

Members present:	Mr Simon Ridge (Chair)	Government member
	Mr Graham Short (Proxy for Simon Bennison)	Industry member
	Mr Andrew Chaplyn	Government member
	Mr Chris Davis	Expert member
	Ms Adrienne LaBombard	Industry member
	Mr Martin Ralph	Expert member
	Mr Greg Stagbouer	Expert member
	Mr Gary Wood	Union member
Attendees	Ms Alison Xamon (For Agenda Item 3.0)	Western Australian Association for Mental Health
Observers	Mr David Eyre Mr Adrian Vujcic	Department of Mines and Petroleum Member of Industry
A/Executive Officer:	Mr Aaron Bender	Department of Mines and Petroleum

Meeting Business

1.0 ADMINISTRATION

1.1 Opening – 8:10am

The Chair opened the meeting advising members that proceedings will be recorded for minute taking purposes with the recording being erased once the minutes are confirmed.

1.2 Apologies

- Ms Peta Libby (Expert member)
- Mr Stephen Price (Union member)
- Mr Simon Bennison (Industry member)
- Mr Glenn McLaren (Union member)

Apologies noted

1.3 Confirmation of meeting agenda

Agenda confirmed

1.4 Declarations of conflict of interest with agenda items

Mr Ralph declared a potential conflict of interest with agenda item 7.3 as he is employed by a RTO

1.5 Confirmation of the meeting minutes of 18 February 2016

Minutes confirmed

1.6 Other business

See Agenda Item 7.0

2.0 ACTION ITEMS ARISING FROM THE MEETING OF 18 February 2015

2.1 Action Point One

MIAC with the assistance of the Department to develop a process to schedule and vet external documents presented to it for endorsement.

Resend to members the list of publications compiled by Dr Ho and the slide presentation. An article to be placed in the next issue of the *Resources Safety Matters* magazine on the revised scope of the mine levy auditors.

Noted

2.2 Action Point Two

Standing Agenda Item: Mines Safety Statistics

The Chair to enquire if a dashboard can be created for MIAC members.

Members to advise the Executive Officer of the forms of data required before the next meeting.

No comments received, the Department will create the dashboard and will seek comment from MIAC members when trialling begins.

Noted

2.3 Action Point Three

Government Responses to the Inquiry into the Impact of FIFO work on Mental Health

Industry members to liaise with Ms Crook and report back to MIAC.

Ms LaBombard provided an update on the work being undertaken by Ms Sue Crook and Ms Julie Loveny. They have been engaged by the Mental Health Commission to develop training and workplace accreditation/standards for suicide prevention. The work is in the preliminary stages and the consultants will be seeking input to ensure the material is relevant across all workplaces not only the mining industry.

Noted

Ms LaBombard noted that Ms Crook and Ms Loveny are of the opinion that current training into mental health issues has the potential to place undue stress on supervisors with expectations that they should be able to diagnose mental health problems or at least have an understanding as to why someone has a mental health problem. It is suggested that training should focus on understanding when someone may not be fit for work, how to converse with the person and when/how to refer them to an appropriate professional.

2.4 Action Point Four

Government Responses to the Inquiry into the Impact of FIFO work on Mental Health

Mr Ralph to report back to MIAC

Mr Ralph informed the meeting of his contact with Mr Baronie from Mates in Construction. They provide programs to improve the mental health and wellbeing of workers in the building and construction industry and recently launched the Mates in Mining program. Mr Ralph requested that the CEO of Mates in Construction, Mr Baronie, be invited to the next MIAC Meeting.

Action Item One
The Department to invite Mr Baronie to the next MIAC Meeting

2.5 Action Point Five

Government Responses to the Inquiry into the Impact of FIFO work on Mental Health

The Mental Health Commission (MHC) to be invited to MIAC meetings when the recommendations from the Parliamentary Inquiry are considered.

Representatives from the MHC were invited to the meeting but were unable to attend.

