

DECEMBER/JANUARY

# WORKPLACE ISSUES

## SPECIAL FEATURE

All the winners of the 2021 WorkSafe Awards

## IT'S OUR BIRTHDAY!

Celebrating Workplace Issues' 100 editions

## MANAGING SAFETY

Culture and leadership, truck safety, new farm safety scheme



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### Special feature

All the winners of the 2021 WorkSafe Awards



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### Primary Producers Safety Rebate Scheme

New scheme to help farmers improve safety

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



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**ELISE ARCHER MP**

**Minister for Workplace Safety and Consumer Affairs**

# Be a safety leader

Safety starts at the top. As an employer, how you demonstrate your genuine commitment to work health and safety through what you do, and not just what you say, is important. When your workers see you make safety a priority, you're on your way to building a positive high-performing safety culture, where everyone acts and thinks safely, has shared safety values, and prioritises prevention.

Showing leadership on safety to your workers relies on having a solid foundation: it means having more than just a vague vision, or talking about 'being safe,' but having actual plans, processes and systems in place to make that ideal a reality. It means investing your time, money and resources into safety.

I am pleased to recognise that the 2021 WorkSafe Awards winners and finalists are safety leaders. These prestigious awards recognise Tasmanian workplaces and individuals who lead the way in work health and safety, wellbeing and injury management. Their commitment to leadership, innovation and continual improvement makes our workplaces and our State safer for us all. The awards prove that safety is good for business.

In these pages, you'll learn about the achievements of our 2021 winners and finalists. I hope they inspire you to make safety a strong priority in your workplace.



This year's WorkSafe Month and Conference delivered exciting programs, with online webinars and in-person events presented by work health and safety professionals, business leaders and experts. I wish to especially thank them for their work as they continue the month's long tradition of helping workers, managers and employers learn how to manage workplace hazards, work safely, and understand their rights and responsibilities.

Congratulations to everyone who took the leap to enter the WorkSafe Awards, or who tuned in to or attended a WorkSafe Month or Conference event. It's testament to your commitment that everyone can go home safely from work every day. I hope you carry that commitment and inspiration through to a safe and healthy new year in 2022.

# Disrupt your safety mindset



In late August I had the pleasure of opening the Australian Institute of Health and Safety's SAFEfest conference (which was held virtually).

When I looked at the conference program and speakers, I was pleased to see the focus on safety behaviour and culture. Having a background in organisational behaviour as well as work health and safety, I am acutely conscious of the challenges of bringing a behavioural focus to safety that complements the traditional safe systems of work approach.

Recently WorkSafe published the 2020 Industry Snapshots where we look at the trends in worker injuries over the last 12 months, 5 years and 10 years. It was perplexing looking at some of the trends. The words of Professor Julius Sumner Miller goes through my head as I wonder 'why is it so?'

Why is it that when the number of workplace injuries has dropped 21% in the last 10 years, the number of serious injuries remains unchanged?

Why is it that the number of serious injuries in the agriculture, forestry and fishing sector is 21% higher than it was 10 years ago, and in construction 6% higher?

Why is it that 1 in 5 workers injured in 2020 worked in the Health Care and Social Assistance sector?

Why is it that although body stressing injuries have reduced by 10% over the last 10 years, they still make up 38% of all injuries — a proportion that hasn't changed much in recent years.

Why is it that mental stress injuries have increased by 21% over the last 5 years? Is it more injuries or is it more reporting of injury?

I could keep asking the questions — and wouldn't find ready answers. Maybe we don't have them yet. Maybe we need to disrupt our thinking about traditional ways of reducing workplace safety risks and try new and different ways of improving safety performance.

Organisational behaviour research is well-grounded on what motivates people at work. Behavioural economics considers the drivers for changing behaviour.

There is much to be learned by safety professionals from these disciplines. It isn't new knowledge; the momentum has been building to use this research to improve safety and build on the successes achieved through safe systems of work.

It is not yet an approach we see inherently built into managing safety when our inspectors and advisors work with industry, workers and unions. If it was inherent, we would see more and more workplaces where:

- safety is designed into the way in which we do work, not bolted on to the way we work

- safety is seen not as a cost of doing business, but something we do because we are in business
- safety is not only talked about by our leaders and workers, but it is inherent in how we think
- consultation with workers and collaboration with contractors, suppliers, designers and other duty holders happens as early as possible and is genuine and meaningful.

So while on the one hand, as safety professionals, we should be looking at how to do safety differently; on the other hand, we need to deal with the external disrupters that create new risks. And over the last two years we have seen significant disruption: the COVID-19 pandemic, and its effects on how we do work (and where we do work) and mental health and stability. Other disrupters that have been on the horizon in recent years include the gig economy, increasing automation and artificial intelligence, and the ageing workforce.

Having a strong safety culture and mindset takes time and commitment from everyone in the workplace. Teamwork, collaboration and communication are vital. But the rewards are high. It will build flexibility and agility to help respond to these and other challenges — and as we have seen in recent times, we can and must anticipate and plan for change, and be flexible in our planning and response.

These are important steps for ensuring safe workplaces and safe workers, now and into the future.



# 2021 WORKSAFE AWARDS AND MONTH

## Congratulations!

The 2021 WorkSafe Tasmania Awards were presented on 1 October at the Hotel Grand Chancellor in Hobart.

The gala event was attended by over 400 people from a diverse range of workplaces, including mining, manufacturing, tourism, the arts, agriculture and education.

Held every two years, the WorkSafe Tasmania Awards recognise Tasmanian organisations and individuals who are leading the way in workplace health, safety, wellbeing, and injury management. This year there were 94 entries from 67 businesses. The WorkSafe Tasmania Awards are an initiative funded by the WorkCover Tasmania Board and delivered by WorkSafe Tasmania.



# 2021 WorkSafe Awards winners



Kevin Dejonge, Simon Poke, Erin Smith of Temtrol Technologies, Elise Archer MP, Minister for Workplace Safety and Consumer Affairs, Cameron Stevenson of Temtrol Technologies, and Jessica Munday of the WorkCover Tasmania Board

## Leadership Excellence Award

This award recognises leadership excellence in any of the following areas:

- health and safety
- wellbeing
- rehabilitation and return to work.

