

# WORKCOVER NEWS

# 63

The workplace safety and injury management magazine

December 2005 - February 2006

- Safe Work Awards winners
- Power Takeoff initiative
- Workers compensation scheme update



# WorkCover Accredited Public Courses 2006

*Vital Training for Effective Risk Management*

*Also available on-site*

## JANUARY 2006 to JUNE 2006

### course in occupational health & safety consultation

*accredited training for OHS Committees & OHS Representatives - \$570 (\$627 incl. GST)*

Jan	9	10	16	17	Parramatta	PAR1	Apr	12	13	19	20	Parramatta	PAR42
Jan	9	10	16	17	City	CIT1	Apr	12	13	19	20	City	CIT42
Jan	11	12	18	19	Parramatta	PAR1/2	Apr	3	4	10	11	Hurstville	HUR4
Jan	23	24	30	31	City	CIT1/2	Apr	20	21	27	28	Parramatta	PAR43
Jan/Feb	31	7	14	21	Parramatta	PAR1/3	Apr/May	26	27	3	4	City	CIT43
Feb	1	8	15	22	City	CIT2	Apr/May	27	28	4	5	Campbelltown	CAM4
Feb	2	3	9	10	City	CIT22	May	3	10	17	24	Parramatta	PAR5
Feb	6	13	20	27	Parramatta	PAR2	May	4	5	11	12	City	CIT5
Feb	7	8	14	15	Parramatta	PAR22	May	4	5	11	12	Parramatta	PAR52
Feb	16	17	23	24	City	CIT23	May	10	17	24	31	City	CIT52
Feb	16	17	23	24	Parramatta	PAR23	May/Jun	17	24	31	7	Hurstville	HUR5
Feb	16	17	23	24	Campbelltown	CAM2	May	18	19	25	26	City	CIT53
Feb/Mar	21	22	28	1	Chatswood	CHA2	May	22	23	29	30	Parramatta	PAR53
Feb/Mar	21	22	28	1	Hurstville	HUR2	May/Jun	23	30	6	13	City	CIT54
Feb/Mar	24	3	10	17	Rooty Hill	RH2	May/Jun	25	26	1	2	Parramatta	PAR54
Feb/Mar	27	6	13	20	City	CIT24	June	1	2	8	9	City	CIT6
Feb/Mar	27	6	13	20	Wollongong	WOL2	June	1	2	8	9	Wollongong	WOL6
Mar	1	8	15	22	Parramatta	PAR3	June	2	9	16	23	Campbelltown	CAM6
Mar	1	8	15	22	City	CIT3	June	6	13	20	27	Rooty Hill	RH6
Mar	2	3	9	10	Parramatta	PAR32	June	7	8	14	15	Parramatta	PAR6
Mar	2	3	9	10	City	CIT32	June	7	8	14	15	City	CIT62
Mar	6	7	13	14	Parramatta	PAR33	June	9	16	23	30	Parramatta	PAR62
Mar	23	24	30	31	City	CIT33	June	14	15	21	22	Parramatta	PAR63
Mar/Apr	30	31	6	7	Parramatta	PAR34	June	15	16	22	23	Chatswood	CHA6
Mar/Apr	30	31	6	7	Chatswood	CHA3	June	15	16	22	23	City	CIT63
Apr	5	6	12	13	City	CIT4	June	19	20	26	27	Parramatta	PAR64
Apr	5	6	12	13	Rooty Hill	RH4	June	19	20	26	27	City	CIT64
Apr	5	12	19	26	Parramatta	PAR4							

### ON-SITE TRAINING COURSES

Course in OHS Consultation (4 days)  
 Advanced Return to Work (1 day)  
 Construction General OHS Induction (1 day)  
 Intro to Return to Work Coordination (2 days)  
 Senior First Aid (2 days)  
 Senior First Aid Recertification (1 day)  
 Accident Investigation\* (1 day)  
 BackBasics Manual Handling\* (2 hrs)  
 BackBasics Manual Handling Risk Mgmt\* (3.5hrs)  
 BackBasics Workstation Set-up & Manual Handling\* (2 hrs)  
 Developing Workplace Safety Culture: Behaviour & Values\* (1 Day)  
 OHS Committee Chairperson\* (1 day)  
 OHS Committee Refresher\* (1 day)  
 OHS Induction for Employees\* (4 hrs)  
 OHS Law for Directors & Managers\* (2 hrs)  
 OHS Responsibilities for Super & Mgrs\* (2 hrs)  
 OHS Risk Management\* (1 day)  
 OHS Risk Mgmt for Super & Mgrs\* (1 or 2 days)  
 Workplace Substances\* (1 day)

*WE DELIVER WHAT WE PROMISE.*

*SCHEDULED COURSES ARE DELIVERED.*

*Current\* record : 176 courses*

*scheduled & delivered without cancellation.*

*\*From Oct '04 to Aug '05, when this Training Calendar went to print.*

### introduction to return to work co-ordination

*\$480 (GST free)*

Feb	9	10	Parramatta	PARR2
Feb	20	21	City	CITR2
Mar	16	17	City	CITR3
Mar	23	24	Parramatta	PARR3
Apr	3	4	Parramatta	PARR4
Apr	26	27	City	CITR4
May	18	19	Parramatta	PARR5
May	29	30	City	CITR5
June	1	2	City	CITR6
June	21	22	Parramatta	PARR6

### advanced return to work

*\$340 (\$374 incl. GST)*

Apr	7	City	CITE4
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### workplace substances\*

*\$260 (\$286 incl. GST)*

May	16	Parramatta	PARW5
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### developing workplace safety culture: behaviour & values\*

*\$330 (\$363 incl. GST)*

May	8	City	CITP5
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### ohs risk management for supervisors & managers\*

*\$470 (\$517 incl. GST)*

Feb	21	22	Parramatta	PARS2
Feb	23	24	City	CITS2
Mar	21	22	Parramatta	PARS3
Apr	3	4	City	CITS4
May	8	9	Parramatta	PARS5
June	22	23	City	CITS6

### construction general ohs induction

*\$150 (GST free)*

Feb	6	City	CITCN2
Feb	27	Parramatta	PARCN2
Mar	20	Parramatta	PARCN3
Mar	27	City	CITCN3
Apr	10	Parramatta	PARCN4
Apr	24	City	CITCN4
May	15	Parramatta	PARCN5
May	22	City	CITCN5
June	13	Parramatta	PARCN6
June	21	City	CITCN6

### senior first aid

*\$160 (\$176 incl. GST)*

Feb	13	14	City	CITFA2
Feb	16	17	Parramatta	PARFA2
Mar	14	15	City	CITFA3
Mar	28	29	Parramatta	PARFA3
Apr	5	6	City	CITFA4
May	1	2	Parramatta	PARFA5
May	15	16	City	CITFA5
June	28	29	Parramatta	PARFA6

### ohs committee refresher\*

*\$260 (\$286 incl. GST)*

Mar	17	Parramatta	PARF3
May	2	City	CITF5

### ohs committee chairperson\*

*\$260 (\$286 incl. GST)*

Mar	27	Parramatta	PARC3
Apr	11	City	CITC4
May	31	Parramatta	PARC5
June	5	City	CITC6

\* ALL COURSES ARE ACCREDITED BY WORKCOVER NSW EXCEPT THOSE MARKED WITH AN ASTERISK, FOR WHICH THERE IS NO WORKCOVER NSW COURSE.

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Front cover image provided by Bovis Lend Lease.

Bovis Lend Lease was project manager, and design and construction manager of Sydney's next landmark, Deutsche Bank Place.

Photograph by Martin van der Wal.

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# Chief Executive Officer



2005 has proved a successful and productive year for WorkCover NSW. We have worked closely with industry, employers and workers to develop a number of important initiatives including the NSW Workplace Safety Summit Industry Action Plans and a review of the Occupational Health and Safety Act 2000.

Partnerships forged between employees, workers and government since the Workplace Safety Summit in 2002 have contributed to the major progress achieved in reducing injury rates. This progress has been strengthened by the Industry Reference Groups Action Plans formed at this year's Summit. These plans have laid the foundation for the NSW Workplace Health and Safety Strategy 2005-2008. Launched this month by NSW Minister for Commerce, John Della Bosca, the Government's three-year strategy aims to further improve health and safety in NSW workplaces.

