

WORKCOVER NEWS

69

The workplace safety and injury management magazine

July – September 2007



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Wed 24 - Fri 26 October 2007
Sydney Showground
Sydney Olympic Park



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JULY 2007 to SEPTEMBER 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

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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 last few months have seen the agenda for change take on considerable momentum. We have changed the way we do business to focus much more on providing information and practical advice to businesses all over NSW.

To help small businesses improve workplace safety, we have introduced financial incentives, including a new \$5 million program that provides rebates of up to \$500 for small businesses who install safety equipment or make safety modifications. We are also expanding our industry solution programs, where technical representatives work alongside industry to help develop practical solutions to difficult safety issues.

In April we launched another major safety initiative that is a practical way to help small businesses in the construction and manufacturing industries reduce injuries, and build a sustainable safety culture. The 2007 WorkCover NSW 'Safe Business is Good Business' mentor program will see 14 of the State's biggest companies act as mentors to almost 70 small businesses across NSW. The program builds on the mentoring pilot held last year, where participants made significant improvements in their safety performance as a direct result of this program.

Increasing awareness about workplace safety is not all we are doing. We are also working hard to improve the NSW workers compensation system. Further premium rate reductions as well as streamlined and simpler administration processes are just some of the ways we are making it easier for employers to do business.

Changes to the regulations around the licensing of asbestos removal come into effect on 1 July 2007. The changes mean any removal of 50 square metres or more of bonded asbestos, must now be undertaken by a licensed operator.

Entries for the 2007 WorkCover Safe Work Awards closed on 9 July. We are looking forward to seeing the innovations developed by businesses around NSW. Winners will be announced at a special awards ceremony on 25 October 2007, as part of the 2007 Safety Show to be held at Olympic Park from 24-26 October.

We all want our families to arrive home safely at the end of each day. This was the theme at the heart of WorkCover's recent advertising campaign, *Homecomings*, held in February and June this year. The campaign stirred a positive response and following its success, is airing again during July and September.

We will continue to work closely with industry to reduce the risk of injuries and fatalities and further improve safety. Safe business is good business – it's as simple as that.

A stylized, handwritten signature in black ink, consisting of a large, sweeping initial 'J' followed by a series of loops and a final horizontal stroke.

Jon Blackwell
Chief Executive Officer
WorkCover NSW

Program launched to

mentor businesses

WorkCover has successfully launched another major safety initiative, where some of the State's biggest companies will assist small businesses meet their workplace safety needs. The 2007 WorkCover NSW *Safe Business is Good Business* Mentor Program will see fourteen organisations from the construction and manufacturing industries act as mentors to almost 70 small businesses across NSW.

The eight month program will involve large organisations acting as mentors, and supported by WorkCover's business advisory officers, will provide a range of support initiatives to assist smaller businesses with their workplace safety, injury management and workers compensation obligations.

Manager of WorkCover's Business Assistance Branch, Policy and Programs Group, Bridget Horne, explained that this year's mentor program builds on the 2006 pilot, where Bovis Lend Lease mentored ten small businesses in the construction industry by providing practical advice and one on one assistance.

"WorkCover received complimentary feedback from businesses which took part in the 2006 mentoring pilot. These organisations have made significant improvements in their safety performance as a direct result of this program.

"The 2007 mentor program has also been expanded to include the manufacturing industry. We have worked extensively with businesses to tailor an appropriate and effective program," she said.

Paul Martin of Ledacon Pty Ltd participated in the 2006 pilot mentor program:

"I have a clear understanding of how an effective safety management system should operate. My mentor and I have developed a logical, practical system which represents the true needs of my business."

WorkCover's construction and manufacturing teams also provided help in the development of this year's program and will play an ongoing role throughout the program with the provision of technical support.

As part of the program, mentor organisations will visit mentee workplaces to identify specific safety and hazard management issues and help tailor safe systems of work, as well as addressing any injury management or workers compensation issues.

Throughout the program, a series of workshops will be held by WorkCover, to further raise awareness among mentees, of workplace safety and injury management practices.

"Safe business is good business and this program is a practical way to help small businesses in the construction and manufacturing industries to reduce injuries and build a sustainable safety culture," Ms Horne said.

WorkCover is already laying the groundwork to extend next year's mentor program to include the rural, retail, health and community services industries.

To find out more about the mentor program and how it can assist your business contact WorkCover's Business Assistance line on **1800 624 097**.

Small business owner, Raylene King and participant in the 2007 mentor program is receiving great value from the program:

"I would just like to say thank you to all at WorkCover for the support at the Safe Business Mentor program last night. Being a very Small Business as we are we have always felt that we had nowhere to go. Most of the seminars were mainly geared around businesses that employed 10 or over. And we do not fit that mould. Now there is finally something for us.

I am a bit apprehensive I must admit as my mentors (The John Holland Group) have so much knowledge in OH &S behind them and mine is very limited.

But we do need help with our OH & S issues and that was the reason I filled in the forms and sent them back. I must admit that I did not think I had a chance of being accepted being only a two man band as we are.

But here I am back in my office after having been to Sydney to the Orientation evening thinking to my self how lucky we are. I know it will not happen yesterday but we now have somewhere to start."



Andrew Papandreas (Sims Group), Heinz Lambrechts (GG's Wood Finishing), Jon Blackwell (WorkCover NSW CEO), and Darryl Woodhouse (Sims Group) at the launch of the 2007 *Safe Business is Good Business* Mentor Program. The Sims Group are mentoring GG's Wood Finishing for the next eight months.

\$12.5 million

safety package

for small business

Rebates on safety equipment, a new safety bus and free safety workshops are just a few of the features of WorkCover's new \$12.5 million Small Business Safety Program.

The program will build on existing successful workplace safety initiatives that help to provide practical assistance for small business in NSW.

Features of the three year Small Business Safety Program include:

- Business Advisory Officers to be based in 14 locations throughout NSW
- A \$5 million program of \$500 rebates for small businesses who install safety equipment or make safety modifications to their workplace
- A second WorkCover safety bus and three new, custom built safety trailers to deliver education and advisory services across NSW
- 1,500 free safety workshops and seminars across NSW over the next three years
- A Confirmation of Advice service so businesses will receive specific written advice from WorkCover inspectors on how to improve safety in their workplace
- An expansion of WorkCover's small business mentor program
- Ten regional small business advisory groups providing a link between local employers and WorkCover

- An expansion of WorkCover's Industry Safety Solutions Program
- A case study and safety ambassador program
- 'Safe Business is Good Business' Weeks across NSW.

For more information on the program, please visit

www.workcover.nsw.gov.au/safebusiness, call **13 10 50** or email: **businessassist@workcover.nsw.gov.au**

WorkCover Business Assistance has included more than 450 free safety workshops across NSW in the past 18 months. Regionally based business assistance officers throughout NSW provide a range of free services to small and medium business including:

- Assistance with WorkCover NSW safety rebate applications
- One-on-one workplace advisory visits (on-site if needed) to give practical information and assistance
- Workshops tailored to business or industry requests.

