

Queensland Operations – Health and Wellbeing program Evolution Mining

The Problem:

Evolution Mining has three Queensland operations. The Cracow and Mt Carlton operations have onsite camps and Mt Rawdon has residential accommodation which is in a small rural town with limited health care facilities. For the onsite camp workers there is limited access to health care and dependant on rosters potential limitations on seeing a doctor when on break. This also applied for the Mt Rawdon site where the closest doctor is 70 kms away. Evolution has a male dominated work force. Compared to women, men visit the doctor less frequently, have shorter visits and often only attend when their illness is in its later stages.

According to 2008 data from the Australian Bureau of Statistics, men outnumber women in many causes of deaths. For example:

- Suicide – 78 per cent of deaths are male
- Trachea and lung cancers – 63 per cent of deaths are male
- Blood and lymph cancers (including leukaemia) – 57 per cent of deaths are male
- Chronic lower respiratory diseases – 54 per cent of deaths are male
- Colon and rectum cancers – 54 per cent of deaths are male
- Ischaemic heart disease – 53 per cent of deaths are male.

The Solution:

In 2013 a comprehensive Health and Wellbeing program was implemented at the 3 Queensland operations and this initiative is in place and ongoing at all Evolution sites. This submission will focus on the Queensland operations. The Pajingo site in Queensland was sold during 2016 and has not been included in the submission.

Site OHS Managers were engaged and an external partner was identified to deliver a Health and Wellbeing program. An Exercise Physiologist was allocated to each site and spends several days onsite providing a range of health initiatives. The Exercise Physiologist reports to the site OHS Manager who has oversight and input into the program roll out at their site.

The initiatives include –

- Health promotion activities
- One on one confidential health assessments
- Annual company-wide health challenge
- Injury management and advice

Evolution also provides -

- Employee Assistance program
- Flu vaccinations
- Skin checks
- Gym facilities

The Health and Wellbeing program is heavily promoted at the site level and employees and contractors can participate in the program on a voluntary basis.

Health Promotion activities

Monthly health promotion themes are generated for Evolution and material is delivered at each site via prestart meetings. Promotional posters are displayed across the sites and the exercise physiologist visits work areas daily, when onsite, to engage with the workforce. Examples of the health topics in 2016 included heart health, colds and flu, diabetes, hydration, anxiety, depression and stress. The monthly health topics provide a prompt for some individuals to have an individual assessment.

One on one confidential health assessments

Individual health assessments can focus on health promotion initiatives or be for any health issue an individual may need help with. Subsequent sessions can be attended for further advice, follow up and coaching. In some instances an individual may be referred to their local GP or EAP services for follow up. Health checks can include blood glucose levels, cholesterol levels, blood pressure, waist and weight measurements.

Annual company-wide health challenge

Each year Evolution coordinates a company-wide health challenge which is underpinned by the company's Balanced Business Plan - Employee participation in company Health program. In 2016 the Gutless club was a voluntary 8 week weight loss initiative with a target for each operating site to lose 200 kgs. On site OHS teams coordinated and promoted the challenge with our onsite exercise physiologists conducting measurements and coaching. With a focus on participation prizes were randomly issued throughout the challenge which was well received by the workforce. The site and individual with the greatest weight loss and the individual with the greatest percentage weight loss were given awards. In 2014 we had the lose a tonne challenge and in 2015 the 100,000km challenge.

Injury management and advice

The onsite health care provider provides the opportunity for early injury management treatment whether it is a work related or personal injury.

As part of the comprehensive Health and Wellbeing program Evolution also provides staff with access to -

Employee Assistance Program

The employee assistance program is available to all staff and their immediate families. Information on the service and the contact number is provided during inductions. Posters with the contact number are displayed throughout work areas and the service is regularly promoted at prestart meetings. Along with self-referral, at times individuals are referred to the service by their supervisor.

