The Safety in Action Conference

10 – 11 September 2019 | Melbourne Convention & Exhibition Centre


PRESENTATIONS FROM:

The Hon Jill Hennessy MP, Minister for Workplace Safety Victoria
Julie Neilsen, Executive Director Health and Safety, WorkSafe Victoria
Dr Paul Taylor, Director Chemicals Policy, Safe Work Australia
Marie Boland, Lawyer and Workplace Relations Consultant, 2018 Independent Reviewer of the model WHS laws
Blair Richards, Director Safety Program, Strategy Management & Initiatives | Safety, Wellbeing & Injury Management, Australia Post
Louise Howard, Acting Deputy Executive Director Safety & Security, Sydney Metro
Steve Bell, Partner WHS, Herbert Smith Freehills
Kym Bancroft, Health and Safety Manager, Queensland Urban Utilities
Roberto Garcia, Director, EY

Michelle Ray, Author, Leadership Expert & Accountability Catalyst | Founder, Leader Yourself First Enterprises
Aaron Guilfoyle, Work Health and Safety Prosecutor, Office of the Work Health and Safety Prosecutor Queensland
Josh Bryant, General Manager – People and Risk, Mitchell Services
Louise Dubois, Former Acting Director HSE, Optus
Brent Hedley, Head of Mental Health & Wellbeing, AFL Players’ Association
Ben Thomas, National HSE Manager, Sodexo
Nada Wentzel, Global Solutions Director and Executive Coach, Jonah Group
Ellen Flint, Executive Director People and Culture, Melbourne Health | Royal Melbourne Hospital
Nick Miller, Director, Asbestos Safety and Eradication Agency

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**The Safety in Action Conference**  
**Tuesday 10 September 2019**

### THE HEALTH AND SAFETY LANDSCAPE

8:50 **OPENING** | Opening remarks from the Chair

9:00 **Address from WorkSafe Victoria**  
Julie Nielsen, Executive Director Health and Safety, WorkSafe Victoria

### INDUSTRIAL MANSLAUGHTER

9:20 **PANEL**  
Industrial Manslaughter: Impacts and implications  
— Update on Industrial Manslaughter legislation in Victoria  
— How does Victoria’s IM legislation compare with Queensland and the ACT?  
— Is criminalisation the right way to enforce OHS regulations, and improve safety outcomes?  
— State or federal IM laws?  

Steve Bell, Partner, Herbert Smith Freehills  
Marie Boland, Lawyer and Workplace Relations Consultant | 2018 Independent Reviewer of the Model WHS Laws  
Aaron Guilfoyle, Work Health and Safety Prosecutor, Office of the Work Health and Safety Prosecutor Queensland

10:00 **Your guide to preparing for IM**  
— How will IM affect you?  
— A practical guide for businesses and employees  
— Systems and process to roles and responsibilities are distinguished

10:20 **MINISTERIAL ADDRESS**  
Video presentation from the Minister  
The Hon Jill Hennessy MP, Minister for Workplace Safety, Victoria

10:30 **Morning tea and networking break**

### LEADERSHIP

11:00 **INTERNATIONAL KEYNOTE**  
Harness your influence as a safety pro  
During this informative, interactive and dynamic keynote session, you will be emboldened to continue sharing the message of safety awareness internally and externally. Leave with new ideas and strategies to energise workplace relationships at all levels, with tangible and long-term results. This session will:  
— Create a profound impact on organisational performance by harnessing new approaches and removing boundaries around safety  
— Showcase your ideas for maximum impact during one-on-one or group meetings  
— Enlighten leaders, co-workers and stakeholders with compelling reasons to ensure your safety messages are heard, supported and understood  
— Apply the power of positive influence with an open mind, ensuring greater buy-in  
— Raise your profile internally and strengthen the profile and reputation of safety leaders

Michelle Ray, Author, Leadership Expert & Accountability Catalyst | Founder, Lead Yourself First Enterprises

12:00 **Lunch, Networking Break and Exhibition Viewing**

13:00 **CASE STUDY**  
Leadership and safety: a lived social and moral responsibility  
Sydney Metro is the largest public transport project in Australia. Personnel in leadership positions directly and indirectly influence the safety decisions of thousands of workers daily. Through a case study of the first stage of the project, Sydney Metro Northwest, this session will explore:  
— The knowledge, skills and experiences of project leaders that ultimately lead to an inherent value for the safety of others  
— Successfully implementing and sustaining good leadership to drive a culture of safety  
— Delivery of a safe and successful mega project

Louise Howard, Acting Deputy Executive Director Safety & Security, Sydney Metro

13:30 **CASE STUDY**  
Addressing the key drivers of Incident Underreporting  
Recent Australian data has found that on average, 31% of incidents go unreported and in some organisations this figure rises as high as 53%. And it’s not just frontline workers failing to report; leaders and managers also underreport at alarming rates. This session will:  
— Explore underreporting insights from a research study of 12,460 participants, across team, leader and management levels  
— Understand the three key drivers of underreporting and the risks to your business  
— Outline proven strategies for addressing underreporting

*based on a sub-sample of 6,899 participants in Australia.

