Lead Change Respect

Supporting mentally healthy workplaces

Contractor Psychosocial Education Sessions

JUNE 2024

Introduction

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Meet & greet

Discussion on engagement, respect, confidentiality, and seeking help.

Activities

Duration	Description
10 mins	Introduction
40 mins	Activity 1: Mapping contractor responses
40 mins	Activity 2: Telling positive stories
20 mins	Break
20 mins	Activity 3: Understanding psychosocial risk management
40 mins	Activity 4: Understanding risks of inappropriate behaviours
10 mins	Closing

Support services

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Lifeline
- www.lifeline.org.au
- Phone: 13 11 14

Sexual Assault Resource Centre
SARC 24-hour crisis line
- Phone: 08 6458 1828
  1800 199 888

WA Mental Health Commission
- Email: eoc@eoc.wa.gov.au
- Phone: 1822 198 149

WA Police
- www.police.wa.gov.au
- Phone: 000

WorkCover WA
- www.workcover.wa.gov.au
- Phone: 1300 794 744

Fair Work Commission
- www.fwc.gov.au
- Phone: 1300 799 675

Circle Green Community Legal
- www.communitylegalwa.org.au
- Phone: 08 9221 9322

Equal Opportunity Commission
- www.wa.gov.au/organisation/equal-opportunity-commission
- Phone: 61 8 9216 3900
  1800 198 149

Lodge a complaint
To lodge a complaint with **WorkSafe** in relation to workplace behaviours, please contact **WorkSafe**:

- Call: 1300 307 877
  (during business hours)
- Call: 1800 678 198
  (outside business hours – where urgent)
- Email: wscallcentre@dmirs.wa.gov.au

Activity 1: Mapping responses

Case study

Shaun (24) has been working as a contractor on mine sites for two years. He enjoys the work. He's used to FIFO and feels he can handle his mental and physical health well.

He's into his second month on a new site. The village facilities are good. The food's decent. The work is enjoyable.

He's had a few comments from some in his team about his hairstyle.

> "What's with the gel look?"
> "You look pretty today."

He finds these comments annoying, childish, but tries to laugh them off.

Then came the other comments.

> "Do you have a girlfriend, boyfriend?"
> "You still a virgin?"

He finds these comments intrusive but thinks it's best to ignore them.

Today, he asked for help to carry some equipment.

> "I told you he was a pretty boy!"

That got a big laugh all around.

Shaun spoke to his supervisor. He says he feels the comments are getting out of hand. His supervisor assures him there's no harm meant by any of it, it's just the way they work, best not to make anything of it if he doesn't want to be seen as a troublemaker.

Discuss

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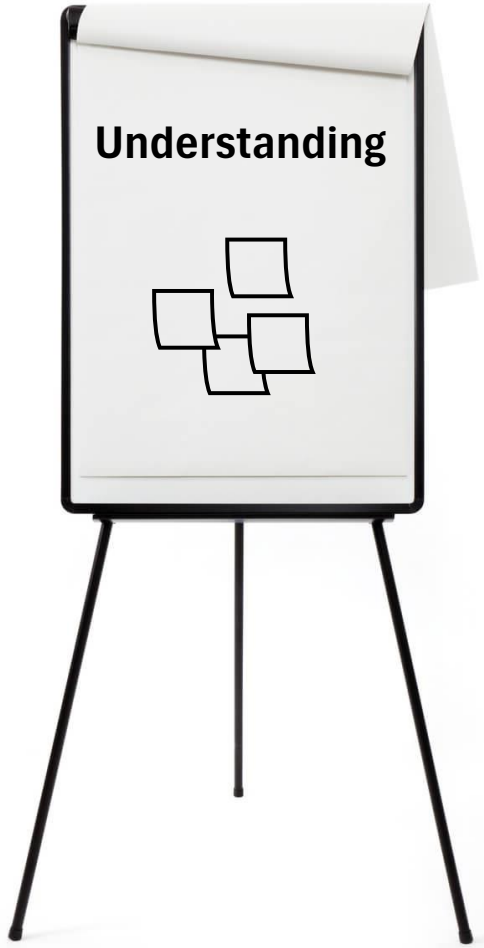
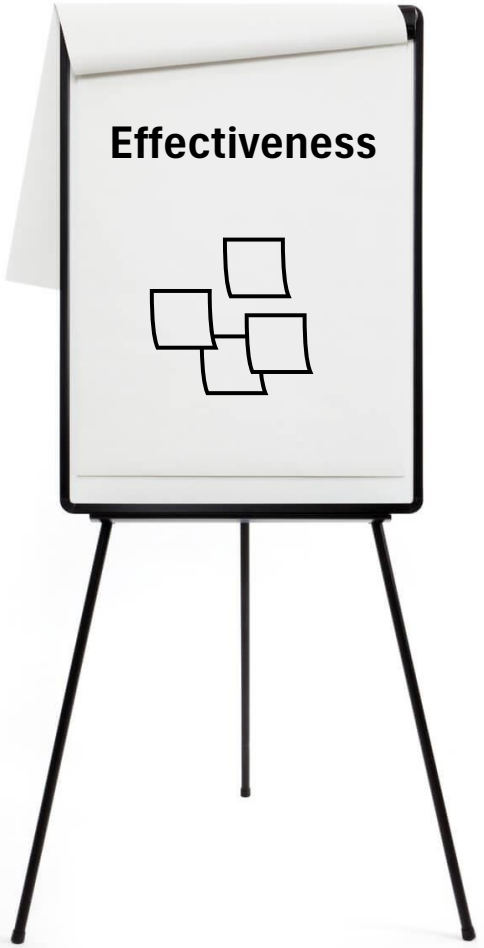
Assess