Safe Business Advisory Forums produced in partnership with local business associations.

safety solutions

Are you or your workplace managers concerned about the cost of introducing safety solutions in the workplace for your staff?

Now WorkCover will meet you half way on the cost of workplace safety solutions when you apply for a WorkCover Safety Solutions Rebate.

The new Safety Solutions Rebate Program has been introduced in NSW to provide an extra incentive for small business operators to work with their employees to better identify and rectify safety problems in the workplace.

Employers who qualify for the rebate will receive half of the costs (excluding GST) of adopting an effective solution to a safety problem in their workplace up to \$500. That means that if you spend \$600, for example, you may be entitled to a rebate of \$300. Similarly, if you spend \$1,000 or more, you may be entitled to \$500.

Although the rebate does not apply to GST, you may claim the GST through the Australian Taxation Office.

To qualify for the rebate, you must:

- be a small business owner employing up to 20 full-time workers (or the equivalent)
- have a current workers compensation policy
- attend a WorkCover safety workshop, or have an advisory visit from a business advisory officer for help with managing your safety issues
- complete an action plan in consultation with your workers, based on information gathered from a workshop or advisory visit. The action plan should demonstrate how you have identified safety problems in your workplace and how you will fix them
- talk with your workers to find a safety solution and then implement it
- submit an application form and copies of your action plan and relevant tax invoices.

Only safety improvements commenced on or after 1 March 2007 are eligible. The rebate can only be provided after the purchase or implementation of an eligible safety improvement.

Phone **13 10 50** to order your Safety Solution Rebate Kit, or call the Business Assistance Branch on **1800 624 097** for further assistance or information about the Rebate Program, workshops or advisory visits.

Visit WorkCover's small business website at

www.workcover.nsw.gov.au/safebusiness to book workshops on-line and to download copies of the rebate kit.

FREE ADVISORY VISIT

Did you know, your local Business Advisory officer provides free workplace advisory visits throughout regional and metropolitan NSW?

Your local Business Advisory officer can assist you to develop your action plan, which is one key element of the rebate program, as part of a workplace advisory visit.

Workplace advisory visits can be held at a time to suit your business needs. For more information, phone the Business Assistance Branch on **1800 624 097**.

WHAT ACTIVITIES QUALIFY FOR THE SUBSIDY?

- Safety technologies, such as closed chemical delivery systems, non-slip floors, machine guarding, fall arrest devices and other technology-based solutions to safety problems.
- Safety equipment, such as mechanical lifting aids, patient slides, conveyors and other devices that increase the safety of patient or materials handling.
- Safety-specific workplace modifications, such as dangerous goods storage cabinets, guard rails, traffic control markings, ergonomic furniture, ventilation and safety changes to work areas.

For more information, phone the Business Assistance Branch on **1800 624 097** or refer to the *Safety Solutions Activities Guide* (available as part of Safety Solution Rebate kit or it can be downloaded from **<http://www.workcover.nsw.gov.au/safebusiness/default.htm>**).

Compensation

update

WorkCover NSW is working to streamline workers compensation, to reduce complexity and improve services for employers and workers. The past year has seen a number of changes resulting in a series of practical measures to improve the daily operation of the workers compensation system.

These changes have delivered lower premium rates for business, enhanced benefits and better outcomes for injured workers as well as a stronger workers compensation system.

CUTTING RED TAPE: MAKING IT EASIER TO DO BUSINESS

WorkCover NSW is continuing to make real improvements to workers compensation to make it easier for employers to conduct business, by reducing costs and eliminating unnecessary administration processes.

Changes to workers compensation administrative arrangements announced by the NSW Government in December last year are expected to save employers more than \$20 million.

New arrangements for workers compensation certificates of currency are being introduced.

To save businesses time and money, from 1 July 2007, certificates of currency within NSW will increase from four months to being valid for up to 12 months. Allowing employers to hold a certificate of currency for the full period of their policy will generate a \$6 million a year saving for NSW businesses.

To further reduce red tape, WorkCover NSW has also removed the requirement for employers to have an external auditor or tax agent certify their wages declarations prior to lodging with their workers compensation agent.

Removing this time consuming administrative process will speed up the lodgment process and save NSW employers \$15 million each year.

CHANGES TO WORKERS COMPENSATION ARRANGEMENTS FOR RESIDENTIAL STRATA SCHEMES

In April, changes were announced that are designed to streamline workers compensation insurance arrangements that are set to benefit more than 45,000 residential strata schemes in NSW.

Currently, individual strata schemes are purchasing separate minimum premium workers compensation policies to cover themselves against the possibility that they may engage domestic employees.

Under the new arrangements, domestic strata title holders will now be able to take out a minimum premium workers compensation policy for domestic workers as part of their general insurance arrangements.

The premium cost under this arrangement will reduce from \$175 to a maximum of \$150, and the new streamlined process will mean less administration for body corporates and strata managers.

Insurers have been invited by WorkCover NSW to apply for the new licence that will allow them to offer packaged workers compensation insurance to residential strata schemes.

WorkCover will publish a list of those insurers who will provide packaged workers compensation insurance to residential strata schemes following the completion of the licencing process on its website.

A STRONG WORKCOVER SCHEME

The WorkCover Scheme continues to strengthen, with the December 2006 independent valuation showing a \$416 million surplus. The most recent valuation builds on the successful turnaround of the Scheme's \$3.2 billion deficit into an \$85 million surplus, in June 2006.

As a result, the Scheme's prudential margin has been increased to an Australian Prudential Regulatory Authority (APRA) recommended 75 per cent.

The improvement in the Scheme's financial position will enable \$250 million to be set aside specifically to assist NSW workers. In addition, the WorkCover NSW Board is currently undertaking a review of workers compensation benefits.

ANOTHER REDUCTION IN WORKERS COMPENSATION PREMIUM RATES

Following the strong performance of the WorkCover Scheme, workers compensation premium rates in NSW will fall by a further five per cent from 30 June 2007. This latest five percent reduction will provide \$115 million a year in savings for NSW businesses.



- A printing shop located on the Mid North Coast with a wages bill of \$110,000 will save \$141 on top of the \$357 saved from the previous rate cuts
- A North Coast electronic equipment repairer with wages of \$381,000 has saved \$1,640 as a result of previous rate reductions and will now save a further \$490
- A building supply wholesaler in Sydney's south-east with wages of \$1.5 million will save \$2,156 on top of the \$7,468 already saved from previous cuts
- A large Sydney security services company with annual wages of over \$17 million will save \$27,385. This is on top of the \$140,000 saved from previous cuts.

In the past 18 months, workers compensation premium rates have been reduced by 25 per cent, saving employers \$675 million a year, and delivering the lowest average premium rate in New South Wales in more than a decade.

