

Anonymous submission #2

This response is **an individual submission**

I would like this submission to be **published and listed as anonymous on RSHQ's consultation webpage**

Chapter 4 - Protecting workers from psychological harm

Mines and Quarries - Option 1: Would this option be effective in clarifying that health includes both physical and psychological health?

Of course health relates to mental and physical health.

Progressively over the years Federal and State Governments have reduced mental health support. Mental health professionals explain that an event may unmask mental health issues that have been festering for years, unrelated to the triggering event.

For example, an individual having to move house, may start to feel anxious, angry and frustrated, far beyond what would normally be expected of some one who is "just moving house" the underlying concealed problem is the inability to buy their own home. A colleague might announce they have just paid off their house, which evokes feelings of failure and frustration and triggers an episode. The real issue is the failures of successive governments who have left the nation and particularly youth in a housing crisis feeling they will never own their own home and that they are being exploited by real estate agents and landlords and powerless to improve their situation.

This manifests itself in the workplace and how convenient for the same governments who by their failures have created the situation, that, if this legislation is passed, can just blame industry and continue to shirk it's responsibility. Alterations made in the workplace by industry, will not be able solve this individuals mental health issues and in fact may make the situation worse by creating issues for their colleagues.

We all want to see a reduction in physical and mental health incapacitation, but this appears to be 'buck passing' by the political class. The clear answer here is for government to return to providing the basic health services, this is not achieved by committee or discussion papers, it is done by providing adequate funding, so mental health sufferers can seek mental health professionals (which mining industry and RSHQ management are not) confidentially, in same way we go to a GP for physical health issues.

History shows that once cans of worms like this is opened they are impossible to close and the problem will continue to get worse.

Mines and Quarries - Option 2: Do you support no change to clarify that health is physical and psychological?

Government needs to acquiesce responsibility for ALL health, mental and physical.

Chapter 5 - Managing the risks of psychosocial hazards

Mines, quarries, petroleum and gas - Option 1: Would this option be effective in clarifying obligations for the safety and health management system (or safety management system for P&G) to provide for the management of psychosocial risks?

First Government must accept its responsibilities. Legislation should be a last resort. History shows when Governments supported mental health services, there were reduced mental health issues, the increase in mental health issues is congruent with the reduction in funding.

Mines, quarries, petroleum and gas - Option 1: Would this option be effective in clarifying what psychosocial hazards and psychosocial risks are within Queensland's resources safety and health regulations?

No, clarification of the psychological hazards anywhere needs 'clarification' not a one sentence byline.

Mines, quarries, petroleum and gas - Option 2: Do you support no change to clarify requirements to manage psychosocial risks within the safety and health management system?

Yes, unless a full study outlining the issues and possible solutions by professionals is done, then industry discussion, then guidelines drawn up. Asking a few questions for feedback is well short of what is required before invoking legislation and is in truth dangerous. First Government needs to legislate itself and provide proper effective services for the citizenry.

Chapter 6: Psychosocial risk controls

Mines, quarries, petroleum and gas - Option 1: Are existing obligations sufficient for controlling psychosocial risks to as low as reasonably achievable?

The Health and Safety Act 2011 (Qld) covers bullying and harassment, in some cases it may amount to a criminal offence. The issue is employees fear of repercussions if complaints are made. First hand I have seen individuals debilitated by this. If legislation is to be made it needs to be in the protection of whistle blowers and maintaining the privacy of victims, with penalties for infringements. Bullying is writhe in Queensland workplaces and is a burden on safety, moral and productivity.

Mines, quarries, petroleum and gas - Option 2: Would amendments to specify factors to consider when implementing psychosocial risk controls assist in achieving more effective risk management?

No. Every situation is different, what works in one place for one event may be the exact opposite of what is required elsewhere.

Mines, quarries, petroleum and gas - Option 3: Would amendments to include the hierarchy of controls for managing psychosocial risks assist in achieving more effective risk management?

No. It will add more red tape and frustration to employees and eventually create safety issues. Just be kind to each other, use common sense and if you don't, you are in breach of the the privacy of Health and Safety Act 2011 (Qld)

Chapter 7: Reporting obligations

Mines, quarries, petroleum and gas - Option 1: Would updating SSE reporting obligations guidance material to inform Queensland's resources industry on psychosocial reporting requirements provide more clarity on reporting obligations? If supportive, provide examples of what would be helpful to clarify.

Again dangerous, once a mental health incapacitation is suspected it needs to be referred to professionals and Mine Management needs to respect confidentiality. If it is as a result of breaches of the Health and Safety Act 2011 (Qld), a statement is made as it has been since 2011.

Mines, quarries, petroleum and gas - Option 2: Do you support the introduction (P&G), clarification (mines and quarries) and use of the RSHQ CEO power to require statistical information relating to exposure to psychosocial hazards? Why/why not? If supportive, what statistical information would be reasonable to request?

NO NO NO. RSHQ are not mental health professionals and research may infringe on privacy. If RSHQ wants to conduct its own research and release an information and paper, great, but no more.

Mines, quarries, petroleum and gas - Option 3: Do you support amendments to Queensland's mining and P&G legislation to require periodical reporting of exposure to traumatic events, bullying and harassment (incl. sexual harassment)?

Health and Safety Act 2011 (Qld)!!! We already have legislation, work with that, do not create more red tape.

Mines and quarries - Option 1: Do you support removing the requirement to provide names of witnesses or persons present to Industry Safety and Health Representatives and District Workers' Representatives for high potential incidents involving psychosocial hazards?

Safety and Health Representatives do need to know, District Workers' Representatives do not.