2019 SIA National Health & Safety Conference

'BACK TO THE FUTURE'

22-23 May 2019 | International Convention Centre Sydney

Join the conversation at #sianatconf19
On behalf of the Safety Institute of Australia, it is my pleasure to welcome you to the 2019 SIA National Health & Safety Conference.

As part of the #SAFETYSCAPE Convention, the conference welcomes stakeholders across the health and safety profession to showcase some of the best national and international speakers who will explore the conference theme: **Back to the Future**.

Thought leaders will reflect on where we have been as safety professionals, where we are today and provide insights into where we are headed in the future. Experts will also discuss how the profession has been shaped by social, culture, political, promotional, organizational and technological influences and how they have impacted the way we work.

I do hope this event provides you with valuable information and the opportunity to network. I am pleased you have been able to set aside time from your busy schedule to attend what will be a great two days.

- **Registration & Queries:** The event staff at the registration desk are happy to assist with any queries you may have.
- **Security:** Please wear your name badge at all times and do not leave valuables unattended.
- **Speaker Presentations:** Speaker presentations approved for release will be made available after the conference. An email will be sent to all delegates to access these presentations.
- **Questions:** You are encouraged to ask questions at the end of each presentation or during allocated Q&A sessions.
- **Feedback:** We will be emailing you an online feedback form after the event. We would appreciate your help in completing this, it is an important source of information on how we can improve our product. An honest appraisal is encouraged.
- **Catering:** All breaks (Morning Tea, Lunch & Afternoon Tea) are included in your registration. Catering for these breaks will be held in the Workplace Health & Safety Show.
- **Dietary Needs & Special Requirements:** If you have pre-advised us, please make yourself known to staff at the catering area so they can ensure your needs are met. If you have not already advised us of your special requirements, please let event staff know as soon as possible.

**Be part of the conversation!**
- **LinkedIn:** https://www.linkedin.com/company/safety-institute-of-australia/
- **Twitter:** https://twitter.com/SIA_OHSPprof
- **Facebook:** https://www.facebook.com/SafetyInstituteofAustralia/

Please do not hesitate to contact me or any of the event staff if you have any questions or need assistance.

Kind Regards,

David Clarke
Chief Executive Office, SIA
Guest speaker Matt Peacock has been a journalist with the ABC for almost forty years, breaking the asbestos story in Australia, as told in his book Killer Company and the TV mini-series Devil’s Dust.

He was chief political reporter in Canberra, then correspondent in Washington, New York and London, finishing his career as a senior reporter at 7.30. From 2013-18 he was staff-elected director on the ABC Board. Matt now works as a media consultant, speaker, trainer and writer and is a co-founder of ABC Alumni.

**EVENT DETAILS**
Venue: Sofitel Hotel, Darling Harbour
Date: Wednesday 22 May 2019
Time: 6.30 - 10.00 pm
Dress: Smart casual

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**EXECUTIVE BREAKFAST**

The Royal Commissions Impact on Health & Safety Governance

This is an event that will take the lesson learned from the recent royal commissions and inquests, and discuss how they will impact the role of executives and board members in governing health and safety now and into the future....

**EVENT DETAILS**
Venue: Meeting Room C3.2, International Convention Centre Sydney
Date: Thursday 23 May 2019
Time: 7.00 - 8.45 am

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Join the conversation at #sianatconf19
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<tr>
<th>Time</th>
<th>Session</th>
<th>Location</th>
<th>Presenter/Institution</th>
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<tr>
<td>8:00AM</td>
<td>Delegate Registration</td>
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<td>9:00AM</td>
<td>Welcome to Country</td>
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<td>Uncle Allen Madden, Gadigal Elder</td>
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<td>9:05AM</td>
<td>Welcome</td>
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<td>Patrick Murphy, Chair, SIA Board of Directors</td>
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<tr>
<td>9:10AM</td>
<td>Master of Ceremonies Introduction</td>
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<td>Eldeen Pozniak, Director, Pozniak Safety Associates Inc</td>
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<tr>
<td>9:20AM</td>
<td>The West Gate Bridge Collapse: Lessons for Workplace Safety</td>
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<td>Dr. Sarah Gregson, University of New South Wales</td>
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<td>10:00AM</td>
<td>MORNING TEA BREAK</td>
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<tr>
<td>10:30AM</td>
<td>Why testing is not the solution to alcohol and drug use in the workplace</td>
<td>HEALTH &amp; WELLBEING ROOM C3.3</td>
<td>Dr. Valerie O'Keeffe, Research Fellow, NCETA Flinders University</td>
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<tr>
<td>10:30AM</td>
<td>My personal journey implementing a risk based Health and Safety strategy on Australia’s largest Public Transport Project</td>
<td>THE PROFESSION ROOM C3.4/3.5</td>
<td>Cameron Cox, Director, Safety - City and Southwest, Sydney Metro</td>
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<tr>
<td>10:30AM</td>
<td>Best practice models for identifying and controlling risks to At Risk Workers</td>
<td>ERGONOMICS AND WORK DESIGN ROOM C3.6</td>
<td>Dr. Stephen Weber, Senior Safety Consultant, Safety Action Pty Ltd</td>
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<tr>
<td>10:50AM</td>
<td>How does it happen? Workplace bullying related injury explained</td>
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<td>Michael Plowright, Director, Working Well Together</td>
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<td>10:50AM</td>
<td>Vibrant sites – a new paradigm for safety culture</td>
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<td>Dr. Angelica Vecchio-Sadus, HSE Manager, Victoria/Tasmania, CSIRO</td>
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<td>10:50AM</td>
<td>Mindfulness in Safety - Unlocking Safety Engagement and Performance</td>
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<td>Alistair Schuback, Safety Culture Specialist, Aframes Safety</td>
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<td>11:00AM</td>
<td>Identifying and Removing Safety Clutter</td>
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<td>Dr. Mohammed Ibrahim, Research Fellow, Griffith University</td>
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<td>11:00AM</td>
<td>Heat Stress Management Strategies - Science v Pseudoscience</td>
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<td>Dr. Matt Brearley, Managing Director, Thermal Hyperperformance; Research Scientist, National Critical Care and Trauma Response Centre</td>
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<td>11:10AM</td>
<td>How Wellness impacts Safety</td>
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<td>James Fletcher, Director, Safe &amp; Healthy working with Omcon Steel</td>
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<td>Ergonomic Design is More Than Good Design: an Important Distinction for Safety</td>
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<td>Dr. Elise Crawford, Lecturer, CQUniversity, Australia</td>
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<td>11:30AM</td>
<td>Mindful Me: How to catch a Curve Ball</td>
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<td>Penni Lamprey, Director, Healthy Happy Staff</td>
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<td>11:30AM</td>
<td>Is Occupational Health and Safety Management a Profession?</td>
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<td>David Provan, Research Fellow, Griffith University</td>
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<td>11:30AM</td>
<td>A Regulator view of ‘reviewing and revising manual handling risk control measures’ – a nudge towards systems thinking</td>
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<td>Alison Gembrowoski, Senior Ergonomist, WorkSafe Victoria</td>
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<td>12:00PM</td>
<td>LUNCH BREAK</td>
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<td>1:30PM</td>
<td>State of the Nation: The Irrepressible Rise of Industrial Manslaughter Offences</td>
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<td>Alena Titterton, Partner, Clyde &amp; Co</td>
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<td>2:15PM</td>
<td>Back to the Future - Regulatory Panel Discussion</td>
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<td>Panel Members:</td>
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<td>Martyn Campbell, Worksafe SA</td>
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<td>Julie Nielsen, Executive Director Health &amp; Safety, Worksafe ViC</td>
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<td>Jodie Deakes, Director Business Strategy &amp; Performance, Safework NSW</td>
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<td>3:00PM – 3:30PM</td>
<td>AFTERNOON TEA BREAK</td>
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<td>3:30PM – 4:00PM</td>
<td>What Will Really Make Australians Safer At Work?</td>
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<td>James Pearson, Australian Chamber of Commerce &amp; Industry</td>
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<td>4:00PM – 4:30PM</td>
<td>Seeking Transformational Change in Health &amp; Safety</td>
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<td>Mike O’Brien, Director, Health and Safety Association of New Zealand (HASANZ)</td>
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<td>4:30PM – 5:15PM</td>
<td>Panel Discussion: WHS Engagement – Strategies for Success</td>
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<td>Facilitated by Jen Jackson, Managing Director, Jaxzyn</td>
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<td>Panel Members:</td>
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<td>Luke Byrnes, SHE Manager – Sales, Admin, Supply Chain, Technical &amp; Production, Nestle Australia</td>
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<td>Wade Needham, Head of Safety, Environment and Wellbeing, Serco Asia Pacific</td>
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<td>5:15PM – 5:20PM</td>
<td>Summary &amp; Close</td>
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<td>Edleen Pozniak, Director, Pozniak Safety Associates Inc</td>
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<td>SIA SOCIAL EVENT</td>
<td>SIA National Health &amp; Safety Conference Dinner</td>
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<td>6:30PM – 10:00PM</td>
<td>Date: Wednesday 22 May 2019</td>
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<td>Venue: Sofitel Darling Harbour, 12 Darling Drive, Sydney NSW 2000, Australia</td>
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<td>Special Guest Speaker: Matthew Peacock, Author &amp; ABC Journalist</td>
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## DAY TWO: THURSDAY 23RD MAY 2019

