

WORKCOVER NEWS

The workplace safety and injury management magazine

ISSUE
73
Jul-Sep
2008



Running To Beijing

Heath Francis WorkCover NSW Paralympian Speaker



Public Courses Training Calendar 2008

(WorkCover NSW Accredited & Specific Purpose Courses)

Vital Training for Effective Risk Management

Also available on-site

JULY 2008 to DECEMBER 2008

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OHS Consultation

(A WorkCover NSW Accredited Course)

Jul	Wed	2	Thur	3	Wed	9	Thur	10	Parramatta	PAR7
Jul	Thur	3	Fri	4	Thur	10	Fri	11	City	CIT7
Jul	Fri	4	Fri	11	Fri	18	Fri	25	Parramatta	PAR72
Jul	Mon	7	Tue	8	Mon	14	Tue	15	Parramatta	PAR73
Jul	Mon	7	Tue	8	Mon	14	Tue	15	Hurstville	HUR7
Jul	Wed	9	Thur	10	Wed	16	Thur	17	Chatswood	CHA7
Jul/Aug	Tue	15	Tue	22	Tue	29	Tue	5	City	CIT72
Jul	Wed	16	Thur	17	Wed	23	Thur	24	City	CIT73
Aug	Fri	1	Fri	8	Fri	15	Fri	22	City	CIT8
Aug	Fri	1	Fri	8	Fri	15	Fri	22	Chatswood	CHA8
Aug	Mon	4	Tue	5	Mon	11	Tue	12	Parramatta	PAR8
Aug	Wed	6	Thur	7	Wed	13	Thur	14	City	CIT82
Aug	Wed	6	Thur	7	Wed	13	Thur	14	Rooty Hill	RH8
Aug	Wed	6	Fri	8	Wed	14	Thur	15	Parramatta	PAR82
Aug	Wed	13	Thur	14	Wed	20	Thur	21	Campbelltown	CAM8
Aug	Wed	13	Thur	14	Wed	20	Thur	21	Hurstville	HUR8
Aug	Wed	20	Thur	21	Wed	27	Thur	28	City	CIT83
Aug/Sep	Mon	25	Tue	26	Mon	1	Tue	2	Parramatta	PAR83
Sep	Mon	1	Tue	2	Mon	8	Tue	9	City	CIT9
Sep	Mon	1	Mon	8	Mon	15	Mon	22	Campbelltown	CAM9
Sep	Tue	2	Wed	3	Tue	9	Wed	10	Chatswood	CHA9
Sep	Thur	4	Fri	5	Thur	11	Fri	12	Parramatta	PAR9
Sep	Mon	8	Tue	9	Mon	15	Tue	16	Rooty Hill	RH9
Sep	Mon	8	Mon	15	Mon	22	Mon	29	Hurstville	HUR9
Sep	Thur	11	Fri	12	Thur	18	Fri	19	City	CIT92

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: \$610 (\$671 incl. gst)

Sep/Oct	Tue	16	Tue	23	Tue	30	Tue	7	City	CIT93
Sep/Oct	Wed	24	Thur	25	Wed	1	Thur	2	Parramatta	PAR92
Oct	Wed	1	Thur	2	Wed	8	Thur	9	City	CIT10
Oct	Wed	1	Thur	2	Wed	8	Thur	9	Chatswood	CHA10
Oct	Fri	3	Fri	10	Fri	17	Fri	24	City	CIT102
Oct	Wed	8	Thur	9	Wed	15	Thur	16	Parramatta	PAR10
Oct	Thur	9	Fri	10	Thur	16	Fri	17	Campbelltown	CAM10
Oct	Fri	10	Fri	17	Fri	24	Fri	31	Parramatta	PAR102
Oct	Mon	13	Tue	14	Mon	20	Tue	21	City	CIT103
Oct	Tue	14	Wed	15	Tue	21	Wed	22	Hurstville	HUR10
Oct	Mon	20	Tue	21	Mon	27	Tue	28	Parramatta	PAR103
Nov	Wed	5	Thur	6	Wed	12	Thur	13	Parramatta	PAR11
Nov	Wed	5	Thur	6	Wed	12	Thur	13	Chatswood	CHA11
Nov	Wed	5	Wed	12	Wed	19	Wed	26	City	CIT11
Nov	Thur	6	Fri	7	Thur	13	Fri	14	City	CIT112
Nov	Thur	6	Fri	7	Thur	13	Fri	14	Rooty Hill	RH11
Nov	Thur	13	Fri	14	Thur	20	Fri	21	Hurstville	HUR11
Nov	Thur	20	Fri	21	Thur	27	Fri	28	Parramatta	PAR112
Nov	Thur	20	Fri	21	Thur	27	Fri	28	City	CIT113
Nov/Dec	Mon	24	Tue	25	Mon	1	Tue	2	Parramatta	PAR113
Dec	Mon	8	Tue	9	Mon	15	Tue	16	Parramatta	PAR12
Dec	Mon	8	Tue	9	Mon	15	Tue	16	City	CIT12
Dec	Wed	10	Thur	11	Wed	17	Thur	18	City	CIT122
Dec	Thur	11	Fri	12	Thur	18	Fri	19	Parramatta	PAR122

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: \$570 (gst free)

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

Jul	Tue	8	Wed	9	City	CITR7
Jul	Tue	22	Wed	23	Parramatta	PARR7
Aug	Mon	11	Tue	12	City	CITR8
Aug	Thur	27	Fri	28	Parramatta	PARR8
Sep	Wed	3	Thur	4	City	CITR9
Sep	Tue	9	Wed	10	Parramatta	PARR9
Oct	Wed	15	Thur	16	City	CITR10
Oct	Wed	22	Thur	23	Parramatta	PARR10
Nov	Mon	17	Tue	18	City	CITR11
Nov	Mon	17	Tue	18	Parramatta	PARR11
Dec	Wed	3	Thur	4	City	CITR12
Dec	Thur	4	Fri	5	Parramatta	PARR12

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: \$550 (\$605 incl. gst)

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

Jul	Mon	28	Tue	29	Parramatta	PARS7
Aug	Mon	25	Tue	26	City	CITS8
Sep	Mon	29	Tue	30	Parramatta	PARS9
Oct	Wed	22	Thur	23	City	CITS10
Nov	Mon	3	Tue	4	Parramatta	PARS11

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: \$320 (\$352 incl. gst)

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

Jul	Thur	17	Parramatta	PARC7
Aug	Fri	29	City	CITC8
Sep	Tue	23	Parramatta	PARC9
Oct	Mon	27	City	CITC10
Nov	Tue	11	Parramatta	PARC11
Dec	Fri	12	City	CITC12

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: \$340 (\$374 incl. gst)

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

Oct	Wed	29	Parramatta	PARC10
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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: \$320 (\$352 incl. gst)

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

Jul	Mon	13	City	CITF7
Aug	Fri	29	Parramatta	PARF8
Sep	Wed	17	City	CITF9
Oct	Thur	30	Parramatta	PARF10
Nov	Tue	4	City	CITF11
Dec	Thur	4	Parramatta	PARF12

construction general ohs induction

(A WorkCover NSW Accredited Course)

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: \$160 (gst free)

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

Jul	Mon	21	City	CITCN7
Jul	Mon	21	Parramatta	PARCN7
Aug	Mon	18	City	CITCN8
Aug	Mon	18	Parramatta	PARCN8
Sep	Mon	15	City	CITCN9
Sep	Mon	15	Parramatta	PARCN9
Oct	Tue	28	City	CITCN10
Oct	Tue	7	Parramatta	PARCN10
Nov	Mon	10	City	CITCN11
Nov	Mon	10	Parramatta	PARCN11
Dec	Tue	2	City	CITCN12

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: \$350 (\$385 incl. gst)

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

Sep	Fri	26	Parramatta	PARP9
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For more information call one of our Training Consultants on:

02 9516 1499

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- with experienced & professional trainers, well-presented course materials and standardly-run courses, and
- our current record is 655 booked courses delivered without cancellation (from 19/10/04 to 30/06/07).

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PO Box 622
 Broadway NSW 2007
 Fax: 02 9516 3644
train@courtenell.com.au

Visit our website
www.courtenell.com.au
 for information on our courses, OHS information & recent editions of our publication 'Your Safety Matters'.

Contents

WorkCover NSW Head Office

92-100 Donnison Street,

Gosford NSW 2250

Ph: (02) 4321 5000

Post: Locked bag 2906,

Lisarow NSW 2252

www.workcover.nsw.gov.au

Workcover Assistance Service

Workplace Health, Safety, Injury,

Management

& Workers Compensation Enquiries

Ph: 13 10 50

Subscription Enquiries

Ph: 1300 799 003

Advertising Enquiries

Ph: (02) 4321 5204

ISSN 1033/5064

Catalogue No: WCO 5652

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The continued improvement of the NSW WorkCover Scheme is good news for employers and workers.

With the latest independent actuarial report for December 2007 showing the Scheme now in surplus to the tune of \$1.2 billion it is clear that the major injury management, return to work and workers compensation reforms introduced since 2001 are having a positive impact.

A solid return on investment income, improved claims management and reduced legal costs, along with the lowest injury rates since the Scheme began in 1987 are testament to a successful and healthy workers compensation scheme for businesses and workers in NSW.

These improvements have enabled the NSW Government to reduce workers compensation premiums by an average of 30% since December 2005 and increase benefits for injured workers. The WorkCover Scheme in NSW provides the most comprehensive range of workers compensation benefits in Australia along with low and stable premiums.

WorkCover NSW will continue to work with Scheme agents to further improve outcomes for injured workers and ensure that the workers compensation system continues to be effectively managed.

The fact that around 17,000 people in New South Wales are seriously hurt in workplaces through manual handling incidents each year places a huge cost burden on employers. In recognition of this, the inaugural Smart Move Week was held in May 2008 and focused on practical solutions to reduce manual handling injuries.

The week was successful in raising awareness of manual handling risk, with WorkCover NSW working with industry to spread the safe manual handling message as widely as possible. Our business advisory officers and inspectors helped businesses across the state with practical advice on how they could improve manual handling practices, which in turn will help make their workplaces safer and more productive.

Preventing manual handling injuries is a priority for NSW businesses, and will continue to be a priority for WorkCover NSW.

A stylized, handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke.

Jon Blackwell

Chief Executive Officer
WorkCover NSW

SafeWork Awards

October 2008

One of the many activities to be held during SafeWork Australia Week in October 2008 is the WorkCover NSW SafeWork Awards.

These awards will culminate in a gala presentation dinner on the evening of Wednesday 29 October to announce the winners in each SafeWork Awards category.

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

In conjunction with the 2008 Sydney Safety Show and Conference, the SafeWork Awards Black Tie Dinner is the night of nights for the safety industry. Delegates will enjoy a fabulous dinner, great live entertainment and the chance to mix with likeminded industry representatives in a formal but relaxed atmosphere.

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

The winners will be announced at the Black Tie Dinner on Wednesday 29 October.

To reserve your place at the dinner contact
Hanna O'Sullivan from Australian Exhibitions and Conferences on
(03) 9654 7773 or visit www.safeworkawards.com.au and select Ceremony.

Date: Wednesday 29 October 2008

Time: 7pm for 7:30pm start

Venue: Acer Arena Ballroom

- Olympic Boulevard, Sydney Olympic Park

Cost: \$110 per ticket or \$990 for a table of ten tickets.

