



MINERALS COUNCIL OF AUSTRALIA

SUBMISSION TO THE WESTERN AUSTRALIAN
GOVERNMENT INQUIRY INTO MENTAL HEALTH
IMPACTS OF FIFO WORK ARRANGEMENTS

FEBRUARY 2015

TABLE OF CONTENTS

EXECUTIVE SUMMARY	1
Introduction	2
PART 1: LONG DISTANCE COMMUTING OCCURS IN A RANGE OF INDUSTRY AND GOVERNMENT SECTORS	3
Long distance commuting is now a common factor in a range of industry sectors in the modern Australian economy	3
Long distance commuting and its impacts on individuals and families	4
PART 2: MENTAL HEALTH AND THE MINING INDUSTRY	6
INDIVIDUAL COMPANY INITIATIVES	10
Peabody Wellbeing Initiative	10
The Working Away Support Program (WASP)	10
Partners in Mining	11

EXECUTIVE SUMMARY

- Long distance commuting is now a common factor in the modern Australian economy
 - 80 per cent of long distance commuters work outside the mining industry
 - The increased incidence of long distance commuting across a range of sectors is a direct response to the preferences of a more mobile workforce.
- One quarter of the mining industry's workforce commutes long distance to their workplace.
- The remote location of Australian mining operations makes FIFO/DIDO a necessary and desirable option for many producers and their employees.
- A range of studies have concluded that FIFO/DIDO arrangements do *not* have an adverse impact on employee welfare. On the contrary, the studies have found that FIFO/DIDO arrangements are regarded as having many positive effects on individuals and their families.
- The mining industry nevertheless takes great care to take account of the safety and health implications of long distance commuting. These measures include:
 - Roster flexibility to balance the needs of employers and employees
 - Provision of support strategies and tools for employees on a FIFO/DIDO roster and their families
 - Fatigue management strategies, including managing employee secondary commutes
 - Mental health programs and support structures for employees and their families
 - High quality telecommunication access for employees on site to maintain connections to family and friends
 - On-site access to health and medical services and advice on key issues such as sleep, and support in managing diet, exercise and alcohol
 - Access to confidential Employee Assistance Programs.
- There is no evidence that mental health concerns in the minerals industry are more prevalent than in the broader community.
- That said, the mining industry is determined to take all possible measures to minimise any mental health risks in the workplace, to de-stigmatise mental illness and to manage workforce mental health.
- A number of industry-wide initiatives are underway to address mental health issues, including:
 - Development of a national minerals industry mental health and mining blueprint, building on the work of the NSW mining industry
 - Comprehensive research on the risks and management strategies for mental illness in the workforce
 - The development of tools and strategies to support employee resilience
 - The identification of strategies to build capacity and culture in the industry to effectively address mental health and mental ill-health in the workplace
 - Mental health outreach programs for communities and schools.

INTRODUCTION

The Minerals Council of Australia (MCA) welcomes the opportunity to provide a submission to the Western Australian Government Inquiry into Mental Health Impacts of FIFO Work Arrangements.

The MCA is the peak industry organisation representing Australia's exploration, mining and minerals processing industry, nationally and internationally, in its contribution to sustainable development and society. The MCA's strategic objective is to advocate public policy and operational practice for a world-class industry that is safe, profitable, innovative, and environmentally and socially responsible, attuned to its communities' needs and expectations.

Member companies of the MCA operate in all Australian jurisdictions including Western Australia. In addition to mining companies, the MCA also has a significant number of associate members including the Chamber of Minerals and Energy Western Australia (CMEWA). The MCA supports CMEWA's submission to the inquiry as well as the submissions of member companies such as BHP Billiton, Rio Tinto and Downer EDI. The MCA wishes to supplement these submissions with a national perspective on the industry's approach to this important community issue.

The minerals industry (encompassing exploration, extraction and processing) is a major contributor to national income, investment, high-wage jobs, exports and government revenues in Australia. It operates in a global industry where competition for markets is intense, where investment opportunities abound in other resource-rich economies, and where capital, people and technology are highly mobile.