### SIA SOCIAL EVENT

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<tr>
<td>6:45AM</td>
<td>Breakfast Registrations Open</td>
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</table>
| 7:00AM–8:45AM | The Executive Breakfast: The Royal Commissions Impact on Health & Safety Governance  
Date: Thursday 23rd May 2019  
Venue: International Convention Centre Sydney  
Special Guest Speakers:  
Alena Titterton, Partner, Clyde & Co  
Richard Coleman, Head of HSE, Laing O’Rourke  
Michael Quinlan, Author & Emeritus Professor, UNSW |

### SIA NATIONAL HEALTH & SAFETY CONFERENCE

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<td>8:55AM</td>
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<td>9:00AM</td>
<td>Safely Creating the Future of Work</td>
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<td>10:00AM–10:30AM</td>
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| C3.3  | Assessing and Screening WHS Regulatory Risk using a Machine Learning Model  
Lok Yiu, Senior WHS Insights and Analytics Officer, Centre for Work Health and Safety |
| C3.4/3.5 | Safety leadership and its impact on performance – a work-based research project  
Tim Allred, Regional HSEQ Manager, Programmed Facility Management | Co-convener Young Safety Professionals Network |

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<tr>
<td>C3.6</td>
<td>Eye Protection from Blue Light</td>
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| 10:30AM–10:45AM | From Silver Bullets to Silver Platers – Why is the Best Digital Strategy a Human-Centred One?  
Nicole Meacock, Senior Manager - HSE, Ernst & Young |

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| C3.4/3.5 | Understanding effective enforcement tools  
Angelica Varhammar, Senior Research Officer, Centre for Work Health and Safety, SafeWork NSW |

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| C3.6  | Vehicle Ergonomics, Human-Centred Design, and Procurement Strategy: Drive the Message Home  
Sara Pazell, Managing Director, Viva! Health at Work |

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| C3.4/3.5 | Conceptual Model for Predicting Safety Behaviour of Construction Workers: A Neural Network Approach  
Emmanuel Boateng, PhD Student/Casual Research Assistant, University of Newcastle |

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| C3.6  | Investigating the work system, not the injured person: Pilot of a systems thinking toolkit for investigating MSDs  
Dr. Natasia Goode, Senior Ergonomist in the Ergonomics and Human Factors Unit, WorkSafe Victoria |

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| C3.4/3.5 | Leadership and Safety Performance  
Louise Howard, Principal Manager Safety Northwest Project, Sydney Metro |

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Dr. Bernard Martin, Associate Professor, University of Michigan |

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| C3.4/3.5 | Panel Discussion: Is it ethical to monitor your staff so closely?  
Panel Members  
Phil Bolton, Director, PWC Consulting  
Richard Coleman, Head HSE, Lang O’Rourke |

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Mark Hamon, Company Director, Risku Pty Ltd |

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<th>Speaker(s)</th>
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| 1:30PM – 2:15PM | Interactive Mental Health Play: My Dog has stripes  
Presented by Bayside Productions                  |                                                                                                       |
| 2:15PM – 3:00PM | Panel Discussion  
Facilitated by Eldeen Pozniak, Director, Pozniak Safety Associates  
*Panel Members:*  
Genevieve Hawkins, General Manager of Health, Safety and Wellbeing, Coles Division of Wesfarmers  
Geri Sumpter, Workplace Engagement Lead, Beyond Blue  
Traci Carse, Organisational Psychologist, SafetyWorks Group | Dr. Natassia Goode, Senior Ergonomist in the Ergonomics and Human Factors Unit, WorkSafe Victoria |
| 3:00PM – 3:30PM | AFTERNOON TEA BREAK                                                                               |                                                                                                       |
| 3:30PM – 4:10PM | Panel Discussion: Psychological Mental Health, Before & afterwards of an incident – looking at the effects on mental health.  
*Panel Members:*  
Graham Jackson, Director Safety & Engineering Systems, Transport for NSW  
Geri Sumpter, Workplace Engagement Lead, Beyond Blue  
Ian Firth, State Inspector, SafeWork NSW |                                                                                                       |
| 4:10PM – 4:30PM | Our Visions for the Future  
Naomi Kemp, Deputy Chair, SIA Board of Directors                                                  |                                                                                                       |
| 4:30PM – 5:10PM | Closing Keynote: Yesterday, Today and Tomorrow – safety lessons learned from Marty McFly  
Eldeen Pozniak, Director, Pozniak Safety Associates                                                 |                                                                                                       |
## WORKSHOP 1: Designing the health and safety experience

**Date:** Tuesday 21 May 2019  
**Time:** 9.30am – 11.30 am  
**Venue:** Level 2, C2.5 & 2.6, International Convention Centre Sydney  
**Cost:** SIA / AIOH / HFESA Members – $65.00 + GST | Non-Members – $95.00 + GST

Facilitated by Sarah Cuscadden, Group HSE Manager, Probuild & Jennifer Jackson, Director, Jaxyn, this workshop is a hands on and interactive masterclass to discover how to design and implement the ultimate employee safety experience. We will guide participants through activities to:

- discover the emotions and behaviours that drives safety cultures  
- identify the difference between traits and behaviours  
- understand the science of communication and how this can influence all stakeholders  
- how to upskill your frontline leaders  
- understanding how your leaders are the difference makers  
- help safety professionals prepare for the future ways of working  
- become thought leaders, set the tone for the organisation through employee engagement and experience.

### LEARNING OUTCOMES

- Discover the emotions and behaviours that drives safety cultures  
- The difference between traits and behaviours  
- How the science of communication can influence all stakeholders  
- How to upskill your frontline leaders

At the conclusion of this masterclass, participants will leave with a completed safety experience canvas that they can implement at their own workplace.

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## WORKSHOP 2: Safety, Make it Stick

**Date:** Tuesday 21 May 2019  
**Time:** 9.00am – 5.00pm  
**Venue:** Level 2, Room C2.3, International Convention Centre, Sydney  
**Cost:** SIA / AIOH / HFESA Members – $145.00 + GST | Non-Members – $185.00 + GST

Facilitated by Eldeen Pozniak, Director, Pozniak Safety Associates Inc.

Safety Messages – How can we make them Stick. Why can everyone remember that urban legend, a rumour, or a story told over a couple of drinks, but walk out of a safety meeting and not remember the topics discussed that day. As Safety Professionals we communicate in a variety of ways and at times struggle with why our communications did not get attention, resonate, or get the message across like we expected. The concepts that will be discussed in this session are the stickiness factors – simple, unexpected, concrete, credible, emotional and stories.

As Safety Professionals we communicate in a variety of ways and at times struggle with why our communications did not get attention, resonate, or get the message across like we expected. The concepts that will be discussed in this session are the stickiness factors – simple, unexpected, concrete, credible, emotional and stories. If you make use of these traits in your safety communications of all types you can make your ideas, messages, and information sticker and affect the change that you are looking for.

### LEARNING OUTCOMES

- Awareness and understanding of the stickiness factors  
- Explore how concrete and credible concepts help retention  
- Be able to apply emotions and stories to strengthen messages and communication

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## WORKSHOP 3: Transforming your approach to investigating patient handling injuries: the PHIRES toolkit

**Date:** Thursday 23 May 2019  
**Time:** 1.30 pm – 4.00pm  
**Venue:** Level 3, Room C3.6, International Convention Centre, Sydney  
**Cost:** Complimentary

Facilitated by: Dr. Natassia Goode, Senior Ergonomist in the Ergonomics and Human Factors Unit, WorkSafe Victoria

In association with HFESA, the SIA invite you to participate in the following conference workshop titled: Transforming your approach to investigating patient handling injuries: the PHIRES toolkit

Patient handling tasks continue to cause a significant number of injuries within Australian hospitals, despite a substantial investment in equipment, training and workspace design. This presentation will introduce a new investigation toolkit that has been developed to support this process, underpinned by systems thinking. The toolkit is designed to help OHS practitioners investigate why the risk controls for a patient handling task failed to prevent an injury to staff, and then identify effective strategies to prevent future similar injuries and improve safety overall.

### LEARNING OUTCOMES

- Why systems thinking is required to prevent patient handling injuries;  
- How to use systems thinking to analyse patient handling injuries; and  
- How to practically apply the PHIRES Toolkit in your workplace.
Dr Sarah Gregson, Researcher, University of NSW

Sarah Gregson teaches industrial relations/law in the School of Management at the University of New South Wales. She has published diverse labour history, critical management, and workplace safety research – from the social history of the RMS Titanic sinking to workplace and flight safety in the aviation maintenance industry.

With her colleague, Elizabeth Humphrys from UTS, she is researching the industrial, social and historical importance of the 1970 West Gate Bridge disaster. She also practices what she teaches as president of the National Tertiary Education Union UNSW branch.

A full version of the paper she is presenting will appear in an upcoming book of essays in honour of Professor Michael Quinlan called The Regulation and Management of Workplace Health and Safety: Historical and Emerging Trends, to be published by Routledge.

The West Gate Bridge Collapse: Lessons for Workplace Safety

Date: Wednesday 22 May 2019
Time: 09:20am – 10:00am
Plenary Session: Cocklebay Room

On 15th October 1970 in Melbourne, Australia, a span of the West Gate Bridge fell during construction, killing 35 employees.

The final Royal Commission into the Failure of the West Gate Bridge report into the causes of the collapse cited a number of problems with the construction process, including poor engineering practices, design flaws, fragmented managerial oversight and, more controversially, extensive union-led industrial action.

Outside the engineering discipline, however, the West Gate Bridge collapse has been little studied, leaving unanswered important questions about the Report’s conclusions and organisational pressures that contributed in the disaster.

