

SAFework AWARDS
FINALISTS PAGE 8



SAFETY SHOW &
CONFERENCE PAGE 10

The workplace safety and injury management magazine

WORKCOVER NEWS

ISSUE

85

NAIDOC WEEK
CELEBRATIONS

PAGE 12



SEPTEMBER to DECEMBER 2011

www.courtenell.com.au

All relevant courses include the recent changes in NSW OHS Law and information on the future changes that come into force on the 1st of January 2012 in the Work Health & Safety Act 2011.

OHS Consultation

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

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.

| | | | | | | |
|-----------|--------|--------|--------|--------|--------------|--------|
| September | Thu 1 | Fri 2 | Thu 8 | Fri 9 | Parramatta | PAR9 |
| | Fri 2 | Fri 9 | Fri 16 | Fri 23 | City | CIT9 |
| | Mon 5 | Tue 6 | Mon 12 | Tue 13 | City | CIT92 |
| | Mon 5 | Mon 12 | Mon 19 | Mon 26 | Parramatta | PAR92 |
| | Thu 8 | Fri 9 | Thu 15 | Fri 16 | Campbelltown | CAM9 |
| | Mon 12 | Tue 13 | Mon 19 | Tue 20 | Hurstville | HUR9 |
| | Tue 13 | Wed 14 | Tue 20 | Wed 21 | Chatswood | CHA9 |
| | Tue 13 | Wed 14 | Tue 20 | Wed 21 | Parramatta | PAR93 |
| | Wed 14 | Thu 15 | Wed 21 | Thu 22 | City | CIT93 |
| | Thu 15 | Fri 16 | Thu 22 | Fri 23 | Rooty Hill | RH9 |
| | Tue 27 | Wed 28 | Tue 4 | Wed 5 | City | CIT94 |
| | Tue 4 | Wed 5 | Tue 11 | Wed 12 | Parramatta | PAR10 |
| October | Thu 6 | Fri 7 | Thu 13 | Fri 14 | City | CIT10 |
| | Mon 10 | Tue 11 | Mon 17 | Tue 18 | Campbelltown | CAM10 |
| | Tue 11 | Wed 12 | Tue 18 | Wed 19 | City | CIT102 |
| | Tue 11 | Wed 12 | Tue 18 | Wed 19 | Rooty Hill | RH10 |
| | Wed 12 | Thu 13 | Wed 19 | Thu 20 | Chatswood | CHA10 |
| | Thu 13 | Fri 14 | Thu 20 | Fri 21 | Parramatta | PAR102 |
| | Mon 17 | Tue 18 | Mon 24 | Tue 25 | Parramatta | PAR103 |
| | Tue 18 | Wed 19 | Tue 25 | Wed 26 | Hurstville | HUR10 |
| | Wed 26 | Thu 27 | Wed 2 | Thu 3 | City | CIT103 |
| | Tue 1 | Wed 2 | Tue 8 | Wed 9 | Parramatta | PAR11 |
| | Tue 8 | Wed 9 | Tue 15 | Wed 16 | City | CIT11 |
| | Tue 8 | Wed 9 | Tue 15 | Wed 16 | Campbelltown | CAM11 |
| November | Wed 9 | Thu 10 | Wed 16 | Thu 17 | Rooty Hill | RH11 |
| | Wed 9 | Thu 10 | Wed 16 | Thu 17 | Hurstville | HUR11 |
| | Fri 11 | Fri 18 | Fri 25 | Fri 2 | Parramatta | PAR112 |
| | Mon 14 | Tue 15 | Mon 21 | Tue 22 | Parramatta | PAR113 |
| | Thu 17 | Fri 18 | Thu 24 | Fri 25 | Chatswood | CHA11 |
| | Thu 17 | Fri 18 | Thu 24 | Fri 25 | City | CIT112 |
| | Mon 21 | Tue 22 | Mon 28 | Tue 29 | City | CIT113 |
| | Wed 23 | Wed 30 | Wed 7 | Wed 14 | City | CIT114 |
| December | Thu 1 | Fri 2 | Thu 8 | Fri 9 | City | CIT12 |
| | Mon 5 | Tue 6 | Mon 12 | Tue 13 | Parramatta | PAR12 |
| | Mon 5 | Tue 6 | Mon 12 | Tue 13 | City | CIT122 |
| | Wed 7 | Thu 8 | Wed 14 | Thu 15 | Parramatta | PAR122 |

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)
- Incident 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)
- Work Health Safety Information Session (3.5hrs)

ohs risk mgmt for supervisors & mgrs

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

| | | | | |
|-----|--------|--------|------------|--------|
| Sep | Thu 15 | Fri 16 | Parramatta | PARS9 |
| Nov | Mon 28 | Tue 29 | Parramatta | PARS11 |

ohs committee chairperson

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

| | | | |
|-----|--------|------------|--------|
| Sep | Thu 22 | Parramatta | PARC9 |
| Oct | Thu 20 | City | CITC10 |
| Nov | Wed 23 | Parramatta | PARC11 |

intro to return to work co-ord

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

| | | | | |
|-----|--------|--------|------------|--------|
| Sep | Wed 7 | Thu 8 | City | CITR9 |
| Oct | Wed 26 | Thu 27 | Parramatta | PARR10 |
| Nov | Wed 16 | Thu 17 | Parramatta | PARR11 |

advanced return to work co-ord

Course Fee: \$340 (\$374 incl. gst) Course Length: 1 day (9am - 4pm).

| | | | |
|-----|--------|------------|-------|
| Sep | Tue 27 | Parramatta | PARE9 |
|-----|--------|------------|-------|

Work Health Safety Act Information Session

Course Fee: \$1200 (\$1320 incl. gst) Course Length: 3.5 hours (9am - 4pm).

**What are the implications of the new OHS Laws that are coming in 2012 ?
How do the recent NSW OHS Law amendments affect you now ?**

Courtenell has an onsite information session that will answer these questions. It addresses the changes in the law and how they may or may not impact your business and your OHS consultation process.

NEW

construction general induction

Work Safely in the Construction Industry (CPCCOHS1001A) (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!

National Provider Number: 91325

Visit our website

www.courtenell.com.au

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

Call us today on: **02 9516 1499**

Courtenell Pty Ltd

as Trustee for the Vowles Family Trust

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NAIDOC Week Celebrations

WorkCover has strengthened its ties with Indigenous communities throughout NSW by hosting a range of activities that celebrate NAIDOC Week.

Meet Howard Bell, OAM

We talk to Principal Solicitor Howard Bell, recipient of a Medal of the Order of Australia.

WorkCover
Offices

Consultation and the new work health and safety laws

NSW will introduce new work health and safety laws on 1 January 2012.

THE SAFETY SHOW SYDNEY 2011

WorkCover NSW invites you to talk safety with us at the 2011 Safety Show and Conference.

Brian's story – how a forklift incident changed his life

"All I remember is the driver calling out 'oi, oi' but it was too late and I was hit by the forklift," Brian recalls.



Quad bike safety

Australasian work health and safety regulators have released an industry strategy to improve safety for users of quad bikes on farms.

Disclaimer: This publication contains industry recommended action or information regarding occupational health, safety, injury management or workers compensation. It includes some of your obligations under the various workers compensation and occupational health and safety legislation that WorkCover NSW administers. To ensure you comply with your legal obligations you must refer to the appropriate acts. This publication may refer to WorkCover NSW administered legislation that has been amended or repealed. When reading this publication you should always refer to the latest laws. Information on the latest laws can be checked at www.legislation.nsw.gov.au. The use or representation of a product or particular brand of product in a WorkCover NSW publication (whether the use or representation appears in an advertisement, illustration, photograph or other form) is not to be taken to imply WorkCover's approval or endorsement of the product or brand.



It has been a busy and productive three months since the last edition of WorkCover News, with several significant initiatives taking place.

CEO MESSAGE

The implementation of the new work health and safety (WHS) laws is reaching a critical point, with less than six months before the laws are enacted on 1 January 2012.

State and Territory Ministers responsible for WHS reform met in Sydney on Wednesday 10 August 2011. At the meeting, the Ministers agreed to a regulatory package for the model laws.

This means that New South Wales and each of the other jurisdictions can now work on enacting the regulations and implementing the work health and safety laws.

WorkCover is working with businesses, employers and workers to help prepare for the changes. This has included:

- funding grants to help businesses prepare for the changes
- visits to workplaces to undertake training sessions across a wide range of industries
- carrying out webinars people can participate in

There is also plenty of easy-to-understand information on our website that is regularly updated.

WorkCover invites you to talk safety with us at the 2011 Safety Show and Conference.

Our interactive stand will:

- provide free information and advice on how to meet WHS requirements
- have inspectors and business advisory officers on hand to answer your questions
- allow visitors to explore the WorkCover website, log online requests for information, advice and assistance, and subscribe to WorkCover News and eNews.

WorkCover will also be running a series of free workshops, offering tools to improve workplace safety and information for different industry sectors.

I hope you enjoy this latest edition of WorkCover News.

Lisa Hunt

'JOIN US!'

The WorkCover SafeWork Awards are also coming up soon so don't miss your opportunity to take part as we announce the winners for 2011.

