

IQA CERTIFIED PRACTITIONERS COMMITTEE – RULES AND CHARTER

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1. Overview

The Certified Practitioners Committee (CP Committee) is an independent committee for quarry practitioners formed by The Institute of Quarrying Australia (Institute). The CP Committee is responsible for the development and administration of the Quarry Management Certification System (QMCS), a national system to recognise the ongoing professional development of quarry practitioners throughout Australia. These Rules and Charter (Rules) outline:

- a) the functions, processes and rules of the CP Committee in its administration of the QMCS; and
- b) the rules governing quarry practitioners seeking to join, acquire and maintain professional development recognition through the QMCS.

2. Commencement

These Rules supersede all previous Institute CP Committee / CP Board rules, including the Institute's CP Board rules of 06 August 2006, 15 March 2009, 07 August 2012, 18 November 2014 and 3 October 2019. These rules will come into effect upon endorsement by the Institute of Quarrying Board.

3. Definitions

The following definitions must be used to interpret the Rules unless the context or subject matter otherwise indicates or requires:



- a) "Appeal" means an appeal by an Applicant of the decision of the CP Committee to reject an Application in accordance with these Rules.
- b) "Applicant" means a person applying for the first time to become a CP in accordance with these Rules.
- c) "Application" means an application submitted by an Applicant.
- d) "Application Fee" means the fee payable to the IQA by the individual for annual entry into the QMCS program.
- e) "Board" means the Board of Directors of the Institute of Quarrying Australia.
- f) "Business Day" means a day other than a Saturday, Sunday or public holiday in the relevant State or Territory in Australia.
- g) "Category" means either Quarry Manager or Quarry Supervisor for the purposes of distinguishing CPQM or CPQS.
- h) "Certificate" means the annual certificate issued by the IQA to an Applicant / CPQM / CPQS who has met the professional development requirements of the program in the stated period of time.
- i) "Certification" means approval by the CP Committee that the individual CPQM or CPQS has met the stated Ongoing Professional Development requirements of the program.
- j) "Certified" means the individual CPQM or CPQS has met the stated Ongoing Professional Development requirements of the program in the stated period of time.
- k) "Chairperson" means the Chairperson of the CP Committee.
- l) "Code of Conduct" means any code of professional ethics and/or standards for CPs approved by the Board from time to time.
- m) "CP" means Certified Practitioner as applied under the QMCS.
- n) "CP Committee" means the Certified Practitioners Committee formed by the Institute in accordance with these Rules.
- o) Certified Practicing Quarry Manager (CPQM) means any Quarry Manager who has met the Ongoing Professional Development requirements of the program and is awarded by the CP Committee.
- p) Certified Practicing Quarry Manager (CPQS) means any Quarry Supervisor who has met the Ongoing Professional Development requirements of the program and is awarded by the CP Committee
- q) "Grades" means the grades of IQA membership that are set as the grades by the Board.
- r) "Institute" means The Institute of Quarrying Australia ACN 066 208 375 incorporated 26 August 1994.
- s) "OPD" means Ongoing Professional Development.
- t) "QMCS" means the Institute's Quarry Management Certification System developed and administered by the CP Committee.



- u) "Register" means a register of CPs maintained by the CP Committee in accordance with these Rules.
- v) "Review" means a review of any penalty imposed by the CP Committee in accordance with these Rules.
- w) "RTO" means any Registered Training Organisation approved by a relevant statutory authority.
- x) "Rules" mean these Rules and CP Charter.
- y) "Secretary" means the CP Committee's secretary.
- z) "Statutory Right to Practice" means the individual is able to perform the function of a Quarry Manager or Quarry Supervisor in their state or territory. This will involve formal assessment of competence by either the regulator or the quarry operator (dependant on the state or territory).
- aa) "Term" means two years.

4. Principal Objects

The Institute is the professional body for quarrying and related industries and has had as a long-term aim to establish a national system of recognition for practitioners in the quarry industry. The Institute will achieve this aim through the establishment of the QMCS in conjunction with the CP Committee, by providing:

- a) an independent system, administered with integrity and transparency, and which demonstrates a path to recognition of professional status of Quarry Supervisors and Quarry Managers based on statutory right to practice, ongoing professional development and continuing practice in the industry;
- b) resources to assist quarry practitioners to develop knowledge and skills in a supportive work environment to attain recognition under the QMCS;
- c) access to professional development that is aligned to industry need; and
- d) benchmarks for employers to encourage their staff to seek and maintain recognition under the QMCS through the ongoing development of skills, training and experience.

