

# WorkCover NEWS

workcover.nsw.gov.au

Issue  
**82** Oct 2010 –  
Jan 2011

## BEN HOULISON OUR NEW PARALYMPIAN

helping to spread the  
safety message



**GET INVOLVED IN SAFE WORK WEEK:**  
**25–29 OCTOBER** (see insert)

*Photo courtesy of the Lithgow Mercury*



# OHS Training Calendar 2010 - 11

WorkCover NSW Accredited & Specific Purpose Courses  
Vital Training for Effective Risk Management



**OCTOBER 2010 to MARCH 2011**

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## OHS Consultation

*This is the WorkCover NSW Course in OHS Consultation. Under NSW OHS law all OHS Committee members and OHS representatives have to be trained on this course. It provides participants with the knowledge and skills to apply the principles of workplace OHS Consultation and to carry out their functions under NSW OHS law.*

Course Fee: \$610 (\$671 incl. gst) Course Length: 4 days (9am - 4pm).

PAR10	Oct	Fri	1	Fri	8	Fri	15	Fri	22	Parra	PAR1/2	Jan	Thu	20	Fri	21	Thu	27	Fri	28	Parra
RH10	Oct	Fri	1	Fri	8	Fri	15	Fri	22	Rooty/H	CIT1/2	Jan	Thu	27	Fri	28	Thu	3	Fri	4	City
CIT10	Oct	Wed	6	Thu	7	Wed	13	Thu	14	City	PAR2	Feb	Tue	1	Wed	2	Tue	8	Wed	9	Parra
CIT102	Oct	Fri	8	Fri	15	Fri	22	Fri	29	City	CIT2	Feb	Tue	1	Wed	2	Tue	8	Wed	9	City
CHA10	Oct	Wed	13	Thu	14	Wed	20	Thu	21	Chats	RH2	Feb	Mon	7	Tue	8	Mon	14	Tue	15	Rooty/H
PAR102	Oct	Wed	13	Thu	14	Wed	20	Thu	21	Parra	HUR2	Feb	Tue	8	Wed	9	Tue	15	Wed	16	Hurst
CIT103	Oct	Mon	18	Tue	19	Mon	25	Tue	26	City	CHA2	Feb	Wed	9	Thu	10	Wed	16	Thu	17	Chats
CAM10	Oct	Wed	20	Thu	21	Wed	27	Thu	28	Campb	CAM2	Feb	Thu	10	Fri	11	Thu	17	Fri	18	Campb
CIT104	Oct	Wed	20	Thu	21	Wed	27	Thu	28	City	CIT22	Feb	Thu	10	Fri	11	Thu	17	Fri	18	City
HUR10	Oct	Wed	20	Thu	21	Wed	27	Thu	28	Hurst	PAR22	Feb	Fri	11	Fri	18	Fri	25	Fri	4	Parra
CIT11	Nov	Tue	2	Wed	3	Tue	9	Wed	10	City	CIT23	Feb	Mon	14	Mon	21	Mon	28	Mon	7	City
RH11	Nov	Wed	3	Thu	4	Wed	10	Thu	11	Rooty/H	PAR23	Feb	Mon	14	Tue	15	Mon	21	Tue	22	Parra
CIT112	Nov	Fri	5	Fri	12	Fri	19	Fri	26	City	PAR24	Feb	Wed	23	Thu	24	Wed	2	Thu	3	Parra
PAR11	Nov	Fri	5	Fri	12	Fri	19	Fri	26	Parra	CIT24	Feb	Thu	24	Fri	25	Thu	3	Fri	4	City
CIT113	Nov	Mon	8	Mon	15	Mon	22	Mon	29	City	PAR3	Mar	Mon	7	Tue	8	Mon	14	Tue	15	Parra
PAR112	Nov	Mon	8	Tue	9	Mon	15	Tue	16	Parra	CIT3	Mar	Tue	8	Wed	9	Tue	15	Wed	16	City
CHA11	Nov	Mon	8	Tue	9	Mon	15	Tue	16	Chats	CAM3	Mar	Tue	8	Wed	9	Tue	15	Wed	16	Campb
CIT114	Nov	Tue	16	Wed	17	Tue	23	Wed	24	City	RH3	Mar	Tue	15	Wed	16	Tue	22	Wed	23	Rooty/H
PAR113	Nov	Wed	17	Thu	18	Wed	24	Thu	25	Parra	CHA3	Mar	Tue	15	Wed	16	Tue	22	Wed	23	Chats
HUR11	Nov	Thu	18	Fri	19	Thu	25	Fri	26	Hurst	HUR3	Mar	Wed	16	Thu	17	Wed	23	Thu	24	Hurst
CIT12	Dec	Wed	1	Thu	2	Wed	8	Thu	9	City	CIT32	Mar	Thu	17	Fri	18	Thu	24	Fri	25	City
PAR12	Dec	Thu	2	Fri	3	Thu	9	Fri	10	Parra	PAR32	Mar	Thu	17	Fri	18	Thu	24	Fri	25	Parra
CIT122	Dec	Mon	6	Tue	7	Mon	13	Tue	14	City	CIT33	Mar	Mon	21	Tue	22	Mon	28	Tue	29	City
PAR122	Dec	Mon	6	Tue	7	Mon	13	Tue	14	Parra	PAR33	Mar	Mon	21	Tue	22	Mon	28	Tue	29	Parra
CIT1	Jan	Mon	10	Tue	11	Mon	17	Tue	18	City	CIT34	Mar	Wed	30	Thu	31	Wed	6	Thu	7	City
PAR1	Jan	Tue	11	Wed	12	Tue	18	Wed	19	Parra	PAR34	Mar	Wed	30	Wed	6	Wed	13	Wed	20	Parra

## ohs risk management for supervisors & managers

*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. (There is no WorkCover NSW Course)*

Course Fee: \$550 (\$605 incl. gst) Course Length: 2 days (9am - 4pm).

CITS11	Nov	Thu	4	Thu	11	City
PARS11	Nov	Mon	22	Tue	23	Parramatta
PARS2	Feb	Thu	3	Fri	4	Parramatta
PARS3	Mar	Wed	9	Thu	10	Parramatta
CITS3	Mar	Thu	10	Fri	11	City

## introduction to return to work co-ordination

*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. (A WorkCover NSW Accredited Course)*

Course Fee: \$570 (gst free) Course Length: 2 days (9am - 4:30pm).

PARR10	Oct	Mon	18	Tue	19	Parramatta
PARR11	Nov	Wed	10	Thu	11	Parramatta
CITR11	Nov	Thu	18	Thu	25	City
CITR12	Dec	Wed	15	Thu	16	City
CITR1	Jan	Wed	19	Thu	20	City
PARR2	Feb	Wed	16	Thu	17	Parramatta
CITR3	Mar	Tue	1	Wed	2	City

## ohs committee chairperson

*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. (There is no WorkCover NSW Accredited Course)*

Course Fee: \$320 (\$352 incl. gst) Course Length: 1 day (9am - 4pm).

CITC10	Oct	Mon	11	City
PARC11	Nov	Thu	4	Parramatta
CITC12	Dec	Fri	3	City
CITC2	Feb	Wed	16	City
PARC3	Mar	Wed	16	Parramatta

## ON-SITE Training Courses

*The following courses can be delivered at your premises.*

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

## ohs committee refresher

*This course is designed to refresh committee members on their role as a committee member and how to improve the effectiveness of their committee. (There is no WorkCover NSW Accredited Course)*

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

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

CITF10	Oct	Fri	1	City
PARF10	Oct	Tue	12	Parramatta
PARF11	Nov	Tue	30	Parramatta
CITF3	Mar	Mon	14	City

## advanced return to work co-ordination

*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. (A WorkCover NSW Accredited Workshop)*

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

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

PAR10	Oct	Mon	25	Parramatta
CITE3	Mar	Wed	23	City

## construction general induction

*Work Safely in the Construction Industry (CPCOHS1001A) (a unit of CPC08 Construction, Plumbing & Services Integrated Framework training package).*



Complete this course, then you apply for a WorkCover Construction Induction Card to work on a construction site.

Public courses 6 days a week.

Onsite courses when you need them.

**Call us today for information & booking!**

## ohs risk management

*Looking for a WORK BASED AND FLEXIBLE program that will demonstrate competency in OHS Risk Management and OHS legal responsibilities?*



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**Specialists in WorkCover NSW Accredited &  
Specific Purpose OHS Training**

Join in the fun  
at the 2010  
Safety Show and  
Conference and the  
Safe Work Awards  
(see pages 6 and 8)

Spreading the  
safety message:  
meet our new  
paralympian  
speaker  
(see page 11)

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# A Message from the CEO

## Safe Work Australia Week

Workplace health and safety should be a central plank of everyone's day to day business activities, not something to add on once you've designed your business operations.

Each year around the nation during Safe Work Australia Week (24 to 30 October), businesses reflect on what they are doing well, learn from the gaps and adopt a proactive approach to making their workplace safe and healthy.

People are a business' greatest asset and all businesses need to show leadership in work health and safety and encourage their employees to report hazards wherever they may exist. This could save a life.

If you're stuck for ideas in this edition we provide suggestions on how to get involved. A 'Fluro Friday' day has proven a popular way of increasing awareness of workplace safety and engaging staff in a simple yet very effective way. 'Fluro Friday' provides a visual reminder to staff of how important it is to be seen, be heard and be safe.

Some businesses host a safety event and take time out to discuss general or specific safety aspects relevant to their business with their staff.

I encourage all businesses in NSW to get involved in promoting work health and safety in their workplaces.

## Our strategic direction

The workers compensation system in NSW is one of the largest funds managed in Australia. WorkCover NSW has \$10.5 billion under funds management, annual revenue of \$3.7 billion and 137,000 workers compensation claims processed in 2008/09. This makes WorkCover NSW a bigger business than many of Australia's major businesses.

Like most businesses we take the time to review our strategic direction to ensure we can meet the diverse and changing nature of businesses and to drive down fatalities and serious injuries in the workplace and promote sustainable return to work for injured workers.

We have just committed to a new five-year Corporate Plan (2010-15) to guide our service delivery and policy focus.

We have developed seven key result areas, to achieve our purpose of increasing the competitiveness of the New South Wales economy through healthy, safe and productive workplaces.