How well do you understand your company's protocols for managing incidents of inappropriate behaviours? Write down a rounded percentage, e.g., 60%.





In your opinion, how well are contractor companies' protocols for managing incidents of inappropriate behaviours aligned with good practice? Write down a rounded percentage, e.g., 60%.?

Activity 2:
Telling positive stories

Psychosocial hazards

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1	Work demands
2	Inadequate support
3	Lack of role clarity
4	Low recognition and reward
5	Insecure work
6	Remote work
7	Inappropriate and unreasonable behaviour

Discuss

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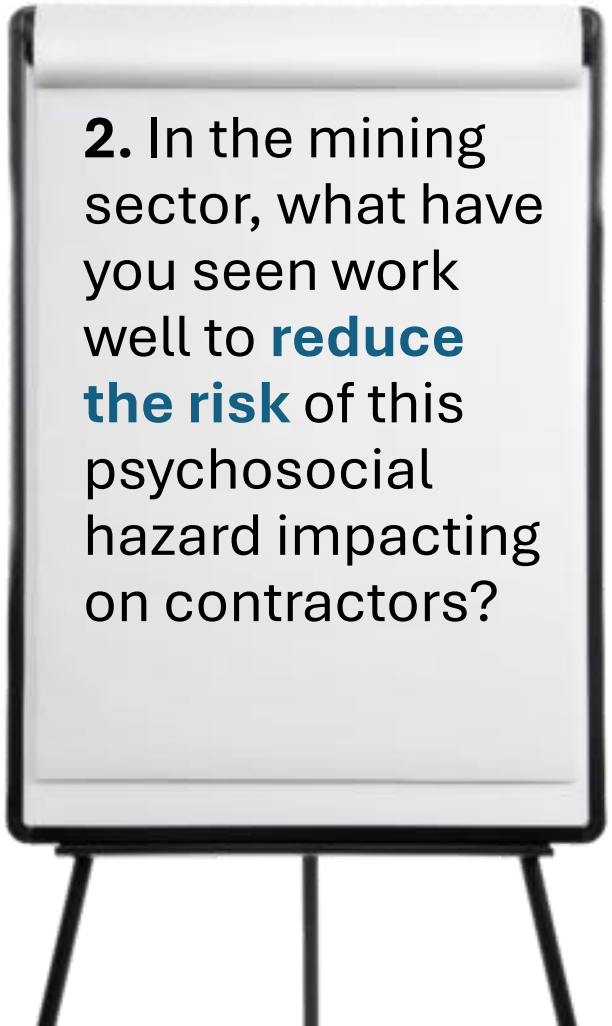
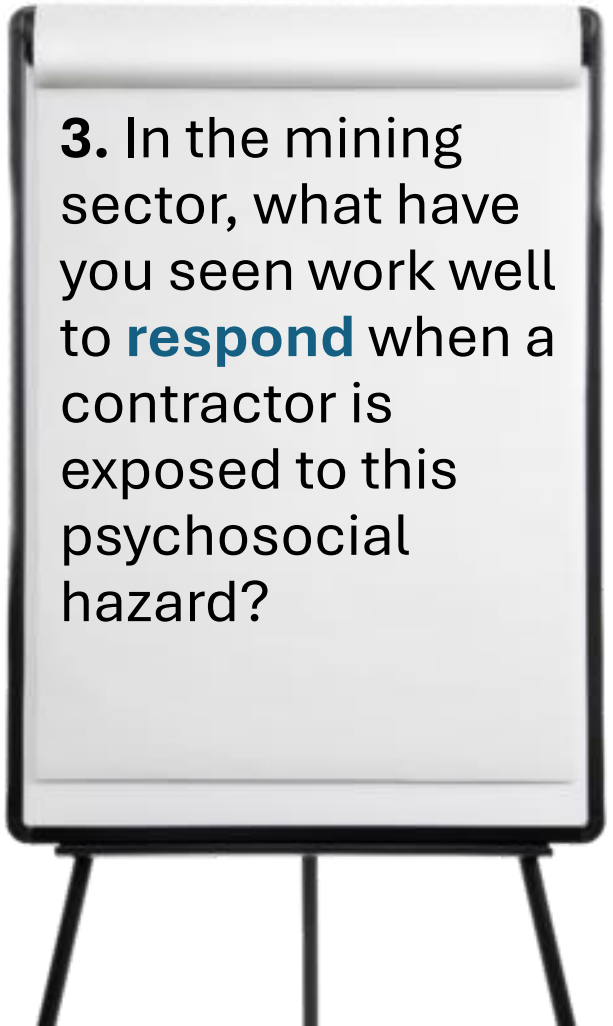
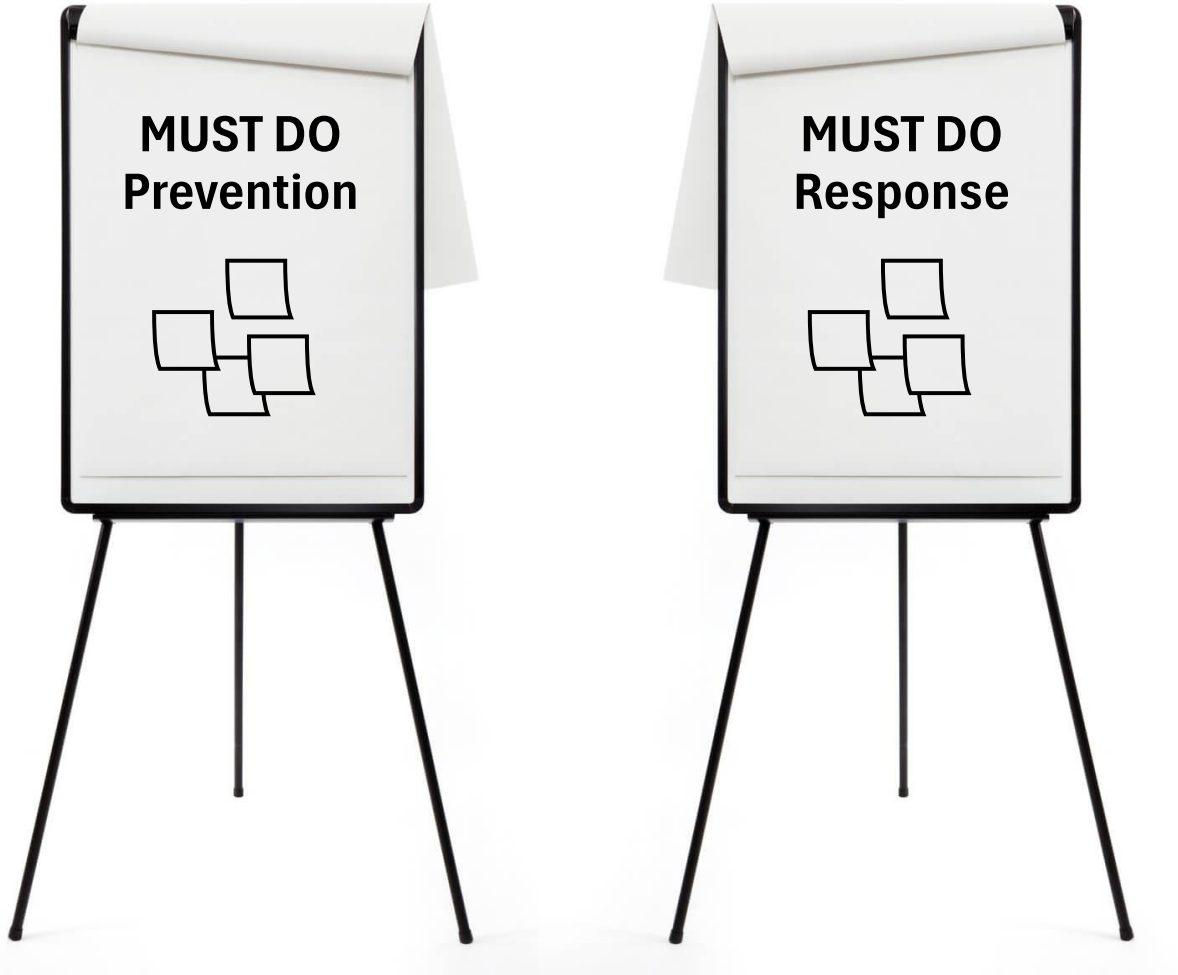




