



Initiatives

The MARS Program is delivering initiatives to improve the health, safety and wellbeing of workers in the mining industry.



- The logo symbolises a continuous cycle of the three streams of the MARS Program (mental health prevention, culture of respect, and safety in the future mine). The sunburst element consists of rays radiating from a central disc like sunbeams (brightness), suggesting the innovation and growth.

Acknowledgement of Country

The Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) respectfully acknowledges Aboriginal peoples as being the traditional custodians of Western Australia. We acknowledge the enduring connection Aboriginal people continue to share with the land, sea and sky through both their ancestral ties and custodianship to Country. We pay our respect to Elders both past and present, and acknowledge the value brought to our department through the collective contribution of Aboriginal and Torres Strait Islander peoples across Western Australia.

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Mental Awareness, Respect and Safety (MARS) Program

The Western Australian Government announced the establishment of the Mental Awareness, Respect and Safety (MARS) Program in December 2021 to address serious mental health, workplace culture and safety issues in the Western Australian mining industry.

The MARS program is an inter-agency collaboration involving the Department of Energy, Mines, Industry Regulation and Safety (DEMIRS), the Mental Health Commission, the Equal Opportunity Commission and the Department of Communities.

The MARS program consists of three focus areas:

1. Creating mentally healthy workplaces – by managing psychosocial hazards and promoting positive practices at work that support mental health and wellbeing.
2. Building a culture of safety and respect – with safe, gender-equitable, respectful and inclusive workplaces.
3. Preparing for workplace safety in future mining – training the future mining workforce on work health and safety, including psychosocial hazards and controls, and by addressing emerging risks and fostering innovation and research in mining health and safety.



