

The workplace safety and injury management magazine

WORKCOVER NEWS



**WorkCover Paralympian
speaker Liesl Tesch wins
sailing's top spot!**

Full story page 10

GOLD



WorkCover

89

Oct to Dec 2012

Health and Safety Representative (HSR)

Cost: \$690 (gst free)

This 5 day WorkCover approved course is designed for HSRs who wish to exercise the additional powers and functions of HSR's 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
October	Wednesday, 3 Thursday, 4 Friday, 5 Wednesday, 10 Thursday, 11	Parramatta
October	Monday, 22 Tuesday, 23 Wednesday, 24 Monday, 29 Tuesday, 30	Sydney - City
November	Wednesday, 7 Thursday, 8 Friday, 9 Wednesday, 14 Thursday, 15	Parramatta
November	Monday, 19 Tuesday, 20 Wednesday, 21 Monday, 26 Tuesday, 27	Sydney - City
December	Wednesday, 5 Thursday, 6 Friday, 7 Wednesday, 12 Thursday, 13	Parramatta
January	Monday, 21 Tuesday, 22 Wednesday, 23 Wednesday, 30 Thursday, 31	Parramatta
February	Wednesday, 6 Thursday, 7 Friday, 8 Wednesday, 13 Thursday, 14	Sydney - City
February	Monday, 18 Tuesday, 19 Wednesday, 20 Wednesday, 27 Thursday, 28	Parramatta
March	Wednesday, 6 Thursday, 7 Friday, 8 Wednesday, 13 Thursday, 14	Sydney - City
March	Monday, 18 Tuesday, 19 Wednesday, 20 Wednesday, 27 Thursday, 28	Parramatta

HSR 1 Day Gap Training

Cost: \$290 (gst free)

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

WorkCover Approval: HSR1001

Month	Days	Location
October	Tuesday, 9	Sydney - City
October	Monday, 22	Parramatta
November	Tuesday, 6	Sydney - City
November	Monday, 19	Parramatta
December	Tuesday, 4	Sydney - City
December	Monday, 17	Parramatta
January	Thursday, 10	Parramatta
January	Thursday, 24	Sydney - City
February	Thursday, 7	Parramatta
February	Thursday, 21	Sydney - City
March	Thursday, 7	Parramatta
March	Thursday, 21	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
October	Wednesday, 17 Thursday, 18	Parramatta
November	Wednesday, 21 Thursday, 22	Parramatta
December	Wednesday, 19 Thursday, 20	Parramatta
January	Wednesday, 16 Thursday, 17	Parramatta
February	Wednesday, 13 Thursday, 14	Parramatta
March	Wednesday, 13 Thursday, 14	Parramatta

WHS Risk Management for Supervisors and Managers

Cost: \$350 (including gst)

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 WHS management system.

Month	Days	Location
October	Wednesday, 31	Parramatta
November	Wednesday, 28	Parramatta
December	Wednesday, 19	Parramatta
January	Monday, 14	Parramatta
February	Monday, 11	Parramatta
March	Monday, 11	Parramatta

Advance Return to Work Coordinator Course

Cost: \$300 (gst free)

The Advanced Return to Work Coordination is a one-day workshop for experienced return to work coordinators. This is an interactive course with a focus on strategic case management and managing complex cases.

For course dates visit our website

Confined Space Training

Cost: POA

Onsite or public courses

Manual Handling

Cost: POA

course conducted onsite

Green / White Card CPCCOHS1001A Induction for Construction (1 day)

Cost: \$100 (gst free)

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* Mention code ADVOHSSEP. Offer applies to HSR Course, Risk Management and RTW Courses

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Other COURSES...

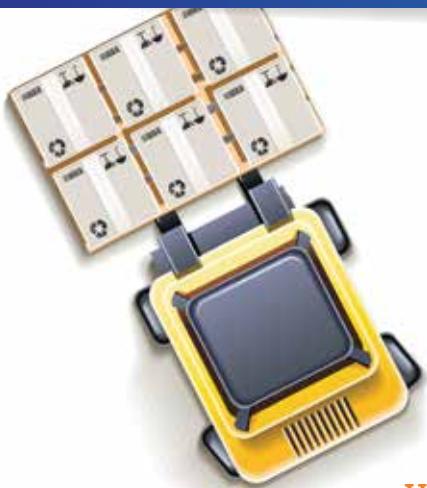
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- Hazardous Substances
- Safety Committee refresher
- General Employee Induction
- Custom OHS Courses

WORKCOVER ASSISTANCE SERVICE

Workplace health, safety, injury management and workers compensation enquiries.
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SUBSCRIPTION ENQUIRIES

Ph: 1300 799 003



Workers Compensation Reforms

The NSW Government announced a series of reforms to the workers compensation system in June this year, following the completion of a Parliamentary inquiry.



Sports injury research grants

Sport is a major part of life for many people, as are the injuries that often come with sports participation. Insurance industry data reveals that more than five million injuries are reported each year in Australia.



SafeWork Awards finalists

WorkCover NSW would like to congratulate the 40 finalists in this year's SafeWork Awards. The winners of the Awards will be announced at a black tie ceremony and dinner on Thursday 25 October in The Grand Ballroom at The Westin, Sydney.

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CONTENTS

4
6
8
10
13
18
27
28

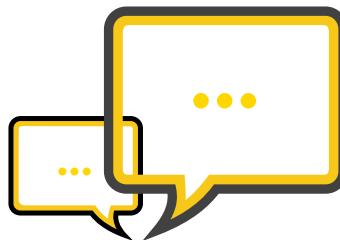
Helping injured workers get back to work

Returning injured workers into the workplace, as soon as it is safe to do so, promotes faster recovery and can reduce the risk of long term disability and loss of workplace productivity.



London 2012 Paralympics

WorkCover NSW congratulates its Paralympian Speakers and Scholarship Program members as they compete in London's 2012 Paralympic Games.

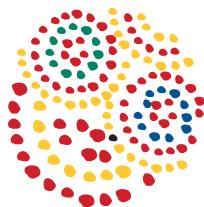


2012 Safety Show and Conference

Talk safety with us at the 2012 Safety Show and Conference stand, 23 to 25 October, Sydney Olympic Park

NAIDOC Week

WorkCover NSW continues its support for Indigenous and Torres Strait Islander communities during the 2012 NAIDOC Week celebrations.



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.

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



Julie Newman
Acting Chief Executive Officer

CEO MESSAGE

Workers Compensation Reforms

The NSW worker compensation scheme is changing. Following reforms, passed by the NSW Parliament in June, WorkCover is in the process of making some fundamental changes which will deliver essential improvements to the scheme.

Specifically, WorkCover is working to reduce red tape, ensure the scheme's overall financial viability and – most importantly – support the workers the scheme is designed to protect.

To meet these ambitions the NSW Government has changed fundamental aspects of the scheme including benefits, claims and how injured workers are supported.

I encourage NSW employers and workers take the time to familiarise themselves with these changes. Read more on page 4.

Return to Work

Fundamentally, the scheme has been refocused on injured workers. Whilst specifically seeking to enhance benefits for severely injured workers, WorkCover recognises that these are a small minority who access the scheme. The vast majority of injured workers can expect to return to work in some capacity after their injury and the new scheme encourages them to do just that.

Returning to work when they have some capacity to do so is good for workers and employers. It will help improve the worker's recovery and also benefits their family. For employers it helps keep the costs of claims, and ultimately premiums, in check.

WorkCover has put in place some practical measures to help the return to work process. If, as an employer, you need help identifying suitable employment, please contact WorkCover for advice. Read more on page 6.

Sporting Grants

WorkCover would like to congratulate the four education institutions who shared in five sports injury grants totalling \$84,238.

The Sports Research and Injury Prevention Scheme was established in 1991, and is the primary provider for grants into sports injury prevention in New South Wales.

Almost \$2 million in grants has been allocated to research institutions over the past two decades.

The grants will support projects being conducted in partnership with sporting organisations including the NSW Institute of Sport, Country Rugby League, Football NSW, the Central Coast Basketball League and University of Sydney Sports. Read more on page 8.

London Paralympics

WorkCover recently wished current and former members of WorkCover's Paralympian Speakers and Scholarship Programs the best of luck as they headed off to London to represent Australia at the 2012 Paralympic Games.

Five elite athletes involved in WorkCover programs competed as part of Australia's largest away team of 161 athletes and 143 officials.

I'm very pleased to note that Leisel Teish and her sailing partner Daniel Fitzgibbon won gold in the two-person keelboat class. Read more on page 10.



Safe Work Week

And of course it's Safe Work Week in October and WorkCover is once again proudly sponsoring the Safety Show and Conference at Homebush. We are also again hosting the SafeWork Awards dinner and ceremony.

It's always a wonderful evening and I encourage you to join us, see inside for ticket details. See page 18.

Take 10@10

Take time out for your safety at work

Take a break from the work day, have some fun and win some cool prizes with WorkCover's Take 10@10 competition.

To coincide with Safe Work Australia Week, WorkCover is encouraging workers across the state to take a 10 minute break at 10 am each day. A small break to clear the mind and refresh the body can make a world of difference.

