

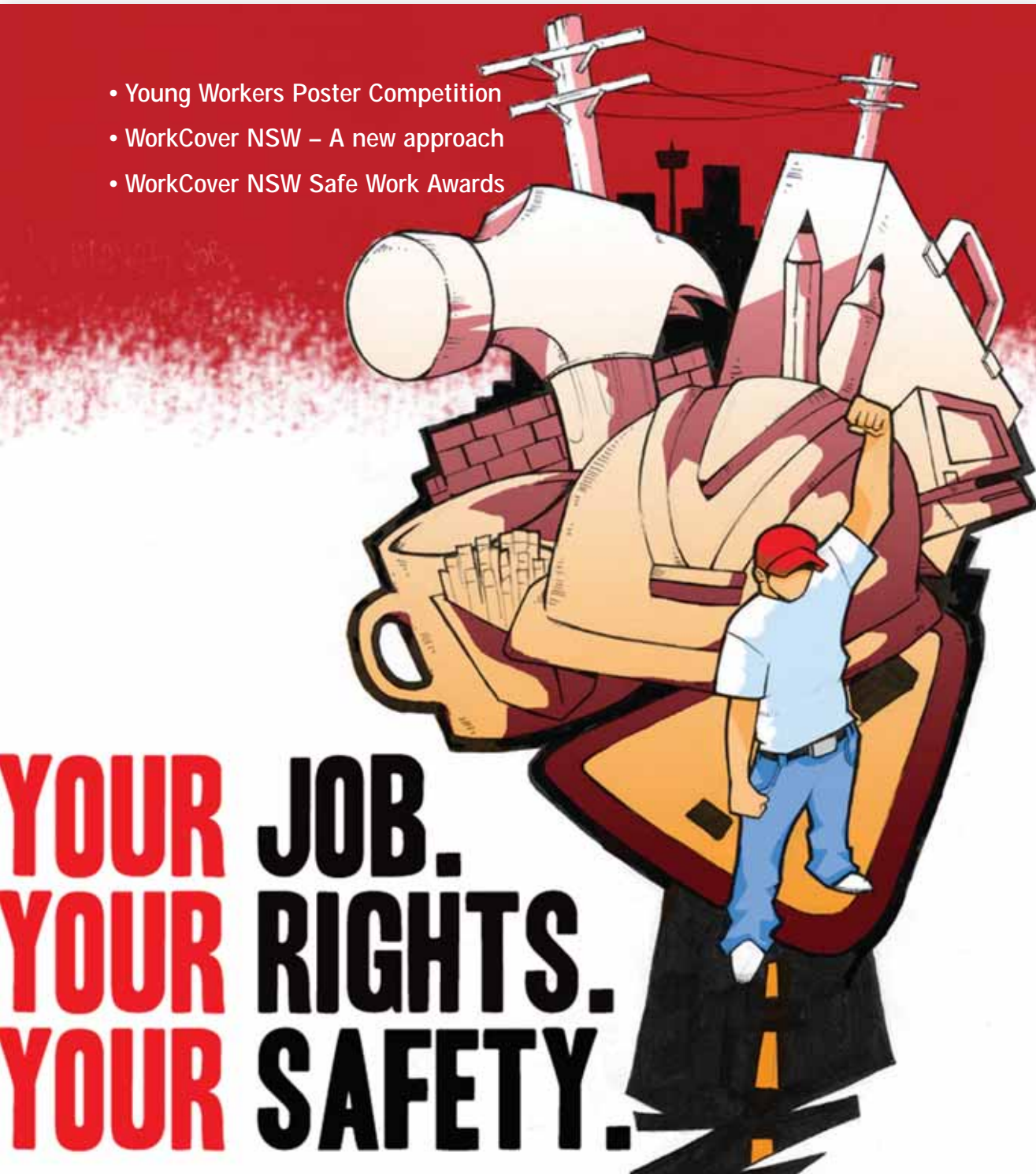
WORKCOVER NEWS

66

The workplace safety and injury management magazine

September 2006 - November 2006

- Young Workers Poster Competition
- WorkCover NSW – A new approach
- WorkCover NSW Safe Work Awards





WorkCover Accredited Public Courses 2007

Vital Training for Effective Risk Management

Also available on-site

JANUARY 2007 to MARCH 2007

Please see our insert in this magazine for our public courses from January to June 2007

visit our website at www.courtenell.com.au

OHS Consultation

(A WorkCover NSW Accredited Course)

Jan	Thur	4	Fri	5	Thur	11	Fri	12	Parramatta	PAR1
Jan	Mon	8	Tue	9	Mon	15	Tue	16	City	CIT1
Jan	Mon	8	Tue	9	Mon	15	Tue	16	Parramatta	PAR1/2
Jan	Wed	10	Thur	11	Wed	17	Thur	18	Parramatta	PAR1/3
Jan	Mon	22	Tue	23	Mon	29	Tue	30	City	CIT1/2
Jan/Feb	Tue	30	Tue	6	Tue	13	Tue	20	Parramatta	PAR1/4
Jan/Feb	Wed	31	Wed	7	Wed	14	Wed	21	City	CIT1/3
Feb	Thur	1	Fri	2	Thur	8	Fri	9	City	CIT2
Feb	Fri	2	Fri	9	Fri	16	Fri	23	Rooty Hill	RH2
Feb	Mon	5	Mon	12	Mon	19	Mon	26	Parramatta	PAR2
Feb	Tue	6	Wed	7	Tue	13	Wed	14	Parramatta	PAR22
Feb	Thur	15	Fri	16	Thur	22	Fri	23	Campbelltown	CAM2
Feb	Thur	15	Fri	16	Thur	22	Fri	23	City	CIT22
Feb	Thur	15	Fri	16	Thur	22	Fri	23	Parramatta	PAR23
Feb	Tue	20	Wed	21	Tue	27	Wed	28	Wollongong	WOL2
Feb	Tue	20	Wed	21	Tue	27	Wed	28	Hurstville	HUR2
Feb/Mar	Mon	26	Tue	27	Mon	5	Tue	6	Chatswood	CHA2

This course is required to be attended by committee members & OHS representatives. It provides participants with the skills to apply the principles of workplace OHS consultation & effectively carry out their functions.

Course Fee: see our insert

Course Length: 4 days (9am - 4pm).

Feb/Mar	Mon	26	Mon	5	Mon	12	Mon	19	City	CIT23
Feb/Mar	Wed	28	Wed	7	Wed	14	Wed	21	City	CIT24
Feb/Mar	Wed	28	Wed	7	Wed	14	Wed	21	Parramatta	PAR24
Mar	Thur	1	Fri	2	Thur	8	Fri	9	City	CIT3
Mar	Thur	1	Fri	2	Thur	8	Fri	9	Parramatta	PAR3
Mar	Fri	2	Fri	9	Fri	16	Fri	23	Campbelltown	CAM3
Mar	Fri	2	Fri	9	Fri	16	Fri	23	Rooty Hill	RH3
Mar	Fri	2	Fri	9	Fri	16	Fri	23	Hurstville	HUR3
Mar	Mon	5	Mon	12	Mon	19	Mon	26	Wollongong	WOL3
Mar	Mon	5	Mon	12	Mon	19	Mon	26	City	CIT32
Mar	Mon	5	Tue	6	Mon	12	Tue	13	Parramatta	PAR32
Mar	Fri	9	Fri	16	Fri	23	Fri	30	City	CIT33
Mar	Thur	22	Fri	23	Thur	29	Fri	30	Chatswood	CHA3
Mar	Thur	22	Fri	23	Thur	29	Fri	30	City	CIT34
Mar	Thur	22	Fri	23	Thur	29	Fri	30	Parramatta	PAR33
Mar/Apr	Wed	28	Wed	4	Wed	11	Wed	18	Parramatta	PAR34

ON-SITE TRAINING COURSES

Accident Investigation (1 day)
 Advanced Return to Work* (1 day)
 BackBasics Manual Handling (2 hrs)
 BackBasics Manual Handling Risk Mgmt (3.5hrs)
 BackBasics Workstation Set-up & M/Handling (2 hrs)
 Course in OHS Consultation* (4 days)
 Construction General OHS Induction* (1 day)
 Developing Workplace Safety Culture: Behaviour & Values (1 Day)
 Intro to Return to Work Coordination* (2 days)
 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)
 Senior First Aid (2 days)
 Senior First Aid Recertification (1 day)
 Workplace Substances (1 day)

* WorkCover NSW Accredited Course

introduction to return to work co-ordination

(A WorkCover NSW Accredited Course)

This course is required to be attended by a return to work coordinator whose employer has a base tariff premium of more than \$50 000 pa. It develops the basic skills and knowledge needed to manage workplace injuries.

