



OCE SEMINAR

# Managing psychosocial hazards and fatigue



Resources  
Safety & Health  
Queensland

# Agenda

1. Psychosocial risk management
2. Fatigue risk management



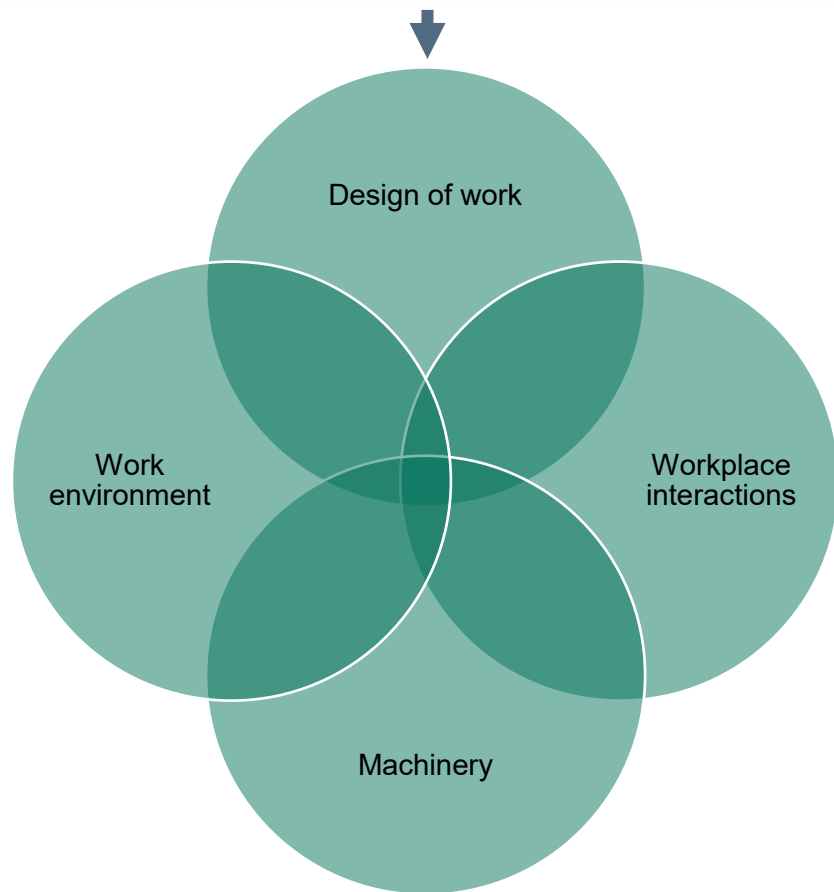
# Psychosocial risk management



- Psychosocial hazard refresh
- Psychosocial incident reports
- RSHQ's psychosocial project

# Psychosocial refresh

Psychosocial hazards arising from or relating to:



