

Safety Behaviour Survey

of the Western Australian Mining Industry

2002

Safety Behaviour Working Party Report and Recommendations



Appendices

December 2002



2002 SAFETY BEHAVIOUR SURVEY OF THE WESTERN AUSTRALIAN MINING INDUSTRY

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This document contains the Appendices associated with the MOSHAB 2002 Safety Behaviour Survey. A separate document ("Report and Recommendations of the MOSHAB Safety Behaviour Working Party") contains the detailed commentary that relates to each of the Appendices.

Due to the large amount of material contained in the Appendices, it was decided to present the information in this separate document. Note that some of the important Appendices (i.e. A, B, I, J, K and L) are also included in the main Report.

The Appendices contained in this document are as follows:

APPENDIX A – SURVEY FORMS (ALL EMPLOYEES, SUPERVISORS AND MANAGERS)*

APPENDIX B – EMPLOYEE SURVEY RESULTS BY JOB CATEGORY*

APPENDIX C – EMPLOYEE SURVEY RESULTS BY REGION

APPENDIX D – EMPLOYEE SURVEY RESULTS BY INDUSTRY SECTOR

APPENDIX E – SUPERVISOR SURVEY RESULTS BY REGION

APPENDIX F – SUPERVISOR SURVEY RESULTS BY INDUSTRY SECTOR

APPENDIX G – MANAGER SURVEY RESULTS BY REGION

APPENDIX H – MANAGER SURVEY RESULTS BY INDUSTRY SECTOR

APPENDIX I – VARIABILITY TABLES FOR EMPLOYEE SURVEY RESULTS*

APPENDIX J – COMPARISON BETWEEN 1998 RISK TAKING BEHAVIOUR SURVEY AND 2002 UNDERGROUND SECTOR SURVEY RESULTS*

APPENDIX K – STATISTICAL ANALYSIS OF EMPLOYEE COMMENTS*

APPENDIX L – ACTION PLAN FOR MINE MANAGEMENT (*Recommendation 1*)*

The Appendices marked with an * are also included in the main Report.

APPENDIX A – SURVEY FORMS (EMPLOYEES, SUPERVISORS AND MANAGERS)



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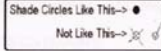
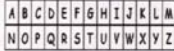
MINES OCCUPATIONAL SAFETY AND HEALTH ADVISORY BOARD (MOSHAB) SAFETY BEHAVIOUR SURVEY 2001/02

DIRECTIONS

Thank you for making your time available for this Survey. The answers you give are confidential and there will be no way of identifying individual responses. Please read each question carefully and complete using a black pen following the directions below.

Write clearly within the boxes in CAPITAL letters.

Make heavy marks that fill the circle completely.



Everyone should complete 'Section A: General Information' and 'Section B: Employee Questions'.

If you are a 'Supervisor', you will be given an extra 'green' survey form (marked 'Section C') to complete.

If you are a 'Manager', you will be given an extra 'yellow' survey form (marked 'Section D') to complete.

IMPORTANT DEFINITIONS

Executive Management means senior company managers who are not normally based on the site and may include CEOs, Managing Directors, Operations Managers, Corporate Managers etc.

Management means site-based personnel with line-management responsibilities and may include resident managers, general managers, department managers, underground or quarry managers, superintendents, contractor project managers etc.

Supervisor means site-based personnel with supervisory responsibilities who are responsible for individual work groups and may include forepersons, shift bosses, shift supervisors, shift coordinators, team leaders, contractor supervisors etc.

SECTION A: GENERAL INFORMATION

This section is to be completed by EVERYONE

A. Did you take part in the last MOSHAB Risk-Taking Behaviour Survey in 1998? No Yes

B. Your Age: years

C. Gender: Male Female

D. Are you a Safety and Health Representative? No Yes

E. Are you a member of a Safety and Health Committee? No Yes



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F. What is your main work area? (ie the area where you have been assigned to work)

- Underground, Surface Mining, Workshop, Process Plant, Smelter/Refinery, Surface Drilling, Office, Other (please specify)

Grid for writing work area

G. Which of the following categories best describes your job or position?

- Operator / Tradesperson, Support / Technical, Manager / Superintendent, Supervisor

H. What is your job or position title?

Grid for writing job title

I. What resource sector do you work in?

- Gold, Nickel, Alumina, Mineral Sands, Iron Ore, Coal, Salt, Other Metals, Other (please specify)

Grid for writing resource sector

J. How many years have you worked in the mining industry?

- 3 years or less, More than 3 but less than 5, 5 or more but less than 10, More than 10

K. How long have you worked at this mine / site?

Years and months boxes

L. How many other mines have you worked at?

Box for number of other mines

M. Who do you work for on this site?

- Company / Principal, Contractor / Sub-contractor, Labour Hire Company, Other

SECTION B - EMPLOYEE QUESTIONS

This section is to be completed by EVERYONE

Please read the following statements and indicate your view by shading the appropriate circle on the right. Answer the questions based on your current perceptions of the mine/site where you currently work (ie we are interested in your most recent industry experiences).

Table with 8 statements and 4 response options: Strongly Agree, Agree, Disagree, Strongly Disagree

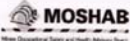
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Ministry of Labour and Safety
New Occupational Safety and Health Advisory Board

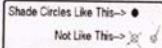
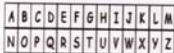
**MINES OCCUPATIONAL SAFETY AND HEALTH ADVISORY BOARD (MOSHAB)
SAFETY BEHAVIOUR SURVEY 2001/02**

DIRECTIONS

Thank you for making your time available for this Survey. The answers you give are confidential and there will be no way of identifying individual responses. Please read each question carefully and complete using a **black** pen following the directions below.

Write clearly within the boxes in **CAPITAL** letters.

Make heavy marks that fill the circle **completely**.



Everyone should complete 'Section A: General Information' and 'Section B: Employee Questions'.

If you are a 'Supervisor', you will be given an extra "green" survey form (marked "Section C") to complete.

If you are a 'Manager', you will be given an extra "yellow" survey form (marked "Section D") to complete.

IMPORTANT DEFINITIONS

Executive Management means senior company managers who are not normally based on the site and may include CEOs, Managing Directors, Operations Managers, Corporate Managers etc.

Management means site-based personnel with line-management responsibilities and may include resident managers, general managers, department managers, underground or quarry managers, superintendents, contractor project managers etc.

Supervisor means site-based personnel with supervisory responsibilities who are responsible for individual work groups and may include forepersons, shift bosses, shift supervisors, shift coordinators, team leaders, contractor supervisors etc.

SECTION A: GENERAL INFORMATION

This section is to be completed by **EVERYONE**

- A. Did you take part in the last MOSHAB Risk-Taking Behaviour Survey in 1998? No Yes
- B. Your Age: years
- C. Gender: Male Female
- D. Are you a Safety and Health Representative? No Yes
- E. Are you a member of a Safety and Health Committee? No Yes

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F. What is your main work area? (ie the area where you have been assigned to work)

- Underground Smelter/Refinery
- Surface Mining Surface Drilling
- Workshop Office
- Process Plant Other (please specify)

G. Which of the following categories best describes your job or position?

- Operator / Tradesperson Support / Technical Manager / Superintendent Supervisor

H. What is your job or position title?

I. What resource sector do you work in?

- Gold Coal
- Nickel Salt
- Alumina Other Metals
- Mineral Sands Other (please specify)
- Iron Ore

J. How many years have you worked in the mining industry?

- 3 years or less More than 3 but less than 5 5 or more but less than 10 More than 10

K. How long have you worked at this mine / site?

years months

L. How many other mines have you worked at?

M. Who do you work for on this site?

- Company / Principal Contractor / Sub-contractor Labour Hire Company Other

SECTION B - EMPLOYEE QUESTIONS

This section is to be completed by **EVERYONE**

Please read the following statements and indicate your view by shading the appropriate circle on the right. Answer the questions based on your current perceptions of the mine/site where you currently work (ie we are interested in your most recent industry experiences).

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. Hazards / incidents at this mine are reported promptly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The thought of being killed or injured at work affects how I behave at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Supervisors ignore risk-taking behaviour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Accidents at this mine are reported promptly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Safety issues raised with supervisors are adequately dealt with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Mining industry employers are serious about safety and health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Employees take short-cuts to meet production demands.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Supervisors provide positive feedback for following safe work practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	Strongly Agree	Agree	Disagree	Strongly Disagree
9. Supervisors actively discourage unsafe behaviour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Employees are discouraged from reporting or bringing safety issues to the attention of management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Management reacts constructively to safety issues that are raised.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Hazards at this site are eliminated or dealt with promptly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Employees have been properly trained to perform their assigned tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Employees are disciplined or disadvantaged for refusing to do tasks that they consider to be unsafe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Tool-box / Safety meetings are held at this mine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I understand what my "Duty of Care" means under the <i>Mines Safety and Inspection Act 1994</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Supervisors are skilled and competent to ensure the safety of their people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Employees at this mine behave unsafely and take risks at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Contractor employees operate at the same standard of safety as company (principal) employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Safety bulletins and safety incident reports are readily available for me to read.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Safety bulletins and safety incidents are discussed at Tool-box / Safety meetings / Pre-shift meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Recognition from managers / supervisors for working safely encourages employees not to take risks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Managers are skilled and competent to ensure the safety of their operations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Employees are routinely involved in the development of (safe) work procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Up to date (safe) work procedures are available at this mine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. I have easy access to (safe) work procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Employees are properly trained in the use of written (safe) work procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. The work practices in my workplace are not the same as the written (safe) work procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Induction training for my work area covered all relevant safety issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. Risks, short-cuts or unsafe behaviour are acceptable to management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Employees are routinely involved in incident / accident investigations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Employees get feedback from management on incident/accident investigations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Managers do not spend enough time talking with employees about safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Employees are not provided with enough safety information relevant to their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. Safety and health representatives and safety committees are encouraged at this mine/site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	Strongly Agree	Agree	Disagree	Strongly Disagree
36. Incentive-based remuneration systems encourage risk-taking behaviour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. Safety and health representatives are effective in representing employees on safety and health issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. I am able to effectively apply risk management principles (ie identifying hazards, assessing the level of risk) while on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Weekly/ Daily	Fortnightly	Monthly	Never
39. At your mine/site, how often does your manager speak to you about safety issues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. How often do you attend Tool-box or Safety meetings at your mine?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you could choose three things to change at your mine/site, what would they be?
(Make your three choices from the examples given or write additional ones in the "Other" Section)

<input type="radio"/> Better training	<input type="radio"/> Better safety information
<input type="radio"/> Better equipment	<input type="radio"/> Better supervision
<input type="radio"/> Better Personal Protective Equipment (PPE)	<input type="radio"/> More resources (staff, capital funds etc)
<input type="radio"/> Better communication	<input type="radio"/> More recognition
<input type="radio"/> Better Safety Representatives	<input type="radio"/> More time with supervisor
<input type="radio"/> Better incident / accident reporting	<input type="radio"/> More management involvement

Other (please specify):

Based on your experience, do you have any other ideas or comments for MOSHAB on how safety can be improved?

IF YOU ARE A **SUPERVISOR**, PLEASE COMPLETE SECTION C (the "green" form)
 IF YOU ARE A **MANAGER**, PLEASE COMPLETE SECTION D (the "yellow" form)
 IF YOU ARE NOT A SUPERVISOR OR A MANAGER, YOUR QUESTIONNAIRE IS NOW COMPLETE
 THANK YOU FOR PARTICIPATING IN THIS SURVEY
 PLEASE PASS YOUR COMPLETED QUESTIONNAIRE BACK TO THE SURVEY TEAM

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SECTION C - SUPERVISORS

This section is to be completed by SUPERVISORY personnel ONLY

Answer the questions based on your perceptions of the mine/site and organisation where you currently work.

	Strongly Agree	Agree	Disagree	Strongly Disagree
41. Management encourages employee involvement in safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. Supervisors are provided with adequate training in hazard identification, risk assessment and risk control.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. Foreman or managers override supervisors' decisions on safety matters.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Supervisors are encouraged by management to report all incidents, accidents, hazards and safety issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. Supervisors are pressured to deliver production targets ahead of safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. Supervisors are provided with adequate training in people management and effective communication.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. Management has a genuine commitment to safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. Supervisors have adequate control over decisions made during the shift that impact safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. Supervisors are not able to effectively discipline workers for unsafe work practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. Supervisors are able to effectively promote and encourage safe work practices and behaviours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. Supervisor safety and health concerns are properly addressed by management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. Employees are discouraged by management from reporting safety issues or incidents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. Some employees get away with unsafe behaviour and taking risks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54. Supervisors do not have enough time to properly discuss safety issues with employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
55. I fully understand my responsibilities as a supervisor under the <i>Mines Safety and Inspection Act 1994</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. Changes to the <i>Mines Safety and Inspection Act</i> and <i>Regulations</i> have made mining safer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
57. Safety Representatives are routinely involved in accident investigations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
58. I feel confident when making decisions that affect safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
59. I am confident that the employees I supervise have sufficient skills to carry out their job safely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
60. As a supervisor, I get actively involved in shift safety meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR QUESTIONNAIRE IS NOW COMPLETE.
THANK YOU FOR PARTICIPATING IN THIS SURVEY.
PLEASE PASS YOUR COMPLETED QUESTIONNAIRE BACK TO THE SURVEY TEAM.

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SECTION D - MANAGERS

This section is to be completed by MANAGEMENT personnel ONLY

Answer the questions based on your perceptions of the mine/site and organisation where you currently work.

	Strongly Agree	Agree	Disagree	Strongly Disagree
61. Executive Management provide adequate resources for site management to effectively manage safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
62. Executive Management are committed to improving safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
63. Managers have insufficient time to address safety issues with employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
64. Executive Management shows commitment through involvement in site safety activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65. Management are trained and competent to effectively manage safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
66. Management properly consider potential safety and health risk implications when making decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
67. Management is not responsible for managing safety and health on the minesite.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
68. Supervisors spend enough time discussing on-the-job safety with employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
69. Managers provide enough recognition and encouragement to employees for working safely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
70. Executive Management are more concerned with maximising profit than adequately resourcing safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
71. Managers have a leading role in 'setting the example' for employees and supervisors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
72. Managers are unskilled at discussing risk-taking behaviours with employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
73. Potential risks are properly considered as part of the mine/site planning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
74. Safety Representatives perform a valuable role in improving safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
75. Managers do not have the necessary skills to influence employee safety behaviour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
76. Systems are in place at this mine/site that ensures risks are effectively managed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
77. Principal Employer / Contract arrangements in the mining industry have made mining safer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
78. I understand risk management concepts enough to feel confident when making decisions that could affect safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR QUESTIONNAIRE IS NOW COMPLETE.
THANK YOU FOR PARTICIPATING IN THIS SURVEY.
PLEASE PASS YOUR COMPLETED QUESTIONNAIRE BACK TO THE SURVEY TEAM.

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EMPLOYEES SURVEY RESULTS BY JOB CATEGORY

This Appendix (Appendix B) contains the analysis of the responses given to Section B ("EMPLOYEE QUESTIONS" or Questions 1 to 40) under each of the four Job Classifications Categories respondents were asked to complete under Question G in Section A. The four job categories are as follows:

1. Operator/ Tradesperson (i.e. traditional workforce)
2. Support/ Technical (including engineers, geologists and admin personnel)
3. Manager/ Superintendent (i.e. management)
4. Supervisor

The number of complete responses given within each of the job categories and a summary of the employment status (i.e. whether employed by company/principal, contractor etc) is given below:

Responses	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total
No. of Company	1426	769	293	396	2884
No. of Contractor	1246	135	75	167	1623
No. of Labour Hire	100	35	6	7	148
No. of Other	5	1	2	0	8
Total	2777	940	376	570	4663*

* although 4,700 employees took part in the Survey, some did not complete all the form

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APPENDIX B – EMPLOYEE SURVEY RESULTS BY JOB CATEGORY

Q1 - Hazards/incidents at this mine are reported promptly					
% Response to Q1	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	22.8	29.7	48.0	33.6	27.6
Agree	65.1	63.2	48.3	61.9	63.2
Total Agree	87.9	92.9	96.3	95.5	90.8
Disagree	10.8	6.4	3.4	4.4	8.6
Strongly Disagree	0.9	0.2	0.3	0.2	0.6
Total Disagree	11.8	6.6	3.7	4.5	9.2

Q2 - The thought of being killed or injured at work affects how I behave at work					
% Response to Q2	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	45.7	46.5	56.0	49.5	47.4
Agree	39.9	38.7	34.2	38.8	39.3
Total Agree	85.6	85.2	90.2	88.3	86.7
Disagree	10.3	10.5	6.6	8.7	9.9
Strongly Disagree	3.4	3.9	3.2	3.0	3.4
Total Disagree	13.6	14.4	9.8	11.7	13.3

Q3 - Supervisors ignore risk-taking behaviour					
% Response to Q3	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	3.5	2.0	1.9	0.9	2.8
Agree	18.5	12.4	6.6	5.2	14.8
Total Agree	22.0	14.4	8.5	6.1	17.6
Disagree	57.4	59.2	54.1	56.1	58.0
Strongly Disagree	19.2	25.7	36.9	37.2	24.3
Total Disagree	76.6	84.9	91.0	93.4	83.4

Q4 - Accidents at this mine are reported promptly					
% Response to Q4	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	26.7	38.7	58.6	40.6	33.9
Agree	64.6	56.9	39.5	55.2	60.7
Total Agree	91.3	95.6	98.1	95.8	94.6
Disagree	6.1	3.3	1.9	2.6	4.8
Strongly Disagree	0.9	0.2	0.0	0.3	0.6
Total Disagree	6.9	3.5	1.9	3.0	5.4

Q5 - Safety issues raised with supervisors are adequately dealt with					
% Response to Q5	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	11.6	13.7	19.4	17.7	13.5
Agree	63.3	70.8	75.3	72.2	67.5
Total Agree	74.9	84.5	94.7	89.9	81.0
Disagree	20.8	13.1	4.8	9.3	16.8
Strongly Disagree	3.1	1.1	0.3	0.3	2.2
Total Disagree	23.9	14.1	5.0	9.6	19.0

Q6 - Mining industry employers are serious about safety and health					
% Response to Q6	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	18.6	25.7	40.6	27.8	23.2
Agree	67.2	65.5	57.3	64.7	66.5
Total Agree	85.9	91.2	97.9	92.5	89.7
Disagree	11.5	7.3	1.9	6.8	9.4
Strongly Disagree	1.3	0.5	0.0	0.3	0.9
Total Disagree	12.7	7.9	1.9	7.2	10.3

Q7 - Employees take short-cuts to meet production demands					
% Response to Q7	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	8.3	4.1	2.4	2.3	6.3
Agree	39.4	36.8	25.2	32.3	37.3
Total Agree	47.7	41.0	27.6	34.6	43.6
Disagree	43.8	50.7	56.0	54.2	48.0
Strongly Disagree	7.2	7.3	15.6	10.3	8.4
Total Disagree	51.0	58.1	71.6	64.5	56.4

Q8 - Supervisors provide positive feedback for following safe work practices					
% Response to Q8	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	10.0	10.5	15.1	14.9	11.2
Agree	64.7	64.3	67.9	76.7	66.7
Total Agree	74.7	74.8	83.0	91.6	78.0
Disagree	22.5	22.8	16.2	7.9	20.3
Strongly Disagree	2.2	1.6	4.5	0.3	1.7
Total Disagree	24.7	24.4	16.7	8.2	22.0

Q9 – Supervisors actively discourage unsafe behaviour					
% Response to Q9	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	19.9	22.0	34.0	36.2	23.6
Agree	60.8	63.7	58.1	51.6	60.3
Total Agree	80.7	85.7	92.0	87.8	83.9
Disagree	15.7	11.9	4.8	7.5	13.1
Strongly Disagree	3.0	2.0	3.2	4.4	3.0
Total Disagree	18.7	13.9	8.0	11.9	16.1

Q10 – Employees are discouraged from reporting or bringing safety issues to the attention of management					
% Response to Q10	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	2.6	2.0	2.1	2.6	2.5
Agree	11.6	5.0	1.9	2.3	8.4
Total Agree	14.2	7.0	4.0	4.9	10.9
Disagree	62.3	55.0	28.1	47.0	56.5
Strongly Disagree	22.9	37.7	67.9	47.6	32.6
Total Disagree	85.2	92.7	96.0	94.6	89.1

Q11 – Management reacts constructively to safety issues that are raised					
% Response to Q11	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	10.2	17.9	32.9	18.5	14.7
Agree	68.1	71.7	63.4	73.8	69.6
Total Agree	78.3	89.6	96.3	92.3	84.4
Disagree	19.6	8.8	3.2	7.0	14.6
Strongly Disagree	1.1	1.0	0.5	0.5	1.0
Total Disagree	20.7	9.8	3.7	7.5	15.6

Q12 – Hazards at this site are eliminated or dealt with promptly					
% Response to Q12	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	9.8	12.7	20.7	15.7	12.2
Agree	60.4	66.9	68.7	66.6	64.1
Total Agree	70.2	79.6	89.4	82.3	76.3
Disagree	25.6	17.5	10.3	15.6	21.9
Strongly Disagree	2.4	1.3	0.3	0.5	1.8
Total Disagree	28.0	18.8	10.6	16.1	23.7

Q13 – Employees have been properly trained to perform their assigned tasks					
% Response to Q13	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	9.9	11.3	19.9	12.8	11.4
Agree	61.6	70.2	69.8	69.9	65.5
Total Agree	71.5	81.4	89.7	82.7	76.8
Disagree	24.8	16.7	10.3	16.1	21.1
Strongly Disagree	2.9	0.7	0.0	1.2	2.1
Total Disagree	27.8	17.4	10.3	17.3	23.2

Q14 – Employees are disciplined or disadvantaged for refusing to do tasks they consider unsafe					
% Response to Q14	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	4.8	1.9	3.2	2.4	3.9
Agree	20.8	9.8	2.7	8.2	15.8
Total Agree	25.6	11.7	5.8	10.7	19.6
Disagree	58.9	59.2	32.4	47.2	56.0
Strongly Disagree	14.5	26.9	61.5	41.8	24.4
Total Disagree	73.4	86.1	93.9	89.0	80.4

Q15 – Tool-box/safety meetings are held at this mine					
% Response to Q15	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	34.6	51.4	73.5	54.2	43.7
Agree	60.0	46.4	26.3	44.2	52.9
Total Agree	94.6	97.8	99.7	98.4	96.7
Disagree	3.6	1.2	0.3	1.6	2.6
Strongly Disagree	1.2	0.1	0.0	0.0	0.7
Total Disagree	4.8	1.3	0.3	1.6	3.3

Q16 – I understand what my 'Duty of Care' means under the Mines Safety and Inspection Act 1994					
% Response to Q16	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	37.1	48.9	74.3	50.9	44.3
Agree	58.9	47.9	25.2	47.7	52.7
Total Agree	96.0	96.8	99.5	98.6	97.0
Disagree	3.2	2.7	0.5	1.0	2.6
Strongly Disagree	0.5	0.2	0.0	0.3	0.4
Total Disagree	3.7	2.9	0.5	1.4	3.0

Q17 – Supervisors are skilled and competent to ensure the safety of their people

% Response to Q17	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	16.5	17.0	27.3	24.0	18.6
Agree	63.9	66.2	67.1	68.0	65.6
Total Agree	80.5	83.2	94.4	92.0	84.2
Disagree	16.7	14.4	5.3	6.8	14.2
Strongly Disagree	2.1	1.2	0.0	0.5	1.5
Total Disagree	18.8	15.6	5.3	7.3	15.7

Q18 – Employees at this mine behave unsafely and take risks at work

% Response to Q18	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	2.3	1.2	1.6	1.4	1.9
Agree	21.2	16.1	8.0	11.9	18.1
Total Agree	23.4	17.3	9.5	13.3	20.0
Disagree	57.1	59.1	53.1	59.6	58.0
Strongly Disagree	18.6	22.4	36.9	26.9	22.0
Total Disagree	75.8	81.5	89.9	86.5	80.0

Q19 – Contractors' employees operate at the same standard of safety as company (principal) employees

% Response to Q19	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	13.5	13.9	27.1	19.1	15.6
Agree	54.3	53.2	55.2	51.2	54.5
Total Agree	67.8	67.1	82.2	70.3	70.1
Disagree	25.8	26.8	15.4	26.7	25.6
Strongly Disagree	4.9	4.2	2.1	2.3	4.3
Total Disagree	30.6	31.0	17.5	29.0	29.9

Q20 – Safety bulletins and safety incidents reports are readily available for you to read

% Response to Q20	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	22.8	36.9	53.3	39.5	30.2
Agree	65.5	54.5	41.4	55.9	60.4
Total Agree	88.3	91.4	94.7	95.5	90.6
Disagree	9.9	7.6	5.0	4.0	8.4
Strongly Disagree	1.4	0.5	0.3	0.2	1.0
Total Disagree	11.3	8.2	5.3	4.2	9.4

Q21 – Safety bulletins and safety incidents are discussed at Tool-box/Safety meetings/ pre-shift meetings

% Response to Q21	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	24.4	34.9	50.9	42.5	31.1
Agree	65.3	57.0	44.6	53.5	61.0
Total Agree	89.8	91.9	95.5	96.0	92.1
Disagree	8.3	6.1	4.2	3.3	7.0
Strongly Disagree	1.3	0.4	0.3	0.3	0.9
Total Disagree	9.6	6.5	4.5	3.7	7.9

Q22 – Recognition from managers/ supervisors for working safely encourages employees not to take risks

% Response to Q22	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	18.6	21.5	27.1	23.3	20.6
Agree	57.1	61.6	63.1	63.5	59.6
Total Agree	75.7	83.1	90.2	86.7	80.2
Disagree	21.2	14.9	9.5	12.6	18.1
Strongly Disagree	2.2	1.3	0.3	0.7	1.7
Total Disagree	23.4	16.1	9.8	13.3	19.8

Q23 – Managers are skilled and competent to ensure the safety of their employees

% Response to Q23	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	12.4	16.9	32.4	19.2	15.9
Agree	66.8	69.3	63.4	70.3	68.1
Total Agree	79.2	86.2	95.8	89.5	84.0
Disagree	17.4	11.7	4.2	8.7	14.3
Strongly Disagree	2.3	0.7	0.0	1.2	1.7
Total Disagree	19.6	12.4	4.2	10.0	16.0

Q24 – Employees are routinely involved in the development of (safe) work procedures

% Response to Q24	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	12.3	19.7	39.0	25.9	17.7
Agree	64.1	65.3	54.4	63.1	63.9
Total Agree	76.4	85.0	93.4	89.0	81.6
Disagree	20.9	13.4	6.4	10.3	17.1
Strongly Disagree	1.8	0.6	0.0	0.5	1.3
Total Disagree	22.7	14.0	6.4	10.8	18.4

Q17 – Supervisors are skilled and competent to ensure the safety of their people

% Response to Q17	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	16.5	17.0	27.3	24.0	18.6
Agree	63.9	66.2	67.1	68.0	65.6
Total Agree	80.5	83.2	94.4	92.0	84.2
Disagree	16.7	14.4	5.3	6.8	14.2
Strongly Disagree	2.1	1.2	0.0	0.5	1.5
Total Disagree	18.8	15.6	5.3	7.3	15.7

Q18 – Employees at this mine behave unsafely and take risks at work

% Response to Q18	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	2.3	1.2	1.6	1.4	1.9
Agree	21.2	16.1	8.0	11.9	18.1
Total Agree	23.4	17.3	9.5	13.3	20.0
Disagree	57.1	59.1	53.1	59.6	56.0
Strongly Disagree	18.6	22.4	36.9	26.9	22.0
Total Disagree	75.8	81.5	89.9	86.5	80.0

Q19 – Contractors' employees operate at the same standard of safety as company (principal) employees

% Response to Q19	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	13.5	13.9	27.1	19.1	15.6
Agree	54.3	53.2	55.2	51.2	54.5
Total Agree	67.8	67.1	82.2	70.3	70.1
Disagree	25.8	26.8	15.4	26.7	25.6
Strongly Disagree	4.9	4.2	2.1	2.3	4.3
Total Disagree	30.6	31.0	17.5	29.0	29.9

Q20 – Safety bulletins and safety incidents reports are readily available for you to read

% Response to Q20	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	22.8	36.9	53.3	39.5	30.2
Agree	65.5	54.5	41.4	55.9	60.4
Total Agree	88.3	91.4	94.7	95.5	90.6
Disagree	9.9	7.6	5.0	4.0	8.4
Strongly Disagree	1.4	0.5	0.3	0.2	1.0
Total Disagree	11.3	8.2	5.3	4.2	9.4

Q21 – Safety bulletins and safety incidents are discussed at Tool-box/Safety meetings/ pre-shift meetings

% Response to Q21	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	24.4	34.9	50.9	42.5	31.1
Agree	65.3	57.0	44.6	53.5	61.0
Total Agree	89.8	91.9	95.5	96.0	92.1
Disagree	8.3	6.1	4.2	3.3	7.0
Strongly Disagree	1.3	0.4	0.3	0.3	0.9
Total Disagree	9.6	6.5	4.5	3.7	7.9

Q22 – Recognition from managers/ supervisors for working safely encourages employees not to take risks

% Response to Q22	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	18.6	21.5	27.1	23.3	20.6
Agree	57.1	61.6	63.1	63.5	59.6
Total Agree	75.7	83.1	90.2	86.7	80.2
Disagree	21.2	14.9	9.5	12.6	18.1
Strongly Disagree	2.2	1.3	0.3	0.7	1.7
Total Disagree	23.4	16.1	9.8	13.3	19.8

Q23 – Managers are skilled and competent to ensure the safety of their employees

% Response to Q23	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	12.4	16.9	32.4	19.2	15.9
Agree	66.8	69.3	63.4	70.3	68.1
Total Agree	79.2	86.2	95.8	89.5	84.0
Disagree	17.4	11.7	4.2	8.7	14.3
Strongly Disagree	2.3	0.7	0.0	1.2	1.7
Total Disagree	19.6	12.4	4.2	10.0	16.0

Q24 – Employees are routinely involved in the development of (safe) work procedures

