

Fact sheet

Control plan – health control plan – psychosocial harm

November 2024

The Resources Regulator has developed a broadbrush risk assessment and a program of bowties to review principal hazard and control plan topics.

The bowtie program identified the material unwanted events (MUE) and critical controls to prevent serious injury or death of mine workers.

The bowtie for the control plan topic of health control plan identified 3 MUEs and the critical controls for assessment programs. This fact sheet relates to the assessment program focussing on the MUE – exposure to psychosocial harm.

Control plan – health control plan

MUE – exposure to psychosocial harm

MUE critical controls

The Regulator's assessment program will focus on the following critical controls to prevent exposure to psychosocial harm:

- support (pre-psychosocial harm)
- work design
- worker control over how work is completed
- plant and workplaces design
- workplace interaction and behaviours
- support (post-psychosocial harm)
- procedural justice (fairness and equity)

Considerations

Mine operators should consider the MUE above as a minimum and ensure the review of critical controls to prevent exposure to psychosocial harm in the workplace is included within the site control plans and associated documentation.

Other relevant guidance information including reports published by the Regulator:

Fact sheet – control plan – health control plan – psychosocial harm

DATE PUBLISHED	REFERENCE	TITLE
Updated 2024	Regulator website	<u>Psychosocial hazards</u>
September 2024	Fact sheet	<u>Fact sheet: Workplace bullying</u>
August 2024	Compliance priority report	<u>Compliance priority report: Psychosocial awareness – small mines January 2024 to June 2024</u>
August 2024	Fact sheet	<u>Fact sheet: Investigating psychosocial hazards</u>
July 2024	Fact sheet	<u>Fact sheet: Dealing with psychosocial hazards in the workplace</u>
July 2024	Fact sheet	<u>Fact sheet: Sharing medical information</u>
February 2024	Presentation	<u>Small Mines Roadshow 2024: Psychosocial hazards</u>
2024	Brochure	<u>Psychosocial hazards in the workplace</u>
October 2023	Fact sheet	<u>Fact sheet: Sexual harassment</u>
August 2023	Compliance priority report	<u>Compliance priority report: Psychosocial risks – coal mines January 2023 to May 2023</u>
August 2023	Compliance priority report	<u>Compliance priority report: Psychosocial risks – metalliferous and extractives mines and petroleum sites January 2023 to May 2023</u>

References

Program type	CP-1402
Control plan	Health control plan – exposure to psychosocial harm
MUE number	MUE02

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