The industry has been a key driver of higher living standards in Australia over the last decade, including through the global financial crisis (GFC). Reserve Bank of Australia research has found that between 2003-04 and 2011-12 the mining-related share of the economy (including the oil and gas sector) doubled to reach about 18 per cent of nominal GDP. Mining-dependent jobs in the economy grew to around 1.1 million by the end of the period. The minerals industry alone accounts for around half of Australia's export earnings and has paid \$156 billion in taxes and royalties since 2006-07¹.

The industry's commitment to Safety and Health

The minerals industry's number one value and commitment is the safety and health of its workforce, where everyone who goes to work in the industry returns home safe and healthy. The industry has set itself the ambitious goal of becoming free of fatalities.

The minerals industry is committed to the principle that every individual working in the industry (regardless of where they work and the tasks they undertake) should have the same standard of high protection. MCA member companies maintain that:

- All fatalities, injuries and diseases are preventable
- No task is so important that it cannot be done safely – safety should never be subordinate to productivity
- All hazards can be identified and their risks managed
- Everyone has a personal responsibility for the safety and health of themselves and their work mates.

The mining sector is deeply committed to the health and wellbeing of its employees and their families. This includes a particular focus on an individual's fitness for work, their physical and mental well-being, and a focus on both the safety and health aspects of their role and the tasks they undertake. The industry has long been a leader in developing a strong culture and focus on behaviour, which are strongly underpinned by the health and resilience of our workforce.

¹ Deloitte Access Economics

PART 1: LONG DISTANCE COMMUTING OCCURS IN A RANGE OF INDUSTRY AND GOVERNMENT SECTORS

Long distance commuting is now a common factor in a range of industry sectors in the modern Australian economy

A comprehensive study undertaken by KPMG shows that at the time of the 2011 Census, 213,773 Australians were long distance commuting (LDC).

The study found that more people LDC to Australia's capital cities than to work in Australia's nine mining regions.

A total of 64,056 people LDC to Australia's capitals compared with 55,962 to the nine sampled mining regions. 44,610 people identified as mining industry employees.

Despite claims that FIFO and DIDO is a 'cancer' in Australia, a study of the 2011 Census by KPMG shows that only 2.1 per cent of the national workforce Long Distance Commutes (LDC) to work. Miners represent just 21 per cent of the total LDC workforce.

This overall total includes more than 28,000 construction workers, about 14,000 public servants, more than 15,000* manufacturing industry employees, 13,000* healthcare workers and more than 12,000 people engaged in scientific research, architecture, engineering, IT, veterinary science and other professional services.

Other key findings include: ²

- 25 per cent of the total mining industry workforce was long distance commuting at the 2011 Census, just three percentage points higher than in 2006
- KPMG estimates that 100,000 workers directly employed in mining operations and in industries allied to the resources sector LDC to work
- Sydney is Australia's largest LDC destination followed by the Pilbara, the Bowen Basin, Melbourne and regional** New South Wales
- Perth is the largest feeder location (place of usual residence) for LDC workers followed by regional QLD, regional NSW, Sydney and Melbourne
- The proportion of workers engaged in LDC work practices increased by just 0.4 percentage points to 2.1 per cent in the five years to 2011.

Minerals industry companies and their employees have embraced Long Distance Commuting (Fly in Fly Out /Drive In Drive Out) in recent years as a viable way to develop new projects and increase minerals output whilst responding to skilled labour shortages without disruptive relocations for workers and their families. Source communities benefit greatly from FIFO/DIDO workers as the economic and employment benefits are spread more widely outside mining regions.

It would be entirely wrong, however, to assume that long distance commuting is the one preferred option of minerals industry employers and employees. FIFO and DIDO work arrangements combined comprise on 25 per cent of all employment arrangements in the minerals industry. Daily commuting remains the predominant practice (75 per cent of all employees) and the preferred alternative where a local workforce is available. In conjunction with this, mining companies continue to invest considerable amounts of money into hard and soft infrastructure in communities adjacent to their projects.