Using Quinlan’s (2014) ‘ten pathways’ analysis, this presentation critically examines the contributory factors that led to the West Gate Bridge disaster, calling into question the conservative and inadequate nature of the Royal Commission findings.

The results of our research will have resonance for those involved in contemporary construction projects, particularly when there is organisational fragmentation and lack of worker voice on site.

Dr Sarah Gregson (UNSW) and Dr Elizabeth Humphrys (UTS)

Dr Stephen Weber, Senior Safety Consultant, Safety Action Pty Ltd

Stephen is a safety consultant with Safety Action Pty Ltd and has seven years within the safety profession, developing safety solutions for small to large organisations in a wide variety of industries both Australian and International. Stephen previously undertook research at Swinburne University in the Centre for Micro-Photonics, presenting at a number of local and international conferences in the field of micro-fluidics and laser optics. He has applied this research discipline to the safety field, including undertaking a six month research project with Metro Trains Melbourne into “At-risk workers”. He is also a Director on the Board of Duke of Edinburgh's International Award, Victoria, supporting the governance and risk committee in the management of risk for employees and participants in the management and undertaking of the award, towards empowering young people to explore their potential and achieve success.

Best practice models for identifying and controlling risks to At-Risk Workers

Date: Wednesday 22 May 2019
Time: 10:30am – 10:50am
Concurrent Session: Room C3.6

Best practice models for identifying and controlling risks to At-Risk Workers

This review was initiated by Metropolitan Trains Melbourne (MTM) to review their current formal and informal safety management system and practices as well as local and international best practice techniques and research, towards identifying and controlling risks to At-Risk Workers.

The definition of an At-Risk worker (for the purpose of this review) is:
1. Young Workers (defined as a worker who is less than 25 years of age);
2. Older Workers defined as any worker over the age of 60;
3. Contractors including Labour-Hire Workers, and
4. Returning Workers and workers transferring roles within an organisation. Where a returning to work worker refers to someone who has been away for an extended period of time e.g. greater than 3 months.

This review looked to identify the unique risks in relation to negative occupational health and safety (OHS) outcomes for each of the category of ‘at-risk’ worker, and cultural barriers from each of the four categories in regard to the effective implementation of safety solutions.

This report determined that the four selected categories of workers did indeed experience additional risks in the workplace compared to a normal worker. The key risks, including cultural, physiological, psychological and others are identified, for each category of ‘at-risk’ worker, and summarised, with practical advice and guidance provided towards adjusting and supplementing an existing OHS system toward identifying and controlling risks to At-Risk Workers.

By proactively looking to identify and control the risk to ‘at-risk’ workers a company can prevent these risks from eventuating thus resulting in a safer, happier and more productive workforce, now and into the future.
Dr Valerie O’Keeffe, Research Fellow, NCETA Flinders University

Dr Valerie O’Keeffe is a Research Fellow in the Workforce Program on Alcohol and Drugs at the National Centre for Education and Training on Addiction (NCETA) at Flinders University where her work involves supporting workplaces to manage alcohol and drug issues through developing evidence informed resources. Valerie has a strong interest in workplace culture, work design and psychosocial factors at work and how these influence alcohol and other drug use. Valerie is a Certified Chartered Safety Professional of the SIA and a Certified Professional Ergonomist of the Human Factors and Ergonomics Society of Australia.

Why testing is not the solution to alcohol and drug use in the workplace

Date: Wednesday 22 May 2019
Time: 10:30am - 10:50am
Concurrent Session: Room C3.3

In most developed countries, the overwhelming majority of people who use alcohol and drugs are employed. Furthermore, particular workforce groups and industries, including construction, mining, hospitality and transport, have disproportionately higher prevalence of use. Alcohol and other drug use (including prescribed drugs) can impair performance, adversely affecting workplace safety and productivity. Managing the risk of alcohol and other drug-related harm in the workplace is challenging, particularly since there is a body of evidence demonstrating that worker consumption patterns are influenced by workplace factors including workload, time pressure, fatigue and poor working relationships. While alcohol and other drug use during work presents obvious and immediate risks to safety and health, consumption outside the workplace and working hours also increases safety risks due to possible lingering effects of impairment.

This presentation outlines the prevalence of drug use in the workplace, the cost, and impact on workplace productivity and performance, and discusses the relationship with workplace accidents and injury. We make the case for a comprehensive ‘whole person’, ‘whole of workplace’ management approach that recognises the interaction between the workplace environment, workplace controls, and workplace customs and practices, in contrast to a narrow and limited focus on drug testing. Importantly, the role played by external factors including social and cultural norms is explored as a mechanism for facilitating systematic management action.

Work undertaken by NCETA in Adelaide will be presented that focuses on how to address the effects of alcohol and other drug use to improve workplace performance and productivity. NCETA has developed good practice responses based on implementing workplace policies, supported by education and training, and access to counselling and treatment. The presentation concludes with a description of a successful workplace intervention program that showed improvements in attitudes to help seeking behaviour, policy awareness and drinking behaviours.

Mr Cameron Cox, Director, Safety - City and Southwest, Sydney Metro

Cameron joined Sydney Metro in June 2017, and leads the safety function on the $12.5 billion City and Southwest Metro project. Prior to joining Sydney Metro, Cameron has held numerous senior roles including the Safety lead for the Sydney Light Rail project, managed a Safety and Environment consultancy, and various safety manager roles for Government and Tier 1 construction organisations.

My personal journey implementing a risk-based Health and Safety strategy on Australia’s largest Public Transport Project

Date: Wednesday 22 May 2019
Time: 10:30am – 10:45am
Concurrent Session: Room C3.4 & C3.5

In June 2017 I commenced in my role as Director Safety, for the $12.5 billion City and Southwest project. Prior to starting in the role, Sydney Metro had developed an ambitious 22 point Health and Safety strategy focussed on improving health and safety performance within key areas of risk in the construction and rail industry. Understanding that the health, welfare and safety of every person connected with Sydney Metro is critical to the project’s overall success, some of the health and safety initiatives identified in the strategy were anticipated to present a new challenge to some of our delivery partners.

This was the start of my journey on Sydney Metro. It was quickly understood that traditional contract management methods would be ineffective, but rather, a modern approach to health and safety risk management would be essential to the success of the original strategy.

This modern approach included a new style of working, leading with strong values of collaboration, integrity, and innovation best informed through a tiered approach to health and safety risk management to provide governance and assurance to the project. This is a story of my journey so far, the challenges, and learnings, with the aim of sharing strategies with other WHS professionals.
Dr Angelica Vecchio-Sadus, HSE Manager, Victoria/Tasmania, CSIRO

Angelica Vecchio-Sadus is the HSE Manager, Victoria/Tasmania with CSIRO and has oversight for a large portfolio of research facilities and a team of HSE Advisers. Angelica began her career in science and then transitioned to HSE where she has over 15 years experience in leadership, strategy development, regulatory compliance and operational management. She is a highly respected trusted leader and innovative problem solver with a proven ability to positively influence stakeholders and enable change at all levels. She is a multi-award winner and published author. Angelica chairs the Standards Australia/Standards New Zealand technical committee on Safety in Laboratories, and is an associate editor for Wiley Publications. She is a Chartered Fellow of the Safety Institute of Australia, and a member of the Royal Australian Chemical Institute and American Society of Safety Professionals. She holds postgraduate qualifications in science and HSE.

Vibrant sites – a new paradigm for safety culture

Date: Wednesday 22 May 2019
Time: 10:45am – 11:00am
Concurrent Session: Room C3.4 & C3.5

HSE has traditionally had a stereotypic view of being compliance-driven. More and more we hear about changing behaviour to promote positive approaches to working safely. What if we could identify an alternative way of using language and activities to create a whole-of-workplace approach where HSE is seamlessly integrated with business operation? We call this a ‘vibrant site’.

Vibrant sites is a framework that integrates HSE with diversity, talent, high performance and financial sustainability. Integrating safety culture into the day-to-day is a complex change initiative, transforming attitudes and behaviour. Angelica will explore how a new rollout is driving uptake and engagement.

Mr Alistair Schuback, Safety Culture Specialist, Aframes Safety

Alistair has over fifteen years frontline consulting experience in cultural change, risk management and WHS consulting. Alistair is a specialist in developing and facilitating positive cultural change and risk management outcomes, having personally trained over 15,000 high-risk workers. Alistair’s new work integrating mindfulness-based, high-performance thinking strategies and risk management processes is at the forefront of safety culture thinking and is achieving solid results in traditionally difficult cultural industries. His continued work across numerous industries, coupled with an active involvement in mental health organisations, affords him the practical skills to identify and solve today’s safety culture issues across all levels of business.

Mindfulness in Safety - Unlocking Safety Engagement and Performance

Date: Wednesday 22 May 2019
Time: 10:50am – 11:05am
Concurrent Session: Room C3.6

Think about your safety culture. Are people engaged? Is it positive? And how much effort is required to achieve the safety outcomes you aim for? Now think about when your people are taught new safety skills. Ever wondered why they aren’t uniformly applied resulting in different safety outcomes?

And what about culture? Why is it so difficult to change within an organisation?

The answers to these questions are all connected, and they relate to the mind.

To achieve high-level safety performance, we need a workforce that is engaged and positive about safety, not only their own but their work mates as well. But if workers don’t believe in processes supporting safety, they will resist them, and in some cases, actively work against them.

