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TOUGH LOVE
IN LEAGUE PAGE 16

The workplace safety and injury management magazine

WORKCOVER NEWS



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Here to help



WorkCover



WHS Training Calendar 2012

~ Vital Training for Effective Risk Management ~

APRIL to JULY 2012

View our website for news and UPDATES on the RELEASE of all NEW COURSES

www.courtenell.com.au

Health & Safety Representative 5 Day Course

Course Fee: \$720 (\$792 incl. gst)

Course Length: 5 days (9am - 4pm)

Month	Day	Date	Day	Date	Day	Date	Day	Date	Day	Date	Day	Date	Day	Date									
April	Wed	11	Thu	12	Wed	18	Thu	19	Fri	20	Parramatta	PARHSR4											
	Mon	16	Tue	17	Wed	18	Mon	23	Tue	24	City	CITHSR4											
	Mon	16	Tue	17	Mon	23	Tue	24	Mon	30	Parramatta	PARHSR42											
May	Wed	18	Thu	19	Fri	20	Thu	26	Fri	27	Campbelltown	CAMHSR4											
	Thu	3	Fri	4	Thu	10	Fri	11	Thu	17	Parramatta	PARHSR52											
	Mon	7	Tue	8	Mon	14	Tue	15	Wed	16	City	CITHSR5											
	Mon	14	Tue	15	Mon	21	Tue	22	Mon	28	Parramatta	PARHSR5											
June	Tue	15	Wed	16	Thu	17	Tue	22	Wed	23	Rooty Hill	RHHSR5											
	Mon	21	Tue	22	Mon	28	Tue	29	Wed	30	City	CITHSR52											
	Tue	5	Wed	6	Tue	12	Wed	13	Tue	19	City	CITHSR62											
	Thu	7	Fri	8	Thu	14	Fri	15	Thu	21	Parramatta	PARHSR6											
July	Wed	13	Thu	14	Fri	15	Wed	20	Thu	21	Hurstville	HURHSR6											
	Thu	14	Fri	15	Thu	21	Fri	22	Thu	28	City	CITHSR6											
	Mon	18	Tue	19	Mon	25	Tue	26	Wed	27	Campbelltown	CAMHSR6											
	Mon	2	Tue	3	Wed	4	Mon	9	Tue	10	City	CITHSR7											
July	Mon	9	Tue	10	Wed	11	Mon	16	Tue	17	Parramatta	PARHSR7											
	Wed	11	Thu	12	Fri	13	Wed	18	Thu	19	City	CITHSR72											
	Wed	18	Thu	19	Fri	20	Wed	25	Thu	26	Parramatta	PARHSR72											
	Mon	23	Tue	24	Wed	25	Mon	30	Tue	31	Rooty Hill	RHHSR7											

1 Day HSR Gap Course

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

Course Length: 1 day (8:30am - 5pm)

April	Thu	5	Parramatta	PARG4
	Tue	10	City	CITG4
	Fri	13	Parramatta	PARG42
May	Thu	19	City	CITG42
	Thu	26	Hurstville	HURG4
	Fri	11	City	CITG5
	Wed	16	Parramatta	PARG5
June	Fri	18	City	CITG53
	Wed	23	City	CITG52
	Thu	31	Parramatta	PARG52
	Mon	4	City	CITG6
July	Wed	13	Parramatta	PARG6
	Fri	22	Parramatta	PARG6
	Tue	26	Parramatta	PARG63
	Fri	29	City	CITG62
July	Fri	6	Parramatta	PARG7
	Fri	20	City	CITG7
	Mon	23	Parramatta	PARG72
	Mon	30	City	CITG72
Tue	31	Parramatta	PARG73	

Effective 3 Day Committee Course

Course Fee: \$580 (\$638 incl. gst)

Course Length: 3 days (9am - 4pm)

April	Mon	2	Tue	3	Wed	4	Parramatta	PARCT4	This courses provides attendees with the necessary understanding and skills to:
	Tue	3	Wed	4	Thu	5	City	CITCT42	
	Fri	13	Fri	20	Fri	27	City	CITCT4	
May	Fri	20	Fri	27	Fri	4	Rooty Hill	RHCT4	<ul style="list-style-type: none"> function effectively as a member of their Health & Safety Committee (H&S Committee) make worthwhile contributions to the person conducting a business or undertaking (PCBU), being able to comply with WHS law and minimize health and safety risks in their workplace.
	Tue	1	Wed	2	Thu	3	City	CITCT5	
	Mon	7	Tue	8	Wed	9	Parramatta	PARCT5	
	Wed	9	Wed	16	Wed	23	Hurstville	HURCT5	
June	Tue	15	Tue	22	Tue	29	Campbelltown	CAMCT5	
	Thu	17	Thu	24	Thu	31	City	CITCT52	
	Mon	4	Tue	5	Wed	6	Parramatta	PARCT6	
	Thu	7	Thu	14	Thu	21	Rooty Hill	RHCT6	
July	Mon	18	Tue	19	Wed	20	Parramatta	PARCT62	
	Mon	25	Tue	26	Wed	27	City	CITCT6	
	Mon	2	Tue	3	Wed	4	Parramatta	PARCT7	
	Fri	3	Fri	20	Fri	27	Hurstville	HURCT7	
July	Tue	17	Tue	24	Tue	31	City	CITCT7	
	Tue	17	Wed	18	Thu	19	Campbelltown	CAMCT7	
	Wed	25	Thu	26	Fri	27	City	CITCT72	

WHS Committee Chairperson

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

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

April	Mon	2	City	CITC4
May	Fri	25	Parramatta	PARC5
June	Fri	1	City	CITC6
July	Thu	5	Parramatta	PARC7

WHS Risk Management for Supervisors & Managers

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

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

April	Wed	11	Thu	12	City	CITS4
May	Tue	1	Wed	2	Parramatta	PARS5
June	Thu	7	Fri	8	City	CITS6
July	Thu	12	Fri	13	Parramatta	PARS7

ON-SITE Training Courses

The following courses can be delivered at your premises.

- Health & Safety Representative Course (5 days)
- Gap Course (1 day)
- Work Health & Safety Information Session (3.5hrs)
- WHS Risk Mgmt for Sups & Mgrs (1 or 2 days)
- WHS Risk Management (1 day)
- WHS Law for Officers (2 hrs)
- WHS Responsibilities for Sups & Managers (2 hrs)
- WHS Committee Chairperson (1 day)
- WHS Committee Refresher Update (1 day)
- Intro to Return to Work Coordination (2 days)
- Advanced Return to Work (1 day)
- Senior First Aid (2 days)
- First Aid Recertification (1 day)
- Incident Investigation (1 day)
- Developing Workplace Safety Culture (1 Day)
- Workplace Substances (1 day)
- WHS Induction for Employees (4 hrs)
- BackBasics Manual Handling (2 hrs)
- BackBasics Workstation Set-up & M/H (2 hrs)

Intro to Return to Work Coordination

Course Fee: \$570 (gst free)

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

April	Thu	26	Fri	27	Parramatta	PARR4
May	Wed	9	Thu	10	City	CITR5
June	Wed	27	Thu	28	Parramatta	PARR6
July	Thu	5	Fri	6	City	CITR7

Advanced Return to Work Coordination

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

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

May	Fri	18	Parramatta	PARE5
July	Mon	16	City	CITE7

Construction General Induction

Public courses 6 days a week.

Onsite courses when you need them.

Work Safely in the Construction Industry (CPCCOHS1001A) (a unit of CPC08 Construction, Plumbing & Services Integrated Framework training package).



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

Call us today for information & booking!