Stress  
response

When frequent,  
prolonged or  
severe

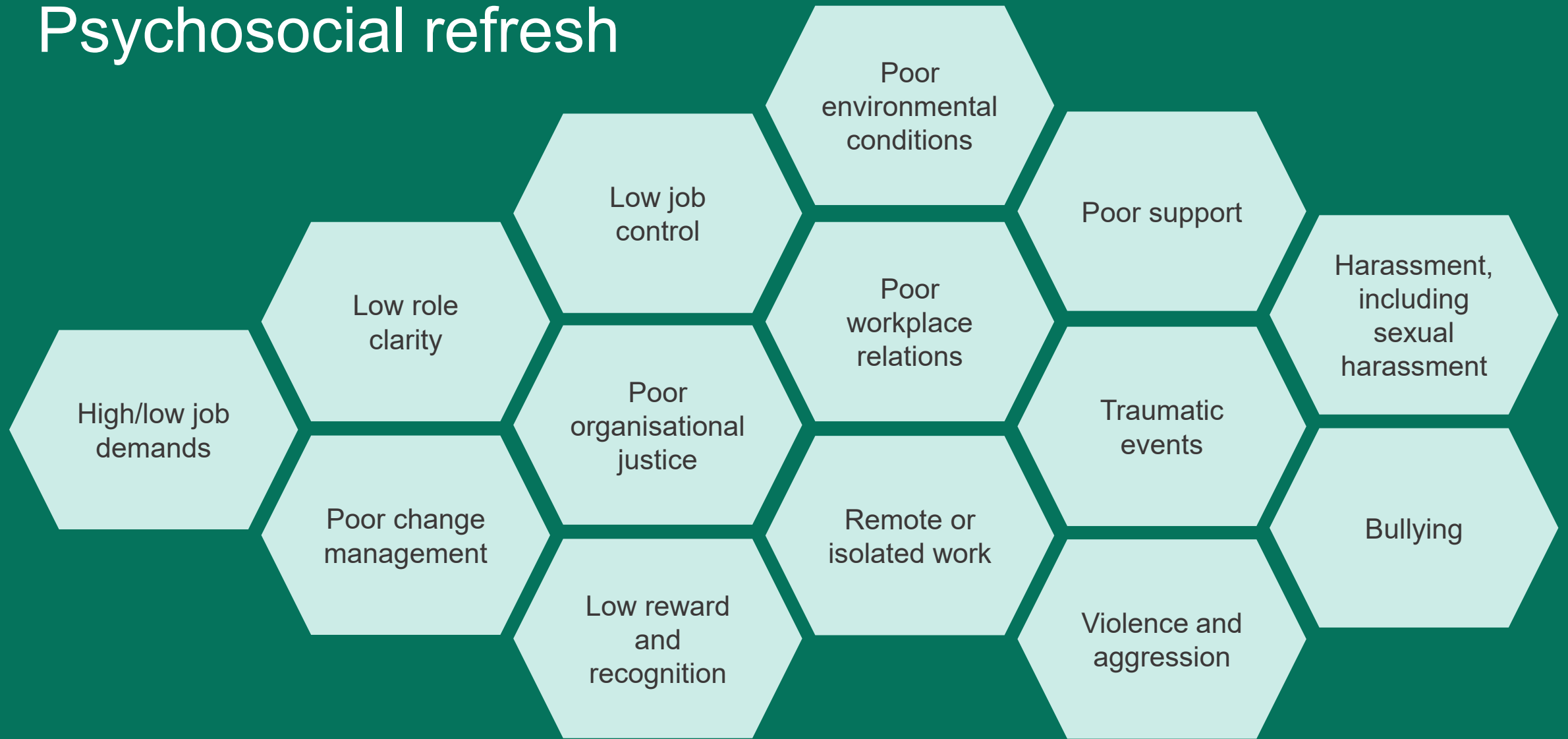
## Psychological harm

- Depression
- Anxiety
- Burnout
- PTSD
- Suicide

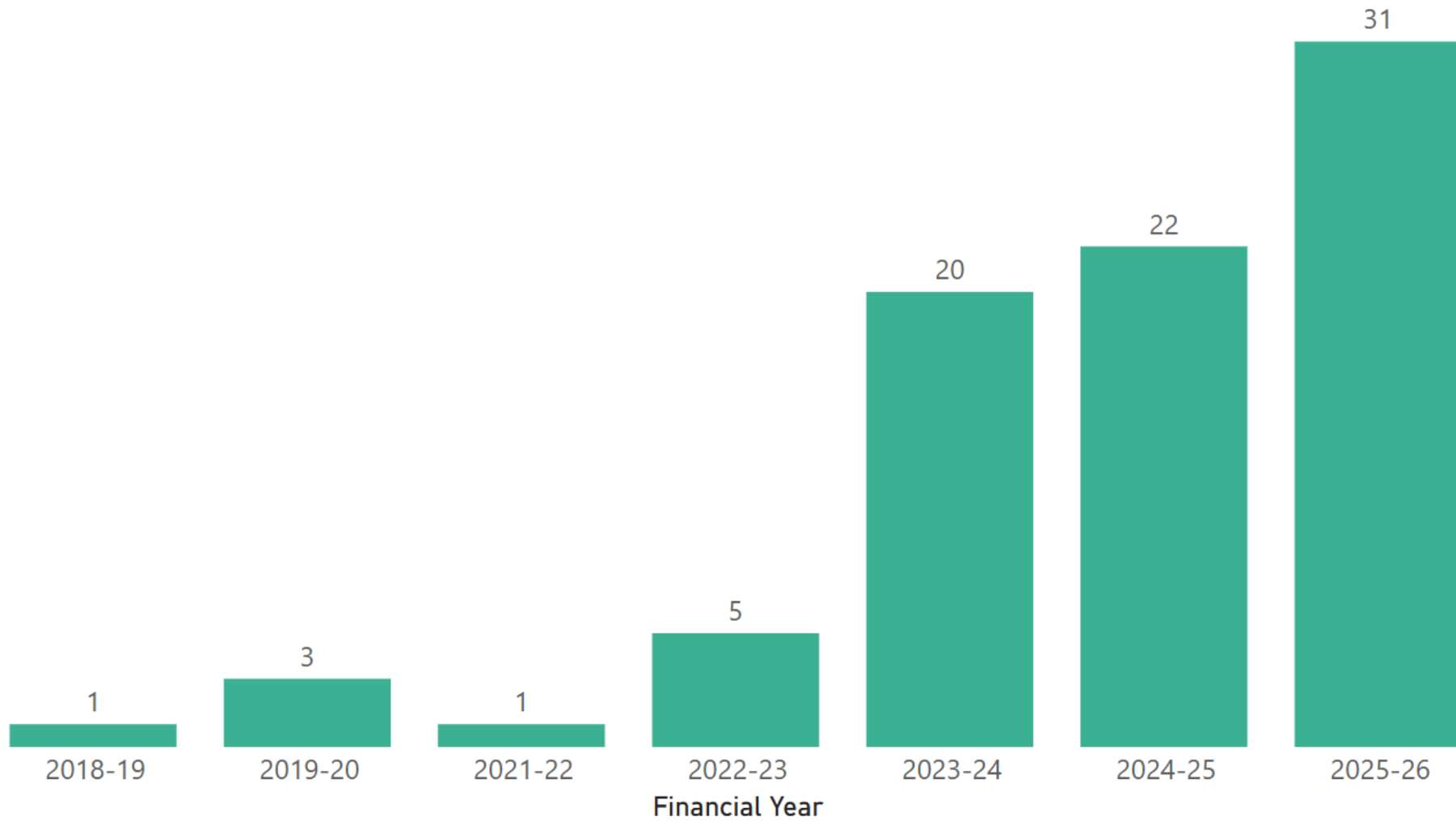
## Physical harm

- Cardiovascular disorders
- Musculoskeletal disorders

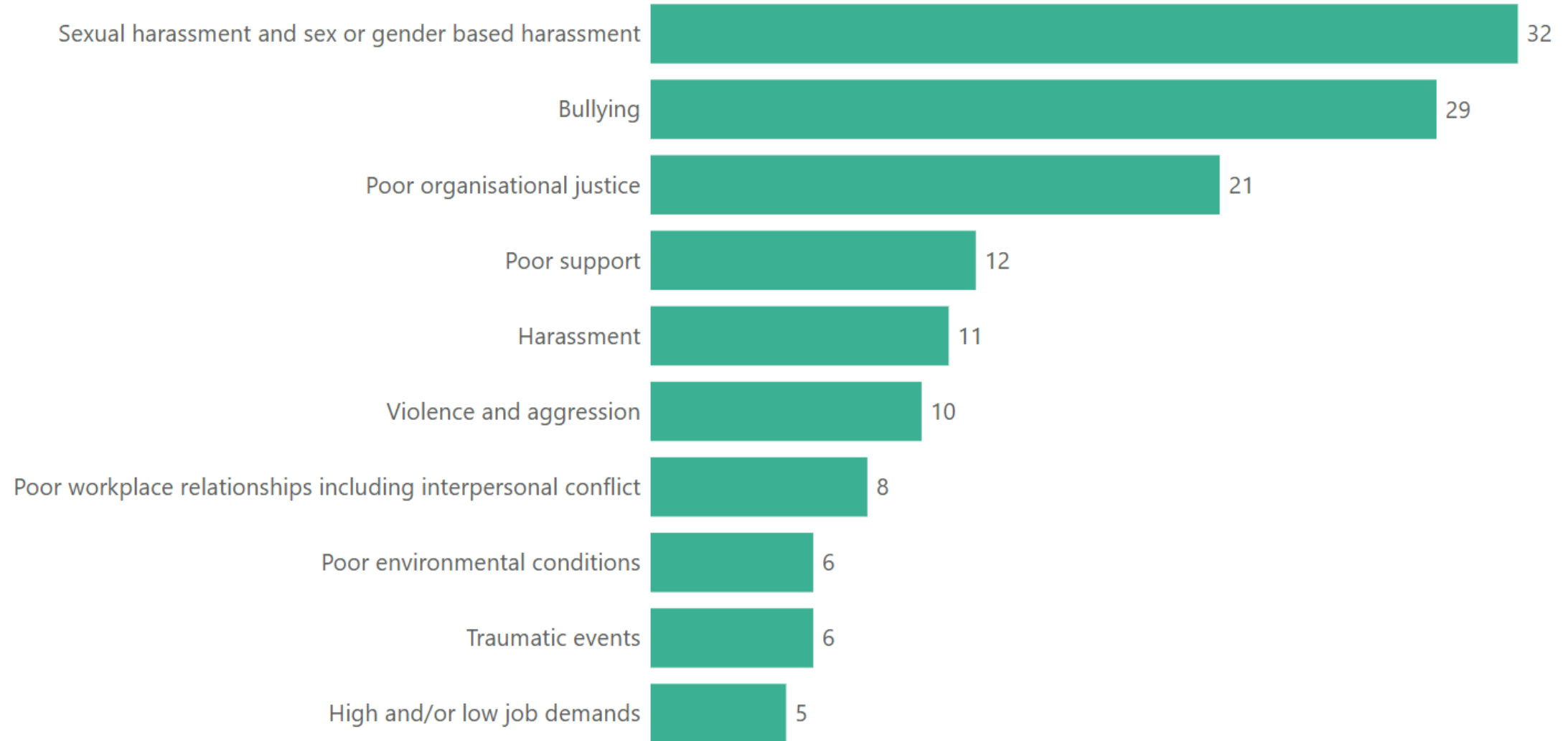
# Psychosocial refresh



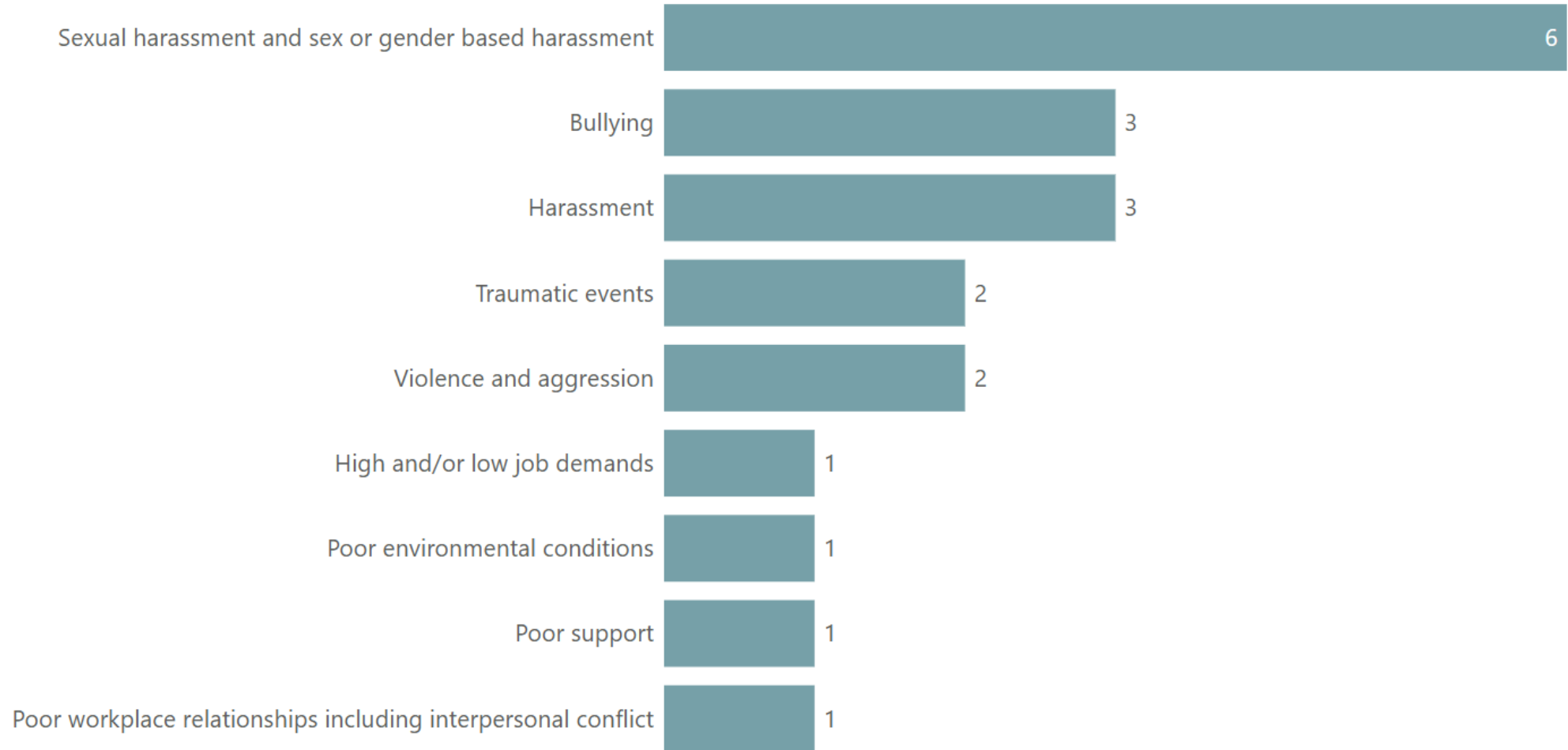
# Total psychosocial reports to RSHQ (coal)



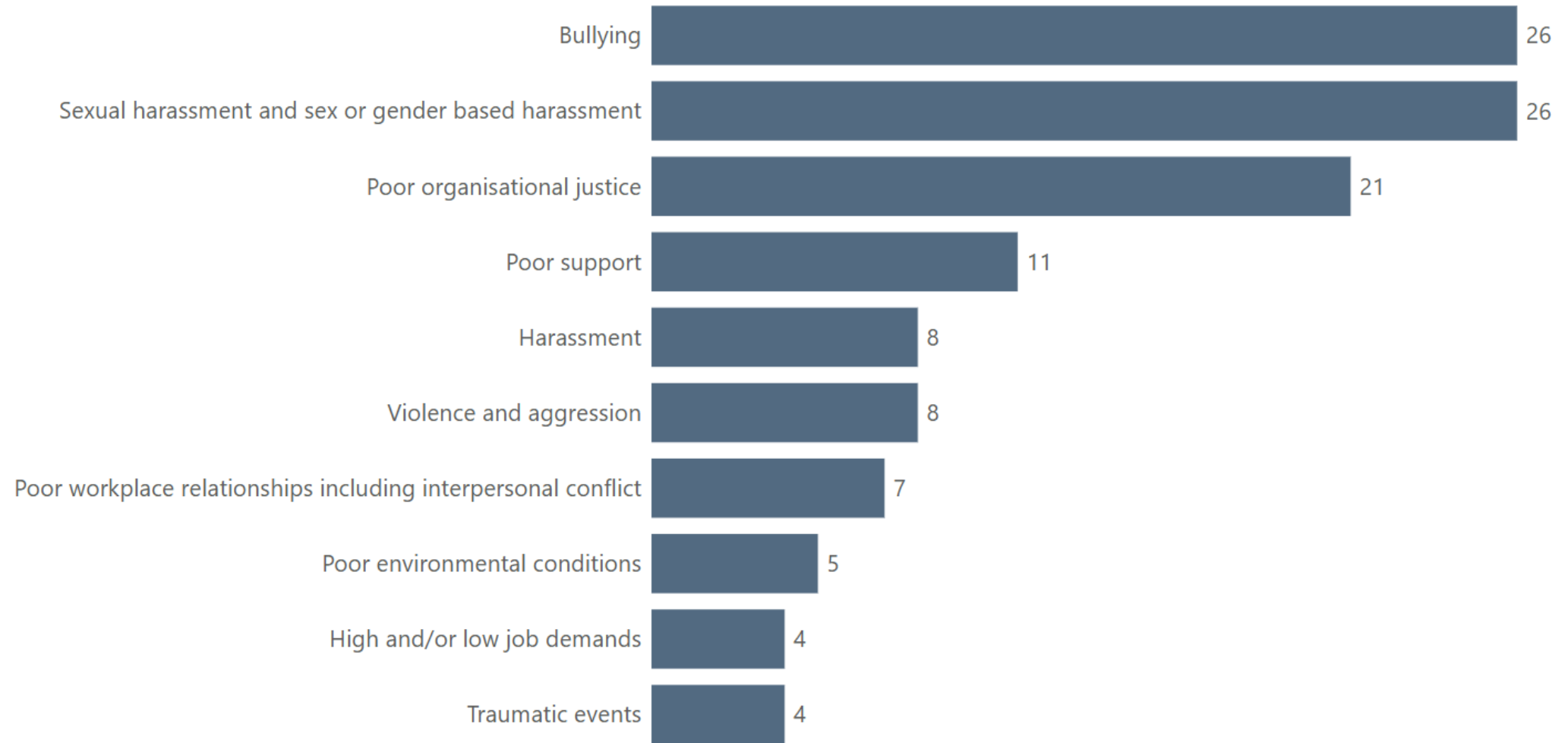
# Total psychosocial reports to RSHQ by hazard (coal)



# Industry notifications to RSHQ by hazard (coal)



# Worker reports to RSHQ by hazard (coal)



# RSHQ psychosocial project: objectives



Understanding how the resources sector is identifying, assessing, and managing psychosocial risks to an acceptable level.



Enhance psychosocial risk management through education and support and enforcing obligations where required.



