

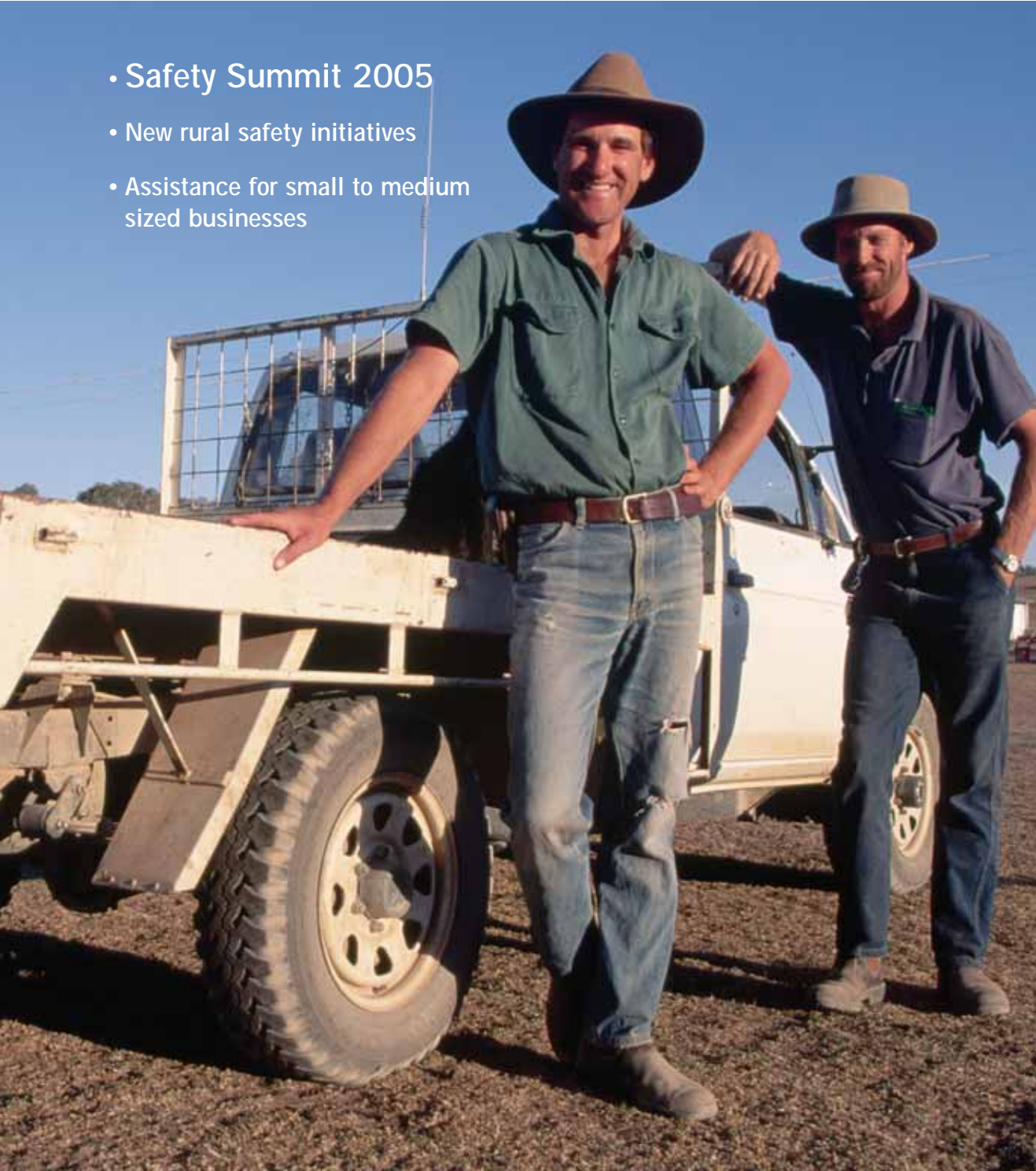
WORKCOVER NEWS

62

The workplace safety and injury management magazine

September 2005 - November 2005

- Safety Summit 2005
- New rural safety initiatives
- Assistance for small to medium sized businesses



ON-SITE TRAINING COURSES

CONSULTATION, OHS COMMITTEES & REPRESENTATIVES

Course in OHS Consultation (4 days)
OHS Committee Refresher* (1 day)
OHS Committee Chairperson* (1 day)

RISK MANAGEMENT

OHS Risk Management for Supervisors & Managers (1 or 2 days)
OHS Risk Management* (1 day)
BackBasics Manual Handling Risk Management* (3.5hrs)
Accident Investigation* (1 day)

RETURN TO WORK

Introduction to Return to Work Coordination (2 days)
Effective Case Coordination for RTW Coordinators (1 day)

OHS LAW & RESPONSIBILITIES

OHS Law for Directors & Managers* (2 hrs)
OHS Responsibilities for Supervisors & Managers* (2 hrs)

INDUCTION

Construction General OHS Induction (1 day)
OHS Induction for Employees (4 hrs)

MANUAL HANDLING & WORKSTATIONS

BackBasics Manual Handling - for manual handlers* (2 hrs)
BackBasics Manual Handling Risk Management - for managers, supervisors, ohs committees, employees* (3.5hrs)
BackBasics Workstation Set-up & Manual Handling - for office workers* (2 hrs)
Manual Handling - for managers, supervisors & ohs committees (1.5 days)
Manual Handling - for general employees (4 hours)

HAZARDOUS SUBSTANCES

Workplace Substances - for general employees (1 day)
Workplace Substances - for supervisors, managers, ohs committees (2 days)

FIRST AID

Senior First Aid (2 days)
Senior First Aid Recertification (1 day)
(Note: SFA Recertification must be done prior to the expiry (three years from date of issue) of the SFA Course)

* All courses are accredited by WorkCover NSW except those marked with an asterisk, for which there is no WorkCover course.

course in occupational health & safety consultation

accredited training for OHS Committees & OHS Representatives
\$570 Plus 10% GST (\$627 incl. GST)

July	1	8	15	22	City	CIT7
July	4	5	11	12	City	CIT72
July	5	12	19	26	Parramatta	PAR7
July	14	15	21	22	Parramatta	PAR72
July	20	21	27	28	City	CIT73
Jul/Aug	20	27	3	10	Parramatta	PAR73
Aug	1	2	8	9	Hurstville	HUR8
Aug	1	2	8	9	Parramatta	PAR8
Aug	1	8	15	22	City	CIT8
Aug	5	12	19	26	Parramatta	PAR82
Aug	8	15	22	29	Parramatta	PAR83
Aug	10	11	17	18	Campbelltown	CAM8
Aug	11	12	18	19	City	CIT82
Aug/Sep	16	23	30	6	City	CIT83
Aug	17	18	24	25	Rooty Hill	RH8
Aug	17	18	24	25	Parramatta	PAR84
Aug/Sep	29	30	5	6	Parramatta	PAR85
Aug/Sep	31	1	7	8	City	CIT84
Sep	2	9	16	23	Chatswood	CHA9
Sep	6	13	20	27	Wollongong	WOL9
Sep	8	15	22	29	Parramatta	PAR9
Sep	9	16	23	30	City	CIT9
Sep	13	14	20	21	Parramatta	PAR92
Sep	19	20	26	27	City	CIT92
Sep	21	22	28	29	Parramatta	PAR93
Sep/Oct	28	5	12	19	City	CIT93
Sep/Oct	30	7	14	21	Parramatta	PAR94
Oct	4	11	18	25	City	CIT10
Oct	5	6	12	13	Parramatta	PAR10
Oct	6	13	20	27	Rooty Hill	RH10
Oct	10	11	17	18	Parramatta	PAR102
Oct	10	17	24	31	Hurstville	HUR10
Oct	10	17	24	31	Campbelltown	CAM10
Oct	13	14	20	21	City	CIT102
Oct/Nov	19	26	2	9	Parramatta	PAR103
Oct/Nov	24	25	31	1	City	CIT103
Oct/Nov	27	28	3	4	Parramatta	PAR104
Nov	2	3	9	10	Wollongong	WOL11
Nov	4	11	18	25	City	CIT11
Nov	8	15	22	29	Parramatta	PAR11
Nov	9	10	16	17	City	CIT112
Nov/Dec	14	21	28	5	City	CIT113
Nov	16	17	23	24	Parramatta	PAR112
Nov	21	22	28	29	Rooty Hill	RH11
Nov/Dec	23	24	30	1	City	CIT114
Nov/Dec	28	29	5	6	Parramatta	PAR113
Nov/Dec	29	30	6	7	City	CIT115
Dec	6	7	13	14	Hurstville	HUR12
Dec	6	7	13	14	Campbelltown	CAM12
Dec	8	9	15	16	Parramatta	PAR12
Dec	8	9	15	16	City	CIT12

ohs committee refresher*

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

July	4	Parramatta	PARF7
Aug	9	City	CITF8
Sep	6	Parramatta	PARF9
Oct	5	City	CITF10
Nov	7	Parramatta	PARF11
Dec	2	City	CITF12

* There is no WorkCover Accredited Course

ohs risk management for supervisors & managers

formerly OHS for Supervisors & Line Managers
\$470 Plus 10% GST (\$517 incl. GST)

