CEOs talk about OHS – exclusive videos

Workplace safety is becoming a more recognized element of business management but it is not often discussed at Board level, except in terms of reducing costs.

The Safety Institute of Australia (Victoria Division) has made available online four videos in which prominent executives and directors of Australian companies talk about how they became committed to occupational health and safety (OHS) and how they present OHS to their executive colleagues.

In these exclusive videos, you will hear executives from construction, petro-chemicals, financial services, standards development and other sectors discuss:

- The sense of responsibility held by Board members
- The role of benchmarking on OHS performance
- How early lessons in an engineering career set one executive on his OHS career path
- How OHS management perspectives have changed over the decades
- The role of personal responsibility in safety management

These speakers presented at the Safety In Action Conference in Melbourne in April 2008. The 2009 conference will be held in Melbourne from 31 March to 2 April 2009.

The CEO videos, and other conference information, are available for viewing at http://www.siaconference.com.au

Work-life balance the number one factor in retaining staff

17 September 2008

New research shows that work-life balance is the key factor in attracting and retaining staff and is even more important than salary.

With unemployment in Australia at record lows and skills shortages creating a ‘war on talent’, employees are demanding the implementation of successful work-life balance strategies from their employers.

In his October 29 address to The Safety Conference, Sydney, Converge International CEO Dr Lindsay McMillan (pictured over page) will explain how businesses can benefit from increased productivity and reduced turnover with the right work-life balance strategy.

Australians have the dubious honour of working the longest hours of any OECD country, with 20-25% working more than 50 hours each week. Yet recent Converge International research shows that 47% of workers rate work-life balance as very important and another 32% see it as important.

An imbalance between work and life can result in declining quality of life, loss of community, erosion of relationships and resentment.
“If workplaces are to avoid harvesting this kind of negative atmosphere then they really need to take serious consideration of these trends and begin concerning themselves with negotiating and transforming the current pattern of ‘work-life collision’ into one of ‘work-life balance’,” says McMillan.

He lists the five key aspects of work-life balance as: wellbeing; satisfaction; workload; security; and relationships. The hard part is striking the right balance between these aspects. Everyone’s situation is different, so every employee’s idea of work-life balance will also be different and there’s no ‘one-size fits all’ solution.

The Converge International research has highlighted four key mechanisms for incorporating flexibility into an organisation:

- **Hours** – flexible working hours can include part-time, job sharing, flexible start/finish times or compressed work weeks.
- **Leave** – Everyone receives annual leave, but more creative options include study leave, bereavement leave, parental leave, unpaid leave and holiday purchase.
- **Location** – flexible options include working from home or giving an employee the opportunity to transfer to a different work location.
- **Carer Assistance** – at some stage in their life, almost everyone will need to assume a carer’s role. Often this role is temporary and by offering employees flexible options such as carer’s leave, work-life balance of these employees is enhanced.

It’s not enough to just spend the time and effort required to research an appropriate work-life balance strategy, there needs to be a cultural shift within the organisation. Many workplaces fear such practices interrupt the day-to-day running of a business and that employees who take advantage of work-life balance strategies are lacking in commitment.

For this reason, senior leaders in a business need to lead by example and champion the cause. This shows all employees that they can switch over to work-life balance initiatives without risking their career progression.

“The skills shortage is not just an economic reality but also a demographic reality due to shifts in population, generations, perspectives and expectations. Although it may be an imagined ideal for many employees today, work-life balance needs to become tomorrow’s reality as the sustained future of the workforce depends on it,” says McMillan.

“Any employer who is serious about signing up the best talent available, maintaining low levels of staff turnover and securing their business for tomorrow will recognise the need to do something about work-life balance now.”

McMillan will discuss Converge International’s recent research into work-life balance and explain how employers and employees can work together to implement a work-life balance strategy that works for their organisation in his October 29 address at The Safety Conference.

Source: Safety Institute of Australia (NSW Division)
Dear sir,

I read with interest both the articles in Issue 164. These were seatbelts for fire fighters and Centrelink.

