

National safety

PROTECTING YOUR MOST IMPORTANT ASSET: **PEOPLE**

READY FOR TAKE-OFF

Drone technology

INCIDENT MANAGEMENT

What you need to know

VEHICLE SAFETY

Managing the risks

**EYE OPENING
TRUTHS**
WORKPLACE
EYE INJURIES



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cover image: National Safety Council of Australia poster ca 1970, courtesy of NSCA Foundation.



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<http://nsc.org.au/membership/resources/national-safety-magazine/>

Sometimes talking about safety can invoke a sense of déjà vu. Haven't we heard this before? Are people still making the same mistakes? In most cases workplace incidents can be avoided, but why aren't they? In this issue we will explore some figures relating to eye injuries and driver safety, both still relatively common in terms of workplace incidents. Why are they still happening and what can we do to continue improving safety in these areas? You will also read about what you need to know about managing an incident from a legal perspective.

What we may not have heard so much about is related to the emergence of new technologies and societal trends. We look at the benefits of drone technology for safety applications, and also the challenges of an ageing population in the context of the workplace.

We heard about some of the aforementioned themes at SAFETYconnect, for which I thank everyone involved for their input. It was a pleasure to meet many of you there and it was pleasing to see such a high level of interest amongst our safety community. Also, a big congratulations to the National Safety Awards finalists. I don't speak on behalf of the independent judges, but it is obvious by the intensity of the judging day that many Australian workplaces emphasise worker safety.

For our members, please continue to utilise our growing resources and contact the membership team if you have any questions. Thanks for your ongoing support.



Safe regards,

Jamie Burrage
General Manager NSCA Foundation



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National Safety is produced for the NSCA Foundation by Westwick-Farrow Media.



Westwick-Farrow Media
A.B.N. 22 152 305 336

www.wfmedia.com.au

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If you have any queries regarding our privacy policy please email privacy@wfmedia.com.au

Subscriptions:
For unregistered readers - price on application

ISSN 1445-9922
PP 100022897

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Printed and bound by SOS Print+Media Group

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TRENDING



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Research project provides more support to injured workers

A method for identifying and supporting injured workers is being developed by WorkCover Queensland and Monash University.

The joint project will design and test an approach to assist injured workers who are at risk of poor return-to-work outcomes or may be pursuing common law against their employer.

It will also investigate the barriers and enablers of return to work, the factors influencing an injured worker's reasons for suing their employer, and innovative claim management strategies to mitigate these risks.

Monash will collaborate with WorkCover's staff and external stakeholders, including medical and allied health providers, during the nine-month project to develop and trial the approach.

The university has assembled an experienced group of work and health researchers headed by Professor Alex Collie, an internationally recognised researcher in occupational health and workplace rehabilitation, as well as senior researcher Dr Ross Iles.

"Workplace injury has huge impact on workers, families and the health system," said Collie.

"Our group brings capability in occupational and public health to this collaborative project, and we look forward to creating and testing practical solutions that we expect to reduce this community burden."

WorkCover Chief Executive Officer Bruce Watson said the Monash University partnership creates a strong fusion between industry and research that will realise significant insights and benefits for WorkCover and its customers.

"There are many hidden factors which can influence an injured worker's prolonged time off work and ultimately their decision to pursue a common law claim against their employer," Watson said.

"WorkCover is committed to understanding these factors and supporting workers and employers early in the 'no fault' statutory claim process to ensure an improved experience with better long-term outcomes for our customers.

"By making a positive difference early, we can deliver excellent return-to-work outcomes for workers at the lowest cost to Queensland employers."

Learnings from the research project will be shared with WorkCover's customers, stakeholders and other workers compensation schemes to continually improve how workers and employers are supported after their injury.

Lack of routine maintenance proves deadly for recycler

A waste recycling business which failed to do routine maintenance on an excavator and cost a worker his life has been fined \$200,000 in the Richlands Magistrates Court.

Powerline incident — company fined

A house-demolition excavator collided with live overhead powerlines in an incident on Phillip Island, Victoria. The demolition company has now been charged \$25,000 by the court for failing to follow safe procedures, which could have put lives at risk.

Severed hand leads to fine and conviction for recycler

A Victorian recycling worker has lost his hand in a workplace incident, which has led to a \$150,000 fine and conviction for the company.

Company convicted for exposing workers to asbestos

Failure to handle and safely dispose of asbestos has led to the \$100,000 fine and conviction of a Brisbane roofing company.

Automated vehicle safety assurance system under development

Australian governments, vehicle manufacturers, transport technology providers and other interested parties have been asked to contribute to the development of a national safety assurance regime for automated vehicles.

The National Transport Commission (NTC) has released the discussion paper 'Regulatory options to assure automated vehicle safety in Australia', which examines the balance between government oversight and industry self-regulation for automated vehicle safety. The paper identifies four regulatory options for a safety assurance system for automated vehicle technology.

The NTC is seeking feedback on four regulatory options, including continuing the current approach, self-certification, pre-market approval and accreditation.

The chief executive of the NTC, Paul Retter, said Australia's transport ministers asked the NTC to look at what level of regulation is needed to ensure automated driving technologies are safe now and into the future.

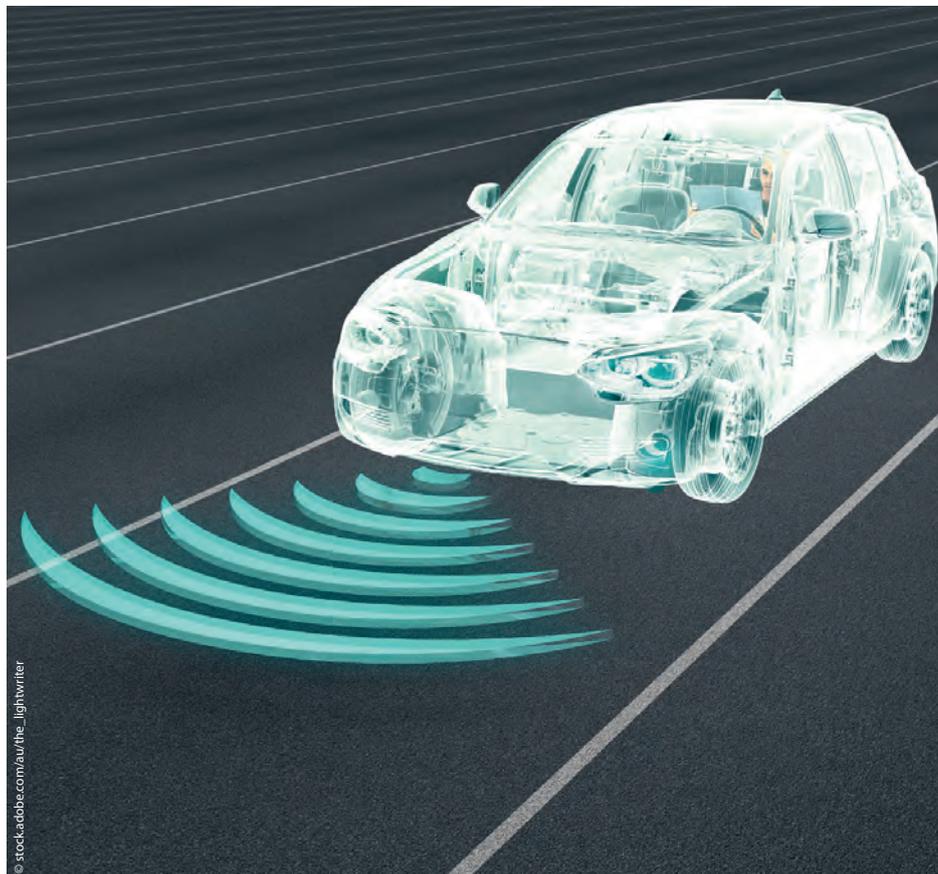
"Australian governments are starting to remove legislative barriers to more automated road vehicles. Without a safety assurance system, these vehicles could potentially be deployed with no government oversight or regulatory intervention," Retter said.

"These technologies are highly innovative, technically advanced and varied, and we don't yet know if they will be safe. We need a mechanism that supports innovation without unnecessary red tape, but also assures the Australian public that automated vehicles are safe.

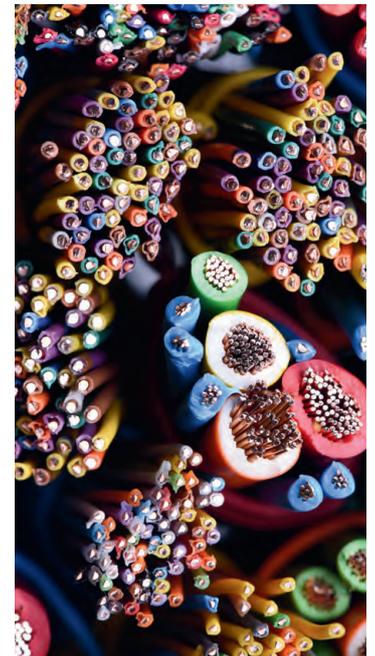
"This is a significant reform in road transport. Over time we will see the risks associated with the driving task shift away from the human driver towards the automated driving system and our regulatory system must be able to accommodate this shift," Retter said.

Following consultation on this paper, the NTC will present a preferred regulatory option to transport ministers in November 2017.

For more information, visit www.ntc.gov.au/roads/technology/automated-vehicles-in-australia/.



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New wiring safety rules to be introduced

A new edition of Australian Standard AS/NZS3000 Wiring Rules is due for release in October 2017.

Changes to the standard include:

- new requirements for safety switches;
- increased mechanical protection for cables installed within a ceiling space;
- additional requirements for electrical appliances, accessories and electrical equipment;
- enhanced safety requirements for electrical equipment;
- installed in locations exposed to water.

There are also five new appendices:

1. Continuity of supply for active assisted living.
2. Electrical conduits.
3. Installation of arc fault detection devices.
4. Guidance for the installation and location of electrical vehicle charging stations.
5. DC circuit protection and switching devices.

Details courtesy of www.worksafe.qld.gov.au.

TRENDING



Fire reforms to create safer buildings

Extensive fire safety reforms have been developed by the NSW government, following the Grenfell Tower disaster in London.

The government's 10-point plan is designed to keep people safe in their homes, while new legislation will prohibit the sale and use of unsafe building products.

Every part of the supply and distribution chain will be responsible for making sure these products are only used for their intended purpose.

Where a dangerous product has been used, the legislation will allow for rectification orders as well as prosecution for people caught supplying, selling or using them.

The 10-point plan includes:

1. A comprehensive building product safety scheme that would prevent the use of dangerous products on buildings.
2. Identifying buildings that might have aluminium or other cladding.
3. Writing to the building/strata managers or owners of those buildings to encourage them to inspect the cladding and installation of cladding, if it exists.
4. NSW Fire and Rescue visiting all buildings on the list, as part of a fire safety education program. This will allow them to gather information they need to prepare for a potential fire at that building, and provide additional information to building owners.
5. Creating a new fire safety declaration that will require high-rise residential buildings to inform state and local governments, as well as NSW Fire and Rescue, if their building has cladding on it.
6. Expediting reforms to toughen up the regulation of building certifiers.
7. Reforms to create an industry-based accreditation, which will ensure only skilled and experienced people are able to undertake fire safety inspections.
8. Establishing a whole of government taskforce that will coordinate and roll out the reforms.
9. Instructing all government departments to audit their buildings and determine if they have aluminium cladding, with an initial focus on social housing.
10. Writing to local councils to follow up on correspondence they received from the state government, after Melbourne's Lacrosse Tower fire in 2016.

Many of these elements are already underway, including the establishment of the taskforce.

ISO 45001 update

The ballot on the second Draft International Standard (DIS2) of 'ISO 45001 Occupational Health and Safety management systems — Requirements with guidance for use' closed on 13 July. Australia submitted a positive vote and the overall results of the ballot indicated that 57 votes of approval, 7 votes of disapproval and 8 abstentions had been submitted; consequently the DIS2 has been approved and can now move forward to the next stage.

Approximately 1600 comments were received, which will now be reviewed by ISO's Project Committee 283 (ISO/PC283) at a meeting in Malaysia in September. Three Australian experts will be attending this committee meeting to receive and resolve the DIS2 comments.

"Following that review, the committee will know if it is able to avoid going through a further ballot (for the Final Draft International Standard, or FDIS) stage and move directly to publication of the standard (potentially by the end of 2017), or whether the FDIS stage will be necessary (which could delay publication until early 2018)," said Charles Corrie, Secretary to ISO/PC 283, the committee for ISO 45001.

"Under ISO current rules, if any 'technical' changes (eg, the addition or deletion of a requirement) are accepted by the committee, then an FDIS will be required.

"There is also a risk that the committee may not be able to complete the processing of all the comments at the meeting in September and would need a further meeting to do so. This could delay publication by a further 2 to 3 months (assuming that the FDIS is approved)."

The voluntary Australian Standard 'AS/NZS 4801:2001, Occupational health and safety management systems — Specification with guidance for use' has not changed and remains a current publication.

Once the ISO 45001 has been published, Australian stakeholders will be able to submit a proposal for Australia to officially adopt it as an Australian Standard.



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¹Flinders University, 2006

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TRENDING



WA to update workplace safety laws

A new Work Health and Safety Bill will be developed for Western Australia, improving consistency with the rest of the country.

Based on the national Work Health and Safety Act, the Bill will provide the primary legislation for workplace safety and health across all Western Australian industries.

Petroleum and major hazard facility industries will continue to operate under a safety case approach.

“Occupational, health and safety legislation in WA is 30 years old and is out of date,” said Mines and Petroleum and Commerce and Industrial Minister Bill Johnston.

“This is why we’re taking action — the new Bill is an important step in updating and improving the regulation of workplace health and safety.”

The Bill will be supported by a number of industry-specific regulations to suit WA’s unique conditions, enabling the resources sector to continue to use a risk-based approach.

The government’s contemporary, single Act approach has been adopted following collaboration between the former departments of Commerce and Mines and Petroleum (now the Department of Mines, Industry Regulation and Safety).

Consistent with the government’s commitment to reduce red tape, the Bill will replace three Acts: the Occupational Safety and Health Act 1984, the Mines Safety and Inspection Act 1994, and the Petroleum and Geothermal Energy Safety Levies Act 2011.

The development of the Bill will involve extensive consultation with stakeholders and the community, prior to expected introduction to State Parliament in mid-2019.

Queensland a step closer to an industrial manslaughter offence

Matthew Smith, Partner and Mason Fettel, Lawyer, Sparke Helmore Lawyers

The Queensland Government has introduced the Work Health and Safety and Other Legislation Amendment Bill 2017 to parliament, signalling a significantly greater focus on safety regulation in Queensland. Most notably, the Bill introduces the criminal offence of “industrial manslaughter”, which will commence from 1 July 2018 if the legislation is passed.

The Bill comes off the back of a report entitled A Best Review of Workplace Health and Safety Queensland, which was published by Tim Lyons last month at the Cabinet’s request, following a string of tragic incidents in Queensland during 2016.

Under the Bill, a person conducting a business or undertaking (PCBU) or a senior officer will commit the offence if:

- a worker dies, or is injured and later dies, in the course of carrying out work for the business or undertaking,
- their conduct substantially contributed to the death of the worker, and
- the person is negligent about causing the death of the worker by their conduct.

The maximum penalty for an individual under the offence is 20 years’ imprisonment or \$10 million for a body corporate. Importantly, the offence targets senior officers rather than workers more generally.

The offence will be created under the *Workplace Health and Safety Act 2011* (WHS Act), the *Electrical Safety Act 2002* (ES Act) and *Safety in Recreational Water Activities Act 2011*.

It is unclear to what extent an “injury later resulting in death” will be encompassed under the new offence. Arguably, where workers are negligently exposed to elements in the workplace that are likely to cause an injury and which substantially contribute to their death, PCBUs and senior officers may be trialled under this offence (for instance, where there has been negligent exposure to carcinogens in the workplace).

Among other key changes, an undertaking cannot be accepted for contraventions of industrial manslaughter, category one offences and category two offences where the person’s failure to comply with a health and safety duty results in the death of an individual under the WHS and ES Acts.

Upon proclamation, the Bill will also introduce a WHS Prosecutor who may conduct and defend proceedings and advise the Regulator on matters relating to the WHS Act.



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You'll be a highly compassionate and collaborative person with an allied health background. The role will see you multitasking in a very busy environment, whilst also taking the time to work with employees to bring them back to work. Appropriate RTW qualifications are needed as well as extensive experience in the field.

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WHAT YOU NEED TO KNOW ABOUT MANAGING AN INCIDENT



INCIDENT MANAGEMENT

Effective incident management starts before an incident in the workplace occurs. Preventing an incident begins with good risk management, by identifying what can injure people in a workplace, implementing safe work practices and equipping people with the information and resources they need to eliminate or control risks.

Managing incidents is not always easy or straightforward as every incident is different. However, there are some actions you can take that will assist you with responding to an incident promptly and effectively, by understanding your legal obligations, having an incident procedure and investigative model in place, and seeking legal advice when necessary.

PLANNING AND PROCEDURE

The immediate hours following an incident are critical and will rely heavily on a sound incident response procedure. Workplaces that do not currently have such a procedure in place should consider implementing one that addresses:

- exactly what needs to happen following an incident — this should align to legislative requirements to render immediate medical assistance and not disturb the scene of an incident in certain circumstances;
- internal and external notification requirements (ie, who to notify, when this must be done and by whom);
- when to call emergency services and who is responsible for doing so;
- who will arrange counselling (if required);
- who will liaise with regulators;
- when is an investigation required; and
- who will investigate the matter.

Any procedure your company implements must be communicated to, and easily located by, all workers. It must also be supported by education and training for workers so they understand the process and can implement it in critical situations. Personnel should also have access to assistance and advice as early as possible from when the procedure is introduced.

INVESTIGATIONS

When an incident has occurred, subsequent events can happen in quick succession and it's easy to lose track of what's happening. Now is the time to get organised, appoint a single contact person for the regulator and keep track of what the regulator requests.

It is also vital to have an investigative model in place to take a structured approach to investigations and to streamline the process. There are a number of models that can be used, and some organisations have devised their own to tailor it to their business. In establishing a model, there are some key





Partner Carlie Holt



Senior Associate Emma Gruschka

elements that should be considered, to undertake an effective investigation:

- **Have a plan** — Investigations should be systematic and thorough. To achieve this, establish a plan that deals with the investigation scope, documents that need to be gathered, data to be reviewed and witnesses to be interviewed. Make a list and communicate it to the relevant people on the investigation team, including what their specific role will be. Anyone who is not on the team should not be undertaking their own investigation as it could cause confusion and affect the outcome of the main investigation.
- **Enlist an experienced investigator** — Some organisations have skilled and experienced investigators already on their staff, while others do not. Organisations should identify the skills gap and when a notifiable incident occurs, make sure they have an appropriately qualified and experienced investigator on hand to undertake the investigation.
- **Timeliness is important** — The quality and reliability of witness recollection can deteriorate over time, so it is important to speak with witnesses as soon as possible after the event. This, of course, needs to be balanced with the health and welfare of witnesses, and whether they are fit to participate in an investigation. Some incidents are complex and take time to investigate. The important thing is to avoid unnecessary delay and where possible, set a timeframe that can be adhered to.
- **Stick to the facts** — Getting the facts right is key to an investigation. This means gathering the facts (in particular, what, when and where) while avoiding or separating speculation and opinion.

Talk to witnesses and ask them what they saw, heard and did. Gather and examine documents as well as recordings, data and any other resource that may have recorded the incident or events relevant to the incident.