% Response to Q24	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	12.3	19.7	39.0	25.9	17.7
Agree	64.1	65.3	54.4	63.1	63.9
Total Agree	76.4	85.0	93.4	89.0	81.6
Disagree	20.9	13.4	6.4	10.3	17.1
Strongly Disagree	1.8	0.6	0.0	0.5	1.3
Total Disagree	22.7	14.0	6.4	10.8	18.4

Q25 – Up-to-date (safe) work procedures are available at this mine					
% Response to Q25	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	14.3	21.3	34.2	23.6	16.6
Agree	68.8	62.1	54.1	62.8	66.0
Total Agree	83.0	83.4	88.3	86.4	84.6
Disagree	13.7	14.2	10.6	12.6	13.5
Strongly Disagree	2.5	1.1	0.5	0.9	1.8
Total Disagree	16.2	15.3	11.1	13.5	15.4

Q26 – I have easy access to (safe) work procedures					
% Response to Q26	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	15.6	24.6	39.8	29.0	21.3
Agree	64.7	59.1	49.6	58.4	62.5
Total Agree	80.2	83.8	89.4	87.4	83.9
Disagree	16.5	12.7	9.3	11.0	14.7
Strongly Disagree	1.7	1.3	0.5	0.9	1.4
Total Disagree	18.2	14.0	9.8	11.9	16.1

Q27 – Employees are properly trained in the use of written (safe) work procedures					
% Response to Q27	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	8.9	10.5	18.8	12.8	10.6
Agree	57.9	60.5	63.1	58.6	59.6
Total Agree	66.8	71.0	82.0	71.3	70.2
Disagree	29.7	25.3	17.2	27.3	27.9
Strongly Disagree	2.4	1.4	0.3	1.2	1.9
Total Disagree	32.1	26.6	17.5	28.5	29.8

Q28 – The work practices in my workplace are not the same as the written (safe) work practices					
% Response to Q28	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	3.8	1.8	1.3	1.4	3.0
Agree	35.4	24.7	15.1	22.9	30.8
Total Agree	39.2	26.5	16.4	24.3	33.8
Disagree	53.0	60.5	63.1	65.7	58.1
Strongly Disagree	5.4	9.6	19.6	9.4	8.0
Total Disagree	58.4	70.1	82.8	75.2	64.1

Q29 – Induction training for my work area covered all relevant safety issues					
% Response to Q29	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	12.9	20.0	31.3	19.9	16.8
Agree	64.4	59.2	61.0	62.4	63.4
Total Agree	77.3	79.2	92.3	82.3	80.2
Disagree	18.6	17.5	6.9	16.6	17.3
Strongly Disagree	3.0	2.5	0.8	1.0	2.5
Total Disagree	21.7	20.1	7.7	17.7	19.8

Q30 – Risks, short-cuts or unsafe behaviour are acceptable to management					
% Response to Q30	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	3.2	3.8	6.4	3.0	3.6
Agree	14.9	7.0	2.4	4.7	11.2
Total Agree	18.1	10.8	8.8	7.7	14.8
Disagree	56.3	50.1	24.7	45.6	51.6
Strongly Disagree	24.7	38.2	66.3	46.7	33.7
Total Disagree	81.0	88.3	91.0	92.3	85.2

Q31 – Employees are routinely involved in incident/ accident investigations					
% Response to Q31	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	6.4	14.5	38.2	15.7	12.0
Agree	50.3	59.7	48.3	61.0	54.1
Total Agree	56.7	74.2	86.5	76.7	66.1
Disagree	36.2	21.5	11.9	20.8	29.9
Strongly Disagree	5.3	2.5	0.8	2.1	4.0
Total Disagree	41.5	24.1	12.7	22.9	33.9

Q32 – Employees get feedback from management on incident/accident investigations					
% Response to Q32	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	10.3	14.8	28.1	18.7	13.8
Agree	62.2	62.0	58.9	62.8	62.6
Total Agree	72.5	76.8	87.0	81.5	76.4
Disagree	23.0	19.3	11.9	16.1	20.8
Strongly Disagree	3.4	2.2	0.8	2.1	2.8
Total Disagree	26.4	21.5	12.7	18.2	23.6

Q33 – Managers do not spend enough time speaking with employees about safety					
% Response to Q33	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	7.0	4.0	2.7	3.1	5.6
Agree	32.8	24.0	25.5	24.5	29.6
Total Agree	39.8	28.0	28.1	27.6	35.3
Disagree	51.4	57.2	50.7	56.6	53.5
Strongly Disagree	8.0	13.8	21.2	15.4	11.2
Total Disagree	59.4	71.0	71.9	72.0	64.7

Q34 – Employees are not provided with safety information relevant to their work					
% Response to Q34	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	3.1	1.6	1.1	2.3	2.6
Agree	23.6	15.1	7.4	13.8	19.5
Total Agree	26.7	16.7	8.5	16.1	22.1
Disagree	64.6	65.6	62.9	65.0	65.2
Strongly Disagree	7.9	16.5	28.6	18.5	12.7
Total Disagree	72.5	82.1	91.5	83.6	77.9

Q35 – Safety and health representatives and safety committees are encouraged at your mine					
% Response to Q35	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	20.5	35.2	57.0	40.0	29.0
Agree	68.1	57.3	38.5	53.8	62.2
Total Agree	88.5	92.6	95.5	93.9	91.2
Disagree	9.2	5.8	4.0	4.9	7.6
Strongly Disagree	1.5	1.0	0.5	0.7	1.2
Total Disagree	10.7	6.8	4.5	5.6	8.8

Q36 – Incentive-based remuneration systems encourage risk-taking behaviour					
% Response to Q36	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	7.9	9.0	8.0	7.0	8.2
Agree	25.6	27.7	23.9	24.8	26.3
Total Agree	33.5	36.7	31.8	31.8	34.5
Disagree	52.1	45.6	43.5	47.0	50.4
Strongly Disagree	12.2	15.6	23.6	19.9	15.1
Total Disagree	64.4	61.3	67.1	67.0	65.5

Q37 – Safety and health representatives are effective in representing employees on safety and health issues					
% Response to Q37	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	10.0	9.9	13.8	11.2	10.6
Agree	67.3	68.8	70.3	66.6	68.6
Total Agree	77.3	78.7	84.1	77.8	79.2
Disagree	18.8	17.4	14.9	19.9	18.5
Strongly Disagree	2.7	2.2	0.5	1.0	2.3
Total Disagree	21.5	19.6	15.4	21.0	20.8

Q38 – I am able to effectively apply risk management principles (i.e. identifying hazards, assessing the level of risk) while on the job					
% Response to Q38	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Strongly Agree	24.4	28.7	48.3	33.4	28.5
Agree	69.5	65.8	49.9	63.8	67.0
Total Agree	93.9	94.5	98.1	97.2	95.5
Disagree	4.7	4.1	0.8	2.1	4.0
Strongly Disagree	0.5	0.4	0.5	0.2	0.5
Total Disagree	5.3	4.6	1.3	2.3	4.5

Q39 – At your mine site, how often does your manager speak to you about safety issues?					
% Response to Q39	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Daily	25.8	29.7	49.1	37.8	30.5
Weekly/ fortnightly	33.6	40.0	38.7	37.1	36.3
Monthly	26.4	22.3	10.9	20.5	24.0
Never	12.2	6.3	0.8	3.7	9.2

Q40 – How often do you attend Tool-box or Safety meetings at your mine?					
% Response to Q40	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total Employees
Daily	25.5	19.4	17.2	25.2	23.9
Weekly/fortnightly	40.3	40.7	55.7	48.4	43.2
Monthly	29.4	30.9	23.9	23.3	28.9
Never	3.3	7.6	2.7	2.4	4.1

EMPLOYEE SURVEY RESULTS BY REGION

This Appendix (Appendix C) contains the analysis of the responses given to Section A ("GENERAL INFORMATION" or Questions A to M) and Section B ("EMPLOYEE QUESTIONS" or Questions 1 to 40) under each of the nine Regions that were visited across WA. Note that these questions were completed by everyone who took part in the Survey, including managers and supervisors.

The number of mine sites in each Region and their principal classification are as follows:

Table 1

Principal type of operation	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Underground	0	1	3	3	1	6	4	3	0	21
Surface	2	4	4	1*	2	1	1	1	8	24
Processing	6	4	2	0	1	0	0	0	0	13
Port/Rail	0	0	0	0	0	0	0	0	2	2
Total	8	9	9	4	4	7	5	4	10	60

* includes one underground mine part of major gold operation

(A) ANALYSIS OF GENERAL INFORMATION (Part A)

This section contains an analysis of responses relating to age, gender, main work area, job category, work experience and length of time in the industry.

Question B – Your age										
Age (% in age category)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
<20 years	1.0	3.3	1.4	0.7	1.2	0.3	0.5	0.9	3.5	1.6
<30 years	16.0	13.7	32.9	25.8	29.9	27.4	27.4	37.0	20.7	24.3
<40 years	28.9	28.1	36.7	37.0	33.5	38.0	35.8	29.4	31.3	33.3
<50 years	31.8	33.2	19.4	22.4	24.4	25.8	25.5	21.7	30.0	26.8
<60 years	17.8	20.8	8.9	12.9	10.2	7.6	9.2	9.4	13.3	12.6
>60 years	4.5	0.9	0.7	1.2	0.8	0.8	1.7	1.7	1.2	1.5
Average Age	40.8	40.4	34.8	37.0	35.9	36.0	36.5	35.4	37.6	37.4

Question C – Your gender										
Gender %	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Male	90.0	94.4	88.8	90.3	85.6	88.8	93.5	91.1	89.8	90.6
Female	10.0	5.6	11.2	9.7	14.4	11.2	6.5	8.9	10.2	9.4

APPENDIX C – EMPLOYEE SURVEY RESULTS BY REGION

Question D – Are you a Safety and Health Representative?

S&H Reps	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
% Yes	10.0	11.1	9.9	10.0	12.4	9.3	8.3	9.6	10.1	10.0

Question E – Are you a member of a Safety and Health Committee?

S&H Committee	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
% Yes	15.8	18.2	12.0	11.1	16.7	12.5	9.5	13.8	16.2	14.1

Question F – What is your main work area?

Area (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Underground	0.2	4.4	18.7	34.7	12.0	43.3	46.8	33.9	0.0	20.6
Surface	11.9	28.2	23.9	21.8	25.6	14.7	17.3	28.0	30.4	22.2
Workshop	7.8	19.7	6.3	6.9	4.7	8.3	8.6	9.6	17.7	10.9
Process Plant	27.9	13.2	15.4	13.0	20.2	9.2	9.6	7.5	31.5	17.1
Smelter/refinery	24.4	16.1	8.0	0.5	3.5	0.0	0.2	0.0	0.3	6.2
Surface drilling	0.0	1.4	4.0	1.6	4.3	2.0	2.4	4.6	0.8	2.0
Office	11.7	10.9	14.0	14.8	15.1	10.8	6.2	8.8	10.9	11.2
Other	6.3	4.7	4.7	2.5	8.9	6.5	3.2	3.8	4.2	4.8
Not classified	9.8	1.5	5.1	4.2	5.8	5.2	5.9	3.8	4.2	5.0

Question G – Which of the following categories best describes your job or position?

Category	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Operator/Trade (%)	56.8	59.5	52.5	53.7	53.1	61.0	66.9	52.7	58.0	59.7
Support/Admin (%)	23.0	15.0	23.9	21.5	22.5	17.0	12.5	24.3	20.2	19.7
Manager (%)	7.8	8.6	8.7	11.3	8.5	7.5	6.5	7.1	7.1	8.3
Supervisor (%)	10.0	15.5	12.9	10.0	13.2	11.2	11.3	13.0	11.3	12.3

Question H – What is your job or position title (4 choices)?
 No table for this question.

Question I – What resource sector do you work in?
 Refer table 1, page 37.

Question I – What resource sector do you work in?

Sector (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
% Gold	0.4	0.2	73.3	83.3	64.3	79.5	81.7	79.1	0.5	46.0
% Nickel	4.1	0.0	25.8	14.8	34.5	19.3	0.5	0.0	0.0	9.4
% Alumina	41.4	38.5	0.0	0.2	0.0	0.0	0.0	0.0	0.0	9.9
% Mineral Sands	50.6	12.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.3
% Iron Ore	0.2	0.2	0.0	0.0	0.0	0.2	0.3	20.5	93.8	16.3
% Coal	0.0	24.2	0.2	0.5	0.0	0.0	0.0	0.0	0.0	3.5
% Salt	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.7
% Other Metals	0.0	4.5	0.2	0.0	0.0	0.0	14.0	0.0	0.0	2.6
% Other	0.6	13.0	0.3	0.0	1.2	0.7	1.8	0.0	0.4	2.4
% Blank	2.5	-6.8	0.2	1.2	0.0	0.3	1.8	0.4	0.5	1.8

Question J – How many years have you worked in the mining industry?

No. of years in Industry (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
(%) < 3 years	10.2	10.2	21.6	17.8	19.8	21.5	20.2	20.9	15.6	17.3
(%) 3 - 5 years	8.2	5.3	9.1	9.0	12.8	11.5	12.3	8.4	9.2	9.5
(%) 5 - < 10 years	22.1	15.6	28.1	22.9	31.8	30.6	28.6	29.7	24.8	25.6
(%) More than 10 years	57.6	68.8	41.2	47.9	35.3	35.7	38.0	40.2	48.5	47.6

Question J – How many years have you worked in the mining industry?

No. of years at mine	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Aver. time at mine (years)	9.0	9.2	3.5	3.2	2.3	2.3	2.9	2.8	7.1	5.1

Question K – How long have you worked at this mine site?

Average time period (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
% < 1 year	13.5	17.1	31.8	47.0	40.7	47.2	48.1	51.0	22.1	33.3
% 1 - < 2 years	8.6	9.7	22.3	17.6	23.3	20.0	15.9	17.6	12.1	15.6
% 2 - < 5 years	21.3	19.7	28.3	18.3	30.6	20.7	21.2	18.0	21.8	22.0
% > 5 years	56.6	53.6	17.8	17.1	5.4	12.2	14.7	13.4	44.0	29.2

Question L – How many other mines have you worked at?

Number of mines worked at	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Average number worked at	3.8	2.7	6.3	6.3	6.2	5.8	6.2	7.1	3.3	4.9

Question L – How many other mines have you worked at?

Number of mines worked at	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
% at 1 mine	45.5	49.5	25.7	19.7	21.3	21.3	21.1	20.1	41.9	13.4
% at 2 mines	12.7	10.8	9.6	8.3	11.2	10.5	11.6	9.2	12.2	11.4
% at 3 – 5 mines	18.8	21.5	29.1	27.3	31.0	30.0	24.1	27.2	22.7	26.5
% at > 5 mines	15.0	13.9	32.5	40.3	32.6	35.8	38.3	42.7	14.2	48.7

Question M – Who do you work for on this mine site?

Employer	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
% Company	76.2	78.2	67.9	42.4	60.1	41.8	40.5	45.2	82.4	61.8
% Contractor	18.9	19.1	27.2	47.2	37.2	55.3	57.0	47.7	15.9	34.8
% Labour Hire	3.3	1.4	4.5	9.0	2.7	2.5	2.4	5.0	0.9	3.2
% Other	0.2	0.2	0.0	0.0	0.0	0.0	0.2	1.7	0.1	0.2

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(B) ANALYSIS OF EMPLOYEE QUESTIONS (Part B)

Q1 – Hazards/incidents at this mine are reported promptly

% Response to Q1	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	32.6	29.2	26.0	35.2	20.2	32.0	24.8	30.5	19.6	27.6
Agree	58.4	61.5	66.3	56.5	68.4	61.2	65.6	63.6	64.9	63.2
Total Agree	91.0	90.7	92.3	91.7	88.6	93.2	90.4	94.1	85.5	90.8
Disagree	8.2	8.3	6.8	6.5	9.3	6.2	8.9	5.9	13.5	8.6
Strongly Disagree	0.8	0.6	0.5	0.7	1.2	0.5	0.6	0.0	0.9	0.6
Total Disagree	9.0	9.3	7.7	8.3	11.4	6.8	9.6	5.9	14.5	9.2

Q2 – The thought of being killed or injured at work affects how I behave at work

% Response to Q2	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	49.8	50.0	40.1	44.7	48.8	42.0	45.0	56.5	51.5	47.4
Agree	38.9	42.0	38.7	38.4	39.1	41.7	39.7	30.1	37.1	39.3
Total Agree	88.7	92.0	78.8	83.1	87.9	83.7	84.7	86.6	88.6	86.7
Disagree	7.6	5.6	15.9	9.7	10.1	11.5	10.5	10.5	8.3	9.9
Strongly Disagree	3.3	2.0	4.7	5.3	1.2	4.3	4.2	2.9	2.1	3.4
Total Disagree	11.3	7.6	20.6	15.0	11.3	15.8	14.7	13.4	10.4	13.3

Q3 – Supervisors ignore risk-taking behaviour

% Response to Q3	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	2.3	2.0	1.9	4.4	3.1	4.2	3.3	2.1	2.1	2.8
Agree	11.7	18.0	13.3	11.3	15.5	13.3	16.5	9.2	17.5	14.8
Total Agree	14.0	20.0	15.2	15.7	18.6	17.5	19.8	11.3	19.6	17.6
Disagree	54.9	57.0	61.1	53.9	61.2	56.3	58.3	59.0	56.1	58.0
Strongly Disagree	30.5	20.6	23.0	28.7	18.2	24.7	21.5	29.3	22.9	24.3
Total Disagree	85.4	77.6	84.1	82.6	89.9	81.0	79.8	88.3	79.0	83.4

Q4 – Accidents at this mine are reported promptly

% Response to Q4	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	39.8	31.8	35.1	38.0	32.6	34.8	29.2	38.1	27.7	33.9
Agree	53.3	60.3	60.4	55.6	60.9	58.2	66.2	57.3	61.8	60.7
Total Agree	93.1	92.1	95.5	93.6	93.5	93.0	95.4	95.4	89.5	94.6
Disagree	4.7	5.6	2.6	3.5	3.9	6.0	3.9	1.7	7.4	4.8
Strongly Disagree	0.8	0.2	0.5	1.4	0.8	0.3	0.2	0.8	0.9	0.6
Total Disagree	5.5	5.8	3.1	4.9	4.7	6.3	4.1	2.5	8.3	5.4

Q5 – Safety issues raised with supervisors are adequately dealt with

% Response to Q5	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	15.0	10.5	15.9	17.8	9.3	10.8	14.6	20.1	10.5	13.5
Agree	65.4	70.6	69.3	68.5	62.4	69.0	66.6	63.6	62.0	67.5
Total Agree	80.4	81.1	85.3	86.3	71.7	79.8	81.2	83.7	72.5	81.0
Disagree	17.2	15.6	12.6	9.7	24.4	16.0	15.2	14.2	23.7	16.8
Strongly Disagree	1.6	1.5	1.6	1.9	2.3	3.3	2.7	1.7	2.2	2.2
Total Disagree	19.8	17.1	14.2	11.6	26.7	19.3	17.9	15.9	25.9	19.0

Q6 – Mining industry employers are serious about safety and health

% Response to Q6	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	26.0	22.6	23.2	38.0	16.6	23.7	17.9	28.0	23.1	23.2
Agree	64.1	65.6	69.8	55.6	66.7	64.8	69.8	64.0	62.3	66.5
Total Agree	90.1	88.2	92.0	93.6	83.3	88.5	87.7	92.0	85.4	89.7
Disagree	7.8	10.3	6.1	3.5	11.2	9.2	10.5	6.3	12.0	9.4
Strongly Disagree	0.6	0.3	0.3	1.4	1.2	1.3	1.1	0.8	0.8	0.9
Total Disagree	8.4	10.6	6.4	4.9	12.4	10.5	11.6	7.1	12.8	10.3

Q7 – Employees take short-cuts to meet production demands

% Response to Q7	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	4.3	4.7	4.5	7.4	6.2	6.8	8.9	3.8	7.6	6.3
Agree	36.5	35.8	35.6	25.2	41.1	37.3	42.6	34.3	39.6	37.3
Total Agree	40.8	40.5	40.1	32.6	47.3	44.1	51.5	38.1	47.2	43.6
Disagree	45.1	51.7	50.4	55.1	46.1	46.2	40.6	48.5	45.2	48.0
Strongly Disagree	12.5	5.9	8.6	10.6	5.0	8.7	7.1	12.6	6.3	8.4
Total Disagree	57.6	57.6	59.0	65.7	51.1	54.9	47.7	61.1	51.5	56.4

Q8 – Supervisors provide positive feedback for following safe work practices

% Response to Q8	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	11.5	7.1	9.4	19.2	7.0	11.3	12.5	15.9	9.6	11.2
Agree	65.6	69.5	68.2	65.7	64.0	66.3	63.5	66.1	65.8	66.7
Total Agree	77.1	76.6	77.6	84.9	71.0	77.6	76.0	82.0	75.4	78.0
Disagree	21.5	20.5	20.2	12.5	27.5	19.3	22.4	14.2	21.6	20.3
Strongly Disagree	1.2	1.5	1.9	1.4	0.8	2.3	1.5	3.3	1.8	1.7
Total Disagree	22.7	22.0	22.1	13.9	28.3	21.6	23.9	17.5	23.4	22.0

Q9 – Supervisors actively discourage unsafe behaviour

% Response to Q9	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	26.2	21.2	22.0	30.3	18.2	24.3	20.5	31.8	21.8	23.6
Agree	60.0	58.6	62.7	54.8	66.7	62.3	59.5	54.4	59.9	60.3
Total Agree	86.2	79.8	84.7	84.9	84.9	86.6	80.0	86.2	81.7	83.9
Disagree	11.3	15.8	11.7	8.3	13.6	11.5	16.4	10.5	14.6	13.1
Strongly Disagree	2.3	2.9	3.3	6.0	0.8	1.7	3.5	3.3	2.8	3.0
Total Disagree	13.6	18.7	15.0	14.3	14.4	13.2	19.9	13.8	17.4	16.1

Q10 – Employees are discouraged from reporting or bringing safety issues to the attention of management

% Response to Q10	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	1.8	1.8	1.7	2.3	2.3	4.2	3.0	2.9	2.4	2.5
Agree	4.7	8.3	4.7	8.8	5.4	9.5	14.1	5.9	8.9	8.4
Total Agree	5.5	10.1	6.4	11.1	7.7	13.7	17.1	8.8	11.3	10.9
Disagree	56.8	56.4	55.8	53.7	65.1	55.0	55.3	54.4	56.4	56.5
Strongly Disagree	36.3	32.6	36.8	34.0	27.1	30.5	27.4	36.8	31.7	32.6
Total Disagree	93.1	89.0	92.6	87.7	92.2	85.5	82.7	91.2	88.1	89.1

Q11 – Management reacts constructively to safety issues that are raised

% Response to Q11	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	17.6	15.5	14.5	21.8	9.3	13.3	12.6	16.7	11.7	14.7
Agree	65.0	70.5	72.6	64.6	69.4	67.8	71.0	72.6	68.1	69.6
Total Agree	82.6	86.0	87.1	86.4	78.7	81.1	83.6	89.5	79.8	84.4
Disagree	15.0	12.4	11.7	11.6	15.5	17.3	15.2	9.2	18.3	14.6
Strongly Disagree	1.2	0.6	0.9	1.2	3.1	1.0	0.6	0.8	0.9	1.0
Total Disagree	16.2	13.0	12.6	12.8	18.6	18.3	15.8	10.0	19.2	15.6

Q12 – Hazards at this site are eliminated or dealt with promptly

% Response to Q12	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	14.6	10.6	12.9	17.4	6.2	11.2	11.6	13.8	10.1	12.2
Agree	57.8	62.0	66.0	66.0	60.5	67.3	65.4	64.0	58.5	64.1
Total Agree	72.4	72.6	78.9	83.4	66.7	78.5	77.0	77.8	68.6	76.3
Disagree	23.0	23.5	17.5	13.9	28.7	19.0	20.8	18.4	27.2	21.9
Strongly Disagree	2.3	2.1	2.3	0.5	2.7	1.0	1.1	2.5	2.4	1.8
Total Disagree	25.3	25.6	19.8	14.4	31.4	20.0	21.9	20.9	29.6	23.7

Q13 – Employees have been properly trained to perform their assigned tasks

% Response to Q13	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	11.9	10.8	9.6	19.9	6.6	9.3	10.2	11.7	11.8	11.4
Agree	66.0	71.7	65.6	60.6	66.7	64.2	60.9	68.2	62.8	65.5
Total Agree	77.9	82.5	75.2	80.5	73.3	73.5	71.1	79.9	74.6	76.8
Disagree	18.4	14.8	22.7	17.1	22.9	24.2	26.2	18.8	21.6	21.1
Strongly Disagree	2.9	1.4	1.4	0.9	2.3	2.0	2.4	0.8	3.2	2.1
Total Disagree	21.3	16.2	24.1	17.8	25.2	24.2	28.6	19.6	25.7	23.2

Q14 – Employees are disciplined or disadvantaged for refusing to do tasks they consider unsafe

% Response to Q14	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	2.3	2.6	2.6	5.1	4.3	4.0	5.4	5.0	4.2	3.9
Agree	11.9	13.6	10.6	14.8	14.3	16.3	23.0	15.5	17.3	15.8
Total Agree	14.2	16.2	15.2	19.9	18.6	20.3	28.4	20.5	21.5	19.6
Disagree	53.7	58.6	62.3	50.2	58.1	57.0	53.7	51.9	51.1	56.0
Strongly Disagree	31.3	23.5	24.1	28.2	20.5	21.7	17.3	27.2	25.4	24.4
Total Disagree	85.0	84.1	86.4	78.4	78.6	78.7	81.0	79.1	76.5	80.4

Q15 – Tool-box/ safety meetings are held at this mine site

% Response to Q15	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	50.0	44.2	47.3	50.5	39.9	46.7	35.9	49.8	34.6	43.7
Agree	47.7	53.6	50.4	47.5	56.2	51.3	56.7	46.9	57.4	52.9
Total Agree	97.7	97.8	97.7	98.0	96.1	98.0	92.6	96.7	92.0	96.7
Disagree	1.6	1.1	1.0	0.7	2.3	1.5	6.0	2.1	5.0	2.6
Strongly Disagree	0.4	0.3	0.3	0.7	0.8	0.5	0.9	0.0	1.8	0.7
Total Disagree	2.0	1.4	1.3	1.4	3.1	2.0	6.9	2.1	6.8	3.3

Q16 – I understand what my 'Duty of Care' means under the Mines Safety and Inspection Act 1994

% Response to Q16	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	38.9	38.8	45.5	54.6	46.1	48.5	40.8	58.2	39.6	44.3
Agree	55.9	56.7	51.8	43.5	51.6	49.7	57.1	41.0	54.4	52.7
Total Agree	94.8	95.5	97.3	98.1	97.7	98.2	97.9	99.2	94.0	97.0
Disagree	4.3	3.6	1.9	0.9	1.6	1.5	1.8	0.8	4.6	2.6
Strongly Disagree	0.2	0.8	0.3	0.2	0.4	0.2	0.2	0.0	0.7	0.4
Total Disagree	4.5	4.4	2.2	1.1	2.0	1.7	2.0	0.8	5.3	3.0

Q17 – Supervisors are skilled and competent to ensure the safety of their people

% Response to Q17	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	16.2	13.9	18.7	33.3	13.6	18.3	18.5	27.2	13.9	18.6
Agree	64.1	69.5	69.8	57.6	65.9	64.5	66.9	56.6	62.8	65.6
Total Agree	80.3	83.4	88.5	90.9	79.5	82.8	85.4	83.8	76.7	84.2
Disagree	16.6	13.9	10.1	6.7	17.4	14.3	13.1	13.0	19.7	14.2
Strongly Disagree	2.1	0.8	0.7	1.2	1.6	2.2	1.4	1.3	2.4	1.5
Total Disagree	18.7	14.7	10.8	7.9	19.0	16.5	14.5	14.3	22.1	15.7

Q18 – Employees at this mine behave unsafely and take risks at work

% Response to Q18	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	3.7	1.5	1.0	1.6	1.6	2.2	2.1	1.3	1.7	1.9
Agree	18.8	20.6	15.0	9.0	20.2	14.5	19.7	16.3	23.1	18.1
Total Agree	22.5	22.1	16.0	10.6	21.8	16.7	21.8	17.6	24.7	20.0
Disagree	53.3	60.6	58.5	53.9	60.1	60.2	59.2	52.3	55.8	58.0
Strongly Disagree	23.4	16.2	25.0	33.8	15.9	22.7	18.3	29.7	18.5	22.0
Total Disagree	76.7	76.8	83.5	87.7	76.0	82.9	77.5	82.0	74.3	80.0

Q19 – Contractors' employees operate at the same standard of safety as company (principal) employees

% Response to Q19	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	15.2	11.5	16.2	24.5	10.5	17.7	15.9	21.8	10.2	15.6
Agree	50.2	52.0	53.8	55.1	50.8	56.8	58.8	57.7	49.5	54.5
Total Agree	65.2	63.5	70.0	79.6	61.3	74.5	74.7	79.5	59.7	70.1
Disagree	27.9	28.6	25.7	15.3	29.8	22.2	22.0	17.6	31.8	25.6
Strongly Disagree	6.3	4.7	3.3	3.5	4.7	2.3	2.3	2.5	7.0	4.3
Total Disagree	34.2	33.3	39.0	18.8	34.5	24.5	24.3	20.1	36.8	29.9

Q20 – Safety bulletins and safety incidents reports are readily available for you to read

% Response to Q20	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	39.1	29.7	28.1	31.9	28.3	31.2	23.8	33.1	29.2	30.2
Agree	56.3	62.6	61.4	55.8	60.1	58.7	62.9	59.0	61.1	60.4
Total Agree	95.4	92.3	89.5	87.7	88.4	89.9	86.7	92.1	90.3	90.6
Disagree	4.1	6.2	8.4	10.0	10.1	8.5	12.2	7.9	8.1	8.4
Strongly Disagree	0.4	0.9	1.6	1.2	0.8	1.0	1.1	0.0	1.2	1.0
Total Disagree	4.5	7.1	10.0	11.2	10.9	9.5	12.3	7.9	9.3	9.4