The winner of Leadership Excellence Award is based on:

- leadership
- fostering a positive safety culture
- commitment to continuous improvement
- engagement through participation and collaboration
- commitment to sharing information and consultation.

All entries in categories one to nine that demonstrate strong leadership were eligible to be nominated for the Leadership Excellence Award by the judging panel; direct entries were not submitted for this category.

## Temtrol Technologies Pty Ltd

Temtrol Technologies Pty Ltd customised basic temperature scanners used as COVID control measures to enable faster, more efficient and portable recording and monitoring of data.



Kevin Dejonge of Temtrol Technologies

## Excellence in work health and safety systems

This award recognises demonstrated commitment to continuous improvement in work health and safety through the implementation of an integrated systems approach.

### Mechlog

MechLog's leaders use open communication and discussion to engage with workers to develop their processes to drive continual improvement. The outcome is a sustainable culture of safety that is open and received enthusiastically by workers.



The team from Mechlog

## Excellence in implementing a work health and safety solution

This award recognises excellence in developing and implementing a solution to an identified work health and safety issue.

### Large business:

#### Temtrol Technologies Pty Ltd

Temtrol Technologies Pty Ltd customised basic temperature scanners used as COVID control measures to enable faster, more efficient and portable recording and monitoring of data.



The team from Temtrol Technologies

### Small business:

#### Sealasash Window Renewal System Pty Ltd

Sealasash Window Renewal System Pty Ltd addressed working at height for window repair work by creating the 'sash crab' system. The mechanical cover system eliminates the need for external work that uses scaffolding, and provides security and safety for workers and people below the work.



The team from Sealasash Window Renewal System

# 2021 WorkSafe Awards winners

## Excellence in work health and safety culture

This award recognises demonstrated commitment to continuous improvement of work health and safety outcomes through the creation and continuation of an outstanding safety culture.

### Large business:

#### Mondelez Australia Pty Limited

Mondelez Australia Pty Limited improved the safety culture at its Claremont operations by investing in its health and safety champions and representatives, developing safety communication programs, and empowering workers to drive safety improvements.



The team from Mondelez Australia

### Small business:

#### Harvest Farms

Harvest Farms created a safety culture that is inclusive for its seasonal workers. As English is a second language for many workers, the company created a visual safety manual and engaged a part-time English language teacher to help students with their language and safety skills. The workers' skills and confidence in both areas has grown significantly.



Liesa Kennedy from Harvest Farms

## Excellence in contributions to work health and safety

This award recognises individuals or teams who have made an exceptional difference to work health and safety.

#### Martyn Bradfield

SafetyCircle Pty Ltd's Martyn Bradfield is the company's Managing Director. He has a long career in work health and safety. In his current role, he supports and leads workplaces to manage risk, speak up about problems, and make a positive difference to work health and safety.

### Highly Commended

Richard Habib from Degree C Pty Ltd



Martyn Bradfield with Elise Archer MP, Minister for Workplace Safety and Consumer Affairs

## Excellence achieved by a health and safety representative

This category acknowledges elected health and safety representatives (HSRs) who have made a significant contribution and improvement to work health and safety within their designated workgroups.

### Damien Granger

Damien Granger is a chef at Wrest Point Casino. He became a HSR because he wanted to make a difference for his colleagues and ensure their voices were heard. He has strengthened his own communication skills to build strong relationships, and positively engages in safety conversations with his co-workers and leadership team.



Damien Granger with Elise Archer MP, Minister for Workplace Safety and Consumer Affairs

## Excellence in injury management

This award recognises an organisation's outstanding efforts and continuous improvement of rehabilitation and return to work through the implementation of an effective injury management system.

### QBE Insurance (Australia) Limited

QBE Insurance (Australia) Limited's My Recovery is an interactive and personalised video sent to an injured worker and their employer (via text and email) as soon as a workers compensation claim is lodged. This improves the way initial and critical information is shared between an injured worker, their employer, and the insurer.



The team from QBE Insurance (Australia)

## Excellence in an individual's contribution to injury management

This award recognises an individual's outstanding efforts in rehabilitation and stay at/return to work, and in improving the workplace's rehabilitation culture.

### Angela McLean

The Procure Group Pty Ltd's Angela McLean is the company's Senior Workplace Rehabilitation Consultant. She offers genuine care and personalised support to injured workers, and has achieved a 94% successful return to work rate, due to her commitment and the strong working relationships she builds with all stakeholders in the return to work process.



Angela McLean from The Procure Group

# 2021 WorkSafe Awards winners

## Excellence in a workplace health and wellbeing initiative

This award recognises excellence in the successful implementation and outcomes of a workplace health and wellbeing initiative.

### Bell Bay Aluminium

Bell Bay Aluminium's IA Peer Support Program trained workers with personal experience of mental ill health in mental health first aid and peer support work. They are a 'first port of call' to support, listen, and build trust and empathy with fellow team members experiencing mental health problems.



The team from Bell Bay Aluminium

## Excellence in a workplace response to COVID-19

This award recognises outstanding and innovative responses to managing the challenges COVID-19 has presented, and continues to present in workplaces across the State.

### Large business:

#### The Blueline Laundry Inc

The Blueline Laundry Inc built on its existing high standards and methods of infection control for laundering hospital and hospitality sectors linens. It advised and contributed to the state's infection control standards. It supported its vulnerable workers to ensure they remained meaningfully employed despite the company's reduced commercial workload.



The team from The Blueline Laundry

### Highly Commended

Department of Police, Fire and Emergency Management (Tasmania)

### Small business:

#### Rural Youth Organisation of Tasmania Inc

Rural Youth Organisation of Tasmania Inc's Agfest Agricultural Field Day was moved out of the paddock and into the cloud. This shift to an online event enabled exhibitors, suppliers and contractors to connect with and sell to Agfest patrons virtually. The real-life event that continued required extensive communication and education of exhibitors and patrons to ensure a safe and compliant event.