To reserve your ticket at this fantastic evening, showcasing the best ideas in safety innovation, contact Australian Exhibitions and Conferences on 03 9654 7773.



There's a road winding back... to work



Things can be difficult when you are away from work with an injury. This is why WorkCover has revamped a range of vocational rehabilitation programs.

WorkCover's Corporate Plan emphasises sustainable return to employment for injured workers. A key action of the 2010-2015 plan is to *'implement return to employment plans to provide ongoing management of workers who are unable to return to their pre-injury workplace and need assistance to gain employment'*.

Designed with the interests of these workers in mind, the suite of vocational rehabilitation programs will provide essential resources to deliver increased employment options for unemployed workers.

Attending a relevant course at a TAFE college or registered training organisation is one of many options available to workers who cannot return to their old job. As Catherine Day, manager of WorkCover's Workplace Rehabilitation Unit, points out, a training course can be a fantastic option.

'Helping injured workers to develop their skill set is one of the best ways to reduce the risk of long-term disability and work loss' she said.

For workers who have been unemployed for a period of time, retraining may be used in conjunction with the new Transition to Work Program. This can provide up to \$5,000 to cover costs related to returning to work, such as travel, clothing or child care.

Once a suitable job is identified, the JobCover Placement Program provides employers with a financial incentive to employ injured workers. It provides an enhanced wage subsidy of up to \$27,000 for 12 months, protection for the worker from the financial impact of re-injury for two years and a reduction in premium calculations by exempting the worker's wages for two years.

Another component of the program is the provision, where necessary, of special equipment or workplace modifications. This can include providing a piece of equipment that mitigates the effects of a worker's injury or providing them with the tools they need to secure their

'Helping injured workers to develop their skill set is one of the best ways to reduce the risk of long-term disability and work loss'

**CATHERINE DAY, MANAGER OF
WORKCOVER'S WORKPLACE
REHABILITATION UNIT**

preferred job. Ms Day sees such assistance as an important contribution to the ultimate success of a vocational rehabilitation plan.

'There is no point in retraining a worker if you cannot ensure they will remain employed, and measures such as workplace modification and providing workers with essential equipment play a pivotal role in achieving this goal.'

Work trials are another way in which injured workers can be assisted in their return to work. A work trial is a voluntary agreement where an injured worker is placed with an employer for short periods when their current employer is unable to provide suitable duties. Although the worker receives no payment during the work trial, the arrangement can assist them to return to their pre-injury level of working ability, along with providing them with the opportunity to learn new skills that they can eventually use in their usual job or a new one.

To participate in a vocational rehabilitation program, workers need to be receiving workers compensation benefits. Their return to work coordinator or workplace rehabilitation provider must have determined that retraining, provision of equipment or other assistance is a suitable strategy for their return to work.



Consultation and the new work health and safety laws

NSW will introduce new work health and safety (WHS) laws on 1 January 2012. This will include a *work health and safety Act*, regulations and priority codes of practice. All states, territories and the Commonwealth will be adopting the same laws.

While the new legislation will introduce changes to the way work health and safety is currently administered in some workplaces, consultation remains a key element in achieving a safe workplace.

Q. So what is going to change under 'consultation'?

THE PRINCIPLE OF CONSULTATION REMAINS THE SAME, WHICH IS ABOUT SHARING INFORMATION AND PROVIDING WORKERS WITH AN OPPORTUNITY TO RAISE AND RESPOND TO HEALTH AND SAFETY ISSUES.

By consulting with workers, drawing on their knowledge and experience and taking their views into account, better decisions can be made about health and safety and that can mean fewer workplace injuries.

The current OHS laws in NSW require employers to consult with employees on health and safety matters. The provisions under the new *Work Health and Safety Act 2011* (WHS Act) are generally the same in regard to the nature of consultation and when a person conducting a business or undertaking (PCBU) must consult.

The key changes are that the new WHS Act places much broader responsibilities on PCBUs to consult with:

- their workers
- other duty holders (PCBUs)



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

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

The *Work Health and Safety (WHS) Act 2011* was passed by the NSW Parliament on 1 June 2011 and received assent on 7 June 2011. The WHS Regulations were agreed to in principle on 10 August by state and territory Ministers responsible for work health and safety reform as part of the Workplace Relations Ministers' Council (WRMC).

CONSULTATION AND WORKERS

FOR CONSULTATION TO BE EFFECTIVE IT NEEDS TO BE AN OPEN COMMUNICATION PROCESS BETWEEN PCBUS AND WORKERS THAT INVOLVES:

- consulting with all workers who may be directly affected by WHS matters and not just employees e.g. self-employed subcontractors, employees of subcontractors, labour hire personnel, certain volunteers, work experience students and apprentices
- sharing all relevant information with workers about WHS matters, so that workers have an opportunity to voice any safety concerns, raise issues and contribute to the decision making process.
- giving workers a reasonable opportunity to express their views
- taking workers' views into account and advising all workers on the outcome of deliberations in a timely manner.

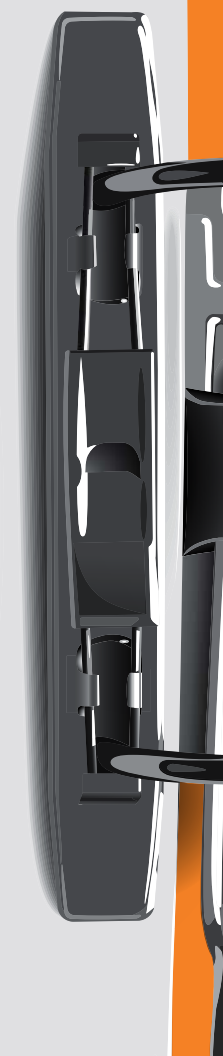
Consultation is an ongoing process and it must occur when identifying hazards and their risks and making decisions on how to control the risks.

Under the WHS legislation, PCBUs and their workers have the flexibility to negotiate and agree on and establish any or all of the consultation arrangements outlined in the WHS Act.

THESE MECHANISMS FOR CONSULTATION ARE:

- Health and Safety Representatives (HSRs)
- Health and Safety Committees (HSCs)
- Other agreed arrangements

Some workplaces may need a mix of consultation arrangements to meet different workplace situations.



Q. So how do the roles differ for each of these?

HEALTH AND SAFETY REPRESENTATIVES

The new WHS Act introduces Health and Safety Representatives (HSRs) to NSW. An HSR is a worker who has been elected by a work group (of which they are a member) to represent them on health and safety issues.

The role of an HSR is to facilitate the flow of information regarding health and safety between the PCBU and the workers in a work group. They represent workers on health and safety matters through ongoing consultation and cooperation between workers of a work group and the PCBU.

THE POWERS AND FUNCTIONS OF A HSR ARE TO:

- represent workers in their work group on WHS issues
- monitor the health and safety actions taken by the PCBU
- investigate health and safety complaints from workers in their work group
- look into anything that might be a risk to the health and safety of the workers they represent

IF A HSR HAS COMPLETED APPROVED HSR TRAINING, THEY CAN EXERCISE ADDITIONAL POWERS TO:

- direct unsafe work to stop when they have a reasonable concern that carrying out the work would expose a worker to serious risk
- issue a Provisional Improvement Notice (PIN) when they reasonably believe there is a contravention of the Act. A PIN is a notice issued to a person requiring them to address a health and safety concern in the workplace.

HSRs provide benefits to workers and PCBUs by fostering consultation.

From 1 January 2012, if a worker requests an election for an HSR, the PCBU must facilitate the determination of a work group(s).

HEALTH AND SAFETY COMMITTEES

A Health and Safety Committee (HSC) is a group including workers, HSRs (if they agree) and representatives of the PCBUs that facilitates cooperation between the PCBU and workers to provide a safe place of work. At least half of the members of the committee must be workers who are not nominated by the PCBU.

A health and safety committee (HSC) facilitates cooperation between a PCBU and workers in developing and carrying out measures to ensure health and safety at work. The role of a committee includes developing health and safety standards, rules and procedures for the workplace and other functions as prescribed by the regulations or agreed between the PCBU and the committee.

In general, committees must be established if requested by at least five workers or any HSR at the workplace. An HSC must meet at least every three months and at any other reasonable time when requested by at least half of the members of the committee.

A PCBU can also establish an HSC on their own initiative.

OTHER AGREED ARRANGEMENTS

Other agreed arrangements are flexible alternatives for establishing agreed consultation arrangements that meet business needs and improve decision making, especially where there are no health and safety representatives or health and safety committees.

Some workplaces may need a mix of HSRs, HSCs and/or other agreed consultation tailored to suit the workers and work environment.

It may be more effective and meaningful to have an alternative arrangement for consultation if, for example, workers frequently travel or the business is small.

OTHER AGREED ARRANGEMENTS FOR CONSULTATION ON HEALTH AND SAFETY MATTERS COULD BE THROUGH:

- regular scheduled meetings
- team meetings (where health and safety is always an agenda item)
- one-off meetings
- tool box talks
- face to face discussions
- briefing session

Though other agreed arrangements do not need to be in a formal process, they must be planned and developed in consultation with workers.