As a safety manager of a construction company, we are having trouble with seat belt wearing with truck drivers. This is not because the drivers have a culture of not wearing belts because on bitumen roads they wear them. The problem arises off road or on rough dirt roads and I suspect this is the same with the fire fighters. Most truck seats nowadays are suspended on springs with shock absorbers to make a more comfortable and ergonomic ride. Therefore on rough surfaces the seat absorbs the shocks of the ride. But the seat belts are fixed to the cab strong points they are also inertia reel type that locks when moved suddenly. This results in the driver finding that with the seat on the rise after a bump the seat belt locks but the seat keeps moving resulting in a painful jar or bruise to the shoulder.

This is a work in progress with us as the solution is easy but in practice it not. Fix the seat belt to the seat and they will all move together. Unfortunately we still have not found a manufacturer of such systems and if we did we would have to get design approval for the vehicle.

The result is that despite repeated reminders and warnings drivers still slip the seatbelt off when off road or, even worse, tie a slip knot in the belt so that it does not move.

I have not read the coroner’s report but I strongly suspect that this why seatbelts are not worn by firefighters who have to go off road. Unfortunately I have as yet no answer to this problem and any help from members would be welcome.

I recently had occasion to visit a Centrelink office here in Hervey Bay and I was quite surprised at the antiquated system of dealing with clients.

Companies that entertain clients and employees during the footy finals season need to be aware of the fact that if an employee is at the football at the request of their employer, or entertaining clients with their employer’s knowledge then the corporate box, corporate seats, or pre- and post-match bar or restaurant is, in the eyes of the law, a workplace.

“The excitement of a major event such as football finals, mixed with alcohol can lead to behaviour from employees and guest that you would not usually encounter during working hours on office premises,” said David Cross.

“Employers are liable for the actions of not just their employees, but also their guests towards their employees,” he added.

Common risk factors in a social environment involve personal injury claims, resulting from an employee injuring themselves and sexual harassment claims arising out of inappropriate behaviour, often brought about by over-indulging in alcohol.

“Employers need to take precautions to lessen their legal exposure during the finals period. This may involve ensuring someone is at the event who is responsible for ensuring the safety of that ‘workplace’ and clearly communicating the expectations of the company when employees are entertaining or being entertained. They need to adopt strategies for identifying and preventing risks,” said Sarah Ralph.

“Many employers have in place policies to minimise liability risk in connection to the annual Christmas party, however other festivals like the footy finals or Racing Spring Carnival leave them equally exposed,” said David Cross.

An Adelaide labour hire company has been convicted and fined today over an injury suffered by one of its workers at a business that makes carpets for the car industry.

Jobs Statewide Inc (trading as Excel Recruitment) pleaded guilty in the SA Industrial Relations Court to one count of breaching Section 19(1) of the Occupational Health & Safety Act.

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On behalf of the Safety Institute of Australia (Vic Division) Inc and the Safety In Action Organising Committee, we would like to invite you to submit your application to present at the 12th annual Safety in Action Conference, to be held 31 March - 2 April 2009 at the Melbourne Convention Centre. This well-established conference attracts over 1,000 health and safety personnel from a wide range of industries.

Download Call for Papers Application Information

Deadline: Friday 26 September

Note: successful applicants are required to submit a full paper in December 2008

If you have any queries, contact the Conference Managers on email safetyconference@aec.net.au or tel 03 9654 7773.

Kind Regards
The Safety In Action Conference Team
First was whatever their age clients had to stand in a queue for whatever time it took to get to the counter. I observed at least three elderly people standing for about fifteen to twenty minutes to be served. One of these people had a walking stick so obviously had mobility problems. Seeing that we limit traffic lights to two minutes before changing because this is the limit of driver patience, making people queue for long period really does not engender love of the receptionist behind the counter. The office was wide open with absolutely no security screens anywhere. As I had an appointment I actually did not have to follow this routine but as I was a little early I was able to observe what went on and, ever the safety officer, do a hazard assessment in my mind while I waited.

For the interview I was taken to an interview room that had no windows and only one entry and exit, a system that again shows no concern for the safety or security of the staff. This incidentally is no criticism of the staff who were courteous, friendly and efficient once you got to them.

Most Queensland Government offices particularly the vehicle licensing section have a waiting area with reasonable seating and client take a number on entry and can sit down while waiting for the next available officer. Interview rooms have two entrance and exit doors with windows that supply privacy with security as other officers can see into the room.

