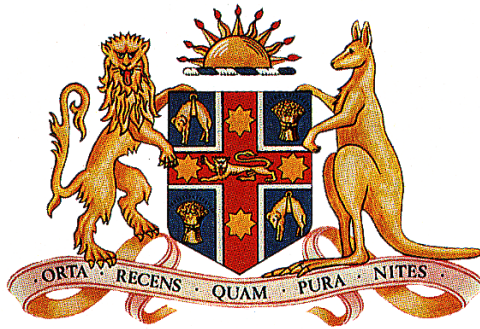




Government Gazette

of the State of

New South Wales

Number 441 - Other

Friday, 24 October 2025

The New South Wales Government Gazette is the permanent public record of official NSW Government notices. It can also contain local council, non-government and other notices.

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**COAL SERVICES HEALTH MONITORING REQUIREMENTS FOR
COAL MINE WORKERS ORDER No. 45**
under the
COAL INDUSTRY ACT 2001 (NSW)

Coal Services Pty Limited (A.C.N 099 078 234), an approved company under the *Coal Industry Act 2001* (NSW) (“the Act”), with the approval of the Hon. Courtney Houssos, MLC, Minister for Natural Resources, and in pursuance of section 13 of the Act, makes the following Order.

Dated this 22nd day of October 2025

Kylie Ah Wong
Chair
Coal Services Pty Limited

Angela Hunter
Managing Director/CEO
Coal Services Pty Limited

Approved by the Hon. Courtney Houssos, MLC, Minister for
Natural Resources, on this 14th day of October 2025

The Hon. Courtney Houssos, MLC
Minister for Natural Resources

**COAL SERVICES HEALTH MONITORING REQUIREMENTS FOR
COAL MINE WORKERS ORDER NO. 45**
under the
***COAL INDUSTRY ACT 2001* (NSW)**

1. Name of Order

This Order is the Coal Services Health Monitoring Requirements for Coal Mine Workers Order No. 45.

2. Commencement

This Order commences on 1 January 2026.

3. Revocation

The Coal Services Health Monitoring Requirements for Coal Mine Workers Order No. 43 published in the NSW Government Gazette No. 48 on 4 May 2018 at pages 2776-2781, including any associated schedules made or published on or after that date is revoked.

4. Interpretation

In this Order:

AHPRA means the Australian Health Practitioner Regulation Agency.

airborne contaminant means airborne contaminant as defined in the *Work Health and Safety Regulation 2025* (NSW) (as amended from time to time or replaced).

approved health professional means:

- a) an accredited exercise physiologist who is registered by Exercise and Sports Science Australia (ESSA) to practice as an exercise physiologist in Australia; or
- b) an occupational therapist who is registered by the AHPRA to practice as an occupational therapist in Australia; or
- c) a physiotherapist who is registered by the AHPRA to practice physiotherapy in Australia; or
- d) a registered nurse (Division 1) who is registered by the AHPRA to practice nursing in Australia; and who complies with the Clinical and Service Standard and is approved by Coal Services.

approved medical practitioner means a medical practitioner who is registered by the AHPRA to practice medicine in Australia, complies with the Clinical and Service Standard, and is approved by Coal Services.

audiometry means a pure tone audiogram examination conducted by an approved health professional or an approved medical practitioner who has completed an approved course in audiometry and complies with the Clinical and Service Standard.

Category A: Safety critical means 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 means 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 means 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.

Clinical and Service Standard means the Clinical and Service Standard developed and approved by Coal Services, as amended from time to time or replaced. The Clinical and Service Standard outlines the training and requirements for approved health professionals and approved medical practitioners to conduct health assessments, health assessment reviews, and retirement health assessments.

coal mine carries the same meaning as defined in the *Work Health and Safety (Mines and Petroleum Sites) Act 2013* (NSW) (as amended from time to time or replaced).

coal mine worker means a person who carries out work at a coal mine or a coal handling preparation plant for a person conducting a business or undertaking. It does not include a person who works in an environment in which they are not exposed to airborne contaminant, hazardous chemicals, and/or occupational noise unless the person has previously worked in an area of a coal mine or coal handling preparation plant in which they were exposed to airborne contaminant, hazardous chemicals, and/or occupational noise.

coal mine worker chest imaging means a radiological image and report of the chest which complies with the Clinical and Service Standard.

