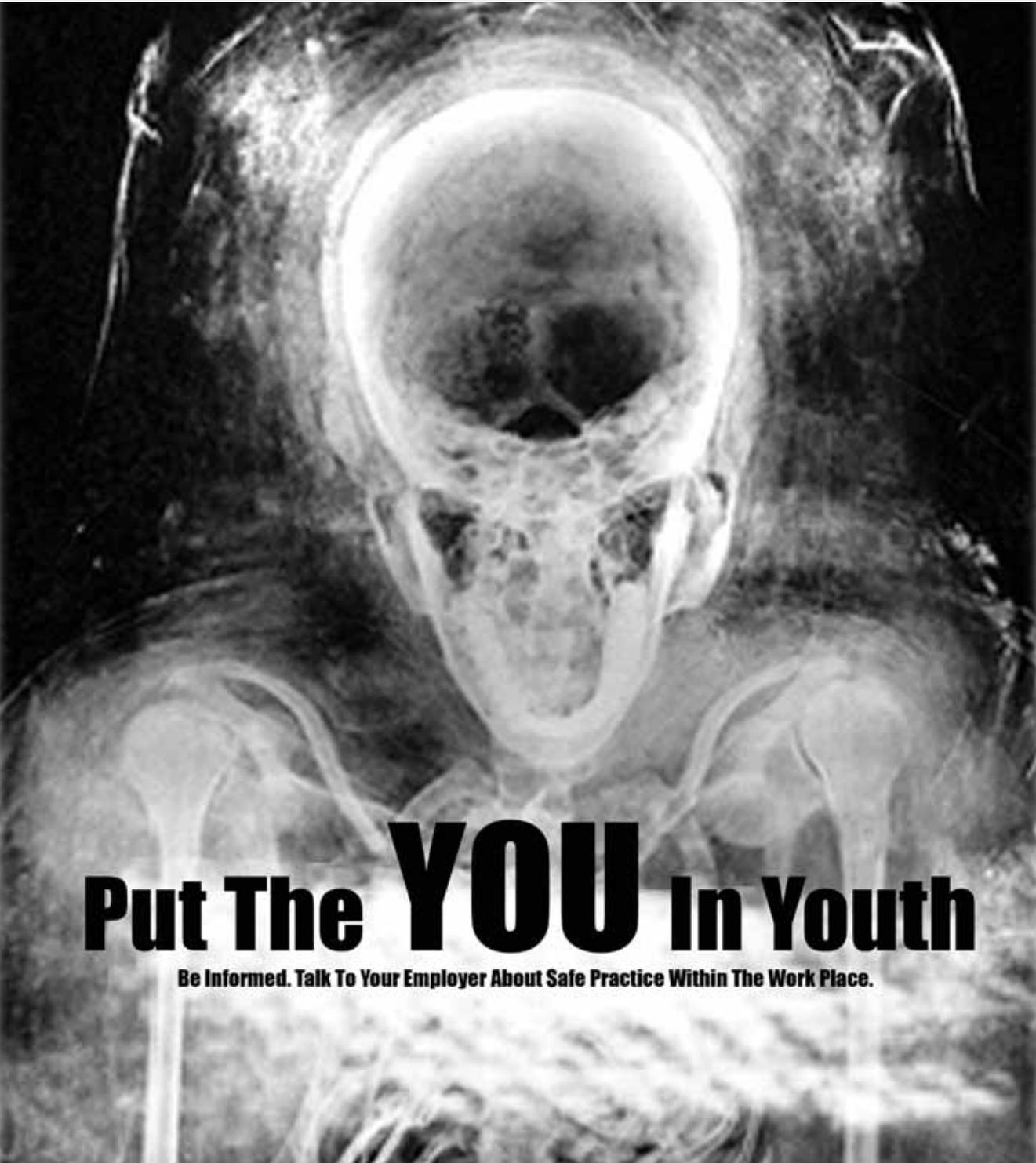


WORKCOVER NEWS

The workplace safety and injury management magazine

68

April - June 2007



Put The **YOU** In Youth

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Public Courses Training Calendar 2007

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OHS Consultation

(A WorkCover NSW Accredited Course)

Jul	Mon	2	Tue	3	Mon	9	Tue	10	City	CIT7
Jul	Tue	3	Tue	10	Tue	17	Tue	24	Wollongong	WOL7
Jul	Wed	4	Wed	11	Wed	18	Wed	25	Parramatta	PAR7
Jul	Fri	6	Fri	13	Fri	20	Fri	27	Rooty Hill	RH7
Jul	Fri	6	Fri	13	Fri	20	Fri	27	Hurstville	HUR7
Jul	Fri	6	Fri	13	Fri	20	Fri	27	City	CIT72
Jul	Mon	9	Mon	16	Mon	23	Mon	30	Chatswood	CHA7
Jul/Aug	Wed	11	Wed	18	Wed	25	Wed	1	City	CIT73
Jul/Aug	Thur	12	Thur	19	Thur	26	Thur	2	City	CIT74
Jul	Thur	12	Fri	13	Thur	19	Fri	20	Parramatta	PAR72
Jul	Thur	19	Fri	20	Thur	26	Fri	27	Parramatta	PAR73
Jul	Thur	19	Fri	20	Thur	26	Fri	27	Campbelltown	CAM7
Jul/Aug	Mon	30	Tue	31	Mon	6	Tue	7	Parramatta	PAR74
Aug	Wed	1	Thur	2	Wed	8	Thur	9	Parramatta	PAR8
Aug	Fri	3	Fri	10	Fri	17	Fri	24	Parramatta	PAR82
Aug	Fri	3	Fri	10	Fri	17	Fri	24	City	CIT8
Aug	Mon	6	Mon	13	Mon	20	Mon	27	City	CIT82
Aug	Mon	6	Tue	7	Mon	13	Tue	14	Hurstville	HUR8
Aug	Mon	6	Tue	7	Mon	13	Tue	14	Parramatta	PAR83
Aug	Wed	8	Thur	9	Wed	15	Thur	16	Campbelltown	CAM8
Aug	Wed	8	Thur	9	Wed	15	Thur	16	City	CIT83

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

Course Length: 4 days (9am - 4pm). Course Fee: \$627 incl. gst

Aug/Sep	Wed	15	Wed	22	Wed	29	Wed	5	Parramatta	PAR84
Aug	Mon	20	Tue	21	Mon	27	Tue	28	Rooty Hill	RH8
Aug	Thur	23	Fri	24	Thur	30	Fri	31	City	CIT84
Aug/Sep	Thur	23	Thur	30	Thur	6	Thur	13	Parramatta	PAR85
Aug	Thur	23	Fri	24	Thur	30	Fri	31	Chatswood	CHA8
Aug	Thur	23	Fri	24	Thur	30	Fri	31	Wollongong	WOL8
Aug/Sep	Wed	29	Wed	5	Wed	12	Wed	19	City	CIT85
Sep	Mon	3	Mon	10	Mon	17	Mon	24	Campbelltown	CAM9
Sep	Mon	3	Tue	4	Mon	10	Tue	11	Hurstville	HUR9
Sep	Mon	3	Mon	10	Mon	17	Mon	24	Parramatta	PAR9
Sep	Wed	5	Wed	12	Wed	19	Wed	26	Parramatta	PAR92
Sep	Thur	6	Thur	13	Thur	20	Thur	27	City	CIT9
Sep	Thur	6	Thur	13	Thur	20	Thur	27	Rooty Hill	RH9
Sep	Fri	14	Fri	21	Fri	28	Fri	5	Chatswood	CHA9
Sep	Fri	14	Fri	21	Fri	28	Fri	5	City	CIT92
Sep	Fri	14	Fri	21	Fri	28	Fri	5	Parramatta	PAR93
Sep	Mon	10	Tue	11	Mon	17	Tue	18	Parramatta	PAR94
Sep	Tue	11	Wed	12	Tue	18	Wed	19	City	CIT93
Sep	Tue	11	Wed	12	Tue	18	Wed	19	Wollongong	WOL9
Sep	Mon	17	Tue	18	Mon	24	Tue	25	City	CIT94
Sep	Thur	20	Fri	21	Thur	27	Fri	28	Parramatta	PAR95

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)
- First Aid (2 days)
- 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: \$510 (gst free)

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

Jul	Wed	4	Thur	5	City	CITR7
Jul	Thur	26	Fri	27	Parramatta	PARR7
Aug	Mon	20	Tue	21	Parramatta	PARR8
Aug	Wed	22	Thur	23	City	CITR8
Sep	Wed	5	Thur	6	City	CITR9
Sep	Thur	13	Fri	14	Parramatta	PARR9

advanced return to work co-ordination

(A WorkCover NSW Accredited Workshop)

This course provides accredited return to work coordinators who have at least 6 months experience, with further knowledge and skills so they can effectively handle more complex return to work cases.

