



Mental Awareness, Respect and Safety (MARS) Program

# **Strategic Plan 2023–26**

## Summary

## Vision

Safe and respectful Western Australian mining workplaces supporting all workers' wellbeing.

## Mission

To drive transformative cultural change throughout Western Australia's mining industry by enhancing the mental health, safety, and overall wellbeing of its workforce.

## About the MARS Program

The MARS Program aims to improve mental health awareness by increasing understanding of mental health challenges within the mining sector. It promotes respect by fostering a culture of psychological safety that prevents behaviours such as bullying, harassment, and discrimination. The program enhances overall safety by addressing both physical and psychological hazards, ensuring the well-being of workers. Key components include research to identify workforce challenges, providing tools and training to support respectful workplaces, and collaboration with all stakeholders to establish safe and sustainable work practices for mining in the future.

The program is an interagency partnership between the Department of Energy, Mines, Industry Regulation and Safety (DEMIRS), the Mental Health Commission, the Department of Communities, and the Equal Opportunity Commission.

DEMIRS leads the overall implementation and coordination of the MARS Program, which is funded through the Mine Safety Inspection Levy.

The program partners provide subject matter expertise and support in their respective fields of mental health, community services, and equal opportunity.

The MARS Program is supported by a wide range of stakeholders, including government agencies, researchers, service providers, mining companies, contractors, industry regulators, and the general community. Regular stakeholder engagement is a key part of the program's governance structure, ensuring that the initiatives remain responsive to the evolving needs of the mining industry workforce.

Tracking of the MARS Program performance and impact is being established and will be used for ongoing MARS Program review and update.

## MARS Program Key Stakeholders



## Purpose

To develop and maintain a collaborative and coordinated interagency program that brings together industry, government, researchers, and service providers to continually improve mental health, safety, and wellbeing in all mining workplaces by addressing the following key focus areas:



Creating workplaces that support mental health and wellbeing.






Building a culture of safety and respect.



Preparing for workplace safety in future mining.

# Goals, Objectives and Outcomes

Goal	Objectives	Outcomes
 <p><b>1. Create workplaces that support mental health and wellbeing</b></p>	<ul style="list-style-type: none"> <li>Develop and implement evidence-based mental health and wellbeing programs and initiatives that effectively manage psychosocial hazards and promote positive mental health and wellbeing practices.</li> </ul>	<ul style="list-style-type: none"> <li>Active engagement with MARS Program initiatives by mining workers.</li> <li>Appropriate range and number of accessible service providers.</li> <li>Improved development and delivery of the various initiatives through enhanced stakeholder consultation and communication.</li> <li>Increased awareness and understanding of mental health and wellbeing issues, including where to go for help and related help-seeking behaviour.</li> <li>Reduced workplace stigma and discrimination relating to mental health.</li> <li>Increased capability of employers in the mining industry to create mentally healthy workplaces, including supportive workplace environments that increase social connectedness and inclusion.</li> <li>Improved safety, health and wellbeing outcomes for workers in the mining industry.</li> </ul>
 <p><b>2. Build a culture of safety and respect</b></p>	<ul style="list-style-type: none"> <li>Promote a culture of safe, equitable, respectful, and inclusive mining workplaces throughout the sector by 2024.</li> </ul>	<ul style="list-style-type: none"> <li>Improved survey results of mental health, safety and wellbeing for everyone working throughout the WA mining industry.</li> <li>Diverse workforce throughout all levels of mining organisations.</li> <li>Increased capability of employers in the mining industry to create a safe, harassment free and inclusive workplace culture of trust and respect.</li> <li>Increased awareness and understanding of the latest Work Health and Safety laws and implementation of best health and safety practices into the mining industry.</li> </ul>
 <p><b>3. Prepare for workplace safety in future mining</b></p>	<ul style="list-style-type: none"> <li>Identify and address emerging safety and wellbeing challenges in the mining industry by 2025.</li> </ul>	<ul style="list-style-type: none"> <li>A sufficiently skilled and supervised workforce to meet future safety needs.</li> <li>Available training and resources to support mining companies in adapting to the changing nature of work.</li> <li>Support for a changing work environment, including the opportunity to use technology to increase mine safety.</li> </ul>



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