National Provider Number: 91325

Call us today on:

02 9516 1499

Visit our website

www.courtenell.com.au

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

Courtenell Pty Ltd as Trustee for the Vowles Family Trust

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

ABN: 42164393628 ~ ACN: 050109281 ~ Specialists in Work Health & Safety Training

WorkCover Assistance Service

Workplace health, safety, injury management and workers compensation enquiries.
Ph: 13 10 50

Subscription Enquiries

Ph: 1300 799 003

Advertising Enquiries

Ph: (02) 4321 5236

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WorkCover Speakers Program

During 2011 athletes raised awareness of workplace safety at more than 160 businesses across metropolitan and regional New South Wales.



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Disclaimer: This publication contains industry recommended action or information regarding work health, safety, injury management or workers compensation. It includes some of your obligations under the various workers compensation and work 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.

CEO MESSAGE

It's been a busy start to 2012 for WorkCover and I'm pleased to announce a number of significant initiatives are already underway.

Julie Newman

Acting Chief Executive Officer

Here to help campaign

WorkCover has launched the new Here to help advertising campaign to highlight the importance of workplace safety and the new work health and safety laws.

Although workplace injuries are around their lowest levels in more than two decades, each year in NSW too many workers are injured on the job.

The campaign is about providing businesses with new information on the changes to the WHS laws, and how they can seek support from WorkCover.

During 2009-10 there were 41,460 major claims reported in NSW costing the Workers Compensation System \$879 million. It can also have financial implications on a business in terms of lost time and productivity, so it is in everyone's interests to reduce the risk of injury.

Further information, including downloads of the advertisements, are available from smallbusiness.workcover.nsw.gov.au or by calling **13 10 50**.

WorkCover Speakers' Program

The WorkCover Speakers' Program sends paralympians into workplaces to talk to workers about safety, and the consequences when something goes wrong in the workplace.

The program reaches thousands of workers each year and during 2011 athletes raised awareness at more than 160 businesses across NSW.

In this edition you will meet Kahi Puru, a Paralympian weightlifter who had his leg amputated at the hip after a forklift accident, and Nigel Smith, a volleyball player who lost his leg in an industrial accident.

These speakers remind us that the impact of a workplace injury is not only felt by the individual. The impact of the injury also has a ripple effect on those around you, especially family, close friends and colleagues.

Fatigue in the construction industry

Fatigue poses a significant concern to people in the construction industry due to the strenuous and repetitive nature of some work, work shifts, and environmental conditions such as working outdoors in the heat.

Because of this it's important to work in as safe a work environment as possible by taking precautions and managing risks.

For more information on what you can do, see page 21.

VOLUNTEERING AND THE NEW WORK HEALTH AND SAFETY LAWS

Changes to work health and safety (WHS) laws will keep businesses accountable and allow workers and businesses to operate under the same laws wherever they are in Australia. In general terms, the effect on volunteers is minimal, but the new laws make clearer the responsibilities of organisations when working with volunteers. It's important that all workers, including volunteers, are kept safe. For more information on how these changes might affect you, see page 4.



WIN!

ONE OF FIVE IPODS.

WE WANT
TO IMPROVE
OUR SERVICE
TO YOU.

COMPLETE THE
ONLINE SURVEY
AND YOU COULD
WIN ONE OF
FIVE IPODS!

TELL
US IN
25
WORDS
OR LESS

WHAT
YOU
WANT
TO SEE
MORE
OF IN
WORKCOVER
NEWS

IT ONLY
TAKES
5
MINUTES
TO
COMPLETE

VISIT SURVEYMONKEY.COM/S/WCNEWS OR
WORKCOVER.NSW.GOV.AU TO ENTER

Competition commences at 9am on 2 April 2012
and closes at 5pm on 2 May 2012.
See website for terms and conditions.

Volunteers and the work health and safety laws

In NSW there are around 1.67 million volunteers. They are found in a variety of areas, from serving on community boards and refereeing sporting teams to providing their services to the Rural Fire Service or the State Emergency Service.

Under the new work health and safety (WHS) laws, an employer – or a ‘person conducting a business or undertaking’ (PCBU) as they are known under the new laws – continues to be responsible for ensuring the health and safety of their volunteers. Now, however, some volunteers have the same rights and responsibilities as ‘workers’ and must exercise reasonable care for themselves and others in the workplace, and comply with any reasonable instructions and procedures of the PCBU.

TO HELP UNDERSTAND WHO IS COVERED BY THE NEW LAWS LET’S LOOK AT THE DEFINITIONS IN THE WORK HEALTH AND SAFETY ACT 2011 (WHS ACT).

A volunteer

is someone who is not paid for their work, but who may receive money for expenses, such as bus fares and meals. In some cases, a volunteer may be present in a PCBU’s workplace, but they have not been engaged by the PCBU. For example, a volunteer selling raffle tickets in a shopping centre is not likely to be considered a ‘worker’ of the PCBU but they are owed the same duty as ‘others’ in the workplace.

A volunteer association

is a group of volunteers working for one or more community purposes – for example philanthropic, benevolent, sporting or recreational – and no-one is paid to work for the association. If someone is paid, the association is considered to be a PCBU and, therefore, has WHS obligations.

EXAMPLES OF A VOLUNTEER ASSOCIATION:

- A sporting association that holds weekend games of football for children. It has a management committee that consists only of volunteers and all the functions

run by the committee are on a volunteer basis only. The committee does, however, cover referees’ and timekeepers’ expenses. They also provide them with sunscreen and hats.

- A local woodwork group meets twice a week. It is organised and run entirely by volunteers. No one is paid for the work they do.
- A local senior citizen group is having a day trip. They pay someone to drive them to and from the venue by bus. In this case, the group is unlikely to be considered to be employing someone as the work is done ‘ad hoc’.

A volunteer organisation

employs workers and engages volunteers, and has a duty to provide both with:

- a safe work environment
- facilities for welfare – for example toilets
- information, training and instruction to help people work safely
- arrangements on how to consult with workers and volunteers on health and safety.

A DAY TO REMEMBER

International Day of Mourning

28 April 2012

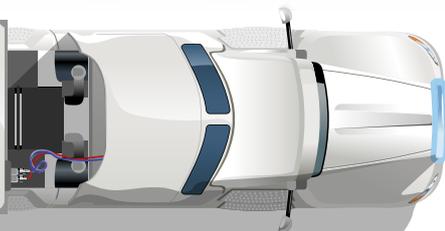
Every year, on 28 April, tens of thousands of people gather around the world to honour their friends and loved ones who lost their lives on the job. The International Day of Mourning is a time to pause, reflect and remember.

In NSW in 09/10 a total of 113 employment-related fatalities were reported, a reduction of 46 per cent since the WorkCover Scheme commenced in 1987/88. Workplace injuries and illnesses remain near record lows.

However, one workplace death is one too many and the vast majority of them are preventable, so we must never underestimate the importance of workplace safety. Everyone has the right to return home safely from work each day.

The ceremony will be held at Reflection Park, Little Pier Street, Darling Harbour, Sydney.

WHS 12



Setting the wheels in motion

The recent changes to work health and safety laws are very relevant to a number of industries, including the state's thriving trucking and transport workforce.

To help transport workers and employers learn more about the new laws, as well as industrial relations and transport industry policy, WorkCover NSW recently partnered with trucking industry association NatRoad to host a series of workshops throughout regional NSW.

NatRoad CEO Chris Melham said the workshops were designed to help road transport keep on top of important changes to work health and safety arrangements affecting the day-to-day running of their businesses.

'NatRoad is delighted to work with WorkCover to ensure that its members and the broader industry

have access to the right information when it comes to compliance and ensuring workers and colleagues are safe in the workplace,' he said.