Course Fee: \$374 incl. gst

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

Aug	Tue	14	City	CITE8
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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 effectively manage health & safety in their areas of responsibility.

Course Fee: \$517 incl. gst

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

Jul	Thur	5	Fri	6	City	CITS7
Jul	Mon	23	Tue	24	Parramatta	PARS7
Aug	Thur	16	Fri	17	Parramatta	PARS8
Aug	Mon	27	Tue	28	City	CITS8
Sep	Mon	3	Tue	4	Parramatta	PARS9
Sep	Thur	27	Fri	28	City	CITS9

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: \$150 (gst free)

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

Jul	Mon	2	Parramatta	PARCN7
Jul	Mon	9	City	CITCN7
Jul	Mon	16	Parramatta	PARCN72
Jul	Mon	23	City	CITCN72
Jul	Mon	30	Parramatta	PARCN73
Aug	Mon	6	City	CITCN8
Aug	Mon	13	Parramatta	PARCN8
Aug	Mon	20	City	CITCN82
Aug	Mon	27	Parramatta	PARCN82
Sep	Mon	3	City	CITCN9
Sep	Mon	10	Parramatta	PARCN9
Sep	Mon	17	City	CITCN92
Sep	Mon	24	Parramatta	PARCN92

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: \$176 incl. gst

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

Jul	Mon	16	Tue	17	Parramatta	PARFA7
Jul	Mon	23	Tue	24	City	CITFA7
Aug	Wed	15	Thur	16	City	CITFA8
Aug	Mon	27	Tue	28	Parramatta	PARFA8
Sep	Thur	13	Fri	14	City	CITFA9
Sep	Wed	26	Thur	27	Parramatta	PARFA9

workplace substances management

(There is no WorkCover NSW Accredited Course)

This course provides participants with practical knowledge to manage the risks associated with workplace substances.

Course Fee: \$286 incl. gst

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

Next Course is on Tue 30 October

We deliver what we promise.

All our scheduled courses are delivered. Our current record for courses scheduled and delivered without cancellation is 567.

*From October 2004 to March 2007, when this Training Calendar went to print.

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: \$363 incl. gst

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

Aug	Wed	8	Parramatta	PARP8
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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: \$286 incl. gst

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

Jul	Tue	17	City	CITF7
Aug	Fri	17	Parramatta	PARF8
Sep	Wed	26	City	CITF9

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: \$286 incl. gst

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

Jul	Tue	17	Parramatta	PARC7
Aug	Tue	21	City	CITC8
Sep	Mon	17	City	PARC9

For more information call one of our Training Consultants on:

02 9552 2380

Specialists in WorkCover NSW Accredited Occupational Health & Safety Training.

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



The powerful 'Homecomings' advertising campaign on radio, television and in print across NSW is designed to emphasise workplace safety and its importance to individuals, families and the wider community. The campaign aims to remind the community of the heavy social and financial cost of workplace injuries and fatalities, bringing home the message that 'workplace safety doesn't just affect you; it affects your whole family'.

Originally running from January to March, it will be repeated in May and September this year.

Workplace safety can result from doing simple things in your workplace, including:

- identifying hazards and risks
- following safe work methods
- using the right equipment, and
- participating in safety training.

One of the most important things you can do is to talk with your employer or employees, safety representative or committee and co-workers about potential risks and safety issues.

Any activity that involves pushing, pulling, lifting, lowering, carrying, moving, holding or restraining involves a manual handling risk that should be addressed in the workplace.

The *Safe Manual Handling – Smart Move* campaign is designed to address the misperception that manual handling is just about lifting.

This initiative, which aims to achieve a 40 per cent reduction in manual handling injuries over five years, is designed not only to raise awareness, but also to assist employers to implement strategies to reduce manual handling injuries in the workplace.

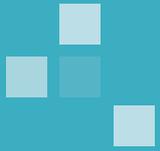
The beach is a great place for recreation for many people. In an industry partnership with Surf Life Saving NSW, WorkCover NSW is working to increase awareness and capacity of workplace safety, injury management and return to work, and workers compensation within the small business operations of surf lifesaving clubs throughout NSW. This will include services such as kiosks, venues and coaching.

At the national level, work is continuing to harmonise occupational health and safety and workers compensation. Through the Council for the Australian Federation, the states and territories are working together to align key areas to make it easier for businesses to deal with WorkCover authorities, while maintaining current safety standards and ensuring that benefits and support for injured workers are protected.

A handwritten signature in black ink, appearing to be 'Jon Blackwell', written over a horizontal line.

Jon Blackwell
Chief Executive Officer
WorkCover NSW

States in harmony



New South Wales, Victoria and Queensland are currently working on a harmonisation initiative to streamline workers compensation and occupational health and safety, while upholding safety standards.

The three States have reached an agreement to harmonise key areas of workers compensation and occupational health and safety with the aim of cutting red tape for workers and employers, particularly for those operating in more than one state.

The initiative promises to reduce administrative costs and bring substantial savings in time and effort for employers and workers alike.

THE TEN-POINT PLAN

In September 2006 NSW and Victoria developed a ten-point action plan (see 'Ten-Points in Common') to assist in removing the administrative burden for employers and workers operating in both jurisdictions.

The initiative received broad support in October 2006 when the State and Territory Premiers and Chief Ministers of the Council for the Australian Federation made a commitment to implement the initiatives of the 'Ten Point Plan' by 30 June 2007 in their respective States and Territories where feasible.

The Council for the Australian Federation also endorsed the establishment of inter-jurisdictional working groups, which will meet regularly to ensure efficient implementation of the actions of the 'Ten Point Plan' and to identify further opportunities to reduce the administrative workload of multi state employers as Phase 2 of the Harmonisation Initiative.

The working groups will seek to coordinate their work with relevant initiatives of the Heads of Workers Compensation Authorities, Heads of Workplace Safety Authorities and the Australian Safety and Compensation Council.

Key areas of the Ten Point action plan include:

- Recognition of current construction induction cards in each of the three States
- Development of a common claim form that employers and claimants can use across multiple jurisdictions
- Common format for workers compensation Certificate of Currency across multiple jurisdictions
- Recognition of Return to Work accreditation across New South Wales, Victoria and Queensland that will allow Return to Work coordinators to work for employers in these jurisdictions
- Development of multi jurisdictional quick reference guidance material.

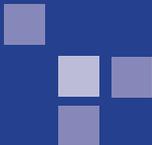
Harmonising key areas in occupational health and safety and workers compensation between the States will create a more effective system that is simpler, more efficient and provides employers and workers with greater certainty.

The States will continue to work together to share their expertise in a number of areas, including the harmonisation of standards. Consultation is currently underway for a collaborative approach to standards for domestic construction work – electrical safety, site supervision, provision of amenities and site fencing – with an outcome expected in the coming months.