5. Entry into the QMCS for Quarry Managers

Each state and territory operates legislation that dictates requirements of quarry operators and the competencies of various personnel at each site. There are significant differences between states pertaining to the recognition of competence and maintenance of competence, and then differences in certain states for the competencies required by Quarry Managers, based on the size of the operation. The IQA will recognise entry into the QMCS of any individual Quarry Manager who holds the Statutory Right to Practice in their state or territory:

- NSW – Quarry Manager Practising certificate (all Tiers)
- QLD – Site Senior Executive notice
- WA – Quarry Manager Certificate of Competency (restricted or non-restricted)
- TAS, SA, VIC and NT - Regulators in these states currently don't issue certification (employers nominate and appoint at their discretion, ensuring managers are 'suitably qualified'). Quarry Managers employed in these states may be accepted into the program on the basis of work history and employment currency.

Further information regarding specific criteria or requirements for experience, qualifications, ongoing professional development and continuing practice will be determined by the CP Committee and published by the Institute in accordance with these Rules.

6. Entry into the QMCS for Quarry Supervisors

Each state and territory operates legislation that dictates requirements of quarry operators and the competencies of various personnel at each site. Regulators currently don't mandate or directly assess competency for Quarry Supervisors. The IQA will recognise entry into the QMCS of any individual Quarry Supervisor who holds a supervisory position in their workplace. Quarry Supervisors may be accepted into the program on the basis of work history and employment currency.

Further information regarding specific criteria or requirements for experience, qualifications, ongoing professional development and continuing practice will be determined by the CP Committee and published by the Institute in accordance with these Rules.

7. Certified Practitioners Committee

The CP Committee must manage its affairs in accordance with these Rules.

7.1 Composition

The CP Committee should comprise at least four (6) quarry industry professionals. The CP Committee can operate with a minimum of four members (not including the CEO) as it looks to engage further members. The CP Committee must include the following:

- a) The Chairperson (not being the CEO) elected by the CP Committee;
- b) A minimum at any one time of four (4) industry professionals (not including the CEO).
- c) The Institute's CEO or Company Secretary, who shall act as secretary (Secretary) of the CP Committee.
- d) At least two persons who hold statutory recognition to practice as a Quarry Manager or Quarry Supervisor (or equivalent) and must be involved in quarry day-to-day operations

Ideally the CP Committee will comprise a diverse range of skills from the industry and represent the following:

- e) a person, being a current Institute member, nominated by the Chairperson on advice by the Committee as a representative of quarrying operation at which more than twenty (20) people are normally employed;
- f) a person, being a current Institute member, nominated by the Chairperson on advice by the Committee as a representative of quarrying operation at which not more than twenty (20) people are normally employed;
- g) consideration must be given to seek membership from the Institute's Young Member Network, Women in Quarrying Network, regional and remote areas and other areas of diversity;
- h) a person, being a current Institute member, nominated by the Chairperson on advice by the Committee as a representative of extractive industry health and safety or workforce development (or equivalent) representatives.
- i) a person nominated by the Chairperson on advice by the Committee as a representative of an appropriate mining regulatory agency will be highly regarded.



