

March 2014

Workplace

Issues



Key stories inside

Jeff's challenge
to workplaces



Ladder, chemical
safety how-tos



New anti-bullying laws

Health benefits of work



Contents



Cover Story

Read about Jeff Kennett's passionate challenge for improving mental health in workplaces on page 3.
Photo courtesy beyondblue

News and Events

Taking a step towards mental health awareness.....3

New anti-bullying laws7

Mines: Controlling diesel particulate matter.....16

Coming soon: National Safety Awards16

Forum: Disability management17



Safety

The fine art of chemical safety4

Use your ladder safely6

How do I manage safety risks for workers who work alone or remotely?8

Having a system for safety on farms.....10



Return to work

The health benefits of work11

New IMC training units.....12

Tas scores well in national RTW survey13

Report: Rehab providers in Tas.....15

Workers Compensation

Update: Scheme review to 30 June 201315

Regulars

Wellbeing:
Helping you become the best workplace on earth14

From the Director17

Prosecutions18

Everybody's talking.....20



Publisher

Published quarterly by
WorkSafe Tasmania.

For current and past editions of Workplace Issues, go to www.workcover.tas.gov.au and search for 'Workplace Issues'.

Subscription enquiries

Online go to
www.workcover.tas.gov.au and search for 'workplace issues subscribe'

Phone:
1300 366 322

Email:
wstinfo@justice.tas.gov.au

Disclaimer

WorkSafe Tasmania and the Crown in the right of the State of Tasmania, its employees and agents disclaim liability for the accuracy or comprehensiveness of the information, data and advice provided in Workplace Issues; and will not be responsible for any loss, however arising and whether or not due to negligence, arising from reliance on, or action taken on the basis of any information, data or advice provided in Workplace Issues.

Any information, data and advice is provided solely on the basis that readers will be responsible for making their own assessment and verification of such information, data and advice before any reliance is placed upon it.

Views expressed in Workplace Issues are those of the individual contributors or the editorial committee and are intended to stimulate discussion. They do not necessarily reflect the policy of the Government or WorkSafe Tasmania.

ISSN 1444-6316

Throughout, the acronyms 'WHS' stands for work health and safety and 'PCBU' stands for person conducting a business or undertaking.

Taking a step towards mental health awareness



TCCI's Michael Bailey advocates 'leading by example' with wellbeing. Photo courtesy *beyondblue*

If you're a workplace leader, what steps are you taking to create a mentally healthy workplace and lead your workers by example?

That was the challenge set down by *beyondblue*, the Tasmanian Chamber of Commerce and Industry and WorkSafe Tasmania at breakfast seminars in February. These events, part of national program, encouraged CEOs, managers and others in leadership roles to 'Take 1 step' for better mental health.

beyondblue Chairman Jeff Kennett inspired the audience with his straight-talking, passionate words. 'The first step to creating good mental health in your workplace is to evaluate your own mental health,' he said. 'Leadership is not 'do as I say' but 'do as I do'.'

This was echoed by Tasmanian Chamber of Commerce and Industry CEO Michael Bailey. 'As a leader, you have to show your staff that you're

investing in your own wellbeing and striving for work/life balance,' he said. 'This shows others that it's important to look after themselves.'

He further elaborated on the 'leading by example' theme. 'Being a good leader in this area is not about writing policies and procedures: it's fostering a positive, supportive environment where everyone works together as a team.'

Jeff also challenged those attending to start 'taking one step' as soon as they left the breakfast.

'Your attendance here today will be wasted unless there is a follow up by you,' he said. 'I want you to leave here today committed to making a difference.'

'You can't wait for others to do the work for you. As leaders, you can take the first step to making a difference.'

Mental illness stats

Breakfast attendees heard that:

- job stress accounts for 17% of depression in working women and 13% in working men
- Tasmania has the second highest suicide rate in country per capita
- Tasmania also has the highest suicide rate per capita amongst women
- \$12.3 billion dollars is lost each year due to depression.

What can you do now for a mentally healthy workplace?

Speak to (or survey) your workers to understand the stressors in your workplace and what can be done to reduce these.

Create mental health awareness by providing information, resources and training. Go to www.beyondblue.org.au/workplace for resources.

Regularly review workers' workloads at team meetings and informal, individual catch ups.

Support anyone with a mental health condition in practical ways. For example, allow time off to attend health appointments or adjust their work hours.

Address mental health in your policies for health and safety, discrimination and return to work.

Where to find resources

beyondblue's website has a space dedicated to workplaces. It has guidance for managers and co-workers to support workers experiencing mental health conditions such as depression and anxiety; and strategies for building mentally healthy workplaces. Go to www.beyondblue.org.au/workplace

The fine art of chemical safety

Getting chemical safety right in any workplace requires research, perhaps re-organising the physical space and training staff; in other words, changing how things are usually done.

Now imagine you are a visual arts school, encompassing a range of mediums: printmaking, ceramics, painting, photography and more. Consider the huge range of chemicals that dozens of different students (who change each year) need to create their individual art and then clean up after themselves.

This was the situation facing the Arts Department at TasTAFE Devonport. What started with a simple safety assessment led to an overhaul of what chemicals are used by staff and students, how those chemicals are stored and labelled, and how students learn about using them safely.

The process began last year, when Workplace Learning Leader Cathryn Ackroyd, armed with the Department of Education's risk assessment templates and checklists, began an assessment of the art studios.

'I'm not from a visual arts background, and we have chemicals, tools and machinery that I'm not familiar with,' explained Cathryn. 'However, I had concerns from a WHS perspective, so I needed advice on how to progress this.'

Cathryn found herself working with WorkSafe Tasmania inspector Darron Langerak. 'At first we were hesitant about involving an inspector, but we found it was a very positive experience,' admitted Cathryn.

'Darron confirmed there were serious safety and health problems that needed to be addressed. He then helped us take the next step — from those checklists we developed a risk management plan, covering 98 points of action, to turn things around.'

Darron conveyed his findings to the TAFE's management; a WHS consultant was then employed to work with staff to make the various studios safer for staff and students.

But it was staff such as Printmaking teacher Bill Flowers and Ceramics and Glass teacher Marilyn Raw who stepped up to the enormous challenge of improving safety, and have been the force behind many of the changes.

'We've used what printmakers have used for over 500 years — waxes, acids, turps, bitumen and resins. All fairly toxic,' explained Bill.

Investigating what alternatives would be possible, Bill extensively researched low-toxic screen printing inks, starting where most of us might: with an internet search. 'Low-toxic inks are widely used in America and Scotland, so I started talking to a lot of people there about the best ways to set up a low-toxic printmaking studio,' he said. 'I also read a lot of books and endless articles on the subject!'