1. Prevention of workplace injury and illness
2. Sustainable return to employment
3. Low premiums
4. Sound fund management and system financial viability
5. Exemplar organisation
6. Cost and efficiency
7. Customer-focused approach

Each of these key result areas supports and reinforces the others.

Keeping workers safe and ensuring sustainable return to work means we increase the participation and productivity of the New South Wales workforce and the competitiveness of the New South Wales economy.

WorkCover's focus to identify areas of poor health and safety performance and to work with business to help them to close down high incident rates will help business productivity by reducing costs through lower premiums and fewer days lost to injury or illness.

We recognise that meeting the future challenges depends on action taken today. That's why we have commenced discussion with a number of industries to assist them to understand the areas of poor performance and high risk and to develop strategies to mitigate these risks head on.

## Stakeholder engagement

Over the past six months I have been meeting with a wide range of stakeholder groups from industry associations, employer groups, workers compensation agents, government and unions, to keep abreast of emerging issues. Strong engagement enables us to identify opportunities to work together to achieve safer workplaces. Greater engagement will lead to improved risk management, learning and innovation.

We are currently reviewing our stakeholder engagement strategy to create opportunities for increased collaboration and ensure that we take advantage of new technology as a means of communicating with our stakeholders.

## Anti-bullying poster

Bullying can be an issue in any workplace and WorkCover as a large employer, is not immune to disputes in the workplace. In July 2010, we began a series of workshops to assist businesses to address bullying as a serious workplace issue.

In this edition we include an anti-bullying poster for you to display in your place of work to make it clear that you won't tolerate bullying in your business.

Of course, promoting the right behaviours in the workplace is more than just a poster. It's about changing behaviours that are often entrenched over some time.

## Young workers

This month many young Australians are completing their final school examinations. Full of enthusiasm, confidence and energy they will soon join the workforce for the first time.

WorkCover funded a very illuminating piece of research called yPack by Youthsafe and the Group Training Association of NSW on how young workers view risk. Researchers have linked the under development of the young adult brain with risk taking.

yPack indicates that while young workers understand risk they still choose to take the risk. This will challenge employers to think again about how they supervise and communicate with their young workers.

yPack provides insights and some easy to follow guidance through its easy to understand fact sheets and DVD.

**For more details on any of the above go to [workcover.nsw.gov.au](http://workcover.nsw.gov.au)**



# See the forest THROUGH THE TREES

## Forest Industry Safety Tool – now available

**Forestry work is a high-risk activity. Whether you are a timber grower, land owner, sawmill operator, contractor or subcontractor, you have a part to play in protecting people's health and safety.**

The *Forest Industry Safety Tool* was launched in September at NSW Parliament House by Minister for Finance Michael Daley and Minister for Mineral and Forest Resources Mr Steve Whan.

Based on the *State Forests Safety Pack 2002*, this tool provides practical guidance, policies and templates to use and adapt as needed.

'There has been nearly 400 people injured in the last two years in the forest industry and it has cost the scheme \$4 million dollars. It's a headache for employers, but more importantly it is bad for families,' said Mr Daley.

'It's an industry that is still overrepresented when it comes to injuries, so it's pleasing to see this tool, which is going to be available to all operators, from haulage right through to processing,' said Mr Whan.

Both Ministers thanked WorkCover and Forests NSW for working together to create the tool.

'It's very comprehensive and a lot of work, detail and care was put into it,' said Mr Daley. 'The authors had a good think about who they were serving to protect, and that is the ideal of WorkCover.'

'We really appreciate WorkCover working with industry to help produce something that everyone can use to improve their safety,' said Mr Whan. 'It's a terrific way to go about the business of improving workplace safety, something that is very dear to our government's heart, making sure we protect our workers and make sure they go home at the end of the day.'

The tool was developed to set a minimum standard for work health and safety (WHS) management in forestry. Contributors included representatives from:

- milling
- harvesting
- haulage
- contractor associations
- unions.

Integrating the tool into Forest Industry WHS management systems will help demonstrate compliance with legal requirements, and reduce workplace injury and illness and the associated costs.



*The Forest Industry Safety Tool – A resource pack for managing safety in the Forest Industry* (Catalogue no. WC02110) and other resources are available at [workcover.nsw.gov.au](http://workcover.nsw.gov.au) or by calling **13 10 50**.

Other resources and information are available from Forests NSW at [dpl.nsw.gov.au/forests](http://dpl.nsw.gov.au/forests) or by calling **1300 655 687**.



# A LUCKY ESCAPE

Trapped under a one-tonne boulder for an hour and surrounded by flames, volunteer firefighter, Alan Choy wondered if he would ever make it out alive.

Freed by the NSW Fire Brigades Rescue crew, Alan spent five days in hospital with substantial injuries that included leg and wrist fractures, soft tissue and nerve damage. Two months later, and with the help of the WorkCover NSW Claims Branch, he has been able to overcome his injuries and make a successful return to work.

‘It was a shock when the accident happened as I had been volunteering with the Rural Fire Service for four years without any kind of incident’, says Alan.

‘It was while I was assisting with a hazard reduction that a rock shelf I was standing on collapsed, pinning me under a large boulder.’

‘I was in a pretty bad state by the time I got to hospital and while I was there I developed a deep vein thrombosis, which only added to my problems.’

‘Initially I was concerned about how long I would be off work from my paid job as a bush regenerator with Manly Council, but my fears were alleviated after talking to my employer and WorkCover, who were both very supportive.’

WorkCover Claims Branch Case Manager, Shane Bilham, was able to reassure Alan by informing him about WorkCover’s role in his injury management and return to work. Alan was made aware early on in the claim that related hospital, medical and rehabilitation expenses would be paid by WorkCover.

Shane also liaised closely with Alan’s full time employer, Manly Council, to ensure that Alan did not lose any of his sick leave entitlements from his full time employment as a bush regenerator.

‘Alan’s case was complex due to the involvement of a variety of medical personnel – two orthopaedic surgeons, a vascular surgeon, two specialised physiotherapists and the nominated treating doctor. My job was to work closely with the medical experts to assess the proposed treatment and send through approvals in a timely fashion.’

## DID YOU KNOW?

If you volunteer with the NSW Bush Fire, Emergency and Rescue Services and are injured on the job, WorkCover manages your workers compensation claim.

WorkCover provides assistance with injury management and facilitates return to paid employment and volunteering activities.

With such a long list of injuries to deal with, Alan was at times overwhelmed by the medical procedures and welcomed Shane’s support and reassurance. ‘I was able to ask Shane lots of questions and I liked that he always gave me straight answers. It was a challenge to stay positive but Shane helped me to see my way through.’

## Back on the job

Alan is now back at work full time with Manly Council and hopes to make a complete recovery.

He has made a gradual comeback thanks to a return to work plan that was established through the liaison between Manly Council’s Occupational Health and Safety Division, Alan’s nominated treating doctor and the WorkCover Case Manager. Two months after his injury he returned to work on administrative duties, and as his medical condition improved, he progressed to working outside on level ground. With an orthopaedic review due in the coming month, it is anticipated he will soon return to his pre-injury duties.

‘I am hoping for a full recovery and back to where I was before the accident, which includes returning to my role as a volunteer firefighter!’ says Alan.



# Talk Safety with WorkCover at the **SAFETY SHOW AND CONFERENCE**

## Want to improve safety in your workplace, but not quite sure how to do it?

WorkCover NSW is again helping to put safety under the spotlight by offering advice and assistance at the seventh annual Safety Show and Conference.

Long regarded as the NSW's premier safety event, the Safety Show and Conference will be held from 26–28 October at the Sydney Showground at Sydney Olympic Park.

As principal sponsor of the event, WorkCover staff will provide free information and advice on how to meet your work health and safety and workers compensation requirements.

WorkCover will host a series of free workshops and presentations during the three days aimed at industry, small businesses, and those preparing for the implementation of the new national work health and safety legislation.

The industry workshops will explore safety in the four main industries of construction, manufacturing, health and community services, and transport and storage.

WorkCover's small business workshops will help business owners to develop practical solutions to reduce risks from workplace hazards, and improve injury management.

The national workplace legislation presentations will look at why the legislation is changing, and will inform employers about what to expect in the lead up to the implementation date of 1 January 2012.

WorkCover will also present Hazard a Guess Live, which will be an interactive show based around WorkCover's new Hazard-a-Guess eLearning tool.

The eLearning tool targets young workers and is presented in a game show style format and presents a series of scenarios that users must navigate their way through.

Visitors to the show will be able to speak directly with WorkCover inspectors, business advisory officers and staff at any time during the show by visiting WorkCover's interactive stand.

More than 350 exhibitors will also feature hundreds of innovative safety solutions, offering visitors an unparalleled opportunity to keep up-to-date with new health and safety initiatives.

The Safety Show will culminate with the WorkCover NSW SafeWork Awards, which will be held on Thursday 28 October at the Bayside Grand Hall, Sydney Convention and Exhibition Centre, Darling Harbour.

The Awards ceremony and dinner will showcase the best that NSW businesses have to offer in terms of safety, and will offer the chance to mix with likeminded industry representatives.

For more information  
on the Safety Show and Conference,  
visit **[www.thesafetyshow.com.au](http://www.thesafetyshow.com.au)** or  
email **[safety@aec.net.au](mailto:safety@aec.net.au)**

For enquiries  
about the **SafeWork Awards**,  
including table bookings,  
visit **[safeworkawards.com.au](http://safeworkawards.com.au)**  
or call Australian Exhibitions and  
Conferences on **(03) 9654 7773**.



# WHAT ARE YOU RISKING?

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**SHOW**  
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# Ambassadors spread the WORKPLACE SAFETY MESSAGE

**‘Getting everyone involved helped us to realise that we are all responsible for keeping ourselves and our workmates safe at work.’**

That sentiment expressed by James Willis, Contracts Administrator for the Artarmon-based Eminent Waste Pty, is a core philanthropic statement of commitment for WorkCover’s new trio of Safety Ambassadors.

The concept of ‘One for all and all for one’ was an older version used by Alexandre Dumas’ fictional Three Musketeers, and now reinvented by WorkCover with a unique, modern twist.

WorkCover Safety Ambassadors Eris (rpt Eris) McCarthy, Paul Martin and James Willis are modern day workplace advocates spreading a similar message - minus the cloaks and swords!