**Finalists receive two free tickets,
overnight accommodation including breakfast.**

Dress: Black tie / Formal

Entertainment: Live entertainment by Jelly Bean Jam



Aluminium Workers Get Involved In Injury Management

Aluminium smelter workers at Hydro Aluminium Kurri Kurri are encouraged to be active participants in their own rehabilitation as part of a multidisciplinary approach to injury management.

Introduced in January 2006, the approach was designed to address the impact and improve the outcome of workplace injuries. Health interventions include an in-house electronic communication system, an on-site exercise rehabilitation program and a system for identifying and managing psychosocial exposures.

Hydro Aluminium return to work coordinator, Cheryl Fall, explained that workers are predominantly 12-hour shift process operators, and present with sprain and strain injuries.

Program Interventions Include: Consultation With Doctor

"When a worker reports an injury and receives a consultation with our occupational physician it is our priority to ensure they are kept informed about their condition," Cheryl said.

"The doctor explains the diagnosis, what the treatment entails and what symptoms they can expect over the next 24 to 48 hours. We want the employee to come away from the consultation feeling confident about their condition and knowing they have a role to play in their recovery."

Psychosocial Management

Injury rates from 2005 found that around 30 per cent of injuries had a psychosocial background.

For example, a worker might consult the doctor about back pain, but in the course of the consultation it is discovered that there are external emotional issues or stressors that may be contributing towards the physical injury. Treatment of the underlying emotional issues often resulted in the physical symptoms correcting themselves.

Depending on the physician's diagnosis, a range of other referrals to the onsite chaplain, human resources or a clinical psychiatrist are considered.

Physical Therapy

Rather than being referred offsite for rehabilitation, the program includes an onsite gymnasium managed by a qualified exercise therapist. ***"Once an injury is stabilised the employee undergoes treatment sessions in the gymnasium where they are able to actively participate in their own recovery, giving them a sense of responsibility and ownership for their rehabilitation," Cheryl said.***

To further promote this involvement, injured workers are kept on shift - restricted to light manual handling or office duties - rather than being removed from work as was done previously.

In-house Electronic System

An in-house electronic communication system is used to provide ongoing information to all stakeholders regarding the injury management of individual employees while observing appropriate criteria for privacy, confidentiality and consent.

During consultations with the employee, the doctor emails the employee's supervisor with the diagnosis and indicates whether there are to be any limitations, as well as the recommended treatment. Updates are provided when each medical review is conducted.

Health Education

Monthly staff newsletters about medical issues in the workplace, from fatigue to medical imaging, are distributed



Safe Business Is Good Business

to promote understanding of work related injuries and their correlation to health and lifestyle issues.

Positive outcomes of Hydro Aluminium Kurri Kurri's injury management health interventions include:

- a reduction in lost work hours due to injuries
- a reduction in the number of employees performing restricted duties
- most importantly, a strong sense of motivation by employees to take an active part in their rehabilitation.



We all want our families to arrive home from work safely every day.

- In 2006/2007 there were 29,326 serious workplace injuries reported
- 5,205 cases resulted in permanent disability
 - 98 deaths resulted from workplace injury or disease

**Don't Become A Statistic...
Get Assistance**

Did You Know

- **Over The Phone:** Information and assistance on workplace health and safety, injury management and workers compensation.
- **Face To Face:** Practical workplace safety advice and tools relevant to your business.
- **Online:** A Free, simple way to determine who is a worker or a contractor. Use the anonymous online self-assessment tool OR lodge an application for a binding private ruling by visiting workcover.nsw.gov.au/workerstatus.
- **Direct To You:** WorkCover News and e-News keep you up to date with the latest news in workplace safety and injury management. Subscribe to these and other mailouts regarding WorkCover NSW information, advice, assistance, programs and activities.

**For more information about how
WorkCover NSW can assist you to
achieve a safer workplace
Call 13 10 50
or Visit workcover.nsw.gov.au**



New Recruits To Improve Safety

In April 2008 the latest group of trainee inspectors graduated and were inducted into the WorkCover NSW inspectorate.

In addition to the 11 trainees, a number of experienced inspectors attended the annual graduation ceremony to receive awards.

The Minister for Industrial Relations, the Hon John Della Bosca, opened proceedings by underlining the importance of the work undertaken by the inspectors.

"By working closely with industry, WorkCover inspectors have assisted in bringing workplace injuries and fatalities in NSW down to their lowest levels in 20 years," Mr Della Bosca said.

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

"These Government targets are ambitious and the development of the inspectors is essential to achieving them. Rather than just enforcing legislation, the approach of today's inspectorate focuses on practical advice and guidance for businesses – on problem-solving rather than punishment. Statistics support this position, with inspectors

being 20 times more likely to offer assistance to an employer or worker than any form of official sanction," Mr Della Bosca said.

The training that inspectors receive ensures consistently high standards across the inspectorate. Before graduating with a Diploma of Government, inspectors cover over 100 topics during 10 months of intense classroom study. They then complete ongoing assignments whilst engaging in fieldwork and practical study with experienced colleagues. The result is an inspectorate competent in risk management, case investigation and dispute resolution, as well as thoroughly versed in legislative requirements and the appropriate sanctions to make workplaces safe.

The graduation ceremony also recognised the achievements of some experienced WorkCover inspectors. John Sharpin and Mark Stothard joined previous WorkCover recipient Billy Hopkins by attaining an Advanced Diploma in Government. There are only five people in Australia who currently hold this prestigious qualification, with two out of those five employed by WorkCover.

WorkCover continues to develop its staff to help make NSW workplaces safe. The recruitment campaign for the next generation of inspectors

commenced on 20 May 2008 and continued through June and July.

To find out how WorkCover can assist your business, or for more information on a career as a WorkCover inspector visit www.workcover.nsw.gov.au.



Pictured above:

Mark Stothard (left) and John Sharpin (right) with their Advanced Diplomas in Government.



Pictured above:

All the award winners.

Construction Teams Managing For Safety Workshops

One year on, WorkCover NSW's free Managing for Safety workshops continue to help builders, subcontractors and a range of workers in the construction industry ensure safety in the workplace.

Around 40 workshops were delivered in 2007. The success of these workshops in providing advice and practical assistance to participants led to the continuation of the program in 2008. Two broad categories of workshops have been developed to meet the needs of different sized businesses:

- full day sessions aimed at smaller organisations and sub-contractors.
- half day sessions tailored to the requirements of a specific business and aimed at project and site managers.

Over 560 people attended the workshops in 2007. However, the impact of the program was much broader as it allowed participants to provide advice to more than 4000 employees and their colleagues across NSW.

At the conclusion of the workshops participants demonstrated improvement in a range of areas, including identifying occupational health & safety (OHS) priorities, consulting with employees and developing and implementing procedures.

Follow-up surveys carried out three months after each workshop confirmed that participants' improved knowledge of OHS requirements was being put into practice. In particular, they have been able to use information obtained in these workshops to develop site-specific management plans, incorporating daily risk assessment checks and safe work method statements.

At the conclusion of the sessions, participants received a certificate of attendance, able to be used as up to six points

towards 'continual professional development', approved by the Office of Fair Trading for builder's licence holders.

"It was great value to learn the expectations that WorkCover has and how to implement them," commented one attendee. Another described the course as *"a very good overview of OHS policy and procedures. It helped me to gain perspective on how OHS issues are currently handled in the construction industry."*

With the **OHS Regulation 2001** imposing obligations on all employers to implement safety and risk management processes in all workplaces, these free workshops are a great place for small to medium businesses to start.

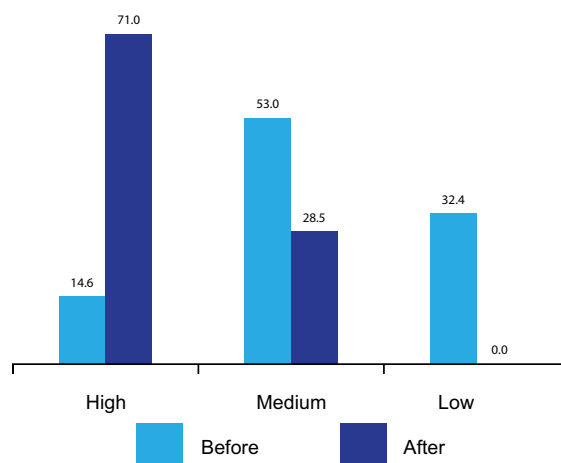
WorkCover is also offering a 'safety solutions' rebate to eligible businesses attending a workshop, refunding half of the cost (up to \$500) of adopting a good solution to a safety problem in the workplace.

WorkCover held more general workshops in June and July. Larger sites can request tailored advisory sessions for their organisation by contacting WorkCover as below.

For more information on these workshops contact WorkCover on **13 10 50** or visit www.workcover.nsw.gov.au.

IMPLEMENTING PROCEDURES

(% of participants that rate their ability before and after Workshops)



Asbestos Threshold Changes

Recent changes to asbestos licensing requirements will protect workers, even when dealing with small quantities of asbestos in building materials.

A WorkCover NSW licence is now required by all workers involved in the removal or disturbance of bonded asbestos within a 10 square metre limit. This represents the second of a two-stage reduction in the threshold above which a WorkCover licence is required, following the initial reduction from 200 square metres to 50 square metres in July 2007.

This lowering of the threshold requirement is expected to have a significant long-term contribution to workplace safety. Although one of the two main types of asbestos was banned from use in the 1980s, it was not until December 2000 that all asbestos use was prohibited in Australia. For this reason, asbestos is present in many buildings to this day, in a variety of materials ranging from asbestos-cement sheeting to water pipes and floor tiles.

Who Is Affected?

Sole traders and bathroom renovators are among the new group of workers who need to apply for a licence.

In addition, building contractors engaged in smaller projects must contact WorkCover for a specific permit at least seven days before every asbestos-removal job they undertake. This case-by-case monitoring ensures compliance with

nationally-agreed work methods as well as current legislation.

WorkCover has revised and simplified the licence application forms to accommodate this new group of workers, but applicants must still meet the following broad criteria:

- *must be 'fit and proper' (including having no convictions under NSW occupational health & safety law)*
- *must have undergone appropriate training*
- *must possess at least three years relevant experience.*

These criteria are required of every applicant regardless of whether they are removing 10 or 100 square metres of asbestos. Once they have obtained a WorkCover licence, workers are deemed capable of removing any amount of bonded asbestos.

Workers must still apply for a separate licence for the handling of friable asbestos. The strict regulations concerning friable asbestos remain unchanged.

For more information visit the WorkCover website www.workcover.nsw.gov.au and follow the links to OHS, then Asbestos and Fibro.

Bonded asbestos refers to asbestos fibres combined with a binder material such as cement or resin that cannot be crumbled by hand pressure when dry. When disturbed, this bonded material can release hazardous, fine asbestos fibres into the air that can be inhaled by workers or the public.

Penetrating into the deepest part of the lungs, the fibres can cause lung cancer, mesothelioma (malignant tumour) and asbestosis (inflammation). The more severe cases of these can kill.

The occupational exposure standard for all types of asbestos is 0.1 fibres per millilitre of air. However, the unknown element in the dangers of asbestos relates to the time delay between exposure and the onset of symptoms. In many cases it can be between 25 to 40 years after someone has worked with asbestos before they are diagnosed with a related disease.