Promote the accurate and timely reporting of psychosocial incidents.

# RSHQ psychosocial project: approach

Site selection

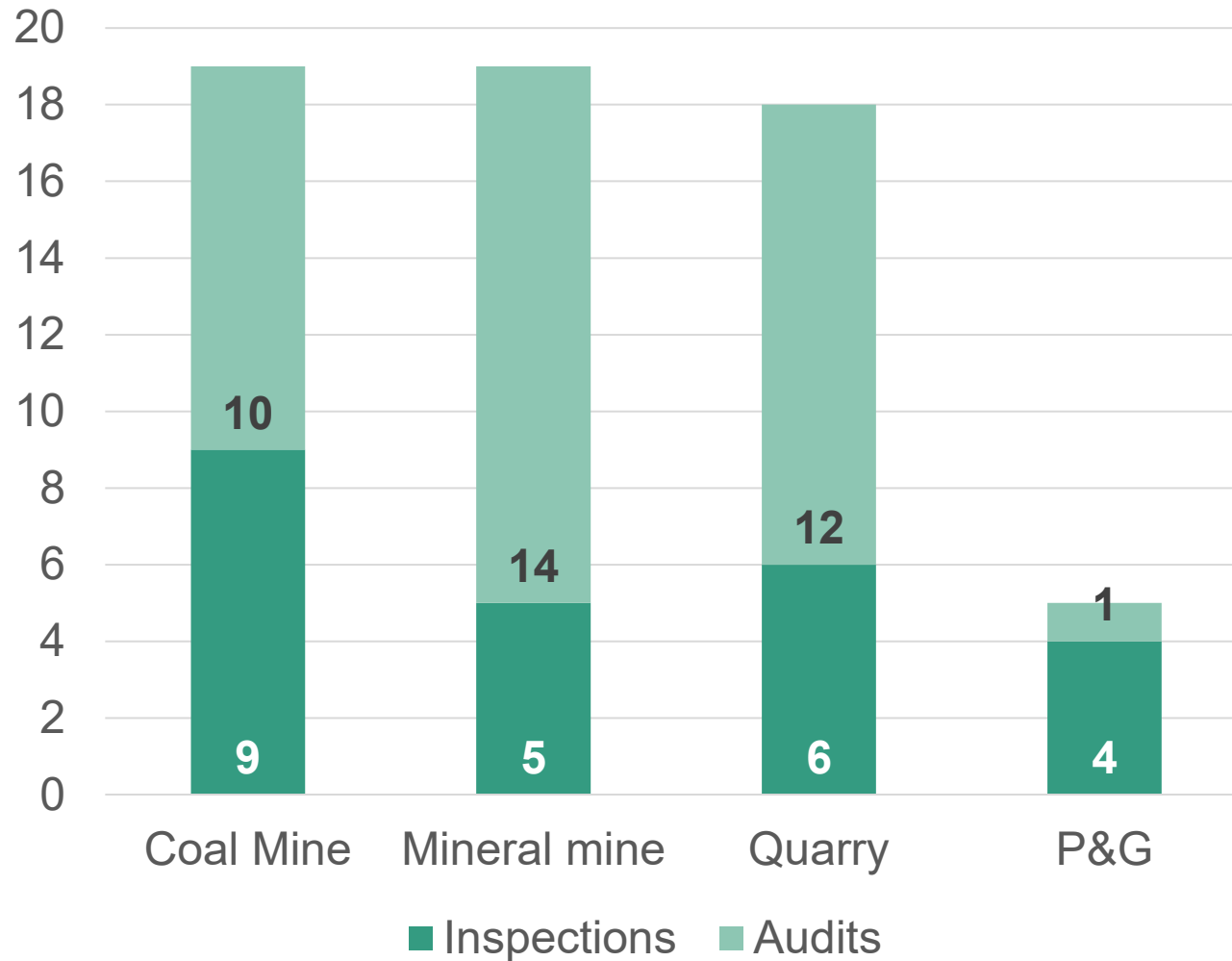
Communication

On-site inspections, desktop audits and outcomes

Post audit & inspection survey

Reporting and sharing learnings

# Audits and inspections



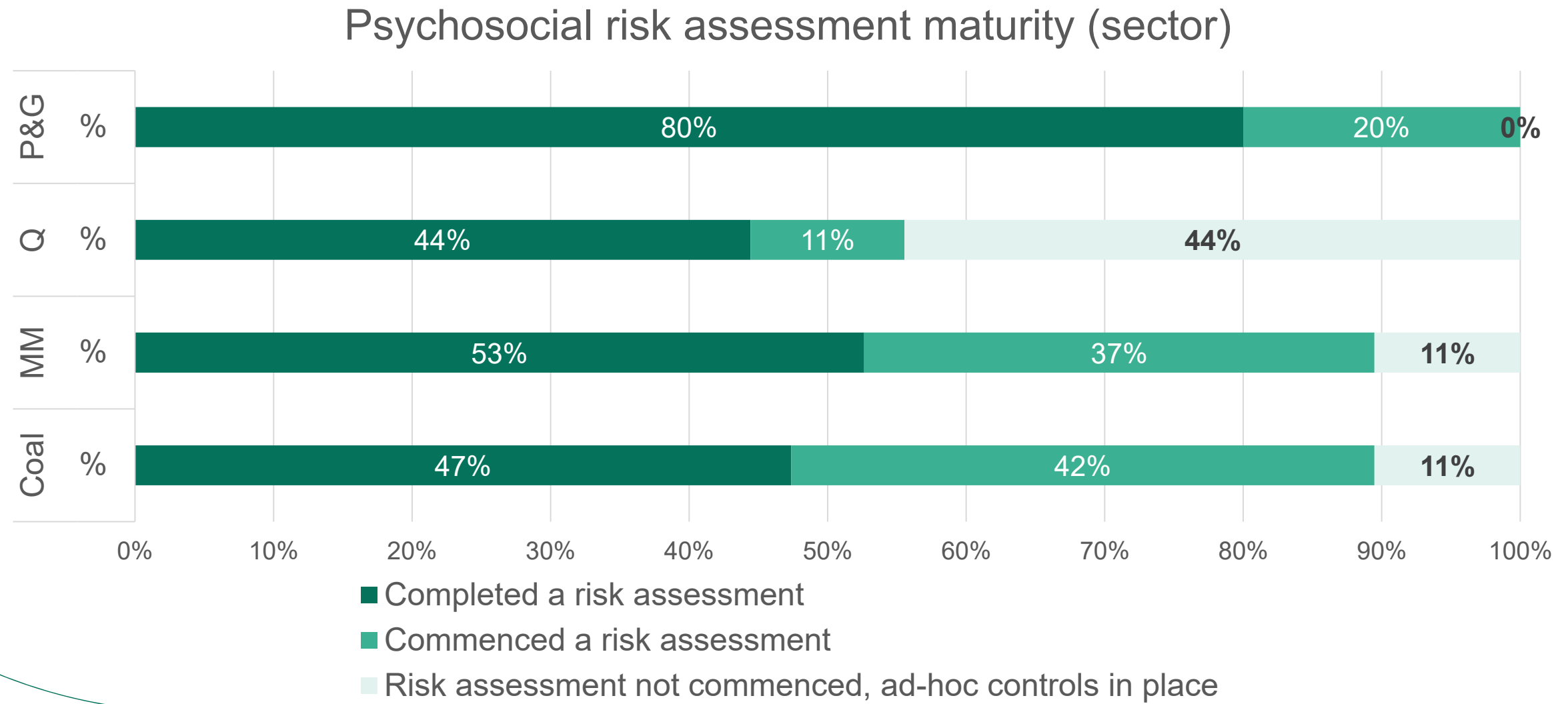
61 audits and inspections – 24 inspections 37 desktop audits.