Course Fee: see our insert

Course Length: 2 days (9am - 4:30pm).

Jan	Thur	18	Fri	19	City	CITR1
Jan	Thur	18	Fri	19	Parramatta	PARR1
Feb	Thur	8	Fri	9	Parramatta	PARR2
Feb	Mon	19	Tue	20	City	CITR2
Mar	Thur	15	Fri	16	City	CITR3
Mar	Thur	22	Fri	23	Parramatta	PARR3

advanced return to work co-ordination

(A WorkCover NSW Accredited Workshop)

This course provides accredited return to work coordinators, to effectively handle more complex return to work cases.

Course Fee: see our insert

Course Length: 1 day (9am - 4pm).

Mar	Tue	13	City	CITE3
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ohs risk management for supervisors & managers

(There is no WorkCover NSW Course)

This course provides participants with knowledge, skills and appropriate attitudes necessary to apply the principles of risk management and to effectively manage health & safety in their area of responsibility.

Course Fee: see our insert

Course Length: 2 days (9am - 4pm).

Feb	Tue	13	Wed	14	City	CITS2
Feb	Tue	20	Wed	21	Parramatta	PARS2
Mar	Tue	20	Wed	21	Parramatta	PARS3
Mar	Tue	27	Wed	28	City	CITS3

construction general ohs induction

(A WorkCover NSW Accredited Course)

courses run every week

This course is required to be attended by persons working on a construction site. It provides the general OHS knowledge and skills needed by construction workers.

Course Fee: see our insert

Course Length: 5 hours (9am - 3pm).

Jan	Mon	29	City	CITCN1
Feb	Mon	5	Parramatta	PARCN2
Feb	Mon	12	City	CITCN2
Feb	Mon	19	Parramatta	PARCN22
Feb	Mon	26	City	CITCN22
Mar	Mon	5	Parramatta	PARCN3
Mar	Mon	12	City	CITCN3
Mar	Mon	19	Parramatta	PARCN32
Mar	Mon	26	City	CITCN32

senior first aid

(A WorkCover NSW Approved Course)

This course is required to be attended by workplace first aid officers. It imparts the knowledge, skills and attitudes that are necessary to give competent care to the ill or injured until medical aid arrives.

Course Fee: see our insert

Course Length: 2 days (8.30am - 5.00pm).

Jan	Wed	24	Thur	25	City	CITFA1
Jan	Wed	24	Thur	25	Parramatta	PARFA1
Feb	Mon	12	Tue	13	City	CITFA2
Feb	Thur	15	Fri	16	Parramatta	PARFA2
Mar	Tue	13	Wed	14	City	CITFA3
Mar	Tue	27	Wed	28	Parramatta	PARFA3

workplace substances management

(There is no WorkCover NSW Accredited Course)

This course provides participants with practical knowledge to manage activities that control associated risks.

Course Fee: see our insert

Course Length: 1 day (9am - 4pm).

Mar	Tue	20	City	CITW3
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developing workplace safety culture: behaviour & values

(There is no WorkCover NSW Accredited Course)

This course is designed to give participants an understanding of the nature of a positive safety culture and provide them with the tools to create one in their own workplace.

Course Fee: see our insert

Course Length: 1 day (9am - 4pm)

First course is on Tuesday 7th May

ohs committee refresher

(There is no WorkCover NSW Accredited Course)

This course is designed to refresh committee members on how to have an effective committee, revisit the OHS Act 2000 & OHS Regulation 2001 and provide updates on this legislation.

Course Fee: see our insert

Course Length: 1 day (9am - 4pm).

Feb	Wed	14	Parramatta	PARF2
Mar	Wed	28	City	CITF3

ohs committee chairperson

(There is no WorkCover NSW Accredited Course)

This course provides a chairperson with further skills and certainty so that they can operate the committee effectively and make a greater impact on health and safety.

Course Fee: see our insert

Course Length: 1 day (9am - 4pm).

Feb	Tue	27	City	CITC2
Mar	Mon	26	Parramatta	PARC3

For more information call one of our Training Consultants on:

02 9552 2380

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We deliver what we promise.

All our scheduled courses are delivered.
 Our current record for courses scheduled and delivered without cancellation is 402.

**From October 2004 to July 2006, when this Training Calendar went to print.*

Visit our website

www.courtenell.com.au

for information on our courses, OHS information, search facility & recent editions of our publication 'Your Safety Matters'

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Chief Executive Officer



Work-related fatalities and injuries in New South Wales are at their lowest levels since 1987. The NSW Government has reduced workers compensation premiums by 20 per cent in the last twelve months, and benefits for injured workers are now being provided more simply and fairly.

Many employers and workers will have seen a shift in the way WorkCover NSW carries out its approach to, and interaction with, workplaces throughout the state. WorkCover inspectors, in particular, are now able to provide more, and more useful, information and advice to help businesses improve their health and safety outcomes.

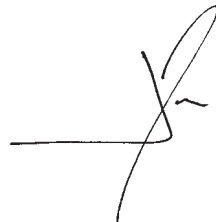
The WorkCover Business Assistance Unit and Safety Bus are also working across the state providing seminars and workshops that are successfully providing the type of information that can be used by businesses to better comply with the legislative and regulatory requirements for OHS, injury management and return to work.

The shift in the mix of advice and enforcement by WorkCover NSW makes us more effective in helping bring about workplace improvements. Employers and workers can now be better informed through the comprehensive range of free advice and technical assistance that WorkCover provides.

The WorkCover NSW Safe Work Awards, now in their third year, will be announced in October. The awards are an important part of our activities in recognising the efforts businesses have made to improve health and safety.

National targets for achieving improved workplace health and safety are aimed at a 40 per cent reduction in workplace injury and a 20 per cent reduction in workplace fatalities by 2012. New South Wales is well on the way to achieving these targets.

WorkCover NSW is 'Serious about safe business' through our strong commitment to working with employers and workers to achieve safer workplaces in NSW.



Jon Blackwell
Chief Executive Officer
WorkCover NSW



New process

easier for employers

A new process that aims to make it easier for employers to determine if a person needs to be included for workers compensation premium calculations will commence from 1 October 2006.

Recent changes to workers compensation means employers can apply to WorkCover NSW to make a private ruling to determine if a person is a 'worker' for workers compensation purposes.

The new process has been designed to provide greater clarity for employers and is set to deliver robust and consistent rulings.

In June this year, NSW Minister for Commerce, John Della Bosca announced a pilot program that allowed NSW employers to test the new 'worker status private ruling' process before it was introduced.

The introduction of this process follows extensive consultation with industry to ensure that the model was effective. Approximately 100 individual small and medium employers and 20 key stakeholder groups took part in the three-month pilot program.

The new process for determining who is a worker was established in the *Workers Compensation Legislation Amendment (Miscellaneous Provisions) Act 2005*, and will be introduced as section 175C of the *Workers Compensation Act 1987*.

EDUCATION CAMPAIGN TO RAISE AWARENESS OF CHANGES TO THE PREMIUM SYSTEM

A new education campaign to raise employers' awareness of recent changes to the NSW workers compensation premium system is currently running throughout NSW.

The education campaign is a NSW Government initiative and aims to highlight the positive long-term impact of the changes and assist employers to understand their new legislative obligations.

Recent changes to the premium system are a pivotal part of the NSW Government's program of reform to workers compensation and aim to deliver a range of benefits for injured workers, employers and the Scheme.

It is intended that the improvements will make the system simpler and fairer and provide employers with greater incentives to improve occupational health and safety, injury management and return to work outcomes.

These changes represent significant improvements to the premium system and the campaign involving media advertising, direct mail, and a dedicated microsite, will assist employers to gain a better understanding of the impact these reforms will have on their business.

A new brochure has also been developed to assist employers understand how improvements to the premium system will impact their business. The brochure is available from the WorkCover website www.workcover.nsw.gov.au. The dedicated microsite is also accessible from the WorkCover website homepage.

A new approach

You may have heard that there are changes underway at WorkCover. The 'new approach' recognises the range of functions employed by WorkCover and how, together, they constitute a comprehensive framework for improving standards of health and safety. They also ensure a fairer and simpler workers compensation system that protects workers.

The primary focus of this approach is to improve the capability and capacity of business to manage workplace safety in consultation with their workers. While recognising sanctions are sometimes necessary – and will continue to be – and remain an important component of WorkCover's regulatory role, a cooperative approach is more likely to produce better health and safety outcomes.

By forging strong partnerships and a close collaboration with employers and workers, WorkCover aims to respond more effectively to the challenges faced in NSW workplaces.

WorkCover will be providing advice that delivers a clear and consistent message about 'what compliance looks like', with an emphasis on workplace solutions that are practical and achievable.