Each of the IRGs are identifying priority areas for action over the next 12 months, with violence and falls identified as two of the areas for attention moving into 2006. The IRGs will continue to explore opportunities to work together to address these issues and assist in meeting Summit recommendations.

Having received widespread response from information sessions and public submissions held throughout NSW, WorkCover continues to seek public consultation on the review of the Occupational Health and Safety Act 2000.

Some additional issue papers on specific matters are to be released shortly for consultation. Other issues raised throughout the public consultation period are currently being analysed by a review team. This process has again highlighted WorkCover's commitment to achieving effective two-way communication with stakeholders. The outcome will ensure that the occupational health and safety legislative framework is effective and responsive to the needs of the current and future working arrangements of the NSW workforce.

I also wish to take this opportunity to congratulate all the winners of the Safe Work Awards for 2005. It is pleasing to see so many innovative yet practical improvements being implemented by businesses in this State.

As we move toward the Christmas / New Year holiday period I urge all employers and workers to take extra care. At this time of year many businesses are working extra hard to have jobs completed on time with the possible risk of compromising workplace safety.

I wish all our readers a happy Christmas and a safe year ahead in 2006.

A stylized handwritten signature in black ink, consisting of a large loop and a horizontal line extending to the left.

**Jon Blackwell**  
Chief Executive Officer  
WorkCover NSW

# Changes to National Certificates of Competency licensing

**WORKCOVER HAS RECENTLY INTRODUCED** changes to the way it processes conversions to National Certificates of Competency (NCOC). These changes are designed to increase security and ensure a more reliable system of identification and licence provision.

The National Certificate of Competency system of licensing authorises people to carry out particular classes of scheduled work that is defined under clause 266 of the *Occupational Health and Safety Regulation 2001*. This national system has been incorporated into NSW law by the OHS Regulation 2001.

## **CONVERTING 'OLDER STYLE' LICENCES**

From the start of 2006, WorkCover will stop converting the older style (pre-NCOC) licences issued in New South Wales up to 1996, to National Certificates of Competency.

To accommodate this change, there will be a six month transitional period to enable licence holders to convert to a NCOC, after which time the old licence will no longer be valid. After 30 June 2006, all holders of pre-1996 certificates will be required to demonstrate competency in the current requirements with an accredited WorkCover assessor.

## **INTERSTATE APPLICANTS**

WorkCover has already ceased the conversion of older style (pre-NCOC) licences from other states to National Certificates of Competency in New South Wales (made effective 1 November 2005). Interstate applicants seeking to convert their interstate licences to a National Certificate of Competency now have to do so with the original issuing authority of their licence.

Also discontinued from 1 November 2005, was the consolidating of any interstate issued classes into NCOCs issued in New South Wales. National Certificates of Competency issued in New South Wales will now only have classes assessed in New South Wales endorsed on them.

Holders of valid interstate licences will still be able to operate equipment of the type specified on their interstate issued licence within New South Wales. However, if you lose your certificate, you will be required to apply for a replacement from the original issuing authority, where the certificate was issued interstate.

## **RENEWAL PROGRAM**

During 2006, WorkCover will commence a major program to renew all existing National Certificates of Competency. This involves targeting all existing NCOC licence holders to apply for renewal.

Licence holders who received their NCOC between 1996 and 2004 inclusive will be contacted by WorkCover to commence a licence renewal process. The renewal process will include proof of identity checks and the issue of a photo licence with a five year expiry date.

If you would like to find out more about the changes or how to apply for a National Certificate of Competency, go to [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au) or contact the WorkCover Assistance Service on **13 10 50**.

Changes to the National Certificates of Competency licence renewal process **will not** affect the way you apply for a new NCOC. Applicants must still:

- be at least 18 years of age (unless exempted by WorkCover)
- provide proof of identity to the assessor and to WorkCover
- truthfully complete the appropriate WorkCover application form
- be assessed by an accredited certificate assessor
- provide documentary evidence of competence
- pay the set fee.

# Safe Work Awards -



Representatives from Fallstop Pty Ltd, The Hon John Della Bosca and Jon Blackwell, WorkCover CEO



Representatives from OK Steelex Pty Ltd, The Hon John Della Bosca and Jon Blackwell, WorkCover CEO



Representatives from Insurance Australia Group, The Hon John Della Bosca and Jon Blackwell, WorkCover CEO



Representatives from Police Association of NSW (Luke Hannon absent), The Hon John Della Bosca and Jon Blackwell, WorkCover CEO

A FALL PREVENTION SYSTEM and a steel reinforcement jig were just some of the winning entries in the 2005 WorkCover NSW Safe Work Awards.

Established in 2004, the awards promote and recognise high standards of occupational health and safety in workplaces around New South Wales. A total of 64 entries were received for this year and all had one thing in common: the aim of reducing harm to workers in their workplaces.

The winners were announced at a gala dinner on 28 October 2005, where Minister for Commerce, John Della Bosca, congratulated finalists and presented the winners with their awards.

'Industry is increasingly regarding safety as a mainstream component of business management rather than a burden imposed by government,' said Mr Della Bosca.

He also commented that public awareness of workplace safety has increased. 'Australians expect that when their loved ones go to work in the morning, they will return home again, unharmed, at the end of the working day.'

WorkCover CEO, Jon Blackwell, said that many employers had made substantial efforts to make their workplaces safer. 'There is no doubt about our collective commitment to reduce the incidence of death and injury in the workplace and to ensure that New South Wales workplaces are the safest in the world.'

Strict evaluation criteria were used for judging the submissions. Entries were initially reviewed by an internal panel of occupational health and safety experts from WorkCover who determined which submissions would go to the second assessment stage and receive inspections on site.

The 2005 Award winners were then selected by a judging panel made up of senior representatives from WorkCover,

# a repeat success

trade unions, employers groups and specialist occupational health and safety bodies.

Congratulations to all of the finalists and winners for the work they have done to make our workplaces safer.

## WINNING ENTRIES

### **Best solution to an identified workplace health and safety issue**

#### **Fallstop Pty Ltd**

for 'Stair Mate', a fall prevention system for the housing industry.

This temporary floor-to-floor access system acts as a provisional stairwell and provides safe access to each level of construction within a building.

### **Best solution to a workplace manual-handling hazard**

#### **OK Steelex Pty Ltd**

for a steel reinforcement jig.

Using this innovative engineering solution, OK Steelex has been able to reduce its employees' manual-handling risks. The jig has been operational on the Westlink M7 for over a year - 8000 tonnes of steel have been laid and no time lost to injuries during this period.

### **Best workplace health and safety management system**

#### **Insurance Australia Group (IAG)**

for their simplified risk management philosophy, Be-Safe.

Since the introduction of this system in the past year, IAG has achieved a 57 per cent reduction in total incurred workers compensation costs.

### **Workplace safety champion – medium/large business**

The judges decided two finalists should be acknowledged for their outstanding work in health and safety in the workplace.

**Mario Tuccio**, who works at One Steel in Kembla Grange, was entered in the awards by the Australian Manufacturing Workers Union. Mario has been responsible for a number of important health and safety changes in his workplace, and has also helped with health and safety issues in his local community.

**Luke Hannon**, from Mt Druitt police station, was entered in the awards by the Police Association of NSW. Also responsible for a range of initiatives, Luke's involvement and persistence to get things right have made a major contribution to the health and safety of his workplace, as well as to the wider NSW Police Service.

## HIGHLY COMMENDED

The judges were impressed with the number and calibre of the manual handling submissions and decided to give two 'Highly Commended' awards.

#### **Royal Hospital for Women, Randwick**

for a breast feeding chair

The chair reduces the risk of injury to staff helping new mothers breastfeed. Staff at the hospital voted it as their number one health and safety initiative.

#### **Uniting Care/Nareen Gardens**

for their Sit Safe Table

The table has been shown on ABC's *The Inventors* program and has generated enormous interest from nursing homes around Australia. It reduces the risk of injury to staff who have to physically assist residents to and from the dining table.