PAY YOUR PREMIUM IN INSTALMENTS

From 30 June 2007, more employers will have the option to pay their workers compensation premiums by instalments.

To assist businesses better manage their cash flow:

- employers with a basic tariff premium of \$1,000 or more will be able to pay in quarterly instalments
- employers with a basic tariff premium of \$5,000 or more will be able to pay by either quarterly or monthly instalments.

Further, employers with a premium of more than \$175 who pay their premium in full with a single upfront payment will receive a three per cent discount.

CONTINUAL IMPROVEMENTS

These latest changes build on a series of improvements to workers compensation that are delivering tangible results for employers and workers in New South Wales, including:

- A new service launched in October 2006 to assist employers understand who should be included under their workers compensation policy.
- New measures put in place to improve the claims dispute resolution process. This more streamlined approach

to the management of disputes will help expedite the dispute resolution process. It will also provide greater clarity for injured workers, by ensuring that decisions about disputes are made by relevant experts.

INCENTIVES TO EMPLOY APPRENTICES

The introduction of the *Growing our Skills: Apprentice Incentive Scheme* is set to create 1,000 new apprenticeships this year, and means businesses will see further savings, as wages for New South Wales apprentices will be exempt from workers compensation premium calculations.

Removing wages for apprentices from workers compensation premium calculations for policies starting or renewing from 31 December 2006, will save NSW employers around \$74 million each year. The amount of premium saved will vary, depending on the number of apprentices employed, the apprentice's wage rate, and the employer's WorkCover Industry Classification.

The Scheme is being introduced in two phases, as scheme agents will need time to introduce the necessary systems required for the apprentice premium exemption.

For that reason, during the first year of the Apprentice Incentive Scheme the premium saving will be included in the final premium calculated by an employer's agent at the end of the policy period (using actual wages declared at the end of the policy period). The scheme agent will rebate any credit owing as a result of the adjustment.

In subsequent years, the exemption for apprentices will apply at the beginning of the policy period based on estimated wages, as well as being incorporated into the premium adjustment at the end of the policy period.

WORKING TOGETHER

By working collaboratively with industry, WorkCover will continue to implement improvements to workers compensation to make it easier for employers to do business in NSW and enhance services for injured workers.

Further details about reforms to workers compensation and how they affect you are available from the WorkCover website www.workcover.nsw.gov.au or phone **13 10 50**.

You can also contact your insurer, scheme agent, employer association or advisor.

Safe removal of Asbestos

We all know about the health dangers of asbestos, which is why it's important to get the right training before you become involved in the removal of this hazardous substance.

From 1 July 2007, new laws require you to obtain an asbestos licence if you are removing 50 square metres or more of bonded asbestos – about the size of a single car garage.

From 1 January 2008, this limit will be reduced to 10 square metres or more of bonded asbestos. These changes will increase the number of people needing licences, but more importantly, will reduce the risk of unsafe exposure to asbestos.

WHICH TYPE OF LICENCE?

The type of licence you require depends on the type of asbestos you are removing – bonded or friable. As friable asbestos poses a greater safety risk (see box), the

requirements for this type of licence are far more stringent than for a bonded asbestos licence.

Once you obtain your licence, you need to notify WorkCover before beginning any asbestos removal work. Holders of a bonded asbestos licence can remove any amount of bonded asbestos (e.g., asbestos-cement sheeting, fibro and asbestos pipes) but they are not allowed to remove, repair or disturb any amount of friable asbestos.

Holders of a friable asbestos licence need to obtain a special permit from WorkCover before they can start work, but once this has happened they can remove any amount of bonded or friable asbestos.

HOW TO GET A LICENCE?

To obtain an asbestos licence, you must be able to tick each of the following.

Are you 'Fit and proper'?

This means the applicant (including all directors and partners) should not have any convictions under NSW OHS law; or have provided any false or misleading information about a licence, permit or notification; or failed to comply with the conditions of a licence; or had an asbestos or demolition licence cancelled or suspended in the past.

Have you completed the appropriate training?

You must have completed a supervisor's course in removing bonded asbestos (4 hours) in addition to a bonded asbestos removal course (4 hours). These courses are provided by TAFE NSW, the Asbestos Removal Contractors Association (through the Master Builders Association) and by Comet Training.

Or, if you are removing friable asbestos, you must have completed a supervisors' course in friable asbestos removal (one day) in addition to a friable asbestos removal course (two days). Contact WorkCover on 13 10 50 for details about training courses to supervise the removal of friable asbestos.

Do you have enough experience?

For bonded asbestos, you must have at least three years experience in removing asbestos or three years relevant



WHAT IS THE DIFFERENCE BETWEEN BONDED AND FRIABLE ASBESTOS?

When asbestos fibres are bonded to another material, such as a cement or resin binder, it is known as **bonded asbestos**. It cannot be crumbled, pulverised or reduced to a powder by hand pressure when dry.

By contrast, **friable asbestos** is very soft and weak and was commonly applied as a powder, non-bonded fabric or sprayed as insulation. It is much easier to damage, which significantly increases the likelihood of large numbers of fibres becoming airborne.

Bonded asbestos can turn into friable asbestos if it has been damaged by fire, hail, or illegal water blasting.

experience in an appropriate trade for a bonded asbestos licence (e.g., building, carpentry, demolition work, roofing, construction, kitchen, bathroom or laundry renovation at a suitable supervisory level).

For friable asbestos, you must have at least three years experience in removing friable asbestos, including encapsulation by fully enclosing the work area under negative air pressure.

WHAT TRAINING DO MY EMPLOYEES NEED?

Your workers must have completed a recognised course to remove bonded asbestos (four hours) or a course to remove friable asbestos (two days) before removing any asbestos.

Further information and advice is available from www.workcover.nsw.gov.au or call **13 10 50**.

NSW wins national safety award

Six businesses from across NSW received recognition for developing innovative solutions to workplace safety at the Australian Safety and Compensation Council's annual Safe Work Australia Awards in April.

Robert Petrovski, Health and Safety representative from TNT Express (Mascot Depot), won the national award for *Best individual contribution to workplace health and safety*, and was among 33 finalists from across Australia to compete for the awards.

Mr Petrovski received national recognition for implementing a number of initiatives that significantly improved safety performance, including establishing a depot traffic management team, developing a safety newsletter, and holding regular safety forums with neighbouring organisations.

Other safety initiatives employed by Mr Petrovski included the application of heavy item warning stickers on freight weighing over 20kg, establishing a flood contingency plan for the worksite, conducting regular risk assessments and issuing drivers with sunscreen.

Five workplaces from NSW who were winners in their respective categories at the 2006 WorkCover NSW Safe Work Awards were among the finalists at the national event. The NSW finalists were recognised for implementing a range of safety initiatives including a fall from heights prevention device, innovative OHS risk assessment tools and injury prevention strategies.

These inventive solutions to occupational health and safety, are tangible examples of how employers and workers are determined to create safer workplaces in this State.

