Addressing psychosocial hazards and risk factors at Western Australian mining operations

Activities undertaken by WorkSafe Mines Safety
and predecessors from 2002 to 2022

June 2025

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Part 1: Introduction

Background

This report highlights two decades of activities by WorkSafe Mines Safety, including its previous organisational structures, in improving psychosocial health and safety for workers in the mining industry. The report provides an easily accessible location for accessing the reports and resources that WorkSafe Mines Safety has collected and initiated and are now available for industry or anyone else with an interest who wishes to access them.

WorkSafe Mines Safety is dedicated to creating safe working environments for all mine workers. Part of the role of WorkSafe Mines Safety is to provide guidance for mining operators regarding the management of hazards and risks that are part of mining operations. This includes work-related psychosocial hazards which can lead to psychological or physical harm.

Common psychosocial hazards and risk factors include:

- bullying and harassment (including sexual harassment and racial harassment)
- violence and aggression
- fatigue
- burnout
- poor leadership practices and workplace culture
- high work demands
- low levels of control over aspects of work
- adverse environmental conditions.

Reports and major surveys into safety behaviour in the Western Australian mining industry continue to inform the direction regulation and policy should take. The most recent report, the 2022 *'Enough is enough' – sexual harassment against women in the FIFO mining industry*, followed major changes that had already been introduced into the industry, including the 2019 *Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sectors: Code of practice*.

Organisational context

Responsibility for regulating health and safety in the mining industry was established with the *Mines Safety and Inspection Act 1994* (MSI Act) and Mines Safety Inspection Regulations 1995 (MSI Regulations) and has, over time, resided with multiple government agencies.

In 2004, the Safety, Health and Environment Division in the Department of Industry and Resources (DOIR) was responsible for administering the MSI Act, its accompanying regulations and other safety legislation. In early 2005, following a restructure, the Safety and Health Division was created in DOIR.

On 1 July 2005, the division was moved to the Department of Consumer and Employment Protection (DOCEP) and renamed Resources Safety Division. This included the Mines Safety Branch.

On 1 January 2009, the Department of Mines and Petroleum (DMP) was created, and Resources Safety, including the Mines Safety Branch, was transferred to this agency.

In 2017, the newly elected government announced machinery of government changes in the public sector, including the amalgamation of the Department of Commerce with DMP to

form the Department of Mines, Industry Regulation and Safety (the department), bringing the regulation of workplace health and safety under one umbrella within the Safety Regulation Group. Resources Safety Division was dissolved as an overarching structure, but its components were retained, including the Mines Safety Directorate.

On 1 December 2023, the Department of Energy, Mines, Industry Regulation and Safety was formed from a name change to better reflect the importance of WA's energy portfolio.

The Safety Regulation Group (restructured to WorkSafe Group) provides regulatory and policy oversight of workers' health and safety in the resources and general industries sectors, the licensing regime and safety legislation for the state's dangerous goods, major hazard facilities and petroleum and geothermal operations.

While there were still multiple sets of health and safety legislation in 2017, the amalgamation meant that policy decisions, guidance and leadership were now being provided within the same organisational structure. This enabled a coordinated and consistent response to health and safety matters for Western Australian workplaces, including mining operations.

In early 2022, the *Work Health and Safety Act 2020* (WHS Act) and accompanying regulations came into effect, bringing the majority of the state's workplaces under a single Act. The WorkSafe nomenclature is now applied across the regulatory areas, with WorkSafe Mines Safety formally replacing the Mines Safety Directorate.

The WorkSafe Commissioner is the regulator under the WHS Act. WorkSafe Mines Safety assists the regulator in the administration of the WHS Act and accompanying Work Health and Safety (Mines) Regulations 2022 (WHS Mines Regulations).

The duty to comply with the WHS Act and WHS Mines Regulations applies to all mining operations, including exploration sites, active or suspended operations and during mine closures, together with mining accommodation and any support facilities.

Legislative context

WHS Act and regulations

On 12 July 2017, the Premier announced that development of modernised work health and safety (WHS) laws for Western Australia (WA) would commence. The WHS laws are largely based on the national model WHS legislation used in other states and territories (except Victoria), providing organisations with similar obligations and requirements across Australia. Some sections of the model WHS Act were tailored for WA following extensive consultation.

On 31 March 2022, the WHS Act came into effect, supported by the following regulations:

• Work Health and Safety (General) Regulations 2022 (WHS General Regulations)
• Work Health and Safety (Mines) Regulations 2022 (WHS Mines Regulations)
• Work Health and Safety (Petroleum and Geothermal Energy Operations) Regulations 2022 (WHS PAGEO Regulations).

The WHS Act replaced the following legislation:

• *Occupational Safety and Health Act 1984*
• The work health and safety elements of the following Acts covering mining and petroleum:
    – *Mines Safety and Inspection Act 1994*
    – *Petroleum and Geothermal Energy Resources Act 1967*
    – *Petroleum (Submerged Lands) Act 1982*
    – *Petroleum Pipelines Act 1969.*

The WHS laws introduced the term 'person conducting a business or undertaking' (PCBU), which broadens the concept of employer that extends beyond the traditional employer-employee relationship to include all types of modern working arrangements.

Under the WHS legislation, a PCBU who engages a worker in WA has a duty to protect the worker's health and safety so far as is reasonably practicable. The term 'worker' has been expanded to recognise modern work relationships, which includes subcontractors and gig economy workers.

The legislation introduced industrial manslaughter laws alongside confirmation that officers (senior decision makers) must exercise due diligence in regard to compliance with their duties under the WHS Act and regulations. The legislation ensures that the responsibility for workplace health and safety sits with those at the top of an organisation's hierarchy. Importantly, the WHS Act explicitly defines health as both physical and psychological, so PCBUs have an obligation to manage psychosocial hazards and risk factors in the workplace.

For more information about these terms and responsibilities, see the following interpretive guidelines:

- *The meaning of a person conducting a business or undertaking*
- *The health and safety duty of an officer*
- *How to determine what is reasonably practicable to meet a health and safety duty*

Statutory officers

Under the WHS Act, the WorkSafe Commissioner, an independent statutory officer reporting directly to the Minister, is responsible for performing the functions and exercising the powers of the regulator. WorkSafe assists the regulator in the administration of the WHS Act and regulations, including the provision of inspectors and other staff to oversee compliance with the legislation.

The regulator may delegate a power or function of the WHS Act to another person. For the mining industry, delegations have been granted to the Director WorkSafe Mines Safety and WorkSafe Mines Safety inspectors, with powers and functions under the WHS Act.

The Director WorkSafe Mines Safety currently holds the statutory position of Chief Inspector of Mines and is subject to the direction and control of the Minister. This statutory position replaced that of the State mining engineer under the MSI Act.

Driving change

External inquiries, reviews and reports

As well as influencing industry responses and developments, the following inquiries, reviews and reports were key drivers for change relating to the operations and regulatory strategies of WorkSafe Mines Safety and its predecessor.

Safety Behaviour Survey of the Western Australian Mining Industry. Report and Recommendations of the MOSHAB Safety Behaviour Working Party (2002)

Conducted by the Mines Occupational Safety and Health Advisory Board (MOSHAB), this safety survey was the largest of its kind in Australia at the time, and possibly the world.

Eight recommendations were highlighted that MOSHAB believed would improve risk management and safety awareness. Improved communication skills, health and safety representation, safety training, injury reporting and increased executive participation in safety management were some of the measures recommended in the report.

