

Safety Survey

Queensland coal mineworkers' safety survey results

29 July 2019

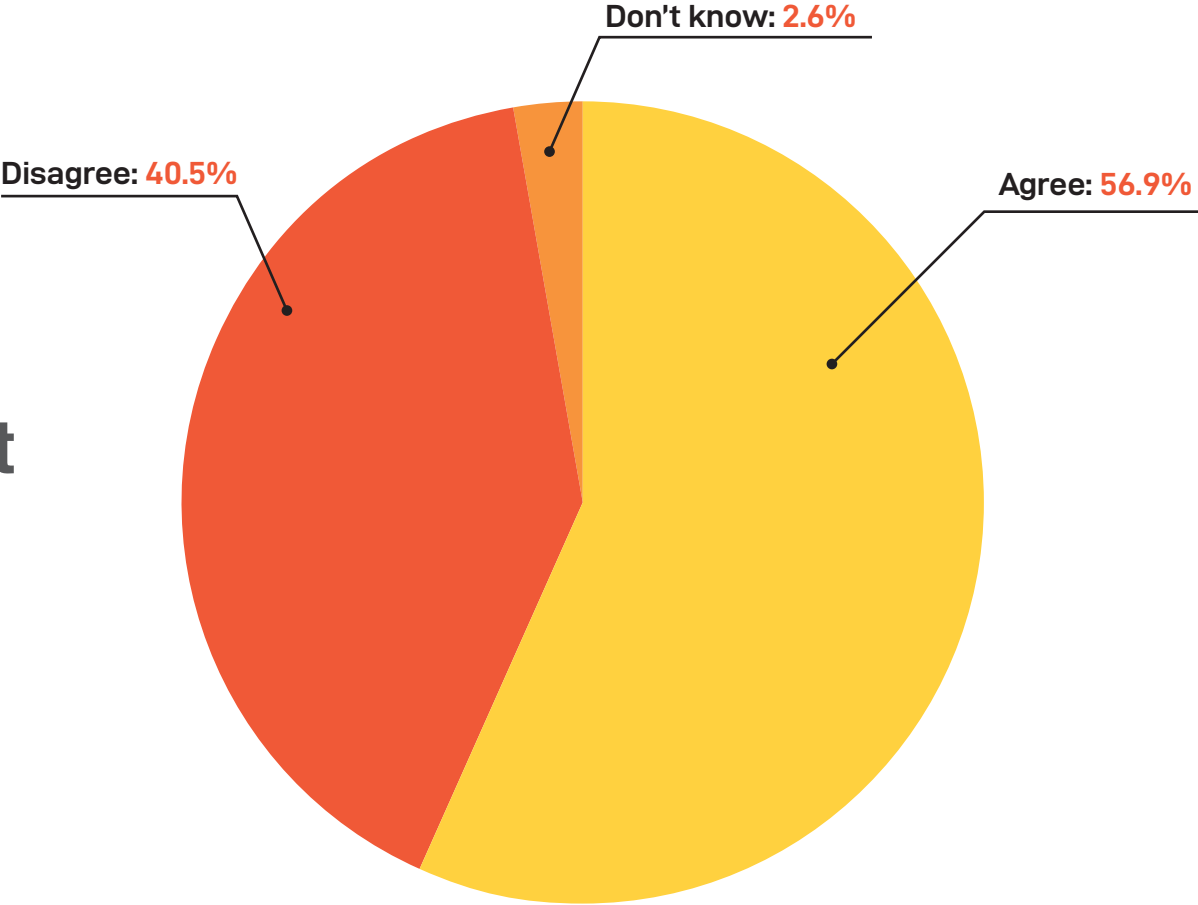


CFMEU
Mining & Energy

We recently surveyed over 1,000 Queensland coal mineworkers. Here's what they said:

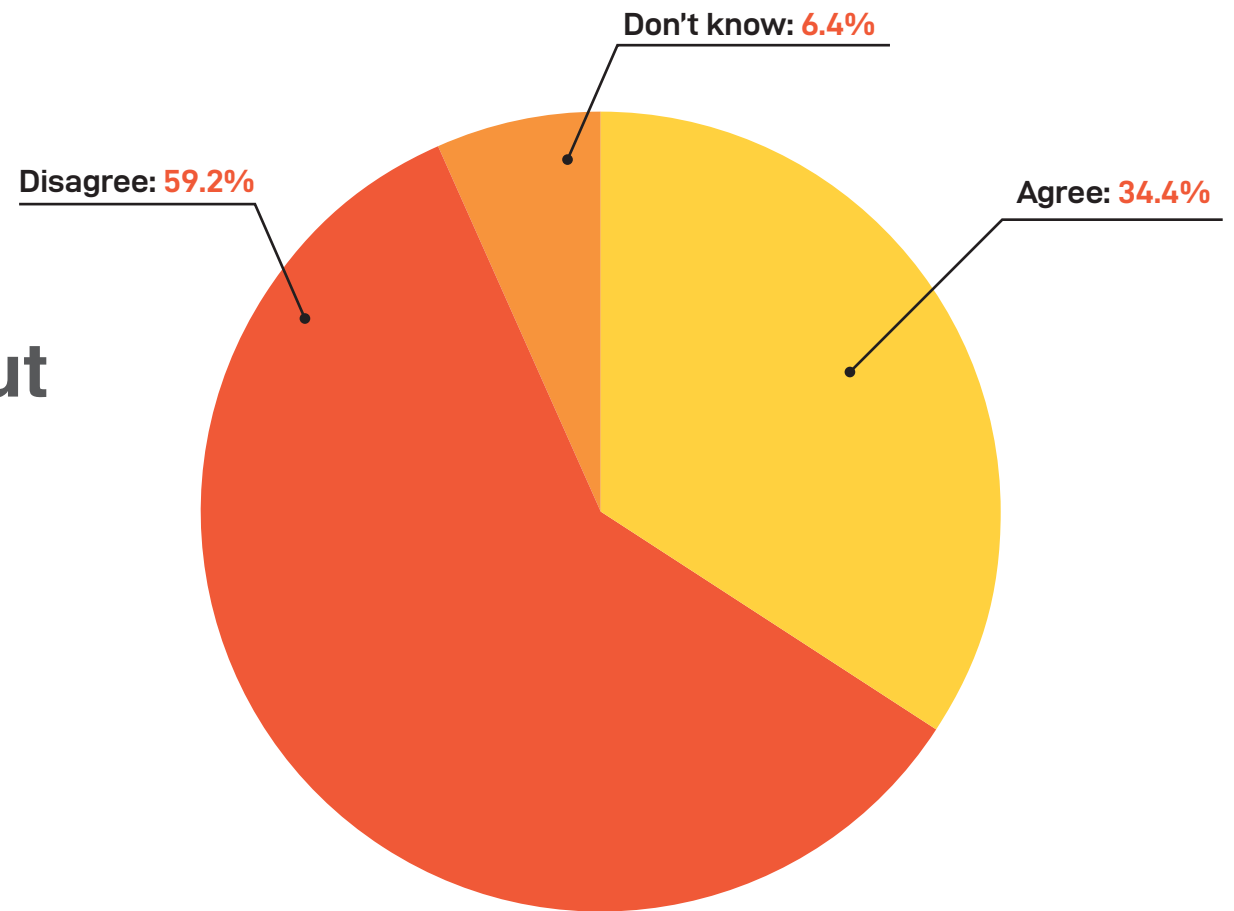
Over **four in ten** coal mineworkers fear reprisals if they speak up about safety

Q: I can speak up about safety without fear of reprisal:



It's worse for casuals: **Six in 10 casual mineworkers** fear reprisals if they speak up about safety