Visit [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au) for the full list of finalists and more photos from the evening.

**ON 31 OCTOBER 2005**, WorkCover NSW announced the seven successful tenderers to provide workers compensation services to employers and injured workers in NSW.

The seven organisations, including two new entrants to the NSW workers compensation system, will operate as agents in the Scheme and deliver claims and policy services under commercial contracts.

Organisation	Policy market share	Premium market share
Allianz Australia Pty Ltd	13%	22%
Cambridge Integrated Services Pty Ltd	6%	8%
CGU Insurance Ltd	21%	21%
Employers Mutual Ltd	6%	9%
GIO Insurance Ltd	24%	16%
QBE Insurance Ltd	21%	19%
Gallagher Bassett Services Workers Compensation New South Wales	9%	5%

The seven Agents have been selected following an open tender process during which they were required to demonstrate capability, capacity and performance in claims and policy management.

## IMPROVED SERVICES FOR INJURED WORKERS AND EMPLOYERS

The move from open-ended licences to commercial contracts was a key recommendation of McKinsey & Company's *Partnerships for Recovery* report.

Changes to the Scheme are a pivotal part of the NSW Government's program of reforms to workers compensation that are aimed at delivering improved outcomes for injured workers and lower costs for employers.

## MORE COMPETITION, BETTER SERVICE

A performance-based system will focus Agents on delivering improved services to injured workers, employers and the Scheme. Agents operating in the Scheme will need to produce tangible results and will be paid on their ability to meet various performance outcomes and service standards.

The new environment aims to deliver better claims management services and ultimately reduce costs for employers while making the Scheme more sustainable in the long term.

## A SMOOTH TRANSITION TO THE NEW ARRANGEMENTS

As new entrants have entered the market, the allocation of portfolios in the NSW has changed, resulting in a portion of existing claims and policies being transferred to the new Agents.

The market allocation method has been designed with the aim to minimise market disruption and generate a smooth transition to the new arrangements.

Policies chosen by WorkCover to switch Agents will be randomly selected and will be only moved at policy renewal.

Although the majority of policies and claims will remain with their existing Agent, if your policy or claim has been chosen by WorkCover to switch Agents, you will be notified by WorkCover two weeks before the transfer date.



# Compensation Scheme

## A TEMPORARY FREEZE ON THE VOLUNTARY MOVEMENT OF POLICIES

To further minimise disruption during the transition to the new arrangements, there is a temporary freeze on the voluntary movement of policies **up to and including 29 June 2006**.

When the freeze is lifted on 30 June 2006, employers will be able to renew their workers compensation policy with an Agent of their choice.

For more information on the temporary freeze or the transfer of claims and policies visit the WorkCover website [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au).

## VERO WORKERS COMPENSATION CLIENTS

In May 2005, Vero Insurance Limited announced it will no longer operate in the workers compensation market in NSW.

As a result, WorkCover NSW will be transferring all Vero workers compensation claims and policies to a new Scheme Agent, Cambridge Integrated Services.

Cambridge Integrated Services has won a contract to provide claims and policy services in the NSW Workers Compensation Scheme.

WorkCover NSW, Vero Insurance Limited and Cambridge Integrated Services are working together to ensure minimum disruption and continuity of service during the transition process.

Employers with current Vero policies that are due for renewal **before or on 29 June 2006** will need to renew their policy with Cambridge Integrated Services.

## LOOKING TO THE FUTURE

Agents are preparing to transition to the new arrangements and will commence operating under the new arrangements from 1 January 2006.

Changes to the workers compensation system aim to more closely address the needs of workers and employers and improve financial outcomes for the Scheme.

## NEED MORE INFORMATION?

The new Scheme arrangements will start in 2006. WorkCover will be holding a series of information sessions for employers and workers about the changes throughout the transition.

Contact your Agent or visit [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au) for more information.

## YOUR AGENTS

The seven successful organisations have won a contract to provide claims and policy services in the NSW workers compensation Scheme. The contracts are for an initial three years with a renewal option for up to a further three years, based on performance.

Find out more about Scheme Agents by visiting their websites:

[www.allianz.com.au](http://www.allianz.com.au) • [www.cisv.com.au](http://www.cisv.com.au) • [www.cgu.com.au](http://www.cgu.com.au)  
[www.emia.com.au](http://www.emia.com.au) • [www.gallagherbassett.com](http://www.gallagherbassett.com)  
[www.gio.com.au](http://www.gio.com.au) • [www.qbe.com.au](http://www.qbe.com.au)



PTO initiative closes a

# successful year in



**2005 HAS BEEN A PRODUCTIVE YEAR** for workplace safety initiatives in the rural sector. WorkCover has continued its strong commitment to working with rural communities to prevent injuries and improve awareness of safety risks.

The year began with WorkCover targeting the heavy vehicle industry as part of a national safety campaign to inform operators and drivers of livestock carriers and other large trucks of the need for safety when working at heights. The Livestock Transport Field Day at Wagga Wagga featured practical fall-prevention demonstrations by WorkCover representatives.

Wagga Wagga was also the venue for a Truck Compliance and Safety Seminar that focused on improving safety in the long haul trucking industry, in particular to reduce the fatigue of drivers of heavy trucks.

WorkCover again attended Rural Field Days providing a great opportunity for rural workers to talk to their local WorkCover staff about occupational health and safety, workers compensation and injury management.

The focus for WorkCover at this year's Rural Field Days was on quad bike safety. Widely used on farms throughout Australia, quad bikes have been the cause of an increasing number of fatalities and serious injuries. WorkCover sponsored Safety Demonstrations at all rural field days throughout the year, educating users about the safe operation of these vehicles.

Following this, another important initiative was the release of the *WorkCover NSW Farm Safety Starter Guide*. Launched during National Farm Safety Week in July, the 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 year culminated in the Safety Summit, held in Orange during August. The Summit emphasised the inroads that have been made in improving safety in the rural sector, and the strength of the partnerships that have been forged with this community.

The Summit also saw the announcement of a \$1.1 million rebate scheme to fit guards to power takeoff mechanisms on agricultural machinery. The launch of the Power Takeoff program closes a successful year in rural safety.

# rural safety

## POWER TAKE-OFF SAFETY PROGRAM

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

A dollar-for-dollar rebate of up to \$200 can be provided to NSW farmers who purchase PTO guards for their tractors and equipment. The rebate program is valued at \$1.1 million, with this funding expected to provide financial assistance to over 5,000 farmers (the rebate is available for a maximum period of two years or until funds are expended).

## DANGERS OF PTOS

Up to 22 per cent of severe tractor-related incidents have been caused by being hit or becoming entangled in moving machinery such as the rotating driveline between the tractor and the implement.

If your hair or clothing is caught by an unguarded PTO shaft or coupling, there is a real danger you could be drawn into and struck by part of the tractor, or flung to the ground, often receiving fatal injuries.

## PREVENTION

**Designers, manufacturers, importers and suppliers of tractors should ensure that:**

- The tractor PTO stub shaft is adequately guarded. The guards should allow flexibility of operation, while fully enclosing the dangerous parts. Where clear access is needed to fit equipment, shields may be attached by hinges/lynch pins or bolted to the tractor and drive unit.

- The tractor PTO drive shaft is fully guarded for its entire length by a durable cover tube or casing of either a rotating or non-rotating type. For non-rotating guards, means of restraining the guard must be provided.
- The protective tube or casing has a conical guard over the universal coupling and is covered by protective shields at each end of the PTO drive shaft to prevent access to rotating parts.
- Purchasers of the tractor are provided with clear instructions and warnings for safe operation and maintenance of the tractor (including maintenance of the guards).

**Employers who own a tractor should ensure that:**

- The tractor is not in use unless the PTO stub shaft, drive shaft and universal coupling are adequately guarded.
- The tractor manufacturer's instructions and warnings for safe operation and maintenance of the tractor and guards are strictly followed.
- All operators of the tractor are provided with necessary training, including checking the PTO prior to use and reporting any missing/damaged guards and other safety devices.
- When the tractor is operating with an implement, it is not turned too sharply as this could cause the lower links or tractor tyre to foul the PTO drive shaft (the PTO drive should always be disengaged when making sharp turns).
- To clear a blockage from a PTO-driven implement, the power drive must be disengaged, the tractor engine stopped, all controls put in neutral, the hand brake applied and the engine key removed.