July	7	8	Parramatta	PARS7
July	13	14	City	CITS7
Aug	15	16	Parramatta	PARS8
Aug	25	26	City	CITS8
Aug/Sep	31	1	Parramatta	PARS82
Sep	13	14	City	CITS9
Oct	6	7	City	CITS10
Oct	24	25	Parramatta	PARS10
Oct/Nov	31	1	City	CITS102
Nov	10	11	Parramatta	PARS11
Nov/Dec	30	1	Parramatta	PARS112
Dec	6	7	City	CITS12

construction general ohs induction

\$130 (GST free)

July	11	Parramatta	PARCN7
Aug	16	City	CITCN8
Sep	5	Parramatta	PARCN9
Oct	4	City	CITCN10
Oct	24	Parramatta	PARCN10
Nov	21	City	CITCN11
Dec	6	Parramatta	PARCN12

senior first aid

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

Aug	2	3	City	CITFA8
Sep	1	2	Parramatta	PARFA9
Oct	6	7	City	CITFA10
Nov	7	8	Parramatta	PARFA11

ohs committee chairperson*

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

July	13	Parramatta	PARC7
Aug	10	City	CITC8
Sep	16	Parramatta	PARC9
Oct	10	City	CITC10
Nov	1	Parramatta	PARC11
Dec	12	City	CITC12

* There is no WorkCover Accredited Course

introduction to return to work co-ordination

\$480 (GST free)

July	18	19	City	CITR7
July	28	29	Parramatta	PARR7
Aug	17	18	Parramatta	PARR8
Aug	23	24	City	CITR8
Sep	21	22	City	CITR9
Oct	27	28	City	CITR10
Nov	14	15	Parramatta	PARR11
Nov	23	24	City	CITR11
Dec	7	8	Parramatta	PARR12
Dec	13	14	City	CITR12

workplace substances

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

Aug	4	Parramatta	PARW8
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For more information call us on:

9552 2380

See our
2006 Training Calendar
in this magazine
and on our website
www.courtenell.com.au

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Free resource
for injured workers
See page 14

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Chief Executive Officer



WorkCover NSW works in partnership with a wide range of stakeholders to achieve the Government's objectives for improved workplace safety, injury management and return to work, and workers compensation provision in New South Wales. As an organisation we are continuing to improve our two-way communication with our stakeholders.

Cooperative work with our stakeholders was demonstrated most recently at the NSW Workplace Safety Summit, which resulted in the development of a number of industry action plans. In addition, an improvement in the operation, and closer alignment of the industry reference groups with our corporate objectives, is being achieved through the implementation of the IRG review completed earlier this year.

Important changes are also occurring in the means by which WorkCover NSW works with industry to improve occupational health and safety performance. Greater prominence is now being placed on the provision of information and guidance to employers and workers as to how they can make their workplaces safer.

The establishment of the Business Assistance Unit with its range of activities including practical workshops is helping small to medium businesses in particular to achieve OHS improvements. In addition, WorkCover NSW has been working closely with a number of government departments and the Treasury Managed Fund to identify and address particular types of health and safety issues.

Ongoing reforms to injury management and workers compensation provisions in New South Wales since the introduction of new legislation in 1998 are continuing with the implementation of significant changes to Scheme Design. The shift in the relationship between WorkCover NSW and the providers of workers compensation insurance (whereby Scheme agents will replace licensed insurers through contractual arrangements), is entering an important phase with the appointment of agents to be finalised in the near future.

WorkCover's partnership approach will continue to be central to our operation and success as we move into a period of extensive change that is designed to help further improve the safety of workers in New South Wales.

A stylized, handwritten signature in black ink, consisting of a horizontal line followed by a large, looped 'J' and a smaller 'B'.

Jon Blackwell
Chief Executive Officer
WorkCover NSW

farm safety

FARM SAFETY GUIDE LAUNCHED

Every three days someone is fatally injured on a farm in Australia*. Rural industries are second only to mining as having the highest incidence of injuries and fatalities.

There were 23 fatalities and more than 7,500 serious injuries in the agriculture sector or services to agriculture in New South Wales in the five years to June 2003. Permanent disabilities accounted for 1,800 of the seriously injured.

These are just some of the statistics that are behind a concerted drive to improve farm safety around the state by WorkCover.

DEVELOPED IN CONSULTATION

An important initiative behind this drive is the release of the WorkCover NSW *Farm Safety Starter Guide*. Launched by Minister for Commerce, John Della Bosca, during National Farm Safety Week, the guide assists with managing safety risks on farms.

Developed in consultation with a range of employer and worker associations from the rural industry, the guide was incorporated into the new *Farm Safety Kit* launched this year at AgQuip on 24 August.

GOOD FARM SAFETY

Safety is a priority in any workplace and a farm is no different. The *Farm Safety Starter Guide* shows farmers how to address safety issues on their properties, how to track the progress of improvements and how to develop controls for identified hazards.

The Guide explains that good farm safety is dependent on:

- understanding and dealing with all the dangers on the farm
- talking with workers to manage the dangers of each job
- making sure everyone knows how to do their job
- having the right tools for each job.

HOW TO MAP HAZARDS

The *Farm Safety Starter Guide* provides assistance to farmers to map, assess and control potential hazards, including dams and watercourses, areas prone to flooding, overhead and underground power lines, and terrain unsuitable for use by all terrain vehicle (ATVs) or tractors.

CHEMICAL HAZARDS

The Guide also contains a section about the safe use of chemicals. Some chemicals used on farms are hazardous substances and can be classified as dangerous goods (see page 4). If not used correctly they can cause serious health effects such as burns and poisoning, or long-term illnesses such as cancer.

Many serious accidents are caused by tractors, power tools and other farm and electrical equipment. The *Farm Safety Starter Guide* contains templates for a farm machinery and inspection register and an electrical checklist to assist farmers in managing these dangers.

A Hazardous Substances Register is also included. Using this register, farmers can track their chemical products and record where they are located on the farm. The controls for each chemical can be recorded, as well details for use, storage and emergency procedures.

The *Farm Safety Starter Guide* is available through the WorkCover NSW Publication Hotline on **1300 799 003** or **www.workcover.nsw.gov.au**.

*National Occupational Health & Safety Commission (NOHSC) report into farm fatalities 1994.

THE POWER TAKEOFF SAFETY PROGRAM

The program aims to reduce the likelihood of injury or death caused by unguarded Power Takeoffs (PTOs) on farms in New South Wales.

The PTO safety program provides a dollar for dollar rebate subsidy, up to the value of \$200, to NSW farmers who purchase PTO guards for their tractors and equipment.

For more information and to download the form visit **www.workcover.nsw.gov.au**.



IMPORTANT CHANGES HAVE BEEN MADE to the Dangerous Goods and Explosives legislation under the *Occupational Health & Safety Act 2000* and the *Explosives Act 2003*.

These changes, which have just come into effect, are supported by the new *Explosives Regulation 2005* and the *Occupational Health and Safety Amendment (Dangerous Goods) Regulation 2005*.

EXPLOSIVES LICENSES

The new explosives regulations reflect a tightening of Australia's security.

Under the new regulations, the following explosives licences are now needed:

- licence to manufacture
- licence to import
- licence to supply
- licence to transport by vehicle
- licence to transport by vessel
- licence to store
- blasting explosives learner's licence
- blasting explosives user's licence
- pyrotechnician's licence
- fireworks (single use) licence
- licence to use security sensitive ammonium nitrate (SSAN)

The person nominated by the applicant for these licences must now undergo a security clearance check through the

NSW and Commonwealth police and security agencies. People who have unsupervised access to explosives or concentrated ammonium nitrate also need to obtain this security clearance.

AMMONIUM NITRATE USERS

Access to fertilizers containing more than 45% ammonium nitrate or 56% calcium ammonium nitrate is now restricted, which may impact some primary producers.

A fact sheet of commonly used fertilizer products that contain ammonium nitrate is available online at www.workcover.nsw.gov.au. Translations of this list are available in ten languages on www.nationalsecurity.gov.au.

Broad acre farmers, horticulturists, market gardeners and other primary producers who use concentrated ammonium nitrate as a fertilizer now have to obtain a licence. After 1 January 2006 no one will be able to purchase concentrated ammonium nitrate without this licence.

Primary producers who use concentrated ammonium nitrate also have a responsibility to limit unauthorised access to this fertilizer. It is mandatory for users to develop a site security plan that outlines how they will control access, and how they will transport and use the chemical.

Alternative fertilizer products that do not contain concentrated ammonium nitrate are being developed. Fertilizer suppliers can advise on developments in this area.

RETAILERS AND SUPPLIERS OF FERTILIZERS

Under the new regulations, retailers and suppliers are not able to sell or supply concentrated ammonium nitrate fertilizer for private or home use. This ruling includes golf clubs, bowling clubs and other recreational areas.



goods and explosives



Until 1 January 2006, retailers and suppliers of these fertilizers are only permitted to sell these products to known customers who are primary producers. After this date, retailers and suppliers will need a licence from WorkCover to sell or distribute concentrated ammonium nitrate, and will only be able to sell to licenced users.

