

QUEENSLAND MINING • 1 JUNE 2026

Safety work $\neq$ the safety of work.

Most of what we do in the name of safety in Queensland mining is just safety work and does not make the mine safer.

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THE EVIDENCE

Four things we do that don't work.

1

Take 5s

A controlled trial found no evidence they improve planning, heedfulness, education, or hazard ID. Workers batch them, pre-fill them in the ute, fill them in for each other. Rae calls it the "Not for Me" effect — useful for someone else, never for me.

2

Risk assessments done after the decision

"Unless you have a time machine, risk assessments cannot directly drive risk reduction." — Drew Rae. Most JSAs I review are utter crap — more likely to prove in an investigation that it was tick-and-flick.

3

TRIFR & LTI dashboards

Month-to-month changes are statistically indistinguishable from noise. Not "mildly noisy" — literally noise. Boards "gain an understanding" of safety from random variation dressed up as a trend.

4

The clutter itself

Every incident adds paperwork. We never take anything away. **And every safety activity that takes a supervisor off the floor is making work less safe, not more.**

THE ELEPHANT IN THE ROOM

We're about to hit 1 June 2026 with safety systems so full of safety work that there's no room left for the safety of work.

CCM — done properly — requires the opposite.

It requires us to be ruthless about what a critical control actually is, what "working" actually looks like, and how we verify it.

You can't do that inside a system buried in cards, audits, pre-starts, forms, and dashboards that everyone privately knows aren't doing anything.

FOUR QUESTIONS

CMOs, SSEs & company officers:

- ? Can you name three pieces of safety work on your site that you'd bet your own money actually reduce the risk of a fatality? If you can — why aren't you doing more of those and less of everything else?
- ? If you removed a piece of safety work tomorrow, would anyone be able to demonstrate the risk went up? If not — what was it actually doing?
- ? How much of your board's monthly safety report is signal, and how much is month-to-month noise?
- ? If you asked your supervisors what the stupidest thing they do every day is — and meant it — what would they say? And what's stopping you from asking?

Less safety work. More safety of work.