In printmaking, the solvents used to clean up afterwards are also hazardous. 'We use different solvents now to clean up,' said Bill. Some are fairly straightforward: products like floor cleaner and, incredibly, soy sauce, are used to clean printing plates. Others, like copper sulphate, still need to be handled and disposed of carefully, but are a marked improvement on the acids that were previously used.

But how have students reacted? How has artistic vision adapted to these changes? 'Some students still want to use oil-based inks for the intensity of effect, but we've been able to imitate the effects [previously achieved] using low-toxic substances. Working within limitations and pushing those



An example of the customised labels developed for the glazes used in the ceramics studio. These labels already comply with the requirements of the Globally Harmonised System of Classification and Labelling of Chemicals, which will be a requirement from 1 January 2017

possibilities to the edge is what's exciting about art,' said Bill, clearly seeing the positives in the changes.

'We're making sure artists don't get ill through exposure to the chemicals they use,' Marilyn said. 'We're looking at alternate, safe ways to create their art without impinging on their individual creativity.'

Other areas to be addressed included developing and teaching safe operating procedures so everyone, staff and students, would use the machinery correctly and safely. Studio rules and

induction procedures have also been updated.

The positive consequences of these improvements go beyond the students' years at TAFE. Whether they work for themselves or for someone else, 'The students need to know what is required [to be safe],' said Marilyn.

'Part of their studies include how to establish and maintain a safe professional practice; their assessment includes producing a studio plan, listing the materials they use and the relevant safety data sheets and safe operating

procedures,' she explained. 'We get them to pair up with a student and do a JSA [job safety analysis] for an unfamiliar studio.'

Marilyn said the process of improving safety in the studios has been a good lesson for the students. 'Very few students will have the luxury of working in commercial premises, so they have to learn how to safely convert their own spaces into studios,' said Marilyn. 'Seeing the changes we're making has been very instructive for them.'

What can you do?

You may not be a visual arts school, but the achievements of Cathryn and the team at Devonport TAFE can apply to any workplace that uses chemicals:

- use a fresh pair of eyes to look for hazards and risks. They may see things that you've become used to
- take a fresh approach and consider alternatives. Just because you've always done it 'this way' doesn't make it the best or safest way
- do some research. Find out what others are doing in your industry; talk to your union or industry association for direction.

Use your ladder safely

A recent incident in the north west is a good reminder for everyone: make sure your ladders are safe and securely positioned to prevent someone falling and seriously injuring themselves.

What happened?

A worker at funeral director's fell from an unsecured ladder — and sustained a fractured rib, bruising, and a cut in his hand that required stitches at the local hospital.

The ladder provided access to a mezzanine level at the workplace. It was solid, heavy and usually fixed to the mezzanine floor; and had been used for many years in that position without incident.

The worker climbed the ladder to reach the mezzanine floor. When he got to the top rung he felt the ladder slip from beneath him. He tried to hang on but fell onto a metal box and then the floor below, where he sustained his injuries.

A WorkSafe Tasmania investigation found that when the concrete floor (that the ladder stood on) was painted earlier in the year, the ladder was probably lifted or moved and when returned, not properly secured into place.

Is there an alternative?

Extension or single ladders should generally only be used as a means of access to or egress from a work area. They should not be used as a working platform except for light work of short duration that can be carried out safely on the ladder.

What can you do?

Ladders are used in a variety of workplaces. Sometimes they are left in a certain place and become part of the workplace layout, as in this situation; other times they are moved about and used for different tasks.

Regardless of what you use your ladder for, you need to position and use it safely and correctly. The Code of Practice 'Managing the Risk of Falls at Workplaces' has comprehensive and precise instructions for ensuring this.

For example:

- portable ladders should have a load rating of at least 120 kg and be manufactured for industrial use
- you must set up the ladder on a solid and stable surface, and set it up in such a way to prevent it from slipping or moving. You might do this by having someone hold the base of the ladder while it is being used
- you should check that the ladder is not too close or too far from the support structure. The distance between the ladder base and the supporting structure should be about one metre out for every four metres up
- you should ensure slip resistant base, rungs or steps are provided
- if you have a fixed ladder, it must be installed in accordance with AS 1657 2013 Fixed platforms, walkways, stairways and ladders—Design, construction and installation
- you should regularly inspect and maintain the ladder in accordance with the manufacturer's recommendations. The code details the faults that must be repaired or replaced to ensure the ladder is safe

to use; these include (but are not limited to) damaged feet, missing brackets, or damaged or loose rungs.

However, perhaps the very first thing you should do is make sure the ladder suits the task you're doing. In fact, after this incident, the workplace decided a ladder was inappropriate to the task; it took the ladder out of service and is now having a permanent stairway constructed to provide a safer way of getting to the mezzanine floor.

What else should you do?

If a task must be carried out at height, you must do a risk assessment for that task. This may uncover other issues — just as the WorkSafe investigation did, which found the mezzanine level had no barriers or structures around the edge to prevent someone or something falling off.

For easy to follow guidance on conducting a risk assessment, including sample forms to use, see the Code of Practice 'How to Manage Work Health and Safety Risks'.

Find the resources

To find the Code of Practice 'Managing the Risk of Falls at Workplaces', go to the WorkSafe Tasmania website at www.worksafe.tas.gov.au and search for 'CP122'.

To find the Code of Practice 'How to Manage Work Health and Safety Risks', go to the WorkSafe Tasmania website at www.worksafe.tas.gov.au and search for 'CP112'.

To purchase AS 1657, go to the SAI Global website at <http://infostore.saiglobal.com> and search for '1657'.

New anti-bullying laws

From 1 January 2014, many workers who reasonably believe they have been the subject of bullying conduct at work will be able to lodge an application with the Fair Work Commission, seeking an order to prevent further bullying.

Who is covered?

Changes to the Fair Work Act will apply to workers who work in a 'constitutionally-covered business'. This includes a business or undertaking conducted by:

- a constitutional corporation: for example, a proprietary limited company or an incorporated association conducting trading or financial operations (this includes foreign corporations formed within the limits of the Commonwealth)
- the Commonwealth or a Commonwealth authority
- a body corporate incorporated in a Territory
- a business or organisation principally in a Territory or Commonwealth place.

Who isn't covered?

Businesses that are not constitutionally-covered include businesses or undertakings conducted by:

- sole traders or partnerships
- state government departments and some state public sector agencies.

When can an order be given?

