

Risk Category Guidelines



Coal Services Risk Category Guidelines

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Abbreviations and acronyms

AMP(s)	Approved medical practitioner(s)
CHPP	Coal handling preparation plant
OC	Open cut
PCBU(s)	Person conducting a business or undertaking(s)
UG	Underground

Glossary

Term	Definition
Approved medical practitioner (AMP)	A medical practitioner who is registered by the AHPRA to practice medicine in Australia, complies with the Coal Services Clinical and Service Standard, and is approved by Coal Services.
Category A: Safety critical	A coal mine worker or prospective coal mine worker whose immediate action or inaction from an unavoidable and/or sudden medical incapacity may lead directly to a serious incident affecting others in the workplace.
Category B: Safety sensitive	A coal mine worker or prospective coal mine worker whose immediate action or inaction from an unavoidable and/or sudden medical incapacity may lead directly to a serious incident affecting themselves and is not likely to affect others in the workplace.
Category C: Non-safety sensitive	A coal mine worker or prospective coal mine worker whose immediate action or inaction from an unavoidable and/or sudden medical incapacity will not lead to a serious incident affecting others in the workplace and their work environment will not contribute adversely to the outcome.
Coal mine	A coal mine carries the same meaning as defined in the <i>Work Health and Safety (Mines and Petroleum Sites) Act</i> (NSW) 2013 (as amended from time to time or replaced).
Coal mine worker	A person who carries out work at a coal mine or a coal handling preparation plant (CHPP) for a PCBU. It does not include a person who works in an environment in which they are not exposed to airborne contaminants, hazardous chemicals, and/or occupational noise unless the person has previously worked in an area of a coal mine or CHPP in which they were exposed to airborne contaminants, hazardous chemicals, and/or occupational noise.
Health assessment	<p>The term ‘health assessment’ replaces the term ‘medical assessment’ as defined in Order 43. It refers to the health examinations of a coal mine worker or prospective coal mine worker that meets certain criteria. The assessment must have been:</p> <ul style="list-style-type: none"> > completed within the previous three (3) years > assessed against the position and risk category > completed by an AMP > in the form approved by and provided to Coal Services > approved by Coal Services <p>The reference to three (3) years means by 31 December of that current calendar year.</p>
Health assessment review	<p>A review of a health condition(s) identified in a health assessment or a health assessment review of a coal mine worker as a one off or at defined intervals, or a health examination(s) including a deferred health examination(s) that meets certain criteria. The review must have been:</p> <ul style="list-style-type: none"> > assessed against the position and risk category > completed by an AMP > in the form approved by and provided to Coal Services.

Term	Definition
Health certification	A health determination with limited medical information to support the PCBU to create a safe system of work. This is documented on a health assessment certificate by an AMP following the completion of health examinations as outlined in (Order) Schedule 1, and any health assessment reviews which assess the ability of a coal mine worker or prospective coal mine worker to perform the position and risk category as outlined in s 6(b)(iii) and (iv).
Industry Health Standard	A practical, risk-based assessment tool designed to facilitate an AMP's evaluation of the health certification of coal mine workers for specific positions.
Mining activities	Mining activities carries the same meaning as defined in the <i>Work Health and Safety (Mines and Petroleum Sites) Act</i> (NSW) 2013 (as amended from time to time or replaced).
Order 43	Refers to the Coal Services Health Monitoring Requirements for Coal Mine Workers Order No. 43 under the <i>Coal Industry Act 2001</i> (NSW).
Person conducting a business or undertaking(s) (PCBU(s))	Person conducting a business or undertaking (PCBU) has the same meaning given to that term under s 5 of the <i>Work Health and Safety Act</i> (NSW) 2011 (as amended from time to time or replaced).
Position	A position is a collection of tasks that form a coal mine worker's position, for example, an Open Cut Operator.
Prospective coal mine worker	A person who is seeking to commence work for the first time at a NSW coal mine or CHPP for a PCBU. It does not include a person who will work in an environment in which they are not exposed to airborne contaminants, hazardous chemicals, and/or occupational noise.
Risk category	Means the category of risk determined by the PCBU of a coal mine worker's or prospective coal mine worker's position as one of the following: <ul style="list-style-type: none"> > Category A: Safety critical > Category B: Safety sensitive > Category C: Non-safety sensitive.
Serious incident	An incident resulting in the death or permanently incapacitating illness and/or injury of a person.
Tasks	Tasks are all of the work activities required to be completed by the coal mine worker as part of their position, such as driving a haul truck, conducting a pre-shift walk-around inspection of equipment, accessing/egressing equipment via a ladder or steps, or responding to in-vehicle alarms.
These Guidelines	Refers to the Risk Category Guidelines.

Introduction

Coal Services

Coal Services is a Specialised Health and Safety Scheme proudly protecting the NSW coal industry and its workers for over 100 years.

We offer a comprehensive range of critical services designed to minimise workplace injuries and illnesses.

In collaboration with our industry stakeholders, we are committed to safeguarding the health, safety, and wellbeing of coal mine workers within the sector by focusing on prevention, early detection, enforcement, and educational initiatives.



Role of Coal Services

Coal Services' preventative and responsive services in the areas of workplace health and safety, workers' compensation, emergency response and training, help to deliver on our purpose, 'to protect'.