People bring a wide range of beliefs to the workplace. Because these beliefs strongly influence their behaviour, understanding the source of people’s beliefs is critical. The challenge lies in developing understanding of the mind, how our thinking is influenced by beliefs and how to shape these beliefs to support the high-performance outcomes demanded in today’s workplace.
Mr Michael Plowright  
**Director, Working Well Together**

Michael Plowright is the Director of Working Well Together, specialising in the prevention and management of workplace bullying. He started the company because he saw that despite workplace bullying undoubtedly being a serious issue, many workplaces are ill-equipped to prevent or manage it. Michael has over 15 years’ experience in leadership and management in the not-for-profit sector, successfully leading teams at both strategic and operational levels. He has experienced first-hand the challenges of managing staff with difficult behaviours like bullying, and knows what it’s like to be in the centre of a human storm. His extensive experience managing office behaviours, providing support to targets of workplace bullying, and rebuilding teams affected by it, forms the foundation of Working Well Together.

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**How does it happen? Workplace bullying related injury explained**

*Date: Wednesday 22 May 2019  
Time: 10.50am - 11.10am  
Concurrent Session: Room C3.3*

In 2016, a Norwegian longitudinal study released the finding that employees who had been targeted with bullying in the workplace are twice as likely to consider taking their own lives. Other research has across the last 30 years shown that workplace bullying can lead to a range of psychological to physical injuries, from anxiety and trauma to heart attacks and muscular skeletal problems.

Why does workplace bullying result in serious and potentially life threatening injuries?

In this presentation we draw on the work of psychologists, theorists and work place bullying research explore that question. It will look at the following:

- How the Australian definition of workplace bullying is a cause and effect model that helps us to understand how an employee is injured by behaviour.
- How power play is a key role in the resulting workplace bullying injury.
- What factors stop an individual from recognising and acting early on bullying type behaviours that lead to the injury.
- What key actions for employers to ensure an employee remains safe and well at work or at the very least harm is minimised.

Stopping workplace bullying is not only about minimising harm. It is about saving lives.

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Mr James Fletcher, **Director, Safe & Healthy working with Orrcon Steel**

Initially travelling the world with Cirque Du Soleil for 3 years and managing the health of 200 individuals touring the world, getting exposed to how health systems are run throughout the world, James’ passion is to reduce the impacts of injury and illness in the workplace. The research is showing us the impact of employee wellness and its interaction with safety onsite. Trending towards influencing behaviour and decision making, we are seeing a shift towards the human element onsite. James develops unique innovative wellness initiatives such as The Human Aquarium, a program to support a QUIT smoking program for the manufacturing industry. Working with some of Australia’s largest organisations such as Carlton & United breweries and Orrcon Steel, he is helping them achieve improved health and well-being of employees, improved safety onsite and reduced injury rates.

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**How Wellness impacts Safety**

*Date: Wednesday 22 May 2019  
Time: 11.10am – 11.30am  
Concurrent Session: C3.3*

**SIA Presentation Summary – The employees responsibility**

Companies have guarded enough machinery, painted the world in fluro and put enough PPE on workers to play their part in taking measures to reduce risk in the workplace. This safety relationship also comes from the employees, taking reasonable care for their own safety and the safety of others and to do all that’s necessary to be fit and ready for work.

What are the big 3 opportunities to organisations?

The future of OH&S belongs in the hands and minds of the employees and organisations are starting to make in-roads to understand the decision making and actions of their employees at work.

What are some easy solutions that we can do right now?

Organisations can now see the benefit of empowering employees to be the best version of themselves, through innovation and wellness. Through a better understanding of pain, fatigue and mental wellness strategies can be put in place to achieve improved outcomes across the board. What’s the latest research and lets have a look at a case study from Carlton & United breweries and Orrcon Steel.
Dr Mohamed Ibrahim, Research Fellow, Griffith University

Mohammed Ibrahim Shire is a Research Fellow at the Safety Science Innovation Lab at Griffith University. He received his PhD from Loughborough University in Human Factors and Complex Systems where he developed modelling approaches to understand and guide effective safety change in healthcare and holds a BSc (Hons) in Computer Science with Management from University of Leicester and MSc in Internet Computing and Network Security from Loughborough University. Mohammed started his career as a computer scientist, having worked in the IT and development industry for over a decade. He applies dynamic perspectives to complex systems and high-risk environments and has key interests in complex systems, system thinking, safety management and a general cross-disciplinary approach to improve safety in practice.

Identifying and Removing Safety Clutter

Date: Wednesday 22 May 2019  
Time: 11:00am – 11:15am  
Concurrent Session: Room C3.4/3.5

Organisations are committed to the narrative that progress in safety is measured by the growth of safety systems (Amalberti, 2013) and relaxing rules and decluttering is a signal of lack of commitment to the ideal that every accident can and should be prevented (Zwetsloot et al., 2013). Safety clutter is the excessive accrual of procedures, documents, roles and activities that are performed in the name of safety but do not contribute to the safety of operations. Safety clutter harms both safety and productivity but is difficult to remove due to concerns about compliance, liability, and reputational risk and also because that same clutter can hamper innovation and ultimately get in the way of getting work done.

The bureaucratisation of safety – using the top-down approach – leads to things like analysing hazards, developing registers and lists of ways things can go wrong, trying to restrict the way work happens by putting in place controls, reducing the natural variation in work and introducing things that monitor work and raise alarms when things vary. There is a ratchet effect going on – every time an accident or ‘incident’ occurs – there is an investigation and recommendations are made to add in more procedures or checklists. Strong evidence suggests that safety clutter damages employee ownership of safety, it's based for adaptability, it erodes trust and creates an unnecessary trade-off between safety and productivity.

However, organisations can take practical steps to avoid the pressure in adding unhelpful safety by creating evidence-based mechanisms that identify and removes clutter, having conversations about clutter, finding the low hanging fruit, conducting a controlled trial for removing a piece of clutter and finally redefining the role of safety professionals in creating safety.

Dr Matt Brearley, Research Scientist, National Critical Care and Trauma Response Centre, Managing Director, Thermal Hyperformance;

Dr Matt Brearley is Australia’s pre-eminent occupational heat stress consultant, conducting and applying research to guide industry practice. He holds a PhD in Thermal Physiology and was the heat specialist of the 2008 Australian Olympic team in Beijing, China. Matt established a ground-breaking research program in conjunction with the National Critical Care and Trauma Response Centre, developing practical, evidence-based procedures to maximise worker health, safety and performance in the heat, yielding more than 20 papers over the past 5 years.

Heat Stress Management Strategies - Science v Pseudoscience

Date: Wednesday 22 May 2019  
Time: 11:05am – 11:25am  
Concurrent Session: Room C3.6

Northern Australia’s combination of chronic heat and seasonal humidity produce challenging conditions for thermoregulation, with potential for elevated core body temperature (Brearley et al., 2015, Brearley et al., 2016) and associated sequelae (Brearley et al., submitted) that may compromise the health, safety and performance of exposed workers.

Despite these apparent risks, contemporary heat stress management practices are not universally supported by empirical evidence. To assist Australian industry transition their management of heat stress to reflect the evidence, a heat stress research program was developed across Northern Australia with application to regions exposed to extreme heat.

Such research employed a novel approach, focusing on the worker rather than the environment, and was conducted in the field rather than the laboratory. Evidence regarding hydration (Brearley, 2017), heat acclimatisation (Brearley et al., 2016; Brearley, 2016a) cooling strategies (Brearley, 2016b), monitoring of workers (Brearley et al., 2015), impacts of heat exposure (Brearley et al., submitted) and heat stroke management (Brearley, accepted) are among the topics to be discussed in this presentation.

The research outcomes challenge prevailing worker health and safety management, including the notion that beverage temperature impacts rehydration, that practical and effective cooling of workers is not feasible, and that recommended heat stroke procedures are appropriate.
Is Occupational Health and Safety Management a Profession?

Date: Wednesday 22 May 2019
Time: 11:15am – 12:00pm
Concurrent Session: Room C3.4/3.5

The Occupational Health and Safety management occupation has emerged over the past 40 years in response to the changing nature of the political and social demands on organisations. More recently, the Safety Institute of Australia are implementing an ongoing professionalisation strategy aimed at establishing and growing the: safety management body of knowledge, professional certification criteria, and the accreditation of university education.

This presentation takes a critical perspective on what it means to be a profession, and the future strategies required for the Occupational Health and Safety management occupation to assert its professional identity.

The OHS domain can be considered unique amongst the professions, in respect of the inability to decouple safety activities from the core work activities of other institutional actors. OHS knowledge and decisions do not therefore lend themselves to being treated in isolation, by an autonomous professional group. Additionally, as with all professions we explore the challenges for OHS management in the evolving nature and role of the professions within contemporary organisations, including: scientific knowledge, contested space, third party influences, institutional constraints, and neo-liberalism.

Ultimately, the professionalisation strategies adopted by the safety professional organisations are positive for the establishment of the profession. However, we also argue that these professionalisation strategies should be significantly extended to meet the current challenges facing all professions.

Ergonomic Design is More Than Good Design: an Important Distinction for Safety

Date: Wednesday 22 May 2019
Time: 11:25am – 11:45am
Concurrent Session: Room C3.6

Many businesses seek ‘ergonomically’ designed products to improve their safety efforts. However, the selection of ergonomic products for work can be a frustrating and potentially costly process if they fail to live up to expectations upon implementation.

This presentation aims to shed light on the differences between good design and ergonomic design, a distinction that is important for safety outcomes. Ergonomic design principles are discussed to highlight some important distinctions that can de-mystify some misnomers that exist associated with products claimed to be ergonomically designed.

