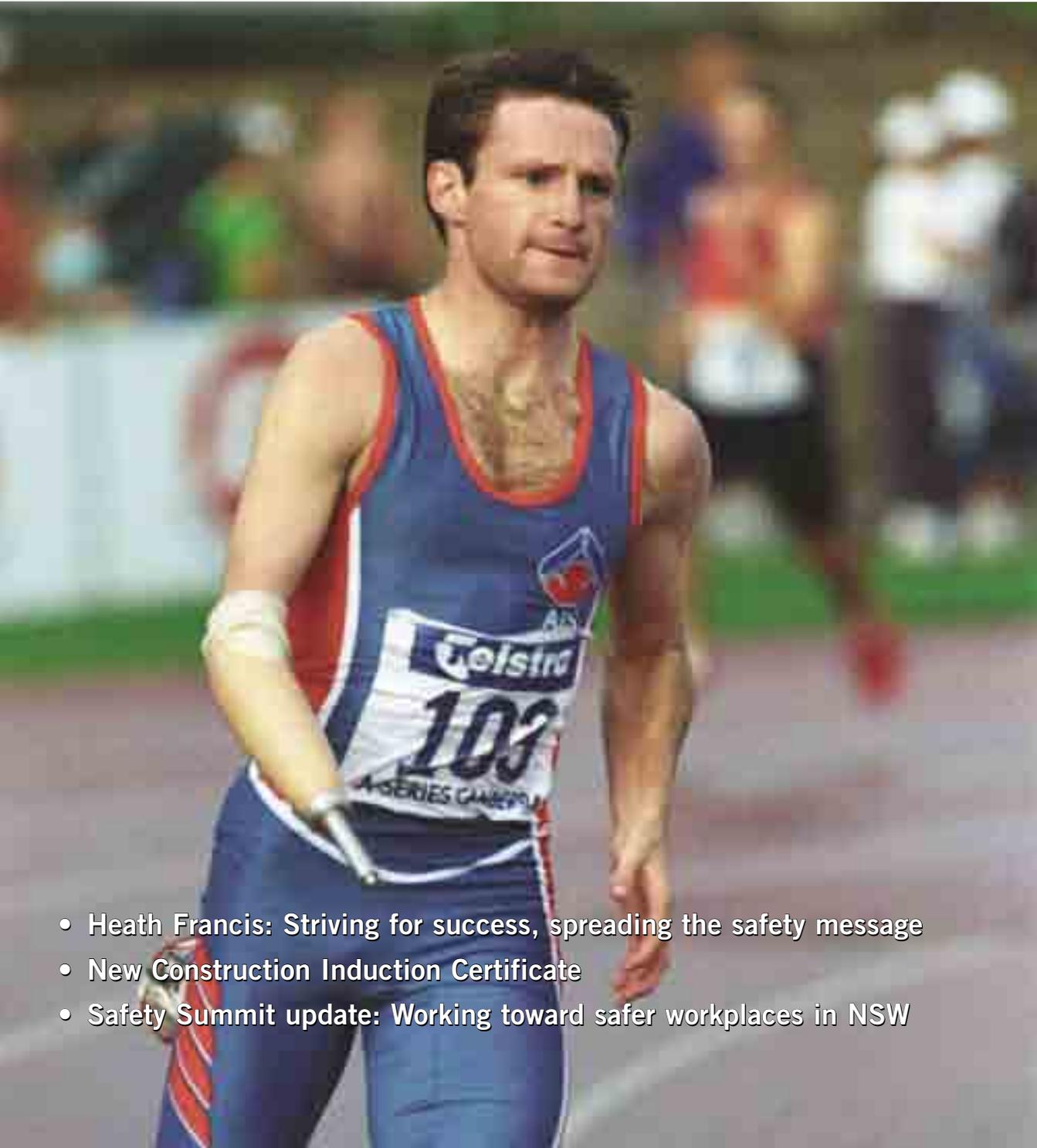


WORKCOVER NEWS

The workplace safety and injury management magazine

57

June 2004 – August 2004



- Heath Francis: Striving for success, spreading the safety message
- New Construction Induction Certificate
- Safety Summit update: Working toward safer workplaces in NSW



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course in occupational health & safety consultation

formerly the OHS Committee Course \$570 Plus 10% GST (\$627 incl. GST)

Jan	12	13	19	20	City	CIT1
Jan	12	13	19	20	Parramatta	PAR1
Jan	22	23	29	30	City	CIT1/2
Jan	22	23	29	30	Parramatta	PAR1/2
Feb	2	9	16	23	Parramatta	PAR2
Feb	10	11	17	18	Parramatta	PAR22
Feb/Mar	11	18	25	3	City	CIT2
Feb	19	20	26	27	City	CIT22
Feb	19	20	26	27	Campbelltown	CAM2
Feb/Mar	20	27	5	12	Parramatta	PAR23
Feb/Mar	23	24	1	2	City	CIT23
Feb/Mar	23	24	1	2	Chatswood	CHA2
Feb/Mar	25	3	10	17	Hurstville	HUR2
Feb/Mar	27	5	12	19	Rooty Hill	RH2
Mar	3	4	10	11	Parramatta	PAR3
Mar	8	9	15	16	Parramatta	PAR32
Mar	11	12	18	19	City	CIT3
Mar/Apr	15	22	29	5	City	CIT32
Mar/Apr	15	22	29	5	Wollongong	WOL3
Mar/Apr	17	24	31	7	Parramatta	PAR33
Mar/Apr	17	24	31	7	Chatswood	CHA3
Mar/Apr	23	24	30	31	Hurstville	HUR3
Mar/Apr	24	25	31	1	City	CIT33
Mar/Apr	25	26	1	2	Parramatta	PAR34
Mar/Apr	29	30	5	6	Parramatta	PAR35
Apr	13	14	20	21	Parramatta	PAR4
Apr	14	15	21	22	City	CIT4
Apr	14	15	21	22	Rooty Hill	RH4
Apr/May	20	27	4	11	City	CIT42
Apr/May	21	28	5	12	Campbelltown	CAM4
Apr/May	28	5	12	19	Parramatta	PAR42
May	3	4	10	11	Parramatta	PAR5
May	6	7	13	14	City	CIT5
May/June	12	19	26	2	City	CIT52
May	13	14	20	21	Parramatta	PAR52
May	17	18	24	25	City	CIT53
May/June	18	25	1	8	Hurstville	HUR5
May/June	24	25	31	1	Parramatta	PAR53
May/June	26	27	2	3	Parramatta	PAR54
June	1	8	15	22	Rooty Hill	RH6
June	3	4	10	11	City	CIT6
June	3	4	10	11	Wollongong	WOL6
June	4	11	18	25	Parramatta	PAR6
June	4	11	18	25	Campbelltown	CAM6
June	8	9	15	16	City	CIT62
June	8	9	15	16	Parramatta	PAR62
June	17	18	24	25	City	CIT63
June	17	18	24	25	Chatswood	CHA6
June	21	22	28	29	City	CIT64
June	21	22	28	29	Parramatta	PAR63
July	6	13	20	27	Parramatta	PAR7
July	9	16	23	30	City	CIT7
July	15	16	22	23	Parramatta	PAR72
July	21	22	28	29	City	CIT72
Jul/Aug	21	28	4	11	Parramatta	PAR73
Aug	2	9	16	23	City	CIT8
Aug	2	3	9	10	Parramatta	PAR8
Aug	3	4	10	11	Hurstville	HUR8
Aug	5	6	12	13	City	CIT82
Aug	6	13	20	27	Parramatta	PAR82
Aug	11	12	18	19	Campbelltown	CAM8
Aug	16	17	23	24	Parramatta	PAR83
Aug/Sep	17	24	31	7	City	CIT83
Aug/Sep	18	25	1	8	Parramatta	PAR84
Aug	18	19	25	26	Rooty Hill	RH8
Aug/Sep	30	31	6	7	Parramatta	PAR85
Sep	1	2	8	9	City	CIT9
Sep	3	10	17	24	Chatswood	CHA9
Sep	7	14	21	28	Wollongong	WOL9
Sep	9	16	23	30	Parramatta	PAR9
Sep/Oct	10	17	24	1	City	CIT92
Sep	14	15	21	22	Parramatta	PAR92
Sep	20	21	27	28	City	CIT93
Sep	22	23	29	30	Parramatta	PAR93
Sep/Oct	29	6	13	20	City	CIT94
Sep/Oct	30	7	14	21	Rooty Hill	RH9
Oct	1	8	15	22	Parramatta	PAR10
Oct	5	12	19	26	City	CIT10
Oct	6	7	13	14	Parramatta	PAR102
Oct	11	12	18	19	Parramatta	PAR103

Oct/Nov	11	18	25	1	Campbelltown	CAM10
Oct/Nov	11	18	25	1	Hurstville	HUR10
Oct	14	15	21	22	City	CIT102
Oct/Nov	20	27	3	10	Parramatta	PAR104
Oct/Nov	28	29	4	5	Parramatta	PAR105
Nov	1	2	8	9	City	CIT11
Nov	3	4	10	11	Wollongong	WOL11
Nov	5	12	19	26	City	CIT112
Nov	9	16	23	30	Parramatta	PAR11
Nov	10	11	17	18	City	CIT113
Nov/Dec	15	22	29	6	City	CIT114
Nov	17	18	24	25	Parramatta	PAR112
Nov	22	23	29	30	Rooty Hill	RH11
Nov/Dec	29	30	6	7	Parramatta	PAR113
Nov/Dec	30	1	7	8	City	CIT115
Dec	7	8	14	15	Campbelltown	CAM12
Dec	7	8	14	15	Hurstville	HUR12
Dec	9	10	16	17	City	CIT12
Dec	9	10	16	17	Parramatta	PAR12

ohs risk management for supervisors & managers

formerly OHS for Supervisors & Line Managers \$470 Plus GST (\$517 incl. GST)