Other key recommendations were:

- promoting safety information
- hazard and incident information and follow-up
- manager-supervisor-employee relations
- site procedures and training
- injury reporting
- fatigue management
- management and supervisor training.

Inquiry into occupational health and safety systems at BHP Billiton Iron Ore Pty Ltd WA iron sites and the Boodarie Iron site. Ritter Report, Mark Ritter (2004)

The Minister for State Development established the Ritter Inquiry in June 2004 following three separate fatalities on BHP Billiton Iron Ore (BHPBIO) and the Boodarie Iron sites, to investigate whether there were any cultural, behavioural or other factors that might adversely affect occupational safety and health on the sites.

As well as recommendations specific to BHPBIO, the report made recommendations relating to the structure of the Mines Safety inspectorate within government, and the culture, skills, resourcing and remuneration levels required to achieve a world-class safety regime.

The impact of FIFO work practices on mental health. Education and Health Standing Committee Final Report, Dr GG Jacobs (2015)

This inquiry was initiated in response to concerns about the nine suicides of fly-in fly-out (FIFO) workers over a 12-month period. About 9.3 per cent of WA's population is directly impacted by FIFO work arrangements. The report revealed a scarcity of reliable, comprehensive data on suicides within the FIFO work system, and recommended the development of a code of practice to address FIFO work arrangements and their impact on the mental health of workers.

2016 Mines Safety Branch resourcing and funding independent assessment (2017)

Deloitte was engaged in March 2016 to undertake an independent assessment of the funding and resourcing for DMP's Mines Safety Branch, including whether it was appropriately resourced and structurally organised for effective and efficient regulation of occupational safety and health in the WA minerals sector. The final report contains Deloitte's assessment and recommendations, followed by the department's response. The report identified gaps in the competency of the inspectorate to deal with current and emerging hazards, and specifically mentioned psychosocial risks. This was captured in Recommendation 7 regarding a skills assessment to ensure the appropriate mix of skills, which was supported by DMP.

'Enough is enough' − Sexual harassment against women in the FIFO mining industry. Community Development and Justice Standing Committee (2022)

The Parliamentary inquiry that resulted in the *Enough is Enough Report* investigated incidents of sexual harassment and sexual assault across the mining industry; specifically in the FIFO workforce and the way these incidents were dealt with. Among the report findings were concerns raised about the reporting of sexual harassment and sexual assault.

The report noted that WorkSafe was now operating under the new WHS Act, which specifically covers psychological injury at work. The report made 24 recommendations for industry and government, including:

- establishing industry standards for accommodation facilities
- installing more CCTV, lighting and other safety measures
- introducing moderate drinking standards at mine accommodation villages
- asking the sector to actively work to reduce the risks exacerbated by high rates of subcontracting and labour hire, ensuring that the obligations and health and safety standards are consistent across all workplaces
- addressing leadership within the workplace and plugging gaps in required expertise to deal with reports of sexual harassment and assault
- increasing the scope of surveys and audits to industry trends and sexual harassment in the workplace
- establishing a fully resourced, culturally appropriate expert group to investigate complaints of sexual harassment and related offences in the mining industry.

RADARS: Reform and Development at Resources Safety

In 2009, in response to needs identified in independent reviews and inquiries (*e.g. Kenner's, Review of the Mines Safety and Inspection Act 1994*), and a spate of mining fatalities, the WA government committed to redesigning the way health and safety in the resources industry were regulated.

It was recognised that in order to save lives and reduce injuries, the regulator, industry and workers must work together to make the necessary cultural changes. While extra safety resources and legislation help with regulation, significant reductions in incidents would only be achieved if a resilient safety culture was encouraged and maintained. This included recognising that the risk management approach needed to become the norm in the resources industry.

In late 2009, the Reform and Development at Resources Safety (RADARS) program was established. The program initiated a number of projects to support the modernisation of legislation, the adoption of national reforms and address the regulator's capacity and competency to support and monitor the risk management process.

RADARS concluded in 2017 and was replaced by Resources Safety's *Towards 2020* strategy.

Achievements made possible because of RADARS initiatives included:

- improved stakeholder consultation through advisory panels, working groups and workshops
- a major recruitment campaign to replenish and increase the number of inspectors
- competitive salaries and flexible performance-based employment conditions to attract and retain inspectors
- inspector training and development programs aligned with national standards to boost technical competency and consistency
- organisational restructure to improve the delivery of regulatory services
- improved online systems – development and implementation of the Safety Regulation System (SRS)
- establishment of an independent and dedicated Investigation Services Branch
- cost recovery programs introduced to ensure safety regulatory services are maintained and improved
- improved transparency, including expenditure reports and stakeholder surveys to measure progress.

Mental Health Strategies Working Group

The department and the Mining Industry Advisory Committee (MIAC) were tasked with implementing most of the recommendations from the Legislative Assembly Education and Health Standing Committee's 2015 report, *The impact of FIFO work practices on mental health* (Jacobs Report). Established under the auspices of MIAC in June 2016, this working group comprised representatives from industry, unions, government agencies and mental health organisations, and developed an action plan to address the report's recommendations.

The Mental Health Strategies Working Group's (MHSWG) initial term of operation ended on 30 July 2018. A number of activities remained incomplete, resulting in the MHSWG being extended to 30 June 2020.

The majority of the recommendations have been completed. The department is continuing to progress the remaining recommendations under its jurisdiction as these recommendations have ongoing obligations.

The MHSWG was instrumental in providing input in to the *Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sectors: Code of practice*. This Code is undergoing a review. Please see the *Codes of practice* subsection on page 11 for more information about the review.

The MHSWG provided input and feedback during the drafting of this Code, with guidance on creating and maintaining a mentally healthy workplace through:

- providing an environment that promotes good health and wellbeing
- applying a risk management process to avoid or minimise harm from psychosocial hazards and risk factors and develop a mentally healthy workplace
- developing response strategies and intervention for workers when there are concerns regarding work-related stress or exposure to psychosocial hazards and risk factors
- providing an environment that supports recovery.

The Code of practice applies to resource and construction workplaces in WA that use FIFO work arrangements, including:

- resources operations that are engaged in activities such as exploration, construction, mining, processing, or support such activities (e.g. drilling contractors, facilities management)
- construction work not related to resources operations.

Mentally healthy workplaces online hub (2019–20)

The mentally healthy workplaces online hub brings together videos, podcasts, information sheets and checklists for workers and those in management roles to use. The MHSWG provided input and feedback during the development of this important online resource.

Mentally healthy workplaces audit tool and technical guide (2016 onwards)

The MHSWG provided input and feedback during the development of the audit tool and associated technical guide, which are designed to assist duty holders in meeting their work health and safety legal obligations as outlined in the *Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sectors: Code of practice*. The tool and guide were updated in 2020 and 2022.

Human and Organisation Factors Working Group

The Human and Organisation Factors Working Group commenced on the 1 January 2017. The Working Group was comprised of resources safety subject matter experts from within Mines Safety, with training provided by the Keil Centre.

The objective of the five-year project led by the Working Group was to embed human and organisational factors (HOF) into the safety and health management systems within the resources sectors.

The project provided education and support by:

- developing internal business systems and procedures
- building an information exchange network among WA regulators
- providing professional development for inspectors to improve internal expertise
- developing training materials, manuals and good practice guidelines for inspectors
- engaging with stakeholders and referring to HOF principles during site inspections and audits
- using industry data categorised into the top 11 HOFs to summarise trends and key learnings
- sharing information with stakeholders through webpages, stakeholder events, educational videos and published materials.