TRANSPORTERS AND DRIVERS

Companies that transport explosives or concentrated ammonium nitrate now need to hold a licence with WorkCover before undertaking transport of either product. They must also record their drivers' security details on their company's security plan.

Drivers should hold a Dangerous Goods Bulk Transport Licence issued by the NSW Department of Environment and Conservation before they apply to WorkCover for an authority to transport explosives or concentrated ammonium nitrate. Part of this application will involve a security clearance.

When transporting explosives or concentrated ammonium nitrate, drivers are responsible for keeping their load secure and reporting any unexplained inventory loss to their employer (who must immediately notify the police).

Farmers who hold a SSAN users licence may be exempt from needing a specific licence to move these fertilizers if they carry less than five tonnes in a single trip and meet certain extra requirements.

USERS OF EXPLOSIVES

All users of explosives – including those who use explosives in mines – need to get a new explosives licence. This has to happen either when their existing licence expires, or within twelve months of the start of the new regulations (whichever comes first).

The new explosives licence is valid for five years and must then be renewed. The renewed licence is subject to fresh approval.

Licence holders have a responsibility to limit unauthorized access to explosives and are now required to develop a site security plan that describes how they plan to control access, transport and use the explosives they purchase.

DANGEROUS GOODS

The regulations have changed when it comes to keeping and using dangerous goods other than explosives. Some of these changes include a risk management approach to site safety, specific control measures, preparedness for emergencies and an increase in the threshold amounts of dangerous goods held before notification to WorkCover is required.

WorkCover will contact existing Dangerous Goods licence holders before their licence expires with advice about their renewal requirements.

WorkCover will undertake a series of public seminars on the changes to the dangerous goods and explosives regulations in October and November 2005, and details will be published on the WorkCover website and in local newspapers.

Find out how to apply for a licence and/or develop a security plan by contacting your nearest NSW WorkCover office or visiting www.workcover.nsw.gov.au



Research Centre of Excellence

WORKCOVER'S RESEARCH CENTRE of Excellence promises a shining future under the newly appointed director, Professor Mike Capra. He comes to the Centre with extensive experience nationally and internationally in the applied research, environmental, occupational health and safety fields.

The Centre aims to provide excellence in research and research training for the prevention of workplace injury and disease.

Established in September 2004, the Centre has been developing its management structures and strategic plan to guide its development and key focus areas. The Centre's Vision is to be the national leader in quality OHS and Injury Management research, with key objectives of providing sound evidence based information and advice, practical research that can be applied to industry and the engagement of key stakeholders in the community.

Based at the University of Newcastle's Ourimbah Campus, the Centre was established with funding of over \$1.5 million to be provided over five years.

It is hoped that the Centre will become a national leader in quality OHS and injury management research. As recognition for its research performance grows, the Centre will attract Australian and international students who will undertake quality research, education and training, and will become the future leaders in the OHS discipline.

The Research Centre will assist in aligning WorkCover's research framework with its corporate plan and provide a strategic basis for linking projects undertaken with key business imperatives.

It will help in targeting and testing the effectiveness of WorkCover's strategies and through the consultative process used within the Centre's governance, will allow emerging issues to be quickly identified and prioritised.

"In the future I see the Centre having close links with a range of industries and industry associations in NSW in which the most pressing issues that affect the health, safety and welfare of workers are addressed," says Professor Capra.

"The outcomes of our research will be implemented in the workplace to relieve the burden of injury, illness and compensation costs on the community."

"The Research Centre of Excellence will not only involve itself with long term issues of health and safety in the workplace – like exposure to chemicals and ergonomics – but also with emerging issues. The impact of casualisation, hours of work, and balancing work/family responsibilities in a changing work environment are taking on an ever increasing importance."

"The Centre is a unique and excellent initiative between WorkCover NSW and the University of Newcastle," says Professor Capra. "It combines the resources of each organisation to provide high quality, applied research that will enhance the health and safety of workers in NSW. The Centre will actively train OHS professionals in research methods by offering a range of research masters and doctoral programs."

NEW APPOINTMENT

PROFESSOR MIKE CAPRA, PHD BSC MSC

Professor Mike Capra was recently appointed Director of WorkCover's Research Centre of Excellence.

Professor Capra was Head of the School of Health Sciences and Professor of Environmental and Occupational Health at the University of Newcastle.

Before joining the University of Newcastle, he spent 17 years at the Queensland University of Technology, where he made significant contributions to health and science as a postgraduate teacher, researcher and research manager.

He is a leading academic in his field, and has held research and teaching positions at eight universities in Australia, New Zealand, the UK and Fiji.



Changes to OHS Training

HISTORICALLY WORKCOVER HAS ENDORSED a wide range of occupational health and safety (OHS) training programs that were delivered by third parties.

From 1 September, WorkCover is refocusing its strategic objectives and will only provide accreditation to training courses that are covered under the *Occupational Health and Safety Act 2000* and the *Occupational Health and Safety Regulation 2001*.

The following courses will no longer be accredited by WorkCover:

- Noise in the Workplace
- Risk Management for Supervisors and Managers
- Manual Handling
- Workplace Substances
- Occupational Health and Safety Induction (non construction).

General reference information, not in course format, is available from the WorkCover website at www.workcover.nsw.gov.au.

WorkCover will continue to provide trainer accreditation and course approval processes to the following courses:

- OHS General Induction for Construction Work in NSW
- OHS Consultation programs
- First Aid
- Occupational First Aid.

FOR FURTHER INFORMATION

Enquiries about non-regulated training courses should be directed to WorkCover's Strategic Licensing Assessment & Management Unit Hotline on **1800 855 969**.

A NOTE TO OHS TRAINERS

Although certain training courses will no longer be accredited by WorkCover, this does not mean you are no longer able to teach these courses. The only action required is that you remove all reference to WorkCover accreditation from the course work, certificates and promotional and advertising material.

All trainers were given notification early last year that these changes were taking effect. Any WorkCover certificates for non-regulated courses should be returned to the below address. Please note that replacement course materials are not available.

The Strategic Licensing Assessment & Management Unit
WorkCover NSW, Locked Bag 2906
LISAROW NSW 2252

Injured workers brochure

WorkCover has recently released a new brochure detailing the rights of injured workers. WorkCover information for injured workers provides information on the rights of injured workers and the procedures they and their employers must follow to comply with NSW legislation. It also includes useful information relating to medical expenses; loss of wages; payment for permanent injuries; injury management and return to work plans.

For your copy call the Publications hotline on **1300 799 003** or visit the Publications link from the workcover website at www.workcover.nsw.gov.au.



Safety Summit



Construction Working Party



R-L: NSW Premier Morris Iemma, Wendy McCarthy AO, Mayor of Orange John Davis and NSW Minister for Commerce John Della Bosca



WorkCover's Jenny Thomas and Jon Blackwell (CEO)



Wendy McCarthy AO

The Hon John Della Bosca

MORE THAN 250 EMPLOYERS, trade union officials, parliamentarians and OHS professionals attended the 2005 Safety Summit in Orange 24-26 August.

The Safety Summit was opened by NSW Premier, Morris Iemma, who told delegates that workplace injury rates were now the lowest for 17 years. He also said that NSW was well on its way to meet the national target of a 40 per cent reduction in workplace injuries by 2012, which had been set at the inaugural Safety Summit in Bathurst in 2002.

Keynote speaker, journalist and author Peter FitzSimons, set the tone for the industry Working Groups with his emphasis on using team work to achieving the Summit's goal of a safer workplace.

"Real cultural change could only be achieved by leaders who worked collaboratively with the whole team, and ensured that everyone knew their role and was committed to obtaining a successful outcome," he said.

Premier Iemma said "partnerships forged between employers, employees and Government since the 2002 Safety Summit had contributed significantly to the major progress achieved in reducing injury rates." While congratulating all who had contributed to the reduction in workplace injuries, the Premier encouraged delegates to maintain their efforts, particularly those involved in high risk industries.

Farming is one of the most high risk industries in NSW. Mr Iemma said a number of Government safety initiatives had played a major part in contributing to the fall in workplace injuries in rural workplaces. Some of these initiatives include the ShearSafety and Rollover Protective Structures Scheme (ROPS) for tractors.

During his opening speech the Premier announced a \$3 million rural industry safety program, which includes:

- a \$1 million rebate scheme to fit guards to power takeoff mechanisms on agricultural machinery (see page 3)
- a WorkCover Safety Bus to take workshops, seminars, demonstrations and advisory services to farmers and other rural industry workers around the state
- the appointment of six additional WorkCover safety advisors in selected regional areas

Orange

24 - 26 August 2005

The Power Takeoff rebate scheme will provide 5,000 rebates of \$200 each to farmers who fit guards to their tractors.

The six additional WorkCover regional advisory officers, to be employed and located in Coffs Harbour, Maitland, Nowra, Tamworth, Orange and Wagga Wagga, will provide free expert workplace safety advice to rural and regional employers.

Following the opening address, delegates broke into nine industry specific Working Groups to develop strategies addressing the major causes of injury in their respective industries. Industries covered by the nine Working Groups were health and community services; consumer and business services; rural, mining and utilities; transport; manufacturing; construction; retail and wholesale, and the public sector.