Coal Services means Coal Services Pty Limited (ACN 099 078 234).

Coal Services website means the website maintained by Coal Services at www.coalservices.com.au.

deferred health examination means where one or more health examination(s) was not undertaken in a health assessment due to the approved medical practitioner determining that a health examination(s) would be adverse to the health of the coal mine worker or prospective coal mine worker at that time, but is completed within twelve (12) months from the date of the health assessment.

hazardous chemical exposure means exposure to a hazardous chemical as defined in the *Work Health and Safety Regulation 2025* (NSW) (as amended from time to time or replaced).

health assessment means the health examinations of a coal mine worker or prospective coal mine worker that meets the following criteria: has been completed within the previous three (3) years; is assessed against the position and risk category; is completed by an approved medical practitioner; which includes all of the matters specified in Schedule 1 excluding any deferred health examination(s); is in the form approved by and provided to Coal Services; and is approved by Coal Services. The reference to three (3) years means by 31 December of that calendar year.

health assessment certificate means a certificate issued by an approved medical practitioner after the completion of a health assessment, health assessment review, or retirement health assessment, and must contain the information in response to items 1 to 13 in Schedule 2 and is provided to the person conducting a business or undertaking who requested the health assessment, health assessment review, or retirement health assessment; and is in the form approved by and provided to Coal Services; and is approved by Coal Services.

health assessment review means 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 the following criteria: is assessed against the position and risk category; is completed by an approved medical practitioner; is in the form approved by and provided to Coal Services; and is approved by Coal Services.

health certification means a health determination with limited medical information to support the person conducting a business or undertaking to create a safe system of work, and is documented on a health assessment certificate by an approved medical practitioner following the completion of health examinations as outlined in Schedule 1, and any health assessment reviews which assesses the ability of a coal mine worker or prospective coal mine worker to perform the position and risk category as outlined in clause 6 (b) (iii) and (iv).

health counselling means health information, education, and guidance provided to the coal mine worker or prospective coal mine worker by an approved health professional or approved medical practitioner in relation to a health issue(s) identified in the health assessment, health assessment review, or retirement health assessment and at the time of the health assessment, health assessment review, or retirement health assessment.

health examination means an examination or test listed in Schedule 1 that forms part of a health assessment.

industry health standard means any health standard approved by Coal Services and published on the Coal Services website (as amended from time to time or replaced).

occupational noise exposure means the level of noise that a coal mine worker may be exposed to at work.

person conducting a business or undertaking has the same meaning given to that term under section 5 of the *Work Health and Safety Act 2011* (NSW) (as amended from time to time or replaced).

prospective coal mine worker means a person who is seeking to commence work for the first time at a New South Wales coal mine or coal handling preparation plant for a person conducting a business or undertaking. It does not include a person who will work in an environment in which they are not exposed to airborne contaminant, hazardous chemicals, and/or occupational noise.

remedial measures means any actions recommended by the approved medical practitioner to be undertaken by the person conducting a business or undertaking with respect to a medical condition identified in the health assessment or health assessment review(s) as detailed on the health assessment certificate.

respirator fit testing means a quantitative assessment of the fitting of personal respiratory protective equipment to ensure that it fits closely to a person's face to minimise the risk of exposure to airborne contaminants. It is undertaken by a person who has completed an approved respirator fit test course and complies with the Clinical and Service Standard.

retirement health assessment means the health examinations of a coal mine worker who intends to or has retired or ceased work in the New South Wales coal industry that meets the following criteria: completed by an approved medical practitioner; which includes all the matters specified in Schedule 1, excluding any deferred health examination(s); in the form approved by and provided to Coal Services; and is approved by Coal Services.