19 coal, 19 mineral mines, 18 quarries and 5 petroleum and gas operators

5 off-site accommodation camps with WHSQ

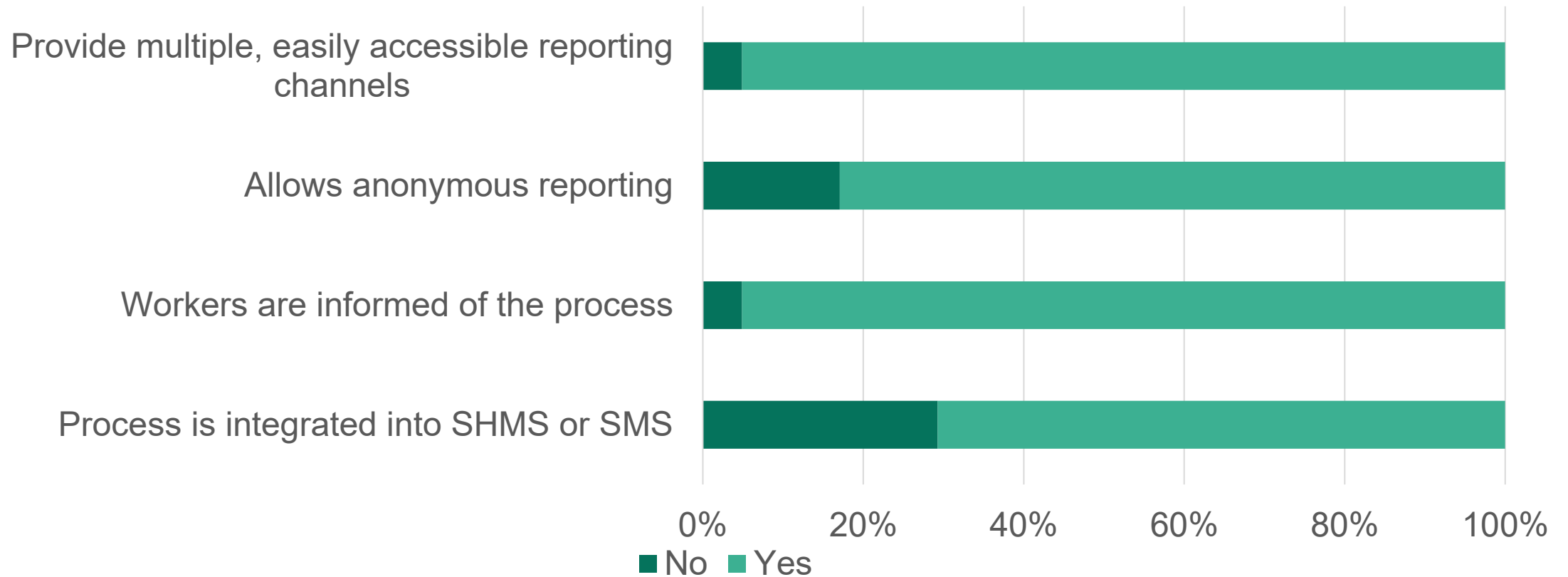
21 sites with on-site accommodation

# Key observations



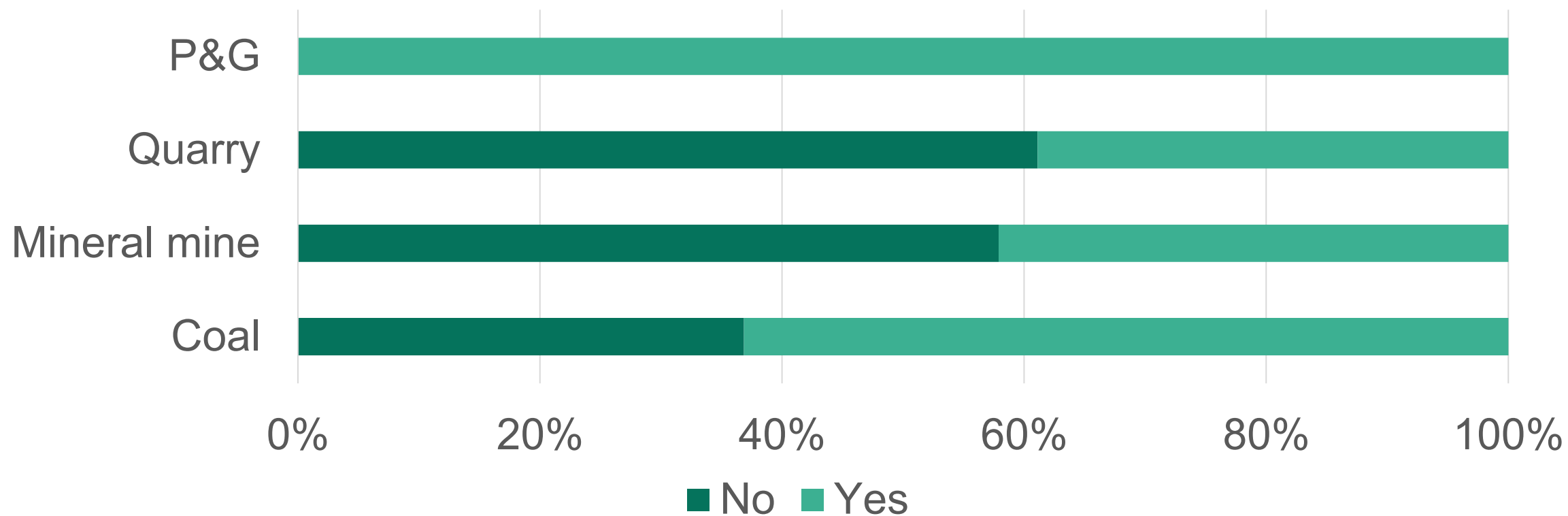
# Key observations

## Documented process for workers to report psychosocial hazards and incidents



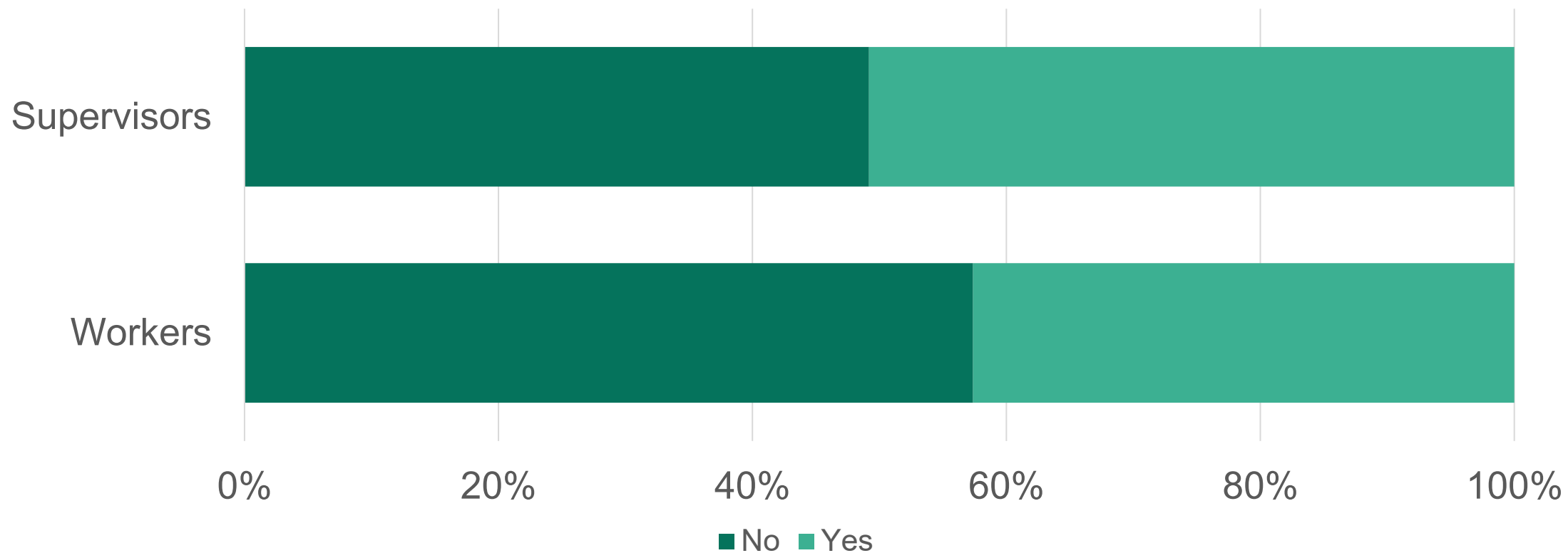