7.2 CP Committee Charter

- a) The members of the CP Committee may serve for a two (2) year term (Term). After the Term, a member of the CP Committee will be eligible for re-appointment for additional Terms, if approved by the CP Committee.
- b) If a vacancy occurs, nominations for appointment to the CP Committee must be called by the Secretary.
- c) The CP Committee may fill a casual vacancy until an appointment in accordance with clause 7.1(b) is made.
- d) The Board may appoint additional members of the CP Committee and may remove members of the CP Committee at their discretion.
- e) The CP Committee must meet at least once in each financial year to review annual logs and new nominations. Additional meetings can be held at the discretion of the CP Committee.
- f) The quorum for meetings of the CP Committee must be four (4) members.
- g) An extraordinary meeting of the CP Committee may be convened at any time upon the request of the Chairperson or any four (4) members of the CP Committee and by providing reasonable notice to each of the CP Committee members.
- h) Meetings of the CP Committee may be held by videoconference, telephone or by circulating resolutions signed by each CP Committee member.
- i) A member of the CP Committee who cannot attend at any meeting may authorise in writing any other member of the CP Committee to act as his or her proxy and to vote for him or her on all or any matters arising at the meeting.
- j) Matters at any meeting of the CP Committee must be decided by a majority of votes recorded and, where there is an equality of votes, the Chairperson shall have a casting vote.
- k) At all meetings of the CP Committee, the Chairperson shall chair the meeting and, in his or her absence, those members of the CP Committee present at that meeting shall elect a Chairperson to chair the meeting.
- l) The CP Committee shall cause to be entered, and the Secretary shall enter, in minute books the minutes of the proceedings of all its meetings, including the names of those present at the meeting.
- m) Until they have been confirmed by resolution, the minutes of any meeting shall be prima facie evidence of the transactions and decisions of the CP Committee in that meeting.
- n) When they have been confirmed by resolution, the minutes of any meeting shall be conclusive evidence of the transactions and decisions of the CP Committee in that meeting, subject to the right to correct any error or omission in the minutes before or after they have been confirmed.
- o) The CP Committee may appoint such committees or co-opt additional support as are necessary from time to time for a specific purpose and duration determined by the CP Committee.

8. Objectives and Powers

The CP Committee has the objective and power to develop and administer the QMCS:

- a) implementing the aims and objectives of the QMCS;
- b) developing, implementing, reviewing and adjusting the QMCS, subject to resources and limits of authority set by the IQA Board;
- c) setting criteria and requirements for the recognition of CPs as outlined in the QMCS Guidelines;
- d) determining the process for applications for recognition as a CP;
- e) processing applications for entry into the QMCS program;
- f) awarding and certifying the individual has met the OPD requirements and is certified as a CP;
- g) setting the criteria and requirements for ongoing OPD;
- h) encouraging the highest standards of competence, conduct and ethics amongst CPs;
- i) promoting the Code of Conduct among CPs; and
- j) maintaining a register of CPs (Register).

9. Certified Practitioner Categories

The CP Committee may accredit persons as CPs in the categories that are approved from time to time by the CP Committee on the advice of the Board. The current Categories are:

- a) Certified Practicing Quarry Manager (CPQM); and
- b) Certified Practicing Quarry Supervisor (CPQS).

The CP Committee must cause to be published on www.quarry.com.au any criteria or requirements for recognition as approved and amended from time to time.

10. Certification Application Requirements

A person applying (Applicant) to become a CP must submit to the Secretary a completed application using the prescribed application form (Application), which shall include:

- a) declaration of employment for the previous 3 years prior to the application, in a role related to the Category being applied for;
- b) a copy of the certification for statutory function held in the relevant state/territory (for CPQM) (where relevant); and
- c) a signed declaration by the Applicant that all the information in the Application is true and correct and that the Applicant will uphold the Code of Conduct and complete the ongoing professional development and continuing practice to maintain their recognition.
- d) Copies of formal qualifications may be requested as supplementary evidence.

In addition to the Application, the IQA will confirm:

- e) Evidence that the Applicant is a current financial member of the IQA.
- f) The Application Fee has been paid.

11. Application and Assessment Process

10.1 Secretary

On receipt of an Application, the Secretary, or delegate, must:

- a) check the Application for completeness, as per the QMCS Guidelines, and make any request for further information as required. If further information is not provided within ninety (90) Business Days of making the request, the CP Committee may reject the Application and the Application Fee will be forfeited;
- b) check that the Applicant complies with the following criteria:
 - i. the Applicant is a member of the Institute; and
 - ii. the Applicant has paid the required Application Fee. and
- c) check the Applicant supplies the required evidence which clearly shows they meet the requirements to operate as a Quarry Manager or Quarry Supervisor in their state (meaning they hold the statutory right to practice in their state or territory).

On receipt of an Application, the Secretary, or delegate, may:

- d) check the currency and details of employment as stated on Application; and
- e) check the completeness of employment history as stated on Application.