Feb	12	13	City	CITS2
Feb	25	26	Parramatta	PAR2
Mar	9	10	City	CITS3
Mar	22	23	Parramatta	PAR3
Mar	23	24	City	CITS32
Apr	1	2	Parramatta	PAR4
Apr	19	20	City	CITS4
Apr	29	30	Parramatta	PAR542
May	17	18	Parramatta	PAR55
May	20	21	City	CITS5
June	23	24	City	CITS6
June	23	24	Parramatta	PAR56
July	8	9	Parramatta	PAR57
July	14	15	City	CITS7
Aug	16	17	Parramatta	PAR58
Aug	19	20	City	CITS8
Sep	1	2	Parramatta	PAR59
Sep	14	15	City	CITS9
Oct	7	8	City	CITS10
Oct	25	26	Parramatta	PAR510
Nov	3	4	City	CITS11
Nov	11	12	Parramatta	PAR511
Dec	1	2	Parramatta	PAR512
Dec	2	3	City	CITS12

construction general ohs induction

\$120 (GST free)

Feb	9	City	CITCN2
Mar	1	Parramatta	PARCN3
Apr	13	Parramatta	PARCN4
Apr	27	City	CITCN4
May	17	Parramatta	PARCN5
Jun	15	Parramatta	PARCN6
July	19	City	CITCN7
Aug	30	Parramatta	PARCN8
Oct	5	City	CITCN10
Oct	25	Parramatta	PARCN10
Nov	22	Parramatta	PARCN11
Dec	7	City	CITCN12

effective case coordination for return to work coordinators

\$290 Plus 10% GST (\$319 incl. GST)

Apr	2	City	CITE4
July	19	Parramatta	PAE7
Oct	18	City	CITE10

senior first aid

\$160 Plus 10% GST (\$176 incl. GST)

Feb	16	17	City	CITFA2
Mar	1	2	Parramatta	PARFA3
Apr	6	7	City	CITFA4
May	6	7	Parramatta	PARFA5
May/June	31	1	City	CITFA5
Jun/Jul	30	1	Parramatta	PARFA6
Aug	3	4	City	CITFA8
Sep	2	3	Parramatta	PARFA9
Oct	7	8	City	CITFA10
Nov	8	9	Parramatta	PARFA11

ohs committee chairperson*

\$260 Plus 10% GST (\$286 incl. GST)

Mar	18	Parramatta	PARC3
Apr	19	City	CITC4
May	18	Parramatta	PARC5
June	23	City	CITC6
July	14	Parramatta	PARC7
Aug	10	City	CITC8
Sep	17	Parramatta	PARC9
Oct	11	City	CITC10
Nov	2	Parramatta	PARC11
Dec	13	City	CITC12

* There is no WorkCover Accredited Course

introduction to return to work co-ordination

\$480 (GST free)

Feb	5	6	Parramatta	PARR2
Feb	23	24	City	CITR2
Mar	3	4	Parramatta	PARR3
Mar	16	17	City	CITR3
Mar	30	31	Parramatta	PARR32
May	13	14	City	CITR5
June	8	9	City	CITR6
July	12	13	City	CITR7
July	29	30	Parramatta	PARR7
Aug	18	19	Parramatta	PARR8
Aug	25	26	City	CITR8
Sep	22	23	City	CITR9
Oct	28	29	City	CITR10
Nov	15	16	Parramatta	PARR11
Nov	24	25	City	CITR11
Dec	14	15	City	CITR12
Dec	14	15	Parramatta	PARR12

ohs committee refresher/update*

\$260 Plus 10% GST (\$286 incl. GST)

Feb	13	Parramatta	PARF2
Mar	10	Parramatta	PARF3
Mar	30	City	CITF3
May	7	Parramatta	PARF5
June	10	Parramatta	PARF6
June	30	City	CITF6
July	5	Parramatta	PARF7
Aug	11	City	CITF8
Sep	3	City	CITF9
Oct	5	Parramatta	PARF10
Nov	16	City	CITF11
Dec	3	Parramatta	PARF12

* There is no WorkCover Accredited Course

workplace substances

1 day course \$260 Plus 10% GST (\$286 incl. GST)

Apr	28	City	CITWS4
Aug	5	Parramatta	PARWS8

Visit our website
www.courtenell.com.au

for information on our courses, OH&S information, search facility & recent editions of our publications 'Committee Member' (now 'Your Safety Matters')

For more information call us on:

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News from the Chief Executive Officer



WorkCover NSW has launched an online registration system for people who wish to be kept informed on the progress of WorkCover's Scheme Design project. Interested parties who register on the WorkCover website will be notified when new discussion papers are available. See page six for further information about the registration system and consultation associated with the changes to the Workers Compensation Scheme.

WorkCover is holding a new round of free small business information seminars across the State under the WorkCover Small Business Assistance Strategy. The seminar program includes information on health and safety responsibilities; practical advice on complying with legislative requirements; resources and tools that will assist in providing a safe and healthy workplace; discussion of workplace issues and advice on workers compensation matters.

The new series of seminars will address the demand for further information on industry specific issues identified in the previous series of seminars held last year. The small business seminars held during 2003 were highly successful, with over 4,000 people attending 39 sessions across the State. See page 18 for locations and dates of the latest round of seminars being held.

For employers and workers in the construction industry, WorkCover has introduced a new occupational health and safety (OHS) construction induction training certificate. The certificate is in a new credit card-sized format that provides durable and portable proof that the bearer has completed the WorkCover-approved training course for OHS General Induction for Construction Work in NSW.

The WorkCover OHS Induction Training Certificate will be the only accepted proof for persons trained after 29 March 2004, although existing proof of training prior to this date will be accepted until 29 March 2006. See page 12 for further information about the new OHS construction induction training certificates.

I would like to thank all those who completed and returned the readership survey distributed in the last edition of WorkCover News March 2004. Your responses will help us to plan our future editions of WorkCover News and ensure that we are tailoring the articles to suit your informational needs. I would also like to congratulate the winner of the \$250 electrical goods voucher, Ms E. Shield of Nowra.

A handwritten signature in black ink, appearing to be 'Jon Blackwell', written in a cursive style.

Jon Blackwell
Chief Executive Officer
WorkCover NSW

WorkCover sponsors

memorial to workers

WORKCOVER NSW RECENTLY SPONSORED the NSW Labor Council to assist in the construction of a memorial sculpture in recognition of NSW workers who have lost their lives in workplace incidents.

The memorial sculpture, "Memory Lines", was designed by Sydney artist, Ingrid Skirka, and is situated at Little Pier Street Park, Darling Harbour, between the Sydney Novotel and the Entertainment Centre.

The memorial was unveiled by the NSW Minister for Commerce, John Della Bosca, during the ceremony to commemorate the annual International Day of Mourning.

The ceremony, held at Darling Harbour, was also attended by WorkCover Chief Executive Officer, Jon Blackwell and Labor Council officials.

The first International Day of Mourning was observed in Canada in 1986, and was adopted internationally in 1996. The day aims to remember those workers who have died or

been seriously injured in a work-related incident and spread the important message of workplace safety.

Trade unionists, workers, their families and friends mark the day in ceremonies on or around April 28 each year throughout North and South America, Europe, Africa, Asia and Australia.

A service will be held each year at the memorial to mark the International Day of Mourning.



Above left: Memory Lines. Above right: Jon Blackwell, Ingrid Skirka, Hon John Della Bosca and John Robertson

Rural safety advocate recognised

WORKCOVER NSW HAS PUBLICLY SHOWN ITS APPRECIATION to Tamworth local, Patsy Bourke, for her outstanding contribution to occupational health and safety in the rural sector.

Ms Bourke was a founding member of the Tamworth Farm Safety Action Group, which formed in 1993, and spent many years working to improve work safety in the rural sector. Due to other commitments, Patsy has now retired from the group.

WorkCover General Manager for the Occupational Health and Safety Division, John Watson, travelled to Tamworth recently to farewell Ms Bourke and present her with a certificate of recognition for her outstanding work in farm safety.

"At the time the Farm Safety Action Group was founded, occupational health and safety was not considered an area of high priority in the community, but as a result of the sheer determination of the group and Patsy's energy and ability, this changed," said Mr Watson.

"The group has been recognised as one of the most successful Farm Safety Action Groups in NSW.

"Some of the group's successes include the introduction of the first *Farm Safety Magazine* in 1993 and the development of 'Farmers for the Future' field days for high school students.

"Ms Bourke also played a key role in the group's development of the 'Farmers' Emergency Card', which is an emergency information reference found on thousands of fridges and beside phones in remote country homesteads," Mr Watson said.

"Ms Bourke has worked tirelessly with the rural community in the area of general health and safety on the farm, spreading the message at conferences and workshops," he said.

"WorkCover wishes Patsy all the best in her new endeavours," said Mr Watson.



Ms Patsy Bourke and John Watson

providing more than

AS A PARTICIPANT IN THE PREMIUM DISCOUNT

SCHEME (PDS), Mareeba Nursing Home provides a shining example of the major financial and cultural benefits that can be achieved from improving occupational health and safety (OHS) and injury management (IM).

The Premium Discount Scheme is an innovative scheme that rewards participating employers with discounts on their workers compensation premiums for improving their OHS and IM systems.