CONSULTATION AND OTHER DUTY HOLDERS (PCBUS)

Where there are multiple PCBUs with a duty in the same matter under the WHS Act, they must consult, cooperate and coordinate activities with each other and their workers, so far as is reasonably practicable.

Duty holders cannot transfer their responsibilities to another person.

The requirement to consult, cooperate and coordinate activities with other duty holders helps them to meet their primary duty which is to ensure, so far as is reasonably practicable, that workers and other persons are not put at risk from work carried out as part of their business or undertaking. For example, PCBUs carrying out work on a construction site will need to plan, implement, monitor and review WHS systems, with each other, to ensure duties are met.

Q. So what can you do to prepare for the new legislation?

This is a perfect time for you to review your safety systems and to ensure work health and safety is a high priority within your business.

Q. How can you prepare your business for the new work health and safety laws?

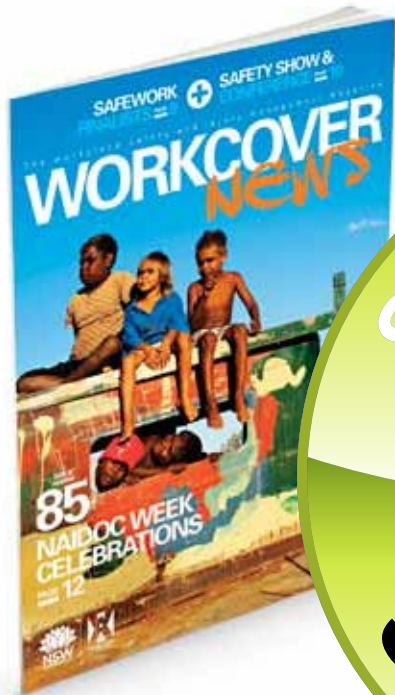
YOU CAN START BY:

- ensuring that you have an environment of strong safety leadership within the workplace
- ensuring you have processes in place for identifying and managing work health and safety risks
- undertaking a gap analysis to understand how your organisation is placed to manage the new work health and safety laws and how it needs to change to achieve compliance
- reviewing your organisational structure to determine responsibilities for work health and safety

If you are a PCBU you need to make sure you know what the changes will mean for your business. You should become familiar with your new duties and obligations and start preparing for how you will operate under the new work health and safety laws on 1 January 2012.

FOR MORE INFORMATION ON THE NEW WORK HEALTH AND SAFETY LAWS VISIT WORKCOVER.NSW.GOV.AU

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The workplace
safety and injury
management
magazine



WorkCover eNews regularly provides small to medium sized businesses with practical tools to address workplace health and safety concerns as well as topical information on upcoming WorkCover events.

**VISIT WORKCOVER.NSW.GOV.AU
TO SUBSCRIBE TO eNEWS TODAY!**

Allies come together on safety

Improving the safety of local government employees and better managing workers injured on the job is an obligation of both local governments and WorkCover NSW.

Through its partnerships and alliances program, WorkCover is developing proactive relationships with local government to reduce workplace incidents and fatalities.

In June 2011 WorkCover NSW and Wellington Council signed an alliance agreement committing the two organisations to work together to improve the safety of Council staff and better manage injured workers.

The 12 month Alliance Agreement will see the two organisations develop practical and effective approaches to work health and safety and injury management through communication, consultation, cooperation and industry leadership.

WorkCover's Work Health and Safety Division General Manager John Watson said the Alliance Agreement demonstrated WorkCover's commitment to work in partnership with the NSW community to achieve safer workplaces.

'In 2008/09 in NSW two local government workers were killed on the job while 753 were injured,' Mr Watson said.

'As one of the largest employers in the region almost all Council staff are connected in some way to the nearly 10,000 people living within the Council area.

'While WorkCover has a vital role to play in regulating workplace health and safety, we recognise that those dealing with risks on a daily basis are best placed to assist with the development of relevant and effective work health and safety solutions.

'The Alliance Agreement between WorkCover NSW and Wellington Council gives the family and friends of Council staff reassurance that both organisations are working together to ensure their loved ones return home safely at the end of the working day.'

Wellington Council General Manager Mr Allan Dive said Council welcomed the opportunity to be a WorkCover alliance member.

'Both organisations have the same primary objectives of looking after the safety and welfare of our workers,' he said.

'The Alliance will provide Wellington Council invaluable access to expertise and knowledge.

'I would encourage other NSW Councils to consider the mutual benefits of an alliance with WorkCover.'

The Alliance Agreement reflects a similar agreement with Wollongong Council. If successful, WorkCover will look to extend the agreement to include other members of the Wellington Blayney Cabonne Strategic Alliance.

For further information on WorkCover's partnerships and agreements call 13 10 50.



Both organisations have the same primary objectives of looking after the safety and welfare of our workers

Allan Dive Wellington Council General Manager

2011

SAFEWORK AWARDS FINALISTS

The winners of the 2011 SafeWork Awards will be announced at the black tie ceremony and dinner on Thursday 27 October at Darling Harbour.

The calibre of applications for the Awards was extremely high and it was a difficult assessment

process to decide who would become a finalist.

There are 47 finalists, from Bega to Broken Hill, who will represent the best workplace safety projects, practices and people in NSW.

The ABC's Adam Spencer will again host the ceremony and Jelly Bean Jam will perform after the awards so you can dance the night away.

Allianz Australia Workers Compensation

Allied Mills

Ballina Shire Council

Boulderstone

BIA

Cargill Beef Australia

Cessnock Correctional Centre

Coal Services

Darley Australia

Downer EDI

Eco Smart Lighting

Endeavour Energy

Essential Energy

Glenfield Junction Alliance

Hansen Yuncken

Hornsby Shire Council

Inghams

Jeff Hort Engineering

Lake Macquarie City Council

Leightons Contractors

Lismore City Council

M&J Buchtmann

Macfab Engineering

Mid North Coast Group of Councils (MIDGOC)

OH&S Group

Mirvac

NSW Government Family
& Community Service Ageing Disability &
Home Care

Orange City Council

PaQS People and Quality Solutions

Powerdata Technologies

Presbyterian Aged Care

Production Automotive

Recovery Partners

Regional Project Managers Australia

Roads and Traffic Authority NSW

SewerFix Wet Weather Alliance

St Vincent de Paul Society NSW

State Transit Authority

State Water Corporation

Sydney Ferries

TAFE Illawarra

The City of Newcastle

Visy

Watpac Construction (NSW)

WP Projects

Youthsafe



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 2011.

BOOK NOW, PLACES ARE FILLING FAST

To reserve your ticket contact Australian Exhibitions and Conferences on **(03) 9654 7773**

Where: Parkside Ballroom, Sydney Convention and Exhibition Centre, Darling Harbour

When: 7.00pm for 7.30pm start, Thursday 27 October 2011

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

Dress: Black tie / formal

WorkCover NSW
SafeWork
A W A R D S

"The benefit for us is the recognition for all our hard work"

St Vincents and Mater Health Sydney,
Emily Curran

Highly Commended 2010

Talk safety with us at the 2011 Safety Show and Conference

WHERE:
SYDNEY SHOWGROUND,
SYDNEY OLYMPIC PARK.

WHEN:
TUESDAY 25 - THURSDAY
27 OCTOBER 2011

REGISTER:
THESAFETYSHOW.COM.AU

For further information visit
workcover.nsw.gov.au

WorkCover NSW invites you to talk safety with us at the 2011 Safety Show and Conference.

As principal sponsor of the Safety Show and Conference, WorkCover NSW will provide free information and advice on how to meet work health and safety requirements.

WorkCover's stand, at the dome entry, will have inspectors and business advisory officers on hand to answer your questions about workplace safety, injury management and workers compensation.

The stand will be fully interactive, allowing visitors to explore the WorkCover website, lodge online requests for information, advice and assistance, and subscribe to WorkCover News and eNews.

workplace safety and information for different industry sectors.

The workshops will also help employers and workers prepare for changes leading up to the implementation of the national *Work Health and Safety Act*.

The Safety Show is Australia's largest workplace health and safety trade show, offering visitors an opportunity to see hundreds of innovative ways to improve workplace safety.

In addition to the many exhibitors on show, this year's show will also feature a technology and training feature area, a manufacturing feature area, and corporate health

The conference, to be held concurrently with the show, will also provide practical workplace solutions and an insight into the new legislation.

Presented by the Safety Institute of Australia and sponsored by WorkCover NSW, the conference will feature a three-day program of workshops and presentations by acclaimed Australian and international speakers.

This year will also see Bulkex – the largest Australian bulk materials and powder handling industries exhibition held over the same three days as the Safety Show.

FOR MORE INFORMATION ON THE





**BE SMART
BE SAFE**

THE SAFETY SHOW

SYDNEY 2011

**25 – 27 OCTOBER 2011
SYDNEY SHOWGROUND
SYDNEY OLYMPIC PARK**

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2011**

**SYDNEY
MATERIALS
HANDLING**

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Andy Grauner awarded



WorkCover NSW Inspector Andy Grauner was recognised during this year's NAIDOC Week celebrations for his service to his local Aboriginal community.

Andy was awarded the 2011 Darkinjung Medal at the Central Coast NAIDOC Week Community Awards.