- **Know what you don't know** — Sometimes an investigation won't give you all the answers and you will need advice or insight from an expert to properly understand the incident and causal factors. How and when to engage an expert should be carefully considered and may benefit from legal advice — ask for a CV and fee estimates from experts before formally engaging them.
- **Have a photo register** — If you take photos, keep a register of the exact date and time they are taken. If the photos are required days, months or years later, you'll be glad you did!
- **Keep a copy of documents** — If you provide documents to the regulator, either voluntarily or in response to notices, it's important to check the

compliance date and keep a copy of everything you produce.

CLARIFYING PRIVILEGED INFORMATION

Many people mistakenly believe that, upon speaking to a lawyer, every document in their possession becomes subject to legal professional privilege. Items and documentation in existence before an incident occurs will generally **not** be subject to legal professional privilege and will therefore have to be produced to a regulator if requested.

As an example, if you sought an expert report about an item of plant six months before an incident without the involvement of a lawyer, the report will not be subject to privilege. The same applies for any safe work method statement, risk assessment, closed-circuit television footage or anything else that was created before a lawyer was contacted for the dominant purpose of obtaining legal advice.

CONTINUOUS IMPROVEMENT

Incidents often expose areas for improvement and they should not be ignored. Indeed, one of the objectives of the model *Work Health and Safety Act 2011* (Cth) is to "provide a framework for continuous improvement and progressively higher standard of work health and safety".

Part of effective incident response is learning what happened and why, then taking measures to ensure there isn't a recurrence. For officers, this means receiving all the information about the incident, so they know what happened and can take steps to ensure the same incident doesn't happen again.

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“The immediate hours following an incident are critical and will rely heavily on a sound incident response procedure.”



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The use of drone technology is on the increase, with companies across a range of industries electing to utilise unmanned aerial vehicles (UAVs) or remotely piloted aircraft systems (RPASs) to carry out expensive or high-risk inspection programs.

Forget pizza delivery and real estate photography, drones are fast becoming the workhorse of the industrial sector, facilitating safer equipment inspections and lessening the need for human involvement.

Recognising the broad potential, last year the Queensland Government pledged \$1 million in drone technology research funding. The scheme involves development and testing of RPASs for use in industries such as LNG, agriculture, mining, energy, telecommunications, search and rescue, and environmental management.

A WELL-OILED SCHEME

The program united partners including Insitu Pacific, Shell, Telstra and local small to medium-sized businesses that provide industry and technical know-how.

Insitu Pacific is a subsidiary of aviation giant Boeing and manages hardware for the inspection program on Shell-owned Queensland Gas Company (QGC) operations in the Surat Basin. Comprising 4000 individual coal seam gas well sites across tens of thousands of kilometres, the development also incorporates an extensive pipeline network for gas collection and



Images courtesy of Sydney Water



We've come to think of drones as 'eyes in the sky', but the same technology is also being implemented in underwater applications.



streaming. The network requires periodic inspection to ensure that all is operating as necessary, a function traditionally carried out by ground service personnel.

Traditional methods had inherent safety issues including driving long distances and a prevalence for lone-worker scenarios. Even when using helicopters and other aircraft, pilots are required to clock a high number of flying hours and the costs associated with using manned aircraft quickly escalate.

In addition to safety issues, staff need to gain access to private land to carry out asset assessments, further slowing the process.

There is often no maintenance needed, but the pre-emptive inspection process must continue regardless.

QGC expects to save millions of dollars using RPASs. Insitu Pacific operates the fleet, which comprises ScanEagle fixed wing UAVs that gather data from altitudes of between 450 and 900 metres. The 18 kg vehicles feature a 3 m wingspan and can comfortably inspect 70 gas well heads per day — a far cry from the five to seven previously attended by ground staff. The productivity gains are significant and engineers are now only required to travel

in the event of an identified maintenance or repair issue.

There was substantial work done to gain the aviation approvals required to permanently operate, including safe integration with other airspace users and mitigation of risk associated with community privacy. The use of UAVs in Australia is overseen by the Civil Aviation Safety Authority (CASA), which regulates and licenses operation of the technology in both commercial and non-commercial applications.

Insitu Pacific and QGA worked closely together to ensure approvals were received

drone technology



on what is being touted as the largest commercial application of beyond visual line of sight (BVLOS) inspection operations. The 2500 km² approved zone is the biggest piece of Australian airspace sanctioned for UAV use by CASA, with discussions underway to increase that area at the end of a 12-month trial period.

BEYOND THE HORIZON

Telstra's role in the Surat Basin trials was to provide technology and infrastructure support, but the company has been signalling its intent to move into drone technology utilisation for the last couple of years. According to reports, Telstra is currently working with CASA to secure exemptions

from line-of-sight restrictions, which will enable drones equipped with sensors and connected to the mobile network to be 'seen' and safely operated beyond a pilot's vision.

With over 8500 mobile network sites across 2.4 million square kilometres, it's no surprise the telco is keen to exploit UAV technology, lessening the need for access equipment and specialist staff to carry out base station inspections, particularly in the event of catastrophic weather events when safety can be compromised.

We've come to think of drones as 'eyes in the sky', but the same technology is also being implemented in underwater applications. Sydney Water is using aquatic drones to check open stormwater channels — meaning less risk for maintenance personnel — and plans to expand into inspection of closed reservoirs and stormwater channels, as well as pipe systems (see case study box below for further details).

There are other — perhaps less intuitive — ways to improve safety through drone technology. The 'Future of work health and

safety' virtual seminar, published by SafeWork Australia in 2016, suggests that UAVs are being used by the construction industry internationally to monitor behaviour on worksites in an effort to decrease safety violations and we may see this implemented here.

UNDERSTAND THE OBLIGATIONS

Regardless of application, any employer of drone technology in Australia must understand and comply with CASA regulations. Additionally, remotely piloted aircraft are subject to conditions under the *Damage by Aircraft Act 1999*. According to John O'Brien, director of Kobe Insurance, commercial drone operators and owners are bound by strict liability under the Act and should take out suitable insurance to both protect the original investment and to ensure coverage in the event of an incident. He recommends companies join the Australian Association for Unmanned Systems (AAUS) and obtain the required Remote Operators Certificate (ReOC) from CASA, in addition to ensuring individual pilots are licensed.

CASE STUDY: SYDNEY WATER USING DRONE TECHNOLOGY TO MAXIMISE SAFETY

Sydney Water has over 46,000 km of pipes across its network in Greater Sydney to deliver water and wastewater services to its almost 5 million customers.

It is using drone technology to achieve superior safety and general outcomes for its business and for its customers.

Sydney Water has been trialling unmanned aerial vehicles (UAVs) and unmanned underwater vehicles (UUVs) for a number of applications, ranging from asset inspection and data acquisition to construction monitoring and using the images created to support stakeholder and customer consultation.

Sydney Water Lead Planner Dan Cunningham said, "This emergent technology is already proving valuable in reducing risk to our workers, improving communication between our project stakeholders and explaining the context of our work to customers.

"We're reducing the need for our people to enter waterways where drowning, falls and contamination are a risk, by using drones to do this work for us. The time taken and therefore costs are being driven down by utilising the latest technology.

"Traditional methods of inspecting open stormwater channels involves personnel entering these assets to photograph, measure and assess their status. Entering these assets poses a risk to staff, is very time consuming and requires significant prior planning and cost to mitigate risks.

"We have been using both aerial and aquatic drones for inspections of our open stormwater channels.

"The biggest advantage of using drones in this application is that they allow for the inspection of large areas of the canals in a short period of time, at a reduced cost, with a very high quality output.

"Most significantly, the use of drones improves safety for personnel as they are not accessing live waterways, climbing, using boats or entering the water in diving gear.

"Drone inspections are also possible after severe weather events when personal inspection, due to safety reasons, is not feasible," said Cunningham.

Sydney Water has also been utilising drones to assist in creating detailed plans for the upgrading of its Hornsby Heights Wastewater Treatment Plant in the North of Sydney.

3D laser (LIDAR) scans of the treatment plant were supplemented with aerial photogrammetry obtained using a drone. The aerial

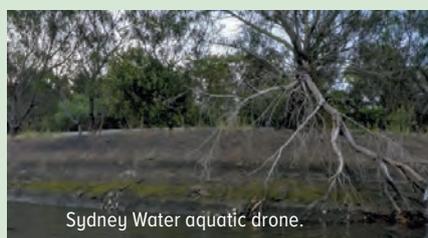
scan added contextual detail to the highly accurate terrestrial laser scan and covered the entire site area quickly and accurately, minimising general risks to staff and eliminating the need for staff to work at heights.

Cunningham added, "Drone technology has the potential to have a place in our regular asset inspection regime and to be expanded for defect identification and waterway health assessment.

"While aquatic inspections using drone technology have been confined to date to open stormwater channels, future inspections are planned for closed reservoirs, pipes and closed stormwater canals."



Sydney Water aerial drone trial.



Sydney Water aquatic drone.

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IN CONVERSATION:



PROMOTING MENTAL HEALTH IN THE WORKPLACE

Given that approximately 20% of Australian workers will experience some kind of mental health issue throughout the duration of their career, supporting mental health in the workplace should be a key consideration for all leaders.

In an effort to promote a mentally healthy place of employment, EML and The Shannon Company have developed a humorous six-part video series as a resource for businesses, starring comedian Dave O’Neil and organisational psychologist Dr Peter Cotton.

The videos are based on fictional organisation ‘Inappropriate Corporation’ and follow the progress made by manager O’Neil as he and Dr Cotton attempt to navigate a range of mental health issues experienced by staff at the company.

We sat down with Anna Feringa, Principal Consultant at EML, to find out more about this project.

Where did the idea for these videos initially come from?

EML have seen an increase in psychological injury claims over time, so we looked at where the problems started and the simple things that could have been done by workplaces to avoid these injury claims being made in the first place.

In order to create the six episodes in our video series, EML drew on WorkCover data for injury claims — in particular, looking at what were the most common types of claims made by workers. This informed our decision to focus on the six areas in the videos — incivility, mental health stigma, work overload, early warning signs, change management and bullying.

When people are subject to critical incidents at work, this is something that is difficult to control. However, workplace behaviour is something that can be nurtured to avoid psychological injury and we wanted the videos to send this message.

How effective has the use of humour been in delivering your message?

The subject of mental health can be a dark and fearful area — people are often hesitant to address it. EML have not used humour in these videos to mock or trivialise mental health. Rather, we’ve found that people respond well to humour and we want these videos to act as a conversation starter.

Dave O’Neil is fantastic at taking a light-hearted approach to what is a very serious topic, and we also thought it was important to have an expert psychologist as part of the project. Dr Peter Cotton is very prominent in the field of workplace mental health, so it was great to have him on board as well. The majority of those who appear in the videos

are actually actors, but we used around 10 EML staff as extras during filming.

What sort of response have you received so far?

We were very careful with how we introduced these videos to the community, because we had taken such a bold approach in using humour to explore mental health. I was expecting a moderate level of disdain, as some people may feel uncomfortable with looking at mental health through a humorous lens. But the feedback continues to be fantastic — we had a series of launches across Victoria with influential figures in attendance. It was great to see how well the project was received by the community.

These videos are our gift to the community, and as a business resource they are available Australia-wide. You don’t need to be an EML client or customer in order to access this series. The videos also come with an employer checklist to help employers start looking at mental health in their workplace and begin applying the practical tips from the videos to continue to build more robust mental health practices in their own workplace.

What is the most important thing a leader can do to support the mental health of their workers?

The most important thing that a manager can do is to talk about mental health and, when they see something that is out of the ordinary, to address it as quickly as they can. The majority of workplaces tend to be more comfortable with managing physical injury and risks, and how these can be minimised or avoided. But mental health in the workplace needs to be normalised and, for this to happen, leaders need to talk to their people as often as they can. It should be a common topic of discussion in the workplace and most importantly needs to be embraced by senior management.

There are so many pieces of advice I could give to employers, but the best thing I can say is that they should just go back to the basics. Dave O’Neil shows this clearly in the videos — as a manager, he is concerned about not being a mental health expert, but he doesn’t need to be. He just needs to keep it simple and ensure he has an open, ongoing dialogue with his staff to help promote a mentally healthy workplace.

To access the videos, visit www.inappropriatecorp.com.au.



Anna Feringa, Principal Consultant at EML.

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FOSTERING THE RIGHT CULTURE AT NEWS

Dylan Smith, Senior Health, Safety and Security Advisor, News Corp Australia

News Corp Australia is building initiatives to break down barriers preventing staff from proactively managing issues impacting their mental health. Achieving this has required stronger relationships between health and safety professionals and News Corp's vast workforce, to better understand the issues that impact on mental health.

Valuable information has been gleaned from getting out on the road with journalists and photographers to see, first-hand, what they experience every day, and through open and honest conversations with senior editorial staff on the subject of mental health.

Jeff Darmanin, Head of Vision and Picture Editor at *The Sunday Telegraph*, believes "it's the harder to detect issues that leaders need to be particularly diligent with, as they can fly under the radar and are often harder to manage, the longer they are left untouched".



Setting up peer supporters and mental health champions has proven an effective

means of breaking down barriers. These highly respected colleagues have been able to foster more open conversations on mental health and encourage others to take action when they feel they are doing it tough. This is leading to more conversations between staff and their leaders, and as a result the harder to detect issues are more often being identified.

News Corp also recognises that the success of these initiatives requires continual review and tinkering. Recent surveys have highlighted different perceptions on what value the program brings to the business and a desire from participants to be more involved.

While flexibility in mental health initiatives can be healthy, it is important that goals and targets are clearly understood, and that participants are frequently engaged, so that programs can continue growing and developing in the right direction.

News Corp Australia

AGEING WORKFORCE SAFETY AT IRT GROUP

INTERVIEW WITH CAMPBELL MCGLYNN, HEAD OF PEOPLE AND CULTURE, IRT GROUP

"The wellbeing of our people is essential. We want to be safe and feeling good whilst we're at work, and in our daily life outside of work as well.

We're in our first year of a three-year culture change journey, and we're using Move 4 Life as a key program to instill those critical behaviours of accountability and empowerment.

Move 4 Life, out of all the different organisations we looked at, appeared to be the type of people, and the type of program, that was most consistent with putting our people in charge of themselves at work, in terms of keeping safe.

So, rather than going out and preaching to our people about the importance of showing up and taking accountability, and for leaders to create empowering work environments, we're using this slightly unorthodox safety program as a way to get that behavioural change

working, because at the heart of Move 4 Life it is a behavioural change program.

It's not just a bunch of transactional skills. It really is about taking accountability for oneself in terms of the way we move. So, it's critical to our culture program.

We have an ageing workforce, so we were looking for something from a program perspective that was going to really help our people come to terms with their ageing, but to focus on their bodies, so that their bodies don't fail them into the future.

I don't think it needs to be the case that just because people are getting older, they need to live with pain. And as a company, we don't feel that should be the case either.

We want to be the preferred employer in the Aged Care Sector — the number one employer.

Move 4 Life is central to that; it's a key component, and the major strategic



investment on the health and safety front. So, I'm pleased that we're the early adopters in our sector."



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THE STATE OF SAFETY LEADERSHIP

Only 24% of leaders demonstrate strong safety leadership behaviours, according to a recent study of employee and self-report ratings.

For organisations whose leaders fall into the remaining 76%, poor or average safety leadership performance could be detrimental to safety outcomes, resulting in: misalignment of safety vision and expectations around safety-related decisions; reduced discretionary effort and compliance; reduced willingness to report incidents and hazards; and increased incident frequency and severity.

The study, which was conducted by safety culture expert Sentis, highlighted the key strengths and areas of opportunity for

safety leaders. It analysed 8212 employees' upwards perceptions of safety leadership, as well as 535 leaders' self-perceptions of safety leadership ability, and has uncovered trends spanning industry and demographics. While the research suggests there are some areas we are doing well, there is certainly room for improvement when it comes to leading for safety excellence.

WHAT MAKES A STRONG SAFETY LEADER?

When it comes to driving a positive safety culture and safety performance excellence,

it is hard to deny that strong, effective leadership is crucial. Leadership impacts every facet of an organisation's safety culture, including attitudes and behaviours of team members, how team members interact with procedures and safety rules, and the physical work environment. Leaders set the tone of the culture and influence where teams focus their time and energy.

Effective safety leadership not only results in increased discretionary effort, but also improved employee productivity, quality and engagement. Helping leaders understand their safety leadership capability enables them to capitalise on their strengths and develop their areas of opportunity.

8 SAFETY LEADERSHIP COMPETENCIES

Sentis has previously identified and validated eight critical behaviours that define effective safety leadership performance. These competencies form the basis of the study and results that follow.

Effective safety leaders:

- **support** team members through active monitoring of decisions and actions, and ensure alignment with the corporate safety strategy, vision and values;
- **recognise** and reward team members based on demonstrated effective safety behaviour;
- **actively care** for the health, safety and general wellbeing of team members;
- **collaborate** or share ownership of safety with team members by asking for active participation in safety decision-making and empowering individuals to take personal responsibility for safety;
- **share a vision** for safety and facilitate the development of team goals, targets and plans to achieve it;
- **inspire** the team to achieve the safety vision and safety excellence through motivational and encouraging communication;
- **role model** safety-compliant behaviours that set the benchmark of what is expected from the team;
- **challenge** team members to think about safety issues and scenarios in ways they might not have considered before.

So, how do safety leaders perform when mapped against the criteria above?

The Sentis study explored two key sets of data: upwards perceptions (how employees view their direct leaders) and self-perceptions (how leaders view their own abilities).



KEY FINDINGS

Interestingly, results indicate key trends for safety leadership competency — irrespective of industry, location and even demographics such as age, tenure and position. Across the board, employees rate leaders highest for Actively Caring. However, when it comes to Recognising, leaders perform poorly.

When compared to leaders' own perceptions of their abilities, the results tell a different story. While Actively Caring still rates highly, leaders appear unconfident in their ability to articulate and facilitate a clear safety vision. So what can safety leaders take away from these findings?



... intrinsic motivation ensures workers undertake safe behaviours because they want to, not because their supervisor is watching.



IMPLICATIONS FOR LEADERS

Leaders need to improve the frequency and consistency of recognition and reward for strong safety performance.

It may seem intuitive that we can influence team behaviour through positive feedback, recognition and provision of rewards for good performance. But how conscious are leaders of the behaviours they actually reward? And how strategic are leaders in building the attitudes and behaviours they want to see in their team?

There are many ways a leader can recognise or reward a team member, ranging from private praise to public recognition, through to tangible or material rewards. Leaders should ensure that feedback is linked back to effective safety behaviours and is provided genuinely — insincere feedback is often worse than no feedback at all.