Q21 - Safety bulletins and safety incidents are discussed at tool box/safety meetings/pre-shift meetings

% Response to Q21	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pibara	Overall
Strongly Agree	35.2	29.5	29.8	36.6	26.0	35.3	25.4	38.5	26.9	31.1
Agree	58.6	63.2	60.6	56.9	65.5	56.5	62.4	56.9	62.3	61.8
Total Agree	93.8	92.7	90.4	93.5	91.5	91.8	87.8	95.4	89.2	92.1
Disagree	5.1	5.9	8.0	4.6	7.4	6.7	10.1	3.3	7.9	7.0
Strongly Disagree	0.4	0.6	0.5	0.7	0.0	1.0	2.0	0.8	1.3	0.9
Total Disagree	5.5	6.5	8.5	5.3	7.4	7.7	12.1	4.1	9.2	7.9

Q22 - Recognition from managers/supervisors for working safely encourages employees not to take risks

% Response to Q22	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pibara	Overall
Strongly Agree	22.3	14.2	24.6	29.2	17.4	21.8	16.8	27.2	17.5	20.6
Agree	54.5	63.6	57.4	56.3	58.9	60.3	59.2	59.8	59.9	59.6
Total Agree	76.8	77.8	82.0	85.5	76.3	82.1	76.0	87.0	77.5	80.2
Disagree	20.7	19.7	16.6	12.5	20.5	15.3	21.1	11.7	19.1	18.1
Strongly Disagree	1.6	1.5	1.0	1.2	1.6	2.0	2.6	0.8	2.2	1.7
Total Disagree	22.3	21.2	17.6	13.7	21.8	17.3	23.7	12.5	21.3	19.8

Q23 - Managers are skilled and competent to ensure the safety of their employees

% Response to Q23	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pibara	Overall
Strongly Agree	16.0	12.9	16.8	25.5	10.9	15.7	15.5	19.2	12.6	15.9
Agree	65.8	70.9	70.9	63.9	69.0	64.8	68.6	68.6	64.7	68.1
Total Agree	81.8	83.8	87.7	89.4	79.9	80.5	84.0	87.8	77.3	84.0
Disagree	14.8	12.7	11.2	8.3	14.7	17.0	14.6	10.0	18.8	14.3
Strongly Disagree	2.5	1.5	0.7	1.2	1.2	1.8	1.4	1.7	2.4	1.7
Total Disagree	17.3	14.2	11.9	9.5	15.9	18.8	16.0	11.7	21.2	16.0

Q24 - Employees are routinely involved in the development of (safe) work procedures

% Response to Q24	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pibara	Overall
Strongly Agree	24.4	13.6	18.3	22.7	14.3	15.2	12.0	21.8	19.3	17.7
Agree	61.7	68.9	64.9	61.3	60.9	62.0	58.0	63.2	66.4	63.9
Total Agree	86.1	82.5	83.2	84.0	75.2	77.2	70.0	85.0	85.7	81.6
Disagree	11.5	14.8	14.8	13.7	22.9	20.3	28.1	14.2	12.1	17.1
Strongly Disagree	1.0	1.2	1.4	1.2	1.6	1.7	1.7	0.4	1.1	1.3
Total Disagree	12.5	16.0	16.2	14.9	24.5	22.0	29.8	14.6	13.2	18.4

Q25 - Up-to-date (safe) work procedures are available at this mine

% Response to Q25	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pibara	Overall
Strongly Agree	22.7	16.5	17.8	25.5	11.6	17.2	16.4	20.9	18.1	18.6
Agree	63.1	66.5	65.6	64.4	70.9	67.3	67.7	66.5	60.8	66.0
Total Agree	85.8	83.0	83.4	89.9	82.5	84.5	84.1	87.4	78.9	84.6
Disagree	10.9	13.9	14.1	7.2	14.0	13.0	14.7	11.3	17.3	13.5
Strongly Disagree	2.5	1.7	1.4	1.6	2.3	1.7	1.1	1.3	2.8	1.8
Total Disagree	13.4	15.6	15.5	8.8	16.3	14.7	15.8	12.6	19.1	15.4

Q26 - I have easy access to (safe) work procedures

% Response to Q26	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pibara	Overall
Strongly Agree	24.2	17.0	22.3	28.7	16.7	21.3	17.4	21.8	20.9	21.3
Agree	61.3	64.8	61.1	58.8	62.8	60.7	63.6	60.7	59.1	62.5
Total Agree	85.5	81.8	83.4	87.5	79.5	82.0	81.0	82.5	80.0	83.8
Disagree	12.3	16.1	14.0	10.0	15.9	14.2	16.4	13.8	15.9	14.7
Strongly Disagree	1.4	1.4	0.7	0.9	2.7	1.8	0.8	1.7	2.1	1.4
Total Disagree	13.7	17.5	14.7	10.9	18.6	16.0	17.2	15.1	18.0	16.1

Q27 - Employees are properly trained in the use of written (safe) work procedures

% Response to Q27	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pibara	Overall
Strongly Agree	10.5	7.7	12.0	16.7	7.0	10.2	9.2	12.1	10.2	10.6
Agree	58.2	53.3	58.3	64.1	53.9	61.3	60.0	61.9	59.3	59.6
Total Agree	68.7	60.0	70.3	80.8	60.9	71.5	69.2	74.0	69.5	70.2
Disagree	27.9	36.1	27.2	17.1	31.8	25.8	27.4	23.8	27.2	27.9
Strongly Disagree	2.7	0.9	1.6	0.9	3.5	1.7	2.4	1.3	2.1	1.9
Total Disagree	30.6	37.0	28.8	18.0	37.3	27.5	29.8	25.1	29.3	29.8

Q28 - The work practices in my workplace are not the same as the written (safe) work practices

% Response to Q28	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pibara	Overall
Strongly Agree	2.5	1.1	3.1	2.1	2.3	4.7	4.1	3.3	2.9	3.0
Agree	32.2	32.1	25.8	25.7	32.9	29.7	32.2	25.1	31.5	30.8
Total Agree	34.7	33.2	28.9	27.8	35.2	34.4	36.3	28.4	34.4	33.8
Disagree	55.3	58.3	62.5	57.6	51.6	55.7	56.8	58.2	53.6	58.1
Strongly Disagree	9.2	3.8	7.5	12.7	4.7	8.7	6.2	11.7	8.7	8.0
Total Disagree	64.5	62.1	70.0	70.3	56.3	64.4	63.0	69.9	62.3	64.1

Q21 - Safety bulletins and safety incidents are discussed at tool box/safety meetings/pre-shift meetings

% Response to Q21	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	35.2	29.5	29.8	36.6	26.0	35.3	25.4	38.5	26.9	31.1
Agree	58.6	63.2	60.6	56.9	65.5	56.5	62.4	56.9	62.3	61.0
Total Agree	93.8	92.7	90.4	93.5	91.5	91.8	87.8	95.4	89.2	92.1
Disagree	5.1	5.9	8.0	4.6	7.4	6.7	10.1	3.3	7.9	7.0
Strongly Disagree	0.4	0.6	0.5	0.7	0.0	1.0	2.0	0.8	1.3	0.9
Total Disagree	5.5	6.5	8.5	5.3	7.4	7.7	12.1	4.1	9.2	7.9

Q22 - Recognition from managers/supervisors for working safely encourages employees not to take risks

% Response to Q22	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	22.3	14.2	24.6	29.2	17.4	21.8	16.8	27.2	17.5	20.6
Agree	54.5	63.6	57.4	56.3	58.9	60.3	59.2	59.8	59.9	59.6
Total Agree	76.8	77.8	82.0	85.5	76.3	82.1	76.0	87.0	77.5	80.2
Disagree	20.7	19.7	16.6	12.5	20.5	15.3	21.1	11.7	19.1	18.1
Strongly Disagree	1.6	1.5	1.0	1.2	1.6	2.0	2.6	0.8	2.2	1.7
Total Disagree	22.3	21.2	17.6	13.7	21.8	17.3	23.7	12.5	21.3	19.8

Q23 - Managers are skilled and competent to ensure the safety of their employees

% Response to Q23	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	16.0	12.9	16.8	25.5	10.9	15.7	15.5	19.2	12.6	15.9
Agree	65.8	70.9	70.9	63.9	69.0	64.8	68.6	68.6	64.7	68.1
Total Agree	81.8	83.8	87.7	89.4	79.9	80.5	84.0	87.8	77.3	84.0
Disagree	14.8	12.7	11.2	8.3	14.7	17.0	14.6	10.0	18.8	14.3
Strongly Disagree	2.5	1.5	0.7	1.2	1.2	1.8	1.4	1.7	2.4	1.7
Total Disagree	17.3	14.2	11.9	9.5	15.9	18.8	16.0	11.7	21.2	16.0

Q24 - Employees are routinely involved in the development of (safe) work procedures

% Response to Q24	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	24.4	13.6	18.3	22.7	14.3	15.2	12.0	21.8	19.3	17.7
Agree	61.7	68.9	64.9	61.3	60.9	62.0	58.0	63.2	66.4	63.9
Total Agree	86.1	82.5	83.2	84.0	75.2	77.2	70.0	85.0	85.7	81.6
Disagree	11.5	14.8	14.8	13.7	22.9	20.3	28.1	14.2	12.1	17.1
Strongly Disagree	1.0	1.2	1.4	1.2	1.6	1.7	1.7	0.4	1.1	1.3
Total Disagree	12.5	16.0	16.2	14.9	24.5	22.0	29.8	14.6	13.2	18.4

Q25 - Up-to-date (safe) work procedures are available at this mine

% Response to Q25	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	22.7	16.5	17.8	25.5	11.6	17.2	16.4	20.9	18.1	18.6
Agree	63.1	66.5	65.6	64.4	70.9	67.3	67.7	66.5	60.8	66.0
Total Agree	85.8	83.0	83.4	89.9	82.5	84.5	84.1	87.4	78.9	84.6
Disagree	10.9	13.9	14.1	7.2	14.0	13.0	14.7	11.3	17.3	13.5
Strongly Disagree	2.5	1.7	1.4	1.6	2.3	1.7	1.1	1.3	2.8	1.8
Total Disagree	13.4	15.6	15.5	8.8	16.3	14.7	15.8	12.6	19.1	15.4

Q26 - I have easy access to (safe) work procedures

% Response to Q26	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	24.2	17.0	22.3	28.7	16.7	21.3	17.4	21.8	20.9	21.3
Agree	61.3	64.8	61.1	58.8	62.8	60.7	63.6	60.7	59.1	62.5
Total Agree	85.5	81.8	83.4	87.5	79.5	82.0	81.0	82.5	80.0	83.8
Disagree	12.3	16.1	14.0	10.0	15.9	14.2	16.4	13.8	15.9	14.7
Strongly Disagree	1.4	1.4	0.7	0.9	2.7	1.8	0.8	1.7	2.1	1.4
Total Disagree	13.7	17.5	14.7	10.9	18.6	16.0	17.2	15.1	18.0	16.1

Q27 - Employees are properly trained in the use of written (safe) work procedures

% Response to Q27	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	10.5	7.7	12.0	16.7	7.0	10.2	9.2	12.1	10.2	10.6
Agree	58.2	53.3	58.3	64.1	53.9	61.3	60.0	61.9	59.3	59.6
Total Agree	68.7	60.0	70.3	80.8	60.9	71.5	69.2	74.0	69.5	70.2
Disagree	27.9	36.1	27.2	17.1	31.8	25.8	27.4	23.8	27.2	27.9
Strongly Disagree	2.7	0.9	1.6	0.9	3.5	1.7	2.4	1.3	2.1	1.9
Total Disagree	30.6	37.0	28.8	18.0	37.3	27.5	29.8	25.1	29.3	29.8

Q28 - The work practices in my workplace are not the same as the written (safe) work practices

% Response to Q28	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	2.5	1.1	3.1	2.1	2.3	4.7	4.1	3.3	2.9	3.0
Agree	32.2	32.1	25.8	25.7	32.9	29.7	32.2	25.1	31.5	30.8
Total Agree	34.7	33.2	28.9	27.8	35.2	34.4	36.3	28.4	34.4	33.8
Disagree	55.3	58.3	62.5	57.6	51.6	55.7	56.8	58.2	53.6	58.1
Strongly Disagree	9.2	3.8	7.5	12.7	4.7	8.7	6.2	11.7	8.7	8.0
Total Disagree	64.5	62.1	70.0	70.3	56.3	64.4	63.0	69.9	62.3	64.1

Q29 - Induction training for my work area covered all relevant safety issues										
% Response to Q29	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Strongly Agree	16.2	13.3	16.6	24.8	14.0	15.3	16.7	21.3	15.6	16.8
Agree	60.7	63.6	63.5	60.9	60.5	64.2	64.1	62.3	62.9	63.4
Total Agree	76.9	76.9	80.1	85.7	74.5	79.5	80.8	83.6	78.5	80.2
Disagree	18.4	19.4	17.3	11.6	22.9	16.3	17.1	13.4	17.6	17.3
Strongly Disagree	2.3	2.4	2.1	2.1	2.3	3.7	2.0	1.7	3.0	2.5
Total Disagree	20.7	21.8	19.4	13.7	25.2	20.0	19.1	15.1	20.6	19.8

Q30 - Risks, short-cuts or unsafe behaviour are acceptable to management										
% Response to Q30	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Strongly Agree	4.1	3.3	3.8	5.6	3.5	4.3	2.9	3.3	2.5	3.6
Agree	9.0	12.0	9.2	9.0	11.2	10.5	13.7	10.0	12.6	11.2
Total Agree	13.1	15.3	13.0	14.6	14.7	14.8	16.3	13.3	15.1	14.8
Disagree	47.7	53.9	50.6	43.3	55.8	52.7	58.3	42.3	49.5	51.6
Strongly Disagree	38.7	29.7	36.0	41.0	29.1	31.5	25.1	43.9	33.8	33.7
Total Disagree	86.4	83.6	86.6	84.3	84.9	84.2	83.4	86.2	83.3	85.2

Q31 - Employees are routinely involved in incident/accident investigations										
% Response to Q31	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Strongly Agree	18.2	12.3	14.1	14.1	8.9	11.2	7.2	8.8	10.2	12.0
Agree	55.5	58.5	52.7	51.9	53.5	51.8	47.8	53.1	54.3	54.1
Total Agree	73.7	70.8	66.8	66.0	62.4	63.0	55.0	61.9	64.5	66.1
Disagree	24.2	24.7	28.3	27.1	30.6	31.2	38.9	31.8	28.0	29.9
Strongly Disagree	1.4	2.4	3.7	4.9	3.9	4.2	5.6	5.0	5.0	4.0
Total Disagree	25.6	28.1	32.0	32.0	34.5	35.4	44.5	35.8	33.0	33.9

Q32 - Employees get feed-back from management on incident/accident investigations										
% Response to Q32	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Strongly Agree	17.4	9.5	13.4	21.1	7.0	15.7	12.0	18.8	11.2	13.8
Agree	62.7	66.5	61.3	59.7	60.1	62.3	60.2	65.3	59.5	62.6
Total Agree	80.1	76.0	74.7	81.6	67.1	78.0	62.2	84.1	70.7	76.4
Disagree	17.6	20.0	22.9	16.0	28.7	17.8	23.5	13.4	22.7	20.8
Strongly Disagree	1.8	2.6	1.7	1.4	2.7	3.5	3.5	2.1	4.5	2.8
Total Disagree	19.4	22.6	24.6	17.4	31.4	21.3	27.0	15.5	27.2	23.6

Q33 - Managers do not spend enough time talking with employees about safety										
% Response to Q33	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Strongly Agree	5.9	5.3	3.8	5.1	5.0	4.5	6.0	7.5	7.4	5.6
Agree	26.8	32.9	28.8	21.1	39.1	24.3	31.7	18.8	35.3	29.6
Total Agree	32.7	38.2	32.6	26.2	44.1	28.8	39.7	26.3	42.7	35.3
Disagree	54.3	53.6	55.8	56.5	47.3	56.8	52.2	54.4	47.2	53.5
Strongly Disagree	12.9	6.8	11.0	16.4	7.0	13.5	9.5	18.4	9.3	11.2
Total Disagree	67.2	60.4	66.8	72.9	54.3	70.3	61.7	72.8	56.5	64.7

Q34 - Employees are not provided with safety information relevant to their work										
% Response to Q34	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Strongly Agree	1.0	2.1	3.0	2.8	1.9	3.3	3.2	1.7	2.9	2.6
Agree	14.6	18.0	19.4	17.4	25.2	19.2	23.9	18.0	19.6	19.5
Total Agree	15.6	20.1	22.4	20.2	27.1	22.5	27.1	19.7	22.5	22.1
Disagree	66.8	67.1	67.9	62.0	63.2	62.8	64.1	59.8	63.9	65.2
Strongly Disagree	16.6	11.7	9.2	16.7	8.1	14.0	8.6	19.7	12.6	12.7
Total Disagree	83.4	78.8	77.1	78.7	71.3	76.8	72.7	79.5	76.5	77.9

Q35 - Safety and health representatives and safety committees are encouraged at your mine site										
% Response to Q35	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Strongly Agree	36.7	27.9	30.5	25.5	27.1	29.7	19.5	27.2	33.0	29.0
Agree	57.2	64.4	60.9	57.6	66.3	61.0	65.9	63.2	60.4	62.2
Total Agree	93.9	92.3	91.4	83.1	93.4	90.7	85.4	90.4	93.4	91.2
Disagree	4.9	6.5	6.8	12.7	4.7	7.5	12.0	7.9	4.9	7.6
Strongly Disagree	1.0	0.5	1.0	3.0	0.8	1.2	2.3	0.8	0.7	1.2
Total Disagree	5.9	7.0	7.8	15.7	5.5	8.7	14.3	8.7	5.6	8.8

Q36 - Incentive-based remuneration systems encourage risk-taking behaviour										
% Response to Q36	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Strongly Agree	6.3	4.8	7.0	9.0	7.4	10.7	8.1	7.5	10.5	8.2
Agree	22.9	22.6	26.0	21.1	26.0	30.3	30.2	27.6	24.7	26.3
Total Agree	29.2	27.4	32.0	30.1	31.4	41.0	38.3	35.1	35.2	34.5
Disagree	51.4	53.0	52.5	50.2	42.7	44.3	48.7	40.6	50.2	50.4
Strongly Disagree	19.1	16.2	13.8	18.5	13.6	12.7	11.6	20.1	12.5	15.1
Total Disagree	70.5	69.2	66.3	68.7	61.3	57.0	60.3	60.7	62.7	65.5

Q37 - Safety and health representatives are effective in representing employees on safety and health issues

% Response to Q37	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pilbara	Overall
Strongly Agree	10.5	11.7	11.3	12.3	5.4	10.5	6.9	9.6	12.9	10.6
Agree	70.5	71.1	67.0	64.6	64.7	69.3	65.3	69.9	66.0	68.6
Total Agree	81.0	82.8	78.3	76.9	70.1	79.8	72.2	79.5	78.9	79.2
Disagree	17.2	15.0	18.5	17.8	23.3	16.5	23.9	16.7	17.2	18.5
Strongly Disagree	1.0	0.8	2.1	3.5	2.7	2.7	3.3	1.7	2.5	2.3
Total Disagree	18.2	15.8	20.6	21.3	26.0	19.2	27.2	18.4	19.7	20.8

Q38 - I am able to effectively apply risk management principles (i.e. identifying hazards, assessing the level of risk) while on the job

% Response to Q38	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pilbara	Overall
Strongly Agree	27.1	23.5	27.4	35.0	24.8	28.2	26.2	38.5	30.0	28.5
Agree	68.9	70.8	68.1	60.4	68.2	66.2	66.3	57.7	65.3	67.0
Total Agree	96.0	94.3	95.5	95.4	93.0	94.4	92.5	96.2	95.3	95.5
Disagree	3.3	4.7	3.7	2.3	5.4	3.7	6.2	2.9	3.0	4.0
Strongly Disagree	0.2	0.3	0.5	0.5	0.8	0.5	0.9	0.0	0.4	0.5
Total Disagree	3.5	5.0	4.2	2.8	6.2	4.2	7.1	2.9	3.4	4.5

Q39 - At your mine site how often does your manager speak to you about safety issues?

% Response to Q39	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pilbara	Overall
Daily	22.3	23.0	25.8	41.2	25.6	50.5	30.2	51.5	16.0	30.5
Weekly/Fortnightly	34.6	28.5	41.2	38.7	39.5	32.5	46.5	31.8	29.6	36.3
Monthly	28.3	33.9	25.6	13.7	24.0	11.8	14.1	9.2	37.1	24.0
Never	12.7	12.9	6.3	4.9	9.3	3.5	8.1	6.3	13.7	9.2

Q40 - How often do you attend Tool-box or Safety meetings at your mine site?

% Response to Q40	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pilbara	Overall
Daily	25.2	16.1	16.9	24.1	28.7	38.5	26.0	39.7	12.6	23.9
Weekly/Fortnightly	41.8	35.6	42.2	55.1	50.4	45.0	49.8	40.6	31.9	43.2
Monthly	29.5	42.3	35.3	13.4	15.9	14.8	19.2	13.4	47.0	28.9
Never	2.7	4.4	3.8	5.6	3.9	0.7	4.5	5.0	5.9	4.1

The three things you would most like to change at your mine site

% Response	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yigam	Pilbara	Overall
Better Training	43.2	28.2	42.1	39.8	44.2	41.0	32.0	39.3	31.7	44.0
Better Equipment	36.9	26.4	24.3	44.4	29.5	31.8	38.8	57.7	21.6	38.6
Better Personal Protective Equipment (PPE)	4.5	3.5	5.2	7.2	5.8	4.7	5.7	4.2	3.5	5.4
Better Communication	46.3	40.5	44.5	40.5	55.0	45.8	33.8	43.5	34.8	48.1
Better Safety Representatives	8.4	4.4	6.6	10.6	10.9	7.3	6.5	9.2	6.3	8.5
Better Incident/Accident Reporting	7.8	7.9	11.5	8.1	12.0	5.8	5.9	5.0	7.8	9.1
Better Safety Information	8.4	9.5	10.6	10.9	11.2	5.0	5.7	9.2	7.2	9.3
Better Supervision	11.3	8.8	11.7	10.6	16.3	11.7	11.1	10.9	12.4	13.1
More Resources	52.7	26.8	35.4	33.8	38.0	31.8	28.9	47.7	23.3	40.3
More Recognition	32.0	28.8	30.0	36.3	31.4	26.2	25.6	20.9	19.6	31.7
More Time With Supervisor	5.3	3.8	5.8	4.9	4.7	4.5	3.0	5.4	4.5	5.2
More Management Involvement	15.6	17.1	18.2	16.7	18.2	13.3	10.4	16.7	12.9	17.7

EMPLOYEE SURVEY RESULTS BY INDUSTRY SECTOR

This Appendix (Appendix D) contains the analysis of the responses given to Section A ("GENERAL INFORMATION" or Questions A to M) and Section B ("EMPLOYEE QUESTIONS" or Questions 1 to 40) under each of the seven Industry Sectors that took part in the Survey. Note that these questions were completed by everyone who took part in the Survey, including managers and supervisors.

The number of mine sites in each Industry Sector and their principal classification are as follows:

Principal type of operation	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Total
Underground	15	4	0	0	0	0	2	21
Surface	8*	1	2	1	8	2	2	24
Processing	0	4	3	6	1	0	0	14
Port/Rail	0	0	0	0	2	0	0	2
Total	23	9	5	7	11	2	4	61

* includes one underground mine part of major gold operation

"Other Minerals" includes salt, tantalum and tin

(A) ANALYSIS OF GENERAL INFORMATION (Part A)

This section contains an analysis of responses relating to age, gender, main work area, job category, work experience and length of time in the industry.

Question B – Your age								
Age (% in age category)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
< 20 years	0.7	0.7	1.5	1.2	3.1	7.4	2.4	1.6
<30 years	29.1	28.3	12.5	17.1	22.4	6.1	25.3	24.3
<40 years	35.7	35.4	28.9	31.0	32.2	19.6	35.2	33.3
<50 years	23.6	23.6	31.4	34.8	29.2	42.3	23.5	26.8
<60 years	9.6	10.9	23.9	14.2	12.2	24.5	12.0	12.6
>60 years	1.3	1.1	3.9	1.7	0.9	0.0	1.5	1.5
Overall Aver.	36.1	37.2	42.8	40.4	38.1	42.4	37.6	37.4

Question C – Your gender								
Gender (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Male	90.1	90.5	94.5	86.4	90.0	98.8	90.7	90.6
Female	9.9	9.5	5.5	13.6	10.0	1.2	9.3	9.4

Question D – Are you a Safety and Health Representative?								
S&H Reps	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
% Yes	10.0	9.5	10.5	12.1	9.6	8.1	9.8	10.0

APPENDIX D – EMPLOYEE SURVEY RESULTS BY INDUSTRY SECTOR

Question E – Are you a member of a Safety and Health Committee?								
S&H Committee	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
% Yes	11.6	15.4	19.3	19.4	15.6	11.9	13.1	14.1

Question F – What is your main work area?								
Area (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Underground	34.8	25.6	0.0	0.3	0.5	0.6	28.6	20.6
Surface	22.2	12.2	11.1	21.7	31.6	49.7	17.3	22.2
Workshop	7.6	7.5	12.6	8.1	16.9	35.0	12.2	10.9
Process Plant	11.4	17.0	15.5	35.0	31.5	3.1	11.3	17.1
Smelter /Refinery	0.3	13.8	44.7	0.3	0.3	0.0	3.0	6.2
Surface drilling	3.2	0.7	0.2	0.3	0.8	2.5	3.3	2.0
Office	10.8	13.8	8.1	17.9	10.8	7.4	10.4	11.2
Other	4.2	6.3	3.6	8.7	3.6	1.2	8.3	4.8
Not classified	5.5	3.2	4.0	7.8	4.0	0.6	5.7	5.0

Question G – What is your job category (choice of 4)?								
Category (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Operator	59.5	49.8	60.2	48.3	57.5	76.7	59.8	59.7
Support	18.1	24.4	17.7	24.6	20.9	5.5	18.5	19.7
Manager	7.8	10.6	8.7	9.0	7.0	8.0	6.5	8.3
Supervisor	11.8	12.4	11.7	16.8	11.3	8.6	11.3	12.3

Question J – How long have you worked in the mining industry?								
Time in Industry (years)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
3 years or less	20.5	18.7	7.5	10.8	16.5	11.7	19.2	17.3
3 - 5 years	10.8	9.6	5.2	9.6	9.9	1.2	10.2	9.5
5 - 10 years	28.1	30.1	15.5	27.0	26.6	3.1	25.2	25.6
More than 10 years	40.6	41.7	71.6	52.6	47.0	84.0	45.3	47.6

Question K – How long have you worked at this mine site?								
Aver. time (years)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Aver. Years at this mine	2.9	3.3	11.4	6.4	6.5	12.7	5.2	5.1

Question K – How long have you worked at this mine site?								
Distribution (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
% < 1 year	40.3	26.3	6.3	11.8	25.3	6.7	25.9	33.3
% 1 < 2 years	58.7	25.6	6.7	9.0	14.2	4.9	15.2	15.6
% 2 < 5 years	84.5	30.8	17.7	28.6	25.9	12.9	24.4	22.0
% > 5 years	14.1	15.0	66.8	46.5	46.7	64.4	31.8	29.2

Question L – How many mines have you worked at?								
Aver. number	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Aver. no of mines	3.8	2.7	6.3	6.3	6.2	5.8	6.2	4.9

Question L – How many mines have you worked at?								
Distribution (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
% 1 mine	10.0	11.8	23.3	18.2	15.1	16.2	13.8	13.4
% 2 mines	10.2	12.0	13.5	14.6	13.2	10.8	9.3	11.4
% 3-5 mines	40.4	43.0	52.7	49.8	54.4	66.9	48.9	26.5
% > 5 mines	39.4	33.3	10.5	17.3	17.3	6.1	28.0	48.7

Question M – Who do you work for (choice of 4)?								
Job category (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Company	46.2	60.5	63.2	77.3	79.8	94.4	62.3	61.8
Contractor	49.0	38.0	15.3	19.5	18.5	1.9	34.7	34.8
Labour Hire	4.6	1.4	1.1	3.2	1.6	3.1	3.0	3.2
Other	0.2	0.2	0.2	0.0	0.1	0.0	0.0	0.2

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(B) ANALYSIS OF EMPLOYEE QUESTIONS (Part B)

Q1 – Hazards/incidents at this mine are reported promptly								
% Response to Q1	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	28.2	29.6	30.9	34.1	20.5	22.1	27.4	30.5
Agree	63.2	62.9	58.1	61.0	64.7	61.3	65.5	63.6
Total Agree	91.4	92.5	88.9	95.1	85.2	83.4	92.9	94.1
Disagree	7.6	6.8	10.0	4.6	13.0	13.5	6.0	5.9
Strongly Disagree	0.5	0.7	0.6	0.3	0.9	1.8	0.9	0.0
Total Disagree	8.1	7.5	10.6	4.9	13.9	15.3	6.8	5.9

Q2 – The thought of being killed or injured at work affects how I behave at work								
% Response to Q2	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	44.5	47.3	53.4	48.3	51.2	46.0	44.3	47.4
Agree	37.6	41.0	38.5	39.9	37.5	47.9	44.0	39.3
Total Agree	82.1	88.2	91.9	88.2	88.7	93.9	88.4	86.7
Disagree	12.8	7.5	6.2	7.2	8.3	4.9	7.4	9.9
Strongly Disagree	4.2	3.8	1.1	4.6	2.1	0.6	4.2	3.4
Total Disagree	17.0	11.3	7.2	11.8	10.4	5.5	11.6	13.3

Q3 – Supervisors ignore risk-taking behaviour								
% Response to Q3	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	3.4	2.9	1.9	1.4	1.9	4.3	2.7	2.8
Agree	13.7	11.5	16.6	10.7	17.3	23.9	16.1	14.8
Total Agree	17.0	14.5	18.5	12.1	19.2	28.2	18.8	17.6
Disagree	57.7	62.9	57.0	54.3	56.2	57.1	53.0	58.0
Strongly Disagree	24.1	21.9	22.3	32.9	23.3	10.4	27.7	24.3
Total Disagree	81.9	84.8	79.4	87.3	79.5	67.5	80.7	83.4