As violent incidents in stressful situations are foreseeable any government office that deals with possibly unstable clients should taken all reasonable precautions to protect their employees from harm. This is not only duty of care it is the law whether it be Federal or State.

To protest that there is only a minor problem as in Centrelink is clearly nonsense because management is now acknowledging there may be a problem, therefore they will be in trouble.

Continued from page 3

Safety and Welfare Act 1986 in failing to provide a safe system of work, and the appropriate information, instruction, training and supervision.

Last week, the host employer MCK Pacific Pty Ltd (trading as Plexicor) was fined $18,000 over the same incident, which occurred in January 2006.

The male worker was placed at Plexicor's Edinburgh Park site operating a machine, called a ‘foaming press’ which presses and moulds carpets for cars.

The worker was removing excess foam from the machine when a co-worker started it, trapping his foot and injuring him.

SafeWork SA argued that the labour hire company should have followed through on safety deficiencies identified but neglected in a previous job safety analysis by the host employer.

It also argued that the labour hire company did not maintain an effective system of site visits to ensure that its employees were safe from risks while at work.

Industrial Magistrate Michael Ardlie said that the company's culpability “falls far below that of (the host employer) Plexicor”, but that Excel Recruitment was still deficient in its legal duties.

“This failure is evidenced in the… site safety inspection… where a high rating was given despite the absence of safe work procedures, emergency procedures and the like.”

He fined the company $9,000 plus costs. The worker recovered from his injuries and returned to work after a few weeks.

SafeWork SA says labour hire companies must be aware of the legal responsibility they have for the safety of employees they place.

“It is not enough to rely on host employers;” says SafeWork SA Acting Executive Director, Peter Hampton. “As this case shows, labour hire companies must have their own thorough systems in place to ensure their employees’ safety, especially where the host employer’s may be deficient.”

Source: SafeWork SA

New Codes to help make workplaces safer

WorkSafe Victoria has just released new Compliance Codes that provide practical guidance to those who have duties or obligations under the Occupational Health and Safety Act or Regulations.

The eight Compliance Codes now available are:

- **Communicating health & safety across languages** - The purpose of this compliance code is to provide practical guidance to help employers comply with duties for communicating occupational health and safety (OHS) across languages.

- **Workplace amenities and work environment** - This compliance code...
It is time we considered how Yearly elections for all offices and manage that changed context. Our constitution may have been constitutionally governed to better need to change the way we are adequate for the years gone past, but the world has moved on. We have a CEO who is not up to the mark, then the executive will deal with the issue. And a final word.

Our constitution may have been appropriate for the years gone past, but the world has moved on. We need to change the way we are constitutionally governed to better manage that changed context. Yearly elections for all offices and directors are an unnecessary impost. It is time we considered how

SIA’s National Direction

Dear Editor

In the forthcoming elections for the Safety Institute, members have the chance to consider what sort of an organisation they want their Institute to be. There is a real opportunity to ensure that a truly national body emerges, rather than a loose confederation of partisan interests, competing with one another on the basis of personality, dominance, and criticism.

There will always be room for individualism and entrepreneurial approach by the Divisions, as they go about their business in their geographical location, but, when a representative goes into the Board room, they are there to represent the interests of all members throughout the nation and beyond, and must exercise their judgement in the legal and moral sense, as well as the policy and fiscal dimensions. Board members also have to understand that a Board is not management, and they have no role in the day to day management of the Institute. Their role is to determine direction and strategy, and to set the policy framework under which we should all conform to the betterment of the entire profession. Until that is widely recognised, and accepted, we will continue to struggle to have a voice in our society. We have a CEO to manage the organisation, and the CEO has to have the delegation of the Board to do just that, without interference. If the CEO is not up to the mark, then the executive will deal with the issue.

And a final word.

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Continued from page 4

breach of their duty of care if nothing is done. What is Comcare doing about this it is this area of legislation?

Regards
Roger Jennings
Queensland

WorkSafe’s Executive Director of Health and Safety, John Merritt said: “The codes were developed after extensive consultation with industry, employers, employees, governmental agencies and the community to provide greater certainty about what constitutes compliance under the OHS Act.”

