

Topic 1 Workplace health & safety



Accredited by Vocational Education and training Accreditation Board of NSW (VETAB)

Requirement of OHS Regulation 2001

Supported by OHS Consultation Code of practice

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March/April 2010
updated 19/3/2010

Topic 1 - 2 hours (120 minutes)

Aim of OHS Consultation training

- Achieve course objectives
- Emphasise the importance of consultation
- Discuss requirements for effective management of OHS

Outcomes of OHS Consultation training

- Participants are able to discuss the importance of effective management of health & safety
- Identify barriers to effective management and strategies for change
- Describe needs, responsibilities/activities of various parties

Topic 1 - Objectives

Provide participants with :

- Knowledge of requirements of effective consultation
- Skills to effectively communicate in their OHS representative or committee member role
- Knowledge of mechanisms and processes for systematically managing health & safety
- Skills to contribute to systematic management of health & safety
- Skills to undertake risk management activities

Action plan

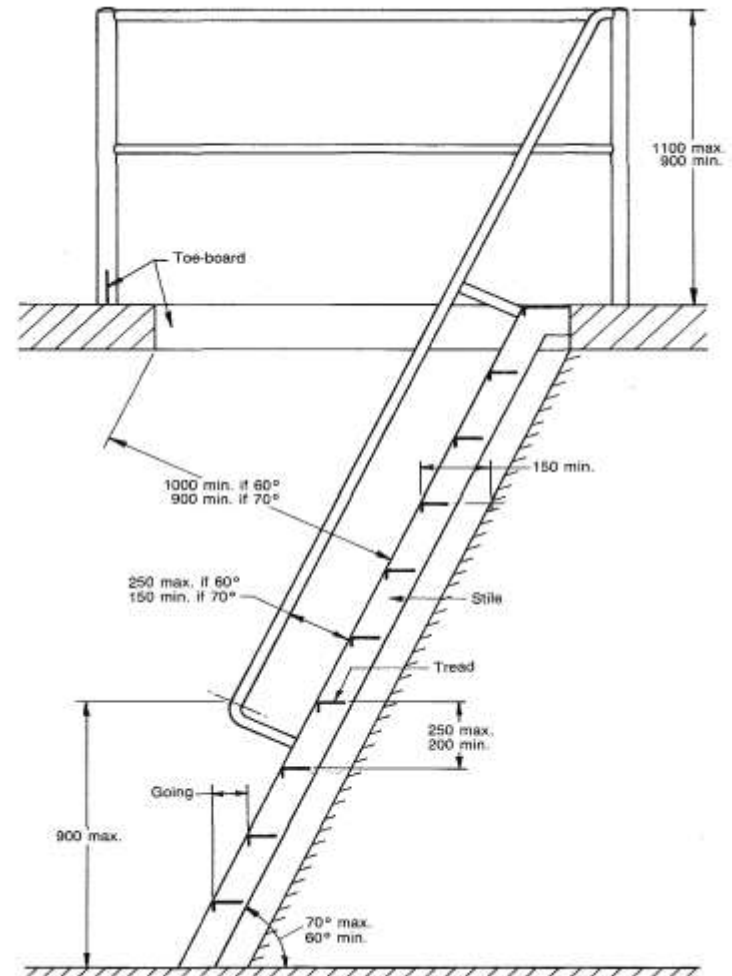
- . Open your activity/
exercise booklet
- This is your personal
action reminder.
- Write down good
ideas you think of or
ideas you can adapt
to your workplace.