The team from Rural Youth Organisation of Tasmania

# 2021 WorkSafe Awards entrants

Advidity Training and Development Pty Ltd	Incat Tasmania Pty Ltd	Silverdome
Angela McLean, The Procure Group Pty Ltd	InnerSpace Wardrobes Tasmania	SRTA Life Rescue Pty Ltd
Australia Academy of Offshore Training Pty Ltd	Kedge Pty Ltd	St Giles Society Ltd
Bell Bay Aluminium	Ladder Safe Leash	St Michael's Collegiate School
Bonney Energy Group Pty Ltd	Launceston City Council	Statewide Independent Wholesalers Limited
Bridgewater Police and Community Youth Club	Martyn Bradfield	Sustainable Timber Tasmania
Calvary Health Care Tasmania Ltd	Master Builders Association of Tasmania	Tas Gas
Compass Agribusiness Management	Matt SpohenBell Bay Aluminium	Tasmanian Ports Corporation Pty Ltd
Cygnets Brand Construction Pty Ltd	MechLog	Tasmanian Railway Pty Ltd
Damian Granger	MedHealth Pty Ltd	Taswater
Degree C Pty Ltd	Mendelssohn Construction	Temtrol Technologies
Department of Police, Fire and Emergency Management	Mondelez Australia Pty Ltd	The Blueline Laundry Inc
Derwent Eye Specialists	Moorilla Estate Pty Ltd	The Friends' School Inc
Devonport City Council	North West Bay Golf Club Inc	The Mind Games
Forico Pty Ltd	Primary Employers Tasmania	The Young Group Tasmania Pty Ltd
Fulcrum Commercial Pty Ltd	QBE Insurance (Australia) Limited	United Firefighters Union of Aust Tasmanian Branch
Grange Resources Limited	RACT Pty Ltd	University of Tasmania
Graymont Australia Pty Ltd	Rare Earth CMT Laboratories Pty Ltd	Vermey's Quality Meats
Harvest Farms	Redwater Creek Steam & Heritage Society	Wandin Valley Farms
Healthy Business Performance Group Pty Ltd	Roadways Pty Ltd	West Tamar Council
Housing Industry Association	Rural Business Tasmania	Wilson Home Tasmania
Huon Aquaculture Company Pty Ltd	Rural Youth Organisation of Tasmania Inc	Workplace Health & Wellbeing Pty Ltd
	Scorpion Pest Management Pty Ltd	Wrest Point Hotel Casino
	Sealasash Window Renewal System Pty Ltd	xtreme Rides



# 2021 WorkSafe Month wrap up

## Meeting the needs of employers and workers

WorkSafe Month is always evolving to meet the information needs and wants of employers and workers.

Respecting COVID-19 restrictions and safety measures, this year WorkSafe Tasmania, on behalf of the WorkCover Tasmania Board, delivered an invigorated program. Over 1,200 people attended the Month's events.

Focusing on the theme 'Safe Bodies, Safe Minds' and what every Tasmanian can do to ensure their work is safer, healthier and more productive when we all work together, the Month again saw expert speakers, business leaders and WHS professionals deliver 36 webinars and in-person sessions on topics covering WHS, wellbeing, mental health, injury management and return to work.

Some of the innovative topics included 'MSD risk analysis: A data driven approach', 'SunSmart in the workplace', 'Dial Before You Dig and working safely around natural gas infrastructure', and 'Work safe, enjoy life: Team work and partnership can make a positive difference: Lessons from the field'.

The Month also supported SafeWork Australia's National Safe Work Month.

Catch up with the webinar and in-person sessions on WorkSafe Tasmania's YouTube channel at [youtube.com/worksafetas](https://youtube.com/worksafetas).

## Here's what you said

Learned some valuable information, thank you. I intend to share what I have learned with others, and guide them to your recording :)

Great presentation, really appreciate the presenters sharing their own stories — makes it very relatable

Congratulations to WorkSafe Tasmania for again providing an excellent webinar. I am in Melbourne/ Geelong so knowing that this information and training is available here [is good]. We are always looking for ways to be at the forefront of acceptance and support of all our staff and for the people in our care. Thank you

New information is always good to have and pass onto people who may need to access in the future.

Some simple take away points and life hacks to share with the work team.

I enjoyed the session, there was a lot more activities than what I was expecting. Some of tasks pushed some of my team outside of their comfort zone which was good. The comments made by the team [after] were positive and some of the key points have already been shared [with] members of the team who were unable to attend.



## Our presenters

- Dr Emma Richardson and Jessica Forward from Well Minds Work
- Samantha Boarder from Elphinstone Pty Ltd
- Dr Kieran Holm and Valerie Matsumoto from Positive Solutions
- Sue-Anne Gunton from Dial Before You Dig, Craig Large from Tas Gas and Toby Terry and Andrew Ayton from CBOS
- Sherri Ring from Energy Health and The Mind Games
- Nicci Tepper from Remedy Healthcare
- Anne Whatley-Dale from livepresent
- Rachael Ford from GIO and Matt Elliott from The Change Room
- David Bick, Garry Gosling, Michael Lawrance and Dr Forbes Smith from JointAction Group Pty Ltd
- Katie Moore and Louise Reymond from Jacobs
- Darren Clark and John Clark from Rural Alive and Well
- David Chambers from The Safety Process
- Joe Mullavey and Kate Stockford from Page Seager Lawyers
- Dr Carol Hon from the School of Architecture and Built Environment, Queensland University of Technology
- Roz Taylor from Respect at Work
- Kelly McInnes from the Tasmanian School of Business and Economics, University of Tasmania
- Ashley Brooks from Programmed
- Duncan Giblin from Cancer Council Tasmania.
- Hailey Buchhorn from Guardian Exercise Rehabilitation.
- Unions Tasmania
- Scott Coleman from Preventure Pty Ltd
- Wendy Groot and Amy Lewandowski from Epilepsy Tasmania
- Sarah Ellis and Ben Hirst from Relationships Australia
- Oliver Bodak, Martyn Bradfield and Oliver Fearman from Safety Circle

# SAFETY

- 16 DONT BE BLIND TO VEHICLE SAFETY
- 17 NEW SCHEME TO HELP FARMERS IMPROVE SAFETY
- 18 CONSTRUCTION INDUSTRY SNAPSHOT
- 19 ENFORCEABLE UNDERTAKING

## Celebrating 100 editions

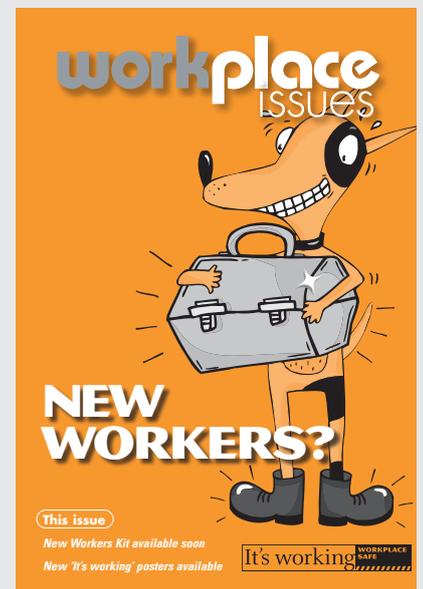
In August 1997, the first edition of Workplace Issues was published by the Workplace Standards Authority (WSA) and the Workplace Safety Board of Tasmania (now we are WorkSafe Tasmania and the WorkCover Tasmania Board).