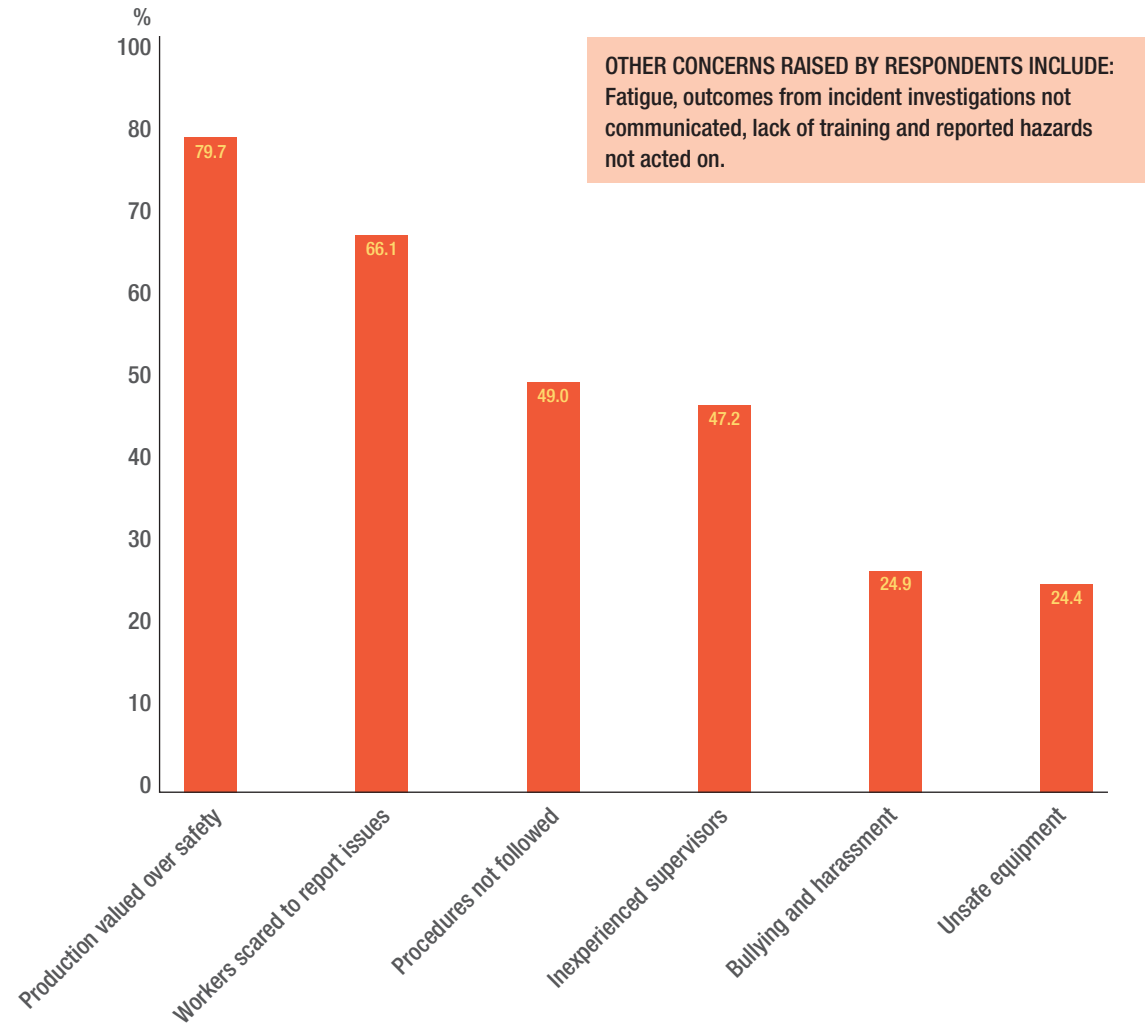
Q: I can speak up about safety without fear of reprisal (casual workers only):