The Safety Ambassadors won their ‘spurs’ in May 2010 on the basis of their outstanding performances in WorkCover’s long-running Mentor Program.

‘We recognised the best way to get our workers focused on safety was to get them involved, so we asked them to tell us how we could all improve safety in our business,’ says James.

‘Together, we refined our safety procedures and came up with procedures and processes that are easy to understand, and most importantly, our workers use.’

James acknowledges his company’s involvement with WorkCover’s Mentor Program as a major factor in stimulating a major shift in the approach to workplace safety.

‘It really changed the safety culture of our business.’

‘Getting involved with the Mentor Program gave us the opportunity to work with a larger business on developing our safety systems and processes,’ he says.

‘We introduced regular tool box talks and developed guidance material for our staff, including training manuals for supervisors and drivers, as well as forming an agreement with a supplier to include training on any equipment purchased from them.’

Eminent Waste was a highly-commended finalist in the 2009 WorkCover SafeWork Awards in the *Best Workplace Health and Safety Practices in a Small Business* category.

‘WorkCover’s Mentor Program boosted our company’s reputation in the industry for safe working, and subsequently attracted more business,’ says James.

‘The demolition industry can be a very dangerous industry to work in at times, and for this reason we are constantly vigilant when it comes to safety.’

‘Whenever ATR attends a job site, the first thing we think of is the safety of our employees, our contractors and members of the public who may be affected by our work – then we can complete the work in the most timely way.’

Over the next 12 months, the Safety Ambassadors will impart their workplace safety knowledge and experience to employers and workers at industrial association meetings and small business forums – and in the major spotlight of the 2010 WorkCover Safety Show and Conference.

The Safety Ambassadors will also engage with the wider community, including families.

‘Ambassador’ Paul Martin, Managing Director of the medium-sized – and growing – South Coast construction firm Ledacon, used the experience of WorkCover’s 2006 pilot Mentor Program to devise an innovative safety system for his workforce.

Paul says his workplace safety focus has resulted in more business and helped grow his company from nine full-time staff and two casuals to 25 full-time employees.

‘I see safety as an asset, not an expense, and clients demand it!’ he says.

‘My experience with the Mentor Program changed my opinion of WorkCover. There’s only so much WorkCover can do, and I think it is up to people like us to pick up and run with the safety message.’

‘If I can deliver a simple safety message across to businesses, I believe I will have achieved something worthwhile.’

The third Safety Ambassador, Eris McCarthy, Managing Director of the Central Coast-based Eris McCarthy Electrical, credits the Mentor Program for playing ‘a huge part’ in improving their focus on workplace safety.

‘As a small business operator, workplace safety is one of those things that always gets put off until later, as there is always something more pressing to get to,’ he says

‘Having an external party, like our mentor, work with us on some simple priorities enabled us to set some deadlines to meet ready for the next meeting.

‘Without that external party whom we had promised to meet a deadline, we would have simply put off the task too easily once again, I’m sure.

‘The Mentor Program has shown us that it is so easy to introduce safety management systems, one small bite at a time.’

Eris said the Mentor Program had not only helped his company improve its day-to-day safety compliance, but also prompted it to move the business to a more suitable site!

‘We found that we were doing a lot of day-to-day things the right way, but the Mentor Program showed us that our record keeping was simply not going to stand up if we were involved in an incident.’

The last word from James Willis suitably sums up the spirit of the Safety Ambassador program:

“I wanted to be a Safety Ambassador because I wanted to share my safety journey and experience with others, and hopefully, influence them to think about safety more!”



Paul Martin of Ledacon, Eris McCarthy of Eris McCarthy Electrical and James Willis of All Types of Rubbish (ATR).



# Farm safety BEGINS WITH YOU

**Recent widespread rains have improved drought conditions across the state with NSW experiencing potentially the best crop yields for 10 years, come harvest time.**

With better growing conditions and increased productivity it is particularly important to consider the safety of new workers on your farm. A new, free resource will now make it even easier to meet your obligations to new workers.

## Health and safety induction program

The *Entry Level Farm Safety Induction Program* (ELFSIP) gives you the resources you need to educate new and inexperienced workers in farm safety. ELFSIP has been developed by the Australian Centre for Agriculture Health and Safety in partnership with FarmSafe NSW and WorkCover.

There are two resources available under the ELFSIP – the pre-start farm safety induction course and the on-farm safety induction guide.

## On-farm safety induction guide

By law you must give new workers a safety induction before they start work on your farm. The *On-farm safety induction guide* has been developed to meet your obligations as an employer. No matter what the focus of your business – livestock or grain – it provides the information you need to run your own safety inductions for new workers.

The guide includes general safety information such as common hazards on Australian farms, farm emergencies, reporting injuries and communicating safety.

The resource is tailored to your needs, providing employer guidance material, a worker discussion guide and targeted safety information for the five commodity groups:

- cattle
- dairy cattle
- sheep and wool
- grain handling
- horticulture.

## Pre-start safety induction course

In addition, the pre-start component of ELFSIP means that workers don't need to wait until their on-farm induction to learn about common farm safety hazards.

If you are an approved facilitator working with new and inexperienced workers in the farming industry, check out the new *Pre-start farm safety induction resource*.

It provides you with materials to educate workers about common farm hazards. Workers completing the training receive an attendance certificate, which can then be presented to employers as proof they have a basic understanding of farm safety issues and practices.

Topics covered by the course include:

- legal duties
- communication
- common hazards
- risk management
- emergencies.

To download a copy of the safety resources discussed here, or to find out more about the ELFSIP, visit the Australian Centre for Agricultural Health and Safety [aghealth.org.au](http://aghealth.org.au) or call (02) 6752 8210.



## Quad bike safety

If things are improving on your farm, you may be looking to invest in some new equipment. Quad bikes can be very useful, however when used incorrectly there are serious safety risks.

More than 64 per cent of quad bike deaths in Australia occur on farms and in the last 10 years there have been 130 farm-related quad bike fatalities across the country.

Before you buy a quad bike, talk with your local dealer about whether a quad bike is right for you. Some things to consider are:

- you must be over 16 years of age
- you must not carry passengers
- you cannot safely ride the bike over steep or rough ground
- it has a very limited towing capacity
- you must be physically fit and able to control the bike.

When using a quad bike around your farm there are important steps you can take to keep safe:

- always wear a helmet, boots and other protective clothing
- never ride your bike over steep or rough ground
- sign up for a quad bike training course.

Further quad bike safety advice and information, including an *ATV Safety Checklist* (Catalogue no. WC01370), is available from [workcover.nsw.gov.au](http://workcover.nsw.gov.au) or by calling **13 10 50**.

## Mental health support

Although we have seen improved conditions in areas of the state, many communities in NSW are still hard hit by drought. WorkCover recognises this and continues to work with you in dealing with drought's long-term affects.

WorkCover's Rural Mental Health Support Program is working to raise awareness of mental health issues in rural and regional areas and by doing so address the strain caused by isolation and drought as well as social and financial pressures.

If you or someone that you know is experiencing anxiety or depression, WorkCover along with organisations such as YMCA, Anglicare, Beyond Blue, Blackdog, Country Women's Association and local Area Health Services are there to provide support and assistance.

For more information about WorkCover's Rural Mental Health Support Program and to find out more about support services available in your area call **13 10 50**.

Times of change or of continued hardship present unique challenges for farmers and their families. We are committed to working with you and in partnership with your community and industry to ensure your farm is a safe place to work.





# Join the celebrations **SAFE WORK AWARDS** **2010**

## It's almost here.

In a few short weeks Sydney's spectacular Darling Harbour will play host to the safety industry's night of nights, the WorkCover NSW SafeWork Awards – and you're invited.

The Awards recognise and reward excellence, innovation and outstanding commitment to work safety – join us as we announce this year's winners, and share their initiatives and achievements.

If you're amongst the fortunate few who take up the opportunity to attend this fabulous black tie event, you'll be treated to pre-function drinks, a fine three-course meal and live entertainment.

Taking place during Safe Work Australia Week, and in conjunction with the 2010 Safety Show and Conference, the dinner is also your chance to mix with and learn from like-minded industry and business representatives.

### **PLACES ARE STRICTLY LIMITED AND FILLING FAST.**

To reserve your ticket contact  
Australian Exhibitions and Conferences  
on **(03) 9654 7773** or visit  
**[safeworkawards.com.au](http://safeworkawards.com.au)**

**Where:** Bayside Grand Hall, Sydney  
Convention and Exhibition  
Centre, Darling Harbour

**When:** 7.00 pm for 7.30 start  
Thursday 28 October 2010

**Tickets:** \$120 per ticket or \$1080 for a  
table of 10 tickets

**Dress:** Black tie / formal





# SafeWork Awards Rewards

## Join in the celebrations

Don't miss out on a fabulous night of fine food and entertainment as we announce the winners of the WorkCover NSW SafeWork Awards for 2010.

This prestigious black tie ceremony will be held at the Bayside Grand Hall, Sydney Convention and Exhibition Centre, Darling Harbour on **Thursday 28 October**.

Book now, places are filling fast. Contact Australian Exhibitions and Conferences on (03) 9654 7773 or visit [safeworkawards.com.au](http://safeworkawards.com.au)

WorkCover NSW  
**SafeWork**  
A W A R D S



*"Winning was a thrill for the whole team, we had a spring in our step."*

Sharpe Bros, Michael Sharpe,  
NSW Winner 2007

# WorkCover NSW PARALYMPIC SPEAKERS PROGRAM MARKS 10 YEARS

Marking a milestone is nothing out of the ordinary when you're a Paralympian, however, a certain few have just reached new heights.

WorkCover NSW's Paralympic Speakers Program is entering into its 10th year of helping WorkCover spread the safety message.

Five Paralympic athletes joined WorkCover through the Paralympic Speakers Program in 2000, with the view of helping employers to educate their workers about the importance of workplace safety.

The program has become so popular that it now includes seven speakers who travel to all parts of the state to speak to employers and workers.

The Paralympians now consist of John Marshall, Heath Francis, Kahi Puru, Nigel Smith, Liesl Tesch, Shannon Dallas and Ben Houlison.

Through their inspirational stories of despair, courage and triumph; these athletes drive home a powerful message about the importance of getting home safely.

Drawing on their personal experience, the Paralympians are able to bring home the personal impact of work-related accidents to hundreds of people who otherwise might not have realised the true implications of unsafe work practices.