While what was safe under the previous laws continues to be safe today, it is important that all industry employers and workers understand the key changes.

A range of guidance materials on the new laws, including fact sheets, tools and frequently asked questions, are available on the WorkCover website workcover.nsw.gov.au, or call 13 10 50 for further information.



NSW | WorkCover

Targeting the owners and workers of small and medium businesses, our latest campaign aims to raise awareness of the new work health and safety (WHS) laws, which were introduced on 1 January this year.



WorkCover



‘Only by using the same communications channels that small business owners use, can we ensure that they’re adequately informed of their rights and responsibilities under the new laws.’

JOHN WATSON
General Manager
WHS division

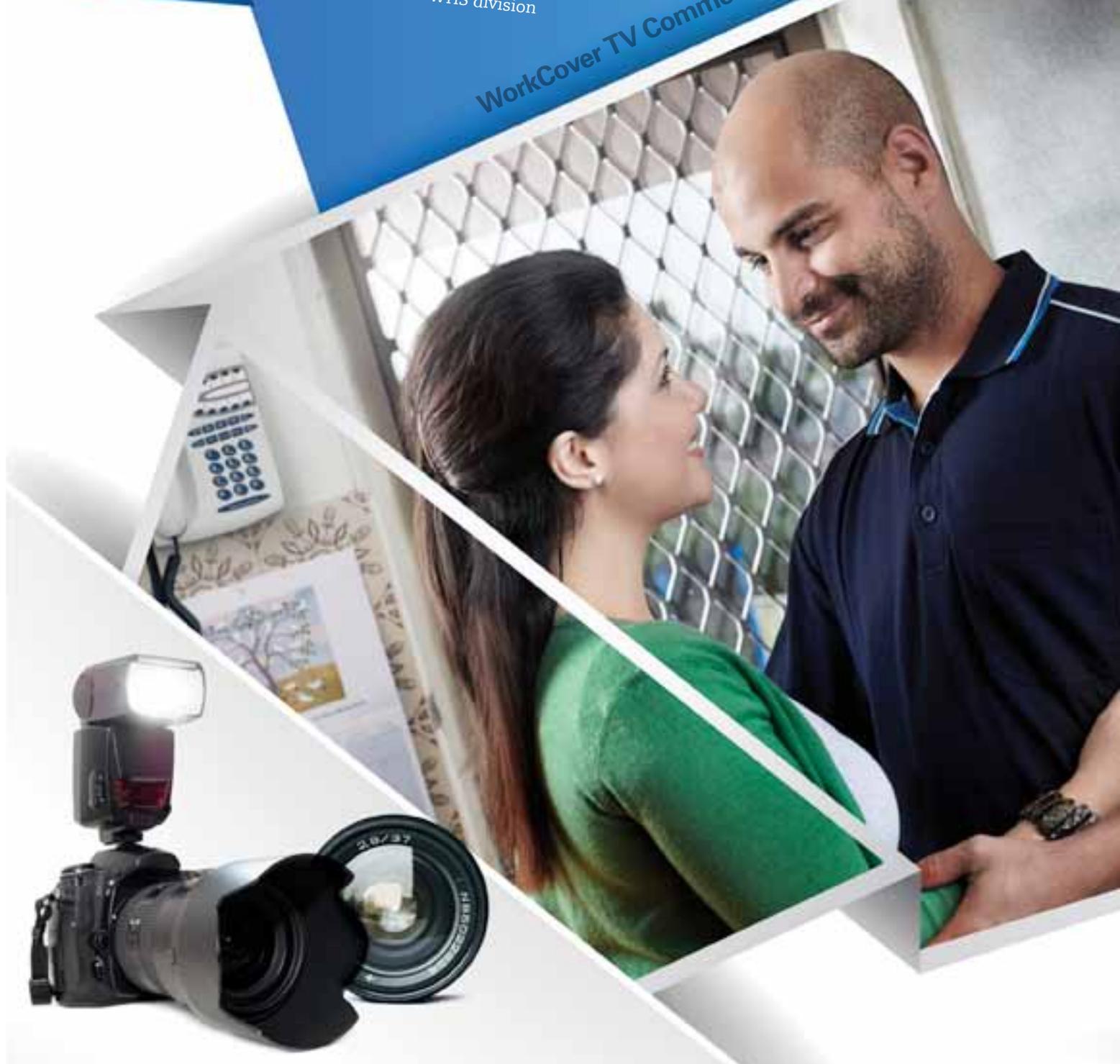




“The webinars that we’ve run have highlighted the important role that technology can play in reaching our target audiences and the webcasts are a continuation of this approach.”

JOHN WATSON
General Manager
WHS division

WorkCover TV Commercial - Warehouse 



The new WorkCover NSW advertising campaign is focusing on small businesses for good reason.

‘Small and medium businesses drive much of the NSW economy. Because of this, it’s important for their owners and workers to be aware of their responsibilities under the new laws,’ Mr Watson said.

Based on research of media usage trends of business owners and their workers, the campaign will include advertisements in a number of metropolitan and regional newspapers and print advertisements in key industry publications.

Mr Watson sees this targeted approach as crucial to the campaign’s success.

‘Only by using the same communications channels as small business owners can we ensure that they’re adequately informed of their rights and responsibilities under the new laws.’

Print advertisements will be complimented by advertisements on free-to-air television and commercial radio. The campaign will also go online and include advertisements and webcasts on WorkCover’s small business website smallbusiness.workcover.nsw.gov.au/Pages/Home.aspx - as well as on the agency’s YouTube channel – youtube.com/worksafehomesafe

In two minutes, each webcast introduces viewers to the different aspects of the new laws. Carmel Donnelly, General Manager of WorkCover’s strategy and performance division, sees these webcasts as another way in which WorkCover can tailor its products to the needs of businesses.

‘It is important that our customers who prefer information in a quick video can find what they need online, and these webcasts are one way to achieve that. A small business owner with a busy schedule can access these webcasts when it suits them,’ she said.

Mr Watson agrees, adding that the website builds on the success of WorkCover’s recent webinars on the new work health and safety laws.

‘The webinars have highlighted the important role that technology can play in reaching our target audiences and the webcasts are a continuation of this approach.’

The range of communication methods reflects WorkCover’s position that a systematic approach to work health and safety is the best one. This includes, as Mr Watson explains, making sure the most effective tools are used when working towards desired outcomes.

‘Different things work for different people,’ he said.

In some situations, business owners and their workers who work mainly in metropolitan areas may be more receptive to advertisements in metropolitan newspapers. In other situations, such as those that involve businesses that work across the state, more convenient forms of receiving information, such as webcasts, are often more appropriate. Whatever the case may be, it’s important to use communication tools that are the most effective at delivering your message to your target audience.’

‘It’s also important to ensure that the content of advertisements and other promotional material is tailored to the needs of our target audiences. Some businesses, such as established ones that have extensive experience in addressing work health and safety issues, may require only information on the new laws, whereas newer businesses that are yet to require such experience may need additional information on work health and safety matters. At any rate, tailoring our messages and the way they’re communicated is a key part of our business here at WorkCover.’



Another aim of the campaign is to encourage business owners and workers to take a more proactive approach in addressing work health and safety issues. While it's WorkCover's role to regulate work health and safety, it's also important for those at the coalface of work health and safety to monitor and, where necessary, improve work health and safety practices.

'Creating and maintaining healthy and safe workplaces is not just about following the law, but also about identifying opportunities to develop and improve policies and procedures. Because they're the first to deal with WHS issues, business owners and workers are ideally placed to do this,' Mr Watson said.

