mos | Training

SUPERVISORPROGRAM

Underground Coal Mine Supervisor

The duties expanded. The training didn't.

Supervision underground is safety-critical. It takes more than technical experience: supervisors have to know their legal obligations, apply site safety systems, lead crews and recognise when conditions call for escalation.

This course builds the capability expected of an underground coal mine supervisor inside the Queensland framework. It connects the Act and Regulation with recognised standards, the SHMS, PHMPs and critical controls, then covers CMSHAC and the Brady Review, industrial manslaughter, reporting and IMRS, and the growing responsibility supervisors carry for psychosocial hazards.

At a glance

Format
Online / LMS-based training

Structure
12 supervisor-focused modules

Audience
Underground coal mine supervisors and developing leaders

Framework
Queensland coal mining legislation and site systems

Focus
Legal duties, leadership, critical controls, reporting and worker wellbeing

Who this course is for

- Underground coal mine supervisors
- Newly appointed or developing supervisors
- Production and development frontline leaders
- Personnel preparing for greater statutory or supervisory responsibility
- Leaders responsible for applying site safety systems and critical controls

In 32 of 47 Queensland mining fatalities the work required supervision. In 25 of those, supervision was inadequate or absent.

Learning outcomes

- Understand the legal framework that governs underground coal mine supervision.
- Recognise what the role means in practice and the obligations attached to it.
- Apply the five core supervisor duties established under the Regulation.
- Lead crews with clear expectations, communication and visible safety leadership.
- Use the SHMS, PHMPs and critical controls as active tools for managing risk.
- Understand reporting, record-keeping and IMRS expectations.
- Recognise the significance of the Brady Review and high-reliability thinking.
- Recognise psychosocial hazards and take practical steps to address them.

Pricing

Pricing depends on delivery format and group size. Get in touch and we'll put a quote together for your site.

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Course structure: Underground Coal Mine Supervisor

Twelve modules build supervisor capability from the legal foundations of the role through daily leadership, risk-control systems, reporting, accountability and psychosocial safety. The focus stays on what supervisors have to understand, verify and do in the field.

Module 1
Introduction & Context

Set the context for modern underground supervision and why the supervisor sits at the centre of prevention.

Module 2
The Legal Framework

Understand the hierarchy from CMSHA 1999 and CMSHR 2017 through recognised standards, guidance notes and site systems.

Module 3
What Is a Supervisor?

Clarify the supervisory role within the mine management structure and the responsibility to actively manage risk.

Module 4
Your Personal Obligations

Understand the personal duties, accountability and behaviours expected when exercising supervisory responsibility.

Module 5
Leading Your Crew

Turn authority into effective leadership through communication, expectations, engagement and visible field presence.

Module 6
Daily Duties

Apply the five supervisor responsibilities set out in section 16A of the CMSHR in day-to-day work.

Module 7
SHMS, PHMPs & Critical Controls

Use the safety and health management system, principal hazard plans and critical controls to manage material risks.

Module 8
CMSHAC, Brady Review & HRO

Examine industry lessons, including the Brady finding that supervision issues featured heavily in fatal incidents, and the value of high-reliability behaviours.

Module 9
Reporting, Records & IMRS

Understand the importance of accurate reporting and records, and the role of IMRS in supporting visibility, accountability and learning.

Module 10
Industrial Manslaughter

Understand the increased legal accountability created by Queensland industrial manslaughter provisions for resources legislation.

Module 11
Psychosocial Hazards: Part 1

Recognise psychosocial hazards, how they cause harm, and the practical role supervisors have in preventing and managing them.

Module 12
Psychosocial Hazards: Part 2

Build confidence to notice changes, start supportive conversations and respond appropriately without needing to have all the answers.

Where this sits

Queensland expanded what coal mine supervisors are accountable for, but no new qualification was created to match. Deputies, OCEs and mine managers hold certificates of competency, practising certificates and ongoing CPD. Supervisors hold S123, a two-day committee-recognised competency cluster that was never written for the duties they now carry.

S123 remains the recognised supervisor competency in Queensland. This course sits around it, not in place of it, and builds on the ground the QMIHSC Supervisor Project mapped out.

Industry alignment

QMIHSC Supervisor Project, The University of Queensland, 2026

The project set out what Queensland mine supervisors need to know and be able to do, and cautioned that the national units of competency don't cover Queensland's statutory supervision requirements or the supervisor's role in critical control and principal hazard management. This course is built on that ground.

Training need identified by the project	How this course delivers it	Status
Legislated obligations Understanding the legislated obligations of a supervisor in Queensland and how to fulfil them.	Modules 2, 4, 8 and 10: the Legal Framework, Personal Obligations, CMSHAC / Brady / HRO and Industrial Manslaughter.	**Delivered and extends**
Risk and critical control management Facilitating task-based risk assessments and verifying critical controls for material unwanted events.	Module 7: SHMS, PHMPs and Critical Controls, supported by critical-control content for each recognised fatal hazard.	**Delivered and extends**
Application of the SHMS Applying the relevant parts of the safety and health management system to the day-to-day role.	Module 7, with the statutory context set in Modules 2 and 6.	**Delivered**
People leadership and work allocation The first and third needs on UQ's list.	Modules 3, 5 and 6: What Is a Supervisor, Leading Your Crew and Daily Duties.	**Delivered**
Consultation and communication Consulting and communicating with teams and stakeholders in a way that is two-way, timely and understood.	Modules 5 and 6 build the communication side. Leading the Shift and Coaching Conversations complete this need.	**Contributes**
Psychosocial risk management Recognising psychosocial risk factors, holding supportive conversations and applying practical controls.	Modules 11 and 12: Psychosocial Hazards Parts 1 and 2.	**Delivered**
Incident investigations Contributing to investigations of incidents and critical control failures.	Module 9 covers reporting, records and IMRS. Root Cause Analysis completes this need.	**Contributes**

Units of competency the project identified

RIIRIS402X	Carry out risk management process	In this course
RIIWHS403E	Apply the work health and safety management system	In this course
RIIERR301E	Respond to work site incidents	
RIICOM301X	Communicate information	
RIIWHS301X	Conduct initial safety and health investigations *Flagged by the project, not confirmed*	In this course

Content alignment only. MOS content is mapped to the nine training needs and to the four RII units the project confirmed, with investigations flagged as a likely fifth. Formal alignment to those units is in progress with a registered training organisation. It is not the Queensland-specific unit UQ recommended.

Book today

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Our training strengthens frontline capability, improves operational discipline and supports safer, more consistent decision-making.

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