They are excellent examples of people who have returned to work and returned to life after a workplace incident with the support of their family, friends, employers, medical rehabilitation specialists, the Australian Paralympic Committee and WorkCover.

You can enquire about booking a Paralympian to speak at your workplace or order a copy of the Paralympic Speakers Program DVD, titled '*Six life stories, one vital message*', by visiting [workcover.nsw.gov.au](http://workcover.nsw.gov.au) or calling 13 10 50.

## MEET OUR PARALYMPIANS

- Archer **John Marshall** who became a paraplegic after a motorbike accident
- Runner **Heath Francis** who lost his right arm in a farming accident
- Weightlifter **Kahi Puru** who lost his leg in a forklift accident
- Volleyballer **Nigel Smith** who lost his leg in an industrial accident
- Basketballer **Liesl Tesch** who broke her back in a cycling accident
- Snow skier **Shannon Dallas** who became a paraplegic after a fall from a building site
- Rower **Ben Houlison** who became a paraplegic after a workplace accident.

# Our new Paralympian **DREW STRENGTH FROM A SIMPLE SAYING**

“Tough things  
happen to people –  
Tough people  
make things happen.”

## **Simple sayings can be deceptive.**

Try saying that one several times over, then think of someone you know who has battled adversity and gone on to accomplish amazing feats of survival or endurance.

This is one such story.

It's 2004, and while the Blue Mountains town of Lithgow sleeps, workers in a nearby coalmine are struggling to reposition the massive 'continuous miner' machinery ready to tear out the next section of coalface.

One of the team is 21-year-old Ben Houlison, whose dad is also a miner.





Mining is a very much a 'family' industry, with the inexperienced young men looking to the older miners, whom it's said can 'read' the warning signs of a potential cave-in.

But on this occasion the team moving the huge machine are unaware they are heading towards a ditch, and within a few minutes Ben's life will change forever.

When the 70 tonne goliath tips headfirst into the ditch, the end rears up, pinning young Ben against the roof, crushing his back.

'I consider myself lucky! I knew I'd been hurt, but didn't feel much at the time,' he says today.

Talking six years later from his wheelchair about the incident that left him paraplegic, Ben is amazingly upbeat with no trace of resentment.

'Always beware of the hidden risk - it was the hidden risk that got me. No one inspected what was in front of that machine when it fell into that ditch,' he says.

Now the hard days of working underground have been replaced with sunshine, fresh air, and the satisfying feel of his rowing sculls parting the placid waters of Canberra's Lake Burley Griffin.

Today Ben Houlison is a World Adaptive Rowing Champion - sculling his way to bronze medals at recent international events in Poland and Italy - as well as being the reigning Australian champion.

Among the many messages of support Ben received during his lengthy and challenging recuperation, there was one that became his rallying cry and which he still uses:

'Tough things happen to people - Tough people make things happen.'

With the 2010 World Adaptive Rowing Championships in New Zealand less than three months away, he is applying that simple philosophy to his preparation - training three to four hours a day, six days a week, in between working in his new career as an OHS consultant.

Ben's courage and commitment is typically illustrated by the first speaking assignment that Ben delivered as an OHS consultant - it was to workers at the very same mine where he was injured!

'I felt that I had to tell my story. When I saw the looks on their faces it gave me a feeling that I was changing someone else's life.'

After a long and challenging rehabilitation, Ben was eager to find a sporting outlet for agile mind and body.

Wheelchair basketball didn't satisfy the urge, but then rowing beckoned.

Ben's start in rowing went literally with a splash when an early attempt to transfer from land to water didn't go as planned.

'I was trying to board the rowing boat from a pontoon - the wheelchair went flying and I went into the water,' Ben laughs. 'Luckily it wasn't that deep and someone managed to get the chair out.'

One message he would give to other young workers: 'If you don't feel comfortable doing a job - don't do it!'

'The thing that got me through the tough times was my family and friends who supported me. I had so much pride in them.'

WorkCover's Paralympic Speakers Program sponsors seven athletes who, despite suffering permanent disabilities, have gone on to achieve outstanding sporting success.

The WorkCover Paralympic Speakers Program commenced in 2000, and has grown in popularity because of the powerful message the speakers bring to the workplace.

Drawing on their experience, the athletes spread a strong and emotive message about workplace safety, injury prevention and their personal journey to recovery, return to work and success as world-class athletes.

To book Ben or another WorkCover Paralympian speaker, or to find out more about WorkCover's Paralympic Speakers Program visit **[workcover.nsw.gov.au/Initiatives/Paralymphiansponsorship](http://workcover.nsw.gov.au/Initiatives/Paralymphiansponsorship)** or call **13 10 50**.

# A LONG WAIT

**A freak accident while competing in a Surf Life Saving competition had far reaching consequences for this fit and active surf life saver and President of the Thirroul Surf Club, Wollongong.**

With his knee so badly injured he was unable to walk without crutches, Anthony Turner faced six months of rehabilitation before he could regain health and return to his paid employment as a nurse.

'I was in the semi finals of an Inflatable Rubber Boat competition at Warilla Beach and when exiting the boat to finish the race, it clipped the back of my heel, throwing me off balance and causing serious tearing of my knee,' explains Anthony.

'I knew straight away I had done something major as the pain was nine out of ten on the pain scale.'

'That was the start of a long process of working with medical specialists and physiotherapists to deal with the pain and get back to functional movement.'

'The WorkCover Claims Branch was in contact with me very early on following the accident to talk me through the process and provide reassurance that my medical bills and income would be paid while I was off work.'

'I couldn't believe that WorkCover not only covered the medical, physiotherapy and gym costs, but also expenses like training aids and travel to and from my medical appointments.'

Anthony is highly complementary of his experience with WorkCover. Regular contact with his Case Manager, Anita Uptin, kept his outlook positive and gave him the support he needed.

'It made me feel not alone; that I had someone to turn to for questions,' he says.

## Working with the employer

Anthony Turner's case demonstrates just how long it can take to rehabilitate an injured worker and achieve a return to work. It becomes even more challenging when the injury happens away from the workplace as the employer may be faced with the expense of engaging another person to cover

the workload while keeping the position open for the injured employee.

Anita described 'As a Case Manager it is my role to maintain a relationship with the employer that keeps them continually updated and positive about the situation. I do everything I can to ensure the employer doesn't feel they have to terminate the injured workers employment.'

Anita describes it as a juggling role, where her job is to negotiate with all parties to keep them in the loop and communicating. Everything is offered to the injured worker, in line with the Legislation.

'It is like everyone has a piece of the wheel – the medical providers, the treating doctor, the injured worker, the employer – and the Case Manager is the person in the centre making sure everyone continually moves forward in the right direction.'

The nature of Anthony's job as a nurse necessitated that he was fully fit before returning to work, so all parties agreed it was beneficial he continue with the physiotherapy and gym program until he received the all clear.

As much as Anthony was keen to be back at work, he was relieved to be given the opportunity to concentrate on his recovery.

'I had reached a point, months into my physiotherapy treatment, where I was still struggling with pain and reduced mobility due to a build up of scar tissue. It was then I started a twice weekly gym strengthening program with a personal trainer as part of my rehabilitation. Combined with intensive physiotherapy sessions, I improved enough to be able to avoid surgery.'

'Now I have returned to work full time and thanks to the gym program I feel fitter and stronger than ever before. I'm also once again on Surf Life Saving duties and am able to properly fulfil my role as President of my Surf Club. After 13 years of being a Surf Life Saver and competing in surf events, I'm very happy to be back,' he said.

# THE SAFETY CONFERENCE

## SYDNEY 2010

### 2010 A SAFE ODYSSEY

**TUESDAY 26 -  
THURSDAY 28  
OCTOBER 2010**  
**SYDNEY SHOWGROUND  
SYDNEY OLYMPIC PARK**

PRESENTED BY



SAFETY INSTITUTE OF AUSTRALIA  
(NSW & ACT DIVISIONS) INC

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# WHAT ARE YOU RISKING?

VISIT **THE SAFETY SHOW**  
SYDNEY 2010

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**SYDNEY SHOWGROUND, SYDNEY OLYMPIC PARK**

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Tel 03 9654 7773  
Email [safetyvisitor@aec.net.au](mailto:safetyvisitor@aec.net.au)

**DAY 1 TUESDAY 26 OCTOBER 2010**

### EMBARKATION



#### 7.30am Opening Breakfast

Antarctic Operations and Managing Safety  
from Afar - A Systematic Approach to Risk  
Analysis and Risk Mitigation  
**Captain Terry Vickers**  
Executive Director, Skytraders Pty Ltd

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#### 9.30am Keynote Address

Safety in Leadership  
**General Peter Cosgrove**  
AC MC (Retd)

Keynote Sponsor



safe work australia

9.10am

#### Welcome to Country

Uncle Des Dyer, The Darug Landcare Corporation

9.20am

#### Official Welcome

The Hon. Michael Daley, MP, NSW Minister For  
Finance, Minister For Police, NSW Government

#### 9.30am Keynote Address - Safety in Leadership

10.30am - 11.00am Morning Tea

### LEGISLATING CHANGE - MODEL WORK AND SAFETY BILL WHAT ARE THE IMPLICATIONS? THE JURISDICTIONS RESPOND

11.00am

#### What Does This Mean For NSW?

John Watson, General Manager, WorkCover NSW

11.30am

#### Work Safety ACT - Approach to Harmonised OHS Laws

Mark McCabe, ACT Work Safety Commissioner,  
WorkSafe ACT

12.00pm

#### A New Beginning - National Work Health and Safety Laws

Melissa Ryan, General Manager Project  
Harmony, Comcare

12.30pm - 2.00pm Lunch

### HARMONISED LEGISLATION IN NSW HOW WILL IT BE IMPLEMENTED?

2.00pm

#### Employer Expectations

Greg Pattison, General Manager,  
Workplace Solutions, NSW Business Chamber

2.25pm

#### Unions Expectations

Mark Lennon, Secretary, Unions NSW

2.45pm

#### Transitional Arrangements - Communication Strategy, HSR Training, Harmonised Procedures, What do Inspectors do?

Bridget Barrett, Director, National WHS  
Legislation Program, WorkCover NSW

3.30pm - 4.00pm Afternoon Tea

4.05pm

#### Harmonisation; Will it Work? Panel Discussion

Barry Sherriff, Partner, Norton Rose Australia,  
Michael Tooma, Partner, Norton Rose Australia,  
Greg Pattison, General Manager,  
Workplace Solutions NSW Business Chamber,  
John Watson, General Manager, WorkCover  
NSW, Mark McCabe, ACT Work Safety  
Commissioner, WorkSafe ACT, Mark Lennon,  
Secretary, Unions NSW, Melissa Ryan,  
General Manager, Project Harmony, Comcare