Spreading The Word On Workplace Safety

WorkCover NSW and the NSW Aboriginal Land Council recently formed a partnership to address workplace safety concerns within NSW Local Aboriginal Land Councils.

Through the partnership it was agreed to conduct workshops at 11 cluster-training sites across NSW, utilising WorkCover inspectors and members of the WorkCover Business Assistance Branch. The audience at these workshops comprised CEOs

and/or Board members of 119 Local Aboriginal Land Councils across NSW.

Members of WorkCover's Aboriginal and Torres Strait Islander Network (WATSIN) were responsible for preparation of the workshops. Business Advisory Officer Marie Tuahine and Inspector Andy Grauner put together a comprehensive program designed to meet the needs of the Indigenous audience.

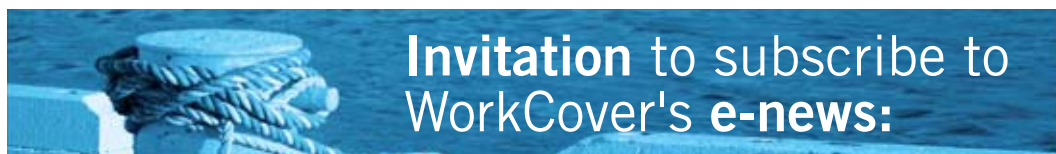
The first round of workshops was conducted at Griffith and Batemans Bay with the remaining workshops conducted throughout April 2008. Eliminating much of the usual jargon surrounding workplace safety, the workshops were conducted more as a sharing of knowledge in a conversational style, rather than a lecture. The workshop presentations were highly visual and interactive, making the subject matter more appealing.



The program was recently presented to the Heads of Workplace Safety Authorities with the aim of taking the program to a national audience.

Pictured left:

Representatives of Local Aboriginal Land Councils working together with WorkCover NSW staff.



Would you like to be?

- Kept posted on safety alerts
- Informed of the latest updates to Occupational Health and Safety and Workers Compensation legislation
- Notified of WorkCover Safety Workshops and seminars in NSW and your local area
- Provided with information regarding rebates, grants and subsidies
- Brought up-to-date on new publications and forms available



To subscribe To WorkCover's e-News for all of this and more simply visit www.workcover.nsw.gov.au/eNews

For further information please contact WorkCover on 13 10 50.



Running To Beijing

Heath Francis WorkCover NSW Paralympian Speaker

Meet Heath Francis, 2008 Beijing Paralympic track athlete, recent university graduate with a double degree in business and commerce, and **member of the WorkCover NSW sponsored Paralympian Speakers Program.**

Having completed his studies early this year, Heath is now dedicating his time to training in the lead up to the Paralympic Games in Beijing. He will compete in the 400 m, 200 m and 100 m track events and in the 4 x 100 m relay team.

"For me, it's not so much about winning the medals, I just want to run some great races," says Heath.

Heath lost his right arm in a farming accident when he was just seven years old. Since that time he has been determined not to let his injury affect his life and has so far racked up three gold and two silver medals at the 2000 Sydney Paralympics and two silver and two bronze medals at the 2004 Athens Paralympics.

In 2006 Heath won the Men's 200 m EAD (Elite Athletes with Disabilities) event in front of 85,000 people at the Commonwealth Games in Melbourne.

Heath has been part of the WorkCover Paralympian Speakers Program for eight years. **He has visited many workplaces and spoken**

about his experiences to thousands of people, always imparting the message of working safe, thinking safe and going home safe.

WorkCover NSW is backing Heath all the way to Beijing and beyond and wish him all the best of luck in each event that he takes part in.

The Paralympian Speakers Program brings to the fore men and women who, despite having suffered permanent injuries, have become leaders in their chosen sport and represented Australia in major sporting events.

These remarkable athletes are available to come to your workplace and share with you the impact a serious workplace injury can have on you, your family and your workmates.

Through their inspirational stories of despair, courage and triumph, these athletes drive home a powerful message about the importance of working safe, thinking safe, and going home safe.

To find out more about the Paralympian Speakers Program or to order your copy of **'One Moment Please'** (a DVD introducing you to the Paralympian athletes) visit **www.workcover.nsw.gov.au** and follow the links to Initiatives and the Paralympian Sponsorship.

Pictured right:

Heath training at the Australian Institute of Sport, Canberra.



New Safety Controls For Major Hazard Facilities



In an effort to reduce the risk of major incidents, any site classed as a Major Hazard Facility (MHF) will be required to conform to tighter safety controls.

The ***Occupational Health and Safety Amendment (Major Hazard Facilities) Regulation 2008***, which came into effect in July, is designed to ensure that MHFs have appropriate safety measures in place to minimise the risk of serious incidents occurring in NSW.

MHFs include sites such as oil-refineries and chemical-processing plants, where exceptionally large quantities of particular dangerous goods are present.

While existing legislation applies to these facilities, safety measures have not previously focussed on preventing low probability, high consequence incidents. The Seven Hills chemical plant fire in 1989 and the liquid petroleum gas fire at St Peters in 1990 highlighted the dangers posed by chemical incidents.

The ultimate goal of the regulation is that all MHFs will be able to demonstrate that they have in place adequate major hazard risk controls, emergency and security plans and a comprehensive and integrated safety management system.

The regulation has been developed through extensive industry consultation and is intended to reflect the provisions of Australia's National Standard for the Control of Major Hazard Facilities.

STEP TOWARDS SAFETY

To meet the requirements of the legislation, Major Hazard Facilities (MHFs) and potential MHFs must make notification to WorkCover by December 2008. Notification should include details about the facility, the operator, the nature of the activities and the materials present.

The Major Hazard Facilities Unit at WorkCover will provide assistance in the development of control measures and plans.

Guidance material, consultative forums, workshops and briefing sessions will also be held over the coming months.

Each site will need to meet certain safety milestones, such as emergency plans, security plans, safety management systems and a safety report. To enable the requirements of the regulation to be met within an appropriate timeframe, a notification and registration process has been established.

Further information and guidance can be obtained through the WorkCover Assistance Service on 13 10 50 or through the WorkCover website at www.workcover.nsw.gov.au.

Publications

Improving Outcomes: Integrated, active management of workers with soft tissue injury

This publication has been developed by WorkCover to provide advice about important principles and activities which, when implemented, reduce the risk of a worker with a soft tissue injury suffering long term disability and work loss.

Erection & Dismantling Of Formwork: Safety Alert

This safety alert was published following an incident at a construction site where a form worker was killed by falling formwork. The alert outlines control measures that employers can implement when

erecting or dismantling formwork, such as reviewing safe work methods, providing appropriate training and supervision, and identifying the risks associated with falling objects.

Statistical Bulletin 2006-2007

The 2006-2007 Statistical Bulletin highlights that work-related injuries in NSW have fallen to their lowest levels since the WorkCover Scheme commenced in 1987 and provides information about the causes and effects of workers compensation claims. It also assists NSW businesses in their endeavour to prevent workplace injury and disease, and to minimise the social and economic cost of claims through injury management practices.

Preventing and Dealing with Workplace Bullying

This guide helps employers develop systems that will prevent or minimise workplace bullying and respond effectively to complaints of bullying. It also assists employers to meet their occupational health and safety legislative requirements. The guide also provides a sample of a 'no bullying' policy, a checklist of control measures and some invaluable contacts.

To view these and other WorkCover publications visit www.workcover.nsw.gov.au and click on the Publications link.

2008 HIA Toolbox Talks For Trade Contractors

WorkCover NSW has joined forces with the Housing Industry Association (HIA) for a series of Toolbox Talks to be held throughout 2008. These onsite discussions for trade contractors cover important and relevant issues in the construction industry, including worksite safety.

The series kicked off to a good start with the Coral Homes Toolbox Talk held in the Hunter Valley in February. Almost 40 trade contractors from various trades participated in the discussion, which focused on safe work at heights, to coincide with WorkCover NSW's current fall prevention campaign.

The morning started with a BBQ breakfast and, after a brief talk, WorkCover, HIA and Coral Homes joined 37 contractors to walk around the site for the purpose of identifying potential hazards, discussing various options and agreeing on acceptable safe, practical solutions.

Afterwards those present took advantage of the opportunity to catch up with WorkCover and HIA to discuss in further detail some of the issues that were raised.

Simon Currie, NSW OHS Manager for Coral Homes, said *"The discussions between contractors, HIA and WorkCover identified potential hazards associated with working at heights and generated usable solutions to manage those hazards."*

"It was pleasing to see the positive interaction and discussion between WorkCover representatives, Business Advisory Officer Dave Sheerin, Country North Inspector

WorkCover Supports NSW Farmers Conference

WorkCover NSW will show its support of the rural community this year as the major sponsor of the 2008 NSW Farmers Association annual conference.

Running from 29-31 July at Sydney Showground, Homebush, the 2008 conference marks a significant year for the organisation as it celebrates its 30th anniversary of representing all NSW farmers. The theme for the event is '30 Years – One Voice' and the focus will be on enabling policy debate between participants.

This year's conference will feature a number of intensive industry reports and policy sessions as well

as more general items relating to the performance of the organisation. Highlights will include a young farmers forum and the presentation of the Farmer and Young Farmer of the Year awards.

WorkCover is committed to improving workplace safety for rural and farming communities in NSW and is proud to be sponsoring the Association's annual conference.

Representatives from WorkCover will be available to offer advice and support to participants during the three days. Safety continues to be a concern for NSW farmers and WorkCover's presence at the conference will be

a visible reminder that safety should always be the first priority.

Full details concerning the conference and registration for delegates can be found on the Association's website at www.nswfarmers.org.au.



David Farmer, and a diverse range of trade contractors from the residential construction sector," Simon said.

HIA Executive Director Tim Mohr said *"This is an example of how industry can work together to generate a cooperative environment between builders, contractors and WorkCover. HIA looks forward to facilitating this process in the future."*

For more information on safe working at heights, or to find out when the next Toolbox Talks are happening, please visit www.workcover.nsw.gov.au or call 13 10 50.

Pictured below:

Contractors attending an onsite toolbox talk session.



New Guide For Soft Tissue Injury Management

The high prevalence of soft tissue injuries across NSW workplaces has prompted a review of WorkCover NSW's injury management guidelines.

A new WorkCover guide on the management of soft tissue injuries entitled ***'Improving Outcomes: Integrated, active management of workers with soft tissue injury'*** was published last month. It focuses on the important first 12 weeks of recovery and aims to facilitate a swift and successful return to work for injured workers.

Consisting of an overview and five advice sheets, the guide follows a ***'biopsychosocial'*** approach to injury management, recognising that the pain felt by an injured worker is not only influenced by the physical tissue damage but also their social environment, attitudes and emotions.

Prevention of soft tissue injuries is another topic covered in the guide. Manual handling stresses soft tissue groups and is likely to be a significant factor in the onset of a worker's injury. The guide complements WorkCover's current five-year manual handling program to facilitate improved management of manual handling risk (refer to www.smartmove.nsw.gov.au for more information).

WorkCover's integrated advice on injury prevention and recovery seeks to improve physical, social and financial outcomes for workers

by preventing the onset of long term disability and work loss. The soft tissue injury management guide is available for download at www.workcover.nsw.gov.au.



What Is A Soft Tissue Injury?

