





Mine camp accommodation management and design

Everyone deserves to be safe at work and treated with respect. There's no place in the resources sector for inappropriate behaviour such as sexual harassment, bullying and racism.

Mine camp accommodation is a type of housing usually in a remote location provided by mine operators or contractors for workers who are employed on a fly-in fly-out or drive-in drive-out basis. Duty holders have a legislative obligation to ensure the safety and health of workers and others who use the accommodation. This includes managing the risk of exposure to psychosocial hazards.

Mine camp accommodation can pose some psychosocial hazards for workers, such as:

 Isolation and loneliness	 Disruption of circadian rhythms	 Lack of control and autonomy	 Exposure to violence, harassment, or discrimination
Workers may feel isolated from their family, friends, and community, and may lack social support and interaction in the camp.	Workers may experience disruption of their natural sleep-wake cycle due to shift work, long hours, or changing time zones.	Workers may have limited choices and flexibility in their work and living arrangements and may feel powerless or frustrated by the rules and regulations of the camp.	Workers may face inappropriate or abusive behaviours from other workers or supervisors, such as sexual harassment, bullying, or discrimination based on gender, race, or sexuality.

These psychosocial hazards can affect the physical and mental health of workers, and may lead to reduced performance, increased absenteeism, lower morale, higher turnover, or increased risk of accidents or injuries.

Some strategies to prevent or reduce these hazards are:

- Developing a 'Code of Conduct' for camp accommodation, setting out expected behaviour of camp guests and staff.
- Providing adequate training and orientation for workers on the expectations and procedures of the camp.
- Considering the inclusion of Upstander training – training to assist a person who is witness to inappropriate behaviours to intervene, interrupt, or speak up to stop the behaviours from continuing.
- Considering flexibility for individual preferences during accommodation check-in, such as allocation of same or different rooms or assigning female-only accommodation areas.
- Establishing clear and effective communication channels between workers and management.
- Encouraging regular feedback and consultation with workers on their needs and concerns. This could include any concerns about camp accommodation safety and behaviours, and possible solutions; diversity and cultural needs of camp guests and staff, suggestions for camp recreation and sporting activities and work and lifestyle factors to encourage physical and psychological health and wellbeing at camp.
- Providing access to counselling, support services, or employee assistance programs for workers who need help with personal or work-related issues.
- Promoting a positive and respectful culture that values diversity and inclusion, and does not tolerate violence, harassment, or discrimination.

- ✓ Ensuring adequate rest periods and breaks for workers to recover from fatigue and stress.
- ✓ Establishing clear policies for alcohol and medication use while residing within the accommodation. Consider alcohol consumption limitations, use of medicinal substances which may impair function, alcohol and substance testing protocols and protocols in the event that an unacceptable test result is returned.
- ✓ Providing opportunities for social interaction and recreation for workers to reduce isolation and boredom.

The design, use, management and monitoring of the environment in which work is undertaken, including office, on-site, home workplace, vehicles, accommodation, shared facilities and amenities, can contribute, mitigate or eliminate the risk of inappropriate behaviour occurring. Each site should conduct a site-specific risk assessment to identify site-specific improvements and controls.

Some design and management considerations are:

- ✓ Providing secure room access through the use of swipe cards, key fobs or electronic locks.
- ✓ Ensuring doors, door latches and door screens can be securely locked and protecting and restricting the width of the opening of windows.
- ✓ Providing window coverings such as block out blinds to provide privacy and assist with sleep.
- ✓ Ensuring room allocations are kept confidential prior to and during check-in.
- ✓ Providing an option to escort personnel to their room.

Some design and management considerations are:

- ✓ Ensuring all pathways and common areas are well-lit and covered by CCTV.
- ✓ Considering the layout and management of vegetation to maximise visibility as well as provide aesthetics.
- ✓ Considering additional security measures such as facility perimeter gates, patrolled security, personal and fixed-location duress phone and or alarms.
- ✓ Ensuring phone coverage and internet access across the accommodation site.

Further information and resources

- [Managing psychosocial hazards in Queensland's resources industries](#) (RSHQ, 2022)
- [Code of Practice: Managing the risk of psychosocial hazards at work](#) (Workplace Health and Safety Queensland, 2022)
- [Supporting Safe and Respectful Workplaces – the Industry Actions to address the Enough is Enough Report](#) (Chamber of Minerals and Energy of Western Australia, 2023)
- [Respect@Work toolkit](#) (Minerals Council of Australia, 2021)