5.00pm Welcome Drinks, Trade Show Hall



The Hon.  
Michael Daley



Mark McCabe



Melissa Ryan



Greg Pattison



John Watson



Mark Lennon



Bridget Barrett



Barry Sherriff



Michael Tooma



Barry Silburn

# FOR CONFERENCE REGISTRATION



## DAY 2 WEDNESDAY 27 OCTOBER 2010

### THE JOURNEY – TRIALS & TRIBULATIONS



**9.00am Keynote Address**  
**"The Gun" behind the**  
**Beaconsfield Mine Rescue**  
**Darren Flanagan**

10.30am – 11.00am Morning Tea



**1.30pm Keynote Address**  
**Demonstration of eLearning**  
**Simulation Program -**  
**Handling Dangerous**  
**Goods in the P&C Industry**  
**Lynne Abbott**  
Abbott Training Systems  
and SimSkill

**2.00pm Keynote Address**  
**The View from Here:**  
**Tragedy to Prevention**  
**Shirley Hickman**  
Executive Director,  
Threads of Life

### SAFETY CULTURE WISDOM IN TRANSITION

11.00am  
**Choices - Safety is a Choice You Make**  
**Mr James Wood**, Director, C&B Safe Pty Ltd

11.30am  
**Making Safety Sexy - Selling Safety to the Masses**  
**Mr Dave Whitefield**, Principal Trainer,  
Baseline Training & Consulting

12.00pm  
**Improving Safety Culture Through Increased**  
**Personal Mindfulness**  
**Mr Cristian Sylvestre**, Principal Consultant,  
Safetrain Pty Ltd

12.30pm – 1.30pm Lunch

### INVESTIGATIONS MORE THAN A METHODOLOGY

11.00am  
**Not Enough Incidents**  
**Mr Cristian Sylvestre**, Principal Consultant,  
Safetrain Pty Ltd

11.30am  
**Hazard Identification and Incident Investigation**  
**Gabrielle Carlton**, Director, Fidelity Injury Risk  
Management

12.00pm  
**The Investigator's Toolkit for the Everyday World**  
**David Skegg**, A/Dean of College of Fellows  
Safety Institute of Australia

12.30pm – 1.30pm Lunch

### MINING SAFETY MORE THAN ITS SEAMS

11.00am  
**Achieving World Leading OHS Culture -**  
**The Role of the NSW Mine Safety Advisory Council**  
**Mr Tim Crakanthorp**, Executive Officer,  
NSW Mine Safety Advisory Council (MSAC)

11.30am  
**Diesel Engine Shutdown Systems for the**  
**Mining Industry**  
**Mr Keerthy Mysore**, Principal, Shakti Corp Pty Ltd  
**Mariusz Dudzik**, Managing Director, NTMS Pty Ltd

12.00pm  
**Safety & Ergonomic Issues in Personnel**  
**Transport Vehicles for Underground Coal Mines**  
**Mr Robert Smith**, Master of Design Candidate,  
Monash University

12.30pm – 1.30pm Lunch

### SAFETY INSTITUTE OF AUSTRALIA CONFERENCE DINNER - ODYSSEY

7.00pm  
Pullman Hotel, Sydney Olympic Park  
Tickets \$95 for SIA members and \$110 for non members (inc GST)

## DAY 3 THURSDAY 28 OCTOBER 2010

### TRIUMPH



**9.00am Keynote Address**  
**Emerging Issues in OHS -**  
**The Brave New World of Genetic**  
**Selection and Nanoparticulates**  
**Dr Ian Gardner**  
Senior Physician in  
Occupational & Environmental  
Medicine, Defence Centre  
for Occupational Health

**1.30pm**  
**The Future of Australian**  
**Occupational Health and**  
**Safety Research: Establishing**  
**Some National Priorities**  
**Prof Derek Smith** FSIA,  
WorkCover NSW Research  
Centre of Excellence



**2.05pm**  
**Moot Court**  
**Mr Michael Tooma**  
Partner, Norton Rose Australia

### BEHAVIOUR TO BE OR NOT TO BE SAFE

10.05am  
**Predicting Who Will Cause Workplace**  
**Safety Incidents**  
**Mr John Richards**, CEO, Onetest Pty Ltd

10.30am – 11.00am Morning Tea

11.00am  
**'Empower 7' A Step OHS&E Change**  
**Management Process**  
**Mr Kevin Berry & Mr Adam Crouch**,  
Kevin Berry Consulting

11.30am  
**If I Can I Will**  
**Ms Genevieve Hawkins**, General Manager,  
WSP Risk Solutions

12.00pm  
**OHS Harmonisation - Managing Health**  
**in a Coercive Powers Context**  
**Ms Kim Grady**, Senior Associate,  
Hall & Wilcox Lawyers

12.30pm – 1.30pm Lunch & Trade Show

**1.30pm The Future of Australian**  
**Occupational Health and Safety Research:**  
**Establishing Some National Priorities**

**2.05pm Moot Court**

4.00pm Concludes

Stream Sponsor



### DEFENCE SAFETY ENSURING SAFE CAPABILITY

10.05am  
**Development of a Human Systems**  
**Integration (HSI) Framework for Defence**  
**Mr PJ Fleming**, Assistant Director Strategic  
Planning & Capability Development,  
Department of Defence

10.30am – 11.00am Morning Tea

11.00am  
**The Evolutionary Journey of the Defence**  
**OHS Strategy**  
**Ms Angela Maples**, Assistant Director Strategic  
Planning, Department of Defence

11.30am  
**The Critical Nature of Organisational Training:**  
**The Impact of Latent Failures in Training Systems**  
**Ms Kendra Hau**, Defence Research Scientist,  
Defence Science and Technology Organisation

12.00pm  
**Managing Risk in a 21st Century**  
**Youth Development Organisation**  
**Lt Col Peter Gavican**, Command Safety  
Manager, Australian Army Cadets

12.30pm – 1.30pm Lunch & Trade Show

**1.30pm The Future of Australian**  
**Occupational Health and Safety Research:**  
**Establishing Some National Priorities**

**2.05pm Moot Court**

4.00pm Concludes

### WELLNESS DESTINATION FIT & WELL

10.05am  
**Burn Out Blitz**  
**Mr Peter Bliss**, Wellbeing Consultant,  
Holistic Services Group (Aust)

10.30am – 11.00am Morning Tea

11.00am  
**The Be Active At Work Project – An Australian**  
**First for Promoting Health at Work**  
**Mr Andrew Pitkin**, Manager,  
Group Quality & Development

11.30am  
**Multifactorial Health Programming –**  
**The 21st Century Approach to Health Change**  
**Miss Leanne Scanes**, Managing Director,  
Corporate Bodies International

12.00pm  
**Master Your Mind**  
**Dr Helena Popovic**

12.30pm – 1.30pm Lunch & Trade Show

**1.30pm The Future of Australian Occupational**  
**Health and Safety Research: Establishing**  
**Some National Priorities**

**2.05pm Moot Court**

4.00pm Concludes

### WORKCOVER NSW SAFE WORK AWARDS DINNER

7.00pm  
Bayside Grand Hall, Sydney Convention Centre, Darling Harbour  
Tickets \$120 per person or \$1080 for a table of ten (inc GST).

# Work Health and Safety Legislation

## WHAT'S HAPPENING?

**On 1 January 2012, NSW will introduce new national legislation to administer health and safety in workplaces. The new legislation will be uniform in each state and territory allowing for easy transition for workers and businesses when moving from different work locations across Australia.**

The new national work health and safety legislation is made up of a model Act, model Regulations and model Codes Of Practice. A national compliance and enforcement policy is also being developed to support the model work health and safety legislation being implemented consistently across the country. This work involves the benchmarking and analysis of existing regulations and practical guidance material in each jurisdiction, as well as relevant National Standards.

### The model Act

On Thursday 29 April 2010 Safe Work Australia endorsed the model Work Health and Safety Bill and work is currently underway to progress the model Bill through the NSW Parliament (to become an Act) in order to meet the 1 January 2012 implementation date. The model Act will set out the legal obligations that must be complied with to provide for the health and safety of workers.

### The model Regulations

The model Regulations expand on the requirements of the model Act by providing details on how certain sections of the Act are to be implemented. Model work health and safety Regulations are being developed for many areas including:

- authorisations, for example asbestos removal and high risk work licences
- work environment and facilities
- hazardous chemicals
- asbestos
- major hazard facilities
- other hazards including plant, manual tasks, noise, falls, confined spaces, electricity
- construction work
- occupational diving.

## The model Codes of Practice

The model national codes of practice are a practical guide for businesses and workers on achieving the standard of health and safety which can apply to a profession, trade or industry. They will provide more detailed information for particular areas of the Act and Regulations and will set out activities, actions, technical requirements, responsibilities or responses to events or conditions where work occurs.

Model codes of practice are currently being developed for many areas including:

- managing work health and safety risks
- consultation
- work environment and facilities
- asbestos
- hazardous chemicals
- plant, manual tasks, noise and confined spaces.

A draft of the model WHS Regulations, priority model Codes of Practice, an issues paper and a Regulation Impact Statement will be released for a four month public comment period in late 2010. This will provide businesses and individuals the opportunity to provide feedback on the draft model WHS Regulations and priority model Codes of Practice.

