

CONFERENCE DAY ONE
Tuesday 10th September 2019**08.00 Registration and morning coffee**

THE HEALTH AND SAFETY LANDSCAPE

08:50 OPENING | Opening remarks from the ChairSarah-Jane Dunford, *Director and Principal Consultant, Riskology Consulting***08:55 Address from WorkSafe Victoria**Julie Nielsen, *Executive Director Health and Safety, WorkSafe Victoria*

INDUSTRIAL MANSLAUGHTER

09:15 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***09:35 Industrial Manslaughter and Christopher's Law**

Patrizia Cassaniti, after the tragic loss of her 18-year-old son, Christopher, is campaigning for better safety standards. In April, Christopher Cassaniti was crushed and suffocated to death by 17 metres of fallen scaffolding at his Macquarie Park worksite. Patrizia and her husband Robert are fighting for justice and lobbying for #ChristophersLaw. She hopes to encourage new legislation that provides workers the right to remove themselves from a dangerous situation if they feel unsafe, without fear of persecution.

Patrizia Cassaniti, *Workplace Safety Campaigner, Christopher's Law and Touched by Christopher***09:50 PANEL | Workplace Manslaughter: impacts and implications**

- Update on proposed Workplace Manslaughter legislation in Victoria
- How does Victoria's proposed legislation compare with Queensland and the ACT? State or federal Industrial/Workplace laws?
- What are the immediate and long-term actions for businesses in Victoria?
- Is criminalisation the right way to enforce OHS regulations, and improve safety outcomes? Are there other alternatives, whether they be regulatory actions or industry/business-led initiatives that can?
- Can we better align the legislative, inspection and enforcement functions of the regulator?

Facilitator: Alena Titterton, *Partner, Clyde & Co*Steve Bell, *Partner, Herbert Smith Freehills*Aaron Guilfoyle, *Work Health and Safety Prosecutor, Office of the Work Health and Safety Prosecutor Queensland*James Curtin, *Senior Manager – Occupational Health & Safety, Master Builders Association of Victoria***10:20 MINISTERIAL ADDRESS | Video presentation from the Minister**The Hon Jill Hennessy MP, *Minister for Workplace Safety, Victoria***10:30 Networking and refreshment 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**

SAFETY ON THE FRONTLINES

13:30 **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**

13:50 **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**

14:10 **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**

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 from 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 Networking and refreshment break

SAFE MINDS

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 **Safety at Metro Trains Melbourne**

- Targeting the big risks
- Balancing these against 'smaller' risks
- Slips, trips and falls are important, but it's most important to make sure you don't kill your people.

Jasper Milligan, *Head of Infrastructure Operations*, **Metro Trains Melbourne**

16:20 **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 **CLOSING | Closing remarks from the Chair**

16:50 **END OF DAY ONE | Networking Drinks**

CONFERENCE DAY TWO Wednesday 11th September 2019

08:50 **OPENING** | Opening remarks from the Chair
Carolyn Davis, *Independent Consultant and Chair, ASEA Research Committee*

THE CHANGING REGULATORY ENVIRONMENT

09:00 **Answering the Call: Mental health and wellbeing in Australia's police and emergency services**
James Maskey, *National Engagement Manager, Police & Emergency Services, Beyond Blue*

09:30 **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 Manassis, *Director, MYOSH*

10:30 **Networking and refreshment 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 Dohrmann, *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, *Director Safety and Recovery Unit, People & Culture, NSW Ambulance*

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*

Matt McGregor, *Mental Health Triage & Network Services Lead, 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. Nathalie Heynderickx, *Management Consultant, Potential Project Australia*

14:40 CASE STUDY | Analytics with action: real examples of using data to inform and drive safety results

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 Networking and refreshment 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 front-line engagement
- A comparative analysis of different sites and different safety experiences, lessons learned

Ben Thomas, *National HSE Manager, Sodexo*

16:00 CASE STUDY | Working together to prevent exposure to asbestos fibres

- Victoria has approximately 70% of Australia's 40,000 kilometres of asbestos-containing water mains pipes that are getting closer to the end of their useful life, reinforcing the need to develop a nationally consistent long-term strategy for the safe management, removal, transport and disposal of water mains 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

Stacey Tomley, *Assistant Director, Asbestos Safety and Eradication Agency*

Halil Ahmet, *Principal Hygienist, Specialists, Programs and Licensing, WorkSafe Victoria*

16:30 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

Dr Robert Forsterlee, *Fatigue Management Specialist, Civil Aviation Safety Authority*

17:00 **CLOSING** | Closing remarks from the Chair

17:10 **END OF CONFERENCE**

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