Part 2: Education and information activities

Education and keeping industry informed is a vital part of the work of WorkSafe Mines Safety. Events such as Safe Work Month and the Mine Safety Roadshow have provided mine operators and workers with opportunities to receive valuable information and regulatory updates. Reports initiated by WorkSafe Mines Safety have brought understanding and background to health and safety issues and contributed to the improvement and maintenance of health and safety on mine sites.

Department-initiated reports relevant to psychosocial hazards and risk factors

Roadshow report: Toughness in the workplace (2011)

This report arose from workshops run by Dr Dean Laplonge during Resources Safety's 2010 Mines Safety Roadshow series. The focus of the workshops was gendered behaviours that could affect safety in mining workplaces and the wider industry, with the report including an analysis of participants' contributions. The recommendations aimed to assist Resources Safety in its efforts to promote cultural change in relation to gendered behaviours and safety, and focused on the key areas of awareness, networking, recruitment and training.

Report: Fatal accidents in the Western Australian mining industry 2000-12: What lessons can we learn? (2014)

This report examined the 52 fatal mining accidents that occurred in WA from 2000 to 2012, and identified common hazards, causation factors and critical activities. The findings were considered from the aspect of active failures and latent conditions, which included hours of work, rosters, fatigue, and quality of training and supervision.

Report: Analysis of serious injury data in the Western Australian mining industry, July-December 2013. What lessons can we learn? (2015)

This report reviewed serious injury data over a six-month period in 2013, and the analysis was undertaken in the context of the 2014 report on fatalities. Serious injury data was chosen for analysis to see if, being the "next level down" from a fatality, it could be used as an indicator to assist in understanding the causation factors for fatal accidents. The findings discussed how such data could be applied in practice to better target safety strategies.

Baseline results for psychosocial harm audits of mining operations, and petroleum and major hazard facilities (2016)

Following the release of the psychosocial harm audit tool and guide in February 2016, information was collected from 126 companies involved in mining operations and 17 operators of petroleum and major hazard facilities over a ten-month period to October 2016. This was used to establish a baseline against which to measure progress in mental health risk management in WA's resources sector. Criteria addressed in the report included:

- management systems that address mental wellbeing
- resourcing of systems relating to mental wellbeing
- consultation with workforce on mental wellbeing strategies
- preventative and protective measures in place.

Report: Human factors analysis for DMP Mine Safety (2019)

This Keil Centre report was commissioned to determine whether the top-ten human and organisational factors defined by the UK health and safety regulator based on data from UK onshore and offshore oil and gas facilities, were relevant to the WA mining industry. The factors provide an operational definition of key subjects that, when managed well, increase human reliability and reduce the likelihood of human failure during operation and maintenance of hazardous facilities.

A mapping and validation study was undertaken using departmental data and input from subject matter experts, with the report addressing the following objectives:

- establishing whether the existing "top-ten" were equally relevant to the mining sector
- identifying any differences, and additional human factors topics relevant to mining safety
- selecting examples or case studies from the data to explain the relevance, using mining terminology
- preparing the output in a simple format for use with inspectors and industry stakeholders.

The outcomes of the study were outlined within the document, *DMP's top 11 human and organisational factors topics*.

Report: Vehicle collisions in the Western Australian mining industry 2015–16 (2019)

This report examined collisions and near collisions of vehicles on mine sites reported from January 2015 to December 2016. The report aimed to provide better understanding of the factors influencing vehicle collisions, and provide an exemplar for how incident data could be used to develop a taxonomy for identifying hazards. It built upon statistical reports and previous reviews providing information and analysis of accident and incident data to identify causation factors. These factors included falling asleep, micro-sleeps and loss of concentration, with the report's recommendations including the implementation of fatigue management measures.

Information and guidance for industry

WorkSafe website

WorkSafe Mines Safety is continually developing and updating resources to provide information and learning opportunities for PCBUs and workers regarding health and safety in the workplace. The WorkSafe website is the primary location for all documents, guidance, presentations, videos and workshops.

The WorkSafe website is under review with a new website expected in late 2024.

Codes of practice

The *Working hours: Code of practice* was published in 2006 under the auspices of the Commission for Occupational Safety and Health (COSH) and Mining Industry Advisory Committee (MIAC).

The *Prevention and management of violence, aggression and bullying at work: Code of practice*, based on the COSH equivalent, was published in 2007 under the auspices of MIAC.

The *Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sectors: Code of practice* was developed in response to the 2015 Jacobs Report and published in 2019 under the auspices of COSH and MIAC.

In 2022, the mining-aligned code of practice on violence, aggression and bullying was superseded by psychosocial codes of practice aligned with the WHS legislation and published under the auspices of the Work Health and Safety Commission (WHSC):

- *Workplace behaviour*
- *Psychosocial hazards in the workplace*
- *Violence and aggression at work*.

These three codes are being reviewed for alignment with the psychosocial hazard regulations which came into effect under both the WHS Mines and General Regulations in December 2022.

A review is also underway to align the *Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sectors: Code of practice* with the three WHS psychosocial codes of practice and to include responsibilities under the WHS Act and regulations.

The code of practice for working hours is being redeveloped to cover work-related fatigue.

The Minister has also directed that a new code of practice be developed covering the design and management of accommodation facilities in the mining sector.

Guidelines

The following guidelines (or guidance notes) relating to psychosocial hazards or risk factors were produced for mining operations:

- *Dealing with bullying at work: Guideline* (MIAC, 2007)
- *Alcohol and other drugs at the workplace: Guidance note* (COSH and MIAC, 2008), which is currently under review

Safety and health snapshots

Safety and health snapshots present data in a user-friendly format to raise awareness of health and safety topics identified as areas of concern at mining operations. The aim is to promote safe work practices on mining operations by prompting sites to review their own statistics and assess the adequacy of their controls.

The following released snapshots relate to psychosocial hazards or risk factors:

- *Mentally healthy workplace* (2018)
- *Mentally healthy workplace* (2020).

Hazard registers

The following hazard registers were created in 2018 for use by mining operations, with information sourced from completed investigations:

- *Hazard register for all Western Australian mining fatalities from January 2000 to December 2018*
- *Hazard register for serious injury or other serious incident investigations in Western Australian mining from January 2011 to December 2017.*

The registers enable mining operations to:

- identify hazards with the potential to cause fatalities or serious injuries
- demonstrate how hazards can impact different occupation groups
- identify the activities and tasks being undertaken at the time a fatality, serious injury or other serious incident occurred
- identify potential precautions or preventative measures.

The hazard register also includes precautions detailed in the Coroner's findings.

Other guidance

Significant resources produced to support the identification, assessment and management of psychosocial hazards and risk factors are listed below.

Workshop planner series: Gender and safety in mining (2012)

This workshop planner series can be used as a management tool to raise awareness of issues relating to gender that affect safety on mine sites, and specifically identify areas of concern for the organisation's leadership. It is for use by senior managers, including the board of directors. Managers can use the planners to identify gender-related issues that may affect an organisation's health and safety performance, and then develop a strategy to address the workplace issues, which could range from the boardroom to shopfloor.