Since the scheme's inception in June 2001, over 2,700 NSW employers have entered the PDS, returning more than \$96.4m to them in workers compensation premium discounts.

Mareeba Nursing Home is a 71-bed aged care facility that has been operating since 1981. Situated on the Clarence River in Maclean, Mareeba aims to provide optimal care for residents by striving to meet their physical, social and emotional needs.

Management at Mareeba Nursing Home had established OHS and IM systems prior to them participating in the PDS. However, the increasing number of staff sick days and rising workers compensation costs were the catalysts for Mareeba entering the scheme.

Upon joining the PDS, the company set about further developing and formalising their pre-established OHS and IM systems, with an increased level of consultation and input from their staff.

Initiatives included:

- Review of all current OHS and IM systems and risk assessment manuals
- Election of an OHS committee
- Development of a Product Review Sheet
- Development of a Safe Working Procedures Tool
- Incorporation of manual handling and safety issues checklist in staff orientation manuals
- Risk management training for staff
- Formalisation of risk identification and control management systems

- Development of a suitable duties list for nursing, cleaning and laundry staff
- Teaching staff how to report hazards
- Support for a staff member to study for her Certificate IV Workplace Trainers course and allocating her one-day per week to work on OHS and IM
- Formalisation of OHS processes
- Development and implementation of an audit process to reduce the amount of manual handling undertaken by nursing and laundry staff.

Since participating in the PDS, Mareeba has experienced a significant cultural shift in the organisation. Whereas workplace initiatives were once solely driven from the top down, staff have now taken ownership of OHS and shown a renewed commitment to the organisation.

Staff have been encouraged to work with management to identify and solve safety issues. All levels of employees are involved in hazard identification and risk management. All incidents are investigated and the outcomes evaluated.

Senior management and employee representatives are involved in the development and active monitoring of the return-to-work programs.

Together, staff and management have established a strategic focus by linking OHS to business objectives - the Mareeba Business Plan details OHS and IM goals, strategies, outcomes and performance indicators.

Financially, Mareeba Nursing Home has received discounts on their workers compensation premiums during its first two years in the scheme totalling \$43,735. Furthermore, time lost from workplace injuries has decreased by almost 68 per cent from 2001/2 to 2002/3.

Mareeba Nursing Home were finalists in the 2003 Premium Discount Scheme Awards and acknowledge the significant contributions made by staff in achieving their financial and cultural gains.

financial gain

WORKPLACE INNOVATION – INCONTINENCE BEDDING SHEET AUDIT

Mareeba staff identified that incontinence bedding sheets used on residents' beds were becoming a significant manual handling risk for both nursing and laundry staff.

Each day, nurses would change the incontinence sheets and replace with new ones. This required much bending and lifting for nursing staff, especially when trying to change the sheets on the beds of residents with contractures.

To reduce the manual handling risk, staff ran an audit on the number of incontinence sheets being used and their necessity.

Residents' incontinence sheets were checked for wetness each day for a period of two weeks. A three day trial monitor system was used to increase or decrease pad capacity to match output.

Staff were then able to determine when incontinence sheets were required and which residents needed incontinence aids or absorbent aids.

A medical supply company representative assisted with recommendations regarding the most suitable incontinence aids, and trained staff members in their use.

Results from the audit were considerable, with a 75.46 per cent decrease recorded in the number of sheets being laundered.

In May 2002, 648 incontinence sheets were being used per week, which amounted to 23-34 laundry loads. In March 2003, only 56 incontinence sheets were used weekly. The current rate is 84 incontinence sheets being used each week.

The reduction in the number of incontinence sheets used has lowered the amount of manual handling being undertaken by nursing and laundry staff. There have been no laundry injuries during the last 12 months.

The associated reduction in the number of laundry loads has also provided a financial benefit for the nursing home as the lifespan of the incontinence sheets has increased.

Furthermore, residents have benefited from the audit with improved comfort. Staff use a 'slippery sam' to reposition patients who can't turn and a 'slide and turn sheet' for particularly large patients, rather than relying on linen changing to move residents. This reduces the amount of manual handling undertaken by staff.

Lying on incontinence sheets has the potential to increase pressure sores and skin tears, especially as they age. Thus, reducing the number and frequency of the sheets used has decreased the incidence of residents' developing pressure sores.

With a reduced number of incontinence sheets being used residents can sleep better and are more content.

Monitoring the need for incontinence sheets and laundry loads has become an ongoing process.

Below: WorkCover CEO Jon Blackwell and Hon John Della Bosca with Mareeba Nursing Home staff



Work with us to reshape workers compensation in NSW

IN SEPTEMBER 2003, (see *WorkCover News*, edition 55, December 2003 – February 2004) NSW Minister for Commerce, John Della Bosca, released the McKinsey and Company report. This report recommends a number of changes to the NSW Workers Compensation Scheme.

The recommended changes will:

- introduce greater competition and choice for employers
- improve outcomes for injured workers
- reduce the Scheme deficit.

In response to the report, and to implement its recommendations, WorkCover has formed the Scheme Design project.

WorkCover recently released an information paper on the Scheme Design project and launched an online registration system for people who wish to be kept informed of its progress.

The paper provides important background information on the Scheme Design initiative and will be updated periodically over the next 12 months.

The paper sets out WorkCover's preliminary views on implementation of the project, and outlines various matters that will be subject to consultation during the course of the project.

Parties can register their interest and be notified when new discussion papers are available, as well as receive regular updates on the Scheme Design project.

The following information is available from WorkCover's website:

- McKinsey & Company report, *Partnerships for Recovery: Caring for injured workers and restoring the financial stability to workers*
- summary of the key McKinsey & Company recommendations
- Scheme Design probity plan
- Scheme Design consultation protocol
- Scheme Design information paper.

To prepare for the introduction of the new Scheme structure, a considerable amount of policy development and strategic planning is required – including extensive consultation with worker and employer representatives, existing insurers, potential new agents, funds managers, and other key parties.

To ensure that consultation meets WorkCover's probity requirements, a consultation protocol has been developed to outline the obligations of all parties participating in the Scheme Design consultation and to clarify WorkCover's approach to managing the consultation.

Generally, consultation will involve the distribution of a discussion, issues or information paper. This will usually be followed by a feedback period that may include briefings or forums and an opportunity to submit written submissions.

Following a high-level analysis of the McKinsey recommendations, WorkCover has identified a number of operational and policy matters that will require stakeholder consultation.

The topics for initial consultation between May and September 2004 include:

FUNDS MANAGEMENT

To support the new Scheme arrangements, the six statutory funds held by the current insurers will be consolidated into a single Workers Compensation Insurance Fund. WorkCover will outline the investment management structure for the Scheme's assets (valued at over \$5.27 billion) and seek input on specific operational issues.

AGENT REMUNERATION

Critical to the success of the new arrangements is the development of a transparent and outcome-focused agent remuneration model. During the consultation, WorkCover will discuss the current insurer remuneration model and collect input into the future remuneration model.

CLAIMS MANAGEMENT

McKinsey determined that the key issue in ensuring the success of the Scheme Design (and the area with the most room for improvement) was claims management. At the core of the McKinsey report are recommendations designed to improve injury and claims management. Consultation will

focus on the proposed claims management model, including the management of long-term claims.

AGENT PRACTICES

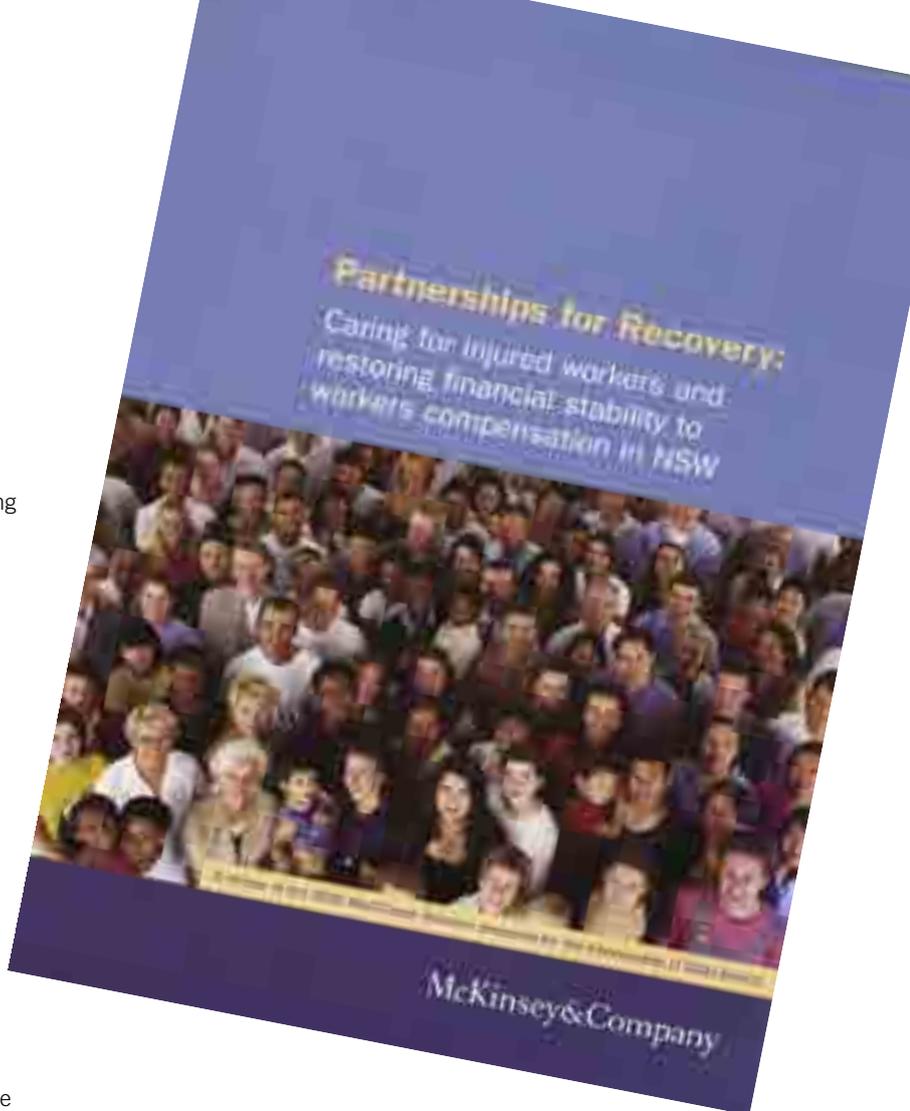
When the new Scheme structure is implemented, agents will be appointed under contract to undertake a number of functions – including the collection of premiums and management of claims.