Coal Services operates as a company under the provisions set out in the *Coal Industry Act 2001* (NSW) (the Act) s 9 regarding approved companies. We exercise these functions in accordance with s 10(1) of the Act.

Our statutory responsibilities are defined in the Act, and we are responsible for ensuring these and the various Orders pertaining to it are maintained.

Coal Services' unique collaborative model is like no other in the world. With our purpose, 'to protect' at its centre and enabled by collaboration with all industry stakeholders, the model demonstrates our role in supporting industry to comply with the legislative and regulatory framework that exists in NSW, as well as keeping coal mine workers' health, safety and wellbeing at the forefront of decision making.

The collaborative model and the services provided by our Specialised Health and Safety Scheme have delivered proven results in safeguarding against injury and occupational disease.

Health surveillance scheme for NSW coal mine workers

Under the Act, CS Health is responsible for executing Orders to monitor the health of NSW coal mine workers for any health effects due to occupational exposure to dust, noise, chemicals, and other workplace hazards.

The health assessments detailed in the Order can also identify other health and lifestyle-related conditions that may impact a coal mine worker's ability to work safely and effectively.

Regular screening provides an opportunity to identify occupational and non-occupational diseases early, often before symptoms manifest. This provides greater scope for effective treatments and preventative measures to keep coal mine workers safe.

The health surveillance scheme also helps NSW coal industry employers to fulfil their health and safety obligations to protect the health and wellbeing of their workforce.

Purpose

The Coal Services Risk Category Guidelines are designed to assist persons conducting a business or undertaking (PCBUs) in determining the risk category of a coal mine worker by outlining a process that considers the tasks performed by the coal mine worker and the associated risk to themselves and/or others in the event of an unavoidable and/or sudden medical incapacity.

The PCBU must provide the risk category of a coal mine worker to the approved medical practitioner (AMP) when the PCBU causes a coal mine worker or prospective coal mine worker to attend a health assessment and/or health assessment review.

Coal mine workers who are members of the NSW Mines Rescue Brigade will need to be assessed according to the risk category of their usual position during their health assessment, in addition to the health assessment requirements for NSW Mines Rescue Brigades Members as specified in the Coal Services—Mines Rescue Health Standard.

Transitional arrangements

These Guidelines have been developed to align with the proposed replacement of the Coal Services Health Monitoring Requirements for Coal Mine Workers Order No. 43. The replacement Order is expected to become operational in 2026 and will be assigned a new Order number.

Until the replacement Order is gazetted, these Guidelines refer to the proposed replacement Order.

These Guidelines have been published to support PCBUs in preparing for the transition to the replacement Order and will be updated once the replacement Order has been gazetted.

NSW Coal Industry Health Standards

The NSW Coal Industry Health Standards stipulate the framework that Coal Services requires AMPs to implement, ensuring consistent and uniform delivery of quality health assessments. These Standards support the health and safety systems within the NSW coal industry.

Coal mine workers perform tasks in diverse environmental conditions, with potentially unpredictable workloads, and are exposed to many occupational hazards unique to the coal industry. Depending on their position and work environment, a coal mine worker's immediate action or inaction due to an unavoidable and/or sudden medical incapacity could potentially affect not only themselves but also others. The consequences could range from minor to serious incidents.

Health assessments and the criteria used for health certification must consider the specific position and risk category of the coal mine worker.

Risk Category Guidelines

Risk categories

In accordance with the replacement of Coal Services Health Monitoring Requirements for Coal Mine Workers Order No. 43, a PCBU must ensure that a coal mine worker or a prospective coal mine worker has, or has had, a health assessment for a risk category that is the same or higher than the risk category for the work to be performed.

Risk categories determined under the Order are as follows:

- > Category A: Safety critical
- > Category B: Safety sensitive
- > Category C: Non-safety sensitive

In the coal industry, coal mine workers are assigned positions that include a variety of tasks with different levels of risk. These tasks can range from office-based administrative duties to operating equipment in open cut, underground, and industrial environments, often in dynamic workplace conditions.

Coal mine workers must have the physical and psychological capability to safely perform the tasks associated with their position and be able to effectively respond to workplace risks and changes through sound perception and judgment.

Impact of medical conditions

Various medical conditions, disabilities, or treatments may impact a coal mine worker's ability to safely undertake these tasks. A coal mine worker's action or inaction resulting from such a condition, could potentially lead to a serious incident, impacting themselves and/or others in the workplace. These conditions include, but are not limited to:

- > blackouts
- > cardiovascular conditions
- > diabetes
- > epilepsy
- > hearing loss and deafness
- > musculoskeletal conditions
- > neurodevelopment disorders
- > neurological conditions
- > psychiatric conditions
- > sleep disorders
- > substance use and misuse
- > vision and eye disorders.

Development and use of these Guidelines

Approved medical practitioners will refer to the risk categories designated by the PCBU to determine the appropriate medical investigations and evaluations required for a coal mine worker in their specific risk category. The AMP will consider any identified medical conditions and assess in alignment with the relevant NSW Coal Industry Health Standard(s).

The development of these Guidelines supports both employer and worker obligations under the *Work Health and Safety Act 2011* (NSW), particularly ss 19 (Primary duty of care) and 28 (Duties of workers), by providing a clear, consistent framework for identifying and assessing risk categories.