The Fair Work Commission can only make an order if there is a risk that the worker *will continue to be bullied* at work by the particular individual or group.

The Fair Work Commission can make an order to prevent a worker being bullied at work if it is satisfied that:

- the worker has been bullied at work by an individual or group of individuals, and
- there is a risk that the worker will continue to be bullied at work by that same individual or group.

When won't an order be given?

Orders cannot be made where the worker:

- is no longer engaged in connection with the workplace where they alleged the bullying conduct occurred or
- is no longer exposed to bullying by the individual or group at work.

What might be done?

Actions the Fair Work Commission might consider could include:

- requiring the individual or group of individuals to stop the specified behaviour
- monitoring behaviours by an employer or principal
- monitoring compliance with an employer's or principal's bullying policy
- providing information and additional support and training to workers
- reviewing the employer's or principal's bullying policy.

The Fair Work Commission cannot issue fines or penalties and cannot award financial compensation.

What about WorkSafe Tasmania?

WorkSafe Tasmania will still have a role in dealing with bullying complaints. This includes dealing with complaints from workers who are not covered by the new arrangements, and investigating potential duty of care breaches that may warrant enforcement action.

How do I manage safety risks for

WorkSafe Tasmania's Helpline is frequently asked 'How do I manage safety risks for workers who work alone or remotely?'.

Below is the section of the Code of Practice 'Managing the Work Environment and Facilities' they refer to. You can find this code on the WorkSafe Tasmania website.

Go to www.worksafe.tas.gov.au and search for 'CP124'.

Remote or isolated work

Regulation 48: *A person conducting a business or undertaking must manage the risks associated with remote or isolated work, including ensuring effective communication with the worker carrying out remote or isolated work.*

Remote or isolated work is work that is isolated from the assistance of other people because of the location, time or nature of the work being done. Assistance from other people includes rescue, medical assistance and emergency services.

A worker may be isolated even if other people may be close by, for example, a cleaner working by themselves at night in a city office building. In other cases, a worker may be far away from populated areas, for example, on a farm.

Remote and isolated work includes:

- all-night convenience store and service station attendants
- sales representatives, including real estate agents
- long distance freight transport drivers
- scientists, park rangers and others carrying out field work alone
- health and community workers working in isolation with members of the public.

In some situations, a worker may be alone for a short time. In other situations, the worker may be on their own for days or weeks in remote locations, for example, on sheep and cattle stations.

Assessing the risks

Working alone or remotely increases the risk of any job. Exposure to violence and poor access to emergency assistance are the main hazards that increase the risk of remote or isolated work. The following factors should be considered when assessing the risks:

The length of time the person may be working alone

- How long would the person need to be alone to finish the job?

The time of day when a person may be working alone

- Is there increased risk at certain times of day? For example, a service station attendant working alone late at night may be at greater risk of exposure to violence.

Communication

- What forms of communication does the worker have access to?
- Are there procedures for regular contact with the worker?
- Will the emergency communication system work properly in all situations?
- If communication systems are vehicle-based, what arrangements are there to cover the worker when he or she is away from the vehicle?

The location of the work

- Is the work in a remote location that makes immediate rescue or attendance of emergency services difficult?
- What is likely to happen if there is a vehicle breakdown?



workers who work alone or remotely?

The nature of the work

- What machinery, tools and equipment may be used?
- Are high risk activities involved? For example work at heights, work with electricity, hazardous substances or hazardous plant.
- Is fatigue likely to increase risk (for example, with long hours driving a vehicle or operating machinery)?
- Is there an increased risk of violence or aggression when workers have to deal with clients or customers by themselves?
- Can environmental factors affect the safety of the worker? For example, exposure to extreme hot or cold environments?
- Is there risk of attack by an animal, including reptiles, insects and sea creatures?

The skills and capabilities of the worker

- What is the worker's level of work experience and training? Is the worker able to make sound judgements about his or her own safety?
- Are you aware of a pre-existing medical condition that may increase risk?

Controlling the risks

Buddy system – some jobs present such a high level of risk that workers should not work alone, for example jobs where there is a risk of violence or where work is carried out in confined spaces.

Workplace layout and design – workplaces and their surrounds can be designed to reduce the likelihood of violence, for example by installing physical barriers, monitored CCTV and enhancing visibility.

Communication systems – the type of system chosen will depend on the distance from the base and the environment in which the worker will be located or through which he or she will be travelling. Expert advice and local knowledge may be needed to assist with the selection of an effective communication system.

If a worker is working alone in a workplace that has a telephone, communication via the telephone is adequate, provided the worker is able to reach the telephone in an emergency. In situations where a telephone is not available, a method of communication that will allow a worker to call for help in the event of an emergency at any time should be chosen, for example:

- Personal security systems, being wireless and portable, are suitable for people moving around or checking otherwise deserted workplaces. Some personal security systems include a non-movement sensor that will automatically activate an alarm transmission if the transmitter or transceiver has not moved within a certain time.
- Radio communication systems enable communication between two mobile users in different vehicles or from a mobile vehicle and a fixed station. These systems are dependent upon a number of factors such as frequency, power and distance from or between broadcasters.
- Satellite communication systems enable communication with workers in geographically remote locations. Satellite phones allow voice transmission during transit, but their operation can be affected by damage to aerials, failure of vehicle power supplies, or vehicle damage.
- Distress beacons should be provided where life-threatening emergencies may occur, to pinpoint location

and to indicate by activation of the beacon that an emergency exists. Distress beacons include Emergency Position Indication Radio Beacons (EPIRB) used in ships and boats, Emergency Locator Transmitters (ELT) used in aircraft and Personal Locator Beacons (PLB) for personal use.

- Mobile phones cannot be relied upon as an effective means of communication in many locations. Coverage in the area where the worker will work should be confirmed before work commences. Geographical features may impede the use of mobile phones, especially at the edge of the coverage area, and different models have different capabilities in terms of effective range from the base station. Consult the provider if there is any doubt about the capability of a particular phone to sustain a signal for the entire period the worker is alone. If any gaps in coverage are likely, other methods of communication should be considered. It is important that batteries are kept charged and a spare is available.

Movement records – knowing where workers are expected to be can assist in controlling the risks, for example call-in systems with supervisors or colleagues. Satellite tracking systems or devices may also have the capability of sending messages as part of a scheduled call in system, and have distress or alert functions.

Training, information and instruction – workers need training to prepare them for working alone and, where relevant, in remote locations. For example, training in dealing with potentially aggressive clients, using communications systems, administering first aid, obtaining emergency assistance driving off-road vehicles or bush survival.