# Key observations

## Documented process for undertaking safety and health investigations (by sector)



# Key observations

## Training provided about psychosocial hazards

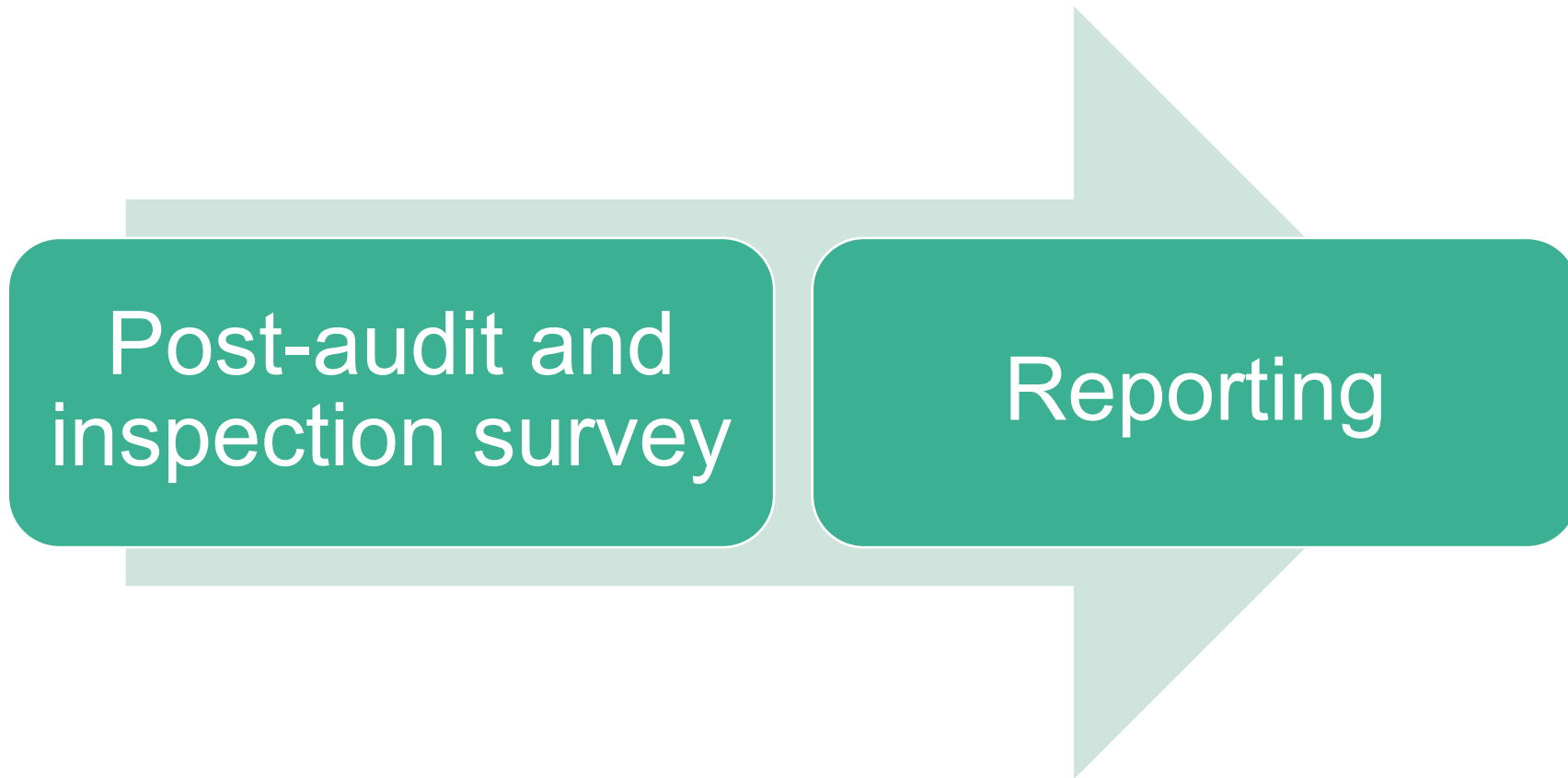


# Outcomes from audits and inspections

**56 mine record entries issued with recommendations**  
**4 outcome letters issued to P&G operators with recommendation**