Supporting documents

In drafting these Guidelines, CS Health conducted a stakeholder workshop in October 2024 with representatives from the NSW Minerals Council, the Mining and Energy Union, and the Coal Services Standing Health Committee.

Appendices B and C include default examples of tasks, position and risk categorisation discussed during the workshop.

PCBUs must determine their own risk categories for the coal mine worker and consider the specific operational context, inherent risks and existing controls.

Risk Category Guidelines review and feedback process

A comprehensive review process is essential to ensure information detailed in these Guidelines remains current and maintains best practice standards.

These Guidelines will be reviewed 12 months after its initial publication and then every 5 years thereafter, or sooner, as required.

These Guidelines will be reviewed by the Coal Services Standing Health Committee, subject matter experts and the Coal Services Clinical Governance Committee.

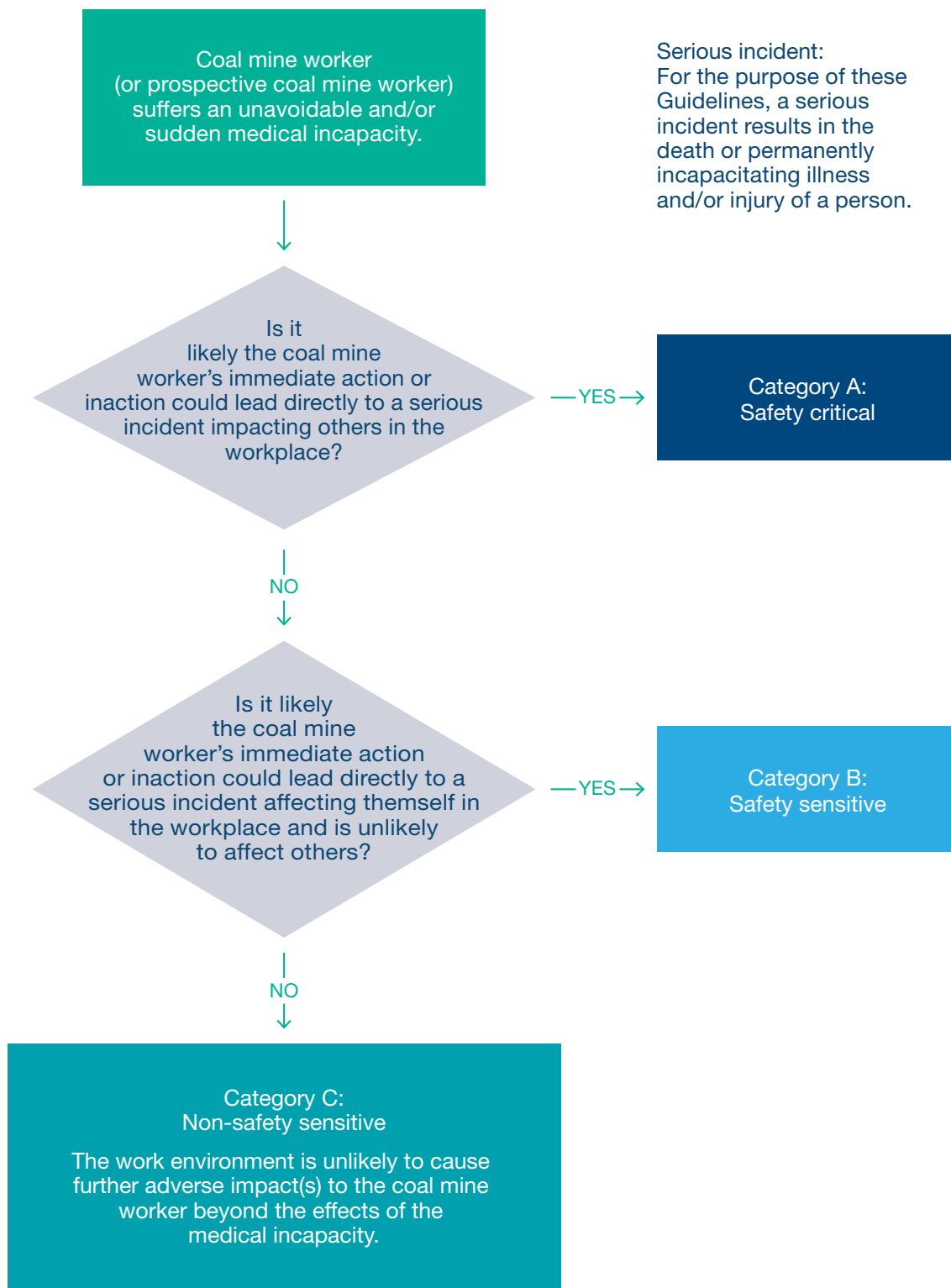
Any feedback received, including identified changes or required updates to these Guidelines, will be incorporated into the review process and considered accordingly.

Feedback on these Guidelines can be provided by email to shc@coalservices.com.au.

Defining risk categories

The process of defining risk categories for coal mine workers is summarised in Figure 1.

Figure 1: Risk categories for coal mine workers



In the first instance (where a coal mine worker suffers an unavoidable and/or sudden medical incapacity), category definition is based on the consideration of a key question:

Is it likely the immediate action or inaction of a coal mine worker, resulting from an unavoidable and/or sudden medical incapacity, could lead directly to a serious incident affecting others in the workplace?

