



GOLD FIELDS

19 February 2015

Dr G.G Jacobs MLA - Chair
Education and Health Standing Committee
Parliament House
Perth WA 6000

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Attention: Mathew Bates

Dear Sir

Information for the Education and Health Standing Committee from Gold Fields Australia Pty Ltd

As requested in your letter of 19 January 2015 please find below Gold Fields Pty Ltd submission to the Education and Health Standing Committee inquiry into mental health impacts of FIFO work arrangements.

- 1. The nature of roster arrangements for your fly-in, fly-out workforce in Western Australia (i.e. 14 days on, 7 days off; 8 days on, 6 days off; etc..*

Gold Fields has four (4) mine sites in Western Australia; Agnew Gold Mining Company Pty Ltd, Darlot Mining Company Pty Ltd and Granny Smith Mining Company Pty Ltd are predominately FIFO sites and St Ives Gold Mining Company Pty Ltd is predominately a residential site.

The most common roster is an 8/6, 12 hours per day (or a 8/6:7/7) with some St Ives employees working a 14/7, 12 hours per day. The longest span is 14 days and the highest average weekly hours worked per employee is 60 hours per week. The St Ives rosters that currently require employees to work 56 hours or more per week are currently under review with changes likely to commence from 1 March 2015.

Buses are provided to transport FIFO, DIDO and residential employees from camp/town to mine site and back to camp/town.

Table 1: Roster breakdown for employees at Agnew, Darlot and Granny Smith mine sites

Roster	Agnew	Darlot	Granny Smith	Grand Total	Average weekly hours
Casual	1		12	13	
4D 30-8 Hours	1			1	32
5D 20-8 Hours	2		2	4	40
4D 30-8.5 Hours	1			1	34
8D 60-12 Hours	112	90	182	384	48
4D 30-12 Hours	6	4	2	12	48
8D 60 4D 30-12 Hours	8	1	1	10	48
PT 7D7O 10 Hours	4			4	42
7D7O 12 Hours	2			2	42
2x4D30,8D60-12 Hours	3		1	4	48
5D2O4D30-10 Hours	1	1		2	45
8D6O7N7O-12 Hours	135	118	210	463	45
3x4D30,8D60-12 Hours	4			4	48
8D 60-10 Hours	3			3	40
4x4D30,8D60-12 Hours	1			1	48
5D 20-10 Hours	1			1	50
5D 20 4D 30-12 Hours		1		1	54
5D 20-12 Hours		2		2	60
5D2O4D3O8D6O 12 Hours			1	1	51
8D 5O 4D 4O-12 Hours			5	5	48
12D 9O-12 Hours		1		1	48
4D 30-9 Hours			1	1	36
Grand Total (as at 16 February 2015)	285	218	417	920	

Table 2: Roster breakdown for employees at all sites

Roster	Agnew	Australasia	Darlot	Granny Smith	Perth	St Ives	Grand Total	Average weekly hours
Casual	1			12	2	1	16	
4D 30-8 Hours	1					1	2	32
5D 20-8 Hours	2	1		2	99	119	223	40
4D 30-8.5 Hours	1						1	34
8D 60-12 Hours	112		90	182	2	56	442	48
4D 30-12 Hours	6		4	2			12	48
8D 60 4D 30-12 Hours	8		1	1			10	48
PT 7D7O 10 Hours	4						4	35
7D7O 12 Hours	2						2	42
2x4D30,8D 60-12 Hours	3			1		1	5	48
5D2O4D3O-10 Hours	1		1			22	24	45
8D6O7N7O-12 Hours	135		118	210		1	464	45
3x4D30,8D 60-12 Hours	4						4	48
8D 60-10 Hours	3					15	18	40
4x4D30,8D 60-12 Hours	1						1	48
5D 20-10 Hours	1					12	13	50
5D 20 4D 30-12 Hours			1				1	54
5D 20-12 Hours			2			11	13	60
5D2O4D3O 8D6O 12 Hours				1			1	51
8D 50 4D 40-12 Hours				5			5	48
Mon 5,Tue & Fri 8 Hours					1		1	24
MWTh 8 Hours					1		1	24
Wed Fri 8 Hours					1		1	16
MTuTh 8 Hours					2		2	24
MWF 8 Hours					1		1	24
MWThF MTWTh 8 Hours					1		1	32
9D 50-10 Hours						26	26	45
7D7N7O-12 Hours						114	114	56
8D 60-10.25						6	6	41