An injury such as a sprain or strain that is sustained to the muscle, joint, ligament, cartilage, tendon or connective tissues of the body is considered a soft tissue injury. More serious conditions such as tumour and infection, fractures, nerve damage or injuries requiring surgery are not part of this group.

Sprains and strains accounted for more than 61 per cent of workplace injuries in NSW in 2005/06. They were also the most common injury to workers undertaking work-related activities while not on duty, such as commuting to work. Alarming, they were also the most common type of injury resulting in permanent impairment of workers, costing \$109 million/year in permanent impairment payments.

New On-Farm Fumigation Exemption Order Issued

Following extensive consultations with a number of government and industry bodies, WorkCover NSW has issued an exemption order for On-Farm Fumigation to address worker health and safety and industry needs.

Issued in February 2008 the exemption order:

- allows the on-farm use of aluminium phosphide tablets by hand and chloropicrin by pressurised fumigation machine to control pests
- allows the use of aluminium phosphide tablets by beekeepers to protect the stored honeycombs from invertebrate pests
- includes the need for the person handling these fumigants to:
 - a. attain a minimum Australian Qualifications Framework Level 3 qualifications in compliance with the Pesticide Act 1999
 - b. complete additional training in handling the highly dangerous chloropicrin and aluminium phosphide fumigants.

To meet safety requirements under the **Occupational Health and Safety Regulation 2001**, a person using a pesticide or a fumigant in the workplace must hold a relevant certificate of competency or hold an exemption order (exempting them from holding a certificate of competency) issued by WorkCover NSW.

In the past, exemption orders were issued for on-farm use of fumigants with conditions of attaining a relevant qualification to comply with the Pesticide Act 1999.

WorkCover has developed a communication strategy in consultation with stakeholders to ensure information on the additional requirements of this exemption order is communicated to fumigant users. WorkCover also intends to provide support to registered training organisations on the elements of additional fumigation training requirements.

Pictured Below:

Aluminium phosphide tablets are placed in beehive chambers and wrapped with thick plastic.



As the use of pesticides and fumigants is multi-jurisdictional, a whole of government approach was taken. Organisations involved in the consultations:

- Department of Environment and Climate Change (administers the Pesticide Act in NSW)
- Rural Lands Protection Board
- Department of Primary Industries
- NSW Farmers Association
- Australian Honey Bee Industry Council
- Vocational Education and Training Accreditation Board

For further details please contact the WorkCover Assistance Service on 13 10 50.

Get Involved In Safe Work Australia Week 2008

Safe Work Australia Week is run every year in the last full week of October and is a national initiative with each state and territory participating. The week's objective is to focus attention on workplace safety issues around Australia. It aims to encourage all working Australians to get involved in, and concentrate on, safety in their workplace to reduce death, injury and disease.

This year's week will be held from 19-25 October and will lead into the annual Safety Show and Conference on 28-30 October, Sydney Show Grounds, Olympic Park Homebush, Sydney. Workcover NSW is the principal sponsor of this event and will again exhibit to talk safety with visitors from throughout NSW.

WorkCover NSW is encouraging NSW workplaces, occupational health and safety organisations, practitioners and rehabilitation providers to develop their own internal activities to increase awareness of workplace safety within their workplaces.

There are numerous ways your organisation can get involved including registering your internal workplace activities with us, through to attending the Safety Show and Conference.

Upon registering your workplace activity with Workcover NSW, you will receive a Safe Work Australia Week promotional kit containing information, advice and tips, together with a selection of promotional items available to assist you with your activities planning.



**SAFE WORK
Australia Week**
NEW SOUTH WALES
19-25 OCTOBER 2008

Businesses can begin their activities planning now by:

- Identifying the safety issue or topic of interest or importance to their workplace
- Defining the target audience/s
- Researching the safety issue or topic
- Setting aims and objectives,
- Promoting activities to the specific target audience/s in the workplace
- Taking action 'NOW' towards developing a safer workplace for everyone.

Don't forget, assistance is available from WorkCover NSW by contacting **13 10 50**.

**Register your Safe Work Australia Week 2008 activities NOW
and join the nationwide quest for safer workplaces.
Let's work together to bring our families home from work safely every day!**

**For more information visit workcover.nsw.au/swaweek
For more information on Safety Show and Conference visit www.thesafetyshow.com.**

WorkCover Supports The Safety Show Sydney



The Safety Show Sydney and Sydney Materials Handling and The Safety Conference Sydney, NSW's largest workplace safety event, will return to the **Sydney Showground, Sydney Olympic Park 28 - 30 October 2008**.

Now in its sixth year, The Safety Show Sydney will feature over 300 companies displaying thousands of the latest products and services to make your workplace safe. The event is expected to attract well over 10,000 visitors during its three days.

After a successful debut in 2007, Sydney Materials Handling, a show dedicated to load, move and shift solutions will again be co-located with The Safety Show Sydney. Covering more than three-and-a-half acres of the Sydney Showground, the two shows will offer visitors a one-stop overview of the latest workplace health and safety solutions.

Principal Sponsor of the event, WorkCover NSW, continues its proud support in 2008. The event provides

a key focus of WorkCover's activities in Safe Work Australia Week.

The event will continue to provide a tangible resource for all occupational health & safety personnel in NSW and highlight WorkCover's commitment to increasing awareness of workplace health and safety practices, techniques and equipment.

Held concurrently with The Safety Show and Sydney Materials Handling is The Safety Conference, presented

by the Safety Institute of Australia (NSW). The Conference will feature over 60 Australian and international speakers and will focus on a range of hot topics from wellness programs to practical tools for managers.

For more information visit
www.thesafetyshow.com.au



Events CALENDAR

EVENT TYPE	TITLE	EVENT DATE	EVENT TIME	LOCATION	ADDRESS
Workshop	Managing for Safety	Wednesday 23 July 2008	Registration: TBA	Lidcombe	<i>Dooley's Lidcombe Catholic Club</i> 24 John Street, Lidcombe
Workshop	Workshop Safety Essentials – Occupational Health & Safety	Tuesday 29 July 2008	Registration: 9:00am Session: 9:30am to 12:30pm	Ocean Shores	<i>Ocean Shores Country Club</i> Orana Road, Woonona
Workshop	Managing for Safety Interactive Workshop – Manufacturing Industry	Wednesday 30 July 2008	Registration: 1:30 pm Session: 2:00pm to 5:00pm	Woonona	<i>Woonona Bulli RSL Club</i> 455 Princess Highway, Woonona
Workshop	Managing for Safety Interactive Workshop – Manufacturing Industry	Wednesday 30 July 2008	Registration: 5:00 pm Session: 5:30pm to 8:30pm	Scone	<i>Scone RSL Club</i> 71 Guernsey Street, Scone
Workshop	Managing for Safety Interactive Workshop – Construction Industry	Wednesday 30 July 2008	Registration: 8:30am Session: 9:00am to 11:00am	Narrabi	<i>Closing Theatre</i> 117 Tibbereena Street, Narrabri
Workshop	Managing for Safety Interactive Workshop – General	Wednesday 30 July 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Petersham	<i>Petersham RSL Club</i> 7 Regent Street, Petersham
Workshop	Managing for Safety Interactive workshop – General	Tuesday 5 August 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Wyong	<i>Wyong Bowling Club</i> Panonia Road, Wyong
Workshop	Workplace Safety Essential – Occupational Health & Safety	Tuesday 5 August 2008	Registration: 5:30pm Session: 6:00am to 8:00pm	Maitland	<i>Maitland City Bowls, Sport & Rec Club</i> Arthur Street, Rutherford
Workshop	Workplace Safety Essential – Workers Compensation	Wednesday 6 August 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Maitland	<i>Maitland City Bowls, Sport & Rec Club</i> Arthur Street, Rutherford
Workshop	Workplace Safety Essential	<i>Date to be confirmed</i>	Registration: 5:30pm Session: 6:00pm to 8:00pm	Hornsby	<i>Hornsby RSL Club</i> 4 High Street, Hornsby
Workshop	Workplace Safety Essential	Wednesday 6 August 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Camden	<i>Camden Golf Club</i> 50 Lodges Road, Narellan
Forum	WorkCover Small Business Forum	Tuesday 11 August 2008	Call 1800 624 097	Tweed Heads	<i>Venue to be confirmed</i>
Workshop	Workplace Safety Essential – Occupational Health & Safety	Tuesday 12 August 2008	Registration: 1:00pm Session: 1:30pm to 3:30pm	New Lambton	<i>West Leagues Club, Newcastle</i> 88 Hobart Street, New Lambton
Workshop	Workplace Safety Essential – Serious About Safety	Tuesday 12 August 2008	Registration: 9:30am Session: 10:00am to 1:00pm	Port Macquarie	<i>WorkCover Offices</i> Suite 5, 53 Lord Street, Port Macquarie
Workshop	Workplace Safety Essential – Serious About Safety	Tuesday 12 August 2008	Registration: 12:45pm Session: 1:00pm to 3:30pm	Murwillumbah	<i>Murwillumbah Golf Club</i> Byangum Road, Murwillumbah
Workshop	Workplace Safety Essential – Serious About Safety	Tuesday 12 August 2008	Registration: 12:30pm Session: 1:00pm to 4:00pm	Quirindi	<i>Quirindi Retuned Services Club</i> 88 Station Street, Quirindi
Workshop	Workplace Safety Essential – Serious About Safety	Wednesday 13 August 2008	Registration: 9:35am Session: 10:00am to 1:00pm	Coffs Harbour	<i>Coffs Harbour Golf Club</i> Earl Street, Coffs Harbour
Workshop	Workplace Safety Essential – Serious About Safety	Wednesday 13 August 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Cronulla	<i>Quirindi Retuned Services Club</i> 88 Station Street, Quirindi
Workshop	Workplace Safety Essential – Serious About Safety	Wednesday 13 August 2008	Registration: 2:00pm Session: 2:30pm to 4:30pm	Deniliquin	<i>Deniliquin RSL Club</i> 72 End Street, Deniliquin