But to take such an approach, consultation between everyone – business owners, workers and government representatives – is vital. Indeed, it can make the difference between a temporary solution to a WHS issue and a lasting one.

'It's obviously important for business owners and workers to quickly respond to immediate threats to WHS. But in situations where there is no immediate danger, the best solutions are those that business owners, workers and government representatives can reach together. Often people just need to be informed about their rights and responsibilities, which is why we're here to help,' Mr Watson said.

TO FIND OUT MORE, VISIT
SMALLBUSINESS.WORKCOVER.NSW.GOV.AU



Return to work

Although the new laws focus on work health and safety, WorkCover's new Here to help campaign also communicates the importance for small business owners and their workers to be aware of their workers' compensation rights and responsibilities.

The team at WorkCover understands how important it is for injured workers to have a successful return to work as well as balancing the importance for businesses to maintain productivity levels during a worker's return to work process. WorkCover can help with identifying the right people to assist with this process.

Return to work plans help injured workers with all aspects of their return to work including physical, emotional and financial aspects, and because they expedite their return to their employer's business, they also help business owners make their organisations more productive. WorkCover is able to provide specialised advice on who can help you effectively develop these plans.

TO FIND OUT MORE, VISIT
SMALLBUSINESS.WORKCOVER.NSW.GOV.AU







WorkCover NSW
SafeWork
A W A R D S

**GREAT REASONS
TO ENTER IN 2012**

RECOGNITION
RECOGNITION
RECOGNITION

AMBASSADOR
AMBASSADOR
AMBASSADOR



BENEFIT
FROM
PROMOTION

ENHANCE
YOUR
REPUTATION

ENTRIES
OPEN
MONDAY
2 APRIL
2012

CELEBRATE
IN

EXPOSURE
EXPOSURE
EXPOSURE

ENTRIES
CLOSE
WEDNESDAY
8 JUNE
2012

Now in its ninth year, the 2012 SafeWork Awards acknowledge organisations and individuals that have made positive changes to workplace safety. If this is you or your workplace and you are a registered NSW business, organisation, individual or not for profit, then enter this year's awards.

It doesn't matter whether your solution to a safety issue is big or small, as long as it has made a difference to your workplace.

**IT'S SIMPLE AND
FREE TO ENTER.**

WINNERS ARE ANNOUNCED AT THE SAFEWORK AWARDS BLACK TIE CEREMONY ON THURSDAY 25 OCTOBER 2012. TO FIND OUT MORE OR TO ENTER ONLINE VISIT SAFEWORKAWARDS.COM.AU

WorkCover NSW

SafeWork

A W A R D S

CATEGORIES FOR 2012

CATEGORY 1: BEST WORKPLACE HEALTH AND SAFETY MANAGEMENT SYSTEM

- (a) Private sector
- (b) Public sector/not for profit organisations

This award recognises demonstrated commitment to continuous improvement of workplace health and safety outcomes through the implementation of an integrated systems approach.

CATEGORY 2: BEST SOLUTION TO AN IDENTIFIED WORKPLACE HEALTH AND SAFETY ISSUE

This award recognises excellence in developing and implementing a solution to an identified health and safety issue. Entries for this award may include a product solution, engineering innovation, a training program, an

awareness raising activity or other risk control measures that reduce the risk of work-related injury and illness.

CATEGORY 3: BEST WORKPLACE HEALTH AND SAFETY PRACTICES IN A SMALL BUSINESS

This award recognises high standards of workplace health and safety practices in small business. This may include, but is not limited to the following:

- solutions to identified risks
- an innovative and systematic approach to work health and safety management
- any other practice that has improved work health and safety performance.

This category is limited to small businesses with 20 or fewer employees or full time equivalents.

CATEGORY 4: BEST INDIVIDUAL CONTRIBUTION TO WORKPLACE HEALTH AND SAFETY

This award recognises individuals who have made an exceptional difference to health and safety:

- (a) an employee who does not have formal responsibility for work health and safety management
- (b) an outstanding contribution by a WHS manager or a person with formal responsibility for WHS.

AS A NSW AWARD WINNER YOU WILL BE ELIGIBLE FOR ENTRY IN THE SAFE WORK AUSTRALIA AWARDS. AND YOU'LL BE INVITED TO ATTEND THE NATIONAL CEREMONY IN CANBERRA.

Five NSW SafeWork Awards winners are finalists in the 7th Annual Safe Work Australia

The finalists are:

Category 1	INGHAMS ENTERPRISES
Category 2	STATE TRANSIT AUTHORITY
Category 3	PRODUCTION AUTOMOTIVE
Category 4A	PEER LEHWESS
Category 4B	PETER ROGERS

The National Awards ceremony will be held in Canberra on 26 April 2012. For more information visit safeworkaustralia.gov.au

Easter Show off to a safe start

WorkCover NSW has developed an alliance with the Royal Agricultural Society to ensure the best possible safety outcomes for two of Sydney's largest annual events.

WorkCover is working with ride operators, animal handlers, stall holders, commercial operators and their workers at the Royal Easter Show and Sydney Family Show to ensure they are aware of their health and safety obligations.

Show operators and personnel will receive advice on new work health and safety legislation, hazards involved in stall construction, falls from heights precautions and what to do if a worker is injured.

During both shows inspectors will also conduct safety audits of amusement devices to ensure compliance.



GETTING TOUGH TO REDUCE INJURIES IN JUNIOR RUGBY LEAGUE

Curbing violence through education and awareness has earned statewide recognition for two NSW Rugby League junior programs at the 2011 Annual NSW Sports Safety Awards.



Be fair, beware and be warned. That was the message from NSW Rugby League when it rolled out its Tough Love in League initiative across junior leagues clubs during the 2011 season.

The program is designed to make rugby league safer and more enjoyable for all participants and spectators, and the initiative took out a silver award in the category of Outstanding implementation and adoption of safe sport practices category.

NSW Rugby League project officer and secretary of St George Junior League, Cathy Crowe, said the program was developed following concerns from clubs and parents regarding brawls and an increase in the number of abandoned games due to on field violence.

'We wanted to trial a program to reduce the amount of players involved in melees and try to make the sport safer,' Ms Crowe said.

■ Reducing violence

'The initiative aims to reduce the amount of violence and take pressure off young and inexperienced referees

and match officials to make the junior league experience fairer and safer, while also encouraging more kids to participate.

'You may have a case where a parent is yelling on the sideline encouraging their child to take aggressive action and kids tend to emulate their parents behaviour.

'Violence and verbal abuse has extremely negative impacts for everyone involved in the league and this is not the scene we want to see at the local park.'

Under the program, rolled out across all 12 junior leagues last year, players are automatically sent from the field for punching, and teams that are involved in repeated brawling are sent from the field. Spectators who abuse referees are banned from attending matches.

Ms Crowe said the program taught discipline and educates children and the junior league community about the consequences of their behaviour.

'The program is about kids following rules and respecting officials and their decisions. We want our referees to feel confident. If a player or coach abuses

the referee then that undermines their ability to manage the game to the best of their ability and introduces an injury risk factor,' she said.

■ Reducing psychological injuries

Injury risk factors in rugby league are not just physical. As a 20-year-old referee with the junior representative rugby leagues under 18s and under 16s squad, Todd Smith acknowledges that not everyone is going to be happy with his decisions. This could in turn lead to intimidating behaviour from players, team officials and spectators.

'You are never going to make everyone happy. Only 50 per cent of spectators will be happy at a match,' Mr Smith said.

He said referees do more psychological work than physical, and many refs left the game because of the mental abuse.

'You need mental tenacity or you are in the wrong game. Abuse from spectators is expected but it bothers me less than direct one-on-one confrontation from players, coaches and trainers,' he said.