There were articles that would fit right into today's magazine: a welcome from WSA's chief executive, a prosecutions column, promotion of the awards (then known as the Prevention Awards) and month — or week, as it was then.

There was a profile of one of WSA's pressure vessel inspectors, who literally climbed and crawled into boilers. Today, WorkSafe no longer has these hands-on inspectors; the work is done by a competent person within industry. We promoted new brochures and safety alerts from around the country; you'd call us and we'd post a copy to you. There was no internet, no downloads, not a www in sight!

Over its 24 years, the magazine has become an important source of information for employers, managers and workers in Tasmania (and beyond) on work health and safety, wellbeing, injury management and compensation. We think of Workplace Issues as a safety consultant in your letter box — and now, online — providing updates and practical guidance on managing hazards, supporting wellbeing and injury management, or creating safety systems.

Here's to another 100 editions!



Workplace Issues January 2004

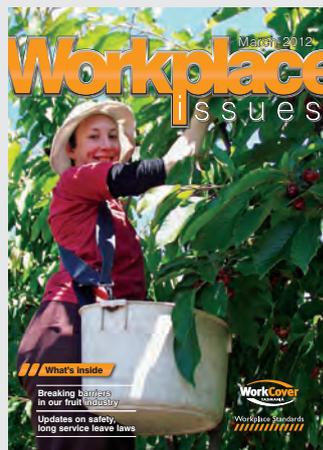


Workplace Issues March 2013

**We like dogs at Workplace Issues, both real and cartoon!**



Workplace Issues January 2000



Workplace Issues March 2012

**You haven't aged a bit! We liked this image so much we used it in Jan 2000 and again in March 2012**

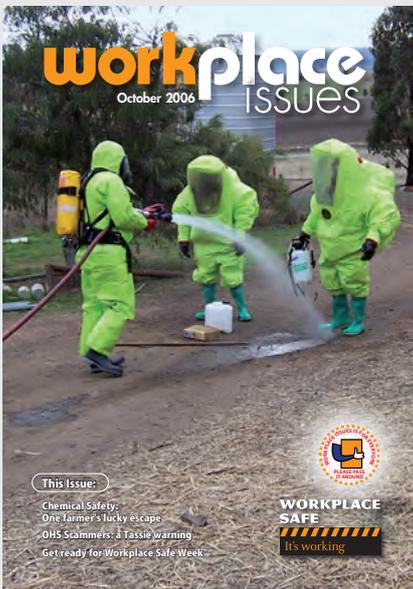


Workplace Issues Dec 2010



Workplace Issues Dec 2016

**Celebrity MCs of the Awards**



Workplace Issues October 2006

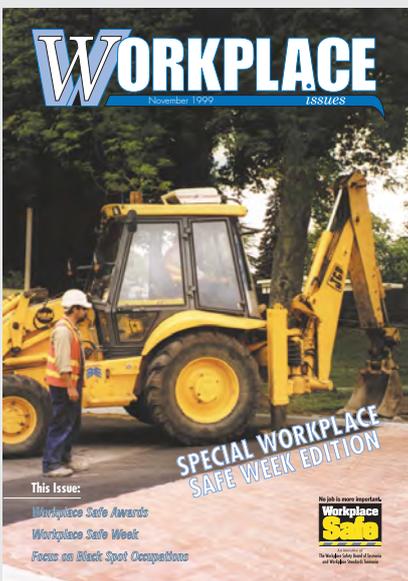


Workplace Issues June 2007

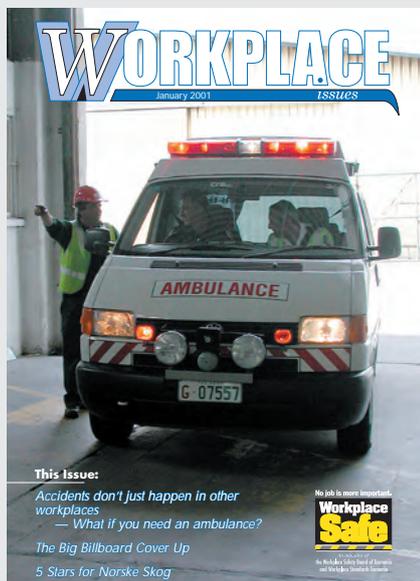


Workplace Issues March 2007

## Good things come in threes



Workplace Issues November 1999



Workplace Issues January 2001



Workplace Issues April 2001

## Machinery and vehicles have been regular cover stars

Workplace Issues evolved from the Industry Safety Magazine, which was first published in August 1995 by the Industry Safety and Mines division of Tasmania Development and Resources (we have been many organisations over the years!).

This was the year that the Workplace Health and Safety Act and Regulations were introduced; these laws preceded our current Work Health and Safety Act and Regulations of 2012.





# Don't be blind to vehicle safety

Almost 20% of road crash deaths in Australia involve a heavy vehicle (source: [officeofroadsafety.gov.au](http://officeofroadsafety.gov.au)). These crashes are more likely to result in a death or serious injury and contribute to disproportionate harm to other road users.

This article is aimed at drivers of heavy vehicles: for example, trucks, buses, semi-trailers, and vehicles carrying loads such as livestock. For simplicity, we'll use the word 'truck' in this article. There's also safety pointers for other road users (including pedestrians and cyclists).