risk category means the category of risk determined by the person conducting a business or undertaking of a coal mine worker's or prospective coal mine worker's position as one of the following: Category A: Safety critical, Category B: Safety sensitive, or Category C: Non-safety sensitive.

serious incident means an incident resulting in the death or permanently incapacitating illness and/or injury of a person.

similar exposure group is a group of coal mine workers who have the similar general exposure to hazards, and can include similarity and frequency of tasks performed, types of materials and processes used, and similarities in the way a task(s) is performed, as listed on the Coal Services website (as amended from time to time or replaced).

spirometry means:

- a) testing of lung function carried out by an approved health professional or approved medical practitioner who has completed an approved course in spirometry and complies with the Clinical and Service Standard; and
- b) the results are interpreted by an approved medical practitioner who has completed an approved course in spirometry interpretation and complies with the Clinical and Service Standard.

5. Application of this Order

This Order applies to an approved health professional, an approved medical practitioner, a coal mine worker,

Coal Services, a person conducting a business or undertaking who employs or intends to employ a coal mine worker, and a prospective coal mine worker.

6. Requirement for a health assessment

- a) A person conducting a business or undertaking must ensure a coal mine worker or a prospective coal mine worker has, or has had, a health assessment:
 - (i) for the position of the coal mine worker or proposed position of the prospective coal mine worker;
 - (ii) for a risk category that is the same or higher than the risk category for the work to be performed by that coal mine worker or prospective coal mine worker; and
 - (iii) prior to commencing work at a coal mine or coal handling preparation plant.
- b) A person conducting a business or undertaking who causes a coal mine worker or a prospective coal mine worker to attend a health assessment or a health assessment review must provide the following information to the approved medical practitioner:
 - (i) the full name and address of the person conducting the business or undertaking;
 - (ii) the full name and date of birth of the coal mine worker or prospective coal mine worker;
 - (iii) the position of the coal mine worker or prospective coal mine worker;
 - (iv) the risk category of the coal mine worker or prospective coal mine worker;
 - (v) the similar exposure group of the coal mine worker or prospective coal mine worker;
 - (vi) whether respirator fit testing is requested by a person conducting a business or undertaking; and
 - (vii) whether any health monitoring requirements in Schedule 14, *Work Health and Safety Regulation 2025* (NSW) (as amended from time to time or replaced) are requested by a person conducting a business or undertaking.
- c) A person conducting a business or undertaking must allow a coal mine worker time during their normal rostered hours to attend:
 - (i) a health assessment, at least once every three (3) years; and
 - (ii) a health assessment review whenever it is related to airborne contaminant, hazardous chemicals, and/or occupational noise exposure,where reasonably practicable (except where this conflicts with an approved enterprise agreement, in which case the terms of the approved enterprise agreement will prevail).
- d) Except where the person conducting a business or undertaking complies with clause 6(c), a person conducting a business or undertaking must provide payment to a coal mine worker to undertake:
 - (i) a health assessment, at least once every three (3) years; and
 - (ii) a health assessment review whenever it is related to airborne contaminant, hazardous chemicals, and/or occupational noise exposure.
- e) A person conducting a business or undertaking must provide a coal mine worker with a copy of the health assessment certificate within four (4) weeks of receiving the health assessment certificate.

7. Requirement for a retirement health assessment

- a) A coal mine worker who intends to or has retired or ceased work in the New South Wales coal industry is entitled to a retirement health assessment(s).
- b) A coal mine worker may arrange their retirement health assessment(s).
- c) A person conducting a business or undertaking who arranges a retirement health assessment, must provide the following information to the approved medical practitioner:
 - (i) the full name and address of the person conducting the business or undertaking;
 - (ii) the full name and date of birth of the coal mine worker;
 - (iii) the position(s) of the coal mine worker;
 - (iv) similar exposure group;
 - (v) the work that the coal mine worker has carried out, and the duration of that work; and
 - (vi) whether any health monitoring requirements in Schedule 14, *Work Health and Safety Regulation 2025* (NSW) (as amended from time to time or replaced) are requested by a person conducting a business or undertaking.
- d) A copy of the health assessment certificate will be provided to the coal mine worker within four (4) weeks of the retirement health assessment by Coal Services.