Tough love involves:

1

**AUTOMATIC
SEND OFFS FOR
PUNCHING**

2

**STAMPING OUT
ABUSE OF MATCH
OFFICIALS**

3

**ZERO
TOLERANCE
FOR FIGHTING**

4

**MINIMUM
SUSPENSIONS
FOR VIOLENCE**

5

**ABANDONING
GAMES FOR
MELEES**

‘Early on in a match the crowd may be a struggle but you need to quickly come to terms with that, as you do breaking up a fight on the field.’

‘However, a confrontation with a trainer or coach during a game can be threatening and really affect your confidence and performance.’

Feeling psychologically threatened and being the subject of continual verbal abuse does not just impact the health of the referee. Such behaviour may cause a referee to become distracted and potentially miss an opportunity to prevent an injury from occurring to a player, such as one that may result from a missed high tackle.

‘As well as overseeing the game we need to ensure our players are as safe as possible during the match and this is where this program makes it easier to manage the game.’

‘Players know if they throw a punch or are verbally abusive to me or other players they will be sent off the field. It makes the game simpler, safer and more rewarding for everyone.’

‘While an important risk management strategy for referees is to not take

abuse personally and attribute it to the position, eventually this initiative will prevent violence and abuse from starting in the first place.’

Tough Love in League has received positive feedback from everyone involved and resulted in a decline in send-offs, verbal abuse, less violence on the field and a reduction in abandoned matches.

‘Parents respond positively to the program because it teaches their kids that there is a consequence for their actions and that they will be held accountable for their behaviour,’ Ms Crowe said.

‘You know a program has hit its target when a 15-year-old boy grabs his mate and says ‘hey, don’t get involved, don’t throw a punch because we need you in the game not on the sideline,’ Ms Crowe said.

‘Our goal is to be able to say that in five years, as a direct result of this program, we have reduced violent and abusive incidents on the field by around 20 per cent.’

**BE FAIR
BEWARE
BE WARNED**

The message is resonating loudly at local playing fields with one teenager who had been suspended for a week under the program commenting: ‘I don’t want to sit on the sideline. I want to play footy.’

The program was introduced in all matches from under 13s to under 17s across most parts of NSW and has now been adopted by South Australia, Victoria, Western Australia and Canberra as well as the schoolboys competition.

ANGER EDUCATION PROGRAM

NSW Rugby League won third place in the 2011 Annual Sports Safety Awards for its Spectator Anger Education Program in the Outstanding Safe Sport Practices category, an initiative designed to directly assist crowd spectators who exhibit unacceptable expressions of anger in a sports setting.

The program is the first of its kind in sport in Australia and was developed in collaboration with the NSW Communities, Department of Sport and Recreation and a clinical psychologist.

Research and Education Officer with NSW Rugby League, Michael Asensio, said after growing concerns regarding the intensity and frequency of poor sideline behaviour and its adverse effect on players in junior league matches, a pilot program was developed and trialled in the Western Suburbs and Penrith Junior leagues.

'We wanted a program that educated spectators about the impact their behaviour has on the kids playing, their teammates and the match officials,' Mr Asensio said.

'Parents and spectators are passionate about their sport, particularly when their child is playing. They want to see their kids succeed and that is a

positive thing. But when a spectator becomes angry or abusive, it affects everyone.'

Mr Asensio explained that crowd behaviour doesn't only impact the child's performance. It can make other parents feel uncomfortable, cause the team to lose focus and undermine the confidence of the referee.

As well as adding to performance pressure, aggressive crowd behaviour may translate to the field, reducing the positive experience of sport and increase the risk of both physical and psychological injuries.

'For kids to be the best they can be, they need supportive parents. Research shows that kids will hear their parent on the sideline and may model this behaviour during a match,' he said.

As part of the program, spectators and parents who had been suspended from matches were invited to participate in three group sessions and four individual sessions to learn about triggers for anger in a sport setting and its consequences.

Six people volunteered to take part in the trial and provided positive feedback on the program.

'Angry spectators are not bad people. They have their kids in sport and should be commended for that. But it is important they are educated about the impact of their behaviour,' he said.

'It's a matter of understanding we all have anger and manage it differently and the program helps participants identify how to use their anger appropriately.'

As well as providing skills training in socially acceptable behaviour the program helps spectators understand what causes anger and provides strategies to help address it.

The successful trial will help inform clubs to develop code of conduct policies and will be soon be piloted in soccer and AFL and has the potential to be rolled out across more sports in the future.

The trial has been successful in delivering code of conduct education and will help the junior league community with the tools and strategies needed to become the best parent or supporter they can be while attending a junior game.



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 workcover.nsw.gov.au for full details.



WC03712

CONCRETE BATCHING

WorkCover issued a safety alert warning of hazards and the potential for serious injury or illness from inhaling cement dust associated with concrete batch plant operations.

This followed an incident at a batching plant where a worker received serious injuries following an uncontrolled release of cement dust during a concrete batching operation. The worker initially left the control room as it began to fill with dust, but returned to make further attempts to stop the flow. As a result of inhaling cement dust, the worker has suffered significant loss of lung capacity, and has since been diagnosed with Chronic Obstruction Pulmonary Disease.

The alert lists control measures and safe work practices for working with or near cement.

WC03588

WORKING WITH FORKLIFTS

WorkCover NSW responded to two incidents where, in each case, a worker was injured while a load was being shifted nearby with a forklift.

In the first incident, a worker received crush injuries when chains used to suspend the load slipped off the tines, causing the load to fall. Another incident occurred when a worker was attempting to place a heavy concrete pit onto a rack with a forklift.

In both incidents the procedures for lifting, transporting and lowering the load did not ensure the stability of the load at all times. Also, other workers near the forklift were not safely positioned.

WorkCover has issued a safety alert about the inherent dangers of working with or near forklifts. The release includes a series of precautions that employers and workers can take.

WC03490/WC03491

EXPOSURE TO HIGH CONCENTRATIONS OF LPG

Dual safety alerts have been issued to employers and principal contractors (WC03490) as well as manufacturers, suppliers and distributors (WC03491) reminding of the dangers of exposure to liquefied petroleum gas (LPG).

This alert followed a recent incident where an LPG leak asphyxiated an apprentice plumber/gas fitter. While working alone on the connection of a new gas installation, the apprentice accidentally cut a live gas line, the leak filling the trench in which he was working with LPG. After becoming unconscious, he died from arrhythmia (disruption to the heart rhythm).

These alerts include action required for any workers, contractors, manufacturers, suppliers and distributors who come into contact with this volatile gas.

WC03711

WORKING ON ELECTRICAL CIRCUITS IN CONDUITS

WorkCover responded to an incident where an electrical contractor received a fatal electric shock. The contractor was replacing a faulty lighting circuit that was located in an underground heavy duty PVC conduit. He isolated the lighting circuit at the meter board and proceeded to carry out the repairs. When cutting the conduit, the contractor struck an energised 415 volt three phase sub-main circuit that was located in the same underground conduit as the 240 volt lighting circuit he was working on.

Investigations are continuing; however, a number of factors contributed to the incident. These include insufficient planning and assessment for the job, failure to identify all contents of the underground PVC conduit being worked on and failure to isolate power to the premises at the main switch.

A safety alert was issued reminding electrical workers of the dangers of cutting live electrical conduits.

WC03707

WORKING WITH SHEET MATERIAL

A safety alert was issued after a worker received fatal injuries while unpacking glass sheets from a timber crate.

Workers had removed the top and front of the crate, and were in the process of lifting the sheets from the crate onto a transport truck. After unloading approximately half of the crate, the remaining sheets became unstable and toppled, crushing the worker against the truck.