Q4 – Accidents at this mine are reported promptly								
% Response to Q4	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	33.5	37.3	33.6	41.9	27.4	24.5	36.3	33.9
Agree	60.9	56.8	58.1	54.3	62.1	57.1	60.4	60.7
Total Agree	94.4	94.1	91.7	96.2	89.5	81.6	96.7	94.6
Disagree	3.8	4.8	5.7	2.9	7.1	11.7	2.7	4.8
Strongly Disagree	0.6	0.2	0.9	0.0	1.0	0.6	0.3	0.6
Total Disagree	4.4	5.0	6.6	2.9	8.2	12.3	3.0	5.4

Q5 – Safety issues raised with supervisors are adequately dealt with								
% Response to Q5	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	14.8	10.6	9.4	18.8	10.9	9.2	15.2	13.5
Agree	66.7	71.0	66.6	68.8	62.4	63.2	70.8	67.5
Total Agree	81.6	81.7	76.0	87.6	73.3	72.4	86.0	81.0
Disagree	14.7	16.5	21.1	10.4	23.2	19.6	11.9	16.8
Strongly Disagree	2.5	1.4	1.7	0.9	2.2	3.1	1.8	2.2
Total Disagree	17.2	17.9	22.8	11.3	25.4	22.7	13.7	19.0

Q6 – Mining industry employers are serious about safety and health								
% Response to Q6	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	22.2	22.2	22.1	26.9	23.3	23.9	24.4	23.2
Agree	66.9	66.7	66.8	65.6	62.8	58.9	64.0	66.5
Total Agree	89.1	88.9	88.9	92.5	86.1	82.8	88.4	89.7
Disagree	8.5	9.5	8.1	6.6	11.7	14.1	10.4	9.4
Strongly Disagree	1.2	0.9	0.9	0.0	0.8	0.6	0.6	0.9
Total Disagree	9.7	10.4	8.9	6.6	12.5	14.7	11.0	10.3

Q7 – Employees take short-cuts to meet production demands								
% Response to Q7	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	6.5	6.1	6.8	2.3	7.7	5.5	5.1	6.3
Agree	37.0	38.2	44.0	27.7	39.8	26.4	31.5	37.3
Total Agree	43.5	44.3	50.9	30.1	47.5	31.9	36.6	43.6
Disagree	46.7	48.0	43.2	51.7	45.1	57.1	52.4	48.0
Strongly Disagree	8.5	7.5	4.3	16.8	6.2	6.7	9.8	8.4
Total Disagree	55.2	55.4	47.4	68.5	51.4	63.8	62.2	56.4

Q8 – Supervisors provide positive feedback for following safe work practices								
% Response to Q8	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	12.3	10.2	8.3	11.8	9.9	4.3	14.0	11.2
Agree	65.5	67.4	67.4	67.9	65.8	63.2	68.5	66.7
Total Agree	77.9	77.6	75.7	79.8	75.6	67.5	82.4	78.0
Disagree	19.6	21.0	22.1	18.8	21.4	26.4	16.1	20.3
Strongly Disagree	1.9	1.4	1.3	0.9	1.9	3.1	1.2	1.7
Total Disagree	21.5	22.4	23.4	19.7	23.3	29.4	17.3	22.0

Q9 – Supervisors actively discourage unsafe behaviour

% Response to Q9	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	24.3	21.5	22.6	30.1	21.4	11.7	25.6	23.6
Agree	59.3	67.0	62.3	54.9	60.3	59.5	56.0	60.3
Total Agree	83.6	88.5	84.9	85.0	81.7	71.2	81.5	83.9
Disagree	12.8	9.3	11.9	11.3	14.4	23.3	15.5	13.1
Strongly Disagree	3.3	2.3	2.3	2.9	3.1	3.1	2.7	3.0
Total Disagree	16.0	11.5	14.3	14.2	17.5	26.4	18.2	16.1

Q10 – Employees are discouraged from reporting or bringing safety issues to the attention of management

% Response to Q10	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	2.7	3.4	1.9	0.9	2.3	2.5	2.7	2.5
Agree	9.3	6.1	8.3	3.5	9.2	9.2	7.7	8.4
Total Agree	12.0	9.5	10.2	4.3	11.5	11.7	10.4	10.9
Disagree	56.0	58.4	57.4	52.6	56.8	62.0	51.8	56.5
Strongly Disagree	31.4	31.7	31.5	43.1	31.1	23.3	37.8	32.6
Total Disagree	87.4	90.0	88.9	95.7	87.9	85.3	89.6	89.1

Q11 – Management reacts constructively to safety issues that are raised

% Response to Q11	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	15.3	10.2	13.8	21.2	11.7	14.4	18.3	14.7
Agree	69.6	70.5	68.7	68.0	69.1	69.4	70.1	69.6
Total Agree	84.9	80.7	82.5	89.2	80.8	83.8	88.3	84.4
Disagree	13.5	18.2	16.6	9.9	17.9	16.3	10.5	14.6
Strongly Disagree	1.2	0.7	1.1	0.6	1.0	0.6	0.6	1.0
Total Disagree	14.7	18.9	17.7	10.5	18.9	16.9	11.1	15.6

Q12 – Hazards at this site are eliminated or dealt with promptly

% Response to Q12	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	12.9	9.3	8.4	19.5	10.1	7.5	14.7	12.2
Agree	66.3	60.9	59.8	60.8	59.1	62.5	65.3	64.1
Total Agree	79.2	70.2	68.2	80.3	69.2	70.0	79.9	76.3
Disagree	17.9	27.3	28.5	17.2	27.4	26.3	18.0	21.9
Strongly Disagree	1.4	1.8	3.0	1.2	2.5	1.9	1.8	1.8
Total Disagree	19.3	29.1	31.5	18.3	29.9	28.1	19.8	23.7

Q13 – Employees have been properly trained to perform their assigned tasks

% Response to Q13	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	11.0	10.9	12.5	11.0	11.5	10.0	13.5	11.4
Agree	63.3	68.0	67.4	69.8	62.8	74.4	68.9	65.5
Total Agree	74.4	78.9	79.9	80.8	74.3	84.4	82.3	76.8
Disagree	23.4	20.0	18.1	16.6	22.5	13.8	16.2	21.1
Strongly Disagree	1.8	1.1	2.4	2.0	3.3	1.9	1.5	2.1
Total Disagree	25.2	21.1	20.5	18.6	25.7	15.6	17.7	23.2

Q14 – Employees are disciplined or disadvantaged for refusing to do tasks they consider unsafe

% Response to Q14	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	4.7	2.7	2.4	2.0	4.4	2.5	3.3	3.9
Agree	16.6	13.6	15.8	9.3	17.8	15.6	14.4	15.8
Total Agree	21.3	16.3	18.2	11.3	22.2	18.1	17.7	19.6
Disagree	55.8	58.6	57.2	51.5	52.3	65.6	55.4	56.0
Strongly Disagree	22.3	24.5	25.1	36.9	24.4	14.4	26.0	24.4
Total Disagree	78.1	83.2	82.3	88.4	76.8	80.0	81.4	80.4

Q15 – Tool-box/safety meetings are held at this mine site

% Response to Q15	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	43.6	47.5	44.3	53.5	35.1	40.0	49.7	43.7
Agree	52.7	51.6	54.4	45.1	57.6	60.0	47.9	52.9
Total Agree	96.3	99.1	98.7	98.6	92.7	100.0	97.6	96.6
Disagree	2.8	0.9	1.5	0.9	5.2	0.6	2.1	2.6
Strongly Disagree	0.7	0.0	0.4	0.6	1.7	0.0	0.3	0.7
Total Disagree	3.5	0.9	1.9	1.5	6.9	0.6	2.4	3.3

Q16 – I understand what my 'Duty of Care' means under the Mines Safety and Inspection Act 1994

% Response to Q16	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	47.5	48.2	37.2	43.4	40.7	25.8	44.0	44.3
Agree	50.8	49.1	56.6	53.6	53.7	66.3	51.5	52.7
Total Agree	98.3	97.3	93.8	97.2	94.4	92.1	95.5	97.0
Disagree	1.2	2.3	4.9	2.6	4.3	6.1	3.6	2.6
Strongly Disagree	0.2	0.2	0.4	0.0	0.6	1.2	0.6	0.4
Total Disagree	1.4	2.5	5.3	2.6	4.9	7.4	4.2	3.0

Q17 – Supervisors are skilled and competent to ensure the safety of their people

% Response to Q17	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	21.4	19.0	11.9	19.4	14.3	11.0	19.6	18.6
Agree	64.5	66.1	65.3	64.2	62.6	73.0	69.0	65.6
Total Agree	85.9	85.1	77.2	83.6	76.9	84.0	88.6	84.2
Disagree	11.9	13.8	19.1	13.9	19.7	11.0	10.4	14.2
Strongly Disagree	1.4	0.9	2.3	0.9	2.3	1.8	0.6	1.5
Total Disagree	13.3	14.7	21.4	14.8	22.0	12.8	11.0	15.7

Q18 – Employees at this mine behave unsafely and take risks at work

% Response to Q18	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	1.7	2.0	2.8	2.6	1.7	2.5	1.2	1.9
Agree	15.3	17.6	26.4	11.6	23.2	20.2	16.4	18.1
Total Agree	17.0	19.7	29.1	14.2	24.9	22.7	17.6	20.0
Disagree	58.5	55.7	55.5	56.1	55.6	65.0	58.0	58.0
Strongly Disagree	23.6	24.2	13.4	29.8	18.8	9.8	24.1	22.0
Total Disagree	82.0	79.9	68.9	85.8	74.4	74.8	82.1	80.0

Q19 – Contractors employees operate at the same standard of safety as company (principal) employees

% Response to Q19	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	17.3	17.2	11.9	14.2	10.8	6.7	21.4	15.6
Agree	56.8	51.4	48.5	54.0	48.8	50.9	56.5	54.5
Total Agree	74.1	68.6	60.4	68.2	59.5	57.7	78.0	70.1
Disagree	21.6	26.9	31.1	27.2	32.2	25.2	19.9	25.6
Strongly Disagree	2.9	3.6	7.7	4.3	6.9	5.5	1.5	4.3
Total Disagree	24.5	30.5	38.7	31.5	39.0	30.7	21.4	29.9

Q20 – Safety bulletins and safety incidents reports are readily available for you to read

% Response to Q20	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	39.1	29.7	28.1	31.9	28.3	31.2	23.8	30.2
Agree	56.3	62.6	61.4	55.8	60.1	58.7	62.9	60.4
Total Agree	95.4	92.3	89.5	87.7	88.4	89.9	86.7	90.6
Disagree	4.1	6.2	8.4	10.0	10.1	8.5	12.2	8.4
Strongly Disagree	0.4	0.9	1.6	1.2	0.8	1.0	1.1	1.0
Total Disagree	4.5	7.1	10.0	11.2	10.9	9.5	12.3	9.4

Q21 - Safety bulletins and safety incidents are discussed at Tool-box/Safety meetings/pre-shift meetings

% Response to Q21	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	30.5	34.8	33.0	37.3	26.6	20.2	33.0	31.1
Agree	60.2	57.5	61.9	57.5	62.9	64.4	60.1	61.0
Total Agree	90.7	92.3	94.9	94.8	89.5	84.6	93.1	92.1
Disagree	7.6	7.0	3.4	4.3	7.7	12.9	5.7	7.0
Strongly Disagree	1.1	0.0	0.2	0.6	1.4	1.2	1.2	0.9
Total Disagree	8.6	7.0	3.6	4.9	9.1	14.1	6.8	7.9

Q22 - Recognition from managers/supervisors for working safely encourages employees not to take risks

% Response to Q22	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	22.2	22.9	14.5	26.6	17.8	11.7	18.5	20.6
Agree	59.2	56.6	59.6	55.8	59.9	56.4	64.0	59.6
Total Agree	81.4	79.4	74.0	82.4	77.7	68.1	82.4	80.2
Disagree	16.2	19.5	23.6	15.3	18.8	28.2	14.6	18.1
Strongly Disagree	1.7	1.1	1.3	1.4	2.3	1.8	2.4	1.7
Total Disagree	17.9	20.6	24.9	16.8	21.1	30.1	17.0	19.8

Q23 - Managers are skilled and competent to ensure the safety of their employees

% Response to Q23	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	17.8	13.3	12.3	18.8	13.0	10.4	16.1	15.9
Agree	67.8	67.6	64.9	69.7	64.3	72.4	69.3	68.1
Total Agree	85.7	81.0	77.2	88.4	77.3	82.8	85.4	84.0
Disagree	12.1	16.7	19.1	8.7	18.9	11.0	12.8	14.3
Strongly Disagree	1.3	1.4	2.6	1.4	2.2	2.5	1.2	1.7
Total Disagree	13.5	18.1	21.7	10.1	21.1	13.5	14.0	16.0

Q24 - Employees are routinely involved in the development of (safe) work procedures

% Response to Q24	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	16.4	17.9	18.3	25.7	19.5	8.0	15.2	17.7
Agree	61.2	62.2	65.1	64.5	65.9	63.8	69.3	63.9
Total Agree	77.7	80.1	83.4	90.2	85.3	71.8	84.5	81.6
Disagree	20.0	19.0	14.3	8.4	12.6	22.7	13.7	17.1
Strongly Disagree	1.7	0.2	0.9	1.2	1.0	3.1	0.6	1.3
Total Disagree	21.7	19.2	15.1	9.5	13.6	25.8	14.3	18.4

Q25 - Up-to-date (safe) work procedures are available at this mine site

% Response to Q25	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	17.2	17.6	21.5	20.8	18.2	12.3	24.4	18.6
Agree	67.2	67.2	65.1	63.0	61.1	66.3	64.0	66.0
Total Agree	84.4	84.8	86.6	83.8	79.2	78.5	88.4	84.6
Disagree	13.0	14.0	10.6	12.7	17.3	14.1	11.0	13.5
Strongly Disagree	1.6	1.1	1.3	2.6	2.7	5.5	0.3	1.8
Total Disagree	14.6	15.2	11.9	15.3	20.0	19.6	11.3	15.4

Q26 - I have easy access to (safe) work procedures

% Response to Q26	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	20.2	21.7	20.2	24.0	21.3	12.3	26.8	21.3
Agree	61.4	64.3	62.6	61.3	59.1	63.8	61.3	62.5
Total Agree	81.6	86.0	82.8	85.3	80.4	76.1	88.1	83.8
Disagree	15.0	12.4	14.5	13.3	15.8	19.6	9.8	14.7
Strongly Disagree	1.4	0.9	1.5	1.2	2.1	3.1	0.0	1.4
Total Disagree	16.4	13.3	16.0	14.5	17.9	22.7	9.8	16.1

Q27 - Employees are properly trained in the use of written (safe) work procedures

% Response to Q27	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	11.3	10.6	10.2	9.0	9.7	5.5	11.3	10.6
Agree	59.2	63.1	53.6	58.4	59.5	49.7	61.6	59.6
Total Agree	70.5	73.8	63.8	67.3	69.3	55.2	72.9	70.2
Disagree	26.1	24.4	33.2	29.5	27.6	38.7	25.6	27.9
Strongly Disagree	2.0	1.1	1.7	2.0	2.1	3.1	0.6	1.9
Total Disagree	28.1	25.6	34.9	31.5	29.7	41.7	26.2	29.8

Q28 - The work practices in my workplace are not the same as the written (safe) work practices

% Response to Q28	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	3.2	3.2	2.3	0.9	3.0	1.8	4.2	3.0
Agree	29.4	28.5	36.0	27.2	30.9	33.1	28.0	30.8
Total Agree	32.6	31.7	38.3	28.0	33.9	35.0	32.1	33.8
Disagree	57.1	57.9	53.8	61.3	55.1	55.2	56.8	58.1
Strongly Disagree	8.2	8.8	4.7	10.1	8.0	1.2	9.2	8.0
Total Disagree	65.3	66.7	58.5	71.4	63.2	56.4	66.1	64.1

Q29 - Induction training for my work area covered all relevant safety issues

% Response to Q29	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	17.8	14.9	13.6	15.9	15.2	11.0	22.3	16.8
Agree	62.6	64.0	61.7	61.6	63.4	65.0	62.8	63.4
Total Agree	80.5	79.0	75.3	77.5	78.6	76.1	85.1	80.2
Disagree	16.5	17.9	19.8	19.9	17.9	16.6	12.8	17.3
Strongly Disagree	2.3	3.2	2.6	1.2	2.9	4.3	2.1	2.5
Total Disagree	18.9	21.0	22.3	21.1	20.8	20.9	14.9	19.8

Q30 - Risks, short-cuts or unsafe behaviour are acceptable to management

% Response to Q30	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	4.1	2.7	3.0	4.9	2.7	1.8	3.9	3.6
Agree	11.1	11.1	11.7	5.8	12.3	17.8	8.9	11.2
Total Agree	15.2	13.8	14.7	10.7	15.0	19.6	12.8	14.8
Disagree	51.5	51.1	53.4	44.8	50.3	58.9	50.3	51.6
Strongly Disagree	32.6	35.1	30.9	43.9	33.3	19.0	36.6	33.7
Total Disagree	84.0	86.2	84.3	88.7	83.7	77.9	86.9	85.2

Q31 - Employees are routinely involved in incident/accident investigations

% Response to Q31	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	9.8	16.5	18.5	15.0	10.1	8.6	11.0	12.0
Agree	50.5	53.8	58.9	56.1	53.2	58.9	56.5	54.1
Total Agree	60.3	70.4	77.4	71.1	63.3	67.5	67.6	66.1
Disagree	33.3	25.6	19.8	26.6	29.7	25.2	26.8	29.9
Strongly Disagree	4.8	3.4	1.5	1.2	4.8	3.7	4.2	4.0
Total Disagree	38.0	29.0	21.3	27.7	34.5	28.8	31.0	33.9

Q32 - Employees get feed-back from management on incident/accident investigations

% Response to Q32	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	14.0	16.3	14.9	15.3	11.8	7.4	11.6	13.8
Agree	61.5	59.3	67.7	62.1	59.8	58.3	65.2	62.6
Total Agree	75.6	75.6	82.6	77.5	71.6	65.6	76.8	76.4
Disagree	20.9	20.8	14.7	19.4	22.0	28.2	19.6	20.8
Strongly Disagree	2.3	3.2	1.9	2.0	4.4	4.3	3.0	2.8
Total Disagree	23.3	24.0	16.6	21.4	26.5	32.5	22.6	23.6

Q33 - Managers do not spend enough time talking with employees about safety

% Response to Q33	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	5.5	5.2	7.7	3.8	7.3	2.5	3.6	5.6
Agree	27.9	26.9	33.2	26.3	34.9	32.5	26.2	29.6
Total Agree	33.4	32.1	40.9	30.1	42.2	35.0	29.8	35.3
Disagree	53.7	55.7	49.6	56.9	48.0	58.9	55.4	53.5
Strongly Disagree	12.1	11.8	8.7	12.7	9.2	2.5	14.3	11.2
Total Disagree	65.8	67.4	58.3	69.7	57.2	61.3	69.6	64.7

Q34 - Employees are not provided with safety information relevant to their work

% Response to Q34	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	3.1	1.8	2.1	0.3	3.0	2.5	2.1	2.6
Agree	20.7	19.9	15.3	14.5	20.0	23.3	17.6	19.5
Total Agree	23.8	21.7	17.4	14.7	23.0	25.8	19.6	22.1
Disagree	63.6	67.4	67.0	67.1	64.2	65.6	62.2	65.2
Strongly Disagree	11.8	10.4	14.3	17.6	11.9	5.5	17.9	12.7
Total Disagree	75.4	77.8	81.3	84.7	76.1	71.2	80.1	77.9

Q35 - Safety and health representatives and safety committees are encouraged at your mine site

% Response to Q35	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	25.1	28.7	33.8	36.1	32.6	20.9	32.4	29.0
Agree	62.5	62.4	59.4	57.8	60.7	71.2	61.3	62.2
Total Agree	87.6	91.2	93.2	93.9	93.3	92.0	93.8	91.2
Disagree	9.9	7.5	5.1	5.2	5.1	6.1	5.1	7.6
Strongly Disagree	1.7	0.9	0.9	0.6	0.8	1.2	0.9	1.2
Total Disagree	11.6	8.4	6.0	5.8	5.8	7.4	6.0	8.8

Q36 - Incentive-based remuneration systems encourage risk-taking behaviour

% Response to Q36	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	8.7	8.4	5.5	4.6	10.4	4.9	6.5	8.2
Agree	27.5	23.5	24.9	20.2	25.6	19.6	27.4	26.3
Total Agree	36.3	31.9	30.4	24.9	35.9	24.5	33.9	34.5
Disagree	47.8	50.5	50.9	52.3	49.4	56.4	50.0	50.4
Strongly Disagree	13.8	16.5	16.8	22.5	12.5	11.0	15.2	15.1
Total Disagree	61.6	67.0	67.7	74.9	61.9	67.5	65.2	65.5

Q37 - Safety and health representatives are effective in representing employees on safety and health issues

% Response to Q37	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	9.3	9.5	13.6	9.8	12.8	9.2	11.0	10.6
Agree	66.6	67.4	68.3	71.7	65.6	76.1	69.9	68.6
Total Agree	75.9	76.9	81.9	81.5	78.5	85.3	81.0	79.2
Disagree	19.7	20.1	15.5	16.8	17.8	11.7	16.7	18.5
Strongly Disagree	3.0	1.8	0.9	0.9	2.3	0.6	1.8	2.3
Total Disagree	22.7	21.9	16.4	17.6	20.1	12.3	18.5	20.8

Q38 - I am able to effectively apply risk management principles (i.e. identifying hazards, assessing the level of risk) while on the job

% Response to Q38	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	29.2	27.6	25.1	28.9	30.7	18.4	26.2	28.5
Agree	64.7	69.0	70.9	65.9	64.6	72.4	69.3	67.0
Total Agree	93.9	96.6	96.0	94.8	95.3	90.8	95.5	95.5
Disagree	4.5	2.7	2.8	4.9	3.0	6.7	3.6	4.0
Strongly Disagree	0.6	0.5	0.2	0.3	0.4	0.6	0.3	0.5
Total Disagree	5.1	3.2	3.0	5.2	3.4	7.4	3.9	4.5

Q39 - At your mine site, how often does your manager speak to you about safety issues?

% Response to Q39	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Daily	37.0	36.7	24.7	16.8	17.3	9.2	35.7	30.5
Weekly/ Fortnightly	39.3	34.4	28.3	39.3	31.1	20.9	37.5	36.3
Monthly	16.2	20.8	30.0	31.8	34.6	54.6	16.7	24.0
Never	6.2	6.8	14.7	10.4	13.4	12.9	9.2	9.2

Q40 - How often do you attend Tool-box or Safety meetings at your mine site?

% Response to Q40	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Daily	28.7	22.9	39.6	4.9	14.5	0.6	19.0	23.9
Weekly/ Fortnightly	48.4	39.4	33.2	48.3	30.7	17.8	55.4	43.2
Monthly	18.1	33.5	21.7	43.4	45.9	74.2	20.8	28.9
Never	3.6	3.4	4.3	2.6	6.4	5.5	3.0	4.1

The three things you would most like to change at your mine site								
% Response	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Better Training	44.2	45.7	41.5	38.7	48.8	36.2	42.6	44.0
Better Equipment	42.6	32.6	40.2	30.1	36.1	29.4	38.1	38.6
Better PPE	6.7	4.8	4.0	4.0	4.2	4.9	5.1	5.4
Better Communication	47.0	50.7	46.6	51.2	48.5	55.8	45.8	48.1
Better Safety Representatives	9.3	10.0	6.8	7.2	8.3	6.7	6.3	8.5
Better Incident/Accident Reporting	8.2	11.5	7.2	8.7	10.5	10.4	10.7	9.1
Better Safety Information	10.1	6.6	9.6	7.2	8.8	20.9	5.4	9.3
Better Supervision	12.9	14.7	10.4	13.0	16.6	10.4	9.8	13.1
More Resources	37.4	42.5	43.6	52.9	42.7	16.6	43.5	40.3
More Recognition	31.4	34.4	37.2	31.5	26.7	38.0	31.8	31.7
More Time With Supervisors	5.3	4.8	4.5	6.9	5.3	4.3	4.8	5.2
More Management Involvement	15.7	20.1	20.6	17.1	20.4	21.5	16.7	17.7

APPENDIX E – SUPERVISOR SURVEY RESULTS BY REGION

SUPERVISOR SURVEY RESULTS BY REGION

This Appendix (Appendix E) contains the analysis of the responses given to Section C ("SUPERVISORS" or Questions 41 to 60) under each of the nine Regions that were visited across WA. Note that these questions were completed only by persons who had supervisory or acting-supervisory roles e.g. shift bosses, shift coordinators, leading hands, team leaders, technical staff supervisors, etc.

A total of 770 supervisors (16% of total respondents) completed the additional (Green) Survey form; 570 of these supervised workforce and 200 supervised technical or support personnel.

Approximately 69% of the workforce supervisors were employed by the principal company, 29% were employed by contractors and 1% were employed by labour hire organisations. The numbers are summarised as follows:

Table 1

Responses	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor*	Total
No. of Company	1426	769	293	396	2884
No. of Contractor	1246	135	75	167	1623
No. of Labour Hire	100	35	6	7	148
No. of Other	5	1	2	0	8
Total	2777	940	376	570	4663*

* Does not include 200 technical/support personnel in supervisory roles

(A) ANALYSIS OF GENERAL INFORMATION (Part A)

This section contains an analysis of responses relating to main work area, job category, work experience and resource sector.

Question B – Your age

Age (% in age group)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
<20 years	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<30 years	7.8	3.9	14.7	18.2	26.5	7.6	12.2	15.6	5.8	10.8
<40 years	27.5	30.4	45.3	32.7	32.4	37.9	36.5	28.1	26.7	33.4
<50 years	31.4	39.2	22.7	20.0	26.5	37.9	41.9	37.5	44.2	34.6
<60 years	31.4	25.5	16.0	29.1	14.7	15.2	9.5	12.5	20.9	19.8
>60 years	2.0	1.0	1.3	0.0	0.0	1.5	0.0	6.3	2.3	1.4
Average (yrs)	44.8	47.0	38.5	40.2	37.6	40.5	39.5	41.9	42.9	40.7

Question C – Your gender

Gender (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Male	90.2	97.1	90.7	94.8	94.1	89.6	98.7	100.0	96.5	92.5
Female	9.8	2.9	9.3	5.2	5.9	10.4	1.3	0.0	3.5	7.5

Question E – Are you a member of a Safety and Health Committee?

S&H Committee (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Yes	15.7	23.5	8.0	8.6	17.6	19.4	9.3	25.0	19.8	15.5

Question F – What is your main work area?

Area (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Underground	0.0	3.9	10.7	25.9	5.9	35.8	41.3	37.5	0.0	16.7
Surface	11.8	23.5	21.3	17.2	20.6	14.9	12.0	25.0	23.3	18.3
Workshop	3.9	13.7	8.0	8.6	5.9	7.5	6.7	15.6	14.0	10.3
Process Plant	29.4	15.7	24.0	22.4	17.6	11.9	16.0	9.4	38.4	18.9
Smelter/Refinery	21.6	25.5	9.3	1.7	8.8	0.0	0.0	0.0	0.0	7.3
Surface drilling	0.0	2.0	9.3	1.7	2.9	3.0	1.3	3.1	0.0	2.9
Office	7.8	7.8	6.7	8.6	23.5	10.4	8.0	3.1	10.5	9.9
Other	11.8	5.9	8.0	0.0	11.8	10.4	5.3	3.1	7.0	6.7
Not classified	13.7	2.0	2.7	13.8	2.9	6.0	9.3	3.1	7.0	9.1

Question G – Which of the following categories best describes your job or position?

Refer table 1 page 72.

Question I – What resource sector do you work in?

Sector (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
% Gold	0.0	0.0	76.0	82.8	52.9	82.1	82.7	84.4	0.0	44.7
% Nickel	7.8	0.0	24.0	8.6	47.1	16.4	1.3	0.0	0.0	9.6
% Alumina	21.6	43.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.7
% Mineral Sands	64.7	24.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.0
% Iron Ore	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.6	96.5	16.1
% Coal	0.0	13.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.3
% Salt	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.5	0.4
% Other Metals	0.0	6.9	0.0	0.0	0.0	0.0	13.3	0.0	0.0	3.0
% Other	2.0	8.8	0.0	0.0	0.0	1.5	0.0	0.0	0.0	2.5
% Blank	3.9	2.9	0.0	8.6	0.0	0.0	2.7	0.0	0.0	3.6

Question J – How many years have you worked in the mining industry?

No. of years in industry (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
3 years or less	7.8	0.0	1.3	5.9	8.8	0.0	2.7	0.0	2.4	7.8
3-5 years	2.0	2.9	5.3	2.0	14.7	6.0	4.1	3.2	4.7	5.4
5-10 years	5.9	11.8	24.0	13.7	32.4	23.9	24.3	25.8	21.2	18.8
> 10 years	84.3	85.3	69.3	78.4	44.1	70.1	68.9	71.0	71.8	67.9

Question J – How many years have you worked at this mine site?

No. of years at mine	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Aver. time at mine (years)	12.0	12.0	4.8	4.1	2.5	3.8	4.4	4.1	9.4	6.9

Question K – How long have you worked at this mine site?

Average time period (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
< 1 year	7.8	6.9	14.7	32.8	29.4	37.3	34.7	37.5	10.5	26.9
1 < 2 years	7.8	5.9	16.0	19.0	8.8	10.4	13.3	9.4	4.7	12.0
2 < 5 years	11.8	15.7	38.7	24.1	52.9	23.9	18.7	21.9	22.1	22.2
> 5 years	72.5	71.6	30.7	24.1	8.8	28.4	33.3	34.4	62.8	38.9

Question L – How many other mines have you worked at?