## Know your blind spots

Trucks and other heavy vehicles may be higher off the road than cars and have bigger mirrors, but that doesn't mean their drivers have a better view of what's going on around them. They actually have much bigger blind spots than cars.

Trucks have four blind spots:

- immediately in front of the truck
- beside the driver's door
- directly behind the truck
- on the passenger's side, from the door extending out across three lanes along the length of the truck.

Truck drivers are skilled at moving their huge vehicles in traffic and through intersections. However, for all their driving prowess, they simply cannot see what their mirrors don't show them.

## Invest in technology

Safety technology has advanced rapidly, and can help a truck driver avoid a

potential incident before it happens. Cameras can improve a driver's field of vision and sensors can notify the driver if there is a vehicle or cyclist in one of their blind zones. These can be retro-fitted to older vehicles, and many new trucks now have these sensors fitted as standard equipment.

## Safe driving techniques

Truck drivers should leave plenty of space around their vehicle, in case they need to brake suddenly.

They should indicate well in advance to give other road users notice of their movements and time to move out of the way or stay clear.

Employers and drivers also have a responsibility to make sure drivers are not operating their vehicles while:

- distracted (for example, by their mobile)
- fatigued
- under the influence of alcohol or drugs (including prescription medication).

Any of these factors can impair a driver's response time, alertness and judgment — and their ability to drive safely.

If you're an employer or manager, the best ways to manage these is through workplace policies and safe work procedures. Consult with your workers as you create these; and provide training in these. To get started, go to our website at [worksafe.tas.gov.au](http://worksafe.tas.gov.au) and search for 'fatigue' and 'drugs'.



Image credit to [driverknowledgetests.com](http://driverknowledgetests.com)

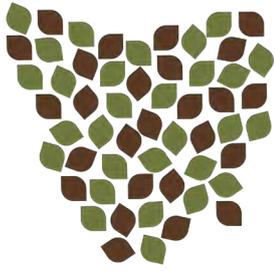
## Tips for the rest of us

Truck drivers rely on their side mirrors to see what's happening around them. If you can't see a truck's mirrors, the truck driver most likely can't see you.

If you have to drive through a heavy vehicle's blind spots to pass them, make sure you're far enough behind for the truck driver to see you, indicate early, and then pass as quickly as it's safe to do so without breaking the speed limit.

Trucks can't stop as quickly as cars. A B-double truck (unloaded) travelling at 60 kilometres an hour can take almost 70 metres to stop. So avoid merging in front of trucks or if you're a pedestrian, unexpectedly stepping in front of a bus, truck or any other heavy vehicle to cross the road.

Finally, children often find heavy vehicles interesting so if you see one, use it as a learning opportunity to educate them about the dangers of blind spots.



# Primary Producer Safety Rebate Scheme

## New scheme to help farmers improve safety

The new Primary Producer Safety Rebate Scheme is available to help Tasmanian farmers in the agriculture sector improve safety in their workplaces.

The new scheme is specifically available to small business, medium business and sole traders (people without workers) in the agriculture sector.

The scheme targets the top five hazards that cause injury and death in Tasmania's agriculture sector, such as vehicle incidents involving quad bikes and tractors, manual handling, and being hit by animals.

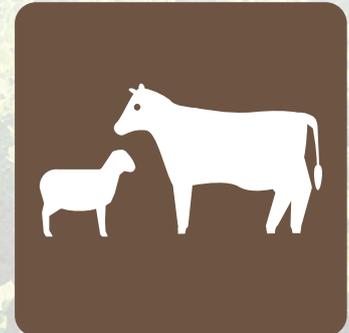
The scheme has funding of \$2 million and rebates of up to \$5,000 are available for eligible items that address these hazards.

As part of the process, applicants will need to identify the safety hazard at their workplace that they want to improve and how the rebate scheme will help them do this.

The Tasmanian Government is committed to improving work health and safety on Tasmanian farms. The Tasmanian Government encourages relevant workplaces to take part in the Primary Producer Safety Rebate Scheme, to help reduce farm deaths and injuries.

### Apply now for a rebate

For more information and to apply for a rebate under the Primary Producer Safety Rebate Scheme, go to [worksafe.tas.gov.au/safefarming](https://worksafe.tas.gov.au/safefarming).



up to \$5,000  
rebate for  
eligible items

The Primary Producer Safety Rebate Scheme follows on from the Tasmanian Government's previous commitment to help reduce quad bike injuries and deaths through the 2019 Quad Bike Safety Rebate Scheme.

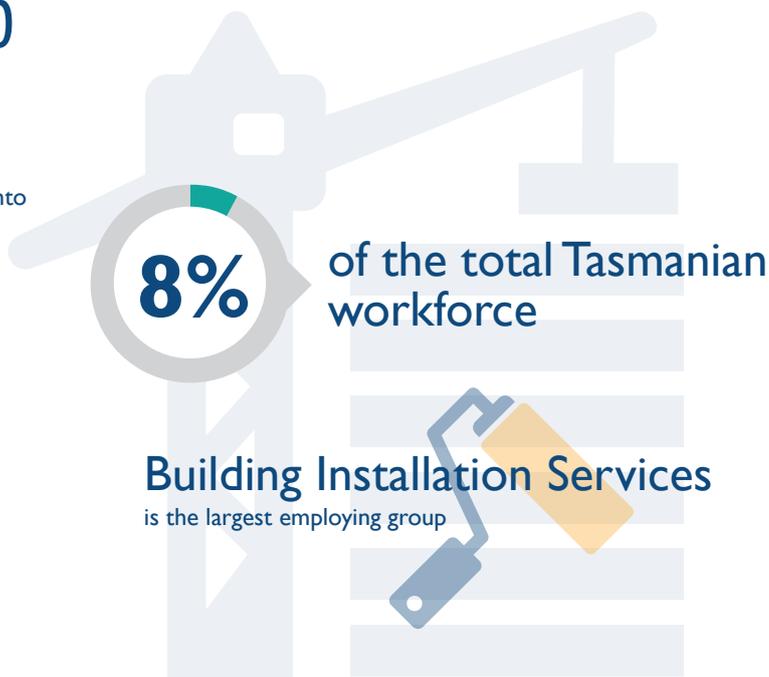
# CONSTRUCTION

## INDUSTRY SNAPSHOT 2020

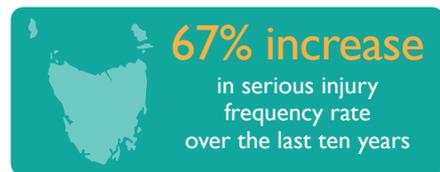
### ▶ THE WORKFORCE

This industry covers a wide range of activities, separated into eight groups:

-  Residential Building Construction
-  Non-Residential Building Construction
-  Heavy and Civil Engineering Construction
-  Other Construction Services
-  Land Development and Site Preparation Services
-  Building Structure Services
-  Building Installation Services
-  Building Completion Services



### ▶ THE INJURIES

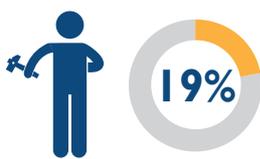


### ▶ THE PEOPLE

Occupations with the highest percentage of serious injuries



Bricklayers, Carpenters and Joiners

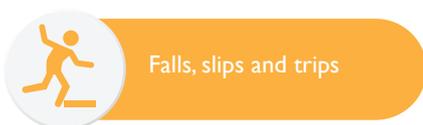


Miscellaneous Labourers



### ▶ THE CAUSES

The most common causes of injury across the industry



### ▶ ACTION AREAS

Priority conditions and causes identified in the WorkSafe Strategic Plan 2018-2023 relevant to the industry



DISCLAIMER: The information provided herein was believed correct at the time of publication. The information is made available for general information only and should not be taken as a substitute for professional advice. Published May 2021.

An initiative of the WorkCover Tasmania Board delivered by WorkSafe Tasmania



# PROSECUTED

## ENFORCEABLE UNDERTAKING

### Rampro Roofing Pty Ptd and Brian Marusarz Date accepted: 14 May 2021

On 2 August 2017, a casual worker of Rampro was replacing a roof at a commercial warehouse, along with Brian Marusarz, owner/director of Rampro, and four other workers.

The worker was working on a live edge of the warehouse. Contrary to the safe work method statement (SWMS) for the task, he was not wearing a safety harness.

An old roofing sheet slipped and the worker fell around 8 metres through the roof and hit the ground. As a result, he sustained significant injuries including broken ribs and pelvis, fractured vertebrae, a collapsed lung, and other organ injuries.

#### The breaches

Rampro Roofing breached sections 19(1)(1a) and 32 of the *Work Health and Safety Act 2012*.

Brian Marusarz breached sections 27(5)(e) and 32 of the *Work Health and Safety Act 2012*.

#### Summary/cost of activities to be undertaken

Following the incident, Rampro took significant steps to improve its safety management systems, safe work procedures and practices, equipment, and training for its workers, at a cost of \$192,321.62. Brian Marusarz expressed regret that the incident occurred, and acknowledged the need to improve Rampro's work health and safety culture, awareness and practices.

Rampro and Brian Marusarz also agreed to undertake the following activities.

*Activities to deliver benefits to workers: \$13,250*

- annual working at height refresher course for all workers
- accredited HSR course for two workers
- Rampro and Brian Marusarz will actively discourage workers from doing weekend work for cash

*Activities to deliver benefits to industry: \$21,750*

- tailored industry culture course on roofing and working at heights. Rampro to engage an approved registered training provider; sessions to be delivered to new or existing industry members of groups of up to 10 people per session over 2 years
- Rampro and Brian Marusarz to sponsor either a TAFE vocational or pre-vocational course specifically on working from heights or related to roofing; or to cover the costs of working at height course delivered by the above registered training provider for long-term unemployed people interested in the roofing industry

*Activities to deliver benefits to community: \$7,000*

- Brian Marusarz to write article for WorkSafe publication detailing his experience in the industry and in relation to the incident
- Brian Marusarz to attend and speak about this experience at WorkSafe Month event
- Rampro to donate roofing services and equipment to any construction industry-based charity approved by the regulator for each project undertaking in five years; or in the event that such services cannot be provided, to make a donation in cash

Total costs: \$42,000

#### Reasons for accepting the undertaking

The Regulator accepted the WHS undertaking under Part 11 of the *Work Health and Safety Act 2012* and is satisfied that the strategies proposed/actions taken in this undertaking are likely to deliver long-term, sustainable safety improvements in the workplace, industry and community; are superior to Court proceedings; and proportionate to the incident.

View the full Rampro Roofing undertaking at [worksafe.tas.gov.au](https://worksafe.tas.gov.au) by searching for Rampro.



# COMPENSATION

- 21 HOW DO I MAKE A CLAIM FOR ASBESTOS COMPENSATION
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- 23 WORKERS COMP EXPLAINED: INDEPENDENT MEDICAL EXAMINATIONS

## Start the workers comp process right

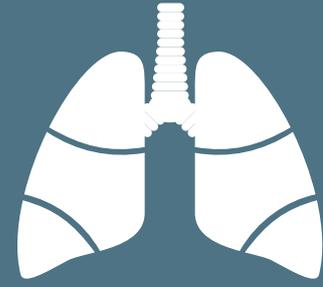
Once you receive a worker's claim for workers compensation, you must start making weekly payments of compensation if they have been certified as totally or partially incapacitated for work.

These payments are to be paid regardless of whether you dispute liability for the claim (if you believe liability should be disputed, discuss it with your insurer). They are sometimes called 'without prejudice payments', because the fact you make these payments cannot be used against you as an admission of liability.

You must also pay for reasonable medical and associated expenses while you are deciding whether or not to accept liability. These payments are initially limited to a maximum of \$5,000 until the claim is accepted or a dispute is heard and resolved.

You are then liable for the cost of all reasonable expenses the injured worker necessarily incurs, for matters such as medical services, hospital services, rehabilitation services and more. You can find the full list and further information about workers compensation payments at [worksafe.tas.gov.au](http://worksafe.tas.gov.au) by searching for 'payments'.

# How do I make a claim for asbestos compensation?



A worker (or retired worker) may be eligible for asbestos compensation if they:

- have been diagnosed with an asbestos-related disease, and
- were exposed to asbestos during the course of their work in Tasmania.

Certain family members of deceased workers may also be eligible for asbestos compensation. A member of the family includes a spouse, or a child under the age of 22, of a person who would have been eligible for compensation if they were still alive.