MUST DO prevention and response

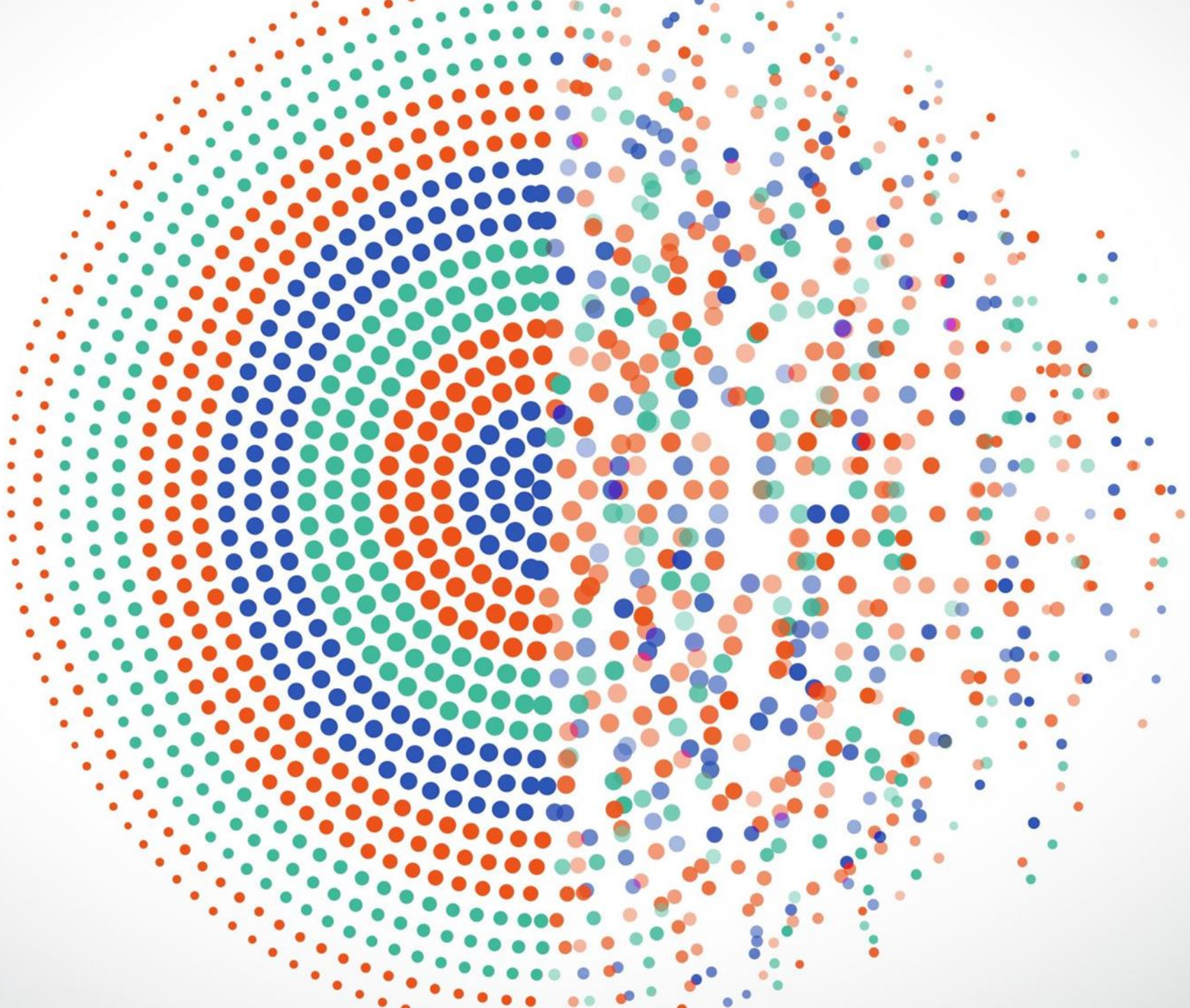
What is the most important thing a mining company can do to **prevent** exposure to psychosocial hazards for its contractors?