Take the time to do something active to keep your body in shape and your mind on the job.

Why not take a stroll? Do a mind puzzle? Have a stretch? Or simply visit a colleague instead of calling them. In 10 minutes you can boost your energy and relieve your stress so you can stay focused and safe in your workplace.

WorkCover will even make your morning coffee and bikkies more enjoyable with our Take 10@10 online competition. Get your travel coffee cups, biscuits and shirts by registering as a Take 10@10 ambassador to receive your free kit.

Then share a photo of you or your colleagues taking time out for the chance to win an Apple iPod! To enter just like WorkCover NSW on Facebook and submit your photo. VISIT WWW.FACEBOOK.COM/WORKSAFE.HOMESAFE FOR FULL DETAILS, TERMS AND CONDITIONS.

Quick tip

Install a water cooler next to the photocopier/ fax machine and make sure everyone helps themselves.



Quick tip

Keep a pair of walking shoes at the office. This way you will always be prepared for a walk.

Quick tip

Turn your break into wellness time. There are many activities and exercises you can quietly do at or near your desk – without attracting a lot of unwanted attention. You can boost your energy levels, relieve stress and burn calories all at the same time. Try calf raises- holding onto your desk or a file cabinet for balance, raise your heels off the floor, then lower. Or release tension with shoulder raises- raise your shoulders up to your ears, hold, then relax.

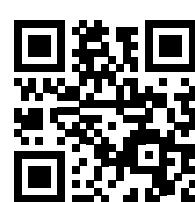
Quick tip

Set an alarm as a reminder on your desk that will prompt you to get up and stretch throughout the day.

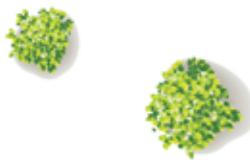
FEATURED VIDEO

Each issue of WorkCover News will showcase a new YouTube video to help you get to know WorkCover NSW and how we can assist you. This edition features **Principal Inspector Nathan Hamilton** discussing how his role assists business with workplace safety. Simply scan the QR Code with your smartphone, or visit the WORKCOVER YOUTUBE CHANNEL AT youtube.com/user/worksafehomesafe.

FEATURED VIDEO



WORKERS COMPENSATION REFORMS



The NSW Government announced a series of reforms to the workers compensation system in June this year, following the completion of a Parliamentary inquiry. The reformed legislation focuses on encouraging and assisting early return to work, and providing better financial support for seriously injured workers.



WHEN WILL THE CHANGES TAKE PLACE?

The changes are being rolled out in stages to allow for a seamless transition of new systems and claims procedures by insurers.

Some of the changes took effect on 19 June this year. These included arrangements for journey claims, lump sum payments and nervous shock, heart attack and stroke and disease injuries.

On 17 September 2012, the weekly benefits for the most seriously injured workers – those who had been assessed to have an impairment of more than 30 per cent – increased to a minimum of \$736 per week. This meant that 940 of the most seriously injured workers received around 70 per cent more than the previous statutory rate.

Further changes took effect on 1 October, 2012 including:

- New weekly payments for injured workers who make a claim on or after 1 October. These workers will receive up to 95 per cent of their average weekly earnings for the first 13 weeks of their claim based on their pre-injury earnings.
- Access to the WorkCover Independent Review Officer (WIRO) who is available to provide an independent review of decisions made about benefits and work capacity.
- WorkCover inspectors having the ability to issue improvement notices to any employers who fail to meet their return to work obligations. A three-month grace period will apply.
- Injured workers with claims made prior to 1 October will be transitioned over to the new legislation in 2013.

WHO DO THE CHANGES AFFECT?

The reforms have changed the way workers compensation benefits claims are assessed and paid. The changes will affect all new and existing workers compensation claims, except claims from:

- police officers, paramedics and firefighters
- workers injured while working in or around a coal mine
- emergency services volunteers (i.e. Rural Fire Service, Surf Life Savers, SES volunteers)
- people with a dust disease claim under the Workers Compensation (Dust Diseases) Act 1942.

NEW RETURN TO WORK OBLIGATIONS

From 1 October 2012 if an injured worker is assessed as having some capacity to work, an employer must (as far as is reasonably practicable) find suitable employment for them.

Under new workers compensation arrangements, employers are subject to improvement notices or fines if they do not follow through with this commitment. A three-month grace period will apply where WorkCover inspectors will only provide advice except in the most serious of circumstances.

While employers are required to have adequate return to work plans in place, a worker who is fit for work also has an obligation to work cooperatively with their employer or insurer and make reasonable efforts to return to work to suitable employment as quickly as possible.

GETTING BACK ON TRACK.

In most cases, an injured worker does not need to be 100 per cent recovered to return to work. In fact, getting back to work early may be an important part of their recovery. Under the new workers compensation laws, work capacity assessments will be introduced to give workers and employers a better understanding of an injured worker's capacity for work.

Keeping you informed

CHECK THE WORKCOVER WEBSITE REGULARLY FOR NEW INFORMATION AS THE REFORMS ARE IMPLEMENTED. IF YOU'RE AN INJURED WORKER, YOUR INSURER WILL ALSO HAVE MORE INFORMATION, OR CONTACT WORKCOVER ON **13 10 50**.

WORKING TOGETHER TO HELP GET INJURED WORKERS BACK TO WORK

Returning to work after an injury has both social and economic benefits for everyone involved.

More importantly, returning injured workers into the workplace as soon as it is safe to do so, promotes faster recovery and can reduce the risk of long term disability and loss of workplace productivity.

A WorkCover NSW assessment of return to work performance conducted in February this year showed the average duration spent on weekly benefit payments (within 26 weeks of injury) was more than 37 days, almost three days higher than in early 2008.

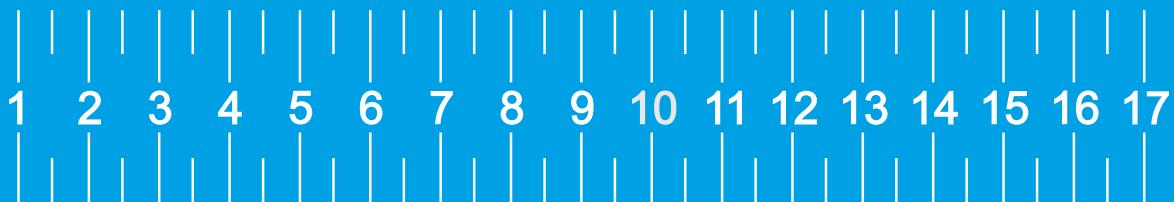
This is an issue for the Scheme when you consider that a one-day improvement in the Scheme's average return to work performance is estimated to result in annual savings of as much as \$16.5 million, and a claims liability reduction of up to \$56 million.

To promote the recovery and health benefits of suitable return to work, WorkCover launched a pilot program in August designed to assist injured workers get back to work as soon as possible. The six-week Return to Work Engagement with Workplaces program involves a series of visits

by WorkCover inspectors to 100 workplaces, helping employers better understand their injury management and return to work obligations.

As part of the program, inspectors helped businesses to implement their injury management responsibilities while providing advice on ways employers can identify suitable employment to assist workers in their recovery. WorkCover inspectors were joined by scheme agent case managers, working with businesses that had workers who are fit for suitable employment, but not yet back at work.

AVERAGE
DAYS SPENT
ON WEEKLY
BENEFIT
PAYMENTS
(WITHIN 26 WEEKS
OF INJURY)



NEW RETURN TO WORK OBLIGATIONS

From 1 October 2012 if an injured worker is assessed as having some capacity to work, an employer must (as far as is reasonably practicable) find suitable employment for them.

Under new workers compensation arrangements, employers are subject to improvement notices or fines if they do not follow through with this commitment. A three-month grace period will apply where WorkCover inspectors will only provide advice except in the most serious of circumstances.

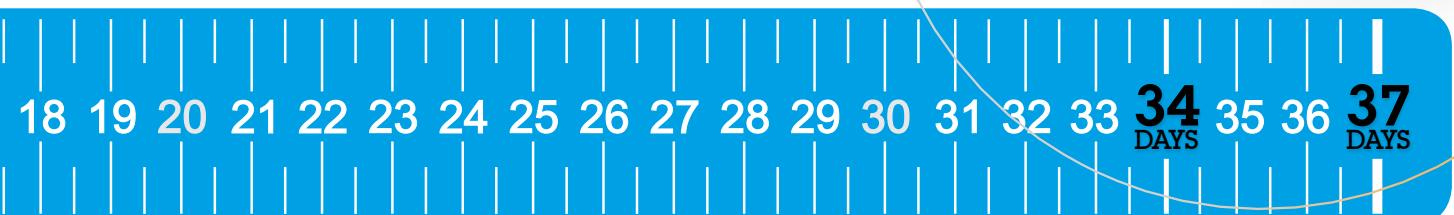
While employers are required to have adequate return to work plans in place, a worker who is fit for work also has an obligation to work cooperatively with their employer or insurer and make reasonable efforts to return to return to suitable employment as quickly as possible.