Robert Petrovski



Safety initiatives

in the rural and construction industries

In April 2007, the NSW Government launched three new industry safety standards that will assist in bringing a greater degree of safety to those in the rural and construction industries.

The standards form part of WorkCover's Industry Solutions Program, which involves workers, industry experts, designers and manufacturers working together to develop practical answers to long-standing occupational health and safety issues.

Together with industry partners, WorkCover has developed industry safety standards that address the design and use of two of the most commonly used pieces of rural machinery – grain augers and post drivers.



Post driver

Every year, farmers and other users face serious injuries to their limbs and bodies through accidental contact with rotating augers and post drivers that are not properly guarded.

In the four years to June 2005, there were at least seven serious incidents involving augers and four involving post drivers. In many instances, guards have proved ineffective



Grain Auger

or have been removed (and never replaced) to enable easier clearing of blockages.

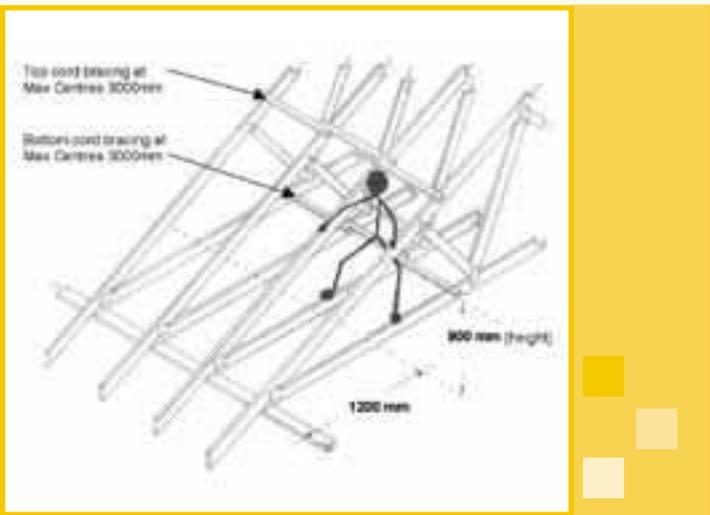
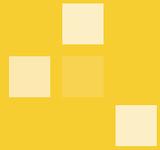
Solutions have now been devised to ensure properly guarded augers and post drivers function normally under all circumstances – and protect the worker at all times. Guards are now required to be securely affixed to all new and second-hand augers and post drivers that are available for sale.

Implementation of the guarding requirements is easy and inexpensive and if applied to all existing machinery, it can contribute to safer workplaces for the rural community.

The third standard launched by the NSW Government relates to the erection of timber roof trusses.

Between 2002 and 2005, falls from heights in the house construction industry totalled 180, representing \$7.3 million in workers compensation costs.

This industry safety standard advocates good planning and procedures to minimise the need to work at heights unprotected. It also recommends working between two erected trusses to ensure simple and effective fall protection.



New fall protection working methods

The standard also covers the proper use of plant and equipment, such as ladders, power tools and cranes, and includes additional fall protection methods when trusses are spaced wide apart (ie greater than 600 mm centres).

To allow industry sufficient time to implement the industry safety standards, WorkCover will provide advice and assistance to manufacturers, designers, users and other duty holders until 30 October 2007. Following this transitional period, WorkCover will verify that the safety measures outlined in the industry safety standards have been adopted.

The standards can be viewed at www.workcover.nsw.gov.au

Murray Valley safe work

project bears fruit

A unique cross-border work safety guide for Murray Valley horticulturalists was launched in May.

The guide contains detailed information about hazards in the fruit, citrus and grape growing industries in the Murray, and includes simple checklists designed to be copied and used in the workplace. The guide is the outcome of a joint project between members of the horticultural industry and work safety regulators in New South Wales and Victoria.

Funding for the guide was provided by the Australian Dried Fruits Association; Victorian and Murray Valley Winegrape Growers' Council; Sunraysia Table Grape Growers Association; Murray Valley Citrus Board, WorkCover NSW and WorkSafe Victoria.

WorkCover NSW CEO Jon Blackwell said the horticultural industry groups in the Murray Valley identified the need for common safety guidance material for their members on both sides of the New South Wales-Victorian border.

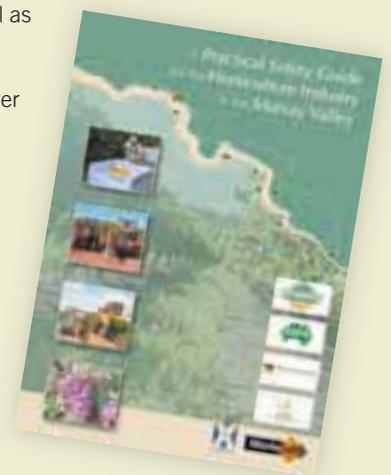
"The advice provided in the guide will assist large and small producers to develop safe work practices in industries which

employ many seasonal workers, as well as permanent workers," he said.

"The guide was developed by WorkCover NSW's Horticulture OH&S Project Reference Group, which also included representatives from the Australian Workers Union, the Victorian Department of Primary Industries and the New South Wales Department of Primary Industry.

"WorkCover NSW welcomed the offer to assist in developing the guide, as this was an opportunity to work with our counterparts in Victoria within the framework of harmonisation between the two agencies," Mr Blackwell said.

Printed and CD copies of the free guide can be obtained from the WorkCover NSW Rural Safety Hotline on **1800 300 377** and website at www.workcover.nsw.gov.au.



Inspectors

in profile

Some new faces will soon be on board to help businesses across NSW improve safety and reduce injuries following the 2007 WorkCover NSW inspector recruitment intake.

Inspectors make an important contribution in helping make workplaces safer in both their prevention and response role. They work closely with employers and workers to assist industry to build its capability to control and manage workplace safety risks and reduce the incidence of injuries.

Inspectors focus on achieving long-term widespread safety outcomes in industries, sectors or occupations through the provision of information, assistance and advice on a range of workplace issues to help employers understand their safety and workers compensation obligations.

WorkCover's safety inspectors are making a difference in workplaces throughout NSW. Meet two inspectors, Chris Moore and Janet Corbett, who both share a passion for improving safety.



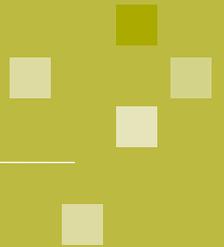
CHRIS MOORE

Chris Moore is a Wadi Wadi man whose people hail from the NSW South Coast. He is also the proud son of Australia's first Indigenous diplomat. Now, Chris is making his own mark on the Australian community by helping keep workers safe.

"I always strive to better myself, and become a mentor for other Aboriginal men and women. I'd like to be seen as someone that they can look at and say, well if he did it I can do it too," he said.

"I've always looked at doing what I can to give back to the community and to Aboriginal people. I think a lot of that stems from what I was taught by my father. It just seemed a natural progression to become an Inspector and help look after people's wellbeing."