A key component of this approach is WorkCover providing acknowledgement and recognition of the efforts businesses have made to improve health and safety.

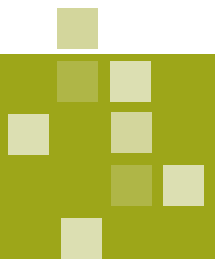
As WorkCover strengthens its resolve to work hand-in-hand with workers and employers, it is anticipated that there will be long-term improvements in occupational health and safety, injury management and workers compensation.

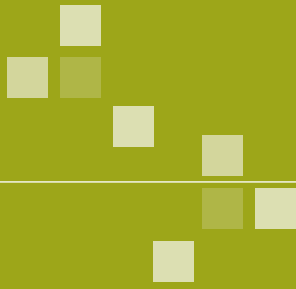
Already, rates of work-related fatalities and injuries are at their lowest since 1987 – and continue to fall. Workers compensation premium rates are also on the decline – down by 15 per cent since June 2005.

Additionally, over the next few months, WorkCover inspectors will be piloting the use of Confirmation of Advice Records (CAR) to support the advisory focus of the 'Serious about safe business' initiative. This initiative aims to improve the capacity and capability of small business operators to manage safety in their workplaces in consultation with their workers. Following the recent launch of the *Serious about safe business safety pack*, 'managing for safety' workshops will be rolled out across the state over the next 12 months.

The CAR allows inspectors to prepare a written record of advice during their workplace visits, to be given to both employer and worker representatives. It is not a notice, nor is it enforceable – and nor does it replace any enforceable notices or orders.

The CAR will allow WorkCover inspectors to provide written practical guidance to employers and workers, and direct them to other sources of assistance. It will also allow WorkCover to identify advisory trends and design future interventions.





CHANGES TO WORKERS COMPENSATION

A number of changes have been made to the workers compensation system that are designed to better assist both employers and injured workers.

To benefit employers, the following changes have been made:

- A fairer premium system – recent reforms have increased premium stability for small employers and introduced a simpler, fairer experience premium formula.
- A new premium formula based on a comparison of the employer's claims experience with the relevant industry's (WorkCover Industry Classifications) claims performance. This means that if an employer's claims experience is better than the median industry performance, it should pay a premium that is less than its basic tariff premium.

Due to the premium system changes, a workers compensation claim will not affect the premium of 92 per cent of businesses.
- Reduced workers compensation premium rates – all WorkCover Industry Classification rates were reduced by five per cent from 31 December 2005. A further ten per cent reduction came into effect from 30 June 2006, with a further five per cent reduction to commence from 31 December 2006. The \$74m Apprentice Incentive Scheme also commences from that date.
- Reducing fraud – expansion of WorkCover's fraud and compliance unit and targeted initiatives to reduce workers compensation fraud by workers, employers and providers.

- Simplified premium compliance – greater certainty for employers, with more clarity on who is defined as a 'worker' as well as improvements to the wage audit system.
- Greater protection for medium employers – medium employers will be better protected from premium increases through the introduction of new premium caps.
- Simpler administration – new premium forms that clearly outline how your premiums are calculated and any effect a claim has had on the cost of your premium.

To benefit injured workers, the following changes have been made:

- Improved service levels – Scheme Agents provide claims and policy management services. They are required to produce tangible results and are paid on their ability to meet various performance outcomes and key performance indicators.
- Assistance when there is a claim – the WorkCover Claims Assistance Service (CAS) is a dedicated advice and support service to help injured workers and employers. CAS provides assistance with payment of benefits, delays concerning treatment and medical expenses, return to work issues and reporting of injuries.
- Improved dispute resolution – faster assessments and a more streamlined dispute resolution process.
- A ten per cent increase in s66 permanent impairment benefits to a maximum of \$231,000 will apply from 1 January 2007.

New

inspectors boost

workplace safety

Additional inspectors are being recruited to ensure NSW workplace injuries remain at an 18-year all time low.

The 12 additional inspectors will give WorkCover's inspectorate an authorised strength of 313, the largest in Australia.

As part of the new direction for WorkCover's advisory, prevention and compliance strategies, the new inspectors will work cooperatively and closely with industry.

The inspectors' role will be to generate the awareness, knowledge and skills needed to enable employers and other duty holders to improve the safety of their workplaces through the provision of practical advice and assistance.

Not only do inspectors visit workplaces to provide advice and information, they also help resolve workplace health and safety disputes and investigate workplace complaints. Additionally, they investigate injuries and incidents to assess systems of work to determine the causes and take appropriate action.

They are trained to advise employers and their workers about all aspects of properly managing OHS, workers compensation and injury management. This includes assisting

employers and their workers to improve workplace safety management, increase their capacity to manage workplace risks systematically, establish workplace health and safety committees, or develop workplace injury management programs.

Inspectors spend 18 months participating in the nationally-accredited Diploma of Government (Workplace Inspection) training program. They graduate with a thorough knowledge of workplace legislative requirements, appropriate sanctions to achieve compliance and risk management strategies. Investigative and dispute resolution skills are also emphasised.

Their training provides both the theoretical knowledge and the practical operational skills and as a result, strengthens WorkCover's capacity to assist business, conduct effective audits and manage major workplace hazards.

These inspectors will play a vital role in working with industry to help the NSW Government meet its commitment to reduce workplace injuries by 40 per cent and workplace fatalities by 20 per cent by the end of 2012.



Minister for Commerce - John Della Bosca, WorkCover NSW CEO - Jon Blackwell with Inspector Graduating class of 2005

Safety show

2006

If you're serious about safety, don't miss Australia's largest workplace safety event, The Safety Show 2006. Held at the Sydney Showground from 17-19 October, the event is expected to attract over 10,000 visitors.

The Safety Show will showcase the products and services of 350 safety suppliers, from height safety, materials handling and automation safety products, to training, management and workplace wellness services.

Held concurrently with the trade show, the Safety Conference will provide delegates with the most recent developments, ideas, trends and case studies in the safety profession.

Hosted by the Safety Institute of Australia, the conference opens with an international breakfast addressed by Eddie Greer, President Elect, American Society of Safety Engineers. He will discuss the *Role of the International Network of Safety & Health Practitioner Organisations (INSHPO)*. Breakfasting delegates can network with INSHPO members from around the globe, including the United States, Canada, Mauritius, and the United Kingdom.

WorkCover's involvement

In the lead up to Safe Work Australia Week and following on from the success of the 2005 Safety Show, WorkCover has again signed on as principal sponsor and will use the event to celebrate best practice OHS at the WorkCover NSW Safe Work Awards.

Among the special interest streams at this year's conference is one dedicated to the WorkCover NSW Research Centre of Excellence (WRCE). Staff and the recipients of WorkCover research grants will detail how their research will prevent or minimise workplace injury and disease, or add to the availability of high quality education and training in injury prevention, management and rehabilitation.

A WorkCover stand can also be found on the exhibition floor of the Safety Show, providing support, advice and information on workplace safety.

Lastly, don't forget to book your tickets to the popular WorkCover Hypothetical, which sees unions, employers, WorkCover NSW and safety professionals come together for an entertaining debate on the OHS issue of the day hosted by the ABC's Adam Spencer.



For more information, phone Australian Exhibitions & Conferences on (03) 9654 7773, email safety@aec.net.au or visit www.thesafetyshow.com

THE SAFETY CONFERENCE

SYDNEY 2006

Tues 17 - Thur 19 October 2006
Sydney Showground
Sydney Olympic Park

Hosted by the Safety Institute of Australia (NSW Division) Inc

Principal Sponsor



Continuing Professional Development

Safety Institute Members

This Conference attracts 3 CPD points per day

Building & Construction Industry

This Conference is approved by the NSW Office of Fair Trading to earn 10 CPD points per day

Held in conjunction with



Tues 17 - Thur 19 Oct 2006
Sydney Showground
Sydney Olympic Park

Trade Show Hours

Tuesday	17 October 2006	10am - 5pm
Wednesday	18 October 2006	9am - 5pm
Thursday	19 October 2006	9am - 4pm

See

350+ Exhibitors
 1000's of the latest products
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Learn

WorkCover NSW Seminars
 WorkCover NSW Hypothetical
 The Safety Conference, Sydney 2006

Get Involved

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 LIVE product demonstrations
 Free Safety Theatre

Organiser



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 Email safety@aec.net.au

The Safety

At A Glance Day One

Tuesday 17 October 06



7.30am
International Breakfast

The Role of the International Network of Safety & Health Practitioner Organisations (INSHP0)
Mr Eddie Greer (USA),
 President Elect, American Society of Safety Engineers



9.00am
Official Opening

Mr Jon Blackwell,
 CEO, WorkCover NSW



9.10am
Keynote Address

A New Direction for Inspectorate Services in New South Wales
Mr John Watson, FSIA (Hon), General Manager, OHS Division, WorkCover NSW



3.30pm - 5.00pm
WorkCover NSW Hypothetical

Featuring moderator **Adam Spencer**

Injury Management

Preventing and Managing Psychological Injury in the Workplace

Injury Prevention and Wellness at Westgate - A Case Study

12.00pm - 1.30pm Lunch & Trade Show

Common Disputes that are Referred to the Commission and How to Head Them Off at the Pass

Workshop: Preventing Long Term Disability by Effective Management of Challenging Claims

3.30pm WorkCover NSW Hypothetical

5.00pm Concludes

Mental Health

International Best Practices that Integrate Mental Health into a Comprehensive Occupational Safety and Occupational Health Model

Ontario Power Generation, Ontario, Canada: Mental Health Challenges and the Role of the Employer

Opening our Eyes to the Impact of Depression and Responding to it in the Workplace

12.00pm - 1.30pm Lunch & Trade Show

Stressing the Point - Actions Speak Louder than Words

How Healthy is Your Business?