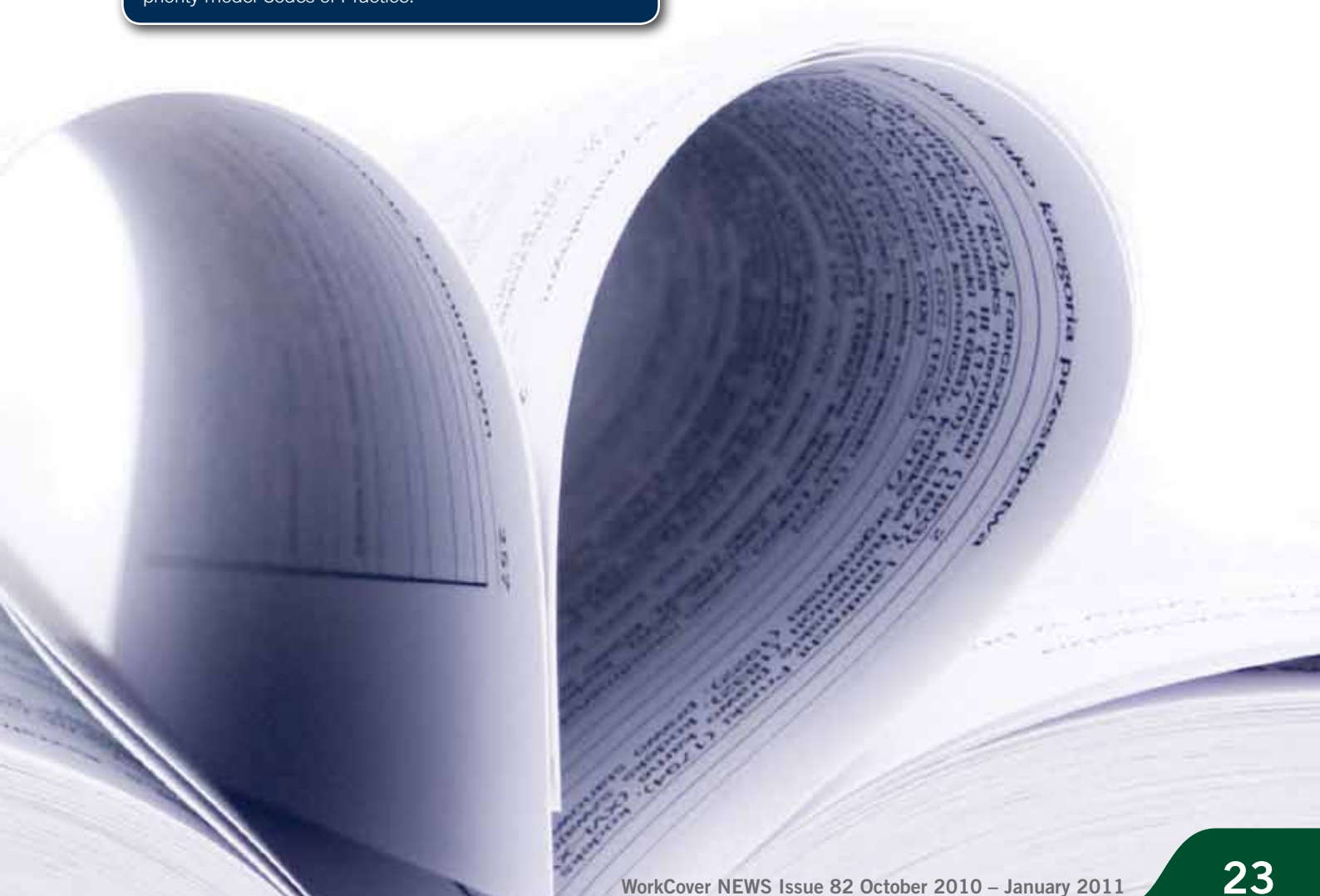
## So, what has changed for NSW?

While there are changes in the new work health and safety legislation from the current Act in NSW, the main principle is the same:

- Protecting workers and other persons against harm to their health, safety and welfare through the elimination or minimisation of risks arising from work.
- Some of the changes in the new legislation are in the explanations of what an employer and a worker are and the more prominent role that Health and Safety Representatives will play in the workplace.

## Persons conducting a business or undertaking\*

A person conducting a business or undertaking (PCBU) is a new term in the work, health and safety legislation. A PCBU encompasses all people who run a business or undertaking whether for profit or not. What this means is that all who are involved in the conduct of work or who are contributing things which make work happen will have a duty to ensure health and safety at the place of work. A PCBU can include an individual, a body corporate, unincorporated body or association or a partnership.





The new work health and safety legislation still:

- requires persons conducting a business or undertaking (PCBU) to consult with workers
- gives workers the right to be represented when negotiating health and safety matters
- continues workers' rights to participate in making decisions about work health and safety.

A worker under the model Act covers any person who provides work for PCBUs and includes employees, contractors, labour hire and volunteers.

## Health and Safety Representatives\*

While health and safety committees may still exist under the new legislation, Health and Safety Representatives (HSR) will play the major role in representing the health and safety interests of workers. HSRs will have wider responsibilities and powers than OHS representatives or committees currently have under the current OHS legislation in NSW. Under the model Act, committees will have the role of discussing work health and safety management issues with the PCBU, while HSRs will have the power to deal directly and immediately with health and safety issues as they arise in the workplace.

The role of the HSR is:

- to represent the workers in their work group in work health and safety matters
- to monitor the things done by the PCBU to meet its health and safety obligations to workers in the work group
- to investigate work health and safety complaints from workers in their work group
- to look into any health or safety risks to their work group arising from the conduct of the business or undertaking.

An HSR is elected by the work group which they will represent and can hold office for three years. They are entitled to five days initial training with a one day refresher course every year.

These are just a few of the changes under the new legislation and the next issue of WorkCover News will include more explanations of the Act and what has changed for NSW. Ultimately though, if as a business or worker you are currently doing your utmost to ensure health and safety within your workplace then you are well on your way to being compliant under the new legislation.

WorkCover is currently working closely with Government agencies, unions and employer groups to ensure the effective and consistent implementation of the model legislation.

WorkCover is here to help you and will provide various communication channels and tools to assist and educate you on the new legislation so that you will be prepared for the new legislation on 1 January 2012.

\* The model WHS Regulations will give detailed information on PCBUs and HSRs. WorkCover will provide more specific explanation when the regulations are released.

# Mowing the lawn: A FACT OF LIFE THAT CAN BE FUN OR FATAL

**Spring is in the air. The lawn mowing season is around the corner.**

For some of us, mowing the lawn is a tedious, unavoidable chore. Others look upon it as therapeutic exercise. Still others may find it a traumatic experience.

A spate of incidents at service stations recently has highlighted the need to be wary when performing the seemingly innocuous task of filling a portable petrol container with fuel for your lawnmower.

One particularly nasty incident involved a Sydney man holding a five-litre container in one hand and filling it with fuel with the other. Nothing unusual about that, you might say.

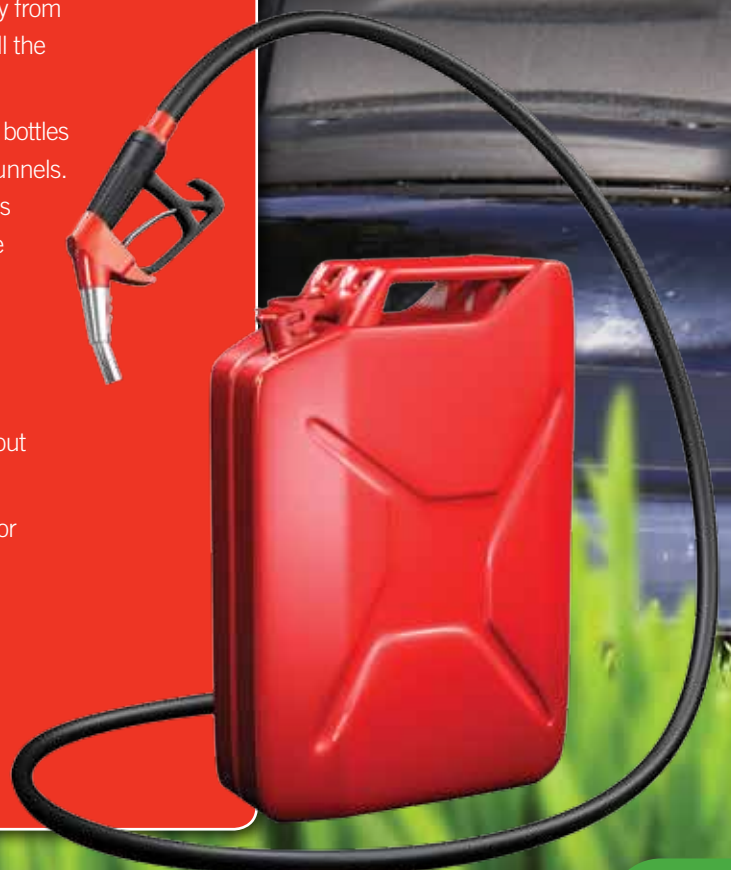
Little did the man know he had accumulated static electricity from his car seat en route to his local service station. He stepped from his car and grabbed the fuel nozzle, as one does.

Static electricity, metal and fuel form a lethal combination. Within seconds, both the bowser and car were in flames. Thankfully, the man escaped unharmed – and a lot wiser for the experience.

## SAFETY TIPS

- To avoid the build-up of static electricity, touch the door handle or hood of your car before grabbing the fuel nozzle – and don't get in and out of the car while filling the container.
- Place the container on the ground and a few metres away from any heat source, such as a hot engine or muffler. Don't fill the container while it's in the car, or in the back of your ute.
- Make sure your container is suitable to hold petrol. Glass bottles and plastic milk containers are not safe. Nor are plastic funnels. The container should have markings to indicate that it has been made to AS/NZS 2906 standards, which outline the requirements for portable fuel containers.
- Keep the nozzle in contact with the lip of the container at all times and, if a spark starts a fire within the container, don't move away. The sudden rush of air may cause the container to explode. Cover it with a fire blanket or put it out with a fire extinguisher. Don't blow on it.
- Fill the container no more than 95 per cent full, to allow for expansion, and ensure the cap is tightly secured before storing it upright in the boot of your car.
- A final warning: Don't leave your vehicle in the sun while the petrol container is in the boot.

**Just one mishap can spoil your lawn mowing season  
– and take the spring out of your step.**



# Wellness Program makes for **HEALTHIER, HAPPIER STAFF**

**During a health check of employees from Veolia Environmental Services, it was discovered that over half of those tested needed a GP referral and countless others had potentially serious health problems.**

The checks were stage one of a Wellness Program that the company implemented when they recognised they had an ageing workforce.

'The average age of our workers is 42 years, and it is estimated that 67 per cent of our workforce will be over 50 by 2014', explains Veolia NSW Group Services Manager, Peter Nicholas.