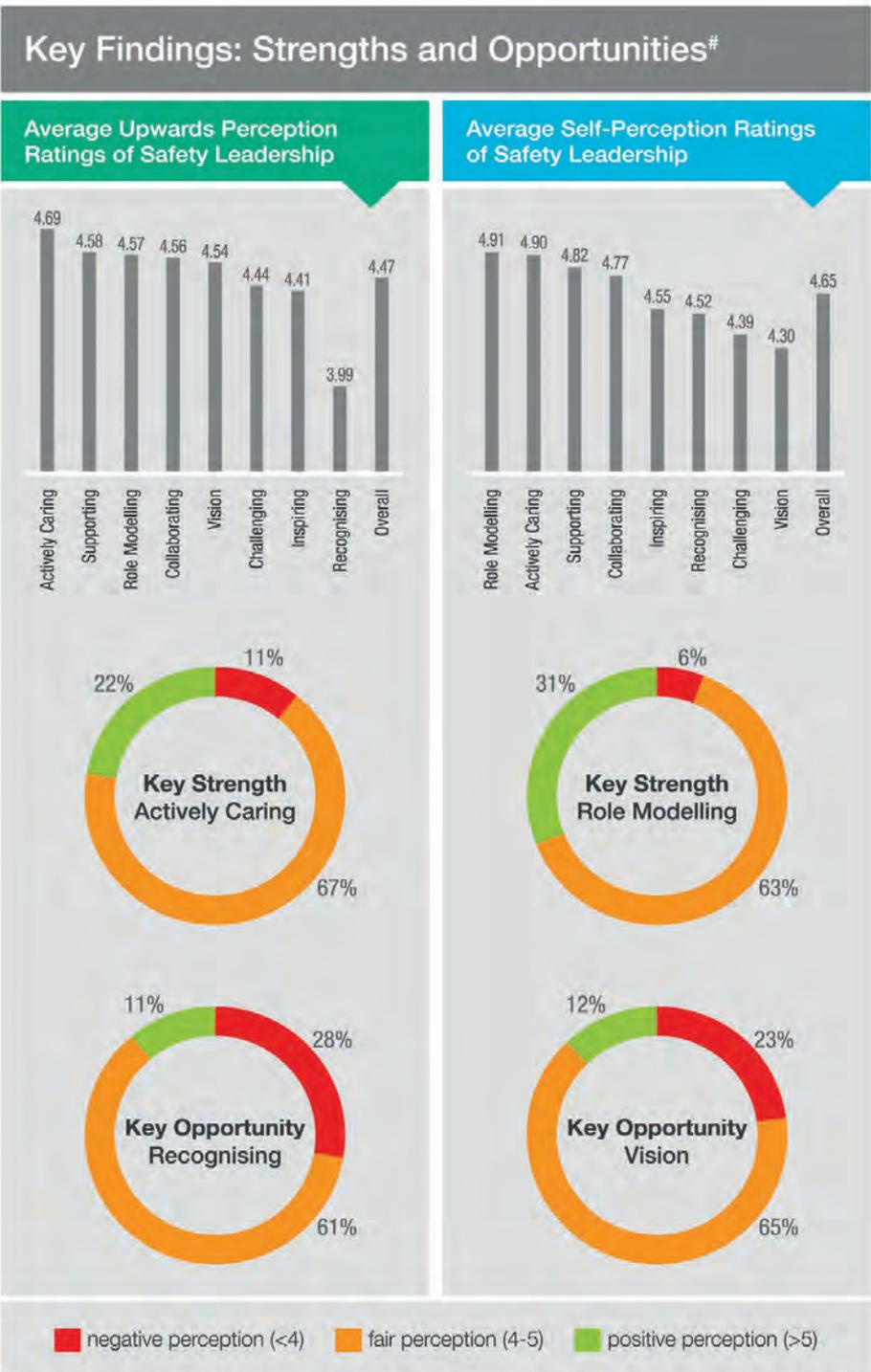
But a word of warning — in order for reward and recognition to be effective long term, it must build intrinsic motivation within the workforce. Rather than taking a 'carrot and stick' approach, which can often result in individuals complying only when there is a promise of reward or threat of punishment, intrinsic motivation ensures workers undertake safe behaviours because they want to, not because their supervisor is watching.

To build intrinsic motivation, leaders must understand the psychological needs of the individuals within their team. For some, this might be the opportunity to develop competency and mastery in their role through new tasks, challenges or increased responsibility. For others, it could mean an increased sense of autonomy or social relatedness.

Leaders who encourage intrinsic motivation to engage in safe behaviours also encourage a rewarding culture that reinforces personal ownership of safety.

LEADERS NEED TO IMPROVE THEIR SKILLS IN SHARING THE ORGANISATION'S SAFETY VISION

Why do leaders rate themselves so poorly for Vision? Is it because they feel their organisation lacks a clear vision for them to share with their team? Is it a lack of skill in roadmapping activities and goals to help progress the team to achieve the vision? Or is it a lack of communication skill that impacts leaders' ability to share the vision clearly and consistently?



[#]Results are based on a six point scale (not at all, very little extent, little extent, some extent, great extent, very great extent)

Regardless of the reasons driving the result, the implications are clear. The ability to create, share and reinforce a compelling safety vision is a leadership skill that motivates and provides guidance and direction. A safety vision sets the standard of excellence and gives individuals a goal to work towards. It creates meaning in the day-to-day safety activities that teams undertake.

When a team is inspired and engaged by a vision, they know where they are going and what they need to do to get there. Importantly, they continue to work towards shared goals associated with the vision, even when their leader is not physically present. Leaders can help drive enthusiasm and ownership over the safety vision by: helping team members to understand how their role

contributes to the overall vision; keeping the vision front of mind in weekly and monthly meetings; aligning reward and recognition strategies to team members meeting the expectations of the vision; and explaining the 'why' of business decisions and how they relate to the overall safety vision of the organisation.

LEADERS NEED TO CONTINUE TO SHOW THEY CARE

Truly effective leaders develop genuine relationships with their employees. In turn, this positive relationship leads to increased employee willingness to not only work harder, but more safely.

The discovery that Actively Caring is rated highly by teams and leaders alike is perhaps the most encouraging result of the study. While leaders would benefit from developing their abilities to recognise and reward teams for high safety performance, and share a clear and consistent safety vision with their team, at the end of the day, they need to care. They need to care about the safety, health and wellbeing of the people they lead.

Surely if an organisation has a team of leaders who genuinely care about their people and who want to keep them safe and well, then the remaining skills and competencies can be acquired. The motivation is there. More often than not, it just comes down to providing leaders with the training and support they need to demonstrate safety leadership excellence.

Sentis specialises in safety culture measurement and transformation. An expert in applied psychology and neuroscience, Sentis helps organisations to enhance and move beyond compliance to empower employees to work safely — not because they have to, but because they want to. Offering training, coaching and consulting, Sentis has helped more than 250 companies and 140,000 people think differently about safety since 2003.

For more information on the Sentis safety leadership study, additional results (including industry and position breakdowns) and recommendations for leaders, visit sentis.com.au.

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Heat stress is Australia's most fatal natural disaster, killing more people than all other natural disasters combined. According to the Centers for Disease Control and Prevention, extreme heat can cause heat stroke, heat exhaustion, heat cramps, permanent disability and even death. In the workplace, heat also increases the risk of injuries as heat can easily cause fogged-up safety glasses, sweaty palms and dizziness. Workers who are disorientated from the heat are much more likely to have accidents in the workplace.

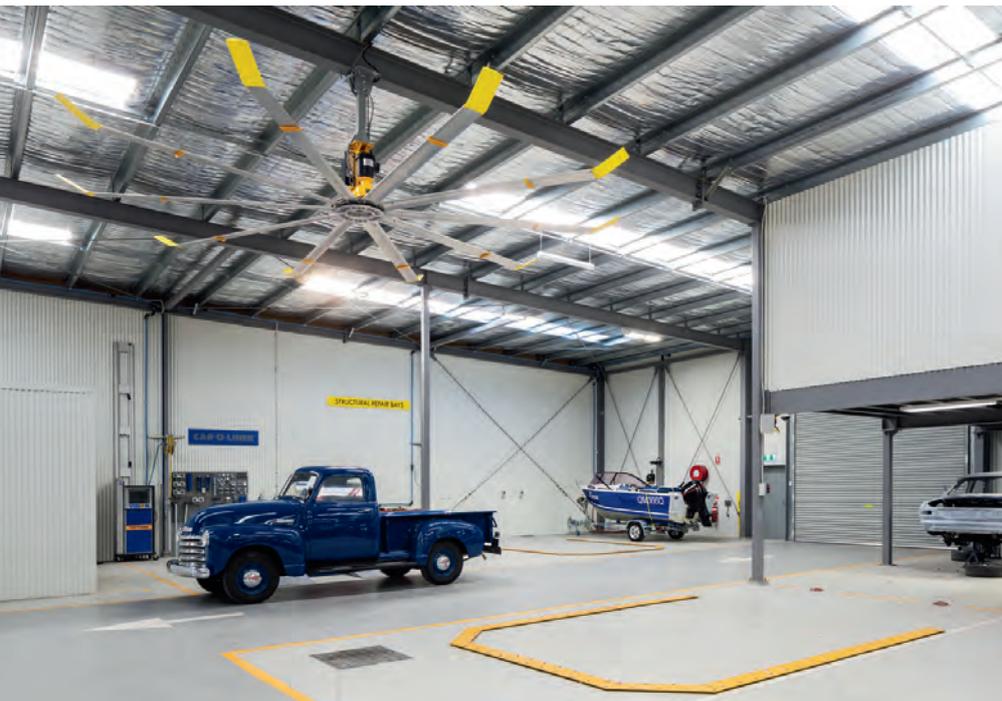
Safe Work Australia states that controlling risks associated with extreme temperatures is a legal obligation for companies to ensure a safe working environment for their employees.

fans create directional movement, whereas the Big Ass Fan provided massive air movement that was cooling the entire shop and making the temperature feel much cooler." He also liked how the low speed of the Big Ass Fan meant he wouldn't have to worry about dust blowing everywhere from too much of a breeze. "It's amazing how well the fans work without blowing stuff everywhere."

After reviewing architectural plans for Bissell's Paint & Panel's large facility, Big Ass Fans provided a custom solution of two Powerfoil X2.0 fans and one Isis ceiling fan for the new auto centre. Kip appreciates being able to rest assured his workers are safe and also more productive, thanks to Big Ass Fans and the fact they can make a person feel up to 6°C cooler. "Comfortable workers make

the best workers as they aren't having to constantly stress about the heat or deal with annoying paint fumes," says Kip. "We like to have air circulation at all times, so we keep the fans on year round and don't ever get the build-up of fumes that most auto shops have. You know you're doing something right when your employees frequently comment on being thankful for the fans."

Kip also decided to incorporate 13 high bay Big Ass Light LEDs into his facility in efforts to make his new shop as energy efficient as possible. "Big Ass Lights had the best built quality with great output and low energy use, so we chose to add them too," says Kip. He notes they needed the most light possible to identify any defects before and after their auto repairs. "The LEDs guarantee we are providing top quality service, as we can notice any little defect or issue needing rectification." And his employees are relieved it's now much easier to see everything clearly.



How do we beat the extreme heat that we're often faced with here in Australia? The CDC puts "Increase air velocity" at the top of its list of recommendations for how to combat heat and avoid the serious problems it can cause.

Bissell's Paint & Panel shop in the sunshine state of Queensland has done just that with help from Big Ass Fans. Bissell's owner, Kip Kippen, recognised the need for serious air movement in his new purpose-built facility to keep his autobody repair centre safe and comfortable, even during periods of soaring Queensland temperatures.

Feeling was believing for Kip. He decided Big Ass Fans were the best solution for his space after seeing a large-diameter Big Ass Fan in person and feeling the airflow for himself. "Feeling the total air movement from a Big Ass Fan was way better than other fans I'd seen," says Kip. "Normal

Even though Bissell's Paint & Panel's new facility is much larger with significantly better airflow and lighting, Kip says his power bills aren't any higher than they were before at his old auto shop.

Kip would recommend Big Ass Fans and Big Ass Light LEDs to anyone wanting a safe and comfortable working environment. "Both the fans and lights do what they're meant to. They're a definite cure to the two main problems most industrial facilities face — air movement and lighting."

For more info on Big Ass Fans and Lights, call 1300 244 277 or visit bigassfans.com.au. Mention **National Safety** magazine for a free Big Ass pint glass!

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When selected work pieces are joined together via melting, microscopic particles of hot metal and gases are released from the welding arc. These fumes can be inhaled by the welder or other people in the vicinity.

If effective controls are not put in place, this can lead to significant short- and long-term health effects.

Welding fume can contain a mixture of airborne gases that may include oxides of nitrogen (NO_x), carbon monoxide (CO), carbon dioxide (CO_2), ozone (O_3) and shield gases including argon and helium.

The visible part of the fume cloud is mainly particles of metal, metal oxides and flux (if used). The exact level of risk from the fume will depend on what metals are involved in the work. Iron, aluminium, copper, lead, manganese, chromium and nickel can each have a different toxic effect on the body, so exposure needs to be effectively controlled.

The airborne concentrations and total exposure time to these fumes are also significant factors in determining the overall exposure of the welder.

KNOWN HEALTH EFFECTS

There are a number of known health effects that can occur from welding exposures:

- Short-term exposures to significant levels of welding fume and gases can result in eye, nose and throat irritation, dizziness and nausea. Ozone is a particular cause of this when TIG welding stainless steels and aluminium.

- Long-term significant exposure to welding fume can cause lung damage and various types of cancer, including lung, larynx and urinary tract. Chromium (VI), a specific chemical form of chromium, can be created during welding of many stainless steels and non-ferrous alloys, and is highly toxic and can cause cancer. Certain fumes such as zinc may induce metal fume fever, stomach ulcers, kidney damage and nervous system damage. Prolonged exposure to manganese fume can cause Parkinson's-like symptoms.
- Welders are particularly prone to a lung infection that can lead to severe and sometimes fatal pneumonia. Modern antibiotics are capable of stopping the infection; however, in severe cases the welder could end up in hospital.
- Asthma is a common complaint for welders, with components of stainless steel fume containing chromium oxide (CrO_3) and nickel oxide. For this reason, stainless steel welding fume is considered more harmful than mild steel fume.
- In early 2017, welding fume was reclassified from IARC classification Group 2B (possibly carcinogenic to humans) to Group 1 (carcinogenic to humans). This change was primarily associated with the effects of UV exposure on the skin and eyes and also for lung cancers and limited evidence for kidney cancer from welding fume exposures.

REDUCING EXPOSURE

Welders should understand the hazards of the materials with which they are working,

referring to the relevant safety data sheets and identification of size and scale of exposures to welding fume.

OH&S regulations require employers to provide information and training for workers on exposure to hazardous materials in the workplace:

- Welding surfaces should be as clean as practicable of any coating or oil/grease that could potentially increase the overall exposure to airborne concentrations of hazardous particles or vapours.
- Workers should position themselves to avoid or reduce exposure to the welding fume and gases. For instance, welders can try to position themselves to be upwind when welding in open or outdoor environments. When working inside, welders should take advantage of any natural drafts by positioning themselves to keep fume and gases away from themselves and other workers.
- Local exhaust ventilation systems can be used to remove fume and gases from the welder's breathing zone. Any air extraction system inlet should be located as close to the plume source as possible to remove the maximum amount of fume and gases. Keep any exhaust points away from other workers.
- Investigate consumable options to see if there are less toxic alternatives or a welding type that produces less fume.
- Use appropriate respiratory protection equipment.

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HOW THIS BUSINESS REDUCED ITS WHS PAPERWORK TO ONE PIECE OF PAPER

Are you bogged down with paperwork while trying to manage your WHS compliance? Well here is the journey of a company who replaced a paper-based system and moved to a software-based solution.

It's not at all uncommon for business owners or managers to feel that WHS compliance management has become a major part of their week, with a massive and seemingly unnecessary financial and time drain. If you find yourself relating to this weekly grind then there's a very good chance the reason can be traced back to this: you still manage WHS compliance on paper.

But don't worry, you're not alone. Plenty of companies still use paper systems to oversee their WHS compliance management. For some, it is an out-of-control mess. Others will argue that it works perfectly fine and 'if it ain't broke, why fix it?' But as Mountford Plumbing Services (our case study subject for today) discovered — technology will solve the unnecessary financial and time burden.

Here's the alternative to paper management:

A worker notices a cracked window. They pull out their phone, snap a photo, type a note and click Send. Boom, they get back to work within a minute. Their notification then pops up on the WHS manager or business owner's phone, who then taps a few buttons, and the job gets forwarded to the appropriate person to resolve it. At every chain along the workflow, records are automatically taken and related without anyone having to spend more than a minute of their day dealing with it.

That's the alternative to a paper-based system.

A paperless software solution like this was a proverbial oasis in a desert for Mountford Plumbing Services. As a commercial industrial maintenance business, they do a lot of work with local government and industrial businesses. In their own words: "WHS had to be first, with everything else after that."

As many businesses would agree, WHS compliance management is complicated. It's no wonder that Mountford Plumbing Services were getting bogged down with just trying to meet basic compliance. "At one stage, all we were doing was paperwork ... It was just so cumbersome."

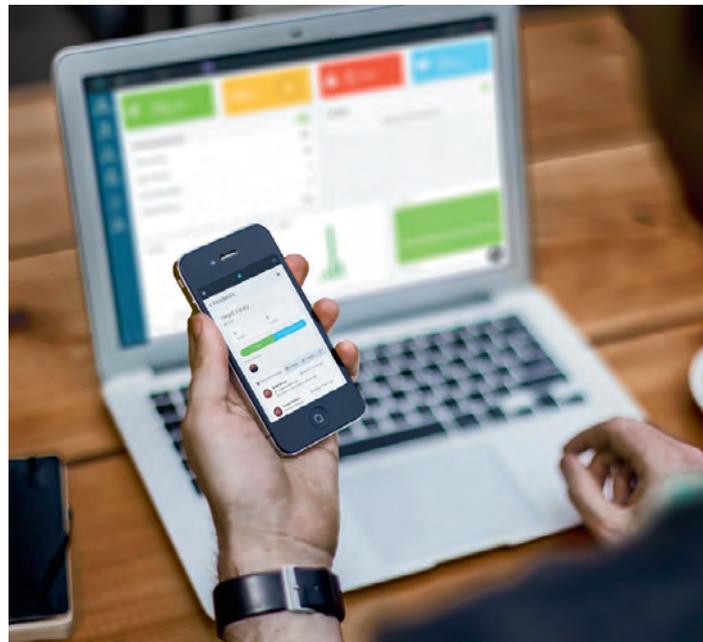
So rather than continuing down the manual paper-based option, Mountford Plumbing Services did something about it. And the solution is Donesafe, an end-to-end OHS safety software sometimes known as 'The people's safety software'.

Since adopting Donesafe software, Mountford Plumbing Services has been able to systemise and automate large amounts of their WHS management process.

"We've phased all paper out, bar one A4 piece of paper. It's so much easier. We don't have to carry physical manuals,

our code of practice or safe work method statements with us anymore. We used to have big plastic crates with all of our materials in them in every van. It's so much easier to have all of the information at our fingertips."

Mountford Plumbing Services are now looking towards the future by developing the QA and environment aspects of their business in Donesafe in order to get accredited and gain some profitable government work.



HOW CAN YOU MAKE YOUR BUSINESS WHS COMPLIANCE PAPERLESS?

There are a whole range of vendors that offer cloud-based health and safety management systems, yet Donesafe is rapidly becoming the solution of choice.

And here's why: Donesafe was founded by two business owners who were trying to find a solution to the paperwork problem, and simply couldn't find one that was easy and adaptable to use. Instead, they decided to build their own. Essentially, Donesafe was born from the very problem Mountford Plumbing Services had, and the problem you are likely trying to solve right now.

Donesafe is an end-to-end OHS safety software. It's cloud-based, jargon-free and designed to work seamlessly on any device with a browser.