The main premise of this question is that coal mine workers can potentially cause a serious incident, resulting in the death or permanently incapacitating illness and/or injury of another person in the workplace, in addition to any serious incident and harm they may cause themselves. This question is considered within the context of the working environment, existing control measures and the frequency and duration of the tasks being performed.

A coal mine worker is classified as **Category A: Safety critical** if it is likely their immediate action or inaction from an unavoidable and/or sudden medical incapacity may lead directly to a serious incident affecting others. The extent to which this serious incident affects the coal mine worker beyond the medical condition itself may depend on the task being performed and/or the work environment.

This risk category is distinguished from other risk categories that primarily affect only the individual coal mine worker.

If it is not likely that a coal mine worker's unavoidable and/or sudden medical incapacity could also affect others, then the following question is asked:

Could the immediate action or inaction of a coal mine worker, resulting from an unavoidable and/or sudden medical incapacity, lead directly to a serious incident affecting themselves and not likely to affect others in the workplace?

Again, this question is considered within the context of the working environment, existing control measures, and the frequency and duration of the tasks being performed.

A coal mine worker is classified as **Category B: Safety sensitive** if it is likely their immediate action or inaction, from an unavoidable and/or sudden medical incapacity, may lead directly to a serious incident affecting themselves, beyond the effects of the medical condition because of the task being performed and/or the work environment.

If the coal mine worker's immediate action or inaction, due to an unavoidable and/or sudden medical incapacity, will not lead to a serious incident affecting others, and the work environment will not contribute adversely to the outcome for the coal mine worker beyond the effects of the medical condition itself, then the coal mine worker is classified as **Category C: Non-safety sensitive**.

Determination of risk category

Determining risk categories for coal mine workers

The risk categories and the health assessment requirements specified in NSW Coal Industry Health Standards provide a framework for AMPs to evaluate the health assessment needs of coal mine workers with medical conditions associated with unavoidable and/or sudden medical incapacity.

It is the responsibility of the PCBU to determine the risk category of coal mine workers when requesting a health assessment for a coal mine worker.

Consultation with coal mine workers when determining risk categories is recommended, to comply with the *Work Health and Safety Act 2011 (NSW) s 47*.

Principles

When determining risk categories, the following guiding principles should be considered:

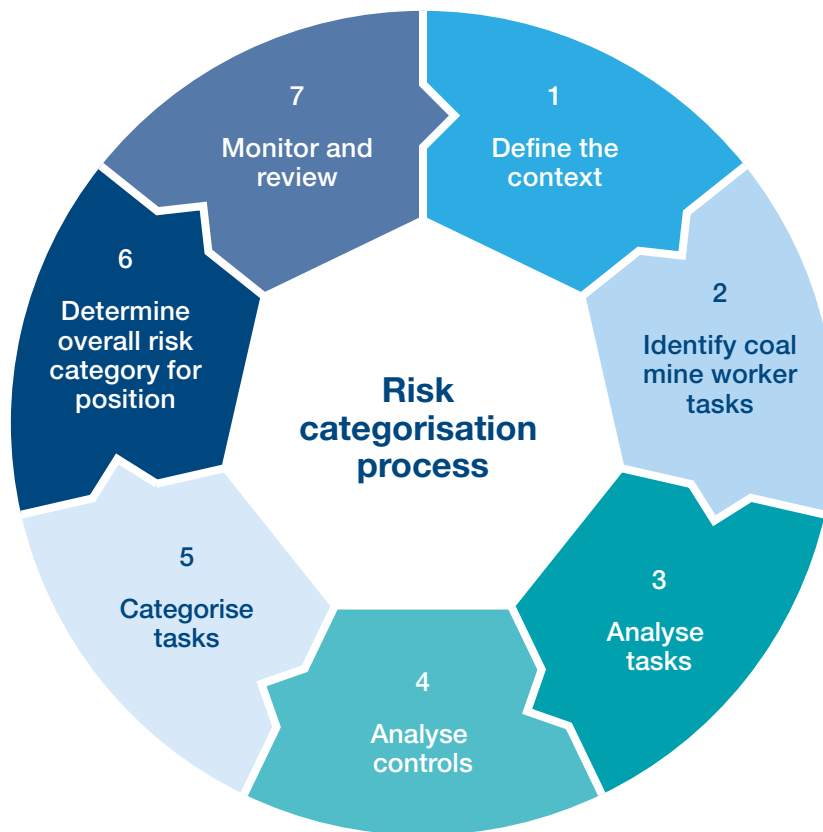
- > **Focus on tasks:** The process should focus on all tasks conducted by the coal mine worker's position, as they are often multi-skilled and perform various tasks.
- > **Analysis of tasks:** This analysis should encompass the working conditions, including the operational and engineering environment. It should also consider:
 - the consequences of unavoidable and/or sudden medical incapacity
 - the probability of occurrence based on the frequency and duration of each task
 - any operational and engineering controls designed to mitigate associated risks.
- > **Documentation:** The rationale for the risk categorisation of each position should be recorded to ensure transparency and traceability of the decision-making process.
- > **Review:** The risk categorisation process must be reviewed periodically, at a minimum whenever there are changes to tasks, work practices, working conditions or engineering controls.