THE AVERAGE OF 37 DAYS TO RETURN TO WORK IN 2012 IS ALMOST THREE DAYS HIGHER THAN IN EARLY 2008

LETS TALK NUMBERS

A one-day improvement in the average return to work performance is estimated to result in annual savings of \$16.5 million, and a claims liability reduction of up to \$56 million.

YEAR
2008 YEAR
2012



SUSTAINABLE RETURN TO WORK

It is important for injured workers, employers and case managers to work together to ensure sustainable return to work results. Tailoring return to work interventions to the specific needs of the worker will help create successful long-term results.

WORKCOVER HAS A RANGE OF FREE GUIDANCE MATERIAL ON RETURN TO WORK. VISIT WORKCOVER.NSW.GOV.AU OR CALL 13 10 50 FOR MORE INFORMATION.

However, for those unable to return to their pre-injury job, WorkCover has a range of vocational rehabilitation programs to help workers return to suitable employment.

Initiatives such as work trials, retraining, funding for equipment and workplace modifications, as well as incentives for new employers to hire injured workers can also reduce any short-term barriers that may prevent an injured worker from returning to employment.

Businesses should focus on a worker's skills and experience, and identify and overcome barriers to stopping the worker re-entering the workforce, including options for re-training and building confidence and skills.

SPORTS INJURY RESEARCH GRANTS

Sport is a major part of life for many people, as are the injuries that often come with sports participation. Insurance industry data reveals that more than five million injuries are reported each year in Australia, costing the community upwards of \$2 billion annually.



UNIVERSITY OF WESTERN SYDNEY \$30,418

HAMSTRING INJURY PREVENTION – BEFORE OR AFTER TRAINING?

Hamstring injuries can be attributed to a large proportion of match absences in sports such as football, Australian rules and athletics. Ten team sports players from the University student cohort, as well as 20 players from clubs registered in NSW Premier and Super Leagues will be monitored, with researchers attending player's weekly training and game loads and conducting pre and post training hamstring assessments.

Football NSW supports the project, which may result in minimising the risk of hamstring strain in football players during and after participation, and be used to develop injury prevention strategies in the future.

UNIVERSITY OF CANBERRA \$28,440

TOWARDS A SPORT CONCUSSION ASSESSMENT TOOL 3 IN SNOW SPORTS: CAN THE BALANCE MEASUREMENT COMPONENT OF THE SCAT2 BE IMPROVED?

Researchers aim to enhance assessment protocols for monitoring the cumulative effects of repeated head injuries, and will evaluate the current Sport Concussion Assessment Tool 2 (SCAT 2) in a snowsport athlete group. The study will focus on the 'balance assessment' component of the SCAT 2 test to monitor the balance performance in snowsport athletes that have received head knocks.

Enhancing emerging technologies such as built-in accelerometers in smart phones will enable the findings to be made available in other sports. The results will be used to design an enhanced protocol for assessment of changes in motor performance post concussion injury (Sports Concussion Assessment Tool 3). The project will be conducted in collaboration with the NSW Institute of Sport (Winter Sports Program).

UNIVERSITY OF SYDNEY AND COUNTRY RUGBY LEAGUE OF NSW \$10,972

INCIDENCE OF INJURY IN THE TACKLE ZONE FOCUSING ON YOUNG PARTICIPANTS

The pilot project will examine the type of injuries sustained in junior rugby league games by focussing on the relationship between, and techniques used by, players in the 'tackle zone' and the injuries they sustain.

More than 500 tackle contests can take place during a league match and during the 2011 National Rugby League season, 47.5 per cent of all injuries were attributed to tackling. Injuries to the ankle and knee are common in those being tackled while shoulder and lower arm injuries are more prevalent in those tackling.

This research will be the first study into the injury effects of the tackle contest at an amateur, junior and sub-elite level of participation in this sport.

Findings will be used to refine the coach education module to reduce injury risks in tackles with recommendations provided to Country Rugby League of NSW and the Australian Rugby League Commission.

NSW Sporting Injuries provides annual grants to some of the state's leading researchers to fund research projects that support safe sport participation. Ongoing research and the development of new policies, practices and interventions aim to reduce injuries and make playing sport safer for everyone.

In July, five grants totalling \$84,238 were awarded to four universities to undertake studies to investigate and help reduce the incidence and severity of serious sports

injuries. Researchers will investigate and report on a range of initiatives from hamstring injury prevention in soccer players to concussion assessment techniques for snow sports.

The grants will support projects being conducted in partnership with sporting organisations including the NSW Institute of Sport, Country Rugby League, Football NSW, the Central Coast Basketball League and University of Sydney Sports.



UNIVERSITY OF SYDNEY \$10,602

ANKLE INSTABILITY IN NETBALLERS

Researchers will monitor injuries among players from the Sydney University Netball Club, to better understand the common problem of ankle instability in netballers.

With one of the nation's highest participation rate in organised sport for people over 15, it is not surprising netball has an injury incidence rate of around 14 injuries per 1000 player hours - with ankle injuries accounting for more than one third of injuries.

While acute symptoms of ankle injuries may be resolved quickly for many players, ankle-related problems may persist for some time.

As well as exploring the relationship between ankle instability and ankle movement during matches, the study hopes to determine if these pre-season assessments are predictive of ankle sprain during the season.

The research team will undertake testing and analysis of injury data to help develop targeted injury prevention interventions.

UNIVERSITY OF NEWCASTLE OURIMBAH \$3,806

THE EFFECTS OF ANKLE TAPING ON MUSCLE ACTIVATION AND PERFORMANCE DURING PLANNED AND REACTIVE AGILITY TESTS FOR BASKETBALL PLAYERS

The project team will investigate the effects of ankle taping on muscle activation during reactive cutting movements.

There is currently little research that analyses how the muscles that support the ankle joint are affected by taping when completing reactive cutting movements.

Understanding the impact of taping on reactive agility will benefit many sports and this study aims to demonstrate that protective taping will not affect sports-specific performance but provides athletes with greater support and reduced injury risk.

A series of planned and reactive agility tests will be performed on basketball players from the Central Coast Crusaders Basketball Team to develop quantitative data to demonstrate the benefits of ankle strapping.

 The Sports Research and Injury Prevention Scheme was established in 1991, and is the primary provider for grants into sports injury prevention in New South Wales. Almost \$2 million in grants has been allocated to research institutions in the past two decades.

INSPIRING US ALL



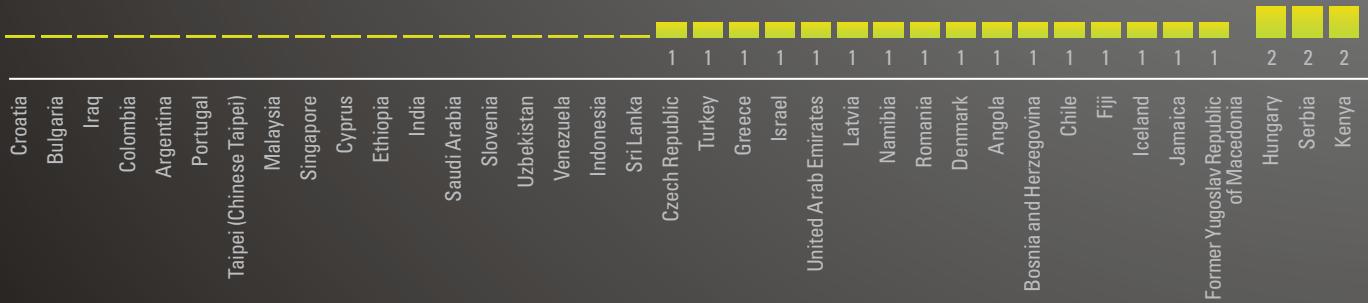
The London 2012 Paralympic Games took place from 29 August – 9 September 2012, with the Aussie athletes once again doing us all proud. WorkCover News caught up with members of our Paralympian Speakers and Scholarship Programs in the weeks leading up to the games.

LIESL TESCH

Among the most decorated and respected members of the Australian team, five-time Paralympian Liesl Tesch continued her quest for an elusive gold medal. Since retiring from wheelchair basketball and taking up sailing in January 2011, Liesl has partnered with Beijing silver medallist Daniel Fitzgibbon, winning their first ever competition in the 2011 World Cup meets in Miami and Weymouth and taking home bronze in the 2011 World Championships.

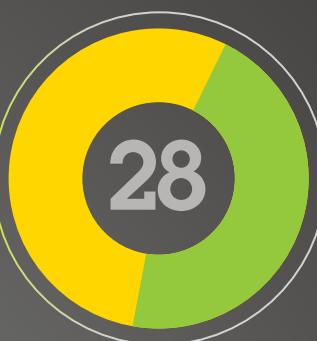


MEDAL COUNT COUNTRY RANK BY GOLD



TOP
5

AUSTRALIA
HAS FINISHED
IN THE TOP
FIVE AT EVERY
PARALYMPIC
GAMES SINCE
ATLANTA 1996



THE AVERAGE AGE OF THE AUSTRALIAN TEAM

- **Liesl Tesch** (sailing)
- **Brett Stibners** (wheelchair basketball – The Rollers)
- **Tristan Knowles** (wheelchair basketball – The Rollers)
- **Scott Reardon** (athletics)
- **Jayme Paris** (cycling)

'London promises to be something special, not only because of the athletes on show and the performances that the Australian team is capable of, but because of the way the world has embraced the Paralympic Games,' said APC Chief Executive and 2012 Team Chef de Mission, Jason Hellwig.