Noted

2.6 Action Point Six	<u>Government Responses to the Inquiry into the Impact of FIFO work on Mental Health</u> <i>Provide the MHC with a copy of the Department's mental health audit material.</i>	Noted
Documents sent to Mr Grant Akesson at the Mental Health Commission		
2.7 Action Point Seven	<u>Government Responses to the Inquiry into the Impact of FIFO work on Mental Health</u> <i>Develop a matrix of the Parliamentary Inquiry's recommendations.</i>	Noted
Matrix on Parliamentary Inquiry's recommendations developed and tabled at the meeting.		
2.8 Action Point Eight	<u>Government Responses to the Inquiry into the Impact of FIFO work on Mental Health</u> <i>The Chair to invite the Western Australian Association for Mental Health (WAAMH) to the next MIAC meeting.</i>	Noted
Invitation to attend MIAC meeting sent to Ms Alison Xamon, President of WAAMH.		
2.9 Action Point Nine	<u>MIAC's Operational Plan</u> <i>Amend the words in the third Strategic Goal as requested.</i>	Noted
MIAC's operation plan updated as requested.		
2.10 Action Point Ten	<u>Department's Document Storage/Management Policy</u> <i>MIAC's Rules of Operation to reflect the changes to the minutes as requested.</i>	Noted
MIAC's rules of operation updated as requested.		
2.11 Action Point Eleven	<u>Department's Document Storage/Management Policy</u> <i>The Action Register to be tabled at all future meetings.</i>	Noted
Action Register tabled as requested.		
2.12 Action Point Twelve	<u>Standing Agenda Item: Work Health and Safety (Resources) Bill</u> <i>Members to be sent a link to the Decision RIS for the WHS(R) Bill.</i>	Noted
Link to Decision RIS for the WHS(R) Bill circulated as requested.		
3.0 GOVERNMENT RESPONSES TO THE INQUIRY INTO THE IMPACT OF FIFO WORK ON MENTAL HEALTH	<p>Members were informed that 84 Psychosocial Harm Audits have been conducted at small, medium and large resources sites, with 72 completed and 12 being finalised. The Audits assist to quantify current industry performance in managing mental health hazards. The Department will analyse the findings and present a report at the next MIAC meeting.</p>	<p>Action Item Two Provide report on Psychosocial Harm Audit findings to MIAC</p>

The Chair received a letter from Dr Jacobs of the Parliamentary Education and Health Standing Committee requesting an update on MIAC's progress on the Standing Committee's recommendations. A reply is being drafted outlining MIAC's progress.

[Ms Xamon, President of WAAMH, joined the meeting]

The Chair welcomed Ms Xamon to the meeting to which she was invited to contribute to the discussion regarding the Inquiry's recommendations.

As an introduction to her experience in managing mental health, Ms Xamon explained that she is President of the West Australian Association for Mental Health (WAAMH), peak body for community mental health in WA; Vice Chair of Community Mental Health Australia (CMHA); on the Board of Mental Health Australia; a member of the WA Ministerial Council for Suicide Prevention; Chairs the Statewide Mental Health Network for the Department of Health; and works as a lawyer.

Ms Xamon gave an overview of the work of the WAAMH in relation to suicide prevention programs and encouraging good mental health in the workplace.

On 12 April 2016, the Department held a forum for accommodation providers in the minerals sector, which had around 100 registrants. Attendees were presented with a checklist for measures that should be in place. Feedback indicated that extending work health and safety laws to cover workers while residing at an accommodation camp would be unworkable.

MIAC members discussed difficulties of finding balance between appropriate work health and safety to protect the workers and overly regulating workers' lives while not at work. Ms Xamon explained that extending work health and safety legislation to off-shift workers in accommodation camps may have negative consequences, requiring employers to implement controls that would excessively restrict. To ensure the mental wellbeing of workers, employers need to maintain a 'home life' environment in accommodation camps; so that workers have similar freedoms when off-shift.

Ms Xamon emphasised access to mental health support services is important and employers need to encourage workers to access these services. Employers should work closely with mental health services in regional areas and perhaps create partnerships. Some companies already have good programs for promoting positive mental health and encouraging workers to seek the help they need. However, these programs need to be backed up with independent mental health services.