In a competitive labour market for skilled mine workers it is important for mining companies to implement initiatives to reduce labour turnover. A recent National Centre for Vocational Education Research (NCVER) report found decisions around labour mobility are 'driven by the personal priorities of the individual, including family commitments' (NCVER 2013). Accordingly, smart employers are offering their workforce a variety of options with both daily commute and FIFO/DIDO options, high quality amenities and a variety of shift roster

²: http://www.minerals.org.au/news/first_ever_studies_reveals_the_true_facts_behind_fifo

patterns. Consequently, it is expected that as the workforce continues to grow, so too will the number of employees engaged on a FIFO/DIDO basis increase. An example of this is the more than 30,000 applications (for 950 jobs) received at BMA's Daunia and Caval Ridge projects.

It must also be recognised that FIFO and DIDO allow companies to widen their recruitment options in tight labour markets. These additional alternatives provide opportunities for jobseekers living in non-mining communities where there are few local employment opportunities, thus contributing to the economy of those communities as well as the communities at the mine sites. Programs such as Pathways to the Pilbara are a great example - where 120 previously unemployed Indigenous workers have been sourced from the Kempsey region of NSW and are now employed in the Pilbara.

Long distance commuting is not just an issue related to the minerals sector. It is a practice used across the entire economy. In fact there has been a paradigm shift in the Australian workforce's attitude to relocation for work. FIFO/DIDO offers access to work at remote and regional locations across many industry sectors without the need to relocate family and social networks.

Long distance commuting and its impacts on individuals and families

There have been many studies conducted on how FIFO lifestyles affect the family unit. These studies note that whilst there are challenges, the average FIFO family is healthy, and able to successfully balance stability with change.

A summary of research into the impacts of FIFO arrangements for families is outlined below:

- Clifford's 2009 research found that FIFO workers are healthy, or healthier than daily commute workers.³ Use of recreational drugs was broadly in line with daily commute workers and the wider community; and long and short term stress levels of FIFO workers were largely the same as for other workers and the community
- Sibbel's 2010 research concluded that FIFO does 'not lead to family dysfunction'.⁴ Children from fly-in fly-out families do not experience significantly higher levels of depression, anxiety and family dysfunction than non-fly-in fly-out children'.
- Hubinger⁵ summarises the benefits as 'spouses do not have to give up their own existing careers, friends or activities; children do not have their education disrupted; a worker losing his job does not have to automatically move house; and wives do not have to put up with boredom and loneliness of remote locations'.
- As noted by Fresle⁶, a major advantage of FIFO operations is that workers' families are no longer required to relocate to isolated communities, which has been found to disrupt support networks, increase social isolation and increase parental mental health problems.

In addition to the research quoted above:

- The MCA's Gender, Mining and Communities Dialogue is exploring the impact of FIFO on the small number of workers who experience stress under the FIFO arrangement
- MCA, through its MoU agreement with the Australian Government, is supporting research currently being undertaken by the Australian Government on identifying whether the educational achievements of children of FIFO workers are impacted upon by the FIFO practice.

FIFO arrangements can not only benefit the individual, but also an individual's family. Families make informed choices based on the benefits of FIFO arrangements. FIFO arrangements are seen by families as increasing individual and family access to financial and psychosocial resources, including financial security,

³ Clifford, Susan (2009) The effects of fly-in fly-out commute arrangements and extended working hours on the stress, lifestyle, relationship and health characteristics of Western Australian mining employees and their partners: preliminary report of research finding, School of Anatomy and Human Biology, The University of Western Australia.

⁴ Sibbel, A.M. (2010) Living FIFO: The Experiences and Psychosocial Wellbeing of Western Australian Fly-in/fly-out Employees and Partners – PhD Thesis Edith Cowan University.

⁵ Hubbinger L, Parker AW, Clavarino A. (2002), The Intermittent Husband – Impact of Home and Away Occupations on Wives/Partners; Queensland Mining Industry Health and Safety Conference, 81-90.

⁶ Fresle N (2010) The Role of Social Support Systems in Reducing Loneliness and Social Isolation for Parents Whose Partner Work Fly-in/Fly-out: A report submitted in Partial Fulfilment of the Requirements for the Award of Bachelor of Arts (Psychology) Honours Edith Cowan University.

extended periods of recreational family time together, potential for independence and personal freedom, extended time at home, and choosing where they live. Increasing competition for labour between industries and operators across the resources sector in all jurisdictions is requiring employers to be able to offer increased flexibility in terms and conditions of employment.