Examples of redesign projects are shared to highlight how matters relating to context and individual differences influence the user experience and ultimate successful adoption of the product.
Mindful Me: How to catch a Curve Ball

Date: Wednesday 22 May 2019
Time: 11:30am – 12:00pm
Concurrent Session: C3.3

Do you hear yourself sighing for no reason or from the ping of an email, never have enough time to enjoy activities, maybe you don’t notice feelings of tension or discomfort until things hurt? Or you’re anxious about the future or hanging onto the past? These are the very common repercussions of our over thinking in today’s 24/7 engaged world.

Imagine for a moment though, if there was a 2500 year old, scientifically proven way to disengage from this over thinking, break automatic habits and instead tap into our natural inner stability and resourcefulness.

Welcome to Mindful Me; how to catch a curveball.

Mindful me, or mindfulness practice is a lot more than a strategy to manage difficult situations and can be better understood as a way of being and living rather than a tactic or strategy for life.

This workshop will introduce you to the 7 recognised elements within a Mindful Me practice: The Now, Judgment, Automaticity, Acceptance, Goals, Compassion and the Ego.

While introduced separately, when combined they form an inseparable entity which can increase personal wellbeing, resilience and ability to catch the curve balls life throws at you.

Why be mindful? Because 1 in 5 Australian employees have taken time off in the past year due to feeling mentally unwell, and it cost the nation Billions of dollars.

There’s no doubt about it, life throws curve balls, and we may still experience difficult thoughts and feelings, but with an understanding of the underlying mechanisms of mindfulness practice, you will have a greater capacity to be with those thoughts and feeling, rather than be trapped by them.
Ms Alena Titterton
Partner, Clyde & Co

Alena Titterton is a health, safety and security partner at global law firm Clyde & Co. Dual qualified in law and behavioural science (majoring in psychology), Alena brings a multidisciplinary approach to supporting clients in managing legal OHS risks. Alena works across both private and public sectors, investigating incidents, defending prosecutions and developing safety management systems. Alena advises Boards and executives on safety due diligence and conducts WHS legal compliance audits having developed the audit tool, ClydeComply. She also developed the free iTunes incident notification app, Clyde Covered. She is a highly sought after speaker internationally and has presented at the ILO’s World Congress on Safety and Health at Work, conferences of the American Society of Safety Engineers and the Canadian Society of Safety Engineering as well as the SIA. Alena is the Research & Thought Leadership Working Group Chair for the SIA’s Women in Safety and Health (WISH) Network.

State of the Nation: The Irrepressible Rise of Industrial Manslaughter Offences

Date: Wednesday 22 May 2019
Time: 13:30pm – 14:15pm
Keynote Session: Cocklebay Room

For many years, the appetite for industrial manslaughter offences on the statute books has waxed and waned. But with the events in Queensland with multiple fatalities at Eagle Farm and Dreamworld in 2016, Australia saw the additional impetus for the introduction of such offences. Now, PCBUs in Queensland face penalties of up to $10 million and ‘senior officers’ face gaol terms up to 20 years for industrial manslaughter. Up until Queensland’s October 2017 provisions commenced, only the ACT had such an offence on its statute books.

Now it seems that it is only a matter of time before industrial manslaughter offences are introduced right around the nation with announcements for such changes being made by Governments in WA, Victoria and by the opposition in NSW throughout 2018.

In October 2018, a Federal Senate Inquiry Report also recommended that industrial manslaughter offences be introduced on a harmonised basis seeing merit in using the Queensland provisions as a starting point.

This keynote will present an argument as to why the Queensland provisions may not represent the best starting proposition for drafting the offence provisions around the country, explore the impact upon the rest of the penalties regime under health and safety laws (in particular the categories of offences), provide insights into manslaughter cases before the courts, outline the relevant recommendations of the Boland Review released in 2019 and discuss the ramifications of industrial manslaughter offences for health and safety in practice.

The keynote will provide an overview of recommended future directions for systems and processes in industry as organisations and their officers look to respond to these legal developments.

Mr Martyn Campbell
Executive Director, Safework SA

Martyn Campbell is the Executive Director of SafeWork SA. He has 30 years’ experience working in compliance, investigation and risk management at executive and senior executive level in the UK, Australia, Indonesia, Kuala Lumpur, Papua New Guinea and Brunei. Recently, Martyn worked in the private sector providing safety compliance services to a wide range of industries, including many in the resources sector across Asia Pacific. Martyn has an Honours Degree in Law (LLB (Hons)) from the University of Newcastle, UK, a Masters in Law (LLM) from Adelaide University, a Masters in Occupational Health & Safety (M.OHS) from Adelaide University and is completing a Doctorate in Business Administration (DBA). Martyn is a Fellow and a Certified Professional Manager of the Australian Institute of Management, a Certified Compliance Professional of the Australasian Compliance Institute and Chartered OHS Professional with the Safety Institute of Australia.

Ms Jodie Deakes
Director Business Strategy & Performance, Safework NSW

Jodie is the Director, Business Strategy & Performance in SafeWork NSW, which is a part of the Better Regulation Division within the Department of Finance, Services & Innovation. Jodie’s directorate provides services related to strategic planning, prevention programs and WHS policy development.

Jodie has experience in developing evidence informed WHS strategies and programs with a strong focus on risk based planning and evaluation. More recently Jodie is also leading the Shaping our Future – Work Health & Safety Regulator Program to aid the transition from WorkCover NSW to SafeWork NSW. Jodie represents NSW on a number of National committees including the Safe Work Australia – Strategic Issues Group and was the NSW member for the design of the Australian WHS Strategy 2012-22.
Ms Julie Nielsen  
*Executive Director, Health and Safety, Safework VIC*

Julie Nielsen has had a life-long commitment to health and safety. This has led her to take on a range of health and safety roles, including her current position as the Executive Director, Health and Safety at WorkSafe Victoria. Prior to this Julie held a range of senior positions within the Queensland health and safety regulatory authority between 2002 and 2018, most recently as an Executive Director with the Office of Industrial Relations. Julie and her team are passionate about WorkSafe Victoria's Strategy 2030 which is driven by positive stakeholder engagement, a prevention led culture and a client centric approach.

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**OHS Back to the Future: Regulatory Panel Discussion**

*Date: Wednesday 22 May 2019*  
*Time: 14:15pm – 3:00pm*  
*Plenary Session: Cocklebay Room*

In keeping with the conference theme ‘Back to the Future,’ representatives from key regulatory agencies will provide their perspectives on workplace health & safety and discuss how safety has changed over the years with the introduction of various regulatory changes.

This panel discussion will also explore how the introduction of varies regulations have impacted or shaped the modern day workplace and what the future of safety might look like with more changes to come.

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**Mr James Pearson**  
*Chief Executive Officer, Australian Chamber of Commerce*

James leads Australia’s largest and most representative business network.  
He has held senior policy roles in Federal and State governments; led corporate affairs for large public companies; and supported his wife in their small family business.  
As a diplomat and trade negotiator, he represented Australia in Africa, the Pacific and China.  
James has a MBA from Deakin University, a Psychology Degree from the University of Western Australia and is a Fellow of the Australian Institute of Management and the Australian Institute of Company Directors.  
He is married with three children and a grandson; loves sailing but has to settle for riding a bike around Lake Burley Griffin, and supports the Fremantle Dockers in the AFL.  
James wants to make our country the best place in the world to do business. So that Australians have the jobs, living standards and opportunities to which they aspire.

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**What will really make Australians safer at work?**

*Wednesday 22 May 2019*  
*Time: 15:30pm – 16:00pm*  
*Plenary Session: Cocklebay Room*

James Pearson, CEO of Australia's largest network of businesses, the Australian Chamber of Commerce and Industry will discuss the national model Work Health and Safety review and the need for greater accountability and transparency in relation to workplace safety.

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**Mr Mike O’Brien**  
*Health and Safety Association of NZ (HASANZ), Independent Chair*

As the inaugural Chair of the Health & Safety Association of NZ (HASANZ), Mike will be explaining the journey that New Zealand is currently undertaking. Mike will be sharing insights and learnings from his work to bring together Government, the business community and the professions, seeking transformational change in health and safety in New Zealand.

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**Seeking Transformational Change in Health and Safety**

*Date: Wednesday 22 May 2019*  
*Time: 16:00pm – 16:30pm*  
*Plenary Session: Cocklebay Room*

As the inaugural Chair of the Health & Safety Association of NZ (HASANZ), Mike will be explaining the journey that New Zealand is currently undertaking. Mike will be sharing insights and learnings from his work to bring together Government, the business community and the professions, seeking transformational change in health and safety in New Zealand.
Panel Discussion: WHS Engagement – Strategies for Success

Date: Wednesday 22 May 2019
Time: 16:30pm – 17:15pm
Plenary Session: Cocklebay Room
Facilitated by Jennifer Jackson

This session will explore the various strategies organisations implement to drive successful OHS engagement; how these organisations have identified the need for change and what was involved in the process of changing the safety culture. The session will also examine the driving behaviours behind safety culture within an organisation.

Luke Byrnes, SHE Manager – Sales, Admin, Supply Chain, Technical & Production, Nestle Australia

A strategic Safety, Health, and Environment professional with experience in implementing programs across different functions to successfully drive positive safety and environment performance. A keen focus on creating engagement in safety and environment programs through demonstrated leadership and coaching of key stakeholders. A strong background in ergonomics/human factors provides a professional mantra of ‘designing to fit the user’ and a passion for simple, intuitive, integrated systems to deliver a safe work environment and bottom line results.