Matthew Manny and The Hon John Della Bosca at Dubbo Hydraulics and Tractor.

For more information on how to apply for a PTO rebate go to [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au) or contact the WorkCover Assistance Service on **13 10 50**.

# safety on show

## SAFETY SHOW, 26-28 OCTOBER 2005

The Safety Show proved once again a major drawcard, with over 10,000 visitors converging on the Sydney Showground for this three day event.

Held for a third year running, the Safety Show has grown by 45 per cent on the previous year's record attendance figures. Its size has also increased by 25 per cent on last year, with 350 exhibitors featuring the latest developments in safety equipment and services.

The show boasted an exciting range of new features, including a dedicated building and electrical safety area, safety training and technology areas, free safety tours led by industry experts, and a live demonstration area.

WorkCover also presented a series of free workshops over the three days of the show to assist small to medium business operators improve their workplace safety. The workshops covered occupational health and safety (OHS), workers compensation, safe working in construction, working safely with chemicals, and updates on the new dangerous goods legislation and workers compensation reforms.

Endorsed by the Safety Institute of Australia and sponsored by WorkCover NSW, the Safety Show has reinforced its status as Australia's largest workplace safety event. It further strengthens WorkCover's commitment to engaging its stakeholders and increasing injury and illness prevention awareness and education.

## SAFETY CONFERENCE

The Safety Conference, run in conjunction with the Safety Show, attracted 580 delegates from around Australia and overseas.

Leading national and international workplace safety experts from a broad range of industry streams presented the latest OHS and workers compensation issues. Topics ranged from injury management and fatigue, to professional development, leadership and communication.

WorkCover CEO, Jon Blackwell, launched the conference and emphasised in his opening address the importance of employers and employees working together in consultation for the development and maintenance of OHS systems.

Occupational Health and Safety legislation has moved in recent years away from being rigid and prescriptive to being risk-based, with a strong emphasis on inclusion and consultation.

'Sound OHS can have a positive effect on a business's bottom line and help sustain a globally competitive, high performing business,' he said.

The Safety Conference is an important avenue for promoting the understanding and acceptance of workplace safety, and based on this year's success, the conference promises to be an important date in the 2006 conference event calendar.

## A QUESTION OF 'WHAT IF'...

Humour and lively debate were in ample supply at the 2005 Hypothetical, held on Thursday 27 October as part of the Safety Show.

The Hypothetical featured Julie McCrossin as moderator to a panel of OHS specialists including Jon Blackwell, WorkCover NSW; Greg Pattison, ABL; Mick Madden, AWU; Mary Yaager, Unions NSW; Neville Betts, Booreea Rudd Pty Ltd and David Skegg, Safety Institute Australia.

A record crowd of 450 attended this year's debate, which covered a range of hypothetical workplace safety challenges. Called 'Wisteria Lights Up', the challenges were woven into an amusing but nonetheless serious OHS drama.

The WorkCover NSW Safe Work Awards were the eagerly-awaited culmination of the 2005 Safety Show. To find out what inventions, workplaces and workers were recognised for their achievements, turn to *WorkCover NSW Safe Work Awards - A Repeat Success* on pages 4-5.



Holiday @ home -

# not in hospital

**MANY BUSINESSES EMPLOY YOUNG PEOPLE** during the holiday season but sometimes overlook that they need to be educated about safe work practices and be properly supervised.

Any young person is vulnerable to injury if you fail to carry out a thorough induction and explanation of the hazards that exist in your workplace.

Every year, many serious injuries (and unfortunately some fatalities) occur in the construction, manufacturing and retail industries because of the pressure to finish jobs before the holidays.

If you are working to a deadline, don't be tempted to skip your OHS responsibilities. This includes providing workers with

training to understand safe work practices and hazard-reporting systems, as well as explaining and providing the necessary personal protective equipment (PPE). Remember, no matter how competent your new, young workers appear to be, they always need supervision on your worksite.

The good news is that holiday workplace injuries have declined steadily since the introduction of the *Occupational Health and Safety Act 2000*. From a high of over 35,000 in the 1997 December quarter, workplace injuries have dropped by about 1000 a year.

Let's keep this up to ensure all our workforce including young people stay safe to enjoy this holiday season.

## Don't be a deadline statistic.

### Holiday @ home – not in hospital!

*Every year, many serious injuries (and unfortunately some fatalities) occur in the construction, manufacturing, transport and retail industries because of the pressure to finish jobs before suppliers or workers take holidays.*

**This holiday, think about where you want to spend it.**



# Improving the NSW premium

## IMPROVING THE NSW PREMIUM SYSTEM

The NSW Government is committed to improving the NSW workers compensation system, as well as reducing the financial and social costs of workplace injuries.

Since 2001 workers compensation reforms have made major inroads into delivering a fairer, more effective system for injured workers and employers.

Continued positive underwriting results as well as reforms to the premium system and WorkCover Scheme have set the agenda for positive change in workers compensation in this State.

## FIVE PER CENT REDUCTION IN WORKERS COMPENSATION PREMIUMS

On 9 November 2005, NSW Premier Morris Iemma announced a reduction in workers compensation premiums in response to a sustained improvement in the financial position of the WorkCover Scheme.

All employers in NSW are set to benefit from the change, which will see a five per cent reduction across all WorkCover Industry Classification rates from 31 December 2005.

The five per cent reduction will apply to all policies **commencing on or after 31 December 2005.**

## WHAT THE FIVE PER CENT REDUCTION WILL MEAN FOR NSW EMPLOYERS

A medium employer who is experience adjusted for claims and operating a supermarket in a regional area of NSW with wages of \$842,500 will have a final premium of \$43,033 as a result of the five per cent rate reduction. Before the rate reduction, this employer's premium would have been \$44,970.

A large employer who is experience adjusted for claims and engaged in clothing manufacturing and retailing with total wages of \$17 million will receive a final premium decrease from \$475,700 to \$451,560, as a result of the reduction.

## REFORMS TO THE NSW PREMIUM SYSTEM

As part of the NSW Government's wider reform program, WorkCover is currently implementing a series of changes to the workers compensation premium system.

The changes aim to make the system fairer and provide business with greater incentives to improve occupational health and safety, injury management and return to work opportunities.

The first phase of these changes was implemented from **30 June 2005** and increased the *Category A* threshold from a basic tariff premium of greater than \$3000 to greater than \$10,000.

This move provided greater protection for the majority of employers from premium increases when a claim is made. As a result, 89 per cent of employers in NSW employers were no longer experience adjusted. Before the reforms, 73 per cent of employers were not experience adjusted.

NSW employers also became eligible for retrospective premium refunds for costs of fraudulent claims successfully prosecuted after 1 January 2000.

**The second phase of reforms will build on the initial changes and the following changes are effective for all policies commencing on or after 31 December 2005.**

## GREATER PROTECTION FROM LARGE PREMIUM INCREASES FOR ALL EMPLOYERS

A two-tiered threshold for experience rating is being introduced.

# system

Small employers (those employers with a basic tariff premium that is \$10,000 or less or with annual wages of \$300,000 or less) will not be experience adjusted. This means that 92 per cent of employers will be protected from large premium increases.

This will result in more employers being protected from premium increases that arise from a one-off claim as their premium is only assessed on their wages level and industry rate.

Experience adjustments will apply to premiums for medium and large employers (those employers with wages greater than \$300,000 **and** a basic tariff premium greater than \$10,000).

For further protection from significant experience-based increases, caps will be applied to premium increases. The capping is a three-tiered system and is based on the size of an employer's tariff premium.

Basic tariff premium less than \$50,000	Basic tariff premium greater than \$50,000 and less than \$150,000	Basic tariff premium greater than \$150,000 and less than \$300,000
total premium cannot exceed 1.5 times the basic tariff premium (1.5T)	total premium cannot exceed 2 times the basic tariff premium (2T)	premium cannot exceed 2.5 times the basic tariff premium (2.5T)

Policies will also be assessed as small, medium or large at the beginning and end of the policy period. New, medium and large employers who enter the Scheme after 31 December 2005 will be experience rated from their first year in the Scheme.