Creating mentally healthy workplaces



Building a culture of safety and respect

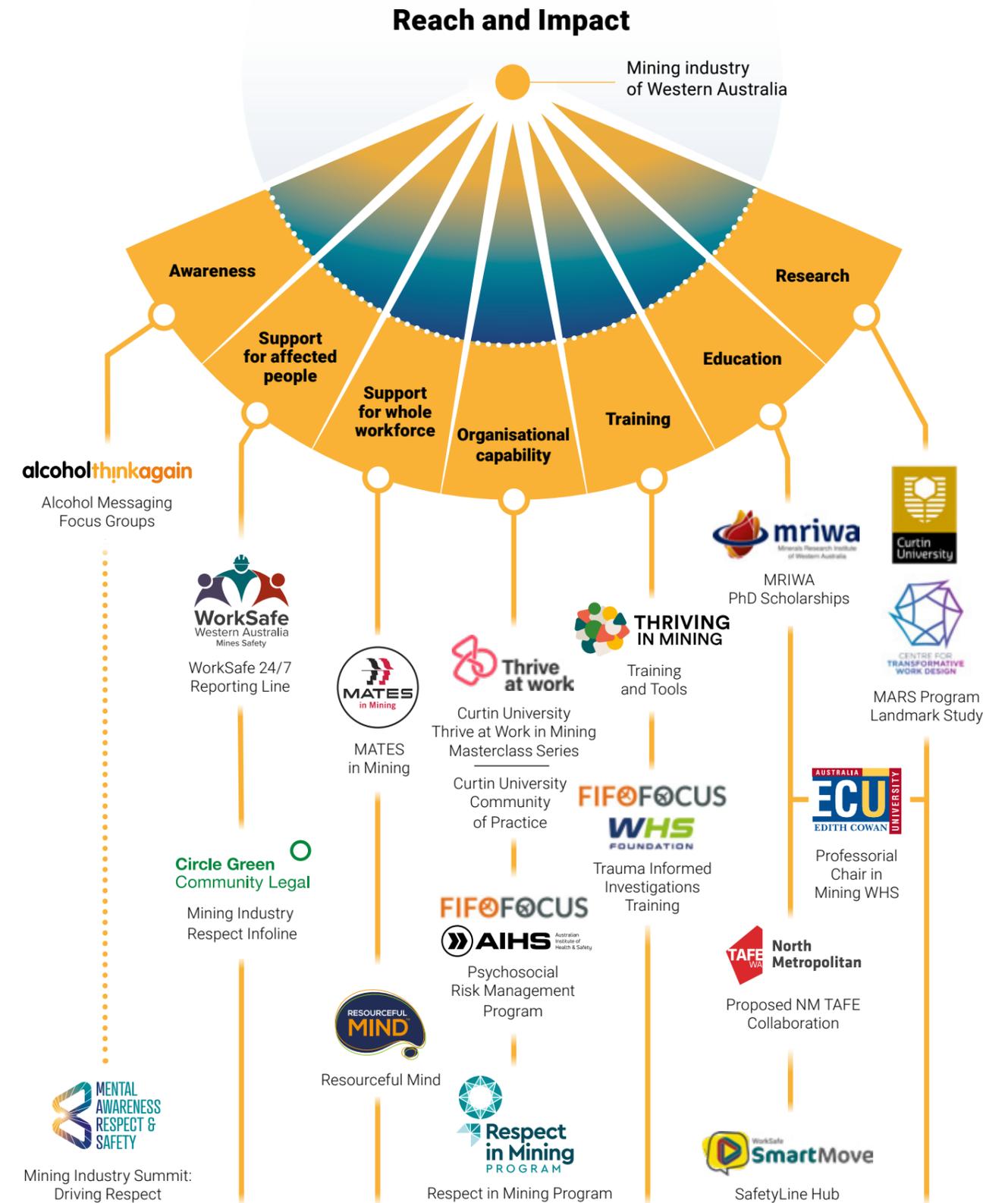


Preparing for workplace safety in future mining

The MARS program will engage and work with the mining industry to help develop positive cultural change across the three focus areas with initiatives that will:

- support affected people;
- support the whole workforce;
- strengthen organisational capability;
- provide training; and
- increase awareness of issues and research.

MARS Program Overview



Initiatives Awareness



alcoholthinkagain

Mining Industry Summit: Driving Respect

Held in August 2023, the Summit aimed to educate, inspire and empower leaders to drive respect and take meaningful action towards preventing and responding to sexual harassment.

Alcohol Messaging Focus Groups

Focus groups for high-risk drinkers campaign:

- testing messaging of existing *Alcohol.Think Again* public education campaign to assess resonance with mining audience and related investment in targeted scheduling.

Contact: MARSProgram@dmirs.wa.gov.au

Initiatives Support for affected people



WorkSafe 24/7 Reporting Line

Campaign to raise awareness that WorkSafe's 24/7 reporting line is available to report workplace sexual harassment, focusing on:

- Individuals
- Bystanders
- Persons conducting a business or undertaking (PCBUs).

Mining Industry Respect Infoline (Circle Green)

Information, social support and referrals for people in the mining industry affected by:

- sexual harassment
- sex-based harassment
- sex discrimination.

The service is open for people targeted, as well as bystanders and whistleblowers.

Contact: MARSProgram@dmirs.wa.gov.au

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Support for the whole workforce



MATES in Mining

MATES is a World Health Organisation recognised best practice suicide prevention and mental health peer support program for industry. MATES focus on site training and education to empower your people to manage mental health and suicide within the workforce. MATES also provides individual Case Management support and a 24/7 helpline at no cost to the employer.

Resourceful Mind

Resourceful Mind is a program for the resources sector that trains people to become peer supporters known as "Mindors".

The program's purpose is to reduce stigma, encourage people to seek help and support before they reach crisis point, and to create accessible pathways for them to do so.

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Organisational capability



Thrive at Work in Mining Masterclass Series

Masterclass series for senior leaders in:

- human resources
- workforce strategy
- work safety
- well-being related functions in mining
- compilation of three (3) case studies
- capstone event at conclusion of series.

Participants are guided through the Thrive at Work Framework to unpack how mining workplaces can support all employees to get well, stay well and be the best they can be.

Future of Work Institute (FOWI) Community of Practice

Following from Phase 1 Masterclass series for senior leaders, the FOWI Community of Practice is building capability of mining workplaces to prevent harm and protect against psychological risks.

- Evidence-based Thrive at Work Framework
- Apply toolkits from Phase 1
- Engage Phase 2 cohort in Community of Practice.

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Organisational capability continued**Psychosocial risk management program**

Subsidised course delivered by FIFO Focus/AIHS to:

- understand legislation
- develop skills to identify hazards, conduct appropriate risk assessments, and establish different levels of controls to minimise psychosocial harm.

Respect in Mining Program

Built upon Respectful Relationships principles, and customised to the WA mining industry, it will give organisation leaders the skills to build workers' relationships that are characterised by non-violence, equality and mutual respect. It will increase awareness and knowledge of the:

- gendered drivers of violence
- impact of gender inequality on women's safety and economic security
- impact of gendered division in leadership and decision making.

