



MARS Program

Thrive at Work in Mining Masterclass

About the MARS Program

The Mental Awareness Respect and Safety Program (MARS) is a whole-of-Government initiative announced by the McGowan Government in December 2021.

The MARS Program aims to support the mining sector to create safe, respectful and mentally healthy work environments, which support employees and the industry to thrive.

The Department of Mines, Industry Regulation and Safety (DMIRS) is leading the program in partnership with the Mental Health Commission, the Equal Opportunity Commission and the Department of Communities.

The MARS Program is being rolled out in phases and includes a range of initiatives which are complementary and interdependent.

Is the mining industry informing the MARS Program?

Engagement with mining companies, big and small, people working in the sector, and representative industry groups are key to the MARS Program. Work is underway to support a coordinated approach to industry engagement on the various initiatives of the MARS Program.

What is the *Thrive at Work* in Mining Masterclass series?

Led by the Future of Work Institute at Curtin University, *Thrive at Work* is a ground-breaking workplace mental health and well-being initiative that centres on designing work that supports employees, organisations and industry to thrive.

As a part of the MARS Program, the *Thrive at Work* in Mining Masterclass Series and Toolkit Resources have been developed for the mining industry to support organisations at various stages of their *Thrive at Work* journey towards building a mentally healthy workplace.

What experience does the *Thrive at Work* team have with the mining sector?

The *Thrive at Work* Framework was developed in close consultation with a variety of workplaces, sectors, and industries, including mining.

The Future of Work Institute has been involved in a research study of more than 3000 FIFO workers and their families which has provided a deep understanding of challenges of mining work from a workforce perspective.

The Future of Work Institute has also partnered with many mining organisations in the development and implementation of holistic and integrated mental health and well-being strategies.

What will the Masterclass offer?

The Masterclass Series is for senior or executive leaders in human resources, workforce strategy, work safety or wellbeing related functions in mining. Participants will be guided through the *Thrive at Work* Framework to unpack how mining workplaces can support all employees to get well, stay well, and be the best they can be.

The 5-day series aims to upskill participants to take stock of their organisation's current mental health and wellbeing policy and practices, to identify areas to retain and leverage, as well as opportunities to lift and mature strategies towards building a mentally healthy workplace. Participants also have the opportunity to take part in a community of practice and share learnings and challenges in their respective *Thrive at Work* journeys.

Three customised toolkits will provide practical tools to tackle known health and safety risks to mental health in mining workplaces.

Why is *Thrive at Work* in Mining of value?

Thrive at Work in Mining understands there are unique challenges in the Western Australian mining industry that increase the potential for harm to workers' physical and mental health and well-being.

No matter the size of your workplace or the role that it has in the industry, the Masterclass will provide practical support and information to help navigate these issues to create a thriving workforce.

How can I get involved?

If you would like to get involved, the MARS webpage has an expression of interest form where you can lodge details to find out more about the Program or the Masterclass Series.



[Mental Awareness, Respect and Safety \(MARS\) Program](https://www.wa.gov.au)
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