



NOPSEMA

Australia's offshore
energy regulator



Positive Mental Health for Our Offshore Workers

HSR Forum
8 December 2021

nopsema.gov.au



Today's Forum

Just an hour of your valuable time

- Acknowledgements
- Objectives
- What's happened
- What's happening out there
- Mental Health First Aid
- Questions
- Wrap-up



Housekeeping - Discussion Time



Questions in the chat box

One person at a time

When you're not talking:

- Mute microphones
- Cameras off

Objectives

Jenika Ong Sotto, NOPSEMA



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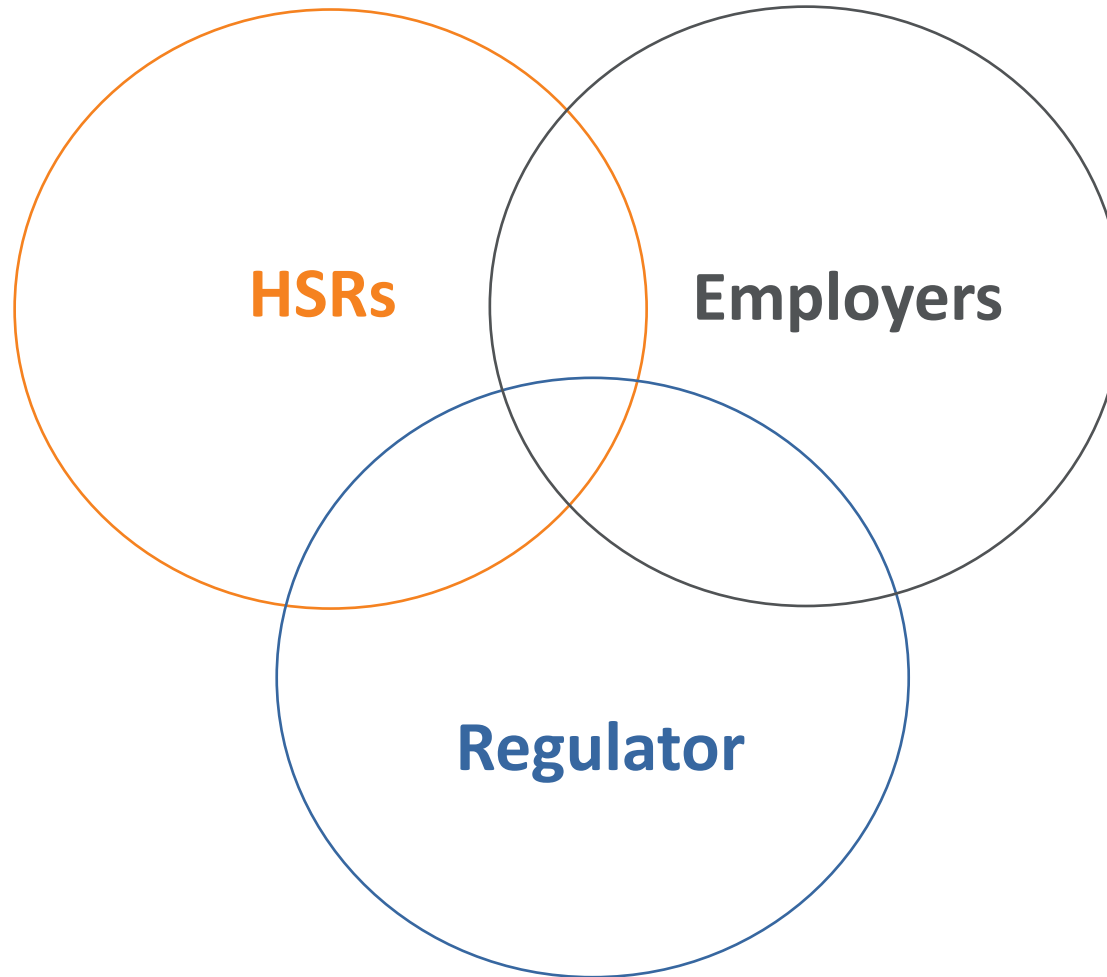
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Why are we doing this?

Signs of poor mental health

How do you help?