The processes for claiming compensation as a worker or member of the family are different, and this article provides a brief overview of each.

You can also contact the office of the Asbestos Compensation Commissioner for advice or guidance on the application process. Phone 1300 366 322 or email [acc@justice.tas.gov.au](mailto:acc@justice.tas.gov.au).

## For workers

To start the process, you should seek a referral to a medical specialist who specialises in asbestos-related diseases. Your specialist will be able to provide you with an Initial Medical Certificate to submit with your application to the Asbestos Compensation Commissioner.

Following diagnosis of an asbestos-related disease, where your life expectancy due to that disease is:

- less than two years: you have 12 months to apply for compensation from when you received your medical certificate
- more than two years: there are no time limits to apply for compensation.

To apply, you must complete the designated worker application form (available on our website) and lodge it with the Commissioner. The Initial Medical Certificate obtained from your medical specialist will need to be included with your claim.

You must also provide additional information to support your claim, including but not limited to your occupational and exposure history; medical evidence and proof of identity.

## For family members

Eligible family members have 12 months to apply for compensation following the death of the person with asbestos-related disease.

To apply, you must use the form for a member of the family (available on our website).

You must also provide supporting documents and information including but not limited to a death certificate, marriage certificate or proof of significant or de facto relationship, birth certificates and or adoption papers, and details of the deceased worker's occupational and exposure history. You can see the full list on our website.

## What happens next

You must submit your application with the Asbestos Compensation Commissioner. They will then review your application and make sure all relevant information is available to determine your claim. The Commissioner may contact you if further information is required.

A worker with an asbestos-related disease and more than two years life expectancy will be referred to an impairment assessor to determine their level of whole person impairment. All other claims will be referred to an expert medical panel.

Once all necessary steps have been satisfied, the Commissioner will make a final determination on your claim. Most claims are decided within 28 business days.

**You can find full details on how to make a claim for compensation, including the necessary application forms referred to in this article, on our website.**

**Go to [worksafe.tas.gov.au](https://www.worksafe.tas.gov.au) and search for 'asbestos compensation'.**

# Workers vs contractors in workers compensation



In Tasmania, businesses are required to hold a policy of insurance to cover workers for workers compensation, and people who are self-employed or engaged as a contractor are generally expected to cover themselves. To receive workers compensation, a person must be a worker.

Sounds straightforward, right? Not always...

## Contract of service vs contract for service

First up, it's important to be clear about the employment relationship involved.

A working relationship may be either a contract of service or a contract for service. To distinguish between the two:

- a contract *of* service is where a person is employed by another person and works on account of, or in the business of, that other person
- a contract *for* service is where a principal or independent contractor is self-employed and works on their own account. They provide services to others.

## Who is a worker?

So as we've seen above, a worker is someone in a contract of service.

In the context of our workers compensation laws, the definition of worker and contract of service can be broader than you might think. Other people 'deemed' as workers under the worker compensation laws include:

- police volunteers, volunteer fire-fighters, and volunteer ambulance workers
- taxi drivers and luxury hire care drivers
- jockeys and apprentice jockeys.

(You can see a detailed list in our Guide to Workers Rehabilitation and Compensation in Tasmania. Go to [worksafe.tas.gov.au](http://worksafe.tas.gov.au) and search for 'GB260').

To blur matters, a contract of service doesn't need to be a formal, written document; it could be implied and/or a verbal agreement.

## What if you're a contractor?

In most cases, contractors are not entitled to workers compensation under our workers compensation laws.

So this means if you're a contractor, you will need to make your own arrangements for insurance to cover you for any work-related injury or illness. If you employ someone else, then you'll need to have workers compensation insurance to cover them.

## Worker or contractor?

Here are some ways to help you determine if someone is a worker or a contractor.

Worker	Contractor
Perform the work you have requested under your direction and control	Have a high degree of control over how the work is done
Have ongoing work, usually with standard or set hours	Are engaged for a specific task, not ongoing work, and sets their own hours
Perform their work using your equipment, tools and materials	Provide and use their own equipment, tools and materials
Paid a salary/wage with entitlements such as annual leave, sick leave, long service leave, superannuation and other benefits/allowances	Payment is based upon a negotiated total amount and generally a result or outcome; and on supplying an invoice
Reimbursed for any work-related expenses	Cover their own expenses

These examples aren't definitive, and a number of factors into consideration in determining if a person is a worker or a contractor. (These determinations are made by the Tasmanian Civil and Administrative Tribunal, Personal Compensation Scheme: Workers Rehabilitation and Compensation.)

If you have any doubts, you should seek advice from your insurance broker or a lawyer.



## Examples

Some examples of situations where contractors may be considered workers under the workers compensation laws are:

Stefan started a new job at a call centre. He is on a short-term contract, with a probation period, and his manager has said Stefan isn't covered under his employer's workers compensation policy. Stefan is paid a salary which includes his superannuation, ten days sick leave and four weeks annual holiday. He works fixed hours in the call centre using his employer's computer, desk, and stationery as required, and he's also provided training. It's likely that Stefan would be considered an employee — and the advice his manager gave him is incorrect, and he would be covered by his employer's workers compensation policy.

Alison is an electrician, and provides a quotation to a building company for a set amount of hours on a building work site. She invoices for her work, has her own equipment and tools, and manages her own hours. She also subcontracts to other contractors when necessary, who invoice her. She manages her own superannuation and holidays. In this situation, Alison is most likely a contractor. Therefore she would need to have her own insurance so if she is injured, she can receive payments for lost income and medical expenses.

# Workers comp explained: Independent medical reviews

## What is an IMR?

An independent medical review (IMR) is a medical review conducted by an independent medical practitioner with appropriate qualifications. An IMR may include one or more examinations of the worker and/or a review of any diagnostic test results or other records. An IMR is most often requested by an employer or their insurer, although a worker or worker's solicitor could also request an IMR to be undertaken.

A worker must not be required to attend more than one IMR in any three month period, unless:

- the worker has suffered multiple injuries, or
- the worker's injury requires the consideration of medical practitioners who are specialists in different fields.

## The importance of communicating

Effective communication is important to ensure everyone involved in the IMR process understands their roles and responsibilities. If an IMR is required, the employer/insurer must:

- discuss the reasons for the IMR with the injured worker's treating doctor
- provide the worker with written reasons why the IMR is required.