Andy is an Inspector in WorkCover's Retail, Wholesale, Consumer and Business Services Industry Relationships Team based at Chatswood. In his role he works as part of the Verification and Compliance Assurance Team to develop and deliver targeted compliance, verification and assurance programs.

Andy received the award for his tireless work for the Central Coast Aboriginal community. Andy attends and supports several forums, including the Aboriginal Interagency, Guriwu; the Central Coast Aboriginal Men's Group and the recently established Central Coast Aboriginal Government Employee Network. Andy also actively encourages participation in these groups and has been instrumental in securing funding for a mentor for local Aboriginal youths, including those in detention.

Andy helped establish the Black Knights Motorcycle Group which fosters comradery between Aboriginal and non-Aboriginal riders. Andy also organised for the group to lead the 2011 Freedom Ride re-enactment from Kariang to Sydney.

Andy is a strong advocate for the community and champions the rights of Aboriginal people, particularly in the areas of service

provision and access.

In his role as a WorkCover Inspector he has provided work health and safety workshops at Mingaletta and other Central Coast Aboriginal organisations.

Andy's recognition is even more noteworthy given he is a Djabaguy and Kuku Yulangi man from near Cairns in North Queensland.

Chairperson of the Darkinjung Local Aboriginal Land Council, Bronwyn Chambers, said Andy was a deserving recipient of the 2011 Darkinjung Medal.

'Andy has made a significant contribution to the local community and has a positive impact on many people's lives,' Ms Chambers said.

'We are fortunate to have him among us and I am proud to award him the 2011 Darkinjung Medal.'

WorkCover NSW CEO also congratulated Andy on his award.

'Andy takes an active role in helping WorkCover develop policies and services for Aboriginal and Torres Strait Islander communities,' Ms Hunt said.

'Through his efforts WorkCover is improving work health and safety for Aboriginal employers and workers.'

'I commend Andy on receiving his well-deserved award.'



Andy Grauner
far left

Andy takes an active role in helping WorkCover develop policies and services for the Aboriginal and Torres Strait Islander communities

WorkCover CEO Lisa Hunt



WorkCover working closely with Indigenous communities

WorkCover has strengthened its ties with Indigenous communities throughout NSW by hosting a range of activities that celebrate NAIDOC Week.

Held from 3-10 July, this year's NAIDOC Week celebrations promoted the theme: 'Change: The next step is ours.'

The WorkCover Aboriginal and Torres Strait Islander Network (WATSIN) worked with Indigenous communities to communicate the importance of workplace safety to Aboriginal and Torres Strait Islander people.

WorkCover's week of activities kicked off on Tuesday 5 July with the Central Coast NAIDOC Community event, held at Gosford Showground.

The successful event also hosted the Kikupa Cup – a touch football competition which has traditionally drawn competitors from all parts of the Central Coast.

The competition saw two pools of players battle for Cup honours. The National Parks and Wildlife team 'Parkies' won first place in Pool One, and the WorkCover Warriors took

second place. The 'Respect' team took first place in Pool Two, and the 'All Stars' (sponsored by the Benevolent Society) finished second.

The day was also celebrated with traditional dance, didgeridoo performances and a feast of traditional bush tucker such as crocodile and barramundi.

WorkCover then continued its celebration of NAIDOC Week through corporate events held in Gosford and Sydney.

The Gosford event featured an Aboriginal art showcase, with displays by Ross Smith, Eddie McDermott, the Boudi Gallery and WorkCover's own Indigenous staff.

The Sydney event featured traditional dance displays from the Koomurri and Doomadgee Aboriginal dancers.

The range of events helped WorkCover staff communicate a greater understanding of work health and safety and workers compensation issues to the Indigenous communities.

WorkCover regularly supports Indigenous activities in the local community through sponsorship of events and participation in key celebrations such as Reconciliation Week and NAIDOC Week.

WorkCover's WATSIN group provides a vital link to the Indigenous community and delivers a network of support and encouragement to the organisation's Indigenous staff.

FOR MORE INFORMATION ON HOW WORKCOVER CAN HELP ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITIES IN YOUR AREA, CALL **13 10 50**, VISIT **YOUNGWORKERS.COM.AU**

THE SAFETY CONFERENCE

SYDNEY 2011

2011 ONE SMALL STEP

**TUESDAY 25 -
THURSDAY 27
OCTOBER 2011**
SYDNEY SHOWGROUND
SYDNEY OLYMPIC PARK

PRESENTED BY



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DAY 1 TUESDAY 25 OCTOBER 2011

STEP ONE - GAP ANALYSIS



7.00am

Becoming a High Performing
Safety Professional: Challenge Your Own
Behaviours and Their Affect in Your Workplace,
Learn How to Engage Yourself and Others
at Work
Dr Adam Fraser



9.30am - 10.15am

WHS Act - Making the Transition
John Watson General Manager WHS Division,
WorkCover NSW



10.15am - 11.00am

Managing Safety Under the New WHS
Legislation
Greg Pattison General Manager,
Workplace Solutions, NSW Business Chamber

9.00am - 9.10am

Opening Address

Karen Wolfe President SIA NSW Division

9.10am - 9.30am

Welcome to Country

Uncle Des Dyer The Darug Landcare Corporation

9.30am - 10.15am

WHS Act - Making the Transition

John Watson

General Manager WHS Division, WorkCover NSW

10.15am - 11.00am

Managing Safety Under the New

WHS Legislation

Greg Pattison

General Manager, Workplace Solutions,
NSW Business Chamber

SESSION ONE - GAPS AND CODES SOUTHEE SOUTH STREAM LEADER: THEA O'CONOR

11.00am - 11.30am Morning Tea

11.30am - 12.00pm

Recycling C&D Waste - Case Study and

the Development of the WorkCover Guide

David Hojem, Waste Services Manager,

Shoalhaven City Council

12.00pm - 12.30pm

Practical Implementation of Asbestos

Risk Management Requirements under

the Model Workplace Health and Safety

Legislation in Australia

Thomas Mitchell, Principal, Occupational

Health and Safety, Coffey Environments

12.30pm - 1.00pm

Done and Dusted

Kris Narayan, Getex

1.00pm - 2.30pm Lunch

DISCUSSION GROUPS

MANAGING SAFETY: ADAPTING TO CHANGE

2.30pm - 3.00pm

Risk Management (based on the new COP)

Facilitated by **Michael Costello**

3.00pm - 3.30pm

Standardising Safety Indicators

Facilitated by **Sharron O'Neill**,

Macquarie University

3.30pm - 4.00pm Afternoon Tea

4.00pm - 4.30pm

WHS Obligations

Facilitated by **Andrew Theakstone**

4.30pm - 5.00pm

PCBU's and Officers (Including Due Diligence)

Facilitated by **Michele Stromquist**

5.00pm

Welcome Drinks

Trade Show Hall

6.30pm

SIA Ltd AGM

SESSION TWO - PSYCHOLOGY OF SAFETY SOUTHEE NORTH STREAM LEADER: AMANDA BASTEN

11.00am - 11.30am Morning Tea

11.30am - 12.00pm

Safety Psychology: Back to the Future

Christopher Wales

12.00pm - 12.30pm

Fatigue: The Most Critical Accident Risk

Margaret Chan, Head of Faculty -

Risk & Safety, The Australasian College

12.30pm - 1.00pm

Effective OHS Education for Young Workers:

a Systematic Review of Hospitality and

Food Retailing Sectors

Nasreen Jahan, PhD Student, The University

of Adelaide

1.00pm - 2.30pm Lunch

DISCUSSION GROUPS

MANAGING SAFETY: ADAPTING TO CHANGE

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Macquarie University

5.00pm

Welcome Drinks

Trade Show Hall

6.30pm

SIA Ltd AGM

FOR CONFERENCE REGISTRATION

DAY 2 WEDNESDAY 26 OCTOBER 2011

STEP TWO – PLANNING



9.00am – 10.00am

What are we to make of Safe Behaviour Programs?
Professor Andrew Hopkins

This presentation provides a critical look at the assumptions which underlie safe behaviour programs and identifies some of their limitations. Unsafe behaviour is merely the last link in a causal chain and not necessarily the most effective link to focus on for the purposes of accident prevention.

SESSION ONE – SAFETY BEHAVIOUR SOUTHEE SOUTH STREAM LEADER: ROGER FAIRFAX

11.00am – 11.30am Morning Tea

11.30am – 12.00pm

Synergy Safety Situational Awareness: What it Means for Safety Leadership

12.00pm – 12.30pm

What Makes People Tick?

The Psychology of Safety

Tom Cotterill, Project Manager, Sentis

12.30pm – 1.00pm

Measuring Safety Behaviour for Targeted Change

Dr Danica Hooper, State Manager, People Solutions

1.00pm – 2.30pm Lunch

DISCUSSION GROUPS

MANAGING SAFETY: ADAPTING TO CHANGE

2.30pm – 3.00pm

Consultation and the HSR

Facilitated by Michael Costello

3.00pm – 3.30pm

Multiple PCBUs in the Workplace

Facilitated by Michele Stromquist

3.30pm – 4.00pm Afternoon Tea

4.00pm – 4.30pm

New Codes of Practice

(Implications of Reasonably Practicable)

Facilitated by Andrew Theakstone

4.30pm – 5.00pm

Safety Leadership

Facilitated by Julie Honore,
Managing Director, SafeSearch



10.00am – 11.00am

ADF & WHS:

A Uniformed Approach to Harmonisation
LTCOL Sean Faulkner

Lieutenant Colonel Sean Faulkner is a senior officer who has held a broad range of Regimental and Instructional appointments within the Australian Regular Army. He is currently the Deputy Director of Assurance & Safety – Army and will be presenting an Australian Defence Force Perspective on WHS.