If you share, you get to the right answer quickly



Enable your HSRs to gain necessary information and tools

Keep informed on Regulatory areas of concerns

Keep HSRs connected and informed

What's happened

Chris Bourne, NOPSEMA



Offshore Worker Mental Health 2021 Survey

Overview of Results

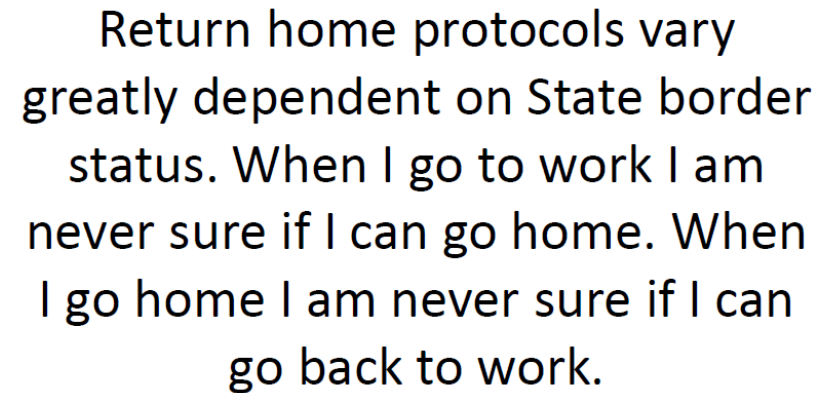
- Sponsored by APPEA, NOPSEMA, Offshore Alliance
 - Supported by the ACTU
- 500+ participants
- Measured Mental Health & Mental ill-health
- 250+ responses about COVID impacts
- Statistically significant increase in potential psychological distress
- Relationship and social impacts
- Feeling more lonely than usual



Offshore Worker Mental Health 2021 Survey

Really interesting bits

- Very high number of detailed comments:
 - Mental health impacts
 - Family impacts
 - Getting to work and coming home
 - Stress caused by constant change and uncertainty
 - People feeling like “numbers”
 - 290+ responses on helpful practices
- People:
 - Care
 - Concerned
 - Want to share
 - Want to be heard

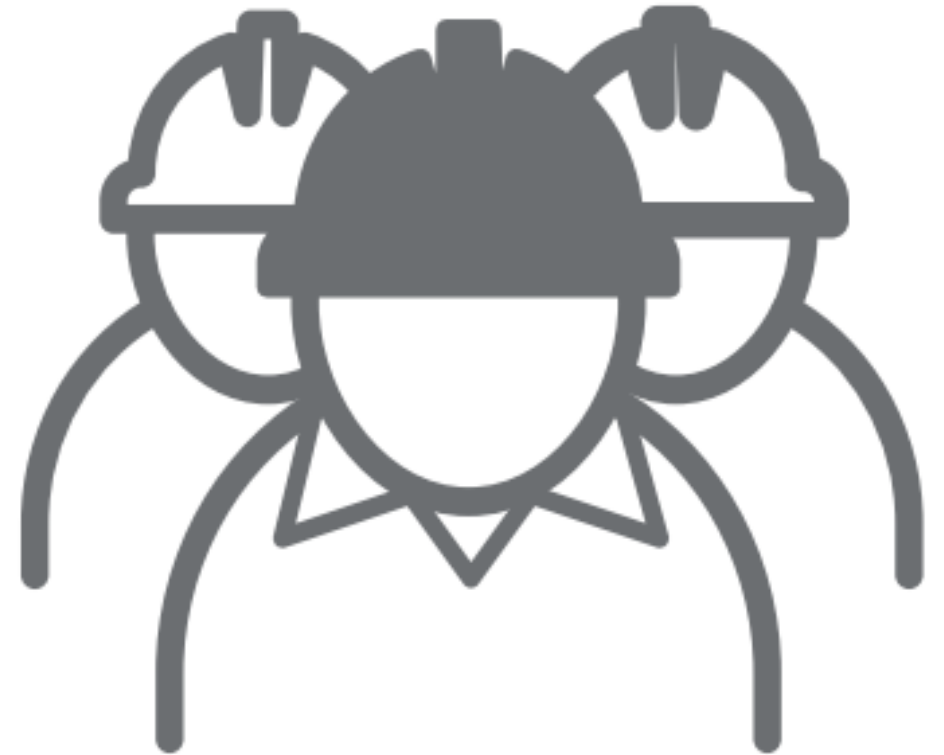


Return home protocols vary greatly dependent on State border status. When I go to work I am never sure if I can go home. When I go home I am never sure if I can go back to work.

