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).

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.

### Mental health related incidents

#### Notifiable incidents by reporting category

- **3%** Serious or appears to be serious injury (including fatality) [reported under s. 76]
- **73%** Potentially serious occurrence [reported under s. 79]
- **21%** Loss of control, failure of braking or steering of heavy earth moving equipment
- **3%** Outbreak of fire above or below ground

#### Injuries by severity

- **8 of the 10** injuries were serious
- **7 of the 10** injuries were lost time

### Complaints by category

#### 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

### Summary (total for the period)

- **7,045** notifiable incidents
- **3,485** injuries
- **237** complaints received

### Further information

Heads Up, www.headsup.org.au

*Note: The information in this snapshot has come from a keyword search of incident reports.*
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

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

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


For more information see our safety alerts and summaries for industry awareness at www.dmirs.wa.gov.au
Past issues of monthly safety and health snapshot series can be viewed at www.dmp.wa.gov.au/SafetySnapshots