Number of mines worked at	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
% at 1 mine	18.0	14.9	6.8	9.8	19.4	7.5	5.6	0.0	21.5	11.9
% at 2 mines	16.0	20.8	5.5	7.8	0.0	11.9	12.5	6.3	13.9	11.4
% at 3-5 mines	54.0	50.5	32.9	37.3	41.9	34.3	30.6	37.5	46.8	24.0
% at > 5 mines	12.0	13.9	54.8	45.1	38.7	46.3	51.4	56.3	17.7	52.5

Question L – How many other mines have you worked at?

Number of mines	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Average number worked at	3.1	3.0	7.3	6.1	7.2	8.5	7.2	10.0	3.3	5.9

Question M – Who do you work for on this mine site?

Employer	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
% Company	90.2	80.2	72.0	47.2	67.6	61.2	52.0	59.4	81.4	65.9
% Contractor	9.8	19.8	25.3	47.2	29.4	38.8	46.7	40.6	18.6	32.5
% Labour Hire	0.0	0.0	2.7	5.7	2.9	0.0	1.3	0.0	0.0	1.6
% Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

(B) ANALYSIS OF SUPERVISOR QUESTIONS (Part C)

Q41 - Management encourages employee involvement in safety

% Response to Q41	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	59.8	48.4	36.4	54.5	35.9	41.8	30.8	49.0	43.9	44.2
Agree	40.2	50.0	60.6	41.8	61.5	55.1	60.4	46.9	52.3	52.3
Total Agree	100.0	98.4	97.0	96.3	97.4	96.9	91.2	95.9	96.2	96.5
Disagree	0.0	1.6	2.0	3.6	2.6	3.1	7.7	4.1	3.8	3.1
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	1.1	0.0	0.0	0.1
Total Disagree	0.0	1.6	2.0	3.6	2.6	3.1	8.8	4.1	3.8	3.2

Q42 - Supervisors are provided with adequate training in hazard identification, risk assessment and risk control

% Response to Q42	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	19.5	15.3	14.1	21.8	15.4	19.4	9.9	26.5	13.6	16.4
Agree	68.3	54.0	47.5	60.0	51.3	60.2	58.2	49.0	52.3	55.6
Total Agree	87.8	69.4	61.6	81.8	66.7	79.6	68.1	75.5	65.9	71.9
Disagree	12.2	29.8	35.4	16.4	30.8	18.4	29.7	24.5	32.6	26.4
Strongly Disagree	0.0	0.0	3.0	1.8	0.0	2.0	3.3	0.0	1.5	1.4
Total Disagree	12.2	29.8	38.4	18.2	30.8	20.4	33.0	24.5	34.1	27.8

Q43 - Foremen or managers overrule supervisors decisions on safety matters

% Response to Q43	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	1.2	3.2	6.1	1.8	0.0	4.1	8.8	2.0	2.3	3.6
Agree	11.0	25.0	27.3	18.2	25.6	27.6	25.3	30.6	19.7	23.1
Total Agree	12.2	28.2	33.3	20.0	25.6	31.6	34.1	32.7	22.0	26.8
Disagree	68.3	54.8	59.6	61.8	51.3	56.1	54.9	49.0	60.6	57.7
Strongly Disagree	19.5	16.9	6.1	16.4	10.3	11.2	9.9	14.3	14.4	13.0
Total Disagree	87.8	71.8	65.7	78.2	61.5	67.3	64.8	63.3	75.0	70.6

Q44 - Foremen or managers overrule supervisors decisions on safety matters

% Response to Q44	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	67.1	56.5	54.5	67.3	41.0	53.1	39.6	65.3	55.3	55.2
Agree	31.7	43.5	44.4	29.1	51.3	42.9	56.0	32.7	42.4	42.2
Total Agree	98.8	100.0	99.0	96.4	92.3	95.9	95.6	98.0	97.7	97.4
Disagree	1.2	0.0	1.0	1.8	5.1	3.1	4.4	0.0	1.5	1.8
Strongly Disagree	0.0	0.0	0.0	0.0	2.6	0.0	0.0	2.0	0.0	0.3
Total Disagree	1.2	0.0	1.0	1.8	7.7	3.1	4.4	2.0	1.5	2.1

Q45 - Supervisors are pressured to deliver production targets ahead of safety

% Response to Q45	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	0.0	2.4	2.0	0.0	0.0	4.1	1.1	0.0	5.3	2.2
Agree	12.2	10.5	14.1	12.7	23.1	13.3	25.3	4.1	12.9	14.0
Total Agree	12.2	12.9	16.2	12.7	23.1	17.3	26.4	4.1	18.2	16.2
Disagree	50.0	59.7	55.6	58.2	46.2	57.1	60.4	63.3	59.8	57.1
Strongly Disagree	36.6	26.6	27.3	27.3	25.6	25.5	13.2	32.7	22.0	25.3
Total Disagree	86.6	86.3	82.6	85.5	71.8	82.7	73.6	95.9	81.8	82.5

Q46 - Supervisors are provided with adequate training in people management and effective communication

% Response to Q46	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	14.6	7.3	2.0	14.5	5.1	7.1	5.5	10.2	1.5	6.8
Agree	50.0	56.5	46.5	30.9	30.8	39.6	35.2	42.9	37.1	42.3
Total Agree	64.6	63.8	48.5	45.4	35.9	46.9	40.7	53.1	38.6	49.1
Disagree	30.5	31.5	42.4	45.5	48.7	45.9	50.5	34.7	53.8	42.7
Strongly Disagree	4.9	4.8	9.1	7.3	10.3	7.1	9.9	12.2	7.6	7.7
Total Disagree	35.4	36.3	51.5	52.7	59.0	53.1	60.4	46.9	61.4	50.4

Q47 - Management has a genuine commitment to safety

% Response to Q47	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	54.9	37.1	35.4	52.7	25.6	42.9	29.7	61.2	40.2	41.2
Agree	41.5	58.1	59.6	40.0	64.1	52.0	62.6	34.7	53.0	52.9
Total Agree	96.3	95.2	94.9	92.7	89.7	94.9	92.3	95.9	93.2	94.0
Disagree	3.7	3.2	5.1	5.5	10.3	5.1	7.7	4.1	6.1	5.3
Strongly Disagree	0.0	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3
Total Disagree	3.7	4.8	5.1	5.5	10.3	5.1	7.7	4.1	6.1	5.8

Q48 - Supervisors have adequate control over decisions made during the shift that impact upon safety

% Response to Q48	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	35.4	28.2	23.2	40.0	25.6	26.5	23.1	34.7	25.0	28.1
Agree	58.5	63.7	67.7	56.4	66.7	67.3	63.7	59.2	64.4	63.5
Total Agree	93.9	91.9	90.9	96.4	92.3	93.9	86.8	93.9	89.4	91.6
Disagree	6.1	8.1	9.1	1.8	7.7	5.1	14.3	4.1	9.8	7.9
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	0.8	0.4
Total Disagree	6.1	8.1	9.1	1.8	7.7	6.1	14.3	6.1	10.6	8.3

Q49 - Supervisors are not able to effectively discipline workers for unsafe work practices

% Response to Q49	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	8.5	4.0	2.0	1.8	5.1	9.2	5.5	2.0	7.6	5.5
Agree	22.0	33.9	23.2	14.5	23.1	25.5	22.0	20.4	34.1	26.0
Total Agree	30.5	37.9	25.3	16.4	28.2	34.7	27.5	22.4	41.7	31.4
Disagree	47.6	50.0	62.6	63.6	56.4	54.1	63.7	63.3	50.0	55.5
Strongly Disagree	22.0	10.5	12.1	18.2	12.8	11.2	9.9	12.2	8.3	11.9
Total Disagree	69.5	60.5	74.7	81.8	69.2	65.3	73.6	75.5	58.3	67.4

Q50 - Supervisors are not able to effectively discipline workers for unsafe work practices

% Response to Q50	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	24.4	25.0	19.2	40.0	15.4	25.5	19.8	24.5	22.0	23.6
Agree	73.2	68.5	70.7	58.2	71.8	65.3	72.5	73.5	65.9	68.6
Total Agree	97.6	93.5	89.9	98.2	87.2	90.8	92.3	98.0	87.9	92.2
Disagree	2.4	5.6	8.1	0.0	12.8	9.2	6.6	2.0	10.6	6.8
Strongly Disagree	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.8	0.4
Total Disagree	2.4	5.6	10.1	0.0	12.8	9.2	6.6	2.0	11.4	7.1

Q51 - Supervisors safety and health concerns are properly addressed by management

% Response to Q51	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	18.3	19.4	13.1	29.1	5.1	11.2	12.1	24.5	12.1	15.6
Agree	68.3	59.7	67.7	63.6	64.1	70.4	69.2	67.3	68.2	66.5
Total Agree	86.6	79.0	80.8	92.7	69.2	81.6	81.3	91.8	80.3	82.1
Disagree	13.4	20.2	19.2	5.5	28.2	18.4	18.7	8.2	19.7	17.4
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Disagree	13.4	20.2	19.2	5.5	28.2	18.4	18.7	8.2	19.7	17.4

Q52 - Employees are discouraged by management from reporting safety issues or incidents

% Response to Q52	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	1.2	1.6	1.0	5.5	0.0	2.0	6.6	6.1	0.0	2.3
Agree	1.2	2.4	1.0	1.8	0.0	4.1	7.7	4.1	6.1	3.5
Total Agree	2.4	4.0	2.0	7.3	0.0	6.1	14.3	10.2	6.1	5.8
Disagree	36.6	51.6	55.6	45.5	56.4	55.1	57.1	40.8	47.0	49.9
Strongly Disagree	59.8	44.4	42.4	45.5	43.6	38.8	29.7	49.0	47.0	43.6
Total Disagree	96.3	96.0	98.0	90.9	100.0	93.9	86.8	89.8	93.9	93.5

Q53 - Some employees get away with unsafe behaviour and taking risks

% Response to Q53	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	4.9	7.3	9.1	3.6	0.0	4.1	9.9	4.1	4.5	5.8
Agree	48.8	56.5	52.5	36.4	51.3	51.0	41.8	38.8	55.3	49.6
Total Agree	53.7	63.7	61.6	40.0	51.3	55.1	51.6	42.9	59.8	55.5
Disagree	34.1	29.8	28.3	36.4	30.8	31.6	35.2	40.8	35.6	33.1
Strongly Disagree	12.2	6.5	9.1	21.8	12.8	13.3	13.2	16.3	4.5	10.6
Total Disagree	46.3	36.3	37.4	58.2	43.6	44.9	48.4	57.1	40.2	43.8

Q54 - Supervisors do not have enough time to properly discuss safety issues with employees

% Response to Q54	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	7.3	4.8	3.0	1.8	0.0	3.1	2.2	0.0	2.3	3.1
Agree	22.0	30.6	27.3	9.1	25.6	23.5	26.4	20.4	26.5	24.7
Total Agree	29.3	35.5	30.3	10.9	25.6	26.5	28.6	20.4	28.8	27.8
Disagree	58.5	54.8	61.6	69.1	59.0	60.2	65.9	59.2	62.1	60.6
Strongly Disagree	12.2	9.7	8.1	18.2	12.8	13.3	4.4	20.4	9.1	10.8
Total Disagree	70.7	64.5	69.7	87.3	71.8	73.5	70.3	79.6	71.2	71.4

Q55 - I fully understand my responsibilities as a supervisor under the Mines Safety and Inspection Act 1994

% Response to Q55	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	22.0	19.4	20.2	41.8	25.6	30.6	22.0	42.9	20.5	25.1
Agree	64.6	63.7	57.6	49.1	53.8	50.0	64.8	42.9	54.5	56.8
Total Agree	86.6	83.1	77.8	90.9	79.5	80.6	86.8	85.7	75.0	81.8
Disagree	12.2	16.1	22.2	5.5	12.8	15.3	13.2	14.3	20.5	15.7
Strongly Disagree	1.2	0.8	0.0	1.8	0.0	4.1	1.1	0.0	4.5	1.8
Total Disagree	13.4	16.9	22.2	7.3	12.8	19.4	14.3	14.3	25.0	17.5

Q56 - Changes to the Mines Safety and Inspection Act 1994 and Regulations, have made mining safer

% Response to Q56	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	17.1	15.3	17.2	25.5	10.3	23.5	22.0	30.6	18.2	19.5
Agree	72.0	70.2	72.7	58.2	74.4	63.3	60.4	63.3	68.9	67.1
Total Agree	89.0	85.5	89.9	83.6	84.6	86.7	82.4	93.9	87.1	86.6
Disagree	7.3	10.5	8.1	12.7	10.3	8.2	12.1	2.0	7.6	8.8
Strongly Disagree	0.0	0.8	0.0	1.8	0.0	1.0	3.3	2.0	0.0	0.9
Total Disagree	7.3	11.3	8.1	14.5	10.3	9.2	15.4	4.1	7.6	9.7

Q57 - Safety Representatives are routinely involved in accident investigations

% Response to Q57	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	29.3	22.6	15.2	25.5	17.9	20.4	13.2	24.5	29.5	22.2
Agree	56.1	63.7	67.7	58.2	56.4	64.3	61.5	59.2	55.3	60.6
Total Agree	85.4	86.3	82.8	83.6	74.4	84.7	74.7	83.7	84.8	82.9
Disagree	13.4	12.9	17.2	10.9	23.1	12.2	25.3	14.3	12.1	15.1
Strongly Disagree	1.2	0.8	0.0	3.6	0.0	2.0	1.1	2.0	2.3	1.4
Total Disagree	14.6	13.7	17.2	14.5	23.1	14.3	26.4	16.3	14.4	16.5

Q58 - I feel confident when making decisions that affect safety

% Response to Q58	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	29.3	33.1	21.2	54.5	23.1	32.7	25.3	46.9	28.0	31.2
Agree	68.3	62.1	72.7	41.8	71.8	64.3	74.7	53.1	67.4	65.2
Total Agree	97.6	95.2	93.9	96.4	94.9	96.9	100.0	100.0	95.5	96.4
Disagree	2.4	4.8	5.1	1.8	2.6	3.1	1.1	0.0	4.5	3.2
Strongly Disagree	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Total Disagree	2.4	4.8	6.1	1.8	2.6	3.1	1.1	0.0	4.5	3.4

Q59 - I am confident the employees I supervise have sufficient skills to carry out their job safely

% Response to Q59	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	29.3	25.0	17.2	38.2	20.5	23.5	20.9	32.7	19.7	24.0
Agree	64.6	71.0	72.7	52.7	66.7	63.3	64.8	55.1	71.2	66.2
Total Agree	93.9	96.0	89.9	90.9	87.2	86.7	85.7	87.8	90.9	90.3
Disagree	6.1	4.0	10.1	7.3	12.8	10.2	13.2	12.2	9.1	9.0
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	3.1	1.1	0.0	0.0	0.5
Total Disagree	6.1	4.0	10.1	7.3	12.8	13.3	14.3	12.2	9.1	9.5

APPENDIX E – SUPERVISOR SURVEY RESULTS BY REGION

Q60 - As a supervisor I get actively involved in shift safety meetings

% Response to Q60	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	41.5	29.8	28.3	47.3	28.2	33.7	34.1	44.9	28.0	33.8
Agree	47.6	58.1	55.6	49.1	61.5	62.2	58.2	49.0	65.9	57.4
Total Agree	89.0	87.9	83.8	96.4	89.7	95.9	92.3	93.9	93.9	91.8
Disagree	8.5	12.1	13.1	1.8	10.3	4.1	5.5	6.1	6.1	7.8
Strongly Disagree	2.4	0.0	2.0	0.0	0.0	0.0	2.2	0.0	0.0	0.8
Total Disagree	11.0	12.1	15.2	1.8	10.3	4.1	7.7	6.1	6.1	8.6

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APPENDIX F – SUPERVISOR SURVEY RESULTS BY INDUSTRY SECTOR

SUPERVISOR SURVEY RESULTS BY INDUSTRY SECTOR

This Appendix (Appendix F) contains the analysis of the responses given to Section C ("SUPERVISORS" or Questions 41 to 60) under each of the seven Industry Sectors that were included in the Survey. Note that these questions were completed by persons who had supervisory (or acting-supervisory) roles, e.g. shift bosses, shift coordinators, leading hands, team leaders, technical staff supervisors, etc.

A total of 770 supervisors (16% of total respondents) completed the additional (Green) Survey form; 570 of these supervised workforce and 200 supervised technical or support personnel.

Approximately 69% of the workforce supervisors were employed by the principal company, 29% were employed by contractors and 1% were employed by labour hire organisations. The numbers are summarised as follows:

Responses	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor*	Total
No. of Company	1426	769	293	396	2884
No. of Contractor	1246	135	75	167	1623
No. of Labour Hire	100	35	6	7	148
No. of Other	5	1	2	0	8
Total	2777	940	376	570	4663*

*Does not include 200 technical/support personnel in supervisory roles

(A) ANALYSIS OF GENERAL INFORMATION (Part A)

This section contains an analysis of responses relating to age, gender, main work area, job category, work experience and length of time in the industry.

Question A - Did you take part in the last MOSHAB survey (Yes/No)? 280 = Yes or 6.0% in total, of which 42 or 0.9% were supervisors.

Question B – Your age								
Age (years)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
<20	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<30	35.0	7.0	4.0	4.0	6.0	0.0	0.0	10.8
<40	90.0	22.0	12.0	19.0	26.0	0.0	20.0	33.4
<50	87.0	14.0	21.0	24.0	37.0	7.0	8.0	34.6
<60	37.0	11.0	17.0	11.0	16.0	7.0	9.0	19.8
>60	3.0	1.0	1.0	0.0	2.0	0.0	1.0	1.4
Average	39.7	40.8	45.0	42.6	42.8	46.5	41.6	40.7

Question C – Your gender								
Gender (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Male	94.9	89.1	92.7	94.8	96.6	100.0	97.4	92.5
Female	5.1	10.9	7.3	5.2	3.4	0.0	2.6	7.5

Question D – Are you a Safety and Health Representative?

A table not required for this section of the report.

Question E – Are you a member of a Safety and Health Committee?

S&H Committee	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
% Yes	13.1	16.4	33.3	19.0	19.5	15.4	10.5	15.5

Question F – What is your main work area?

Area (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Underground	27.3	18.2	0.0	0.0	1.1	0.0	28.9	16.7
Surface	20.3	7.3	10.9	22.4	23.0	50.0	15.8	18.3
Workshop	7.8	10.9	5.5	5.2	13.8	42.9	13.2	10.3
Process Plant	19.5	14.5	5.5	43.1	39.1	0.0	7.9	18.9
Smelter/Refinery	0.8	21.8	60.0	0.0	0.0	0.0	2.6	7.3
Surface drilling	5.1	0.0	1.8	1.7	0.0	0.0	0.0	2.9
Office	8.2	12.7	10.9	6.9	10.3	7.1	7.9	9.9
Other	5.9	10.9	3.6	12.1	5.7	0.0	13.2	6.7
Not classified	5.1	3.6	1.8	8.6	6.9	0.0	10.5	9.1

Questions G & I – Sector and Job Category

Category (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Supervisor	11.8	12.4	11.7	16.8	11.3	8.6	11.3	12.3
Operator/ Tradesperson	59.5	49.8	60.2	48.3	57.5	76.7	59.8	59.7
Support/ Technical	18.1	24.4	17.7	24.6	20.9	5.5	18.5	19.7
Manager/ Superint.	7.8	10.6	8.7	9.0	7.0	8.0	6.5	8.3

Question J – How long have you worked in the mining industry?

Time in Industry (years)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
3 years or less	2.0	5.5	0.0	3.4	2.3	0.0	5.3	7.8
3 - 5 years	5.5	7.3	3.6	3.4	4.7	0.0	0.0	5.4
5-10 years	23.1	21.8	9.1	10.3	24.4	0.0	15.8	18.8
> 10 years	69.4	65.5	87.3	82.8	68.6	100.0	78.9	67.9

Question K – How long have you worked at this mine site?

Aver. time (years)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Aver. Years at this mine	4.1	5.4	12.8	9.7	8.7	21.9	8.5	6.9

Question K – How long have you worked at this mine site?

Distribution (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
< 1 year	31.8	14.5	3.7	8.6	13.1	0.0	15.8	26.9
1 < 2 years	46.7	9.1	1.8	8.6	4.8	0.0	13.2	12.0
2 < 5 years	72.9	45.5	16.5	15.5	23.9	0.0	15.8	22.2
> 5 years	24.7	23.6	71.6	65.5	58.5	78.6	55.3	38.9

Question L – How many mines have you worked at?

Aver. number	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Aver. no of mines	3.8	2.7	6.3	6.3	6.2	5.8	6.2	5.9

Question L – How many mines have you worked at?

Distribution (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
1 mine	7.1	10.0	16.4	19.3	19.8	23.1	8.3	11.9
2 mines	6.7	10.0	20.0	21.1	14.8	30.8	13.9	11.4
3-5 mines	35.7	30.0	56.4	43.9	45.7	46.2	50.0	24.0
> 5 mines	50.4	50.0	7.3	15.8	19.8	0.0	27.8	52.5

Question M – Who do you work for (choice of 4)?

Job category (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Company	58.8	65.5	85.5	82.8	79.3	100.0	73.7	65.9
Contractor	39.2	32.7	14.5	17.2	20.7	0.0	23.7	32.5
Labour Hire	2.0	1.8	0.0	0.0	0.0	0.0	2.6	1.6
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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(B) ANALYSIS OF SUPERVISOR QUESTIONS (Part C)

Q41 – Management encourages employee involvement in safety

% Response to Q41	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	38.8	41.0	57.5	58.8	34.1	50.0	44.8	44.2
Agree	56.6	55.4	42.5	49.0	50.0	50.0	50.0	52.3
Total Agree	95.4	96.4	100.0	107.8	84.1	100.0	94.8	96.5
Disagree	3.7	3.6	0.0	0.0	4.5	0.0	3.4	3.1
Strongly Disagree	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Total Disagree	4.0	3.6	0.0	0.0	4.5	0.0	3.4	3.2

Q42 – Supervisors are provided with adequate training in hazard identification, risk assessment and risk control

% Response to Q42	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	17.2	18.1	16.3	23.5	18.2	6.3	12.1	16.4
Agree	57.5	43.4	60.0	70.6	45.5	43.8	51.7	55.6
Total Agree	74.8	61.4	76.3	94.1	63.6	50.0	63.8	71.9
Disagree	23.1	34.9	23.8	13.7	25.0	43.8	34.5	26.4
Strongly Disagree	1.8	3.6	0.0	0.0	0.0	0.0	0.0	1.4
Total Disagree	24.9	38.6	23.8	13.7	25.0	43.8	34.5	27.8

Q43 – Foremen or managers overrule supervisors decisions on safety matters

% Response to Q43	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	4.6	3.6	1.3	5.9	2.3	0.0	5.2	3.6
Agree	24.6	27.7	26.3	11.8	29.5	12.5	20.7	23.1
Total Agree	29.2	31.3	27.5	17.6	31.8	12.5	25.9	26.8
Disagree	57.2	55.4	55.0	74.5	43.2	68.8	58.6	57.7
Strongly Disagree	11.4	9.6	17.5	15.7	4.5	18.8	13.8	13.0
Total Disagree	68.6	65.1	72.5	90.2	47.7	87.5	72.4	70.6

Q44 – Foremen or managers overrule supervisors decisions on safety matters

% Response to Q44	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	51.4	55.4	60.0	66.8	54.5	62.5	50.0	55.2
Agree	44.9	39.8	40.0	37.3	34.1	37.5	48.3	42.2
Total Agree	96.3	95.2	100.0	105.9	88.6	100.0	98.3	97.4
Disagree	2.5	3.6	0.0	2.0	0.0	0.0	0.0	1.8
Strongly Disagree	0.3	1.2	0.0	0.0	0.0	0.0	0.0	0.3
Total Disagree	2.8	4.8	0.0	2.0	0.0	0.0	0.0	2.1

Q43 – Supervisors are pressured to deliver production targets ahead of safety

% Response to Q43	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	0.9	4.8	2.5	0.0	9.1	0.0	1.7	2.2
Agree	16.0	19.3	12.5	7.8	9.1	12.5	12.1	14.0
Total Agree	16.9	24.1	15.0	7.8	18.2	12.5	13.8	16.2
Disagree	59.1	47.0	55.0	66.7	50.0	56.3	56.9	57.1
Strongly Disagree	0.3	27.7	28.8	31.4	20.5	31.3	27.6	25.3
Total Disagree	59.4	74.7	83.8	98.0	70.5	87.5	84.5	82.5

Q46 – Supervisors are provided with adequate training in people management and effective communication

% Response to Q46	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	0.9	4.8	2.5	0.0	9.1	0.0	1.7	2.2
Agree	16.0	19.3	12.5	7.8	9.1	12.5	12.1	14.0
Total Agree	16.9	24.1	15.0	7.8	18.2	12.5	13.8	16.2
Disagree	59.1	47.0	55.0	66.7	50.0	56.3	56.9	57.1
Strongly Disagree	0.3	27.7	28.8	31.4	20.5	31.3	27.6	25.3
Total Disagree	59.4	74.7	83.8	98.0	70.5	87.5	84.5	82.5

Q47 – Management has a genuine commitment to safety

% Response to Q47	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	40.6	33.7	46.3	51.0	36.4	37.5	39.7	41.2
Agree	53.2	57.8	51.3	51.0	52.3	62.5	51.7	52.9
Total Agree	93.8	91.6	97.5	102.0	88.6	100.0	91.4	94.0
Disagree	5.5	8.4	1.3	5.9	0.0	0.0	5.2	5.3
Strongly Disagree	0.0	0.0	1.3	0.0	0.0	0.0	1.7	0.3
Total Disagree	5.5	8.4	2.5	5.9	0.0	0.0	6.9	5.6

Q48 – Supervisors have adequate control over decisions made during the shift that impact upon safety

% Response to Q48	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	26.2	30.1	25.0	37.3	29.5	31.3	31.0	28.1
Agree	65.2	61.4	65.0	66.7	50.0	62.5	58.6	63.5
Total Agree	91.4	91.6	90.0	103.9	79.5	93.8	89.7	91.6
Disagree	8.0	8.4	10.0	3.9	6.8	6.3	8.6	7.9
Strongly Disagree	0.3	0.0	0.0	0.0	2.3	0.0	0.0	0.4
Total Disagree	8.3	8.4	10.0	3.9	9.1	6.3	8.6	8.3

Q49 – Supervisors are not able to effectively discipline workers for unsafe work practices

% Response to Q49	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	4.9	3.6	10.0	2.0	6.8	0.0	5.2	5.5
Agree	22.5	18.1	38.8	23.5	22.7	50.0	20.7	26.0
Total Agree	27.4	21.7	48.8	25.5	29.5	50.0	25.9	31.4
Disagree	60.3	61.4	41.3	60.8	50.0	43.8	60.3	55.5
Strongly Disagree	11.7	15.7	8.8	21.6	9.1	0.0	12.1	11.9
Total Disagree	72.0	77.1	50.0	82.4	59.1	43.8	72.4	67.4

Q50 – Supervisors are able to effectively promote and encourage safe work practices and behaviours.