This new structure will provide guidance to agents through contracts (rather than licences), enable competition and provide room for innovation. The consultation will discuss the proposed operational model and specific issues related to the management of claims, and administration of insurance policies.

IMPLEMENTATION TIMETABLE

Phase 1 – Complete Sept – Mar 2004	Initial project resourcing complete Legislation drafted and passed Project planning Identify current requirements
Phase 2 – In progress Apr – Jun 2004	Develop agent model Develop claims and policy agent requirements Develop remuneration model
Phase 3 Jul – Sept 2004	Test new models and finalise requirements Appoint funds asset consultant
Phase 4 Oct – Dec 2004	Finalise claim agent tender requirements Appoint funds asset managers
Phase 5 Jan – Jun 05	Transition to Workers Compensation Insurance Fund (WCIF) Transition to new WorkCover roles and functions
Phase 6 Jul – Dec 05	Transition to new Scheme requirements

McKinsey and Company estimates that the implementation of their recommendations will reduce the deficit by approximately \$2 billion by 2008.



To ensure the integrity of the project WorkCover NSW has released a probity plan. This plan outlines WorkCover's approach to ensure the best possible use of resources, fair and impartial processes, and accountability in decision-making. The probity plan is available from www.workcover.nsw.gov.au.

KEY CHANGE

Licensed workers compensation insurers will be replaced with specialist agents, who will issue insurance policies, manage claims and invest the Workers Compensation Insurance Fund.

Current NSW insurers and other specialist businesses are expected to tender for contracts under the new arrangements.

addressing non-compliance



THE MAJORITY OF EMPLOYERS are aware that they must have workers compensation insurance to cover their workers in the event of a workplace injury. They are also aware that their insurance policy must accurately reflect their business activity and that the wages they pay to their workers are declared to their workers compensation insurer.

Most employers comply with their insurance obligations. However, the failure of some employers to comply, through under-insurance or non-insurance, leads to all employers subsidising those employers who are doing the wrong thing.

A major reason for non-compliance with workers compensation requirements, particularly among small employers, is lack of awareness of their obligations and responsibilities.

To improve awareness and advise employers of the penalties for non-compliance, WorkCover has an ongoing and coordinated education and information campaign targeted at small business advisers. It has also produced a series of fact

sheets on workers compensation and injury management, and regularly updates its website with the latest compliance and fraud information.

Coupled with its seminars and workshops, WorkCover targets under-insurance and non-insurance through the use of data-mining software and closer information sharing with insurers and the Office of State Revenue. In addition, WorkCover has developed closer relationships with Federal and other State agencies.

UNDER-INSURANCE

Under-insurance often results when employers declare incorrect wage amounts or business activities to their insurer.

To help eliminate under-reporting of wages, WorkCover has made it simpler to calculate the amount of premium by counting all remuneration to workers as wages. For a detailed explanation of 'workers' and 'wages', refer to the Wages Definition Manual, available at www.workcover.nsw.gov.au.

As a general rule, workers include all those who are entitled to receive workers compensation benefits if they have a work-related injury. It includes full-time, part-time and casual workers, whether they have been employed for a few hours or many years. The wages bill comprises all remuneration that has been paid to the workers, from salaries to site allowances, tips to trust distributions. Ask an accountant or business consultant for advice.

In 2001, a scaffolding company was found to have transferred some of its workers to other companies to minimise its workers compensation premium.

Following investigations by WorkCover's Compliance Improvement Branch, each of the companies – and their directors – was prosecuted for non-insurance, providing false or misleading information, and failing to provide wage records.

As a result of this investigation, the total of all fines, costs and double the avoided premiums required to be paid by the companies was over \$98,000.

To identify under-insurance, WorkCover has increased the number of wage audits it conducts and also detects incorrect industry classifications via its data-mining software. WorkCover has introduced harsher penalties for non-compliance.

At April 2004, WorkCover had completed 7,090 wage audits for the current financial year – an increase of 208 per cent on the audits conducted in 2001/02. Additional premiums of \$21.7 million were identified, up 74 per cent.

If an employer is found to have under-declared their wages by 25 per cent or more in any single policy period, they may be liable for the wage audit costs and interest on the premium owing. For knowingly giving false or misleading information, the employer may be liable for double the avoided premium, plus a late payment fee.

NON-INSURANCE

Anyone who employs or hires workers on a regular, casual or contract basis must have a current workers compensation policy. This includes home-based businesses that may employ an office assistant for a just a few hours a week. All workers – labourers, clerks, or otherwise – are covered by the NSW Workers Compensation Scheme.

Non-insurance is generally discovered when an injured worker finds that their employer is uninsured and is forced to make a claim against the Uninsured Indemnity and Liability Scheme, prompting instant investigation. On other occasions, non-insurance may be detected when an employer has been requested by WorkCover, a worker or union representative to provide their policy of insurance – and are unable to do so.

The penalty for failing to have a policy of insurance is currently \$55,000 and/or six months' imprisonment. An employer may also be charged double the amount of premium that would have been payable.

Improving compliance within the Workers Compensation Scheme will ultimately benefit all NSW businesses and their workers. By working together to ensure that everybody is meeting their obligations, we can maintain and safeguard a workers compensation system that is fair for all.

A market gardener from Sydney was found guilty of not having workers compensation insurance for his workers, whom he claimed were all contractors and therefore responsible for their own insurance.

When one of his workers suffered a significant injury that resulted in amputation of his leg, the Court Magistrate ruled that all the labourers – seasonal, casual or otherwise – were, indeed, workers.

WorkCover subsequently demanded repayment from the employer of the compensation that had been paid to the injured worker, which totalled over \$290,000.

Heath Francis:

Striving for success, spreading the safety message



Above: Heath Francis

DETERMINATION, DEDICATION AND DISCIPLINE are three values epitomised by athlete Heath Francis that have driven him from adversity to achievement.

Heath Francis was just seven years old when his arm was badly injured at his family's workplace and was amputated just below his elbow. However, Heath has overcome the trauma of his workplace accident and reached a heightened level of personal and sporting success.

Heath is currently undertaking a rigorous training schedule at the Australian Institute of Sport (AIS) in preparation for the Athens 2004 Paralympic Games, where he will be competing in the 400m and 200m track events, plus the 4 x 400m and 4 x 100m relay events.

"I am now training full-time at the AIS, which consists of four track sessions per week (Monday, Wednesday, Friday, Saturday), three weight sessions per week (Monday, Wednesday, Friday) and recovery sessions in the pool (Tuesday and Thursday)," said Heath.

"I am working with a new coach, Iryna Dvorskina, who is great and helping me with my technical faults. I'm still improving, which is very encouraging."

"At the moment I have long training sessions and short recovery sessions. However, as Athens approaches, my training program changes and focuses more on quality than quantity. I spend more time in recovery sessions and have shorter, more intense running sessions," Heath said.

"My training schedule allows me 1.5 days off each week, which I use to catch up with friends, go bowling or to the movies," he said.

Heath is no stranger to success on the running track. He recently competed in the International Paralympic Committee World Championships in Lille France, where he received silver medals in the 400m and 4 x 400m relay, and a bronze in the 4 x 100m relay. Heath also won a staggering four medals at the Sydney 2000 Paralympic Games.

In addition to his training and competition, Heath is studying for a combined Bachelor of Commerce and Bachelor of Business degree from the University of Newcastle, with some correspondence work with the University of Southern Queensland.

As an athlete proudly sponsored by WorkCover NSW through the Paralympian Sponsorship Program, Heath attends workplaces, industry groups, conferences, media events and annual dinners to discuss how his accident occurred; measures that could have been taken to prevent the accident; and his efforts to overcome the trauma he experienced.

Far from being a chore, Heath embraces the opportunities to spread the workplace safety message.

"For me it's been a wonderful experience and quite cathartic in a way, to go out and talk about my accident to work, TAFE, industry and school groups."



“To try and educate other people about dangers in the workplace has been very rewarding.”

As for life after Athens? “My current goal is Athens. After Athens I will keep training for the world championships and Commonwealth Games, which will feature a demonstration 200m paralympian event,” said Heath.

“I love working with my new coach and my times keep improving, so I may see the Paralympic Games in 2008.”

WorkCover sponsors five inspirational athletes through the Paralympian Sponsorship Program who are available to share their stories at workplaces, schools, colleges and throughout the corporate sector. They deliver the message that workplace safety is paramount and the responsibility of both employers and workers.