SESSION TWO – PAST, PRESENT & FUTURE SOUTHEE NORTH STREAM LEADER: MELISSA POLLOCK

11.00am – 11.30am Morning Tea

11.30am – 12.00pm

Safety Perceptions Past and Present – the Construction of the Snowy Mountains Hydro- Electric Scheme

Fergus Robinson, OHS Training Programs Coordinator,
Master Builders Association of Victoria

12.30pm – 1.00pm

What Leaders Say When Things Go Wrong: Lessons from the Courtroom

Paul Cutrone, Partner, Sparke Helmore

12.00pm – 12.30pm

The Brave New World: Managing the Legal Risks of a Serious Workplace Incident Under the New Safety Laws

Michael Selinger, Partner,
Holding Redlich Lawyers

1.00pm – 2.30pm Lunch

DISCUSSION GROUPS

MANAGING SAFETY: ADAPTING TO CHANGE

2.30pm – 3.00pm

New Codes of Practice

(Implications of Reasonably Practicable)

Facilitated by Andrew Theakstone

3.00pm – 3.30pm

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Facilitated by Julie Honore

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4.00pm – 4.30pm

Consultation and the HSR

Facilitated by Michael Costello

4.30pm – 5.00pm

Multiple PCBUs in the Workplace

Facilitated by Michele Stromquist

DAY 3 THURSDAY 27 OCTOBER 2011

STEP THREE – APPLICATION



9.00am – 10.00am

Keynote

Todd Russell

Todd's story is one of the greatest tales of Australian mateship, courage and survival ever told. One of the heroes of the 2006 Beaconsfield Mine disaster. Incredibly, he and fellow miner Brant Webb survived for 14 days almost 1km underground in a 2 x 4m pocket of air.

SESSION ONE – INJURY MANAGEMENT SOUTHEE SOUTH STREAM LEADER: FELICIA HARRIS

11.00am – 11.30am Morning Tea

11.30am – 12.00pm

Laugh and Learn – Mindfulness Techniques and Mental Health Awareness

Fay Jackson, CEO, Vision In Mind

12.00pm – 12.30pm

The Enduring Obligation of Long Term Injured Employees – The Truth is Out There
Andrew Douglas, Principal,
Macpherson + Kelley Lawyers

12.30pm – 1.00pm

Corporate Australia's 'Mental Health' Duty of Care

Clive R Blunt, NSW & ACT Business Manager,
Australian Red Cross

1.00pm – 2.30pm Lunch

SESSION TWO – RESEARCH SOUTHEE NORTH STREAM LEADER: DOUG WAKEFIELD

11.00am – 11.30am Morning Tea

11.30am – 12.00pm

Lessons Learnt from Sundance – How to Ensure Your People, Organisation and Reputation are Protected Against Incidents Anywhere Around the World
Grant Chisnall, Director, Dynamiq

12.00pm – 12.30pm

Hazard Identification and Management: Gaps in Workers Skills

Dr Susanne Bahn, Research Fellow,
School of Management, Edith Cowan University

12.30pm – 1.00pm

Can the GRI Deliver OH&S Accountability to Stakeholders?
Dr Sharron O'Neill

1.00pm – 2.30pm Lunch



10.00am – 11.00am

Keynote

Shane Bushell

A horrendous workplace incident in 2009 changed Shane's life, and that of his family, forever. The aim of his talk is to share his experiences and communicate a powerful message about taking account of things that are happening or could happen around you, insisting on the safest systems of work always and look out for yourselves and those around you.

SESSION THREE – SAFETY TECHNOLOGIES & INNOVATIONS SOUTHEE SOUTH STREAM LEADER: SARAH REDING

2.30pm – 2.50pm

Effects of Uncorrected Visual Impairment on Personal Safety & Productivity

John Moore, Managing Director,
Prescription Safety Glasses Pty Ltd

2.50pm – 3.10pm

Managing Alcohol and Other Drugs in the Workplace

Jenny Landsberg, State Sales Representative

3.10pm – 3.30pm

How Many Experts Does it Take to Change a Light Bulb?

David Whitfield, CEO, enLighten Australia

3.30pm – 3.50pm

Using Mobile Inspection Technologies to Complete OHS Activities

Naaman Shibi, Vice-President, Techs4Biz

3.50pm – 4.00pm

Closing Comments

SIA CONFERENCE DINNER – MAGIC OF THE MOON THEME

7.00pm Wednesday 26 October 2011

Pullman Hotel, Sydney Olympic Park

Tickets \$95 for SIA members and \$110 for non members (inc GST)

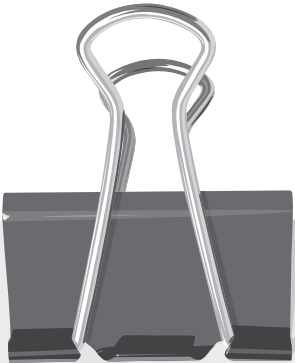
WORKCOVER NSW SAFework AWARDS DINNER

7.00pm Thursday 27 October 2011

Parkside Ballroom, Sydney Convention Centre, Darling Harbour

Tickets \$120 per person or \$1080 for a table of ten (inc GST).

SIA.ORG.AU/NSWSAFETYCONFERENCE



Changes to licence requirements for loadshifting machines

As part of the new workplace safety laws that start on 1 January 2012, all jurisdictions must harmonise their individual work health and safety laws to ensure consistent application across the states and territories.



Fundamentally, what is safe practice now will continue to be safe under harmonisation, however nationally consistent workplace safety laws will change licensing arrangements in New South Wales for loadshifting machines.

From 30 September 2011, operators no longer need a certificate of competency to operate a:

- front end loader (class LL)
- front end loader/backhoe (class LB),
- front end loader of the skid steer type (class LS)
- excavator (class LE)

Under the new arrangements employers (or controllers of the plant) must ensure that operators have received adequate information, instruction, training and supervision and are competent to operate the plant safely.

The controller of the loadshifting machine must ensure that any hazards are identified, assessed and controlled, and that others are advised of the hazards and control measures.



TRAINING AND SUPERVISION ARE IMPORTANT

The employer (or controller of the plant) must ensure the operator is able to do their job safely. To assist determine an operator's competency, appropriate training or experience could be that they:

- hold a previous certificate of competency issued by a work health and safety regulator
- hold a statement of attainment or other nationally recognised qualification for the type of plant they will be operating
- have completed training at an industry training school, or hold an industry competency card for the relevant item of plant
- have been trained on-the-job by an experienced and competent person
- can demonstrate experience and competency, which can be verified by a previous employer.

To determine the competency level and supervision required for an operator, employers (or controllers of the plant) should also take into account:

- operator training, skills and experience
- complexity of tasks and risks associated with the tasks
- conditions on the worksite

An inexperienced person should operate loadshifting plant under the supervision and instruction of a competent person.

Ongoing training should be provided to maintain the operator's competency level and ensure new workers are able to work safely. Operator training should be regularly reviewed to identify the hazards associated with the plant, the specific tasks and the workplace.

OTHER REQUIREMENTS

All other general duties for health and safety still apply.

The operator must be at least 18 years of age and be able to communicate to a level necessary to perform their duties safely. They must follow safe work practices and take action to prevent any person being placed at risk by the use of the plant, such as traffic management plans and barriers.

EARTHMOVING MACHINERY USED ON PUBLIC ROADS

Earthmoving machinery used on public roads may require road registration and operator licensing under the requirements of the NSW Roads and Traffic Authority. Call the RTA on 13 22 13 for more information.

VISIT WORKCOVER.NSW.GOV.AU OR CALL 13 10 50 FOR FURTHER INFORMATION ON LICENSING ARRANGEMENTS



Brian's story – how a forklift incident changed his life forever

Brian Milson loved his job as a long-haul truck driver for a Seven Hills transport company. On a cold, wet evening in April 2007 he had returned to the depot to unload his vehicle when he was injured in a forklift incident that would change his life.

Brian stopped his semi-trailer to detach the trailer and was walking down the driver side of the vehicle when he was struck from behind by a forklift.

'All I remember is the driver calling out 'oi, oi' but it was too late and I was hit by the forklift,' Brian recalls.

The impact of the collision threw Brian forward and he landed on his right shoulder, hitting his head on the concrete. Brian suffered a torn tendon in his right shoulder and severe bruising to his ankle. He was forced to take six weeks off work as a result of his injuries and when he returned he was only able to complete light duties on shortened hours.

Brian had always made work health and safety a priority, investing in his own personal protective equipment and completing an occupational health and safety consultant's course with a previous employer.

'I was wearing work boots with steel caps at the back and if it wasn't for them I would definitely have suffered more serious damage to my ankle,' Brian said.