Discussion at the industry Working Groups, chaired by Government Ministers, MPs and senior public servants was frank and constructive, with participants empowered to contribute their views on how to achieve safer workplaces.

Speakers at the Safety Summit included Unions NSW Secretary John Robertson, Australian Industry Group NSW Director Mark Goodsell and OHS academic Dr Verner Blewett.

Both John Robertson and Mark Goodsell emphasized the need for employers and unions to work in partnership to achieve safer workplaces.

There were two open plenary sessions, during which many delegates took the opportunity to address the entire summit on specific issues. These included outworker safety; employer incentives to improve workplace safety; the level of OHS penalties and fines; concern over proposed federal industrial relations changes and sub-contracting issues.

The Summit concluded with NSW Minister for Commerce, John Della Bosca, thanking delegates for their time, energy and goodwill in working to improve workplace health and safety. The Minister noted that there had been vigorous and constructive debate, both in the plenary sessions and in the Working Groups.

Mr Della Bosca said the Government would issue an official response to the Safety Summit later this year.



Mark Goodsell



Dr Verna Blewett



Peter Fitzsimmons



Public Sector Working Party



Rural Working Party



Dr Karl Kruszelnicki



Mining and Utilities Working Party

A new Workers Compensation Scheme in NSW

THE NSW WORKERS COMPENSATION SCHEME is changing for the better.

The NSW Government and WorkCover are carrying out a large program of reforms to improve the managed fund component of the NSW workers compensation system (the Scheme).

A major part of the reform program relates to the structure of the Scheme and is specifically designed to improve the claims and policy services offered to NSW employers and workers and improve medical management and return to work outcomes. (Further details relating to these improvements were discussed in the article 'NSW WorkCover Scheme update' that appeared in WorkCover News - Issue 61). Significant reforms to the workers compensation premium system are outlined on page 15 of this publication).

A NEW INSURANCE ENTITY

To facilitate the introduction of the improved claims and policy services, a new workers compensation insurance entity (the Nominal Insurer) commenced operations from 1 July 2005.

This insurance entity has replaced the six companies who were licensed to issue NSW workers compensation policies and administer claims.

Under these new arrangements, existing workers compensation insurers, as well as new organisations, are tendering to enter into a contract with the Nominal Insurer and will manage claims and policy services on its behalf. WorkCover will be responsible for overseeing these ongoing arrangements.

The tender process to select Agents (formerly called insurers) is currently underway and until these contracts are awarded, existing insurers will continue business as usual.

Agents will be awarded contracts based on their demonstrated experience in policy and claims management and will be monitored regularly on their ability to meet performance and service standards.

INCREASING COMPETITION IN THE WORKERS COMPENSATION MARKET

By opening the market and providing the opportunity for new Agents to enter the Scheme, WorkCover is focusing on driving significant improvements in Agent performance. This will mean employers, over time, will experience an improved level of service in the management of their policy and claims. Agents will also be working with injured workers to improve health outcomes, enable them to return to work and provide them with the best possible outcomes.

MOVEMENT OF CLAIMS AND POLICIES

The nature of the insurance market requires competition to be introduced in controlled stages to avoid destabilising

the system. To implement these new arrangements a portion of claims and policies will be transferred from their existing insurer to another Agent once contracts have been awarded. The majority of employers will remain with their existing insurer.

To minimise further disruption and to help stabilise the market while these new arrangements are being introduced, employers will be unable to move their policy from their existing insurer to another Agent from **2 July 2005 up to and including 29 June 2006**.

This temporary freeze will also assist Agents in the Scheme maintain a consistent and improved level of service to employers and workers during this time. This temporary measure will be lifted after 29 June 2006. After this time, employers may move their policy to an Agent of their choice. A new business taking out workers compensation insurance for the first time may choose any Agent.

The transition to this new operating environment will occur in a series of phases, and more details about the new Scheme arrangements will follow the announcement of successful Agents, expected later this year.

EXEMPTIONS FROM THE MOVEMENT OF POLICIES

The following employers will not be switched to another Agent:

- strata policies, private households employing staff and residential strata schemes
- employers with a basic tariff premium \$200,000 or more
- employers with national operations and insurance arrangements, (with one Agent for all States and Territories where they operate)

THE NOMINAL INSURER

A new insurance entity has been established under the *Workers Compensation Amendment (Insurance Reform) Act 2003*.

This entity is now responsible for issuing NSW workers compensation policies and management of claims. Service providers, known as Agents, will be contracted to this entity to deliver claims and policy services to NSW workers and employers.

These Agents may include organisations that previously provided workers compensation insurance in NSW as well as new providers that have demonstrated experience in the provision of policy and claims services.

New Diploma sees first graduates

THIRTEEN NEWLY-QUALIFIED WorkCover NSW inspectors were presented with their Diploma by the NSW Minister for Commerce, John Della Bosca, at a graduation ceremony held at Newcastle University's Ourimbah Campus.

The first graduates have made it through the new nationally recognised Diploma of Government Workplace Inspection (DipGov WI).

The DipGov WI has replaced the previous one-year NSW VETAB accredited Diploma in Injury and Illness Prevention Management (DipIIPM).

At the graduation ceremony the 'Robert Young Memorial Award' was presented to Bruce Davidson for Outstanding Achievement in the Class. The award honours the memory of Robert Young, one of WorkCover's longest-serving inspectors. Mr Young began his career as a Technical Inspector in 1978 and passed away in the year 2000 after a long illness.

To earn the new qualification, recruits to the Inspectorate are now required to demonstrate their attainment of the competencies. These competencies have been agreed on by all Australian states authorities as representing the range and standard of work required of Workplace Safety Inspectors.

The graduates began their training in February 2003 and during this time have undertaken both field work and classroom study. They are now trained in all aspects of workplace safety, including legislative enforcement, management of risk, giving evidence and investigating accidents. As part of the program, they also completed 21 weeks of on-the-job training, which enabled them to integrate classroom theory with hands-on practice.

The Diploma of Government program includes the following components:

- intensive classroom-based, formal instructor-led training using subject matter experts
- assignments and field activities that require applied field work. These are assessed by expert panels of nationally accredited workplace assessors



New inspectors with (L-R) John Watson, The Hon John Della Bosca and Jon Blackwell.

- supervised work assignments in the field that are designed to progressively develop knowledge and skills
- research of applied business practice and presentation for assessment.

MENTORING

Every trainee inspector to undertake the DipGov (WI) is assigned a mentor. The mentor program has been operating since 2001 and is widely advocated by WorkCover's more experienced inspectors.

Designed to support new inspectors while they adapt their classroom learning to work in the field, the mentor program also aims to provide valuable insight into the complexities and challenges of the job ahead.

An experienced WorkCover NSW inspector coordinates the mentor program, while a Team Coordinator oversees the development of inspectorial skills.

IMPROVED WORKPLACE SAFETY STANDARDS

For more than 10 years NSW has consistently been a key driver in the development and implementation of the national competencies. The Diploma of Government program showcases that vision and commitment, and represents WorkCover's investment at the national level for improved workplace safety inspection standards across Australia.

Graduates of the Diploma will join the largest and most active workplace inspectorate in the nation, as there are currently more than 300 inspectors working for WorkCover NSW.

Inspector recruitment for 2005 has now closed. For further information about becoming a WorkCover Inspector visit www.workcover.nsw.gov.au/JobsAtWorkcover.

THE SAFETY CONFERENCE

SYDNEY 2005

Wed 26 - Fri 28 October 2005
Sydney Showground, Sydney Olympic Park

Day 1 Wednesday 26 October 05



7.30am Opening Breakfast
Blind Mans Bluff
Mr Roger McKenzie



9.00am Official Opening of THE SAFETY SHOW & CONFERENCE
Mr Jon Blackwell,
CEO, WorkCover NSW



9.10am Keynote Address
A Regulator's Approach
Mr John Watson,
WorkCover NSW



2.00pm Keynote Address
Safety Culture Enrichment - Dealing with the Root Cause of Losses
Mr Donald Eckenfelder,
CSP, Fellow ASSE, Profit Protection Consultants, USA

Day 2 Thursday 27 October 05



8.30am Keynote Address
Special Commission of Enquiry into the Waterfall Rail Incident
The Hon Peter McInerney, QC



3.15pm - 4.30pm
WORKCOVER NSW HYPOTHETICAL
Featuring moderator Julie McCrossin

Price for the Hypothetical is included in the conference registration fee if you have registered to attend on Thursday. Tickets are also available separately at \$55 per head for delegates not booked to attend the Conference on Thursday, or non-delegates who wish to attend the Hypothetical only.