11.1 Non compliance with criteria

If the Applicant does not comply with the criteria set out in clause 10.1(b), the Secretary may reject the Application by providing the Applicant, within fourteen (14) Business Days of the decision of the Secretary, a notice of rejection of the Application which also states that the Applicant is able to resubmit an Application once the Applicant meets the application criteria set out in clause 10.1(b). The Applicant will be given every opportunity to comply with the application criteria. If, after multiple attempts to obtain the required evidence, the Application is rejected by the Secretary, the Applicant will forfeit the Application fee.

11.2 Compliance with criteria

Where an applicant supplies the required evidence that clearly shows they meet the requirements to operate as a Quarry Manager or Quarry Supervisor in their state (meaning they hold the statutory right to practice in their state or territory) then IQA National Office staff, with delegated authority from the Chief Executive Officer, may approve their entry into the QMCS as either:

- a) Certified Practicing Quarry Manager
- b) Certified Practicing Quarry Supervisor

11.3 Determination by CP Committee

Where the Applicant does not fully meet the criteria, the Application may be referred to the CP Committee to:

- a) assess the Application to determine whether to approve or reject the Application;



- b) approve the Application within twenty eight (28) Business Days of the CP Committee meeting if there is resolution in favour of approval of the Application;
- c) reject the Application within twenty eight (28) Business Days of the CP Committee meeting if the resolution set out in clause 9.4(b) is not passed;
- d) If required, request further information from the Applicant in regards to his or her application.

12. Approval or Rejection of an Application

12.1 Approval

Where an Application is approved, the Secretary must:

- a) send a letter of approval and the relevant QMCS Certificate to the Applicant within fourteen (14) Business Days of the date of the determination of the CP Committee;
- b) enter the details of the new CP into the Register within fourteen (14) Business Days of the date of the determination of the CP Committee; and
- c) retain an electronic copy of the Application for a period of seven (7) years.

The date of admission, which is to be recorded on the Certificate and Register, is to be the date of the approval of the application. If the Application has been for a re-admission, the date recorded will be the date of the decision for re-admission. In certain cases where the re-admission is approved less than ninety (90) Business Days after a removal from the Register, then the CP Committee may allow the use of the date of initial admission for registration purposes.

12.2 Rejection

If an Application, or the evidence provided for professional development via the logbook, is rejected, the Secretary must notify the Applicant in writing, within fourteen (14) Business Days of the date of the determination:

- a) that the Applicant's application is rejected;
- b) the grounds on which the rejection is based; and
- c) that the Applicant may, within twenty eight (28) Business Days of receiving notification of the rejection of the Application, appeal the rejection of his or her Application in accordance with clause 11 to the CP Committee in the first instance and, if the Applicant does not accept the decision of the CP Committee, to the secretary of the Board in writing.

Where an Application is rejected by the CP Committee for whatever reason, the fees associated with that Application or renewal (as the case may be) shall be forfeited.

13. Appeals / Review Process

An Applicant, QPQM or CPQS may appeal the decision to reject their Application, Termination or logbook or any other complaint (Appeal). The following process must be adopted by all parties:

- a) Within twenty eight (28) Business Days of receiving notification of the rejection, the Applicant, QPQM or CPQS must provide the Secretary with a written notice of Appeal in their own format outlining the reasons for their Appeal.
- b) The Secretary must provide the Appeal to the CP Committee to consider the Appeal.



- c) In the first instance, the CP Committee must meet to consider the Appeal, within one (1) month of receipt of the Appeal by the Secretary and must provide a written response to the Applicant within fourteen (14) Business Days of the CP Committee meeting.
- d) If the Applicant does not accept the decision of the CP Committee under clause 11(c), the Applicant may request in writing that the matter be referred to the Board.
- e) Upon receipt of the request under clause 13(d), the CP Committee must refer the Appeal to the Board, which must call for submissions from the Applicant, QPQM or CPQS and the CP Committee to be provided within fourteen (14) Business Days.
- f) At the next Board meeting, the Board must consider the Appeal and any submissions. The Board may allow further submissions from the Applicant and the CP Board and/or may provide the Applicant, QPQM or CPQS and the CP Committee an opportunity to be heard in relation to the Appeal.
- g) The Board may decide whether to accept or reject the Appeal and whether to approve or reject the Application and its decision is final.
- h) If the Board cannot make a decision, the Board may either refer the matter to an external independent legal advisor or form an appeals committee made up of at least three (3) Board members who are not currently CP Committee members and who have expertise regarding the appeal nature. The legal advisor or committee's decision is final.
- i) An Applicant, QPQM or CPQS will not be excluded from further applications at a later date.