Offshore Worker Mental Health 2021 Survey

Next Steps

- Survey Report to be issued this month
- Regulatory change coming that will explicitly include mental health under the OPGGS Act
- HSRs can:
 - **Assist with “relational repair”**
 - No-one has been immune from COVID-19 industry effects
 - **Help to build an offshore culture**
 - Where mental health is accepted as a need, and people can feel psychologically safe
 - **Look for opportunities**
 - Promote peer support programs
 - Encourage genuine consultation
 - Shared problem-solving



Living with COVID-19

Australia's National COVID-19 Plan

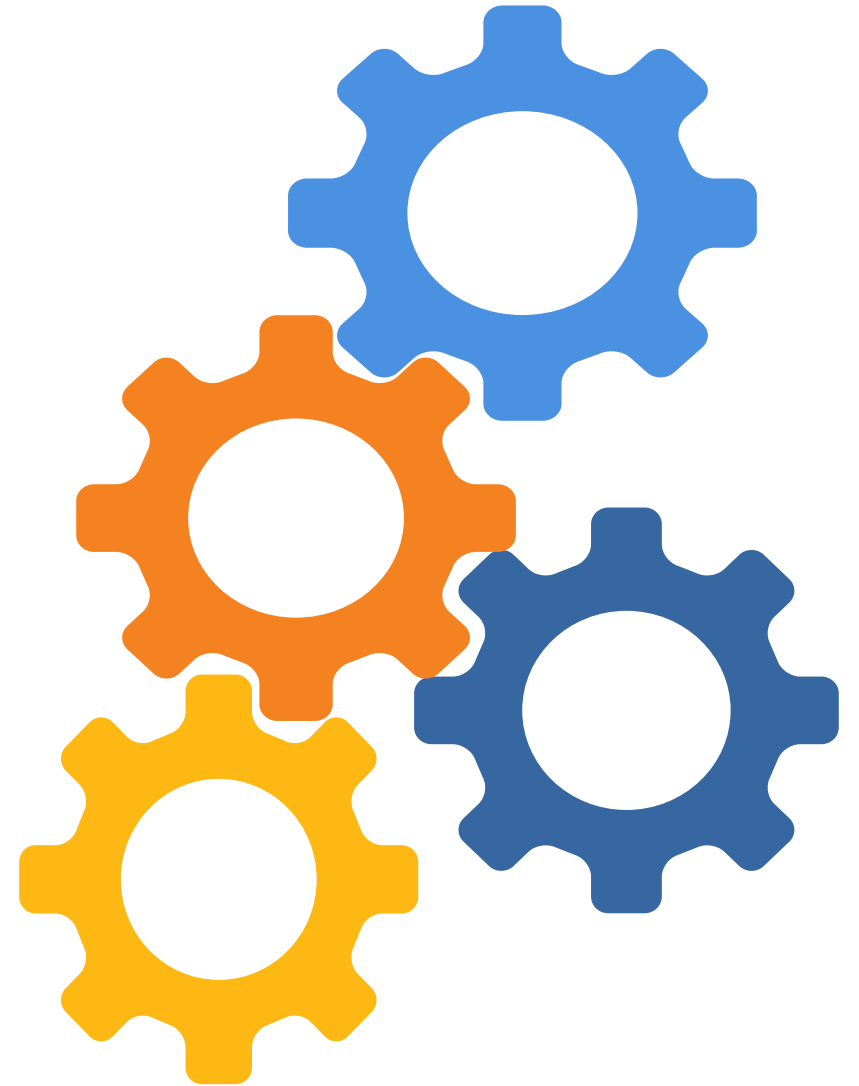
- High levels of vaccination
- Reduced need for lockdowns and quarantine
- Open borders

Recognize Risk of Infectious Diseases

- Update risk assessments and Safety Cases
- Change in total risk picture including controls

Other Control Measures

- All workers offshore are accountable for their personal behaviours
- Clear communication strategy and feedback path when considering changes to workplace arrangements.

