

# Investigation information release

Date: September 2025

## Allegations raised over incident reporting and termination

**Event:** Allegations have been raised regarding inadequate psychosocial support following a near-miss incident and alleged retaliatory termination from raising safety concerns.

### Overview

The allegations were raised by a worker regarding incident reporting, psychosocial support and retaliatory termination.

### The complaint

The Resources Regulator received a complaint from a former worker alleging that in May 2025, they were involved in a near-miss incident involving 2 trucks. The worker alleges that after reporting the incident, the incident was disregarded during a subsequent safety meeting and internal discussions.

Following the incident, the worker experienced anxiety, sleep disturbances, and increasing discomfort at work. The worker, who was on probation, alleges they were terminated without explanation.

### The investigation

The Regulator has commenced an investigation into several allegations including but not limited to:

- the provision of a safe workplace, limited supervision and appropriate monitoring of psychosocial health following a near-miss incident
- the effectiveness of the mine's psychosocial risk assessment in identifying and applying controls.

### Further information

Mine operators are reminded of their duty to identify and manage risks to health and safety in accordance with the provisions of the *Work Health and Safety Act 2011*, *Work Health and Safety (Mines and Petroleum Sites) Act 2013* and associated Regulations.

Mine operators must manage psychosocial risks in accordance with their general duties to manage risks to health and safety under the work health and safety Regulation. Mine operators are required

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to implement control measures that eliminate or minimise psychosocial risks as far as reasonably practical.

Please refer to the following guidance materials:

- [Code of practice: Managing psychosocial hazards at work](#)
- [Fact sheet: The basics - your rights at work](#)

## About this information release

The Regulator has issued this information to draw attention to the occurrence of a serious incident in the mining industry. Further information may be published as it becomes available.

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