EVENT TYPE	TITLE	EVENT DATE	EVENT TIME	LOCATION	ADDRESS
Workshop	Workshop Safety Essentials – Occupational Health & Safety	Thursday 14 August 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Bega	<i>Bega RSL Club</i> Auckland Street, Bega
Workshop	Workplace Safety Essential	Tuesday 19 August 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Smithfield	<i>Smithfield RSL Club</i> Cnr Cumberland Highway & Neville Street, Smithfield
Forum	WorkCover Small Business Forum	Wednesday 20 August 2008	Call 1800 624 097	Coffs Harbour	<i>Venue to be confirmed</i>
Workshop	Workplace Safety Essential – Serious About Safety	Wednesday 20 August 2008	Registration: 9:00 am Session: 9:30am to 12:30pm	Gundagai	<i>Gundagai District Services Club</i> 254 Sheridan Street, Gundagai
Workshop	Workplace Safety Essential	Wednesday 20 August 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Luddenham	<i>Huberts Country Club</i> 205 Adams Road, Luddenham
Forum	WorkCover Small Business Forum	Tuesday 26 August 2008	Call 1800 624 097	Sydney	<i>Venue to be confirmed</i>
Workshop	WorkCover Small Business Forum	Wednesday 27 August 2008	Call 1800 624 097	Parramatta	<i>Venue to be confirmed</i>
Workshop	Workplace Safety Essential – Serious About Safety	Wednesday 27 August 2008	Registration: 9:00 am Session: 9:30am to 12:30pm	Wollongbar	<i>Pioneer Tavern</i> 53 Simpson Avenue, Wollongbar
Workshop	Workplace Safety Essential – Manual Handling	Wednesday 27 August 2008	Registration: 5:00pm Session: 5:30pm to 7:30pm	Narrabri	<i>Closing Theatre</i> 117 Tibbereena Street, Narrabri
Workshop	Workplace Safety Essential	Wednesday 27 August 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Castle Hill	<i>Castle Hill RSL Club</i> 77 Castle Street, Castle Hill
Workshop	Workplace Safety Essential	Wednesday 27 August 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Gosford	<i>Gosford Golf Club</i> Racecourse Road, Gosford
Workshop	Workplace Safety Essential	Wednesday 27 August 2008	Registration: 8:30am Session: 9:00am to 12:00pm	Wollongong	<i>Wollongong Golf Club</i> Cnr Corrimal & Banks Street, Wollongong
Workshop	Workplace Safety Essential	Wednesday 27 August 2008	Registration: 5:30pm Session: 6:00pm to 8:00pm	Rozelle	<i>Balmain Leagus Club</i> 138-152 Victoria Road, Rozelle
Forum	WorkCover Small Business Forum	Monday 1 September 2008	Call 1800 624 097	Tamworth	<i>Venue to be confirmed</i>
Forum	WorkCover Small Business Forum	Tuesday 2 September 2008	Call 1800 624 097	Newcastle	<i>Venue to be confirmed</i>
Forum	WorkCover Small Business Forum	Wednesday 3 September 2008	Call 1800 624 097	Tweed Heads	<i>Venue to be confirmed</i>
Forum	WorkCover Small Business Forum	Monday 8 September 2008	Call 1800 624 097	Wagga Wagga	<i>Venue to be confirmed</i>
Forum	WorkCover Small Business Forum	Tuesday 9 September 2008	Call 1800 624 097	Gosford	<i>Venue to be confirmed</i>
Forum	WorkCover Small Business Forum	Wednesday 10 September 2008	Call 1800 624 097	Wollongong	<i>Venue to be confirmed</i>
Forum	WorkCover Small Business Forum	Tuesday 16 September 2008	Call 1800 624 097	Orange	<i>Venue to be confirmed</i>
Forum	WorkCover Small Business Forum	Wednesday 17 September 2008	Call 1800 624 097	Parramatta	<i>Venue to be confirmed</i>

To find out more about the workshops listed in the table above telephone **WorkCover NSW** on **13 10 50**.

Fatalities

The following is a list of workplace fatalities occurring in New South Wales since those listed in Volume 72 of WorkCover News. This covers traumatic incidents that resulted in a fatality, occurring from 1 January 2008 to 31 March 2008 inclusive.

- a worker, alone on site at the time, fell 4.5 metres from a roof of a building site
- a worker was killed when ethanol fumes were ignited while welding was being undertaken
- a worker was killed after a wine vat exploded while welding was being undertaken

- a worker was killed after loading ramps of a semi trailer fell from its raised position, hitting the worker on the head
- a worker was killed after a tractor rolled down a steep slope into a creek
- a worker was crushed while attempting to load an excavator onto the back of a truck
- a worker was killed whilst cleaning the agitator of a truck and appeared to have put his head between the hopper and the agitator

- a worker was killed after a tractor rolled over
- a worker suffered injuries and died after being crushed by a vehicle
- a worker was killed while cleaning the inside of a mixing tank, when its mixing blades commenced revolving
- a worker fell 4-5 metres from a ladder, hitting his head on a concrete fence

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.

Positive Change For Small Business

Employers who pay annual wages of \$7,500 or less are no longer required to hold a workers compensation insurance policy unless they engage an apprentice or trainee, or are a member of a group of companies for workers compensation purposes.

The exemption, which became effective from 30 June 2008, also applies to private households that employ domestic workers and pay less than \$7,500 in wages annually.

"An important aspect of the changes is that they will no way disadvantage employees, even though the smallest employers and households will not be required to purchase policies," said WorkCover NSW CEO Jon Blackwell.

"It is vital that workers retain the same protection they have always had," said Mr Blackwell.

Cherrypicker Death Court Sequel

A fatal workplace incident, in which an architect received an electric shock from overhead powerlines and fell nine to ten metres from a cherrypicker, had its sequel in the NSW Industrial Court recently.

In 2003 an elevating work platform, or 'cherrypicker', was hired in Port Macquarie for the purpose of taking photographs of a development site from various heights.

Although the director of the hire company was in the enclosed bucket of the cherrypicker with the architect when the incident took place, neither person was wearing a safety harness. The architect was using a metal tape to measure their height from the

ground when wind blew the tape against live powerlines, causing both occupants of the cherrypicker bucket to suffer electric shocks. As a result of the shock, the architect fell to the concrete below.

Hastings Equipment Hire Pty Ltd and its director both entered pleas of guilty to breaches of s10(2) of the Occupational Health and Safety Act 2000. Justice Haylen fined the company and its director \$95,000 and \$9,500 respectively.

Justice Haylen indicated that it was entirely foreseeable that anyone operating a lifting device at such heights was at risk of falling and seriously injuring themselves unless secured by a proper and effective harness.

In response to the court verdict WorkCover NSW CEO Jon Blackwell described the incident as ***"a tragic reminder of the importance of eliminating or minimising risks in the workplace."***

Mr Blackwell also underlined the clear responsibilities of parties involved in hiring equipment:

"When equipment is hired, all necessary instructions for its safe use should be provided initially by the hire company."

"It is then the responsibility of the company hiring the equipment to ensure that employees operating the equipment are competent to do so," said Mr Blackwell.



For further information on safe working at heights, visit the WorkCover website at www.workcover.nsw.gov.au or call 13 10 50.

"Claims will continue to be lodged in the same way, and employers will still provide the same assistance with injury management and return to work."

Employers and households who are exempt from holding a policy will be required to pay a single administration fee of \$175 when a workers compensation claim is lodged.

Mr Blackwell explained that a number of changes are being implemented to make it easier for businesses to comply with the Workers Compensation Scheme.

"Record keeping requirements for workers compensation are also being simplified, with a reduction in the period that wage records must be kept from seven to five years," he said.

Both of these new arrangements align with those in place in Victoria, streamlining processes between the two states, as well as cutting red tape and simplifying workers compensation to assist small business in NSW.

More detail on these changes to the workers compensation legislation can be found at www.workcover.nsw.gov.au.



WorkCover NSW Offices

HEAD OFFICE

Office Hours:

8:30am – 5:00pm Monday to Friday

Gosford

92-100 Donnison Street,
GOSFORD 2250
P: (02) 4321 5000
F: (02) 4325 4145
Post: WorkCover NSW,
Locked Bag 2906
LISAROW 2252

WORKCOVER ASSISTANCE SERVICE

Office Hours:

8:30am – 5:00pm Monday to Friday

Gosford

92-100 Donnison Street,
GOSFORD 2250
P: 13 10 50

REGIONAL OFFICES

Office Hours:

8:30am – 4:30pm Monday to Friday

Newcastle

Level 1, Suite C,
Cnr Fitzroy and Cowper Street,
CARRINGTON 2294
P: (02) 4921 2900
F: (02) 4940 8558
Post: PO Box 2186
DANGAR NSW 2309

Wollongong

106 Market Street,
WOLLONGONG 2500
P: (02) 4222 7333
F: (02) 4226 9087

METROPOLITAN & DISTRICT OFFICES

Office Hours:

8:30am – 4:30pm Monday to Friday

Albury

Suite 5, 1st Floor,
429 Swift Street,
ALBURY 2640
P: (02) 6042 4600
F: (02) 6041 2580
Post: PO Box 905
ALBURY 2640

Ballina

11 Grant Street,
BALLINA 2478
P: (02) 6620 6900
F: (02) 6681 6100
Post: PO Box 903
BALLINA 2478

Bega

Shop 1, 248 Carp Street,
BEGA 2550
P: (02) 6491 6600
F: (02) 6494 7151
Post: PO Box 943
BEGA 2550

Blacktown

Suite L0302, Level 3,
22 Main Street,
BLACKTOWN 2148
P: (02) 8882 4200
F: (02) 9831 8246
Post: PO Box 886
BLACKTOWN 2148

City - CBD South

Level 10, Centennial Plaza,
Building C,
300 Elizabeth Street,
SYDNEY 2000
P: (02) 8260 5877
F: (02) 9281 9633
Post: PO Box 1476
STRAWBERRY HILLS 2012

Chatswood

Suite 1101, Level 1167,
Albert Avenue,
CHATSWOOD 2067
P: (02) 9406 3800
F: (02) 9413 1190

Coffs Harbour

Suite 33, Jetty Village
Shopping Centre,
361 Harbour Drive,
COFFS HARBOUR 2450
P: (02) 6659 1700
F: (02) 6652 8213

Dubbo

Level 2, 1 Church Street,
DUBBO 2830
P: (02) 6841 7900
F: (02) 6884 2808

Goulburn

Lower Ground Floor,
159 Auburn Street,
GOULBURN 2580
P: (02) 4824 1500
F: (02) 4822 1242
Post: PO Box 242
GOULBURN 2580

Griffith

Suites G06 & G07
Government Office Block
104-110 Banna Avenue,
GRIFFITH 2680
P: (02) 6962 8900
F: (02) 6964 1738

Hurstville

Level 2, 12 Butler Road,
HURSTVILLE 2220
P: (02) 9598 3366
F: (02) 9585 0261

Liverpool

Level 3, 33 Moore Street,
LIVERPOOL 2170
P: (02) 9827 8600
F: (02) 9824 0348
Post: PO Box 959
LIVERPOOL 1871

Maitland

19 Mitchell Drive,
GREEN HILLS 2323
P: (02) 4931 6800
F: (02) 9287 4796
Post: PO Box 2360
GREEN HILLS 2323

Narrabri

Suite 6, Level 1,
100 Maitland Street,
NARRABRI 2390
P: (02) 6792 8720
F: (02) 6792 3532
Post: PO Box 134
NARRABRI 2390

Nowra

Level 1, 5 O'Keefe Avenue,
NOWRA 2541
P: (02) 4428 6700
F: (02) 4422 4997
Post: PO Box 1597
NOWRA 2541

Orange

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WorkCover's Fraud Website

It is an unfortunate fact that fraud exists in the NSW workers compensation system. Everyone has a duty to help stop it and WorkCover NSW's fraud website is there to assist.

Fraud is defined by legislation as *"obtaining money or a financial advantage, for yourself, or for another person, through dishonesty or deception"*.

It can happen anywhere and is committed by employers, employees, injured workers and service providers.

A common misconception is that fraud only applies to dishonest workers trying to claim a false injury under workers compensation but it is more widespread. Employers who supply misleading information when they apply for a policy, service providers submitting false information on a workers compensation claim, and genuinely injured employees claiming a workplace injury when it actually occurred while playing sport in their own time, are all committing fraud.

WorkCover's Fraud Investigation Branch works to improve understanding of fraud. Information is available on the WorkCover website, including what constitutes fraud, how to identify it and, importantly, what to do about it.