## A FAIRER PREMIUM CALCULATION

The current experience formula will be replaced by a simpler and fairer formula.

The new formula will be based on an employer's claims experience relative to their industry's (WIC's) performance.

## CHANGES TO CLAIMS EXCESS

To provide an incentive for early management of injuries, employers who report injuries within five days of becoming aware of the injury, will have the claims excess waived.

The claims excess payment will also be changed from \$500 to the equivalent of one week of the injured worker's weekly compensation. An equivalent of one week of the injured workers compensation will be deducted from the cost of claims included in the experience premium calculation.

## MORE IMPROVEMENTS PLANNED

Further changes to the premium system will occur over the next two years. WorkCover NSW will consult with relevant employers. These include improved administration, grouping of related employers and the development of a statistical case estimation model.

The NSW Government and WorkCover will continue to work in partnership with employers to provide greater premium stability.

For more information about changes to the premium system please contact your Agent or visit [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au).

# dangerous goods and

## ARE YOU INVOLVED WITH THE HANDLING OR USE OF AMMONIUM NITRATE?

If so, you need to be aware of the new *Explosives Regulation (2005)* law that requires mandatory licencing and security plans for anyone coming into contact with this fertiliser.

The changes respond to national security needs and support the Federal and State governments' agreement on the need to restrict use and access to substances that are either explosives or may be used as an explosive.

The aim is to implement an effective and integrated approach to control access to high concentration ammonium nitrate. Agreement for this was reached with the Council of Australian Governments (CoAG) to ensure accountability at all stages of the ammonium nitrate supply chain (including importers, manufacturers, transporters, suppliers and users).

### WHO NEEDS A LICENCE?

From 1 January 2006, it will be an offence (with significant penalties) to use or store ammonium nitrate without a licence.

If you are a primary producer, market gardener, horticulturist, or broad acre farmer, chances are that one or more of the fertilisers you use contains ammonium nitrate. Refer to the WorkCover website for a list of commonly used ammonium nitrate based fertilisers.

If you are a user, supplier, transporter, importer or exporter of these fertilisers, you need an up-to-date Workcover licence to continue your current operations. Without a licence you cannot continue with any commercial use or operation of ammonium nitrate after 1 January 2006.

If you work in the explosives industry you will also be affected by this legislation, as you will be involved in the transport, storage, import and export of ammonium nitrate (at high concentrations). You are covered for ammonium nitrate use if you hold a current explosives licence for use on mines, supply, and transport. Note that these licences will expire by 1 September 2006.

If you are a retailer or supplier of high concentration ammonium nitrate fertiliser, you must not only hold a licence, but can also only trade these products to customers who hold the correct 'use' licences (this a 'chain of responsibility' duty). After 1 January 2006 no one will be able to purchase concentrated ammonium nitrate without a licence.

### HOW TO LODGE AN APPLICATION FOR A LICENCE

Log on to the WorkCover website, [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au) or visit your local WorkCover office for all the relevant information, fact sheets and information forms you need to lodge a licence application. The website also explains how the changes may affect those working in industries that support the use of ammonium nitrate fertilisers, or ammonium nitrate for explosives.

If you are still unsure of whether this legislation affects you or need help lodging your application, contact WorkCover on **13 10 50**.

All licence applications are to be lodged at Australia Post offices. Bill-pay facilities are available.

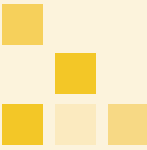
WorkCover advises anyone who needs to apply for a licence to do so quickly in order to minimise disruption





# and explosives

## licence changes



to your business, as the application process may take several weeks (due to security checks and other new application requirements).

### COMPILING A SECURITY PLAN

If you store ammonium nitrate or have any involvement with its supply and sale, it is a mandatory part of the licence approval process to develop a site security plan (SSP). This plan outlines how you will control access, transport and use this chemical.

Once again, the WorkCover website is a useful resource to refer to. Information and suggested templates for the development of a site security plan are available from the following WorkCover guides:

- 'Guide on how to complete a security plan for the agricultural use of security sensitive ammonium nitrate (SSAN)'
- 'Guide to security plans for storage and handling of explosives (including security sensitive dangerous substances)'.

### RESTRICTING UNSUPERVISED ACCESS

If you are a licensed retailer and supplier of ammonium nitrate, you are responsible for ensuring your employees who have unsupervised access to concentrated ammonium nitrate, have an 'unsupervised handling licence', and are listed on your security plan.

The unsupervised handling licence is issued to people who have undergone a security assessment (conducted by Police

and Commonwealth agencies) and who can be trusted to handle explosives without risk to the community.

Not all your employees need to have unsupervised access, it is up to you to determine which employees do. Only these employees need to obtain security clearance, provided you put security controls in place to prevent your other employees from gaining access to the ammonium nitrate.

(Note: Employees who have supervised access to ammonium nitrate do not need to obtain a security clearance.)

For further information, log on to [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au), visit your local WorkCover office, or contact the WorkCover Assistance Service on **13 10 50**.



# industry focus

**WORKING JOINTLY WITH INDUSTRY**, WorkCover has strengthened awareness of workers compensation and occupational health and safety compliance in the cleaning industry.

Initiated by the Minister for Commerce, John Della Bosca, the recently completed WorkCover project aimed to draw attention to the escalating problem of workers compensation premium avoidance.

Workers compensation premiums in this industry have soared from 2.67 per cent to 11.5 per cent (of an employer's total wages) over the past ten years, and injuries among cleaners have a higher than average cost (compared to other workers in NSW) and are more likely to result in permanent injury.

The cleaning industry employs many part time and casual workers and is characterised by a high turnover rate, all of which impact on the industry's ability to create a sustainable culture of safety.

Effective training and communication have also been difficult to achieve as many workers are from non-English speaking backgrounds and are often isolated with limited interaction and supervision.

WorkCover has worked in conjunction with the cleaning industry to identify these problems and create new, viable initiatives that will move the industry forward. The project compliments earlier phases of a cleaning industry project that focused on industry consultation, the publication of two industry specific guides and interaction with other government agencies to strengthen occupational health and safety (OHS) provisions in government cleaning contracts.

It is anticipated this focus will make cleaning employers more aware of the important responsibility their industry has to provide and ensure a duty of care for their employees and contractors. By heightening this awareness, there is a flow-on effect for increasing regulatory compliance for both OHS and workers compensation matters.



## USEFUL RESOURCES

WorkCover has developed guides to assist property owners and managers, and cleaning employers and contractors meet their obligations under occupational health and safety, workers compensation and injury management legislation.

The guides also provide advice on how to integrate OHS management systems into contract management.

'A guide for property owners and managers' (cat # 1221), and 'A guide for cleaning employers and contractors' (cat # 1222) are available on the WorkCover website at [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au) or on CD from the Publications Hotline on **1300 799 003**.

## TELLING STATISTICS

WorkCover's cleaning industry compliance project has uncovered significant premium avoidance at all levels of the cleaning industry.

Inspectors visited 47 workplaces and directly contacted 75 cleaning employers and sub-contractors. As a result, 107 OHS improvement, 12 prohibition and 4 infringement notices were issued.

Forty eight workers compensation notices were also issued, uncovering \$643,000 in under-declaration of wages, with 20 matters of under-insurance referred to WorkCover's compliance improvement section for further investigation.

# Asbestos and local government

## INTERVENTION STRATEGIES UNDERTAKEN BY

**WORKCOVER** between 2002–04 identified a need to increase awareness of local government authorities in relation to the management of materials containing asbestos.

Council officers/Inspectors are often the first point of contact for enquiries and complaints about asbestos from the community and it is vital they are educated about the correct processes for dealing with this issue.

As part of a joint government initiative aimed at improving and sharing knowledge about asbestos and demolition, WorkCover's Construction Team developed a presentation for local government. The presentation has been delivered to most municipal and shire councils across Greater Sydney and several in regional areas.

WorkCover's Construction Team Asbestos and Demolition Coordinator, Billy McColl, hopes that the presentation will help council officers manage the significant risks that arise from property owners undertaking removal of asbestos containing materials without a proper understanding of the correct processes.