Having worked as WorkCover's Aboriginal Liaison Officer, Chris promoted what WorkCover does to Indigenous people, communities and businesses, and he believes this role helped him prepare to become a workplace safety inspector.



“One of the best things about the job is that I am able to help employers and workers better understand their OHS and workers compensation obligations. Assisting businesses understand safety risks and how to reduce them is an important part of what I do,” he said.

“I feel like I can really make a difference, continue to challenge myself & work in a role that is incredibly satisfying,



JANET CORBETT

WorkCover Inspectors may come from diverse backgrounds but the outstanding consensus across the board is the high level of job satisfaction.

Janet Corbett has worked as an Inspector for more than three years and says it's the best career move she could have made.

“I go home at the end of the day, feeling like I have accomplished something significant by knowing someone has

gone home safely to their family as a result of advice I have provided,” said Janet.

Prior to joining WorkCover, Janet was a remedial massage therapist, predominantly helping to rehabilitate workers who had suffered a workplace injury.

“I have long been interested in looking after people's health. Now, rather than heal injuries, I help prevent them.

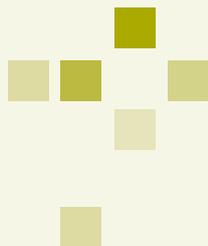
“The majority of my former patients carried injuries from work related incidents, most of which I believed were avoidable.

“I decided to become a WorkCover Inspector to advise and assist industry reduce the element of risk in workplaces. As the saying goes, prevention is far better than cure,” Janet said.

Despite coming from a non-trade or industry related background, Janet found it was a simple transition to become a workplace safety Inspector.

“I completed a TAFE Certificate IV in Work Place Safety and worked at the Office of Fair Trading while preparing to become an Inspector. After joining WorkCover, I also spent six months working alongside an experienced Inspector to observe what they do before going out into the field alone.

“To be good at this job, you don't need a University degree, however, the skills required are quite broad and you do have to have the right mix. You must be organised, autonomous and have great communication skills as you deal with all different kinds of people every day.”



2007

Safety Show

As part of Safe Work Australia Week, WorkCover NSW has again signed on as the principal sponsor of the 2007 Safety Show and Conference.

THE SHOW

The trade show is the premier event for workplace health and safety in NSW and will be held from Wednesday 24 to Friday 26 October at Sydney Showground, Sydney Olympic Park.

With more than 350 exhibitors over three days, the show will feature major innovations in workplace safety solutions, including the latest in dangerous goods handling, working at heights, machine guarding and OHS training.

The event attracts health and safety professionals from a broad range of industry sectors, including manufacturing, building and construction, government, emergency services, transport and freight. Key industry manufacturers, wholesalers and suppliers display the latest resources, developments and technologies in workplace health, safety and manual handling solutions over the three days.

WorkCover's stand will be on the exhibition floor of the Safety Show to provide advice and information on workplace safety for visitors. It will also feature an interactive display that will allow people to explore the wide range of information available on our website.

Last year more than 10,300 people visited the show, and this year's attendance is expected to be even higher. To visit the safety show register at www.thesafetyshow.com.au

LIKE TO EXHIBIT YOUR BUSINESS OR PRODUCT?

The Safety Show is an opportunity for your organisation to show New South Wales how serious you are about safety. The Exhibition and Event Association of Australia estimates more than 70 per cent of trade show visitors intend to make a purchase at the show or in the near future, 54 per cent

of visitors come specifically to see new products and services and almost 50 per cent of visitors attend to seek information or remain up to date with technology. If you would like to exhibit at the show call **03 9654 7773** or email safety@aec.net.au You can also book on line at www.thesafetyshow.com.au and follow the links.

THE CONFERENCE

The Safety Conference, is organised by the Safety Institute of Australia and will run simultaneously with the Safety Show, and will feature more than 90 Australian and international speakers.

The conference will also host an international breakfast, as well as the WorkCover NSW Hypothetical hosted by ABC Radio presenter and science commentator Adam Spencer. The Hypothetical consist of panel discussions by WorkCover representatives and leading industry experts on a range of OHS and workers compensation scenarios.

Kahi Puru, one of our Paralympic speakers will also be the key note speaker at the conference breakfast on the 24 October.

Among the special interest streams at this year's conference are workshops conducted by advisory officers from WorkCover NSW's Business Assistance Branch. The workshops provide an opportunity for small to medium businesses to receive practical advice from experts in occupational health and safety, workers compensation and injury management.

To register for the Safety Conference, the Hypothetical visit www.thesafetyshow.com.au

A 2007 Safety Show and Conference Program will be available in edition 70 of WorkCover News.



WorkCover NSW at Safety Show 2006

2007 SAFE WORK AWARDS

Book your seat at the State's premier safety awards event

A highlight of the Safety Show will be the 2007 WorkCover NSW Safe Work Awards. The awards are an annual gala event where finalists and winners are announced during a black tie dinner.

The Safe Work Awards are a way for WorkCover NSW to recognise excellence, innovation and outstanding commitment to occupational health and safety issues in the workplace. The awards encourage public and private workplaces throughout NSW to develop and implement initiatives that help to achieve a safer work environment.

Most importantly, the awards encourage individual organisations to share what they have learned so that proven safety initiatives can find their way into more workplaces around NSW and result in widespread practical application.

The winners will be announced at the awards dinner on Thursday 25 October 2007 at the Waterview Convention Centre, Homebush Bay.

To purchase a ticket and reserve your place or table at the dinner contact Hanna O'Sullivan from Australian Exhibitions and Conferences on **(03) 9654 7773** or visit **www.thesafetyshow.com.au**

Manufacturing Week

The National Manufacturing Week Exhibition 2007 was held at the Melbourne Exhibition Centre during May.

The event is a key forum for information sharing and the most effective way of accessing new technologies and trends for the manufacturing industry.

The event attracted more than 500 exhibitors and provided an opportunity to source new products and technologies across the entire range of the industry sub-sectors.

The annual event attracted international interest with representatives attending from Germany, China, Switzerland, Czech Republic and New Zealand.

Advisory officers from WorkCover NSW and Worksafe Victoria ran a joint exhibit, representing a consistent and collaborative approach from both jurisdictions towards safety issues within the manufacturing sector.

The stand reflected a tool shed, and attracted more than 800 visitors. Visitors to the stand received expert safety advice from workplace safety inspectors, as well as a range of guidance material and practical tips.

The event also provided valuable exposure to key industry initiatives and allowed both workplace safety authorities to engage key stakeholders about occupational health and safety.



Model 'Tool shed' display stand used by WorkCover NSW and Worksafe Victoria at the Exhibition

DVD to raise awareness of

driver fatigue

A new DVD aimed at helping to prevent long distance driver fatigue has been launched. The DVD was funded under the WorkCover NSW Assist Grants program and developed by the Transport Workers Union and the NSW Road Transport Association.