WorkCover takes fraud very seriously. In addition to undermining the community's confidence in the workers compensation system, it costs businesses millions of dollars every year. The main way for fraud to be eliminated however is for the public to play its part in informing the authorities.

To find out all about fraud and how it can be stopped, visit www.workcover.nsw.gov.au/fraud.

Anyone suspecting workers compensation fraud in their workplace should report it immediately by calling **13 10 50** or emailing fraudinvestigation@workcover.nsw.gov.au.

New Subby Pack Developed for Construction Industry

The Construction Safety Alliances in NSW and Victoria, WorkCover NSW and the Office of the Federal Safety Commissioner have been working together to develop a new Subby Pack for the construction industry.

The pack is now known as the **OHSE Subby Pack**, a tool for self-employed persons, suppliers, service providers, contractors and subcontractors in the Australian building and construction industry.

The Subby Pack provides small businesses in the construction industry with the foundations for successful safety management and is designed to help businesses systematically manage occupational health, safety and environmental (OHSE) risk management.

The coordination between jurisdictions should ensure that there is a clear approach for businesses throughout Australia to manage OHSE through a nationally consistent guide.

The guidelines are relevant to organisations with minimal or no OHSE arrangements in place as well as those that want to build on existing OHSE management plans.

The OHSE Subby Pack is available to download now from the WorkCover website www.workcover.nsw.gov.au. Follow the links to Publications, OHS, Safety Guides then OHSE Subby Pack.

Driver Fatigue Management

To help manage driver fatigue in the transport industry, WorkCover NSW has released a Driver Fatigue Management Plan brochure and verification tool.

These resources will provide practical guidelines on how to effectively apply the **Occupational Health and Safety Regulation 2001, Part 4.5 Long distance truck driver fatigue**. The brochure will assist employers with developing a Driver Fatigue Management Plan (DFMP) and the verification tool will provide employers with a way of measuring the plan's effectiveness.

A DFMP outlines how the risk of long distance, heavy vehicle and driver fatigue is to be appropriately managed. It comprises the seven following elements that focus on the prevention of truck driver fatigue.

1. Trip Scheduling & Rostering

Trip scheduling is a key factor in managing fatigue of long distance truck drivers. Drivers must be given adequate notice of a change of shift and they should never be scheduled to drive unreasonable distances in insufficient time with inadequate provision for rest breaks.

2. Fatigue Training & Information

A DFMP must include training and information about fatigue, its causes and how to identify and better manage hazards. Training is also vital to ensure correct procedures are understood and followed by all employees.

3. Management Practices

Management practices are critical in the development of a DFMP. It is important to consult with those in the transport supply chain to identify risks and manage them appropriately. As part of these management practices, systems must be in place for assessing driver stability, reporting hazards/incidents and monitoring driver health and safety.

4. Work Environment & Amenities

The provision of appropriate work environment and amenities are key factors in limiting the risks associated with driver fatigue. Vehicle cabins need to be designed in accordance with ergonomic standards for safe operation and vehicles need to comply with Australian design rules and standards.

5. Accident & Mechanical Failures

A DFMP must factor in contingency planning such as unexpected delays and disruptions. Risk factors to be considered include the time of day, length of working time and cumulative fatigue.

6. Loading & Unloading Schedules Practices & Systems

Problems can arise if consignors and consignees are inflexible with pick up and delivery times. This can place extra pressure on drivers to make scheduled arrival times, particularly when delays and disruptions occur. The DFMP should factor in unplanned delays such as roadwork or traffic accidents that may affect delivery schedules.



Once the DFMP is in place it is important to ensure that control measures are monitored and actually reduce the risk of driver fatigue. This is where the verification tool will come in handy. Both the tool and brochure are available at www.workcover.nsw.gov.au.

7. Documentation, Records Monitoring & Reviewing

The DFMP needs to be monitored and reviewed regularly to make sure procedures are followed and legislative requirements are being met. All records related to the DFMP must be retained for a period of five years.



Do You Need A DFMP?

The Occupational Health and Safety Amendment (Long Distance Truck Driver Fatigue) Regulation 2005 applies to heavy trucks with a gross vehicle mass of 4.5 tonnes or more, transporting freight over a distance greater than 500 km (either a single session or in a series of trips).

Employers of drivers and head carriers undertaking this type of work must ensure that the risk of harm arising from truck driver fatigue is either eliminated or appropriately managed. DFMPs should be developed in consultation with affected employees/drivers.

Service Station Association ROAD SHOWS 2008

The Service Station Association Ltd is hosting a series of road shows throughout NSW to help inform industry on a range of issues relating to the operation of service stations. The road shows commenced in April and will continue through to November 2008 at various locations across regional and metropolitan NSW.

These sessions are open to members and non-members of the Association and include various presentations on industry related issues with a focus on legislation and regulation changes.



A WorkCover NSW representative will be in attendance at each of the ten road shows and will provide information on current safety hazards in the service station sector.

Current Safety Hazards include:

- manual handling
- slips, trips and falls on the same level
- dangerous goods/LP gas safety requirements including storage and handling
- static electricity risks, eg container fires and mobile phone use
- traffic management issues
- workshop hazards including hoists, rollaway and old drums
- bullying, harassment and violence including workplace bullying, robbery and violence

Attendees of the road shows will also:

- gain vital information on new regulations set to impact on service station operation:
 - UPSS (*Underground Petroleum Storage Systems*), and
 - VR2 (*Vapour Recovery 2*)
- meet Local Police Crime Prevention Officers addressing 'failure to pay', 'drive offs' and service station security
- be updated on Oilcode, Trade Practices, ACCC and industry issues from the SSA CEO and staff

Further details relating to the road shows can be obtained by visiting the Service Station Association website www.ssa.org.au and clicking on Events, or by contacting WorkCover on 13 10 50.

Gas Explosion

Employer Delayed Compliance

In 2005 a Sydney air conditioning technician was seriously injured when his vehicle was engulfed in flames from a gas cylinder explosion.

In the sequel to the blast, which badly damaged homes and vehicles in suburban Monterey, the man's employer was convicted of failing to ensure the health and safety of its workers in a WorkCover NSW prosecution.

The blast wrecked homes, shattered car windscreens and showered glass and debris across roofs and backyards.

The 64-year-old technician was temporarily knocked unconscious by the explosion.

Although he managed to escape from the blazing utility, the man suffered concussion, lacerations to his hands and ears requiring 20 stitches, and had glass embedded in his skull.

The technician continues to suffer from tinnitus and is receiving treatment for psychological injury and post-traumatic stress.

A WorkCover investigation found that a spark from the vehicle's electrical wiring ignited a leaking acetylene cylinder in the vehicle, causing the explosion.

The technician's employer, Carrier Air Conditioning, based in Victoria, did not have adequate policies in place for the transport or checking of compressed gas at the time of the explosion.

WorkCover issued Carrier Air with Improvement Notices to address the risk, but the company did not comply with these for a number of months.

In commenting on the company's delay in complying with the WorkCover notices, Justice J Marks said:

"I am not satisfied on the basis of the evidence that this defendant committed itself in a timely and appropriate fashion to removing the risk which was exposed by this incident, and in complying with the WorkCover requirements."

WorkCover Chief Executive Officer Jon Blackwell commented on the dangers of working with compressed gas:

"This case highlights the serious risks created when flammable gases are stored in inadequately ventilated vehicles, and the vital importance of complying with the regulations," he said.

Pictured below:

The destroyed vehicle after being engulfed in flames from the gas cylinder explosion.



New Approval Framework for Rehabilitation Providers

A new Approval Framework for workplace rehabilitation providers commenced on 1 July 2008.

WorkCover NSW will be issuing providers with certificates of approval to confirm they have the go-ahead to operate under the new framework.

Developed with assistance from industry, the Approval Framework will support the operation of workplace rehabilitation providers across States/Territories. Under the revised system, conformance to an accepted set of principles will mean that only minimal additional requirements (if any) will need to be met if a provider wishes to deliver programs across borders.

The nationally-consistent framework also drives greater accountability and

sets out the foundations for periodic self-evaluation by rehabilitation providers, in addition to allowing for each authority (including WorkCover NSW) to initiate evaluations of an organisation's capabilities.

Drawing on national best-practice for return to work management of a worker, the framework is systems-based and centred around the principles of workplace rehabilitation, which cover service provision, organisation and administration, quality assurance and continuous improvement, and staff management. The framework also outlines the minimum qualifications that rehabilitation providers need to obtain before they can be approved.

As part of the workers compensation system, the framework is designed to deliver the outcome of early return to health and work for injured workers.

Certification under the new Approval Framework will be staggered to cope with the large number of renewals that will be due each year. This means that when the first certificates are issued they will be for the duration of one, two or three years. The length of approval is by no means a reflection of a rehabilitation provider's performance.

Campaign To Improve Guarding Of Machinery In Manufacturing

Workplace safety authorities across Australia have initiated a safety campaign to improve machine guarding in the manufacturing industry. Unguarded machinery has the potential to cause severe injuries including crushed fingers or hands, amputations, burns or blindness.

In New South Wales about 1100 serious injuries occur each year as a result of inadequately guarded machinery, with 46 per cent of injuries occurring within the manufacturing industry. Raising awareness of injury risks and improving

the rate of installation and maintenance of adequate guarding on machines is the campaign's primary aim. WorkCover NSW is leading this national campaign, which is designed to reduce workplace injuries by improving the capability of businesses in the manufacturing industry to manage safety risks associated with operating machinery and equipment.

As part of the campaign, WorkCover has conducted more than 25 interactive safety workshops in the wood product

Improving Safety in the Winemaking Industry



In response to a number of recent tragic incidents in the NSW winemaking industry, WorkCover NSW has initiated a special safety campaign aimed at focusing greater

awareness on safe work practices and addressing risks at both an industry and local winery level.

WorkCover inspectors and advisory officers have undertaken a series of regional seminars to inform wine producers of the potential dangers of higher risk machinery and work tasks they may have at their winery. Over 180 industry representatives have already attended seminars held in Griffith, Orange, Pokolbin, Mudgee and Lake George.



Workplace advisory visits are also being carried out aimed at improving occupational health & safety (OHS) through practical risk assessments. The visits, completed in June this year, will be followed by practical risk assessment workshops over the next six months.

A review of the Wine Industry Code of Practice for OHS is also being implemented in consultation with industry stakeholders, including the Wine Industry Association of NSW. The review is scheduled for completion by mid 2009.

Wine producers are encouraged to contact their regional industry group for further information or contact **WorkCover on 13 10 50**.



manufacturing sector in NSW. The objective of these workshops was to build capacity of businesses in the target sector to manage their occupational health & safety risks, particularly with regard to plant/machinery safety.

Analysis of the workshop evaluations indicates a very high degree of industry support for this approach.

The campaign has produced nationally consistent guidance material to provide industry with practical information on how to guard machinery and equipment in the workplace. The nationally harmonised guidance is available on the WorkCover website at www.workcover.nsw.gov.au. Follow the links to Publications, Industry, Manufacturing, then Machinery and equipment safety.

Another element of this campaign includes pre-audit and post-audit surveys of employers and employees in the manufacturing industry, administered by the Office of Australian Safety and Compensation Council. The purpose of these surveys is to seek workplace representatives' views of the barriers and enablers.

