

Good Morning.

I have read the "Discussion Paper" and fully support the proposed implementation into the industry.

As an SSE for many years in Coal & Metal (Open Cut mines and exploration activities), I have seen many examples of relevant issues raised in the document, which needs an increased focus.

Some dot points for consideration:

- Inductions should include face to face discussions around bullying, harassment, anxiety and external issues;
- SSE's should have a suitable personality / knowledge, that is able to assist in cases wherever possible – even if to advise of external or internal support
- Management needs to understand personalities and how to 'read your audience' and provide not just rules, but support. Read Body Language.
- I gave a presentation at the 2016 Mining Conference called "The Moral Courage to Make a Difference"- all about Men's mental health in particular. I've had great response from many organisations.
- There needs to be a collaboration between all parties to better understand issues and potential problems that can occur at any time, especially in remote locations. People's lives in the background are not always up front.
- We are human – no shame in having a 'bad hair day' but how do we recognise and support our teams.

Happy to be involved and share experiences that may assist in any developments.

Kind Regards