For more details on the WorkCover NSW Paralympian Sponsorship Program, visit the WorkCover website www.workcover.nsw.gov.au. You can book an athlete to speak at your workplace, school or next event by completing the form found on the website or by calling the WorkCover Marketing Communications Unit on **(02) 4321 5344**.

Please note that organisations can only book one athlete per year. The minimum audience size is 50 people. The athletes appear free of charge.

Induction Certificate to enhance safety

WORKCOVER NSW has introduced an occupational health and safety (OHS) construction induction training certificate in a new credit card-sized format that provides durable and portable proof of safety training.

The new card provides instant proof that the bearer has completed the WorkCover-approved training course for OHS General Induction for Construction Work in NSW.

Workers who complete their induction training after 29 March 2004 will receive a Statement of OHS Induction, valid for 30 days, and will be able to gain the WorkCover OHS Induction Training Certificate on completion of the endorsed application form.

The application form will be sent by the trainer to WorkCover to be processed through its industry database.

Under the new system, WorkCover will mail the new card directly to the applicant at their home address.

Persons who have already completed the training will be able to convert to the new OHS Induction Training Certificate free of charge on production of proof of their previous training.

The new system will greatly enhance safety in the construction industry and ensure accountability in the induction training process.

The WorkCover OHS Induction Training Certificate will be the only accepted proof for persons trained after 29 March 2004, although existing proof of training prior to this date will be accepted until 29 March 2006.

In conjunction with this initiative, an amendment has been made to the Occupational Health and Safety Regulation 2001 revising conditions for the conduct of the training and increasing penalties for non-compliance.

WorkCover is committed to ensuring that the OHS General Induction for Construction Work course is delivered to WorkCover's requirements and that all new entrants into the construction industry are provided with training that supports safety on construction sites.

For further information, please contact the WorkCover Assistance Service on **13 10 50** or visit the WorkCover website at www.workcover.nsw.gov.au.

WHAT IS THE PROCESS FOR OBTAINING A CONSTRUCTION INDUCTION CERTIFICATE AFTER TRAINING?

After completion of the OHS General Induction for Construction Work in NSW course, the accredited trainer or approved provider will supply you with an Application for WorkCover Construction Induction Certificate Form (Form No. CI 1) and a WorkCover Statement of Training which is valid for 30 days only.

The Application for WorkCover Construction Induction Certificate Form (Form No. CI 1) must be completed by the applicant and returned to the accredited trainer or approved provider who will validate it and forward the application to WorkCover.

If the application satisfactorily meets the requirements, the certificate will be mailed to your home address within 30 days.

HOW DO I CONVERT MY EXISTING STATEMENT OF TRAINING OR 'GREEN CARD' TO THE WORKCOVER CONSTRUCTION INDUCTION CERTIFICATE?

To convert your existing proof of training to a WorkCover Construction Induction Certificate, you will need to complete the application form Conversion to a WorkCover Construction Induction Certificate (Form No CI 2) and provide it to WorkCover with proof of training and identification details.

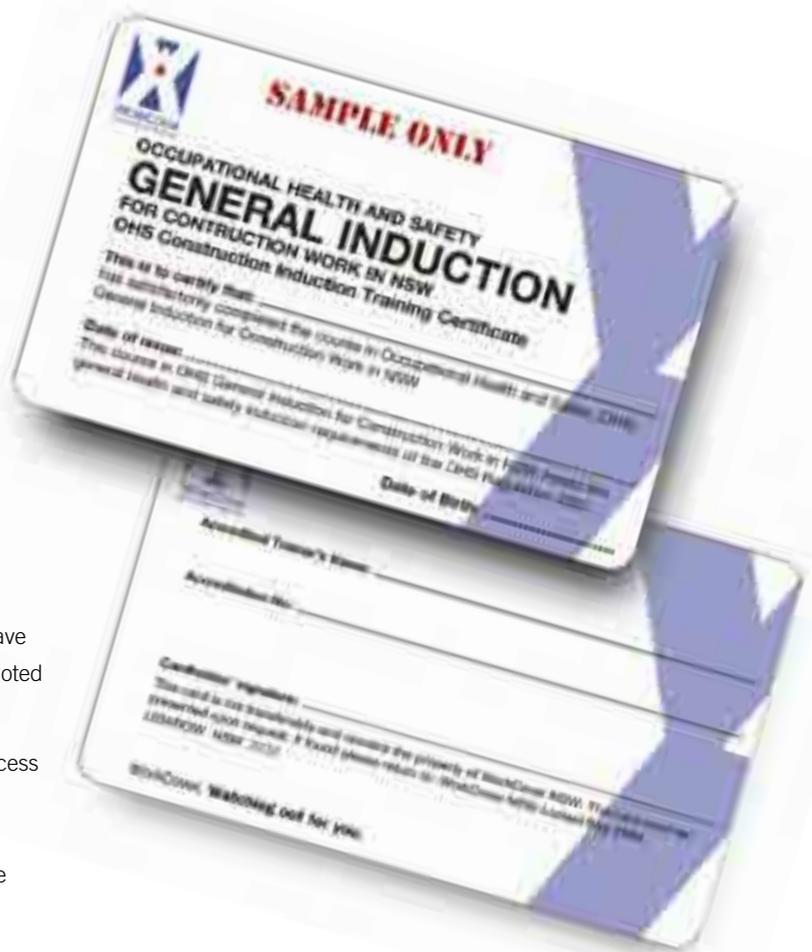
Valid identification includes a driver's licence, passport, Medicare card or birth certificate. A minimum of two items are to be provided, one of which must be a photo-ID, such as a driver's licence or passport.

All applications for conversion may be lodged with any WorkCover office, or by posting to:

The Licensing Unit
WorkCover NSW
Locked Bag 2906
Lisarow NSW 2252

If these documents are being mailed, they will need to be certified by a Justice of the Peace.

Application forms are available from any WorkCover office and the WorkCover website www.workcover.nsw.gov.au.



HOW DO I KNOW THAT THE TRAINER IS APPROPRIATELY QUALIFIED?

WorkCover accredited trainers and approved providers have been given an accreditation number, which should be quoted by the accredited trainer or approved provider.

Only accredited trainers and approved providers have access to WorkCover's Statement of Training, which is provided on completion of the course. If you receive anything but the WorkCover Statement of Training on completion of the course, which has a white/blue background, you should notify WorkCover by calling **13 10 50**.

AM I ELIGIBLE FOR AN EXEMPTION FROM CONSTRUCTION INDUCTION TRAINING?

There is an exemption from completion of the OHS General Induction for Construction Work in NSW training course for workers with long-term experience in the industry.

This exemption means that workers who carried out construction work anytime between 1 April 1997 and 31 March 1999 will not have to undertake the WorkCover induction course.

To be eligible for the exemption, workers must not have had an absence from the construction industry for any consecutive period of two years or more since 1 April 1999.

Workers should note that this is a transitional arrangement only, and they must apply to WorkCover for an OHS Induction Training Certificate before 30 September 2004.

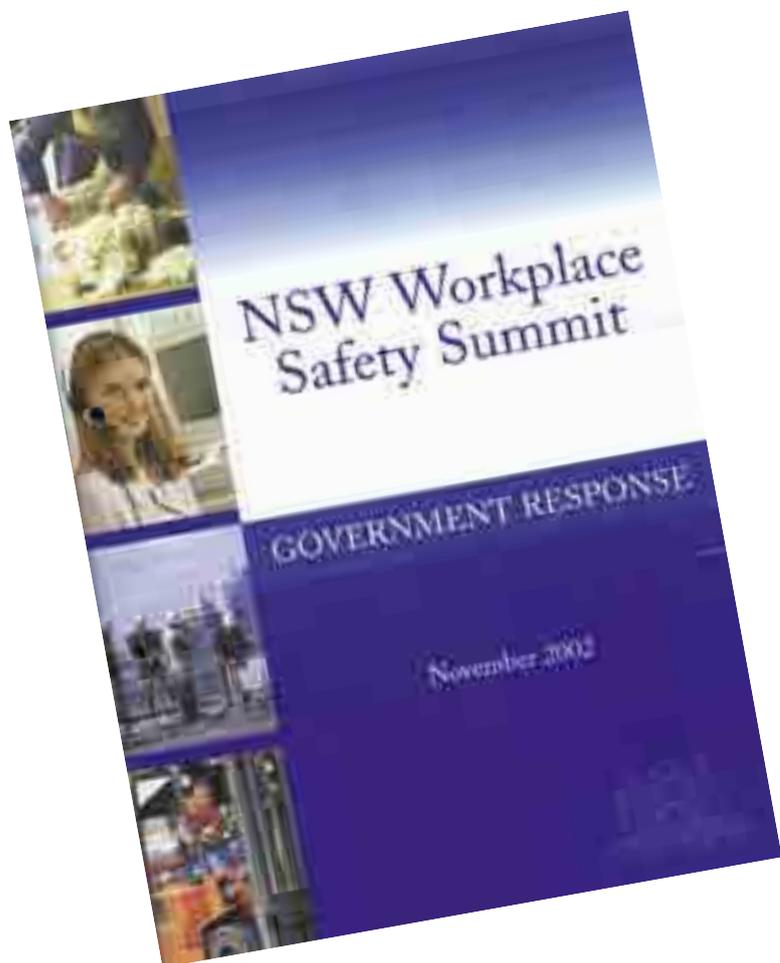
The exemption is aimed at all workers, including the self-employed, who have gained the safety knowledge and awareness covered by the induction course through their long-term construction experience.