As part of the campaign, workplace safety inspectors in New South Wales are currently visiting over 100 workplaces that manufacture wood products to provide practical advice and assistance about safety requirements specific to guarding machinery and equipment. It is envisaged that the proactive interventions will allow WorkCover to gain a better understanding of the unique challenges faced by workplaces that undertake manufacturing.

WORKPLACE INJURIES CAN REALLY MESS WITH YOUR LIFE.

Young workers are especially vulnerable to workplace incidents due to their lack of experience, education or training, their fear of asking for assistance or simply not knowing where to get help.

Every day 16 young workers are injured in workplaces across NSW. These injuries affect not just their ability to work, but their whole lives. Recovery can take weeks, months or even years!

Imagine what your life would be like if you had a workplace injury...

Here are some young workers who discovered their reasons for workplace safety too late:

Mitch's story

I'm a 25-year-old builder and love playing footy. At least I did.

Three weeks ago I was putting in a skylight – a job I've done heaps of times. The harness was in the ute but the house looked sound so I just climbed up. Not a good move.

The tiles were loose and I slipped maybe fifteen feet onto concrete. I landed badly and cracked a few vertebrae – apparently I was lucky. I'm just out of hospital and the doctor says I'll be in physio for 12 months. This was going to be my big season.



For more information about the Young Workers Program visit

WWW.YOUNGWORKERS.COM.AU

OR email your name and address to info@youngworkers.com.au

Jonah's story

***I got my P plates when I turned 17.
Six months later I can't drive.***

We've got a farm and we all pitch in. I've been riding quad bikes since I was 13 and can get around blindfolded.

A mate was over and I was revving up, showing off.

I didn't have a helmet on.

I hit a slope and the bike just rolled. They had to drag me free. The concussion was scary and the cuts hurt,

but the worst was my broken leg.

I can't drive my ute and can't go out with my mates.

Dad's struggling on the farm without my help.

I just didn't think.



Sarah's story

***I'm 15 and used to live for my clothes.
Now I just live.***

The café was my first job – only evenings and weekends. We were closing up on a Thursday when it happened.

The man pulled a knife and told me to open the till. It wasn't full but we did what he said and he let us go. He said I better stay quiet or else.

I didn't go back to work; I don't leave my room once it's dark. The counsellor says it will get better but I'm not sure. With no job I've no money for clothes, but where would I wear them anyway?

Renae's story

***At 24 with a full time job and uni course,
I can't stop for anything.***

I'm an assistant at an accountants, but working my way up. It was the stupidest thing – I was carrying a box of paper and tripped on a cord. A little fall like that and it broke both my wrists.

Now I've got metal pins in them and I can't do anything for months. I mean anything... I can't work, I can't study, can't drive, wash, dress, cook, clean or even feed myself.

I've even had to move back home.

I'm old enough to look after myself, but now people are looking after me.



'Smart Move'

The inaugural Smart Move Week was held on 26-30 May 2008 and focused on practical solutions to reduce the incidence of manual handling injuries, which take a large toll on industries every year.

Each year around 17,000 people in NSW are seriously hurt in the workplace through manual handling incidents. This accounts for approximately 37 per cent of the total injuries sustained by workers across the state. Considering that each injury costs on average \$22,000, this equates to a cost of over \$370 million for NSW employers every 12 months. Add to this the related hidden costs and the figure approaches \$1.4 billion. Preventing manual handling injuries is a priority for NSW businesses, and a priority for WorkCover NSW.

Manual handling covers a broad range of physical activities. If a worker lifts, lowers, carries, pushes, pulls or holds anything is classed as manual handling. Yet it doesn't have to involve moving an object. It also includes stretching, bending, repetitive movement or exposure to vibration. The challenge to address the high incident rate of injuries is considerable and **Smart Move Week** was an important step in raising public awareness of safe manual handling practices.

The week's highlights included three conferences held at Taronga Zoo and Crowne Plaza Parramatta, each dealing with the particular manual handling issues faced by their respective industry groups:

- **health and community services**
- **government, administration and education**
- **retail and wholesale.**

The three conferences were a collaboration between WorkCover, industry and the Industry Reference Groups with the aim of ensuring practical assistance to industry.

Acknowledging the importance of the Smart Move message, the General Manager of WorkCover's Occupational Health and Safety Division, John Watson opened the conferences.



WEEK



Mr Watson outlined the reasons and goals for the week:

“Manual handling is a major focus of improving workplace safety in NSW. The targeted efforts of Smart Move Week will lead to increased awareness of manual handling risks and problem resolution.”

Each of the three events presented a positive approach to problem solving with guest speakers from the private and public sectors talking to participants about how they had successfully addressed manual handling risks in the workplace. Their examples provided practical solutions to common issues and demonstrated how effective good manual handling policies and practices can be. Presentation highlights included Ken McKell and Zoran Petrovic discussing safe work methods in the meat industry, Eddie Wood from Manning Base Hospital sharing the breakthrough Red Dot mobility system and Brian Rose from Anglican Retirement Villages explaining how they reduced their lost-time injuries from 80 to 10 a year.

Approximately 600 participants attended the three conferences including employers, supervisors and safety representatives from businesses across NSW. They used the forum to share ideas on improving work processes to reduce the damage being done to business and employees by the stresses of manual handling. Participants worked in focused workshops where they could drill down into particular areas of interest, including:

- **how to improve outcomes when managing soft tissue injuries**
- **WorkCover rebate program – managing for safety**
- **practical risk assessment.**

The interactive workshops energised participants and ensured that the closing panel discussions were lively debates. Attendees left the conferences with a renewed motivation and focus for improving manual handling outcomes.

One exciting development during the week was the launch of interactive discussion boards on WorkCover's dedicated manual handling website www.smartmove.nsw.gov.au. These boards will enable employers and workers to post their manual handling questions to the website and receive advice and input from WorkCover and other site visitors.

WorkCover used the week to spread the safe manual handling message as widely as possible, with inspectors discussing the topic in depth with businesses across the state. Using the Manual Handling Risk Guide (catalogue number WC01443) as a framework for measuring performance, inspectors helped employers to follow a step-by-step process to improve manual handling practices.

Smart Move Week was a success in terms of raising awareness of manual handling risk in NSW and will be returning in 2009. Businesses are realising that safe manual handling is a smart move. With the help of WorkCover they can make their workplaces more productive and – more importantly – safe.

A Helping Hand For Small Business

The Mentor Program is a partnership between industry and WorkCover to help small businesses improve their workplace safety practices. The program enables large businesses to give small businesses a helping hand.

Renee Young, Project Safety Officer for John Holland, has found it to be very rewarding. *"I was really gratified that my mentees have wanted to learn the right way to do things, for the right reasons,"* said Ms Young.

"I visited small businesses in rural NSW and realised that what was simple to me can be overwhelming

to those who don't understand the legislation. Some things were being put in the 'too hard' basket, leaving the businesses extremely vulnerable.

"Businesses like AJ and RM King Electrical Contractors in Griffith have been servicing the local area for 30 years but they really needed to get up to speed with OHS. The great thing was, Raelene King knew that and was very keen to learn," she said.

Even though they are just a three-person operation, the OHS principles are the same for the electrical contractors as for a company the size

of John Holland - the paperwork has to be done.

"I've found the Mentor Program extremely beneficial to small businesses. They become aware of their responsibilities and how to tap into resources. They give me feedback on how they are going - one business just won a contract largely due to its OHS plan," said Ms Young.

The Mentor Program has an impact on small business safety in the long, as well as the short term. Ms Young keeps in touch with Raelene, whose story is outlined below.

Big Business HELPS Small Business Safety

AJ and RM King Electrical Contractors in Griffith participated in the program. Partner Raelene King said it was a real confidence booster.

"We're a small business but safety is a big issue and our maintenance contracts with large organisations require full risk assessments and fulfilling our OHS responsibilities is essential," she said.

"I didn't really understand it and couldn't find anyone to help me. A brochure had arrived from WorkCover so finally I gave them a call and was accepted into the program. I flew to Sydney to meet my mentor Renee Young at John Holland in their multi-storey headquarters. It was all a bit awe-inspiring and the help has been amazing.

"Renee then flew down to Griffith with a colleague and spent two days in my little office in the backyard. They helped me work out my OHS safety management program for business, pointed me to all the right resources and to this day, Renee is happy to give me advice if I need it," Raelene said.

"It's given me real confidence understanding my responsibilities and it's a great relief knowing my husband and son are working safely. And it hasn't cost me a thing, even my accommodation was paid for," she said.

The Mentor Program is now underway in the construction and manufacturing industries and will be piloted in further industries in the future. To express your interest call Ian Girkin on **1800 624 097**.

International Flavour at Personal Injury Management Conference

Personal injury management experts from Australia, New Zealand and North America will be presenting at the Personal Injury Education Foundation's inaugural conference in Sydney from 20 – 21 October 2008. The conference will address the issues, obstacles and challenges of those working in the personal injury industry. Topics include return to work, industry capability, medical management, compensation scheme comparisons and service delivery to injured workers and motorists.

Keynote speakers will include leading Canadian specialists Liz Scott and Terry Bogyo. Liz Scott is an award-winning injury management professional who combines running a highly successful consulting firm with university teaching and program development in disability management.

Terry Bogyo is the Director of Corporate Planning and Development for WorkSafe British Columbia and is responsible for environmental scanning, strategic planning and inter-jurisdictional comparisons. He speaks widely on issues and future challenges facing workers compensation systems, workplaces and society.

“WorkCover NSW is excited that this conference will tackle the pressing issues and challenges facing accident compensation schemes here and internationally,” said WorkCover CEO, Jon Blackwell. ***“The Foundation is vital in ensuring that Australia and New Zealand become***

centres of excellence in delivering health and return to work outcomes for those that experience a personal injury.”

Awards for Excellence

The ‘Excellence in Personal Injury Management’ awards, held as part of the conference, will give recognition to achievements made by those involved in the industry.

These first-time awards are expected to generate considerable interest and will encourage the industry to strive even harder to deliver best practice personal injury support.

Award applications have closed and judges are now busy reviewing the many submissions. The judges will be looking for individuals/teams who have consistently demonstrated outstanding performance and inspire others to improve outcomes for personal injury management stakeholders.

Awards will be made in the following categories:

- **Personal Injury Management Professional**
– acknowledging the outstanding contribution made by those who manage/assist in the processing of personal injury claims.

- **Student Excellence**
– presented to a student who receives the highest average result in the Foundation's postgraduate qualifications.
- **Innovation in Personal Injury Management**
– acknowledging an individual or team that has developed or implemented improvements that enable their organisation to provide or improve services to injured workers or motorists, employers or other appropriate stakeholders.
- **Outstanding Contribution by an Individual**
– acknowledging the outstanding contribution and influence of an individual within the personal injury management industry over an extended period.



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Parramatta, Sydney

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or 9, 10, 16, 17 Oct

Liverpool, Sydney

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or 9, 10, 16, 17 Oct

Central Coast

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or 13, 14, 20, 21 Oct

Newcastle

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PHONE: Russell on 0423 778 981

Participants will learn the principles and practicalities of OHS Consultation and obtain the skills necessary to fulfil their legal obligations. Now offered at a convenient location in Hornsby with excellent public transport connections as well as free onsite parking.

Can also be conducted onsite at your workplace.

A minimum number of eight required.

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consulting

ABN: 21 617 453 879

WorkCover Accreditation # 03846



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VETAB and WorkCover accredited courses!



