



Mentally healthy workplace

Issued October 2020

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 the period July 2019 to June 2020.

@DMIRS_WA

Department of Mines, Industry Regulation and Safety

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



25 of 172 complaints were **bullying and abuse**



9 complaints were related to **fatigue and rostering**

9 complaints were related to **poor duty of care to employees**

Mental health risks



63 of 172 complaints were **safety concerns**



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

19 were related to **safety culture**

16 were related to **fixed and mobile plant concerns**



39 of 172 complaints were **health and hygiene concerns**



24 were exposure to **dust, lead or fumes**

8 were related to **living conditions**

7 were related to **asbestos/fibrous materials**

General summary



The Department received **202** complaints, **172** which relating directly to mental health

20 of 2,675 total incidents relating to mental health

11 of 1,334 total 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.

Mental health related injuries



Mental health related incidents



9 of 20 incidents were related to **sleep or micro sleep**



3 were related to **selfharm**

2 were related to **alleged assault**

Injuries by days lost



236
work days lost



135
work days on alternate duties

Further information

Life line 13 11 14, www.lifeline.org.au

Mental Health Emergency Response Line 1300 555 788 (Metro) or 1800 676 822 (Peel) or 1800 552 002 (Ruralink), 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.

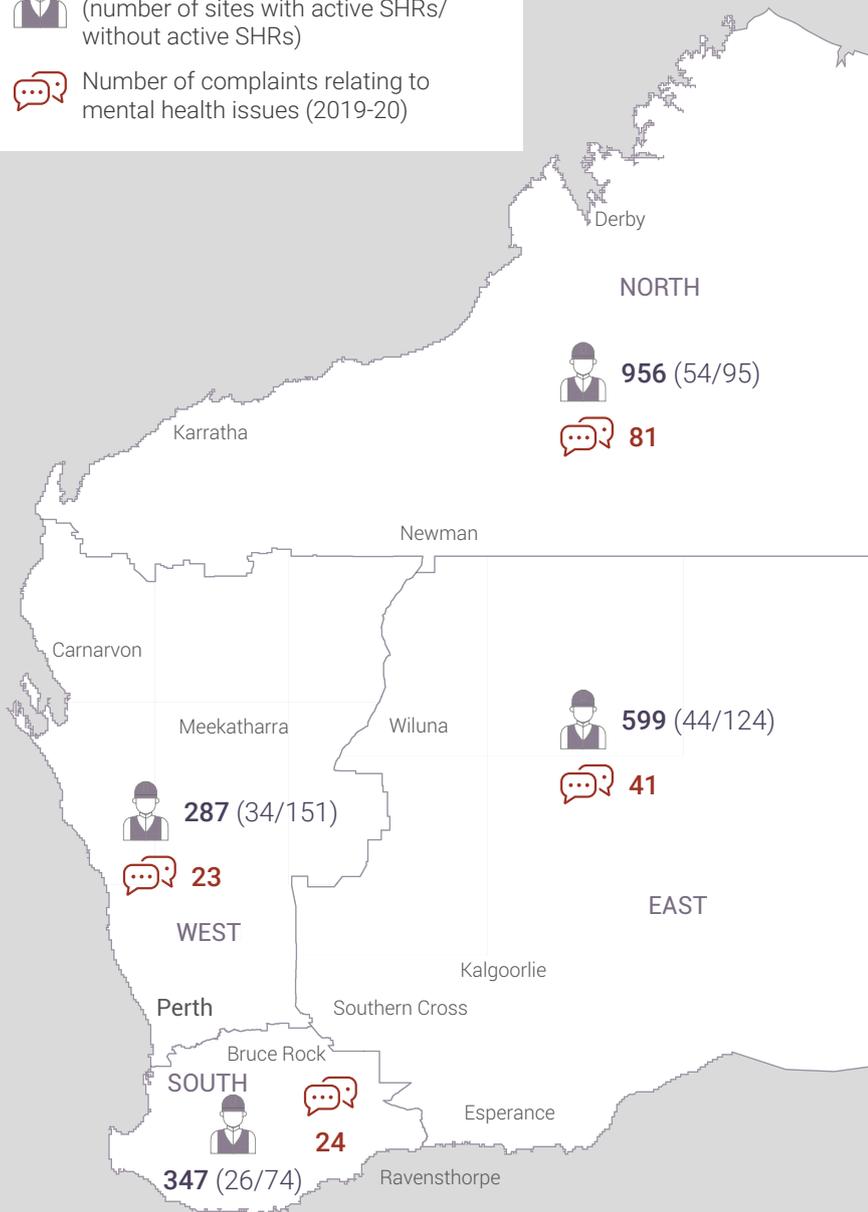
Total number of SHRs	2,248
SHRs attached to mine sites	2,198
Others (e.g. exploration)	50
Number of mines	602
Number of mines with active SHRs	161
Number of mines without active SHRs	441



Number of SHRs attached to mine sites (number of sites with active SHRs/without active SHRs)



Number of complaints relating to mental health issues (2019-20)



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

- Mentally healthy workplaces resources for workers, www.dmirs.wa.gov.au/MHW
- Mental health and wellbeing, www.dmp.wa.gov.au/Safety/Guidance-about-mental-health-and-7076.aspx



Recent example

Operator experienced micro sleep May 2020

An operator travelling up a ramp has suffered a potential micro sleep, resulting in the truck tracking across the haul road and the position 2 tyre of the dump truck contacting the pit wall on the opposite side of the haul road.

The operator has continued and not reported the incident until the Supervisor observed the resulting spillage from the incident on the ramp and commenced investigating.

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 other inappropriate behaviours and challenge any cultural views that these behaviours are commonplace or acceptable



Openly discuss mental health in the workplace at all levels