Ms Jen Jackson, Director, Jaxzyn

As a Director at Jaxzyn, Jennifer heads up an award winning team of strategic, creative, business savvy individuals to help pioneering leaders change the future of work. They believe in the difference-makers and visionaries, trend-setters and forward-thinkers, influencers and leaders. Their works extends, elevates and executes the ideas and vision of these rare few, to move the many — the 1.3 billion people who drive our world's largest organisations.

They are realistic idealists — balancing business objectives, strategy and performance with a deep understanding of what works at the frontline. They champion human, and will always fight for work that considers people first and foremost. Above all, they share an unwavering optimism and unrelenting drive for possible in all that we do, and all who we work with.

Wade Needham, Head of Safety, Environment and Wellbeing, Serco Asia Pacific

Wade is the current Head of Safety, Environment and Wellbeing at Serco Asia Pacific. Serco supports national, state and local government in the delivery of essential public services with more than 9,000 people working across Asia Pacific in the key sectors of defence, transport, justice, immigration, health and other citizen services. Prior to this Wade was part of the senior leadership team which delivered the $2.7B WestConnex M4East Tunnelling project in NSW, the $5.6B Roy Hill integrated Iron Ore Mine, Port and Rail Project and the $2.2B RioTinto Nammuldi Iron Ore Mine of the Future. He has completed tertiary studies in Management, Human Resources, OHS and Risk & Governance

Grace Singh, GM Community, Wellbeing & Safety, Australian Unity
David Wild, Futurist,

Dave Wild is a Futurist who can show you how to see into the future more clearly.

How? First by detecting the signals of the future that are all around you. Then innovating to shift from predicting the future, to creating it.

By doing this Dave works with organisations such as Microsoft, Toyota, Blackmores, Xero and The Salvation Army, helping leaders and teams to be Future

Safely Creating the Future of Work

Date: Thursday 23 May 2019
Time: 09:00am – 08:45am
Keynote Session: Cocklebay Room

Nothing is more central to the success of any organisation than the safety and well-being of its people.

However a significant disruption is well underway. From autonomous vehicles to robotic drones, artificial intelligence to augmented reality, the way we work and stay safe while doing so is fundamentally changing all around us.

Too many safety leaders choose to ignore these pivotal advancements, until the shift in forces becomes too great and change is forced on them. Future-focused leaders not only anticipate these shifts, they create them. So instead of being disrupted they innovate and predict the future by creating it.

Dr Jennifer Long, Jennifer Long Visual Ergonomics

Jennifer Long is a Certified Generalist OHS Professional, a Certified Professional Ergonomist and an optometrist. Based in NSW, Jennifer is self employed as a visual ergonomics consultant and blends knowledge from the safety, ergonomics and optometry disciplines to devise practical solutions for improving visual comfort, ability and safety in workplaces. Jennifer has had the pleasure of working in a variety of industries including offices, control rooms, retail, healthcare, manufacturing and transport, and has worked alongside safety professionals, ergonomists, physiotherapists, occupation therapists, engineers and architects.

In addition to her visual ergonomics business, Jennifer is a Conjoint Senior Lecturer at the School of Optometry and Vision Science, UNSW and a member of the Standards Australia SF006 Committee for Eye and Face Protection.

Eye Protection from Blue Light

Date: Thursday 23 May 2019
Time: 10:30am – 10:50am
Concurrent Session: Room C3.6

Blue light is a hot topic in the general media. There are claims that blue light can enhance alertness and therefore should be incorporated into workplace lighting. There are also claims that blue light is harmful to the eyes and we should minimize our exposure to it.

This presentation will focus on the second claim: that exposure to blue light is harmful to our eyes. Attendees will learn the basis for the claim that blue light is harmful, and then through a selection of practical examples, discover which people are most at risk at work and what types of eye protection should be provided to these people.
Mr Lok Yiu, Senior WHS Insights and Analytics Officer, Centre for Work Health and Safety

Lok Yiu is passionate about applying machine learning technique to solve new and existing work health and safety problems. With more than 15 years of hand-on WHS experience across the Shipbuilding, Construction, Public Health and Transport and Warehousing industry, Lok is now working in the Centre for Work Health and Safety to provide data-driven insights informing changes to WHS best practice. Lok earned his BOHS, BHltSci and MPhil from the University of Newcastle and is a certified Lead Auditor of the AS4801 standard.

Assessing and Screening WHS Regulatory Risk using a Machine Learning Model

Date: Thursday 23 May 2019
Time: 10:30am – 10:45am
Concurrent Session: Room C3.3

The Centre for Work Health and Safety (the Centre) uses research and data to inform innovative harm prevention strategies. Using machine learning algorithms, data Scientists used existing SafeWork data to develop a predictive model to predict incident occurrence and identify high-risk businesses.

Method:

We developed a Predictive model in R, using historical data, to predict the probability of a business (also known as ‘PCBU’) reporting a workplace incident in the next 365 days. We created a risk score for each business based on this probability.

Results: Development of the Predictive model is now complete, and the Centre is now carrying out further testing with the view of implementation within the next 6 months.

The following preliminary findings were observed:

- Overall Accuracy: The current model has achieved an overall 75-85% accuracy, in classify high-risk businesses.
- Efficiency: The model required less than 10 seconds to assign risk scores for 7,000+ businesses.

Conclusion: The model-derived risk scores may prove to be an innovative solution to assist WHS regulators to screen a large volume of businesses efficiently and with reasonably high sensitivity. By coupling the regulatory knowledge of Inspectors with the computation power of machine learning, we hope to provide actionable insights faster and allocate and prioritise resources effectively, thereby improving safety and health in the workplace.

Mr Tim Allred, Doctoral Candidate, University of Southern Queensland

Tim is an advisor, doctoral candidate and connector of people. In 2015 he founded the SIA’s Young Safety Professionals network, which has expanded to be a national network of young and emerging health and safety professionals across Australia. Tim’s focus is on building people’s health and safety capabilities to help them do what they do best, and supporting operational excellence. He is currently completing a doctoral research project exploring safety leadership and its impact on organisational performance. A ‘lifelong learner’, Tim draws from learnings and insights from various industries to incorporate into his own professional practice, leveraging the benefits of reflective practice.

Safety leadership and its impact on performance – a work-based research project

Date: Thursday 23 May 2019
Time: 10:30am – 10:50am
Concurrent Session: C3.4/C3.5

This research explores the impact of safety leadership on organisational performance using a work-based research / work-based learning pedagogy – applying doctoral-level inquiry and rigour to workplace issues and projects. Undertaken through the University of Southern Queensland’s Professional Studies Program and in conjunction with the researcher’s employer, this work-based research aimed to provide a better understanding of the effectiveness of safety leadership within the organisation, as well as understand the impact that people leader within this workplace had on the safety culture and overall performance. This paper will share the findings of this original research as it relates to the work-based project, discussing the interventions undertaken and findings of the research as it relates to the impact of safety leadership on organisational performance. The researcher will also share the work-based learnings which have been experienced through undertaking work-based research in their journey towards being an advanced practice professional.
This presentation will explain these key points:

- and, thus, operator fatigue. Other examples will be provided to describe after-market assessment of fit of operator, task, and vehicle.
- a bitumen trailer, reveals how determination led to the innovation of use of new heating elements in a bitumen trailer to reduce product transit and drive time.

This presentation will describe the methods undertaken for human-centred design review of heavy industrial vehicles and trailers. One case, the redesign of a bitumen trailer, reveals how determination led to the innovation of use of new heating elements in a bitumen trailer to reduce product transit and drive time. Other examples will be provided to describe after-market assessment of fit of operator, task, and vehicle.

For those with a stronger understanding, under-developed incident causation models leave practitioners unsure which data to target. To compensate, a raft of disconnected solutions are implemented, to solve isolated problems. When initiatives are poorly designed, these solutions are often unsuccessful, leaving users frustrated, and objectives unfulfilled. Even for those rare, successful, WHS-driven initiatives, WHS professionals can struggle to coordinate and build momentum, leaving the solutions disconnected and unsustainable.

So where to now?

Digital technology is changing our economies, our societies, and our way of life. The management of work health and safety (WHS) stands to be significantly impacted. Technological advancements are changing the nature of how WHS professionals mitigate risk, make decisions, and allocate resources. Digital technology, powered by big data analytics, will have significant impacts on WHS performance. From the automation of processes, through the proliferation of in-field sensors, and the evolution towards predictive analytics; workers and organisations stand to experience a step change in WHS performance, if these opportunities can be grasped.

As we move further into the digital age, EY has observed leading organisations leveraging existing and emerging technologies to improve their WHS outcomes. But they are rare. The majority of organisations are still reconciling how to translate these technological advancements into improved WHS performance. From building and retaining digital capability, to harnessing the power of artificial intelligence, organisations and their WHS professionals must embrace digital technology to better manage WHS risk, achieve their objectives, and reduce rates of harm.

We are being pushed to adapt. As areas such as marketing, finance, and public safety benefit from the digital revolution, WHS has been caught short.