The presentation specifically deals with the legislation governing demolition, asbestos removal, licensing and permits. It covers the health risks associated with the respiratory diseases caused by inhalation of asbestos. The presentation also clarifies the roles of local council and WorkCover in relation to the management of materials containing asbestos.

More than 2000 council staff have now attended the asbestos demolition local government presentation. Feedback shows that participants have found it extremely valuable by providing information they could apply in their roles as enforcement officers, planners, health inspectors and managers.

Thanks to the development and delivery of this presentation, local councils are becoming increasingly skilled at identifying and managing building and renovation works that fall outside WorkCover's jurisdiction.

There is potential to expand the delivery of this presentation to shire councils throughout NSW by utilising WorkCover's regional offices.

Renovators and home owners can find further information on the WorkCover website [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au) and in *Fibro and Asbestos - A renovator and homeowners guide* located at [www.nsw.gov.au/fibro](http://www.nsw.gov.au/fibro).

## LEGISLATION

The removal of asbestos must comply with the appropriate legislation as set out in the *Occupational Health and Safety Act 2000 (OHS Act 2000)*, the *Occupational Health and Safety Regulation 2001 (OHS Regulation 2001)* and the *Australian Standard 2601:1991*. This legislation outlines every step of the demolition process, from fencing and warning signs, through to the level of supervision required, dust control and rules for machinery use.

## LICENSING

The OHS Regulation 2001 has particular requirements relating to the removal of bonded (eg fibro) and friable asbestos.

Different control approaches reflect the different level of risks associated with the materials, with friable licences (AS1) applicable for all asbestos work, and bonded licences (AS2) restricted to bonded work only.

## PERMITS

Licensed contractors must notify WorkCover of each bonded asbestos removal project of 200 sqm or more at least seven days prior to the commencement of work. A worksite permit must be obtained for each friable project and this permit will not be granted without a current licence.

# assistance<sub>unit</sub>

## SAFE BUSINESS IS GOOD BUSINESS

WorkCover has developed a new website specifically for small business. The *safe business is good business* website is designed to assist small business operators make their workplaces safer and meet their OHS, workers compensation and injury management responsibilities.

The website provides simple and practical information for small business, including a range of useful publications, frequently asked questions (FAQs), tools and checklists. It also lists the workshops and events run by WorkCover's Business Assistance Unit to help small and medium businesses with OHS and workers compensation requirements.

NSW Minister for Small Business, David Campbell, launched the website at Glen Ayr Kiwifruit Pty Ltd, a small business in Somerset. Business owner, Peter Lipscombe, spoke on behalf of all small business operators attending the launch when he praised WorkCover for its initiative.

'It is great to see that WorkCover has listened to the feedback provided by the Central Coast Small Business Consultative Group about small business needs and then integrated it into the new website,' he said.

Many small businesses have limited Internet accessibility, which can make it difficult to download certain websites and information. With this in mind, the *safe business is good business* website is fast to download, easy-to-use and simple to navigate. It offers text-only versions to ensure the website information is available to all navigators, regardless of bandwidth.

By using the Human Centred Design approach to the website, WorkCover has ensured that small business users are the focus of the website, placing their information needs as the top priority.

WorkCover's goal is to make it as simple as possible for small business to comply with their workplace safety obligations.

Visit *safe business is good business* at [www.workcover.nsw.gov.au/safebusiness](http://www.workcover.nsw.gov.au/safebusiness).

## SAFE BUSINESS ADVISORY DAYS

Need help with the workplace safety, workers compensation and injury management responsibilities involved in running a small to medium business?

WorkCover is holding a series of *Safe Business Advisory Days* aimed at providing practical information and advice to small and medium business operators.

Held in conjunction with the NSW Chamber of Commerce, the *Safe Business Advisory Days* deliver free workshops on OHS and workers compensation, as well as one-on-one advisory sessions with Business Advisory Officers.

The WorkCover workshops and one-on-one sessions show participating businesses how they can make their workplaces safer and comply with their OHS obligations. They also provide advice on workers compensation and the effective management of work-related injuries.

Each one-on-one session is tailored to meet the specific needs of the business, with a particular emphasis on clarifying the myths and misconceptions that circulate the industry.

Over 40 local business owners attended a recent *Safe Business Advisory Day* at Penrith, and were welcomed by NSW Minister for Commerce, John Della Bosca.

A small business operator from Western Sydney who attended the day commented, 'The advisory session and workshop were really informative and supportive. It provided a great opportunity to discuss my workplace safety and workers compensation questions with WorkCover advisory experts, who provided me with definitive answers.'

For further information about *Safe Business Advisory Days* and other workshops and events for small and medium businesses, visit [www.workcover.nsw.gov.au/safebusiness](http://www.workcover.nsw.gov.au/safebusiness) or contact WorkCover on 13 10 50.



Awards for

# Be Safe. Not Sorry.

campaign

## **WORKCOVER'S SUCCESSFUL BE SAFE. NOT SORRY.**

advertising campaign received great accolade at the prestigious 2005 National Media Federation Awards.

The campaign won two awards and was praised for its fresh approach and positive impact on changing behaviours and attitudes to workplace safety.

Using a series of confronting posters portraying workers seriously injured in the workplace, the campaign has achieved the highest shift in attitudes towards workplace safety recorded by a WorkCover campaign in ten years.

An impressive 75 per cent of younger workers recalled the safety message, while 89 per cent of workers and 85 per cent of employers said it would change their behaviour and attitudes to work safety.

The campaign delivered its message to workers via 24-hour radio, train stations, bus shelters, TAFE cafeterias and work portals. Outdoor poster sites were selected within a 5 km radius of large industrial workplaces and travel routes to sites.

Judges described the posters as a 'tough wake up call' and praised the campaign for its initiative and clever execution. Devised by Sydney-based Cassis Clay the Advertising Agency and Ikon Communications, the campaign took home winning medals in the 'Finance, Government, Insurance' and 'Best Demonstration of Results' categories. This year's awards were the biggest in the history of the event, with over 150 entries.

Not only has the campaign proved successful in its goal of getting workplace safety top of mind, but also more importantly in working towards the long term reduction of accidents and related illness in the workplace.



'When I first saw the posters on bus shelters I thought what a great reality check they were – using real people in very real circumstances. As a food manufacturer, one of our important health and safety issues is to educate our workers about the danger of walking in the path of forklifts. We've just put the posters up in our workplace and I'm anticipating they'll get people thinking about safety.'

**Mark Sloane, Safety Manager, Cerebos**

'You can put up workplace safety notices but no one ever really bothers reading them. These posters caught people's attention and got them talking. It really made them think about what could happen to them if they don't work safely.'

**Frank Lowrei, Production Manager, Redi Mix**

'The campaign has been a great help in educating our workers about the risk of back and eye injuries and the importance of wearing safety glasses. There's only so much training and talking we can do to reinforce safety issues ... it's the shock value of the posters that really brought home the point.'

**Jonathon Lawler, Human Resource Officer, Jurox**

'If our advertising doesn't capture people's attention then we are wasting our time. People see a nasty injury and they will look and read what the caption says – so the campaign gets people's attention and really drives home the message.'

**Greg Adams, Acting State Manager, First Aid Health & Safety, Red Cross NSW.**

# safety with us

## CAN I HOLD A FIREWORKS DISPLAY IN MY BACKYARD?

Displays can only be held with a Pyrotechnicians Permit or Single Occasion Permit issued by WorkCover NSW.

## WHAT SHOULD I KNOW ABOUT BUYING AND SELLING PYROTECHNICS/FIREWORKS IN NSW?

It is illegal to obtain, possess or discharge fireworks unless you hold a Pyrotechnicians Permit or Single Occasion Permit from WorkCover NSW.

People buying and using fireworks without a WorkCover permit risk a penalty notice with on-the-spot fines of up to \$1100 from Police officers and WorkCover inspectors. In addition, the courts can impose substantial penalties including up to \$5500 for the illegal sale of fireworks or up to 12 months jail, and fines up to \$11,000 for using fireworks without a permit.

