

QRC Member case study – Arrow Energy

Crafting Comprehensive Guidelines for Enhancing Psychological Well-being and Safety at Camps (Arrow Energy).

Summary:

In response to ensuring the safety of individuals in camps, the Safer Together Health Working Group is actively developing a comprehensive Camp Welfare Guideline. Stemming from the Western Australia (WA) inquiry and Queensland Code of Practice, this initiative recognises the universal relevance of addressing psychosocial hazards. These hazards include remote and isolated work challenges, environmental conditions and detrimental behaviours like bullying, harassment and sexual harassment.

The Safer Together Health Working Group acknowledges the necessity for a unified strategy in safeguarding the well-being of camp residents across diverse Australian locations. By concentrating on psychosocial hazards that extend beyond regional boundaries, including challenges of remote work and harmful behaviours, the guideline seeks to establish an effective framework for addressing the varied needs of all jurisdictions and camp settings.

This proactive and inclusive approach aligns with the working group's intention of developing a universally applicable guideline. This commitment reflects the working group's dedication to fostering a safer and more supportive working environment for individuals across various camp locations in Australia.

Issues:

Alignment with Best Practice

The WA inquiry outcomes and the Queensland Code of Practice implementation prompted industries, notably the CSG sector, to realign with governmental expectations. This regulatory shift intensified the need for a reassessment of approaches to psychosocial safety in relation to the work environment.

Safe Work Environments

The decision to develop a specialised Camp Welfare Guideline for Arrow Energy stemmed from acknowledging the high-risk nature of the CSG industry. This guideline aims to establish a foundational framework with a focus on the physical safety and security of occupants, addressing nuanced issues in camp culture and behaviour within Arrow Energy's operations.

Holistic Well-being Approach

The guideline aims to comprehensively address psychosocial hazards with a holistic approach, aligning with Arrow Energy's commitment to workforce well-being. It emphasises safeguarding vulnerable occupants, showcasing a proactive stance in creating safer and more supportive work environments within CSG industry camps.

Actions:

Catalysts of Safety

The inception of this initiative involved the crucial approval from the Safer Together Safety Leaders Group, signifying the project's alignment with overarching safety objectives and gaining essential support from industry leaders.

Collaborative Working Group

To ensure diverse perspectives and comprehensive input, a working group was assembled, featuring representatives from both operators and contracting companies. This collaborative effort was aimed at fostering a collective approach to safety enhancement.

Scaling Excellence

One of the critical steps in the project's development was the definition of its scope. The goal was to create a scalable approach that encompasses a broad spectrum of camp types - be it fixed, mobile, permanent, temporary, large or small - ensuring inclusivity and relevance.

Legislation to Innovation

An initial draft of the project took shape, drawing upon a thorough analysis of existing legislations, guidelines and current industry practices. This foundational document laid the groundwork for subsequent stages, providing a framework for further refinement.

Expert Guidance

Recognising the need for specialised expertise, Acknowledging the need for specialised expertise, an external consultant was enlisted. Their role extended beyond refinement, encompassing benchmarking against industry standards and kickstarting the first round of industry-wide consultations. This expert guidance injected a strategic direction and depth into the project's evolution.

Outcomes:

Commitment to Evaluation

The project commits to continuous evaluation and enhancement, with the guideline set for industry integration by mid-2024, emphasising swift implementation.

Ongoing Adaptability

A post-implementation review, scheduled for early 2025, plays a pivotal role in the project's trajectory, highlighting a commitment to ongoing refinement and adaptability. The assessment aims to identify successes and areas for improvement, fostering a dynamic approach to industry safety standards.

Sustained Effectiveness

The project's overarching objective is sustained effectiveness. Through a combination of prompt implementation and continuous evaluation, the initiative positions itself as evolving with industry needs. This approach establishes a culture of enduring safety and operational excellence within the industry.