TEN POINTS IN COMMON

Under the ten-point harmonisation action plan, States and Territories agree to, where feasible:

1. Develop uniform WorkCover claim and premium forms with common and more efficient lodgement processes.
2. Develop common administrative processes for premium payments and payroll declaration including payment plan options.
3. Establish 'one-stop shops' within each WorkCover Insurance Agent to service multi-state employers. Account managers will provide a single point of entry for common claims and premium estimation reports, and resolving queries.
4. Implement new 'mutual recognition' rules to enable return to work co-ordinators to work across States when supporting injured workers.
5. Implement new mutual recognition arrangements for construction induction cards issued in both States and adoption of the national training agenda for OHS induction training for the construction industry.
6. Implement mutual recognition of plant and machinery and a uniform system of accreditation of verifiers of pieces of plant and machinery.
7. Align regulatory approaches in domestic construction industry in collaboration with employers and unions.
8. Share advertising campaigns focused on improving safety at work.
9. Use common guidance material for employers to help improve workplace safety and compliance with workers compensation.
10. Implement a common 'gateway' analysis for employers applying for self insurance (in line with the work of the Heads of Workers Compensation Authorities), including the development of uniform financial indicators and a common audit tool to assess safety performance.



Homecomings

goes to air

Workplace safety doesn't just affect you; it affects your whole family. That's the message from WorkCover's latest advertising campaign, 'Homecomings', launched at the end of January 2007.

With an emphasis on the importance of being safe for the sake of loved ones at home, the campaign points to the impact a workplace incident could have on your family and friends.

"We all want our family members to arrive home from work safely at the end of each day, yet each year there are more than 2000 workplace fatalities resulting from injury and illness," said NSW Minister for Commerce, John Della Bosca.

The Minister said the campaign's message is an important one for the whole community as workplace injuries bear a heavy social and financial cost.

In 2004/05 there were 125 work related fatalities in NSW, 50,000 serious injuries (i.e., injuries with more than five days off work) and over a billion dollars in costs.

The 'Homecomings' campaign aired on television, radio, billboard and print advertisements across NSW from January until March and will air again in May, September and December this year.

"Workplace safety is an issue for all of us. We need to be thinking about how we actually work and why it is we are going to work. In most cases we are going to work to earn a living and that living is all about improving the quality of life for our family," said John Watson, General Manager, WorkCover Occupational Health and Safety Division.

"Through the campaign we hope to trigger discussion amongst workers, employers, their friends and family about the need for being safe at work," adds Heidi Pollard, Director, WorkCover Communications Group.

The concept for the campaign originated with WorkSafe Victoria and was adapted for WorkCover NSW following the successful impact of the Victorian advertisements, which ran in 2006.

"Sharing advertising campaigns to improve workplace safety is another example of how the States are working together to harmonise key areas of occupational health and safety and workers compensation," said Mr Della Bosca.

"Although incident and injury rates in NSW are at their lowest level in 18 years, we cannot afford to be complacent.

"Workplace injuries and fatalities are preventable, and I encourage all NSW employers and workers to work together to ensure that everyone returns home safely at the end of the working day," he said.

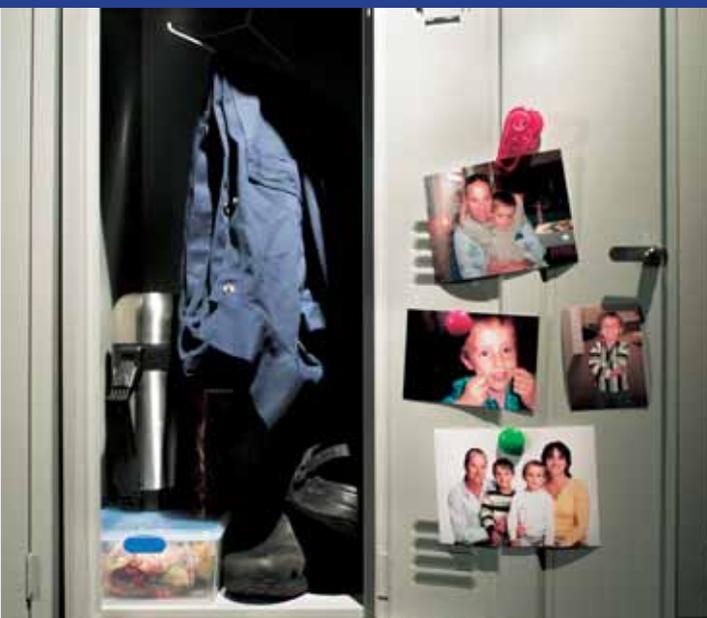
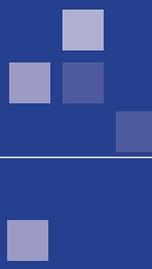
There are simple things you can do to stay safe at work, including identifying hazards and risks, following safe work methods, using the right equipment and participating in safety training.

Talk to your employer, safety representative or committee and co-workers regularly about potential risks and safety issues, because safety doesn't just affect you at work, it affects your whole family.

RESOURCES TO USE

The campaign's print advertisement and a comprehensive range of workplace safety information can be viewed at: www.workcover.nsw.gov.au. A series of three posters from the campaign are available to be ordered for free on the WorkCover website, at <http://www.workcover.nsw.gov.au/Initiatives/homecomings>, along with photo frame fridge magnets. A Homecomings brochure has also been produced for workers, containing information for workers about workplace safety.

A range of publications, including WorkCover's *Serious About Safe Business* pack, can be ordered from the publications hotline on **1300 799 003**.



“My partner worked night shift and I kissed him goodbye one afternoon not realising that it would be the last time I would see him walk again. That night he was struck by a semi trailer in his work ute and became a paraplegic.

It has surprised me the number of people I have spoken to about the WorkCover advert who have said they've never thought about workplace safety in terms of how it might affect their family.

It has made a lot of people stop and realise the importance of saying goodbye, I love you.

My partner is now an Ambassador for Spinal Cord Injuries Australia and he, like you, is trying to make a difference to workplace safety.

Thank you for a beautiful advert; I watch it with a tear in my eyes.”

– *Belinda Clark*



“The feedback on the Homecomings campaign has been excellent - people have been saying to us that they feel inspired to take action. This is what we want to hear: that people are not just passively sitting there, but are making a move to change the way in which they think and work.”

– *John Watson, General Manager, WorkCover Occupational Health and Safety Division.*

“Brilliant! It is just such a good ad, and so effective. You really take notice of it, it's so well put together. It is a reminder of how hard it would be to grow up without the ones you love.

Watching the ad, you're really hoping that the Dad is going to come home, you really just feel it. You're drawn to it, it's very very effective. It's not often that you get an ad that you take a lot of notice of, but that's one!”

– *Darryl Jones*



safety champions



DRIVING CHANGE: ROBERT PETROVSKI

Co-winner of the 2007 WorkCover NSW Safe Work Awards 'Best individual contribution to workplace health and safety'.

TNT's Mascot depot has become the company's leading OHS performer, thanks to the work of delivery van driver Robert Petrovski.

Winner of the 2007 WorkCover NSW Safe Work Awards 'Best individual contribution to workplace health and safety', Robert has long demonstrated a commitment to safety issues within his depot.

Elected to the Mascot safety committee as its Chairman, Robert has instigated an impressive number of safety measures, ranging from regular newsletters and bulletins, to toolbox meetings and weekly safety checks.

In addition to monthly OHS committee meetings, Robert finds the time to have daily input into safety issues while carrying out his normal truck driving duties. Not only does he give a monthly safety presentation to all employees, but he also conducts regular safety briefing sessions.

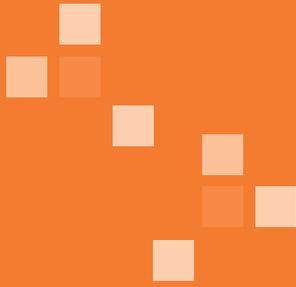
With Robert as Chairperson of the OHS committee, Mascot has won the TNT OHS Committee of the Year Awards for 2004 and 2005, as well as Best OHS Committee in the Region and Best Large Depot OHS Committee in the Australian Business Unit.