“The codes include practical guidance, tools and checklists to make it easier for duty-holders to fulfil their legal obligations.”

Mr Merritt added that: “These codes will provide Victorian employers, workers and Health and Safety Representatives with certainty and assistance in meeting their responsibilities.”

Copies of the Compliance Codes are available online at www.worksafe.vic.gov.au or by calling the Advisory Service on 1800 136 089. Source: WorkSafe Victoria

A day to remember Queensland miners 19 September 2008

The State Government has held an inaugural Miners Memorial Day to commemorate the lives of more than 1450 miners who died in mining tragedies that touch on three different centuries of mining in Queensland.

Acting Premier Paul Lucas and Mines and Energy Minister Geoff Wilson...
said Miners Memorial Day fell on the anniversary of the worst mining disaster in Queensland's history.

On the 19th September, 1921, 75 miners lost their lives in a coal dust explosion at Mount Mulligan in far north Queensland.

“Today, we will remember those Mount Mulligan miners and we will remember the miners of Box Flat, Kianga, Collinsville and Moura, and all miners who have lost their lives since mining began in Queensland in the 1800s,” Mr Lucas said. “Their deaths are a sad part of our collective history and the history of workers, their struggle, and sadly the ultimate sacrifice of workers should never be forgotten.

“Mining has helped forge our strong economy. From the gold rush days of the 1800s, mining has become a multi-billion dollar industry that is powering Queensland. And while we enjoy the benefits of the resources boom, we should reflect on how we got here today and at what price - that's what Miners Memorial Day is all about,” Mr Lucas said.

The Member for Bundamba, Jo-Ann Miller, whose father and grandfather were miners, travelled with a group of former miners from Box Flat to today’s memorial service at the Roma Street Parklands.

Many mine sites around Queensland will follow the lead of Kagara Copper mine at Charters Towers and hold a minute’s silence for their comrades.

“We must never forget our history. It's important that we remember, so that when we hold it up to the light, years later, we can tell our children of the sacrifices made by the men and women who worked in our mines,” Mr Wilson said.

These tragic events are recorded, not just in flickering black and white newsreels, but in the memories of mining communities today,” he said. “No one knows more than you of the terrible consequences of a mining disaster, because you are mining people and you know what it's like,” Mr Wilson said at the service. “People here have fought at the forefront of political and industrial struggle. And by being here today, we are able to reflect on what can happen if we are not vigilant about protecting the safety and health of mine workers.

“Queensland has the best mine safety legislation in the country and one of the best mine safety records in the world. It’s in everyone’s interests to keep it that way. The highest safety standards must continue to be enforced - mine by mine, employer by employer, worker by worker. Nothing is more important than the safety and health of the men and women who work in Queensland's mines,” Mr Wilson said.

Source: Q’ld Minister for Mines and Energy
Zerella Holdings Pty Ltd was brought before the SA Industrial Relations Court by SafeWork SA on two charges. The company elected to go to trial on the matter, but then changed its plea to guilty on the second day of proceedings.

SafeWork SA was called in to investigate in January 2006, after a pallet of cardboard fell on the elderly driver as he helped unload a cargo of packaging material from his truck at his Port Adelaide destination.

He suffered a fractured femur and was unable to work for 11 months. As suitable duties could not be found for him upon return, he decided to retire. He still carries a slight limp.

A second worker employed by another company was also involved in the unloading. Though uninjured at the time, he was exposed to risk of injury as well.

SafeWork SA’s investigation found:

• the pallets of cardboard had not been tied down or restrained in any way
• the load had shifted and become unstable after transit
• the elderly worker had no involvement in, nor awareness of the loading process
• there was no hazard identification or risk assessment conducted on the task
• there was inadequate information, instruction, training and supervision provided.

The court heard the company would remind drivers of their own responsibility to ensure loads were properly restrained. However Industrial Magistrate Stephen Lieschke described that policy as “unrealistic and inappropriate” in this situation.

“Zerella’s failure was not to think about what could go wrong when transporting unsecured loads and to then design a system of work to prevent those eventualities.”