THE WORKPLACE AS YOUR STAGE - OHS FOR PROFESSIONALS

Session Chair:
Ms Karen Wolfe,
MSIA, Australian Nuclear Science and Technology Organisation (ANSTO)

What Senior Management Expect from OHS Professionals
Mr Barrie Hill, ANSTO

Safety Professionals as Change Agents
Ms Kate Gillespie, OTIS

How to Use Risk Management to Reduce Your Risk Profile
Mr Cristian Sylvestre,
HS&E Risk Services

Change for the Future Not Blame for the Past
Mr Phillip Byard,
Intersafe Group Pty Ltd

Developing Skills of the Junior Professional
Ms Karen Thornton, ANSTO &
Ms Kara Braithwaite,
Blue Scope Steel

A Professional Approach to Undertaking Investigations - The Waterfall Train Disaster
Mr Mike Hickey,
Transport Infrastructure Development Corporation (TIDC)

Critical Events - A Tool for Major Hazards That Can Be Used By Everyone
Mr Nigel Cann,
Australian Vinyls

5.00pm Concludes

WORKERS MAKING A DIFFERENCE FROM THE BOTTOM UP

Session Chair:
Mr John Blackshaw, MSIA,
Sylvania Lighting Australasia Pty Ltd

Aspects of Communication - Lessons from the Aspect OHS Program
Mr Christopher Jones,
MSIA, Chris Jones Risk Management &
Ms Karen Williams,
Autism Spectrum Australia

It Won't Happen To Me
Mr James Wood,
C & B Safe Pty Ltd

Engineering Services Development Workshop
Mr Kurt Warren &
Mr Paul Argall, ANSTO

Innovative OHS Consultation at Smorgon
Mr Ron Gow, Smorgon Steel Manufacturing and Grinding Media

Making Consultation Work
Mr Michael Costello,
WorkCover NSW

OHS Consultation - The Union Perspective
Mr Dave Henry,
Australian Manufacturing Workers Union

Health & Safety Mindedness is an 'Inside Job' - Understanding the Psychological Foundations Necessary for the Development of Effective Safety Cultures in Organisations
Dr Phil Harker,
Applied Psychologist &
Management Consultant

BEYOND TOMORROW - PROFESSIONAL DEVELOPMENT

Session Chair:
Dr Karen Gallie, MSIA,
Central Queensland University

Tertiary Education and Training, Certificate IV to University, Bridging the Gap
Prof Jean Cross, FSIA (Hon),
University of NSW

Trainer Accreditation in NSW
Mr Michael Carroll,
WorkCover NSW

Online Disability Management Training Program
Mr Wolfgang Zimmerman,
National Institute of Disability Management, Canada

Online Versus Face to Face OHS Education
Assoc Prof Dino Pisaniello,
University of Adelaide

Moving Traditional OHS Classroom Curriculum to an Online Distance Education (DE) Format.

Dr Karen Gallie, MSIA,
Central Queensland University

Copyright: The Fundamentals and How to Avoid Infringement
Mr Michael Park,
Deacons Solicitors

Transition from Learning to Knowledge Creation
Prof Mike Capra, FSIA,
University of Newcastle

FIT FOR ANOTHER DAY

Session Chair:
Mr Vijendra Prasad, MSIA,
Safety Institute of Australia (NSW)

How to Work at Life Speed
Mr Dallas Tye,
Macquarie Institute (Aust) Pty Ltd

Evidence Shows Workplace Health Promotion Works - But How Do You Get Your Employees To Attend?
Ms Leanne Scanes,
Corporate Bodies International

Peace at Work - Corporate Meditation Training
Mr Stuart MacKay,
Peace at Work Pty Ltd

Transport, Shiftwork and Fatigue
Mr Liam O'Neill,
Health by Design

Building and Maintaining a Positive Workplace Culture by Improving: Employee Health, Resilience to Stress, Communication, Injury Risk and Retention of High Performing Staff
Ms Lisa Busskohl,
Health by Design

The Economic and Organisational Impact on Australia's Ageing Population and Strategies for Organisations to Understand and Reduce the Negative Impact
Dr David Harris, AlphaOne



3.15pm WORKCOVER NSW HYPOTHETICAL
Book online at www.thesafetyshow.com

4.30pm Concludes

MORE THAN A STATE OF MIND - NATIONAL OHS ISSUES

Session Chair:
Mr Doug Wakefield, MSIA,
SafeMeasure Pty Ltd

Modern Workplace: Safer Workplace
Mr David Shaw, Australian Chamber of Commerce and Industry

National OHS Policy: The National OHS Strategy 2002-2012 in the Context of the New Australian Safety Compensation Council
Ms Helen Bull,
Office of the Australian Safety and Compensation Council

The Revised National Standard for Manual Handling
Ms Susannah Smith,
Office of the Australian Safety and Compensation Council

Working Well - Prevention of Psychological Injury
Ms Barbara Bennett,
Comcare

National Occupational Health & Safety Law - Need for Unification of the Legislation Across Australia
Mr Michael Tooma, ASIA,
Deacons Solicitors

Induction Training for the Construction Industry
Ms Julia Collins, Office of the Australian Safety and Compensation Council

FATIGUE & SLEEP SAFETY ISSUES

Session Chair:
Ms Naomi Rogers,
Woolcock Institute of Medical Research

"Sleepy Judges Are Not the Only Ones" - Managing the Risk of the Sleepy Worker
Prof Ron Grunstein, Woolcock Institute of Medical Research

Fatigue in Hospitals - How to Wake Up Hospitals - Fatigue in the Healthcare Industry
Prof Phillipa Gander,
Massey University Wellington Campus

Countermeasures to Fatigue - Increasing Your Productivity
Dr Naomi Rogers, Woolcock Institute of Medical Research

Good and Bad Rosters - What's the Evidence
Mr Nathaniel Marshall,
Woolcock Institute of Medical Research

Health & Sleep Screening in the Workplace
Dr Mark Howard,
Austin Health

Fatigue Management in the Transport Industry
Mr Michael Tooma, ASIA &
Ms Holly Howison,
Deacons Solicitors

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Day 3 Friday 28 October 05



8.30am Keynote Address

**Securing the Future:
Partnership
in Compliance**
Mr Ken Woodward, UK



1.30pm Keynote Address

The Safety Coach
Mr Kevin Berry & Mr Adam Crouch,
My Safety Net

INJURY MANAGEMENT

Session Chair:
Mrs Amanda Basten, MSIA,
Merck Sharp and Dohme

**Employers Taking Control -
Exposing the Myths in
Workers Compensation
& Saving Money
on Your Premium**
Ms Kerry Foster, Active OHS

**It Happened to Me,
It Might Happen to You -
But I Returned to Work
(and How You can do
the Same)**
Mr Anton Guinea, ASIA,
Guinea & Associates -
Motivation International

My Problem is My Staff!
Dr Helen Lingard &
Ms Genevieve Hawkins,
ARK Consulting Group

**Current Developments
in Injury Management**
Dr Peter Tuchin,
Medical Imaging Australia

**Injury Prevention -
Are We Kidding Ourselves
and Only Achieving Great
Injury Management?**
Ms Dianne Bright,
Russell Williams

**Posture @ Work - A Bird's
Eye View of a Work Based
Posture Improvement
Program**
Ms Dianne Bright,
Russell Williams

**The Ageing Workforce:
Separating Fact from Fiction**
Ms Dee Ahrens, CGU Safety
and Risk Services

4.30pm Concludes



7.00pm WorkCover NSW Safe Work Awards Dinner
The Westin Hotel, No.1 Martin Place, Sydney
Book online at www.thesafetyshow.com

THE DRIVING FORCE - LEADERSHIP AND COMMUNICATION

Session Chair:
Ms Fay Walker,
MSIA, CMS Training Services

**Effective Safety Consultation
as a Key Leadership Tool**
Mr Carl Luttig, Zeal Group

**Integrating Themes of
Sustainable Development,
Risk Management and
Corporate Governance**
Mr Donald Hector,
Grassick SSG Pty Ltd

**Enhancing Safe Work
Practices Through Effective
Communication**
Dr Angelica Vecchio-Sadus,
MSIA, CSIRO Minerals

Human Factors in OHS
Ms Kathryn Noble, ASIA,
UNSW

Managers' Liability
Mr Mark Hurley,
Kells Lawyers

**Using Technology to
Improve Culture**
Ms Karen Newell &
Ms Louise Saule,
Insurance Australia Group

**Why Leading from the Front
is More Successful than
Leading from Behind**
Ms Sue Chapman,
NCS International

LESSONS LEARNED SHARING SOLUTIONS

Session Chair:
Mr Roger Fairfax, MSIA,
RailCorp

**Bridging the Chasm
in Safety Leadership**
Mr John Wright,
Wrightway Training Limited
(WTL)

**Safety as a Lever
for Cultural Change**
Mr Peter Wagner,
Peter Wagner & Associates

Lessons from Longford
Mr Colin Parkin, MSIA, Coval
Risk Management Solutions

Lessons from the Grass Roots
Mr Garry Snowden,
Conservation Volunteers
Australia

Mad Hatters in Dentistry
Dr Robert Gammal, BDS

OHS Country Style
Ms Glenda Snoxall,
Safety Key Solutions

**Joint Cross Border Cotton Gin
Project Between WorkCover
NSW and Workplace H&S
Queensland**
Mr John Flint, WorkCover NSW
& Mr Greg Vincent, Workplace
Health & Safety Queensland

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Update on

Safe Work Awards

JUDGING IS UNDERWAY for WorkCover's 2005 Safe Work Awards, with the winning entries to be announced in late October.