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Safetalk and Forktalk also provide the following services:

Work Skills Vouchers (an Australian Government initiative)

OHS Consultation (for committee members)

OHS Risk Management (for managers and supervisors)

White Card Training (for construction industry)

BLUECARD Training (for transport industry)

Fire Fighting Equipment Training

Fire Warden Training

Manual Handling Training

Gantry Crane Training

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EWP Training & Licensing (WP)

Forklift Training & Licensing (LF)

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Advanced Fall Protection Equipment

PRICES EXCLUDE GST

BASIC ROOFERS KIT



Multipurpose harness with front fall arrest loops (lightweight).
15m rope safety line with snap hook and adjuster.
Karabiner (22kN) x 1.
Shock absorber with karabiners at each end.
Anchor sling.
FREE carry bag.
(Cat E)

BASIKIT
\$302

MULTIPURPOSE KIT



Multipurpose harness with front fall arrest loops (lightweight).
20m rope safety line with snap hook and adjuster.
Karabiner (22kN) x 3.
Anchor slings x 3.
Multipurpose lanyard with scaffold hook and snap hook.
FREE carry bag.
(Cat E)

MULTKIT
\$416

SUPERIOR ROOFERS KIT



Multipurpose harness with front fall arrest loops (lightweight).
30m rope safety line with snap hook and adjuster.
Karabiner (22kN) x 3.
Shock absorber with karabiners at each end.
Anchor sling x 3.
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(Cat E)

SUPEKIT
\$658



6m FALL ARRESTOR
Polyester Web (25mm)

FTEAGLE
\$450



10m FALL ARRESTOR
4mm Gal Cable
(Not suitable for horizontal use)

NCS10
\$520



Compliance of this product with the standard AS/NZS 1891.1 is monitored by Certification Solutions Pty Ltd Sydney, Australia.
ID No. 51031

AS/NZS 1891.1 CERTIFIED PRODUCTS

HARNESSES MANUFACTURED EXCLUSIVELY FOR SAFETY ANCHORS BY KARAM.

OH&S INFORMATION

ARE YOU AWARE OF YOUR RESPONSIBILITIES AS A CONTROLLER OF THE PREMISES OR WORKPLACE?

AS IT IS THE RESPONSIBILITY OF THE CONTROLLER TO PROVIDE A SAFE WORKPLACE!



20m FALL ARRESTOR
5mm Gal Cable
Certified for Horizontal Use

NCS20
\$850



2.5m RETRACTING LANYARD
Double Action Snaphook

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Affords 360° Fall Arrest Protection
Rated at 24kN

TA303
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CONFINED SPACE KIT



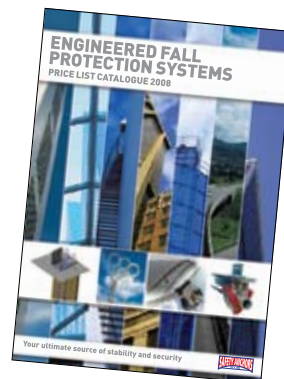
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SAPN801 Winch
SAPN904 Bag
SA330 Spreader Bar
SA23 Harness
(Cat E)

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\$1810

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WITH YOUR DETAILS, SO WE CAN SEND OUR NEW COMPREHENSIVE PRICELIST CATALOGUE

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Parramatta NSW 2150



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WORKCOVER ACCREDITED TRAINING

OHS Consultation Training
OHS Construction Induction

OHS PROGRAMS

Safe Working Procedures
OHS Systems
Developed and Reviewed
Consultative Approach

RISK ASSESSMENTS

General Site Reviews
Hazardous Substances
Plant
Manual Handling
Noise

DETAILED REPORTS

DIGITAL PHOTOGRAPHY

AUDITING OHS SYSTEMS

Your System
Propriety Systems

SPECIFIC HAZARD TRAINING

Your site, your needs, eg:

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

MANY OTHER PROGRAMS TO SUIT



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- Safe Working in Confined Spaces
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- Basic Risk Assessment
- Work Safely at Heights



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- Risk Assessments
- Safety Management Systems

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Advance OHS

June-December 2008 Calendar

book NOW!!!...

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1 3 0 0 4 0 0 6 4 7

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OHS Consultation (4 days)

Cost: \$525 (gst inc)

This 4 day WorkCover accredited course meets the legislative training requirements for OHS committees and OHS representatives. It aims to provide participants with knowledge, skills and attitudes necessary to apply the principles of workplace OHS consultation as an integral part of an effective OHS management.

Month	Days	Location
June	Tuesday, 3 Tuesday, 10 Tuesday, 17 Tuesday, 24	Parramatta
June	Wednesday, 18 Thursday, 19 Wednesday, 25 Thursday, 26	Sydney - City
July	Monday, 7 Tuesday, 8 Monday, 14 Tuesday, 15	Parramatta
July	Thursday, 10 Thursday, 17 Thursday, 24 Thursday, 31	Sydney - City
August	Tuesday, 5 Tuesday, 12 Tuesday, 19 Tuesday, 26	Parramatta
August	Wednesday, 20 Thursday, 21 Wednesday, 27 Thursday, 28	Sydney - City
September	Tuesday, 2 Wednesday, 3 Tuesday, 9 Wednesday, 10	Parramatta
Sep/Oct	Thursday, 18 Thursday, 25 Thursday, 2 Thursday, 9	Sydney - City
October	Tuesday, 7 Wednesday, 8 Tuesday, 14 Wednesday, 15	Parramatta
Oct/Nov	Thursday, 23 Thursday, 30 Thursday, 6 Thursday, 13	Sydney - City
November	Monday, 3 Monday, 10 Monday, 17 Monday, 24	Parramatta
November	Tuesday, 4 Wednesday, 5 Tuesday, 11 Wednesday, 12	Sydney - City
December	Monday, 1 Tuesday, 2 Monday, 8 Tuesday, 9	Parramatta
December	Wednesday, 3 Thursday, 4 Wednesday, 10 Thursday, 11	Sydney - City

First Aid - Senior

Cost: \$125 (gst free)

This 1 day WorkCover and VETAB accredited course covers the outcomes required to recognise and respond to an emergency using basic life support measures.

Month	Days	Location
June	Saturday, 7	Parramatta
June	Monday, 16	Parramatta
June	Saturday, 21	Parramatta
June	Monday, 23	Parramatta
July	Saturday, 5	Parramatta
July	Monday, 7	Parramatta
July	Saturday, 19	Parramatta
July	Monday, 21	Parramatta
August	Saturday, 2	Parramatta
August	Monday, 11	Parramatta
August	Saturday, 16	Parramatta
August	Monday, 25	Parramatta
August	Saturday, 30	Parramatta
September	Monday, 8	Parramatta
September	Saturday, 13	Parramatta
September	Monday, 22	Parramatta
September	Saturday, 27	Parramatta
October	Monday, 13	Parramatta
October	Saturday, 18	Parramatta
October	Monday, 20	Parramatta
October	Saturday, 25	Parramatta
October	Monday, 27	Parramatta
November	Saturday, 1	Parramatta
November	Monday, 3	Parramatta
November	Saturday, 8	Parramatta
November	Monday, 10	Parramatta
November	Saturday, 15	Parramatta
November	Monday, 17	Parramatta
November	Saturday, 22	Parramatta
November	Monday, 24	Parramatta
November	Saturday, 29	Parramatta
December	Monday, 1	Parramatta
December	Saturday, 6	Parramatta
December	Monday, 8	Parramatta
December	Saturday, 13	Parramatta
December	Monday, 15	Parramatta
December	Saturday, 20	Parramatta

Introduction to RTW Coordination (2 days)

Cost: \$390 (gst free)

Employers who have a worker's compensation premium of more than \$50,000 are required by law to have a Return-to-Work Coordinator who must complete this WorkCover course. This course gives a Return-to-Work Coordinator the basic skills and knowledge, to effectively manage workplace injuries.

Month	Days	Location
June	Wednesday, 25 Thursday, 26	Parramatta
July	Wednesday, 30 Thursday, 31	Parramatta
August	Wednesday, 27 Thursday, 28	Parramatta
September	Tuesday, 23 Wednesday, 24	Parramatta
October	Wednesday, 22 Thursday, 23	Parramatta
November	Wednesday, 19 Thursday, 20	Parramatta
December	Thursday, 11 Friday, 12	Parramatta

OHS Risk Management for Supervisors and Managers

Cost: \$300 (gst free)

This is a one day course for managers and supervisors. The course aims to familiarise participants with the knowledge and skills necessary to apply the principles of risk management as an integral part of an effective OHS management system. It will assist supervisors to effectively manage health and safety in their area of responsibility.

Month	Days	Location
June	Monday, 30	Parramatta
July	Wednesday, 30	Parramatta
August	Monday, 25	Parramatta
September	Tuesday, 30	Parramatta
October	Monday, 27	Parramatta
November	Wednesday, 26	Parramatta
December	Monday, 15	Parramatta

Green Card / White Card (WorkCover OHS Induction for Construction) (1 day)

This course is aimed at all new workers carrying out construction work, including self-employed persons, labourers, apprentices, trainees, trades-persons, supervisors and project managers. It is a legal requirement to complete this course.

Daily Parramatta & Sydney - City

Traffic Control (RTA approved) (1 day) Cost: \$150 (gst free)

This course is for any person required to control traffic using a Stop-Slow bat.

The course runs every Thursday.

Advance OHS



2008 TRAINING CALENDAR

OHS Consultation for Workplace Committee Members and OHS Representatives

- > 14, 15, 16, 17 July
- > 4, 5, 11, 12 August
- > 2, 9, 16, 23 September
- > 13, 14, 20, 21 October
- > 3, 4, 5, 6 November
- > 1, 2, 8, 9 December

OHS Risk Management

- > 21, 22 July
- > 10, 11 September
- > 15, 16 October
- > 24, 25 November

OHS Fundamentals (4 Days)

- > 3, 10, 17, 24 October

OHS Committee Refresher Training

- > 27 October

OHS Workplace Committee Chairperson Course

- > 11 December

First Aid

- > 23, 24 July
- > 3, 4 September
- > 17, 18 November

First Aid Recertification

- > 24 July
- > 4 September
- > 18 November

Managing Plant Hazards

- > 26, 27 November

Manual Handling Employee Awareness

- > 25 September
- > 10 December

Introduction to Return to Work Co-Ordinator

- > 18, 19 August
- > 12, 13 November

Developing and Implementing OHS Management Systems

- > 17, 18 September

How to Conduct an OHS Audit of your Workplace

- > 1, 2 October

OHS Incident Investigation

- > 27, 28 August

Applying Principles of Occupational Health

- > 10, 11 November

OHS Induction for Construction Work(5 Hours)

- > 18 July
- > 13 August
- > 8 September
- > 22 October
- > 7 November

Risk Management Workshop (1/2 day)

- > 22 September

Developing Site Safety plans (1/2 day)

- > 22 September

Office Safety and Setting up workstations (1/2 day)

- > 8 October

Writing SWMS (1/2 day)

- > 8 October

Making OHS Consultation Work For Us (1/2 day)

- > 3 December

Planning for Emergencies (1/2 day)

- > 2 July
- > 3 December

OHS Risk Management (For Specific Industries) (1/2 day)

- > 29 November



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

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

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