Tribunal for misappropriation of trust account money and acting dishonestly.



Real Estate and Business Agents Act 1978

A real estate agent and their agency were banned from holding a real estate licence for two years, fined \$4,000, ordered to pay \$6,000 in costs and reprimanded by the Tribunal for serious misconduct that included the unlawful handling of a tenancy bond, the misuse of trust funds and consistent failure to act in the best interests of their landlord client.

iii) matters that have been dealt with through the conciliation process	
Outstanding as of 1 July 2024	6
Contractual dispute	3
Other outcomes	3
Commenced 2024-25	34
Property management	14
Other outcomes	8
Contractual dispute	6
Advertising and marketing	3
Trust account	3
Concluded 2024-25	37
Property management	14
Contractual dispute	8
Other	5
Trust account	4
Advertising and marketing	3
Authority to act	3

Real Estate and Business Agents Act 1978

Conciliation outcomes	37
Agreement reached to settle	6
Complaint referred to another body	6
Education, advice or information given	6
Complaint lapsed or withdrawn	3
Conflicting evidence – both parties did not accept resolution	3
Conflicting evidence – consumer did not accept resolution	3
No offence detected	3
Sufficient evidence – consumer did not accept resolution	3
Conflicting evidence – trader did not accept resolution	1
CP policy reason	1
Information provided for record purposes only	1
Sufficient evidence – trader did not accept resolution	1





Real Estate and Business Agents Act 1978

b) the number and nature of matters referred to in paragraph (a) that are outstanding

Investigation matters outstanding at 1 July 2025	507
Trust account	358
Audit matters	59
Other outcomes	18
Obtaining and providing information	15
Property management	13
Unlicensed activity	12
Authority to act	10
Professional conduct	9
Advertising and marketing	7
Contractual dispute	6
Conciliation matters outstanding at 1 July 2025	3
Contractual dispute	1
Other	1
Property management	1

Real Estate and Business Agents Act 1978

- c) any trends or special problems that may have emerged There were no trends or special problems that emerged this financial year.
- d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates

With the introduction of the Commissioner Determination Team and the Short-Term Rental Accommodation Act 2024 an increase in workload is anticipated.

Applications processed by the department may require officers to determine handling of bond monies in compliance with the Residential Tenancies Act 1987. In some matters overall management of the tenancy may be examined, potentially leading to referrals for breaches of the Real Estate and Business Agents Code of Conduct. Similarly, any potential issues with the use of trust accounts to manage short-term rental accommodation falls under Section 68 of the Real Estate and Business Agents Act 1976.

e) any proposals for improving the performance of the Commissioner's functions under this Act

Amendments are currently being drafted to the Real Estate and Business Agents (General) Regulations 1979 to improve the sustainability of the continuing professional development program for real estate agents and sales representatives. The Commissioner's role will be altered and better focused to provide for oversight of the program including approval of providers and identification of specific compulsory learning requirements. Responsibility for funding and course development will rest with industry rather than the department.

Data sourced for statutory reporting tables was accurate at the point in time in which it was obtained. A review of files identified that in this instance some files were not counted against the previous reporting year due to being incorrectly coded at the time when the data was sourced for reporting. Consequently, and as a result, matters outstanding as of 1 July 2024 have been updated accordingly for this reporting period.



Retirement Villages Act 1992

a) as soon as practicable after 30 June, but on or before 31 December, in each year, the Commissioner shall prepare and forward to the Minister a report on the operation of this Act during that year

i) number ii) nature iii) outcome					
Outstanding as of 1 July 2024	12	Outstanding as of 1 July 2024	12	Concluded 2024-25	48
Investigation	7	Fees and charges	7	Education, advice or information given	17
Conciliation	3	General breach of legislation	2	Complaint referred to another body	6
Compliance	2	General financial management	2	Agreement reached to settle	5
		Other	1	Complaint lapsed or withdrawn	4
				No offence detected	4
Commenced 2024-25	51	Concluded 2024-25	48	Conflicting evidence – consumer did not accept resolution	3
Conciliation	40	Property management	23	Information provided for record purposes only	2
Investigation	6	Fees and charges	9	No action taken – other reason	2
Compliance	5	General breach of legislation	7	Sufficient evidence – consumer did not accept resolution	2
		Other	4	Corrective advice accepted	1
Concluded 2024-25	48	Contractual dispute	2	CP policy reason	1
Conciliation	38	Professional conduct	2	Referred to investigation	1
Investigation	6	General financial management	1		
Compliance	4				