Process

A process for categorisation of coal mine worker positions within the business is to be determined by the PCBU. An example of a risk categorisation process that may be adopted by a PCBU to determine the risk category of a coal mine worker's position is outlined in Figure 2.

A template is also provided in **Appendix A: Risk categorisation template**.

Figure 2: Example—Risk categorisation process for coal mine workers



Step 1: Define the context

It is important to define the context in which a coal mine worker performs the tasks associated with their position, including consideration of:

- > relevant legislative requirements
- > organisational policies and procedures
- > operational environment, for example:
 - underground
 - open cut in-pit
 - surface parts of an operation
 - workshop
 - coal handling preparation plant
 - office
 - train loadout
 - remote areas
 - travelling on public roads.
- > engineering environment, for example:
 - workplace design
 - engineered safe-work systems, such as:
 - collision avoidance systems
 - automatic monitoring and alarms or indicators
 - fail-safe systems or automatic protection.

Step 2: Identify coal mine worker tasks

The primary focus should be on identifying all tasks performed by a coal mine worker, rather than the overall position. This approach is essential as coal mine workers often need to be multi-skilled and perform a variety of tasks.

Methods for identifying tasks may include:

- > reviewing existing position descriptions
- > reviewing existing training needs analyses
- > reviewing existing job task analyses
- > visiting workplaces and observing tasks conducted within the workplace
- > consulting with coal mine workers and/or subject matter experts.

All potential tasks should be considered. Although some tasks may rarely occur, they must still be considered if there is any potential for occurrence. When analysing these tasks, the frequency and duration should be evaluated to assist in determining the appropriate risk category.

Step 3: Analyse tasks

A detailed task analysis will help facilitate the risk categorisation process.

When conducting the task analysis, the following should be considered:

- > the working conditions including both the operational and engineering environment (refer also to **Step 1: Define the context**)
- > the frequency of the task
- > the duration of the task.

Step 4: Analyse controls

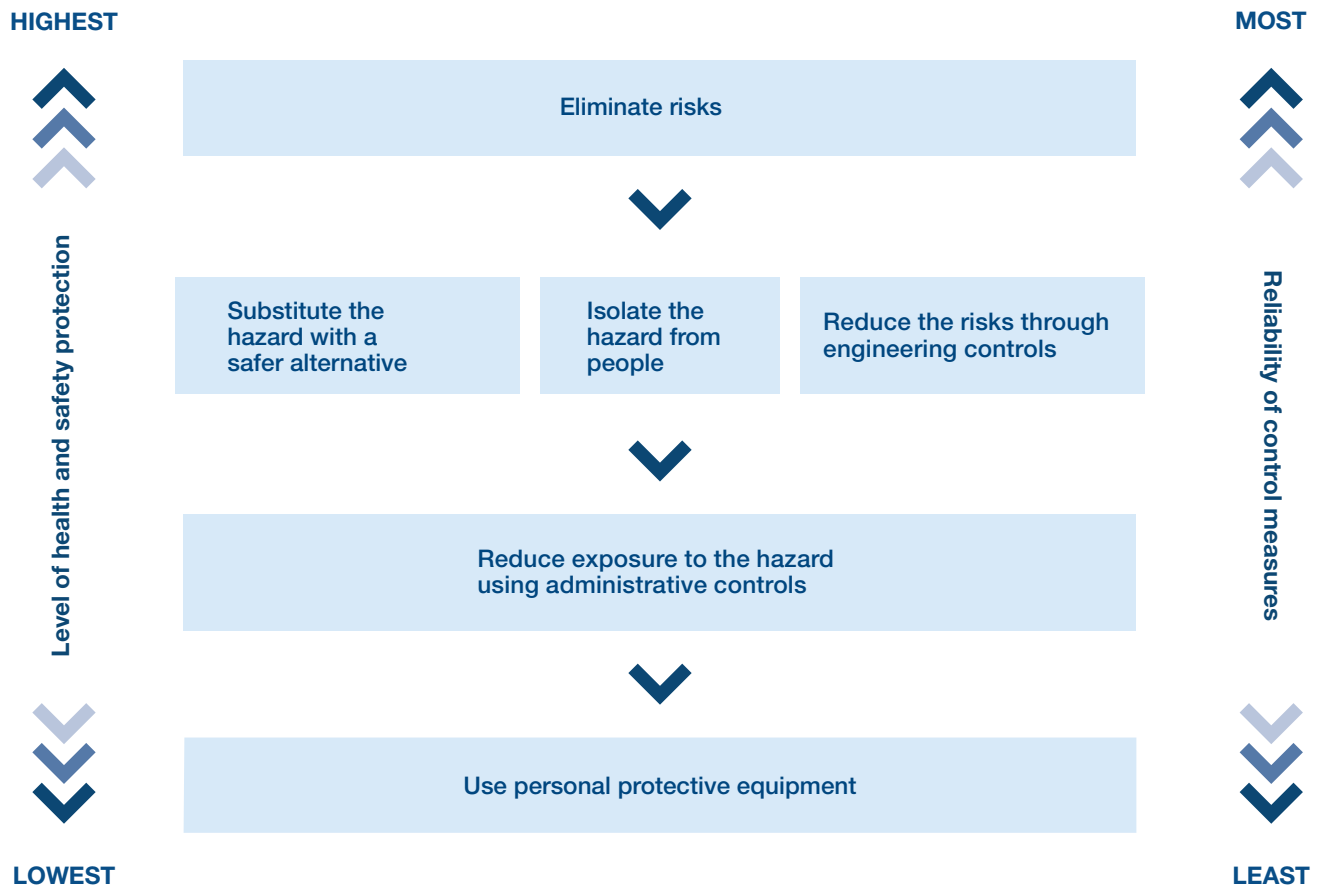
Following an analysis of all tasks, any controls that will mitigate the adverse outcome of an unavoidable and/or sudden medical incapacity should be identified.

