



Safety Institute
of Australia Ltd

SAFETY **SYDNEY** **IN ACTION** 2013 / **SAFETY CONFERENCE**

Tuesday 3rd - Wednesday 4th September 2013

Sydney Showground, Sydney Olympic Park

Day 1: Tuesday 3rd September 2013

8.00: Registration and Morning Coffee

9.00: Opening remarks from the Chair

Donna Dives, Director, The Safe Step

9.10: Keynote Address: Regulators approach in 2013

- Our risk based approach, working with industry
- WHSD Cultural change
- Focus on Industry program

John Watson, General Manager: Work, Health and Safety Division, WorkCover NSW

9.50: Psychosocial health and safety and workplace bullying

Comcare recognises the mental health and wellbeing of as being central to enable people to lead safe, healthy and productive working lives.

As a work health and safety regulator, Comcare supports the federal jurisdiction to ensure this is a realistic and achievable outcome for workplaces in the Commonwealth jurisdiction. Workplace bullying has been a prominent issue for a number of years but employers need support and guidance for move from reactive approaches to prevention. This involves:

- Understanding your risks and building trust
- Bridging the gap between people management and safety management practices
- Building sustainable change

Andrew Morgan, Ag Assistant Director- WHS Policy: Policy and Engagement Group, Comcare



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10.20: Morning Tea

10.40: From rhetoric to “great leadership in safety”

Based on her multi, international award-winning, “inspirational” and “wise” book on great leadership, excellence and positive personal power, Nola will provide lessons, insights and strategies to shift your organisation from one that talks and writes about health and safety leadership, to one that actually embeds *great leadership* in every pore of its existence. You will learn about great leadership behaviours and attitudes to achieve peak performance; how these directly influence the tempo of your WHS culture, organisational growth and corporate self-intelligence; what really works and doesn't work and about the power of your workforce to make or break WHS performance.

Nola Hennessy, Managing Director, Serenidad Consulting

11.10: Ministerial Address:

- The NSW Government's commitment to work health and safety.
- The implementation of the national model work health and safety laws.
- The role of WorkCover and how it is working with industry on work health and safety and return to work, including its program to target the industries with the highest risks and those where it is taking longer to get injured workers back to work.
- WorkCover's activities as part of the Conference

The Honourable Andrew Constance MP, Minister for Finance and Services, NSW



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11.20: Mentoring: Safety at its best

In partnership with industry, WorkCover NSW runs an innovative safety mentor program where large businesses assist small businesses to improve their safety, injury management and return to work performance. Hear from some of this year's participants, both large and small, about their rewarding experiences in the program.

Interviewers:

- **Sally Fallon, Managing Coordinator: Products & Incentives, WorkCover NSW**
- **Callista Kent, Senior Project Officer, Products & Incentives, WorkCover NSW**

Mentors:

- **Phuc Tran, EHS Systems Co-ordinator East Australia, Tyco Fire and Security Australia**
- **Lee Watkins, Group Brand Manager – Compliance, Brady Australia Pty Ltd**

Mentees:

- **Tracey Hansford, HSR/Administration Officer, Scouts NSW**
- **Sean Redmond, National Business Improvement & Safety Manager, TOT TRANSPORT PTY Ltd**



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12.00: Alcohol and Drugs in the Workplace

This presentation is focused on the impacts of alcohol and drugs in the workplace throughout Australia.

Our organisation follows the 3 pillars approach of:

1. Supply Reduction
2. Demand Reduction &
3. Harm Reduction

We utilise a 'Model for Change' around these 3 pillars and can provide the audience with three significant case studies (Community sporting clubs, Australian Defence Force & National Rugby League) that demonstrates that the Australian Drug Foundation is the only organisation that has evidence-based practises working across different organisational settings.

We discuss the high risk areas within any organisation and what they can proactively do about it to minimise harm.

We also share information on which industries are more at risk and what occupations have a high prevalence of use with certain drugs.

Finally we can provide the audience with appropriate preventative measures they can introduce to create and maintain a happy and safe workplace.

Phillip Collins, Head of Workplace Services, Australian Drug Foundation

12.30: Encouraging employees to flourish and thrive: Case Study

- How much will workplaces carry the burden of employee's wellbeing, not just their physical health?
- What extent should workplaces agree to encourage positive worker wellbeing?
 - How should this be determined?