'About 24 hours after the incident my

whole body was in pain, a bit like the way you feel after you have completed a long run or an intense workout. I think it was my body coming out of shock.'

A couple of months after Brian returned to light duties, his employer went into liquidation. After another short term role ended, he found himself out of work for the next six months, despite applying for up to 30 jobs per week.

Being injured and unemployed took a toll on both Brian's health and personal life, and he was soon suffering from depression and anxiety.

Brian attributes the support of his Allianz Insurance claims manager Sheryl for helping him get his confidence back and believe he could find meaningful, rewarding work that would still enable him to support his family.

'I loved working as a long-haul truck driver and all I ever wanted to do was return to my pre-injury duties,' he said.

'When you're told you can't, it can be extremely tough to deal with.

'A good claims manager can make you believe in yourself again. If it wasn't for Sheryl's support I would still be

struggling to get my life back in order.'

Brian today works in sales for a Central Coast real estate agent and receives workers compensation make-up pay up to the amount that he would have been earning as a long-haul truck driver.

After his experiences, Brian now urges employers to make work health and safety a priority.

'A workplace incident can completely change your life and I can't stress enough the importance of work health and safety,' Brian says.

'I can no longer do something that I loved and looked forward to every day.'

Brian also urges forklift drivers to make work health and safety a priority and be aware of those around you.

'Work according to your employer's safe work method statements because not only can a workplace incident injure you or a workmate, but it can have a devastating lifelong affect.

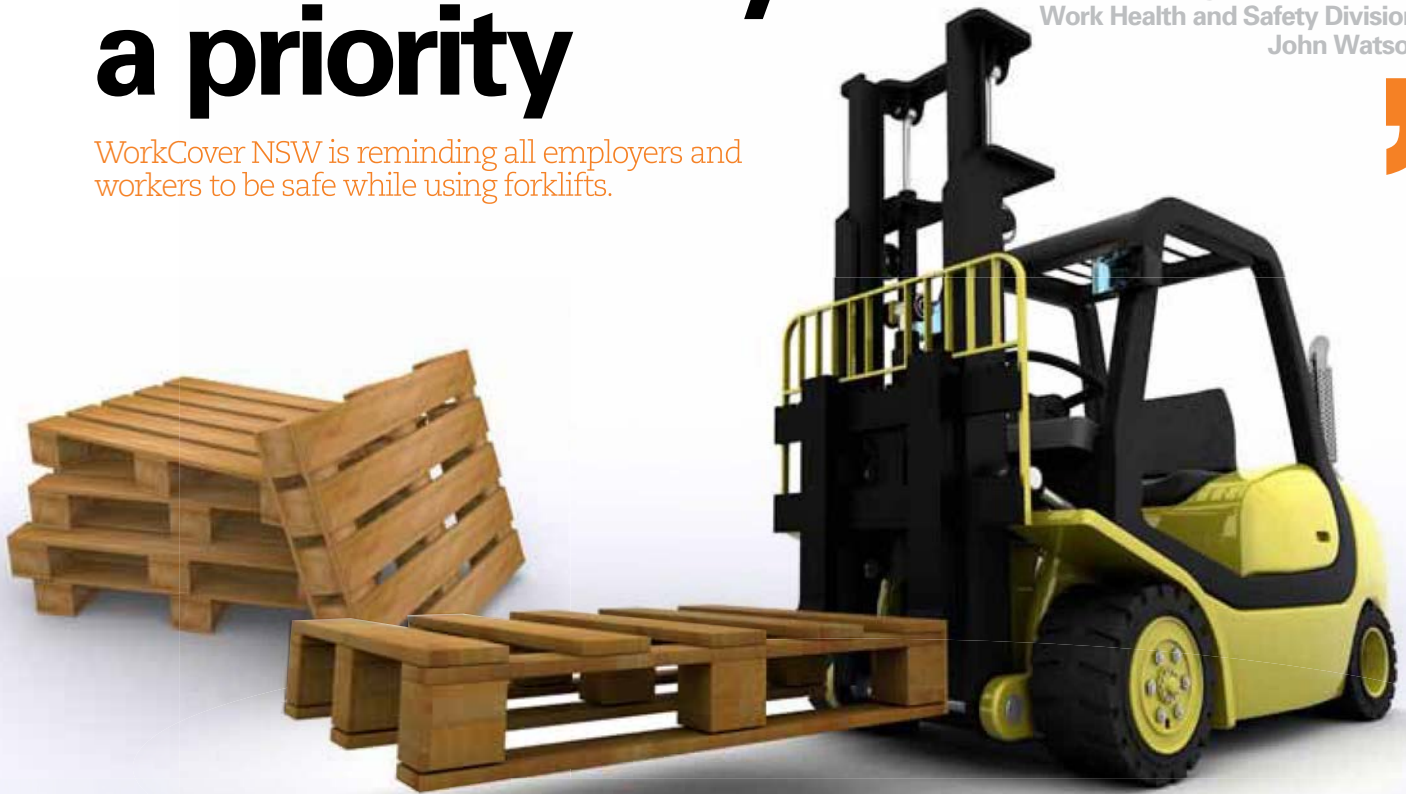
'I often wonder how much money could be saved in medical expenses and workers compensation payments if businesses focused more on safety instead of profits.'

974 reasons to make forklift safety a priority

WorkCover NSW is reminding all employers and workers to be safe while using forklifts.

Incidents involving forklifts are avoidable and constant attention must be paid when working with and around these machines

General Manager of WorkCover's
Work Health and Safety Division,
John Watson



WorkCover data reveals that during 2010, there were 974 workers injured in incidents involving forklifts.

In light of these statistics, General Manager of WorkCover's Work Health and Safety Division, John Watson, is issuing a reminder to all NSW employers and workers to ensure they take adequate safety precautions when working with and around forklifts, particularly near pedestrians.

'Forklifts and other mobile plant have the potential to put workers and others at risk,' Mr Watson said.

'It's alarming that more than 4,000 hours were lost at a cost of more than \$10 million.

'That's \$10 million in lost productivity for NSW and that's why we're urging employers to revisit their safe work method statements to ensure they have systems in place for the safety of forklift drivers and pedestrians.

'It's clear from our data that the cost of a workplace injury is far greater than the cost of implementing an effective work health and safety system.'

Mr Watson outlined a number of actions employers and workers could take to improve forklift safety.

'Incidents involving forklifts are avoidable and constant attention must be paid when working with and around these machines,' Mr Watson said.

'Effective traffic management procedures must be in place where forklifts are in operation, including zones to separate pedestrians and forklifts during loading and unloading;'

'Extreme care must also be taken when pedestrians and other workers are around, including travelling at a safe speed and ensuring that the operator has a clear view of the direction that they are travelling at all times.'

WorkCover NSW also recommends the following safety procedures when working with or around forklifts:

- plan for the task and ensure the right equipment is being used for the load;
- correctly maintain forklifts and operate them in accordance with the designer's and manufacturer's instructions; and
- ensure forklift operators are correctly certified and have completed training for the particular forklift.

MORE INFORMATION ON FORKLIFT SAFETY CAN BE FOUND IN THE WORKCOVER PUBLICATION **MAKING YOUR FORKLIFT WORK FOR YOU – A TEN MINUTE CHECKLIST** AND ON THE WORKCOVER WEBSITE. VISIT WWW.WORKCOVER.NSW.GOV.AU OR CALL 13 10 50 FOR MORE INFORMATION.

Partnering for safety

WorkCover NSW, with help from industry, recently released two new practical guides on slashers and front end loaders and their attachments on tractors to help reduce safety risks through safety in design.

The guide for slashers addresses the risks of projectiles, guarding of power take-off shafts and inadvertent contact with the cutting elements at intake and discharge areas. Advice is also given on component design, hydraulic systems and safety decals.

The guide for front end loaders and their attachments targets the risks of rated operating loads, attaching loads, detaching loaders, level lifting and anti-rollback. It also addresses design issues such as rollover protective structures, falling object protective structures, lift heights and centre of gravity.

Both guides are the result of the Industry Solutions Program, a WorkCover initiative that works with different industry groups to develop practical solutions to work health and safety issues. In this case, input was sought from manufacturers, suppliers, employers, unions, industry associations

and end-users from NSW and other states and territories.

In the spirit of harmonising work health and safety laws, the Industry Solutions Program also includes other WHS regulators in the process.

The guides also cover the obligations that designers, manufacturers and suppliers need to fulfil under work health and safety legislation. Diane Vaughan, a project officer with the Industry Solutions Program, views the guides as another example of how the best solutions to workplace safety issues are those that are developed through a joint effort.

'Consultation with our stakeholders is not just a key part of WorkCover's philosophy, but it is also an integral part of any successful approach to work health and safety. With their straightforward diagrams and clear

recommendations, these guides demonstrate how the best initiatives are the collaborative ones' she said.

As part of their introduction, the guides have had their own transitional periods, which serve to assist stakeholders as they implement the guides' recommendations. As Ms Vaughan reports, the assistance WorkCover has provided so far has been a key part of the guides' success.

'One of the main reasons behind the success we've experienced so far is the close support we've provided to our partners. Only through such partnerships can we ensure that we succeed in making workplaces as safe and productive as possible'.