8. Health assessment information

An approved health professional, approved medical practitioner, and Coal Services collects personal and health information about coal mine workers and prospective coal mine workers arising from a health assessment, health assessment review, or retirement health assessment. A person conducting a business or undertaking collects personal and health information about coal mine workers and prospective coal mine workers upon receiving a copy of the health assessment certificate pursuant to clause 6(e) above.

9. Requirement to provide coal mine workers list

By 30 September each calendar year, the person conducting a business or undertaking who has employed a coal mine worker in the previous twelve (12) months, must provide to Coal Services, in the form provided by Coal Services, a list containing the full name, date of birth, position, risk category, similar exposure group, commencement date, and termination date where applicable.

10. No duty or obligation to employ or engage a prospective coal mine worker

Nothing in this Order shall require a person conducting a business or undertaking to employ or otherwise engage a prospective coal mine worker for any reason.

11. Transitional arrangements

- a) If a coal mine worker has a current periodic medical assessment completed pursuant to the Coal Services Health Monitoring Requirements for Coal Mine Workers Order No. 43 under the *Coal Industry Act 2001* (NSW), that periodic medical assessment is a health assessment under this Order subject to the periodic medical assessment being completed within the previous three (3) years.
- b) If a coal mine worker has entered the New South Wales coal industry within three (3) years previous to the commencement of this Order and has not completed a periodic medical assessment, then the first pre-placement medical assessment completed pursuant to the Coal Services Health Monitoring Requirements for Coal Mine Workers Order No. 43 under the *Coal Industry Act 2001* (NSW) is to be considered a health assessment for that coal mine worker under this Order.

SCHEDULE 1**Required information and health examinations**

1. Full name and date of birth of the coal mine worker or prospective coal mine worker.
2. The position, risk category, and similar exposure group of the coal mine worker or the proposed position, risk category, and similar exposure group of the prospective coal mine worker.
3. Name and registration number of the approved health professional(s) undertaking the health examinations and the approved medical practitioner completing the health assessment, health assessment review(s) or retirement health assessment.
4. Name and address of the person conducting the business or undertaking who requested the health assessment, health assessment review(s), or retirement health assessment.
5. Date(s) the health assessment, health assessment review(s) or retirement health assessment were carried out.
6. Detailed work history of the coal mine worker or prospective coal mine worker.
7. Detailed medical history, including any past or present disease, illness or injury (including work and non-work related), use of medication, alcohol intake, smoking/vaping and tobacco history, and physical activity.
8. Spirometry, a review of the respiratory system including chest examination, auscultation and the completion of a standardised respiratory questionnaire based on the MRC (UK) Respiratory Questionnaire 1986 (as amended from time to time or replaced).
9. Hearing assessment, including audiometry.
10. Vision assessment, including visual acuity, visual fields, and colour vision.
11. Full musculoskeletal assessment including any previous injury or underlying condition(s).
12. Cardiovascular assessment including assessment of heart sounds.
13. Blood pressure assessment.
14. Pulse rate.
15. Urinalysis.
16. Height, weight, neck circumference, and Body Mass Index (BMI).
17. Waist measurement.
18. Abdominal examination.
19. Random cholesterol (non-fasting) – total and HDL-C.
20. Random blood glucose test (non-fasting).
21. Neurological examination including any sensory or balance disorders, including the Romberg test for balance.
22. The Kessler Psychological Distress Scale (K10).
23. The STOP BANG questionnaire.¹
24. Alcohol Audit: The Alcohol Use Disorders Identification Test (AUDIT).
25. Cardiovascular Risk Assessment based on the guidelines produced by the Australian ‘National Vascular Disease Prevention Alliance’ and the American Heart Association (as amended from time to time or replaced).
26. Coal Services hazard exposure questionnaire.
27. Coal mine worker chest imaging and report, including a comparison with any previous coal mine worker chest imaging reports.
28. Respirator fit testing when requested by the person conducting a business or undertaking.
29. Any health monitoring requirements in Schedule 14, *Work Health and Safety Regulation 2025* (NSW) (as amended from time to time or replaced) when requested by the person conducting a business or undertaking.
30. Health certification that includes:
 - a) the health determination of the coal mine worker or prospective coal mine worker to perform the position and risk category, including any recommendations or work restrictions in accordance with any industry health standard;
 - b) any advice that examination results indicate that the coal mine worker may have contracted a disease, injury or illness as a result of carrying out the work or for a prospective coal mine worker who may have contracted a disease, illness, or injury as a result of carrying out any other work;
 - c) any recommendation(s) that the person conducting a business or undertaking take remedial measures;
 - d) whether health counselling was provided in relation to any health issue(s) identified in the health assessment, health assessment review(s), or retirement health assessment; and
 - e) the interval and nature of any health assessment review(s) including whether the health assessment review(s) is related to airborne contaminant, hazardous chemicals, and/or occupational noise exposure.