# Next steps



# What does good look like: Risk management



# What does good look like: Reporting and investigating

## Reporting

- Accessible
- Non-retaliatory

## Response

- Timeliness
- Impartiality
- Support
- Communication

## Investigation

- Integrated
- Timely & fair
- Communication
- Risk Management

Trauma-aware

# New guidance on psychosocial risk management

1

Approach to risk management

2

Consultation and communication with workers

3

Risk control measures

4

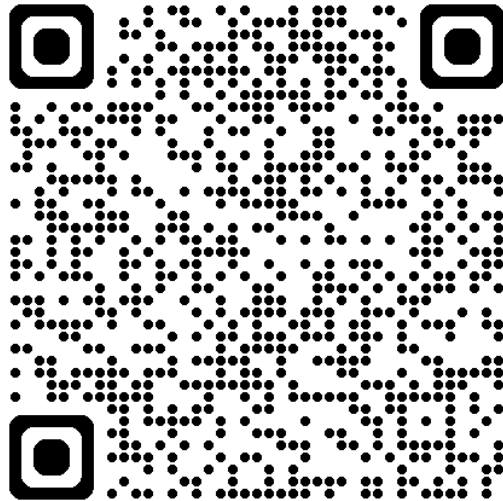
Investigating incidents

5

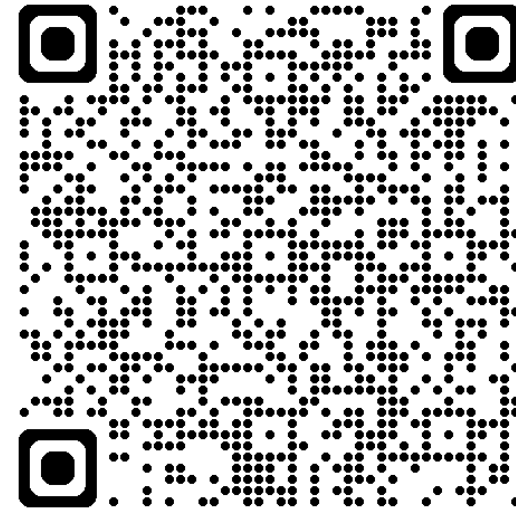
Case study

# Guidance: Quick links

RSHQ webpage for managing  
psychosocial hazards



RSHQ webpage for information  
about sexual harassment



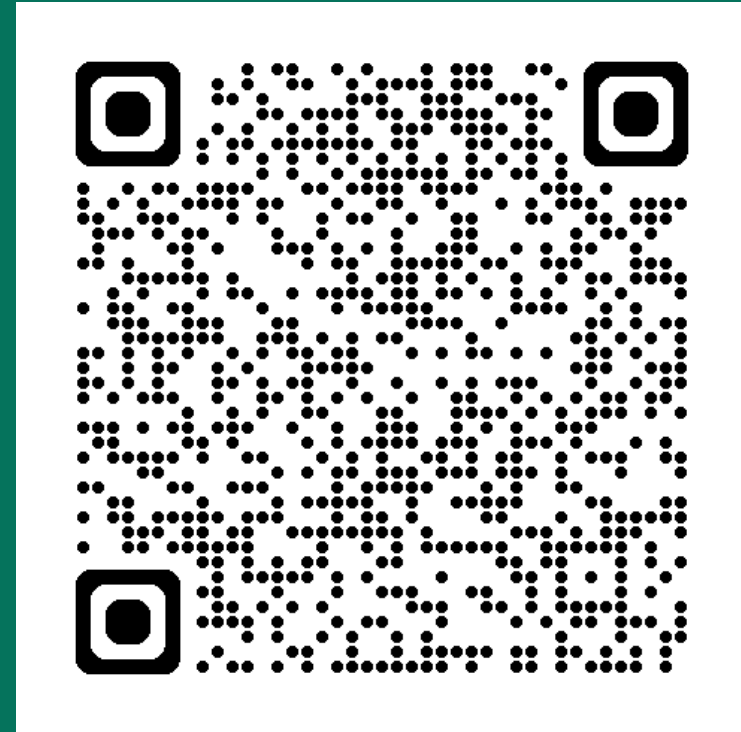
# Reporting to RSHQ

Report directly to RSHQ's  
Psychosocial Team

Do not report through RSHQ portal

**1300 581 077**

[psychosocial@rshq.qld.gov.au](mailto:psychosocial@rshq.qld.gov.au)



# Fatigue

- Current understanding
- Risk factors
- Prevalence
- Managing fatigue risks
- RSHQ fatigue project



# Fatigue management

**Current state review:** Increase RSHQ's understanding of fatigue risk factors and how industry is managing fatigue to inform future regulatory activity decisions.

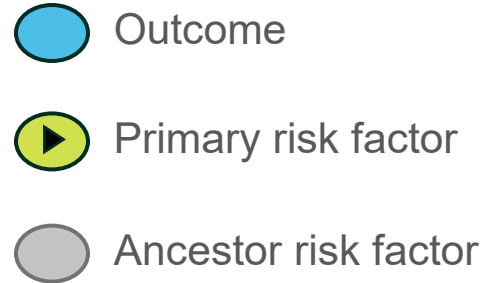
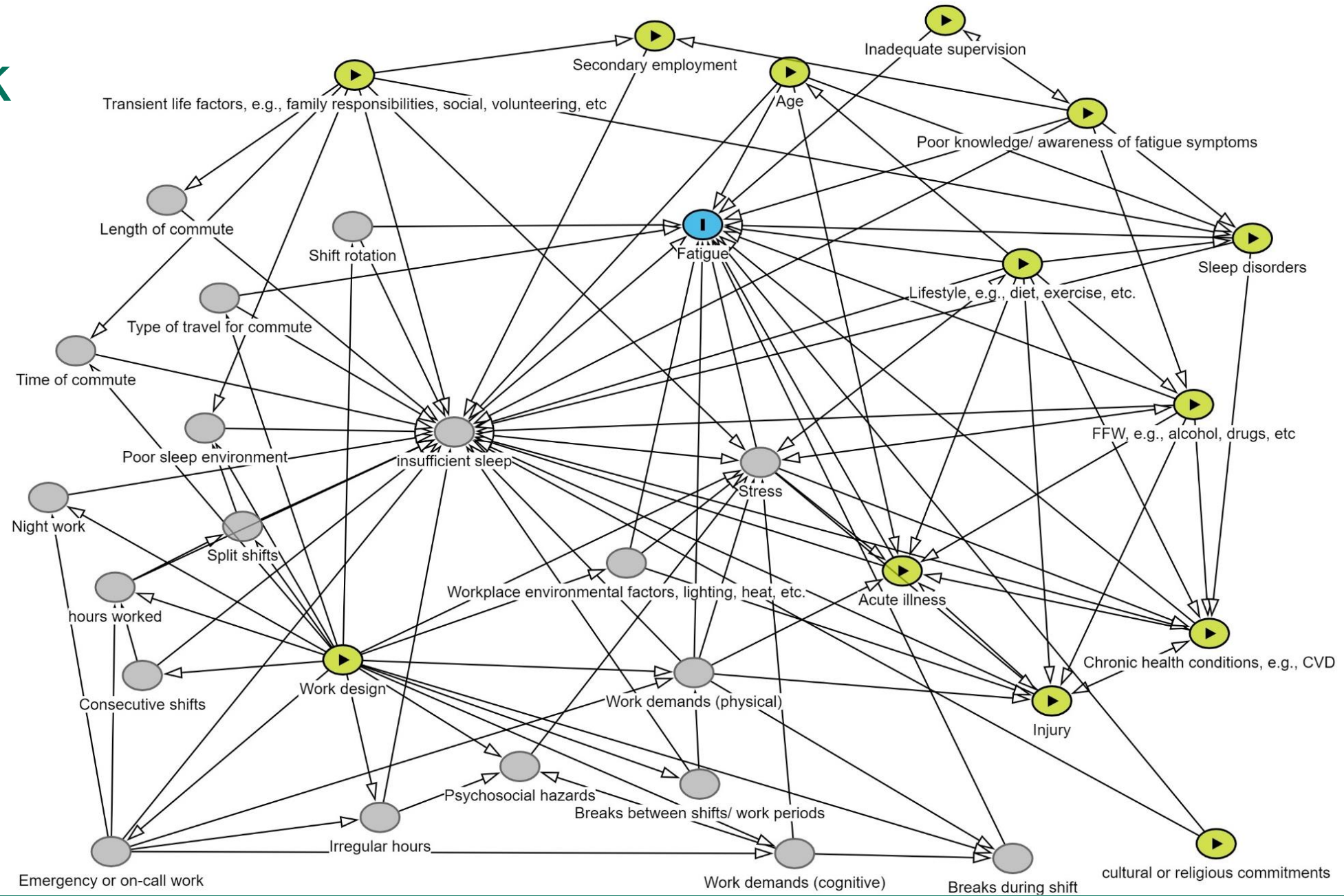
Exposure to  
fatigue risk  
factors

Prevalence  
of fatigue

Approach to  
managing  
risks

Regulatory  
risk  
management

# Fatigue risk factors



# Impacts of fatigue



Reduced attention  
Impaired decision making  
Slower reaction times  
Misinterpreting important signals  
Fail to follow safety protocols  
Increased risk taking