System for safety on farms

WorkSafe Tasmania inspectors are conducting a national program aimed at improving the effectiveness of how WHS risks are managed for agricultural workers.

The inspectors have been visiting shearing sheds and oyster farms across the state. Despite the difference in these operations, inspectors were looking for the same things: to identify hazards and reduce risks, specifically the lack of safe systems of work and poorly maintained plant and equipment.

In detail: The shearing shed program

Starting in late November last year and continuing into 2014, WorkSafe inspectors visited wool growers to physically check shearing sheds. They assessed the state of catching pens, electrical installations, wool presses, workers' facilities, first aid supplies, chemical storage and other features.

The audit checklist they used was provided to the wool growers ahead of time so they too could prepare for the visit.

The inspectors also wanted to see what safety management plan was in place; hopefully one that identified who was responsible for implementing and maintaining safe systems of work and safe machinery and equipment.

The response to the visits was positive. Those growers who needed to make improvements worked with WorkSafe to ensure these were done in a timely fashion. The inspectors provided guidance and resources on how to create a good safety management plan.

Why the rural industry?

Agriculture ranks second behind road transport as the country's most dangerous industry. The leading cause of workplace-related deaths and injuries was quad bikes, followed closely by tractors*.

Introducing a systematic way of managing these risks is the key to reducing them. However, very few farms, small or large, have a documented safety management plan in place. Inductions, consultation, and clearly identifying everyone's WHS responsibilities are aspects of having a considered approach to safety management.

Useful resources

You'll find practical guidance for establishing a safety management plan for your workplace (rural or otherwise) in the WorkSafe Advisory Service guide 'Safety Management Toolkit'. Go to www.workcover.tas.gov.au and search for 'safety resources' then follow the links through to the toolkit.

About the campaign

The campaign is a national Heads of Workplace Safety Authorities (HWSA) campaign, run by all jurisdictions.

**Research by the Australian Centre for Agricultural Health and Safety, stated in HWSA's campaign material.*



The health benefits of work

Many people think an injured worker must be off work to recover and that being injured is a barrier to returning to work. However, you don't have to be fully recovered or to have finished medical treatment before you can return to work. In fact:

- a complete recovery is not often achieved before an injured worker returns to work
- the longer you are away from work, the less chance you have of ever returning.

Why it's so important to return to work

While returning to work is not always easy, it is important to understand that work is generally good for health and wellbeing and that long-term work absence, work disability and unemployment typically have a negative impact on health and wellbeing. In fact, an unwarranted delay in returning to work is often associated with delayed recovery.

It's recognised that:

- work is an important part of rehabilitation and treatment
- employer-supported, early return to work helps recovery, prevents deconditioning and helps provide the injured worker with appropriate support mechanisms and social contacts
- even when work is uncomfortable or difficult, it usually does not cause lasting damage
- typically, waiting for a full recovery actually delays recovery

- staying away from work may lead to depression, isolation, financial difficulties and poorer health
- the longer you are off work, the less chance you have of ever returning as most common health conditions will not be 'cured' by treatment.

How to do it

A safe, effective and durable return to work is best achieved by the cooperation of the injured workers, their employer and treating doctor.

Workers can:

- seek advice and explanation about their injury from their doctor, so they can be confident about self managing their recovery
- be an active participant in return to work processes
- work with their employer to identify suitable duties
- suggest ways their work tasks can be modified to accommodate any restrictions caused by the injury
- work within the restrictions provided by their doctor so they don't risk re-injury.

Employers can:

- provide their injured worker with meaningful alternative duties
- encourage a supportive workplace culture, ensuring their worker feels valued and supported at work
- have a copy of their own or their insurer's injury management program so they can look for opportunities to develop workplace systems to support this program
- train line managers and supervisors in injury management and communication.

Treating doctors can:

- recommend a graduated increase in activity, and set a timeline for return to work
- collaboratively identify obstacles and solutions in the injured worker's workplace
- be clear about what health care can and can't achieve
- monitor recovery and make sure any time taken off work is in line with evidence-based information such as MDGuidelines.

About MDGuidelines

MDGuidelines is a tool available to doctors, health providers and others involved in the return to work process. This database offers up to date, evidence-based information for optimising return to work outcomes. It provides information on many diseases and injuries that can help predict the likely duration of a worker's disability and the timeframes in which they can return to work.

WorkCover provides free access to MDGuidelines. For more information, go to www.workcover.tas.gov.au and search for 'MDGuidelines'. You can read a profile of a typical user, Kim Tidswell, an accredited workplace rehabilitation provider/injury management coordinator, in our September edition of Workplace Issues.

Want more information?

For more information on return to work and injury management, whether you are an injured worker, employer or health provider, please go to the WorkCover website at www.workcover.tas.gov.au and search for 'return to work'.

New IMC training units

Last year the WorkCover Tasmania Board undertook an industry consultation process to review and update the training requirements of Injury Management Coordinators (IMCs). As a result of this review, new IMC training units have been approved and all IMCs seeking this skillset from 1 January 2014 must undertake the revised training requirements. Existing IMCs will not have to retrain.

Rationale

WorkCover believes that the future IMC training pathway will benefit all stakeholders by establishing an integrated framework for the training, education and development of injury management professionals.

Under the revised training program, IMCs will not only hold the recognised competencies to be appointed in Tasmania, but will also have the opportunity to continue their training to attain a nationally-recognised qualification and have the option to pursue a pathway to further vocational and postgraduate training relevant to workers compensation and injury management professionals.

What qualifications are required to become an IMC?

You must now complete the following nine units of competency (recognised within the Australian Qualifications Framework), which focus on the skills required to fulfil the functions of an IMC:

- FNSPIM303A: Work within the Personal Injury Management sector*
- FNSPIM401A: Plan and implement rehabilitation and return to work and health strategies
- FNSPIM502A: Facilitate workplace assessment with stakeholders for personal injury cases
- PSPIM406A: Implement and monitor Return to Work Plans
- PSPIM405A: Develop Return to Work Plans*
- PSPIM504A: Contribute to a quality injury management system*
- BSBWOR401A: Establish effective workplace relationships*
- FNCSUS401A: Participate in negotiations
- PSPGOV509A: Conduct evaluations.

These units also include the units of competency recommended for return to work co-ordinators (indicated by the asterisks).

Upon completing the units, you'll be issued a Statement of Attainment that details the list of units completed, together with the administrative requirements of the Australian Qualifications Framework.

Where can an IMC qualification take me?