To claim exemption, workers must complete an application form that includes confirmation of continuance of employment and provides proof of service in the building or construction industry, which must include one of the following documents:

- Building and Construction Industry Long Service Payments Corporation annual statement or letter of service
- Superannuation Scheme document
- Department of Fair Trading building contractor licence (issued to the individual) or supervisor licence
- Individual membership of a construction or building industry employee or employer association
- Australian Taxation Office record
- Workers compensation top up insurance, such as Wage Cover or CTAS.

The exemption form and further information on the Construction Induction Card can be obtained from the WorkCover website www.workcover.nsw.gov.au or from WorkCover offices.

Safety Summit update: working toward **safer workplaces** in NSW



THE NSW SAFETY SUMMIT, held in July 2002, produced 132 recommendations to improve the safety of workers in NSW.

NSW Minister for Commerce, John Della Bosca, launched the Government's formal response to the Workplace Safety Summit in November 2002, including a \$13m package to achieve injury and illness prevention targets in NSW workplaces.

The NSW Government is committed to reducing workplace fatalities by at least 20 per cent by 30 June 2012 and reducing the incidence of workplace injury by at least 40 per cent by 30 June 2012.

Following the government's response, WorkCover NSW developed a six-point plan for implementing the Safety Summit recommendations. Some of the major outcomes that have been achieved under WorkCover's six-point plan include:

1. TARGETED USE OF RESOURCES: HELPING IMPROVE PERFORMANCE

- **WorkCover's Single Notification project** has streamlined the notification process for workplace incidents. The system is designed to improve data collection, which will in turn improve WorkCover's capacity to better identify problem areas for targeted intervention.
- **The Community Services Safety Pack** provides user-friendly information on occupational health and safety (OHS), workers compensation and injury management for community service organisations.
- **The revised 15-Minute Farm Safety Checklist** is an easy to follow tool developed to help farm owners and workers quickly check for common hazards and risks.
- **SchoolSafe** was introduced by WorkCover to improve the OHS and injury management of workers under the Department of Education and Training (DET).
- **Funding of NCOSS position** – WorkCover is funding a project officer position within the New South Wales Council of Social Services (NCOSS), to provide OHS support needs to non-government organisations (NGOs), particularly those funded by government human service agencies.

2. SMALL BUSINESS ASSISTANCE

- **Small Business Seminars** – A first round of 27 seminars was held between July and October 2003 attracting 3601 participants. A second round of 12 seminars was held in November 2003 attracted 431 attendees. Further seminars are being held during May, June and July 2004.
- **The Small Business Safety Starter Kit** includes a six-step plan for managing small business safety. It contains health and safety forms for reviewing safety systems, training staff, developing procedures, together with an OHS policy that can be tailored to any small business.

3: EFFECTIVE REGULATORY FRAMEWORK

- **The Code of Practice: Moving Plant on Construction Sites** provides safe work guidance procedures on

planning work, controls for the safe operation of plant, practical steps for controlling hazards, supervision and training. The code applies to the use of moving plant at all construction sites in NSW, except mines.

- **The Code of Practice: Cash in Transit** was developed by WorkCover in consultation with industry and gazetted in 2003. A targeted compliance and enforcement program has been undertaken to ensure compliance with OHS legislation.
- **An interagency agreement** setting out clear guidelines for the investigation and prevention of long haul trucking accidents in NSW was completed in early 2004. WorkCover, NSW Police, the Roads and Traffic Authority and the Department of Environment and Conservation each signed the agreement.

4. INCENTIVES

- **The Premium Discount Scheme** rewards employers who improve their occupational health and safety (OHS) and injury management (IM) systems. Since its inception in 2001, over 2,700 NSW employers have entered the PDS, which has returned more than \$96.4m to them in workers compensation premium discounts.
- **The Roll Over Protective Structure (ROPS)** scheme has been an overwhelming success, with 10,126 tractor owners receiving rebates totalling \$2,025,200 since the scheme was launched in August 2000. The scheme was extended by five months to give tractor owners until 31 May 2004 to take advantage of the remaining funds.
- **The ShearSafety Program** is helping to introduce safer shearing handpieces across the wool industry. The innovative WorkCover program offers \$60 rebates to shearers and woolgrowers when they replace dangerous pin-drive mechanisms with the safer worm-drives. The popular initiative, has seen 3,367 rebates claimed since the Carr Government launched ShearSafety in July 2002, which is \$202,000 investment in rural safety.

5. STAKEHOLDER ENGAGEMENT: WORKING WITH EMPLOYEES AND EMPLOYERS

- **The Safer Towns and Cities Program** held 3-10 June 2004 in Bathurst and Orange to showcase government activities and services and demonstrate best practice safety models. The cooperative efforts of agencies, including Premier's Department, WorkCover NSW, NSW Police, NSW Rural Fire Service, the Department of Health and other relevant agencies, focused on safety on rural and regional centres.
- **The Road Freight Safety Forum** was conducted by WorkCover in November 2003. The forum was designed to initiate practical and workable actions to improve safety in the trucking industry through the development of a Memorandum Of Understanding (MOU) between the NSW Government and industry.
- **The Accredited Risk Management Training Package for Supervisors and Line Managers** was launched and promoted in August 2003.

6. RETURN-TO-WORK IMPROVEMENT

- **Workers compensation and injury management fact sheets** have been published and are available on the WorkCover website. The fact sheets contain important information about workers compensation and injury management including: insurance policies and premiums; return-to-work programs; responsibilities of employers, workers and insurers; benefits, and dispute resolution.
- **GP education workshops have been held in various locations** throughout NSW. The program aims to help ensure that injured workers who have acute low back pain receive treatment that delivers the best health and occupational outcomes.

Further information on the Government's response to the NSW Safety Summit and WorkCover's major outcomes achieved under the six-point plan can be found on the WorkCover website www.workcover.nsw.gov.au.

New Publications

SAFE WORKING AT HEIGHTS

This guide is intended as a useful tool for employers and workers in the construction industry, providing practical information and safety solutions to create and maintain a safe working environment when working at heights.

The guide summarises some key aspects of the legislation and Codes of Practice specific to the construction industry and associated trades, to encourage the highest possible level of health and safety when working at height.

Falls from heights is a significant problem on construction sites and can result in serious injuries and death of workers. Please read the *Safe Working at Heights* carefully. Take it with you on jobs. Show it to other workers.

Publication details:

Safe Working at Heights

Catalogue no: 1321

Website www.workcover.nsw.gov.au, go to Publications/ Industry/Construction.

BENEFITS GUIDE APRIL 2004

WorkCover has released an updated benefits guide which provides easy access to the current rates of the benefits – indexed and non-indexed – that are payable under workers compensation and injury management legislation. The new rates came into force in April 2004.

Publication details:

Benefits Guide April 2004

Catalogue no: 508.8

Website www.workcover.nsw.gov.au, go to Publications/ Workers Compensation/Claims.

2004 RURAL SAFETY MAGAZINE

The *2004 Rural Safety Magazine* is a WorkCover initiative supporting National Farm Safety Week.

The publication will include a broad range of topics such as cost effective practical suggestions to enhance rural safety;



injury management; return-to-work strategies for injured workers; and workers compensation updates.

It will also include a contact directory for additional information, resources, training, and other safety initiatives.

The *2004 Rural Safety Magazine* will be released in The Land newspaper and selected regional newspapers during National Farm Safety Week, which is being held 19– 24 July 2004.

Publication details:

2004 Rural Safety Magazine

Website www.workcover.nsw.gov.au, go to Publications/ Industry/Rural/Rural Safety, available from 19 July 2004.

ACCESSING PUBLICATIONS

The *Safe Working at Heights* pocketbook and the *Benefits Guide April 2004* can be ordered from the WorkCover Publications Hotline on **1300 799 003**. The first copy of the publication can be ordered for free.

Publications are also available in PDF format on the WorkCover website, www.workcover.nsw.gov.au.

Commission gets thumbs up

A SURVEY MEASURING CUSTOMER SATISFACTION

with the Workers Compensation Commission has revealed that parties are responding positively to its non-adversarial approach to resolving workers compensation disputes.

The survey results indicate that 82 per cent of workers and 80 per cent of employers interviewed perceived the Commission's services as adequate, good or very good.

The Commission was established two and a half years ago under the *Workplace Injury Management and Workers Compensation Act 1998*. It aims to provide a just, timely, flexible and cost effective forum for parties in workers compensation disputes in New South Wales.

The independent customer survey, conducted by social research firm, Urbis JHD in late 2003, indicates the Commission is achieving key legislative objectives by providing a dispute resolution service that meets the expectations of parties.

President of the Commission, Justice Terry Sheahan, commented, "The research shows the Commission is providing a fair, accessible and professional service to those for whom it was created – employers and injured workers."

"Most customers interviewed in the survey had positive perceptions about the independence and fairness of the Commission's Arbitrators – over 90 per cent of participants thought the Arbitrator had treated both sides fairly during their conciliation/arbitration meetings," he said.

The confidential survey entailed in-depth telephone interviews with 439 employers, workers, insurers and self-insured employers who had been parties in recent (completed) proceedings in the Commission.

Survey respondents were asked about their perceptions of the Commission's services including their experiences of the teleconference, conciliation and arbitration processes.

Respondents indicated they particularly liked the simplicity of the processes, timeliness and ongoing consultation they received. Other favourable attributes included the Commission's impartiality, capacity to make determinations in resolving disputes and its impact on reducing legal costs.



Above: Justice Terry Sheahan

Whilst the majority of employers surveyed did not directly participate in their workers compensation dispute before the Commission, one in four employers indicated that they would have participated in a teleconference if they had known or were aware they could take part.

