



What Is Health Management at Mount Isa Mines?

Health Management is an overarching program that focuses on both workplace and domestic exposures and conditions and includes:

- ◆ Self assessment, ie monitoring for heat illness, effects of injuries or illness and personal well being.
- ◆ Working in heat and heat exposure management including acclimatisation.
- ◆ Safe for work strategies, including substance use or abuse, fatigue and employee assistance programs (EAP).
- ◆ Lead in blood monitoring, both occupational and community exposure.
- ◆ Hygiene monitoring, including personal and fixed sampling, biological monitoring and exposure mapping.
- ◆ Health awareness sessions, ie Diabetes, Hearing, Skin Cancer, Heart Week, Blood Lead, Fatigue, Substance Abuse, etc and
- ◆ **Health Assessments**



Why Do We Need Health Assessments

- ◆ To ensure employees are not put at risk by being placed in a role or environment for which they are not medically fit.
- ◆ To ensure employees are not at risk in the performance of their current role.
- ◆ To meet legislative requirements.
- ◆ To provide employees with a regular monitoring program of their own health and well being.
- ◆ To assist employees in identifying underlying medical conditions or risks and provide support with managing or resolving them.
- ◆ Health & Safety Management Standard STD 1000 ensures health assessments are conducted and managed in a consistent manner.



Health Assessments - Shared Obligations

- ◆ The legislation requires workers to conduct regular self assessments to ensure they are in a fit condition to carry out their duties without creating an unacceptable level of risk.
- ◆ The SSE must ensure each worker at a mine is assessed to decide if the worker's fitness level is adequate to enable the worker to carry out work at the mine without creating an unacceptable level of risk.
- ◆ The SSE must ensure the physical and medical condition of each worker at the mine is assessed to check, as far as reasonably practicable, for any condition that may impair the worker's ability to tolerate the hazard without harming the worker or the worker's future offspring.

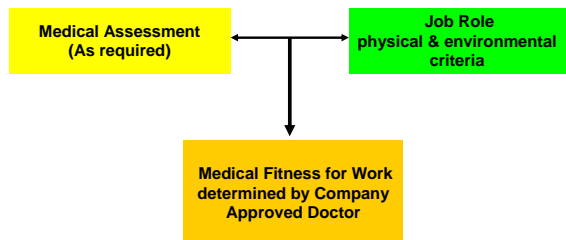


When Will Health Assessments Be Conducted?

- ◆ Pre-employment
- ◆ Periodic - once every four years, more frequently for high risk roles
- ◆ Transfer
 - major change in job role, eg, office worker to plant operator
 - major change in work environment, eg, surface to underground,
 - to a high heat area (eg, smelter, Enterprise Mine), non-lead risk
 - to lead risk area
 - as determined by Dept Manager to ensure employee fit for new role
- ◆ On request - by Superintendent or Manager where an employee is observed or suspected of suffering from the effects of an injury, illness or condition that may place them or others at risk
- ◆ Termination/Exit



How Will My Medical Fitness Be Determined?



What If I'm Not Fit To Perform My Current Role?

- ◆ Department Manager will review options, which may include:
 - reducing duties performed to minimise risks in the role whilst undertaking a program of treatment, subject to satisfactory progress; or
 - placing in an alternate role within Dept or elsewhere on the lease (job swap or vacancy) subject to being fit to perform the role and taking into consideration the training, skills and experience of the employee.
 - employees will be paid at the rate appropriate for the grade and roster of the alternate role.
 - employees will be returned to their normal role when assessed by the Company Doctor as fit to do so.



What If My Manager Can't Find An Alternate Role?

- ◆ A panel chaired by the Area General Manager will review all options, which may include:
 - all the options available to the Department Manager
 - requiring employees to take leave until assessed by the Company Doctor as medically fit to return to their normal or an alternate role.
 - When an employee is required to take leave, the panel will establish a management plan appropriate to the employee's condition to ensure the employee's situation is reviewed.
- ◆ If, after appropriate treatment or attendance at necessary programs, an employee is unable to meet the required physical requirements, or where medical advice indicates that the employee will not return to an acceptable level of fitness, the employee's continued employment will be reviewed.



What Help Can I Get?

- ◆ For some conditions, the Company will provide reasonable support to employees to participate in programs designed to help them attain the required level of fitness, eg, enrolment fees for weight loss programs.
- ◆ Support will only be provided for the first instance of a problem, eg, overweight, but not for recurrences of the same problem.
- ◆ The Company may provide reasonable training to enable an employee to take up an alternate role.
- ◆ The EAP provider can provide advice on stress management, relaxation techniques, or other relevant counselling that may assist.



What Services Does The Medical Centre Provide?

- ◆ Services include:
 - Treatment of workplace injuries and illness
 - Review of domestic (non-work related) injuries and illnesses
 - Pre-employment, Periodical, Transfer and Exit Health Assessments
 - Immunisation Programs
 - Blood Lead Testing
 - Pre-employment drug and alcohol testing
 - Injury Management and Rehabilitation Case Management
 - Health Promotion and Education



QUEENSLAND MINING INDUSTRY Health & Safety CONFERENCE 2003

Accepting the Challenge

12.30-1.30pm **Lunch**

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