Training to become an IMC can help develop your career in the injury management and return to work industry. The IMC training identified by the WorkCover Tasmania Board make up nine of the 13 units required to complete the Certificate IV in Personal Injury Management (Return to Work).

If you chose to complete the Certificate IV Personal Injury Management (Return to Work) qualification, may choose to continue your training by undertaking a diploma qualification or postgraduate qualifications such as the Masters of Management (Personal Injury).

For more information go to the WorkCover website at www.workcover.tas.gov.au and search for 'training requirements'.

Legal details

In order to be appointed to the role of an IMC, section 143B of the Workers Rehabilitation and Compensation Act 1988 requires you to have undertaken a course of training approved by the WorkCover Tasmania Board.

Tas scores well in national RTW survey

Safe Work Australia has released the Return to Work 2012–13 Survey, and Tasmania has scored highly on some key return to work measures.

Tas findings

The survey also shows that Tasmania is consistent with national statistics:

- Tasmania's Returned to Work Rate was the same as the national average (89%)
- Tasmania's Current Return to Work Rate was just higher (78%) than the national average (77%)

Tasmania's three-month Stable Return to Work Rate was just higher (62%) than the national average (61%).

Impact on workers' lives

The survey found that not being able to work due to injury can have a negative effect on the injured worker:

- 21% of Australian respondents were receiving workers compensation payments to replace lost income, and a quarter reported they needed to take additional paid or unpaid leave
- 30% considered their general health to be only poor or fair.
- However, 76% of respondents believed they would fully or almost fully recover from their injury or illness.

Experience of being on workers' compensation

A higher proportion of respondents from small business and self-insurers said they felt the system was 'open and honest' and treated them 'fairly'.

However, the statements 'the system was working to protect injured workers' best interests' and 'there was good communication across all parties' recorded the lowest levels of support — showing much work is still to be done in the areas of communication, consultation, and going beyond processes to remember the people involved.

Returning to work

The message that work is good for you (see article on page 11) is slowly being heard. Around 60% of injured workers reported that their GP had explained the role that work could play in their recovery.

Does the size of the business matter?

The report compared and ranked sentiments of injured workers depending on the size of the business they were employed in.

Across different sized business and self-insured organisations, injured workers from small business (in this report, defined as those with remuneration less than \$10 million) and medium sized business (those between \$10 and \$20 million) were generally most positive about their perceived levels of autonomy and the extent to which they felt consulted and appreciated.

Regardless of business size, physical readiness was largely consistent, as was injured workers' feelings of support and community, and how their roles and responsibilities have been impacted by their injury.

About the RTW Survey

This survey provides employers and workers compensation authorities in Australia and New Zealand with information that can be used to improve the return to work outcomes of injured workers. It replaces the Return to Work Monitor Report that was produced by Campbell Research and Consulting from 1998 to 2012.

You can find full results of the survey at the WorkCover website. Google 'WorkCover Tas return to work surveys'.

Helping you become the best workplace on earth

2014 promises to be an exciting year for WorkSafe's Health and Wellbeing Advisory Service. With our new Burnie-based advisor Sam Lawrence on the team, and Cameron Blight delivering the service from Hobart, we have the state covered when it comes to helping you develop a wellbeing program that suits you and your workers.

Networking events

Towards the end of 2013, we conducted a survey on our networking events, and gained valuable feedback to ensure we continue delivering high-quality events that address wellbeing. You told us that the events strongly or very strongly influenced your workplace wellbeing program, and:

- you've increased your knowledge around wellbeing in the workplace; gained ideas and resources to take back to you workplace; built on your existing program and gained knowledge about how to further develop it; and networked and shared information with other workplaces
- you've increased engagement with wellbeing in your workplace
- you downloaded resources or started to implement a program as a result of attending the events
- you've made significant changes in integrating safety and wellbeing.

January 2014 saw the first (of what we hope to be many more!) workplace-to-workplace active learning groups.

Four workplaces in Bell Bay met to discuss all things

wellbeing, health and safety. They shared experiences, ideas and resources for the common goal of improving wellbeing, health and safety.

Training events

Wellbeing training is a huge gap in the industry and we are working with the Australian Institute of Management and Skills Tasmania to expand the capacity-building opportunities within the Healthy Workers program. There'll be opportunities throughout the year for your workers to participate in wellbeing training; check our website at www.workcover.tas.gov.au regularly for further details.

Last year, our wellbeing champions training and wellness leadership workshops were trialled with great success, so these will expand further in 2014. These events upskill workers in wellbeing so they can enhance their workplace wellbeing programs.

We'll also be running free seminars on how to introduce wellbeing into your workplace if you haven't started the journey yet.

Working with others

In August, we'll hold our inaugural healthy workers conference in partnership with the Menzies Research Institute Tasmania. We'll be delivering speakers and workshops to help you on your journey towards becoming 'the best workplace on earth'. Again, check our website for details.

Our partnership with the Dept of Health and Human Services has seen the Healthy Workers program grow

significantly; in fact, we lead the nation in program achievements!

We're also working with Unions Tasmania, the Australian Human Resources Institute, the Safety Institute Australia, CEO Tasmania and local governments.

Other events

Already this year we've seen some great wellbeing events. We partnered with *beyondblue* and the Tasmanian Chamber of Commerce and Industry to deliver two events featuring beyondblue Chairman Jeff Kennett (see article on page 3).

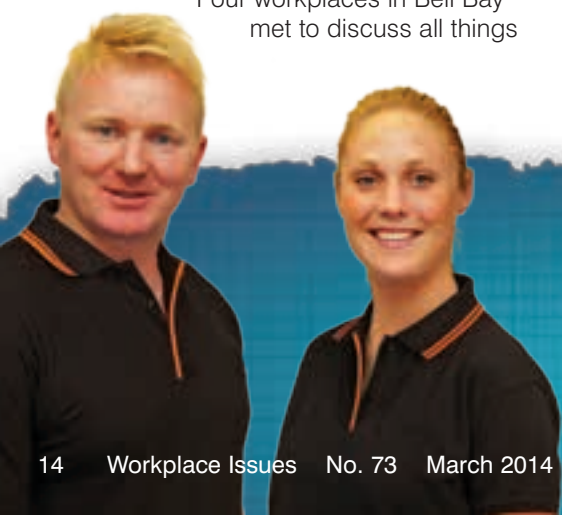
Building on this initiative, we held our first networking event in March, exploring how workplaces can be proactive in promoting positive mental wellbeing.