Ben Carnell, Principal Consultant, Sentis

13:50 **CASE STUDY**  
Decluttering at QUU  
Implementing new safety philosophies and moving from theory to practice is no easy task for most organisations. This session explores how to effectively evolve safety culture in large and complex organisational structures, by applying Safety Differently principles, specifically applied to the challenge of identifying and removing safety clutter.

Kym Bancroft, Health and Safety Manager, Urban Utilities
14:30 CASE STUDY
Front-line worker engagement – safety differently ‘ninja-style’
In 2016, drilling contractor Mitchell Services was facing its highest number of injuries to date. Realising that the existing oversupply and negativity of safety messaging wasn’t getting through, the company embarked on Operation Homestretch. This session will outline:
— The remarkably simple, zero-budget changes that led to a safety turnaround
— Safety Differently principles to directly engage, learn and improve systems of work form the people who do the work
— How Mitchell Services achieved significant injury severity reduction rates achieved while tripling its workforce, and earning the trust of its workforce
In this refreshing case study, learn just how easy it is to improve safety practices on limited resources if the focus is on the worker.
Josh Bryant, General Manager – People and Risk, Mitchell Services

15:00 Afternoon tea and networking break

15:30 Limbic Risk™: What were they thinking? The emotional brain in safety
Jonah Group has improved the safety culture and systems of Australia’s largest organisations. This session will provide key insights, and strategies, to help managers:
— Understand how the brain introduces additional hazards
— Learn how to use that information to drive human reliability in safety
Nada Wentzel, Global Solutions Director and Executive Coach, Jonah Group

16:00 SAFE MINDS

16:00 Afternoon tea and networking break

16:20 CASE STUDY
Melbourne Health Safety Culture Program: Disrupting the traditional health hierarchy to create a safe and positive culture
— Empowering staff to Speak Up For Safety using the Safety C.O.D.E.
— Introducing weCare – a disrupter to keep us all at Melbourne Health accountable for our behaviours and living the values
— Implementation challenges and the outcomes that have been achieved
— Where to after two years? Leadership development and humility
— In the words of our people, “We’re not there yet, but keep going!”
Ellen Flint, Executive Director People and Culture, Melbourne Health | Royal Melbourne Hospital

16:40 Unpacking Psychosocial Risk: Don’t follow the fads down to the bottom
The impacts of mental illness and ill-health in the workplace have never been higher or more visible. Despite this, many organisations continue to struggle with the effective management of psychosocial risks. These risks, which cover the combined influence that psychological factors and the surrounding social environment have on people’s physical and mental wellbeing, directly relate to our ability to function. An ongoing reliance on the reactive management of mental health ‘cases’ as they arise, or initiatives to help employees ‘cope’ better. These alone are not enough. A new approach is needed.
In this interactive session, participants will gain valuable insights concerning the most important aspects of psychosocial risk management via a real-life case study. The session will also cover pitfalls to avoid in trivialising or over simplifying what is one of the most challenging health and safety challenges of our time.
Roberto Garcia, Director, EY

16:40 Afternoon tea and networking break

17:00 CLOSING
— Closing remarks from the Chair

17:10 END OF DAY ONE
— Networking Drinks

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## THE CHANGING REGULATORY ENVIRONMENT

**9:00 WHS Legal Update**

Steve Bell and Nerida Jessup from leading law firm, Herbert Smith Freehills, will present an update on recent legal developments across the WHS landscape including summarising recent cases on personal duties, corporate failings and public safety matters. Steve and Nerida will also give an update on proposed reforms to national WHS laws.

*Steve Bell, Partner – WHS, Herbert Smith Freehills*

*Nerida Jessup, Senior Associate, Herbert Smith Freehills*

**9:30 International Harmonisation: Moving to an updated revision of the GHS**

The Globally Harmonised System of Classification and Labelling of Chemicals was implemented in Australia under the model WHS laws in 2012. Global implementation has progressed, and updated revisions of the GHS are being implemented in major economies. The process for moving to an updated revision in Australia, and the potential impacts and benefits will be discussed.