% Response to Q50	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	22.5	28.9	26.3	25.5	18.2	25.0	24.1	23.6
Agree	70.5	60.2	68.8	76.5	56.8	56.3	69.0	68.6
Total Agree	92.9	89.2	95.0	102.0	75.0	81.3	93.1	92.2
Disagree	5.8	10.8	5.0	5.9	13.6	12.5	3.4	6.8
Strongly Disagree	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.4
Total Disagree	6.5	10.8	5.0	5.9	13.6	12.5	3.4	7.1

Q51 – Supervisors' safety and health concerns are properly addressed by management

% Response to Q51	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	15.4	12.0	21.3	15.7	18.2	18.8	17.2	15.6
Agree	69.2	61.4	58.8	76.5	63.6	62.5	63.8	66.5
Total Agree	84.6	73.5	80.0	92.2	81.8	81.3	81.0	82.1
Disagree	14.8	25.3	20.0	15.7	6.8	12.5	17.2	17.4
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Disagree	14.8	25.3	20.0	15.7	6.8	12.5	17.2	17.4

Q52 – Employees are discouraged by management from reporting safety issues or incidents

% Response to Q52	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	4.0	0.0	2.5	0.0	0.0	0.0	5.2	2.3
Agree	4.0	2.4	3.8	0.0	4.5	0.0	1.7	3.5
Total Agree	8.0	2.4	6.3	0.0	4.5	0.0	6.9	5.8
Disagree	52.6	53.0	37.5	52.9	45.5	62.5	51.7	49.9
Strongly Disagree	39.1	44.6	55.0	54.9	38.6	37.5	39.7	43.6
Total Disagree	91.7	97.6	92.5	107.8	84.1	100.0	91.4	93.5

Q53 - Some employees get away with unsafe behaviour and taking risks								
% Response to Q53	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	5.5	4.8	6.3	9.8	6.8	6.3	8.6	5.8
Agree	46.5	54.2	66.3	43.1	47.7	75.0	31.0	49.6
Total Agree	52.0	59.0	72.5	52.9	54.5	81.3	39.7	55.5
Disagree	32.9	28.9	23.8	47.1	31.8	18.8	39.7	33.1
Strongly Disagree	13.8	10.8	3.8	7.8	2.3	0.0	19.0	10.6
Total Disagree	46.8	39.8	27.5	54.9	34.1	18.8	58.6	43.8

Q54 - Supervisors do not have enough time to properly discuss safety issues with employees								
% Response to Q54	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	2.2	3.6	5.0	7.8	0.0	0.0	1.7	3.1
Agree	23.1	22.9	41.3	23.5	13.6	31.3	20.7	24.7
Total Agree	25.2	26.5	46.3	31.4	13.6	31.3	22.4	27.8
Disagree	63.7	57.8	48.8	66.7	63.6	50.0	65.5	60.6
Strongly Disagree	10.2	14.5	5.0	9.8	11.4	18.8	10.3	10.8
Total Disagree	73.8	72.3	53.8	76.5	75.0	68.8	75.9	71.4

Q55 - I fully understand my responsibilities as a supervisor under the Mines Safety and Inspection Act 1994								
% Response to Q55	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	30.8	22.9	17.5	17.6	27.3	12.5	24.1	25.1
Agree	54.5	53.0	65.0	74.5	47.7	56.3	60.3	56.8
Total Agree	85.2	75.9	82.5	92.2	75.0	68.8	84.5	81.8
Disagree	12.6	20.5	17.5	11.8	11.4	31.3	13.8	15.7
Strongly Disagree	1.5	1.2	0.0	3.9	2.3	0.0	0.0	1.8
Total Disagree	14.2	21.7	17.5	15.7	13.6	31.3	13.8	17.5

Q56 - Changes to the Mines Safety and Inspection Act 1994 and Regulations have made mining safer								
% Response to Q56	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	19.1	20.5	17.5	19.6	25.0	6.3	29.3	19.5
Agree	67.7	61.4	67.5	78.4	59.1	93.8	56.9	67.1
Total Agree	86.8	81.9	85.0	98.0	84.1	100.0	86.2	86.6
Disagree	8.3	14.5	11.3	3.9	4.5	0.0	8.6	8.8
Strongly Disagree	1.5	1.2	0.0	0.0	0.0	0.0	1.7	0.9
Total Disagree	9.8	15.7	11.3	3.9	4.5	0.0	10.3	9.7

Q57 - Safety Representatives are routinely involved in accident investigations								
% Response to Q57	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	18.2	19.3	33.8	23.5	25.0	31.3	15.5	22.2
Agree	62.5	60.2	58.8	62.7	54.5	68.8	62.1	60.6
Total Agree	80.6	79.5	92.5	86.3	79.5	100.0	77.6	82.9
Disagree	17.5	16.9	7.5	21.6	9.1	0.0	17.2	15.1
Strongly Disagree	1.2	2.4	0.0	0.0	0.0	0.0	3.4	1.4
Total Disagree	18.8	19.3	7.5	21.6	9.1	0.0	20.7	16.5

Q58 - I feel confident when making decisions that affect safety								
% Response to Q58	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	30.8	37.3	25.0	35.3	29.5	31.3	32.8	31.2
Agree	65.2	61.4	67.5	72.5	59.1	68.8	60.3	65.2
Total Agree	96.0	98.8	92.5	107.8	88.6	100.0	93.1	96.4
Disagree	3.1	1.2	7.5	0.0	0.0	0.0	5.2	3.2
Strongly Disagree	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Total Disagree	3.4	1.2	7.5	0.0	0.0	0.0	5.2	3.4

Q59 - I am confident that the employees I supervise have sufficient skills to carry out their job safely								
% Response to Q59	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	24.0	24.1	25.0	27.5	18.2	12.5	29.3	24.0
Agree	64.6	62.7	68.8	76.5	63.6	87.5	58.6	66.2
Total Agree	88.6	86.7	93.8	103.9	81.8	100.0	87.9	90.3
Disagree	9.5	13.3	6.3	3.9	6.8	0.0	10.3	9.0
Strongly Disagree	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.5
Total Disagree	10.8	13.3	6.3	3.9	6.8	0.0	10.3	9.5

Q60 - As a supervisor, I get actively involved in shift safety meetings								
% Response to Q60	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	34.5	34.9	33.8	43.1	31.8	18.8	32.8	33.6
Agree	56.9	54.2	56.3	52.9	50.0	56.3	58.6	57.4
Total Agree	91.4	89.2	90.0	96.0	81.8	75.0	91.4	91.0
Disagree	6.5	10.8	8.8	11.8	6.8	25.0	5.2	7.8
Strongly Disagree	1.2	0.0	1.3	0.0	0.0	0.0	1.7	0.8
Total Disagree	7.7	10.8	10.0	11.8	6.8	25.0	6.9	8.6

Q53 - Some employees get away with unsafe behaviour and taking risks

% Response to Q53	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	5.5	4.8	6.3	9.8	6.8	6.3	8.6	5.8
Agree	46.5	54.2	66.3	43.1	47.7	75.0	31.0	49.6
Total Agree	52.0	59.0	72.5	52.9	54.5	81.3	39.7	55.5
Disagree	32.9	28.9	23.8	47.1	31.8	18.8	39.7	33.1
Strongly Disagree	13.8	10.8	3.8	7.8	2.3	0.0	19.0	10.6
Total Disagree	46.8	39.8	27.5	54.9	34.1	18.8	58.6	43.8

Q54 - Supervisors do not have enough time to properly discuss safety issues with employees

% Response to Q54	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	2.2	3.6	5.0	7.8	0.0	0.0	1.7	3.1
Agree	23.1	22.9	41.3	23.5	13.6	31.3	20.7	24.7
Total Agree	25.2	26.5	46.3	31.4	13.6	31.3	22.4	27.8
Disagree	63.7	57.8	48.8	66.7	63.6	50.0	65.5	60.6
Strongly Disagree	10.2	14.5	5.0	9.8	11.4	18.8	10.3	10.8
Total Disagree	73.8	72.3	53.8	76.5	75.0	68.8	75.9	71.4

Q55 - I fully understand my responsibilities as a supervisor under the Mines Safety and Inspection Act 1994

% Response to Q55	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	30.8	22.9	17.5	17.6	27.3	12.5	24.1	25.1
Agree	54.5	53.0	65.0	74.5	47.7	56.3	60.3	56.8
Total Agree	85.2	75.9	82.5	92.2	75.0	68.8	84.5	81.8
Disagree	12.6	20.5	17.5	11.8	11.4	31.3	13.8	15.7
Strongly Disagree	1.5	1.2	0.0	3.9	2.3	0.0	0.0	1.8
Total Disagree	14.2	21.7	17.5	15.7	13.6	31.3	13.8	17.5

Q56 - Changes to the Mines Safety and Inspection Act 1994 and Regulations have made mining safer

% Response to Q56	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	19.1	20.5	17.5	19.6	25.0	6.3	29.3	19.5
Agree	67.7	61.4	67.5	78.4	59.1	93.8	56.9	67.1
Total Agree	86.8	81.9	85.0	98.0	84.1	100.0	86.2	86.6
Disagree	8.3	14.5	11.3	3.9	4.5	0.0	8.6	8.8
Strongly Disagree	1.5	1.2	0.0	0.0	0.0	0.0	1.7	0.9
Total Disagree	9.8	15.7	11.3	3.9	4.5	0.0	10.3	9.7

Q57 - Safety Representatives are routinely involved in accident investigations

% Response to Q57	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	18.2	19.3	33.8	23.5	25.0	31.3	15.5	22.2
Agree	62.5	60.2	58.8	62.7	54.5	68.8	62.1	60.6
Total Agree	80.6	79.5	92.5	86.3	79.5	100.0	77.6	82.9
Disagree	17.5	16.9	7.5	21.6	9.1	0.0	17.2	15.1
Strongly Disagree	1.2	2.4	0.0	0.0	0.0	0.0	3.4	1.4
Total Disagree	18.8	19.3	7.5	21.6	9.1	0.0	20.7	16.5

Q58 - I feel confident when making decisions that affect safety

% Response to Q58	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	30.8	37.3	25.0	35.3	29.5	31.3	32.8	31.2
Agree	65.2	61.4	67.5	72.5	59.1	68.8	60.3	65.2
Total Agree	96.0	98.8	92.5	107.8	88.6	100.0	93.1	96.4
Disagree	3.1	1.2	7.5	0.0	0.0	0.0	5.2	3.2
Strongly Disagree	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Total Disagree	3.4	1.2	7.5	0.0	0.0	0.0	5.2	3.4

Q59 - I am confident that the employees I supervise have sufficient skills to carry out their job safely

% Response to Q59	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	24.0	24.1	25.0	27.5	18.2	12.5	29.3	24.0
Agree	64.6	62.7	68.8	76.5	63.6	87.5	58.6	66.2
Total Agree	88.6	86.7	93.8	103.9	81.8	100.0	87.9	90.3
Disagree	9.5	13.3	6.3	3.9	6.8	0.0	10.3	9.0
Strongly Disagree	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.5
Total Disagree	10.8	13.3	6.3	3.9	6.8	0.0	10.3	9.5

Q60 - As a supervisor, I get actively involved in shift safety meetings

% Response to Q60	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	34.5	34.9	33.8	43.1	31.8	18.8	32.8	33.6
Agree	56.9	54.2	56.3	52.9	50.0	56.3	58.6	57.4
Total Agree	91.4	89.2	90.0	96.0	81.8	75.0	91.4	91.0
Disagree	6.5	10.8	8.8	11.8	6.8	25.0	5.2	7.8
Strongly Disagree	1.2	0.0	1.3	0.0	0.0	0.0	1.7	0.8
Total Disagree	7.7	10.8	10.0	11.8	6.8	25.0	6.9	8.6

APPENDIX G – MANAGER SURVEY RESULTS BY REGION

MANAGER SURVEY RESULTS BY REGION

This Appendix (Appendix G) contains the analysis of the responses given to Section D ("MANAGERS" or Questions 61 to 78) under each of the nine Regions that were visited across WA. Note that these questions were completed only by persons who worked in management roles e.g. superintendents, department managers, underground or quarry managers, resident managers, general managers etc.

A total of 376 managers completed the additional (Yellow) Survey form. This represented around 8% of the total number of employees who were surveyed.

Around 78% of the managers were employed by the principal company, 20% were employed by contractors and 1.6% were employed by labour hire organisations. The numbers are summarised as follows:

Responses	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total
No. of Company	1426	769	293	396	2884
No. of Contractor	1246	135	75	167	1623
No. of Labour Hire	100	35	6	7	148
No. of Other	5	1	2	0	8
Total	2777	940	376	570	4663*

* although 4,700 employees took part in the Survey, some did not complete all of the form

(A) ANALYSIS OF GENERAL INFORMATION (Part A)

This section contains an analysis of responses relating to main work area, job category, work experience and resource sector.

Question A – No data for this question.

Question B – Your age										
Age (%)	Central	South West	Kalgoorlie	Kambalda- Norseman	Laverton- Leonora	Leinster - Wiluna	Murchison	Yilgarn	Pibara	Overall
<20 years	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<30 years	0.0	2.0	3.0	6.0	0.0	3.0	3.0	1.0	3.0	5.7
<40 years	17.0	14.0	23.0	23.0	7.0	25.0	15.0	6.0	26.0	36.5
<50 years	35.0	46.0	43.0	40.0	15.0	42.0	32.0	14.0	42.0	41.4
<60 years	40.0	56.0	50.0	48.0	19.0	45.0	41.0	16.0	53.0	45.9
>60 years	0.0	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.5
Average age	44.8	47.0	38.5	40.2	37.6	40.5	39.5	41.9	42.9	41.5

Question C – Your gender										
Gender (%)	Central	South West	Kalgoorlie	Kambalda- Norseman	Laverton- Leonora	Leinster - Wiluna	Murchison	Yilgarn	Pibara	Overall
Male	97.4	96.5	98.0	100.0	100.0	93.3	90.5	100.0	92.6	96.0
Female	2.6	3.5	2.0	0.0	0.0	6.7	9.5	0.0	7.4	9.4

Question E – Are you a member of a Safety and Health Committee?

S&H Committee	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
% Yes	74.4	68.4	44.0	38.8	66.7	40.0	42.9	50.0	64.8	54.2

Question F – What is your main work area?

Area (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Underground	0.0	1.8	10.0	26.5	4.8	20.0	21.4	31.3	0.0	11.4
Surface	15.4	17.5	24.0	16.3	19.0	22.2	11.9	31.3	27.8	19.9
Workshop	2.6	8.8	2.0	4.1	4.8	4.4	0.0	6.3	7.4	4.5
Process Plant	12.8	8.8	2.0	4.1	9.5	4.4	9.5	0.0	25.9	9.3
Smelter/Refinery	25.6	24.6	18.0	0.0	0.0	0.0	0.0	0.0	0.0	8.8
Surface drilling	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3
Office	38.5	36.8	30.0	42.9	47.6	31.1	33.3	25.0	22.2	33.4
Other	2.6	1.8	0.0	2.0	9.5	11.1	11.9	6.3	11.1	5.8
Not classified	5.1	0.0	12.0	4.1	9.5	6.7	14.3	6.3	5.6	6.6

Question G & H7 – Not required for this section.

Question I – What resource sector do you work in?

Sector (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
% Gold	0.0	0.0	64.0	81.6	54.5	77.8	86.0	70.6	1.9	44.8
% Nickel	5.0	0.0	36.0	18.4	40.9	20.0	0.0	0.0	0.0	12.5
% Alumina	37.5	45.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.9
% Mineral Sands	55.0	15.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.2
% Iron Ore	0.0	0.0	0.0	0.0	0.0	0.0	0.0	29.4	90.7	14.3
% Coal	0.0	22.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.4
% Salt	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.4	1.1
% Other Metals	0.0	1.8	0.0	0.0	0.0	0.0	11.6	0.0	0.0	1.6
% Other	0.0	10.5	0.0	0.0	4.5	2.2	2.3	0.0	0.0	2.4
% Blank	2.5	3.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8

Question J – How many years have you worked in the mining industry?

No. of years in industry (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
3 years or less	0.0	1.8	0.0	2.0	4.5	8.9	4.7	0.0	11.1	4.0
3-5 years	2.5	0.0	2.0	2.0	0.0	2.2	4.7	0.0	3.7	2.1
5-10 years	12.5	12.3	18.0	16.3	13.6	20.0	14.0	11.8	16.7	15.4
> 10 years	85.0	86.0	80.0	79.6	81.8	68.9	76.7	88.2	68.5	78.5

Question J – How many years have you worked at this mine site?

No. of years at mine	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Aver. time at mine (years)	5.4	5.7	2.3	2.1	1.8	1.7	2.3	5.3	3.2	5.2

Question K – How long have you worked at this mine site?

Average time period (%)	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
% < 1 year	17.9	10.5	20.0	36.7	9.5	28.9	35.7	31.3	25.9	28.1
% 1 < 2 years	15.4	7.0	12.0	18.4	19.0	22.2	16.7	25.0	13.0	14.9
% 2 < 5 years	25.6	10.5	38.0	34.7	61.9	26.7	28.6	12.5	27.8	26.5
% > 5 years	43.6	71.9	30.0	10.2	14.3	22.2	21.4	43.8	33.3	30.5

Question L – How many other mines have you worked at?

Number of mines	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
Average number worked at	2.6	2.0	3.9	6.7	5.3	4.3	4.9	7.1	3.0	6.2

Question L – How many other mines have you worked at?

Number of mines worked at	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
% at 1 mine	15.0	19.3	10.0	6.3	0.0	8.9	2.3	0.0	7.4	9.0
% at 2 mines	25.0	12.3	14.0	6.3	9.1	4.4	7.0	0.0	7.4	10.1
% at 3 - 5 mines	37.5	50.9	34.0	25.0	36.4	42.2	23.3	17.6	57.4	30.6
% at > 5 mines	22.5	17.5	42.0	62.5	54.5	44.4	67.4	82.4	27.8	50.3

Question M – Who do you work for on this mine site?

Employer	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pibara	Overall
% Company	87.5	87.5	76.0	61.2	81.8	66.7	79.1	58.8	90.7	77.9
% Contractor	12.5	12.5	20.0	36.7	13.6	31.1	20.9	23.5	9.3	19.9
% Labour Hire	0.0	0.0	4.0	2.0	4.5	2.2	0.0	5.9	0.0	1.6
% Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	11.8	0.0	0.5

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(B) ANALYSIS OF MANAGER QUESTIONS (Part D)

Q61 - Executive Management provides adequate resources for site management to effectively manage safety

% Response to Q61	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pilbara	Overall
Strongly Agree	33.3	34.3	16.4	45.5	12.0	25.5	20.8	26.3	32.7	28.2
Agree	52.8	47.8	65.5	45.5	68.0	61.7	58.3	47.4	50.0	54.7
Total Agree	86.1	82.1	81.8	90.9	80.0	87.2	79.2	73.7	82.7	83.0
Disagree	13.9	16.4	16.4	9.1	20.0	12.8	16.7	21.1	15.4	15.3
Strongly Disagree	0.0	1.5	1.8	0.0	0.0	0.0	0.0	5.3	1.9	1.0
Total Disagree	13.9	17.9	18.2	9.1	20.0	12.8	16.7	26.3	17.3	16.3

Q62 - Executive Management is committed to improving safety

% Response to Q62	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pilbara	Overall
Strongly Agree	72.2	52.2	36.4	52.3	64.0	57.4	35.4	57.9	63.5	52.9
Agree	27.8	44.8	56.4	45.5	36.0	40.4	60.4	42.1	34.6	44.0
Total Agree	100.0	97.0	92.7	97.7	100.0	97.9	95.8	100.0	98.1	96.9
Disagree	0.0	3.0	7.3	2.3	0.0	0.0	0.0	0.0	1.9	2.0
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Disagree	0.0	3.0	7.3	2.3	0.0	0.0	0.0	0.0	1.9	2.0

Q63 - Managers have insufficient time to address safety issues with employees

% Response to Q63	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pilbara	Overall
Strongly Agree	5.6	3.0	1.8	4.5	8.0	4.3	6.3	5.3	0.0	3.8
Agree	19.4	31.3	21.8	20.5	32.0	10.6	25.0	31.6	13.5	21.9
Total Agree	25.0	34.3	23.6	25.0	40.0	14.9	31.3	36.8	13.5	25.7
Disagree	55.6	50.7	61.8	52.3	48.0	70.2	47.9	47.4	63.5	55.7
Strongly Disagree	19.4	14.9	14.5	22.7	12.0	14.9	16.7	15.8	23.1	17.3
Total Disagree	75.0	65.7	76.4	75.0	60.0	85.1	64.6	63.2	86.5	73.0

Q64 - Executive Management shows commitment through involvement in site safety activities

% Response to Q64	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pilbara	Overall
Strongly Agree	16.7	9.0	10.9	20.5	24.0	14.9	8.3	26.3	5.8	13.2
Agree	44.4	56.7	29.1	43.2	48.0	57.4	47.9	57.9	65.4	49.9
Total Agree	61.1	65.7	40.0	63.6	72.0	72.3	56.3	84.2	71.2	63.1
Disagree	36.1	32.8	52.7	34.1	24.0	23.4	37.5	15.8	28.8	33.3
Strongly Disagree	2.8	1.5	7.3	2.3	4.0	2.1	2.1	0.0	0.0	2.3
Total Disagree	38.9	34.3	60.0	36.4	28.0	25.5	39.6	15.8	28.8	35.6

Q65 - Management is trained and competent to effectively manage safety

% Response to Q65	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pilbara	Overall
Strongly Agree	25.0	23.9	10.9	25.0	20.0	21.3	12.5	15.8	17.3	19.1
Agree	63.9	55.2	63.6	65.9	56.0	59.6	70.8	63.2	65.4	62.3
Total Agree	88.9	79.1	74.5	90.9	76.0	80.9	83.3	78.9	82.7	81.4
Disagree	11.1	20.9	25.5	9.1	24.0	19.1	12.5	21.1	13.5	17.0
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.8	0.5
Total Disagree	11.1	20.9	25.5	9.1	24.0	19.1	12.5	21.1	17.3	17.6

Q66 - Management properly considers potential safety and health risk implications when making decisions

% Response to Q66	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pilbara	Overall
Strongly Agree	50.0	34.3	38.2	40.9	20.0	36.2	29.2	31.6	46.2	37.2
Agree	50.0	59.7	54.5	56.8	78.0	57.4	60.4	57.9	46.2	56.7
Total Agree	100.0	94.0	92.7	97.7	98.0	93.6	89.6	89.5	92.3	93.9
Disagree	0.0	6.0	7.3	2.3	4.0	6.4	6.3	10.5	3.8	5.1
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.8	0.5
Total Disagree	0.0	6.0	7.3	2.3	4.0	6.4	6.3	10.5	7.7	5.6

Q67 - Management is not responsible for managing safety and health on the mine site

% Response to Q67	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pilbara	Overall
Strongly Agree	0.0	1.5	3.6	0.0	4.0	0.0	0.0	0.0	1.9	1.3
Agree	2.8	0.0	1.8	2.3	0.0	2.1	2.1	5.3	0.0	1.5
Total Agree	2.8	1.5	5.5	2.3	4.0	2.1	2.1	5.3	1.9	2.8
Disagree	16.7	31.3	25.5	18.2	28.0	23.4	20.8	15.8	17.3	22.6
Strongly Disagree	80.6	65.7	69.1	79.5	68.0	74.5	72.9	78.9	80.8	72.8
Total Disagree	97.2	97.0	94.5	97.7	96.0	97.9	93.8	94.7	98.1	95.4

Q68 - Supervisors spend enough time discussing on-the-job safety with employees

% Response to Q68	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgam	Pilbara	Overall
Strongly Agree	8.3	6.0	10.9	15.9	4.0	12.6	2.1	5.3	7.7	8.4
Agree	47.2	56.7	45.5	61.4	56.0	51.1	66.7	68.4	61.5	56.5
Total Agree	55.6	62.7	56.4	77.3	60.0	63.8	68.8	73.7	69.2	64.9
Disagree	38.9	34.3	40.0	22.7	40.0	34.0	25.0	15.8	30.8	31.6
Strongly Disagree	5.6	3.0	3.6	0.0	0.0	2.1	2.1	10.5	0.0	2.5
Total Disagree	44.4	37.3	43.6	22.7	40.0	36.2	27.1	26.3	30.8	34.1

Q69 - Managers provide enough recognition and encouragement to employees for working safety

% Response to Q69	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	11.1	11.9	12.7	18.2	8.0	8.5	10.4	5.3	21.2	12.7
Agree	63.9	47.8	45.5	52.3	32.0	55.3	52.1	68.4	51.9	51.1
Total Agree	75.0	59.7	58.2	70.5	40.0	63.8	62.5	73.7	73.1	63.9
Disagree	25.0	37.3	40.0	27.3	52.0	36.2	31.3	26.3	26.9	33.1
Strongly Disagree	0.0	3.0	0.0	2.3	8.0	0.0	2.1	0.0	0.0	1.5
Total Disagree	25.0	40.3	40.0	29.5	60.0	36.2	33.3	26.3	26.9	34.6

Q70 - Executive Management is more concerned with maximising profit than adequately resourcing safety

% Response to Q70	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	0.0	1.5	1.8	4.5	0.0	2.1	0.0	10.5	1.9	2.0
Agree	5.6	9.0	21.8	6.8	20.0	12.8	29.2	5.3	9.6	13.7
Total Agree	5.6	10.4	23.6	11.4	20.0	14.9	29.2	15.8	11.5	15.8
Disagree	47.2	52.2	38.2	61.4	52.0	51.1	43.8	63.2	51.9	49.9
Strongly Disagree	47.2	35.8	38.2	27.3	28.0	34.0	22.9	21.1	34.6	32.6
Total Disagree	94.4	88.1	76.4	88.6	80.0	85.1	66.7	84.2	86.5	82.4

Q71 - Managers have a leading role in 'setting the example' for employees and supervisors

% Response to Q71	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	86.1	64.2	67.3	72.7	76.0	66.0	66.7	78.9	68.5	72.8
Agree	13.9	35.8	32.7	27.3	24.0	34.0	25.0	21.1	11.5	26.2
Total Agree	100.0	100.0	100.0	100.0	100.0	100.0	91.7	100.0	100.0	99.0
Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	4.2	0.0	0.0	0.5
Total Disagree	0.0	0.0	0.0	0.0	0.0	0.0	4.2	0.0	0.0	0.5

Q72 - Managers are unskilled in discussing risk-taking behaviour with employees

% Response to Q72	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	2.8	0.0	5.5	2.3	0.0	2.1	2.1	0.0	0.0	1.8
Agree	8.3	20.9	23.6	13.6	16.0	14.9	14.6	10.5	15.4	16.3
Total Agree	11.1	20.9	29.1	15.9	16.0	17.0	16.7	10.5	15.4	18.1
Disagree	58.3	52.2	50.9	50.0	64.0	57.4	54.2	68.4	57.7	55.0
Strongly Disagree	30.6	25.4	20.0	34.1	20.0	25.5	25.0	21.1	26.9	25.7
Total Disagree	88.9	77.6	70.9	84.1	84.0	83.0	79.2	89.5	84.6	80.7

Q73 - Potential risks are properly considered as part of the mine site planning process

% Response to Q73	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	36.1	29.9	21.8	34.1	24.0	27.7	16.7	26.3	34.6	28.0
Agree	52.8	55.2	67.3	63.6	76.0	61.7	72.9	63.2	61.5	63.1
Total Agree	88.9	85.1	89.1	97.7	100.0	89.4	89.6	89.5	96.2	91.1
Disagree	11.1	11.9	9.1	2.3	0.0	8.5	4.2	5.3	3.8	6.9
Strongly Disagree	0.0	3.0	1.8	0.0	0.0	2.1	2.1	5.3	0.0	1.5
Total Disagree	11.1	14.9	10.9	2.3	0.0	10.6	6.3	10.5	3.8	8.4

Q74 - Safety Representatives perform a valuable role in improving safety

% Response to Q74	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	36.1	29.9	21.8	34.1	24.0	27.7	16.7	26.3	34.6	38.2
Agree	52.8	55.2	67.3	63.6	76.0	61.7	72.9	63.2	61.5	52.2
Total Agree	88.9	85.1	89.1	97.7	100.0	89.4	89.6	89.5	96.2	90.3
Disagree	11.1	11.9	9.1	2.3	0.0	8.5	4.2	5.3	3.8	8.1
Strongly Disagree	0.0	3.0	1.8	0.0	0.0	2.1	2.1	5.3	0.0	0.3
Total Disagree	11.1	14.9	10.9	2.3	0.0	10.6	6.3	10.5	3.8	8.4

Q75 - Managers do not have the necessary skills to influence employee behaviour

% Response to Q75	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	0.0	0.0	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.3
Agree	0.0	7.5	7.3	13.6	12.0	6.4	14.6	15.8	11.5	9.4
Total Agree	0.0	7.5	9.1	13.6	12.0	6.4	14.6	15.8	11.5	9.7
Disagree	66.7	65.7	65.5	50.0	64.0	61.7	54.2	57.9	50.0	59.0
Strongly Disagree	33.3	28.9	25.5	36.4	24.0	31.9	25.0	26.3	38.5	30.0
Total Disagree	100.0	92.5	90.9	86.4	88.0	93.6	79.2	84.2	88.5	89.1

Q76 - Systems are in place at this mine site that ensure risks are effectively managed

% Response to Q76	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pibara	Overall
Strongly Agree	27.8	22.4	23.6	45.5	16.0	31.9	14.6	21.1	34.6	27.0
Agree	72.2	65.7	61.8	50.0	68.0	63.8	68.8	57.9	55.8	62.6
Total Agree	100.0	88.1	85.5	95.5	84.0	95.7	83.3	78.9	90.4	89.6
Disagree	0.0	11.9	14.5	2.3	16.0	4.3	10.4	21.1	7.7	9.2
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	2.1	0.0	1.9	0.5
Total Disagree	0.0	11.9	14.5	2.3	16.0	4.3	12.5	21.1	9.6	9.7

APPENDIX G – MANAGER SURVEY RESULTS BY REGION

Q77 - Principal employer/contractor arrangements in the mining industry have made mining safer

% Response to Q77	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	16.7	10.4	7.3	15.9	12.0	17.0	8.3	5.3	19.2	12.7
Agree	61.1	73.1	65.5	47.7	60.0	53.2	60.4	63.2	57.7	60.8
Total Agree	77.8	83.6	72.7	63.6	72.0	70.2	68.8	68.4	76.9	73.5
Disagree	13.9	10.4	25.5	29.5	20.0	25.5	20.8	26.3	17.3	19.8
Strongly Disagree	2.8	0.0	1.8	6.8	0.0	4.3	6.3	5.3	1.9	2.8
Total Disagree	16.7	10.4	27.3	36.4	20.0	29.8	27.1	31.6	19.2	22.6

Q78 - I understand risk management concepts enough to feel confident when making decisions that could affect safety

% Response to Q78	Central	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Pitbara	Overall
Strongly Agree	58.3	35.8	30.9	56.8	36.0	44.7	39.6	31.6	55.8	43.5
Agree	38.9	62.7	63.6	43.2	56.0	51.1	54.2	57.9	42.3	52.4
Total Agree	97.2	98.5	94.5	100.0	92.0	95.7	93.8	89.5	98.1	95.9
Disagree	2.8	1.5	5.5	0.0	8.0	4.3	2.1	10.5	1.9	3.3
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Disagree	2.8	1.5	5.5	0.0	8.0	4.3	2.1	10.5	1.9	3.3

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APPENDIX H – MANAGER SURVEY RESULTS BY INDUSTRY SECTOR

MANAGER SURVEY RESULTS - BY INDUSTRY SECTOR

This Appendix (Appendix H) contains the analysis of the responses given to Section D ('MANAGERS' or Questions 61 to 78) under each of the seven Industry Sectors that were included in the Survey. Note that these questions were completed only by persons who worked in management roles, e.g. superintendents, department managers, underground or quarry managers, resident managers, general managers, etc.

A total of 376 managers completed the additional (Yellow) Survey form. This represented around 8% of the total number of employees who were surveyed.

Around 78% of the managers were employed by the principal company, 20% were employed by contractors and 1.6% were employed by labour hire organisations. The numbers are summarised as follows:

Responses	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor	Total
No. of Company	1426	769	293	396	2884
No. of Contractor	1246	135	75	167	1623
No. of Labour Hire	100	35	6	7	148
No. of Other	5	1	2	0	8
Total	2777	940	376	570	4663*

(A) ANALYSIS OF GENERAL INFORMATION (Part A)

This section contains an analysis of responses relating to age, gender, main work area, job category, work experience and length of time in the industry.

Question B – Your age

Age (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
<20 years	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<30 years	5.5	12.8	0.0	6.5	7.4	0.0	0.0	5.7
<40 years	38.7	36.2	31.7	25.8	42.6	23.1	38.1	36.5
<50 years	41.1	36.2	41.5	58.1	29.6	61.5	47.6	41.4
<60 years	14.1	14.9	24.4	9.7	20.4	15.4	14.3	15.9
>60 years	0.6	0.0	2.4	0.0	0.0	0.0	0.0	0.5
Average age	41.2	39.8	44.4	41.6	40.7	43.9	41.4	41.5

Question C – Your gender

Gender (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Male	97.0	95.7	95.1	96.7	96.3	100.0	86.4	96.0
Female	3.0	4.3	4.9	3.3	3.7	0.0	13.6	9.4

Question E – Are you a member of a Safety and Health Committee?