WorkSafe Month 2014

Held in October each year, WorkSafe Month is always a highlight of the wellbeing calendar. Feedback from last year's events showed your top five topics for future events are:

- sleep and fatigue
- mental health
- sedentary behaviour
- physical activity
- workplace wellbeing on a shoe-string.

We hope to see you at one or more of our events this year. In the meantime, go to our website and search for 'request a visit' and complete the form to connect with Samantha or Cameron.



Call our Work Health and Safety Advisory Service today on

1300 366 322
www.workcover.tas.gov.au



Report: Rehab providers in Tas

The School of Psychology from the University of Tasmania has recently completed a report into the state's workplace rehabilitation providers (WRPs): who they are, what they do and what they need.

The report 'Workplace Rehabilitation Providers: The Professional Landscape' was prepared for the WorkCover Tasmania Board, which accredits WRPs. It contains a detailed profile of WRPs and explores what their current work practices are, their engagement in professional development, and their needs in this area.

As well as providing a snapshot of WRPs, the report's information will help plan any future events and opportunities for professional development.

Key findings

- The profession consists of individuals from varied backgrounds with a range of qualifications.
- The nature of the work is also quite varied; WRPs are members of a number of different professional bodies.
- Those who are members of professional bodies considered this membership vital to their work, because these bodies provided professional development and networking opportunities.
- WRPs engage in professional development activities such as attending conferences and training courses, participating in research activities and engaging in supervision.

- Barriers to participating in professional development included the time and cost of these activities.
- WRPs wanted more relevant professional development activities in Tasmania.
- Most respondents believed the profession/industry should be regulated and monitored by either WorkCover or their professional bodies.

Where to find the report

Go to the WorkCover website at www.workcover.tas.gov.au and look under the 'News' tab.

WORKERS COMPENSATION

Update: Scheme review to 30 June 2013

The latest review of Tasmania's workers compensation scheme has been produced for the WorkCover Tasmania Board. We spoke with WorkSafe's Acting Senior Systems Analyst Venetia Joscelyne about some of the review's key findings.

What does the review cover?

The review looks at the operation and performance of our workers compensation scheme. It examines the claims experience of injured workers, scheme costs, and the impact that changes to the law have on the scheme. It also provides projections for the next financial year.

What are some of the key findings?

There were approximately 8,400 claims reported in 2012–13, down 10% on the previous year.

Claim numbers for the 2012–13 accident year are projected to be around 8,600 — 7% lower than the previous year — driven by lower numbers for licensed insurers and self-insurers.

What about claim payments?

Claim payments of \$152 million for 2012–13 were 15% higher than the previous year, a 9% increase in real terms (that is, after adjusting for inflation). This is higher than expected, and due to substantial increases in lump sums and legal costs for licensed insurers and self-insurers, and increases in weekly benefits and medical payments for the State Service.

In summary:

- weekly benefits payments, around \$50 million, were up 4% in real terms
- lump sum payments were around \$43 million, up 25% in real terms
- medical payments, at \$46 million, were about the same: lower payments by licensed insurers and

self-insurers were counteracted by substantially higher ones for the State Service

- legal costs increased by 25% to \$12 million, driven largely by licensed insurers and self-insurers.

And into the future?

For 2013–14, we are projecting even higher payments, around \$159 million, in line with assumptions about wage inflation and economic growth.

Who should read the review?

We anticipate scheme participants such as licensed insurers and self-insurers will find the review's data useful, as will anyone involved in claims management or interested in workers compensation trends.

If this is you, you can find the report at the WorkCover website in April. Go to www.workcover.tas.gov.au and search for 'scheme reviews'.

Mines: Controlling diesel particulate matter

Diesel particulate matter (or DPM) is a serious health and safety issue for the mining industry. WorkSafe Tasmania has been working with industry to ensure DPM is safely monitored and controlled, and as part of this effort, hosted an industry forum in Burnie.

'The forum drew together representatives from all the underground mines, equipment manufacturers and suppliers, an industrial hygienist and industry consultants,' said WorkSafe's Chief Inspector of Mines Fred Sears.

Participants discussed the effects DPM can have on one's health (see box) and their experiences with different control measures. 'Typical controls include replacing older engines with new ones with low DPM emissions, using DPM exhaust filters, using high-quality fuel, and making sure equipment is effectively maintained,' said Fred.

MMG Rosebery's Mine Maintenance Superintendent Lex Turner was one of the speakers at the forum.

'MMG is a member of the International Council on Mining and Metals, and our work in this area began when it was suspected that DPM would be classified as a class 1 carcinogenic,' said Lex.

'We wanted to be proactive about this, so we did extensive personal and environmental monitoring, and identified what areas of our operations had the potential to expose our workers to DPM and how. This allowed us to target the most effective strategy and prepare for the capital investment.'

The company has just finished the first round of installing DPM-controlling technology on ten trucks and five loaders. 'There's always a worry when you add something to equipment that it might reduce performance or equipment life,' explained Lex.

'However, testing and research gave us the confidence in the choice of

product, and results so far are proving successful. Equipment specifications for new heavy equipment now includes the provision of diesel particulate filters by the manufacturer of the original equipment at the time of purchase.' Further work is ongoing to implement suitable effective diesel particulate filters on smaller engines in use in the mine.

'MMG aims to be the frontrunner in Tasmania in this area, and we see this as a good investment in our worker's health.' Like asbestos, there is a long period between exposure to DPM and illness, 'but at the end of the day, DPM is a recognised risk, so why wait 20 or 30 years to see what happens to people's health if we can do something now?' said Lex. 'MMG's primary focus is on improving health and safety, so we're being proactive in implementing new technology and control measures.'

Lex said the forum was a positive environment for information sharing. 'Like the forum WorkSafe hosted on underground fires in the mining industry, this was an excellent opportunity for collaboration between the regulator and the mining companies, our equipment suppliers and manufacturers and others that we work with.'

What is DPM?

Diesel particulate matter is the 'stuff' found in the exhaust emissions of diesel-powered equipment. It can include diesel soot, ash particles, metallic abrasion particles and silicates.

DPM can cause many short and long term health issues for those exposed to it (usually through inhalation). It can cause headache, dizziness and breathing difficulties; as well as lung cancer and cardiovascular disease. In June 2012, the World Health Organisation's International Agency for Research Into Cancer declared that DPM caused cancer in humans.

Coming soon: National safety awards

Tasmania has seven entrants in the ninth annual Safe Work Australia Awards, held in Canberra in April.