FOR A COPY OF THESE GUIDES, GO TO **WORKCOVER.NSW.GOV.AU** OR CALL **13 10 50**.





Networking to improve safety in the Hunter Region

The Combined Hunter OH&S Networking Group (CHONG) celebrates ten years of OHS innovation this November.

CHONG was formed to facilitate the sharing and development of information by senior OHS representatives from a range of industries in the Hunter Valley, and to work on improving OHS outcomes in the area. It is also one of the largest and longest running groups of its kind in the state.

The group was founded in 2001 by five representatives from Hunter Water, Newcastle City Council, OneSteel, University of Newcastle and the then Hunter Health. CHONG spokesperson Bob Anderson says the group has since grown into a strong network of over 40 large and diverse organisations.

'Members meet once every two months to strategically analyse key OHS issues, and share thoughts and experiences about initiatives to improve health and safety for workers across the Hunter region,' said Mr Anderson.

As part of its commitment to improving OHS in the region, CHONG has hosted three safety expos in the Newcastle area and has been a key player in a number of OHS focus groups.

WorkCover NSW has been a member of CHONG for many years and in 2010 an alliance was formed between the two organisations.

The group's Chairperson, Mr Garry Pegler, says all group members recognise the importance of working in partnership with WorkCover to bring down incident rates in the Hunter region.

WorkCover congratulates CHONG on reaching its ten year milestone.

MEMBERSHIP TO THE GROUP IS OPEN TO ANY ORGANISATION IN THE HUNTER REGION WITH MORE THAN 50 EMPLOYEES.

\$105,000 awarded in Sports Injury Research Grants

The NSW Sporting Injuries Committee has announced the successful applicants who will share in more than \$100,000 for research projects. These projects will have a tangible effect on the prevention and reduction in the severity of injuries across a range of sports.

The successful applicants for the 2011 research grants are:

- University of Newcastle, Hunter New England Area Health Service and the Newcastle Knights Limited (\$26,078) – Phase one of a prospective study of the neurological effects of Chronic Traumatic Encephalopathy (brain injury) among current and former professional rugby league players
- University of Sydney and NSW Rugby League (\$19,590) – to investigate the incidence and severity of injuries in elite junior rugby league players and develop an injury surveillance system and a standard injury reporting system
- University of Newcastle and Wheelchair Sports NSW (\$19,912) – to identify the prevalence and nature of injuries and common risk factors associated with wheelchair sports participation
- University of Sydney and NSW Institute of Sport (\$19,790) – to examine the effectiveness of the use of a glutamine supplement in athletes to reduce the risk and effects of heatstroke
- Newcastle University and NSW Rugby (\$19,740) – to determine the incidence of neck injuries and the musculoskeletal risk factors that lead to neck injuries in semi-professional rugby union players

Almost \$2 million has been awarded to some of the State's leading medical researchers and sporting organisations since the grants scheme was introduced in 1991.

The NSW Sporting Injuries Committee is a non-profit statutory organisation established in 1978 to provide affordable insurance for serious sports injuries and to promote safer sporting practices. Visit www.sportinginjuries.nsw.gov.au for more information





Striking a work/life balance - Howard and his grandchildren.



Meet Howard Bell, OAM

The good deeds of one WorkCover NSW employee have been formally recognised, with Principal Solicitor Howard Bell one of the latest recipients of a Medal of the Order of Australia.

The Order of Australia Medal, a way for Australians to recognise the achievements and service of their fellow citizens, was awarded to Howard in appreciation of his extensive volunteer and community service as President and Convenor of the Central Coast group of Amnesty International.

Howard was overjoyed yet humbled when he was announced as a recipient.

'I was surprised, delighted, deeply honoured and humbled by the award,' said Howard.

'None of us do what we do out there with the expectation or the dream that one day our work will ever be celebrated in such a wonderful and joyous way.

'I have had the good fortune of being able to enjoy a very full life as a volunteer with all kinds of community groups, trade unions, festivals, missions and care groups - and I have loved every minute of all of it,' he said.

Central Coast-based Howard also sits on the NSW Regional Board of Amnesty, which provides leadership, resources, guidance, training and support to human rights campaigners and activists throughout the region.

As a member of WorkCover's Criminal Law Practice Group, Howard somehow manages to balance a hectic working day with a fulfilling home life. In addition to Amnesty he devotes time to a number of social organisations including St Vincent de Paul, Greenpeace, Cana Communities and The Law Society of NSW Human Rights Committee.

Howard is also a part-time soldier in the Australian Army Reserve and has served overseas as a peacekeeper in East Timor.

So how does he do it?

'Carefully manage your time, energy, diet, exercise and stress levels, and rest,' is Howard's advice.

'We are all very busy in our jobs here at WorkCover, but your home and family always comes first.

'Prioritising and good planning is fundamental to being productive in all areas of your life,' he said.



Hunter business is recognised for commitment to safety

WorkCover NSW has congratulated a Thornton-based training company for receiving regional recognition at the 2011 Hunter Business Awards.

General Manager of WorkCover's Work Health Safety Division John Watson said that local training company, People and Quality Solutions Pty Ltd, (PaQS) won the category for Excellence in Safety.

The Award recognised the company's commitment to safety for the development of a work-from-home agreement that meets relevant statutory obligations and includes a comprehensive risk management checklist. PaQS Training Director Pete Grzywacz said the Home Based Work Agreement offers workers the flexibility to work from home knowing they are meeting their workplace safety obligations while enhancing work-life balance for the company's ten staff.

'The safety and well being of our workers is extremely important, as our staff are the company's most valuable resource. The safety and security of our employees in the workplace and at home is a priority. Previously there was no formal policy in place for staff working from home. The flexibility of the Home-Based Work Agreement will build on our company's strong morale

and in turn our safety culture,' Mr Grzywacz said.

'PaQS has not registered any lost time injuries over the past six years and Mr Grzywacz attributes this to the strong safety culture prevalent in their business. We aim to develop a 'safety mindset' among our staff that is based around open communication, consultation and personal accountability to generate mutually beneficial safety outcomes,' he said. 'A legitimate commitment to continuous safety improvement and well-defined policies and procedures relating to safety will help cultivate a safety behaviours in any business.

'Leadership values that empower workers through regular and genuine consultation to become actively involved in work health and safety is fundamental to developing a safety culture,' he explained.

Mr Watson said WorkCover was proud to sponsor this category for the second consecutive year.

'WorkCover is pleased to partner with Hunter Business Chamber to encourage businesses to help foster a workplace safety culture by highlighting their work health and safety achievements in their local business community,' he said. 'A commitment to workplace safety is critical for businesses across all industries to help reduce costs, the risk of injuries and increase productivity.

'New South Wales has the nation's largest number of small employers and WorkCover recognises the difficulties many small businesses face in addressing safety and injury management issues,' he said.

WorkCover offers a range of free services such as advisory visits to workplaces, financial rebates, free information workshops and an annual mentor program to help get businesses moving in the right direction.

TO FIND OUT MORE ABOUT HOW WORKCOVER CAN ASSIST SMALL BUSINESSES OR TO REGISTER FOR A WORKSHOP CALL 13 10 50 OR VISIT WWW.WORKCOVER.NSW.GOV.AU

Working together on quad bike safety

Australasian work health and safety regulators have released an industry strategy to improve safety for users of quad bikes on farms.



Staff from WorkCover's WHS Division led a trans-Tasman quad bike industry solutions program working group that also comprised work health and safety regulators from Australia and New Zealand plus manufacturers, training providers, unions, accessory manufacturers, automotive associations and farming associations.

Chair of the Heads of Workplace Safety Authorities (HWSA) and WorkCover's Work Health and Safety Division General Manager, John Watson, said the proposed measures were essential if the number of injuries and fatalities from on farm use of quad bikes were to be reduced.

'According to Farmsafe Australia, since 2000, there have been more than 140 deaths on farms across Australia involving quad bikes while in New Zealand an average of five people are killed on farms each year and over 845 are injured,' Mr Watson said.

'Most fatalities are a result of head injuries or from being trapped under overturned vehicles.

'Every single fatality has an immeasurable effect on families, friends and communities and it's clear that something needs to be done.

'Manufacturers, suppliers, employers, employees, farming associations and regulators all have a role to play.

'Australia's work health and safety regulators will work with the farming community to implement a range of strategies that improve safety and reduce injuries and fatalities.'

Former President of the NSW Farmers Association and Nyngan farmer Charles Armstrong has seen first hand the devastating effect quad bike incidents can have on a farming community.

'Quad bikes are a versatile piece of equipment on many farms, but as the record shows, they have inherent safety risks,' Mr Armstrong said.

'In recent years there has been one fatality and a number of serious incidents involving quad bikes in the area.

'These incidents have served as a wake-up call for the local farming community that something must be done to improve on-farm use of quad bikes.

'I fully support HWSA's proposed measures to improve safety for users of quad bikes on farms and call on other NSW farmers to do so as well.'

Since the strategy was endorsed, a point-of-sale brochure, poster and pre-purchase checklist have been produced for dealerships to help farmers buy the safest vehicle for their needs.