Audience Discussion: Share Your Best Practices & Issues

3.30pm WorkCover NSW Hypothetical

5.00pm Concludes

Tools - Managers & OHS Professionals

The Role and Obligations of Workplace Supervisors and Managers

Determination of the Risk Profile of a Hydrogen Consuming Facility Using Published Failure Rate Data

Practical Tools - Achieving Compliance

12.00pm - 1.30pm Lunch & Trade Show

New Dangerous Goods and Explosives Regulation Implementation Tips and Shortcuts

Improving AS/NZS 4801:2001 - An Auditor's View

Change for the Future, Not Blame for the Past

3.30pm WorkCover NSW Hypothetical

5.00pm Concludes

Tools - Representatives

How Do You Turn OHS Consultation into Proactive Dialogue: The Fall and Rise of OHS Consultation in the Educational Environment of UWS?

Improving Effectiveness of Consultation

New Dangerous Goods and Explosives Regulation Implementation Tips and Shortcuts

12.00pm - 1.30pm Lunch & Trade Show

Practical Tools - Influencing Compliance

Lets Get Real - Write Your Own Checklist

From Contractor Compliance to Shared Values-Driven Systems

3.30pm WorkCover NSW Hypothetical

5.00pm Concludes

5.00pm Welcome Cocktail Party
The Safety Show Exhibition Hall
 Enter via The Dome, Sydney Showground

For Conference registration visit **www.thesafetyshow.com** OR

Conference 2006 Program

At A Glance Day Two Wednesday 18 October 06



9.00am
Keynote Address

Steering OHS in a Changing & Challenging Environment - A Public Sector Perspective
Rear Admiral Chris Oxenbould, CEO, Sydney Ferries



1.30pm
Keynote Address

Safety Begins with Mind Efficiency
Mr Denis Jenkins, CEO / Chief Researcher, Australian Institute of Learning and Cognitive Development Pty Ltd

2

At A Glance Day Three Thursday 19 October 06



9.00am
Keynote Address

Values and Behaviour: The Mirror Stage
Mr Kevin Berry, My Safety Net

3

Across Borders

Become an Expatriate - Preparing for Overseas Assignments
National Issues in OHS - Working Across State Boundaries

Hidden Health & Safety Costs of Casual Employment

12.00pm - 1.30pm Lunch & Trade Show

1.30pm Keynote

Driving Safety Forward in the Global Village
Managing Interstate Construction Contractors
Standards Compliance on Plant Safety - An Ongoing Issue on Major Projects
The Use/fulness of Standards in Workplace Assessments
The National Exposure Surveillance Strategy

5.00pm Concludes

Safety Innovation On The Move

Safety Systems in the 21st Century - Effecting Change in the Rail Industry
Understanding and Managing the Affects of Humans on Safety

Broad Obligations and Specific Regulations: How Do You Achieve Compliance?

12.00pm - 1.30pm Lunch & Trade Show

1.30pm Keynote

Potential Impact of ITS & Other Measures on Road Safety Over the Next 20 Years
Aerial Agriculture: The Future Safe Operations Need
One Solution to Manual Lifting in the Airline Industry
Change Champions - Go for Gold

5.00pm Concludes

Change Management

OHHH! To D'OH! From Homer-the-Greek to Homer-the-Simpson

The Impact of Our Thinking on Organisational Change

Leading Your Business Toward the Holy Grail: A Transformational Exploration of How Your Leadership Impacts Safety Performance

12.00pm - 1.30pm Lunch & Trade Show

The Role of Safety Measurement in Driving Safety Performance

Selling the Dream - Techniques for Getting Your Message Across

Change Management Tools & Techniques - Meeting the Needs of the Workplace

Managing and Applying Change in the Workplace - Creating an Incident & Injury Free Culture

5.00pm Concludes

Human Factors

Bullying as a Stressor at Work

The Ageing Challenged Workplace - A Growing OHS Issue

The Case for Pre-Employment and Periodic Functional Testing: A Review of the Evidence

12.00pm - 1.30pm Lunch & Trade Show

The Behaviour Link between Health and Safety

Manage Behaviour and Challenge Injuries

Why Does Gravity Continue to be Over Represented in Fatal & Non-Fatal Permanent Damage

Applying the Changes to the Australian Standard 'AS/NZS 1269: Occupational Noise Management' from 1998 to 2005.

What are we to Make of Safe Behaviour Programs?

5.00pm Concludes

Wellness In The Workplace

Workplace Health and Wellness Programs - Creating a Supportive Environment for Change

Powerful Health - The Country Energy Worksite Health Promotion Program

Case Study: Each and Everyone - Managing Work Stress in a Community Health Setting

12.00pm - 1.30pm Lunch & Trade Show

1.30pm Keynote

A Different Kind of Normal - Dealing with the Issues and Providing Solutions to Stress and Mental Illness in the Workplace

Stop Bullying at Work

Aged Care Needs to Repackage 'Manual Handling' and Make it 'Safety First'

Peace at Work - Corporate Meditation Training

Fatigue Management

5.00pm Concludes

Safe and Sound - Security Issues

Education - The Forgotten Weapon

Safety and Security - A 21st Century Parallel

12.00pm - 1.30pm Lunch & Trade Show

Lessons from the Sago Disaster

Security Training for a Safer NSW Workplace

Planning for an Effective Response to an Emergency or Crisis Event

Applying and Documenting a Risk Management Process by a Basic Risk Management Plan

Critical Factors Affecting Crowds at Outdoor Music Festivals

5.00pm Concludes

WorkCover NSW Assist Applied Research Grants

The WorkCover NSW Research Centre of Excellence and the WorkCover NSW Assist Applied Research Grant Scheme

Assessing the Effectiveness of Safety Interventions

If Only they'd Bothered to Call and Showed that they Cared: Communication and the Return to Work Process

Fatigue Management Strategies for the Security Industry

12.00pm - 1.30pm Lunch & Trade Show

Safety Incentives in the NSW Coal Mining Industry

Transforming the Blue

Psychological Risk and Protective Factors in Police Tasking

Occupational Health & Safety for Media Workers

Trends in Improved Security Measures, OHS & Armed Hold-Ups in Pharmacies

4.00pm Concludes

7.00pm WorkCover NSW Safe Work Awards Dinner
Waterview Convention Centre, Homebush

For **FREE** Trade Show registration visit www.thesafetyshow.com

Safe Work awards

Judging is underway for WorkCover's Safe Work Awards 2006, with the winners to be announced at the gala award ceremony on 18 October.

Over 84 entries were 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. Judges from WorkCover, trade unions, employer groups and specialist OHS advisory bodies have the difficult task of choosing a winning entry from each category.

The 2006 awards categories are:

- Best workplace health and safety management system
- Best solution to an identified workplace health and safety issue
- Best workplace health and safety practices in a small business
- Public sector leadership award for injury prevention and management
- Best individual contribution to workplace health and safety

Recipients of the awards will be announced at an awards dinner on Wednesday 18 October in conjunction with the 2006 Sydney Safety Show and Conference.

The awards dinner will be held at the Waterview Convention Centre, Homebush. Last year's dinner 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.

A MEASURE OF SUCCESS

The Safe Work Awards are a way for WorkCover to recognise excellence, innovation and outstanding commitment to occupational health and safety issues in the workplace.

They encourage public and private workplaces throughout NSW to develop and implement initiatives that help to achieve a safer work environment. The solutions don't have to be big to be effective; sometimes small-scale solutions can be equally effective in dealing with identified issues.

The awards also seek to recognise leadership by individuals or organisations that contribute towards achieving safe and healthy workplaces in NSW. This covers the work done within a workplace by health and safety representatives, committees, managers, individuals or an entire organisation.