The series covered the following topics:

- Part one: Gendered behaviours and workplace safety
- Part two: Women and safety
- Part three: Sexual harassment and safety
- Part four: Homophobia and safety
- Part five: Aggression and safety.

Information sheet: Frequently asked questions on preventing and managing fatigue on Western Australian mining operations (2013)

This information sheet was developed with industry input from roadshows to raise awareness and describe practical measures to address the risks associated with work-related fatigue.

Mines Safety Bulletin 139: Suicide awareness for the Western Australian resources sector (2017)

The purpose of this bulletin was to raise awareness of potential suicide risk factors for resources workers.

Guide: Choosing the right mental health training for your organisation (2018)

Developed by MIAC, this guide was developed to help workplaces identify effective mental health training for specific occupational groups within an organisation.

Mines Safety Bulletin 167: Adequate assessment of fitness for work (reissued) (2019)

This bulletin covers considerations when assessing the capacity of a worker to undertake their role safely.

Information sheet: Methamphetamine in the workplace (2021)

This information sheet provides a brief guide for employers on what to do when someone in the workplace is suspected of using methamphetamine.

Information sheet: Gendered violence: Sexual assault and *Information sheet: Gendered violence: Sexual harassment* (2022)

These information sheets were developed to assist PCBUs to prevent and respond to incidents of workplace gendered violence.

👁 Multimedia resources

Toolbox presentations, webinars, podcasts and videos provide a popular mechanism for reinforcing messages that arise from forums and events. Resources addressing or related to mental health and psychosocial hazards and risk factors are listed below.

💼 *Safety culture – Part 1: Integrating human factors and safety management systems* (2007)
This toolbox presentation contained information about integrating human factors and safety management systems to explain a systems approach to human error management.

💼 *Safety culture – Part 2: What does safety culture mean for mining?* (2007)
This toolbox presentation explained what safety culture means for Australian mining, and covered active failures, changing the safety culture and fallibility management.

💼 *Safety culture – Part 3: Safety culture in practice in Australian mining?* (2007)
This toolbox presentation examined the issues facing the Australian mining industry in terms of building safety cultures in the workplace, and what this means in practical terms.

💼 *Nodding off – what rest works?* (2009)
This toolbox presentation looked at the importance of rest and what rest works.

💼 *Developing resilient safety and health cultures* (2011)
This toolbox presentation contained information on how to develop a resilient safety and health culture.

💼 *Prevention and management of fatigue in the workplace* (2012)
This toolbox presentation looked at the prevention and management of fatigue in the workplace.

💼 *Regulator's role in supporting positive cultural change to enhance safety management in mining* (2013)
This toolbox presentation explained the regulator's role in supporting positive cultural change to enhance safety management in mining.

💼 *Fatigue, shift structures and working hours* (2013)
This toolbox presentation explored what fatigue is, how to prevent and manage fatigue, and ways to schedule shifts to manage the risks of shift work.

💼 *How can a company's safety culture play a role in safety outcomes?* (2016)
This toolbox presentation discussed how human factors relate to safety culture in the workplace.

🖼 *Developing mentally healthy and safe workplaces* (2018)
This presentation was based on content presented at the 2018 Mines Safety Roadshow.

🖼 *Developing mentally healthy workplaces – what do they look like?* (2019)
This presentation was based on content presented at the 2019 Health and Hygiene Forum.

▶ *How workplace factors influence an incident* (2019)
This video looks at how people assess a job and why they make the decisions that they do.

▶ *Leading a mentally healthy workplace* (2020)

This video discusses what organisations should consider to create and maintain a mentally healthy workplace.

▶ *Mentally healthy workplaces: What are they?* (2020)

This video describes what is required for a mentally healthy workplace, and how it relates to mental health.

▶ *Mentally healthy workplaces: What can you contribute?* (2020)

This video highlights the important role workers have in supporting a mentally healthy workplace.

▶ *Mentally healthy workplaces: Addressing mental health stigma* (2020)

This video helps to identify stigma in the workplace.

▶ *Mentally healthy workplaces: Case study* (2020)

This video uses a case study to illustrate the practical steps that can be taken to resolve workplace issues and promote mentally healthy workplaces.

🎤 *Mentally healthy workplaces – Risk management process* (2020)

In this podcast for management (with transcript), inspectors described the risk management process for mentally healthy workplaces.

🎤 *Mentally healthy workplaces – Applying the hierarchy of control to psychosocial hazards and risk factors* (2020)

In this podcast for management (with transcript), inspectors described the application of the hierarchy of control to psychosocial hazards and risk factors.

🎤 *Mentally health workplaces – Investigating psychosocial hazards and harm to health* (2020)

In this podcast for management (with transcript), inspectors discussed how to investigate psychosocial hazards and harm to health.

🎤 *Mentally healthy workplaces – Preventing and managing inappropriate and unreasonable workplace behaviours - Management* (2020)

In this podcast for management (with transcript), inspectors discussed how employers could prevent and manage inappropriate or unreasonable workplace behaviours.

🎤 *Mentally healthy workplaces – What are inappropriate or unreasonable workplace behaviours?* (2020)

In this podcast for management (with transcript), inspectors defined and discussed inappropriate and unreasonable workplace behaviours.

🎤 *Mentally healthy workplaces – Workplace bullying for employees* (2020)

In this podcast for workers (with transcript), inspectors discussed what workplace bullying is and how to manage it from a worker's perspective.

🎤 *Gendered violence and mental health: What sites need to do and responsibilities* (2022)

This podcast talks about gendered violence and mental health, and how sites should respond.

▶ *Gendered violence and psychosocial incident reporting* (2022)

This on-demand video covers the reporting of all psychosocial harm incidents.

▶ *Think psychosocial* (2022)

This webinar focuses on the risk-based management of psychosocial hazards.

Audit tools

Site checklist for prevention of bullying (2013−15)

This checklist was developed to help operators prevent and address bullying in the workplace.

Review of site's mental health strategy: Template (2015−16)

This checklist aims to help operators assess their preparedness to support mental health and wellbeing by reviewing their systems. It was the forerunner to the 2016 audit tool and guide.

Psychosocial harm audit tool and guide (2016)

The audit tool and guide were designed to provide those operating in WA's resources sector with a simple tool to assist in the development of a mental health plan, and help assess their existing arrangements for managing psychosocial risks in the workplace. The psychosocial harm audit tool and guide aimed to:

- assist implementation of the proposed WHS (resources) legislation, which it was understood would specifically mention psychological health
- generate discussion between the regulator and industry stakeholders on mental health and wellbeing
- outline the regulator's expectations in terms of the management of the psychosocial harm hazard
- help industry to identify potential areas of improvement in relation to the management of psychosocial harm in the workplace.

Mentally healthy workplaces audit tool and technical guide (2020−22)

The 2016 audit tool and guide were amended in 2020. The updated audit tool and technical guide help mining operations to assess their business practices and identify areas for improvement to secure the health and safety of workers. They align with the *Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sectors: Code of practice*. The audit also contains information on how to collect evidence regarding psychosocial harm.

The audit was further updated in September 2022 to remove references to superseded legislation (MSI Act and regulations).

The guide covers:

- addressing stigma
- risk management approach
- leadership
- supportive and capable management and supervision
- good work design
- living away from home
- appropriate response after harm to health
- policies and procedures
- reporting and resolution procedures
- training, information and supervision
- encouraging reporting
- returning to work.