As a result the Commission will be working with stakeholders, such as insurers to ensure employers are aware they can be more actively involved in resolving their workers dispute.

Justice Sheahan added, "The opportunity for parties to provide us with confidential feedback about their experiences is very important to the Commission – it means we can develop specific improvement strategies that are based on evidence provided by our customers."

The Workers Compensation Commission is looking at better ways of delivering its services through enhanced on-the-job training and professional development programs.

The Commission will undertake another customer satisfaction survey in late 2004.

For more information about the Commission, visit their website at www.wcc.nsw.gov.au or call **1300 368 040**.

Stop Press

WORKCOVER WILL PRESENT a new series of information seminars to assist small business owners to comply with the 2001 changes to the occupational health and safety (OHS) legislation.

The seminar program includes:

- information on OHS responsibilities
- practical advice on how these responsibilities can be met
- resources and tools that will assist in providing a safe and healthy workplace
- an opportunity to discuss OHS workplace issues
- advice on workers compensation matters.

The new series of seminars will address the demand for further information on industry-specific issues identified in the previous series of seminars held last year.

The Small Business Assistance Strategy seminars held during 2003 were highly successful, with over 4,000 people attending 39 sessions across the State.

They also provided valuable feedback to WorkCover on the information needs of the State's 360,000 small businesses.

The new round of seminars run from 5.30pm to 7.30pm and admission is free. However, numbers are limited and registration is essential.

Call **1800 624 097** to book your place in a seminar.

Seminar venues and dates

Condoblin	Condobolin RSL Club 20 McDonnell Street	Mon 21 June
Berry	Berry Bowling Club Princes Highway	Wed 23 June
Katoomba	Katoomba Bowling Club 2 Dora Street	Thu 24 June
Yass	Yass Soldiers Club 86 Meehan Street	Mon 28 June
Tamworth	Tamworth Ex Services Club 199 Marius Street	Wed 30 June
Waitara	Hornsby Bowling Club cnr Waitara Ave & Edgeworth David Ave	Thu 1 July
Mudgee	Mudgee Soldiers Club Level 1, Room 1 99 Mortimer Street	Mon 5 July
Sutherland	Sutherland United Services Club 7 East Parade	Tues 6 July
Liverpool	John Edmondson VC Memorial Club (Club Liverpool) 185 George Street	Wed 7 July
Harbord	Harbord Diggers Club Evans Street	Thu 8 July

WorkCover Diary

RURAL FIELD DAYS

WorkCover will be attending a number of Rural Field Days around NSW to provide practical information and guidance on occupational health and safety, workers compensation and injury management issues

VENUES AND DATES

Primex	Casino	17-19 June (Thursday-Saturday)
Ag-Quip	Gunnedah	17-19 August (Tuesday-Thursday)
Henty Machinery Field Days	Henty	21-23 September (Tuesday-Thursday)
Australian National Field Days	Orange	19-21 October (Tuesday-Thursday)
Farming Small Areas Expo	Richmond	12-13 November (tentative) (Friday-Saturday)

For more information, contact the Rural Safety Hotline on 1800 300 377.

Workplace fatalities & injuries

The following is a list of fatalities occurring in NSW workplaces since those listed in Vol 56 of WorkCover News.

Fatalities

- A plant operator sustained fatal injuries when apparently struck by equipment that was attached to a mobile overhead conveyor system.
- A truck driver was apparently electrocuted while alighting from his truck after the vehicle came into contact with overhead power lines.
- A labourer died after being found unconscious at a construction site with serious head injuries apparently consistent with impact from a fall.
- A storeman was fatally injured when apparently struck by alloy bars that became dislodged from warehouse racking.
- A carpenter sustained fatal lacerations while apparently using an angle grinder to remove window frames.
- A skipper of a commercial fishing vessel is missing, presumed drowned, after the vessel sank.
- A man died after apparently being crushed by a piece of granite that was being loaded onto a truck.
- A farm labourer died after being run over by a tractor while apparently attempting to stop the vehicle from moving forward.
- A man sustained fatal injuries when apparently crushed between the chassis and tipper tray of his truck.

Disclaimer: These reports are of a preliminary nature and are based on initial reports from WorkCover Inspectors. Full details of incidents will be available after the completion of coronial and other processes. No liability on the part of any parties referred to herein can be inferred from these reports.

Prosecution Highlights

\$162,000 FINES AFTER FARM WORKER DIES IN VEHICLE ROLLOVER

Companies: Nowra Truck and Farm Equipment (Holdings) Pty Ltd, Brunning Investments Pty Ltd and Nublely Bros Service Pty Ltd.

Fine amount: \$162,000

Date of Judgment: 31 March 2004

Fines totalling \$162,000 have been imposed on three Tamworth rural property owners following the death of a worker in a farm vehicle rollover.

Nowra Truck and Farm Equipment (Holdings) Pty; Brunning Investments Pty Ltd and Nublely Bros Service Pty Ltd were all found guilty of failing to ensure the health and safety of their employees under Section 15(1) of the *Occupational Health & Safety Act 1983*.

On 19 October 2000, a manager and a worker were driving on one of the properties in a four-wheel drive vehicle without their seatbelts fastened.

The court heard that as the vehicle was being driven across a sloping paddock by the manager, it overturned and rolled 38 metres down the slope. The worker was thrown from the vehicle, suffering fatal injuries.

In passing sentence, Justice Boland said that if the defendants had put in place the simple precaution of requiring employees to wear a seatbelt while undertaking off-road hill climbs, the risk of injury to the two men would have been greatly reduced and possibly avoided.

\$376,250 IN FINES AFTER TRACTOR FATALITY

Companies: Steggles Ltd and Network Personnel Ltd

Fine amount: \$376,250

Date of Judgment: 25 March 2004

A total of \$376,250 in fines has been imposed by the NSW Industrial Relations Commission sitting in Court Session following the death of a worker at a poultry farm in Sydney's outer west.

Prosecution *Highlights continued*

Poultry producer Steggles Ltd was fined \$159,250 and labour hire company Network Personnel Ltd was fined \$217,000 after both pleaded guilty to breaches of the *Occupational Health and Safety Act 1983*.

The man died on 25 July 2000 while operating a tractor at Steggles' poultry farm at Luddenham to transport eggs from the production shed to the fumigation area.

The deceased had been found pinned between the right rear wheel of the tractor and a water tank stand. There were no witnesses to the incident.

The court heard that the worker had received no training in the use of the tractor's hand throttle, and had not been provided with written instructions on how to operate the vehicle in either English or his first language, Cambodian.

In imposing sentence, Justice Boland said: "Any person engaged in hiring out their employees needs to understand that they have the same responsibilities as other employers in respect of occupational health and safety, and if they fail in that regard they face very significant financial penalty."

MAN FINED FOR IMPERSONATING A WORKCOVER INSPECTOR

Fine amount: \$1500

Date of Judgment: 24 March 2004

A Sydney man has been fined \$1500 in the Chief Industrial Magistrates Court for falsely representing himself as a WorkCover inspector.

The court heard that on 12 April 2003, the defendant was stopped by police on the Pacific Highway at Cooperook for speeding and was issued with an infringement notice.

The defendant falsely claimed to work for WorkCover and threatened to have the police investigated.

Upon fining the defendant, the Chief Industrial Magistrate commented on the serious nature of the offence.

WorkCover's Chief Executive Officer, Jon Blackwell, commented: "False representation of a WorkCover inspector is a serious offence and anyone found doing so will be prosecuted."

PLUMBER FINED \$220,00 AFTER CARBON MONOXIDE POISONING

Company: T Helsby & Sons Contracting Pty Ltd

Fine amount: \$220,000

Date of Judgment: 19 March 2004

An incident in which 47 people were affected by carbon monoxide fumes from a concrete cutting machine has resulted in a Chippendale plumbing firm being fined \$220,000 for breaching the *Occupational Health & Safety Act 1983*.

T Helsby & Sons Contracting Pty Ltd, who had pleaded not guilty in the NSW Industrial Relations Commission sitting in Court Session, was also ordered to pay the prosecutor's costs of \$72,688.

The company contracted a concrete cutting service to perform work in the canteen area of Chubb Security Holdings Australia Ltd at Ashfield on 18 February 2000.

The canteen was poorly ventilated and the concrete cutting machine was not fitted with a carbon monoxide limiting device.

Fumes from the cutting operation spread through the ceiling to surrounding offices, resulting in injuries to employees, ranging from severe headaches to nausea and collapse.

The court was told the office workers may have been exposed to levels of carbon monoxide that were high enough to pose a risk of fatality to persons with severe heart disease or to the foetuses of pregnant women.

In imposing sentence, Justice Boland said the offence was serious and attracted a penalty at the high end of the range.

HOMEPAGE CHANGES

A number of changes have been made to the homepage of the WorkCover website:

- A new menu item for 'Jobs at WorkCover' with a link to employment opportunities within WorkCover.
- 'Notify Work Related Incidents' can now be found under 'More Information' on the homepage.
- 'Quicklinks' has moved to be included in the left hand navigation.
- A new menu item for 'Media Resources' has been added. This section includes media releases, articles and background information for the media.

CONSTRUCTION INDUCTION CARDS

Information about the new credit card sized construction induction certificates can be found on the home page, with a link to frequently asked questions and forms for the replacement or conversion of existing certificates.

For more information visit: <http://www.workcover.nsw.gov.au/Training/ConstructionInduction/default.htm>

INFORMATION FOR PYROTECHNIC/FIREWORK PERMIT HOLDERS

Legislative revisions to Clause 54 under the *Dangerous Goods Act 1975* have changed the conditions for current and future holders of pyrotechnic/firework permits.