What is the most important thing a mining company can do to **respond** after a contractor has been exposed to a psychosocial hazard?

Break

20 minutes



Activity 3: Understanding psychosocial risk management

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Psychosocial risk management

Activity 4: Understanding risks of inappropriate behaviours

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Types of inappropriate behaviours

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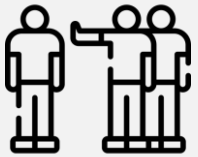
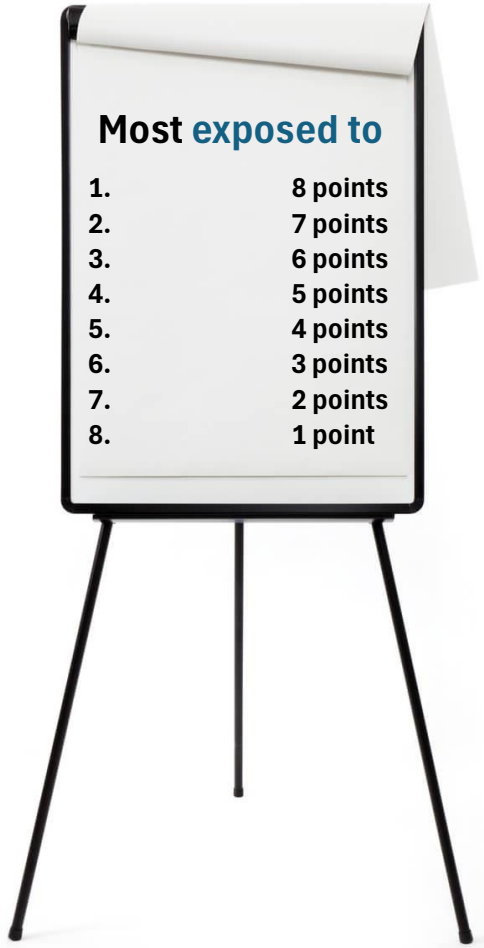
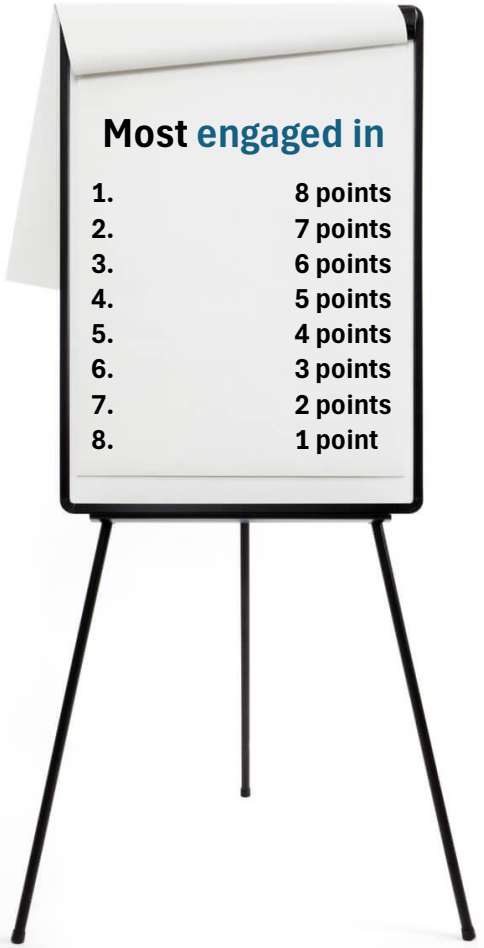
A	Sexual harassment	
B	Verbal harassment	
C	Bullying	
D	Physical violence	

E	Sexual assualt	
F	Racism	
G	Homophobia	
H	Sexism	

Rank from 1 to 8 (1 = most common)

Which of these behaviours are contractors in the mining sector **most exposed to** (i.e., at risk of experiencing)?





Which of these behaviours are contractors in the mining sector **most engaging in** (i.e., contractors are perpetrators)?

Identify practical solutions for top risks

- The risk of contractors in mining **being exposed to** [#1 inappropriate behaviour].

- The risk of contractors in mining **engaging in** [#1 inappropriate behaviour].

Closing

Thank you for participating!

Any questions or comments?

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