Robert is widely respected by the depot's 350 workers for the commitment he gives to safety issues. His co-workers know that if they raise a safety issue or have a problem that needs addressing, Robert will attend to it immediately. He has been instrumental in reducing the incidence of lost time injuries to an all time low of 1.63 per cent (1.97 per cent lower than

the company average) and for boosting workplace morale to an all time high.

His wide-ranging contribution to the health and safety of his co-workers includes:

- proactively enforcing the application of heavy item warning sticker labels to freight weighing over 20kg and restricting courier flash bag weights to 20kg
- the establishment of a Flood Contingency Plan
- the establishment of a Mascot Depot Traffic Management team
- supply of sunblock to drivers for protection against UV rays
- instigation of regular safety meetings between neighbouring companies to address ongoing safety concerns within the immediate neighbourhood
- production of a monthly safety newsletter distributed to all employees in conjunction with the distribution of the monthly OHS committee minutes
- the establishment of regular safety checks and risk assessments at TNT's Chullora depot, which is used by some of the Mascot drivers as a hub for the unloading of Mascot freight
- the initiation of a process where junior supervisors/managers attend monthly OHS committee meetings to raise their safety awareness
- the introduction of weekly safety briefings where all departments hold weekly safety talks
- support of internal safety audits, where Mascot scored maximum points in compliance for 2003, 2004 and 2005
- initiation of meetings with the landlord to address safety matters such as the installation of speed humps, repair of courtyard pavements and general safety matters
- establishment of a central designated smoking area to reduce risks for non-smokers
- involvement in various work statements and risk assessments on topics such as the motorised inclined conveyor and the changing of LPG cylinders on forklifts.



A CHAIN OF RESPONSIBILITY: RON CHRISTIANSON

Co-winner of the 2007 WorkCover NSW Safe Work Awards 'Best individual contribution to workplace health and safety'.

Pick-up and delivery driver Ron Christianson knows first hand the importance of health and safety for truck drivers.

As a truckie and TWU delegate at the 300 worker Toll Ipec Moorebank site, Ron has been instrumental in the promotion of safe driving throughout the road transport industry.

When the *NSW WorkCover Long Distance Driver Fatigue* regulation was introduced to the industry in 2005, Ron worked hard to raise awareness of the legislation and the associated Chain of Responsibility (COR) principles.

He lobbied and liaised with Toll Ipec to ensure all drivers at the site, whether permanent, casual or labour hire workers, were appropriately inducted and understood their role in the COR.

By highlighting the new legislation, Ron was able to work with Toll Ipec to implement the development of safe driving plans and a system of monitoring driving hours. These initiatives extended not just to the Moorebank site, but to all contractors being used by Toll at the site.

His continuing efforts ensure that regulations are regularly monitored and complied with. Part of this strategy is Bluecard training and accreditation (Ron facilitates this for all new employees), which ensures that an industry standard for occupational health and safety is maintained at all times.

Through a deliberate strategy of targeting areas within the company that could be enhanced (such as driver fatigue) or have the potential for non-compliance, Ron has helped to ensure potentially 'at risk' OHS areas are controlled, monitored and improved.

BROADER APPLICATION

Ron's efforts are all the more commendable considering he is not the health and safety representative in his workplace. Not only did he shoulder responsibility for work outside his area at the Moorebank site, but he took the time and effort to ensure contractors and sub-contractors complied with the legislation.

By pioneering the concept of looking beyond his immediate worksite, Ron was able to demonstrate that the most effective way of maximising compliance across the industry is to strictly monitor contractors and sub contractors servicing the site. This model can now be replicated in other sites and be picked up at all stages of the COR.

COMMUNICATION PROCESSES

Ron used a combination of 'word of mouth', written and broadcast communication. He spoke directly to yard workers, contractors, management, WorkCover, the TWU and others, held workplace meetings and organised for Toll to disseminate information internally.

Beyond Toll Ipec, Ron has explained his COR strategy to TWU delegates at mass meetings and has assisted in providing information for vital OHS prosecutions, COR and Stay Safe hearings.

HEALTH AND SAFETY IMPROVEMENTS

By working with Toll Ipec, Ron was able to facilitate the collection of relevant data in relation to factors like fatigue, accident, deaths, trip time and distance to adequately measure safe driving plans.

This data is being used to form a base-line for trend observation and change tracking within Toll and the road transport industry.

Initial results show lives have been saved and that there has been a clear increase in compliance.



'One Moment Please'

New Paralympian Program DVD

Hundreds of workplaces have been inspired by the stories of Paralympians, as part of the WorkCover Paralympic Speakers Program, which began just prior to the Paralympic Games in 2000.

The workplace safety message these athletes promote has been further strengthened with the release of a new WorkCover DVD, 'One Moment Please'. The DVD is aimed at raising awareness of workplace safety and return to work using the real-life experiences of paralympians.

The DVD replaces the original video and contains inspirational stories and anecdotes from the five paralympians. It's a free of charge resource that businesses of all sizes can use to deliver workplace safety and rehabilitation messages to staff.

The messages these athletes deliver is about working safe, thinking safe and going home safe. They are inspiring examples of people who have returned to work and returned to life after an incident, with the support of their family and friends, the Australian Paralympic Committee, team mates, fellow athletes and WorkCover.

The WorkCover Paralympic Speakers Program continues to be a major success in helping employers, workers, young people and the general public understand the significance of workplace safety and the physical, emotional, social and financial costs of workplace injuries.

It gives employers a valuable opportunity to personalise the workplace safety message. By having a Paralympian speak to staff, it emphasises the reality of safety, and the impact an accident can have, both at home and at work. The athletes talk about the difficulties of day-to-day activities that we all take for granted like playing with our children, participating in sports and going to work.

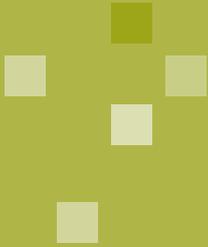
Nigel Smith is one of the Paralympic athletes sponsored through the program. Having lost his leg in an industrial accident, he didn't just return to work – Nigel went on to represent his country in volleyball.

He endured numerous operations and months of rehabilitation before he was able to stand and move using a prosthetic leg. Nigel delivers the powerful message that workplace safety is a personal choice and disregarding it can have tragic consequences.

"All it took was a split second for my life to change forever," he says.

To secure your free copy of the 'One Moment Please' DVD, call WorkCover on (02) 4321 5344 or email to events@workcover.nsw.gov.au.





"What a great program and what a perfect way of reaching people on the need for being constantly vigilant with workplace safety. Terry Giddy was fantastic and he touched everyone he addressed with his story."

- **Secretary, National Institute of Accountants**

"Thank you for your support of students here at Lidcombe TAFE College. Students and staff were amazed at Kahi's story and his delivery was fantastic. His efforts are inspirational and his time given so freely to all was much appreciated."

- **Senior Head Teacher, South Western Sydney Institute of TAFE**

To find out what other organisations have to say about the Paralympian Sponsorship Program, log on to the WorkCover website at www.workcover.nsw.gov.au and follow the links to Initiatives > Paralympian Sponsorship Program > Related topics > Raving fans

A STORY WORTH TELLING

When Kahi Puru was crushed in a forklift accident, doctors were not worried about saving his leg. They were worried about saving his life.

Kahi was 29 years old when his left leg was amputated at the hip following the accident.

However, Kahi has gone on to become one of Australia's best bench press powerlifters, a devoted husband and father, and a qualified fitness instructor.

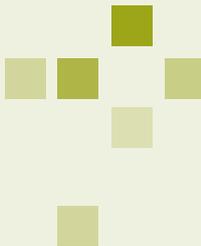
Refusing to let his disability restrict his life, Kahi has established himself as a world-class athlete, having represented Australia at the Sydney Paralympic Games in 2000.