Organisations are provided with a set of tools, resources and supporting implementation guide to assist them to embed gender equality policies to benefit all employees.

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Training**Thriving in Mining training and tools**

A series of online and face-to-face training modules aiming to build more respectful workplace cultures and support for mental health and wellbeing. Accessible information for everyone within the mining industry (frontline workers to senior management):

- Key concepts of mental health and wellbeing
- Psychological safety
- Respect
- Alcohol and other drugs.

Trauma Informed Investigations Training

Delivery of subsidised courses.

To equip participants to respond to and/or conduct trauma-informed sexual harassment investigations that protect the rights of both individuals and organisations, and comply with best practice approaches.

Contact: MARSProgram@dmirs.wa.gov.au

Initiatives Education



Professorial Chair in Mining WHS

Established Professorial Chair in Mining WHS to provide:

- leadership and vision in mining WHS
- mining WHS education for future leaders of the industry
- drive research in critical mining WHS areas.

Minerals Research Institute of WA (MRIWA) – MARS Collaboration Scholarship

- Funding for up to four competitive scholarships, to be awarded to exceptional Western Australian PhD student candidates, pursuing postgraduate research relevant to MARS Program focus areas, at a Western Australian university.

Contact: MARSProgram@dmirs.wa.gov.au

Initiatives Education continued



Proposed NM TAFE collaboration

Collaboration to:

- introduce WHS safety training, including psychosocial health, into mining related courses for entry level workers and managers
- develop resources and tools to support mental health and wellbeing of future mining workers.

SafetyLine Hub

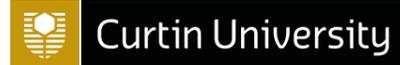
SafetyLine Institute upgrades to:

- develop 'SmartMove Mining', a custom training package for high school leavers
- deliver guidance and resources to young and new workers on mining WHS and support their mental health and wellbeing.

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Initiatives

Research



The Landmark Study

The State Government has engaged the Centre for Transformative Work Design (CTWD) at Curtin University to design and implement a research and evaluation project on mental health, sexual harassment, emerging mine safety issues and related workplace initiatives to improve mental health, wellbeing, culture and respect in the mining industry.

The Landmark Study provides a collection of baseline data on workers' experiences in the industry, with a follow-up data collection after two years to evaluate the success of workplace initiatives intended to improve mental health, wellbeing, culture and respect in the mining industry.

Preliminary Report 1: Towards a healthy and safe workforce in the mining industry: A review and mapping of current practice

This report provides an assessment of employee well-being in the mining sector and develops an innovative approach to construct measures of employers' prioritisation of three dimensions of well-being: mental health and well-being, physical health and safety, and workplace culture that protects against sexual harassment.

Preliminary Report 2A: The Landmark Study: A review and synthesis of the literature

This literature review report provides an overview and synthesis of the current literature concerning the three focus areas. Findings from this report will guide the further investigation of these focus areas.

Preliminary Report 2B: Landmark Study: Workplace policy and practice survey

This report establishes a baseline of current practices and experiences, through a workplace policy and practice survey. The survey asked more than 100 human resources and related experts about the current initiatives engaged in by their companies.

Landmark Study Report: Insights from the Worker Survey and Interviews

This report establishes a baseline of current practices and experiences, through:

- an employee survey that assesses employees' experiences in regard to the three focus areas
- employee interviews to understand the lived experiences of employees in relation to the three focus areas.

Preliminary Report 3

This report will provide the findings from a follow-up data collection effort. The success of the initiatives implemented after the baseline data collection will be evaluated in this report. This report is expected to be released early 2026.

Final Report 4: Final report

The fourth and final report will synthesise the findings and report on efforts across the four years, including but not limited to data collection efforts to track the trajectories and changes in the three focus areas over time, and will include recommendations. This report is expected to be released second quarter 2026.

Two surveys were used to inform the Landmark Study Report: Insights from the Worker Survey and Interviews.

1. The workplace policy and practices survey that assessed the initiatives that mining companies engage in to support employee well-being. This survey closed 4 November 2022.
2. An employee survey that assesses employees' experiences in regard to the three focus areas. This survey took place in March 2023.

The findings of the Landmark Study may inform industry and will help guide future funding decisions for the MARS Program.

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More information

See Mental Awareness, Respect and Safety (MARS) Program (www.wa.gov.au) for more information on the MARS Program.





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Mental Awareness, Respect and Safety (MARS) Program
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