These controls could include, but are not limited to:

- > fail-safe systems
- > engineering design protections
- > engineering support devices such as operator monitoring and vigilance systems
- > automatic warning and escalation systems
- > barriers and exclusion zones
- > numbers of personnel in the working environment
- > safe working rules, procedures and permits.

In accordance with the hierarchy of control (refer Figure 3), controls that have the highest level of protection and reliability are preferred.

Figure 3: Hierarchy of control measures



Source: SafeWork NSW Code of Practice How to Manage Work Health and Safety Risks, August 2019

Step 5: Categorise tasks

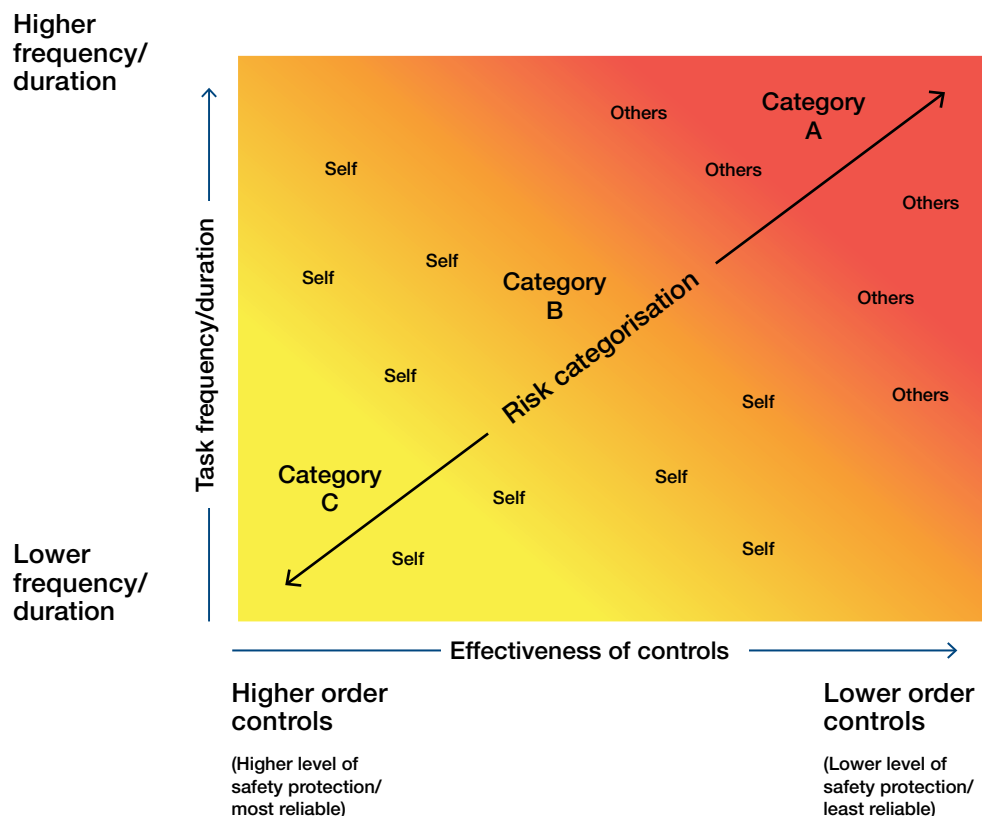
After identifying and analysing tasks and any associated controls, each task should be categorised.

The categorisation takes into consideration the outcomes of **Steps 3 and 4** and considers the probability of the occurrence based on the frequency and duration of the tasks being performed (refer to Figure 4).

A task considered a **Category A: Safety critical** task for one position may be categorised as a **Category B: Safety sensitive task** for a different position due to the frequency and duration of the tasks and, therefore, probability of occurrence, particularly if any implemented controls have a higher level of protection and reliability in mitigating the adverse outcome of an unavoidable and/or sudden medical incapacity.

For example, an open cut examiner (OCE) who drives a light vehicle in the open cut in-pit every shift for most of the shift may have the task categorised as **Category A: Safety critical**. In contrast, a manager who drives a light vehicle in an open cut in-pit once or twice a week may have this task categorised as **Category B: Safety sensitive**, with implemented and effective controls at the operation such as collision avoidance systems, in-vehicle monitoring systems, and windrows/berms in high-risk areas.

Figure 4: Example—Risk categorisation process: frequency/duration and controls



Step 6: Determine overall risk category for position

The highest risk task category from the categorisation of all tasks in **Step 5** determines the overall risk category for the position.