Hours								
5D2O4D3O 10.25 Hours						3	3	46
8D6O8N6O- 12 Hours						12	12	48
7N1O7D6O- 12 Hours						98	98	56
5D2O4D3O- 12 Hours						1	1	54
5D 2O-09 Hours						1	1	45
4D 4N 6O- 12 Hours						21	21	48
9D 5O-12 Hours						2	2	54
5D2O4D3O- 8 Hours						1	1	54
4D 3O-10.25 Hours						1	1	41
12D 9O-12 Hours			1				1	48
4D 3O-9 Hours				1			1	36
Grand Total (16 Feb 2015)	285	1	218	417	110	525	1556	

2. *The number of unscheduled departures from at least one of your resource sites for the three month period August to October 2014 (i.e. where a worker is transported home from site prior to the official end of the worker's swing), and the reasons recorded for that early departure.*

Table 3: Unscheduled departures Agnew mine site August to October 2014

TOTALS:	Days lost August to October 2014	Employees
Annual Leave - unplanned	6	3
Carers Leave	1	1
DIL - unplanned	2	1
Personal Leave	28	13
Grand Total	37	18

None of the employees that left Agnew mine site during August to October 2014 indicated that the unplanned absence was due to a mental health issue or that the employee and/or their family were not coping.

3. *The policies in place in your company to guide the process for carrying out a 'mental health evacuation' for a worker, including;*
- Policies for accompanied travel (i.e. travel under the supervision of a qualified health care provider, or under any supervision);*
 - The role of 'point of hire' in determining where accompanied travel ceases; and*
 - The notification of next of kin.*

Written policies for accompanied travel (i.e. travel under the supervision of a qualified health care provider or under any supervision); the role of 'point of hire' in determining where accompanied travel ceases; and the notification of next of kin are in development phase. The practise is as follows:

Accompanied travel – case by case decision made with input from the employee, site General Manager, Sustainable Development, HR, Employee Assistance Provider (EAP) Manager Hotline and Manager Employee Relations and/or VP and Head of HR Australasia. If it is determined accompanied travel is prudent, then either an Injury Management professional (e.g. often a nurse or paramedic) or a carefully chosen employee will accompany the employee to Perth on the flight and wherever possible the employee will be met at the airport by a member of the employee's family. In the case where hospitalisation is required a member of either the site or Perth Injury Management team will, if practicable, accompany the employee from the airport to the hospital. The employee is encouraged to see their treating GP and psychologist/psychiatrist and access the free confidential EAP counselling service as soon as possible.

Point of hire – while generally restricted to Perth for FIFO employees who reside out of Perth a case by case decision is made with input from the employee, site General Manager, Sustainable Development, HR, EAP Manager Hotline and Manager Employee Relations and/or VP and Head of HR Australasia. Should it be required, overnight hotel accommodation in Perth, appointment with the company Occupational Physician and/or EAP counsellor and/or company paid flight to airport closest to employee's residence may be approved. Wherever possible, the employee will be met at the airport closest to employee's residence by a member of the employee's family. The employee is encouraged to see their treating General Practitioner and Psychologist/Psychiatrist and access the free confidential EAP counselling service as soon as possible. **Notification of next of kin** - case by case decision is made with input from the employee's Manager, site General Manager, Sustainable Development, HR, EAP Manager Hotline and Manager Employee Relations and/or VP and Head of HR Australasia. Generally the Manager Employee Relations and VP and Head of HR Australasia will visit the next of kin to discuss the circumstances face to face, to establish a relationship to assist the next of kin. The next of kin and family are encouraged to access the free confidential EAP counselling service as soon as possible.

4. *Your return to work policies for a worker who has had time away from work due to a mental health issue.*

Written policies for return to work are in development phase. The practise is as follows:

The employee is encouraged to see their treating General Practitioner and Psychologist/Psychiatrist and access the free confidential EAP counselling service as soon as possible after they return home. The employee, their line manager, Injury management and HR agree on the frequency and nature of contact while the employee is away from site and if appropriate a confidential support person is identified for the employee to contact while they are away from site. When the employee and their mental health team believe the employee is ready to return to work, they notify either HR or Injury Management who, with the employee's consent, arrange for the Company's Occupational Physician to receive copies of medical reports from the employees mental health team. The Company's Occupational Physician may then decide to talk to one or more of the employee's mental health team members and and the employees themselves either face to face or by telephone. When the employee is cleared to return to site without restrictions, they recommence their normal duties.