While this incident involved glass handling, the alert includes a list of actions required by those working with any sheet materials stored upright on an edge. This includes safe methods of storing sheet material and unpacking material from crates.

HEALTH AND SAFETY REPRESENTATIVES ONLINE REGISTRATION

If your workplace has health and safety representatives you must display a list of current HSRs and deputy HSRs at any of your workplaces. You must also provide a copy of this list to WorkCover and this can be done via online registration form which can be accessed at

HSR.WORKCOVER.NSW.GOV.AU

CODES OF PRACTICE AND WHERE TO FIND THEM

A code of practice provides details on how to achieve the standards required under the work health and safety (WHS) legislation, by identifying hazards and managing risks. Under the WHS laws, 11 new codes of practice have been introduced. This can be accessed via the WorkCover website.

WORKCOVER.NSW.GOV.AU/LAWPOLICY/CODESOFPRACTICE/PAGES/DEFAULT.ASPX

THE NEW WORK HEALTH AND SAFETY REGULATION WEBINARS

A series of webinars have been scheduled which present in detail specific areas of the new work health and safety regulation. Visit the workcover website for more details.

WORKCOVER.NSW.GOV.AU/NEWLEGISLATION2012/ASSISTANCE-AND-SUPPORT/PAGES/WHS-WEBINARS.ASPX



WORKPLACE INCIDENTS AND FATALITIES

WorkCover is involved in investigating a number of incidents that occurred in the first quarter of this year:

IN JANUARY

- A 48-year-old electrician sustained injuries to both legs after being burned by a tripe cooker. The man was tying cable lines to the machine when a blockage caused hot water with a temperature of around 85°C to be ejected from a chamber spraying the worker on both thighs causing serious burns.
- A 33-year-old Port Macquarie baker severed four fingers while cleaning a dough breaker machine, which sizes loaves of bread using a guillotine action, when he inadvertently pressed the start button and the guillotine came down on his fingers.
- A 49-year-old Sydney chef sustained burns to her hands and torso after mistakenly holding an open bottle of methylated spirits near a hotplate.
- More than 100mls of mercury spilled at a Northern Rivers sugar mill in January. No workers were injured.

IN FEBRUARY

- A 32-year-old mechanic received crush injuries to his upper body, chest and lower legs while assembling a rotary rake to a tractor in the Hunter region. During the assembly process the man was pulled in by the rake's rotary arms and trapped by their compressive force.
- A 34-year-old male worker died at a demolition site in Sydney's West. The man is thought to have been standing near a tip truck which was being loaded by an excavator when its scoop bucket came loose and fell on him.
- A 26-year-old worker was shot in the chest by a nail gun resulting in a partially collapsed lung. The worker and a colleague were securing fascia board when a 50mm nail penetrated the man's chest by more than half a centimetre.
- NSW Police are investigating an incident where a 29-year-old man illegally entered a construction site in Sydney's North and fell around 30 metres from a crane. The man, who was not linked to the worksite, along with two others had been trespassing at the scene.

Managing fatigue in the construction industry

Fatigue is the term describing that feeling of weariness that can come from physical or mental exertion. When it comes to workplace safety, fatigue can affect a person's health, reducing performance and efficiency, and increasing the chance of workplace injuries.

Fatigue poses a particular threat to workers in the construction industry due to the strenuous and repetitive nature of some work, work shifts and environmental conditions such as working outdoors in the heat.

In 2009/10 there were 87 workers compensation claims in NSW as a result of workplace fatigue.

While fatigue may not be a safety issue for a worker sitting at a desk in an office, if you are operating high

risk plant and equipment, fatigue can lead to serious injury or even death. When working in a high-risk environment such as a construction site, it is vital that fatigue risks are identified and controlled immediately.

Long periods of concentration, performing monotonous and repetitive tasks as well as physically demanding work and even harsh environmental conditions can potentially lead to mental and physical fatigue. The impact of fatigue can reduce one's ability to concentrate, recognise risks and communicate effectively.

Under NSW workplace safety laws, construction industry businesses have an obligation to provide a working environment that is safe for their workers. Just as importantly,

workers must also take reasonable care for their health and safety and that of others by following safe work methods and identifying and reporting hazards and risks to their employer.

Successful prevention of fatigue involves consultation between construction businesses, workers and Health and Safety Representatives. It is also important that risks are monitored, evaluated and reviewed regularly.

WorkCover provides the following tips to address the risks associated with the mental and physical demands of work that include:

- **MINIMISING EXCESSIVE MENTAL AND PHYSICAL DEMANDS OF THE JOB**
- **REDESIGNING THE JOB TO INCLUDE A VARIETY OF MENTAL AND PHYSICAL TASKS**
- **INTRODUCING JOB ROTATION TO LIMIT A BUILD-UP OF MENTAL AND PHYSICAL FATIGUE**
- **USING REST PERIODS (IN ADDITION TO SCHEDULED MEAL BREAKS)**
- **USING PLANT, MACHINERY AND EQUIPMENT (E.G. LIFTING EQUIPMENT AND ANTI-FATIGUE MATTING FOR REPETITIVE TASKS PERFORMED WHILE STANDING) TO ELIMINATE OR REDUCE THE EXCESSIVE PHYSICAL DEMANDS OF THE JOB**

The guide *Fatigue – prevention in the workplace* (catalogue no. WC05581) is available on the WorkCover website workcover.nsw.gov.au. Relevant to businesses and workers across all industries, this guide outlines procedures to identify and manage the risks associated with fatigue at work.





Global safety day a success



Paralympian Nigel Smith had the full attention of more than 100 workers at the Orange-based Electrolux plant as soon as he started speaking.

He made an important point about the impact of a workplace injury, stressing it was not only the individual that suffered. The ripple effect that an injury has on those around you can have an equally long lasting and more devastating effect.

Speaking at the Electrolux Global Safety Day, Nigel told his story to highlight the impact of a workplace injury.

'Safety for me is not only about me. My mother and father were worried sick for weeks, and my best mate who saved my life, actually had to leave his job six weeks after the accident because the site was a constant reminder of what had happened and this constantly haunted him,' Mr Smith said.

The Electrolux group has 40 factories across the world including plants

in Asia, the United States, Eastern Europe and Russia and as part of the organisation's Global Safety Day - all of its facilities collectively stop to think about safety and how to improve safety culture.

As well as a formal address to staff Mr Smith toured the factory and spoke about safety to workers on shift.

Electrolux General Manager Mark O'Kane explained that safety in their business was a number one priority and an international event was an effective way to raise awareness and build a cohesive safety culture.

'Our Global Safety Day challenges all of our workers in all of our plants around the world to stop and think about safety. It is the best way for our employees fully understand the importance of safety and why it's not worth taking risks,' Mr O'Kane said.

'We actually stop all business across the group and have a staff BBQ with competitions and reward and recognition programs. Nigel helped make our Global Safety Day successful because he is a great speaker who is very down to earth and could really relate to our workers and our business.'

During his visit Mr Smith said traditional Australian attitudes - such as 'accidents could never happen to me' and 'she'll be right mate' - were completely at odds with safety in the workplace.

'Every accident can be prevented and that's something I have struggled with for a long time,' Mr Smith said.

Paralympian Nigel Smith conducts a media interview at the Electrolux plant in Orange as part of the organisation's Global Safety Day.

Nigel Smith speaks to a worker during his tour



WorkCover Speakers Program continues to send safety message home

Kahi Puru, elite athlete and long time member of the WorkCover Speakers Program pushed the importance of health and safety in the workplace as part of a road show for international electronics supplier, Ampcontrol.