¹ A Tool to Screen Patients for Obstructive Sleep Apnea: Frances Chung, F.R.C.P.C.,* Balaji Yegneswaran, M.B.B.S.,† Pu Liao, M.D.,‡ Sharon A. Chung, Ph.D.,§ Santhira Vairavanathan, M.B.B.S.,_ Sazzadul Islam, M.Sc.,_ Ali Khajehdehi, M.D.,† Colin M. Shapiro, F.R.C.P.C.#Anesthesiology 2008; 108:812–21 Copyright © 2008, the American Society of Anesthesiologists, Inc. Lippincott Williams & Wilkins, Inc.

SCHEDULE 2

Health assessment certificate and reports

Health assessment certificate

1. Full name.
2. Date of birth.
3. Position.
4. Risk category.
5. Similar exposure group.
6. Health determination.
7. Corrective lenses or hearing aid requirements.
8. Remedial measures.
9. Any advice that examination results indicate that the coal mine worker may have contracted a disease, illness, or injury as a result of carrying out the work or for a prospective coal mine worker who may have contracted a disease, illness, or injury as a result of carrying out any other work.
10. Any health counselling provided in relation to any health issue(s) identified in the health assessment, health assessment review(s) or retirement health assessment.
11. Any health assessment(s) review(s), and whether it is related to airborne contaminant, hazardous chemical and/or occupational noise exposure and the review(s) interval(s).
12. Any deferred health examination(s).
13. Any recommended actions by the person conducting a business or undertaking in relation to the health assessment or health assessment review(s).

Reports

14. Audiometry report.
15. Coal mine worker chest imaging report.
16. Where applicable respirator fit testing report.
17. Where applicable any health monitoring results from Schedule 14, *Work Health and Safety Regulation 2025* (NSW) (as amended from time to time or replaced).

Notes:

1. The Act provides that a person (an individual or a corporation) must not, without reasonable excuse, refuse or fail to comply with this Order – Maximum penalty: 200 penalty units in the case of a corporation or 50 penalty units in the case of an individual.
2. The data obtained from assessments under this Order will be entered by Coal Services into its Health Assessment Database for the purpose of monitoring the health of the New South Wales coal industry. This will enable Coal Services to report on health trends, provide advice to relevant Government agencies, the Minister and to coal mines. In doing so, the provisions of the *Privacy and Personal Information Protection Act 1998* and the *Health Records and Information Privacy Act 2002* will be adhered to.
3. The legislation referred to in this Order is available from www.legislation.nsw.gov.au. For further information contact Coal Services on (02) 8270 3200.