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**Ref: C025-IPE-GVT-LE-00004**

01 May 2015

Mr Nathan Barrett MLA  
Chair  
Legislative Assembly 'Ice' Select Committee  
GPO Box 3721  
DARWIN NT 0801

Dear Mr Barrett

**INPEX Australia's response to the Inquiry by the Legislative Assembly of the Northern Territory's 'Ice' Select Committee**

Thank you for the opportunity to provide a response to the Select Committee's Inquiry into the prevalence, impacts and government responses to the illicit use of the drug colloquially known as 'Ice' in the Northern Territory.

INPEX acknowledges the Government's efforts to develop evidence-based responses to this important issue which appears to be having a profound and concerning impact on the community.

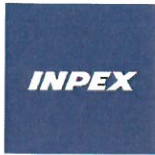
For the attention of the Select Committee, INPEX would like to detail its rigorous workplace health and safety practices as they relate to ensuring our personnel are fit for work for the onshore Ichthys LNG Project in Darwin.

INPEX Australia prioritises protecting its personnel and the communities in which it operates over all other business objectives.

**Background**

INPEX CORPORATION is a worldwide oil and gas exploration and production company currently involved in more than 70 projects across 25 countries. Ranked among the most significant oil and gas projects in the world, the Ichthys LNG Project has an expected operational life of at least 40 years.

The Ichthys LNG Project onshore facilities being constructed at Bladin Point, Darwin are almost 70 per cent complete with production scheduled to commence by the end of 2016.



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## **Our approach to health and safety**

INPEX has a robust framework in place for managing the health and wellbeing of personnel. This includes:

- Pre-employment medical assessments
- Fitness for work procedures
- Training & awareness programs
- An employee counselling / assistance program.

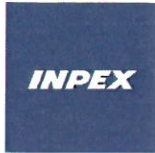
INPEX and its lead onshore contractor, JKC Australia LNG Pty Ltd (JKC), make sure Project personnel are fit for work both physically and mentally. Rigorous pre-employment medical assessments are in place including alcohol and other drug (AOD) testing. Employment offers are contingent on a negative AOD result.

INPEX and JKC apply 'Fitness to/for Work' procedures which maintain the ongoing safety of personnel and those around them. These procedures provide for regular AOD testing of personnel which can either be blanket or randomly applied. Where random testing is performed, these are unannounced and done so that all personnel have an equal chance of being selected for testing. For JKC, AOD testing is undertaken during normal rostered work hours and across shifts. Testing is also implemented following certain work-related incidents or where personnel may be thought to be affected by AOD. Between July and December 2014 over 100,000 AOD tests were performed.

In cases where a non-negative test result is returned, a supervisor's first priority is to ensure the immediate safety of that person and the workforce around them. INPEX has a strict process for the management of individuals with a non-negative test, using our Fitness for Work and Disciplinary standards to guide us in a process which is fair for the individual and ensures a safe work environment.

The 'Fitness to Work' standard also gives detailed information on the signs of fatigue such as someone having disconnected thoughts, daydreaming, lack of concentration, moodiness such as irritability and low motivation. Underlying causes to fatigue may be linked to non-work related factors not picked up from AOD testing. Line managers are trained to recognise when a team member is struggling and ensure early referral to the company Employee Assistance Program or the internal Wellbeing Team to review and support the affected individual.

Project personnel accommodated at Manigurr-ma Village in Howard Springs, are bound by the Village's code of conduct. Illegal drugs are prohibited and there are strict protocols regarding the consumption of alcohol and anti-social behaviour. Breaches of the code can (and have) resulted in disciplinary action up to and including accommodation being revoked.



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Compliance around INPEX's strict Health, Safety and Environment (HSE) standards is supported by training programs that aim to reduce and minimise the risk personnel may face in relation to AOD issues. Education and awareness programs are provided outlining the dangers associated for themselves and the people around them when AOD is misused. Factors contributing to AOD misuse are also discussed with topics on stress management and counselling services being covered.

INPEX provides a confidential Employee Assistance Program which is available to personnel and their families (24/7) where they can contact a psychologist by email or a confidential face to face consultation. Other programs that may assist personnel facing AOD issues, include workshops on wellbeing, stress and general mental health, running 'R U OK day' in Darwin and the development of a comprehensive Peer Support program that will carefully select staff who will be trained to provide psychological first aid support.

"Anzen Dai Ichi" or Safety Number One is the way we think, act and promote safety at INPEX and is at the core of our company's culture. Safety is embedded into our HSE practices and we ensure that our workforce is fit for work through a range of strategies including AOD testing. We also provide support and educational programs to help prevent its misuse by our personnel.

Please do not hesitate to contact me if you have any questions regarding the submission.

Yours sincerely

A handwritten signature in blue ink, appearing to read "Bill Townsend", with a large, stylized flourish at the end.

**Bill Townsend**

General Manager External Affairs and Joint Venture