



4 August 2023

Resources Safety and Health Queensland (RSHQ)

By email: minershealth@rshq.qld.gov.au

To whom it may concern,

The Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union known as the Australian Manufacturing Workers' Union (**AMWU**) welcomes the opportunity to provide input to RSHQ on options to clarify obligations to manage psychosocial hazards in Queensland's resources industry.

The AMWU is the mining and engineering maintenance trade union which represents thousands of workers in a variety of trade callings who work in our resources sector.

Response to discussion paper

The AMWU responds as follows to the questions posed in the RSHQ discussion paper:

1. Do you support the proposed option of clarifying obligations to manage psychosocial hazards?

Yes, in-principle the AMWU supports the concept of a proposed legislative amendment to clarify the obligations relating to managing psychosocial hazards in the resource sector.

2. Which part of the proposed option do you support and why?

In-principle, the AMWU supports elements of the proposal that would:

- i. Ensure health is defined as including both physical and psychological health;
- ii. Provide a regulation-making power to further define how to manage psychosocial risks arising from psychosocial hazards and respond to complaints or incidents;
- iii. Provide clearer definitions in the context of psychological health, psychosocial hazards and psychosocial risks; and
- iv. Clarify reporting obligations for incidents relating to psychosocial hazards and psychological injuries.

3. Which part of the proposed option do you not support and why?

In-principle, the AMWU supports the concept that legislation prescribes and clarifies the resources industry's duty to appropriately manage the risk of psychosocial hazards, including maintaining and reviewing control measures.

However, the current regulatory framework creates an environment where the AMWU would be restricted from meaningfully participating in the monitoring of such control measures to ensure that employers in the resources industry are meeting their duties.

The AMWU has consistently advocated for amendments to the *Coal Mining Safety and Health Act 1999* (Qld) and the *Mining and Quarrying Safety and Health Act 1999* (Qld) to allow permit holders within the meaning of the *Work Health and Safety Act 2011* (Qld) the ability to access workshops, shutdowns and construction sites on mining leases.

The AMWU's view is that unless these or similar amendments are implemented to compliment what is now proposed by RSHQ, then the effectiveness of this part of the legislative proposal will be limited in some aspects of the resources industry (ie employers with a largely maintenance workshop based workforce)

4. If you do not support the proposed option, is there an alternate option which you do support?

The AMWU relies on the response at Question 3.

5. Within the proposed option, do you support clarify reporting obligations for incidents relating to psychosocial hazards and psychological injuries?

Yes, the AMWU in-principle supports the concept.

6. Do you have any other feedback or comments about the proposed option?

The AMWU welcomes the discussion on this issue and is supportive of any measure that helps to enhance the health and safety of resources industry workers. However, the AMWU's long held view is that changes of this nature should be worker driven and we look forward to participating in further dialogue around these proposed changes and the practical way in which these changes will improve health and safety outcomes for resources industry workers.

If you wish to discuss this submission please contact our Industrial Advocate, Mr Taylor Bunnag at [REDACTED]

Yours faithfully



Rohan Webb
Branch Secretary