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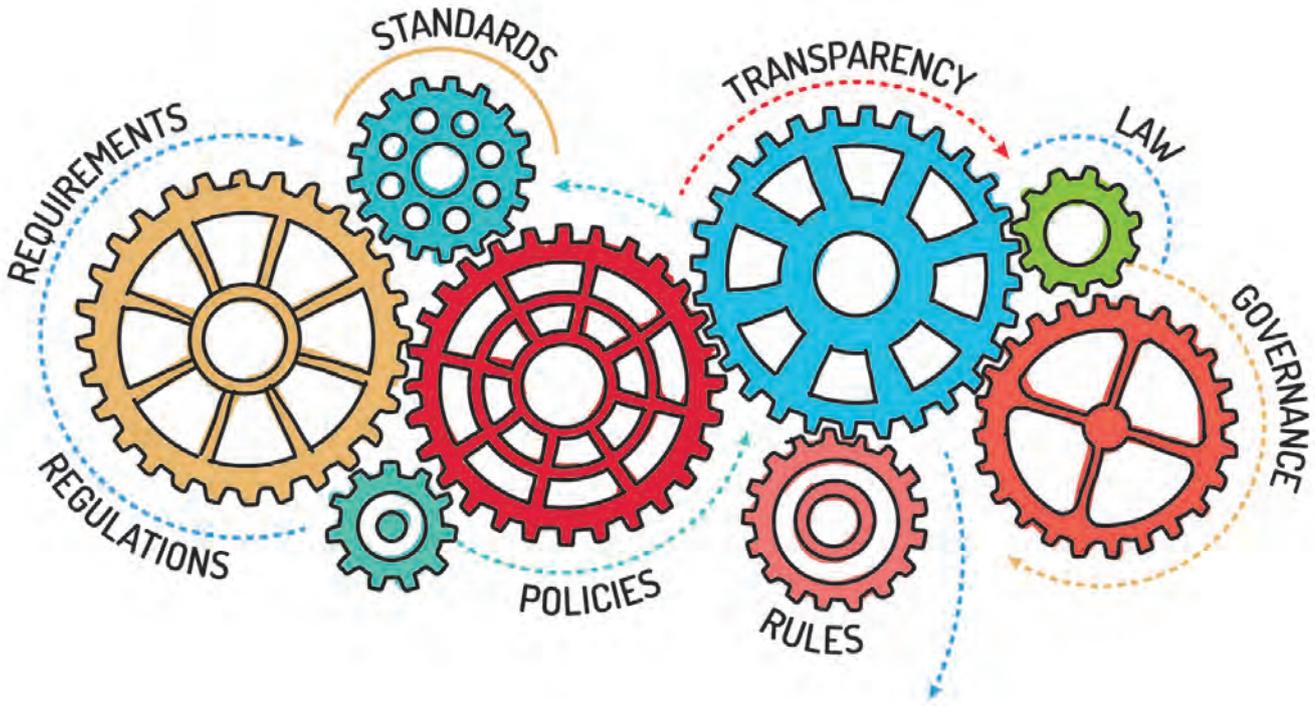
www.nationalsafetyawards.com.au

Nominations were extremely competitive this year, with many high-calibre and inspiring Australian safety innovations submitted for consideration. The winners will be announced at the Gala Luncheon in Sydney on Thursday 12 October.

Across the 8 categories the finalists are:

- ATV Lifeguard
- Bohmer's Tree Care
- Buildsafe
- Centre for Education and Workforce Development, Sydney Local Health District
- Defence Housing Australia
- Downer
- HammondCare
- Incitec Pivot
- Jamie Pickels - Otraco International
- Joanne Crotty - Danger Sun Overhead
- John Holland & DBCT Management
- Laing O'Rourke
- Lendlease
- Luke Watt - ASC
- Melinda Kovaleff - Kimberly-Clark
- Obela Fresh Dips and Spreads
- Optus
- Pele Wendt - Buslink VIVO
- Polar Fresh Cold Chain Services
- RSL Care + RDNS
- Southern Metropolitan Cemeteries Trust
- Verisafe





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THE IMPORTANCE OF COMPLIANCE IN THE WORKPLACE

Compliance issues such as mismanagement of fatigue, unpaid training and extensive overtime hours can affect the wellbeing of employees and can even have flow-on impacts on customers. This Q&A with Peter Harte, Managing Director, Kronos ANZ SEA, discusses the importance of workplace compliance.

Is compliance a big issue at the moment? If so, why?

In the last year, we've seen a surge in cases of business non-compliance with Australian workplace regulations that have been picked up by the Fair Work Ombudsman. In fact, the year prior an estimated 29,000 instances of non-compliance were reported.

With non-compliance so widespread, it is little surprise that news stories on this issue are rampant and feature both small and large organisations in equal measure. Within this, the types of non-compliance are varied, from underpayment of wages, mismanagement of fatigue, unpaid training and extensive overtime hours being administered without the related penalty rates being applied.

For some businesses, it's a lack of formal processes or inadequate technology which

is causing the oversight of regulations. For others, failure to understand the complex Australian laws and how they are applied in different industries can be a factor. But some businesses are simply taking shortcuts to save time and money without considering the bigger picture and the risks to their employees and business brand.

WHY IS IT IMPORTANT FOR BUSINESS OWNERS TO REMAIN COMPLIANT?

The likelihood of a brand-damaging workplace breach is a real risk to business. There are complex rules, regulations, awards and agreements to grapple with as well as the fact decisions are often being made outside of the HR arena or without an HR team to consult. When businesses are found non-compliant it can not only result in legal action but, if the issue is picked up by the media, the business can suffer lasting reputational damage.

Failing to comply can also affect the wellbeing of employees and can even have flow-on impacts on customers. Workers who're fatigued can put themselves in danger and those without current qualifications and training to undertake the job at hand can leave a business exposed to large fines.

Organisations should take a vested interest in employee mental and physical health and in creating work/life balance to protect their employees. The benefits of this go beyond complying with workplace regulations but can increase engagement and productivity, lead to greater job satisfaction and build stronger retention rates.

WHY DO YOU THINK BUSINESSES STRUGGLE WITH COMPLIANCE?

Compliance with workplace laws is much more than just a box-ticking exercise for an annual report, it has to be inherent in the DNA of a business's culture. For it to become innate to a company it must be governed by workplace policies and workforce management practices which ensure employees are treated fairly. Organisations that look at compliance simply as a 'get it done' job need to change their mindset.

Smaller businesses often struggle to keep up with the complex fair work laws in Australia and some find they're often caught up in breaches. This is where automating these workflows will give the organisation far more efficiency and build in extra safeguards.

HOW CAN BUSINESS OWNERS PREVENT COMPLIANCE ISSUES ARISING?

Organisations need to take a proactive approach to compliance. Human resources should be brought to the forefront of the strategy rather than left separate from compliance issues within the company. They

are the only part of the business which can lead the compliance agenda from the most important perspective: its people.

Automating workflows is also part of the compliance discussion. Our workforce management software for small businesses, Workforce Ready, assists organisations with compliance as well as employee wellbeing practices. The technology automates workforce management tasks, such as scheduling time and attendance, to ensure employees aren't worked to exhaustion or without relevant qualifications. For this reason, it mitigates the risk, and costs, of non-compliance. Kronos helps organisations gain greater visibility across their business to ensure their employees are operating in a safe environment and to help them remain compliant with current Australian labour laws.

DO YOU THINK COMPLIANCE ISSUES ARE MORE PREVALENT IN CERTAIN INDUSTRIES?

We know the cases being investigated are often related to issues such as overtime hours, fatigue management, adequate safety

equipment and training, wages and expired or non-existent qualification documents. These types of requirements are often more relevant to shift workers, in industries such as retail, healthcare, manufacturing, construction, logistics and transportation, and hospitality. For example, nurses work a range of long-hour shifts in a roster period, including night shifts and morning shifts. It's important for managers and employers in this field to ensure fatigue is monitored given the work hours necessary to fulfil the job requirements. Other issues affecting these workers could relate to expired or non-existent qualification documents, as nurses need to ensure their registration and other training certificates are up to date.

It's more likely organisations and workers in these industries will be more invested in the conversation as they face more compliance and culture issues due to working requirements. But all organisations, big and small, need to prioritise compliance as a key HR function exercise and part of the essential operation of their business.

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OCTOBER IS NATIONAL SAFE WORK MONTH

Every year throughout October, Australians observe National Safe Work Month, which is a time for workers and employers to commit to building a safe and healthy workplace. Diane Smith-Gander, Safe Work Australia Chair and non-executive director of AGL Energy and Wesfarmers Limited, shares her story about what the month means to her.

“I was deeply affected by my father’s injury in a workplace incident when I was a child and it took me a long time to come

to terms with it. It took my experience as a business leader to genuinely understand exactly how much poor work health and safety affects workplaces, individuals and families,” Diane said.

“The impact of poor work health and safety is borne by the entire Australian community — work-related injury and disease costs the Australian community \$61.8 billion each year.

“And while that figure is staggering, it doesn’t even touch on the immeasurable cost of grief and trauma for workers and their families.”

Diane explained that leaders have a vital role to play when it comes to making workplaces healthy and safe.

“A good leader is curious, gets out into the field and talks to the people actually doing the work, and has no preconceived notions about what the right answer to a problem is,” she said.

“And the important thing to understand is that leaders can be at all levels of an organisation. Whether they are senior executives, site managers, frontline supervisors or health and safety representatives, they can all influence the attitudes and behaviours of others and

fundamentally guide the organisation’s safety posture.”

When asked what workplaces can do to build work health and safety capability throughout the organisation, Diane said: “First, design your workplace with safety in mind.

“Well-designed work is inherently safer, because designing work well means eliminating hazards and risks before they even enter the workplace. Good work design is the most effective way to eliminate hazards in the workplace, incorporate effective risk control measures and design in efficiencies.”

Safe Work Australia publishes a handbook that provides 10 principles of good work design that can be applied to any workplace or organisation. It describes how design can be used to set up the workplace, working environment and work tasks to protect the health and safety of workers, taking into account their range of abilities and vulnerabilities.

“Second, remember that cheap equipment, machinery and materials that break easily can be dangerous and are expensive to fix,” said Diane.

“Investing in equipment that is inherently safe — like a tractor with built-in rollover protection or a tram that gives drivers high visibility — protects workers from harm from the outset. So I always recommend that organisations buy safe equipment from the outset.

“And there is an efficiency gain here, because quality materials also last longer and are cheaper to maintain and update.”

Diane also emphasised the importance of maintaining equipment, machinery and plant, noting that damaged or poorly maintained equipment like broken ladders, split electrical cables or frayed ropes can cause serious injuries or fatalities.

“Similarly, inefficient and outdated systems and equipment can become a hazard to physical or mental health. Make sure your teams can report malfunctions and breakdowns easily and that you maintain an equipment register.”

A further step organisations can take toward building a healthy and safe workplace is making sure workers know how to use equipment safely, by providing training and risk assessments and ensuring safety is a part of everyday work.

“Make work health and safety part of your daily conversations and involve everyone — especially those actually doing the work.”

Diane explained that engaging workers in decision-making, as well as encouraging and valuing their participation, is critical for developing a workplace culture that ensures work is healthy, safe and productive.

“It’s crucial that supervisors and managers can feel confident that they can call a stop to work if anything is not safe — that they won’t experience repercussions for stopping unsafe work.”

Finally, Diane emphasises that there is no end to a safety journey.

As part of National Safe Work Month, Safe Work Australia is running a competition that offers \$5000 in prize money to the winning organisation.

To enter, you must run a new and creative safety initiative in your workplace during October and tell Safe Work Australia about it. You can tell your story through video, photos and stories at safeworkmonth.swa.gov.au.

Entries will be judged on how well initiatives share safety knowledge throughout workplaces, empower staff at all levels to make good safety choices, and demonstrate an enduring approach to good work health and safety. There is a campaign kit available on the safety month website that contains a range of materials, information and ideas to help you do this.

safeworkmonth.swa.gov.au

“Making sure your workplace is healthy and safe is a continuous cycle of improvement.

“Are your current risk controls working? Are there new or emerging risks? Have you positioned your work health and safety resources where there is the greatest potential for reducing harm?”

“A workplace doesn’t just become safe — environments, machines, process and people are always changing, and any approach to safety must be responsive to this ever-changing environment.”

Diane said that everyone at all levels throughout an organisation can commit to safety, get involved and make safety a part of routine business and always under review.

“This October, I hope that every workplace gets involved in National Safe Work Month.

“It’s easy to do — visit the National Safe Work Month website, run a safety initiative in your workplace using the campaign kit,

and share your initiative using the hashtag #safeworkmonth so that businesses and workers across Australia can benefit from your knowledge and experience.

“This year’s safety month campaign acknowledges that everyone can contribute to building a healthy and safe workplace, and that sharing safety knowledge and experience can benefit everyone.”



Diane Smith-Gander is Chair of Safe Work Australia and the Asbestos Safety and Eradication Council; a non-executive director for AGL Energy and Wesfarmers Limited; a board member of Keystart Loans, Henry Davis York and CEDA; and immediate past president of Chief Executive Women. You can tweet Diane at @safetychair.

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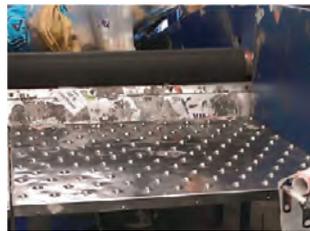
AVOIDING MUSCULOSKELETAL INJURY IN THE WORKPLACE

The manual sorting of bulky mailbags opens up the risk of musculoskeletal injuries for workers.

Australia Post staff were previously using ball transfer tables for the sorting of international mailbags, which weigh up to 35 kg. This required substantial repetitive movement for workers to push and pull the bags.

To minimise the risk of injury, Australia Post implemented the Rotacaster conveyor transfer solution. The table has 48 mm Rotacasters and polyacetal spacer rollers, with a smaller diameter to support soft packaging. This also minimises friction and reduces the number of Rotacaster wheels required.

The conveyor transfer table solution resulted in a significant reduction of push/pull forces to between 40 and 70 N (4–7 kg) in all directions on the table. Australia Post was pleased with this achievement, given the absence of any powered assist. In addition



to reducing the push/pull forces required, without the cost, noise or maintenance associated with a powered solution, the polymer surfaces of the Rotacasters and spacer rollers have demonstrated a lower affinity to adhesion of labels and stickers from packages, further reducing downtime and maintenance costs.

Australia Post and Rotacaster collaborated on the design and construction of the transfer table. Trials were successfully undertaken at an Australia Post gateway.

The remaining transfer tables at this gateway facility will be replaced with the Rotacaster solution, with upgrades in Sydney, Brisbane and other Australia Post facilities.

Rotacaster Wheel Pty Limited
www.rotacaster.com.au

LOCKOUT KIT INSTALLED AT SUNSHINE COAST PUBLIC UNIVERSITY HOSPITAL

The \$1.8 billion Sunshine Coast Public University Hospital project is a State Government initiative to address the growing health service needs of the Sunshine Coast community. The hospital opened with approximately 450 beds in 2016 and the remaining capacity is expected to be commissioned by 2020/21, which will see all 738 beds used. The hospital has also been planned to allow further expansion of up to a total of 900 beds.

The new tertiary facility is being delivered through a public private partnership (PPP) contract with Exemplar Health, a consortium comprising Lend Lease, Siemens and Capella Capital, with partner Spotless Facilities Services. This consortium will design, build and finance the public hospital as well as maintain it for 25 years.



Cirlock was contacted by Lend Lease to provide the Cirlock permanently mounted Lockout System. This involved the purchase of a number of key items for use on the hospital project, including 12 pole mounting sets to suit the Schneider NS250 breakers with 35 mm pole widths plus Lockout Arms made to fit.

Lend Lease LV Design Manager, Power, Andrew Hudson said Cirlock was chosen for the job as they consider the Cirlock products a level of quality that should be standard on all projects.

“Safety is paramount in any of the construction jobs we work on,” said Hudson. “Using Cirlock locks gives us confidence that we have the added level of safety we require.”

“Cirlock lockout devices are used on all low-voltage distribution board circuit breakers to ensure safety for site electricians. Electricians lock out the circuit breaker fitted with the Cirlock personal padlock and danger tag. This, with other safety procedures, helps to ensure their safety with the circuit they are working on.

“The service you get from Cirlock is always prompt and professional — that’s how they do business and that goes a long way in this industry. Deadlines are crucial to the smooth running of all projects, particularly a project like the Sunshine Coast Hospital, so getting the parts we needed delivered to spec and on time is a major factor in the success of what we do,” Hudson said.

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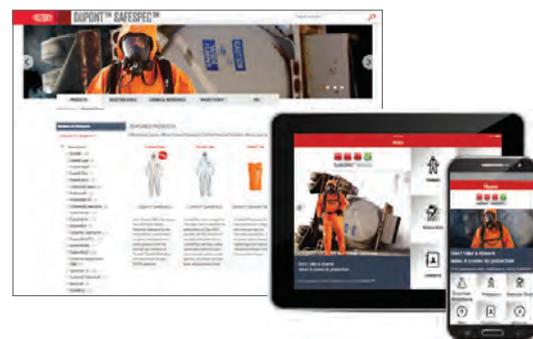
Family members are vulnerable to these toxins, which can embed themselves in furniture and laundry, circulate through household air, and be transmitted by person-to-person contact.

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LOCAL COUNCIL UPDATES ITS DRUG SCREENING PROCESSES



A WA Local Council has opted to improve its blanket drug and alcohol testing policy for its staff.

Previously, its drug screening program involved sending staff to an off-site clinic for testing, but this increased costs and downtime for the organisation.

It was therefore decided to investigate the benefits of bringing the entire practice in-house.

When looking at available alternatives, the council elected to go with Pathtech, because it was a recognised supplier of roadside drug screening devices to police agencies across Australia. It implemented Pathtech's DrugWipe 5S saliva testing solution.

"It was the only solution we looked at. Given that it was used by the WA police, we thought it would be suitable for our needs," said a representative from the WA Local Council.

The council embarked on a schedule of blanket testing, in addition to random and for-cause screening in late 2016.

It consulted the appropriate union body prior to embarking on this process. Union representatives were satisfied with the saliva testing option, as this was less intrusive for staff.

In order to administer the process in-house, members of both the human resources and health and safety teams undertook comprehensive training on the proper use of the devices, as provided by Pathtech.

"We completed training in September 2016 and by December we had successfully concluded our first series of blanket screens," said the WA Local Council representative.

"We are still in the early stages of the process, so it's difficult to identify any clear-cut measurable outcomes just yet. In terms of acceptance, however, we are really pleased.

"The mere act of implementing this policy signals that we are focusing on the safety of our staff and that determining fitness for work has become a priority for us. Obviously it is preferable to uncover any potential issues before they lead to accidents or injury, and this process enables us to do just that."

The majority of workers understand this objective and are therefore willing to participate. The program has already been deemed a success and it is likely to become a long-term component of the council's ongoing health and safety initiatives.

"We have been very happy with the implementation process — it was actually far smoother than we had anticipated. We initially thought that this would be a 12-month trial and we would make a decision on any further initiatives once we'd determined the results. At this stage, I really can't see any reason why we wouldn't continue beyond that period," the representative said.

Pathtech Pty Ltd
www.pathtech.com.au

DELIVERING A MILK CRATE SOLUTION FOR WOOLWORTHS

Australian grocery retailer Woolworths was looking for a solution to improve its back-of-store operations, resupplying milk into the rear-loading display fridges. The challenge was to increase productivity, reduce staff injuries and improve the user experience.

Rotacaster developed a specialised Rotatruck to pick up milk crate stacks from the delivery pallets and deliver them to the fridges. From here, individual bottles could then be transferred into the display fridges. This is claimed to have significantly reduced the amount of bending required, as well as the effort required to transfer the milk from the crates to the display fridge.