Most importantly, the awards share learning so that proven initiatives and innovations can find their way into widespread practical application in workplaces around NSW.

JUDGING PROCESS

This is what happens from the time the award entries are submitted to the time the winners are chosen.

Stage 1: Initial review

All entries are reviewed by an internal panel of occupational health and safety experts from WorkCover NSW. The role of this panel is to identify those entries which are deemed worthy of a site visit.

Stage 2: Assessment

All those entries that are deemed worthy of a site visit are assessed by experienced WorkCover NSW Inspectors or specialists. At this stage a report is completed per entry that addresses the criteria for each respective awards category.

Stage 3: Judging

Following the site visits, those entries determined to be of sufficient quality are then judged by the 2006 WorkCover NSW Safe Work Awards Finalists Judging Panel.

Karen Howard

The Royal Hospital for Women

Highly commended for best solution to a Workplace Manual Handling Hazard

Assisting new mothers with breastfeeding has long caused back injury among midwives.

Manual Handling Coordinator at the Royal Hospital for Women, Karen Howard, decided to address this OHS risk by designing a breastfeeding chair specifically for the comfort of midwives and patients.

Receiving a Highly Commended for Best Solution to Workplace Manual Handling Hazard at the WorkCover NSW Safe Work Awards 2005, the chair has been adopted by hospitals around the country.

A risk management exercise in the postnatal ward of the Royal Hospital for Women identified breastfeeding as the number one hazard that left midwives with sore backs at the end of their shifts.

"We looked at the injury statistics and found we had moved two midwives in the last 12 months into a non-midwifery role because they had sustained such bad back injuries," says Karen.

Karen conducted a formal risk assessment, watching the task in progress and giving it a rating based on its potential to cause injury.

"When we looked at the chairs the patients were sitting on, they were incredibly low so the midwives had to bend and twist to assist the mothers. It can take up to an hour to get a baby to attach, so they were in these sustained unsafe postures for that period of time.

"We identified it as a fairly urgent issue that needed addressing so we came up with a new chair design and set about finding a company that could develop a prototype."

The prototype was trialled over a number of weeks in both neonatal and newborn care. Feedback was sought via a comment form and new prototypes made until a design was agreed on.

The final chair is seven centimetres higher than a standard chair, which makes it easier for patients to get in and out, as well as puts midwives in a better position when they are assisting.

A footstool for patient use was another addition following the first formal review process. Later reviews led to a foam-filled kneeling pad for staff to use in place of the old practice of kneeling on a rolled up towel or sitting on a stool.

"Over a period of six months we went through three prototypes until we found one we were happy with. The feedback from newborn care, where there is a lot of multiple births, was that the chair wasn't wide enough, so we made it wider still to accommodate two babies," says Karen.

The back of the chair is also more upright than a standard chair, with reinforced lumbar support and a cushioned seat for post surgery soreness. There are wheels on the back legs for ease of movement, further reducing the chance of manual handling injury for cleaners, nursing staff and patients.

All 50 of the hospital's postnatal rooms now have a breastfeeding chair, as does newborn care and breastfeeding services. The chair has been adapted for other applications, including the acute stroke and cancer ward, where it further reduces manual handling injuries.

Royal Hospital for Women staff recently voted the introduction of the chair as the number one OHS initiative. "When you look at the chair it is quite unremarkable", explains Karen, "but when you use it in the right application it makes a huge difference to the staff and their longevity in the industry. The staff have all been part of designing it and are very proud of it."



From Left: Minister for Commerce - John Della Bosca, Karen Howard and colleagues from the Royal Hospital for Women and WorkCover NSW CEO - Jon Blackwell

poster competition

YOUNG WORKERS PROMOTE WORKPLACE SAFETY

The WorkCover NSW Young Workers Poster Competition was held to raise awareness amongst young workers about safety in the workplace as well as raise the understanding of their employers and co-workers.

Young workers, or soon to be young workers were called on to use their ideas to design a poster that would educate workers and employers. Promoted via email, SMS, a dedicated website www.youngworkers.com.au and school visits, entries from across the state were received from high school, college and university students aged between 15 and 25.

Winners were judged by a panel of WorkCover employees, design professionals and two young workers.

Statistics on entries

Total number of entries – 315

Highest individual entries – 23, Philip Gordon Walker

Largest group entry – Lucas Gardens School

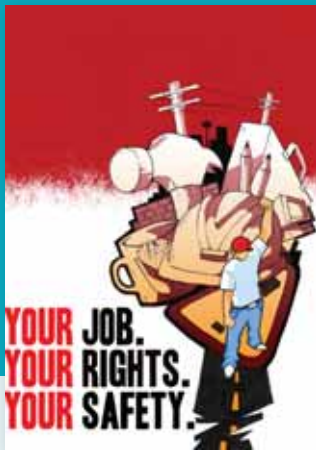
School/tertiary institution with the most entries – Loftus TAFE

Congratulations to the winning entrants!

First Name	Age	School	Category	Ranking
Christopher	16	Epping Boys High School	High School	1st
Nicholas	15	Port Hacking High School	High School	Top 10
Jennifer	15	Sefton High School	High School	Top 10
Diane, Ken, Stephanie, Christian and Daniel	17	Lucas Gardens School	High School	Top 10
Young	16	Epping Boys High	High School	Top 10
Brody	17	Killara High School	High School	Top 10
Stephanie and Ben	15	International Grammar School	High School	Top 10
Troy	15	Xavier College Llandillo	High School	Top 10
Hamed	16	Epping Boys High	High School	Top 10
Philip Gordan	15	Wadalba Community School	High School	Top 10
Nicklaus	16	Epping Boys High	High School	Top 10
Nash	17	George Anderson Walpole School	High School	Runner up
Benjamin Michael	15	Bellingen High	High School	Runner up
Nessrene	16	Birrong Girls High School	High School	Runner up
Mike	17	Gymea High School	High School	Runner up
Cissy	16	North Sydney Girls High School	High School	Runner up
Maggie	15	Penshurst Girls High School	High School	Runner up
Abby	16	Blacktown Girls High School	High School	Runner up
Mack	17	Epping Boys High School	High School	Runner up
Christopher	15	Normanhurst Boys High School	High School	Runner up
Matthew	16	Broken Hill High School	High School	Runner up
Jessica	15	Molong Central School	High School	Runner up
Jacqueline	15	East Hills Girls Technology High School	High School	Runner up
Lauren	15	Penshurst Girls High School	High School	Runner up
Rosheen	15	Tangara School for Girls	High School	Runner up
Alexander	16	St Francis Xavier College	High School	Runner up
Loyal	16	Birrong Girls High School	High School	Runner up

First Name	Age	School	Category	Ranking
Eddie	17	St George Tafe	Tertiary	1st
John	20	St George Design College	Tertiary	2nd
Rohini	19	University of New South Wales	Tertiary	3rd
Indra	22	University of New South Wales	Tertiary	Runner up
Garret	21	Coffs Harbour Education Campus	Tertiary	Runner up
Samuel	24	St George Tafe	Tertiary	Runner up
Amiel	19	University of Western Sydney	Tertiary	Runner up
Emily	22	University of Newcastle	Tertiary	Runner up
Meri	17	Georges River College	Tertiary	Runner up
Jess	18	Hunter Tafe [Ourimbah Campus]	Tertiary	Runner up
Fang Yi	17	St George Tafe	Tertiary	Runner up
le Ing Elina	24	St George Tafe	Tertiary	Runner up
Kyle	18	Loftus Tafe	Tertiary	Runner up
Joyce	17	Georges River College	Tertiary	Runner up
Erin	18	Hunter Institute of Tafe	Tertiary	Runner up
Jacqueline	20	University of New South Wales	Tertiary	Runner up
Daniel	17	Blue Mountains Tafe	Tertiary	Runner up
Brent	17	Georges River College	Tertiary	Runner up
Jasmine	22	University of New South Wales	Tertiary	Runner up





Chris, 16, Epping Boys High School
1st place Secondary



Eddie, 17, St George TAFE
1st place Tertiary



Rohini, 19, University of NSW
3rd place Tertiary



Jennifer, 15, Sefton High School



Nicklaus, 16, Epping Boys High School



Diane, 17, Lucas Gardens School



Stephanie, 15, International Grammar School



Brody, 17, Killara High School



Troy, 15, Xavier College Llandillo



John, 20, St George Design College, 2nd place Tertiary



Hamed, 16, Epping Boys High School



Philip, 15, Wadalba Community School



Young, 16, Epping Boys High School



Nicholas, 15, Port Hacking High School

mentoring pilot

project

WorkCover NSW and leading construction company, Bovis Lend Lease are working together to deliver the WorkCover NSW Safe Business Mentoring Program.

