



What documents are required to integrate Mental Health on a mine site.

To effectively integrate mental health into mine health and safety according to OSHA (Occupational Safety and Health Administration) and ISO (International Organization for Standardization) standards, various documents are needed across different sectors of the mine site. Below is a detailed list of the basic required documents, categorized by mine administration, process plant, and mining operations.

Mine Administration Mental Health Documents

1. **Mental Health Policy**

Description: A formal document outlining the mine's commitment to promoting mental health in the workplace. It should include objectives, strategies, and responsibilities for supporting mental well-being, following both OSHA and ISO mental health guidelines.

2. **Mental Health Risk Assessment Report**

Description: A detailed assessment that identifies mental health risks specific to the mine's operations. This should include potential stressors, fatigue factors, and workplace hazards that could affect employees' mental well-being. The risk assessment should be updated regularly.

3. **Employee Assistance Program (EAP) Guidelines**

Description: A document outlining the available support systems, such as counselling, stress management, and crisis intervention services. This should include how employees can access help and the confidentiality of the support provided.

4. **Mental Health Incident Reporting Procedure**

Description: A standardized process for employees to report mental health concerns or incidents. This should provide clear steps for reporting, confidentiality guidelines, and the process for addressing reported issues.

5. **Workplace Mental Health Training Policy**

Description: A policy detailing the training programs that will be provided to both employees and supervisors on recognizing mental health issues, promoting well-being, and reducing stigma in the workplace. It should include mandatory mental health training schedules.



Process Plant Mental Health Documents

1. **Mental Health Hazard Identification and Risk Assessment (HIRA)**

Description: A comprehensive assessment that specifically addresses mental health hazards within the process plant environment. It includes factors such as noise, shift work, environmental stressors, and the potential for trauma, with corresponding risk mitigation strategies.

2. **Fatigue Management Policy**

Description: A document outlining the procedures for managing and mitigating fatigue-related risks in the process plant. This should include shift scheduling guidelines, rest periods, and ways to monitor and manage employee fatigue to prevent its impact on mental health.

3. **Emergency Response Mental Health Support Plan**

Description: This document should detail the procedures in place to provide mental health support during emergencies, accidents, or traumatic events in the plant. It must outline how mental health professionals or EAP services will be engaged and how employees will be supported.

4. **Mental Health and Well-being in Safety Protocols**

Description: Integration of mental health considerations into the plant's safety protocols. This includes ensuring that mental health is part of the pre- and post-incident procedures, including psychological assessments for those involved in traumatic events or accidents.

5. **Workplace Stress Reduction Program**

Description: A structured program aimed at identifying and addressing stress factors within the plant. This may include regular surveys, stress management workshops, and resources to assist employees in managing stress in high-pressure environments.

Mining Mental Health Documents

1. **Mining Site Mental Health and Well-being Policy**

Description: A comprehensive policy detailing how mental health will be integrated into the mining operation, including strategies for addressing isolation, shift work, and high-risk environments. The policy should also ensure regular mental health check-ups for workers.

2. **Workplace Mental Health Assessment Checklist**

Description: A tool for assessing mental health hazards on the mining site. It should include a checklist of potential risks such as noise, hazardous work, long



shifts, and social isolation that could negatively affect employees' mental health.

3. **Mental Health Emergency Response Procedures for Miners**

Description: A set of procedures specifically tailored to mining operations for addressing mental health emergencies. This should include steps for managing panic attacks, emotional distress, or psychological crises that could occur underground or in remote areas.

4. **On-Site Mental Health Services and Support Plan**

Description: A document outlining the mental health services available on the mining site, such as counselling, peer support, and stress management. It should ensure there is access to professional support even in remote or isolated work environments.

5. **Psychological Health Monitoring and Reporting**

Description: A policy that sets out procedures for monitoring the psychological well-being of employees, especially in high-stress environments like underground mines. This includes regular assessments, psychological evaluations, and tracking employee health indicators.

6. **Peer Support Program for Mental Health**

Description: A program designed to foster peer-to-peer support for mental health. It should establish a network of trained employees who can provide initial support to colleagues in distress, with clear guidelines for escalation to professional mental health resources if needed.

7. **Fatigue and Stress Management Plan for Miners**

Description: A plan to manage fatigue and stress specific to the mining environment. It includes strategies such as rotating shifts, ensuring sufficient rest, and providing access to resources that promote psychological well-being during long or isolating work hours.

By implementing these documents across the various sectors of a mine, companies can adhere to OSHA and ISO standards for mental health integration, creating a safer and more supportive work environment for employees.

Need help creating these essential documents for your site? Reach out to me today and let's build a comprehensive mental health strategy tailored to your needs!