As winners in the 2013 WorkSafe Tasmania Awards, the following workplaces and individuals are automatically entered in these awards, with the opportunity to gain national recognition for their contributions to WHS:

- Select Roofing + Guttering Pty Ltd, in 'Best health and safety practice/s in small business'
- Huon Aquaculture Pty Ltd, in 'Best solution to an identified WHS issue'
- Tasmanian Health Organisation—North and VEC Civil Engineering Pty Ltd, in 'Best WHS management system'
- Dan Barich from Caterpillar Underground Mining, in 'Best individual contribution to WHS by an employee'
- Ted Bell from Tas Gas Network P/L's, in 'Best individual contribution to WHS by a WHS manager'.

Safe Work Australia Chair Ann Sherry AO said 'The level of innovation and commitment to work health and safety displayed by this year's finalists is inspiring.

'The best outcomes are achieved when everyone in the workplace actively participates in making the workplace safe. These finalists prove that you can make a difference to your workplaces' health and safety.'

Winners will be announced in Canberra on 28 April, and Workplace Issues will provide coverage.

Lessons for us all from recent fatalities

A wise person once told me that just because things are going well you should never assume they will stay that way.

I had that advice reinforced in the last few months of 2013.

Tasmania had a poor start to 2013 with two construction related fatalities early in the year. However for the next six months we had no further fatalities and while we must always aim for zero fatalities, I was starting to hope that 2013 would be one of our better years.

How wrong I was.

In late August, a person servicing an industrial mower was crushed by the mower. It appears that the mower came off the hydraulic jack. The mower was not supported by jack stands. He died after an extended period in intensive care.

In November, a forklift driver was killed while operating his forklift to unload a truck on an incline. The forklift toppled and he was crushed.

In December, the skipper of a vessel died when he was struck on the head by the rope that was being used to lift a fish farm mooring.

Also in December, you would have noted the two mining fatalities in Queenstown when two workers plunged to their death.

Seven work-related fatalities for the year was a terrible outcome.

I do not intend to comment in detail on the incidents as the majority are under active investigation. However, in each case it was clear — with the aid of hindsight — that the incident could have been prevented. That is not to say that the law was contravened, but that they were not 'freak accidents'.

The sobering thought for us all should be that these were everyday activities that could have happened in many workplaces and were not unique to the industry concerned.

The fish farm incident and one of the construction fatalities involved lifting heavy objects.

The other construction fatality involved road traffic management.



Forklifts are a feature of many workplaces.

Working beneath a suspended load is common activity in many workplaces

Even the mining fatalities did not involve anything of a unique or unusual nature. They involved working at heights.

In most of these cases, there was reliance on lower order controls that did not prove effective in managing the risk.

The law is clear that if risk cannot be eliminated then higher order controls must be applied as far as reasonably practicable. If you are not familiar with these principles, then I encourage you to read the Code of Practice 'How to manage Work Health and Safety Risks' (go to our WorkSafe Tasmania website at www.worksafe.tas.gov.au and search for 'CP112').

I urge you to focus on your serious risks and revisit the controls that are being applied. Are there more effective higher controls? When was the last time you checked that the controls you have in place were being followed? Are you consulting effectively with your workers?

If you are an officer of your PCBU, then understanding and monitoring your key risks is one of the key elements of your duty of due diligence.

You may never have had a serious incident in your workplace.

Don't assume that you won't have one.

Neale Buchanan

neale.buchanan@justice.tas.gov.au

Forum: Disability management

The International Forum on Disability Management showcases Australian and world research, thinking and best practices in disability management. This year, the Forum (organised by the Personal Injury Education Foundation; PIEF) will be held in Melbourne from 16 to 19 November.

The Forum gathers personal injury professionals, government representatives and decision makers in the compensation industry to discuss the problems, trends and best practices in disability management. Previous attendees have included employers and workers, unions, health and return to work providers, government policy makers and insurance industry representatives.

So if you work in injury management, now is the time to start thinking about attending, having an exhibition booth or sponsoring this event and its associated Excellence in Personal Injury Management Awards.

For more information, go to the Forum website at <http://ifdm2014.com.au/>

What's PIEF?

PIEF comprises Australian and New Zealand accident compensation regulators, insurers and claims management organisations. Through its training programs, events and initiatives, PIEF aims to:

- improve the capability and effectiveness of the personal injury industry
- develop and promote the personal injury management profession through education and training
- enable the development of industry wide standards.

WorkSafe Tasmania is a member of PIEF, with representation on its Board.

Prosecutions

Under the Workplace Health and Safety Act 1995

Dairy farm quad bike rollover

David John Bowden, as the employer, and Jason Andrew Haines, as the dairy farm manager, were convicted and fined after an employee, operating a quad bike on a dairy farm to move cattle, rolled the bike and suffered serious head injuries.

Before 10am on the morning of 30 December 2011, Mr Haines directed the employee to move some dairy cows from one paddock to another. The employee left shortly afterwards, using a quad bike.

Sometime later, Mr Haines noticed the cows hadn't been moved, so he set off on another quad bike to move them himself and investigate why. Upon arriving at the paddock, he found the quad bike the employee had been riding in an upright position with the motor running, and the employee lying unconscious on her back. The employee suffered severe head injuries as a result of the quad bike rollover.

What could have been done?

It was alleged that to ensure the employee was safe from injury and risks to her health, Mr Bowden could have ensured:

- that the employee was wearing a motor bike helmet when operating the quad bike
- that the quad bike had operating rear brakes, that both left and right side lower ball joints were without excessive wear, that the front hand side wishbone brushes were without excessive wear, and that the right hand side tyre was fitted in accordance with the manufacturer's instructions.

It was alleged that to ensure that the employee was safe from injury and risks to her health, Mr Haines could have ensured that she was wearing a motor bike helmet when operating the quad bike.

The charges

Mr Bowden was charged with failing to provide a workplace that had safe system of work and plant in a safe condition for all persons at the workplace (breach of section 9(1) of the Act). He pleaded guilty.

Mr Haines was charged with failing to take reasonable care of the health and safety of another person (breach of section 16 of the Act). He pleaded guilty.

The verdict – 12 September 2013, King Island

Mr Bowden was convicted and fined \$3,000.

Mr Haines was convicted and fined \$1,200.

For practical guidance on quad bike safety, go to the WorkSafe Tasmania website at www.worksafe.tas.gov.au and search for 'quad bike'.

Failing to report a serious accident, interfering with an accident site

HFS Spreading Services Pty Ltd and John Balfour Harvey, as director of the company, were convicted and fined after failing to report a serious accident and also interfering with the accident site.

On 15 March 2012, an employee of HFS Spreading Services Pty Ltd suffered a crush injury to the little finger of his right

hand, and was later admitted to the Royal Hobart Hospital.