At the recent launch attended by Minister for Commerce, John Della Bosca, it was revealed that the program would be trialled as a six-month pilot. A first for the industry, it aims to help small businesses and sub-contractors improve workplace safety in the construction industry.

"The WorkCover NSW Safe Business Mentoring Program is an exciting training concept being trialled among small construction businesses in NSW," said Mr Della Bosca.

"In partnership with WorkCover, Bovis Lend Lease will mentor selected small construction businesses over a six-month period on the steps they can take to improve their level of workplace safety."

Participants take part in workshops, discussions and site visits. Bovis Lend Lease occupational health and safety officers will be available to discuss specific areas of concern and potential strategies for improvement.

By the end of the program, participants should see a marked difference in their safety performance as well as a better understanding of how to comply with OHS, workers compensation and injury management guidelines.

Mr Della Bosca said the program is a valuable opportunity for small businesses to learn first hand from a large high-profile construction company.

"I congratulate Bovis Lend Lease for agreeing to pass on its expertise to smaller businesses and contractors," the Minister said.

It is expected that the program will be rolled out to other industries at the completion of the six-month mentoring pilot.

The program is one of the activities offered by WorkCover's Business Assistance Unit. The Unit has a range of services aimed at assisting small to medium businesses improve the safety of their workplace.

WorkCover's Business Assistance Unit conducts free workshops and seminars around NSW each week, taking valuable workplace safety information to where it is needed most.

Bovis Lend Lease is one of the world's leading project management and construction companies, with a presence in over 40 countries and spearheaded by regional hubs in the UK, Australia and the US.

They have a strong commitment to operating incident and injury free – a philosophy that reaches every part of the group's operations and extends to clients, suppliers, subcontractors and other stakeholders.

In taking part in the WorkCover NSW Safe Business Mentoring Program, Bovis Lend Lease has appointed five mentors and has matched these mentors with small and medium businesses involved in the program pilot.

Bovis Lend Lease and the participating small and medium businesses took part in an orientation process, which provided an introduction to the program, participants' roles and how the program will be conducted.

Bovis Lend Lease then undertook two site visits at the workplace of each of the small and medium businesses taking part in the program.

The first in June discussed specific improvement areas in safety, workers compensation and injury management systems.

After this initial visit, mentors from Bovis Lend Lease in partnership with WorkCover's Business Advisory Officers undertook individual workshops with the participating businesses to produce action plans to address improvement areas and implement better workplace safety systems.

To provide further support in implementing their individual action plans, business participants were encouraged by their mentors to request assistance at any time during the program.

In August, a second round of site visits took place to monitor how each participant's implementation of the action plan was progressing.

A final review of participant's implementation of safety, workers compensation and injury management systems, is to take place in September this year.

Practical safety tools

for business



If you are a small business operator, do you know how well you are meeting the health, safety and injury management needs of your workplace?

With the recent launch of the *Serious about Safe Business pack* and online assessment tool, you now have a practical resource to guide you through the implementation of basic workplace safety practices.

The pack and tool were launched by Minister for Commerce, John Della Bosca, on Friday 30 June 2006 at Les Martin Kitchens on the Central Coast.

"Les has been heavily involved in the trialling and preparation of the Serious about Safe Business initiative," said Mr Della Bosca. "I want to acknowledge his efforts, as well as those of the other Central Coast businesses that have generously volunteered their time and energy."

"Many business operators can feel overwhelmed by workplace safety legislation" he added, "but workplace safety is about doing a few simple things in a way that is right for your workplace."

The Serious about Safe Business initiative aims to maintain the momentum of the last ten months, which has seen the NSW Government cut and/or abolish 11 small business-related taxes and charges, introduce payroll incentives, set up a round table to improve economic performance, and streamline planning measures to keep projects on the move.

As an added bonus, workers compensation premiums in NSW have been reduced by a total of 15 per cent across the board since November 2005, cutting \$430 million from the cost of doing business in NSW.

Employers have positively embraced the notion that safe business is good business, thus driving a significant cultural change in the workplace.

THE SERIOUS ABOUT SAFE BUSINESS SAFETY PACK

This is a user-friendly guide that helps you rate the safety of your workplace, identify weak areas and address them. It provides practical advice and recommendations for how to improve the management of workplace health, safety and injured workers.

The pack covers the important topics of management commitment, consultation, safe work procedures, training and supervision, safety reporting, workers compensation and return to work. It walks readers through answers to questions

like 'why is management commitment important?', 'why do I need to consult?' and 'why do I need safety reporting procedures?'.

SELF-ASSESSMENT TOOL

This is an online tool that employers can use to assess how effectively they are managing ten common workplace hazards, such as manual handling, working at heights, psychological issues, noise and the like.

It will help you understand, via a series of questions, how well you manage health, safety and incidents that may occur in your business.

In addition, you will be able to compare your performance anonymously with other businesses across sectors and sizes.

SUPPORTING WORKSHOPS

Although the pack and the tool can work on their own, they have been designed to work in tandem with a series of ongoing interactive workshops to develop effective safe work and staff consultation procedures.

To recognise your efforts to improve your workplace safety, workshop participants will receive certificates of attendance and other relevant recognition documents.

The certificates can be shown to inspectors, Business Advisory Officers, or displayed in your workplace to show the steps you have taken to create a safer workplace.



From Left: WorkCover NSW CEO - Jon Blackwell, owner Les Martin Kitchens - Les Martin, WorkCover NSW General Manager Occupational Health and Safety Division - John Watson and Minister for Commerce - John Della Bosca



From Left: Les Martin Kitchens - Dave Graham and Minister for Commerce - John Della Bosca



Log on to www.workcover.nsw.gov.au/safebusiness for the Serious about Safe Business pack and online assessment tool. Contact WorkCover NSW on **13 10 50** for more information about the ongoing Small Business *Managing for Safety* workshops.

New photo licence for

national certificates of competency



To ensure that workplaces are safe and only appropriately qualified licence holders operate industrial equipment, erect scaffolds or perform rigging and dogging, WorkCover NSW is now issuing new National Certificates of Competency (NCOC) with photo identification.

The photo licences will give greater security for the community by providing proof and assurance that people operating complex machinery or undertaking high-risk work have a valid licence.

All applicants who are issued with a *Notice of Satisfactory Assessment* on or after 4 September 2006 will receive a new NCOC photo licence with photo identification, provision for a signature of the licence holder and tamper proof security features.

Applicants for a new NCOC licence, or those requiring a class to be added, must lodge their application at any one of the 1000 or more Australia Post Bank@Post outlets throughout NSW and the ACT.

The new credit card size plastic licence will be more durable and less likely to be damaged. It will be valid for up to five years and cost \$65 per class.

Several security measures have also been built into the card to prevent tampering and fraud. Along with the photo of the licence holder and their signature, the card contains a unique internal watermark security feature that is only visible under strong light. The watermark feature prevents fraudulent copies being made and gives peace of mind to workers and employers that the person doing the work has a valid licence.

A number of significant changes have also been implemented to the application process to complement the new security measures.

New 'evidence of identity' procedures require applicants to present original documents totalling 100 points as evidence of their identity to the WorkCover accredited assessor before receiving their *Notice of Satisfactory Assessment*.

Applicants will also have to present original documents totalling 100 points in person to the staff at the Australia Post Bank@Post outlet. Among the original documents must be documents containing the applicant's photograph, a sample signature and current residential address. Special arrangements have been made for Aboriginal and Torres Strait Islander people living in remote areas.

Further information is available at www.workcover.nsw.gov.au or you can phone **13 10 50**.

HOW TO APPLY FOR A NATIONAL CERTIFICATE OF COMPETENCY

Present the required original documents as evidence of your identity to the WorkCover accredited assessor.

Having been satisfactorily assessed you will be given a new-look *National Certificate of Competency/s (licence)* - *New application form (N1)* and a *Notice of Satisfactory Assessment*.

Apply for your National Certificate of Competency at an Australia Post Bank@Post outlet in NSW or the ACT within 60 days from the date of issue of your *Notice of Satisfactory Assessment*. **You will require:**

- The required original documents as evidence of your identity.
- Your completed (unsigned) *National Certificate of Competency/s (licence)* - *New application form (N1)*.
- *Notice of Satisfactory Assessment* from your assessor issued on or after 4 September 2006.
- A quality colour passport size photograph of yourself with your name and date of birth written on the back.
- All National Certificate of Competency cards issued in NSW that you hold.
- Application fee (\$65 per class).

You will receive a transaction receipt from Australia Post.

Until you receive your new photo licence, you will be able to perform the work for which you were successfully assessed on the pink copy of the *Notice of Satisfactory Assessment* for a period of up to 60 days from the date of issue of your *Notice of Satisfactory Assessment*.

