



Mentally healthy workplace

Issued September 2018

According to the World Health Organisation, good mental health is a state of wellbeing where an individual realises their own potential, manages everyday stresses, works productively and contributes to their community. General factors that can influence mental health include stress or social factors. Work-related issues that can affect mental health include fatigue, working hours, bullying, aggression, violence, working alone, alcohol and other drugs.

This snapshot covers 2015-16, 2016-17 and 2017-18 financial year to date (31 May 2018).

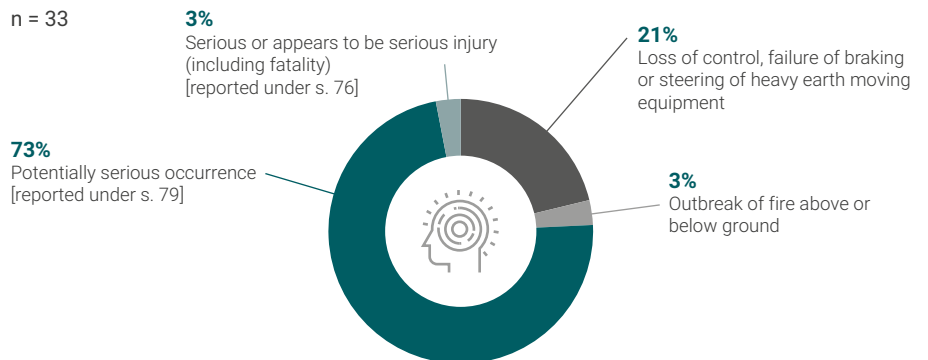
@DMIRS_WA

Department of Mines, Industry Regulation and Safety

Mental health related incidents

Notifiable incidents by reporting category

n = 33



Injuries by severity

n = 10



8 of the 10 injuries were **serious**



7 of the 10 injuries were **lost time**

Reporting

– let's be proactive



The Department received:

117 complaints relating directly to mental health

43 total incidents and injuries relating to mental health



Reporting mental health incidents helps to understand and prevent mental health issues. Please report all mental health incidents on your site.

Summary (total for the period)



7,045 notifiable incidents



3,485 injuries



237 complaints received

Complaints by category

Work-related mental health hazards, like bullying, can directly affect a worker's wellbeing. Other work-related risks, like unsafe practices, can also lead to the deterioration of a worker's mental health.

Directly related to mental health



65 of 117 complaints were **bullying and abuse**



35 were **safety culture**
9 were **fatigue and rostering**
8 were **living conditions**

Mental health risks



91 of 110 were **safety concerns**



32 were related to **not following procedure or unsafe work practices**



19 of 110 were **health and hygiene concerns**



9 were **dust, lead or fumes**

Other



10 were **unable to be classified**

Further information

Mental Health Emergency Response Line, www.mhc.wa.gov.au
Heads Up, www.headsup.org.au



What's happening in your industry – the numbers

Safety and health representatives (SHRs) are a key to communication on your site, and help to achieve a mentally healthy workplace.