Companies valuing production above safety is workers' biggest safety concern

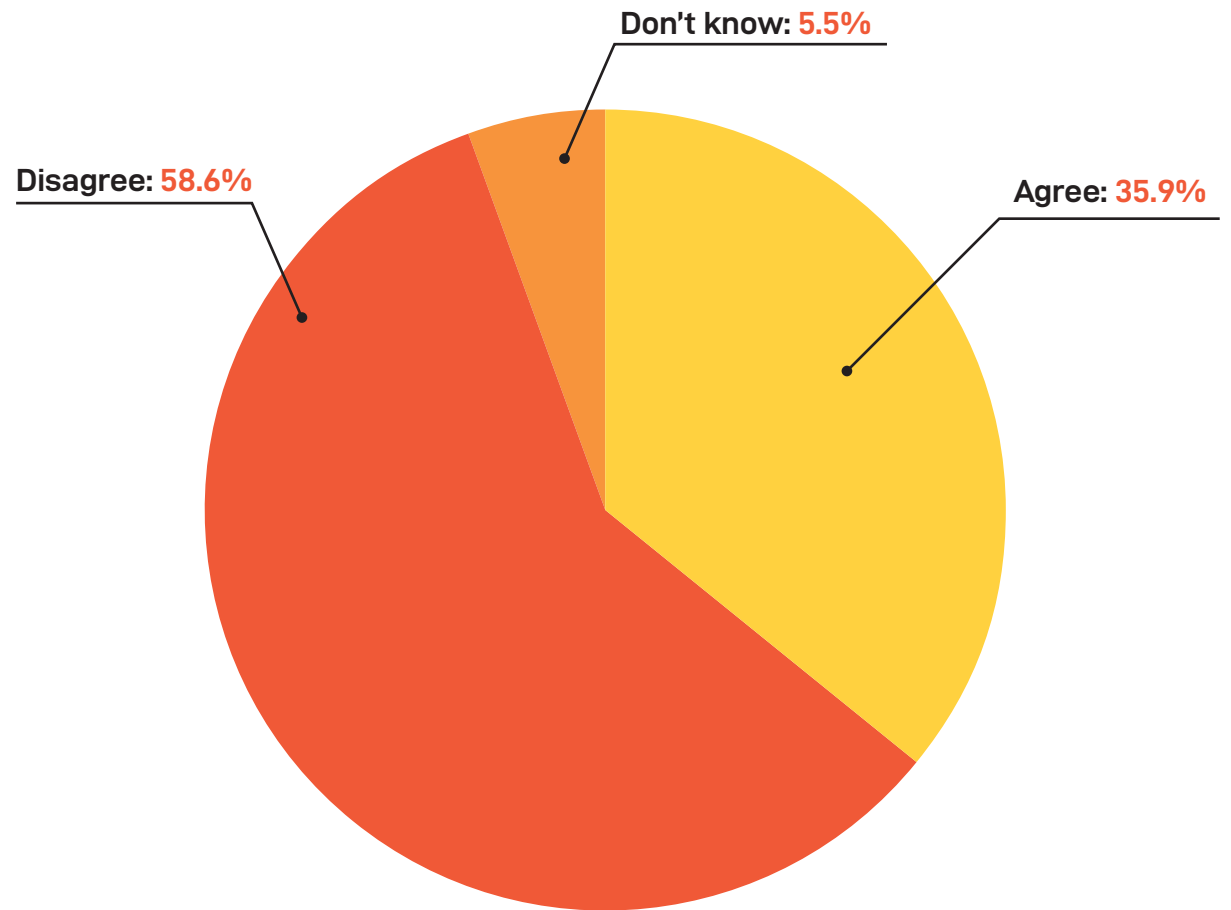
Q: What are your biggest safety concerns*?