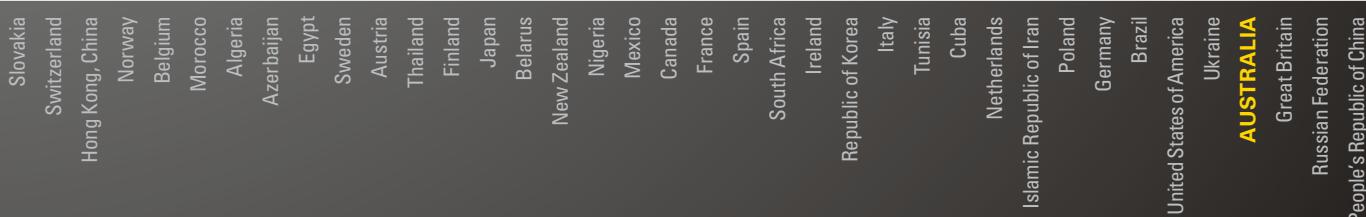
'London 2012 will be largest and most competitive Paralympic Games in history, and while the challenges ahead are significant, I am confident the 2012 Australian Paralympic Team will do our nation proud.'

'It is through the support of our sponsors and partners, including

WorkCover NSW, that the APC can prepare Australian Paralympic athletes to perform at their peak when it matters most.'

Silver and bronze medallist, and member of WorkCover's Speakers Program Liesl Tesch completed the set by bringing home gold from the sailing regatta in the village of Weymouth.

'The transition from basketball and the journey to become a Paralympic sailor has been fantastic. I have loved the steep learning curve and being pushed to my limits over the past 18 months,' Liesl said.





Her advice to other athletes headed for the Games was simple: 'Enjoy yourselves. The reason you are an athlete is because you love doing what you do. Don't let the pressure of performance at the Games take that thrill away from you!'

After winning gold in Beijing and successfully defending a number one world ranking at the 2010 World Championships, member of the Australian wheelchair basketball team Tristan Knowles was excited about competing.

'I think it will be a very special feeling. The expectations we have put on ourselves are extremely high. I'm really looking forward to being surrounded by my team mates and coaches in our change room as we put on the green and gold,' Tristan said.

'Our team has sacrificed everything in the four year lead in, and our coaching and support staff are confident in our progress. We need to defend our Beijing gold. If we can execute our skills well, then I believe the results will take care of themselves.'



THE OPENING CEREMONY

“There are so many teams in contention for a medal. I know all team members and coaching staff have done all the right things in preparation for the London Paralympics. My hope is, with a bit of luck, we will reach our full potential and let our effort and results do the talking.”

BRETT STIBNERS, MEN'S WHEELCHAIR BASKETBALL TEAM.

AUSTRALIA'S PARALYMPIC MEDAL BREAKDOWN

At the 2012 Paralympic Games in London, Australia won 32 gold, 23 silver and 30 bronze medals with a total of 85 medals. Here is how the podium looked for each sport:

Sport	Gold	Silver	Bronze	Total
Athletics	5	9	13	27
Cycling Road	2	2	2	6
Cycling Track	4	2	2	8
Equestrian	1	0	0	1
Rowing	0	1	0	1
Sailing	1	0	0	1
Shooting	0	0	1	1
Swimming	18	7	12	37
Wheelchair Basketball	0	2	0	2
Wheelchair Rugby	1	0	0	1
Total	32	23	30	85



TALK SAFETY WITH US!

At the 2012 Safety Show and Conference stand
23 to 25 October, Sydney Olympic Park

WorkCover NSW is again proud to be principle supporter of the NSW Safety Show and Conference! Visit us for information and advice, talk safety with any of the qualified staff on hand or try our interactive tools to get the information you need to make smart safety decisions about your business.

Located near the entry of The Dome, WorkCover's stand will have experts on hand to discuss the best ways to tackle safety issues, and to provide assistance with issues relating to injury management and workers compensation.

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

WorkCover will also conduct a series of free workshops during the Show. Attendees will be

provided with the tools they need to improve workplace safety across a variety of different industry sectors.

The Safety Show is Australia's largest workplace health and safety trade show, offering visitors an opportunity to view hundreds safety innovations in the one place. In addition to the exhibitions, this year's show will also feature interactive live demonstrations and free industry knowledge centres.

The conference will feature a range of presentations and workshops with acclaimed Australian and international speakers. The three-day program will provide insight on the new legislation, practical solutions for your workplace and an opportunity to participate in discussion groups.

The Safety Show is the perfect opportunity for anyone looking to discuss the recent changes to workers compensation legislation, or see how you're tracking with the implementation of new work health and safety legislation.

TO REGISTER FOR THE SAFETY SHOW VISIT THESAFTYSHOW.COM.AU,
OR VISIT WORKCOVER.NSW.GOV.AU FOR MORE INFORMATION.

THE SAFETY CONFERENCE SYDNEY 2012

'As the dust settles'

The Sydney Safety Conference 2012
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Tuesday 23 - Thursday 25 October 2012



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Presented by



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DAY 1 TUESDAY 23 OCTOBER 2012

Opening Comments

9.00-9.30

Karen Wolfe, NSW Branch Chair

Keynote Address



9.30-10.30

Lead, Follow or Get Out of the Way

Lisa McInnes Smith

Leadership exists at all levels of life – government, business, family and community. There is no perfect model for great leadership and leaders are not 'born'. The best leaders are self-aware, clear in purpose, courageous and decisive – all attributes of an individual's spirit, and all learnable. Leadership is a lifestyle a way of living, a way of bringing out the best in those around you.

10.30-11.00 Morning Tea

Safety Leadership – Southee North

11.00-11.30

Switching On Safety Leadership

Mark Vollmer, Conexus Consulting

Hear core elements that lead directly to increasing hazard awareness, preventing incidents and improving long term safety and performance. Explore the frameworks of culture, beliefs, leadership and choices that make the difference. The results will do the talking and you will be able to immediately apply ideas back in the workplace.

11.30-12.00

The Safety Leadership Challenge in CSIRO - Pathway to Impact

Dr Angelica Vecchio-Sadus

Hear how CSIRO has increased awareness of requirements and responsibilities for safe systems of work and risk management processes, improvement in the visible interest and demonstration of HSE leadership behaviours and staff engagement, increased awareness of serious HSE incidents, and an overall improvement in HSE performance recognised by reduced injuries, illnesses and the workers' compensation premium.

12.00-12.30

Felt Leadership

Tony Anderson, OZ Minerals

Driving change requires leadership. Leadership is the process wherein a leader engages with and mobilises others to drive change in an organization. Hear what makes a leader and why they can be found anywhere in an organisation.

12.30-13.00

Transforming Safety Leadership: Using Science to Inform Leadership Competencies and Reinforce Optimal Safety Culture Development

David Broadbent

This presentation shall place Safety Leadership within a contextual framework that has substantial support from amongst the safety science community. Real world examples shall be given which demonstrate the power of Transformational Safety Leadership (TSL).

13.00-14.30 Lunch

14.30-15.00

Engaged Employees = A Safe Work Culture

Bruce McDonald

This presentation will share the "real life" experiences of Bruce McDonald, a senior leader from Ford Motor Company (Vice President, Marketing, Sales and Customer Service for 9 years of his 28 year career in Australia and the USA) in helping to reduce injury volume and frequency, driven by a substantially improved safety culture, achieved through actively engaging and motivating his staff.

15.00-15.30

Safety Leadership - The Why What Continuum

Andrew Douglas, M+K Lawyers

When safety leadership is incorporated into the business model at every level of the chain of command it creates startling business results. Not only is the business safer - it is more productive, innovative and profitable. The Why What Continuum looks at a new approach to safety leadership within business that gives a win to everyone.

15.30-16.00 Afternoon Tea

16.00-16.30

Hazardous Chemicals Workshop

Dave Chamings, WorkCover NSW

16.30-17.00

High Risk Work Workshop

Megan McCool, WorkCover NSW

Healthcare/HM Tasks – Southee 3

11.00-11.30

Bariatric Handling - A Path Following Approach to Movement Protocols. Fostering Innovation & Improving Worker Morale

Elissa Coates

Movement protocols can provide a guideline for moving, transferring and transporting of the Bariatric patient. We will look in detail into the North American algorithm model allowing caregivers to gain the confidence to move and handle patients in a safe and dignified manner. Specifically we will discuss the application of those to our Australian setting and available equipment.