After mastering the strength and skill required in powerlifting, Kahi has turned to a new challenge: hand cycling. He has competed in numerous New York Marathons and is preparing for the upcoming Paralympics.

His rigorous, six-day a week training regime is testament to his determination to succeed at whatever challenge lies ahead.

Married with four children, Kahi enjoys taking time out from his busy training schedule to spend time with his family.

As an athlete proudly sponsored by WorkCover, Kahi's inspirational story sends a powerful message about the importance of workplace safety and the need for employers and workers to work together to ensure the safety of one another.



worker status

Employers can now seek assistance to clarify the status of workers for premium calculation purposes.

A worker status ruling service has been launched that will enable employers to work out who to include on their workers compensation policy wage declaration. It provides an avenue to seek clarification and certainty about the status of a person where an employment relationship exists.

Given the changing employment relationships that exist in the workplace, it has not always been easy to clarify the status of a person who may be defined as a 'worker' or 'deemed worker' (as described in the *Workplace Injury Management and Workers Compensation Act 1998*).

It has been evident that some work situations cannot be strictly categorised. As such, the workers compensation legislation was amended in 2005 to allow employers to apply for prospective private rulings about the status of workers/contractors for premium calculation purposes.

Employers may now seek a private ruling – a binding notice from WorkCover – that identifies workers, deemed workers or contractors.

ONLINE SELF-ASSESSMENT TOOL

As part of the worker status rulings program, WorkCover NSW has developed an online self-assessment tool to guide employers on the status of workers. The self-assessment tool is the first step in deciding if an employer wishes to lodge a private ruling application.

The worker status self-assessment tool is anonymous and simple to use. It is designed for simple employment situations and provides a result on the status of a person(s) based on the employment relationship between the employer and the person(s) in question.

The tool identifies the status of the person(s) through a series of simple questions. Based on the information provided in each of these questions, the tool will generate a report containing an indicative decision on their worker status.

Since the inception of the service, the website has received over 5,000 hits and the hotline has received well over 200 telephone calls from a diverse range of industries including construction, agriculture, retail and health.

PRIVATE RULING

The result of the worker status self-assessment is non-binding – it is simply a guide that helps employers. If, after completing

the tool, you wish to still seek clarification, it is recommended you lodge an application for a private ruling.

Please note that a private ruling on worker status does not have an impact on a person's ability to lodge a workers compensation claim and cannot be used in any claims proceedings.

In addition, it is only valid and relevant to the situation described on the application.

WHERE TO GO

The worker status self-assessment tool and the private ruling application form are available at www.workcover.nsw.gov.au. Additional information, including a series of frequently asked questions and 'worked examples' from various industries is available under 'workers compensation/private rulings'.

A dedicated branch has also been established at WorkCover and can be contacted toll free on **1800 024 205** or email privaterulings@workcover.nsw.gov.au. If you do not have access to the internet, you can obtain all the information from the website by contacting the branch.

WORKED EXAMPLE

This example demonstrates some of the key indicators of a contractor in the heavy transport industry:

- supplies their own materials, truck and equipment
- contracts to other large companies and does not work exclusively for this company
- is paid on a job-by-job basis
- truck driver subcontracts the work
- the driver advertises services in the Yellow Pages
- is registered for GST.

Though the driver may wear a uniform of one company he/she represents, this is not a sufficient indicator of a worker situation. All indicators need to be considered when deciding the status of a person or person(s).

Note that this is an example only from the assessment process and cannot be relied upon to give a definite decision.

Faster

dispute resolution

Delays in decisions about a worker's benefits can create unnecessary and inappropriate disputes, hinder an injured worker's recovery and return to work and create unnecessary costs for everyone involved.

A key to preventing unnecessary disputes is to have a safety mechanism in place that facilitates quick action to ensure delays are minimised.

These new arrangements for the management of workers compensation claims were implemented on 1 November 2006 in order to facilitate quick action to ensure delays are minimised.

Under the new arrangements, if a worker does not receive a response from the insurer on their claim for workers compensation or their request for a specific benefit within the required time frame, the worker can contact WorkCover's Claims Assistance Service (CAS) to intervene on their behalf.

CAS will give the injured worker a reference number and contact the insurer to confirm they have received the documents necessary to make a decision.

The insurer is required to inform CAS within five days of the action they have taken and/or will take. Within seven days CAS will provide written advice to the worker about the insurer's response. Armed with this information, the worker can decide on the most appropriate course of action (although in many cases nothing further will be required because the problem will have been resolved).

Other changes to the management of workers compensation claims include restricting the number of medical examinations a worker can be asked to attend by their

employer and insurer. There is also a new requirement that a worker is provided with all information an insurer uses if rejecting their request.

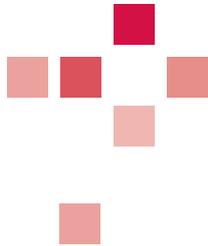
If a worker lodges an application for dispute resolution at the Workers Compensation Commission, they are also assured of a speedy resolution of the dispute.

To assist this process, both workers and insurers are required to provide all information to each other prior to the application being received at the Commission. Open and frank exchange of information ensures that all parties understand the request and the reasons for the decision.

MORE INFORMATION

WorkCover's plain language guidelines for claims management - *WorkCover Guidelines for Claiming Compensation Benefits* and *WorkCover Guidelines on Independent Medical Examinations and Reports* - have been revised in consultation with employers, unions, insurers and the legal and medical professionals to reflect the new arrangements. A booklet entitled *Your Recovery and Return to Work* also provides information on injury management and workers compensation. Also available is *Independent Medical Examinations*, a brochure outlining the processes and requirements for independent medical examinations.

Publications are available along with other related information from WorkCover's website www.workcover.nsw.gov.au - just follow the links from the button entitled 'Dispute prevention and resolution legislative amendment 2005' - or from the publications hotline on **1300 799 003**. Alternatively, call the WorkCover NSW Assistance Service on **13 10 50**.



WorkCover NSW

Safe Work Awards

2007

CALL FOR ENTRIES

While a safe and healthy workplace is a legal requirement for all NSW workplaces, these Safe Work Awards seek to recognise those organisations and individuals who lead the way towards achieving safer workplaces.

CATEGORIES FOR ENTRIES INCLUDE

1. Best workplace health and safety management system
2. Best solution to an identified workplace health and safety issue

3. Best workplace health and safety practices in a small business
4. Public sector leadership award for injury prevention and management
5. Best individual contribution to workplace health and safety

The Safe Work Awards categories are aligned with the national Safe Work Australia Awards. Winners of each category are automatically entered into the national awards.

For further information and application forms visit www.safeworkawards.com.au or call **02 4321 5344**

Surf Lifesaving

Partnership

In a ground breaking initiative, WorkCover and Surf Life Saving NSW will be working together to promote workplace safety under the 'Safe Business is Good Business' partnership program.

The program aims to increase awareness and capacity of Surf Life Saving Clubs to manage occupational health and safety, workers compensation and injury management within their small business operations. It forms part of WorkCover's Business Assistance Unit industry partnerships initiative, which has seen the development of a number of successful industry partnerships.

PILOT PROGRAM

NSW Minister for Commerce, John Della Bosca, launched the pilot program at Terrigal Surf Lifesaving Club on Thursday 22 February and applauded the partnership forged between the two important NSW institutions.

'This partnership between WorkCover and Surf Lifesaving NSW is another addition to the Lemma Government's support of the 100 year celebration of Surf Lifesaving in NSW,' said Mr Della Bosca.

WorkCover's Business Assistance Unit (BAU) will conduct the program with Surf Lifesaving Central Coast as a two-month pilot. It is then expected to be rolled out to all Surf Lifesaving clubs throughout NSW.