Flu vaccinations

The annual flu vaccination is offered free of charge to all employees / contractors with a doctor coming to site to administer vaccinations.

Skin Checks

Skin checks are offered free of charge to employees every two years.

Gym facilities

The 2 camp operations in Queensland have onsite gyms available to all staff and contractors. Organised group exercise activity are also organised at these sites including basketball, touch football, futsal, cricket and tennis. Mt Rawdon staff have access to council installed gym equipment in Mt Perry in the local park.

Benefits/Effects:

With the Health and Wellbeing program being in place since 2013 we have comprehensive year on year statistics showing an improvement in the overall health of our work force.

Health Promotion activities

The Health and Wellbeing program is voluntary however all staff are exposed to the program through the health promotion presentations at prestart meetings. The monthly health topics provide a prompt for individuals to voluntarily sign up to the program. Dependant on the topic surveys and screening tests are offered and conducted with one on one assessment for those that require further assessment and coaching.

May 2016 - Heart health

255 people tested for cholesterol readings
166 health heart surveys completed
Out of 373 consults 78 were monthly theme related

July 2016 – Diabetes theme

Diabetes survey completed - 294
Glucose level tests completed – 308
Out of 515 consults 203 were monthly theme related

October 2016 - Mental Health

164 Depression, Anxiety and Stress scale (DASS2) surveys completed
Out of 352 consults 45 were monthly theme related

December 2016 – Hydration theme

Hydration surveys completed – 228
Out of 341 consults 58 were monthly theme related

Number of participants signed up to the 2016 Health and Wellbeing program -

Site	Active Participants
Cracow	261
Mt Carlton	266
Mt Rawdon	406

One on one confidential health assessments

The one on one consults have covered the following areas of concern in 2016 - weight management, proactive injury management, mental health issues / stress / anxiety and depression, blood pressure, nutrition, ceasing smoking, blood glucose controls and alcohol consumption.

Number of one-on-one consultations in 2016-

Site	Number
Cracow	1718
Mt Carlton	1197
Mt Rawdon	1438

The following improvements were seen –

- 29.9 % reduction in participants in BP category of stage 1/2 hypertension (49 less people)
- 55.2% reduction in participants in high risk cholesterol (32 less people)
- 42.9% reduction in participants in the high risk blood glucose range (28 less people)
- 64% reduction in participants in the very high blood glucose range (20 less people)
- 43 people no longer rated in the BMI classification as obese and 12 less in the morbidly obese ranges
- Year on year reduction in average weight of workforce
- 27 people who scored in the dangerous levels (14 and above score) of sleep debt using the Epworth sleepiness scale no longer scoring in that range

Annual company-wide health challenge

The 2016 Gutless challenge had a target of 200kg weight loss per operating site. The 3 Queensland sites lost a combined total of 667kgs. The Cracow site scooped the individual awards with one individual losing an impressive 13.2kgs and another Cracow individual losing 12.8% of his body weight. Previous successful Evolution challenges included the Lose a Tonne challenge in 2014 (1,155kgs lost) and the 100,000km steps challenge in 2015 (142,384 kms covered).

Injury management and advice

In 2016, 289 individuals consulted with “sore” or restricted musculoskeletal issues with only one of these progressing to a compensable injury/LTI.

Employee Assistance Program

Contact with the EAP service is confidential.

In 2016 Evolution arranged for counsellors to attend a Queensland site following a community incident. Counsellors are deployed to site on an as needs basis.

Flu vaccinations

In 2016, 176 flu vaccinations were administered free of charge to employees.

Skin checks

In 2016, skin checks were conducted by a doctor at one site. Five individuals were referred for follow-up.

Transferability:

The Health and Wellbeing program is transferable to other companies and could be modified to suit a company’s requirements and budget.

Approximate Cost

Based on the participation rate the cost per person equates to \$348. The overall cost for 2016 for the 3 Queensland operations was \$325,000.



Fatigue presentation to work crew



Blood pressure check during a health consultation