Retirement Villages Act 1992

b) key matters brought before a court or the State Administrative Tribunal relating to the operation of this Act

The Commissioner for Consumer Protection was a party to an action brought in the Supreme Court to terminate a retirement village scheme. It was determined that none of the existing residents would be adversely affected by the termination and the scheme was terminated, the first time this has occurred in WA.

c) any trends or special problems that may have emerged

There were no trends or special problems that emerged this financial year.

d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates

There is anticipated to be an increase in workload following the implementation of the *Retirement Villages Amendment Act 2024* that passed Parliament on 5 November 2024 and is the first step in the reform process. Further work is being done on supporting regulations and to make other changes needed before the reforms commence in the second half of 2025.

With the implementation of stronger protections for retirement village residents, it is anticipated that there will be an increase in complaints and enforcement action.

e) any proposals for improving the performance of the Commissioner's functions under this Act

The Act will provide additional powers for the Commissioner as follows:

- to maintain a publicly searchable online database which will allow prospective residents and their families and advisors to source and compare information about villages; and
- to provide extensions and exemptions, if appropriate, where an operator is unable to comply with the timeframes for payment of exit entitlements and completion of buy backs.

The Commissioner will also have powers to enforce new obligations in respect of disclosure, village contracts, capital works, change processes and reinstatement and renovation obligations.





Settlements Agents Act 1981

a) the number, nature, and outcomes of:

i) investigations and inquiries undertaken by, or by the direction of, the Commissioner for the purposes of this Act

the Commissioner for the purposes of this Act		
21		
12		
7		
1		
1		
109		
66		
23		
16		
4		
112		
68		
23		
17		
4		

Settlements Agents Act 1981

Outcomes	112
No offence detected	54
Education, advice or information given	30
Complaint referred to another body	9
No action taken – other reason	4
Fidelity claim approved	2
Fidelity claim withdrawn	2
No action taken – statute of limitation	2
Admin warning accepted	1
Agreement reached to settle	1
Brief completed - SAT proceedings	1
Complaint lapsed or withdrawn	1
Conflicting evidence – consumer did not accept resolution	1
No action taken – insufficient/conflicting evidence	1
No commerce jurisdiction advice given/referred to other Agency	1
No offence identified in complaint	1
No public interest	1



Settlements Agents Act 1981

ii) matters that have been brought before the State Administrative Tribunal

There were no matters brought before the Tribunal.

b) the number, nature, and outcomes of:

Outstanding at 1 July 2025	18
Trust account - overdrawn account	4
Trust account - unauthorised use of monies	3
Audit matters – failure to submit statutory declaration	2
Advertising and marketing – fees and charges	1
Audit matters - failure to cause annual audit	1
Obtaining and providing information – failure to ascertain pertinent facts	1
Professional conduct – deceptive conduct	1
Professional conduct – eligibility, misconducted, incompetent or unsuitable	1
Professional conduct – failure to keep informed	1
Trust account – failure to maintain accounting records	1
Trust account – unauthorised payment of monies	1
Unlicensed activity – unlicensed	1

Settlements Agents Act 1981

- c) any trends or special problems that may have emerged

 There were no trends or special problems that emerged this financial year.
- d) forecasts of the workload of the Commissioner in performing functions under this Act in the year after to which this report relates There are no changes anticipated.
- e) any proposals for improving the performance of the Commissioner's functions under this Act

Amendments are currently being drafted to the Settlement Agents Regulations 1982 to improve the sustainability of the continuing professional development program for agents. The Commissioner's role will be altered and better focused to provide for oversight of the program including approval of providers and identification of specific compulsory learning requirements. Responsibility for funding and course development will rest with industry rather than the department.