15.30-16.00 Afternoon Tea

16.00-16.30

Managing Contractors Workshop

Elizabeth Tosti, Lend Lease

16.30-17.00

Managing Risk Workshop

Michael Costello, WorkCover NSW

11.30-12.00

Industry Perceptions of Workplace Obesity

Michael Middleton

Anecdotal evidence suggests that if obesity exists amongst workers, there has been insufficient attention given by employers to the impact work activities may have on obese staff, and, in turn, the effect that obese workers may have on the employer's ability to provide a safe place of work. Hear whether a sample of organisations did have measures in place to manage obese workers and how the risks associated with identified obesity-related hazards are managed.

12.00-12.30

Static Load - An Evidence Based Approach to Reducing Manual Handling Injuries & Illnesses and Associated Costs

Elissa Coates

Historically, focus on musculoskeletal injury in the nursing profession is associated with the transferring and lifting of patients and patient body parts. We understand the relationship between dynamic loads on the carer by lifting patients, however literature indicates that there is another contributor that should not be underestimated: Static load. This presentation aims to explain the causes of static overload on carers.

12.30-13.00

Aged Care - WHS & Risk Profiling - A Case Study

Judith Leacock, SummitCare

Hear the results of a Case Study focusing on the implementation of the WHS Legislation in the Aged Care Setting.

13.00-14.30 Lunch

14.30-15.00

Risk Management in the Aged Care environment - A Case Study

Gary Barnier, Domain Principal

Gary's presentation will step through the events of the Quakers Hill fire and how Domain Principal Group managed the situation.

15.30-16.00 Afternoon Tea

16.00-17.00

Speed Networking - The Safe Step

WHS Legislation & Codes of Practice – Southee South

11.00-11.30

The Correlation between Safety in Design and Safety in Construction

Roof work is the single highest risk construction activity and as such must take priority when considering safety in construction. This presentation considers roof designs and their practical installation techniques in Australia and compares them to other specification and techniques practices elsewhere, in particular UK and Europe. A proactive approach with better communication between designers and constructors would achieve a safer environment.

11.30-12.00

Worker Obligations Are Not To Be Ignored

James Mattson

In this paper we propose to examine the duties of a worker to take "reasonable care". We look at the consequences for non-compliance, from both an employment and safety perspective. We also examine the application of these duties to senior management who are not "officers" but nevertheless concerned in management.

12.00-12.30

Harmonised OH&S and Its Impact on Your Workers Compensation Claims Process

Bill Krishnas

12.30-13.00

Running a Business Across Australia Under the Harmonised and Non-Harmonised Model Work Health and Safety Laws - What Are the Real New Issues for Business?

The paper will provide an analytical comparison of each State or Territory's law with the model Work Health and Safety Act and Regulations, and consider which of these affects business operations.

13.00-14.30 Lunch

14.30-15.00

First Aid in the Workplace – The Value of Compliance – More than a Band-Aid Solution

Brett Hamilton, GM NSW Business, St John Ambulance

Hear the summary of changes in the Code of Practice, an outline of how a workplace needs to approach compliance, why product and training is not enough, best practice solutions that deliver organisational value and a case study including instruction on how to meet the requirements of the Code.

15.00-15.30

The Recreational Diving Industry-Training Standards and Systems of Work

Richard Evans, PADI

Hear a short synopsis of the specific hazards relating to recreational diving activities, and the systems necessary to mitigate those risks. The recreational diving industry has a 60 year history of providing very good training relevant to the activity and systems of work that mitigate those risks as much as possible.

15.30-16.00 Afternoon Tea

16.00-16.30

Managing Contractors Workshop

Elizabeth Tosti, Lend Lease

16.30-17.00

Managing Risk Workshop

Michael Costello, WorkCover NSW

DAY 2 Wednesday 24 October 2012

Keynote Address



9.00-10.00
Jodie Deakes, Director, Business Strategy and Performance, WorkCover NSW
Australian Work Health and Safety Strategy 2012

Jodie, who has been involved in the national drafting of the strategy will explain its rationale, the range of actions areas that comprise it and what the strategy intends to achieve.



10.00-10.30
The Evolution of Safety Regulation: Intelligent Design or Natural Selection?
Michael Costello, Principal Policy Officer, WorkCover NSW

Over the past 30 years there have been significant changes in safety legislation, particularly the move from "black letter" to performance based legislation. Hear about the impact of the recent WHS Legislation and its implications for regulators and the regulated and relate them to the Australian Work Health and Safety Strategy 2012 – 2022.

10.30-11.00 Morning Tea

Case Studies and Implementation Programs – Southee North

11.00-11.30

Measuring Safety Performance
Alvin Vink, Head of H&S, Aurecon Group

At Aurecon, we have found that tackling the challenges surrounding safety performance measurement has lifted the level of conversations about safety and in the process significantly improved our safety mindfulness. We believe the better understanding of the relationships between structure, systems, safety leadership behaviours and safety climate will assist our leaders proactively and positively impact our safety culture.

11.30-12.00

Reducing Manual Task Risks In Uncontrolled Environments - How Do You Keep Paramedics Safe?
Peter Pollnitz & Anthony Przybilka

There are many opportunities to influence the equipment, decisions, environment, and techniques that paramedics perform to eliminate or reduce the hazardous characteristics of common manual tasks. SAAS has seen a reduction in the number and cost of musculoskeletal injuries in the last 2 years, and this trend is expected to continue as the fruits of new interventions and strategies come to bear.

12.00-12.30

What Women Want - A Study on Workplace Conditions Including WHS
Rob Gibson

For the last six years the Commonwealth and Public Sector Union have conducted a 'What Women Want' survey that explores the needs of women in the workplace and provides a detailed picture of their working lives. Hear the results in this presentation.

12.30-13.00

Implementing the WHS Legislation in the Disability Sector
Lyn Ainsworth, House With No Steps

This presentation will focus on the experience of implementing the new WHS legislation at the House with No Steps, a non-governmental disability service provider in NSW.

13.00-14.30 Lunch

14.30-15.00
How a Large and Diverse Organisation Has Implemented the WHS Legislation

Tina Renshaw, Director, Sydney Institute of TAFE

With a workforce of 4800 employees as well as hundreds of contractors across ten sites, six days per week from the early hours in the morning until late at night, the job of implementing the new legislation has been an enormous task. This paper will provide an overview of the strategies applied to meet the requirements of the new WHS legislation at Sydney Institute of TAFE.

15.00-15.30

Hazardous Manual Tasks

Mike Pandolfi, National Safety Manager & Melissa Pollock, Senior HSE Advisor, Origin

Michael and Melissa will talk about implementation of the legislation and codes within the LPG area of Origin Energy. A specific behavioural program was introduced and the results both directly to manual tasks and broader will be presented.

15.30-16.00 Afternoon Tea

16.00-16.30
Multi Site, Multi Trade Safety Responsibilities Workshop
Michael Costello, WorkCover NSW

16.30-17.00

Consultation Workshop
Megan Saxby, WorkCover NSW

FOR CONFERENCE REGISTRATION www.sia.org.au/tsc2012

DAY 3 Thursday 25 October 2012

Keynote Address



9.00-10.30
Decision Making and Crisis Management
Peter Baines

This presentation will focus on the safety aspects of working in emergency situations exactly how do you provide leadership and keep rescue workers safe and healthy?

10.30-11.00 Morning Tea

Safety and Design – Southee North

11.00-11.30

TBC
Yvonne Toft
TBC

11.30-12.00
Designing for an Indeterminate Future
Mark O'Dwyer, H2o Architects

Designing to cater for the multitude of requirements looks like a daunting task. Relevance requires encouragement of simplified outcomes, realistic risk scenario identification and recognition that designing for contemporary design issues should not be a chore, but instead can be enjoyed.

12.00-12.30

The Correlation between Safety in Design and Safety in Construction Specifically Relating To Falls from Height in the Operation of Undertaking Roofing Works
Brendan Dowd

This presentation considers roof design and their practical installation techniques in Australia and compares them to other specification and techniques practices elsewhere, in particular UK and Europe. The airline industry has the best safety record with this achievement attributable to their proactive approach to investigating "near miss events". The construction industry sadly lacks such a proactive approach. A proactive approach with better communication between designers and constructors would achieve a safer environment.

12.30-13.00

Health and Safety in Design - Where to Start
Claire Folland, Principal Consultant, Alba Ergonomics & Sue Chennell, Principal Consultant, Shared Safety & Risk

Participants will understand the concepts of the lifestyle of design (structures and plant) and how the obligations outlined in the Draft Code of Practice for Safe Design of Structures can be used to maximise the effects of good safe design at all stages from concept to development, right through to decommission. These interventions can have a positive outcome on the health, well-being and safety of end-users, as well as production and efficiencies.

13.00-14.30 Lunch

14.30-16.00
Incident Notification, Management and Investigation - An Interactive Session
Michael Tooma, Partner, Norton Rose

Workplace Violence, Alcohol & Drugs – Southee 3

11.00-11.30

Workplace Violence: A Health, Safety and Security Black Hole
Terry Flanders

11.30-12.00

CFMEU Alcohol Policy

Tony Papa

Recognising that people dangerously affected by alcohol and/or drugs are a safety hazard to themselves and all others present in the workplace, the CFMEU developed the Building Trades Drug and Alcohol Program. This presentation will provide information on this innovative program which offers structured support combined with warnings of disciplinary action. The program also raises awareness of the safety issues associated with being impaired by alcohol and/or drugs.