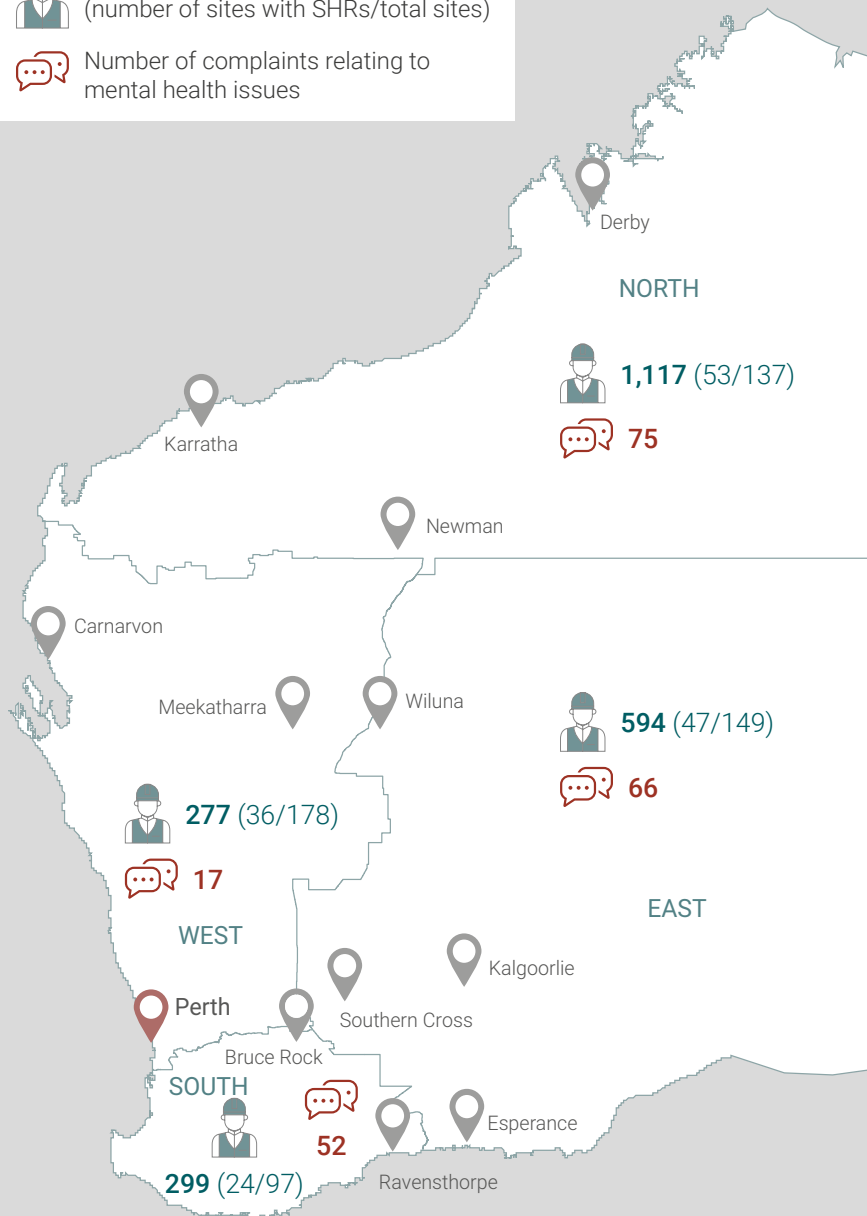
Total number of SHRs	2,291
SHRs attached to mine sites	2,287
Others (e.g. exploration)	4
Number of mines	561
Number of mines with active SHRs	160
Number of mines without active SHRs	401



Number of SHRs
(number of sites with SHRs/total sites)



Number of complaints relating to
mental health issues



The Department's website has a selection of online resources relating to:

- Safety and health representatives, www.dmp.wa.gov.au/Safety/What-is-a-safety-and-health-5324.aspx
- Mental health and wellbeing, www.dmp.wa.gov.au/Safety/Guidance-about-mental-health-and-7076.aspx



Recent example

While travelling between a mine site and accommodation village, the driver of a bus experienced a micro-sleep. The driver was the only person on the bus at the time. The bus was travelling at 40 km/h and had moved over to the side of the road to allow two wide loads to pass from the opposite direction. The driver's next recollection was of travelling on the road verge. He was able to steer the vehicle back onto the road and no damage or injury was caused.

The operator had completed a 12 hour night shift and driven the crew back to the accommodation village when he was informed he had left his personal danger lock on an isolation point at the mine site. He had gone back to remove the personal danger lock and was returning to the village when the incident happened.

Some tips for a mentally healthy workplace



Maintain good, mutually respectful relationships with work colleagues



Offer to help workmates where you can see someone may be struggling with their workload, it shows them they are part of your team



Show gratitude when people offer to help you, it makes them feel valued



Don't be afraid to ask for help if things get tough



Create greater awareness of bullying and inappropriate behaviours to break any cultural views that bullying is commonplace and acceptable



Openly discuss mental health in the workplace at all levels