For example, if 4 tasks are assessed as **Category B : Safety sensitive** and one task is assessed as **Category A: Safety critical**, the overall risk category for the position is **Category A: Safety critical**.

Step 7: Monitor and review

The outcomes from the risk categorisation process require continuous monitoring and, when necessary, a review.

A review may be triggered by changes in the workplace such as evolving conditions, the introduction of new tasks or controls, modifications to existing tasks or controls, or changes to the broader context as defined in **Step 1**. Any implemented changes may require a reassessment of the risk category associated with a position and the process should recommence from **Step 1**.

If a coal mine worker changes positions, it is the responsibility of the PCBU to ensure the coal mine worker has, or has had, a health assessment for a risk category that is the same or higher than the risk category for the new position.

Appendices

Appendix A: Risk categorisation template

Coal mine worker position:							
Coal mine worker similar exposure group:							
Step 1: Define the context							
Define the context in which the work is performed — legislative requirements, policies, procedures, working conditions, and operational environment							
Step 2: Identify tasks		Step 3: Analyse tasks		Step 4: Analyse controls		Step 5: Categorise tasks	
Identify all tasks		Consider frequency, duration, work environment		Identify and detail controls that will mitigate risk in the event of an unavoidable and/or sudden medical incapacity (e.g. engineering systems, exclusion zones, spotter, etc.)		Based on the task analysis (3) and controls (4) determine potential impact of unavoidable and/or sudden medical incapacity. Consider probability of occurrence.	
1.	1.	1.	Cat A		Cat B		Cat C
2.	2.	2.	Cat A		Cat B		Cat C
3.	3.	3.	Cat A		Cat B		Cat C
4.	4.	4.	Cat A		Cat B		Cat C
Category A Serious incident affecting others		Category B Serious incident affecting themselves		Category C The task being performed and/or the work environment does not cause any additional adverse outcomes beyond those resulting from the medical incapacity itself.			
Step 6: Determine overall risk category						Cat A	
The highest risk task from above determines the overall risk category for the position.							Cat B
							Cat C

Step 7: Monitor and review

Consider requirements for monitoring and potential triggers for review

Assessment completed by: *(list all contributors)*

Name:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

Position:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

Other supporting documentation (describe and attach):

Date completed:

Date for review:

(unless triggered earlier)

Appendix B: Tasks and risk categorisation examples

Disclaimer: These examples show potential default risk categories for tasks, as determined by participants at the stakeholder workshop. They are based on assumptions about operational context, risks, and controls discussed during the workshop and are not indicative of all PCBUs.

PCBUs must determine their own risk categories for the coal mine worker and consider the specific operational context, inherent risks and existing controls.

Task	Category A	Category B	Category C
Operate OC heavy mobile equipment — haul truck			
Operate OC heavy mobile equipment — water cart, service cart			
Operate OC heavy mobile equipment — excavator, shovel, dragline, dozer, grader, loader, scraper, low loader, MMU, etc.			
Operate UG vehicle — personnel transport			
Operate UG mobile equipment — other			
Operate UG continuous miner			
Operate crane			
Operate EWP (boom type)			
Conduct scaffolding			
Conduct demolition work			
Operate light vehicle (depends on work environment)			
Respond to gas alarms on the job, not remotely (depends on if for an individual i.e. self or group, i.e. others)			
Tyre fitting (depends on equipment and work environment)			
Operate forklift (depends on equipment and work environment)			
Operate OC drill			
Conduct dogging			
Conduct rigging			
Working in confined spaces			
Conduct blasting/shotfiring activities			
Wear fall arrest/fall restraint equipment (i.e. work at height)			
Emergency access/egress via ladders or stairs			
Wear breathing apparatus (i.e. SCSR, CABA)			
Conduct electrical work			
Conduct hydraulic work			

Task	Category A	Category B	Category C
Conduct abrasive blasting			
Conduct spray painting or powder coating			
Conduct welding			
Operate longwall (UG)			
Conduct drilling/bolting (UG)			
Use power tools			
Inspections (depends on work environment)			
Cleaner — industrial (depends on work environment)			
Monitoring activities in a control room/dispatch (depends on work environment, e.g. OC, UG or CHPP)			
Operate/pilot UAV (e.g. drones)			
Administration/office based activities			
Use hand tools			
Cleaner — offices/amenities			

Appendix C: Position and risk categorisation examples

Example 1

Position:

HR officer

Tasks	Frequency	Controls/considerations
Administrative/office-based tasks	Frequent	N/A
Infield visits (workshop, underground or in-pit)	Infrequent	Accompanied
Light vehicle operation	Infrequent	Similar to private driver, not operating in operational areas (e.g. in-pit)

Categorisation process:

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting others in the workplace? **No**

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting themselves in the workplace? **No**

Could the coal mine worker's working environment negatively affect the outcome of an unavoidable and/or sudden medical incapacity? **No** — Coal mine worker is predominantly in an office-based environment.

Overall risk category: Category C: Non-safety sensitive

Example 2

Position:

Haul truck operator

Tasks	Frequency	Controls/considerations
Heavy equipment operation	Frequent	N/A
Light vehicle operation	Frequent	N/A
Walk-around inspections of equipment	Frequent	N/A
Access/egress equipment (e.g. stairs/ladders)	Frequent	N/A

Categorisation process:

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting others in the workplace? **Yes** — Haul truck regularly interacts with other vehicles and equipment.