5. *The attrition rate of employees who resign from FIFO employment with your company within the first 6 months of employment, and the reasons given for resignation.*

During the period November 2011 to February 2014 the resignation rate for FIFO employees with less than 6 months service was just less than 3% and the reasons given were either 'family' or 'other'.

6. *Your company's policies for FIFO workers to access compassionate leave, and the grounds on which compassionate leave can be accessed.*

The relevant agreement is known as the Gold Fields Companies Enterprise Agreement 2014 and this defines Compassionate Leave as: *'compassionate leave as defined by the Fair Work Act which is paid leave taken by an Employee:*

- (a) *for the purposes of spending time with a person who:*
 - (i) *is a Family Member; and*
 - (ii) *has a personal illness, or injury, that poses a serious threat to his or her life; or*
- (b) *after the death of a Family Member.*

As per the relevant Compassionate Leave clause in the Agreement:

- (a) *'The Employee is entitled to paid Compassionate Leave of up to two days for each occasion after the death of a Family Member or for the purposes of spending time with Family Member who contracts or sustains a personal illness or injury that poses a serious threat to their life. This leave may be taken as a single unbroken period of up to two days or as two separate periods of up to one day each.*
- (b) *Where the Employee needs to travel overseas or to another state of Australia, the General Manager has the discretion to approve an additional 3 days of paid leave on a case by case basis.*
- (c) *Employees may be required to provide the Employer with reasonable evidence of the illness, injury or death in accordance with clause **Error! Reference source not found.**'*

While evidence of the illness or death is rarely requested, a doctor's certificate, statutory declaration or in most cases a simple written explanation from the employee would be acceptable.

Employees who wish to combine compassionate leave with other forms of paid leave (e.g. annual, personal/carer's leave, long service leave and/or time in lieu) or unpaid leave may do so with the approval of their line manager.

7. *The number of suicides and attempted suicides that have occurred on your resource sites in Western Australia (both the mine site and the accommodation facility) in the financial years 2011-12, 2012-13, 2013-14 and the current 2014-15.*

One suicide occurred at Agnew in March 2012 and one at Darlot in September 2014 giving a total of two during the period 2011-15.

8. Your company's postvention policies following suicides on site, including provision of counselling to workmates and contact with the deceased family.

By way of a recent example at Darlot mine site immediate and ongoing support was offered to employees and members of the deceased family as set out in the Table 4 below:

Table 4 – Post suicide activities September 2015

Site	Dates of EAP (Optum) Visits	Activities
Darlot	20th, 21st, 22nd, 23rd, 25th and 26th September 2014	<ul style="list-style-type: none"> • Counselling for workmates on site • Offer of counselling to family of deceased • Offer of counselling to Supervisor and those who found the body • Employees attend the deceased employee's funeral if that is the wish of the family
Perth		<ul style="list-style-type: none"> • Ongoing contact with the family/Executor of the Estate to provide information on funeral homes, banking arrangements, final pay, superannuation and group life insurance.

The above support was in addition to the 2014 schedule of EAP site visits which in the case of Darlot mine site had been scheduled for the following month as set out in Table 5 below:

Table 5 – 2014 EAP Scheduled Site Visits

Site	Dates of EAP (Optum) Visits	Activities
Granny Smith	7th, 8th, 9th, 14th, 15th and 16th October	<ul style="list-style-type: none"> • Mental Health Awareness sessions with managers, supervisors, HR & OHS employees • Individual sessions with offsite clinician (as required)
Darlot	23rd, 24th, 30th and 31st October 2014	<ul style="list-style-type: none"> • Mental Health Awareness sessions with managers, supervisors, HR & OHS employees
Agnew	5th, 13th and 17th November	<ul style="list-style-type: none"> • Mental Health Awareness sessions with managers, supervisors, HR & OHS employees
St Ives	8th, 9th, 10th, 11th and 12th December 2014	<ul style="list-style-type: none"> • Mental Health Awareness sessions with managers, supervisors, HR & OHS employees • Sessions with groups of employees • Individual sessions with clinician (as required)

Should you require any further information or if you believe Gold Fields Pty Ltd can be of any further assistance to the Committee please do not hesitate to contact me.

Yours faithfully



Wimpie Du Toit

Vice President and Head of Human Resources: Australasia