Good work design supports productivity and well-being among workers. A work designer analyses tasks and syntheses the information with knowledge about the complexity of human performance to advise structural designers (e.g. engineers) and organisational strategists how to provide the best possible work conditions. Human-centred design considers effective human interaction with equipment, tools, and machinery throughout product lifecycle, and throughout the production-employment lifecycle of the worker. This is a complex process since considerations must be made for product use: environmental work conditions, variable work tactics, design regulations and standards, activity exposure, and the vast range of tasks that may be undertaken in relation to that equipment. Capital equipment, such as industrial vehicles and mobile plant, are expensive and retained for a significant operating period. Early address of hazards, with a human-centred approach, ensures improved performance (ISO 12100: 2010). There is competitive advantage in human-centred design that is inclusive of supply chain integration (e.g. Transport for New South Wales).

This presentation will describe the methods undertaken for human-centred design review of heavy industrial vehicles and trailers. One case, the redesign of a bitumen trailer, reveals how determination led to the innovation of use of new heating elements in a bitumen trailer to reduce product transit and drive time and, thus, operator fatigue. Other examples will be provided to describe after-market assessment of fit of operator, task, and vehicle.

This presentation will explain these key points:

- Predictive, human-centred design methods can optimise work performance
- Our most expensive capital investments can be costlier without human-centred considerations
- Hazards can be managed, and productivity enhanced, through design-thinking & practice
- A human-centred approach provides for design-based work strategies
- Management practices are an influential factor of good work design
- Effective design may require flexible approaches
Ms Angelica Varhammar, Senior Research Officer, Centre for Work Health and Safety, SafeWork NSW

Angelica is a Senior Research Officer at the Centre for Work Health and Safety at SafeWork NSW. The Centre brings together experts in the fields of Research, Insights and Analytics, Science Outreach and Business acumen to collaborate with internal and external stakeholders, industry representatives and the scientific community. The aim of the Centre is to leverage cutting edge research and data to create awareness, suggest smarter approaches and bring about behaviour change in WHS in NSW.

Understanding effective enforcement tools

Date: Thursday 23 May 2019
Time: 10:50am – 11:10am
Concurrent Session: Room C3.4/3.5

Work Health and Safety (WHS) regulators have the discretion to use a variety of tools to influence compliance with the rules and regulations. The National Compliance and Enforcement Policy (NCEP) guides the enforcement decision making in Australian WHS jurisdictions by recommending proportionality between the severity of the enforcement and the risk or seriousness of the offence. In addition, it recommends considering duty-holder characteristics, e.g. compliance history and attitude, the risk of reoffending and the likely impact of encouragement and deterrence as part of the decision-making process.

While the NCEP provides a sound foundation for decision making, its key principles will only be effectively implemented if structured frameworks are available to assist inspectors in how the recommended considerations and assessments should be made.

Our research explored the factors that impact the effectiveness of enforcement in reducing the likelihood of offending. We identified that the current frameworks could be expanded to include better guidance on how to assess factors related to duty holder characteristics, such as attitude, responsiveness and risk of reoffending.

Mr. Emmanuel Boateng, PhD Candidate/Casual Research Assistant, University of Newcastle

Emmanuel is a PhD Candidate in Environmental and Occupational Health, and a Casual Research Assistant at the School of Health Sciences, University of Newcastle (UON). He received his Master's degree in Construction Management and Bachelor's in Construction Technology and Management from the Kwame Nkrumah University of Science and Technology, Ghana. Emmanuel's research had previously looked at safety culture on construction sites for his master's thesis. He has contributed to papers on infrastructure development, value engineering, tender price, procurement, sustainable construction, high-reliability organisations, safety performance, artificial neural network, and fire safety management. His current research is focused on employee safety behaviour and construction safety performance

Conceptual Model for Predicting Safety Behaviour of Construction Workers: A Neural Network Approach

Date: Thursday 23 May 2019
Time: 11:00am - 11:15am
Concurrent Session: Room C3.3

Safety behaviours of workers significantly influence safety performance of a construction project. It is essential to explore methods to predict the timely status of safety performance. As such, data mined from safety evaluations could be modelled to give a more accurate prediction of safety performance on site.

Prediction of safety behaviours of workers is a complex construction management problem that involves several parameters.

This paper discusses the approach of artificial neural network and its application in predicting worker safety behaviour of construction projects. This study developed a conceptual model based on the behavioural theory, combination theory of accident causation, and computational learning theory. The conceptual model proposes a modelling approach for predicting worker safety behaviour on construction projects that explains how a true picture of safety performance can be captured.

As a conceptual model developed with a computational learning intuition, this model overcomes the limitations of statistical conceptual models such as unknown interactions and restrictions in hypotheses setting. The model could serve as the theoretical basis for construction organisations to monitor, evaluate, predict, and encourage compliance with current processes and design better interventions.
Dr Natassia Goode, Senior Research Fellow, University of the Sunshine Coast

Dr Natassia Goode is a Senior Ergonomist in the Ergonomics and Human Factors Unit at WorkSafe Victoria. Her PhD and honours research in Psychology investigated how people learn about complex systems. Over the last 8 years, her work has focused on applying Human Factors and systems thinking approaches to fundamentally change the way that organisations manage safety, and reduce incidents. Most of her work has focused on optimizing incident reporting and investigation systems.

Investigating the work system, not the injured person: Pilot of a systems thinking toolkit for investigating MSDs

Date: Thursday 23 May 2019
Time: 11:10am – 11:30am
Concurrent Session: Room C3.6

There is now considerable evidence that musculoskeletal disorders (MSD) are caused by multiple, interacting factors across the work system. In practice, however, most investigations focus on the injured person and the immediate context. As a result, the response to MSDs is often focused on training, or retraining, individuals.

This presentation will describe the development of an investigation toolkit designed to help shift the focus during investigations from the injured worker to the broader work system.

The presentation will present an overview of the toolkit, and the feedback from OHS practitioners at three hospitals in Victoria using the toolkit. A case study application of the toolkit will be presented to demonstrate how the toolkit can help to develop a better understanding of the system-wide factors that contribute to MSDs. The strategies that were identified to improve the risk control measures following the investigation will also be discussed.

Mrs Louise Howard, Principal Manager Safety Northwest Project, Sydney Metro

Louise Howard is the Principal Manager Safety on one of Australia’s largest public transport infrastructure project. Representing Transport for NSW on the client side of the $8.3 billion dollar project due for completion in 2019. Louise’s drive comes from working with both a great team of health and safety professionals in a collaborative approach, but also a personal experience of a workplace injury that has ignited her passion to keep people safe at work. Louise has experience with large scale infrastructure projects in both rail and the power industry. A commercially focused individual who is a people orientated leader that has represented leading brands both in the public and private sector.

Leadership and Safety Performance

Date: Thursday 23 May 2019
Time: 11:10am – 11:30am
Concurrent Session: Room C3.4/3.5

The importance of demonstrating safety leadership was documented more than 10 years ago (Innovation, 2007), but while robust safety leadership from the most senior level of an organisation is essential, it is also a crucial element that needs to be replicated through levels of management, and most significantly at the frontline level.

As safety professionals, we are currently being presented with a challenge in today’s ever-growing infrastructure sector. How do we ensure that this vital element of our success as an industry is fostered and embedded into ever level of our supply chain? In rail and construction particularly, the hierarchy of controls is skewed towards lower level control measures heavily relying on administrative protocols and the use of PPE to prevent life-altering injuries or fatalities. It is at this level that the importance of Safety Leadership is paramount.

In the context of leadership in the Australian construction environment the author (Louise Howard) undertook research to identify and better understand what leadership characteristics influence desirable safety performance. More importantly the research undertaken sought to identify what knowledge, skills and experiences of project leaders ultimately lead to an inherent value for the safety of others, a lived social and moral responsibility.

In today’s modern context, safety leadership is more than monthly leadership visits, it is about integrating holistic risk management, applying robust governance and systematic approaches, and using evidence based decision making. Safety leadership is not but one element for success, but indeed our platform and ultimate framework to enable our continued success.
Panel Discussion: Is it ethical to monitor your staff so closely?

Date: Thursday 23 May 2019  
Time: 11:15am – 12:00pm  
Concurrent Session: Room C3.3

Facilitated by: Naomi Kemp, Founder, Safety Expectation

Technological change and mistrust are surfacing new challenges, and the social licence to operate can no longer be taken for granted. Leaders must rethink, rebuild and reset the way we work.

A curated exploration of fresh thinking on leadership, technology, ethics, trust and culture. What role should business play in the 21st Century? How do we need to change in order to meet the challenges and opportunities of the near future? Exploring these questions with a health and safety lens with a stellar cast of big thinkers and business leaders.

Mr Phil Bolton, Director, PwC Consulting

Phil is a Director at PwC Consulting who has been delivering Health & Safety data science projects across a broad range of industries and countries for over 15 years.

Phil helps his client realise the value in their latent data assets from across the organisation through the application of advanced A.I. and Machine Learning techniques, where he also aims to increase his clients’ own analytic capability by co-designing and developing sustainable solutions.

Mr Richard Coleman  
Head Of HSE - Australia Hub, Laing O'Rourke

Pain in the neck: a likely neuromuscular control issue. Fatigue and EMG approaches

Date: Thursday 23 May 2019  
Time: 11:30am – 12:00pm  
Concurrent Session: Room C3.6

Work-related neck and shoulder pains are highly prevalent in jobs with low physical exposure. Myalgia of the trapezius muscle is one of the most prevalent work-related neck-shoulder disorders and muscle fatigue is widely considered a precursor of such disorders.

There is evidence that long-lasting low-level activity of the trapezius muscle appears as a crucial link in the pathway from workplace physiological and psychological demands to the development of work related neck pain.