In the past six months Kahi has conducted 23 workshops at Ampcontrol sites around Australia and shared his experience about the impact of a serious injury first-hand with hundreds of staff.

Ampcontrol CEO and Managing Director Geoff Lilliss said workers who heard Kahi's story found his journey inspirational.

'Safety forms an important aspect of every person's job within our business. We empower each individual to be responsible for their own safety and the safety of others through robust systems and policies which form the

basis for our 'safety first' culture,' Mr Lilliss said.

'When Kahi speaks, you hear the truth and passion which comes from his experience. Although the circumstances are tragic, Kahi's story demonstrates the importance of workplace safety and this is what we want to drive home to our employees.'

Paralympian weightlifter Kahi Puru was 29 when he had his leg amputated at the hip following a forklift accident at work. He believes everyone needs to work together all of the time to create safer workplaces.

It's important to think about what we can do – even the smallest change to our work practices can make a difference'

KAHI PURU

ELITE ATHLETE AND LONG TIME MEMBER OF THE WORKCOVER SPEAKERS PROGRAM

Kahi addresses a group of young workers as part of a site visit to Ampcontrol.



Both Kahi and Nigel are members of the WorkCover Speakers Program that reaches thousands of workers each year.

WorkCover NSW has been a proud sponsor of the Australian Paralympic Committee since 2001 and the partnership continues to be a major success in helping industry, business and the wider community understand the significance of workplace safety and the physical, emotional, social, and financial costs of workplace injuries.

CASE STUDY

STEPHEN MARTIN



When farm hand Stephen Martin got ready to go to work one July morning in 2010, he thought it would be just another day of crop harvesting at the Tamworth farm.

At just sixteen years old, the enthusiastic farm hand could not have known that before the end of his shift he would require a lifesaving amputation.

What makes Stephen's story more remarkable is that the teenager underwent multiple complex medical procedures and hundreds of hours of rehabilitation, yet returned to work less than 12 months after the injury occurred.

'I was working as a general farm hand and tractor operator and was used to harvesting crops for up to 100 hours per week,' Stephen said.

'My manager and I were removing an eight and a half tonne weight pack off the back of an excavator. As we removed the final bolt that held the weight pack in place, it fell directly onto my legs. I was pretty much screaming in pain until my co-workers could remove the weight.'

Stephen was airlifted to Tamworth hospital and later transferred to John Hunter hospital in New South Wales, where he underwent an above knee amputation on his left leg. Several medical procedures followed, to clean the amputation site and then graft it together.

WorkCover data indicates around 12 per cent of all employment injuries and occupational diseases occur among the State's 572,000 young

workers. Each day in New South Wales, 14 young people are injured on the job.

During 2009-10 almost 5000 compensation claims were lodged by young workers with the most common injuries being muscular stress while lifting, carrying or putting down objects. The most common type of injury among young workers is muscular stress while lifting, with 19 per cent of injuries during this same period resulting from carrying or putting down objects

A LIFE CHANGING MOMENT

Stephen says his family provided immense support to help him get back on his feet. But the journey was not easy, and the teenager admits he even shed a few tears while he was learning to come to terms with his injury and what it meant for his life.

'At the start when I was in hospital, I was always thinking, 'Why? Why did this happen to me?', and I did cry a few times. My social life has also been hit hard because I'm a little bit self-conscious about my injury, and it is hard to make new friends when I'm worried about what they're going to think of me with a prosthetic leg. At first, I would wear jeans and long pants to hide it,' he said.

'But I soon realised that I had two options: to sit around and be depressed or just get over it and face

the fact that 'this is who I am now' and that I can't change that no matter how much I want to.' And that is exactly what Stephen did.

LEARNING TO WALK THE JOURNEY BACK TO WORK

After his surgery Stephen went home to Gympie in Queensland where a community occupational therapist completed a home assessment and provided mobility aid equipment. However, Stephen soon became frustrated with his crutches and wheelchair, and an overwhelming sense of helplessness that came with having to continually ask his family and friends for help with everyday tasks he had previously taken for granted. Stephen wanted to walk again. After a trip to an amputee clinic in Tamworth, Stephen was measured and fitted with a prosthesis and received his new leg in the post. A short time later he conscientiously taught himself how to walk.

'I couldn't wait to get my prosthetic leg and start walking again. I used it straight away. I couldn't even wait for the appointment at the rehabilitation centre. I just wanted to walk immediately,' he said.

Stephen was keen to return to work on the farm. His occupational therapist conducted an assessment of the

Speak up and highlight hazards – it's not just you who could get injured. It might be your best mate that gets hurt, and you how would you feel if you knew you could have prevented it from happening?

DURING 2009 -10

400

Almost young workers were injured in the food retailing industry with 16 per cent being due to muscular stress while lifting, carrying or putting down objects'

600

Around young workers were injured in the accommodation, cafes and restaurants industry with the most common injury being falls on the same level.

550

More than young workers were injured in the construction and trades services with the most common injury as a result of falls from a height.

worksite, identifying suitable duties and modifying his living quarters on the farm as required.

Having overcome barriers including lack of mobility and travel to regular medical appointments from a remote area, Stephen returned to work on 12 April 2011.

His hours and duties were gradually increased and within weeks Stephen was working full hours and mostly conducting his pre-injury duties.

NO ROOM FOR COMPLACENCY

Workers aged under 25 may be more vulnerable to being injured on the job because of their youth and inexperience or reluctance to speak up about safety concerns.

'Since the injury, I am more observant with what I am doing and what other people are doing around me, and if something doesn't look right, or looks as if it could potentially hurt somebody, I inform those in charge,' said Stephen.

'My advice would be to not mess about around large equipment because you may not know what could happen. Always think what you are doing and make sure you are doing it the safest way you possibly can, even if it takes a bit more time to get the job done.

'If you are unsure about something, never be afraid to ask for help or advice on how to do the job safely. Don't feel stupid about asking questions, it would be more stupid to risk being hurt'.

'Speak up and highlight hazards – it's not just you who could get injured. It might be your best mate that gets hurt, and you how would you feel if you knew you could have prevented it from happening?'

Stephen is currently living in Queensland with his family and completing a qualification to receive an excavator licence, after which he hopes to join a family business.

FOR WORKPLACE SAFETY INFORMATION OR RESOURCES CALL 13 10 50 OR VISIT WORKCOVER.NSW.GOV.AU



STEPHEN MARTIN
BACK ON HIS FEET
WITH THE AID OF HIS
PROSTHETIC LEG



FROM LEFT:
LIESL TESCH
TRISTIAN KNOWLES
BRETT STIBNERS
SIÂN LUCAS

Scholarships help Paralympians achieve success

Four elite athletes have each received a \$10,000 scholarship to help them reach the London Paralympic Games under WorkCover's Paralympic Development Scholarship Program. As part of an ongoing partnership between WorkCover and the Australian Paralympic Committee (APC), the four scholarships form part of WorkCover's \$300,000 annual sponsorship.

The scholarships will help athletes reach their full potential as they can use funds for training and competition, personal development and travel. Four recipients were selected from 23 applicants who were eligible either as a result of being affected by a workplace injury, or who demonstrated a strong commitment to education and development.

Recipients were selected by a panel of representatives from WorkCover NSW, the NSW Sporting Injuries Committee and the APC.

All of the recipients have met selection requirements for the shadow squad for London and are in contention for final selection in the Australian team.

'The WorkCover NSW scholarships help Australia's Paralympic athletes dedicate more time to their sport, training and competition by helping them with ongoing expenses such as replacing equipment and covering travel costs which are common and expensive demands of high performance sport,' Australian Paralympic Committee CEO, Jason Hellwig said.