Dr James Murray, Managing Director, Soft Tissue Centre



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1.00: LRQA Lunch Sponsor Presentation 

Linda Warwick, Operations and Business Support Leader, LRQA

1.10: Lunch and Exhibition Exploration

2.30: Branding safety within an organisation

The branding of safety and risk management (risk branding) has become more widely adopted in the corporate world, particularly in medium to high risk industries, and often incorporated into cultural change strategies. It can take the form of high impact registered logos visible to both your employees and your customers, right through to more subtle branding exercises where a commitment to safety becomes recognised as a part of the company's 'brand experience'. Risk branding is considered to be legitimate only when absolute trust has been established with the key stakeholders. As America's Steve Slap noted, "A brand is essentially the creation of faith in two groups of people that absolutely cannot be fooled: your employees and your customers."

This discussion will focus on:

- Origins and rationale
- How is it done?
- Substance or sham?
- Benefits versus potential risks
- Case study: PepsiCo and Staging Connections

Luke Sullivan, Principal Health Safety & Environment ANZPAC, Staging Connections

3.00: Showing commerciality in safety

- Is safety a business cost?
- Is there a market advantage for being a safe business?
- Joint project: Macquarie University, Safety Institute of Australia, Safe Work Australia

Dr Sharron O'Neill, Research Fellow - Department of Accounting and Corporate Governance and Senior Lecturer, Faculty of Business and Economics, Macquarie University



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3.30: Afternoon Tea

4.00: Multi-format discussion

Panellists will each share an issue affecting safety in Australia. Delegates will then split into groups with the panellists as leaders and discuss. Panellists will then present their group's thoughts and findings to everyone.

5 minutes each to share an issue, 30 minute group discussion, 5 minute presentation

Panellists and topics include:

- **Efficiency and safety simultaneously: A "How-to" guide: Peter Rod, Principal, MinSafe**
- **Safety by Design: Ronald Day, Lead Consultant, Safe Design Solutions**
- **Minimising the possibility that a worker will apply for a stop bullying order: Catherine Gillespie, Director, Workplace Conflict Resolution**

5.00: Panel Discussion: Recap on the today's learnings

- Questions and comments from the floor

Panellists:

- **Carolyn Davis, Manager Work Health, Safety and Worker's Compensation Policy, Australian Chamber of Commerce and Industry (ACCI)**
- **Jim Kelly, Team Manager: Program and Product, Development, WorkCover NSW**
- **Dr James Murray, Managing Director, Soft Tissue Centre**
- **Phillip Collins, Head of Workplace Services, Australian Drug Foundation**

5.30: Career Success in HSE

People come to the HSE profession from a wide range of entry points and the paths that can subsequently be taken by HSE practitioners are equally varied. In this session we will examine the changing nature of HSE; what top employers are looking for as a result; and what you can do as an HSE professional to stay current and relevant in a changing and dynamic market.

Adam Wilson, NSW Practice Manager, The Safe Step

5.50: Closing remarks from the Chair

6:00 Networking Drinks + Speed Networking – Sponsored by



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Day 2: Wednesday 4th September 2013

8.30 Morning Coffee

8.55 Opening remarks from the Chair

Felicia Harris, Manager: Work Health and Safety, TAFE NSW

9.00: Work Health and Safety: The Current State of Play

- The rise of a national system of workplace safety law
- The failure of some jurisdictions to participate which will continue to be the case
- The growing synergies between safety law and environmental protection
- The recognition of the individual in safety law, bullying being a prime example
- The next five years.

Video address: Professor Ron McCallum, Emeritus Professor: Sydney Law School, University of Sydney and Michael Connolly, Partner: Workplace Relations and Safety Group, HWL Ebsworth

9.10: Implementation and future challenges to improve the model WHS legislation.

Wayne Creaser, Branch Manager, SafeWork Australia



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Sydney Showground, Sydney Olympic Park

9.50: The use of coercive powers under the Work Health and Safety Act 2011 – time for an overhaul?

The early use of powers raise key issues about:

- are the powers appropriate (or their use sufficiently monitored) given they are broader than traditional policing powers?
- are the Regulators and Inspectors sufficiently trained to implement the powers appropriately?
- are the Coercive Powers ultimately "anti-safety" given the defensive response they necessarily produce in those that are subjected to their use?
- is there a need to revise the powers of our Regulators and Inspectors to obtain information and should we consider introducing a stream of 'no blame' safety investigations along the lines of those conducted in the aviation transport mode where the Australian Transport Safety Bureau investigations are not used for the purpose of taking administrative, regulatory or criminal action?

Siobhan Flores-Walsh, Partner, Norton Rose

10.30: Morning Tea

11.00: Union Rights of Entry

A visit to various industry stakeholder sites (regulator, union and employer industry sites) will disclose a varying degree of information on union rights-of-entry under different legislative protocols.

At the sharp end of the pointy stick of our enquiry, there are two key pieces of legislation: the Fair Work Act 2009 and the Work Health and Safety Act 2011 (in the various harmonised states). Along the shaft of our pointy stick, however, we discover various other state industrial relations legislations, which can create problems in perception.