In addition to a 12-month multisite trial, movement specialist DorsaVi electronically



analysed flexion and forces with and without the Rotacaster solution. The assessment results revealed a significant reduction in bending and effort using a Rotatruck. The Milk-Crate Rotatruck is also fitted with Rotacaster's patent-pending adaptable latching system, designed to securely auto-engage the milk crates.

Since the national Woolworths rollout, the Milk-Crate Rotatruck has been adopted widely across a range of organisations, including several dairies. It is estimated that more than half of Australia's packaged milk is transferred on Rotatrucks.

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 **SCOTT**
SAFETY

PHYSICAL RESILIENCE IN AGEING WORKERS

Everyone is getting older, but having so many people getting older at the same time is creating a challenge for government, the economy and, of course, workplaces. Part of the consequence of this demographic shift is that people are expected to work till they are much older, past the traditional retirement ages of 58, 60 and 65.



According to the Australian Government's 2015 Intergenerational Report^[i]: "Australians will live longer and continue to have one of the longest life expectancies in the world. In 2054–55, life expectancy at birth is projected to be 95.1 years for men and 96.6 years for women, compared with 91.5 and 93.6 years today." (page vii)



In relation to workforce participation: "Participation rates among those aged 65 and over are projected to increase strongly, from 12.9% in 2014–15 to 17.3% in 2054–55." (page ix)

Workers are expected to remain physically and mentally productive, and continue in their current roles. One safety executive confronting this issue said: "We can't retrain everyone into accounts payable roles!"

STRAIN DATA SHOWS WORKERS ARE HURTING^[ii]

Move 4 Life's data, collected over 11 years, including thousands of responses from Australian workers, shows that 75% of us are experiencing ache, strain and pain at work and 34% of that group said that ageing is a contributing factor.

Workers aged over 45 years have a 38% higher risk of sprain and strain injury than younger workers. And the problem is not getting better: Safe Work Australia confirms that the musculoskeletal disorder rate has remained static at 60% of all serious workers compensation claims since 2000.

LINK TO MENTAL HEALTH OUTCOMES

Working with ache, strain and pain has a direct impact on mental health outcomes.

As workers age they become more aware of their physical state. Looking towards a long career in a physically demanding role, ageing workers are confronted with the need to make change in order to help their body last the distance. Going to work every day in pain is not sustainable in the long term.

Ray Portelli is a 57-year-old boilermaker working in rail maintenance. He said: "When you can work without lower back pain you're happier, you're just a better person all round".^[iii]

Employers will benefit from helping ageing workers confront their need for change.

The positives and negatives of employing older workers are summed up well by the Australian Physiotherapy Association (APA) in its research into the ageing workforce:

"While age-related changes in mental and physical function are inevitable, they do not invariably lead to incapacity or reduced performance and productivity at work (Silverstein, 2008). Silverstein noted that 'in some ways older workers are the most skilled and most productive employees, but in others they are the most vulnerable'.^[iv]

WorkSafe Tasmania's 'Safe and Healthy: A guide to managing an ageing workforce'^[v] from 2014 puts it this way:

"What work means to older workers

For individual workers, decisions about staying in or returning to the workforce depend on many considerations, including:

- individual economic needs (for example, inadequate pension income);
- job satisfaction and the sense of productivity and creativity offered by work;
- the need for social contact and stimulation; and
- maintenance of self-esteem and self-confidence."

The organisational benefits of an engaged, high-achieving ageing workforce will only be realised if workers in physically demanding roles are able to work without pain as they get older.

But how can one achieve continuing physical resilience after 40 or more years of physically demanding, or even sedentary, work?

Confronting the need for change is a first step.

But what change?

MOVING DIFFERENTLY — MORE, FASTER, HEAVIER, BETTER

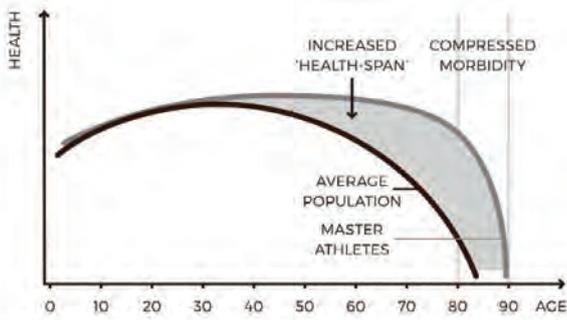
James Hewitt from Hinsta Performance has introduced the concept of Healthspan in thinking about the quality of our life.

While there is no magic pill to reverse the long-term impacts of ageing, we can take action to ensure that we are as healthy and active for as long as possible.

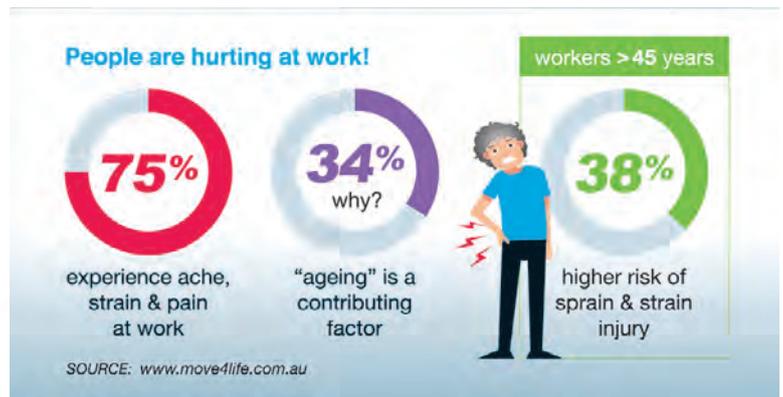
How do you increase healthspan? Masters athletes are veterans of track and field who compete well into their 80s, and when you look at their performance over time compared to the average population, it reveals a lot about increasing healthspan.

Typically masters athletes hit their peak performance in their 30s and — perhaps surprisingly — retain much of that performance for a long time, followed by a rapid drop-off from age 70 onwards. The goal is to hit as high a peak as you can and maintain it for as long as you can. This effectively compresses ill-health into as short a period as possible, increasing overall health during your life.

Healthspan is linked to the quality and intensity of physical activity. You've got to move more, move faster, move heavier and move better. (See graph 1 over page).



Graph 1
Credit: James Hewitt Head of Science & Innovation, Hints Performance^[vi]



Move more

With our increasingly sedentary lives, we must find opportunities for movement. Wearable tech and a trend towards more movement-friendly work environments are definitely helping, but we should take advantage of every opportunity for movement.

Move faster

High-intensity interval training (HIIT) has recently gained popularity, particularly with cross-fitters. A typical HIIT session involves bouts of high-intensity effort, followed by varied recovery times. As little as a four-minute investment in time has been shown to increase strength and cardiovascular endurance.

Move heavier

Once we reach the age of 30, our total physical strength is already on the decline. This trend continues through our 40s, and by the time we are 50 we can expect to start losing up to 15% of muscular strength per decade. This is due to muscular atrophy, and strength training helps to counteract this problem.

Move better

This is potentially the key. Even if we move more, faster and heavier, all of this is pointless if we move badly. If our movement patterns are not sound, there's a good chance that we won't have the physical capacity to move more, faster or heavier, no matter how willing we are. Everything must be underpinned by a focus on better movement. While very few people have a proper read on how well they actually move, it can be learned.

OLD DOGS, NEW TRICKS

While it is difficult to retrofit peak safety, health and fitness in ageing workers, moving more, faster and heavier will help.

Importantly, it absolutely is possible to help people make change to reduce ache, strain and pain and build physical resilience as they age.

Ray Portelli had been working with ache, strain and pain at a severity level of 7–8 out of 10. He's now around 2. He said that he has made meaningful change that has impacted on his life at, and away, from work. Going to work every day in pain is not something any of us should accept as part of life.

Early intervention and return-to-work strategies are important but are not long-term solutions. We must not accept that ageing with pain is inevitable or resign ageing workers to a vicious circle of pain and treatment.



In some ways older workers are the most skilled and most productive employees, but in others they are the most vulnerable.



Workers will make change if they are provided with good options and, as we expect of adults, allowed to make decisions for themselves. Organisations need to provide programs that can teach these options.

Changes to accommodate the needs of an ageing workforce are likely to provide a quick return when one considers the value of the lived experience of those workers. The ageing workforce could be a tough challenge but one with enormous rewards for everyone.

* Steve Walz (CEO) and Terry Wong (GM) lead Move 4 Life — a company that provides training and consulting services for preventing sprain and strain injuries and futureproofing an ageing workforce.

[i] 2015 Intergenerational Report Australia in 2055 — http://www.treasury.gov.au/~media/Treasury/Publications%20and%20Media/Publications/2015/2015%20Intergenerational%20Report/Downloads/PDF/2015_IJR.ashx (accessed 25 July 2017)

[ii] Move 4 Life — STRAIN INDEX data

[iii] <https://www.youtube.com/watch?v=LXYyCqQhhjI>

[iv] https://www.physiotherapy.asn.au/DocumentsFolder/Advocacy_Background_Papers_Aging_Workforce.pdf

[v] Safe and Healthy: A guide to managing an ageing workforce — https://worksafe.tas.gov.au/__data/assets/pdf_file/0003/283782/BetterWork_Ageing_WorkforceT.pdf (accessed 25 July 2017)

[vi] <https://www.weforum.org/agenda/2017/02/healthspan-vs-lifespan/>

The Award-winning Rotatruck



Moving things doesn't need to be a wrestling match between you, the load and your hand truck. Using Rotacaster multi-directional wheels in a compact four-wheeled base, your job just got a whole lot easier, faster and safer.



Featured:
Dual-Nose Rotatruck

Increase productivity & safety



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Save Backs

The ergonomic design improves both productivity and safety.



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Special Purpose Rotatrucks



Gas Cylinder Rotatruck

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- Serrated Aluminium Gas Nose
- Load Magnets & Safety Strap
- Puncture Proof Rear Wheels



Milk Crate Rotatruck

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- Special Crate Hooks
- Aluminium Crate Nose
- Narrow Wheel Base Option available
- Suitable for all Australian Milk Crates



Bread Crate Rotatruck

- Self-Supporting Wheel Base
- Special Crate Latching System
- Extra Large Extruded Aluminium Nose
- Options for 12 or 15 Bread Crates

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WORKPLACE HEALTH & SAFETY TRAINING WITH INTERACTIVE PRINT

Workplace Health and Safety training is essential for every worker. The key is ensuring employees engage with their training and retain the information that is presented.

As the leading specialist in interactive health, safety and wellbeing information guides, Pro-Visual Publishing are committed to providing training resources to assist businesses with legislative responsibilities and to help keep workers safe. This has led to combining our printed guides with Augmented Reality (AR) technology to produce Interactive Print.

Interactive Print creates active involvement in health and safety practices for all staff during group training, and can be used individually to reference or refresh knowledge. As well as increasing employee engagement, each AR capable guide allows businesses to access a window to additional industry resources, via the *free* Pro-Vis AR app.



Workers are exposed to many hazardous fine particles in the workplace. For example, asbestos and crystalline silica are hazardous fine particles prevalent in workplaces in Australia for many years and cause serious health effects on inhalation including silicosis, mesothelioma and lung cancer. Workers can unknowingly bring home these hazardous substances on their clothes, shoes, skin, tools and vehicle interiors, thus exposing family members to these toxins.

REDUCE THE RISK OF TAKE-HOME TOXINS IN THE WORKPLACE

Regulations require that disposable protective coveralls for handling hazardous particles meet the EN13982-1 Type 5 standard. As the Total Inward Leakage (TIL_A) allowed under this standard is high (15% in 8 out of 10 suits tested), a more stringent standard of EN1073-2 Class 2, which requires Average TILA to be less than 2% for 6 suits tested, is desirable.

Workers using coveralls that meet the EN13982-1 Type 5 Standard may be unaware that up to 15% of the hazardous fine particles can enter the suit, which they may bring home through garments worn under the coveralls (unless properly decontaminated).

DuPont™ Tyvek®

Manufactured only by DuPont using a unique flash-spinning process, Tyvek fabric is made of strong, continuous, high-density polyethylene fibres. Tyvek is a soft fabric that is intrinsically breathable, is low-linting and has inherent barrier properties, making it an ideal fabric for a wide range of protective applications.

Comparison of DuPont Tyvek with other single-use coverall fabrics

Microporous film (MPF) fabrics comprise a thin microporous film bonded to a spunbound polypropylene base. MPF offers limited durability since protection is lost when the protective film layer is abraded.

The performance of **Spunbound/Meltblown/Spunbound (SMS)** fabrics relies on a meltblown polypropylene layer sandwiched between two open polypropylene layers. SMS fabrics suffer from limited durability and relatively weak barrier performance. In addition, their high air permeability significantly compromises barrier properties, making them only really appropriate for very basic protection.

- **Abrasion of the fabric:** Abrasion can seriously undermine the protective efficiency of a fabric. Fabrics that rely on

thin film (MPF) or have an inherently weak physical structure (SMS) can quickly and easily lose their resistance to penetration under operating conditions.

This phenomenon can be demonstrated by a hydrostatic pressure test which measures liquid barrier performance. Prior to the abrasion test, MPF fabric offers the best resistance to liquid pressure. But after just 10 cycles of abrasion, its performance takes a spectacular dive, while SMS is less affected but offers a much lower performance level. After abrasion, Tyvek penetration performance is the highest. After abrasion, Tyvek's barrier performance is the highest, and its performance is hardly affected by the abrasion.

- **Total Inward Leakage of the coverall:** When comparing the barrier performance of DuPont Tyvek Classic Xpert coveralls with other Type 5 suits made of MPF and SMS, Tyvek shows a significantly lower Average Total Inward Leakage (TIL_A) according to EN ISO 13982-2 test, with an average value of less than 1%.

The Tyvek Classic Xpert Advantage

Tyvek Protective Apparel provides superior protection for workers. Companies around the world use more than 200 million Tyvek garments per year.

Tyvek Classic Xpert coveralls provide protection against hazardous fine particles 15 times better than the Type 5 Standard, allowing only 1% inward leakage. Not only when new, Tyvek Classic Xpert coveralls are engineered to provide superior protection and a balance of comfort and durability all day long.



Tyvek Classic Xpert – Superior Protection that lasts All Day!



TECHNOLOGICAL ADVANCES IN HEARING PROTECTORS ASSESSMENT



Hearing protective devices (HPDs) have been used extensively to mitigate the risk of occupational noise-induced hearing loss (ONIHL). However, ONIHL still accounts for approximately 11% of all workers compensation claims associated with occupational diseases, and this scenario has remained relatively stable since 2006. One factor which may be related to this unchanged rate of ONIHL is that workers may not be receiving the expected level of protection from their hearing protective devices.

In fact, recent studies conducted at workplaces with well-managed hearing conservation programs indicated that approximately 60% of the workers can achieve adequate level of protection with their hearing protector of choice. However, 30% of the workforce require further training or even a different style of hearing protector to achieve a suitable level of protection. These numbers are not very impressive, given that the studies were conducted in the context of well-managed hearing conservation programs.

HOW ARE HEARING PROTECTIVE DEVICES ASSESSED?

In the past 50 years, several test methods have been developed to evaluate hearing protector attenuation. The most well-known method is the Real Ear Attenuation at Threshold (REAT), which is also recognised as the 'gold standard'. REAT was primarily developed to be conducted in laboratories under well-controlled conditions. Numerous studies clearly demonstrate that the laboratory techniques cannot accurately predict the real-world attenuation for groups of workers or individual workers. Even when the REAT data is representative of a group using the same hearing protector, the individual variability can be as high as 20 dB (decibel).

In Australia, AS/NZS 1270 – Hearing Protectors determines REAT as the test method to assess hearing protective devices and estimate their overall attenuation value known as SLC80 (sound level conversion) rating. The SLC80 rating is measured in decibels and indicates the attenuation expected to be achieved by at least 80% of the population wearing the tested HPD. However, it doesn't provide any information about the attenuation achieved by each person, which may be drastically affected by the individual's ability to fit the hearing protector correctly in the ear canal.

HOW CAN THE LIMITATIONS OF REAT BE OVERCOME?

As an alternative for the REAT limitations, new systems have been developed to measure individual attenuation in the field without the expense, size and bulk of the acoustic room and equipment needed for the traditional REAT testing. These systems have been attracting the attention of different industries especially in the

past 10 years as they provide a number of benefits for the management of hearing conservation programs.

Field attenuation estimation systems (FAES) is the generic terminology that encompasses all commercial field test methods. FAES can be divided in two major groups: subjective and objective test methods, depending on whether the system relies on a listener's response or an instrument's reading.

The commercial FAES that are most commonly used in Australia are:

- **Field Real Ear Attenuation at Threshold (F-REAT):** This subjective test method requires listeners to track their hearing threshold levels to measure their hearing sensitivity with and without earplugs. The difference in the two thresholds is the attenuation of the device. The current commercially available F-REAT systems can test any earplugs but not earmuffs. The employees are probably more familiar with the threshold test protocol.

However, it can be quite time consuming to test all seven standard frequencies (from 250 to 8000 MHz) and the consistency of the test results can be affected by background noise and the person's hearing ability.

- **Balance of loudness:** A subjective test method where the listener is asked to balance the loudness between signals presented to the open and occluded ears. The background noise is less of a concern for the loudness balance system as the test signals are higher than the F-REAT. However, listeners with hearing loss may affect the ability to test certain frequencies. This test method can also be used with any manufacturer's earplugs but not earmuffs.
- **Field Microphone In Real Ear (F-MIRE):** This test method comprises a loud speaker (test noise) and a small dual-element microphone. The dual-element microphone measures the test noise inside the ear canal under the hearing

protector and outside the hearing protector simultaneously. The hearing protector attenuation value is estimated based on the difference between outside and inside noise measurements. This objective test method does not rely on the listener's response to the test signals and therefore, it is not affected by the listener's hearing level. It can test seven standard frequencies (from 250 to 8000 MHz) in seconds and is not affected by the background noise. However, it can only test the range of earplugs and earmuffs supplied by the manufacturer.

Regardless of the test method, the end goal of FAES is to obtain an overall noise reduction rating called Personal Attenuation Rating (PAR). Even though PAR contains its own variability, it is a more accurate estimative to predict the individual level of protection compared to the classic approach of using mean laboratory data.