'The Australian Paralympic Committee is proud to partner with WorkCover NSW so our athletes can benefit from this wonderful initiative in a very practical way.'

WorkCover NSW has been a proud sponsor of the APC since 2001 and our partnership continues to be a major success in helping industry, business and the wider community understand the significance of workplace safety and the physical, emotional, social, and financial costs of workplace injuries.

THE RECIPIENTS OF THE 2012 WORKCOVER PARALYMPIC SCHOLARSHIP PROGRAM ARE:

LIESL TESCH the 42-year-old Woy Woy school teacher and five-time Paralympian has recently retired from wheelchair basketball and taken up Paralympic sailing. Just last month Liesl and her sailing partner took out both the 2011 World Cup in Miami, bronze at the World Championships and gold at the World Cup. A bike accident led to Liesl's incomplete paraplegia.

'The scholarship has made a huge difference to me. It has allowed me to do more extensive training and attend another regatta prior to the Paralympics'

TRISTIAN KNOWLES 28-year-old Fairlight resident and wheelchair basketball competitor represented the Rollers at two Paralympic Games, taking home silver from Athens and gold from Beijing and more recently helped the team to earn gold at the 2010 World Championships. Cancer caused Tristan to have an above the knee amputation at the age of nine.



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.

Visit the WorkCover Facebook site:
www.facebook.com/worksafe.homesafe



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CTC Combined Training & Consulting Pty Ltd.
 Phone: (02) 9979 7888
www.ctcsafety.com.au



'I feel extremely honoured to have been selected from such amazing applicants. This scholarship has allowed me to focus on making sure I am in my best shape and have the best equipment for the London Games as we attempt to defend our title and our number one world ranking.'

BRETT STIBNERS 32-year-old Oaks Flats resident and Wollongong Rollers Hawks team member was pivotal in leading the Australian men's wheelchair basketball team to gold in Beijing. Before his injury, Brett represented Australia at indoor hockey and is keen to replicate the Rollers Paralympic gold medal performance. As a 21-year-old apprentice, Brett was driving home after a night shift when he fell asleep at the wheel and was involved in a serious car accident.

'I feel privileged to have received a scholarship. It helps me with training costs and repairs to equipment, giving me more time to concentrate on training for my chosen sport. WorkCover's partnership with the APC is an important one because it gives athletes a chance to realise their goals.'

SIAN LUCAS The 22-year-old Grose Wold resident and Paralympic swimmer achieved a personal best at the Beijing Games, coming fifth in the 100m backstroke. Before her injury Sian played able-bodied representative water polo and netball for Western Sydney and is continuing to train hard to reach her goal of selection into the Australian team.

'I was thrilled to be offered a scholarship. I am so grateful as this means I can continue with swimming as well as my university studies. The APC partnership with WorkCover is really valuable in raising awareness of the importance of safe work practices and helps demonstrate that people with disabilities can achieve great things.'

\$10K SCHOLARSHIP

WORKCOVER NSW OFFICES

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YOU WILL FIND US
AT ONE OF THESE
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F: (02) 6681 6100
Post: PO Box 903
BALLINA 2478

BEGA

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BEGA 2550

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P: (02) 9598 3366
F: (02) 9585 0261

LIVERPOOL

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

MAITLAND

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

NARRABRI

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

NOWRA

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

ORANGE

74 McNamara Street,
ORANGE 2800
P: (02) 6392 7600
F: (02) 6362 8820
Post: PO Box 1056
ORANGE 2800

PARRAMATTA

Level 4, 128 Marsden
Street,
PARRAMATTA 2150
P: (02) 9841 8550
F: (02) 9891 1474

PORT MACQUARIE

Suite 5, 53 Lord Street,
PORT MACQUARIE 2444
P: (02) 6588 7000
F: (02) 6584 1788
Post: PO Box 1646
PORT MACQUARIE 2444

TAMWORTH

126 Marius Street,
TAMWORTH 2340
P: (02) 6767 2500
F: (02) 6766 4972
Post: PO Box 396
TAMWORTH 2340

TWEED HEADS

Units 25 & 26,
Corporate House
8 Corporation Circuit,
TWEED HEADS SOUTH
2486
P: (07) 5506 1800
F: (07) 5524 6300
Post: PO Box 1065
BANORA POINT 2486

WAGGA WAGGA

Level 2, 76 Morgan Street,
WAGGA WAGGA 2650
P: (02) 6933 6500
F: (02) 6937 3616
Post: PO Box 2348
WAGGA WAGGA 2650



WorkCover

Health and Safety Representative (HSR)

Cost: \$690 (gst free)

NEW

This 5 day WorkCover approved course is designed for HSRs who wish to exercise the additional powers and functions of HSRs under the new WHS Act 2011. It aims to provide participants with an understanding of their role in workplace consultation, provisional improvement notice, issue resolution and negotiation.

WorkCover Approval: HSR1001

Month	Days	Location
April	Wednesday, 4 Thursday, 5 Wednesday, 11 Thursday, 12 Friday, 13	Parramatta
	Monday, 16 Tuesday, 17 Wednesday, 18 Monday, 23 Tuesday, 24	Sydney - City
	Thursday, 3 Friday, 4 Wednesday, 9 Thursday, 10 Friday, 11	Parramatta
	Monday, 21 Tuesday, 22 Monday, 28 Tuesday, 29 Wednesday, 30	Sydney - City
June	Thursday, 7 Friday, 8 Wednesday, 13 Thursday, 14 Friday, 15	Parramatta
	Monday, 18 Tuesday, 19 Monday, 25 Tuesday, 26 Wednesday, 27	Sydney - City
July	Wednesday, 4 Thursday, 5 Friday, 6 Wednesday, 11 Thursday, 12	Parramatta
	Monday, 16 Tuesday, 17 Wednesday, 18 Monday, 23 Tuesday, 24	Sydney - City

HSR 1 Day Gap Training

Cost: \$290 (gst free)

NEW

This approved WorkCover course is designed for deemed HSRs who had completed the previous 4 day OHS Consultation Course and wish to exercise the additional powers and functions of an HSR under new WHS Act 2011

WorkCover Approval: HSR1001

Month	Days	Location
April	Thursday, 19	City
April	Monday, 23	Parramatta
May	Monday, 14	Parramatta
May	Tuesday, 15	City
June	Tuesday, 12	City
June	Monday, 18	Parramatta
July	Tuesday, 10	City
July	Thursday, 26	Parramatta

Introduction to RTW Coordination (2 days)

Cost: \$470 (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
April	Thursday, 18 Friday, 19	Parramatta
May	Wednesday, 23 Thursday, 24	Parramatta
June	Wednesday, 20 Thursday, 21	Parramatta
July	Wednesday, 18 Thursday, 19	Parramatta

WHS Risk Management for Supervisors and Managers

Cost: \$350 (including gst)

NEW

This one day course is designed for company officers, managers and supervisors. The course aims to familiarise participants with their responsibilities under the new WHS Act. The course also aims at providing participants with the skills necessary to apply the principles of risk management as an integral part of an effective OHS management system.

Month	Days	Location
April	Thursday, 26	Parramatta
May	Wednesday, 30	Parramatta
June	Wednesday, 27	Parramatta
July	Wednesday, 25	Parramatta

WHS Act 2011 Briefing course conducted onsite

NEW

This 3 hour briefing aims to provide participants with a practical insight into the new legislation and to demystify some of the new requirements. Topics covered will include responsibilities, consultation requirements and compliance. This course is suitable for managers, supervisors and company directors.

Confined Space Training

Choose any of the following courses:

Manual Handling

Cost: POA

course conducted onsite

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Induction for Construction

(1 day) Cost: \$100 (gst free)

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