In addition, many MCA members have established elaborate practices around FIFO and DIDO to manage health and safety, family separation and social activity whilst on site to improve the work/life balance for employees on long distance commutes.

Research suggests that individuals/families working in mining regions (and increasingly for government) make choices on whether they prefer to work on a FIFO or regional/remote residential basis based on their life cycle stage. These are generalised below:

- Single people tend to choose FIFO as shorter rosters provide them with more opportunity to participate in sporting rosters and other social activities in the metropolitan areas and they can save money
- Unmarried couples tend to prefer FIFO as the career and employment needs of partners are more likely to be accommodated
- Families with young children prefer regional/remote daily commute because:
 - they can be with their children through their developmental stages
 - they believe small towns are safer
 - they value the sense of community and belonging in smaller towns
- Families with children in their teenage years prefer the FIFO option as the children have a greater access to:
 - social activities and opportunities to interrelate with their peers
 - secondary and tertiary education options
 - partners are also more likely to want to have access to employment/career opportunities and social activities
- Post children couples/individuals are more likely to consider FIFO as a means of travel and experiencing remote Australia.^{7 8}

A 2012 a Queensland Resources Council (QRC) survey canvassed respondents' preferred accommodation arrangements. The survey found that only 11 per cent of survey respondents indicated they are in non-preferred accommodation arrangements, with a minority of both non-residential respondents (15 per cent) and residential respondents (8 per cent) indicating dissatisfaction.

Ultimately, long distance commuting is a genuine choice.

⁷ Chamber of Minerals and Energy of WA, Fly in Fly out: a sustainability perspective, 2005

⁸ Sibbel, A.M. (2010) Living FIFO: The Experiences and Psychosocial Wellbeing of Western Australian Fly-in/fly-out Employees and Partners – PhD Thesis Edith Cowan University.

PART 2: MENTAL HEALTH AND THE MINING INDUSTRY

The MCA acknowledges that mental health is an important workplace issue. It is an area of focus of the MCA OHS Committee and is consistent with the industry's commitment to zero harm and fitness for work.

Mental illness is prevalent in the Australian community. According to SANE⁹:

- Nearly half (45 per cent) of the population will experience a mental disorder at some stage in their lives
- Almost one in five Australians (20 per cent) will experience a mental illness in a 12-month period
- During a one-year period, anxiety disorders will affect 14 per cent of the population and depression will affect 6 per cent
- Depression is one of the most common conditions in young people and increases during adolescence
- At least one third of young people have had an episode of mental illness by the time they are 25 years old
- Anyone can develop a mental illness and no one is immune to mental health problems
- Most people with mental illness recover well and are able to lead fulfilling lives in the community when they receive appropriate ongoing treatment and support
- Women were more likely than men to use services for mental health problems.
- Approximately two-thirds of people with a mental illness do not receive treatment in a 12-month period.

Suicide is also a prominent public health concern for all of Australia. Over the past five years, the average number of suicide deaths per year is 2,415. In 2012, 1,901 males (approximately 75 per cent) and 634 females died by suicide, which equates to an average of 6.9 deaths by suicide in Australia each day. With the exception of those aged over 85, there has been a trend towards men in their middle years (i.e. 30- 49) having the highest rates of suicide.

Why address mental health in the mining industry?

As an industry we are committed to zero harm and management of all risks. We are therefore attempting to manage the risks associated with not maintaining mental health and/or mental illness occurring, not only among our employees, but also to a lesser extent their families and communities.

In Australia, mental illnesses vary across age groups with younger people (16-35 years) experiencing higher prevalence of any disorder (25 per cent) in the last 12 months in these age groups. In each of these common disorders, peak in prevalence in males and females occur in working age groups.¹⁰ We also know from the research, that men aged 25 – 40 with high disposable incomes and living in remote and rural regions are more likely to suffer a mental illness and are at a higher risk of committing suicide. Given predominance of mental illness in these groups in the community, we recognise that these issues are also present in the minerals industry.