'We knew a lot of our truck drivers have weight issues and we started to think about how these factors would impact on the health of our workforce. Veolia strives to be an Employer of Choice, so caring for our employees is an important part of our corporate philosophy'.

'Offering a wellness program that assists our workers in their home life as well as their time at work is an attractive option'.

'We also knew a wellness program would easily pay for itself in reduced absenteeism, sickness and injury. The cost benefit analysis we conducted showed that it was far more effective to encourage a fit, healthy workforce than one that was in danger of heart attacks and other chronic health conditions'.

## **Personalised health checks**

Veolia engaged corporate health provider Springboard Health and Performance to conduct a needs assessment on the wellness in their business. Through posters and toolbox meetings they informed employees of what was on offer, and addressed any privacy concerns. They also emphasised that participation was voluntary and results would be anonymous.

Around 350 employees - over half of Veolia's NSW workforce - took part in the health checks. Of these, 118 were at 'high risk' and referred to a doctor.

A significant number of workers tested were at risk of Type II diabetes, high blood pressure and high cholesterol. A large percentage also had a high body mass index and waist circumference - known risk factors for a number of serious illnesses.





In stage two of the wellness program, the health check results were evaluated by Veolia's senior management team. From this, Veolia introduced tailored education and intervention strategies, including:

### Wellness centre

Veolia's Rosehill premises houses a corporate gym and wellness centre exclusive to staff. Workers can go there at lunch or after work for a gym workout, group exercise class or injury rehabilitation. The gym is run by Veolia's NSW Wellness Manager, who's also responsible for running the NSW wellbeing programs.

The National Wellness Manager provides regular health promotions and maintains the company's intranet site with healthy nutrition and lifestyle advice for staff.

### Flexible working hours

To reduce the stress and inconvenience of being caught in traffic to and from work, Veolia introduced flexible working hours in some areas of their offices. Some office staff can start as early as 6am and finish before the afternoon rush hour begins.

### Quit smoking

Around 30 of Veolia's employees gave up smoking after the company engaged 'Quit for Life' to run an in-house quit smoking campaign.

'The program was a great success, with staff supporting each other through the process. They were divided into support groups and met fortnightly at lunchtime to share any problems they were having in trying to quit,' says Mr Nicholas.

### Healthy eating

To encourage workers to change their eating habits, Veolia distributes regular nutritional advice and has recently started a campaign to offer healthy choices at all truck depots.

'Most of the depots have a soft drink vending machine, but no access to healthy options like juices or water. We want to change this, and replace fattening food options like biscuits with fruit baskets,' says Mr Nicholas.



# At the toughest time of your life **WORKCOVER IS THERE TO HELP**

**The sudden unexpected death of a loved one is one of the toughest losses to ever face in life. Losing someone you love is hard enough, but sudden loss is shocking. It doubles the pain and intensifies the grief.**

The sudden loss of someone in a work-related incident also means that there are often many questions that cannot be answered in the short term, leading to confusion and sometimes further suffering through the 'not-knowing'.

We know that the experience of sudden loss differs from one person to another. There are differences among us in our resources, knowledge, adaptability and resilience. The relationship we have had with the person who died will also inevitably affect how we mourn the loss of that person.

It follows then that our responses to grief and loss will be unique.

WorkCover provides a flexible support, information and referral service for any family member who has lost a loved one in a work related incident. As part of the program of support, counselling can be arranged for any close family member of the deceased.

Counselling may also be provided in matters where a person has died in a motor vehicle accident while travelling to or from their work.

## **Counselling can help in a number of ways**

A WorkCover counsellor can provide support and an opportunity to talk in a safe, confidential place about the person that died. Counselling can help people feel less alone with their strong, sometimes overwhelming feelings of sadness, guilt or anger.

For others, counselling can help deal with any ongoing symptoms, such as anxiety, sleep or appetite disturbances. WorkCover counsellors also offer grief education; helping people gain a deeper understanding of the impact of loss on themselves or other members of the family, including children.

Counselling aims to help the grieving person find ways to live more easily with the loss, and to honour and remember their loved one, now and in the future.

WorkCover's counsellors are social workers or psychologists who have specialised knowledge and experience helping families deal with sudden loss. The counselling program has an initial grant of 10 hours of counselling for each family member.

It may be accessed at any time during the process of investigation and is still available to close family members after the conclusion of any legal matters.

For more information about access to counselling and about healing after sudden loss, contact Charlie Stansfield WorkCover's Coordinator, Counselling and Liaison on **1800 806 626** or **[familysupport@workcover.nsw.gov.au](mailto:familysupport@workcover.nsw.gov.au)**.

# Freeway rock 'n' roll

## SENDING THE TRUCKING SAFETY MESSAGE

**Passed a truck on the freeway lately and heard some classic rock 'n' roll blasting out from the driver's cab?**

Maybe Jimmy Barnes' raspy *Little Darling* or Bryan Ferry's *Let's Stick Together* marital SOS?

Oldies, but goodies helping to carry WorkCover's driver fatigue safety campaign in long haul trucking.

Since WorkCover set the wheels rolling at Marulan on 5 July, the campaign of driver fatigue awareness days at Roads & Traffic Authority heavy vehicle checking stations has connected with over 1,500 truckies.

The 'connections' have ranged from handing out safety kits (over 1,800) and WorkCover's *Tunes for Truckin'* CD (over 700), completing a detailed survey or just sharing their experiences and opinions in one-on-one discussions.

'We are getting valuable information from the drivers about how things actually work for them on the road,' says Inspector Greg Maddaford from WorkCover's Occupational Health and Safety Division which is conducting the campaign.

A number of drivers have complemented WorkCover staff with comments like:

“It's really great to be able to stop and talk about things – there needs to be more of these days where we can get the right advice straight from the horse's mouth.”

'Some are saying fatigue is a thing of the past because their employer/head carrier is constantly monitoring their progress via satellite tracking, and if they start one minute early, or go one minute longer, the company is straight on the phone to them.

'Other drivers are saying the trip times placed on them to get fresh produce to the markets are:

“Almost impossible to keep to and still remain legal. If we don't get to the market gate by a certain time, we can't unload the truck.”

'Another issue of concern for drivers is the length of break they should get between pre-loading activities and the time they start their trip, which has a big impact on fatigue,' says Greg.





A number of comments have been received about the difference in how company drivers are treated in relation to owner-drivers working for the same company. As one owner-driver said:

“It’s getting harder and harder to stay in the industry!”

Driver Awareness days have been held so far at Mount White, Twelve Mile Creek (south), Mount Boyce, Marulan (south), and Forbes.

The safety campaign in partnership with the RTA has been so successful that WorkCover is now discussing (at the time of print) further joint Driver Awareness Days at Tamworth, Marulan (north), and in the Illawarra.

Meanwhile WorkCover will mount separate driver information days at truck interchanges at Tarcutta (south) and Clybucca (north), employing its Business Assistance bus.

A presence at the truck interchanges will provide WorkCover with an opportunity to discuss safety issues while drivers wait to pick up new loads.

Some 10,000 copies of *The Long Distance Truck Driver Fatigue Kit*, which includes fact sheets and check lists for all parties in the transport supply chain, have been mailed out, and the document can be downloaded from the WorkCover website.

Awareness posters at truck stops around the state, and advertising placed in trucking magazines, complement the information mix that WorkCover hopes will keep the safety message rocking along our highways!

## STOP PRESS!

On 25 August a further WorkCover Long Haul Trucking Driver Awareness Day was held at Daroobalgie (Forbes) truck checking station by WorkCover and the RTA.

About 40 drivers provided valuable information and comments to WorkCover staff, who also distributed 300 driver fatigue safety kits and 300 safety CDs.

## CRITICAL INCIDENTS 1 APRIL – 30 JUNE 2010

**Fatalities in the workplace should not happen. Sadly, they sometimes do. There were 9 fatalities in NSW during the three months from 1 April to 30 June 2010, which are being investigated to determine if they are work related.**

### Fatalities

- A worker collecting litter from a train line was struck by a train causing fatal injuries.
- A worker lent on a spinning lathe machine that was assumed to be switched off. The worker had his right arm amputated from the elbow down and later died in hospital from his injuries.
- A worker assisting with formworks on an apartment block hit his head on a concrete staircase after bending down to pick up materials. The worker later died in hospital after developing a bilateral pulmonary embolism.
- A worker yarding cattle was thrown across the yard striking his head when one of the stock charged a metal gate. The worker later died in hospital.
- A worker painting walls and windows of a building using a ladder fell approximately five metres. The injured worker passed away in hospital a few days later as a result of his injuries.
- A worker detaching a dog trailer from a tipper truck sustained fatal injuries when the truck rolled backward crushing the worker.
- A worker in the process of felling a dead pine tree, was struck when the tree fell causing fatal injuries.
- A worker was struck by a 300kg roll of bulk paper that fell from storage and pinned the worker against a piece of timber, causing fatal injuries.
- A worker was attempting to climb aboard a moving bulldozer that was intended to be in park. As he climbed the machine the worker fell between the track and body of the machine causing fatal injuries.

Disclaimer: This report should be considered a preliminary estimate of work-related fatalities since it is based on initial reports from authority inspectors. The number of notified fatalities and/or the circumstances involved may change later after further investigation.

# Army enlists WorkCover to KEEP ITS SOLDIERS SAFE

**The Australian Army is about to add a new tool to its armoury.**

The new tool comes courtesy of WorkCover NSW and will be used to prevent fatalities and injuries, rather than to disable an enemy.

On Tuesday 28 September, the 30,000-strong Australian Army will hold its first organisation-wide OHS Safety Day - and spearheading the safety audit will be the WorkCover-designed *Safety Culture Survey Tool*.

The *Safety Culture Survey Tool* is an 'intelligence-gathering' device that helps employers find out if workers are aware of their OHS systems, how well those systems are working, and whether management and other workers care about their safety.

The Australian Army has obtained permission from WorkCover to modify and apply the survey tool to identify and correct any chinks in its OHS 'armour'.

The Army's Deputy Director – Safety Policy & Plans, Lieutenant Colonel Sean Faulkner, says 'the Army Safety Day will provide the opportunity for all members of Army to gain a greater insight into the role that safety plays and how it is incorporated into our every day practice.'

The conduct of the survey has been included to provide a snapshot of attitudes towards safety across the entire force - from admin clerks and cooks, to aircrew and infantry.