Practical industry solutions

A new safety initiative has been developed in response to calls from employers for more practical assistance in managing workplace safety.

The Industry Solutions Program will see the establishment of consultative committees made up of representatives from WorkCover NSW and key industry, worker and employer groups, manufacturers and designers.

The committees will address key safety issues across a range of industries and recommend practical solutions to specific hazards. The first phase of the program will focus on safety solutions for the construction and rural sectors.

Practical and innovative, it is expected that the Industry Solutions Program will go a long way towards helping manufacturers, designers and employers identify and address a range of safety and compliance issues.

The program also aims to establish a series of safety benchmarks so industry can achieve progressive improvement in OHS.

The Tractor Machinery Association of Australia's Executive Director, Vin Delahunty said that industry will welcome the program as an opportunity for key industry stakeholders to target and assess hazards that relate to specific equipment and work practices.

"Identifying affordable and practical solutions to hazards such as agricultural plant and equipment means business can be assured they are meeting their legislative obligations while ensuring the farming community are purchasing safe agricultural plant," Mr Delahunty said.

The program is another example of how the NSW Government and WorkCover are taking major steps towards reducing workplace injury and illness by 20 per cent and fatalities by 10 per cent by 2007.

SUCCESS STORY

The Industry Solutions program follows on from WorkCover's successful 'Falls from Heights in Livestock Trucks' safety project that demonstrated the effectiveness of close collaboration with industry and resulted in the development of a number of safe design solutions.

The livestock truck project consisted of a compliance program and an information/advisory program. Follow-up visits demonstrated that the program had achieved full compliance in relation to all targeted areas.

Tanker operators were encouraged to adopt hazard control measures that eliminate or reduce the need for operators or drivers to climb on top of the vehicles. Operators were given advice on work practices such as loading/unloading of tankers, and examination of access and exit procedures.

Back row: Terry O'Conner (Australian Workers Union), Peter Goodwin (Farmsafe), Paul Dean (Online Systems), Vin Delahunty (Tractor & Machinery Association), Kent Ireland (Kentan Machinery), John Temperley (Farmsafe), Dan Leavy (WorkCover), Craig Williams (Daken), Andrew Forrest (NSW Farmers Association)

Front row: Paul Henry (WorkCover), Garry Lyons (Lycos), Diane Vaughan (WorkCover), Michael Chan-Sew (WorkCover), Ian Rolfe (Motor Traders' Association)



Calendar of events



SMALL BUSINESS WORKSHOPS - SEPTEMBER/OCTOBER 2006				
Date	Workshop name	Venue	Registration time	Session time
3 Oct 2006	Introduction to OHS & Workers Compensation	The Crossing Theatre, 117 Tibbereena Street, Narrabri	5:00pm	5:30pm - 7:30pm
3 Oct 2006	Introduction to OHS & Workers Compensation	Best Western Wine Country Motor Inn, 5 Darwin Street, Cessnock	5:00pm	5:30pm - 7:30pm
4 Oct 2006	Introduction to OHS & Workers Compensation	Moree District Services Club, Albert Street, Moree	5:00pm	5:30pm - 7:30pm
4 Oct 2006	Introduction to OHS & Workers Compensation	Diggers Tavern, 30 Hyde Street, Bellingen	5:00pm	5:30pm - 7:30pm
5 Oct 2006	Introduction to OHS & Workers Compensation	Swansea RSL Club, Bridge Street, Swansea	5:00pm	5:30pm - 7:30pm
10 Oct 2006	Introduction to OHS & Workers Compensation	Narooma Golf Club, Ballingalla Street, Narooma	5:00pm	5:30pm - 7:30pm
11 Oct 2006	Safety In Construction	Kyogle Memorial Hall, Summerland Way (off Statheden Street) Kyogle	6:00pm	6:30pm - 8:30pm
11 Oct 2006	Working at Heights - Fall Prevention	Panthers Port Macquarie, Settlement City, 1 Bay Street, Port Macquarie	5:00pm	5:30pm - 7:30pm
11 Oct 2006	Introduction to OHS & Workers Compensation	Quirindi RSL, 86-88 Station Street, Quirindi	5:00pm	5:30pm - 7:30pm
17 Oct 2006	Introduction to OHS & Workers Compensation	Goulburn Soldiers Club, 15 Market Street, Goulburn	5:00pm	5:30pm - 7:30pm
18 Oct 2006	Introduction to OHS & Workers Compensation	Warilla Bowls & Recreation Club, Jason Avenue, Barrack Heights	5:45pm	6:00pm - 8:00pm
19 Oct 2006	Introduction to OHS & Workers Compensation	Griffith Ex-Serviceman's Club, Jondaryan Avenue, Griffith	6:00pm	6:30pm - 8:30pm
24 Oct 2006	Introduction to OHS & Workers Compensation	Maroubra RSL Club, Cnr Haig St & Anzac Pde, Maroubra	5:30pm	6:00pm - 8:00pm
30 Oct 2006	Introduction to OHS & Workers Compensation	Parramatta RSL, Cnr Macquarie & O'Connell Street, Parramatta	5:30pm	6:00pm - 8:00pm
31 Oct 2006	Introduction to OHS & Workers Compensation	Hornsby RSL Club, 4 High Street, Hornsby	5:30pm	6:00pm - 8:00pm

SAFE BUSINESS ADVISORY DAYS - SEPTEMBER/OCTOBER 2006				
Date	Workshop name	Venue	Registration time	Session time
6 Oct 2006	Safe Business Advisory Day	Tahmoor Inn Hotel Motel, 2715 Remembrance Drive, Tahmoor	9:30am	10:00am - 2:00pm
13 Oct 2006	Safe Business Advisory Day	TestSafe Australia, Ground Floor, 919 Londonderry Road, Londonderry	9:30am	10:00am - 2:00pm

Talk safety

with us

GROUPING OF RELATED ENTITIES FOR WORKERS COMPENSATION PURPOSES

WHAT IS MEANT BY EMPLOYER GROUPING?

Grouping for workers compensation purposes means that the experience adjustment factor (S factor) of the premiums of related employers is calculated using the combined basic tariff premium of the group.

WHY HAS GROUPING BEEN INTRODUCED?

In 2002, the NSW Government appointed special advisers to make recommendations on measures to substantially improve employer compliance with workers compensation and payroll tax provisions. The advisers' final report *Review of Employer Compliance with Workers Compensation Premiums and Payroll Tax in NSW* included recommendations to group related entities for workers compensation purposes with the aim of improving the level of employer compliance and giving businesses the opportunity to compete equally.

WHO WILL BE GROUPED?

Employers that are related entities where the combined wages of the group are greater than \$600,000.

WHAT IS MEANT BY RELATED ENTITIES?

Grouping of related entities for workers compensation purposes is similar to that for payroll tax and is based on part 10A of the *Tax Administration Act 1996*.

MY BUSINESS IS A PART OF A GROUP. WHAT MUST I DO NOW?

You will need to complete a *Registration for Grouping* form and return it to WorkCover. Your details will be entered on to a database and you will be issued with a group number. All other members of your group must also complete a registration form and they will be issued with an identical group number.

WorkCover will write to both you and your Scheme Agent and advise the group number and the details of other employers that are members of the group. *Registration for Grouping* forms can be obtained from the WorkCover website www.workcover.nsw.gov.au or by contacting the WorkCover Assistance Service on 13 10 50.

WHY MUST ALL GROUP MEMBERS HOLD THEIR POLICIES WITH THE SAME SCHEME AGENT AND HAVE A COMMON RENEWAL DATE?

If the policies do not share a common renewal date and are not held with the same Scheme Agent, it is not possible for the Agent to accurately calculate the group premium. This includes any changes for one member of the group, which will affect the premium for the entire group.

National certificates

of competency



Do you have a WorkCover NSW certificate to operate equipment, such as cranes, forklifts and front-end loaders, or erect scaffolding, issued before 1997?

Holders of NSW certificates of competency issued prior to 1997 were required to convert their licence to a National Certificate of Competency by 1 September 2006.

The conversion period for Certificates of Competency has now passed.

The current state Certificate of Competency (pre-1997) will continue to be recognised until 31 August 2007. After this date, a National Certificate of Competency is the only legal means of operating equipment like cranes, forklifts and front-end loaders, or erecting scaffolding.

CONSTRUCTION INDUCTION CERTIFICATES

As of 2 September 2006, NSW employers can no longer accept 'green cards' and pre-29 March 2004 training

certificates as proof of construction induction training. A current WorkCover NSW Construction Induction Certificate is now needed as proof of training.