12.00-12.30

Social Networking & the Risks

SKM Lawyers

The Wide Web offers huge opportunities for business and socialising. Twitter, Facebook and other electronic media are also becoming playgrounds for mischief where at the click of a button a person could be exposed to humiliation on a worldwide scale. This paper will explore the health and safety issues that could arise if electronic media are not properly managed in the workplace. Learn how one email or Facebook post could result in enormous damage to the lives of workers as well as to the business.

SIA COCKTAIL NETWORK FUNCTION

5.30pm Wednesday 24 October 2012

Pullman Hotel, Sydney Olympic Park

Tickets \$50 for SIA members and \$75 for non members (Inc GST)

12.30-13.00

Detangling Work Health and Safety and Misconduct

Robyn Mercer

Health issues, including addiction, must be considered when addressing identified misconduct but where does the balance lie? When does the health issue take precedence in an employer's response and in what circumstances will misconduct processes be appropriate. This is a case studies based session which identifies circumstances where judgements were made on matters which had strong elements of both misconduct and some relevant health issues.

13.00-14.30 Lunch

The Old & the Young – Southee South

11.00-11.30

Developing WHS Guidance for the Recreational & Light Commercial Boating Industries
Alison Bell

From the information gathered throughout the Boating Industry Association of NSW research project, good practices were identified and documented in consultation with the boating industry and WorkCover NSW to allow dissemination of good practice examples within the industry sector. The research also made recommendations to further advance safety within the industry.

11.30-12.00

Age Related Safety in Transport

Dr Maya Guest

12.00-12.30

Overcoming Health Promotion Challenges Across the Ages - Tailoring the Message to Young and Old

Alex Porter

Our data indicates that a large proportion of younger workers remain at a high risk of lifestyle related health conditions. Younger workers with poor dietary and activity behaviours may lack the personal motivation to make beneficial lifestyle changes as they are generally devoid of any major signs or symptoms of ill health. In our presentation we will explore how we can tailor education and intervention to young and old in order to elicit positive health changes across the workforce.

12.30-13.00

What Every Organisation Needs to Know About Injuries to Workers of Different Ages - and What the Workers Won't Tell You
Dr James Murray

Hear the key differences between the types of injury and most effective treatments for employees of different ages. The data will be supplemented by real life stories of how different companies have responded to improve the health and well-being of their people at different stages in their working life. The session will provide delegates with a series of solutions and insights to take back to their organisations that will not just improve health and well-being but also significantly reduce Workcover costs.

13.00-14.30 Lunch

THE SAFETY SHOW

SYDNEY 2012

23-25 OCTOBER 2012

SYDNEY SHOWGROUND
SYDNEY OLYMPIC PARK



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QUAD BIKE PROJECT TO IMPROVE FARM SAFETY

WorkCover NSW is funding a \$1 million quad bike safety project to reduce the number of deaths and serious injuries from quad bikes on farms.

The 12 month project will be conducted at the University of New South Wales's Transport and Road Safety (TARS) research facility on behalf of the Heads of Workplace Safety Authorities (HWSA) and will examine design features to improve vehicle safety, as well as protective devices and accessories.

TARS is recognised as having global experts drawing on 30 years experience in vehicle safety and they will conduct a series of crash tests to identify engineering and design enhancements which could improve quad bike safety.

For the first time anywhere in the world, the role of protective systems in the prevention of asphyxia and serious chest injuries when a quad bike rolls over will be tested.

The project will also consider the recommendation of the development of a national standard for quad bike stability and crash performance for use by quad bike manufacturers and suppliers.

As part of the project, an international search for quad bike design innovations will be conducted.

General Manager of WorkCover's Work Health and Safety Division, John Watson said the project was an example of Australian states and territories working together to develop a consistent approach to workplace safety.

'Since 2000 more than 150 Australians have died in quad bike incidents with almost 9 out of 10 rollover deaths occurring on farms,' Mr Watson said.

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

'It's now time for researchers, regulators, quad bike manufacturers and the farming community to work

together to improve safety for all quad bike users.'

HWSA established a trans-Tasman quad bike industry working group comprised of work health and safety regulators from Australia and New Zealand plus accessory manufacturers, unions, training providers, dealer network, automotive associations and farming associations to implement a National Quad Bike Safety Strategy aimed at identifying safety improvements for the quad bike and farm industries to reduce fatalities and injuries.

The group developed the National Quad Bike Safety Strategy to address a range of issues impacting quad bike safety. Since the commencement of the Strategy, a number of measures have been implemented including improved vehicle selection at point of sale to help farmers purchase the best vehicle for their needs, the piloting of a nationally recognised rider training course for farmers and mandatory wearing of approved helmets.



2012

SAFework AWARDS FINALISTS

WorkCover NSW would like to congratulate the 40 finalists in this year's SafeWork Awards. The winners of the Awards will be announced at a black tie ceremony and dinner on Thursday 25 October in The Grand Ballroom at The Westin, Sydney.

The calibre of applications for the 2012 Awards was extremely high and it was a difficult assessment process to determine the finalists. With entries from Coleambally to Glenreagh, these finalists represent the best of the best in workplace safety projects, practices and people in NSW.

1. The Australasian Convenience and Petroleum Marketers Association (ACAPMA)
2. Agi-Kleen Pty Ltd
3. Alminco
4. Ambulance Service of NSW
5. Aristocrat Technologies Australia
6. Australian Meat Industry Council
7. Bega Cheese Ltd
8. Bingo Group
9. Cape Cod Australia Pty Ltd
10. Coleambally Irrigation Co-Operative Ltd
(Workplace health and safety management system)
11. Coleambally Irrigation Co-Operative Ltd
(Irrigation network)
12. Construction Safety Education Forum
(M&J Buchtmann Consultants)
13. Costa Logistics
14. Crown Relocations
15. Daracon Group
(including Daromin Engineering Pty Ltd)
16. Eco Smart Lighting
17. Eden Brae Homes
18. Forest Enterprises Australia (FEA)
19. G M Scott
20. Glenreagh Mountain Railway Inc
21. Mirvac
22. Mission Australia
23. NA Group Pty Ltd
24. Nordiko Quarantine Systems
25. NSW Roads and Maritime Services
(Eye in the sky)
26. NSW Roads and Maritime Services
(Portable traffic signals)
27. OFA Showstar
28. Powerdata Technologies Pty Ltd
29. Pure Hair Pure Body
30. Railcorp
31. Rooty Hill RSL Club Ltd
32. Sawtell Public School
33. Stanaway Pty Ltd
trading as David Payne Constructions
34. State Transit NSW
35. Subsyst
36. T&D Investments
trading as Hunter Spring Water
37. TAFE NSW Sydney Institute
38. Transgrid (Lightweight bollard solution)
39. Transgrid (It happened to me safety video)
40. Veolia Transdev

SAFEWORK AWARDS REWARDS

Book now as places are filling fast.
To reserve your ticket, visit safeworkawards.com.au
and click the 'Buy tickets' link.

WHERE: The Grand Ballroom
The Westin
1 Martin Place, Sydney

WHEN: Thursday 25 October
7pm for canapés and 7:30pm for dinner

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

DRESS: Black tie



THE AWARDS GIVE YOU AN OPPORTUNITY TO WORK ON YOUR BUSINESS RATHER THAN IN YOUR BUSINESS

PRODUCTION AUTOMOTIVE
MELINDA LEYSHON
WINNER 2011

SAFETY ALERTS



WorkCover issued three new safety alerts earlier this year on the risks of transferring flammable liquids; understanding the dangers of operating mobile plant near energised overhead power lines; and the safe use of abattoir cooking machines.

MOBILE PLANT OPERATING NEAR OVERHEAD POWER LINES

WorkCover NSW and state electricity supply authorities continue to receive notifications of incidents where mobile plant have come into contact with energised overhead power lines. Since July 2011 there have been a total of 55 incidents reported where cranes, machinery and other mobile plant have come into contact with power lines.

Failure to identify the hazard of overhead power lines and a failure to implement a safe system of work, including the maintenance of safe approach distances from the energised power lines are among the most common reasons for incidents.

Contact with overhead power lines can result in electrocution, electric shock or burns. It can also cause fires and explosions that may halt mobile plant.

THE SAFETY ALERT REFERS TO A RANGE OF CONTROL MEASURES INCLUDING:

- identifying the height and voltage of high and low voltage power lines, including overhead service lines to buildings
- conducting a risk assessment of the proposed work
- consulting with the relevant electricity supply authority about the work and complying with any special conditions imposed by them

SWITCHLOADING WHEN TRANSFERRING FLAMMABLE LIQUIDS

This safety alert was originally published following a coronial finding that highlighted the dangers of switchloading and static electricity after an incident at Peak Hill in 2008.

When a flammable or combustible liquid is poured into a vehicle tank compartment that previously contained liquid with a lower flash point it is often referred to as 'switchloading'.