'I had been searching for an OHS survey tool suitable for Army use for about a year, then three months ago, came across the WorkCover tool'.

'WorkCover's Safety Culture Survey Tool, brought to my attention through a civilian colleague, provides simple, yet actionable data, and our initial assessment is that it can be easily adapted for use with the Army' he said.

'Earlier proposals which we considered were overly complex, and required specialist staff to review and interpret survey data.'

'I believe WorkCover's Safety Culture Survey Tool is the missing piece of the puzzle that the Army needs to get the job done,' he said.

The survey tool is a CD-based OHS audit pack, which can be used by employers in any industry.

Employers print off a questionnaire and distribute it to employees.

The questionnaires, which take an average of 15 minutes to complete, are inputted to an Excel spreadsheet. This calculates the results and gives the safety culture a 'traffic light' rating for six distinct areas.

These workplace areas include training, consultation and injury management.

- Red indicates that workers do not recognise the need for commitment to a safety culture – and immediate action is needed by management
- Orange indicates that the business is on the right track, but needs to do more
- Green indicates that the business has a strong safety culture platform to build on

The options include links to WorkCover publications that provide advice and practical resources to help employers address any OHS problems that have been identified.

The *Safety Culture Survey Tool* (Catalogue no. WC02318), developed by WorkCover's Manufacturing Industry Reference Group, suits all industries and can be downloaded free from [workcover.nsw.gov.au](http://workcover.nsw.gov.au) or by calling **13 10 50**.





# There's something IN THE AIR

**Airborne hazardous chemicals are one of the most insidious causes of occupational illness. WorkCover has been working with the polymer industry to minimise workers' exposure to these chemicals.**

WorkCover's carcinogen verification program has included a focus on MOCA (4,4'-Methylene bis(2-chloroaniline)), a curative agent often used in the manufacture of polyurethane parts for mining equipment.

Under NSW legislation, employers must notify WorkCover of their intention to use MOCA. To find out whether exposure to MOCA was a problem in the NSW polymer industry, WorkCover inspectors recently took air, surface and urine samples from workplaces across the state.

The samples were sent to WorkCover's TestSafe laboratory at Thornleigh for analysis.

The results of the analysis prompted WorkCover to provide assistance to a number of employers.

This included raising awareness of WorkCover's publication, *Work involving the use of MOCA* (Catalogue no. WC01283), and providing technical advice on how employers could upgrade their ventilation systems to meet the prescribed standards for MOCA exposure.

Ventilation systems collect dusts, gases and other airborne contaminants to prevent them being inhaled.

Local Exhaust Ventilation typically consists of a hood and a fan that collect the contaminated air, ducts that carry the air to a filter, and a discharge mechanism that releases the filtered air.

Ventilation systems are an effective way to remove hazardous chemicals from the workplace. However, as Dr Max McEwan, a WorkCover occupational hygienist, points out, prospective buyers and those who wish to change their existing system should do their homework before choosing a particular model.

'To get a sense of the system they need, employers should contact their industry association or refer to industry guides. Those, on the other hand, who wish to change their existing system should contact an accredited supplier or ventilation engineer with a specification of the change required.' Given that carcinogens like MOCA can also be absorbed through the skin, Dr McEwan highlights the importance of employing other safety measures when working with such chemicals.

'As important as ventilation systems are, workers and employers need to ensure that other measures are also regularly employed in their workplace.'

'Depending on the chemicals being used, this can include the use of appropriate suits, gloves and masks, as well as mandatory hand washing and showering.'

'Only by incorporating such measures into daily work procedures can the safety of everyone be ensured,' says Dr McEwan.

For further information on working with MOCA and other hazardous chemicals, visit [workcover.nsw.gov.au](http://workcover.nsw.gov.au) or call **13 10 50**.

For more information on the important work undertaken at WorkCover's TestSafe facilities, visit [testsafe.com.au](http://testsafe.com.au).



# SAFETY ALERTS

**WorkCover NSW has issued the following safety alerts since the last edition of WorkCover News**

Full details relating to these alerts are available on the WorkCover website. To receive early notification of these alerts subscribe to WorkCover eNews through the WorkCover website [workcover.nsw.gov.au](http://workcover.nsw.gov.au)

## **Electrical hazard from neutral conductors**

This safety alert was published following a recent serious incident, where an electrician sustained an electric shock after cutting into an isolated power circuit cable that became energised via a neutral backfeed on the electrical installation.

WorkCover reminds workers that to avoid similar incidents, a site-specific risk assessment should be conducted to identify the risks associated with the work (including voltages on disconnected neutrals).

## **Hoist gate failure**

This alert has been issued following recent incidents whereby clamps (which secure the landing bar of hoist-landing platforms) have slipped, allowing the gate to fall free. The clamps used in these incidents were not fit for purpose – ie they were small landing-beam clamps (50mm) installed for large landing platforms (greater than 1500mm).

Occupational health and safety legislation requires employers to ensure that risks arising from the installation, erection or commissioning of plant are controlled, having regard to the instructions of the designer and manufacturer.

## **10-year crane inspection**

This safety alert clarifies the requirements for a major inspection of cranes at the nominal 10-year interval, as specified in AS2550.1 – 2002 *Cranes, hoists and winches – Safe use – General requirements*, and other specific parts.

Occupational health and safety legislation requires employers to ensure that maintenance and repair of plant are carried out, having regard to the instructions of the designer and manufacturer. AS2550 is called up in the *Code of Practice for technical guidance* (Catalogue no. WC00962) and provides practical guidance regarding major inspections of cranes.

## **Remotely operated tower cranes**

Remotely operated tower cranes, including self-erecting tower cranes, should have a dedicated operator who is available to operate the crane at all times.

If the load being transported is out of sight of the operator, a dogman must be used to assist in the directing of the load. If appropriate, the operator may also perform other tasks on site while not operating the crane.

To download your copy of these safety alerts,  
or for more information visit **[workcover.nsw.gov.au](http://workcover.nsw.gov.au)**

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F: (02) 6584 1788

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F: (02) 6937 3616

Post: PO Box 2348  
WAGGA WAGGA 2650





## Getting home safely has its own rewards.

The most important reason for workplace safety is not at work at all.  
Talk to your loved ones about coming home safely from work.

For ways to make the workplace safer, contact WorkCover on **13 10 50** or visit **[workcover.nsw.gov.au](http://workcover.nsw.gov.au)** To order your **FREE** *Come Home Safely Kit*, SMS '**KIT4**' to **13 10 50**.





# BE SAFE 9636 7140

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CONTACT MANDY OR ROB ON 9979 7888 TO BOOK OR EMAIL [info@ctcsafety.com.au](mailto:info@ctcsafety.com.au)



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- OHS Consultation\*
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- Bonded Asbestos Removal - Supervisors
- Bonded Asbestos Awareness
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- OHS Risk Management for Supervisors and Managers
- Introduction to Safe Work Method Statements
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# Advance OHS

## September 2010- March 2011 COURSE CALENDAR

### OHS Consultation for Safety Committees and Representatives (4 days)

Cost: \$550 (gst free)

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
September	Thursday, 2 Friday, 3 Thursday, 9 Friday, 10	Sydney - City
September	Monday, 13 Tuesday, 14 Monday, 20 Tuesday, 21	Parramatta
October	Thursday, 7 Friday, 8 Thursday, 14 Friday, 15	Sydney - City
October	Monday, 18 Tuesday, 19 Monday, 25 Tuesday, 26	Parramatta
November	Monday, 1 Tuesday, 2 Monday, 8 Tuesday, 9	Sydney - City
November	Thursday, 18 Friday, 19 Thursday, 25 Friday, 26	Parramatta
December	Thursday, 2 Friday, 3 Thursday, 9 Friday, 10	Parramatta
January	Thursday, 6 Friday, 7 Thursday, 13 Friday, 14	City
January	Monday, 17 Tuesday, 18 Monday, 24 Tuesday, 25	Parramatta
February	Thursday, 3 Friday, 4 Thursday, 10 Friday, 11	City
February	Monday, 14 Tuesday, 15 Monday, 21 Tuesday, 22	Parramatta
March	Thursday, 3 Friday, 4 Thursday, 10 Friday, 11	City
March	Monday, 14 Tuesday, 15 Monday, 21 Tuesday, 22	Parramatta

### Apply First Aid (formerly senior first aid)

Cost: \$130 (gst free)

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

Month	Days	Location
September	Saturday, 4	Parramatta
September	Monday, 6	Parramatta
September	Saturday, 18	Parramatta
September	Monday, 20	Parramatta
October	Saturday, 2	Parramatta
October	Saturday, 16	Parramatta
November	Monday, 1	Parramatta
November	Saturday, 13	Parramatta
November	Monday, 15	Parramatta
November	Monday, 29	Parramatta
December	Monday, 13	Parramatta
January	Monday, 7	Parramatta
February	Monday, 10	Parramatta
March	Monday, 7	Parramatta

This course is conducted in partnership with allens training ntis 90909

### Introduction to RTW Coordination (2 days)

Cost: \$450 (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 RTW Coordinator the basic skills and knowledge, to effectively manage workplace injuries.

Month	Days	Location
September	Monday, 27 Tuesday, 28	Parramatta
October	Tuesday, 5 Wednesday, 6	Parramatta
November	Wednesday, 10 Thursday, 11	Parramatta
December	Tuesday, 7 Wednesday, 8	Parramatta
January	Tuesday, 4 Wednesday, 5	Parramatta
February	Tuesday, 8 Wednesday, 9	Parramatta
March	Tuesday, 8 Wednesday, 9	Parramatta

### OHS Risk Management for Supervisors and Managers

Cost: \$330 (including gst)

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
September	Wednesday, 22	Parramatta
October	Friday, 29	Parramatta
November	Thursday, 25	Parramatta
December	Monday, 12	Parramatta
January	Thursday, 27	Parramatta
February	Thursday, 24	Parramatta
March	Thursday, 31	Parramatta

### Manual Handling

Cost: PoA

course conducted onsite

This course aims to familiarise participants with the knowledge and skills for correct manual handling. Participants learn to apply the principles of risk management to manual handling scenarios. This session contains both practical and theory components.

### Green / White Card CPCCOHS1001A Induction for Construction (1 day) Cost: \$100 (gst free)

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

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