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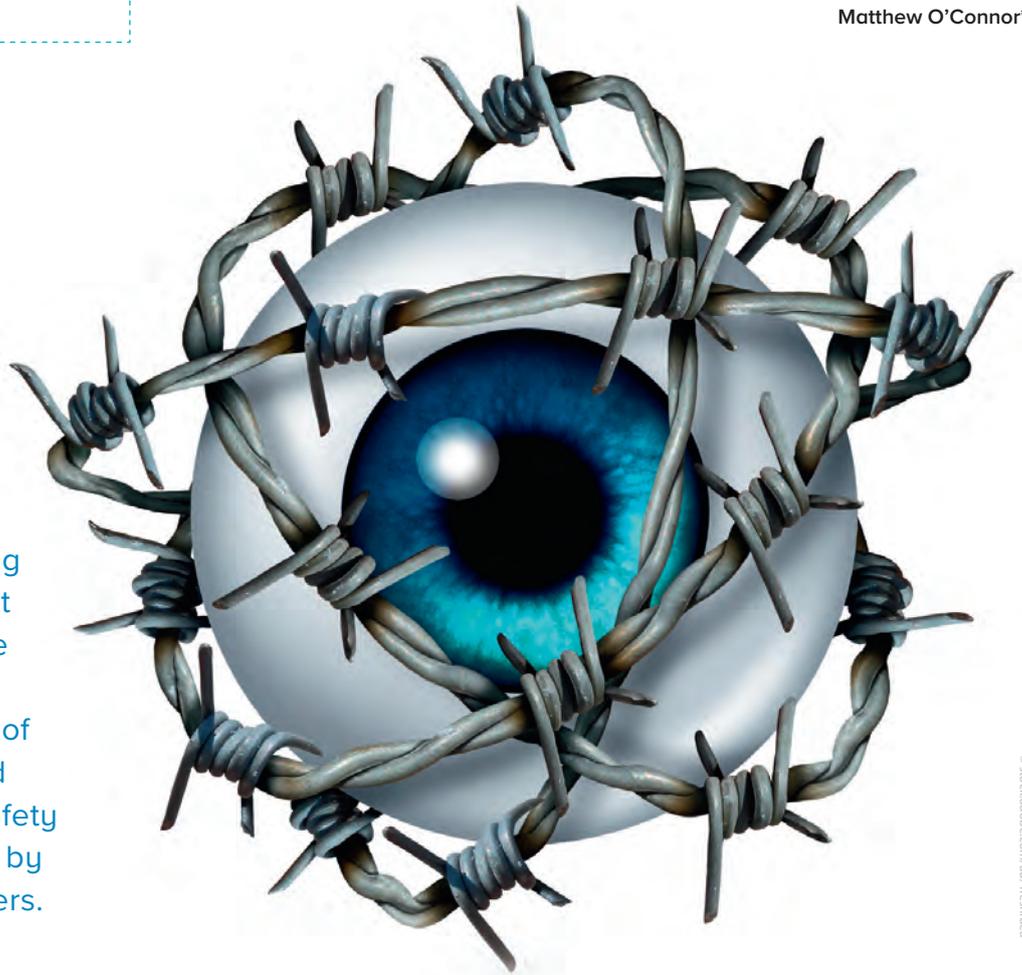
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Driving to work, watching a video or sending a text – many of us take these activities for granted. Despite the importance of vision for most work and leisure activities, eye safety is sometimes neglected by many business employers.

EYE-OPENING TRUTHS ABOUT WORKPLACE EYE INJURIES

Eye injuries in the workplace are very common, with more than 840 people making a serious eye injury claim in the year from 2014–2015, according to one of the latest reports from Safe Work Australia.

Grinding and welding are the two most common activities resulting in an eye injury. However, eye injuries are a significant problem for a variety of occupations, not just those working with metal fragments.

Eye injuries in Australia also cost around \$60 million per year, with approximately seven in 1000 workers sustaining an eye injury each year, according to a publication by government safety agency Comcare.

Using the correct eye protection for the task, as well as receiving the proper training, could lessen the severity or even prevent a high percentage of eye injuries in the workplace.

WHAT ARE COMMON EYE INJURIES?

Some of the major types of eye injuries

experienced by in the workplace include the following:

- Chemical burns
- Injuries and complications due to welding flash, such as bright UV light
- Cuts and scratches to the eye surface
- Embedding of objects and chemical traces in the eye
- Punctures
- Microbial eye infections in the case of laboratory workers, janitors, animal handlers and other healthcare workers

WHAT JOBS DEMAND EYE SAFETY?

Dangerous objects can strike and abrade the eyes of the workers if they are not protected with appropriate eyewear. Apart from dangerous objects, infectious microbes and chemicals tend to adversely affect the eyes of the workers in specific types of workplaces. Be aware of the following:

- Dusty environments filled with cement chips, dust, staples, nails, metal slivers and wood chips

- Chemical burns caused by cleaning products and industrial chemicals
- Intense, harmful radiation, such as UV lights and excessively bright lights, laser lights and infrared radiation, to name a few
- Tools and machines that chip chisel, ship, hammer drill, grind, cut, smelt, spray or weld
- Compressed air

10 WAYS THAT YOU CAN HELP PREVENT AN EYE INJURY IN YOUR WORKPLACE

Your overarching obligation is to provide a safe workplace for workers. A safe workplace is best achieved by taking a 10-step hazard management approach that focuses on identifying, assessing and controlling the hazards:

1. Assess

Look carefully at your workplace operations. Inspect all work areas, access routes and equipment for hazards to eyes. Examine past eye accidents and injury reports. Identify operations and areas that present eye hazards. >>

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Damage your hearing and life may never sound the same. Thousands of workers are potentially exposed to hearing hazards every day. Do you have an effective hearing conservation program?

Do you know what level of protection your employees are receiving from their hearing protectors? Detection, Protection and Validation, each is critical to solving the hearing conservation challenges unique to your work site.

3M™ delivers easy and comprehensive tools to help employers solve complex hearing protection challenges. The EARfit™ Dual Ear Validation System can be used to measure your Personal Attenuation Rating (PAR) and allow you to determine whether your hearing protective device can achieve adequate level of protection or not. The EARfit dual-element microphones and software measure the PAR without any assistance or response from the person to be tested.

With a broad range of solutions available we have your hearing conservation needs covered. Contact your 3M Personal Safety Specialist to find out more about our 3M™ E-A-Rfit™ Dual-Ear Validation System.

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2. Test

Uncorrected vision problems can also perpetuate more accidents in the workplace. If your workplace is a high-risk industry for eye injuries, it's a good idea to provide vision testing for your employees.

3. Protect

Select protective eyewear that is designed for the specific duty or hazard. Protective eyewear must meet the current Australian Standards.

4. Participate

Create a 100% mandatory program for eye protection in all operation areas of your workplace that have been identified as a risk to the workers' eyes.

5. Fit

Workers need protective eyewear that fits well and is comfortable. Have eyewear fitted by an eye-care professional or other competent person. Provide replacements for eyewear that is damaged and require each worker to be in charge of his or her own protective equipment.

6. Plan for an emergency

Set up first-aid procedures for eye injuries. Have eyewash products that are easy to use and access, especially for workplaces where chemicals are used. Train workers in basic first aid and identify those high-risk jobs.

7. Educate

Conduct ongoing educational programs to create, keep up and highlight the need for protective eyewear. Add eye safety to your regular employee training programs and to new employee orientation programs.

8. Review

Regularly review and update your accident prevention policies. Your goal should be NO eye injuries or accidents.

9. Put it in writing

Once your safety program is created, put it in writing. Display a copy of the policy at work and in employee gathering areas. Include a review of the policy every time a new employee joins.

10. Document

If an incident does occur, document the



incident, injury or illness in an Incident and Hazard report form. Not only will this help to demonstrate that you are complying with your obligations, it will also assist you to monitor and continually improve levels of health and safety in your workplace.

**Matthew O'Connor is the National Work Health Safety Practice Leader at Employure — a workplace relations firm specialising in helping small businesses comply with health and safety legislation as well as ensuring that their employees' health and safety needs are taken care of.*

Employure Pty Ltd

www.employure.com.au



Protective headset with Bluetooth connectivity

Honeywell Industrial Safety has announced a protective headset designed to allow workers to stay connected while continuing to protect hearing on noisy job sites.

The Honeywell Howard Leight Sync Wireless protective earmuffs integrate Bluetooth wireless technology, allowing workers to talk on the phone, connect with co-workers, get instructions and perform tasks without sacrificing hearing protection in noisy or dangerously loud environments. The headsets can block out up to 80% of background noise.

The headsets connect wirelessly via Bluetooth to most smartphones and features a boom microphone that enables workers to answer calls and carry on clear phone conversations while keeping the phone safely in a pocket. The wireless format eliminates the need for cords or cabling that can pose trip, slip or hand hazards.

Features of the headset include Bluetooth 4.1 for improved connectivity and reliability of data transfer and use with 4G mobile phones, a rechargeable battery supporting 16 h of use and an ergonomic design for simple operation, with volume control buttons and flashing coloured lights to indicate different settings.

Volume management technology limits output volume from portable audio devices to 82 dB, while airflow control technology provides optimal noise reduction across all frequencies to SLC_{80} 31 dB.

Honeywell Safety Products Australia Pty Ltd
www.honeywellsafety.com



Safety glasses

The uvex sportstyle safety glasses deliver a combination of performance, safety and style. At only 23 g, the lightweight and balanced spectacles provide extended wearer comfort with optimal fit. The adjustable and soft nose bridge is flexible for a comfortable and customised ergonomic fit.

The product is available in supravision sapphire (HC3000), with an anti-scratch and anti-fog coating. The glasses are suitable for all hot, humid and steamy environments as well as cool rooms.

Features include scratch-resistant coating on both sides of the lens; anti-fog coating on both sides of the lens; an adjustable nose bridge to suit individual requirements; a pressure-free fit; the ability to fit various head sizes; 100% UV protection with good peripheral vision; approval to AS/NZS 1337.1; and medium impact protection.

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APP KEEPS LONE WORKERS SAFE

Lone working engineers at Ericsson can be faced with dangerous situations while carrying out essential maintenance services across the UK.

The team of over 500 staff work around the clock as well as in remote locations, meaning that they require a reliable way to alert their supervisors during an emergency.

Ericsson therefore implemented StaySafe, a safety app that monitors the location and safety status of lone working staff whenever they begin a timed session. Missed check-in and session expiry alerts automatically alert the employer even when they are unable to do so, while a panic button can be used immediately to request emergency assistance. Beginning a session or triggering an alert allows an external monitor at Ericsson to view an accurate location of the employee through the StaySafe Hub.

Due to the simplicity of the application, Ericsson employees were able to begin using it within two weeks. Training was rolled out to the team of lone workers online, through videos and digital user guides. StaySafe worked closely with the business to develop and customise the technology to fit their individual lone worker needs.

In addition, StaySafe worked with Ericsson to set up a hub structure that enabled line managers to be responsible for their own engineers, but also allow dispatch to have access to alarms. This ensured that



someone was always available to respond. Ericsson now has a total of 27 hubs which vary in size and structure and can be easily modified by the business.

Hub reporting has also been a particularly useful feature for Ericsson. By using StaySafe analytics, supervisors are able to analyse user behaviour and take the appropriate action on incorrect usage. By monitoring alerts and providing additional training to those using the solution incorrectly, Ericsson can ensure the solution is used regularly and properly.



Safety spectacles

Innovative injection moulding technology in the latest addition of the uvex pheos family delivers good protection, wearer comfort and workplace compliance.

The uvex pheos cx2 is set to take uvex's safety spectacle to the next level. The X-tended eye shield and brow guard with injection-moulded, soft component technology result in a close fit to the face which provides protection against minor splashes of relatively innocuous chemicals, where the risk has been evaluated as acceptably low splash and particle ingress.

The four-point frame check ensures the eye protector fits wearers well to deliver reliable protection. The distinctive design and shape of the side arms, together with the innovative X-Twist technology, allows the spectacles to adapt to the individual wearer, providing a customised, comfortable fit. The uvex pheos cx2 also scores highly from a fit perspective. The distance between the forehead and spectacles is measured at four different points to ensure good ergonomic features and fit.

As in sport, the industrial workplace presents daily challenges for management, workers and protective equipment. With the uvex pheos cx2, users can be safe in the knowledge that their PPE will perform at the crucial moment.

UVEX SAFETY AUSTRALIA LIMITED PARTNERSHIP
www.uvex-safety.com.au

Emergency eyewash technology

Enware VERTECH technology has been designed to create a zero velocity point for effective relief when it is needed most. This technology has redesigned the water velocity in eyewashes, creating a gentle yet highly effective flow that allows a greater amount of time in the flushing zone.



This is particularly important when cleansing sensitive eyeballs from hazardous materials. Combined with the company's dedicated eyewash streams for targeting and flushing eyes and independently angled face wash streams, this product provides good coverage to ensure fast and effective flushing.

Enware Australia Pty Ltd
www.enware.com.au

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'ZERO GRAVITY' ARMS ENHANCE CONSTRUCTION SAFETY

Hong Kong-based company Gammon Construction has adopted 'zero gravity arms' to increase safety and decrease its workload.

The company has faced both manpower shortages and an ageing workforce, and has adopted this system from Sigma Ergonomics as a means of attracting new workers and reducing workloads for its current staff.

The mounted exoskeletal system functions without the need for power. This allows workers to comfortably operate heavy tools including impact drills, chipping hammers and grinders for extended periods.

With the zero-gravity arms shouldering the weight of the equipment, workers are not affected by the strain and fatigue caused by repetitive tasks such as drilling, tiling, chipping and grinding.

The Ekso Bionics Aerial System, to which the Zero G system is mounted, is designed to increase safety and productivity while working from an elevated work platform (EWP).

The Zero G arms are designed to hold tool payloads of up to 19 kg and fully balance the weight, thus allowing the user to freely, safely and accurately manoeuvre the load in any direction without injury or fatigue.

As well as eliminating the risk of dropping heavy tools from heights, the system significantly reduces the risk of injury from heavy tool usage and awkward body positions.



In a recent direct comparison with an access work platform (AWP) at a height services installation, the Zero G system improved the productivity of the drilling work task by over 50% while reducing worker fatigue and improving safety and efficiency.

The system has been successfully deployed at a construction site of a data centre in Hong Kong's Tseung Kwan O district and at a transport terminus in Kowloon, with very positive feedback from workers and their managers.

Benefits reported by workers included ease of use, comfortable to operate and an ergonomic design.

"Following the success of the Ekso Bionics Aerial Systems, we plan to expand the trial scheme to several other of our worksites in the region," said Andy Wong, Gammon Construction's innovation manager.

Requiring less than 30 minutes of operator training to achieve competency, the ergonomic tool arms have a variety of mounting options to suit the application, including portable gantries, carts, jib arms and linear rails.

In addition, the systems require very little maintenance, have no expensive inputs like electricity or compressed air, and have been successfully used in a variety of industries from aerospace and defence to automotive manufacturing.

Sigma Ergonomics
www.sigmaergonomics.com

Safety eyewear

3M has added the Solus 1000 and Goggle Gear 500 Splash goggle range to its eyewear line-up. Featuring 3M's innovative Scotchgard Anti-Fog Coating Technology, the safety eyewear models are designed to help keep workers seeing more clearly and for longer on the job.

Suitable for workers in construction, oil and gas, and metal-working jobs that require physically demanding tasks, the safety eyewear is designed to keep lenses clear of fog and steam — even when workers are in hot and humid conditions or climate-controlled areas. The coating is bonded directly to the lens and retains its effectiveness for at least 25 washings, enabling workers to wear their safety eyewear longer.

When workers have to remove their eyewear to clean and de-fog them, they expose their eyes to potentially dangerous workplace hazards and debris. The Solus and Goggle Gear Scotchgard Anti-Fog coated eyewear is suitable for demanding environments and is compliant with EN168 and AS/NZS 1337.1 standards.

3M Personal Safety
www.3M.com.au/ppesafety



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Belt installation and rotation device

The Gates BIRD belt installation and rotation device is designed to minimise the risks to employees during routine belt maintenance.

While a belt drive is shut down, locked out and tagged out, the device reduces the risk of finger and hand injuries due to hands getting caught in pinch points during belt installation and maintenance by safely facilitating a rotational inspection of a drive.

Previously, in order to inspect or install a drive, personnel would pull on the belt or grab the edges of the pulley or sprocket to turn the drive. Regardless of the care taken, this procedure is inherently dangerous: a split second can see a hand or finger pulled into a pinch point, causing a horrific injury.

This easy-to-use tool features a pair of powerful permanent magnets that are attached to the belt sprocket. Once fully engaged, the comfortable aluminium handles allow operators to safely and easily rotate the drive, facilitating maintenance and installation in the safest way possible.

Gates Australia Pty Ltd

www.gates.com/australia



Programmable safety light curtains

The Reer Safegate type 4 range of safety light curtains are suitable for the protection of a large number of high-risk industrial applications, particularly those requiring a high level of integration of the muting functions.

The product integrates muting sensors that can be connected directly to the safety light curtain. It is flexible and covers all muting applications. The configuration can also be changed at any time.

The hardware-configurable models SM and SMO allow configuration of the muting logic and functional parameters via the main connector wiring, whereas the programmable model's SMPO functional parameters are configured via the configuration software.

All of the light curtains feature integrated main safety functions, with the SMO and SMPO models offering an integrated status and muting lamp.

Accessories including special mounting brackets and floor-mounting columns.

Treotham Automation Pty Ltd

www.treotham.com.au



Confined space gas monitor

The GasAlertMax XT II from BW Technologies is a compact multigas detector for personal protection against flammable, toxic and oxygen gas hazards. Available to rent from TechRentals, the instrument monitors up to four potentially hazardous gases including H₂S, CO, O₂ and LEL. With straightforward one-button operation and a SmartSample motorised pump for intelligent and remote sampling, the GasAlertMax is suitable for enhancing worker safety.

The product has visual, vibrating and audible (95 dB) alarms to alert the user when conditions become unsafe. The instrument is lightweight, making it comfortable to wear, and its compact size enables work in confined spaces. It is a smart and simple way to minimise work incidents and increase productivity of operations.

Features include: an integrated sampling pump with diaphragm technology; good block detection with a semiconductor pressure sensor; visual, vibrating and audible alarms; and continuous LCD showing real-time gas concentrations. The product is equipped with standard data logging and event logging.

TechRentals

www.techrentals.com.au



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Workplace mental health course for leaders



The Australian Workplace Mental Health Masterclass for Leaders is a one-day course that provides an intensive overview of workplace mental health, the skills and tools to identify and deal with mental health issues in the workplace, and an understanding of its potential impact.

Suitable for leaders, managers, CEOs, board directors, HR managers and OHS managers, the course is organised by the Workplace Mental Health Institute. It delves into how mental health issues manifest in the workplace and the real impact they can have on a business. Most importantly, it encourages leaders at all levels in an organisation to take responsibility for the whole welfare of employees and gives them the know-how to do this.

The course covers: the latest insights into workplace mental health; the seven pillars of a mentally wealthy workplace; the three major disorders causing havoc in Australian workplaces; how to tell if a team member might have a mental illness; the proper role of the leader in responding to mental ill-health and in creating a mentally healthy culture; responding to people in distress — what you should and shouldn't do; what you should and shouldn't say; how to have that difficult conversation about mental health with an employee; how to achieve performance outcomes without risk of bullying or making things worse; what's appropriate for you to handle as a leader/advisor and what's not; ensuring you meet legislative requirements, minimise risk and safely assist an employee returning to work after absence due to mental ill-health; implementing flexible arrangements as part of a mental illness management strategy; organisational resilience and supportive environments as preventative strategies; and ways to leverage your team in prevention and recovery strategies.

Workplace Mental Health Institute

www.wmhi.com.au/leaders-masterclass

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Slide-on pump

The Industrial Scientific Ventis slide-on pump is compatible with both the MX4 and Pro Series multigas monitors.

It is suitable for workers who typically wear their gas monitors for personal protection but occasionally require a pump for confined space entries or remote sampling applications. The pump reduces the need for workers to carry two or more gas detection instruments at one time.

Additional features include convenient sampling — draw air samples from up to 50 feet away; easy set-up — no tools are required to attach or remove the pump from the monitor; and interchangeable batteries — monitors and pumps use the same type of battery packs and chargers, making them easy to exchange.

Industrial Scientific Corporation
www.indsci.com

Safety valves

The SMC VP544/744-X555/585 Dual Residual Pressure Release Valves range with Soft Start-up Function is designed to meet ISO13849-1 safety standards.

The range features an integrated soft-start-up function that gradually builds the pressure of the pneumatic system in order to deliver performance consistency and safety.