Member for Mulgoa, Diane Beamer MP, launched the DVD and explained that driver fatigue is recognised as a significant contributory factor linked to many road user deaths.

“The effects of driver fatigue have an enormous impact on loved ones and the community at large.

“This DVD harnesses the expert knowledge of the transport industry and is an excellent example of Government working in partnership with industry to improve safety outcomes,” she said.

Ms Beamer said the DVD provides an insight into the nature of driver fatigue as well as practical guidance on how to deal with it.

“The DVD was developed as part of a continuing education initiative to address key reforms of the NSW Government’s Occupational Health and Safety Amendment (Long Distance Truck Driver Fatigue) Regulation 2005, which commenced in March 2006,” Ms Beamer said.

The initiative aims to assist owner-drivers, company drivers, head contractors, employers and employees across the state through a series of training workshops based on the WorkCover NSW industry guidelines and the provision of an advice and assistance line.

The Regulation is designed to save lives and prevent injuries to both long distance truck drivers and other road users and provides the long haul trucking industry with formal requirements for risk management to address the tragic consequences of truck driver fatigue.

Fatigue Management Plans need to be in place where required, while for the first time, consignors and consignees with more than 200 employees have the responsibility to ensure they do not impose unreasonable deadlines for freight deliveries.

The WorkCover Assist program was established in 2002, and provides grants to a diverse range of industry groups and trade unions for the development of safety initiatives.

The DVD is available through the Transport Workers Union by emailing twu@twu.com.au or view it online at www.youtube.com/watch

TACKLING FATIGUE IN THE LONG HAUL TRUCKING INDUSTRY

WorkCover NSW inspectors are working with long distance freight consignors and consignees to assist them understand their driver fatigue management responsibilities.

Under the *Occupational Health & Safety Regulation 2001*, consignors (businesses involved in arranging the delivery of freight) and consignees (businesses to which freight is to be delivered) with more than 200 employees, have the responsibility to ensure driver fatigue is avoided or managed, including not imposing unreasonable deadlines for freight deliveries.

The truck driver fatigue responsibilities apply where heavy trucks with a gross weight of 4.5 tonnes or more are involved in transporting freight more than 500 kilometers.

The move to work with consignors and consignees follows a successful state-wide program where inspectors have been working with transport operators, head carriers and employers of long distance truck drivers to assist them meet their responsibilities under the regulation.

WorkCover will be contacting consignors and consignees to inform them of the program and reminding them of their legal obligations. They may also be contacted to arrange a time so that inspectors can verify the management systems and documentation they need to have in place to meet their responsibilities.

WorkCover has visited almost 50 transport business over the past months and 82 per cent of these had driver fatigue management plans in place. These encouraging results indicate that, at an operator level, genuine attempts are being made to see truck driver fatigue eliminated or appropriately managed.

WorkCover, in partnership with industry, has delivered more than 40 presentations on the new fatigue regulation to a variety of stakeholder groups across NSW and interstate with more than 1,500 people have attended these sessions from more than 500 companies.

Further information about the program along with facts sheets on the regulation are available from www.workcover.nsw.gov.au or by phoning the WorkCover Assistance Service on 13 10 50.

construction sites

Turning the noise down in the construction industry is a priority issue that has prompted the recent signing of a new Memorandum of Understanding (MoU) between WorkCover NSW and industry.

Thirteen members of the Construction Safety Alliance and five industry partners have signed the MoU with WorkCover, committing their support to a program of noise management strategies. The CFMEU NSW, Master Builders Association NSW, the Australian Constructors Association and the Civil Contractors Federation also signed the agreement.

During the 2005 NSW Workplace Safety Summit, noise management in the construction industry was identified as a priority and a number of recommendations were made to address the issue. In response, WorkCover and industry partners, instigated a program to raise the profile of noise as a hazard and importantly commit to a number of deliverables such as education programs, noise monitoring on site and noise reduction controls to be introduced over the next 12 months.

The program has been developed around signatories to the MoU implementing noise management programs in conjunction with their sub-contractors and in line with the requirements of the 2004 *WorkCover Code of practice for noise management and protection of hearing at work* (Catalogue no.150).

Signatories also are participating in audits by WorkCover to examine the noise management strategies at three stages:

- the commencement of the program
- after a six month period
- at the completion of the program.

PARTICIPATING MEMBERS OF CONSTRUCTION SAFETY ALLIANCE

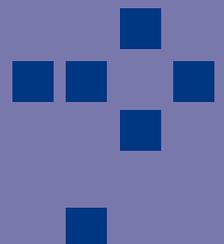
Abigroup Contractors Pty Limited, A W Edwards Pty Limited, Australand Holdings Limited, Baulderstone Hornibrook Pty Ltd, Bovis Lend Lease NSW, Kell & Rigby Pty Ltd, Laing O'Rourke, Lipman Pty Ltd, Mirvac Development New South Wales, Multiplex Constructions Pty Ltd, Southern Cross Constructions (NSW) Pty Limited, Thiess, Westfield Design & Construct Pty Ltd.

OTHER INDUSTRY PARTNERS

John Holland Pty Ltd, Leighton Contractors Pty Limited, Department of Commerce, Roads and Traffic Authority, Sydney Water.

SUPPORTING ORGANISATIONS

Australian Constructors Association, Civil Contractors Federation, CFMEU NSW, Master Builders Association NSW.



FOLLOW-ON STRATEGIES

WorkCover also has three new strategies aimed at reducing construction industry workplace noise to support the MoU.

The first will involve a WorkCover visit to construction equipment hire companies to encourage them to identify the level of noise produced by each piece of equipment they hire out.

The second strategy includes a visit to importers and suppliers of known noisy equipment to encourage the development of new engineering methods and techniques to minimise noise levels.

The third strategy is in conjunction with signatories to the MoU. It will identify items of plant and equipment in the construction industry that appear to produce excessive noise. The strategy will encourage importers and suppliers of such plant and equipment to provide additional silencing or reduce noise emissions by engineering and/or design improvements.

Workers exposed to noise in the workplace face a potential health and safety risk and are encouraged to consult with their employers and workplace supervisors to help develop ways to reduce the risk. If excessive noise cannot be eliminated, personal protective equipment or other prevention methods must be considered.

For further information about workplace noise and this program, contact WorkCover on **13 10 50** or visit **www.workcover.nsw.gov.au**.

Noise induced hearing loss is irreversible. Therefore preventing exposure at the earliest possible opportunity is critical.

The extent of hearing loss worsens over the length of time of the exposure, as well as with an increase in the intensity of the sound levels.

Workers exposed to noise often complain of tinnitus (ringing in the ear), nervousness, sleeplessness and fatigue.

Excessive noise exposure can reduce job performance and may cause high rates of absenteeism. It also can be a safety issue, as it can distract attention, and drown out the sound of a malfunctioning machine, alarm signal or a warning shout.