SafeWork SA says falling loads are a foreseeable and easily manageable hazard in the transport industry.

The agency is urging owners, employers and employees to ensure they properly implement or review their systems of safety checks and preventative measures.

Source: SafeWork SA

New guide to help make schools safer

New guidance to help make Victorian schools safer for teachers, students and school communities has been launched by WorkSafe.

WorkSafe’s Executive Director, John Merritt, said the guide, OHS in schools- a practical guide for school leaders, was designed to provide practical advice for those who have a safety role in schools.

More than 9000 work-related injuries have been reported to WorkSafe from schools over the past five years. Nearly one-third related to manual handling; slips trips and falls account for another 20%; and stress accounts for 19%.

Mr Merritt said the overwhelming majority of injuries could be prevented.

“This guide is a tool to help school leaders, teachers, school councils and health and safety representatives make their schools as safe as they can be. In the education environment it begins with those who set the policies and procedures and flows through to the individual workplaces and people. Building simple safety measures into the daily operation of the school means that safety issues are not onerous or hard to deal with, and people with a leadership role are in the best position to use their influence to produce the best safety outcomes.”

Source: WorkSafe
Mr Merritt said safety failings affected more than just the person affected. “Schools are close-knit communities. Injuries to a teacher, office worker, cleaner or parent affects more than the person directly involved. If they’re an employee they have to be replaced or other people’s workloads will have to be re-organised. The overall school community can be affected for an extended period. In cases of serious traumatic injuries, the emotional impact can be enormous especially for students.”


Reminder on licences for high risk work September 17, 2008

WorkSafe has issued a reminder that some workers engaged in high risk work have only a few weeks in which to obtain a licence to perform that work.

Workers holding a WA Certificate of Competency or OHS Certification Australia Card issued before December 31 1995 will need to convert to the new licences before October 1.

The National Standard for Licensing Persons Performing High Risk Work replaced National Certificates of Competency last year.

Everyone performing high risk work will require a licence by June 30 2012, but the date by which individuals need to have the licence depends upon when their Certificates of Competency were issued.

WorkSafe WA Commissioner Nina Lyhne today urged people involved with high risk work to check on the issue date of their Certificates of Competency and act to replace them with the new licences as soon as possible.

“In agreeing to adopt the national licensing standard, we have acknowledged the important role high-quality training plays in helping provide workers with the skills to perform high risk work safely and competently,” Ms Lyhne said.

“The new licensing applies to anyone engaged in work considered to be “high risk”, including scaffolding, dogging and rigging work and the operation of cranes, hoists and pressure equipment.

“The other significant change is that forklift operators in WA are now required to hold a high risk work licence, whereas National Certificates of Competency for forklift operation were previously issued on a non-compulsory basis.

“Since the regulations were implemented on October 1 last year, WorkSafe has issued almost 24,000 new licences.

“The licensing system offers the twin benefits of national consistency and portability while also addressing concerns that existed in some sectors with the previous system of certification.

“It is important to note that employers still have an overall responsibility to provide workers with appropriate information, instruction and training for each individual job.”

Further information on the new licensing requirements can be obtained by telephoning WorkSafe on 9327 8728 or on the website at www.worksafe.wa.gov.au (type ‘high risk work licence’ into the ‘search DOCEP’ field).

Warning On Crane Safety After New Incident 16 September 2008

SafeWork SA is urging construction firms to review their safety procedures surrounding the use of cranes after another incident today in Adelaide’s northern suburbs.
At about 12.15pm at the Gepps Cross Home Centre on Main North Road, a crane was being used to lift a pre-fabricated tilt-up panel at a construction site operated by Built Environs.

During this procedure, the panel being lifted knocked into another, causing it to fall onto the crane. The crane operator jumped from the crane and twisted his ankle. A rigger is suffering from shock.

A SafeWork SA inspector served three Prohibition Notices preventing further use of the crane, the structure and the particular work process.

These will not be lifted until the employer is able to demonstrate to SafeWork SA that the safety issues highlighted by the incident have been suitably addressed.

“Following recent incidents at city building sites, today’s development is most concerning,” says SafeWork SA Acting Executive Director, Peter Hampton. “The hazards associated with the use of cranes are well-known and should be managed rigorously given the potential for serious harm. SafeWork SA will make further inquiries.”