*respondents selected their top 3 safety concerns



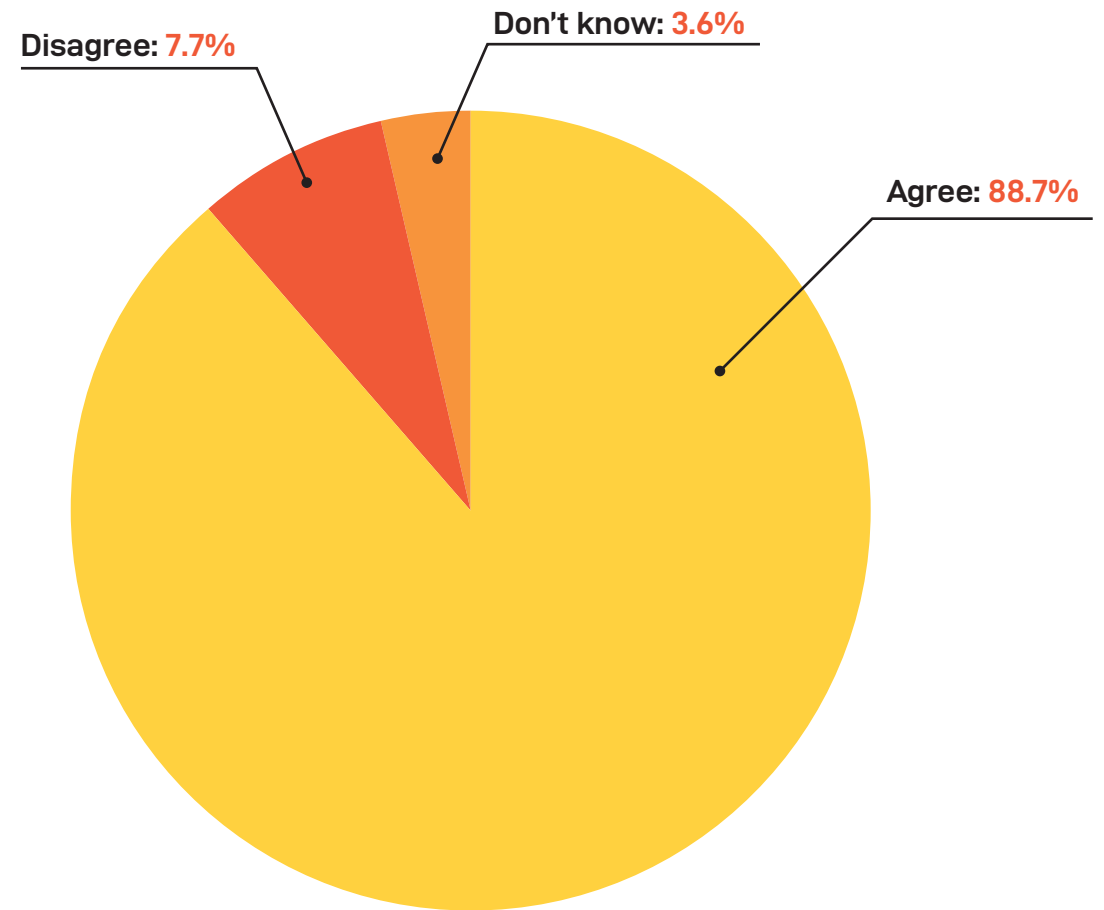
Most mineworkers **don't believe** site managers put safety first

**Q: Safety is the top
priority of site
managers**



Nearly everyone agrees lack of job security affects safety

Q: Casualisation of jobs at my work site affects safety



Workers have clear ideas about how coal mine safety can be improved

Q: What are the most important things to improve mine safety?

Key themes from 929 responses to this question are:

The need for more permanent jobs and job security

Workers' safety concerns to be taken seriously

Investment in proper training

Mine management to be held to account through strong laws and regulation

Put safety before production and KPIs.

What workers say...

“Bring back permanent workforce so they can have some ownership.”

“We need a better reporting culture and no fear of being in trouble for reporting issues to co-ordinators and superintendent thought the safety and health management system. And taking time to fix these issues.”

“Management to stop pushing supervisors for production targets and not fixing roads because it holds up production.”

“Proper training and reporting in all areas across site and stop the watering down of procedures in favour of production.”

“Take foot off production and spend more time with quality training.”

“Unsafe equipment to be fixed, not kept running.”

“Stop the feeling of can't stop for safety, keep going or it will be used against you, made to feel like you will lose your job if you speak up.”

“Changing the focus from targets to safety.”

“Permanent jobs! Labour hire do not speak up for fear of reprisals.”

“Say something today, gone tomorrow.”

“Get supervisors to listen to the operators about how the work should be carried out safely, operators have years of experience behind them.”

“Give permanent shirts so people are not as stressed with the uncertainty of being sacked. They will have their minds on task, therefore improving safety and people won't be showing up to work sick, tired and unfit for work just so they don't miss a day's pay.”

“More intense training for new to the industry people and adhering to work practices and procedures.”

“Every worker on site to be able to stop the job for safety regardless of what shirt they are wearing.”

“Legislation needs to be enforced. Companies know nothing happens and has no respect or understanding of the legislation. People are frightened to speak up. People have no understanding of risk management or legislation.”

“Fix machines properly instead of patch up jobs to get them out of the workshop quickly.”

Who took part in this survey?

This survey was distributed electronically by CFMEU Mining and Energy Queensland District on 16 July 2019 and was completed mostly by Union members. The sample has a good representation of open cut and underground coal miners. It has a lower proportion of casual employees than exists in the industry, reflecting our membership.

Total number of survey participants: 1010

Underground: 21.8%

Open cut: 78.2%

Permanent: 84.9%

Casual: 12.4%

Fixed term: 2.7%

Union member: 92.9%

Non-union member: 7.1%

Thanks to all coal mineworkers who shared their views.