This situation commonly arises when a combustible liquid such as diesel is pumped into a tank that previously contained petrol. While the tank may have been emptied of its liquid contents, it is likely to still contain flammable vapours that could ignite.

RISK CONTROLS INCLUDE:

- ensuring all tanks, pipework, transfer systems (including decanting) and process plant associated with dangerous goods should be electrically bonded to each other and earthed or protected
- completely draining previously loaded liquid with the lower flashpoint
- 'gas free' the compartment where appropriate
- using anti-static additives in non-conductive liquids
- ensuring that hoses and assemblies can be used with petroleum products

The publication *The storage and handling of dangerous goods* (catalogue no. WC01354) provides PCBU's with practical advice on reducing risks associated with the discharge of static electricity.

RELEASE OF HOT LIQUID FROM ABATTOIR COOKING MACHINE

Hot liquid being suddenly released from an abattoir cooking machine can have devastating effects. WorkCover recently responded to an incident where a worker at a meat processing facility suffered serious burns after a mixture of hot water and offal product was suddenly expelled from a tripe cooking machine next to which he was working.

The worker was completing maintenance on a nearby plant when the pneumatic product chute on the tripe machine opened.

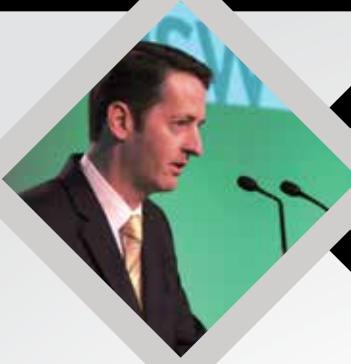
During normal operation, which is automated, liquid would first drain from the cooking machine prior to this opening, and the product would then discharge down the open chute to another machine. Following an investigation, it appears the drain had become blocked, causing a mixture of hot liquid and offal to spill over the product chute and onto the worker.

Although the worker followed procedures for isolating the plant he was working on, this did not include isolating nearby plant. Hazards resulting from the blockage of a drain were not considered when risk assessments and safe working procedures were developed and the product chute was not fully guarded.

TO HELP AVOID SUCH INCIDENTS IT IS IMPORTANT THAT:

- safe work methods and risk assessments for tripe cooking machines are revised if appropriate
- the product chute is adequately guarded to prevent an overflow of discharged contents
- the machine is cooled prior to opening and is isolated from near-by plant that may pose risks





FROM THE CONFERENCE ROOM TO THE PADDOCK



WorkCover has shown its commitment to farm safety, by helping NSW farmers take the safety message from the conference room back to the paddock.

For the fourth year running, WorkCover was principal sponsor of the NSW Farmers' Association Annual Conference.

Held at The Concourse at Chatswood from 18-19 July, the conference allowed WorkCover to work in partnership with farmers as part of the 'Focus on Industry' project.

'Focus on Industry' involves WorkCover assisting businesses and workers in targeted industries to make their workplaces more productive, healthy and safe.

The most recent phase of this project has seen WorkCover turn its attention to sheep and beef cattle farming. This industry has been identified by

WorkCover as one of the State's 10 highest risk industries.

Over the past five years, sheep, beef and grain farming have experienced the largest growth in employment of all of the agriculture industries in Australia, with more than 1500 injuries recorded from 2007 to 2010.

The most common injuries identified by WorkCover have involved mobile plant and vehicles including tractors, quad bikes and machinery.

Sprains and strains while handling animals have also been common causes of injuries, as well as injuries involving farmers being hit by, and falling from animals.

WorkCover industry experts were on hand to talk about these risks at the Farmers Conference, and to help farmers tackle the issues that they face every day on the land.

Parliamentary Secretary for Treasury and Finance, the Honourable Matthew Mason Cox, also helped launched the event.

Mr Cox congratulated attendees at the conference for their proactive approach in helping to stop workplace incidents before they happen.

WorkCover is now making it easier for farmers to apply for a rebate of \$500 through the Small business rebate, by expanding the eligibility for the rebate to those who participate in live webinars.



FOR MORE INFORMATION ON THE REBATE OR THE 'FOCUS ON INDUSTRY' PROJECT,
VISIT WORKCOVER.NSW.GOV.AU OR CALL 13 10 50.

HAVE YOU CONVERTED YOUR HIGH RISK WORK LICENCE?

Time is running out to convert and renew your high risk work licence before the 31 December 2012 deadline.

If you're one of the thousands of workers who hold an outdated high risk work licence, you must convert to the current five-year national high risk work photo licence before the end of 2012 or risk cancellation.

WorkCover-issued high risk work licences are required for those who perform specific plant and equipment operation activities.

To meet national standards, a number of older high risk work licences will require conversion and renewal. These include licences issued:

- **before 1996**
- **between 1996 and 2004 without an expiry date,**
- **with an expiry date but not renewed within twelve months of expiring.**

An easy way to tell if your licence is affected is to first check whether it includes a photo. Any licences without photographic identification will be void from 31 December 2012. If your licence has a photo, check its expiry. If it does not have an expiry date or it has expired, it will also be void from this date.

If you think you might be affected by these changes, contact WorkCover on **13 10 50** or email ls@workcover.nsw.gov.au and provide information on the card that you hold. You will be sent a renewal pack that can be lodged at any participating Australia Post Bank@Post outlet on or before 31 December 2012.

The application form, a passport-sized photo, proof of identity and a \$60 fee will be required to make the lodgement. You will then be issued with a new five-year photo licence that is recognised nationwide.

Visitors to the Safety Show (Sydney, 23 – 25 October) can discuss the conversion process with a member of WorkCover's licensing team, who will be on hand to answer any questions. Visit thesafetyshow.com.au for details.

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NO PHOTO
NO VALID EXPIRY
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CALL WORKCOVER ON **13 10 50**
WITH ANY QUESTIONS OR TO
RENEW YOUR HIGH RISK WORK
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31 DECEMBER NO PHOTO,
NO VALID EXPIRY, NO LICENCE.

RECOGNITION FOR A DRUG-FREE WORKPLACE

A commitment to employee and public safety has earned a small Hunter business the recognition of WorkCover and the business community for their hard line on drug and alcohol testing.

Each year the stars of the Hunter business community are recognised in the Hunter Business Chamber's Business Awards. The awards highlight local business achievements such as contributions to the community, environmental sustainability and customer service.

Thornton-based Hunter Springwater was presented with the Excellence in Safety Award for 2012, for their outstanding drug and alcohol policy. Aimed at smaller companies, the award encourages innovation in work health and safety.

Established over 14 years ago, Hunter Springwater provides water coolers, bulk bottles and package products to commercial and domestic customers throughout Newcastle, the Hunter Valley, Port Stephens and the Central Coast. With 16 staff members and 11 vehicles covering such a large area, that's a lot of time spent behind the wheel.

After staff expressed the need for a formal drug and alcohol policy, management involved workers in the process from start to finish. Staff suggested that testing be undertaken randomly on the premises, with emphasis placed on



drivers delivering to mine sites. New employees would also be required to pass tests within the first month of their probation period.

WorkCover Regional Manager Dave Sheerin praised Hunter Springwater's initiative, particularly their commitment to consultation with their workers. 'This was highlighted by the development, implementation and maintenance of a drug and alcohol policy which was embraced by workers within the business,' he said.

The Hunter Springwater work health and safety committee now consists of all staff, with the entire organisation taking ownership of safety for themselves and the community. Managers, drivers and administration staff alike are subject to testing, with one driver actually asking to be tested after a big weekend. He passed.



Ben Gumbleton
(Hunter Springwater)
and Laurence Richey
(WorkCover NSW)

For guidance on developing an alcohol and other drugs policy for your workplace, read WorkCover's publication *Alcohol and other drugs in the workplace* ([Catalogue No. WC01359](#)).

BIG AND SMALL BUSINESS' WORKING TOGETHER

Small businesses are teaming up with industry leaders to tackle workplace safety in the WorkCover NSW Mentor Program.

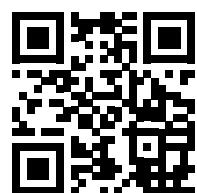
Whether you are a small business that wants to learn more about safety and injury management in the workplace, or a big business that is willing to share experience, knowledge and expertise, why not become a mentee or mentor in the 2012-13 Mentor Program?

This free program pairs small business with a large business in the same industry, creating new ways to tackle safety in the workplace. Together, they will participate in discussions and onsite visits, as well as a series of workshops and webinars covering a variety of safety topics.

GETTING INVOLVED HAS ITS BENEFITS:

- **local publicity for your business**
- **expert advice on managing work health safety and injured workers**
- **networking opportunities**
- **a coffee table book featuring your business in the program.**

Participating mentees may also be eligible for WorkCover's small business rebate of \$500. Visit WORKCOVER.NSW.GOV.AU for details.



It is an opportunity for small businesses to gain an insight into expertise and experience they may never have been exposed to

STEVE GAMBRILL, ERARING ENERGY

LEARNING FROM BIG BUSINESS

Southern Cross Painting, a small business from northern NSW recently submitted a tender to work on a construction site, without success. The reason? Their safety management system didn't include all of the client's requirements.