The valves have two stations, so if one fails to operate, residual pressure is released by the remaining valve to maintain the safety function. Further features include a selectable throttle and fixed orifice that allows the pressure to be easily adjusted. In addition, they come with IP65 enclosure protection, a safety limit switch to ensure that the main valve position is automatically checked and the ability to connect to modular type FRL units, offering good flexibility and versatility and allowing the valves to be used across a broad range of applications.

Safety valves are also integrated with the SISTEMA software tool which helps to reduce risk by feeding information through rapidly so that operators can react quickly.

The valves are suitable for high-risk application such as in automatic machines, pick-and-place and progressive start-ups such as those found in most industrial operations.

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IGNORE DRIVER SAFETY AT YOUR PERIL

Statistics show the estimated economic cost of road crashes in Australia is \$27 billion per annum.

Driving is one of the riskiest work-related activities, with around 20–40% of workplace deaths in industrialised countries being associated with road crashes. Safe Work Australia reports that 39% of worker fatalities were due to a vehicle collision (2003 to 2015). When you consider that around 30% of vehicles on Australian roads are driven for work-related purposes,

managing road risk should be a fundamental part of an employer's legal and moral duty of care towards its employees and members of the public.

With human error to blame for approximately 95% of vehicle crashes, fleet managers are under mounting pressure to not only identify risky driver behaviour but also take preventive action.

This is where the use of telematics technology can help. When installed on a vehicle fleet, the technology can make it easy for fleet managers to identify and expose at-risk drivers and take corrective action before a crash occurs. The data captured with the technology can be used for:

- vehicle tracking and location monitoring;
- monitoring driver movements, status and behaviour;
- identifying at-risk drivers (ie, those who speed, use harsh braking, harsh acceleration, etc); and
- identifying distracted drivers.

Telematics technology is claimed to be able to reduce safety-related incidents by up to 50% and, while installing telematics does involve an initial investment, many organisations report recouping the initial outlay in safety-related cost savings within a 12-month period.

“A well-known Australian logistics company has seen its accident rate per 100 vehicles drop from 44 to 19 in less than a one-year period since using MiX Telematics to monitor their drivers. Average cost per vehicle (through improved driver behaviour) has also reduced from \$1214 to \$438 in a two-year period,” said Lara Churton-Hughes, head of sales and marketing Australasia at MiX Telematics.

By being proactive, organisations can identify at-risk driver behaviour, take corrective action to manage those drivers and, in doing so, prevent a crash from occurring. Instructor-led driver training as well as online driver training can help reduce crash risk across fleets. It is also possible to monitor drivers (through the use of an in-

vehicle camera) to determine whether they are fatigued or distracted.

There are a growing number of companies using driver-safety bumper stickers on their fleet cars as a safety strategy. Churton-Hughes stated: “This is becoming a growing trend and in fact we have clients who are using this [strategy] across South Africa and Papua New Guinea. This method of garnering feedback on driver behaviour from other motorists is simple yet effective, and we encourage other organisations to use bumper stickers to get feedback on how their drivers are performing on the road.”

Managing distraction and fatigue is becoming more of a priority than ever, with 15% of road fatalities having been identified as fatigue-related crashes in Australia alone.

Mobile phone usage while driving is a growing problem and one that doesn't look set to go away any time soon. In fact, 'phone usage while driving' has overtaken 'people not wearing seatbelts' as one of the major causes of fatal car crashes.

Vehicle maintenance also has a role to play when it comes to ensuring fleet safety. Vehicles need to comply with roadworthiness requirements and procedures need to be put in place to ensure that maintenance records are kept and maintained. With telematics, maintenance alerts can be set up to keep fleet managers one step ahead of the game and, in doing so, make it possible to manage preventive maintenance schedules across fleets.

It's also important for companies to effectively manage the risk associated with grey fleets (where vehicles are being used by employees who do not belong to the company). Organisations need to ensure a policy is in place for grey fleets that includes guidelines regarding use of private vehicles for business journeys, outlining vehicle suitability requirements and annual driving licence checks as a bare minimum.

The most efficient and competitive fleets are those whose drivers and vehicles operate safely.

MiX Telematics

www.mixtelematics.com.au



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NATIONAL SAFETY COUNCIL OF AUSTRALIA

National Safety Council of Australia poster ca. 1970, courtesy of NSCA Foundation.

2250

PRIORITISING YOUR WORK ROAD SAFETY

What do you value in your life? Can you see a linkage between those values and an incident that changes everything?

There are 350–400 spinal cord injuries in Australia each year; 46% these are caused by motor vehicles.¹

In fact, vehicles are reported to be the highest mechanism of injury for workplace fatalities, with work-related road crashes accounting for one in three occupational fatalities in Australia and 15% of the national road toll.²

The majority of Australian companies have it covered when it comes to safety on the job — in particular, where staff are required to perform high-risk procedures. Unfortunately, where safety often falls down (or is missed altogether) is with education relating to the

importance of safe driving. Vehicle safety is critical not only at work but also commuting to and from work.

Michelina Pelosi is one of PBF Australia’s presenters of its injury prevention program, which can be tailored to address individual organisations’ issues. Pelosi recently spoke about road safety at a conference for FMC in Sydney.

FMC is an agricultural solutions company based in the US. They work side by side with Australian resellers and farmers to solve problems and create opportunities with their products and pipeline of proprietary chemistry.

Michelina was involved in a motor vehicle accident that changed her life forever. She not

only lost the use of her legs (paraplegia) but her uncle. Through being open and able to talk about her crash, Michelina encourages people to make better choices to prevent it happening to them.

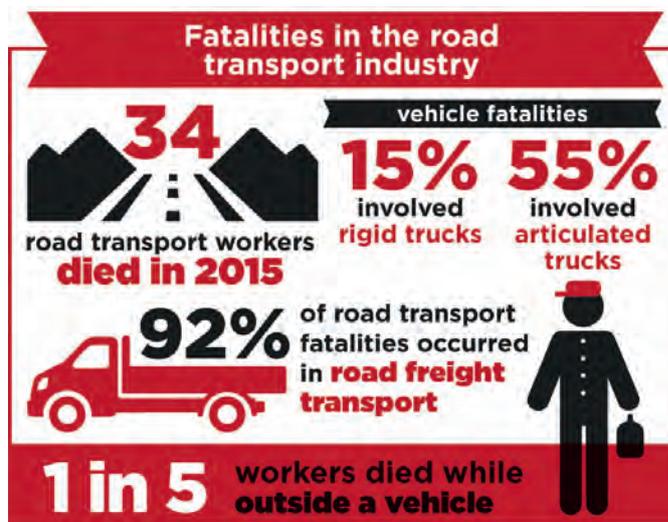
Rather than resorting to shock tactics through use of graphic accident images, FMC chose to educate its workforce on the importance of determining what really matters most in their life. Then demonstrating the linkages with the loss of those values through a relaxed attitude while driving.

In the case of FMC, they wanted to focus on their safety shares, including cleaning window screens every 100 km (particularly in regional areas), taking regular rest breaks and checking tyre pressures and tread. All of these things may seem minor but can add up to a disastrous incident. The purpose of FMC’s safety shares is to keep safety front of mind, making sure that every worker arrives home safe after their day at work.

“Michelina was brilliant and we have all spoken about her message many, many times since,” said FMC Australasia Commercial Associate, Agricultural Solutions Cassia Ferguson. “She was an exceptional presenter and we felt PBF Australia’s injury prevention workplace road presentation was very valuable. Michelina’s story will make us all think about safety for the rest of our lives, and I personally am very thankful for that.”

TOP 5 ROAD SAFETY TIPS FOR WORKPLACES

- 1. Don't drive on auto-pilot.** We often travel the same route to and from work on a daily basis. It can become so monotonous that you don't think about where you are going. Drivers need to be aware of their surrounds at all times to react to the constant changing potential hazards.
- 2. Manage your fatigue.** Drivers must take regular breaks to refresh, regardless of the distance they are travelling. Companies can set up a monitoring system to ensure the appropriate breaks are being taken.
- 3. Always wear your seatbelt.** No matter what, when sitting in a vehicle put your seatbelt on. Even if you are driving five minutes up the road on-site, this is not negotiable.
- 4. Take ownership of the vehicle's roadworthiness.** Check your tyres, windscreens, lights and ensure everything is operating as it should be. If something is not right then refuse to drive the vehicle.
- 5. Minimise your distractions.** This is one of the biggest issues of modern driving. Put the mobile phone away so you do not look at text messages or make in-depth phone calls. 100% of your attention should be on the road at all times.



Source: Safe Work Australia

¹Norton L, Spinal Cord Injury, Australia 2007-08, Australian Institute of Health and Welfare, Injury Research and Statistics Series Number 52. Canberra; 2010

²CARRS Q paper — State of the Road Work-related road safety.

PBF Australia

www.pbf.asn.au

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Man down communicator

The Twig Embody man down communicator can alert up to 10 numbers via SMS and two-way voice calls. It weighs only 50 g and can be worn six different ways.

The product is designed for those who are unable to, or do not want to, clip a duress alarm to their pants or belt. The product can be worn on a lanyard, wrist band, ID badge, belt loop or belt, or embedded into work clothes.

The communicator transmits anywhere within the mobile phone network, has a dedicated duress button and automatically senses 'man down' via excessive tilt, no motion or sudden drop. A GPS option sends a location map to a smartphone or a web-based console. The locator system uses the GPS satellite network plus three other satellite systems to quickly fix the user's location in an emergency.

This product is designed for anyone working alone and away from a fixed location where an alarm could otherwise be raised on-site. This includes health and social care, logistics, maintenance, forestry, construction, security and utilities servicing.

Twig Australia
www.twigastralia.com.au

Safety gloves

The MaxiDry Zero safety gloves are designed to keep people's hands warm in the extremes of outdoor work during winter.

The product offers comfort and liquid repellence down to -10°C inside the glove under high activity, with a coating designed for temperatures down to -30°C.

The glove can also be used in direct contact with food as it has successfully passed the European food test, EU 1935/2004 (according to LFGB), certifying it for direct food contact. It has been further tested, over and above EU 1935/2004, against the national standards for Germany, France and Italy.

The product is suitable for use in cold environments inside or outside.

Safety Mate Pty Ltd
www.safetymate.com.au



Half facepiece reusable respirator



3M has expanded its family of respirators to include the 3M 6500 Series Rugged Comfort half facepiece reusable respirator. It delivers comfort, durability and stability with a firm, lightly textured silicone faceseal and strong body construction.

Designed with comfort, durability and stability in mind, the 6500 Series respirator is made to withstand long hours and extreme conditions, yet be comfortable to wear. The

over-moulded design of the 6500 series also offers wearers simplified cleaning and maintenance.

The Rugged Comfort 6500 Series helps protect workers from harmful dusts, gases, vapours and sprays with a soft but firm silicone faceseal that holds up in high-heat environments and comes equipped with long-lasting polyester-spandex straps. The 6500 Series also features a low-profile design for compatibility with other personal protective equipment.

The Rugged Comfort 6500 Respirator Series also includes a valve cover design that directs exhaled breath and moisture downwards to reduce fogging and an advanced half facepiece design for a wide field of view.

3M Personal Safety
www.3M.com.au/ppesafety



Hand truck

Moving things doesn't need to be a wrestling match between the user, the load and the hand truck. Using Rotacaster multidirectional wheels in a compact four-wheeled base, the job becomes easier, faster and safer.

The All-Terrain Rotatruck combines the manoeuvrability of omnidirectional Rotacaster wheels with the robustness of puncture-proof 10/80 (25 cm) big rear wheels. It navigates easily through rough surfaces and is suitable for all environments.

An optional ratchet strap (kit) secures the load. Its load capacity is 230 kg.

Rotacaster Wheel Pty Limited
www.rotacaster.com.au



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Pallet guides

The Dematic ColbyRACK range pallet guides increase safety for forklift operators, removing pallets from high storage levels in warehouses and distribution centres (DCs).

The product is designed to minimise incidents where pallets and cartons fall from heights.

It is primarily intended for retrofitting pallet guides to single deep selective racking. It provides a visual cue that encourages forklift operators to slow down and align pallets more accurately.

The product can be installed onto existing selective racking beams, avoiding the expense and inconvenience of changing over to new, cleated beams. The pallet guides are also a simple option for storing European pallets on Australian racking, and can be relocated within a warehouse as storage needs change.

Dematic Pty Ltd

www.dematic.com.au

Sampling pumps

The Apex2 range of sampling pumps is intrinsically safe for use in flammable atmospheres. Users can connect with the Airwave mobile software and easily send data directly to their laptop.

Achieving the IS certification for the Apex2 range ensures that monitoring and analysis of dust exposure can be carried out safely and effectively in these areas. The range includes three separate models — the Apex 2, Apex 2 Plus and Apex 2 Pro, with different functionality to meet varying requirements; all designed to monitor workplace dust levels to help protect workers from developing long latency health problems as the result of occupational exposures.

The Apex2 is designed to handle any personal monitoring regime. Optimised at around 2 L/min, the flow at which most occupational hygiene measurements are made, the Apex2 has good back pressure capability.

The product has pressure and temperature compensation, exceptional pulsation control, high back pressure and long battery life.

Key features include Bluetooth connectivity and Airwave software; high wearer acceptance; motion sensing; simple operation; ingress protection (IP65) for use in harsh environments; intrinsically safe for use in flammable atmospheres; data logging models available; and ISO13137 compliant.

Thermo Fisher Scientific

www.thermofisher.com.au



Flow switch/monitor

The Fluid Components International (FCI) FS10i flow switch/monitor is designed for operation in rugged industrial processes.

It has obtained hazardous area approvals from multiple agencies for a wide range of liquid or gas monitoring applications that require accurate, reliable flow assurance and alarming.

Ingress protection meets IP65, IP66, IP67 in non-hazardous locations; CE Marking, CRN, complies with Canadian Electrical code requirements of ANSI/ISA 12.27.01-2011 as a single seal device. It carries a SIL 2 compliance rating per IEC 61508 and has a 90% safe failure fraction (SFF).

The product's SIL-2 compliance also ensures a highly reliable flow sensing instrument for repeatable and fast-responding flow trip point or alarm warning within seconds.

The product features an air/gas sensitivity and setpoint range from 0.076 to 122 MPS and for water or liquids from 0.01 to 0.5 FPS. It is suitable for use in fluid temperatures from -40 to 212°C and at pressures up to 138 bar.

The product comes standard with both an SPDT 1A relay output for alarm/trip point setting instead of an open collector and a 4–20 mA analog output for trending and monitoring. Trip points can be set as high or low and can be adjusted with hysteresis and/or time delay settings. The 4–20 mA output is rangeable by the user in the field installation.

It is suitable for monitoring cooling water and fluids, leak detection, lubricant flow assurance, ventilation verification, chemical injection assurance, nitrogen purge verifications and compressor leak detection.

AMS Instrumentation & Calibration Pty Ltd

www.ams-ic.com.au

High-visibility FRAS LED safety vest

The Roobuck Intrinsically Safe high-visibility FRAS LED safety vest is designed to make the wearer clearly visible and safe at all times.

The LED Straps and anti-electrostatic discharge vest design make it suitable for petrochemical environments and underground coalmines.

When the wearer toggles the push-button on the battery box, the LED operation moves through the modes 'constant on', 'slow flashing', 'fast flashing' and 'off'.

Vest models and colours include RLV3AO-Ex orange and RLV3AY-Ex yellow.

Features include active warning without relying on any incoming light; long-distance vision of up to 300 m in good conditions; flashing light for strong virtual effect; water-resistant structure for operation in any weather; suitable for potentially explosive environments; and there are seven sizes available.

The fabric is European-made. The cloth design complies with EN11612 for heat and flame protection and EN1149-5 for electrostatic protection. The vest has 3M Scotchlite 8935 reflective tape for the oil and gas industry. The fabric and reflective tape are also certified in ISO20471 Class 2 for high-visibility clothing. The LED Strap is designed and made in Australia and certified by TestSafe in NSW.

Roobuck Pty Ltd

www.roobuck.com.au



PAT tester

The Trio SafeTCheck Pro II Logger PAT tester is a lightweight instrument that fully complies with the requirements of AS3760 in-service safety inspection and testing of electrical equipment. The unit has an RCD option, printer, barcode and a three-phase option that has the two most common connector types. It is available to rent from TechRentals.

The interactive safety tool is designed to simultaneously monitor and log applied soaking hi-pot voltages and currents. This is done while probing an appliance for a testing period approximating real-life conditions. Appliance electrical faults that would normally be overlooked with static testing can be identified through the use of a competent operator and a SafeTCheck tester. The fully integrated data logger with PC Interface software is provided.

Features include: mains 240 V $\pm 10\%$ (polarity, earth, and mains tolerances); a lightweight design (less than 4 kg) with clear LCD display; and the ability to store up to 2000 records. All tests are electrically safe and are completed within a few seconds.

TechRentals

www.techrentals.com.au



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Efficiency and safety should not be mutually exclusive which is why Control Logic have introduced the PSC1 range of safety controllers by Schmersal.

Avoid long design processes by generating a schematic wiring diagram automatically once the controller is programmed. With so much time saved, you won't know what to do with it.

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control logic industrial. electrical. automation.



Safety switch CTP

The Euchner safety switch CTP offers guard locking and safe guard lock monitoring. It combines the principle of operation of electromechanical safety switches with transponder-coded safety engineering.

The safety switch is suitable for use when a high performance level and a locking force of up to 2600 N are required. It can be used for direct connection to safe control systems and for the series connection of up to 20 devices, depending on the version. It has robust housing with a metal head and high degree of protection, IP 69K, and can be used in almost every industrial situation.

The product achieves category 4/PLe according to EN ISO 13849-1, as well as meeting all the requirements of EN ISO 14119 with its transponder technology. Monitoring outputs and a diagnostics output can be connected directly to the PLC. It also has a comprehensive diagnostic function.

The safety switch has an LED indicator with all the relevant information on the front panel, so users can see the status of the device instantly. It is small and easy to mount on the safety guard and is compatible to mount with existing safety switches.

Treotham Automation Pty Ltd
www.treotham.com.au

Respirators

The CleanSpace Powered P3 respirators available from Thermo Fisher Scientific have up to 8 h run time. A lightweight design makes them easy and comfortable to wear and included are IP66 and hazardous area models. There are no hoses or heavy waist-mounted battery packs.

CleanSpace respirators are an air-filtering, fan-assisted positive pressure mask and are designed to be worn in environments where there is sufficient oxygen to breathe safely.

Features include P2/P3 and TM3 protection; lightweight 500 g; no hoses, cables or belt-mounted battery packs; full face visor — high impact; and IP Rated 66 — water tolerance.

Applications include metal fabrication and welding; maintenance and cleaning; high dust environments; mining and quarry; chemical or biological material handling; grain and food handling; stone, cement and concrete handling.

Thermo Fisher Scientific
www.thermofisher.com.au



Welding helmet

The Speedglas Welding Helmet 9002NC has a streamlined profile, with high-performing Speedglas TrueView optics and a head harness made for increased comfort.

The Speedglas TrueView optics allow welders to view the weld pool and their general surroundings with a view that appears lighter, brighter and more realistic.

With a high optical rating (1/1/1), this large (55 x 107 mm) auto-darkening welding lens features shades 3/8-12 with arc detection down to 1 A. The Speedglas 9002NC is compliant with the relevant Australian and New Zealand standards and is suitable for MMAW, MIG/MAG, TIG and low amperage TIG.