Over 60 entries have been received across the six categories, with 'Best workplace health and management safety system' and 'Best solution to an identified workplace health and safety issue' proving the most popular.

The Safe Work Awards are designed to promote and recognise high standards of occupational health and safety in NSW workplaces and aim to encourage public and private workplaces throughout NSW to develop and implement

initiatives that help to achieve a safer work environment. Judges from WorkCover, trade unions, employer groups and specialist OHS advisory bodies have the task of selecting the most outstanding entry from each category.

Winners will be announced by the Minister for Commerce, John Della Bosca at an Awards Dinner and Ceremony on Friday, 28 October, at The Westin, Sydney. Last year's dinner attracted over 300 guests and was a sell-out success, so be sure to book your place early to avoid missing out.

Tickets are available for \$110 per person or \$990 for a table of 10. Book online at www.workcover.nsw.gov.au or by phoning (03) 9654 7773.

New DVD for

injured workers

THE WORKERS COMPENSATION COMMISSION has developed a DVD/video to help injured workers gain a better understanding of the workers compensation dispute process.

Designed for injured workers who are considering taking their workers compensation dispute to the Commission, the DVD/video outlines what happens during each step of the dispute process. It also explains what to expect when dealing with the Commission.

According to the Workers Compensation Commission President, Justice Terry Sheahan, the video will give injured workers the confidence to actively participate in the resolution of their workers compensation disputes.

"We encourage injured workers to try and resolve compensation disputes with their employers in the first instance.

"However, for those who choose to go to the Commission, this resource will be an invaluable reference guide to help them gain a better understanding of the Commission's resolution process," said Justice Sheahan.

"Employers would also benefit from viewing the video," he adds. "While most employers rely on their legal or insurance representatives to look after any compensation issues, it

would be worthwhile for them to understand what is involved, and how they can benefit from the involvement."

The Workers Compensation Commission provides an independent, fair, timely and cost-effective service to resolve workers compensation disputes between injured workers and employers.

The DVD/video (and corresponding brochure) is available in 12 languages including English, Arabic, Cantonese, Croatian, Mandarin, Greek, Italian, Macedonian, Serbian, Spanish, Turkish, and Vietnamese. These resources can be viewed online at www.wcc.nsw.gov.au or ordered by calling the Commission on 1300 368 040.



L-R: Justice Terry Sheahan, Helen Walker, The Hon John Della Bosca and Jon Blackwell

premium reforms

ON 30 JUNE THIS YEAR, a number of reforms to the NSW workers compensation premium system came into effect as a result of the recent Premium Review. Further reforms are scheduled to follow over the next two years. This comprehensive range of reforms has been developed with the aim of providing greater incentives for employers to improve occupational health and safety, reduce incidents, distribute Scheme costs more equally and better manage claims when they occur.

The reforms were announced by NSW Minister for Commerce, John Della Bosca in June following an 18 month consultation with industry. A series of 20 public forums were held in metropolitan and regional areas across NSW to discuss the proposed reforms and attracted over 400 attendees. More than 70 written submissions were received in response to a discussion paper released in March 2005 as part of this consultation process.

The following reforms were introduced on 30 June 2005:

- Greater protection for small businesses: experience rating to apply to those employers with a basic tariff premium greater than \$10,000 (experience rating applied to employers with a basic tariff premium previously greater than \$3,000).
- Refunds to employers following fraudulent claims: employers will be eligible for premium refunds for the costs of fraudulent claims successfully prosecuted after 1 January 2000, and costs of claims where the claimant has been found not to be a worker. Eligible employers will be identified and contacted by WorkCover.
- Premium Discount Scheme (PDS) to be wound down: there will be no new entrants to the PDS and the last discounts paid will be for current participants with policies commencing in the 2004/05 policy renewal year.

The following reforms will be incrementally introduced over the next 12-months:

- Increased protection for small and medium sized businesses: two-tiered threshold to be applied for experience rating and new caps applied to maximum premium increases.
- Greater incentive to improve performance: current experience formula to be replaced with a simpler, fairer formula based on a business' claims experience relative to industry performance.
- Fairer determination of experience rating: employers will be assessed for experience rating at the start and end of the policy year to help prevent premium avoidance.

- Additional incentives to employers to reduce the cost of claims: this includes a number of changes to the claims excess payment and experience adjustments for new employers.
- Making premium forms easier to understand: changes to premium forms to clearly outline how employers' premiums are calculated and the impact that claims have had on a business' premium.

CONSULTATION

During 2006/07 WorkCover will consult with:

- large employers about various aspects of the premium system
- relevant stakeholders on development of industry-specific pilots where costs of a defined set of gradual onset claims will be excluded from experience calculations the labour hire industry on development of alternative methods of calculating workers compensation premiums for employers.

FURTHER REFORMS

The following reforms will take place over the next two years.

Proposed for 30 June 2006

- Introduction of more measures to prevent unfair premium evasion: employers with combined wages over \$600,000 will be grouped for premium assessment purposes.

Proposed for 30 June 2007

- Providing incentives for early injury management: late reporting fees will be introduced as a further incentive to promote the prompt reporting of injuries by medium and large employers. (WorkCover will be consulting with industry during 2005/06 to discuss options for application and collection of these fees).
- More flexibility for business: Scheme agents must offer employers the option of paying their premiums in full, or in quarterly/monthly instalments.

Proposed for 31 December 2007

- Greater accuracy in determining the cost of a claim: manual claims estimations to be replaced with a statistical case estimation model.

Please note the above list of reforms provides a brief summary only. For further details and answers to Frequently Asked Questions, visit www.workcover.nsw.gov.au.

small to medium

THERE ARE MANY URBAN MYTHS about occupational health and safety (OHS) and workers compensation that leave small to medium sized business (SMB) operators unsure about what their legal responsibilities are and how to meet them.

Over the next three months, WorkCover's Business Assistance Unit will undertake an array of activities to provide SMBs with the facts about what they need to do to make their workplaces safe and dispel some of those myths.

SAFETY SHOW AND CONFERENCE 2005 OCTOBER 26 – 28 2005, SYDNEY OLYMPIC PARK

As the major sponsor of the Safety Show and Conference 2005, WorkCover will have a strong presence at the event, providing definitive information and advice on workplace safety, workers compensation and injury management for visitors to the show.

A free copy of the new edition of the Talk safety with us CD will be available at this years show. This edition contains over 400 publications including all catalogue and core publications. The CD has an inbuilt search function enabling the user to search for information by title, catalogue number or keywords making specific information easy to find.

WorkCover's Business Advisory Officers will also present a series of free workshops at the Safety Show 2005 tailored for small business owners.

If you have any queries about workplace safety, workers compensation or injury management, come along to a workshop to learn the facts about OHS and workers compensation directly from experts.

The workshops are specifically tailored to help small and medium sized business operators understand what they need to do to make their workplaces safe and how to fulfil their workers compensation obligations.

The workshops will cover the following topics over the Show's three days:

- Getting started with OHS and workers compensation
- OHS and workers compensation for small businesses
- Working safely in construction

- Working safely with chemicals and hazardous substances
- Workers compensation reforms update
- Managing injured workers

The workshops are free and spaces are limited, therefore, pre-registration is essential. To register, visit The Safety Show 2005 website at www.thesafetyshow.com.au, then go to the 'Special Events' web page.

SUCCESSFUL SMALL BUSINESS SEPTEMBER 2005

During September 2005, Commonwealth, State and Local Government agencies, industry associations, community and private sector organizations came together to present a calendar of events as a way of saluting and celebrating small businesses in NSW.

Small Business September aimed to encourage business owners to attend business development activities that are outside their normal routine to enhance business skills and knowledge, and provide the opportunity to take time out to increase their network of business contacts.

WorkCover participated in *Small Business September* by holding a range of workshops and one-on-one advisory sessions with small business owners across NSW.

The response was fantastic with WorkCover's Business Advisory Officers providing assistance and advice on workplace safety and workers compensation to small business operators at over 30 regional and metropolitan locations.

WorkCover is committed to assisting SMBs understand and meet their workplace safety and workers compensation responsibilities. If you are a small or medium sized business operators and would like information that is simple and based on the facts – not urban myths – contact WorkCover's Business Assistance Unit on **13 10 50** to have your OHS and workers compensation queries answered.

sized businesses

NEW SERIES OF SMALL BUSINESS WORKSHOPS

WorkCover's Business Assistance Unit (BAU) has commenced delivering a new series of state-wide information workshops to help small to medium sized businesses improve their workplace safety.

The free workshops are being conducted to show participants how they can make their workplaces safer and manage their occupational health and safety (OHS) and workers compensation responsibilities.

The workshop topics, locations and times can be found in the Diary section below.

The workshop program can also be found on the WorkCover website at www.workcover.nsw.gov.au/safebusiness.

If you would like to request the BAU to specifically hold a workshop in your area, and can gather a group of 15 or more small business operators to attend, please complete and return online request form via the BAU website.

To register for any of the BAU workshops, please phone **1800 624 097**. Alternatively, you can email your query or workshop registration to the BAU at businessassist@workcover.nsw.gov.au.