14. Special Admission (Grandfather Clause)

In extreme and rare circumstances where an Applicant does not satisfy the prescribed application criteria or requirements for recognition, but they can demonstrate that, prior to the commencement of the QMCS:

- a) they were performing in the role of a manager or supervisor relating to the quarrying industry and/or they have been granted a relevant certificate; and
- b) they have maintained their ongoing professional development and continuing practice,

the CP Committee may resolve that, even if the Applicant does not have the experience or qualifications otherwise required by these Rules, the Applicant may apply otherwise in accordance with clause 10 and be considered by the CP Committee for registration as a CP.

15. Upgrade of CP Category

A CP may submit an application to upgrade (or downgrade) his or her current Category to another Category, meaning from a CPQS to a CPQM or vice versa.

16. Notification by Certified Practitioners

CPs must notify the CP Committee, in writing, of any changes to the status of their statutory right to practice in their state or territory, which may impact on their compliance with the QMCS Guidelines and/or render them ineligible for continued registration as a CP.

17. Register of Certified Practitioners

The CP Committee must maintain an up to date Register that lists all CPs, including each CP's:

- a) title and full name;



- b) Institute (or affiliated Institute) membership Category;
- c) Category and date of CP accreditation
- d) any other details about the qualifications and professional experience of the CP that the CP Committee may consider reasonable to include in the Register.

The CP Committee may publish the Register in part or in full in any form the CP Committee deems appropriate.

18. Post Nominals

CPs shall be entitled to describe themselves as being a Certified Practicing Quarry Supervisor or Certified Practicing Quarry Manager by using the post nominal “CPMS” or “CPQM” designated to their respective Category by the CP Committee.

19. Ongoing Professional Development & Continuing Practice

- a) Ongoing professional development is critical to the integrity of the QMCS process and ensures CPs maintain up to date valuable knowledge and skills necessary to succeed as quarry practitioners. All members have a professional obligation to themselves, their employers and the community to plan and participate in a continuing education program, tailored to meet their own needs.
- b) The CP Committee may pass resolutions relating to the number of hours required for maintenance of ongoing professional development and continuing practice, and any other criteria for OPD or continuing practice on the advice of the Board.
- c) The CP Committee must cause to be published on www.quarry.com.au any criteria or requirements for ongoing professional development and continuing practice as approved and amended from time to time.
- d) The CP Committee requires a CP to submit a logbook of his or her ongoing professional development activities and evidence of continuing practice on an annual basis.
- e) The Secretary will assess the logbooks against approved criteria.
- f) The Secretary will advise the CP Committee in writing of all logbooks that clearly meet the criteria. The CP Committee may audit or conduct random checks of any logbooks assessed by the Secretary to be compliant.
- g) The Secretary will advise the CP Committee in writing of all logbooks that are deemed to have not met the criteria. The Secretary will give the person 30 days to provide additional evidence and present the evidence to the CP Committee for a determination.

20. Fees & Subscriptions

- a) The Board on the advice of the CP Committee may prescribe such application fees, admission fees and annual renewal fees, as it considers appropriate.
- b) Application fees are payable upon submission of the Application to the Secretary.
- c) Admission fees are payable on notice of admission and annual renewal fees are payable on annual renewals to CP accreditation.

18. Cessation of CP Certification



- a) A CP who later ceases to be a member of the Institute (or affiliated Institute) shall cease to be a CP and his or her name is to be removed from the Register by the Secretary as soon as reasonably practicable. Upon return to IQA membership the member must reapply for CP accreditation.
- b) If a CP fails to provide a logbook or evidence of compliance with ongoing professional development or continuing practice requirements to the satisfaction of the CP Committee within fourteen (14) Business Days of such logbook or evidence being requested by the CP Committee, the CP Committee may suspend the CP's accreditation for a period it considers appropriate.
- c) If a CP fails to provide a logbook or evidence of compliance with ongoing professional development or continuing requirements to the satisfaction of the CP Committee within one hundred (100) Business Days of such logbook or evidence being requested by the CP Committee, and without a satisfactory reason, the CP shall be deemed to have forfeited his or her CP accreditation and is to be removed from the Register by the Secretary as soon as reasonably practicable.
- d) A CP may relinquish their CP certification by informing the CP Committee to that effect in writing, and his or her name is to be removed from the Register by the Secretary as soon as reasonably practicable.
- e) A CP who is terminated from their employment for poor performance (redundancy does not equate to termination for the purposes of this clause) or has their the recognition of competence rescinded by the regulator, may be removed from the program by the CP Committee. The rights and privileges of a CP shall cease immediately upon a person's removal from the Register, including the use of the post nominal "CPQM" and "CPQS".