For information of how these changes will affect you visit: <http://www.workcover.nsw.gov.au/NoticesEvents/Fireworks+permits.htm>

EVENTS

Find information on WorkCover information seminars and events at: http://www.workcover.nsw.gov.au/NoticesEvents/upcoming_events.htm

TRAINING

This area of the website has been updated and includes course overviews, information for course providers and links to other related information.

For more information visit: <http://www.workcover.nsw.gov.au/Training/default.htm>

ELECTRICAL POSITION PAPERS

WorkCover has recently issued a number of position papers that provide guidance to employers, electrical workers, self-employed persons, controllers of premises and key stakeholders regarding application of the electrical safety requirements of the *Occupational Health and Safety Regulation 2001*:

- Code of Practice: Low voltage electric work
- Electrical Work Position Paper
- Emergency Situation and Live Electrical Work Position Paper
- Testing and Fault-finding Position Paper
- Extra Low Voltage Position Paper.

For more information visit: <http://www.workcover.nsw.gov.au/Publications/Industry/Electrical/default.htm>

WorkCover NSW Offices

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Office Hours 8:30am – 5:00pm
Monday to Friday
92-100 Donnison Street
GOSFORD 2250
Phone (02) 4321 5000
Fax (02) 4325 4145
Postal Address:
WorkCover NSW 4924
Locked Bag 2906
LISAROW 2252

WorkCover Assistance Service

Office Hours 8:30am – 5:00pm
Monday to Friday
92-100 Donnison Street
GOSFORD 2250
Phone 13 10 50

LABORATORIES

Thornleigh
5A Pioneer Avenue
THORNLEIGH 2120
Phone (02) 9473 4000
Fax (02) 9980 6849
Email: lab@workcover.nsw.gov.au

Londonderry

TestSafe Australia
Ground Floor,
919 Londonderry Road
LONDONDERRY 2753
Phone (02) 4724 4900
Fax (02) 4724 4999
Email: testsafe@workcover.nsw.gov.au

REGIONAL and LOCAL OFFICES

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Monday to Friday

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Fax (02) 4940 8558

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Fax (02) 4226 9087

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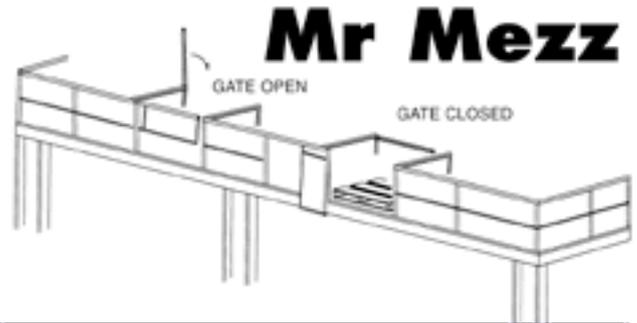
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5,6,11,12 Oct / 1,2,8,9 Nov

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 - > Manager & supervisor programs
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Ag-Quip	Gunnedah 17-19 August (Tues-Thurs)
Henty Machinery Field Days	Henty 21-23 September (Tues-Thurs)
Australian National Field Days	Orange 19-21 October (Tues-Thurs)
Farming Small Areas Expo	Richmond 12-13 November (tentative) (Fri-Sat)

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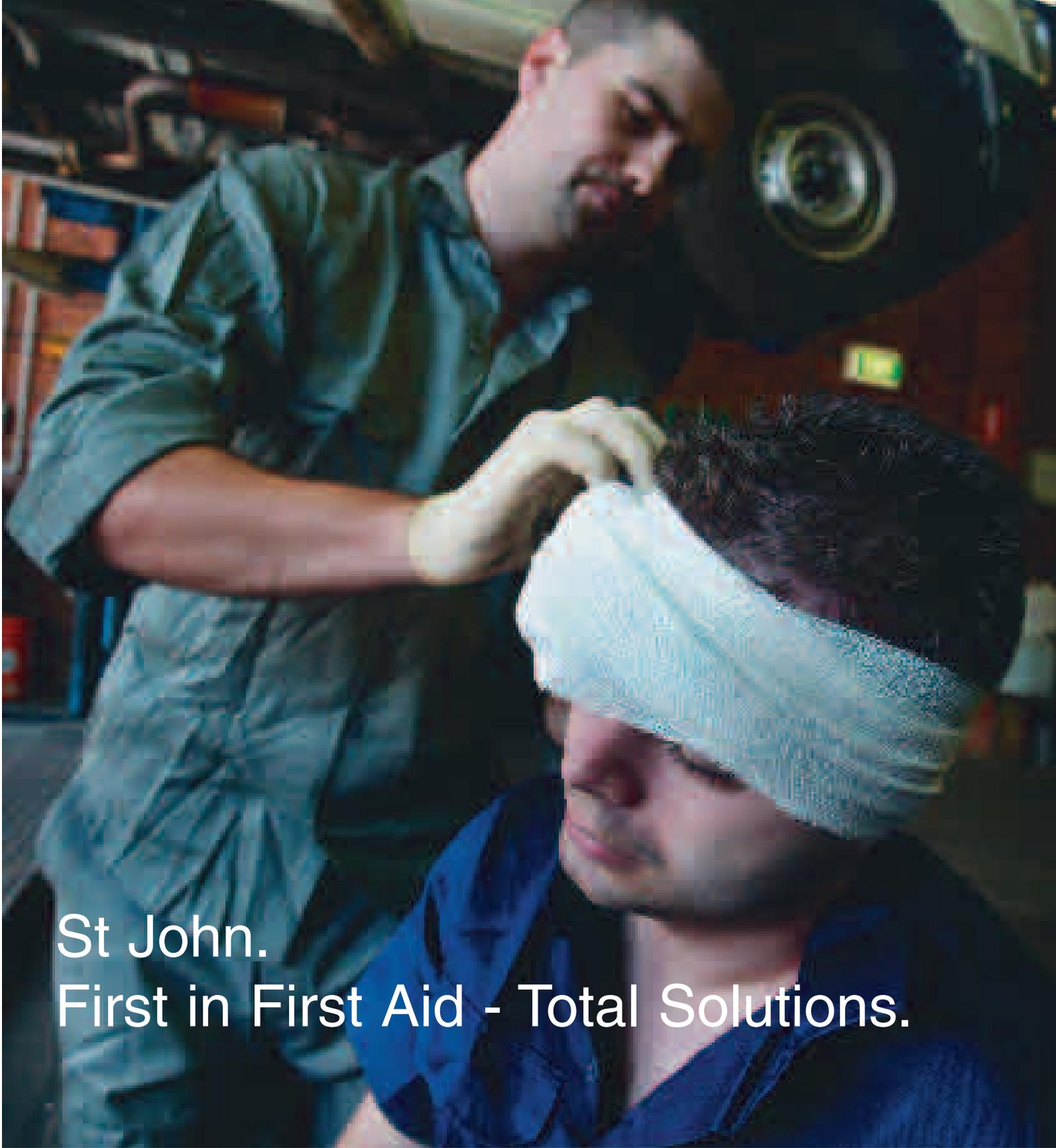
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- ❖ 28-29 June 2004
- ❖ 26-27 July 2004
- ❖ 16-17 August 2004
- ❖ 2-3 September 2004
- ❖ 11-12 October 2004
- ❖ 25-26 November 2004

OHS Consultation (for committee members and OHS Representative)

- ❖ 19, 20, 21, 22 July 2004
- ❖ 6, 13, 20, 27 August 2004
- ❖ 18, 19, 25, 26 August 2004
- ❖ 8, 9, 15, 16 September 2004
- ❖ 12, 13, 14, 15 October 2004
- ❖ 5, 12, 19, 26 November 2004
- ❖ 1, 2, 8, 9 December 2004

OHS Risk Management – Skills Training

- ❖ 1 July 2004 (General)
- ❖ 19 July 2004 (Child Care)
- ❖ 23 July 23004 (Community Services)
- ❖ 31 August 2004 (Community Services)
- ❖ 21 September 2004 (General)
- ❖ 25 October 2004 (Child Care)
- ❖ 1 November 2004 (Community Services)
- ❖ 1 December 2004 (Child Care)
- ❖ 3 December 2004 (General)

Certificate IV in Auditing OHS Systems

- ❖ 13, 14, 15, 16, 17 September 2004
- ❖ 6, 7, 8, 9, 10 December 2004

Writing Workplace Documents

- ❖ 21-22 June 2004
- ❖ 19-20 October 2004

Introduction to Return to Work Coordination

- ❖ 4-5 August 2004
- ❖ 11-12 November 2004

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OHS Committee Chairperson

- ❖ 12 August 2004
- ❖ 18 October 2004

OHS Induction for Employees

- ❖ 25 June 2004
- ❖ 20 August 2004
- ❖ 28 October 2004

Senior First Aid

- ❖ 15-16 June 2004
- ❖ 23-24 August 2004
- ❖ 5-6 October 2004
- ❖ 8-9 November 2004

Manual Handling for Employees

- ❖ 2 July 2004
- ❖ 10 September 2004
- ❖ 18 November 2004

OHS Developing and Implementing OHS Systems

- ❖ 9-10 August 2004
- ❖ 15-16 November 2004

Accident/Incident Investigation

- ❖ 9-10 September 2004

How to Conduct an OHS Audit

- ❖ 23-24 September 2004

Accessing & Using OHS Information

- ❖ 1 September 2004

OHS & Managing Human Resources

- ❖ 8, 15, 22, 29 October 2004

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