HOW DO I KNOW IF MY HEARING IS AT RISK?

As an informal guide, if the noise around you in the workplace makes it necessary to raise your voice to communicate with someone who is one metre away, your hearing may be in danger.

Other indications of hearing risk may include ringing in the ears or reduced hearing capacity for a short period after noise exposure.

Smart Move

conference
a success

WorkCover's *Safe manual handling – smart move* conference held on 13 June 2007 focussed attention on the latest manual handling initiatives.

The conference, held at the Crowne Plaza in Parramatta brought together professionals and strategic partners to share information on the management of manual handling risks and injuries, and how workplaces can improve their manual handling outcomes.

The internationally recognised guest speakers were well received by the audience who came from a broad range of industries. One Occupational Rehabilitation provider said "It was a chance to rethink some of the issues I manage every day." Another participant from the education sector said "We need more of these conferences – more often".

President of the International Ergonomics Society, David Caple, presented on the future of manual handling strategies. The focus of his address was on an holistic and integrated approach to manual handling challenges. This approach encompasses the worker, the task, tools, environment, work organisation and company culture.

Participants were impressed with David's approach. "Ultimately this is what we would like to do," said a local

government participant, "David's presentation is a great example of how to do it holistically."

Associate Professor, Wendy Macdonald, from La Trobe University described the key findings of her important research into workplace hazards that are the strongest predictors of work-related musculoskeletal injuries and presented a new risk management framework. The research identified the importance of psychosocial hazards when assessing risks and that risk is highest when both physical and psychosocial hazard levels are high.

Showing the human face of injury, Paralympian and a member of WorkCover's Paralympian speaker program, John Marshall, explained how his injury has affected his working life. John spoke touchingly about the small things in his home life that he most misses since his injury, and warned attendees at the conference about the importance of appropriate manual handling processes.

"It's the everyday things you take for granted that I can't do anymore, like going for a stroll with my kids along the beach and feeling the surf rush over my toes," said John.

"You only have one body – look after it, as you never know what is around the corner. A major injury is a catastrophic



Panel members from left to right: Annie Owens, Wendy Macdonald, James O'Loughlin, John Watson, Jeanette O'Brien, Jon Blackwell and David Caple



Manual handling incidents are the most common workplace injury and occupational disease in NSW. Approximately 17,000 workers are injured or fall ill each year related to manual handling. This represents one third of all workplace injuries and costs NSW business around \$335 million a year.

Over the course of the next five years, WorkCover aims to work with stakeholders to achieve a 40 per cent reduction in manual handling injuries.

WHAT IS MANUAL HANDLING?

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

All or any of these activities have the potential to cause injury or illness to workers.

The parts of the body that are most affected by manual handling include the back, shoulders, abdomen, knees and the pelvic region. Common injuries include sprains and strains, muscle, tendon and soft tissue disorders, and hernias.

Find out more about manual handling at www.workcover.nsw.gov.au

event, that can not only change your life forever, but also have a profound effect on the lives of your family," he added.

The afternoon saw a lively panel discussion facilitated by ABC radio and television presenter, James O'Loughlin, on the many facets of manual handling for businesses. WorkCover CEO Jon Blackwell, OHSD General Manager John Watson, Energy Australia's Jeanette O'Brien and the Liquor, Hospitality and Miscellaneous Union's Annie Owens joined our guest speakers to discuss how office workers and cleaning staff are often overlooked when traditional manual handling activities such as lifting were prominent in an industry. The discussion reinforced the need for employers to lead safety and to consult with their staff in all facets of their organisation – from those in traditional manual handling roles such as working on a production line to office staff and cleaners. Audience feedback was that the panel "raised issues with clear solutions to complex situations," and that "James O'Loughlin was great. This discussion was very interesting and fun!"

Many participants said they eagerly looked forward to the next conference:

"This was great information and useful for a large range of stakeholders – a high quality program"

"One of the best conferences I have ever attended."

"Great venue – great speakers – very informative – great conference"

While enjoyed by participants, they also indicated they will use the information provided. "This conference has broadened my perspective on the manual handling issue and will change the way I train and consult with industry. I will be better able to support WorkCover's initiatives including *Safe manual handling - smart move.*"



Safe manual handling ► **Smart Move**

Free seminars promote safe

use of forklifts

A series of free seminars to promote the safe use of forklifts are underway to help ensure businesses use safe work practices when operating forklifts, including ensuring the safety of pedestrians.

The seminars are being held across NSW until September and are targeted at managers and supervisors who have responsibilities to ensure safe work procedures are established around the use of forklifts in the workplace.

Employers and workers who use forklifts must take extra care when working with the machines, as there are a significant number of workplace incidents involving them.

In the most recent serious incident, in April 2007, a 21-year-old storeman was killed driving a forklift when the machine rolled, striking him in the neck at a Sydney warehouse.

The safe operation of forklift trucks, and the development of appropriate workplace traffic management plans was one of the topics highlighted at the 2005 Workplace Safety Summit held in Orange.

WorkCover is participating in a series of free seminars organised by the Australian Industrial Truck Association in Sydney, Newcastle, Orange and Wollongong. A range of other speakers from industry will be presenting at the seminars.

There is a range of safety procedures that must be adhered to by forklift drivers in the workplace. Forklifts must only be used by certified drivers and be used for the purposes for which they were designed.

Incidents involving forklifts can be prevented when everyone involved in the workplace cooperates to ensure that the appropriate safety controls are followed.

The seminars will cover a range of issues related to forklift safety including:

- Safe work systems to manage the safety of bystanders, pedestrians and contractors during forklift operation
- An update on the national and international standards. This includes current draft changes to Australian Standard 2359, with a brief overview of the proposed changes and details of the public comment process

- A presentation on the safe use of LPG on forklift trucks. This is particularly relevant in light of the recent product recalls of LPG cylinders and changes to the Australian Standard for the storage and handling of LPG
- A presentation from WorkCover NSW regarding a number of changes to the Certificates of Competency issued by WorkCover and how this affects the Certificates of Competency for the use of forklift trucks
- Best practice research undertaken by Monash University over the last three years.

To book a place at an upcoming seminar call **1300 789 606**.

A range of safety information, including publications and guidance material on working with forklifts, is available from www.workcover.nsw.gov.au or by calling the WorkCover Assistance Service on **13 10 50**.

The Australian Industrial Truck Association is running seminars in Sydney, Newcastle, Orange and Wollongong. A range of other speakers from industry will be presenting at the seminars.

Call **1300 789 606** to book a place.

ORANGE

Tuesday 17 July 2007
12.30 to 4.00pm
Turners Vineyard

WESTERN SYDNEY

Tuesday 7 August 2007
9.00am to 12.30pm
Rooty Hill RSL Club

WOLLONGONG

Tuesday 4 September 2007
9.00am to 12.30pm
University of Wollongong

Fall from heights

research program

WorkCover NSW is undertaking a research project aimed at improving the effectiveness of its falls from heights prevention programs.

