

*'ENOUGH IS ENOUGH': SEXUAL HARASSMENT AGAINST WOMEN IN THE
FIFO MINING INDUSTRY REPORT — GOVERNMENT RESPONSE*

425. Ms M.J. DAVIES to the Minister for Mines and Petroleum:

I refer to the *'Enough is enough': Sexual harassment against women in the FIFO mining industry* report tabled today by the Community Development and Justice Standing Committee.

- (1) Noting that more than 50 per cent of the recommendations are for government to address as a result of deficiencies of the regulator, will the minister table a time line of implementation for the recommendations the government is directly responsible for?
- (2) What oversight role, if any, will the minister's department have to ensure that the recommendations for industry are met and reported on?

Mr W.J. JOHNSTON replied:

- (1)–(2) Firstly, I want to thank the committee for the enormous effort that it has gone to in order to put this report together. I know the hard work that the committee did and I know it must have been very trying to listen to the victims who have suffered so greatly. Having to retell their story once again to the committee must have been traumatic for the victims, so I thank the victims who came forward and put to the committee the experience they had.

The second thing I want to say is that I note the *Respect@Work: Sexual harassment national inquiry report* that was done by the commonwealth government and the recommendations for amendments, including amendments to the model work health and safety legislation. The government has already committed to implement the recommendations arising out of *Respect@Work*. I note that Safe Work Australia is working on the amendments that will be required to the uniform legislation. We look forward to Safe Work Australia finishing that work and coming up with the amendments that are required to the work health and safety legislation so that we can implement that here in Western Australia.

In respect of the report, it was handed down only this morning; we will comply with the standing orders and respond in accordance with the standing orders, so, of course, it is not possible for me to give the member a time line. I just want to emphasise, exactly as I said yesterday, there is only one organisation responsible for health and safety in each workplace in this state—that is, the employer. It has been the case in Western Australia since 1986, with the implementation of the former Occupational Safety and Health Act, and it is the case today with the Work Health and Safety Act. I do not want to give anybody the idea that somehow it is somebody else's responsibility and that somehow a lack of guidance notes or something such as that stops employers meeting their legal obligations. I have not read every single word of the report, but if the Leader of the Opposition is suggesting to me that the report says that employers are not responsible for their own behaviour, I do not agree —

Ms M.J. Davies: Don't put words in my mouth. That's not what I said.

Mr W.J. JOHNSTON: I am not quite sure what the member is trying to drive at.

Let me make it clear: I have said I welcome the report. I have complimented the members of the committee for working so hard. I have paid respect to the victims and I have made it clear that we are already on a pathway for legislative change, based on the *Respect@Work* report because we have uniform legislation in Western Australia with the Work Health and Safety Act. I cannot tell the member anything more in respect of the report that was tabled a bit over an hour and a half ago, and we will comply with the standing orders in responding to the report.