As part of the pilot program, Surf Lifesaving Central Coast and each of the 15 Surf Lifesaving clubs will take part in a safe business advisory forum and individual workplace advisory visits presented by WorkCover's BAU officers.

As the clubs are managed as small businesses with various services like kiosks, venues and coaching, the BAU visits will address specific areas of concern and potential strategies for improvement of the operations of each small business.

Central Coast Surf Lifesaving Chief Executive Officer, Chad Griffith, is enthusiastic about the pilot program taking place in his clubs.

"OHS and workers compensation are important issues, especially considering the amount of community members who use the small business operations of a local surf club," he said.

BENEFICIAL PARTNERSHIP

Surf Lifesaving NSW, Chief Executive Officer, Phil Vanney, reiterated the need for Surf Lifesaving Clubs throughout NSW to operate safer workplaces.

"While Surf Life Saving NSW has always promoted strong OHS practices to our clubs and members, there is no doubt that this partnership with WorkCover NSW will be a great benefit to the movement.

"Surf Lifesaving has to deal with workers compensation and injury management, and being able to work more closely with WorkCover will allow issues to be resolved a lot more quickly.

"There has already been interest from around the state in expanding the program up and down the coastline."

The partnership with Surf Lifesaving NSW is one of a number forged under the BAU industry partnerships initiative.

The unit has previously worked with the Civil Contractors Federation of Australia and the Professional Hairdressers Association, and is currently working with the Institute of Automotive Mechanical Engineers and the Retail Traders Association.

Initial discussions with the Automotive Mechanical Engineers state-wide committee received a positive response and resulted in the development of a tailored program from the BAU.

OHS and workers compensation sessions are planned for the 30 NSW Institute committees throughout NSW. The sessions focused on the specific issues affecting the automotive industry, with the provision of workplace advisory visits for members where requested.

A survey of members has been completed with the Retail Traders Association to assess their needs in terms of a tailored program from the BAU. This survey received a positive response and the BAU is now working with the Retail Traders Association to tailor a program to suit their needs.

BAU is interested in forging further partnerships with associations from a wide range of industries. If your industry association would like to secure further information on this initiative, please contact WorkCover's Business Assistance Unit on 13 10 50 or email businessassist@workcover.nsw.gov.au.



Calendar of events

EVENT TYPE	TITLE	EVENT DATE	EVENT TIME	SUBURB	ADDRESS
Workshop	Safety in construction	Mon 16th April 2007	Registration from: 4:00pm Session: 4:30pm - 6:30pm	Batemans Bay	Batemans Bay Soldiers Club Lot 2 Beach Road BATEMANS BAY
Workshop	Safety in construction	Wed 18th April 2007	Registration from: 4:00pm Session: 4:30pm - 6:30 pm	Goulburn	Goulburn Soldiers Club 15 Market Street GOULBURN
Workshop	Introduction to Occupational Health and Safety and Workers Compensation	Tue 24th April 2007	Registration from: 6:00pm Session: 6:30pm - 8:30pm	Lismore	Lismore RSL Sports Club 202 Oliver Avenue GOONELLABAH
Workshop	Introduction to Occupational Health and Safety and Workers Compensation	Tue 3rd April 2007	Registration from: 5:30pm Session: 6:00pm - 8:00pm	Penrith	Penrith Panthers Leagues Club Mulgoa Road PENRITH
Workshop	Introduction to Occupational Health and Safety and Workers Compensation	Mon 23rd April 2007	Registration from: 5:30pm Session: 6:00pm - 8:00pm	Campbelltown	Campbelltown RSL Carberry Lane CAMPBELLTOWN
Workshop	Introduction to Occupational Health and Safety and Workers Compensation	Tue 24th April 2007	Registration from: 5:30pm Session: 6:00pm - 8:00pm	Harbord	Harbord Diggers Evans Street HARBORD

Labour hire in Food Industry under focus

An innovative campaign has focused on raising awareness of the occupational health and safety responsibilities food manufacturers have towards their labour hire workers.

WorkCover has joined Australian and New Zealand workplace safety authorities in a campaign that targets food industry workers.

The campaign focuses on improving the capability of host employers and labour hire agencies to jointly manage OHS responsibilities.

"Labour hire workers in the food industry are often at a higher risk of injury due to a lack of familiarity with the host workplace, inadequate pre-placement assessment, inadequate induction and training and insufficient OHS consultation," says NSW Minister for Commerce, John Della Bosca.

"A nationally consistent campaign is helping to provide clarity for both the primary employer and host workplace."

As part of the joint approach, workplace safety authorities have developed nationally consistent guidance outlining the role and responsibilities of:

- Labour hire employers placing workers at a host employer's workplace; and
- Host employers using labour hire employees to carry out work in their workplace.

During the national campaign, safety inspectors will visit more than 200 workplaces across Australia (including 50 in New South Wales) and 20 in New Zealand to provide practical advice and assistance about safety requirements specific to the food industry.

To further assist businesses understand safety issues, WorkCover conducted a series of free information sessions for host employers and labour hire agencies involved in food manufacturing across the Sydney metropolitan area.

The Minister said the national campaign is another example of the states working together to harmonise key areas of workplace safety and workers compensation.

"By working collaboratively with industry and other jurisdictions, we can continue to cut red tape for workers and employers, particularly for those operating across more than one state," Mr Della Bosca said.

Labour hire firms and host employers have equal responsibility for occupational health and safety, injury management and workers compensation.

LABOUR HIRE FIRM FACT SHEET

Labour hire firms' responsibilities cover the whole of the recruitment cycle from pre-placement and placement to post-placement. To meet their obligations and labour hire firms must:

- identify and assess workplace risks
- negotiate appropriate controls
- give appropriate OHS induction training
- provide personal protective equipment
- implement systems for hazard and incident reporting and recording
- review, monitor and evaluate worksites through ongoing inspections
- implement consultation arrangements
- make available company policies and procedures
- undertake appropriate client matching.

HOST EMPLOYER FACT SHEET

The host employer has authority and control of the workplace and over duties performed. This means there is a strong expectation that the host employer will ensure the safety of contract workers. Host employers must:

- identify, assess and control risks in the workplace or work site
- induct contract workers regarding the site and duties
- provide ongoing training
- provide personal protective equipment
- provide for emergencies and first aid
- contact the labour hire firm prior to any change in duties, environment, plant or operations
- provide adequate supervision
- establish consultation procedures with employees
- provide safe operating procedures
- monitor, review and evaluate safety systems.

The Host employer fact sheet is available on the WorkCover website www.workcover.nsw.gov.au by clicking on the links to Publications > OHS > OHS Responsibilities.

safety campaign

Mobile plant in the construction industry was the recent focus of a safety campaign by Australian and New Zealand workplace safety authorities.

High-risk construction sites and associated road works were targeted during February and March, with workplace safety inspectors visiting more than 600 worksites across both nations.

The inspectors focused on the use of mobile plant and the adequacy of traffic control arrangements in and around work sites. Appropriate action was taken where the safety of construction workers and members of the public was in jeopardy.

Inspectors also provided practical advice and assistance where needed. This included the distribution of guidance material to assist employers maintain the necessary controls

to ensure mobile plant operations comply with the relevant safety obligations.

Working near moving plant can be a high-risk activity. It is particularly hazardous in situations where there are people or other vehicles sharing the same site or roadway (see 'common hazards').

Systems of work must ensure that no one is at risk when working near or with moving plant. The campaign has been a great opportunity to remind employers and contractors of the importance of developing effective systems in a collaborative manner with their workers.

WorkCover's *Code of practice on moving plant* and industry standards on traffic control are available from the WorkCover website www.workcover.nsw.gov.au, by calling the publications hotline on **1300 799 003**, or by calling the WorkCover Assistance Service on **13 10 50**.