S&H Committee	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
% Yes	45.4	48.9	80.5	58.1	59.3	69.2	59.1	54.2

Question F – What is your main work area?

Area (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Underground	16.6	27.7	0.0	0.0	0.0	0.0	9.1	11.4
Surface	21.9	10.6	9.8	29.0	29.6	23.1	4.5	19.9
Workshop	3.0	4.3	7.3	0.0	7.4	23.1	0.0	4.5
Process Plant	4.7	8.5	2.4	12.9	24.1	15.4	13.6	9.3
Smelter /Refinery	0.6	19.1	56.1	0.0	0.0	0.0	0.0	8.8
Surface drilling	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.3
Office	36.7	23.4	19.5	54.8	22.2	38.5	50.0	33.4
Other	5.3	2.1	2.4	3.2	11.1	0.0	18.2	5.8
Not classified	10.7	4.3	2.4	0.0	5.6	0.0	4.5	6.6

Questions G & I – Sector and Job Category

Category (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Manager/ Superintendent	7.8	10.6	8.7	9.0	7.0	8.0	6.5	8.3
Operator/ Tradesperson	59.5	49.8	60.2	48.3	57.5	76.7	59.8	59.7
Support/ Technical	18.1	24.4	17.7	24.6	20.9	5.5	18.5	19.7
Supervisor	11.8	12.4	11.7	16.8	11.3	8.6	11.3	12.3

Question J – How long have you worked in the mining industry?

Time in Industry (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
3 years or less	3.0	4.3	2.4	0.0	11.1	0.0	4.5	4.0
3-5 years	3.0	0.0	0.0	3.2	1.9	0.0	4.5	2.1
5-10 years	13.6	27.7	19.5	9.7	18.5	0.0	4.5	15.4
> 10 years	80.5	68.1	78.0	87.1	68.5	100.0	86.4	78.5

Question K – How long have you worked at this mine site?								
Aver. time (years)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Aver. Years at this mine	4.0	2.5	10.8	6.3	4.6	12.5	5.3	5.2

Question K – How long have you worked at this mine site?								
Distribution (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
< 1 year	29.8	28.3	7.7	19.4	31.8	7.7	9.1	28.1
1 - < 2 years	45.8	17.4	12.8	9.7	18.2	0.0	27.3	14.9
2 - < 5 years	76.8	39.1	12.8	25.8	34.1	7.7	31.8	26.5
> 5 years	22.0	13.0	66.4	41.9	36.4	69.2	31.8	30.5

Question L – How many mines have you worked at?								
Aver. number	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Aver. no of mines	3.8	2.7	6.3	6.3	6.2	5.8	6.2	6.2

Question L – How many mines have you worked at?								
Distribution (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
% 1 mine	5.4	8.5	22.0	16.1	7.4	15.4	4.5	9.0
% 2 mines	7.1	12.8	17.1	25.8	5.6	7.7	4.5	10.1
% 3-5 mines	31.0	29.8	48.8	29.0	53.7	61.5	54.5	30.6
% > 5 mines	56.5	48.9	12.2	29.0	33.3	15.4	36.4	50.3

Question M – Who do you work for (choice of 4)?								
Job category (%)	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Company	70.4	74.5	85.4	83.9	87.0	100.0	85.7	77.9
Contractor	24.9	25.5	14.6	16.1	13.0	0.0	14.3	19.9
Labour Hire	3.6	0.0	0.0	0.0	0.0	0.0	0.0	1.6
Other	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.5

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(B) ANALYSIS OF MANAGER QUESTIONS (Part D)

Q61 - Executive Management provides adequate resources for site management to effectively manage safety								
% Response to Q61	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	25.3	18.0	46.3	24.1	28.3	47.1	32.0	28.2
Agree	60.7	56.0	43.9	58.6	52.8	41.2	40.0	54.7
Total Agree	86.0	74.0	90.2	82.8	81.1	88.2	72.0	83.0
Disagree	12.4	24.0	9.8	13.8	17.0	11.8	28.0	15.3
Strongly Disagree	0.6	2.0	0.0	3.4	1.9	0.0	0.0	1.0
Total Disagree	12.9	26.0	9.8	17.2	18.9	11.8	28.0	16.3

Q62 - Executive Management is committed to improving safety								
% Response to Q62	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	48.3	40.0	70.7	62.1	60.4	47.1	60.0	52.9
Agree	48.3	56.0	29.3	37.9	37.7	41.2	40.0	44.0
Total Agree	96.6	96.0	100.0	100.0	98.1	88.2	100.0	96.9
Disagree	1.7	4.0	0.0	0.0	1.9	11.8	0.0	2.0
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Disagree	1.7	4.0	0.0	0.0	1.9	11.8	0.0	2.0

Q63 - Managers have insufficient time to address safety issues with employees								
% Response to Q63	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	2.8	10.0	7.3	3.4	0.0	0.0	4.0	3.8
Agree	20.8	26.0	26.8	13.8	17.0	41.2	24.0	21.9
Total Agree	23.6	36.0	34.1	17.2	17.0	41.2	28.0	25.7
Disagree	57.3	56.0	56.1	62.1	58.5	23.5	60.0	55.7
Strongly Disagree	18.0	8.0	9.8	20.7	24.5	35.3	12.0	17.3
Total Disagree	75.3	64.0	65.9	82.8	83.0	58.8	72.0	73.0

Q64 - Executive Management shows commitment through involvement in site safety activities								
% Response to Q64	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	18.5	6.0	14.6	10.3	5.7	11.8	8.0	13.2
Agree	44.4	44.0	51.2	55.2	64.2	47.1	64.0	49.9
Total Agree	62.9	50.0	65.9	65.5	69.8	58.8	72.0	63.1
Disagree	34.3	38.0	31.7	34.5	30.2	35.3	28.0	33.3
Strongly Disagree	1.7	10.0	2.4	0.0	0.0	5.9	0.0	2.3
Total Disagree	36.0	48.0	34.1	34.5	30.2	41.2	28.0	35.6

Q65 - Management is trained and competent to effectively manage safety

% Response to Q65	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	15.7	18.0	22.0	31.0	18.9	29.4	20.0	19.1
Agree	65.2	62.0	63.4	55.2	64.2	47.1	60.0	62.3
Total Agree	80.9	80.0	85.4	86.2	83.0	76.5	80.0	81.4
Disagree	18.0	20.0	14.6	13.8	15.1	23.5	16.0	17.0
Strongly Disagree	0.0	0.0	0.0	0.0	1.9	0.0	4.0	0.5
Total Disagree	18.0	20.0	14.6	13.8	17.0	23.5	20.0	17.6

Q66 - Management properly considers potential safety and health risk implications when making decisions

% Response to Q66	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	33.1	40.0	41.5	37.9	47.2	47.1	24.0	37.2
Agree	59.6	54.0	58.5	55.2	47.2	52.9	64.0	56.7
Total Agree	92.7	94.0	100.0	93.1	94.3	100.0	88.0	93.9
Disagree	6.2	6.0	0.0	6.9	3.8	0.0	8.0	5.1
Strongly Disagree	0.0	0.0	0.0	0.0	1.9	0.0	4.0	0.5
Total Disagree	6.2	6.0	0.0	6.9	5.7	0.0	12.0	5.6

Q67 - Management is not responsible for managing safety and health on the mine site

% Response to Q67	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	0.6	4.0	0.0	0.0	0.0	5.9	4.0	1.3
Agree	2.8	0.0	0.0	3.4	0.0	0.0	0.0	1.5
Total Agree	3.4	4.0	0.0	3.4	0.0	5.9	4.0	2.8
Disagree	20.8	24.0	19.5	24.1	17.0	47.1	32.0	22.6
Strongly Disagree	74.7	72.0	80.5	69.0	83.0	47.1	64.0	72.8
Total Disagree	95.5	96.0	100.0	93.1	100.0	94.1	96.0	95.4

Q68 - Supervisors spend enough time discussing on-the-job safety with employees

% Response to Q68	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	10.1	8.0	9.8	6.9	5.7	5.9	4.0	8.4
Agree	58.4	42.0	51.2	58.6	64.2	58.8	60.0	56.5
Total Agree	68.5	50.0	61.0	65.5	69.8	64.7	64.0	64.9
Disagree	28.7	44.0	31.7	34.5	30.2	35.3	32.0	31.6
Strongly Disagree	1.7	6.0	7.3	0.0	0.0	0.0	4.0	2.5
Total Disagree	30.3	50.0	39.0	34.5	30.2	35.3	36.0	34.1

Q69 - Managers provide enough recognition and encouragement to employees for working safely

% Response to Q69	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	13.5	2.0	7.3	13.8	20.8	23.5	12.0	12.7
Agree	50.0	44.0	56.1	62.1	54.7	35.3	60.0	51.1
Total Agree	63.5	46.0	63.4	75.9	75.5	58.8	72.0	63.9
Disagree	33.7	50.0	36.6	24.1	24.5	41.2	20.0	33.1
Strongly Disagree	1.1	4.0	0.0	0.0	0.0	0.0	8.0	1.5
Total Disagree	34.8	54.0	36.6	24.1	24.5	41.2	28.0	34.6

Q70 - Executive Management is more concerned with maximising profit than adequately resourcing safety

% Response to Q70	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	2.8	2.0	0.0	3.4	1.9	0.0	0.0	2.0
Agree	19.1	16.0	2.4	3.4	7.5	5.9	20.0	13.7
Total Agree	21.9	18.0	2.4	6.9	9.4	5.9	20.0	15.8
Disagree	47.2	52.0	48.8	51.7	56.6	52.9	52.0	49.9
Strongly Disagree	29.8	30.0	48.8	41.4	32.1	35.3	28.0	32.6
Total Disagree	77.0	82.0	97.6	93.1	88.7	88.2	80.0	82.4

Q71 - Managers have a leading role in 'setting the example' for employees and supervisors

% Response to Q71	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	69.1	72.0	70.7	79.3	84.9	58.8	80.0	72.8
Agree	28.7	28.0	29.3	20.7	15.1	41.2	20.0	26.2
Total Agree	97.8	100.0	100.0	100.0	100.0	100.0	100.0	99.0
Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Strongly Disagree	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.5
Total Disagree	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.5

Q72 - Managers are unskilled in discussing risk-taking behaviour with employees

% Response to Q72	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	69.1	72.0	70.7	79.3	84.9	58.8	80.0	1.8
Agree	28.7	28.0	29.3	20.7	15.1	41.2	20.0	16.3
Total Agree	97.8	100.0	100.0	100.0	100.0	100.0	100.0	18.1
Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	55.0
Strongly Disagree	1.1	0.0	0.0	0.0	0.0	0.0	0.0	25.7
Total Disagree	1.1	0.0	0.0	0.0	0.0	0.0	0.0	80.7

Q73 - Potential risks are properly considered as part of the mine site planning process

% Response to Q73	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	27.0	20.0	34.1	37.9	35.8	23.5	16.0	28.0
Agree	67.4	66.0	58.5	44.8	62.3	64.7	56.0	63.1
Total Agree	94.4	86.0	92.7	82.8	98.1	88.2	72.0	91.1
Disagree	3.4	12.0	7.3	13.8	1.9	5.9	24.0	6.9
Strongly Disagree	1.1	2.0	0.0	3.4	0.0	5.9	4.0	1.5
Total Disagree	4.5	14.0	7.3	17.2	1.9	11.8	28.0	8.4

Q74 - Safety Representatives perform a valuable role in improving safety

% Response to Q74	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	27.0	20.0	34.1	37.9	50.9	23.5	16.0	38.2
Agree	67.4	66.0	58.5	44.8	47.2	64.7	56.0	52.2
Total Agree	94.4	86.0	92.7	82.8	98.1	88.2	72.0	90.3
Disagree	3.4	12.0	7.3	13.8	0.0	5.9	24.0	8.1
Strongly Disagree	1.1	2.0	0.0	3.4	0.0	5.9	4.0	0.3
Total Disagree	4.5	14.0	7.3	17.2	0.0	11.8	28.0	8.4

Q75 - Managers do not have the necessary skills to influence employee behaviour

% Response to Q75	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.3
Agree	11.8	8.0	2.4	3.4	13.2	11.8	4.0	9.4
Total Agree	11.8	10.0	2.4	3.4	13.2	11.8	4.0	9.7
Disagree	59.0	60.0	73.2	58.6	49.1	47.1	72.0	59.0
Strongly Disagree	27.5	30.0	24.4	37.9	37.7	41.2	24.0	30.0
Total Disagree	86.5	90.0	97.6	96.6	86.8	88.2	96.0	89.1

Q76 - Systems are in place at this mine site that ensure risks are effectively managed

% Response to Q76	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	28.1	24.0	26.8	20.7	35.8	29.4	12.0	27.0
Agree	62.9	56.0	70.7	72.4	52.8	58.8	72.0	62.6
Total Agree	91.0	80.0	97.6	93.1	88.7	88.2	84.0	89.6
Disagree	6.7	20.0	2.4	6.9	11.3	11.8	12.0	9.2
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	4.0	0.5
Total Disagree	6.7	20.0	2.4	6.9	11.3	11.8	16.0	9.7

Q77 - Principal employer/contractor arrangements in the mining industry have made mining safer

% Response to Q77	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	11.2	8.0	14.6	13.8	20.8	5.9	16.0	12.7
Agree	59.6	50.0	73.2	65.5	58.5	70.6	64.0	60.8
Total Agree	70.8	58.0	87.8	79.3	79.2	76.5	80.0	73.5
Disagree	23.6	32.0	4.9	13.8	17.0	17.6	16.0	19.8
Strongly Disagree	4.5	6.0	0.0	0.0	0.0	0.0	4.0	2.8
Total Disagree	28.1	38.0	4.9	13.8	17.0	17.6	20.0	22.6

Q78 - I understand risk management concepts enough to feel confident when making decisions that could affect safety

% Response to Q78	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals	Overall
Strongly Agree	42.1	38.0	48.8	58.6	52.8	17.6	36.0	43.5
Agree	53.9	54.0	48.8	41.4	43.4	76.5	64.0	52.4
Total Agree	96.1	92.0	97.6	100.0	96.2	94.1	100.0	95.9
Disagree	2.8	8.0	2.4	0.0	3.8	5.9	0.0	3.3
Strongly Disagree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Disagree	2.8	8.0	2.4	0.0	3.8	5.9	0.0	3.3

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VARIABILITY TABLES FOR EMPLOYEE SURVEY RESULTS

This Appendix (Appendix I) contains a statistical analysis that shows the variability of the responses given to Section B ("EMPLOYEE QUESTIONS" or Questions 1 to 40) under each of the main analysis categories as follows:

1. By the four employment or job groups defined by Question G, i.e. Operator/Tradesperson, Technical/Support, Manager/Superintendent and Supervisor;
2. By the nine regions surveyed, i.e. Central, South West, Kalgoorlie, Kambalda/Norseman, Laverton/Leonora, Leinster/Wiluna, Murchison, Yilgarn and Pilbara; and
3. By the seven industry sectors, (i.e. Gold, Nickel, Alumina, Mineral Sands, Iron Ore, Coal and 'Other' (salt, tantalum, talc and zinc)).

The analysis involved determining the industry "average" or "mean" response for each question and then determining the standard deviation of each of the job groups, regions or industry sectors from the job group or industry mean or average. This gives an indication of the variability of responses.

Analysis Results

The three tables for Job Group (Table 1), Region (Table 2) and Industry Sector (Table 3) are given on page no.'s 2, 3 and 4, respectively.

The far left-hand column contains the question number (i.e. 1 to 40). The "max", "min" and "mean" columns correspond to the results for the "Total Agree" response to each of the questions. As the sum of the "Total Agree" and "Total Disagree" generally is 100% (except where some employees have not given a response), the degree of variability is the same for either response.

The figure given in the right-hand side of the tables (i.e. under the main categories) is the number of standard deviations (i.e. 0, -1, 1, -2, 2, etc.) the individual response is away from the mean. The value of the deviation (i.e. + or -) takes into account the nature of the question and shows if the response is either more "positive" or more "negative" than the industry average. That is:

- If the result is "positive" (i.e. 1, 2, etc.), the response is more desirable or more "positive" than the mean; or
- If the result is "negative" (i.e. -1, -2, etc.), the response is less desirable or more "negative" than the mean.

If the result is a zero (i.e. 0), the response is less than one standard deviation away from the mean and is considered an "average" response.

This analysis has been undertaken only to provide an indication of the degree of variability of responses. In terms of all responses from the 40 questions, it also shows if any one particular job group, region or industry sector is more or less "positive" than the average.

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APPENDIX I – VARIABILITY TABLES FOR EMPLOYEE SURVEY RESULTS

TABLE 1 – VARIABILITY BY JOB GROUP

Questn	Max	Min	Mean	Operator/ Tradesperson	Technical/ Support	Manager/ Superintendent	Supervisor
1	96.3	87.9	90.8	-1	0	1	1
2	90.2	85.2	86.7	-1	-1	1	0
3	22.0	6.1	17.6	-1	0	1	1
4	98.1	91.3	94.6	-1	0	1	0
5	94.7	74.9	81.0	-1	0	1	0
6	97.9	85.9	89.7	-1	0	1	0
7	47.7	27.6	43.6	-1	0	1	0
8	91.6	74.7	77.9	-1	-1	0	1
9	92.0	80.7	83.9	-1	0	1	0
10	14.2	4.0	10.9	-1	0	1	1
11	96.3	78.3	84.3	-1	0	1	0
12	89.4	70.2	76.3	-1	0	1	0
13	89.7	71.5	76.9	-1	0	1	0
14	25.6	5.8	19.7	-1	0	1	0
15	99.7	94.6	96.6	-1	0	1	0
16	99.5	96.0	97.0	-1	-1	1	1
17	94.4	80.5	84.2	-1	-1	1	1
18	23.4	9.5	20.0	-1	0	1	0
19	82.2	67.1	70.1	-1	-1	1	0
20	95.5	88.3	90.6	-1	0	1	1
21	96.0	89.8	92.1	-1	0	1	1
22	90.2	75.7	80.2	-1	0	1	0
23	95.8	79.2	84.0	-1	0	1	0
24	93.4	76.4	81.6	-1	0	1	0
25	88.3	83.0	84.6	-1	-1	1	0
26	89.4	80.2	83.8	-1	0	1	1
27	82.0	66.8	70.2	-1	0	1	0
28	39.2	16.4	33.8	-1	0	1	0
29	92.3	77.3	80.2	-1	-1	1	0
30	18.1	7.7	14.8	-1	0	1	1
31	86.5	56.7	66.1	-1	0	1	0
32	87.0	72.5	76.0	-1	0	1	0
33	39.8	27.6	35.2	-1	-1	1	1
34	26.7	8.5	22.1	-1	0	1	0
35	95.5	88.5	91.2	-1	0	1	0
36	36.7	31.8	34.5	0	-1	1	1
37	84.1	77.3	79.2	-1	0	1	-1
38	98.1	93.9	95.5	-1	-1	1	1
39	87.8	59.4	66.8	-1	0	1	0
40	73.6	60.1	67.1	0	-1	1	1
OVERALL RESPONSE				-38	-11	+39	+13

TABLE 2 – VARIABILITY BY REGION

Qstn	Max	Min	Mean	Central	South West	Kalgoorlie	Kambalda- Norseman	Leventon- Leonora	Leinster- Wiluna	Murchison	Yilgarn	Pilbara
1	94.1	85.6	90.8	0	1	1	1	-1	1	0	1	-1
2	92.4	79.4	86.7	0	1	0	-1	0	-1	-1	0	1
3	20.0	11.3	17.6	1	-1	0	0	0	0	-1	1	-1
4	95.5	89.5	94.6	0	0	1	0	0	0	1	1	-1
5	86.3	71.7	81.0	0	0	1	1	-1	0	0	1	-1
6	93.6	85.3	89.7	0	0	1	1	-1	0	-1	1	-1
7	51.5	32.6	43.6	1	1	1	1	-1	0	-1	1	-1
8	82.0	71.0	77.9	0	0	0	0	-1	0	0	1	0
9	86.6	79.8	83.9	1	0	1	1	1	1	-1	1	-1
10	17.1	6.4	10.9	1	0	1	0	1	-1	-1	0	0
11	89.5	78.7	84.3	0	1	1	1	-1	-1	0	1	-1
12	83.4	66.7	76.3	-1	-1	0	1	-1	0	0	0	-1
13	83.4	71.1	76.9	-1	-1	0	1	-1	0	0	0	-1
14	28.4	13.2	19.7	1	1	1	0	0	0	-1	0	0
15	98.0	92.0	96.6	1	1	1	1	0	1	-1	-1	0
16	99.2	94.0	97.0	0	0	0	1	0	1	0	1	-1
17	90.9	76.7	84.2	-1	0	1	1	-1	0	0	0	-1
18	24.8	10.6	20.0	-1	0	1	1	-1	1	-1	1	-1
19	79.6	59.7	70.1	0	-1	0	1	-1	1	1	1	-1
20	95.4	87.7	90.6	1	0	0	-1	-1	-1	1	0	0
21	95.4	87.8	92.1	1	0	0	0	0	0	-1	1	-1
22	87.0	76.0	80.2	-1	-1	0	1	-1	0	-1	1	-1
23	90.4	77.3	84.0	0	0	0	1	-1	0	0	1	-1
24	86.1	70.0	81.6	0	0	0	1	-1	-1	-1	1	1
25	89.9	78.9	84.6	0	0	0	1	0	0	0	1	-1
26	87.5	79.5	83.8	0	0	0	1	-1	0	-1	0	-1
27	80.8	60.9	70.2	0	-1	0	1	-1	0	0	1	0
28	36.3	28.4	33.8	-1	0	1	1	-1	-1	-1	1	-1
29	85.7	74.5	80.2	-1	-1	0	1	-1	0	0	1	0
30	16.3	13.0	14.8	1	0	1	0	0	0	-1	1	0
31	73.7	55.0	66.1	1	1	0	0	0	0	-1	0	0
32	84.1	67.1	76.0	1	0	0	1	-1	0	0	1	0
33	44.1	26.2	35.2	0	0	0	1	-1	1	0	1	-1
34	27.1	15.6	22.1	1	0	0	0	-1	0	-1	0	0
35	93.9	85.4	91.2	0	0	0	1	1	0	-1	0	1
36	41	27.4	34.5	1	1	0	0	0	-1	-1	0	0
37	82.8	70.1	79.2	1	1	0	0	-1	0	-1	0	0
38	96.2	92.5	95.5	1	0	0	0	-1	0	-1	1	0
39	83.3	45.6	66.8	0	-1	0	1	1	1	1	1	-1
40	83.5	44.5	67.1	0	-1	0	0	1	1	1	1	-1
OVERALL RESPONSE	+8	0	+14	+23	-19	+2	-16	+25	-20			

TABLE 3 - VARIABILITY BY INDUSTRY SECTOR

Qstrs	Max	Min	Mean	Gold	Nickel	Alumina	Mineral Sands	Iron Ore	Coal	Other Minerals
1	95.1	83.4	90.8	0	0	0	1	-1	-1	0
2	93.9	82.1	86.7	0	0	1	0	0	1	0
3	28.2	12.1	17.6	0	1	0	1	0	-1	0
4	96.7	81.6	94.6	0	0	0	1	0	-1	1
5	87.6	72.4	81	0	0	-1	1	-1	-1	1
6	92.5	82.8	89.7	0	0	0	1	-1	-1	0
7	50.9	30.1	43.6	0	0	-1	1	-1	-1	1
8	82.4	67.5	77.9	0	0	0	0	0	-1	1
9	88.5	71.2	83.9	0	1	0	0	0	-1	0
10	12.0	4.3	10.9	-1	0	0	1	-1	-1	0
11	89.2	80.7	84.3	0	-1	0	1	-1	0	1
12	80.2	68.3	76.3	1	-1	-1	1	-1	-1	1
13	84.4	74.3	76.9	-1	-1	0	1	-1	1	1
14	22.2	11.3	19.7	-1	0	0	1	-1	0	0
15	100	92.7	96.6	0	1	1	1	-1	1	0
16	98.3	92	97	1	0	-1	0	-1	-1	0
17	88.7	76.9	84.2	0	0	-1	0	-1	0	1
18	29.1	14.2	20	-1	0	-1	1	-1	0	0
19	78	57.7	70.1	0	0	-1	0	-1	-1	1
20	96.8	80.4	90.6	0	0	0	0	0	-1	1
21	94.9	84.7	92.1	0	0	1	1	0	-1	0
22	82.4	68.1	80.2	1	0	-1	1	0	-1	1
23	88.4	77.2	84	0	-1	-1	1	-1	0	0
24	90.2	71.8	81.6	0	0	-1	1	0	-1	0
25	88.4	78.5	84.6	0	0	0	0	-1	-1	1
26	88.1	76.1	83.8	0	1	0	0	0	-1	1
27	73.8	55.2	70.2	0	1	0	0	0	-1	1
28	38.3	28	33.8	0	0	-1	1	0	0	0
29	85.1	75.3	80.2	0	0	-1	-1	0	-1	1
30	19.6	10.7	14.8	0	0	0	1	0	-1	1
31	77.4	60.3	66.1	-1	0	1	0	-1	0	0
32	82.6	65.6	76	0	0	1	0	0	-1	0
33	42.2	29.8	35.2	0	-1	-1	1	-1	0	1
34	25.8	14.7	22.1	0	0	1	1	0	-1	0
35	93.9	87.6	91.2	-1	0	1	1	1	1	1
36	36.3	24.5	34.5	-1	0	0	1	-1	-1	0
37	85.3	75.9	79.2	-1	-1	0	0	0	1	0
38	96.6	90.8	95.5	0	1	0	0	0	-1	0
39	76.3	30.1	66.8	1	1	0	0	-1	-1	1
40	77.2	18.4	67.1	1	0	1	0	0	-1	1
OVERALL RESPONSE				-3	+1	-5	+22	-19	-22	+20

APPENDIX J - COMPARISON OF 1998 RISK-TAKING BEHAVIOUR SURVEY AND 2001-2002 UNDERGROUND SURVEY RESULTS

COMPARISON BETWEEN 1998 RISK-TAKING BEHAVIOUR SURVEY AND UNDERGROUND SECTOR 2001- 2002 SURVEY RESULTS

This Appendix (Appendix J) contains a comparison of the results of the 1998 Risk-Taking Behaviour (RTB) Survey of the Underground Sector and the results of the 2001-2002 Survey for the Underground Sector only.

Although the type of survey questions are not exactly the same (i.e. 'direct' questions in 1998 and 'statements' in 2001-2002), the issues covered are similar. The comparisons given should therefore be considered as indicative only.

This Appendix contains the following:

- (A) Comparison of General Information (i.e. experience, number of mines worked at);
- (B) Comparison between questions asked in the 1998 RTB and 2001-2002 Surveys;
- (C) Comparison of Employee Responses; and
- (D) Comparison of 'Supervisor' Responses.

Note that the number and location of mines surveyed and the classification of the various regions in the two surveys is different and results can only be interpreted on an 'underground-sector wide' basis.

A comparison between the number of underground mines in each Region and the Regions surveyed is given below. Note that in the 2001-2002 Survey there were no underground mines surveyed in the Central or Pilbara regions.

2001 - 2002 Survey	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Overall
No. of Underground Mines	1	3	3*	1	6	4	3	21

* includes an underground mine that was part of a large gold operation but was classified as part of surface operations

1998 Survey	Kalgoorlie-Kambalda	North Eastern	Pilbara Kimberley	Murchison	Yilgarn	Overall
No. of Underground Mines	7	8	4	3	3	25

(A) GENERAL INFORMATION

2001-2002 Survey

In the 2001-2002 Survey, 970 employees took part at the 21 underground mines. This included 699 employees in the "Operator/Tradesperson" group, 92 "Supervisors" and 179 employees in the "Support/Technical" and "Manager/Supervisor" groups.

Only the responses from the "Operator/ Tradesperson" and "Supervisor" groups have been used for comparison (refer Sections C and D) to ensure consistency in the sample population groups.

Of the 970 who took part in the latest survey, 280 employees (including 42 supervisors) took part in the 1998 RTB Survey. There were also 330 employees who took part in both the 1998 RTB Survey and 2001-2002 Survey that now work in other (non-underground) areas. Their responses are not included.

The average age of the workforce surveyed in 2001-2002 was 35.3 years.

1998 RTB Survey

In 1998, around 1000 employees and 150 supervisors were surveyed at 25 mines. Only twelve (12) of the mines surveyed in the 1998 RTB Survey were re-surveyed in the 2001-2002 Survey.

Comparison of Data

1998 RTB Survey						
No. of years in industry (%)	Kalgoorlie-Kambalda	North-Eastern	Pilbara-Kimberley	Murchison	Yilgarn	Overall
3 years or less (%)	32	53	31	42	31	39
3-5 years (%)	17	36	33	28	31	27
More than 5 years (%)	51	11	34	30	36	34

Question J - How many years have you worked in the mining industry? (2001-2002 for comparison)

No. of years in industry (%)	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Overall
3 years or less (%)	10.3	19.6	15.3	16.1	21.2	19.3	18.5	18.9
3-5 years (%)	6.9	11.2	8.7	16.1	12.3	14.1	7.4	11.9
5-10 years (%)	34.5	28.0	23.3	38.7	30.8	32.2	29.6	30.2
More than 10 years (%)	48.3	41.1	51.3	29.0	35.0	33.8	44.4	39.0

1998 RTB Survey Results

1998 RTB Survey Results						
Worked at more than 2 mines	Kalgoorlie-Kambalda	North-Eastern	Pilbara-Kimberley	Murchison	Yilgarn	Overall
Per cent of employees (%)	55	54	54	29	52	39

Question L - How many other mines have you worked at? (2001-2002 for comparison)

Number of mines worked at	South West	Kalgoorlie	Kambalda-Norseman	Laverton-Leonora	Leinster-Wiluna	Murchison	Yilgarn	Overall
% at 1 mine	6.9	22.4	11.3	19.4	17.3	19.0	18.5	10.6
% at 2 mines	6.9	9.3	= 8.0	16.1	8.1	13.2	9.9	29.4
% at 3-5 mines	27.6	28.0	32.0	16.1	31.9	25.1	28.4	52.7
% at > 5 mines	58.6	37.4	46.7	=41.9	40.0	37.3	43.2	7.4

(B) COMPARISON OF SURVEY QUESTIONS

This section contains a listing of the 1998 RTB Survey Questions and the corresponding 2001-2002 Survey Question, where one exists. Note that as the format of the questions was changed in the 2001-2002 Survey (i.e. 'statements' rather than direct questions), it is difficult to make a direct comparison. The results should be taken as "indicative" only.