Diary

	OHS and workers compensation for community service organisations	Workers Compensation Premium and Scheme Reforms	Introduction to OHS and workers compensation
OCTOBER			
11 October	Newcastle		
13 October	Hurtsville		
19 October		Wollongong	
20 October	Maitland		
25 October		Dubbo	
NOVEMBER			
3 November		Gosford	Coogee
8 November	Bathurst	Coffs Harbour	
9 November	Goulburn	Lismore	
10 November	Batemans Bay	Tweed Heads	
15 November		Goulburn and Newcastle	
16 November		Maitland and Bega	
17 November		Tamworth	
22 November	Wagga	Wagga and Port Macquarie	
23 November	Albury	Griffith	Drummoyne
24 November		Albury	
29 November		Orange	
DECEMBER			
6 December	Parkes		
7 December	Cowra		Bankstown

ADDITIONAL WORKSHOPS

- 2 November - Safety In Construction held in Coogee
- 29 November - Rural Safety Workshop held in Forbes

Manual handling for nurses



L-R: Rhonda Brown (WorkCover), Judith Kiejda (NSW Nurses Association), Jenny Thomas (WorkCover), Brett Holmes (NSW Nurses Association), Coral Levett (NSW Nurses Association), Louise Whitby (Louise Whitby and Associates), Callista Kent (WorkCover)

NURSING AND HEALTH CARE professionals will now receive comprehensive manual handling education thanks to a series of new products developed by WorkCover's Health and Community Services Industry Reference Group.

A manual handling training package, an updated manual handling guide for nurses and a guide to implementing a safer patient-handling program are the three new products now available.

INDUSTRY PARTNERSHIP

The Health and Community Services Industry Reference Group is a made up of representatives from employee and employer bodies and WorkCover NSW. Collaboration between all three parties has produced this valuable resource package.

The project was launched at the NSW Nurses Association Annual Conference in July, where special mention was made of the effectiveness of this industry partnership for facilitating improvements in workplace safety.

INFORMATION AND EDUCATION

The *Manual Handling Guide for Nurses* is an updated edition of the original 1998 guide. It is complemented by the new industry guide *Implementing a Safer Patient Handling Program*. Both guides provide practical case studies from across the private and public health sectors and examples of solutions used by real workplaces.

The third product – *Manual Handling Training Package for Nurses* – contains a series of four programs developed by nurses. It includes advice on patient risk assessment, risk management and leadership/change.

Manual handling injuries remain one of the highest causes of workplace injury in NSW. An alarming 45 per cent of workers compensation claims for the health and community services sector for 2002/03 were manual handling related. A significant proportion of these claims related to the handling of another person.

Copies of the publications are available from the NSW Nurse's Association or can be downloaded from www.workcover.nsw.gov.au from October.



CORRECTION: In the previous edition of WorkCover News (edition 61) the article titled Online Chemical Inventory Database referred to an incorrect University in the title. The correct University that developed this database was the University of Technology, Sydney.

safety with us

New licensing changes for dangerous goods and explosives

How do the new regulations affect people who use SSAN in the workplace?

Primary producers who use concentrated ammonium nitrate as a fertilizer now need a licence to store before January 1, 2006. A list of commonly used fertilizer products with ammonium nitrate concentrations is available on the WorkCover website.

What do i need to do to renew my dangerous goods licence?

WorkCover will contact existing Dangerous Goods licence holders before their licence expires, with advice about renewal requirements. Licence-holders should also check WorkCover's website for additional information.

What do users of explosives need to do under the new regulations?

All users of explosives need to get a new explosives licence, details will be available on WorkCover's website from September 1, 2005.

How long is the new explosives licence valid for?

This will depend on the type of licence you apply for, varying from 12 months to five years.

Changes to OHS Training

How do the changes affect trainers accredited to deliver the courses?

All accreditations for WorkCover's non-regulated courses expired on 1 September 2005. While trainers accredited to deliver these courses can still do so, all reference to WorkCover's accreditation must be removed. This includes all promotional, advertising, training material and certificates.

Can i still apply to be accredited as a trainer for these courses up to September?

No. WorkCover no longer accepts applications for accreditation as a trainer in relation to these courses.

Premium Reforms

What is the Premium Review?

The Premium Review was undertaken to more fairly distribute WorkCover Scheme costs among employers, and provide incentives to improve workplace safety and injury management.

Who was consulted on the development of these reforms?

WorkCover has been consulting and working with employer groups and unions to design a better premium assessment system. Industry-specific groups were conducted for industry sectors that raised specific concerns, including the cleaning, labour hire, manufacturing, shearing, furniture, transport, and construction industries. Representatives of unions and licensed insurers and insurance brokers were also consulted on the reform options.

The March 2005 paper was released for public submission and additional focus groups and consultation sessions were conducted around the State.

What areas of the premium system are being reformed?

Nine areas of the workers compensation premium system will be reformed, including:

- how premiums are assessed for small, medium and large businesses
- the impact a claim has on a business' premium
- how costs of claims are determined
- the premium paid by new businesses
- the excess a business pays for a claim
- grouping of related employers for premium purposes
- Premium Discount Scheme
- premium administration.

WHERE CAN I GET MORE INFORMATION?

Visit www.workcover.nsw.gov.au under the FAQs section or call **13 10 50** and speak to one of our representatives.

Accolades

THIRTY YEARS OF RESEARCH

The Laboratory Services Unit is one of the quiet achievers of WorkCover NSW.

For the past 30 years it has conducted tests of hazardous substances used in the workplace, achieving many significant research findings and proving itself a leading authority in a number of specialty areas.

Operating under the Occupational Health and Safety Division of WorkCover NSW, the purpose-built laboratory is home to a team of scientists, whose job it is to analyse the impact of exposure to workplace dusts and chemicals.

The laboratory is recognised for its expertise in testing for pesticides and herbicides used in the farming and fruit/vegetable growing industries. It has the distinction of being one of only a handful of laboratories around the world to offer a urine test for organophosphate insecticides.

Last year their work on the herbicide glyphosate (Roundup) brought further distinction when their presented analysis won third prize at a scientific conference in Germany.

Closer to home, the laboratory undertook specialist work for the 2000 Sydney Olympics. This time pesticides and herbicides were replaced with table tennis bats, as scientists were given the job of ensuring Olympic competitors were not using illegal glue on their bats. As certain types of glue were banned for being toxic or giving players an unfair advantage (by making the bats' surface area sticky), the laboratory was asked to monitor solvent vapours and check for banned glues.

Checking for solvent chemicals remains a specialist skill for the laboratory. Several years ago it developed a sampling method to investigate solvent chemicals in the air around workplaces, such as those used in the spray painting and printing industries. Charcoal sorbent tubes are used to sample air for either short or long term exposure, depending on the type of chemical being tested.

The laboratory's work has been published in a number of prestigious peer-reviewed journals, and when not in the laboratory, the scientists make time to present their findings at international conferences.

More information about the laboratory's work can be found at www.workcover.nsw.gov.au.

Webwise

THE WORKCOVER WEBSITE —

helping you to keep in touch with important legislative changes

The **What's new?** and **Highlights** links on the WorkCover NSW homepage are helpful reference points for keeping on top of important occupational health and safety legislative changes.

To find out more about the range of public consultation and communication activities WorkCover will be undertaking go to the **What's new?** link on the WorkCover NSW homepage.

For updates on the important changes and initiatives select the **Highlights** link on the WorkCover NSW homepage.

EASIER ACCESS TO WORKCOVER PUBLICATIONS

WorkCover NSW's extensive range of publications are now easier to access on the WorkCover website due to implementing changes identified through extensive user testing and website visitor feedback. This has resulted in a more logical grouping of publications.

Publications can now be sourced under the following categories:

- Safety Guides, Alerts and Hazards
- Occupational Health and Safety
- Licensing, Registration and Notification
- Injury Management and Return to Work
- Workers Compensation
- Law and Policy
- Industry Specific
- General Workcover information.

Publications are available to download **FREE** in PDF format and can be accessed via the **Publications** link from the WorkCover homepage at www.workcover.nsw.gov.au or directly at www.workcover.nsw.gov.au/Publications.

Prosecution Highlights

TRANSPORT COMPANY FINED FOR FAILURE TO ADDRESS KNOWN EQUIPMENT FAULTS

Company: Boral Transport Pty Ltd

Fine Amount: \$120,000

Date of Judgement: 2 August 2005

Boral Transport Pty Limited has been fined \$120,000 after it failed to properly investigate and address known problems with its cranes.

A worker suffered a traumatic subarachnoid haemorrhage after a crane fitted to a truck broke away at the weld line on the adaptor link, causing a load of bricks either to strike him or to hit the ground.

The NSW IRC heard that there had been two previous, similar incidents involving the welds failing. After the first incident, Boral didn't put in place any system to ensure that all trucks were inspected or perform any analytical testing of the adaptors.

After the third incident, Boral checked all the links for cracks using x-rays. These found high carbon steel had been used, which, with inadequate welding, was prone to cracks and subsequent breakage. Boral subsequently withdrew all the trucks and redesigned the adaptor links.