Online hubs

The following online hubs provide access to a range of resources for mine operators and workers. Presentations, training videos, podcasts, and slide shows of topic-based presentations as well as activities are accessible via these hubs.

How can bullying be addressed? (2015)

This resource was developed under the MSI Act legislation, and brought together information, guidance and resources about the prevention of and response to workplace bullying.

Mentally healthy workplaces (2019–20)

Following release of the code of practice on mentally healthy workplaces for FIFO workers, the mentally healthy workplaces online hub was developed to provide additional resources. The hub brings together videos, podcasts, information sheets and checklists for management and workers to provide information about psychosocial hazards and risk factors in the workplace and the benefits of having a mentally healthy workplace. The hub is now being redeveloped to align with the WHS psychosocial codes of practice.

Human and organisational factors (HOF) (2019–21)

Following the Mines Safety HOF Forum in 2017, the HOF hub was developed providing clear information on each of the top 10 human organisational factors identified:

- managing human reliability
- usable procedures
- training and competence
- staffing and workload
- organisational change
- safety-critical communication
- designing for people
- fitness for work
- health and safety culture
- maintenance, inspection and testing error.

SmartMove (updated) (2020–22)

WorkSafe SmartMove is a free online WHS educational program for senior high school students; young workers on work placement, work experience, or school-based trainee or apprenticeships; and workers entering the workforce for the first time. It averages more than 30,000 users each year, mostly students at senior high schools. The program comprises modules containing general and industry-based information and training for WHS, workplace hazards (including psychosocial hazards), and a quiz. The industry-specific modules include 16 high-risk general industries and a mining module. Other modules and information sessions are being developed.

Digital media

The advent of digital media has extended audience reach, supporting connections with a broader and larger stakeholder representation. E-newsletters, social media and online magazines are used to inform stakeholders and communicate important messages.

E-newsletters

The WorkSafe Mines Safety news alert contains news and updates about workplace health and safety for the Western Australian resources sector. Weekly news alerts are sent directly to subscribers' inboxes. There are currently over 5,200 subscribers.

Social media

Daily posts on social media platforms provide timely reminders about work health and safety events, guidance and issues.

Magazines

Magazines containing health and safety information for the resources sector have been published under various branding for more than 30 years. The transition to digital publication started in 2013, with the last issue printed in 2018.

MineSafe was published in hard copy from 1989 to 2012 and, from the mid-2000s was distributed to all registered managers, mining health and safety representatives and subscribers.

Resources Safety Matters was published from 2013 to 2017. It was released online as well as being distributed in hard copy.

After a publication hiatus and rebranding in 2018, *Th!nkSafe* is now the flagship online magazine for workplace health and safety in WA.

Magazine articles relevant to psychosocial hazards and risk factors are listed below.

MineSafe

2006	*Working hours: Code of practice*
	From the State Mining Engineer: Safety culture
2007	Behavioural hazards in the workplace
2008	FAQs on resolving safety and health issues
	Safety culture
	Healthy active workplaces
	Promoting a culture of safety and consultation
	Evaluation of working hours code
	Employability skills and workplace culture
2009	Supervision key to workplace safety
	Managing fatigue in mining
	Practical guide to assist families (Department for Communities booklet: *Support for Mum when Dad works away*)
	Is fatigue a dying issue?
	What's new in healthy active workplaces
	FIFO research report released
	Consultation code discusses 'how to'
2010	Getting real about 'real men'
	What is the role of the Mines Safety regulator?
	How tough will a resilient safety culture be?
	What is the cost of sleep debt? What is fatigue?
2011	Addressing mining safety and health culture issues
	Australian Centre for Rural and Remote Mental Health
	Tap into MiningFM (Mining Family Matters)
	Add this survival guide to your family bookshelf (booklet: *Survival guide for mining families*)
	Understanding human factors – briefing notes are a valuable resource
	Gendered behaviours and safety – the story so far
	Reducing the potential for human error in mining
	Drug abuse – playing Russian roulette with safety and lives?
	Roadshows increase opportunities for consultation
	MiningFM produces another gem for families (booklet: *Working away: a survival guide for mining families*)
2012	The human contribution – some words of reason
	Online resources for positive cultural change
	Tackling the tough
	Gender auditing and safety
	Strategies to ease life's pressures for mining families (book: *Mining families rock*)
	New services to support healthy workplaces

Resources Safety Matters

2013	Fatigue workshop
	Construction and maintenance safety workshop
	Management and supervision workshop
	How self-regulation can lead to a positive safety culture
	Make safety the breakfast of champions
	What's the word on management and supervision?
	Do your rosters minimise fatigue?
2014	Erratum – Do your rosters minimise fatigue?
	Getting on top of bullying
	Fatigue FAQs
	What is effective management and supervision?
	Blueprint for mental health and wellbeing
	Fighting fatigue
	Managing bullying – a manager's perspective
	Identifying factors that protect worker mental health
	What's new at Mining Family Matters?
	So you think you're tough?
	Gender and safety in mining – report and workshop plans
	Investigating allegations of bullying
	Healthier Workplace WA
2015	Help is at hand
	Focus on effective supervision in mining operations
	UWA centre takes on safety challenges
	New alcohol and drug support line for people working away from home
	Public health tool for camps and villages
	Accommodation – what are the employer's obligations under the *Mines Safety and Inspection Act 1994*?
	Does your site's mental health strategy check out?
	Mining Family Matters and Wesley Lifeforce unite to promote suicide prevention
2016	Final FIFO report released
	Does your site's mental health strategy check out?
	Providing a blueprint for industrial mental health and wellbeing
	Improving employee engagement

2017	Talking about mental health and wellbeing
	Resources and support services (mental health and wellbeing)
	Increasing mental health and wellbeing capacity at Resources Safety
	Meth Helpline launched
	Identifying human factors in Western Australian mining
	Recognising 50 years of Mental Health Week
	Forums highlight importance of human and organisational factors
	Mental Health Week Recap
	Beyond Mental Health Week – continuing to address the stigma
	Mates in Mining launches
	FIFO – the big four issues
	Glassbody campaign to reduce risks
	Thrive@Work
	Celebrating 70 years of science in human and organisational factors

Th!nkSafe

2019	Health and hygiene management plans in SRS
	Study into the role of safety and health representatives in the WA mining industry
	WA Government launches new code for FIFO workplaces
	Mentally healthy workplaces online hub
	Findings from 2018 Mines Safety Roadshows Workshops
	Whose responsibility is it to protect workers from health and hygiene hazards on mine sites?
	Know your hazards: methamphetamines in the workplace
	Health and Hygiene Forum
2020	Hazing and initiations
	SmartMove update
	Human and organisational factors for safe workplaces
	Safe Work Month: staying focused on workplace health and safety
2021	Getting workers off to the right start with SmartMove
	Four focus areas for mines safety (mentally healthy workplaces)
	Commissioner's Corner (sexual harassment and assault, psychosocial hazards)
	Reporting psychosocial injuries in the resources sector

Events

Overview

Events are an opportunity for open consultation and the sharing and imparting of information regarding health and safety for workers. The COVID-19 pandemic disrupted many of the regular activities in 2020 and was instrumental in the transition to on-demand videos and webinars, with significant activity associated with Safe Work Month in October. The redevelopment of the WorkSafe website is providing an accessible platform on which to share training and resources and has also reduced the requirement for in-person educational activities.