The correct perception becomes critical in the 'heat of the moment' possibility where a union official arrives onsite, unannounced, and a manager feels the official has to provide at least 24 hours notice. Both perceptions are 'right', but under different, prescribed situations. Knowing the correct protocols is crucial for any stakeholder wishing to avoid a statutory prosecution.

Regardless of our ethical beliefs and wishes, this presentation will look at the general industrial relations rights and responsibilities outlined in the Fair Work Act 2009, and the more specific WHS rights and responsibilities as addressed in the various WHS Acts 2011.

Doug Wakefield, Principal Consultant, Safe Measure



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11.30: Visual Ergonomics – a different focus for safety, comfort and productivity

There is a vast array of technology innovations we can use in our workplaces. It is easy to become caught up in what is technologically possible – and forget that humans need to work with this technology. If there is a mismatch between the visual demands of a task (e.g. amount of detail in a task, number of computer displays, visual design of the work area) and the visual capabilities of the worker, then this can lead to discomfort (e.g. “It is too bright”), reduced productivity (e.g. “It is too small to see”) and accidents and injuries (e.g. “I didn’t see that”).

In this presentation, Jennifer Long will discuss:

- why visual ergonomics is important in the design and construction of buildings and offices
- how our visual capabilities change with age and the implications this has for an ageing workforce
- how striving for a balance between visual demands and visual capabilities can lead to improved safety, comfort and productivity.

Dr Jennifer Long, Optometrist and Certified Professional Ergonomist, Jennifer Long Visual Ergonomics

12.00: Back to the future: looking forward and looking back – ANSTO Case Study

- Poor planning in the present leaves legacy issues in the future
- Identifying and dealing with legacy issues now
- How to future-proof your operation

Karen Wolfe, Quality Manager and Samantha Arkapaw, High Reliability Support Manager, Australian Nuclear Science and Technology Organisation (ANSTO) and Paul Paciullo, Environment Consultant, Getex

12.40: Closing Remarks from the Chair

Felicia Harris, Manager: Work Health and Safety, TAFE NSW



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12.45: Lunch and Exhibition Exploration

2.00: Opening remarks from the Chair

Dave Whitefield, Training and Consulting Director, Baseline Training and Consulting

2.10: High Risk Plant

WorkCover's State Inspector for Plant will address issues relating to high risk plant with discussion around lessons learnt from recent incidents.

Chris Turner, State Coordinator - Engineering Advice, WorkCover NSW

2.40: Importance of Incident Reporting: Aviation Case Study

It is not often appreciated that minor or seemingly unimportant incidents can develop into major or catastrophic events. The safety of organisations rely on the vigilance and skills of those vested in rating risk and reporting against the set standards.

Examples will be given where minor incidents were ignored and developed into events that resulted in loss of life or serious damage.

The International Air Transport Association Operational Safety Audit (IOSA) and the Flight Safety Foundation Basic Aviation Requirements (BARs). Will be discussed, in particular their method of reporting and corrective action. How these systems can be used in industries other than aviation.

Reporting of Human Factor incidents will be a topic and examples given of how it can go wrong when practiced by untrained people.

Ken Lewis, Managing Director, Omnisafe

3.20: Afternoon Tea



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3.50: Nanotechnology: Small Particles...Big Risks?

- Manufactured nanomaterials and their potential applications
- Physiochemical properties and characterisation of nanomaterials
- Biological activity of nanoparticles – mechanisms of toxicity
- Potential adverse health impacts
- Potential adverse environmental impacts
- Risk management
- Regulation of nanotechnology
- Risk communication and public dialogue

Maria Davoren, Ecotoxicologist, Toxikos

4.30: Scenario Discussion: Octopus Enterprises

This panel discussion will involve experts from the legal, HR, and WHS professions led by Michael Costello to analyse and breakdown a scenario which could occur in almost any workplace in Australia encompassing various technical issues including union right of entry, contractor and sub-contractor management, HR vs. WHS issues, and consultation requirements. The experts will discuss the various issues in the scenario and provide a strategy for the organisation to address these issues in a productive and useful way.

Facilitator: Michael Costello, former Principal Policy Officer, WorkCover NSW

Scenario leaders:

- **Michael Tooma, Partner - Head of Occupational Health Safety and Security (Asia Pacific), Norton Rose**
- **Samantha Arkapaw, High Reliability Support Manager, Australian Nuclear Science and Technology Organisation (ANSTO)**
- **Luke Sullivan, Principal Health Safety & Environment ANZPAC, Staging Connections**

5.10: Closing remarks from the Chair

Dave Whitefield, Training and Consulting Director, Baseline Training and Consulting

5.15: End Day 2 and conference close



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