Due to the increased demand for general OHS construction training some workers were unable to obtain the new WorkCover NSW Construction Induction Certificate prior to 2 September 2006. To enable construction workers with old 'c' type green cards to continue to carry out construction work, transition arrangements have been introduced. Workers who can produce their old 'c' type green cards and a *Confirmation of course enrolment form* have meet the requirement for undertaking construction work.

These transition arrangements will continue until 1 December 2006. From 2 December 2006 only WorkCover NSW Construction Induction Certificates will be accepted as proof of suitable training.



Webwise

► Premiums –
what's new?
Find out more.

LAUNCH OF PREMIUMS MICROSITE

From 10 August until December 2006, WorkCover is undertaking an education and awareness campaign focusing on the recent changes to the workers compensation premium system. The campaign is an initiative of the NSW Government and aims to highlight the positive long-term impacts of the changes and assist employers to understand their new legislative obligations. The campaign will include a mix of radio, press (general and industry) and online advertising, and will be supported, among other activities, by a new Premiums microsite area on the WorkCover website.

The new Premiums microsite has been purpose built and designed to reflect and support the education and awareness campaign. Access to the Premiums microsite is via a link on the WorkCover website homepage. The dedicated Premiums site provides summary information with links to further information and fact sheets about premium rate reductions, Grouping and other recent premium system changes.

The site focuses on three main areas:

1. Find out more – a summary of the changes
2. Small employers – information on the changes relevant to small business employers
3. Medium and large employers – information on the changes medium to large employers

These sections provide up-to-date workers compensation premium information affecting employer categories easily accessible in one location, so businesses don't have to search the larger WorkCover website for information relevant to their business.

Businesses are also invited to provide comments/feedback regarding the changes to the premium system in the form of an email, from the feedback button at the bottom of the homepage.

New

publications

on working at heights

The consequences of a fall from height can include serious injury or death. There is a significant cost to the injured worker, the employer, the injured worker's family and the community. WorkCover NSW has released the new *Utilities Working at Heights Resource* developed in partnership with the Utilities Industry Reference Group, and the revised *Safe Working at Heights Guide* developed with the Construction Industry Reference Group.

The *Utilities Working at Heights Resource* provides guidance to employers, occupiers, managers, and contractors in developing and implementing safe systems for climbing and working at heights primarily within the utilities industry. It provides common principles that can be applied by industry to achieve safe outcomes. The Resource explains that the *Occupational Health and Safety Regulation 2001* requires that all reasonably foreseeable risks be eliminated, or where this is not reasonably practicable, that risks must be controlled.

The six case studies included in the Resource demonstrate the need to do simple things:

- regularly inspect safety equipment and use it correctly
- ensure that workers are competent to do the job
- ensure that all contractors are aware of, involved in the development of, and comply with the requirements of a safe work method statement (SWMS)

- manage risks using the hierarchy of control (as outlined in *Hazpak*)
- carry out a thorough risk assessment and implement appropriate control measures before commencing work.

The five checklists in the Resource are of great practical application. Each asks relevant questions that will allow the job to be planned and conducted safely and efficiently and reviewed on completion while also helping to identify training needs. By completing the checklists you will also have detailed evidence of having taken reasonable steps to eliminate or control risks and ensure a safe working environment.

The four sample rescue procedures are designed to provide realistic and useful procedures that can be used as models for a variety of situations.

The *Utilities Working at Heights Resource Kit* is available from the WorkCover NSW website www.workcover.nsw.gov.au



Fatalities

The following is a list of workplace fatalities occurring in New South Wales since those listed in Volume 65 of WorkCover News. This covers traumatic incidents that resulted in a fatality, occurring from 1 May 2006 to 30 June 2006 inclusive.

- A young rural worker was fatally crushed in a cotton module builder. The incident occurred while the worker was preparing cotton to be pressed.
- A labourer operating an excavator to shift materials was killed when a semi-trailer unloading gravel nearby tipped over, crushing the excavator.
- A rigger who had been working near the top of a transmission tower to replace cabling was killed when he fell to the ground.

- A semi-trailer unloading soil tipped over, crushing the cabin and killing the driver.
- A farmer using a quad bike to muster sheep drowned in a dam.
- A farmer was killed when he was pinned between the plant he was unloading, and the trailer he was unloading it from.

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.

Prosecutions



COMPANY FINED \$449,000 AFTER THREE WORKERS KILLED

A Hunter Valley company has been fined a total of \$449,000 in the NSW Industrial Court following an explosion at a Rutherford plant where three workers were killed.

The employees of Caines Pty Ltd received fatal burn injuries to more than 60 per cent of their bodies on 6 December 1999 when an explosion occurred in a seed storage bin containing cottonseed meal dust.

A WorkCover investigation found that the company was aware that the dust was at risk of spontaneously combusting and igniting.

Caines Pty Ltd was fined \$400,000 under sections 15(1) and 16(1) of the *Occupational Health and Safety Act 2000*.

WorkCover NSW Chief Executive Officer, Jon Blackwell commented, "This tragic case is a reminder to all employers of the importance of focusing on workplace safety".

RECYCLING COMPANY FINED \$137,940 AFTER APPRENTICE LOSES ARM

A Sydney green waste recycling company and its director have been fined a total of \$137,940 by the NSW Industrial Court after a 15 year-old apprentice lost his arm.

Australian Native Landscapes Pty Ltd and its Managing

Director pleaded guilty to breaches of the *Occupational Health and Safety Act 2000*.

The conviction resulted from an incident at the company's North Ryde recycling facility on 19 November 2003 when the apprentice was cleaning mulch from a conveyor while it was running. The apprentice's arm became caught under the roller, and later had to be amputated.

In handing down the penalties, Justice Schmidt commented, "On the evidence, there can be no doubt that what occurred was entirely foreseeable and easily avoidable".

APPRENTICE WORKPLACE INJURY RESULTS IN \$65,000 FINE

A workplace incident, in which a 16-year-old apprentice had his right hand seriously injured, has resulted in a \$65,000 fine being imposed on his employer.

Conditionaire International Pty Ltd was fined in the NSW Industrial Court over the incident which occurred at the firm's Milperra premises on 12 October, 2004.

The 16-year-old suffered crush injuries resulting in partial amputation of three fingers while attempting to retrieve a piece of metal from a punch press which was not properly guarded.

Justice Haylen found the company guilty of a breach of Section 8(1) of the *Occupational Health and Safety Act 2000*, and awarded a moiety of the fine to WorkCover.

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OHS General Induction for Construction Work in NSW	6 Hrs	\$115	\$115	\$2,4,11, \$16,18, 25,\$30	9, \$14, 16,23, \$28,30	6, \$11, 13,20, \$25,27	4,\$9,11
Course runs every Monday and every 2nd Saturday of the month. Saturday courses marked with a S							
Return to Work Coordination - Introduction	2 Days	\$455	\$500	7+8	24+25	24+28	
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OHS Risk Management for Supervisors and Managers

> 14, 15 June > 19, 20 July > 16, 17 Aug
> 13-14 Sep > 23-24 Oct > 27-28 Nov

OHS Consultation (for Committee Members and OHS Representative)

> 17, 18, 24, 25 July > 7-10 Aug
> 4, 5, 11, 12 Sept > 16, 17, 18, 19 Oct
> 1, 8, 15, 22 Nov > 4, 5, 6, 7 Dec

OHS Committee Refresher Training

> 30 Oct

Introduction to Return to Work Coordination

> 19-20 June > 21-22 Aug > 20-21 Nov

OHS Committee Chairperson Course

> 26 June > 11 Dec

First Aid

> 26-27 July > 6-7 Sep > 13-14 Nov

First Aid Recertification

> 27 July > 7 Sep
> 14 Nov

Manual Handling Employee Awareness (4 hours)

> 31 July > 18 Sep > 12 Dec

Applying Principles of Occupational Health

> 18, 19 July > 31 Oct + 1 Nov

Developing and Implementing OHS Management Systems

> 18, 19, 20 Sep

How to Conduct an OHS Audit of your Workplace

> 26, 27 June > 25-26 Sep

OHS Committee Chairperson Course

> 26 June > 11 Dec

OHS Incident Investigation

> 28, 29 Aug > 6-7 Dec

Manage Plant Hazards

> 1, 2 Aug > 22-23 Nov

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

- > Managing Occupational Violence
- > Managing Contractor Safety
- > OHS Workplace Committee – Refresher
- > OHS Employee Induction
- > OHS Employee Induction – Construction

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

- > Noise in the Workplace
- > Accident Investigation
- > Planning for Emergencies
- > OHS for Labour Hire Companies
- > Site Safety Induction
- > Emergency First Aid
- > OHS in the Office

SAFETY+PLUS
RISK MANAGEMENT ■ PROFIT THROUGH SAFETY

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