Mines Safety Roadshows

The Mines Safety Roadshow series was an annual event held in metropolitan and multiple regional centres around WA from 2005 to 2019. The roadshows provided a proactive event for the Mines Safety inspectorate to present the Western Australian mining industry with a face-to-face update on health and safety topics and initiatives. Topics were chosen to reflect current and relevant industry risks and the events targeted safety and health representatives, supervisors and managers.

Presentations and workshops related to psychosocial hazards and risk factors are listed below.

2006	Presentations on working hours code of practice and risk management guidelines (including WorkSafe WA Commissioner)
2007	Presentations on developing a resilient workplace safety culture (including Dr Albert Boquet, Embry-Riddle Aeronautical University)
2008	Presentations on safety culture, communication and consultation
2009	Presentation on the importance of rest and sleep
2010	Presentation and workshops on the relationship between gendered behaviours and safety (Dr Dean Laplonge, Factive)
2011	Presentations and workshops on mental health in mining (team from Australian Centre for Rural and Remote Mental Health)
2012	Workshop on managing fatigue
2013	Workshops on working hours, fatigue prevention and management and effective management and supervision
2016	Presentations on safety culture and safety outcomes, and the key factors supporting mental wellbeing
2018	Presentation and workshop on mentally healthy workplaces
2019	Presentation on mentally healthy workplaces and the relationship to safety

Exploration Safety Roadshows

The Exploration Safety Roadshow series was an annual event held in Perth and several regional centres from 2008 to 2015. The roadshows provided a proactive event for the Mines Safety inspectorate to interact with those involved in exploration activities for the Western Australian mining industry. Topics were chosen to reflect current and relevant industry risks, and the events targeted safety and health representatives, supervisors and managers at mining companies and service providers (e.g. drilling contractors), with a focus on improving health and safety practices in a practical sense.

In a tie-in with the Mines Safety Roadshow the session related to psychosocial hazards and risk factors:

2010	Presentation and workshops on the relationship between gendered behaviours and safety (Dr Dean Laplonge, Factive).

Registered Managers Forum

The department has hosted the Registered Managers Forum annually since 2015. It provides an opportunity for senior management to contribute to the development of strategies to improve health and safety performance on mining operations. A report, resources and training material, where relevant, were produced for each forum.

The forum has not been held since 2019 due to COVID-19 disruptions.

Forums relevant to psychosocial hazards and risk factors included:

2016	Topics related to psychosocial hazards and risk factors included discussions about safety culture, and human and organisational factors, and their impact on mental health and wellbeing
2019	The *Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sectors: Code of practice* was promoted.

Safe Work Month

The first virtual program of events for Safe Work Month was delivered in October 2020.

Leading up to an annual Safe Work Month, WorkSafe produces a range of resources for PCBUs and workers to promote the creation and maintenance of healthy and safe workplaces across all workplaces, including those associated with exploration and mining activities. The resources are available online and include on-demand videos, podcasts and a downloadable campaign kit with posters, social media tiles and suggestions for activities.

2020	Theme: Staying focused on workplace health and safety *Mental health and wellbeing in the resources sector* (on-demand video) *Mental health during COVID-19* (webinar)
2021	Theme: Make a difference – speak up about health and safety *Mentally healthy workplaces in the mining industry* (on-demand video)
2022	Theme: Think physical, think psychological *Gendered violence and psychosocial incident reporting* (on-demand video) *Think psychosocial* (webinar) *Gendered violence and mental health: What sites need to do and responsibilities* (podcast)

Work Health and Safety Excellence Awards

The Work Health and Safety Excellence Awards promote outstanding solutions and innovations to specific workplace health and safety problems in WA. They have been running in their current format since 2019, having replaced the Safety and Health Resources Sector Awards category of the Awards for Excellence and the Work Safety Awards Western Australia.

A new Work Health and Safety Excellence Award category, 'Best intervention to address a psychosocial hazard in the workplace', was added in 2022 replacing the 'Best workplace health and wellbeing initiative'. The new award recognises an organisation's commitment to the prevention of psychosocial hazards in the workplace.

Ad hoc events

Accommodation Providers in the Minerals Industry Forum (2016)

This forum targeted owner operators and contractors providing accommodation facilities and workers, covering:

- an overview of the new mining infrastructure checklist for auditing villages
- how to apply the hierarchy of control when addressing risks
- health and safety obligations for accommodation villages and exploration camps.

Human and Organisational Factors Forum (2017)

Research conducted in conjunction with the Keil Centre in 2016-17 identified the top 11 human and organisational factors most relevant to Western Australian mining, with a view to embedding those factors into the operational duties of the mines inspectorate through inspections and audits, publications and events.

Following the research findings, a forum on human and organisational factors was held for health and safety executives, managers and advisors. The event aimed to explain the importance of human and organisational factors in improving health and safety in WA's mining industry, demonstrate the benefits of managing human and organisational factors, and provide an opportunity to outline the regulatory approach regarding human and organisational factors.

Health and Hygiene Forum (2019)

This event was held in Perth and targeted registered managers, project managers, safety and health representatives, ventilation officers and others who have health functions and responsibilities.

Presentations included the design and implementation of an effective health and hygiene management plan, including developing mentally healthy workplaces.

Part 3: Psychosocial data

Data collection

A two-part project has been underway since 2021 to collect data on reported and unreported psychosocial incidents.

Part 1 involved the collection of data about reported psychosocial incidents, including gendered violence (sexual assault and sexual harassment), bullying, violence, attempted suicide and suicide. The data was sourced from SRS and other departmental records.

Part 2 is ongoing, with a focus on historical data about psychosocial incidents not reported to the regulator at the time of the incident. This is being conducted in conjunction with mining companies by issuing *Notices requesting information* (under the MSI Act) and *Notices requiring questions to be answered* (under the WHS Act).

Suicide

All suicide data covering the period January 2016 to December 2022 was gathered from reports made to WorkSafe Mines Safety by the PCBU and based on medical reports.

It is important to note, as *The impact of FIFO work practices on mental health* final report revealed, there is a scarcity of reliable, comprehensive data on suicides within the FIFO work system.
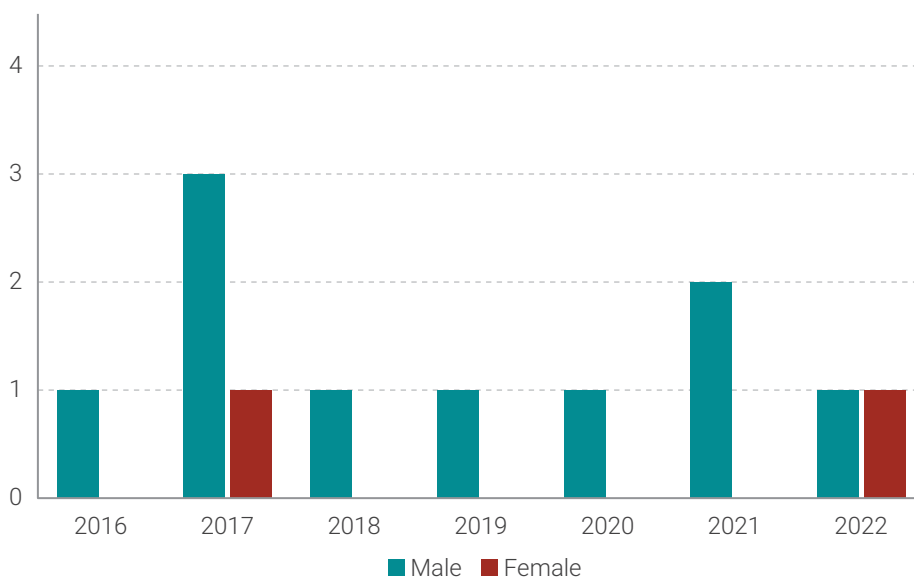
Note: Both suicides reported in 2022 were offsite.