Appendices



Acronym/term	Description
BESSD	Building, Energy Safety and Service Delivery Group
CP	Consumer Protection
CPLS	Consumer Protection and Legal Services Group
CS	Corporate Services
CSLR	Corporate Services and Labour Relations Group
DDG	Deputy Director General
DEMIRS	Department of Energy, Mines, Industry Regulation and Safety
ELG	Executive Leadership Group
GSLR	Government Sector Labour Relations
GSWA	Geological Survey of Western Australia
IRCP	Industry Regulation and Consumer Protection Group
LGIRS	Department of Local Government, Industry Regulation and Safety
PSLR	Private Sector Labour Relations
RER	Resource and Environmental Regulation Group
SBI	Strategic Business Innovation



Acronym/term	Description
3D	Three dimensional
Aboriginal, First Nations people	Aboriginal and First Nations people have been used interchangeably throughout the report
ACL	Australian Consumer Law
AEDM	Accountable and Ethical Decision Making
AEP	Aboriginal Employment Program
Al	Artificial Intelligence
ANSP	Asbestos National Strategic Plan
ARC	Audit and Risk Committee
AS ISO	Australian Standard International Organization for Standardization
AusLAMP	Australian Lithospheric Architecture Magnetotelluric Project
CaLD	Culturally and Linguistically Diverse
CARS	Compliance and Regulatory System
CGP	Co-funded Geophysics Program
CO2	Carbon dioxide
CPR	Cardio-Pulmonary Resuscitation
CSIRO	Commonwealth Scientific and Industrial Research Organisation
DWER	Department of Water and Environmental Regulation





Acronym/term	Description
EIS	Exploration Incentive Scheme
FCESS	Frequency Co-optimised Essential System Services
FIFO	Fly in, Fly out
GRN	Goldfields Regional Network
GSLRGP	Government Sector Labour Relations Graduate Program
HSR	Health and Safety Representative
HyLogger	Spectral scanner is a rapid spectroscopic logging and imaging system that examines cores using continuous visible and infrared spectroscopy and digital imaging
ICT	Information and Communication Technologies
IIA	Institute of Internal Auditors
IR	Industrial Relations
ISSN	International Standard Serial Number
KPI	Key Performance Indicator
LGBTQIA+	Lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual, and more
Lithosphere	The rigid outer part of the earth, consisting of the crust and upper mantle
LTI/D	Lost time injury/disease
MARS	Mental Awareness, Respect and Safety
MINEDEX	Mines and Mineral Deposits database
MLA	Member of the Legislative Assembly
MLC	Member of the Legislative Council
MT	Magnetotellurics
NCC	National Construction Code

Acronym/term	Description
NWIS	North West Interconnected System
OBM	Outcomes Based Management
PSC	Public Sector Commission
PTERS	Potentially Traumatic Event Response Support
RAP	Reconciliation Action Plan
RCM	Regulatory Compliance Mark
Regolith	A layer of loose, unconsolidated rock and dust that sits atop a layer of bedrock (includes soil)
SASH	Sexual Assault and Sexual Harassment
SAT	State Administrative Tribunal
STRA	Short-Term Rental Accommodation
Stratigraphy	Branch of geology concerned with the study of rock layers (strata) and layering (stratification)
SWIS	South West Interconnected System
ТВ	Terabyte
TSF	Tailings Storage Facilities
VPP	Virtual Power Plants
VPRI	Vacant Property Rental Initiative
WA	Western Australia
WAMEX	Western Australian Mineral Exploration Reports
WAPIMS	Western Australian Petroleum and Geothermal Information Management System
WHS	Work Health and Safety
WHSMS	Work Health and Safety Management System





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