People who use fireworks illegally will be held personally responsible for any injuries or damages caused, and as there is no insurance coverage, they could be liable for huge costs.

Holders of WorkCover permits can only obtain fireworks from suitably licensed suppliers and must provide the licence number of the supplier when notifying WorkCover of an intended display.

For further information please contact the Hazardous Activities Hotline on **02 4321 5499** or the WorkCover Assistance Service on **13 10 50**.

## HOW DO I MAKE A COMPLAINT ABOUT PYROTECHNICS/FIREWORKS?

You can contact the Police if the event is happening, local council if it has been publicised and you wish to object, or WorkCover's nearest office.

For specific complaints on safety issues, contact the Hazardous Activities Hotline on **02 4321 5499** or the WorkCover Assistance Service on **13 10 50** after the event. Complaints about discharged fireworks should also be directed to the appropriate local council.

If you are aware of the illegal sale of pyrotechnics/fireworks, contact the NSW Police Service.

## IT IS EXTREMELY HOT/COLD IN OUR BUILDING - DO WE HAVE ANY RIGHT TO STOP WORK?

There is no set maximum/minimum temperature. However under Section 8 of the *Occupational Health and Safety Act* (Act) an employer is responsible for ensuring the health, safety and welfare of their workers. Prompt remedial action (such as rest and the consumption of drinking water) may be required if workers show symptoms of heat stress since some forms of heat stress may be fatal. If you are still concerned, you may wish to talk to your employer, Safety Committee or Union representative to help resolve the situation. Failing this, you should talk to a WorkCover Inspector, who may arrange a visit to your workplace.

## WHAT ARE SOME SYMPTOMS OF HEAT STRESS?

Heat stress may take the form of muscular cramps, heat exhaustion (nausea or vomiting) or heat stroke (convulsions and delirium).

## WHAT IS THE ACCEPTABLE TEMPERATURE OR AN OFFICE?

The comfortable temperature range is from 20°C–26°C. In Winter, 20°C–24°C is generally acceptable and in Summer, 22°C–26°C. Please note however that there are no maximum or minimum temperatures in which to work. The employer has a general duty of care to ensure the health and safety of employees and other people at the workplace.

## WHERE CAN I GET MORE INFORMATION?

Visit [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au) under the FAQs section or call **13 10 50** and speak to one of our representatives.

# An Australian first for WorkCover's laboratory

**NEW TESTING EQUIPMENT** at WorkCover's Thornleigh laboratory will now make it possible to more accurately assess worker risks at worksites with hazardous substances.

Many pesticides and industrial chemicals like solvents that were previously either difficult or impossible to analyse, will now be able to be tested at the low parts per billion level. Low level hazardous chemical tests in biological samples such as blood, urine and air can now be performed. So too can accurate monitoring of worker breathing zone air samples, which are commonly collected to assess the risk of working with hazardous substances.

The equipment that makes all this possible is known as a Triple Quadruple Liquid Chromatograph Mass Spectrometer instrument (LCMSMS). It is the first time that a laboratory in Australia is dedicating an LCMSMS instrument specifically for the testing of samples coming from workers or workplaces.

The LCMSMS is a very sophisticated separation and identification scientific instrument. The LC component of

the instrument does the separating part of the analysis by isolating the chemical of interest from all the other background chemicals and substances that might otherwise interfere in the test. Once the chemical of interest is separated it is then directed into the MSMS chamber of the instrument. The MSMS (or mass spectrometer) definitively identifies the chemical, then goes on to produce a quantitative result that advises how much of the chemical is in the test sample.

WorkCover has two testing facilities, TestSafe Australia and Thornleigh Laboratory Services. The Thornleigh laboratory is a specialised occupational health analytical service to assist industry with illness and injury prevention. Its main focus is the presence of hazardous substances in the workplace and it is accredited with the National Association of Testing Authorities, Australia (NATA).

For further information about the laboratory visit the WorkCover website at [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au).

## Webwise

### SAFE BUSINESS IS GOOD BUSINESS WEBSITE

WorkCover NSW has created the *safe business is good business* website as part of our commitment to assist small and medium sized businesses understand and meet their occupational health and safety, injury management and workers compensation responsibilities.

The new site has a number of features designed to make the site more accessible, faster to download and easier to use.

One of these features is the increase/decrease font option, which allows you to change the size of the text on the webpage to improve readability.

Another feature is the Industry Specific Homepages. By selecting an industry area, you reset the website homepage so that the information displayed on the page is relevant to you. The website will remember what industry you have selected, so that the next time you visit the site, the Industry Specific Homepage will be displayed.

Visit *safe business is good business* at [www.workcover.nsw.gov.au/safebusiness](http://www.workcover.nsw.gov.au/safebusiness)

# Fatalities

THE FOLLOWING IS A LIST OF WORKPLACE FATALITIES occurring in New South Wales since those listed in Edition 62 of *WorkCover News*.

## FATALITIES

- The clothing of a man caught fire while welding. He died a day later as a result of his injuries.
- A man suffered serious injuries when a tractor, which he was standing beside, rolled forward onto him. He died in hospital a month later from complications related to his injuries.
- A tree amenity worker suffered serious injuries when he fell seven metres. He died in hospital several hours later.
- A plumber using a mobile scaffold for welding suffered burns and a fractured skull when he fell from the scaffold. He died a week later from his injuries.
- A man suffered fatal crush injuries when he became trapped between a prime mover and a forklift used to load the pallets onto the truck.
- A traffic controller standing on a nature strip was killed when struck by a passing vehicle.
- A tree amenity worker suffered fatal head injuries when struck by the branch from a falling tree.
- A fencer was fatally struck during the operation of a post driver.
- A traffic controller, setting up for late night road works, was struck by a reversing construction vehicle.
- A child playing on a sliding gate suffered fatal injuries when the gate came free from its supports, falling on top of him.

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.

## More resolution through the Commission

New figures show the success of the Workers Compensation Commission in helping resolve disputed workers compensation claims.

The recently published statistical summary of its operations for the April to June 2005 quarter, shows that the Commission has resolved 3844 disputes compared with 3258 applications that were registered to resolve a dispute.

'For the second quarter in a row, we have resolved more matters than we registered', says Workers Compensation Commission President, Justice Terry Sheahan. 'We resolved 20 per cent more disputes than in our March quarter, and as a result, the number of current dispute applications is at its lowest since the Dec 2003 quarter.'

Only 1 per cent of arbitrator determinations were overturned on appeal and 5 per cent of medical assessment certificates were revoked on appeal.

The average time taken to resolve disputes without appeals was 173 days from the date of registration. For matters without appeals, 38 per cent were resolved within 13 weeks, 61 per cent within 26 weeks and 81 per cent within 39 weeks. The Commission is

continuing to look at ways to improve its timeliness. In the June 2005 quarter, 43 per cent of disputes were settled by agreement between the parties, 14 per cent were determined by arbitrators, and 23 per cent were discontinued by applicants.

The Commission registered 186 applications for cost assessment and registered 1873 s66A agreements for permanent impairment, pain and suffering compensation. These applications for assessment of costs were a 51 per cent increase on the 123 costs applications received in the March quarter.

'We recommend that parties look at decisions on previously lodged cost assessments to see how similar matters have been determined before lodging their own cost assessment', says Justice Sheahan.

Results for the July to September 2005 quarter are available on the Commission's website.

For further information about the Commission visit their website [www.wcc.nsw.gov.au](http://www.wcc.nsw.gov.au) or call 1300 368 040.