The Australian mining workforce is characterised as a high income, predominantly male workforce, with weekly salaries nearly double the national average with even higher salaries for those working under fly-in fly-out (FIFO) or drive-in drive-out (DIDO) arrangements.^{11 12} The median age of the mining workforce (40 years) and, approximately 10 per cent are under 25 years (ABS 2013). There is also a degree of correlation between the industries demographics and those of 'at risk' groups in the Australian community, thereby warranting closer attention to the risk of mental illness.

⁹ <http://www.sane.org/information/factsheets-podcasts/204-facts-and-figures-about-mental-illness>

¹⁰ National Survey of Mental Health and Wellbeing 2007: Summary of Results. Canberra: Australian Bureau of Statistics, 2008.

¹¹ Average Weekly Earning Australia. Canberra: Australian Bureau of Statistics, November 2012 6302.0 Table 10H

¹² Skills Australia 2011 interim report on resources sector skill needs. Canberra Australian Workforce and Productivity Agency, May 2011.

When mental illness is averted or successfully treated, it is estimated as the largest positive impact on labour force participation. Absenteeism due to mental illness is estimated to account for 35-45 per cent of all absenteeism. 'Presenteeism' (less than optimal productivity while at work) is estimated to account for 18 days per annum per employee with a mental illness. In addition, those with a mental illness are at increased risk of injury.

An Industry Taking Action

The Australian minerals industry, its member organisations and individual sites have, like the Australian community, been grappling with the best ways to address mental health, particularly in the last decade.

NSW Leadership

An example of mining industry leadership is the work being undertaken in the NSW mining sector which in April 2012 launched a research report entitled, *Mental Health and the NSW Minerals Industry*.¹³ The report recommended a comprehensive industry-wide approach to tackling mental health and illness, including the development of a roadmap for mental health.

In 2012, NSW Minerals Council CEO Stephen Galilee said that mining companies were doing a good job of managing mental health at an individual level and that it is now a good time to consider a collaborative, industry-wide effort. 'We lead the way on tackling mental health challenges, providing drug and alcohol advice, running stress management workshops and mental awareness sessions, and supporting men's sheds. We have the policies in place but we need to consider ways to link them into a wider strategy,' Mr Galilee said.

The *Mental Health and the NSW Minerals Industry*, prepared by the University of Newcastle and the Hunter Institute of Mental Health, through Newcastle Innovation, reveals the impact of mental health on mining:

- An estimated average of between 8,000 to 10,000 employees experienced a common mental health illness like anxiety, depression or substance abuse over a 12 month period
- It is estimated that people from across all mining employment categories are affected equally, from managers and professionals through to machinery operators and drivers
- Estimated costs to the industry including lowered productivity are between \$320 million to \$450 million per year or around \$300,000 to \$400,000 for an average mine of 170 people.

The Hon Andrew Robb AO MP who spoke at the launch of the report said 'the worst thing that people can do if they think they're suffering from mental health is to ignore it. Whether you work in the mining industry or in any other sector, the bottom line is if you confront your mental health condition, you can manage or overcome it and get on with life. The facts show that a mentally fit individual is not just a happier person, but a more productive employee. I commend the NSW minerals industry for developing a comprehensive mental health strategy and making mental health the centrepiece of their Conference.'

NSW Mining Blueprint for Mental Health

Following the release of the *Mental Health and the NSW Minerals Industry Research Report*, the industry in collaboration with the University of Newcastle and Hunter Institute for Mental Health developed the 'NSW Mining Blueprint for Mental Health'¹⁴ to provide companies in the industry with guidance on how to promote being mentally healthy and respond early and effectively to reduce the impacts of mental ill-health.

The blueprint provides a high level guide for addressing the mental health and wellbeing of employees. It aims to provide guidance to the industry as a whole and to individual mines to:

- Promote mental health
- Prevent mental ill-health

¹³ http://www.himh.org.au/__data/assets/pdf_file/0004/4945/Mental-Health-in-Mining.pdf

¹⁴ <http://www.nswmining.com.au/NSWMining/media/NSW-Mining/Publications/NSW-Mining-Blueprint-for-Mental-Health-and-Wellbeing.pdf>

- Build capacity and culture in the industry to effectively address mental health and mental ill-health in the workplace
- Respond early and effectively to reduce the impact of mental ill-health on people working in mining and their families
- Create new knowledge through research into mental health and mental ill-health in the industry.