(C) Employee Survey

1998 RTB SURVEY QUESTION		2001-2002 SURVEY QUESTION	
No.	Question Summary	No.	Question Summary
1	How long have you worked u/g?	K	How long have you worked in the industry?
2	At how many mines?	L	At how many mines?
3	Why do you work u/g?	-	No equivalent question
4	Is u/g mining hazardous?	-	No equivalent question
5	Is remote-bogging dangerous?	-	No equivalent question
6	Do you report hazards (all/some/none)?	-	No equivalent question but partly covered by Q1 - Hazards/incidents at this mine are reported promptly
7	Do you report incidents (all/some/none)?	-	No equivalent question but partly covered by: Q4 - Accidents at this mine are reported promptly
8	Is taking risk, short-cuts or unsafe behaviour acceptable to management?	30	Risks, short-cuts or unsafe behaviour are acceptable to management
9	Do supervisors ignore risk-taking behaviour?	3	Supervisors ignore risk-taking behaviour
10	Do supervisors actively discourage unsafe behaviour?	9	Supervisors actively discourage unsafe behaviour
11	Do you take risks or behave unsafely? Yes/No If yes, why (5 choices)	-	No equivalent question but partly covered by: Q7 - Employees take short-cuts to meet production demands
12	Would you take risks to increase earnings?	-	No equivalent question
13	Have you observed risk-taking behaviour by other employees at your mine?	18	Employees at this mine behave unsafely and take risks at work
14	What things (if any) prevent you from doing your job safely?	-	No equivalent question
15	Do you receive positive feedback from supervisors for following safe work practices?	8	Supervisors provide positive feedback for following safe work practices
16	Are safety issues raised with your supervisor or foreman adequately dealt with?	5	Safety issues raised with supervisors are adequately dealt with
17	Does the thought of being killed or injured at work affect how you behave at work?	2	The thought of being killed or injured at work affects how I behave at work
18	Are you discouraged from reporting or bringing safety issues to management? Yes/No If yes, what type (3 choices)	10	Employees are discouraged from reporting or bringing safety issues to the attention of management
19	Are hazards eliminated promptly at your site?	12	Hazards at this site are eliminated or dealt with promptly
20	Have you been adequately trained to perform your tasks underground?	13	Employees have been properly trained to perform their assigned tasks

Employee Survey continued

1998 RTB SURVEY QUESTION		2001-2002 SURVEY QUESTION	
No.	Summary	No.	Summary
21	Have you been penalised for not performing a task that you considered unsafe?	14	Employees are disciplined or disadvantaged for refusing to do tasks they consider unsafe
22	Are you confident of assessing good and bad ground underground?	-	No equivalent question (specific to ground control)
23	Have you been trained in manual scaling?	-	No equivalent question (specific to ground control)
24	Is there a scaling bar available: on each piece of equipment at each heading?	-	No equivalent question (specific to ground control)
25	Do you report rockfalls (all/some/none)?	-	No equivalent question (specific to ground control)
26	Are Tool-box or Safety Meetings involving yourself held regularly?	15 & 40	Tool-box/ safety meetings are held at this mine How often do you attend Tool-box or Safety meetings at your mine
27	Do you understand the process regarding safety and health representatives/ committees?	-	No equivalent question
28	Do you understand what 'duty of care' means in terms of the MSI Act 1994?	16	I understand what my 'Duty of Care' means under the MSI Act 1994
29	Is your employer serious about safety and health?	6	Mining Industry employers are serious about safety and health
30	Are you happy with the skills and competency of your supervisor?	17	Supervisors are skilled and competent to ensure the safety of their people
31	How often does your underground manager speak to you on the job underground?	39	At your mine site, how often does your manager speak to you about safety issues?
32	Are Safety Bulletins and Safety Incident Reports made available for you to read?	20	Safety bulletins and safety incidents reports are readily available for you to read
33	Does your mine have written procedures?	25	Up-to-date (safe) work procedures are available at this mine
33A	Were you trained in those procedures?	27	Employees are properly trained in the use of written (safe) work procedures
34	Are the procedures used underground the same as the ones written in the manuals?	28	The work practices in my workplace are not the same as the written (safe) work procedures
35	Rate the usefulness of your current mine induction: useless/of some use/useful/extremely useful?	-	No equivalent question

(2) Supervisor Survey

1998 RTB SURVEY QUESTION		2001-2002 SURVEY QUESTION	
No.	Question Summary	No.	Question Summary
1	How long have you worked underground?	K	How long have you worked in the industry?
2	At how many mines?	L	At how many mines?
3	Is u/g mining hazardous?	-	No equivalent question
4	Why do you work underground?	-	No equivalent question
5	Why do you work as an underground supervisor?	-	No equivalent question

1998 RTB SURVEY QUESTION		2001-2002 SURVEY QUESTION	
No.	Summary	No.	Summary
6	Are safety and health representatives, committees and meetings encouraged at your mine?	35	Safety and health representatives and safety committees are encouraged at your mine
7	Do you think all employees understand the requirements of the MSI Act and Regulations?	-	No equivalent question
8	Are your employees encouraged to report all incidents, accidents, hazards and safety issues?	52	Employees are discouraged by management from reporting safety issues or incidents
9	Are u/g supervisors provided with enough training in hazard identification, risk assessment/ control and people management?	42	Supervisors are provided with adequate training in hazard identification, risk assessment and control
		46	Supervisors are provided with adequate training in people management and effective communication
10	Are your decisions on safety matters overruled by foremen/ managers?	43	Foremen or managers overrule supervisors' decisions on safety matters
11	Have you ever been pressured to deliver production targets to the detriment of safety?	45	Supervisors are pressured to deliver production targets ahead of safety
12	Do you believe senior mine management has a genuine commitment to safety?	47	Management has a genuine commitment to safety
13	Are you happy with the amount of control you have over the shift (day/night/afternoon)?	48	Supervisors have adequate control over decisions made during the shift that impact upon safety
14	On your shift are you able to properly penalise workers for unsafe work practices?	49	Supervisors are not able to effectively discipline workers for unsafe work practices
15	Does the contract-based remuneration system lead to risk-taking behaviour by some employees?	36	Incentive-based remuneration systems encourage risk-taking behaviour
16	Are your concerns for safety and health fully acknowledged by your foreman/ manager?	51	Supervisor safety and health concerns are properly addressed by management
17	Are employees at your mine discouraged from reporting safety issues?	52	Employees are discouraged by management from reporting safety issues or incidents
18	Do some employees get away with risk-taking behaviour at your mine?	53	Some employees get away with unsafe behaviour and taking risks
19	Are you happy with the skill level of employees under your control?	59	I am confident that the employees I supervise have sufficient skills to carry out their job safely
20	Do you fully understand your responsibilities under the MSI Act?	55	I fully understand my responsibilities as a supervisor under the MSI Act
21	Have you acquired enough hazard identification and risk management skills to feel confident when making decisions regarding safety?	56	I feel confident when making decisions that affect safety
22	Did recent changes to the MSI Act and Regulations make mining safer?	56	Changes to the MSI Act and Regulations have made mining safer

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(C) COMPARISON OF EMPLOYEE RESPONSES

This section contains a comparison of the responses given by the 1 000 underground workers in the 1998 RTB Survey Questions and the 699 employees (i.e. operators/tradespersons) who took part in the 2001-2002 Survey. As the style of the questions has changed (i.e. from direct questions to statements), no direct comparison can be made and results should be considered as 'indicative' only.

The 'Change' is the change in the response from the 1998 RTB Survey to the 2001-2002 Underground Sector Survey result. For most questions, an increase in the 'Yes' responses indicates a more positive perception and can be considered an improvement. In some cases however (e.g. Q8, Q9, Q13, Q18, Q21), a decrease in the 'Yes' response is more desirable.

Note that no comparison is given where there is no equivalent question in the 2001-2002 Survey. The question referenced (eg Q1 - How long have you worked underground) is the one given in the 1998 RTB Survey. The equivalent statement in the 2001-2002 Survey, if any, is detailed in Section B above.

Q1 - How long have you worked underground?			
Time period (years)	1998 RTB	2001-2002 U/G	Change
3 years or less	39%	19%	-20%
3-5 years	27%	12%	-15%
More than 5 years	34%	69%	+35%

Q2 - How many mines have you worked at?			
No. of mines	1998 RTB	2001-2002 U/G	Change
More than 2 mines	49%	60%	+11%

Q6 - Do you report hazards?			
	1998 RTB	2001-2002 U/G	Change
ALL	57%	No equivalent question	-
SOME	42%	No equivalent question	-
NONE	0.8%	No equivalent question	-

For comparison, the closest question in the 2001-2002 Survey was:

Q1 - Hazards/incidents at this mine are reported promptly	
Total Agree	Total Disagree
91%	9%

Q7 - Do you report incidents?			
	1998 RTB	2001-2002 U/G	Change
ALL	42%	No equivalent question	-
SOME	56%	No equivalent question	-
NONE	2%	No equivalent question	-

For comparison, the closest question in the 2001-2002 Survey was:

Q4 - Accidents at this mine are reported promptly	
Total Agree	Total Disagree
94%	6%

Q8 - Is taking risk, short-cuts or unsafe behaviour acceptable to management?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	18%	20%	+2%
NO (Total Disagree)	82%	80%	-2%

Q9 - Do supervisors ignore risk-taking behaviour?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	24%	23%	-1%
NO (Total Disagree)	76%	77%	+1%

Q10 - Do supervisors actively discourage unsafe behaviour?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	59%	82%	+23%
NO (Total Disagree)	41%	18%	-23%

Q11 - Do you (employees) take risks or behave unsafely?			
	1998 RTB	2001-2002 U/G	Change
YES	31%	No equivalent question	-
NO	69%	No equivalent question	-

For comparison, the closest question in the 2001-2002 Survey was:

Q7 - Employees take short-cuts to meet production demands	
Total Agree	Total Disagree
53%	47%

Q13 - Have you observed risk-taking behaviour by other employees at your mine?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	73%	25%	-48%
NO (Total Disagree)	27%	75%	+48%

Q15 - Do you receive positive feedback from supervisors for following safe work practices			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	64%	77%	+13%
NO (Total Disagree)	36%	23%	-13%

Q16 - Are safety issues raised with your supervisor or foreman adequately dealt with?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	73%	77%	+4%
NO (Total Disagree)	27%	23%	-4%

Q17 - Does the thought of being killed or injured at work affect how you behave at work?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	73%	82%	+9%
NO (Total Disagree)	27%	18%	-9%

Q18 - Are you discouraged from reporting or bringing safety issues to management?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	16%	18%	+2%
NO (Total Disagree)	84%	82%	-2%

Q19 - Are hazards eliminated promptly at your site?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	70%	74%	+4%
NO (Total Disagree)	30%	26%	-4%

Q20 - Have you been adequately trained to perform your tasks underground?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	87%	68%	-19%
NO (Total Disagree)	13%	32%	+19%

Q21 - Have you been penalised for not performing a task that you considered unsafe?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	10%	30%	+20%
NO (Total Disagree)	90%	70%	-20%

Q25 - Are Tool-box or Safety Meetings involving yourself held regularly?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	92%	96%	+4%
NO (Total Disagree)	8%	4%	-4%

Q28 - Do you understand what 'duty of care' means in terms of the MSI Act 1994?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	95%	98%	+3%
NO (Total Disagree)	5%	2%	-3%

Q29 - Is your employer serious about safety and health?

	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	88%	86%	-2%
NO (Total Disagree)	12%	14%	+2%

Q30 - Are you happy with the skills and competency of your supervisor?

	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	85%	89%	+4%
NO (Total Disagree)	15%	11%	-4%

Q31 - How often does your underground manager speak to you on the job underground?

	1998 RTB	2001-2002 U/G	Change
DAILY	27%	38%	+11%
WEEKLY/FORTNIGHTLY	39%	50%	+11%
MONTHLY	14%	11%	-3%
NEVER	20%	1%	-19%

Q32 - Are Safety Bulletins and Safety Incident Reports made available* for you to read?

	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	96%	87%	-9%
NO (Total Disagree)	4%	13%	+9%

* 2001-2002 question asked 'readily available'

Q33 - Does your mine have written procedures?

	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	95%	86%	-9%
NO (Total Disagree)	5%	14%	+9%

* 2001-2002 question asked 'up-to-date' procedures are available

Q33A - Were you trained in those procedures?

	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	83%	73%	-10%
NO (Total Disagree)	17%	27%	+10%

* 2001-2002 question asked if you were 'properly' trained in procedures

Q34 - Are the procedures used underground the same as the ones written in the manuals?

	1998 RTB	2001-2002 U/G	Change
YES (Total Disagree)*	80%	57%	-23%
NO (Total Agree)*	20%	43%	+23%

* Responses reversed due to 'negative' statement in 2001-2002 Survey

(D) COMPARISON OF SUPERVISOR RESPONSES

This section contains a comparison of the responses given by 150 supervisors in the 1998 RTB Survey Questions and the 92 supervisors who participated in the 2001-2002 Survey. As the style of the questions has changed (i.e. from direct questions to statements), no direct comparison can be made. Results are indicative only.

The 'Change' is the change in the response from the 1998 RTB Survey to the 2001-2002 Underground Sector Survey results. For most questions, an increase in the 'Yes' responses indicates a more positive perception and can be considered an improvement. In some cases however (e.g. Q10, Q11, Q15, Q17, Q18), a decrease in the 'Yes' response is more desirable.

Note that no comparison is given where there is no equivalent question in the 2001-2002 Survey. The question referenced (e.g. Q1 - How long have you worked underground?) is the one given in the 1998 RTB Survey. The equivalent statement in the 2001-2002 Survey, if any, is detailed in Section B above.

Q1 - How long have you worked underground?

Time period (years)	1998 RTB	2001-2002 U/G	Change
5-10 years	21%	17%	-4%
More than 10 years	79%	83%	+4%

Q2 - How many mines have you worked at?

No. of mines	1998 RTB	2001-2002 U/G	Change
More than 2 mines	93%	89%	-4%
Other	9%	No equivalent question	-

Q6 - Are safety and health representatives, committees and meetings encouraged at your mine?

	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	95%	95%	0
NO (Total Disagree)	5%	5%	0

Q8 - Are your employees encouraged to report all incidents, accidents, hazards and safety issues?

	1998 RTB	2001-2002 U/G	Change
YES (Total Disagree)	98%	91%	-7%
NO (Total Agree)	2%	9%	+7%

* Responses reversed due to 'negative' statement in 2001-2002 Survey

Q9 - Are underground supervisors provided with enough training in hazard identification, risk assessment/control and people management?

	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	39%	* 61%	+22%
NO (Total Disagree)	61%	39%	-22%

* 2001-2002 figure is the average of Q42 and Q48 (Q42 'Yes' = 73%, Q48 'Yes' = 49%; Q42 'No' = 27%, Q48 'No' = 51%)

Q10 - Are your decisions on safety matters overruled by foremen/ managers?			
	1998 RTB	2001-2002 U/G	Change
YES (11%) + SOMETIMES (28%) = Total Agree	39%	32%	-7%
NO (Total Disagree)	61%	68%	+7%

Q11 - Have you ever been pressured to deliver production targets to the detriment of safety?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	37%	18%	-19%
NO (Total Disagree)	63%	82%	+19%

Q12 - Do you believe senior mine management has a genuine commitment to safety?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	84%	94%	+10%
NO (Total Disagree)	16%	6%	-10%

Q13 - Are you happy with the amount of control you have over the shift (day/night/afternoon)?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	No result in Report	92%	N/a
NO (Total Disagree)	No result in Report	8%	N/a

Q14 - On your shift, are you able to properly penalise workers for unsafe work practices?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Disagree)	86%	73%	-13%
NO (Total Agree)	14%	27%	+13%

* Responses reversed due to 'negative' statement in 2001-2002 Survey

Q15 - Does the contract-based remuneration system lead to risk-taking behaviour by some employees?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	69%	33%	-36%
NO (Total Disagree)	31%	67%	+36%

Q16 - Are your concerns for safety and health fully acknowledged by your foreman/manager?			
	1998 RTB	2001-2002 U/G	Change
YES (76%) + SOMETIMES (22%) = Total Agree	98%	83%	-15%
NO (Total Disagree)	2%	17%	+15%

Q17 - Are employees at your mine discouraged from reporting safety issues?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	4%	9%	+5%
NO (Total Disagree)	96%	91%	-5%

Q18 - Do some employees get away with risk-taking behaviour at your mine?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	47%	51%	+4%
NO (Total Disagree)	53%	49%	-4%

Q19 - Are you happy with the skill level of employees under your control?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	64%	88%	+24%
NO (Total Disagree)	36%	12%	-24%

Q20 - Do you fully understand your responsibilities under the MSI Act?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	95%	84%	-11%
NO (Total Disagree)	5%	16%	+11%

Q21 - Have you acquired enough hazard identification and risk management skills to feel confident when making decisions regarding safety?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	86%	95%	+9%
NO (Total Disagree)	14%	5%	+9%

Q22 - Did recent changes to the Mines Safety and Inspection Act and Regulations make mining safer?			
	1998 RTB	2001-2002 U/G	Change
YES (Total Agree)	58%	87%	+29%
NO (Total Disagree)	42%	13%	-29%

APPENDIX K – STATISTICAL ANALYSIS OF EMPLOYEE COMMENTS

No.	ISSUE	MANAGER	SUPERVISOR	EMPLOYEE	TOTAL	% of TOTAL RESPONSES (n = 1901)
1	TRAINING (Induction and on-going skill training)	51	58	212	321	16.9
2	FATIGUE (Shift hours, Rosters, Fly In-Fly Out)	16	39	228	283	14.9
3	PROCEDURES	46	38	109	193	10.2
4	WORKING CONDITIONS AND EQUIPMENT	1	14	163	178	8.4
5	EMPLOYEE-MANAGEMENT COMMUNICATIONS	26	7	126	159	8.4
6	MANAGER AND SUPERVISOR SKILLS/COMPETENCY	31	17	97	145	7.6
7	RESPONSIBILITY FOR/ IMPORTANCE OF SAFETY	45	24	74	143	7.5
8	PRODUCTION PRESSURE	3	5	93	101	5.3
9	REPORTING OF HAZARDS/ INCIDENTS/ ACCIDENTS	23	14	51	88	4.6
10	REPORTING AND RECORDING OF INJURIES	15	10	59	84	4.4
11	STANDARDS, AUDITS AND INSPECTIONS	10	12	54	76	4.0
12	DRUGS AND ALCOHOL	3	11	39	53	2.8
13	MOSHAB ROLE AND EXCHANGE OF INFORMATION	24	5	20	49	2.6
14	UNIONS	1	1	12	14	0.7
15	MOSHAB SURVEYS	3	0	11	14	0.7
	TOTALS	298	255	1,348	1,901	100.0

Analysis provided by Savant Survey and Strategies

APPENDIX K – STATISTICAL ANALYSIS OF EMPLOYEE COMMENTS

Item No.	Item Description	Priority	Responsible Party	Start Date	End Date	Status
1
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APPENDIX L – "MINE MANAGEMENT ACTION PLAN" (Recommendation 1)

Item No.	Item Description	Priority	Responsible Party	Start Date	End Date	Status
11
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APPENDIX L – MINE MANAGEMENT ACTION PLAN (Recommendation 1)

Item No.	Item Description	Priority	Responsible Party	Start Date	End Date	Status
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APPENDIX L – "MINE MANAGEMENT ACTION PLAN" (Recommendation 1)

ACTION PLAN FOR MINE MANAGEMENT (Recommendation 1)

Issue	ACTION No.	SECTION Ref.	Issues and Recommended Actions	Action Required	ACTION TO BE TAKEN	RESPONSIBILITY	COMPLETION DATE
1.0 Review and Communication of Report and Site Actions			1.0 Provide employees access to the 2001-2002 MOSHAB Safety Survey Report, its findings and status of actions to address relevant issues/ recommendations.				
	Actions		Recommended Action Mine Management needs to:				
	1.1	8.13	Ensure copies of this Report are made readily available to all employees	Yes/No			
	1.2	-	Review the findings and recommendations in the Report in consultation with employees to determine appropriate action	Yes/No			
	1.3	-	Assign responsibility for actions to appropriate personnel and ensure actions are implemented in a timely manner	Yes/No			
	1.4	-	Regularly report implementation progress to employees (e.g. via safety meetings, safety committee, etc.).	Yes/No			
2.0 Hazard/Incident Reporting, Investigation and Follow-up			2.0 Improve employee involvement in incident investigation, improve follow-up action on eliminating/controlling hazards and providing timely feed-back on actions arising from incident investigations				
	Actions		Recommended Action Mine Management needs to:				
	2.1	4.1 & 8.9	Review level of employee involvement in incident/accident investigation to ensure adequate level of involvement	Yes/No			
	2.2	4.4 & 8.9	Review timeliness and effectiveness of follow-up action to eliminate or address reported hazards; if required, take steps to improve	Yes/No			
	2.3	4.1 & 8.9	Ensure formal and timely feed-back provided to relevant employees on actions to be taken to prevent recurrence of incidents/accidents once investigations completed	Yes/No			
	2.4	5.6	Ensure elected Safety and Health Representatives are routinely involved in incident/accident investigations of that occur within their area of responsibility	Yes/No			

MINE MANAGEMENT ACTION PLAN (Recommendation 1)

Issue	ACTION No.	SECTION Ref.	Issues and Recommended Actions	Action Required	ACTION TO BE TAKEN	RESPONSIBILITY	COMPLETION DATE
3.0 Provision of Safety Information			3.0 Improve the type of safety information being provided to employees to ensure that it is relevant and can be easily understood				
	Actions		Recommended Action Mine Management needs to review current status and:				
	3.1	4.2	Identify what safety information (e.g. incidents, hazard information, etc.) is relevant to particular work groups	Yes/No			
	3.2	4.2	Provide work groups with relevant information and ensure it is readily accessible (eg. via noticeboards, discussed at shift-change meetings, etc.) and can be easily understood	Yes/No			
4.0 Promoting 'Safe Production' Behaviours			4.0 Developing a culture of 'safe production' in the WA mining industry based on consistent standards of behaviour and ensuring that all employees are aware of unacceptable risk-taking behaviour				
	Actions		Recommended Action Mine Management needs to review current status and:				
	4.1	4.3 & 8.6	Develop formal standards of behaviour (in consultation with employees) that emphasise 'safe production' and taking unacceptable short-cuts/risks	Yes/No			
	4.2	4.3, 6.4 & 8.6	Implement programs that provide positive encouragement and reinforcement of safe behaviours	Yes/No			
	4.3	4.3, 5.4, 6.4 & 8.6	Implement processes to ensure managers and supervisors take a leading role in setting an example in complying with standards of behaviour	Yes/No			
	4.4	4.3 & 8.6	Communicate standards of safe behaviour to all areas of operations, including to contractors and sub-contractors	Yes/No			
	4.5	4.3 & 8.6	Conduct regular audits of compliance with standards, including contractors and sub-contractors, to monitor compliance and identify areas for improvement	Yes/No			

MINE MANAGEMENT ACTION PLAN (Recommendation 1)

Issue	ACTION No.	SECTION Ref.	Issues and Recommended Actions	Action Required	ACTION TO BE TAKEN	RESPONSIBILITY	COMPLETION DATE
5.0 Management-Employee Communications			5.0 Improve communications between employees and management to promote better cooperation, encourage 'safe production' and reduce differences in perceptions on key safety issues				
	Actions		Recommended Action Mine Management needs to review current status and:				
	5.1	4.2	Ensure all employees (including contractors, sub-contractors and labour hire employees) attend a formal safety communication meeting at least once a month	Yes/No			
	5.2	4.4	Communicate the need to all managers to act constructively and positively when safety issues are raised by employees to promote open communications	Yes/No			
	5.3	4.4	Communicate the need to all managers and supervisors to discuss employee concerns openly and not to disadvantage or otherwise discriminate against employees who refuse to undertake tasks they genuinely consider unsafe	Yes/No			
	5.4	4.4 & 6.5	Ensure that all managers spend adequate time discussing safety issues with their employees to provide encouragement and to promote 'safe production'	Yes/No			
	5.5	4.4 & 8.5	Ensure that all managers speak with contractors, sub-contractors and labour hire employees on a regular (at least monthly) basis to promote 'safe production'	Yes/No			
6.0 Management-Supervisor Communications			6.0 Improve communications between mine management and supervisors				
	Actions		Recommended Action Mine Management needs to review current status and:				
	6.1	4.5	Ensure that processes are in place for communicating management's expectations for 'safe production' and expected standards of behaviour to all site supervisors	Yes/No			
	6.2	4.5	Monitor the effectiveness of site supervisors in encouraging and promoting safe employee behaviour	Yes/No			
	6.3	5.1 & 5.3	Ensure that processes are in place that allow supervisors to express any safety concerns to management, including concerns over production demands and effective and timely follow-up of any issues raised	Yes/No			

ACTION PLAN FOR MINE MANAGEMENT (Recommendation 1)

Issue	ACTION No.	SECTION Ref.	Issues and Recommended Actions	Action Required	ACTION TO BE TAKEN	RESPONSIBILITY	COMPLETION DATE
6.0 Management-Supervisor Communications			6.0 Improve communications between mine management and supervisors...continued				
	Actions		Recommended Action Mine Management needs to review current status and:				
	6.4	5.1 & 5.3	Ensure processes are in place that enable timely follow-up of any issues raised by supervisors and provide feed-back on action taken by management to supervisors	Yes/No			
	6.5	5.3, 6.6 & 8.6	Ensure supervisors are provided with adequate time to properly discuss safety with employees while on the job	Yes/No			
7.0 Procedures and Training			7.0 Improve the level of compliance with safe work procedures and eliminate short-cuts and unsafe work practices				
	Actions		Recommended Action Mine Management needs to review current status and:				
	7.1	4.7 & 8.3	Ensure that employees who understand the tasks to be performed are involved in the development of safe work procedures	Yes/No			
	7.2	4.7 & 8.3	Ensure that employees involved in the development of safe work procedures are trained in how to develop SWPs (eg using JSAs)	Yes/No			
	7.3	4.6	Ensure all employees are effectively trained in the use of the safe work procedures that apply to their job	Yes/No			
	7.4	4.6	Ensure that work-area specific inductions contain information about hazards, procedures and other controls that are relevant to the particular workplace	Yes/No			
	7.5	4.7	Ensure that all procedures are kept up-to-date and are made readily available to all relevant employees, including contractors and sub-contractors	Yes/No			
	7.6	4.7 & 8.3	Implement appropriate programs (e.g. task observation) to monitor compliance with safe work procedures and to effectively address non-compliance issues	Yes/No			

ACTION PLAN FOR MINE MANAGEMENT (Recommendation 1)

Issue	ACTION No.	SECTION Ref.	Issues and Recommended Actions	Action Required	ACTION TO BE TAKEN	RESPONSIBILITY	COMPLETION DATE
8.0 Manager and Supervisor Training			8.0 Improve the people management and communication skills of managers/supervisors and supervisors' understanding of risk management and statutory responsibilities				
	Action		Recommended Action Mine Management needs to review current status and:				
	8.1	5.2, 6.2 & 8.6	Ensure that programs are in place to provide all managers and supervisors (including contractors and sub-contractors) with skills/competency in people management and effective communications consistent with the Frontline Management Initiative (FMI)	Yes/No			
	8.2	5.2 & 8.6	Ensure that programs are in place to provide all supervisors (including contractors and sub-contractors) with training in risk management and understanding of statutory responsibilities	Yes/No			
9.0 Fatigue Management			9.0 Identify issues associated with fatigue and develop and implement appropriate fatigue management programs in consultation with employees				
	Action		Recommended Action Mine Management needs to review current status and:				
	9.1	8.2	Determine concerns and issues associated with fatigue at the mine site through consultation with employees, including contractors and sub-contractors	Yes/No			
	9.2	8.3	Develop and implement appropriate fatigue management programs (e.g. using MOSHAB Fatigue Management Guideline) in consultation with relevant employees	Yes/No			

ACTION PLAN FOR MINE MANAGEMENT (Recommendation 1)

Issue	ACTION No.	SECTION Ref.	Issues and Recommended Actions	Action Required	ACTION TO BE TAKEN	RESPONSIBILITY	COMPLETION DATE
10.0 Injury Reporting, Reporting and Management			10.0 Ensure that all injuries are reported by employees, ensure that all injuries are properly recorded and ensure that there are no incentives to mis-report or encourage/require employees to work when they are unable to				
	Action		Recommended Action Mine Management needs to review current status and:				
	10.1	8.10	Ensure that the need to report all injuries is clearly communicated to all employees, including contractors and sub-contractors (e.g. at induction)	Yes/No			
	10.2	8.10	Remove any disincentives for employees or contractors to not report injuries or to mis-report injuries (e.g. safety awards or bonuses/ penalties based solely on accident statistics)	Yes/No			
	10.3	8.10	Ensure that measures other than just Lost Time Injuries are used to measure safety performance on the mine site; proactive or leading indicators should be used wherever possible	Yes/No			
	10.3	8.10	Ensure that proper injury management programs are in place that do not place undue pressure on employees to return to work when unable to do so or it is not appropriate to do so	Yes/No			
11.0 Drug and Alcohol Impact Management			11.0 Identify issues associated with drug and alcohol use and develop and implement appropriate programs in consultation with employees				
	Action		Recommended Action Mine Management needs to review current status and:				
	11.1	8.13	Determine concerns and issues associated with use of drugs and alcohol at the mine site through consultation with employees, including contractors and sub-contractors	Yes/No			
	11.2	8.13	Develop and implement appropriate drug and alcohol management programs in consultation with employees	Yes/No			

Safety Behaviour Survey

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