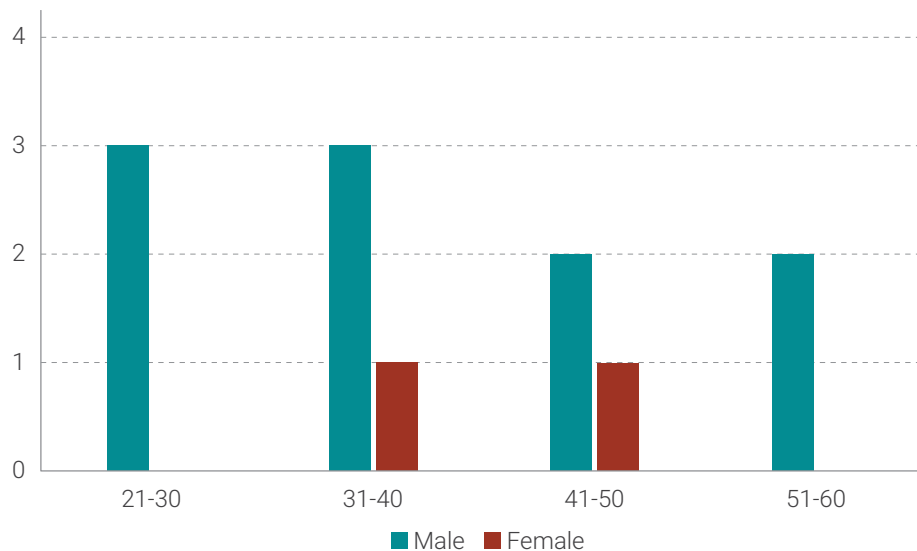*Figure 1 Suicides reported annually to WorkSafe Mines Safety from 2016 to 2022 by gender*

Figure 2 Age distribution for suicides reported to WorkSafe Mines Safety from 2016 to 2022 by gender and age range

Attempted suicide

Attempted suicides became reportable on 31 March 2022 when the WHS Act and the WHS Mines Regulations were proclaimed.

Note: The reported attempted suicide data cannot be grouped by age as this information has not been collected.
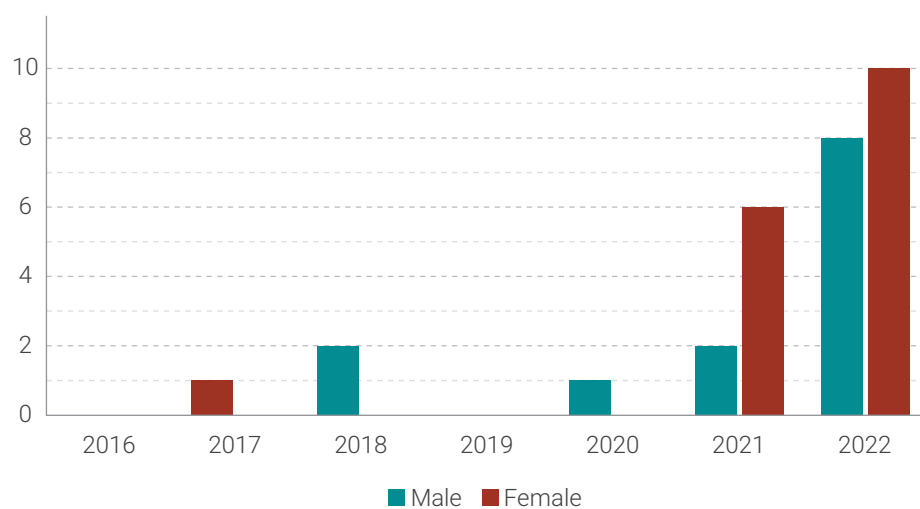

Figure 3 Attempted suicides reported annually to WorkSafe Mines Safety from 2016 to 2022 by gender

Sexual assault

The reported sexual assault data is based on the year the incident occurred. The assaults were reported at the time of occurrence.
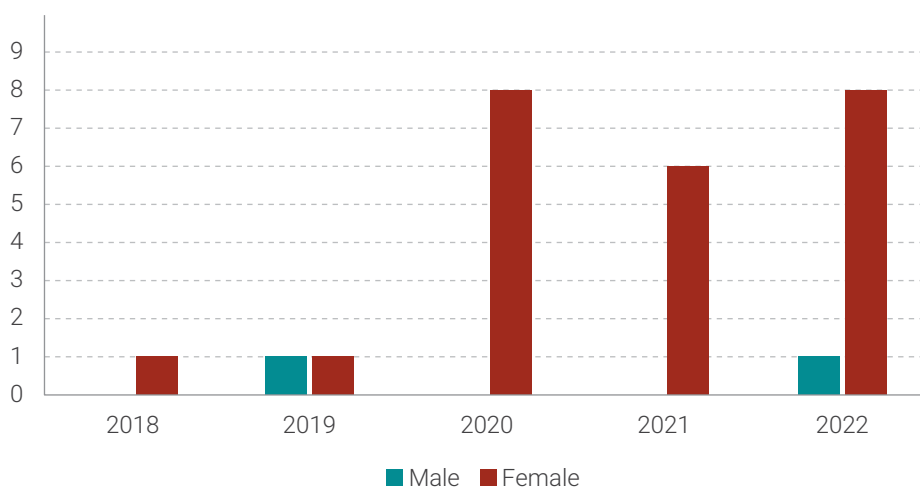

Figure 4 Sexual assaults reported annually to WorkSafe Mines Safety from 2016 to 2022 by gender

Note: There were no reports in 2016 and 2017.

Sexual harassment

The sexual harassment data is based on the year the incident was reported, not when it occurred.

The sexual harassment data is compiled from:

- reports by PCBUs using the SRS
- unreported historical data collected under notice
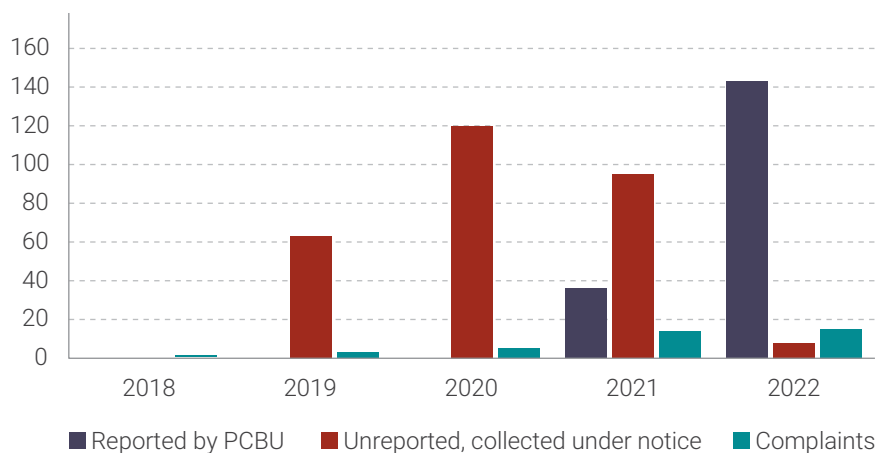- complaints received by the regulator.