Ms Xamon considers one of the biggest barriers to people seeking support is fear of discrimination in the workplace and the toughness culture. Companies need to reassure workers by providing support, protecting the privacy of workers and preventing discrimination for seeking support. Some employers expect a medical certificate from the worker proving that they are fit for work after a mental illness, perhaps to ensure that the worker's mental health issue has been managed (e.g. to ensure it is safe for the worker to operate heavy machinery or work in high risk areas).

Ms Xamon considers that one of the key social determinants for positive mental health is having a job. The resources downturn has resulted in higher rates of mental distress when workers lose their job.

MIAC members consider that training and guidance material is paramount to raising awareness of mental health issues.

Ms Xamon stated that guidance material should ensure workers are provided with better information when entering the resources industry workforce. This should include guidance on financial management; how to maximize the opportunities presented by the sudden increased salary, the potential precariousness of that employment; and how to cope financially if

the job suddenly ends.

MIAC decided to set up a working group to scope out a framework to define “good practice” in supporting good mental health in the workplace. The working group would include members from MHC, WAAHM, industry, unions and government. The working group is to be in place before the next MIAC meeting.

Ms LaBombard (CMEWA) agreed to chair the working group on a provisional basis, pending further discussion with CMEWA members. Mr Chaplyn, Mr Vujcic and Mr Wood volunteered to join the working group.

It was agreed that Recommendation 4 from the Parliamentary Inquiry, independent research to be commissioned by the Mental Health Commission, would be added to the MIAC Action Register.

[Ms Xamon departed the meeting.]

Comment was made that work done by the agriculture industry in dealing with isolation and mental health in the pastoral sector would be worth reviewing.

4.0 STANDING AGENDA ITEM: ACTION REGISTER

a) Working in isolated areas – Guidance material

Public comment has been received and comments are being incorporated into draft publication.

b) Principal Hazard Management Plans (PHMP)

Work is ongoing on drawing up guidance material directed at small operators or organisations that have small corporate structures. The guidance material will aid in implementing Principal Hazard Manager Plans once the Work Health and Safety (Resources) legislation is implemented. The resource will be available to all of industry and will include templates.

c) Safety in Design – Collision avoidance

A draft publication on Safety in Design is being edited by the Department. The draft has been delayed until late 2016.

d) FIFO work and mental health

Issued discuss under item 3 of the agenda

e) Hazards of Nano Diesel Particulate Matter in Underground Mining

The Chair explained that the Department has been liaising with stakeholders and experts in the field of nano Diesel Particulate Matter (nDPM) in underground mining.

Dr Peters from the University of Western Australia has been analysing historic data on diesel particulate matter and with data on cancer occurrence from the Department of Health. There is significant incidence of cancer for workers in diesel-equipped underground mines. There was also a difference in the level of cancer incidence between gold and nickel mines.

The Department will contact CMEWA in Kalgoorlie for a volunteer underground nickel mine and an underground gold mine to evaluate diesel emission exposure using laboratory-quality instrumentation. Health tests will be conducted on volunteer workers to measure the impact of the measured exposure. This research will be conducted by Dr Musk in conjunction with the Department.

Action Item Three
Set up working group to scope framework for good practice to support good mental health in the workplace

Action Item Four
Invitations to be sent to MHC and WAAMH to join working group

Action Item Five
Add Recommendation 4 from Parliamentary Inquiry to MIAC Action Register

Action Item Six
Draft publication to be circulated to MIAC members when available

Action Item Seven
Draft publication to be emailed to MIAC members when available

Action Item Eight
The Department to invite Dr Peters to next MIAC meeting to present her research

Current research suggests that exposure to nDPM has a measurable impact on DNA and that impact can be evaluated through blood or urine tests within 12 hours of exposure.

Members agreed to invite Dr Peters to the next MIAC meeting for further discussion.

5.0 STANDING AGENDA ITEM: WORK HEALTH AND SAFETY (RESOURCES) BILL

The Parliamentary Counsel's Office (PCO) has commenced drafting the Bill and continues to liaise with the Department. It is expected that the Bill will be ready for introduction to Parliament in mid to late 2016.

Noted

A number of stakeholder workshops were conducted in March/April and another workshop is currently planned for June to cover transitional arrangements for the new legislation.