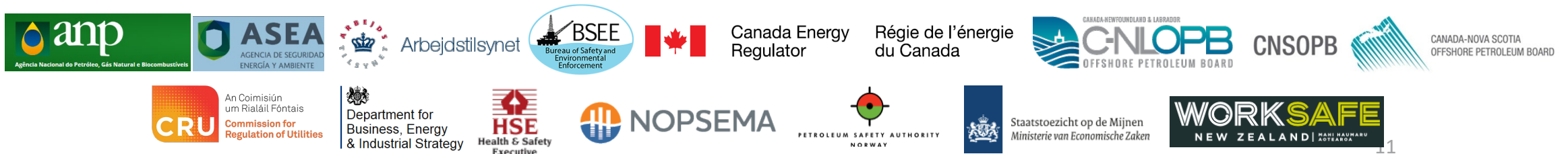


International Regulators' Forum

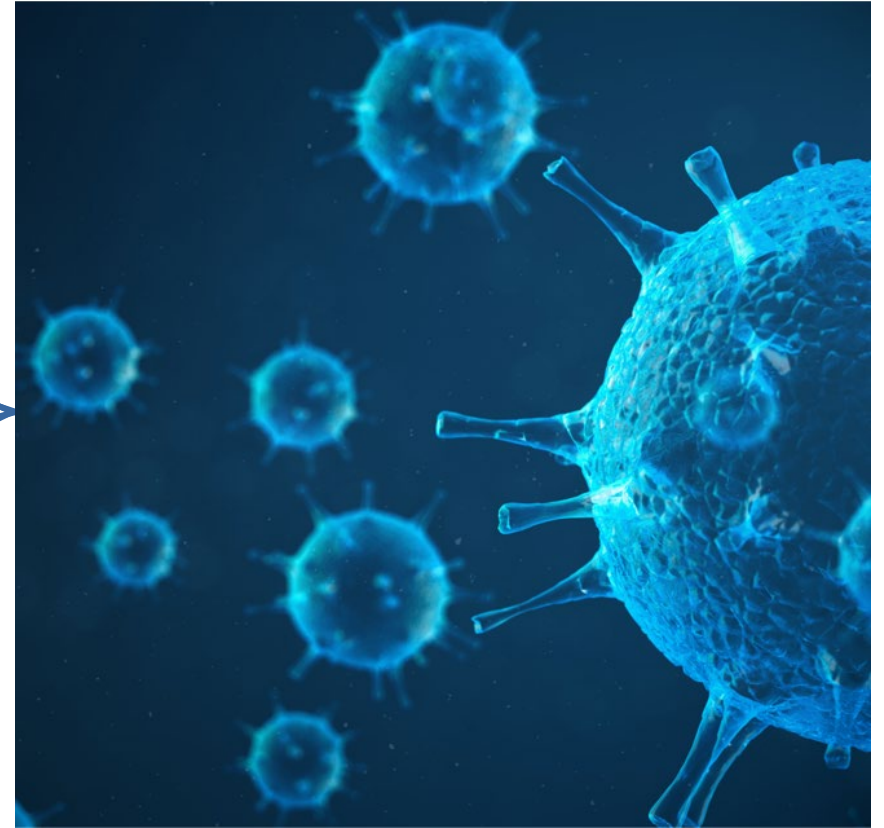
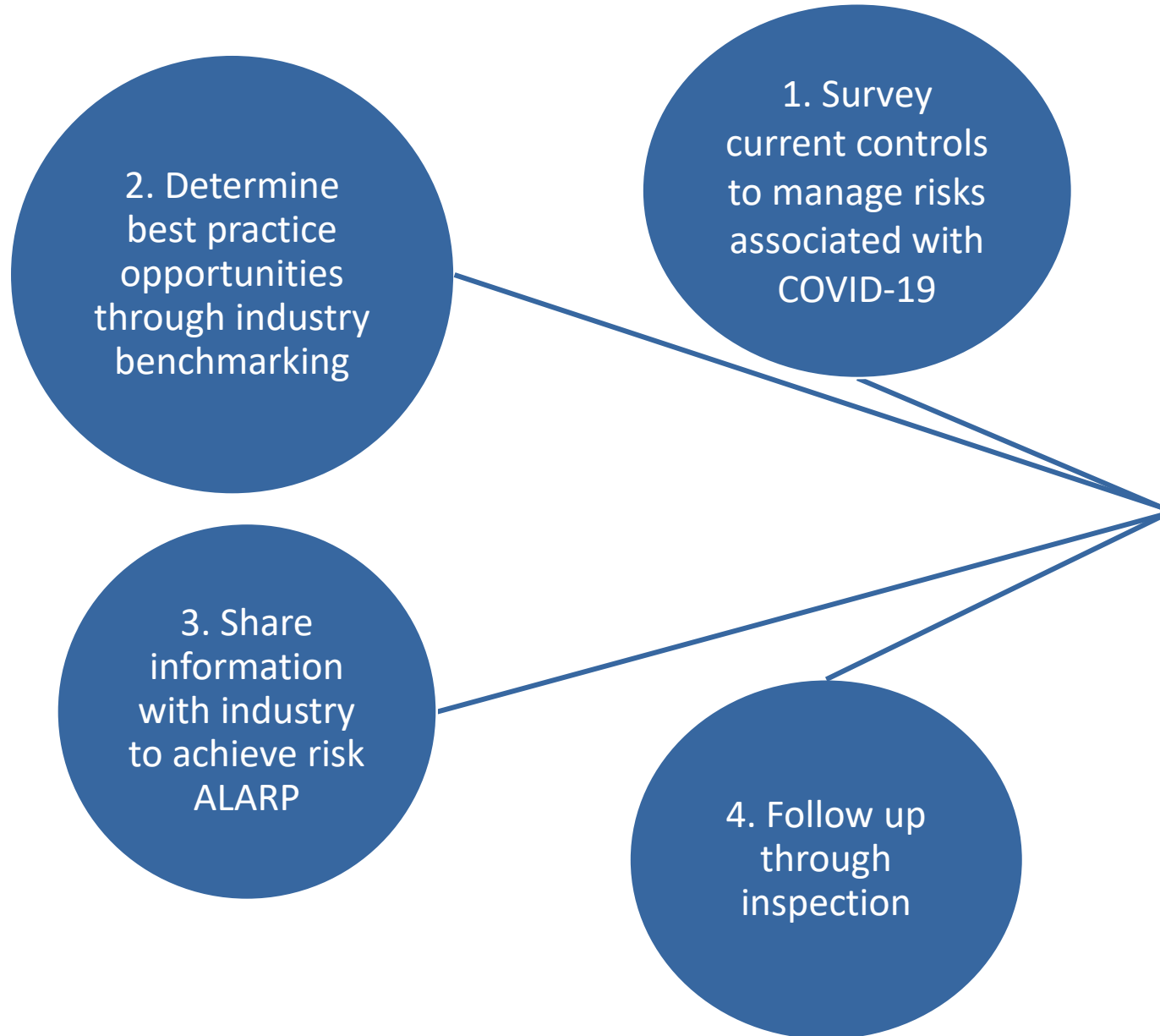