No one on behalf of company reported the incident to a WorkSafe Tasmania inspector, and the plant involved in the accident was removed from the site before inspectors could attend and investigate.

The charges

HFS Spreading Services Pty Limited was charged with:

- failing to notify an inspector (of WorkSafe Tasmania) of a serious accident (breach of section 47 of the Act)
- interfering with the accident site where the person suffered the serious accident (breach of section 48 of the Act).

Mr Harvey, as director of HFS Spreading Services Pty Limited, was also charged with breach of section 47 and section 48 by reason of section 53 of the Act.

The verdict – 15 July 2013, Hobart

A representative for HFS Spreading Services Pty Limited and Mr Harvey failed to appear in court and a hearing was conducted without them being present.

HFS Spreading Services Pty Limited was convicted and fined a global penalty on both charges of \$5,000.

Mr Harvey was convicted.

For practical guidance on incident notification, see our new 'Guide to the Work Health and Safety Act 2012'. Go to the WorkSafe Tasmania website at www.worksafe.tas.gov.au and search for 'GB311'.



Under the Workers Rehabilitation and Compensation Act 1988

Hot Water Cylinder Business: no workers compensation policy

A Victorian employee of Quantum Energy Technologies Pty Limited relocated and began working as an employee in Tasmania as Territory Manager for the state (on contract) on 8 June 2011.

On 2 March 2012, the employee provided her employer with a workers compensation medical certificate, and her employment was terminated on that day. She later completed a claim for workers compensation.

On 15 March 2012, the employee contacted WorkSafe Tasmania on a number of employment issues, including her worker compensation claim.

WorkSafe Tasmania's investigation found that Quantum Energy Technologies Pty Limited:

- did not have a workers compensation policy in Tasmania and was not granted a permit to self-insure
- employed one worker from 8 June 2011 to 2 March 2012.

The charges

Quantum Energy Technologies Pty Limited was charged with failing to maintain a policy of insurance from 8 June 2011 to 2 March 2012 (breach of section 97(1) of the Act). The company pleaded guilty.

The verdict – 4 November 2013, Hobart

The company was convicted and fined \$2,500 plus \$500 in premium avoided.

Bakery/Cafe: no workers compensation policy

On 15 January 2013, an employee of The Picnic Basket contacted WorkSafe Tasmania about a workplace injury she suffered in August 2012.

WorkSafe Tasmania's investigation found that Simon Francis Lyons and Calantha Dewi Vovou, trading as The Picnic Basket at their Taroona bakery, restaurant and café:

- did not have a workers compensation policy in Tasmania and were not granted a permit to self-insure between 23 January 2012 and 14 January 2013

- employed 13 workers during this time.

The charges

Mr Lyons and Ms Vovou were both charged with failing to maintain a policy of insurance from 23 January 2012 to 14 January 2013 (breach of section 97(1) of the Act).

The verdict – 5 December 2013, Hobart

Mr Lyons and Ms Vovou both failed to appear in court and a hearing was conducted without them being present.

Each defendant was convicted and fined \$500 plus \$672 each in premium avoided. The total fine for the business was therefore \$2344.

In Tasmania, an employer can either take out a workers compensation insurance policy with a licensed insurer to cover it for workers compensation claims made by its workers; or apply to WorkCover Tasmania to become its own self insurer.

For information on both options, go to the WorkCover website at www.workcover.tas.gov.au/insurance

WorkSafe Advisory Service

FREE, in-confidence advice on WHS.

Our WHS Advisors provide:

- face-to-face practical assistance
- workplace visits

- information sessions
- safety publications.

If you are an employer anywhere in Tasmania, with less than 200 workers, and would like specialist

advice on health and safety in the workplace, phone us on 1300 366 322 or (03) 6166 4600 or go to 'Safety Advisors' on www.workcover.tas.gov.au to arrange for an advisor to visit you.



Everybody's Talking...

Questions and answers from our Helpline

Do I have to tell my employer I've been injured at work, even if I don't want to make a workers comp claim?

Yes, you **must** tell your employer as soon as possible after suffering a workplace injury or disease, regardless of whether you intend to make a workers rehabilitation and compensation claim or not.

Not only is recording incidents a useful tool in risk management, but some injuries may seem minor at the time, then require medical treatment days or even weeks later.

Most workplaces have an incident report form or book for this, but you can notify your employer verbally.

What happens next? Within 14 days of telling your employer about your injury or disease, your employer must:

- give you a Notice of Right to Make a Workers Compensation Claim and
- tell their insurer within three working days that an injury has occurred.

If you do decide to make a claim, it's up to you to:

- tell your employer you want to make a claim
- ask your employer for a Workers Rehabilitation and Compensation Claim Form (which they get from their insurer); they must supply it to you and must not obstruct you from making the claim.

A claim has not been made until you give your employer:

- the completed Workers Rehabilitation and Compensation Claim Form and
- the Workers Compensation Medical Certificate from your accredited medical practitioner.

Are casual workers entitled to long service leave?

First, call the Fair Work Infoline on 13 13 94 to see if you have federal long service leave coverage.

If you're not covered federally, the Tasmanian Long Service Leave Act 1976 will apply to your casual workers.

If they meet the 'continuous employment' provisions of this act — that is, they have been regularly employed by you for not less than 32 hours in each consecutive period of four weeks — then yes, your casual workers are entitled to long service leave on the same basis as your part-time and full-time workers.

How do I know which days are paid public holidays in Tas this year?

To find the dates of holidays listed in the Statutory Holidays Act 2000 go to workplacestandards.tas.gov.au and search for 'public holidays'.

If your business is covered by a private sector award or agreement, please check the award or agreement or call

the Fair Work Infoline on 13 13 94 to determine eligibility.

High Risk Work Licenses issued in Tasmania since 17 Oct 2007

All Tasmanian workers who were originally issued with yellow and blue Certificates of Competency must now have transferred to the five year High Risk Work Licence.

The card has the holder's photograph on it and lists competencies in classes such as operation of fork lift, elevated work platform, dogging and rigging, crane and hoist operations, scaffolding and boiler operations.

Workers often call us, concerned that their licence has expired and they didn't renew it by the due date. They often ask if they need to be re-assessed to renew their licence.

The good news is that they have up to 12 months to renew their expired licence before they might be required to be re-assessed. Of course, they must not operate their class of equipment until they have renewed their licence.

For more information about High Risk Work Licences, go to workplacestandards.tas.gov.au and search for 'high risk work', where you'll find a number of useful links.