Mental Health and Mining Project

Following the release of the NSW Mining Industry Research Report and Blueprint, the Australian Coal Association Research Project (ACARP) awarded a \$353,000 research grant to the University of Newcastle and Hunter Institute of Mental Health. The aim of the project was to identify the extent of mental health problems, the associated factors, and the impact on the workplace in coal mines in New South Wales and Queensland. The feasibility and acceptability of a workplace based program to improve the way mental health is addressed in these coal mining sites will also be examined.

Data collection has been completed in seven mines (across NSW and Queensland with a mix of residential, DIDO and FIFO participants) with approximately 1,340 participants completing the survey in these sites. This is the largest mining and mental health dataset in Australia.

The project is set to be completed in mid-2015 with final sites currently immersed in the intervention and getting feedback on results. The next period of time will focus on more detailed analysis of the scoping study and assessment of the feasibility of the intervention.

Mental Health and Mining Project – National Metalliferous Extension

In 2014, the MCA engaged the University of Newcastle and Hunter Institute of Mental Health to extend their ACARP funded project into the metalliferous sector (\$90,000). Using the same research methodology as the ACARP funded research, two (2) sites (in South Australia and Western Australia - predominantly FIFO based) will be surveyed and have the same interventions run. The research is due for completion in June 2015, and will add a wider perspective to the initial data collected in the coal focussed ACARP project.

Working Towards a National Mining Industry Strategy

Following the conclusion of these two research projects, the Australian minerals industry will host an industry wide workshop in August 2015 to review the outcomes of both studies and discuss research findings and knowledge gaps as well as to define a program of coordinated industry action.

The findings from these studies will be consolidated into a national blueprint on mining and mental health to be released later this year. In conjunction with the launch, a national mental health and mining research forum will be convened, bringing together industry and mental health researchers to share what research is currently being done across a wide range of industries, what we have learnt and discuss future research plans and collaboration.

Companies Taking Action

The Australian minerals industry, its member organisations and individual sites have, like the Australian community, been grappling with the best ways to address mental health, particularly in the last decade.

Most member companies have extensive wellness and healthy body / healthy mind programs including but not limited to:

- Employee Assistance Programs – provided for employees and their immediate families
- Many have trained employees in mental health first aid or employ other onsite medical treatment and referral services
- Destigmatisation through information and awareness campaigns, strategic partnerships with Beyond Blue, RUOK Day and Movember:
 - Each year the Australian mining industry takes part in the Mining Challenge for Movember and has raised more than \$2 million over the past few years. A wide variety of companies, sites and shifts often compete, including Thiess, Downer EDI, Swick Mining Services, Newcrest, Redpath, Brockman Mining, the F Crew at Curragh, and many more. Mining sites around the country,

from Coober Pedy to Kalgoorlie, Mount Morgan to Mount Isa and across the Pilbara, have taken part in Movember's Mining Challenge, which is one of the 11 official Challenges aimed at uniting some of Australia's largest companies across industries in the name of men's health.

- Support for physical fitness, good diet and managing stress and fatigue, including targeted websites and healthy living activation campaigns - often raising money for local charities in conjunction with improving the lifestyles and health outcomes for employees
- Extensive alcohol and other drug campaigns and information sessions - fitness for work means zero tolerance of drugs and strong alcohol restrictions – this reduces the likelihood of self-medication or self-harm in the workplace and also reduces exposure to substances known to exacerbate mental illness
- Commitment to collaboration across sites and within regions - and in particular with the communities in which they operate.

INDIVIDUAL COMPANY INITIATIVES

A number of member companies have made separate submissions to the Inquiry. Below are some further specific examples of member company initiatives.

Peabody Wellbeing Initiative

Peabody Energy Australia partnered with Sentis to roll out a customised wellbeing initiative for an underground coal mine in Eastern Australia with over 800 employees. The program focused on the psychological component of wellbeing, and the intervention was developed to meet the client's unique employee health and safety challenges.

The program aimed to increase individuals' sense of wellbeing by providing skills and tools to take personal accountability and responsibility for their wellbeing and make helpful choices in their work and personal lives to manage life's various stressors.

Following the program, Peabody measured a 10.5 per cent increase in life satisfaction among the workforce and 31.7 per cent decrease in stress levels.