More than 30,000 copies of the brochure have been distributed to quad bike and farm machinery dealers throughout

The industry strategy includes:

- Improvements to point of sale material to guide farmers in purchasing the vehicle best suited to their needs and profile
- The mandatory wearing of approved helmets
- Providing farmers with the option to fit safety improvements such as devices to protect riders in case of a rollover, under certain conditions
- The introduction of nationally recognised rider training
- Guidance materials to assist in providing a better match between quad bike accessories and the host vehicle
- Compliance with manufacturers' guidelines in relation to passenger-carrying, load requirements and rider age, i.e. children do not operate adult sized bikes

Australia as well as at agricultural industry events.

The industry strategy supports the National OHS Strategy 2002 – 2012.

THE BROCHURE, POSTER, PRE-PURCHASE CHECKLIST AND THE INDUSTRY STRATEGY CAN BE FOUND ON THE **HWSA WEBSITE:** WWW.HWSA.ORG.AU

OneSteel shows its safety mettle

WorkCover NSW's General Manager, Work Health and Safety Division, John Watson attended OneSteel's 11th Annual Safety Excellence Awards on Tuesday, 12 July.

The awards program seeks to recognise and reward employees, contractors and suppliers who have made an outstanding contribution towards OneSteel's goal of injury prevention and reduced workplace incidents.

More than 100 nominations were received from across OneSteel for six awards - Employee of the Year, Front Line Leader, Safety Leader, Work Team or Department, Contractor/Supplier and Workplace Safety Initiative.

Mr Watson presented the Contractor/Supplier of the Year Award on the evening which was won by recycling,

industrial services and waste management provider, Transpacific.

OneSteel Chief Executive Officer Geoff Plummer said the awards program encourages the sharing of best practice work health and safety across the organisation.

"The standard of entries this year was again very high, making the selection of finalists and winners very difficult," Mr Plummer said.

"Each finalist has made a significant contribution to the OneSteel Safety Journey and I commend them on their efforts."

In addition to recognising good safety performance, OneSteel also made a donation to a charity on behalf of each of the six award winners. Over the life of the safety awards program, more than \$110,000 has been donated to charity.

Mr Watson congratulated OneSteel on an inspiring event.

"WorkCover commends OneSteel on its outstanding Safety Excellence Awards Program which provides an outstanding example in how to recognise the contribution of work health and safety towards innovation and productivity," Mr Watson said.



Critical incidents

The following is a list of workplace fatalities that occurred in NSW since those listed in Edition 84 of WorkCover News. This covers traumatic incidents that resulted in a fatality, occurring from 1 April 2011 to 30 June 2011 inclusive.

- A meat processing worker suffered fatal injuries when a number of expanded polystyrene panels collapsed on him at a Hunter abattoir. It appears that a build-up of ice above the panels caused the collapse under the weight.
- A worker was cleaning a front end loader in preparation for painting when he appears to have slipped, engaging the bucket lever. He became trapped between the hydraulic arm and wheel, causing fatal injuries.
- A worker was transferring wood from a sawmill loading bay onto a truck when he was crushed between the truck and the apron of an unmanned, unattended forklift. He sustained significant crush injuries to his chest and died at the scene.
- A worker was adjusting the brakes of a truck when he suffered fatal injuries. It appears that the truck was running at the time and a build-up of air caused the brake to release, resulting in the unmanned truck striking the deceased.

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.



Work safe. Home safe. on Facebook provides Australian workplace health and safety regulators, employers, workers and their families with an online space where they can share their ideas and reasons for staying safe at work.

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Safety alerts

WorkCover has issued the following safety alerts since the last edition of WorkCover News. To receive early notification of these alerts, subscribe to WorkCover eNews at workcover.nsw.gov.au. Control measures listed below are not comprehensive – visit the WorkCover website for full details.

WC03425

PREVENTING ELECTRIC SHOCKS WHEN USING CHAFING DISHES

This safety alert was issued to remind workers and employers how to use a chafing dish safely. It follows an incident involving a hotel worker who received an electric shock from a chafing dish, used in the hospitality industry to warm food. The dish came into contact with the power cord, melting the insulation and sending an electric current to the worker.

Work health and safety laws require employers to eliminate the risks of electric shock and electrocution or, where this is not reasonably practicable, to control them. Risk controls can include:

- **assessing electrical equipment that has a cord, including checks to ensure that cord insulation is intact and that wires are not exposed**
- **training staff to use equipment correctly**
- **testing and tagging electrical**

WC03350

SWITCHLOADING WHEN TRANSFERRING FLAMMABLE LIQUIDS

This safety alert is published following a recent coroner's finding into an incident that highlighted the dangers of switchloading and static electricity.

Switchloading is when a flammable or combustible liquid is to be filled into a vehicle tank compartment which had previously contained a liquid having a lower flash point. This situation is most likely to arise, but not limited to, when a combustible liquid such as diesel is pumped into a tank that has previously contained petrol.

The following are some of the control measures that should be considered to reduce the risks from the discharge of static electricity:

- **assessing electrical equipment that has a cord, including checks to ensure that cord insulation is intact and that wires are not exposed**
- **training staff to use equipment correctly**
- **testing and tagging electrical equipment.**

WC03095

SCISSOR LIFT TABLE CHOCKS

This alert provides information about a potential crush hazard that exists when working on scissor lift tables. This follows a fatal incident where a person was crushed beneath a scissor lift table while repairing the hydraulic system.

An investigation found that the maintenance chock, used to hold the table in the raised position, could be released without first having used the hydraulic system to lift the table off the chock.

The following actions are recommended for minimising potential for injury when performing maintenance on scissor lift tables:

- **new scissor lift tables should be designed so that the maintenance chock cannot be released if it is still supporting a load**
- **employers should instruct workers not to release maintenance chocks until the hoist has been raised free of the chock**
- **controllers of plant should ensure that scissor lift tables are positioned in a location that provides safe access and egress for maintenance and repair work.**

WC03351

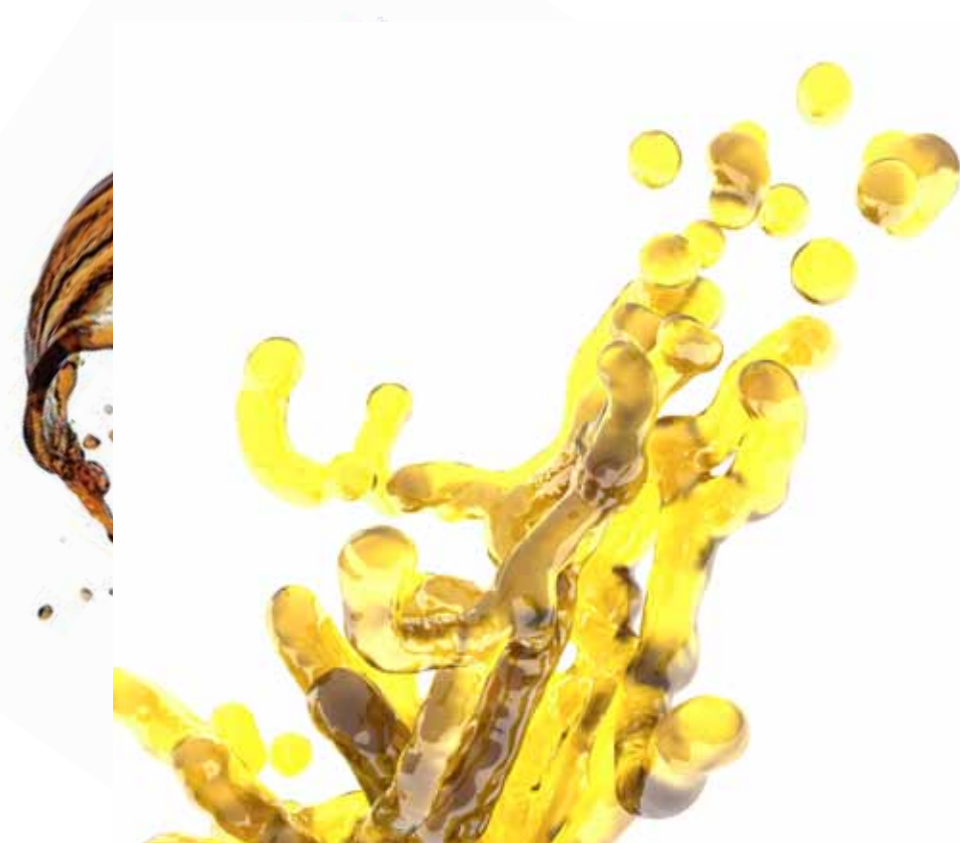
PREVENTING STRUCTURAL COLLAPSE DURING DEMOLITION

This alert was issued to remind employers and those in control of demolition sites to verify the load capacity of suspended concrete slabs before they place machinery or rubble on them. This follows an incident involving the collapse of a suspended concrete slab during the demolition of a multi-storey building.

Preliminary findings indicate the concrete slab was overloaded, resulting in the collapse of the slab.

Before commencing demolition, ensure the following:

- **a sequential demolition plan is to be prepared, considering the rate of demolition and outline the load capacity limits of floors ramps or other suspended slabs**
- **consideration must be given to the method for moving plant from floor to floor**
- **consideration must also be given to the means for clearing rubble from floors or other suspended slabs to prevent a build-up of rubble.**



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