A Request for Quote was issued for a consultant to independently manage the Regulatory Impact Statement (RIS) consultation process for the Work Health and Safety (Resources) (WHS(R)) Regulations. Marsden Jacob Associates was the successful respondent. The RIS will cover key concepts and changes together with the outcomes of consultation undertaken to date.

An exposure draft of the WHS(R) Regulation will be presented for comment when available.

6.0 STANDING AGENDA ITEM: MINES SAFETY STATISTICS

Members noted the provided mines safety statistics that represent the most recent data available to the Department.

Noted.

7.0 OTHER BUSINESS

7.1 Safety and Regulation System (SRS) update

The Chair presented the SRS update briefing note to MIAC. The main changes were related to site names used in SRS with a Site Group (SG) number. The update was to aid in the collection and analysis of data, facilitating data comparison across similar operation types.

Noted.

7.2 Statutory Positions and Competencies

The Chair gave an update on proposed changes to statutory positions and competencies under the WHS(R) legislation reform.

The Department held the Statutory Positions and Competencies Workshop for mining on 10 March 2016. Under proposed changes, the Boards of Examiners (BoE) would be discontinued and employers take on responsibility for appointing suitably competent staff. Examinations will be conducted by appointment at the Department offices.

There will be no winding back of competencies within industry – standards are being raised. The Department is eliminating the certificates and red tape, but not the competencies. Certificates of competency originated in the UK, and they have now eliminated these requirements as circumstances have changed. Petroleum and MHF industries, which are equally hazardous industries, have managed without certificated managers, while maintaining a high level of safety performance over many years.

There was some discussion as to whether the Department should take on the role of ensuring compliance. Concerns were raised that this merely transfers administrative burden from BoE to the Department. Some members were also concerned that a move to an "online" examination can lead to fraudulent behaviour unless examinations are supervised.

It is also intended that a legislation examination will be required and this will be invigilated by Department staff.

A report based on feedback from the Statutory Positions workshop will be presented at the June 2016 meeting of the Ministerial Advisory Panel (MAP) and the next MIAC meeting.

7.3 Risk Management in the Resources Sector – Discussion Paper

The Chair gave an overview of a proposed training program designed to assist the Department and resources sector to manage the change in WHS(R) legislation that requires the provision of risk management competency for supervisors and managers.

It was recommended that training providers be authorised by MIAC in a similar manner to that used by the OHS Commission for SHR training providers.

Members discussed ways training could be provided. Concerns were raised about training and examinations being conducted online due to fraudulent behaviour. It was noted because of these concerns other industries were moving away from online training and examinations.

Members discussed whether the proposed requirements for risk management training would include “Health and Safety Representatives” as, it was suggested, issues exist in relation to competency assessments for SHR’s.

7.4 High Risk Work Licences (HRWL)

Mr Ralph requested an update on the review done into High Risk Work Licences and training providers.

The draft audit report has been reviewed by the audit reference group and the Training Accreditation Council (TAC). The report notes high level of non-compliance and makes a number of recommendations to address. The report is currently being reviewed by the Minister and is not yet publicly available.

It was requested that TAC be invited to the June MIAC meeting to present the outcomes of the review.

7.5 Risk-based Hygiene rollout

Mr Ralph requested an update on the rollout of the risk-based hygiene. The Chair stated a report on the rollout will be presented at the next MIAC meeting

8.0 NEXT MEETING

The next scheduled meeting of MIAC is to take place on 16 June 2016. MIAC will meet in the Koorling Dandjoo conference room, 2nd Floor, 1 Adelaide Terrace, East Perth unless notified otherwise.

10.0 CLOSURE

The meeting closed at 11:36am.

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Action Item Nine

The Department to present report on proposed changes to Statutory Positions and Competencies at the June MIAC meeting

Declaration of Conflict

Mr Ralph declared a potential conflict of interest with item 7.3, as he is employed by a RTO

Action Item Ten

The Department to invite a representative from Edith Cowan University to discuss risk management training

Action Item Eleven

The Department to invite TAC to the June MIAC meeting.

Action Item Twelve

The Department to present report into the Risk-based Hygiene rollout

Noted.