

**GRYPHON  
PSYCHOLOGY***Resource Industry Specialists*

## **Submission to the Fly in, fly out and other long distance commuting work practices in regional Queensland**

### **OVERVIEW**

Gryphon Psychology is a Psychology practice providing Employee Assistance programs exclusively to the resource and heavy industry sector across Australia. Gryphon Psychology commenced services in 2004 and provide coverage to approximately 24, 000 workers of FIFO, DIDO and residential employment arrangements, predominantly in Queensland.

### **SUBMISSION PARAMETERS**

Gryphon Psychology would like to submit information to this enquiry within the framework of our Critical Incident Response and general Employee Assistance Program (EAP) data. The focus of this submission is suicides in resource sector workers, and general overview of EAP referral data within Gryphon Psychology client organisations.

### **EMPLOYEE ASSISTANCE PROGRAM DATA**

As part of Gryphon Psychology's Employee Assistance Program contracts client organisations are provided with detailed de identified data on referral rates, nature of referrals, impact of referrals and other relevant information. Across all client organisation groups the top three referral reasons for seeking help are consistent for FIFO, DIDO or residential employees. The top 3-referral reasons accounting for over a third of referrals to EAP consist of Depression/Anxiety symptoms, relationships issues and family issues.

### **CRITICAL INCIDENT RESPONSE DATA**

Critical Incidents are defined as sudden, unexpected events that put those involved or associated with the incident under great threat, sometimes resulting in debilitation, mental and emotional reactions. Critical Incidents on work sites include workplace injuries, sudden death due to medical conditions, vehicle or machinery incidents or near misses, suicide of a worker on site or away from site, explosions, fires and gas leaks.

Between 17<sup>th</sup> April 2013 and 17<sup>th</sup> of April 2014, in our role as a provider of emergency counselling and support, Gryphon Psychology psychologists were deployed to respond to 50 Critical Incidents that occurred during this time. These incidents related to events which occurred at both FIFO/DIDO and residential sites.

Of the 50 Critical Incident that Gryphon Psychology responded to, 5 (1%) of these related to a suicide. Of this number 4 involved a residential worker and

1 related to a DIDO worker. It should be noted attempted suicides were not recorded in these figures.

		<b>Suicide Completed</b>
April 2013 – April 2014	FIFO/DIDO Worker	1
	Non-FIFO Workers	4

### **REGIONAL MENTAL HEALTH SUPPORT SERVICES**

Gryphon Psychology are committed to building capacity and services in regional Australia. By utilising Gryphon Psychology as an EAP provider our client companies not only provide access to face to face services regionally for their employees and families but also boost the resources of the entire community.

Gryphon Psychology have permanent clinics **employing residential** Psychologists in the main mining locations across the Bowen Basin including, Moranbah, Dysart, Emerald, Blackwater, Tieri and Mackay. Often Gryphon Psychology are the only permanent Psychology provider in the location. In many cases local medical practitioners, police service, employers and allied health professionals call on Gryphon Psychology to assist with cases that are outside the EAP services we provide; such as in the event of a person (not covered by an EAP client company) experiencing suicidal ideation or domestic violence etc. The limited government mental health services and not for profit services in these regions is an identified need for both residents and commuting employees and families.

### **AUTHORSHIP**

This submission is made on behalf of Gryphon Psychology Director Naomi Armitage. Naomi Armitage is a Psychologist registered with the Australian Health Practitioner Regulation Agency.



Naomi Armitage  
Director  
Gryphon Psychology