Learning Opportunities

- Other countries have greater direct experience than we have therefore one of our roles as NOPSEMA is to tap into this experience and learn
- NOPSEMA has regular communication and information sharing



Regulatory approach - Survey



Living with COVID-19

Ongoing challenges

- Threat from COVID-19 is real and likely to remain
- Ongoing travel restrictions
 - Skills availability?
- Uncertainty around need for booster shots and new strains of the virus
- Ongoing social aspects
 - Psychological stress and mental health
- New normal
 - Work in progress

What's happening out there

HSRs



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Delanie Bertrend

HSR on Shell Prelude



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Mental Health First Aid

JC Lim - Registered Psychologist

PeopleSense by Altius



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Mental Health Awareness



45% of Australian's experience significant psychological problems at some point in their lives. Mental illness is also known to be the **third** leading cause of disability in Australia.

Given the prevalence and the impact it has on how a person *thinks, feels, behaves, and interacts*, it is important for us to maintain good mental health and wellbeing.

Mental health is defined as *"a state of well-being in which an individual realises his or her own abilities, can cope with normal stresses of life, can work productively and is able to make a contribution to his or her community"*.

Some signs to look out for can include:

- Sense of hopelessness
- Low mood or anxiety
- Unusually emotional or sensitive
- Withdrawal
- Pessimism
- Absenteeism
- Inability to concentrate

The 5-step process of help-seeking behaviour includes:

1. **Assess:** Let others know you've noticed a change.
2. **Listen:** Actively listen without judgement.
3. **Reassure:** Reassure that they will not always feel like this, and that help is available.
4. **Encourage Referrals:** Encourage referral to professionals or help them to make an appointment.
5. **Promote Self-help:** Encourage self-help and follow up with that person.

Employee Assistance Program

An external counselling service to assist employees to resolve personal or work-related difficulties.

- Access is self-referral, and it is **free** and **confidential**.
- Support is available 24/7, 365 days a year.
- Offered face-to-face, telephone and skype counselling.
- Evidence based and individualised treatment.

Some Reasons to Use the EAP

- Anxiety
- Depression
- Stress and burnout
- Anger management
- Work-life balance

Manager Assistance Program

An advice and guidance service through EAP for those in a more senior position faced with people-related issues.

Some Reasons to Use the MAP

- Employee mental health
- Critical Incident Response
- Conflict and Mediation
- Bullying and Harassment

PeopleSense by Altius- Organisational Services

The Organisational Psychological services team specialises in training and development, cultural change interventions, coaching and wellbeing audits which all provide organisational-level support to improve employee wellbeing.

To book an appointment, please contact 1300 307 912.

Discussion

Mental Health First Aid



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Wrap-up

Derrick O’Keeffe, NOPSEMA



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Thank you

- Keeping connected and sharing experiences
- Mental Health First Aid
- 1-day HSR refresher course now accredited
ifap.asn.au
- In-person event?
 - Melbourne
 - Target Q2 2022
- Safety Page
 - Sign up now!
 - Resources



SUBSCRIBE



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