The Speedglas 9002NC features exhaust vents that assist in removing exhaled air, keeping the welder more comfortable and the welding lens fog-free. At just 485 g and featuring an upgraded head harness with multiple adjustments for a customised fit, the Speedglas 9002NC is comfortable for all-day wear.

For more information: <http://www.awsi.com.au/welding-helmets/3m-speedglas-9002nc-welding-helmet/3m-speedglas-9002nc-welding-helmet>.

AWS Pty Ltd
www.awsi.com.au



On-site safety training

Enerpac Goal Zero Safety Program on-site safety training is designed to optimise the uptime and performance of widely used tools, while spotlighting workplace hazards and preventable accidents.

The program draws on the organisation's practical workplace experience in more than 30 countries, and its commitment to promote the goal of zero harm to employees, customers and end users of heavy lift, shift, position, fabrication and bolting machinery.

These safety training development courses are designed to deliver immediate benefits from course leaders who combine local expertise with global knowledge and standards. The key outcomes on which they focus are reduced accidents and downtime.

Elements of the on-site courses are tailored to the needs of individual sites and workshops, including mine, oil and gas, energy generation, primary processing (including paper, sugar, food and beverage and agribusiness), bulk handling, construction, infrastructure (including ports and defence establishments), transport (including rail, road and aviation) and energy generation, public water and local authority service utility organisations.

The courses include tool inspections and correct workplace usage guidance; maintenance and storage practices that optimise safety and uptime; spotlighting potentially dangerous practices, with case studies; extending tool life and productivity; safety guidelines for general situations and for particular industries; and attendance certificates.

The courses are open to groups including tool users, supervisors, inspectors, safety managers, project and site engineers, maintenance shutdown engineers, administration and management staff concerned with risk assessment and management, and training and development managers.

Enerpac Div/Actuant Australia

www.enerpac.com.au



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Safety For Life

www.safetyforlife.com.au



Re-usable straps

VELCRO Brand LOGISTRAP re-usable straps enable quick and easy palletising of cartons to replace shrinkwrap and banding methods.

The products provide significant savings in both labour and materials for many of today's most efficient and sustainable warehousing operations.

Made from woven hook and loop, the strap is soft to the touch and does not damage packaging. It also does not cover barcodes or other identifying labels, so warehouse scanning is not interrupted.

The straps are secured and released easily and quickly, with no special equipment. They are available in lengths of 5 m in 50 mm and 100 mm widths, each with a minimum breaking strength of 1kN.

Velcro Australia Pty Ltd
www.velcro.com

Water-repellent gloves

Ninja HPT gloves provide high levels of comfort and grip in wet, dry and oily conditions.

When commonplace traditional gloves simply won't do, the Ninja range of premium gloves provides an aggressive approach to hand protection while providing good comfort.

One of Ninja's latest styles is the hydro-repellent technology (HPT) range, which has a coating that repels liquids and provides excellent grip in wet, dry and oily conditions. Ninja HPT gloves are also lightweight and extremely comfortable.

Furthermore, the coating has encapsulated air pockets which absorb and mitigate the effects of light vibrations before it reaches the hands.

Ninja HPT gloves are suitable for a range of applications, including plumbing, materials handling and warehousing.

Bunzl Industrial and Safety
www.bunzl.com.au



Non-contacting radar level transmitter

The Emerson SIL 3-capable Rosemount 5408 non-contacting radar level transmitter provides enhanced diagnostics and remote proof-testing capability, supporting critical overflow prevention applications.

To reduce complexity and enable less experienced workers to easily manage their level measurements for tank monitoring, process control and overflow prevention, the product has been designed to simplify operator tasks.

Pictorial instructions and an intuitive software interface guide the operator through installation, commissioning, proof-testing, operation and maintenance. Enhanced onboard diagnostics support preventive maintenance and provide actionable information, streamlining the troubleshooting process.

The ability to perform proof-testing and site acceptance tests remotely saves time, increases worker efficiency and reduces the reliance on highly experienced staff.

With the need to run plants closer to capacity it is essential that instrumentation provides greater measurement accuracy and reliability, especially in critical overflow prevention applications. To support this, the product uses two-wire frequency modulated continuous wave (FMCW) technology that uses a continuous echo to maximise radar signal strength and produce a more robust and reliable measurement. In addition, radar-on-chip technology replaces a circuit board, thereby removing sources of EMC noise which cause signal disturbance, improving measurement accuracy and reliability.

To further enhance measurement reliability, an embedded power back-up removes vulnerability to intermittent power losses.

Supporting efforts to increase plant safety, the product's SIL 3 capability enables it to be seamlessly integrated into a safety instrumented system. ATEX and IECEx approvals allow installation in hazardous locations.

Emerson Automation Solutions
www.emersonprocess.com.au



Heavy-duty push-in contact inserts

Phoenix Contact has released the PT-TWIN push-in contact inserts for heavy-duty connectors. In addition to offering push-in connection technology, the devices come with a double conductor connection. This feature provides additional user convenience as two conductors can now be wired into one contact point quickly and easily to save time. The double conductor connection also eliminates the need for an additional marshalling level, further simplifying the installation process and minimising the time required.

The double conductor connection capability, together with the PT-TWIN's push-in connection technology, not only simplifies the connection process for the user, it also ensures greater choice. The option expands the existing range of contact inserts with push-in for heavy-duty connectors of common housing lines, and adds to the wider portfolio which includes crimp and screw connection technology.

Created for fast assembly, the device features tool-free installation. The technician simply pushes the wires in, thereby setting up the connection, and then places the PT-TWIN push-in contact insert into the connector, making the process hassle-free and quick.

Suitable for control and power transmission, the unit also provides user flexibility, as it is available with a fixed number of positions and in a modular design for series B housing.

To ensure a high level of performance, the push-in contact inserts are shock and vibration resistant. They are also safe to use and operate, meeting all required standards.

Phoenix Contact Pty Ltd

www.phoenixcontact.com.au



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Heavy-duty cable magnetic holder

The Adept Direct Magnetic Cable Hook heavy-duty cable magnetic holder is a magnetic bracket for hanging hoses, cables, power leads and pneumatic lines — or anything that creates trip hazards on building sites or around workshops.

The product can be easily attached to any steel surface (steel site sheds, steel fencing, purlins and steel framing) using the large round zinc-plated 25 kg magnet. The non-conductive HDPE strap is simply looped under any hoses, leads and cables and clipped up into the top locking mechanism. It is secure, easy and safe.

In a few seconds, the product can be quickly detached and moved to any area that requires cable holders. No tools are needed and there are no screws to undo. Users just need to slide the cable magnet sideways and reinstall into the new location.

Features include safely supporting multiple cables, air lines, electrical leads and hoses; high-visibility, bright orange HDPE cable strap for increased safety; durable zinc-plated magnet and cable hook; powerful magnet supports up to 25 kg in the vertical plane; cable holder dimensions of 120 mm wide x 250 mm high; and a weight of 0.3 kg.

Adept Direct - Cable Rollers & Lead Stands

www.adeptdirect.com.au



Cable-pull switch

The Allen-Bradley Guardmaster Lifeline 5 cable-pull switch is a solid-state, cable-pull e-stop with microprocessor-based technology.

Traditional cable-pull switches are prone to nuisance trips and unreliable operation due to temperature-based changes in cable tension. The solid-state operation of this cable-pull switch offers an electronic, rope-monitoring system to compensate for thermal expansion and cable sag.

The product provides constant access to the e-stop function, stopping a machine hazard with a simple pull of the attached cable. The microprocessor-based solution simplifies set-up and allows for more efficient maintenance and troubleshooting. The easy-to-see LED indicators assist in cable tensioning for quick, precise set-up while providing switch status and diagnostics during operation.

Available in diecast aluminum or rugged stainless steel housings with IP66 and IP67 environmental ratings, respectively, the switch helps optimise productivity with diagnostics that can help prevent unplanned downtime. The diecast aluminum model also offers an optional, integrated e-stop button for even greater application flexibility.

Rockwell Automation Australia

www.rockwellautomation.com.au

Transponder coded safety sensor

The Balluff transponder coded safety sensor is suitable for monitoring guard doors and flaps. Since the passive RFID transponder is uniquely identified by the sensor, high coding levels and accordingly high bypass protection can be implemented.

The generous detection range of the sensor also makes it insensitive to vibration and mechanical play on the protection device, and the detection range simplifies installation. The compact size offers users greater flexibility in integrating the device into their application.

It is easy to use the devices in applications up to PLe and SIL 3 due to the integrated safety logic and the OSSD output stage.

Balluff Pty Ltd

www.balluff.com.au



Emergency help point E-DS display

The NJM E-DS 65 emergency help point E-DS display features an IP camera, touch-screen functionality and direct contact to emergency services or in-house support. It can also be used in remote environments using its 4G capabilities.

The screen display can provide information such as where the lifeguard stand and restaurants can be found at the beach, tidal information, shark alerts and weather conditions. If there is an emergency, the user can press the touch screen to talk directly with lifeguards, the police or the ambulance service through an intercom.

Patrons can feel safer knowing this resource is available to them while business owners can have the peace of mind that they have created a safe environment for their staff, their clientele and the public.

The system has a built-in intercom so that access to emergency services or in-house security is one button away.

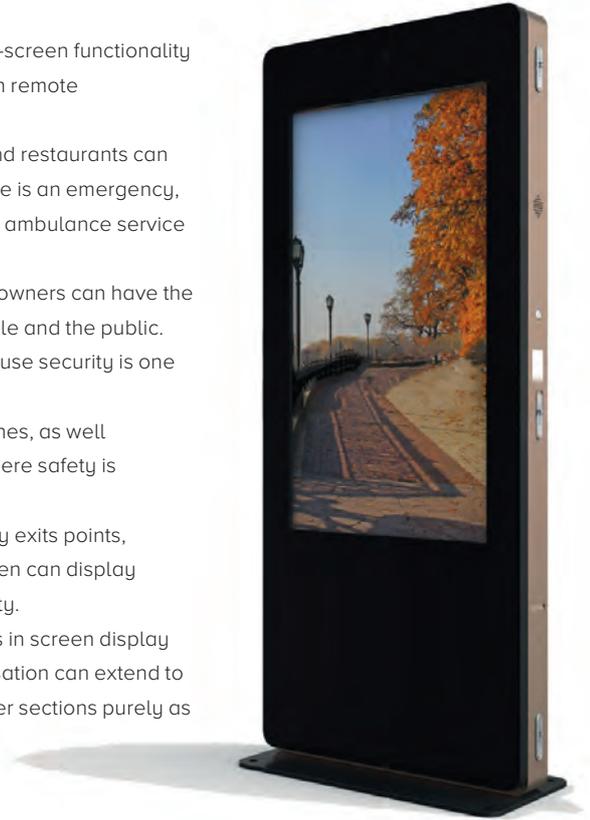
With an IP55 rating it is suitable for all outdoor locations such as parks and beaches, as well as university campuses, hotels, hospitals, stadiums, schools and anywhere else where safety is paramount.

The 65" screen can display more than just safety information, such as emergency exits points, warning messages and emergency contacts. At times of non-emergencies the screen can display general maps of the premises, advertising and traffic information in 1080p HD quality.

The product can be remotely managed over a cloud-based platform, so changes in screen display can be done from the comfort of the administrator's computer. The level of customisation can extend to giving touch-screen capabilities to certain sections of the screen, while leaving other sections purely as a display.

NJM Group

www.njmcontractors.com



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*According to a new report from BITRE (Bureau of Infrastructure, Transport and Regional Economics) on Emerging Road Transport Technologies.

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Stainless steel cabinet cooler system

The EXAIR small 316 stainless steel cabinet cooler systems with electronic temperature control keep electrical enclosures cool with -7°C air, while maintaining the NEMA 4X rating of the enclosure and resisting the heat that could adversely affect the internal components.

The wear, corrosion and oxidation resistance of Type 316 stainless steel assures long life and maintenance-free operation. Cooling capacities up to 550 Btu/h are suitable for small enclosures and heat loads. Models with higher cooling capacities up to 5600 Btu/h for NEMA 12, 4 and 4X enclosures are also available.

The product is designed to accurately maintain a constant temperature in the electrical enclosure that is slightly under the maximum rating of the electronics. It permits just enough cooling for the electronics without going so cold as to waste compressed air. A digital LED readout displays the temperature of the electrical enclosure ($^{\circ}\text{C}$ or $^{\circ}\text{F}$), then displays the user temperature setting when pressing the 'push to set' button. When that setting is exceeded, the cabinet cooler system is activated.

The product includes an automatic drain filter separator to ensure no moisture passes to the inside of the electrical enclosure.

It is available with cooling capacities of 275 and 550 Btu/h and is UL listed and CE compliant. There are no moving parts to wear out. Applications include cooling control panels used in food processing, pharmaceutical, foundries, chemical processing and other corrosive locations.

Compressed Air Australia Pty Ltd

www.caasafety.com.au



Lightweight and durable rope guide

The Konecranes lightweight and durable rope guide provides flexibility and safety on small or mid-sized wire rope hoists. It provides a high-quality replacement for almost any brand of rope guide.

Wire rope hoists are used in a wide variety of industries, including construction and infrastructure, mining, manufacturing and materials handling, automotive, cement, primary production, process engineering, ports, shipping and logistics.

Designed to fit almost any make or model of crane, the rope guide has a rigid construction, allowing it to withstand extreme and demanding environments where factors like heat, wind or contaminants can wreak havoc on a less sturdy design.

Konecranes Australia

www.konecranes.com.au

Cloud-based health and safety software management suite

SCRIM Safety First is a cloud-based health and safety software management suite based on Microsoft Dynamics 365.

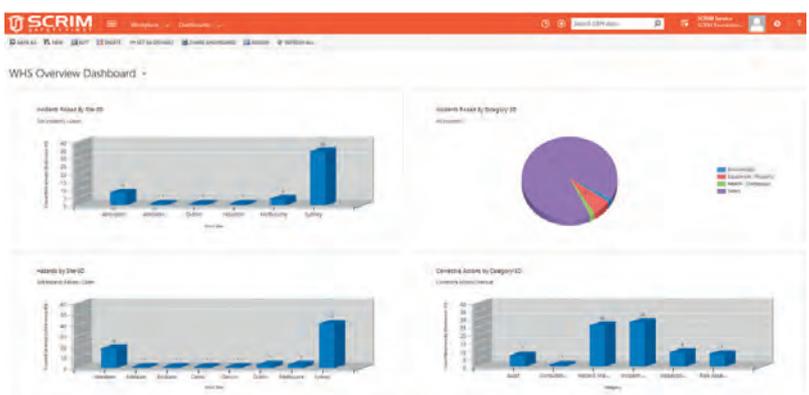
The product has 47 OHS modules to meet the specific needs of a large number of industries such as transport and logistics, shipping and stevedoring.

It is specifically targeted at primary, secondary and tertiary education with modules for student and field trip management.

The product is available under Microsoft (enterprise agreement) licensing and compliant with OHSAS-18001 and ISO 9001.

SCRIM Safety First

www.scrim.com.au



Piezoresistive OEM pressure transmitters

The KELLER Series D piezoresistive OEM pressure transmitters are designed for applications in strongly hazardous areas of the gas group II (industry applications). They feature the combination of a robust industrial pressure transducer and the I²C microcontroller interface. The intrinsically safe D-line OEM transmitters have an embedded digital signal processing (DSP) core for the compensation and normalisation of the output values.

Performance features include pressure ranges of 1 to 1000 bar; accuracy (0.15%FS), long-term stability and no hysteresis; ultralow power consumption, optimised for battery-powered applications; hermetically protected sensor electronics, resistant to environmental influences; compact, robust housing; and easy integration into microcontroller-based systems.

Bestech Australia Pty Ltd
www.bestech.com.au



Lone worker safety system

The Blackline Safety G7x is suitable for workers (especially lone workers) who need a reliable portable device that confidently accounts for their wellbeing and real-time location. It has wireless connections to rescue personnel should a gas leak, injury or health event occur.

The device is designed to automatically watch over workers and, if an incident occurs, to call for help, even when the employee themselves may be unable to do so. All safety incidents are communicated to 24/7 monitoring personnel, who can mobilise responders to an employee's exact location or trigger an evacuation in real time.

Constant connectivity provides critical insights and situational awareness for optimised emergency responses.

The system includes the G7x user-worn device and G7 Bridge portable uplink base unit. G7x can deliver an exclusive customisable modular design. Gas detection is tailored to work environments with a selection of cartridges and sensors. The device can be completely configured to meet the needs of every industry, application and scenario.

To arrange a demo, email InfoGasAu@thermofisher.com.au.

Thermo Fisher Scientific
www.thermofisher.com.au

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ALPHA 2 LADIES (2E)



ALPHA 2 (4E)



SAFETY



ENERGISE YOUR SAFETY CULTURE

Andrew Russell, Co-Founder and Managing Director, Actrua



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Elon Musk, CEO of Tesla, recently sent an email to his employees about how much he cares about the safety of his employees. That simple, heartfelt message has gone global.

As we think about strategies to energise your safety culture, you are encouraged to think a bit broader than what is perhaps the traditional safety remit.

Great safety performance involves a 24/7 engagement campaign and requires new ideas to keep things fresh and to maintain the attention of your audience.

Here are three important ideas to consider:

1. Celebrate the bright spots

When you mention safety to someone, it most often comes with a connotation of rules, compliance and prevention. Why is it we most often talk about risk and not opportunity? Harm and not health?

I encourage you to search out the bright spots in the business to celebrate and find positive reasons to communicate safety. Don't wait for the next million hours lost time injury free to acknowledge achievement of a milestone. Let's celebrate something we have done; for example, best toolbox talk for the month; best safety improvement for the quarter; most dedicated safety mentor; or a health achievement or initiative.

What you recognise, reward and celebrate can have a big impact on your culture.

2. Bring your heart

Focus on people, not numbers. Too often

safety communication is swamped by graphs and statistics. Sure, ultimately the metrics are important and provide an objective measure of safety performance in a business. But the numbers are an output, they are a result of doing the important things well.

People are the greatest influencer of the output. Yes, there are systems, processes and technology that are essential elements of a safe workplace. But it is the people who design, implement and utilise all these elements.

Emotional intelligence is a hallmark of any great leader and they know it is okay to show emotion as a leader. In fact, it is more than okay. People will trust and have confidence in a leader who is authentic and speaks from the heart. Great safety leaders demonstrate care for the lives and welfare of others. They use their feelings and emotions to influence others by engaging both the heart and the mind.

3. Fire up your storytelling

Out of 10, how would you rate the most recent toolbox talk or pre-start meeting you attended? Hopefully you wouldn't expect anything less than a solid 7 or 8. But there is a real risk that the meetings become process for process sake.

They are a great opportunity to engage people. What a shame to waste this

opportunity. Even worse, done poorly they can even disengage and destroy value.

The role of frontline leader is so crucial because they have such an impact on the day-to-day engagement of a workforce. The level of engagement impacts attention and focus, which impacts health and safety performance.

Have your frontline leaders been provided with the skills to confidently deliver an engaging toolbox talk? It is not fair to put someone into such an important role and to expect great delivery of a new skill without adequate preparation or development. A 'sink or swim' attitude just doesn't cut it.

It is not just frontline leaders we are talking about either. It is the role of every leader in the business to lead safety. A good story elicits engagement and emotion. For some people storytelling comes naturally, yet for most mere mortals we need to work at it. But storytelling skills can be learned and developed.

In closing, the language and messages you choose to use can be extremely powerful and culture building. What can we do? What will we do? What is possible?

Replace can't with can and won't with will. You may be surprised what you can achieve.

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