19. Auditing the CP System

The CP Committee may conduct, or cause to be conducted, an audit to ensure a CP's compliance with these Rules. They must give the Secretary 21 business days to compile random files for review.

20. Validation

The CP Committee may check, or cause to be checked, the validity of any qualifications, professional development or experience submitted by an Applicant.

21. Disciplinary Action

21.1 Suspension or cancellation

The CP Committee may suspend or cancel a CP's accreditation and the Secretary may remove the person from the Register if any of the following occurs:

- a) the CP has breached any provisions of these Rules or the Code of Conduct;
- b) the CP's accreditation was obtained due to the submission of incorrect information or by other improper means;
- c) the CP fails to pay any fees required;
- d) the CP has ceased to hold the qualifications, competencies or other legislated requirements of quarry operators for CP status prescribed by these Rules;



- e) the CP has been found to have engaged in any unprofessional conduct prejudicial to the interests of the Institute and which impacts on the professional integrity of the CP; or
- f) the CP has been found guilty of any significant criminal act or offence prejudicial to the interests of the Institute and which impacts on the professional integrity of the CP.

If an allegation is made against a CP under this clause 21, the CP Committee may investigate the allegation and take disciplinary action or dismiss the allegation at its discretion. A decision to investigate the allegation and take disciplinary action must be made by resolution of the CP Committee. The CP Committee shall advise the Board before taking any disciplinary action.

21.2 Opportunity to be Heard regarding Allegations

If a resolution is proposed to investigate the allegation and take disciplinary action, the Secretary must give the CP at least fourteen (14) Business Days written notice of:

- a) the details of the allegations;
- b) the penalties available to the CP Committee;
- c) the date and time of the meeting of the CP Committee at which the resolution is to be proposed; and
- d) the CP's opportunity to be heard at the meeting and provide reasonable evidence in relation to the alleged breach to that meeting.

21.3 Opportunity to be Heard regarding Penalty

If the resolution is passed by the CP Committee and disciplinary action is taken, the CP must be given the opportunity to be heard and provide reasonable evidence in relation to the penalty to be imposed following the principles of natural justice.

21.4 Publishing of disciplinary Action

The CP Committee will not publish details of any disciplinary action taken against a CP. If a CP is removed from the program, the individual will be removed from the Register. The CP Committee will only disclose this information if required to do so by law.

21.5 Notice to CP

If a CP's certification is suspended or cancelled under clause 21.1, the Secretary of the CP Committee must notify the person in writing within fourteen (14) Business Days of:

- a) the penalty imposed and the grounds on which the penalty was imposed; and
- b) that the person may request a review of the penalty imposed to the Secretary in writing within twenty eight (28) Business Days of receiving notification in accordance with clause 21.6.

22. Reporting

- i. The CP Committee is an operational committee of the the Board. As such, the CEO will provide updates to the Board on a regular basis.
- ii. The accounts for QMCS will be managed by the Institute finance officer who will provide the regular reporting to the CEO as required.

23. Non-conflict between this Charter and the Institute's Constitution and By Laws

Where these Rules are silent in any matter or their provisions are in conflict with those of the Institute's Constitution, the Institute's Constitution shall take precedence over these Rules.

24. Notices

Any notice to be served on the CP Committee or the Board under these Rules must be served on the registered address of the Institute.

Any notice to be served on an Applicant for CP certification or a CP under these Rules must be served at the address given on the application form or in the Register.

25. Amendment/Variation of Rules

The CP Committee may by majority decision, and with effect upon endorsement by the Board, resolve to amend, vary, modify, repeal or rescind these Rules or make new rules and the CP Committee must cause to be published such Rules or new rules on www.quarry.com.au.