Increased risk of near misses, incidents and fatalities

# Fatigue in the Queensland mining sector: Context and Trends

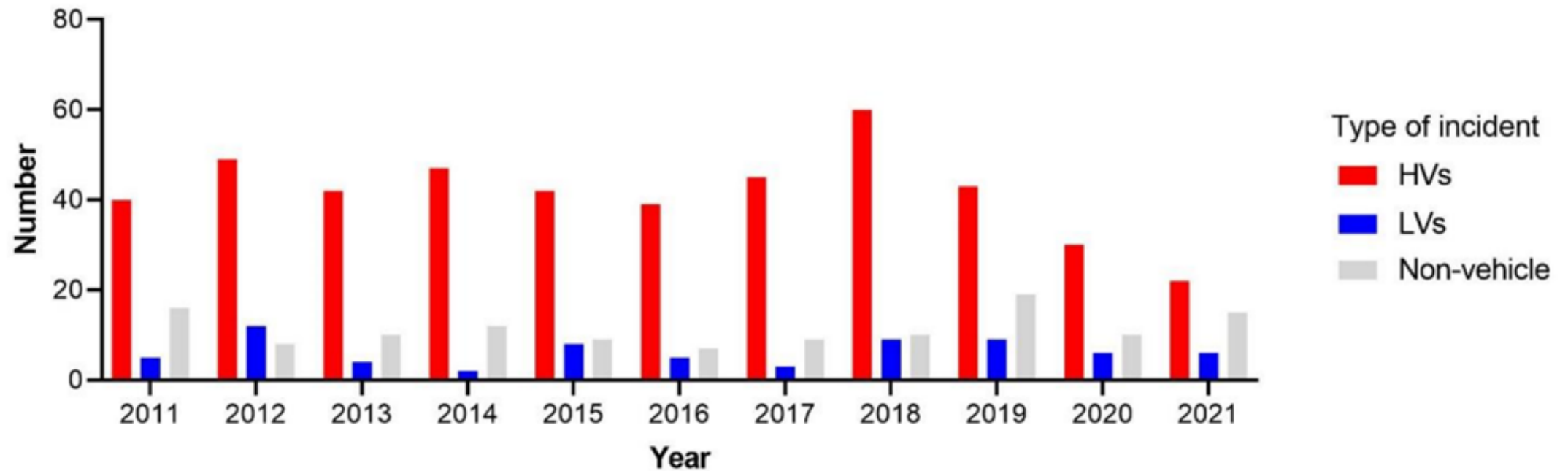
Long shifts, irregular  
hours, demanding  
conditions

Labour  
hire/contractors  
typically work longer,  
more sporadic hours

Failing to recognise  
fatigue's role in  
incidents contribute to  
under-representation

329 HPis reported in  
ten years to 2023  
(coal and MMQ)

# Heavy vehicle (HV), light vehicle (LV) and non-vehicle fatigue-related incidents in Queensland mines



Horberry, T, et al. *Fatigue Management in the Queensland Mining Industry and its relationship with Mental Health*. Brisbane : The University of Queensland, 2022

# Approach to managing fatigue



Requires holistic approach – recognise impact on safety and worker wellbeing



FMP integrated with broader SHMS and align with existing safety procedures



Use data to help identify and control fatigue-related risks  
e.g. time of day incidents occur

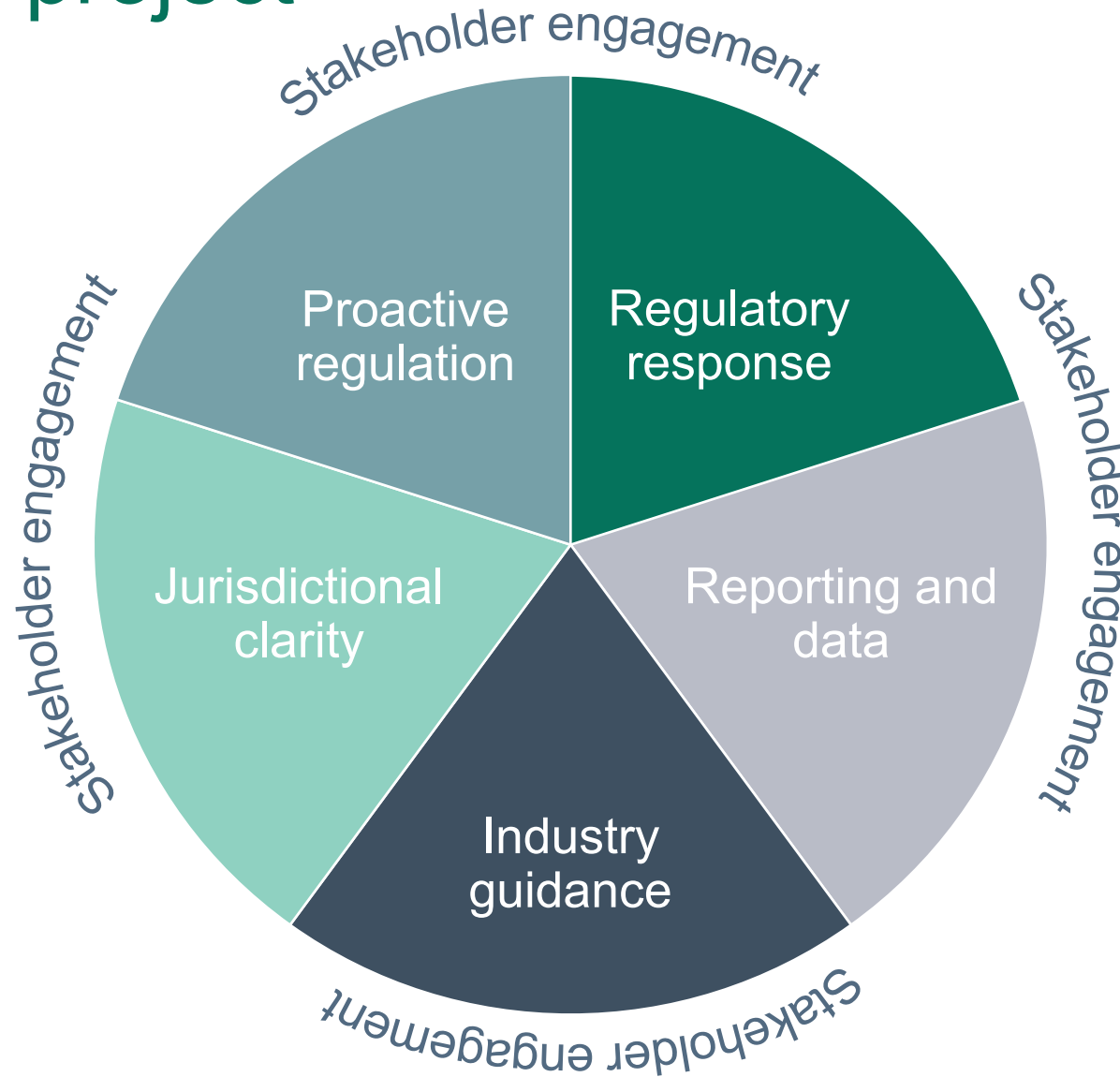
# QGN 16 – Guidance note for fatigue risk management

Provides guidance on how to systematically manage fatigue risks

Includes elements that should be addressed in fatigue management plans



# RSHQ fatigue project





**Thank you**



**Resources  
Safety & Health  
Queensland**

RSHQ Psychosocial Team

1300 581 077

[psychosocial@rshq.qld.gov.au](mailto:psychosocial@rshq.qld.gov.au)