Example- Action Plans

If new ideas are not used within 24 hours they are generally forgotten

ACTION

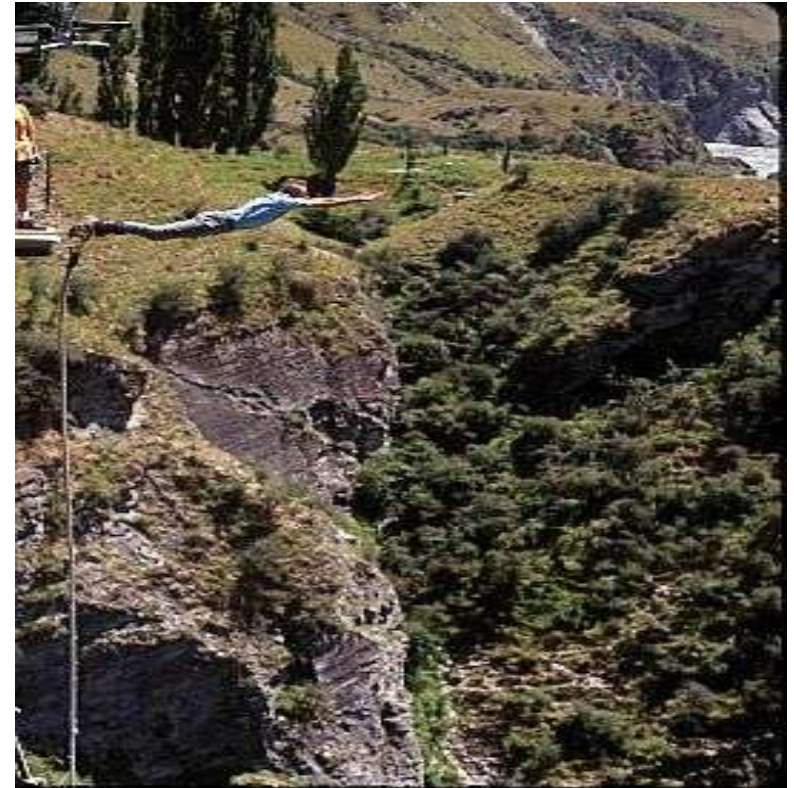
Discuss action plan handout



Sharing Experience

Discuss an example of a dangerous workplace/work activity

How has it affected you?



Unhealthy(“unsafe”)workplaces

Symptom

- High incident rates
- Unguarded machines
- Lack of organisation
- Lack of care /interest
- Poor housekeeping etc

Affect on people

- Pain and suffering
- Financial problems
- Low morale
- Absenteeism
- Low productivity

UNE Faculties

Arts & Science, The Professions

What do you think may be the main safety issues in each faculty ?

- People related (physical/mental)
- Equipment related
- Environment
- Systems & Organisation)



Psychological reaction to injury

Influenced by:

- the nature and duration of incapacity;
- how the injury was handled initially;
- the perceived 'care factor' of the employer;
- workmates and family reaction (cultural implications for both);
- fear of returning to work – has the cause of the incident been fixed?
- history in the job – bias with boss and other employees;
- hidden agendas by injured person (was unhappy in job before injury), family (wants a payout), or employer (may not want the employee to return to the job); and
- the development of post-traumatic stress disorder (PTSD).

Incident reporting

- S86-88 Act
- S341-334 Reg

Work Cover

- Non-disturbance

7 days absence, exposure to bodily fluids, damage impedes safe operation, uncontrolled explosion, fire, steam, gas, carcinogenic spills, serious injury

Other

Record all other incidents including first aid

QUESTION: DO YOU RECORD ALL INCIDENTS ?



Statistics

NSW Statistics 2005-2006

- **146 Fatalities** (75 at work /16 disease)
- **141,240 employment injuries**
- **44,013 major compensable injuries**
- **Direct cost \$2,206million**
- Work related injuries in Australia 2005-6 (August 2009)
- Source Safe work Australia



Work death unit - October 2004

- There is under reporting of workplace injury in Australia.
- In some states farm related statistics were not kept
- Death Unit was a world first
- Lead by State Coroner Graeme Johnson it was launched during Victoria's Worksafe week
- Includes farm incidents
- "widen the scope, improve the quality and co ordination of work related death investigations"

TRIM D04/7023



PHOTO COURTESY OF THE VICTORIAN WORKSAFE DEPARTMENT

Changing work methods

- “There is always enough time and money to do it correctly the first time.”
- “ My arm was very painful but I had to keep working because there was nobody else to do it.”



**WHAT ARE BARRIERS
TO CHANGE ?**

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Barriers to change

- Low level of management commitment
- Cost
- Knowledge
- Lack of training and supervision
- Lack of consultation with employees
- Lack of understanding of expectations and needs

Removing barriers

- Management commitment
- OHS is a core function
- Integrate OHS into management system
- Motivate management and workers
- Consultation
- Form a working party
- Identify desired safety behaviours
- Identify workers needs
- Identify worker and management expectations

Expectation Tool and Checklist

- Group exercise
- Oral feedback
- Read checklist
- Identify additional behaviours
- Assign responsibility
- Match checklist with needs and expectations
- Interlock with OHS responsibilities



Expectation Tool

(complete activity/exercise handout)

Management level	Expectations	Needs
CEO Owner /Director General Manager VC		
Department Operations Manager Head of School		
Team Leader Supervisor		
Staff		

Summary /Questions

- Why is effective management of health & safety important?
- What are some of the barriers to effective management and strategies for change?