A possible approach to reduce the risks associated with muscle fatigue is to disrupt the monotonous muscle activity by adding frequent, active breaks during the working task. In the first phase of our investigation the long lasting component of trapezius muscle fatigue resulting from low level, sustained working task and spatio-temporal distribution of EMG activity are investigated in two conditions including passive break or active disruption of muscle contraction. Muscle fatigue develops and persists after the end of the workday. It appears that the alteration of force control may be associated with the corresponding fatigue.

However, these phenomena seem to be counteracted by disruption of muscle contraction monotony by active interventions during the workday. Indeed, the presence of active disruptions also induces changes in the timing and degree of EMG activity as well as features of trapezius active areas. The extent of these adaptations appears to be subject and work task dependent but seem to be beneficial for the reduction of muscle fatigue.

Dr Bernard Martin  
Associate Professor, University of Michigan

Bernard Martin is an Associate Professor of Industrial and Operations Engineering at the University of Michigan, where he teaches courses in Biomechanics, Man-machine interactions and Research methods in ergonomics. Dr. Martin is interested in human sensorimotor control systems and performs research in this area. His current areas of investigation include: (1) sensory and motor assessment of mild stroke patients for adaptation of rehabilitation procedures; (2) muscle fatigue in standing work; (3) upper trapezius myalgia and muscle fatigue; (4) hand-arm vibration exposure; (5) guidance of low vision individuals using multisensory integration.
Mr Mark Hamon, Company Director, Risku Pty Ltd

Ethical Standards in WHS & Risk Auditing
Date: Thursday 23 May 2019
Time: 11:30am - 12:00pm
Concurrent Session: Room C3.4/C3.5

This session will look at the introduction to ethical auditing:
- The critical importance and benefits of ethical standards with WHS & Risk auditing.
- What ethical core values should an auditor or audit team display.
- Direct and indirect consequences for failing to ethical standards in a WHS & Risk audit process.
- How to conduct an ethical WHS & Risk audit.
- The impact of ethical standards with WHS & Risk audit stakeholders.
- Case studies and key learnings.

Interactive Mental Health Play: My Dog has Stripes
Date: Thursday 23 May 2019
Time: 13:30pm – 2:15pm
Plenary Session: Cocklebay Room

This play addresses depression and mental illness – conditions which, if talked about more openly, would help reduce the stigma often associated with them. A discussion will follow the performance.

Starring Margot Knight, Marcella Russo, Lee Mason or Paul English and Alan Hopgood

Panel Discussion: My Dog has Stripes
Date: Thursday 23 May 2019
Time: 14:15pm – 15:00pm
Plenary Session: Cocklebay Room

This session will explore the key messages of the "My Dog has Stripes" play and discuss the overall idea of identifying and implementing strategies for health and safety professionals in managing their own stress.

Ms Genevieve Hawkins
General Manager of Health, Safety and Wellbeing, Coles Division of Wesfarmers

Genevieve is the General Manager of Health, Safety and Wellbeing for the Coles Division of Wesfarmers, a role which encompasses food safety for customers, prevention and management of illness and injury to team members, contractors and customers and the Coles Health and Wellbeing program. Genevieve started her career as an Occupational Therapist and has since specialised into organisational change and leadership working in insurance and risk management consulting prior to landing at Wesfarmers then Coles. Genevieve is the Executive Sponsor for Pride at Coles, is a non-executive Director of the Alcohol and Drug foundation and sits on the AOHSEAB. Genevieve has a graduate diploma in Occupational Hazard Management, a Graduate Certificate of Change Management and MBA and the Company Director’s Diploma.
Ms Traci Carse  
Organisational Psychologist, SafetyWorks Group

Traci is an Organisational Psychologist with SafetyWorks Group, one of Australia’s leading providers of holistic safety and wellbeing culture change solutions. Traci is an Adjunct Fellow of Macquarie University and committed to bridging the gap between research and practice. She holds a position on the National Committee, College of Organisational Psychologists, Australian Psychological Society. Her research has been published in International journals and she has been the recipient of an Australian Psychological Society Award for her work on the ‘dark side of engagement for older workers’.

Traci has significant experience in applying psychology in the workplace through the design and delivery of psychological health, resilience & wellbeing interventions across a range of work settings. She has delivered numerous presentations on all matters related to workplace mental health and wellbeing.

Traci is passionate about championing a workplace within which employees are psychologically well, engaged and supported to perform at their optimum.

Ms Geri Sumpter  
Workplace Engagement Lead, Beyond Blue

Geri Sumpter is the Workplace Engagement Lead at Beyond Blue; an independent, not-for-profit organisation that provides information and support to help everyone in Australia achieve their best possible mental health.

Through her role, Geri drives Beyond Blue’s workplace engagement activities with a diverse range of stakeholders to support the momentum to improve mental health across all Australian workplaces.

With 20 years background as a certified health, safety and wellbeing professional, Geri has a detailed understanding of the theory and practical application of effective workplace programs that promote positive health, prevent ill-health, and support those who have a mental or physical health condition at both an individual and organisational level.

Panel Discussion: The impacts on mental health: before and after an incident

Date: Thursday 23 May 2019  
Time: 15:30pm – 16:10pm  
Plenary Session: Cocklebay Room

This session will explore the impacts on mental health after a workplace incident. Our guest panel of speakers will discuss prevention strategies and process strategies for managing mental health issues in the workplace more broadly.

Mr Graham Jackson  
Director Safety & Engineering Systems, Transport for NSW

Graham Jackson (MA (Health and Safety Law), is a Chartered Safety Professional both here and in the UK and is also a member of the Institute of Railway Operators. He has been the Director Safety & Engineering Systems within Infrastructure & Services, TInSW and its predecessor organisations since 2008. During this time he has lead the development Safety Vision for Transport for NSW encompassing, heavy rail, light rail, bus, ferry and road safety across the communities impacted by their operations. He is a board member of the Australian OHS Education Accreditation Board, who accredit University Batchelor and Masters degrees.

Prior to his move to Australia in December 2008, he was Head of Health Safety Quality and Environment within the Projects organization of Network Rail. This was the culmination of an 18 year UK railway career that ranged from train operations to infrastructure and rolling stock maintenance. Along the way he was Compliance and Commissioning Manager for the UKs Cross Country Route Modernisation, which successfully introduced the first fully operational tilting train service in the UK.

Graham is a passionate safety professional who puts people and risk management at the heart of all he does. When he isn’t working hard to improve the safety outcomes for colleagues, customers and the community he dabbles in photography and enjoys travelling.

Ms Geri Sumpter  
Workplace Engagement Lead, Beyond Blue

Geri Sumpter is the Workplace Engagement Lead at Beyond Blue; an independent, not-for-profit organisation that provides information and support to help everyone in Australia achieve their best possible mental health.

Through her role, Geri drives Beyond Blue’s workplace engagement activities with a diverse range of stakeholders to support the momentum to improve mental health across all Australian workplaces.

With 20 years background as a certified health, safety and wellbeing professional, Geri has a detailed understanding of the theory and practical application of effective workplace programs that promote positive health, prevent ill-health, and support those who have a mental or physical health condition at both an individual and organisational level.
Mr Ian Firth, State Inspector, SafeWork NSW

Ian has a background as a Clinical Psychologist in occupational rehabilitation and the provision of workplace support services. Ian is currently the State Inspector for the Psychosocial Services Team at SafeWork NSW, who provide information and advice on matters relating to work-related psychological health and safety.

Ian’s role involves participating in and contributing to the national agenda, contributing to guidance material, responding to complex matters and investigations, and providing guidance to industry and the Inspectorate. Ian was also involved in the development of the NSW Mentally Healthy Workplaces Strategy and Benchmarking Tool.

Our Vision for the Future

Date: Thursday 23 May 2019
Time: 16:10pm -16:30pm
Pleannary Session: Cocklebay Room

Within this session Naomi will discuss the forward focus of the Institute and give attendees an insight into what is on the horizon for the SIA.

Naomi Kemp, Deputy Chair, SIA Board of Directors

Naomi has over 15 years OHSE experience working across the retail, engineering, mining, transport and heavy manufacturing industries. Naomi has also served in the public sector at senior advisory levels. She also serves on the industry advisory panel for The University of Queensland OHS Science program and the SIA Body of Knowledge. Naomi is a member of the Australian Institute of Company Directors.

Yesterday, Today and Tomorrow – safety lessons learned from Marty McFly

Date: Thursday 23 May 2019
Time: 16:30pm – 17:10pm
Closing Keynote: Cocklebay Room

Eldeen Pozniak, Director, Pozniak Safety Associates

Eldeen, a Canadian Registered Safety Professional (CRSP), a Certified Health and Safety Consultant (CHSC), a Certified Health and Safety Management System Auditor (CHSMSA), a Fellow of the International Institute of Risk and Safety Management (FIIIRSM) and a Chartered Member of the Institute of Occupational Safety and Health in the UK (CMIOSH), she has a diverse designation and educational background.

Eldeen has a passion for sharing messages of leadership and safety lessons. She has spoken to audiences around the world.

Due to her commitment and professionalism, she has received a regional and national Safety Professional of the Year award in Canada. She has been honored with being inducted into the Saskatchewan Safety Hall of Fame, by an invitation to Buckingham Palace Garden Party in 2017 as recognition of her contribution to the global safety effort, and has been honored by the ASSE in their publication – 100 Women making a difference in the safety, health and environment profession.
ACKNOWLEDGEMENTS

2019 Organising Committee
Cameron Montgomery • Naomi Kemp • Pam Pryor
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