Boral was fined \$40,000 for failing to properly train the worker and \$80,000 for failing to ensure the plant was safe.

\$297,000 IN FINES FOLLOWING FORKLIFT FATALITY

Company: Keralex Pty Ltd

Fine Amount: \$297,000

Date of Judgement: 23 June 2005

A total of \$297,500 in fines has been imposed by the NSW Industrial Relations Commission following a forklift fatality at a Sydney warehouse.

A forklift driver was working alone when crates containing steel pipes fell on him at the Chipping Norton premises of Keralex Pty Ltd on 26 September, 2001.

WorkCover NSW prosecuted Keralex and a subsidiary company, Top Container Transport Pty Ltd, as well as the sole Director and General Manager of both companies under the Occupational Health and Safety Act 2000 for failing to ensure a safe workplace.

Keralex was fined \$135,000, Top Container was fined \$140,000 and Francis Burn, sole director of both companies, received fines totalling \$17,500. The General Manager of Top Container, Donald Steel, was fined \$5,000.

WorkCover Chief Executive Officer, Jon Blackwell, said:

"The death of a man working alone and unsupervised in a workplace with obvious safety risks is a tragic reminder of the vital necessity of actively controlling predictable risks."

Note: Appeal against leniency on Donald Steel has been filed by WorkCover.

AGL FINED \$325,000 IN KOGARAH GAS EXPLOSIONS

Company: AGL Gas Networks Ltd

Fine Amount: \$325,000

Date of Judgement: 6 June 2005

A Sydney company has been fined \$325,000 following two gas explosions at a Kogarah shopping centre on December 4, 1995, in which two people died and 17 others were injured.

AGL Gasworks Pty Ltd, of North Sydney, was found guilty of breaches of the Occupational Health and Safety Act 1983 in the NSW Industrial Relations Commission for failing to ensure the health and safety of its employees and others not in its employ.

In November 1995, a gas pipeline at Railway Parade, Kogarah, was cut and capped by AGL in preparation for the demolition of four nearby shops.

The pipeline remained connected to the mains, and on 4 December, the line severed, with the resulting gas leak causing explosions and fires.

An AGL maintenance crew sent to the scene did not have the necessary valve location map to enable them to find and shut down the escaping gas.

While the maintenance crew searched for the shutdown valve and fire crews sought to extinguish the blaze, a second explosion occurred.

WorkCover Chief Executive Officer, Jon Blackwell, commented: "The failure by AGL to supply its service crews with maps of shopping centre gas valves, which would have enabled them to have quickly and safely turned off the gas, placed its employees and emergency workers at serious risk."



Fatalities

THE FOLLOWING IS A LIST OF FATALITIES occurring in New South Wales workplaces since those listed in Vol 61 of *WorkCover News*.

FATALITIES

- A rigger working on a roof area was killed when he fell six metres to the ground.
- A man replacing damaged asbestos roof sheeting was killed when he fell through the sheeting.
- A plant operator at a mining works was fatally crushed while attempting to attach a large bucket to the plant.
- A man died from injuries received when he was caught in a conveyor.
- A man received fatal crush injuries when trapped beneath the tree he had been felling.
- A man undertaking water testing died when the vessel he was working from hit a submerged object and overturned.

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.

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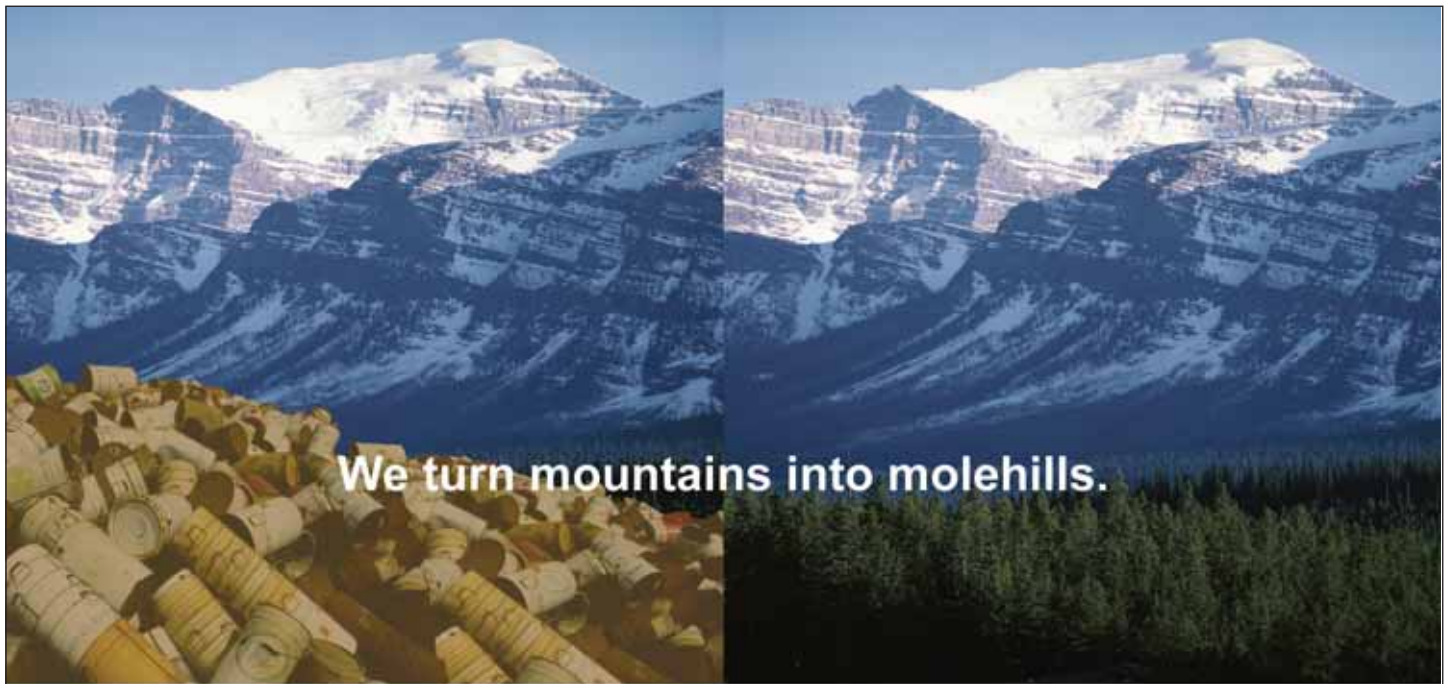
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2005 TRAINING CALENDAR

OHS Risk Management for Supervisors and Managers

- > 8-9 September, > 12-13 October
- > 9-10 November

OHS Consultation (for Committee Members and OHS Representative)

- > 3, 12, 13-16 September
- > 10, 11, 17, 18 October
- > 4, 11, 18, 25 November
- > 6-9 December

OHS Committee Refresher Training

- > 5 October

Writing Workplace Documents

- > 16-17 November

Introduction to Return to Work Coordination

- > 6-7 October > 1-2 December

OHS Committee Chairperson

- > 7 September > 30 November

Senior First Aid

- > 20-21 September
- > 19-20 October > 16-17 November

Senior First Aid Recertification

- > 21 September > 20 October
- > 17 November

Manual Handling Employee Awareness

- > 27 September
- > 31 October > 22 November

OHS Developing and Implementing OHS Management Systems

- > 29-30 September
- > 28-29 November

How to Conduct an OHS Audit

- > 27-28 October
- > 12-13 December

Accessing & Using OHS Information

- > 7 November

OHS & Managing Human Resources

- > 4, 11, 18, 25 November

Accident/Incident Investigation

- > 12 September

Construction Induction (Green Card)

- > 19 September > 24 October
- > 14 November > 5 December

Unless otherwise stated, courses are held in our training rooms in the city • All courses can be delivered on site at your workplace.

Our aim is to continue to provide quality training and consultancy services tailored to our customers' requirements. Our trainers have qualifications in OHS and Adult Education. They are WorkCover Accredited and have extensive industry experience in OHS and training.

OTHER COURSES

- > Certificate IV in Workplace Safety (12174 NSW)
- > Certificate IV in Assessment and Workplace Training (BSZ40198)
- > Managing Occupational Violence
- > Managing Contractor Safety
- > OHS Workplace Committee-Refresher
- > OHS Employee Induction
- > OHS Employee Induction- Construction
- > Noise in the Workplace
- > Accident Investigation
- > Planning for Emergencies
- > OHS for Labour Hire Companies
- > Site Safety Induction
- > Emergency First Aid
- > OHS in the Office

CONSULTING AND ADVISORY SERVICES

- > Developing and Implementing OHS Management Systems
- > Emergency Response Training
- > Documentation of Policy and Procedures Manual
- > OHS Newsletters
- > Job Hazard Analysis
- > Site Safety Services
- > OHS Video Production

AUDITING AND SURVEY SERVICES

- > OHS System Audit
- > Safety MAP Audit
- > Compliance Audit
- > Plant Safety Audit
- > Desktop Audit
- > Workplace Hazard Inspections
- > Ergonomic Survey
- > Manual Handling Survey

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SYDNEY 2005

26 - 28 October 2005
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