

SAFETY - Jim Joy



Jim Joy is inducted for the Global Mining Industry Risk Management (G-MIRM) education and training package he developed. Joy is a highly experienced and qualified risk manager who is well-recognised in the global mining industry. He is known in the industry as a creative person who can deliver effectively at all levels in areas ranging from facilitation, advising and project management. As the Director of the Minerals Industry Safety and Health

Centre (MISHC) in the University of Queensland (UQ), he was contracted by global mining company, Anglo American, to develop an internal training program to enable its employees at all levels (executive to operator) to better understand safety risk and make better decisions both in day to day operations and major engineering decisions where these impact safety. In essence, Anglo American was looking for a cultural change to safety risk management within the organisation.

What Joy produced was unexpected. Through his background and knowledge formed through many years' experience, he developed a truly remarkable program that far exceeded the expectations of Anglo American as, for the first time, a structured process became available that challenged the mindset and tolerance of company executives and line leaders to risk, based on the principle of 'care'. Notwithstanding the well-known and accepted duty of care in the mining industry, the approach he developed in the G-MIRM program was confronting, challenging and almost life-changing for those leading Anglo American. The technical content of the program is based on a journey model from basic to resilient across four layers of risk (critical risk down to daily task risk). But it was the ability of the program and Jim's approach to permanently change mindsets and behaviour across a global multinational that was truly unique. Anglo American was so impressed with the results that they transferred the intellectual property to UQ to enable a program to be initiated that would offer G-MIRM to the global resources industry. The short video clip at http://www.youtube.com/watch?v=Pbk6QhCln-4&feature=player_embedded explains this decision. Since then, university partners have been established in South Africa, Canada, Chile and Brazil where lecturers have been accredited to deliver G-MIRM by UQ through its commercialisation company, JKTech. Three major mining companies have committed over A\$1million each to deliver G-MIRM throughout their business and many other smaller companies have made scale-equivalent commitments. Government regulators have praised the G-MIRM program and in 2013 the West Australian Department of Minerals and Petroleum contracted JKTech to take all of its inspectors through the program and opened those sessions to industry participants with the intention of driving consistency in risk management across the sector. G-MIRM remains the major offering of JKTech's Risk and Sustainability department and the list of clients is continuing to grow, even through a difficult period in the mining industry. In 2012, JKTech opened an office in Johannesburg, South Africa on the basis of the success of and continuing demand for G-MIRM programs. Currently, this office is dedicated to G-MIRM delivery. Since January 2011 he has been leading the technology transfer of global education and project initiatives initiated in the MISHC at the UQ. This involves development of a network of universities around the world to deliver education and training programmes to minerals industry companies such as Anglo American, Newmont, Sasol, Murray and Roberts, Anglo Gold

Ashanti, DeBeers and others. The role also includes leadership of a unique project involving 14 global mining companies in a process of engaging major mining equipment producers such as Caterpillar, Komatsu, Sandvik and others in efforts to optimise equipment operability and maintainability. Previous to this role, he was Professor and Director of the MISHC. The centre was established in 1998 with the support of seven Australian mining companies. Currently MISHC is active in undergraduate and postgraduate education, applied research, consulting and cross-industry projects supported by the International Council for Mines and Metals (ICMM) and mining companies. Previous to this role, Joy was a consultant in the underground and surface coal and metal mining industry, designing and facilitating a variety of risk assessments and major accident investigations, as well as assisting with the development of several corporate risk management programs. Over the past 20 years, he has been involved in projects for minerals companies or agencies across the globe. He has developed mining risk concepts, tools and management systems models based on System Safety technology from the US nuclear power industry. He has also written and presented many papers, seminars and courses on risk management and human factors engineering. The advisory committees he has served on include: WMC Sustainability Advisory Committee (2001 to 2003), BHP Billiton HSE Board Advisory Committee (2002 and 2003), BHP Billiton Safety and Health Awards Committee (2001 to 2004, 2008), NSW GIO (Government Insurance Office) Advisory Board (2000 to 2004), WA Mining Occupational Safety and Health Advisory Board (2001 to 2003), Xstrata Plc HSEC Board Advisory Committee (2005 to 2007), Anglo American Chair of Safety Risk Management (2007 to 2011). In 2003, the Australian Institute of Mining and Metallurgy awarded him the Health and Safety Award. He is one of the most experienced risk management professionals in the global minerals industry. His initial capability was developed in a large Canadian electrical utility, initially in the nuclear power area but later in conventional power generation and transmission. After emigrating to Australia in 1986, he became involved with the mining industry and has remained in the industry to this day. He introduced methods of operational risk assessment in the early days of related Australian regulatory reform and helped many Australian companies develop approaches and skills to effectively applying the techniques. In the 1990s Jim was a principal of an international consulting company delivering services in risk management across Australia and overseas. After that he joined UQ to set up and direct the successful MISHC. That centre has grown to have an established national and international reputation with leading initiatives in consulting, education, information and applied research. In 2009 and 2010 Jim spent 11 months on an overseas working tour of the mining industry including South America, North America, the UK and South Africa.