COMMON HAZARDS

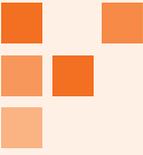
Powered mobile plant is extremely hazardous when it is operated in situations where:

- There are people or other vehicles sharing the same site or roadway. Pedestrians and bystanders are particularly vulnerable in zones where mobile plant and machinery is operated as the operator's vision may be restricted and plant, which is apparently idle, may move with little warning.
- The plant is poorly maintained. There have been recorded instances where plant has been operated even when it was known that safety critical components, such as brakes and steering, were defective.
- People carrying out maintenance are also at risk from passing traffic, from equipment falling while raised, and from heavy components, such as buckets, not being properly supported.
- The plant is operated in the vicinity of overhead or underground electrical equipment (risk of electrocution to the operator and others in the vicinity of the plant).
- The base on which the plant operates is unstable (i.e., subject to slippage, subsidence or collapse).
- People use the mobile plant in an application for which the plant has not been designed (such as pushing, pulling or towing).
- The load on the plant is unstable or unknown or exceeds the rated capacity of the plant.
- Hazardous atmospheres are present, particularly in spaces where a flammable or explosive vapour may be present, e.g., enclosed spaces, trenches.
- Any other work is carried out near the work area.

MOBILE PLANT SAFETY CAN BE IMPROVED WITH KEY WORK PRACTICES SUCH AS:

- Guiding people and vehicles around the mobile plant site and work area.
- Using fencing, barriers, barricades, temporary warning or control signs, or a combination of these to secure the area.
- Planning the direction that plant moves, so the operator's visibility is not restricted
- Using spotters/safety observers to control traffic movement.
- Implementing safe working distances.
- Using audible reversing alarms and/or other technologies or other safe work practices.
- Minimising the amount of moving plant working at one time. Where multiple plant is operated around the work site, a competent person should be used to direct the plant.
- Implementing systems of control and notices at all entrances and exits where construction vehicles or plant enter or leave the work area by public roads
- Identifying designated delivery and turning areas.

high risk work



The national standard for Licensing Persons Performing High Risk Work was declared in April 2006.

The objectives of the standard are to:

- ensure that people have the skills and knowledge to perform high risk work in a safe manner; and
- facilitate the operation of a nationally uniform and efficient system for licensing people doing high risk work.

WorkCover is continuing to participate in extensive dialogue with other States and Territories in relation to broader issues associated with implementation of the National Standard and as part of harmonisation efforts currently underway.

In addition to this, Human Capital Alliance (HCA) were engaged by The Australian Safety and Compensation Council (ASCC) and the Department of Education, Science and Training (DEST) to develop the draft units of competency and assessment tools to support the national standard.

During November and December 2006, assessors, employers, unions, OHS regulators, industry skills councils and associations were consulted across all Australian States and Territories.

The project gave key industry stakeholders, including WorkCover accredited assessors, the opportunity to comment on the 29 units of competency and assessment tools covering all the licence classes in the national standard.

Details on the project, including current status, are available on the WorkCover website www.workcover.nsw.gov.au. On the home page, select the OHS button at the left and follow the link to National Certificates of Competency (NCOC) Licence. Further information is also available at <http://www.humancapitalalliance.com.au/ascc.html>

New newsletter for trainers and

providers

WorkCover accredited trainers and approved providers now have their own workplace safety newsletter.

Produced by the Strategic Licensing and Management Unit (WorkCover's specialist team that accredits trainers, assessors and training courses), the newsletter aims to assist service delivery, as well as keep readers informed of important updates in workplace safety.

Emerging issues in training, first aid and workplace consultation are among the topics covered in the first issue. Other topics include:

- Recent trainer communication survey results, including how the feedback will be used to improve programs for accredited trainers.
- New requirement for minimum number of courses delivered within the three-year accreditation period.
- Age limit reduction for admission to the OHS General Induction for Construction Work in NSW course.

- Availability of the revised administration manuals for trainers and providers of the OHS General Induction for Construction Work and OHS Consultation.
- The role of the Audit Management Team in ensuring compliance with WorkCover standards.
- The launch of the new 'Homecomings' awareness and prevention campaign and its message that workplace safety affects the whole family.
- Mutual recognition of construction induction cards between NSW, Queensland and Victoria.

The trainer newsletter was mailed to accredited trainers and approved providers in early March. It is anticipated that it will be distributed quarterly, and will be a significant benefit to the many trainers and providers who help deliver safer workplaces in NSW.

Smart move for

manual handling

Manual handling takes centre stage with a \$12 million workplace safety initiative aimed at tackling this important issue.

The 'Safe Manual Handling – Smart Move' program will see WorkCover working with workers and employers to develop ways to prevent or minimise injuries.

Every year in NSW there are 17,000 workers who are injured or suffer illness due to manual handling. This represents a third of all workplace injuries and a cost to NSW business of \$335 million a year.

Reducing manual handling injuries in the workplace can bring financial gains as well as other important benefits like:

- reduced pain, suffering and restricted mobility for injured workers
- increased quality of life for injured workers and their families
- increased future earning capacity of injured workers
- increased workplace morale
- increased productivity
- lower staff turnover.

Contrary to popular belief, manual handling is not just about lifting. It is any activity that involves lifting, lowering, pushing, pulling, carrying, moving, holding or restraining. It includes sustained and awkward postures or repetitive movements.

Over the course of the five-year program, WorkCover aims to achieve a 40 per cent reduction in manual handling injuries.

THE PROGRAM INCLUDES:

- one-on-one advice and assistance
- new manual handling resources
- workshops
- conferences
- partnerships with industry
- an awareness campaign.

REDUCING RISK IN YOUR WORKPLACE

- **Housekeeping.** A clean and orderly workplace reduces manual handling risk by removing hazards that could cause slips and trips. Ensure processes are in place to deal with hazards quickly and include housekeeping as part of regular safety audits and/or hazard inspections.
- **Environment.** Before performing a manual handling task, assess the safety of your work environment and how easily a manual handling task can be done. Consider issues like space, temperature and humidity, lighting, floor surfaces, noise and ventilation.
- **Footwear.** Although not a substitute for good floor surfaces and housekeeping, footwear can play a part in reducing the risks of slipping. Appropriate footwear becomes more important where it is difficult to control the condition of the floor, such as during maintenance work.
- **Lifting.** Grasping or releasing objects below knee level is a physically demanding task and a common cause of back injuries. It is important to practice safe lifting techniques and pay heed to other risk factors like duration and frequency of lifting; location of loads; distances moved and characteristics of the load.
- **Posture.** Good posture is important not only in a seated position, but also in any moving position like reaching to grasp, bending or picking up. Since backs are not straight, but have three curves, it is important to maintain a posture that will promote alignment of the back and the maintenance of these normal curves.

Management of manual handling risks through a consultative process is required by legislation in NSW. General training should be provided to all workers who are involved in manual handling, and to OHS representatives, supervisors and managers.

Safe manual handling ► **Smart Move**

Best practice: safety in construction

A construction project in Newcastle has set new benchmarks for safety and productivity.

The \$160 million project was completed eight months ahead of schedule, significantly under budget and with zero lost time due to injuries.

Port Waratah Coal Services (PWCS) approved the 'Project 3D' Kooragang Coal Terminal Expansion at Newcastle in 2005 with an expected completion date in late 2007. It awarded the engineering, procurement, management and construction contract to Bechtel Australia Pty Ltd.

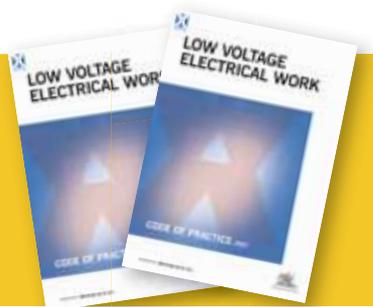
Before the project began, Bechtel and its industrial relations advisor convened a series of meetings with Unions NSW, Newcastle Trades Hall Council and affiliated construction unions, to determine how to approach industrial relations arrangements. PWCS and Bechtel aimed to deliver a project that would set new benchmarks for construction, with OHS a core concern.