*Dr Paul Taylor, Director Chemicals Policy, Safe Work Australia*

**10:00 How does work safety impact performance, profit and culture**

- Safety as an asset and an opportunity rather than cost avoidance
- ROI on safety initiatives
- Culture improvements

*Adrian Manessis, Director, MYOSH*

**10:30 Morning tea and networking break**

## HUMAN-CENTRED SAFETY

**11:00 Managing ergonomics risk – three tips that every safety manager must know**

Injuries related to poor ergonomics remain the most frequently occurring and expensive workplace injury type. Finding the cause can be complex, however, and the solutions not always obvious. This session will:

- Present a practical three-point framework for how the best businesses go about managing this risk
- Explore smart consultation and training people in the right skills
- Effective risk monitoring systems and using ergonomics in task design

*Ted Dorhmann, Managing Director, Dohrmann Consulting*

**11:30 3 proven practices to multiply your safety DNA**

This session will outline the three critical components needed for a human-centred, positive and sustainable safety culture, share the proven integrated approach that will transform accountability and trust within your organisation, and give you a practical insight into how to multiply the intelligence of your teams to double their safety efforts and commitment.

*Deborah Keep, Safety Culture and Leadership Specialist, deborahkeep.com*

**12:00 Lunch, Networking Break and Exhibition Viewing**

## CULTURE

**13:30 5000 Pills Later**

Talking is the most difficult step. In this inspirational session, Louise shares her personal story with mental illness, and explores a project delivering timely, accessible psychological assessments and services. Hear about:

- The development of Virtual Psychologist and impact thus far from a major Australian Government project
- How data-backed, evidence-based technologies are shaking up the traditional EAP model
- How real-time, virtual access to qualified psychologists is making a real difference to remote workers

*Louise Dubois, Former Acting Director HSE, Optus*

*Dervla Loughnane, Director and Founder, Virtualpsychologist*

**14:00 The AFL industry’s aligned approach to mental health practice**

An AFL industry ‘Mental Health Industry Review’ involved all AFL clubs and key stakeholder organisations contributing to the development of an industry-wide strategy to support, manage, and maximise mental health of staff and players. This session presents an overview of the processes and learnings tied to this unique, extensive and independent research, which was commissioned by the AFL Industry Governance Committee for Player Development.

*Brent Hedley, Head of Mental Health & Wellbeing, AFL Players’ Association*

**14:20 One second ahead: harnessing our attention for safer, more resilient workplaces**

In a world where we are all under pressure, always-on and constantly distracted, our capacity to manage attention - for ourselves, those we lead and influence - is critical. Finding that space to be present and respond rather than react on autopilot makes all the difference. But it takes more than just talk - find out how.

*Gillian Coutts, Author, Country Director, Potential Project Australia*

**14:40 CASE STUDY**

Analytics with action: real examples of using data to inform and drive safety results

- Examples of how Australia Post uses data analytics to understand safety exposures, inform what proactive initiatives to take, and measure the outcomes that drive improvements in safety results

*Blair Richards, Director Safety Program, Strategy Management & Initiatives | Safety, Wellbeing & Injury Management, Australia Post*

**15:00 Afternoon tea and networking break**
SAFE TECHNOLOGIES AND SOUND INNOVATION

15:30 A tale of two sites: management of high-risk work
— Effective technology-enabled approaches
— Innovative ways to improve operational efficiencies through frontline engagement
— A comparative analysis of different sites and different safety experiences, lessons learned

Ben Thomas, National HSE Manager, Sodexo

16:00 CASE STUDY
A powerful, data-driven story on transforming workplace incivility
The experience of incivility at work is a major problem for organisations, leading to high attrition, low morale and increased bullying and harassment claims. The session will:
— Examine the experience of and results from a major Victorian healthcare organisation
— Share how the SCORE intervention has created and sustained positive culture change in workplaces with high incivility

Hayden Fricke, Managing Director, PeopleScape

16:20 CASE STUDY
Working together to prevent exposure to asbestos fibres
Victoria holds around 70% of Australia’s asbestos-containing water pipes, outlining the need to develop a nationally consistent long-term strategy for the safe management, removal, transport and disposal of water pipes containing asbestos. This session will explore:
— How Energy Queensland aims to become asbestos-free by 2030
— Highlight the prioritised removal processes and effective waste management of Australia’s legacy asbestos-containing materials
— Outline best practice in asbestos management and removal

Nick Miller, Director, Asbestos Safety and Eradication Agency
Representative, WorkSafe Victoria

16:40 Overcoming obstacles to implementing regulatory change
Personnel are not typically selected for their underlying safety motivations. Personalising the rationale for the regulation (Risks or Threats) as well as the benefits (personal and professional) of change enhances the likelihood of adopting appropriate change behaviours. This session will:
— Explore CASA’s new fatigue regulation (CAO 48.1 2019), as an example of aligning individual motivations with organisational safety
— Compare results from a study on defence personnel on FRMS

Robert Forsterlee, Fatigue Management Specialist, Civil Aviation Safety Authority

17:00 CLOSING
Closing remarks from the Chair

17:10 End of Conference
# The Safety in Action Conference

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## Easy Ways to Register

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   info@informa.com.au – Quoting P19K20

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