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OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

# SLA certification options

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# My thinking on SIA certification

## What's the problem?

“ absence of some form of certification for SIA practitioners can lead to a **credibility deficit**, or a **lack of trust**, in relation to the work they produce. Good SIA practitioners are unable to point to a **trusted body to guarantee the integrity of their work and the veracity of their findings**, leaving their professionalism open to question. ”

### SIA certification options for discussion



Social impact assessment (SIA) certification status and options to introduce certification by 2020

September 2019

## My questions

<b>Problem</b>	Is this a fair problem statement?
<b>Solution</b>	Is certification the right solution? What's the model proposed (certification or not)?
<b>Risks</b>	Unintended consequences?
<b>Action</b>	How can UQ assist?

## The problem – my take

**Thinking about *who is doing the work, what threatens the quality of SIA?***

- Practitioner not competent in SIA
- Practitioner not competent in the specific social context
- Competent practitioner is involved, but some work done by another
- Competent practitioner is rushed or under-resourced

**To what extent will certification address these?**

# What's being proposed?

Commissioning

Proposing

Doing

Linking

## Company releases TOR

Often work is called an SIA but turns out not to be. TORs can also include – but be broader than – an SIA.

Is requirement for certified practitioners triggered for related work, such as social baseline studies, human rights IA, gender IA?

## Practitioner scopes SIA

Typical team:

- Chief investigator / project director
- Project manager
- SIA researchers / consultants
- Subject-matter specialists (e.g. PNG expert)
- Technical specialists (e.g. GIS, stats)

Which of these need to be certified? Regulatory requirement, contractual promise, or market selling point?

## Practitioner does SIA

Market competition puts pressure on costs:

- Days underquoted at proposal
- Boffin put forward on proposal, but someone else does the work
- In consulting houses, top boffin rarely does the fieldwork

To what extent should certification change these practices?

To what extent should certification work around them?

## SIA links to other work

SIA is part of a suite of tools for 'social performance', such as:

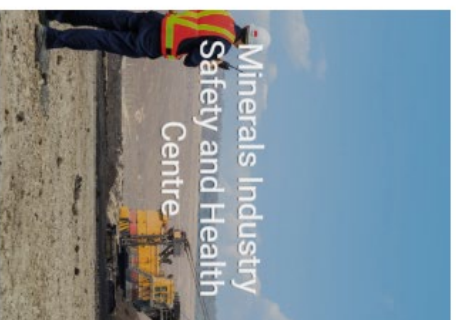
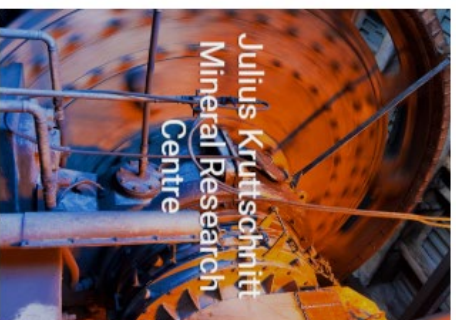
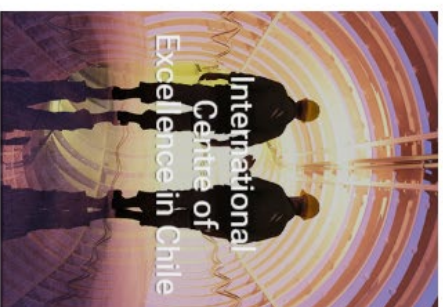
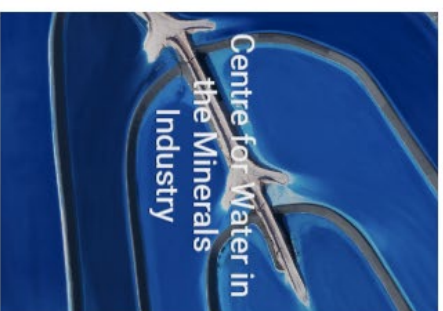
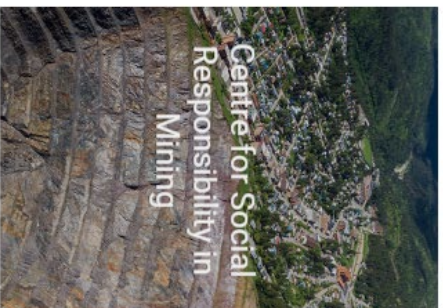
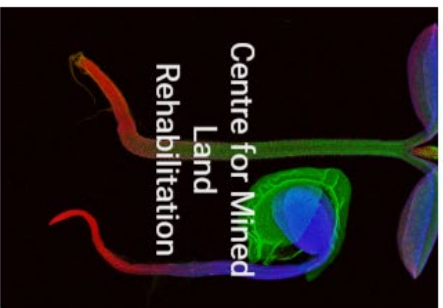
- Community engagement
- Monitoring & evaluation
- Incident investigation
- Resettlement management
- Other forms of IA

Will SIA certification include these competencies or explicitly exclude them?

# Unintended consequences?

Issue	My thoughts
<p><b>Experience paradox</b></p> <p>Need experience to get experience: if only certified practitioners do SIA, does that lead to fewer people getting the experience necessary to become competent?</p>	<p>Supportive of ‘grades’ of certification</p>
<p><b>Losing non-certified competent people</b></p> <p>Jane Munday’s <a href="#">IAIA19 paper</a> suggested that some earlier, high-quality SIAs were done by academics expert in the context. These might not be ‘SIA practitioners’ per se. Will they be excluded from appropriate work if they are not pre-certified?</p>	<p>Links to question of ‘who within a team needs to be certified’, and ‘what triggers the requirement for certification’.</p>
<p><b>Veneer of competency</b></p> <p>Mere certification of the practitioner doesn’t change some of the threats to quality SIA (e.g. under-resourcing). An impugned SIA by a certified practitioner would damage the reputation of the certification. Might be an isolated incident – but how is that different from what we do now?</p>	<p>Need ‘trusted body to guarantee the integrity of their work and the veracity of their findings’ – QA/QC on SIA work as well?</p>

# About the SMI



## 7 centres

*work together through*

## 5

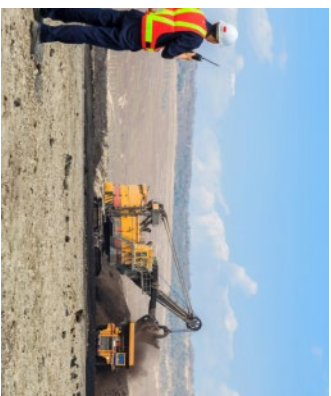
### cross-cutting programs

- Complex orebodies
- Transforming mine lifecycles
- Governance and leadership
- Digital mining
- **Transformational learning**

# Teaching and learning at SMI



Mining Leaders Program



Global Minerals Industry  
Risk Management program



Responsible Resource  
Development Program



Newcrest Social Performance  
Leadership Program

# SIA certification – assistance at UQ

## **SMI can offer some courses**

- SIA generally OK
- Extractives-related OK (incl. focus areas: resettlement, cultural heritage, some Indigenous peoples, incident investigation)
- Partnerships welcome

## **Modes of delivery at CSR**

- Set up to deliver online and in-person training
- Main thing is to set up a curriculum!





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# Thank you

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