A national inspection campaign focusing on the prevention of falls in construction has found that compliance with fall prevention legislation has improved in regional areas.

The campaign - conducted in February and March this year across Australia and New Zealand – looked at a total of 1044 construction sites in metropolitan and regional areas.

WorkSafe WA Commissioner Nina Lyhne said today that the improvements uncovered by the inspection campaign were pleasing.

“Most of the improvement was reported by regional inspectors, and it applied equally to housing and small commercial construction,” Ms Lyhne said. “The campaign found there had been an overall improvement in falls prevention, particularly within multi-storey housing, and especially in regional areas.

“But the construction industry should not get complacent about falls prevention because there is still a long way to go.

“Despite the improvements, only 35 per cent of the sites inspected were fully compliant with the laws governing falls prevention, and inspectors detected and had rectified 1231 cases of non-compliance while they were at the sites.

“Falls are one of the most significant causes of workplace death in the construction industry, with an average of two deaths and around 1200 injuries – many serious and permanent – each year in WA.

“It has been agreed that a further inspection campaign will be conducted in four years’ time to measure the progress made in falls prevention.”

A code of practice on falls has existed in WA for 17 years, and the Australian Safety and Compensation Council is currently considering submissions on a draft National Code of Practice for the Prevention of Falls in Housing Construction.

“The main aim of these proactive inspection campaigns is to provide employers with information on how to comply with the laws, and also to identify any common problems that exist in the industries targeted,” Ms Lyhne said. “They are also an excellent example of co-operation between the States to ensure a consistent approach across Australia and New Zealand.”
The Code of Practice on the Prevention of Falls in Workplaces can be downloaded at no cost from WorkSafe’s website at www.worksafe.wa.gov.au.

Source: WorkSafe WA

27 Tasmanians injured every day at work in 2007 16 September 2008

New statistics released today by WorkCover Tasmania show a total of 9,873 Tasmanian workers were injured in workplaces across the state during 2007.

WorkCover Tasmania Board member Simon Cocker said the figures were released as part of the launch of the Safe Work Tasmania Week program of events, and equated to 27 Tasmanians being injured every day.

“In 2006, 9,768 Tasmanians were injured at work compared to 9,873 in 2007, an increase of one per cent from the previous year,” Mr Cocker said. “The most common type of injury in 2007 were soft tissue disorders due to trauma which accounted for 3,428 of the injuries reported, followed by wounds, lacerations, amputations and internal organ damage accounting for 2,355 injuries.

“The majority of these injuries were caused by body strain (3,336 injuries), falls, trips and slips (1,863 injuries) and being hit by moving objects (1,825 injuries).

“No employer or worker in Tasmania wants to become one of these injury statistics which is why Safe Work Tasmania Week, which runs from 19–25 October, is such a great opportunity to learn more about OHS.”

Mr Cocker said as part of Safe Work Tasmania Week, WorkCover Tasmania was running a series of free workplace health and safety seminars and workshops across the state for all employers and workers to get involved in.

“Asbestos, bullying and living well to prevent cancer are just some of the many topics on offer during the Week which is now in its 13th year and aims to get people talking about workplace health and safety,” he said. “A program of events for the Week is now available which outlines the wide range of free events being held in Hobart, Launceston and Burnie. By participating in the Week and increasing your OHS knowledge you could avoid becoming one of these safety statistics. No one wants a workplace injury and its potentially serious consequences, such as losing your job, your business, your workers or even your life.”

For a copy of the Safe Work Tasmania Week program of events visit the WorkCover website at www.workcover.tas.gov.au. You can register online or by phone, fax or mail.

Source: WorkCover Tasmania

Company manager fined over leg amputated by hay baling machine September 15, 2008

The State Manager of a Brookton hay baling company has been fined $3000 (with $9830 in costs) for failing to take reasonable care in a 2004 incident in which a man’s lower leg was torn off.

Shaun Earl, the State Manager of Elders Hycube Pty Ltd, was found guilty and fined in the Perth Magistrates Court today.