Representatives of the parties involved agreed that in their lengthy experience in the industry, Project 3D was the first where both zero lost time injuries (over more than 600,000 labour hours) and zero industrial disputation had been achieved.

KEY FEATURES OF THE SAFETY APPROACH INCLUDED:

- **People-based safety:** all workers were authorised to stop work if a task carried an unacceptable level of risk.
- **Zero incidents team:** a team was established to facilitate a continuous process of improvement, participation, communication and cooperation. It conducted 26 team meetings and 2,224 formal on-the-job observations.
- **Personal safety plans:** these formed part of the mandatory induction program. Each worker was required to write a personal safety plan for the project, setting out how they proposed to keep themselves and fellow workers safe. The plans were then prominently displayed within contractor meeting rooms and crib facilities.
- **One-on-one observation program:** workers observed each other working. There was a 'no blame process' so workers wouldn't think they were telling on their mates.
- **Communication, co-operation and consultation:** this occurred between all the parties. On the communication side, Bechtel and the safety teams distributed project newsletters, safety awareness programs and literature. The newsletters contained messages to employees such as: 'production never comes before your safety at PWCS'.

New publications



The second edition of the Code of practice – *Low voltage electrical work* was gazetted on the 19th January 2007 and is now publicly available.

The Code of Practice was updated to assist employers, self employed persons, electrical contractors and electrical workers to develop and implement safe work practices to prevent injury to persons engaged in electrical work on low voltage installations. Low voltage installations include any and all electrically operated circuits, apparatus and components

in which the electrical voltage exceeds 50 Volts a.c. or 120 Volts d.c. and is at or below 1000 Volts a.c. or 1500 Volts d.c.

Revision of the Code of Practice was necessary to replace references to Clauses 207 and 208 of the Occupational Health and Safety Regulation 2001, which were amended by the *Occupational Health and Safety Amendment (Electrical Work) Regulation 2004*.

The Code of Practice was developed in consultation with members of the electrical industry including relevant unions, employer bodies and government agencies and replaces the first edition of the *Code of practice for low voltage electrical work*, which commenced on the 1st January 2002.

You can obtain a copy of the Code of Practice by visiting the WorkCover NSW website www.workcover.nsw.gov.au and following the links to Publications > Law and Policy > Codes of Practice > Workplaces.

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Prosecutions

STEEL FIRM FINED \$160,000 AFTER GAS LEAK

An incident at Port Kembla steelworks, in which a number of workers were overcome by blast furnace gas, has resulted in a \$160,000 fine being imposed in the NSW Industrial Court.

Australian Steel Mill Services Pty Ltd (ASMS) pleaded guilty to failing to ensure the health and safety of workers under section 8 of the *Occupational Health and Safety Act 2000*.

The incident occurred on 11 April 2004 when attempts were made to isolate and repair a leak of gas containing carbon monoxide from the blast furnace.

Communications problems between work teams resulted in some workers at the Bluescope Steel-owned plant, who were not wearing protective equipment, being exposed to the gas.

WorkCover NSW Chief Executive Officer, Jon Blackwell, commented: "This case emphasises the obligation employers have to ensure the safety of their workers, independently of any existing safety systems that may have been put in place by another party."

\$168,000 IN FINES AFTER SERIOUS INJURY OF M7 WESTLINK WORKER

The NSW Industrial Relations Court ruled that the absence of an experienced supervisor at the M7 roadworks in Western Sydney was a major contributing factor in the serious injury of a worker in 2004.

Fines totalling \$168,000 were imposed on two M7 contracting firms, RMA Demolitions Pty and Visionstream Pty Ltd, over the incident, in which a worker suffered a fractured pelvis and chest injuries when a trench collapsed in on him.

Both companies were prosecuted under Section 8 of the *Occupational Health and Safety Act 2000*.

Visionstream was contracted to relocate underground telephone cables, and it in turn engaged RMA to remove cement pipes from the trench. The contract allowed Visionstream to use RMA's employees, even though they did not have suitable experience in the required task.

WorkCover NSW Chief Executive, Jon Blackwell, commented: "This unfortunate incident illustrates how crucial it is for an experienced supervisor to be present at all times to monitor workers who may be working on an unfamiliar task on an unfamiliar site."

Fatalities

The following is a list of workplace fatalities occurring in New South Wales since those listed in Volume 67 of WorkCover News. This covers traumatic incidents that resulted in a fatality, occurring from 1 October 2006 to 31 December 2006 inclusive.

FATALITIES

- A labourer was critically injured when he was crushed by stone slabs, which fell onto him while they were being moved. The injuries led to the worker's death several weeks later.
- A truck driver was fatally crushed when he tried to prevent a prime mover rolling down a driveway.
- A roofer sustained fatal injuries when he fell from a mobile scaffold.
- A truck driver on a construction site, clearing waste from a tipper tray, was crushed against the tray by another vehicle.
- A labourer sustained fatal head injuries when he fell from a truck while loading it with plant refuse.
- A worker suffered fatal crush injuries when caught in the mechanism of a large cardboard bale press.
- A hay bale wholesaler was crushed when a stack of bales fell onto him after he dismounted from his forklift truck.

- A storeman was thrown from the forklift truck he was reversing, causing fatal injuries.
- A worker standing on a road verge sustained fatal injuries when he was hit by a vehicle.
- A welder was injured in a fall when the mobile scaffold he was working from collapsed.
- An electrician died from electric shock received while servicing an air-conditioner unit.
- A carpenter working on a construction site sustained fatal injuries in a fall.
- A worker was fatally crushed by a falling tree that he had been cutting with a chain saw.
- An electrician died of electric shock while working on an isolated electrical board.
- A farmer received fatal injuries when he was dragged by his tractor.

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

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OHS Risk Management

> 12, 13 March > 2, 3 May
> 4, 5 June > 23, 24 July > 12, 13 September
> 17, 18 October > 26, 27 November

OHS Consultation

> 14, 15, 21, 22 March
> 16, 17, 18, 19 April > 1, 8, 15, 22 May
> 18, 19, 25, 26 June > 16, 17, 18, 19 July
> 6, 7, 13, 14 August > 4, 11, 18, 25 September
> 15, 16, 22, 23 October > 5, 6, 7, 8 November
> 3, 4, 10, 11 December

OHS Workplace Committee Chairpersons Course

> 28 June > 13 December

OHS Committee Refresher Training

> 7 June > 29 October

OHS Fundamentals

> 6, 13, 20, 27 March > 30 May &
6, 13, 20 June > 2, 9, 16, 23 August

Managing Plant Hazards

> 9, 10 May > 28, 29 November

Applying Principles of Occupational Health

> 23, 24 April > 12, 13 November

Developing & Implementing OHS Management Systems

> 7, 8 March > 28, 29 May > 19, 20 September

How to Conduct an OHS Audit of Your Workplace

> 26, 27 March > 3, 4 October

First Aid Certificate

> 16, 17 May > 25, 26 July
> 5, 6 September > 19, 20 November

First Aid Refresher

> 17 May > 26 July
> 6 September > 20 November

OHS Incident Investigation

> 23, 24 May > 29, 30 August

Manual Handling Employee Awareness

> 19 March > 12 June > 27 September
> 12 December

Introduction to Return-to-Work Co-ordination

> 18, 19 June > 20, 21 August
> 14, 15 November

OHS Construction Induction (Green Card)

> 5 March > 4 April > 14 May
> 14 June > 20 July > 15 August
> 10 September > 9 October > 19 November

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

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- > Emergency Response Training
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- > OHS Newsletters
- > Job Hazard Analysis
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- > Accident Investigation
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- > OHS for Labour Hire Companies
- > Site Safety Induction
- > Emergency First Aid
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