The project commenced in May this year and will gather information from employers in high risk industries including:

- Construction
- Manufacturing
- Retail/wholesale and storage.

The latest data available shows falls from heights in NSW have dropped from 3,691 in 2001/02 to 3,091 in 2003/04.

The figures are still too high, and we must work together to do all we can to reduce them. In addition to the suffering and hardship caused by the tragic loss of life and injury resulting from falls from heights, the direct financial cost in 2003/04 exceeded \$74.4 million, and the indirect costs \$226 million.

Information from the research project will enhance WorkCover's fall prevention programs. Information will be collected through WorkCover workshops, advertising, surveys and inspector visits.

WorkCover's initiatives to date have succeeded in reducing the number of workplace falls, but by improving the effectiveness of our campaigns, we are confident that we can accelerate that reduction.

The research project will involve employers in the Riverina, North Coast, New England, the West and Central West regions of the state over an 8 week period.

Further information on how to prevent falls from heights is available from www.workcover.nsw.gov.au or by calling **13 10 50**.

WorkCover investigates illegal

fireworks haul

WorkCover NSW is investigating a large cache of illegal fireworks discovered on a rural property near Goulburn in April.

A targeted compliance check by officers from WorkCover's Dangerous Goods Unit led to the discovery of a shipping container half filled with dangerous fireworks, including rockets and bungers.

The investigation is part of WorkCover's long-term commitment to track down and remove illegal fireworks from the community.

Last year, inspectors from WorkCover's Dangerous Goods Unit seized the biggest haul of illegal fireworks in NSW history, 25 tonnes, with a street value of \$500,000 – on a rural property in Sydney's west.

The impressive results achieved by the Dangerous Goods Unit demonstrate WorkCover's resolve to eliminate the black market in illegal fireworks and make NSW communities safer.

Under NSW laws, the sale and purchase of fireworks without a WorkCover permit is punishable by fines of more than \$27,000, and jail terms of up to 12 months. In 2006 a NSW man was sentenced to 12 months' imprisonment for illegal fireworks sales.

WorkCover uses the testing facility TestSafe Australia to dispose of fireworks.

TestSafe Australia is a safety testing and research facility that offers manufacturers and suppliers a comprehensive range of safety testing, certification and approval services in the electrical/electronic, mechanical and personal protective equipment fields.

The facility is internationally recognised for testing, research and certification and are dedicated to the improvement of workplace safety, particularly in hazardous locations.

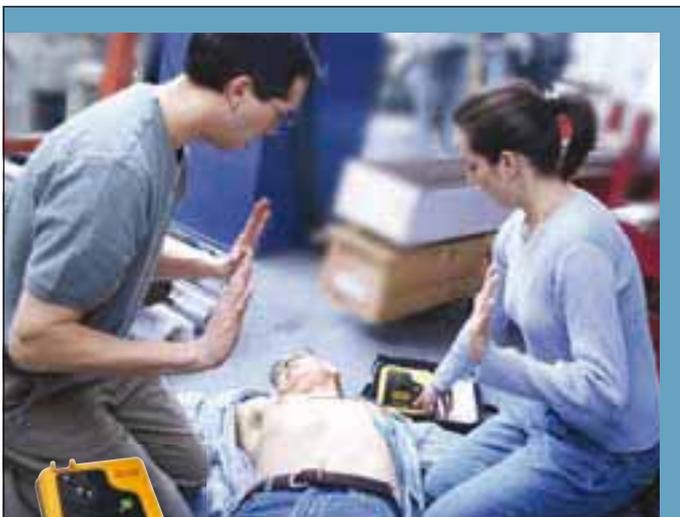
Fatalities

The following is a list of workplace fatalities occurring in New South Wales since those listed in Volume 68 of WorkCover News. This covers traumatic incidents that resulted in a fatality, occurring from 1 January 2007 to 31 March 2007 inclusive.

FATALITIES

- A 3 year old received fatal crush injuries when he ran under the track of an excavator
- A worker was fatally stung by a bee whilst removing rubbish from a farm
- An apprentice jockey sustained fatal head injuries from a fall during a race
- A worker sustained fatal injuries after falling approx 3.5 metres from a scaffold onto concrete
- A worker sustained fatal crush injuries from the boom of a crane after he slipped while extracting foundation posts on a rural property
- A worker was electrocuted while standing on a ladder to work on lighting circuits
- A maintenance worker received fatal crush injuries when a cotton press was activated
- A worker was killed in an explosion, which resulted from sawdust igniting during welding
- A worker was fatally injured when a brick wall fell on him.

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



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'iYOUNG!' WORKERS POSTER COMPETITION

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Voting for the **Peoples Choice Award** is easy to do and is open to everyone.

Whether you have entered a poster yourself, know someone who has entered or are keen to support safety in the workplace for young workers, log on to www.youngworkers.com.au and place your vote for the finalist in both the high school and tertiary categories.

So get involved, your vote will support young workers awareness of safety in the workplace.

Winners of the **People's Choice** and **Industry Choice Awards** will each receive an iPod nano.

www.YOUNGWORKERS.COM.AU

*online voting available in September and October 2007.
*free posters from 2006 poster competition available online



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Fax (02) 4325 4145
Postal address
WorkCover NSW
Locked Bag 2906
LISAROW 2252

WorkCover Assistance Service

Office hours 8:30am – 5:00pm
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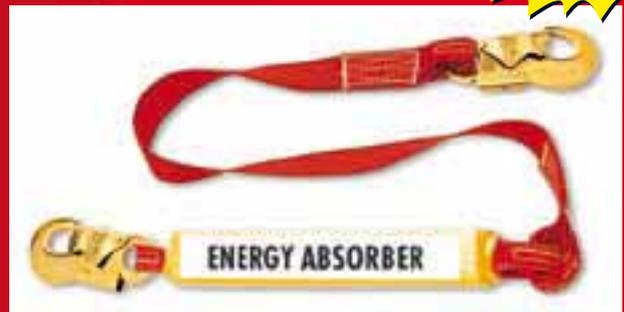
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OHS Risk Management

> 23, 24 July > 12, 13 September
> 17, 18 October > 26, 27 November

OHS Consultation

> 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

> 29 October

OHS Fundamentals

> 2, 9, 16, 23 August

Managing Plant Hazards

> 28, 29 November

Applying Principles of Occupational Health

> 12, 13 November

Developing & Implementing OHS Management Systems

> 19, 20 September

How to Conduct an OHS Audit of Your Workplace

> 3, 4 October

First Aid Certificate

> 25, 26 July
> 5, 6 September > 19, 20 November

First Aid Refresher

> 26 July
> 6 September > 20 November

OHS Incident Investigation

> 29, 30 August

Manual Handling Employee Awareness

> 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)

> 14 June > 20 July > 15 August
> 10 September > 9 October > 19 November

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- > Accident Investigation
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