To improve their safety systems Southern Cross joined the WorkCover NSW Mentor Program, and was partnered with program veteran Allied Mills. 'Their safety management system was not descriptive enough,' said Maria Hooker, Allied Mills National OHS Manager.

Maria reviewed their safety management system, helped them identify the gaps and provided examples of what they should implement.

'We reviewed the documentation and Southern Cross rewrote the tender,' said Maria. 'The client was so impressed that they deemed it better than the systems a lot of the huge contractors had in place.'

Needless to say they got the contract and have successfully applied for other large contracts since.

For business, one advantage of demonstrating a solid health and safety record can be greater success when tendering for projects.

CASE STUDY

The program allows big business to assist small business in a whole range of areas, including improving safety systems and effectively applying them in the workplace. Sharing experiences can encourage consultation with workers and the development of real health, safety and return to work improvements. Mentees can not only see how it is done, but also observe the worthwhile results.

IF YOU'RE A LARGE OR SMALL BUSINESS THAT WANTS TO GET INVOLVED AND MAKE A REAL DIFFERENCE CALL 13 10 50. OR EMAIL MENTORPROGRAM@WORKCOVER.NSW.GOV.AU



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INCIDENTS & FATALITIES

WorkCover is urging businesses across New South Wales to be vigilant about workplace safety following a spate of serious incidents over the past three months, including nine deaths.

Two fatalities involving forklifts, the death of a grain farmer and two serious falls where both workers were critically injured were among a series of workplace incidents WorkCover is investigating.



MAY

- A worker died after he was struck by a cane while undertaking work in a metal fabrication business
- A 50-year-old man died after falling from a cherry picker while working a vessel in Newcastle Harbour
- A 48 year old male worker was injured at a Wollongong steel manufacturer when a hook on a crane injured the worker's hand
- A 17-year-old labourer received a severe laceration to his arm after he placed it in a grain auger trying to retrieve a knife he had dropped inside it.
- Two electricians suffered flash burns to their faces after an explosion occurred while they were working on a power board

JUNE

- A 40-year-old man died in a forklift incident at Flemington Markets
- A 69-year-old security guard died after an assault in a Sydney shopping centre
- A 22-year-old casual labourer died as he was directing a truck out of a service station in Berowra
- A 62-year-old farmer died on an Albury property after becoming entangled in a grain auger
- A 43-year-old mechanic received serious crush injuries to his left hand and arm

JULY

- A 56-year-old man received serious leg, chest and head injuries after he was run over by bulldozer when its throttle was left on during mechanical repairs and the machine was suddenly restarted
- A 26-year-old plumber fell eight meters through a skylight to a concrete floor while installing a skylight receiving critical injuries
- A 39-year-old forklift operator was killed when a load of steel beams being carried on his forklift fell on top of him

AUGUST

- A 28-year-old man died in a tree felling incident in a property near Belligen
- A 59-year-old plumber died after he received fatal crush injuries when he became trapped between two trucks while undertaking deliveries at Artarmon

**FREE GUIDANCE MATERIAL IS
AVAILABLE FROM THE WEBSITE
WWW.WORKCOVER.NSW.GOV.AU
OR CALL 13 10 50 TO FIND OUT
MORE ON WORKCOVER'S
ADVISORY SERVICES.**

PROSECUTIONS

In the past three months, WorkCover has successfully prosecuted a number of cases involving death or serious injury. Some of these have included:

FINED \$100,000

In May a **SYDNEY LABOUR HIRE BUSINESS** was fined \$100,000, while the director of another company that operated from the site was personally fined \$10,000, after a young worker was killed while using a forklift in April 2007.

The 21-year-old labourer contracted by the labour hire company was engaged to help pack pallets at a Sydney warehouse. He was driving a forklift around a corner of the site when it tipped over, pinning him underneath.

Although he had been given permission to use the forklift, it was not part of his general duties at work and he was not qualified to operate the machinery. A WorkCover investigation found that there was no mechanical defect with the forklift, and that the man's lack of forklift training contributed to the incident, as did a lack of supervision.

The labour-hire company was fined \$100,000 under the *Occupational Health & Safety Act 2000* for failing to ensure that labourers using forklifts at the site had the appropriate supervision, skills and training.

FRAUD CHARGES

Also in August **TWO INDIVIDUALS** were sentenced following charges relating to workers compensation fraud worth almost \$35,000.

A 55-year-old woman from Sydney was fined \$6,000 and ordered to repay almost \$14,000 after pleading guilty to claiming workers compensation payments while holding down two other jobs.

A 48-year-old man from the Central Coast was ordered to serve 200 hours of community service and repay more than \$19,000 after pleading guilty to claiming compensation payments whilst employed.

The Chief Industrial Magistrates Court in Sydney was told both workers had been provided with documents that clearly stated their obligations to notify the insurers of any other employment.

FINED \$80,000

In July a **CONCRETE MANUFACTURING BUSINESS** that provides premix concrete and materials to construction sites throughout NSW was fined \$80,000 and ordered to pay WorkCover's legal costs after a 29-year-old man almost died from inhaling toxic fumes.

The injured man was working under concrete premix storage silos at the employer's Tumut-based manufacturing plant when a high volume of cement powder was accidentally released.

The man was almost killed when he inhaled the cement powder, which has permanently reduced his lung capacity to 35 per cent. No mask or other breathing equipment was being used at the time. The man has had serious health complications since the incident, including a heart attack, and is still unable to return to work.

A WorkCover investigation found that an accidental release of cement was foreseeable and the risk should have been managed by ensuring personal protective equipment was worn by all staff on site. The company had also failed to provide appropriate supervision, skills, and training on what to do in the case of this type of emergency.

FINED \$110,000

In August a **RAINWATER TANK MANUFACTURER** was fined \$110,000 in July, and its director fined \$11,000 after a man received serious life-threatening burns in an incident in Dubbo. The manufacturer was also ordered to pay WorkCover's legal costs.

In 2008, a 42-year-old worker was told to clean and prepare a new steel tank, however WorkCover's investigation revealed that the man had no previous experience in doing so.

The man jumped inside the empty tank and mopped it down with acetone, a flammable cleaning product, in order to protect its interior. The worker removed his shoes and socks and, after wiping down the interior surface, started an electric buffer in order to ensure a smooth finish of the inside surface.

The electric buffer acted as an ignition source and ignited the acetone vapours, resulting in a flash explosion and fire that engulfed the man. A co-worker who had been standing nearby was blown backwards by the explosion before he was able to get up and hose down his colleague.

The 29-year-old man suffered third degree burns to most of his body.

AS PART OF
ITS ROLE,
WORKCOVER
PROSECUTES
BUSINESSES OR
INDIVIDUALS
WHO BREACH
WORK HEALTH
AND SAFETY
LAWS.



FOR MORE INFORMATION ON WORKCOVER'S SUCCESSFUL PROSECUTIONS GO TO WORKCOVER.NSW.GOV.AU

SUPPORTING INDIGENOUS COMMUNITIES DURING NAIDOC WEEK

WorkCover NSW has once again shown its support for Indigenous and Torres Strait Islander communities by taking part in the 2012 NAIDOC Week celebrations.

HELD FROM 7 – 14 JULY, THIS YEAR THE THEME WAS ‘SPIRIT OF THE TENT EMBASSY: 40 YEARS ON’.

The theme paid tribute to the individuals who became a powerful symbol of unity through the establishment of the Aboriginal Tent Embassy in 1942. The embassy became a great symbol of equality, while educating all Australians on the rights of Aboriginal and Torres Strait Islander people.

Part of the week's celebrations included the Central Coast Community Gathering and Health Expo, at Gosford Showground. WorkCover staff were on hand to provide advice and assistance on work health and safety, injury

management and return to work.

The day also featured traditional dance, cultural performances and a feast of traditional bush tucker.

WorkCover continued to support Indigenous and Torres Strait Islander communities by participating in the 2012 NSW Aboriginal Rugby League Knockout, held in Raymond Terrace from September 28 to October 1.

FOR MORE INFORMATION ON HOW WORKCOVER CAN ASSIST ABORIGINAL AND TORRES STRAIT COMMUNITIES IN YOUR AREA, CALL 13 10 50 OR VISIT WORKCOVER.NSW.GOV.AU

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Work safe and get home safe

WorkCover NSW is here to help you understand how the new Work Health and Safety laws can make your workplace safer. Because at the end of the day, it's about working safe so you get home safe.

For information visit workcover.nsw.gov.au or call 13 10 50



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HERE TO HELP.
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LISAROW 2252

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Office Hours:
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F: (02) 4226 9087

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THORNLEIGH 2120
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F: (02) 9980 6849

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F: (02) 4724 4999
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RICHMOND 2753

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Post: PO Box 905
ALBURY 2640

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F: (02) 6681 6100
Post: PO Box 903
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F: (02) 6584 1788
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F: (02) 6766 4972
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TAMWORTH 2340

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2486
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BANORA POINT 2486

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WorkCover



Big business and small business working together.

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WorkCover

Visit workcover.nsw.gov.au, call 13 10 50 or see inside for more information.