Figure 5 Sexual harassment incidents reported annually to WorkSafe Mines Safety from 2016 to 2022 by data source

Note: There were no reports in 2016 and 2017.

Part 4: Compliance and enforcement activities

Regulatory approach

When RADARS was established in late 2009, a key element was to address the regulator's capacity and competency to support a risk-based regulatory approach to compliance and enforcement.

The transition to this approach was supported with input from workshops delivered by Professor Malcolm Sparrow in May 2014, with further presentations in April 2019.

The regulatory approach is informed by the recommendations of external inquiries, reviews and reports, and learnings and initiatives identified by working groups (see Part 1), and department-initiated reports (see Part 2).

Outcomes are reflected in WorkSafe Mines Safety's compliance and enforcement strategies and practices for psychosocial harms, including:

- the development and use of guidance and tools to help industry appropriately manage psychosocial hazards and risk factors (see Part 2)
- the appointment of specialist inspectors and use of targeted training and inspectors forums to support the delivery of psychosocial compliance and enforcement strategies (see Part 5).

In particular, the *Mentally healthy workplaces audit tool and technical guide* (and the earlier *Psychosocial harm audit tool and guide*) is not only used by inspectors but is also available to mine operators to:

- assist in the development of an effective health management plan
- help them assess existing arrangements for managing psychosocial risks in the workplace.

Inspection activities

Table 1   Compliance and enforcement activities from 2013 to 2022

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Inspections completed by mental health and wellbeing inspectors	N/A	N/A	N/A	N/A	14	22	18	24	24	15
Mentally healthy workplaces audits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15	13	1*
Psychosocial harm audits	N/A	N/A	N/A	128	2	2	1	1	N/A	N/A
Improvement notices issued	1	1	1	0	2	3	1	6	21	1

N/A Not applicable as resource not in use

* Limited audits due to introduction of new WHS laws

Part 5: Inspector recruitment, training and development

Specialist inspectors

In 2015, the MSI Act was amended to remove the requirement for a First Class Mine Manager's certificate of competency for appointment as a District Inspector of Mines. This opened the position to a wider range of qualifications and experienced inspectors in other disciplines to receive reports and notifications mandated by legislation.

The first Mental Health and Wellbeing Inspector of Mines, a registered psychologist, was appointed in 2017. The new position provided a focus on the development of health and safety protocols designed to protect mental health and wellbeing, as well as physical safety. The new inspector role also added capacity to identify issues associated with psychosocial hazards. The long-term goal was to provide mine operators and workers with tools to better manage mental health and the associated risks, and increase their confidence in using those tools.

Since this first appointment, the team has continued to grow. Two Mental Health and Wellbeing Inspectors of Mines were appointed in 2020, and three in 2022. These positions originally sat in the State-wide Team, and later the State-wide Health Team.

In 2021, the Mental Health and Wellbeing Inspectors were assigned a senior manager was tasked with responsibility for coordinating cases and inspectors. The senior manager also had the task of collating historical data for the Enough is Enough inquiry.

Training

Overview

Inspector training aims to deliver regulatory services that are consistent, transparent and accountable, and proportionate and targeted to the risks.

For work-related psychosocial hazards and risks factors, this includes:

- undertaking operational planning (scope, capacity, capability, resources) to support the delivery of compliance campaigns, including bullying, gendered violence and sexual harassment
- developing learning plans and pathways to support compliance and enforcement activities
- coaching by Human and Organisational Factors specialists.

Specific training related to psychosocial hazards and risk factors is listed below.

Note: Training was also delivered as workshops during Mines Inspectors Forums (see page 31).

Human and organisational factors

2019	Four inspectors attended iChemE training, *Process Safety Leadership and Culture*
	Most inspectors attended two-day bespoke Keil Institute training facilitated by specialist inspector

Psychosocial hazards

2011	Inspectors completed *Handling bullying complaints as the first contact* skills training
2014, 2015	Inspectors completed *Handling and actioning reports of bullying and complaints* skills training
2016	Inspectors completed *Psychosocial training to support investigations of alleged bullying*, presented by a registered psychologist
2022	Inspectors completed *Investigating complaints, incidents and occurrences of psychosocial hazards* skills training
	Mental Health and Wellbeing Inspectors attended pilot training on *Potentially Traumatic Event Response Support: Managing yourself and others through a potentially traumatic event (Managers)*
	Investigating psychosocial hazards was added to the curriculum as a core module for foundation training

Inspectors forums

Mines Inspectors' Forums commenced in 2011, and have run every year since. During the COVID-19 lockdowns, digital forums were conducted online. The two-day meetings bring inspectors together to:

- promote consistency in the application of legislation
- identify targets and strategies to consider during operational planning
- share information and lessons learnt
- resolve issues.

Forum presentations and workshops related to psychosocial hazards and risk factors are listed below.

April 2015	Complaints management
	Definition and requirements under MSIA
	UN and International Labour Organisation conventions
	Complaint management process
	Recording requirements
	Acting on complaints
August 2015	Handling alleged bullying incidents as an inspector
	Definition and types of bullying
	Responding to reports and recording complaints and activity trail
	Legislation and commission
	Investigations
September 2016	Mental wellbeing in the WA resources sector: interim psychosocial harm audit results
	MSI Act and Parliamentary Committee
	Psychosocial harm audit – 21 points – mapping and assessing
March 2021	WHS next steps, implementation of WHS legislation
	Business systems, safety regulation system
	Health update – review of workplace exposure standards, mentally healthy workplace audits, sexual assault cases
	Planning and timelines
September 2022	WHS update – Mine safety management systems
	Mining codes for urgent review
	Vehicle and plant rollovers
	Traffic management fundamentals audit
	Gendered violence update
	MARS program, PwC capability review and *Enough is Enough* report

Part 6: Related initiatives

Mental Awareness, Respect and Safety Program (MARS)

The Mental Awareness, Respect and Safety (MARS) Program commenced in early 2022 and is a whole-of-Government initiative to address serious mental health, workplace culture and safety issues in the mining industry. The program is led by the WorkSafe Group of the then Department of Mines, Industry Regulation and Safety, in collaboration with the Mental Health Commission, Equal Opportunity Commission and the Department of Communities.

The MARS Program is an innovative way for government to address these issues and effect change to the health, safety and wellbeing of workers and others in the mining industry.

It is not just about improving regulatory capability, it is also an opportunity to proactively engage industry and workers and provide whole-of-Government support to help them effect the changes required. This will be achieved with organisational and systemic change in three focus areas:

- **Creating mentally healthy workplaces** – by managing psychosocial hazards and promoting positive practices at work that support mental health and wellbeing
- **Building a culture of safety and respect** – with safe, gender-equitable, respectful and inclusive workplaces
- **Preparing for workplace safety in the future mine** – by addressing emerging risks and fostering innovation through automation and artificial intelligence.

In order to understand the issues and make more effective policy decisions, the MARS Program engaged the Centre for Transformative Work Design (CTWD) at Curtin University to design and implement a research and evaluation project. The Landmark Study will be completed over a four-year period and will obtain baseline data, provide information on the current state of the mining industry and existing initiatives regarding mental health, sexual harassment and emerging mine safety issues.

Findings will be used to further develop mental health and workplace culture initiatives and improve safety outcomes. In three years, CTWD will reassess the data and evaluate the outcomes of the MARS Program.