Elders Hycube was fined $120,000 in March over the same incident for failing to provide and maintain a safe workplace, and by that failure, causing serious injury to the worker.

The company had previously been fined $75,000 in 2003 over the 2002 death of a 20-year-old female employee who was caught in the moving parts of a hay baling machine at the same workplace.
In October 2004, Mr Earl and another man were working late processing hay bales using a hay press. They were the only two employees at the factory.

At around 7.00pm, Mr Earl noticed that the straps around a bale of hay had broken and the hay had expanded and jammed the entrance to the cutter box of the press machine.

After turning off the machine and unsuccessfully attempting to release the jammed bale, he suggested that the two men tie a rope around the bale and the cutter box ram and turn the machine on so the ram would move back and release the jammed bale.

While the other worker was still near the machine, Mr Earl re-started it. The man overbalanced and his right foot became trapped in the hay press.

The trapped man called out and Mr Earl hit the emergency stop button. The press shut down, but not before the man’s foot had been torn from his leg half-way between the ankle and knee.

WorkSafe WA Commissioner Nina Lyhne said today that the case illustrated that the responsibility for keeping the workplace safe lay with both the employer and employees.

“In this case, WorkSafe prosecuted both the employer – Elders Hycube – and an employee – Shaun Earl,” Ms Lyhne said.

“The company pleaded guilty and Mr Earl was found guilty, demonstrating that the responsibility for safety and health in the workplace rests with many parties, including employers, employees, people in control of workplaces, manufacturers, designers and many others.

“This incident is a shocking example of what can happen when safe work procedures are not in place or are not used properly.

“It is also a timely reminder to any workplace that includes machinery that stringent lockout systems must be established and followed.”

Further information on the general duty of care and lockout and tagging can be obtained by telephoning WorkSafe on 9327 8777 or on the website at www.worksafe.wa.gov.au

Source: DOCEP

Continued from page 10

The book combined with the release of a new website, www.practicalsafety.com.au, provides practical tools and techniques that can be applied immediately in any workplace.

It is hoped to set up a safety scholarship fund from proceeds from the book.

“This book is a must as a handbook and ready reference for all practical managers seeking continuous improvement in safety maturity and leadership”

Dr Ian F Burston AM, Former Managing Director, Hamersley Iron Ore

Continued from page 10

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SIA

SafetyWeek

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Continued from page 10

In October 2004, Mr Earl and another man were working late processing hay bales using a hay press. They were the only two employees at the factory.

At around 7.00pm, Mr Earl noticed that the straps around a bale of hay had broken and the hay had expanded and jammed the entrance to the cutter box of the press machine.

After turning off the machine and unsuccessfully attempting to release the jammed bale, he suggested that the two men tie a rope around the bale and the cutter box ram and turn the machine on so the ram would move back and release the jammed bale.

While the other worker was still near the machine, Mr Earl re-started it. The man overbalanced and his right foot became trapped in the hay press.

The trapped man called out and Mr Earl hit the emergency stop button. The press shut down, but not before the man’s foot had been torn from his leg half-way between the ankle and knee.

WorkSafe WA Commissioner Nina Lyhne said today that the case illustrated that the responsibility for keeping the workplace safe lay with both the employer and employees.

“In this case, WorkSafe prosecuted both the employer – Elders Hycube – and an employee – Shaun Earl,” Ms Lyhne said.

“The company pleaded guilty and Mr Earl was found guilty, demonstrating that the responsibility for safety and health in the workplace rests with many parties, including employers, employees, people in control of workplaces, manufacturers, designers and many others.

“This incident is a shocking example of what can happen when safe work procedures are not in place or are not used properly.

“It is also a timely reminder to any workplace that includes machinery that stringent lockout systems must be established and followed.”

Further information on the general duty of care and lockout and tagging can be obtained by telephoning WorkSafe on 9327 8777 or on the website at www.worksafe.wa.gov.au

Source: DOCEP

Continued from page 10

The book combined with the release of a new website, www.practicalsafety.com.au, provides practical tools and techniques that can be applied immediately in any workplace.

It is hoped to set up a safety scholarship fund from proceeds from the book.

“This book is a must as a handbook and ready reference for all practical managers seeking continuous improvement in safety maturity and leadership”

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