The Working Away Support Program (WASP)

John Holland recognized the need to expand its support mechanisms and implemented proactive solutions to address the issues of the FIFO lifestyle. The Annual Employee Engagement Survey in the last two years consecutively revealed that employees wanted John Holland to improve the support they offer FIFO employees.

An employee commented on the survey:

From my experience, many employees feel the FIFO roster is very hard and can be very tough on personal/family life. I believe initiatives to assist supporting FIFO employees developed by senior management would increase retention and job satisfaction.

John Holland is the first major Australian contractor to develop a Working Away Support Program (WASP). The WASP is designed to support the wellbeing of FIFO employees and their families.

John Holland began piloting the WASP on several major remote projects to provide employees and their families with tools and skills to manage the FIFO lifestyle. On projects with significant FIFO ratios to address the common FIFO issues and developed proactive solutions. The initiative is available to all employees – their families, singles, DINK's, empty nesters and so on.

The WASP generated a large amount of employee engagement and enrolments in the program have exceeded expectations and demonstrate John Holland's absolute commitment to its people. The key elements include:

- Provide support, strategies & tools for employees on a FIFO/ DIDO roster
- Improve the experience for employees loved ones by connecting them to support and information
- Improve access to help, support and education through EAP and MIC
- Increase awareness of lifestyle through the recruitment process.

Presentation topics include:

- Managing relationships on a FIFO roster
- Transition Day – how to make it easier
- Helping kids cope with FIFO
- Communication tips when away from home
- Effective Communication & body language in the workplace
- Strategies to manage night shift
- Building resilience – how to cope better with life's stressors

- Improving your sleep
- Alcohol – how much is too much?

WASP was a finalist in the 2013 ComCare Work Health & Safety Awards for the Workplace Health and Wellbeing Initiative. It's industry recognition as well as feedback from families, partners and wives – 'this has saved my marriage' which makes JHG very passionate about this program and they have a sense of pride that what JHG are doing and creating is making positive changes to FIFO workers and their families.

Partners in Mining

The Partners in Mining program is for mine workers and their families in the Hunter Valley who support a person with depression. You could be a partner, child, parent, family member, friend or colleague of a person with depression.

Partners in Mining is a free six week group education and support program for mine workers and their families in the Upper Hunter who support a person experiencing depression. The program is based on the successful Partners in Depression national program.

Partners in Mining is being delivered by CS Health and the Hunter Institute for Mental Health.

See more at: <http://www.partnersindepression.com.au/partners-in-mining#sthash.pE5yLtd.dpuf>

Batyr Rural Outreach Program

Glencore CSA Cobar are involved in and also financially support a critical mental health program for not only their workers but also the schools and community of Cobar. The Batyr Rural Outreach has a positive impact on CSA employees and their families in a number of ways:

- Employees of CSA taking part in our Being Herd Program that will subsequently carry positive flow on effects into the CSA workplace. This will include:
 - Increased awareness on the topic of mental health among employees
 - Ability to share learning's with other employees, improving mental health awareness in the work place
 - Increased ability to help themselves, or others who might be going through a tough time (at work or at home).

The Batyr Rural Outreach is having a positive impact on the community in a number of ways:

- Being Herd Programs (18-30)
 - These programs see a number of Cobar young people gaining the ability to understand and articulate their mental health story. Our aim is to have as many young people living in Cobar equipped with the skills around story telling provided at this program.
- Mental health awareness events (All ages)
 - Provides young people in the community the opportunity to organise and implement mental health events that engage with all members of the wider community
- Batyr@School programs (Yr 9-12)
 - These programs are designed to specifically meet the needs of young people around the topic of mental health. Our goal is to bring the level of help seeking among those we engage with up to the national average of 25%. While doing this we will help to break down the stigma that many young people in Cobar have dealt with.
- Development and implementation of the Batyr@School S Chapter (Yr 9-12)
 - The S Chapter is a unique model that sees Batyr embed themselves in the school in order to develop a group of mental health leaders who are in charge of driving mental health initiatives forward in the school and in the community.

More information available at: <http://www.batyr.com.au/pilot-rural-outreach-program-cobar/>