Overall risk category: Category A: Safety critical

Example 3

Position:

CHPP operator/maintainer/technician

Tasks	Frequency	Controls/considerations
Walking up/down stairs and ladders	Frequent	N/A
Using hand tools and power tools	Frequent	N/A
Electrical and/or mechanical work	Frequent	N/A
Conducting inspections	Frequent	N/A
Manual tasks (e.g. shovelling, hosing)	Frequent	N/A
Control room monitoring activities	Frequent	N/A
Stockpile dozer operations	Frequent	N/A
EWP operations	Infrequent	Permit, exclusion zones
Light vehicle operation	Infrequent	Similar to private driver
Work at height	Infrequent	Permit, spotter
Work in confined space	Infrequent	Permit, spotter

Categorisation process:

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting others in the workplace? **No**

Could the coal mine worker's action or inaction from an unavoidable or sudden medical incapacity lead directly to a serious incident affecting themselves in the workplace? **Yes**

Overall risk category: Category B: Safety sensitive

Example 4

Position:

Underground continuous miner operator

Tasks	Frequency	Controls/considerations
Operate personnel transport	Frequent	N/A
Operate continuous miner	Frequent	N/A
Operate shuttle car	Frequent	N/A
Operate LHD	Frequent	N/A
Bolting/drilling operations	Frequent	N/A

Categorisation process:

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting others in the workplace? **Yes**

Overall risk category: Category A: Safety critical

Example 5

Position:

Security officer

Tasks	Frequency	Controls/considerations
Operate light vehicle	Frequent	Includes public road access, no interaction with heavy mining equipment
Inspections	Frequent	N/A
Work alone	Frequent	N/A
Operate light vehicle	Frequent	Includes public road access, no interaction with heavy mining equipment

Categorisation process:

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting others in the workplace? **No**

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting themselves in the workplace? **Yes**

Overall risk category: Category B: Safety sensitive

Example 6

Position:

Underground ventilation control device installer

Tasks	Frequency	Controls/considerations
Manual tasks (e.g. construction of formwork)	Frequent	N/A
Operate personnel transport	Frequent	N/A
Operate LHD	Frequent	N/A
Roof and rib bolting (hand-held/air-operated)	Frequent	N/A
Using hand tools and pneumatic tools	Frequent	N/A
Work at height	Infrequent	Permit, spotter

Categorisation process:

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting others in the workplace? **Yes** — Work in small teams in close proximity to others in the underground.

Overall risk category: Category A: Safety critical

Example 7

Position:

Open cut dispatch officer/technician

Tasks	Frequency	Controls/considerations
Administrative/office-based tasks	Frequent	N/A
Conducting monitoring activities	Frequent	OCEs also contactable, alarms escalate if not responded to, 2 dispatch officers
Light vehicle operation	Infrequent	Similar to private driver, may have light vehicle licence but not mandatory for position

Categorisation process:

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting others in the workplace? **No**

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting themselves in the workplace? **No**

Could the coal mine worker's working environment negatively affect the outcome of an unavoidable and/or sudden medical incapacity? **No** — Coal mine worker is predominantly in an office-based environment.

Overall risk category: Category C: Non-safety sensitive

Example 8

Position:

Workshop tyre fitter

Tasks	Frequency	Controls/considerations
Use of hand tools and power tools	Frequent	N/A
Grinding/cleaning	Frequent	N/A
Operate tyre handler	Frequent	N/A
Operate heavy equipment	Frequent	Limited movement, maintenance only
Operate light vehicle	Frequent	N/A
Deflate/inflate tyres	Frequent	No go zones, demarcation
Operate overhead crane	Infrequent	Fail to safe stops

Categorisation process:

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting others in the workplace? **No**

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting themselves in the workplace? **Yes**

Overall risk category: Category B: Safety sensitive

Example 9

Position:

Mining superintendent (open cut)

Tasks	Frequency	Controls/considerations
Risk management	Frequent	Risk management team — team-based decisions
Inspections	Frequent	
Administrative/office-based tasks	Frequent	
In-pit visits	Frequent	
Light vehicle operation (OC)	Frequent	Frequently alone Infrequently take passengers/visitors
Emergency management	Infrequent	Incident management team — team-based decisions

Categorisation process:

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting others in the workplace? **No**

Could the coal mine worker's action or inaction from an unavoidable and/or sudden medical incapacity lead directly to a serious incident affecting themselves in the workplace? **Yes**

Overall risk category: Category B: Safety sensitive

References

- > Coal Services Health Monitoring Requirements for Coal Mine Workers (Order No to be assigned)
- > Coal Services—Mines Rescue Health Standard
- > [ISO 31000:2018, Risk Management — Guidelines](#)
- > [National Transport Commission, Assessing fitness to drive for commercial and private vehicle drivers: *Medical standards for licensing and clinical management guidelines*, 2022 Edition](#)
- > National Transport Commission, National Standard for Health Assessment of Rail Safety Workers, 2024
- > [NSW Government, SafeWork NSW Code of Practice: How to Manage Work Health and Safety Risks, August 2019](#)
- > *Work Health and Safety Act 2011* (NSW)

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