# WorkCover NSW Offices

## Head Office

Office hours  
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92-100 Donnison Street  
GOSFORD 2250  
Phone (02) 4321 5000  
Fax (02) 4325 4145  
Postal Address:  
WorkCover NSW  
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

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5A Pioneer Avenue  
THORNLEIGH 2120  
Phone (02) 9473 4000  
Fax (02) 9980 6849

### Londonderry

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Ground Floor,  
919 Londonderry Road  
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Phone (02) 4724 4900  
Fax (02) 4724 4999

## REGIONAL and LOCAL OFFICES

Office hours  
8:30am – 4:30pm  
Monday to Friday

## REGIONAL OFFICES

### Newcastle

Suite C Level 1  
Chr Cowper & Fitzroy Streets  
CARRINGTON 2294  
Phone (02) 4921 2900  
Fax (02) 4940 8558

### Wollongong

106 Market Street  
WOLLONGONG 2500  
Phone (02) 4222 7333  
Fax (02) 4226 9087

## LOCAL OFFICES

### Albury

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ALBURY 2640  
Phone (02) 6042 4600  
Fax (02) 6041 2580

### Bega

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BEGA 2550  
Phone (02) 6491 6600  
Fax (02) 6494 7151

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Fax (02) 9831 8246

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Fax (02) 9413 1190

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Fax (02) 6652 8213

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Fax (02) 6884 2808

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Fax (02) 9585 0261

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Fax (02) 4933 0807

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Fax (02) 6792 3532

## Nowra

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Fax (02) 4422 4997

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Fax (02) 6362 8820

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Fax (02) 9891 3349

## Port Macquarie

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Raine & Horne Centre  
145 Horton Street  
PORT MACQUARIE 2444  
Phone (02) 6588 7000  
Fax (02) 6584 1788

## Sydney – CBD South

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Building C, 300 Elizabeth Street  
SYDNEY 2000  
Phone (02) 8260 5877  
Fax (02) 9281 9633

## Tamworth

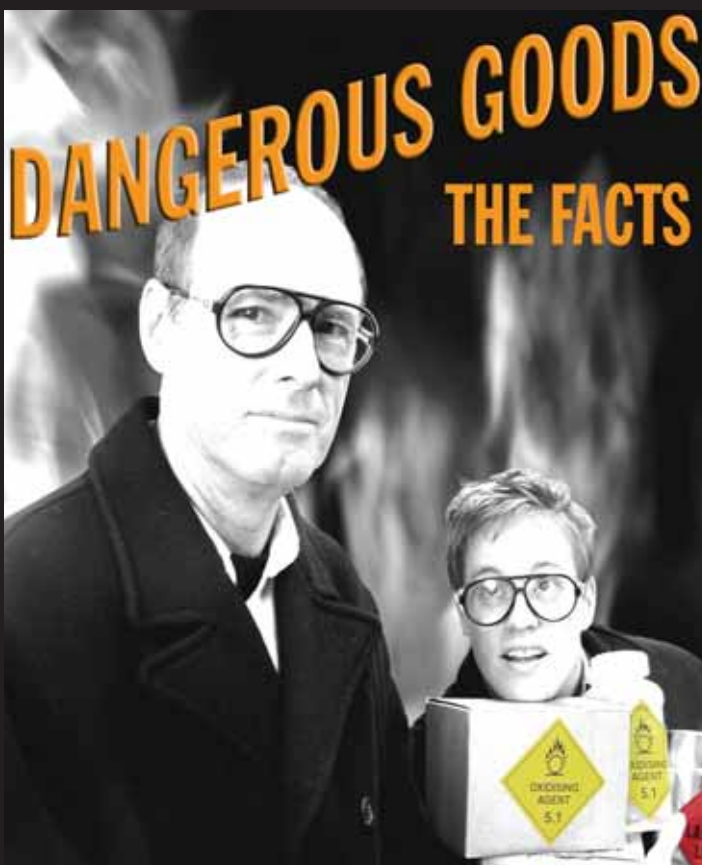
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Fax (02) 6766 4972

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Pty Ltd ABN: 96 115 000 201

Level 2, 178 Queen St, St Marys, NSW, 2760

Phone: (02) 9833 7500

## Occupational Health & Safety Training

### 2006 Course Dates :

#### OHS Consultation (Safety Committee & Safety Rep)

##### 4 day course

30,31st Jan & 6,7th Feb

20,21,27,28th March

1,2,8,9th May

19,20,26,27th June

#### OHS Risk Management (Supervisors, Managers & Business owners)

Feb 15th & 22nd (2 days)

Mar 14th (1 day format)

Apr 12th & 19th (2 days)

May 16th (1 day format)

Jun 14th & 21st (2 days)

#### OHS General Induction (Construction)

Courses run weekly

Traffic Control (RTA)  
(Stop Slow Bat - Blue Card)  
Courses run every fortnight

#### Electrical Test & Tagging (Competant person qualification)

Courses run every fortnight

#### Return to Work Co-ordinator (2 day course)

On-Site courses also available  
(minimum numbers apply)

Please visit our web site for prices, other courses & information

[info@worksafecentre.com.au](mailto:info@worksafecentre.com.au)

[www.worksafecentre.com.au](http://www.worksafecentre.com.au)



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Rydalmere



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## OH&S Consultation

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- ▷ ON-SITE TRAINING
- ▷ GROUP BOOKINGS

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  - ✓ BSB41001 Cert IV Frontline Management
  - ✓ BSB40801 Cert IV Business Human Resources
- Please ring for more VETAB accredited course details



- ✓ OHS Consultation
- ✓ OHS Risk Management
- ✓ OHS Manual Handling
- ✓ OHS Construction Induction
- ✓ Return to Work Co-ordinator
- ✓ Harassment in the Workplace
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Temporary Ladder



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- Fire Warden Training
- Manual Handling Training
- Gantry Crane Training
- Pedestrian Operated Forklift Training
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- Forklift Training & Licensing (LF)
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2005: 7,8,12,14 Dec (CBD)

2006: 6,7,13,14 Feb (CBD) / 2,3,9,10 Feb (Parramatta) / 2,3,9,10 Mar (CBD)

#### Return to Work Coordinator - 2 Days

**\$375.00 + \$37.50 GST = \$412.50**

15,16 Dec

(All Courses are conducted in Sydney CBD)

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### Workplace Risk Assessment

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- > Indoor air quality
- > Job safety analysis
- > Manual handling and ergonomics
- > Legionella and cooling towers
- > Plant safety

### Safety Management Systems

- > OHS audits and action plans
- > Policy and procedure manuals
- > Safety MAP & AS4801 certification programs

### Training Programs

- > Hazard and risk management
- > Contractor OHS management
- > Manager and supervisor programs
- > Incident investigation
- > Property risk management

For Information Contact:

Greg Harradine

Phone: 02 9889 1800

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OHS Construction Induction

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#### RISK ASSESSMENTS

General Site Reviews  
Hazardous Substances  
Plant  
Manual Handling  
Noise

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#### DIGITAL PHOTOGRAPHY

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Your System  
Propriety Systems

#### SPECIFIC HAZARD TRAINING

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• Manual Handling  
• Hazardous Substances  
• Risk Management  
• Supervisor Line Manager

#### MANY OTHER PROGRAMS TO SUIT



## 2006 TRAINING CALENDAR

### OHS Risk Management for Supervisors and Managers

> 15, 16 February > 20, 21 March  
> 1, 2 May > 14, 15 June

### OHS Consultation (for Committee Members and OHS Representative)

> 6-9 February > 7-8, 14-15 March  
> 3-6 April > 3, 10, 17, 24 May  
> 5-8 June

### OHS Committee Refresher Training

> 29 May

### Introduction to Return to Work Coordination

> 27-28 February > 10-11 April  
> 19-20 June

### OHS Committee Chairperson Course

> 26 June

### First Aid

> 13-14 February > 27-28 March  
> 8-9 May

### First Aid Recertification

> 14 February > 28 March  
> 9 May

### Manual Handling Employee Awareness (4 hours)

> 13 March > 18 May

### Applying Principles of Occupational Health

> 5, 6 April

### Developing and Implementing OHS Management Systems

> 28 February & 1, 2 March  
> 30, 31 May & 1 June

### How to Conduct an OHS Audit of your Workplace

> 27, 28 March > 26, 27 June

### OHS Committee Chairperson Course

> 26 June

### OHS Incident Investigation

> 15, 16 May

### Manage Plant Hazards

> 10, 11 May

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 clients' 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 Assessment and Workplace Training (BSZ40198)
- > Managing Occupational Violence
- > Managing Contractor Safety
- > OHS Workplace Committee-Refresher

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- > Developing and Implementing OHS Management Systems
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- > OHS Newsletters
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- > Ergonomic Survey
- > Manual Handling Survey

- > 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
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