## The IMR report

After the IMR, the medical practitioner who conducted the IMR prepares a report and provides it to the employer/insurer who requested the IMR. The employer/insurer must then provide a copy of the report (within 7 days of receiving it) to:

- the worker's primary treating medical practitioner, who will discuss the report with the worker and provide the worker with a copy
- the injury management co-ordinator appointed to the injured worker.

The report can help the employer/insurer make decisions about the worker's rehabilitation, treatment and recovery at/return to work.

## Resources

Workers who have been asked to attend an IMR will find our information sheet useful, with its details about the medical information to take to an IMR, what happens, during an IMR, having support present people, and more.

Medical practitioners who are conducting IMRs should read our guideline that explains their role and responsibilities in IMRs, what to do if further examinations or tests are required, and the format of the report to be provided to the employer or insurer.

Both documents can be found at [worksafe.tas.gov.au](https://worksafe.tas.gov.au) by searching for 'IMRs'.



# WELLBEING

## Quick wins for your wellbeing program

The most successful workplace wellbeing programs are well planned. Consult with your workers about what they need and want, draw up a calendar or list of things you want to do, and work out how you'll resource it. This might take a little bit of time to get right, but it will be worth it! In the meantime, here are some 'quick wins' to get people inspired and behind your program in its early days.

Next time you're catering for a work meeting or event, order some fresh fruit and vegie-packed salad sandwiches on wholegrain bread.

If you meet with only one or two people and technology's not needed, make it a standing or even walking meeting. For bigger meetings, put 'stand and stretch' on the agenda at the midway point.

Promote nearby walking and cycling tracks provided by your local council that can be used at lunchtime.

Have a 'bring your dog to work day'. Make sure that no one has allergies or phobias beforehand, but most people find a dog in the office every now and then boosts morale.

Display posters about healthy eating and exercise. The Western Australian Government's Live Lighter initiative has plenty to choose from: go to [livelighter.com.au](http://livelighter.com.au) and look under the 'tools ad resources' tab.

Finally, an initiative that costs nothing to boost the emotional and social wellbeing of people in your workplace: encouraging friendliness and kindness with a genuine smile and hello.

# REGULARS



## From our Advisors: Talking safety with your new and young workers

*With young people leaving school and looking for work at this time of year, our Advisory Service's Paul Kilby looks at how you make sure your new and young workers received effective induction, training and information from the start.*

### Using inductions

Inductions cover your health and safety policy and culture, emergency procedures, hazards and risks in your workplace and how these are managed. It should also include key safety people like health and safety reps or committee members, fire wardens, and first aid officers.

If safety messages are properly 'sold' during an induction, workers can implement these messages on the job, which means you'll benefit from fewer incidents occurring. Workers need to understand and believe what is said; otherwise, the message is lost, and induction becomes ineffective.

Find out more about inductions at [worksafe.tas.gov.au](https://worksafe.tas.gov.au) by searching for 'inducting'.

### Lead by example

Safety messages are more likely to be implemented if your workers are convinced by your level of commitment. So how you impart this message is as important as the message itself.

Employers, managers, supervisors, health and safety reps and more senior workers must model and reflect the WHS attitudes that you communicate to your new and young workers in their induction and training. Young workers will look to leaders to better understand your WHS culture.

By setting an example for young workers and having regular open conversations about safety, you can help protect young workers from work-related injury and illness.

### Issues

WorkSafe research reveals that new young workers have a higher incidence of being injured within their first year of employment. Younger Tasmanian workers (compared with other

age groups) have lower levels of WHS awareness, understanding and engagement. Other findings about younger workers include:

- WHS tends to be ranked lower than other workplace issues amongst younger workers
- younger workers tend not to know who to talk to at work about WHS issues; they're also less likely than older workers to know where to go outside of work for information about WHS
- they're less likely to raise a WHS issue with their managers or to report an incident or injury; and they're least likely to speak up when they thought a workmate was not working safely.

Some other points to keep in mind about your new and young workers:

- they may not think an injury is worth mentioning unless they can't continue to work
- they may assume the equipment and chemicals they work with are safe, and may not be aware of the hazards associated with work being done by others around them
- they may think the protective equipment isn't cool and won't wear it unless someone makes them.

As you can see, there are good reasons to put the time and energy into talking safety with your new and young workers!

### How

WorkSafe Tasmania has a guide for young workers, so download a copy to go through with your new young worker. Go to [worksafe.tas.gov.au](https://worksafe.tas.gov.au) and search for 'GB140'.

Fair Work Australia has great information for employers of young workers. Go to [www.fairwork.gov.au](https://www.fairwork.gov.au) and search for 'employing young workers'.



## Q&A with our Helpline

To mark our 100th edition, we're delving into past editions of Workplace Issues. The Helpline's first column didn't appear until our 21st edition, January 2002. Here are the questions that appeared in that edition — plus the answers, and/or some comments from now.

### What day is the holiday for Australia Day in 2002?

Then as now, public holidays are a common query for the Helpline. 'Public holidays' is always amongst the top searches on our website, too. You can find the public holidays at [worksafe.tas.gov.au](https://worksafe.tas.gov.au) by searching for 'public holidays'.

Back in 2002, we advised that because Australia Day (26 January) fell on a Saturday, the public holiday would be held on the following Monday, 28 January.

However, if you're planning ahead for 2022, Australia Day falls on a Wednesday so that's the day we'll have off.

### I've lost my forklift ticket. How do I get a new one?

This one is a big step back in time! In 2021, it's no longer a ticket — do you know anyone who still calls it that? It's a high risk work licence.

And 19 years ago, if you lost your ticket, you had to complete a statutory declaration and have it signed by a justice of the peace, plus an application form and fee.

Now there's no running around looking for a JP to sign your stat dec: you simply complete a Licence to Perform High Risk Application form (available on our website; go to [worksafe.tas.gov.au](https://worksafe.tas.gov.au) and search for 'GF083') and take it to a Service Tasmania outlet. You still need to pay a fee.

For more information on high risk work licences, go to [worksafe.tas.gov.au](https://worksafe.tas.gov.au) and search for 'high risk'.

### I work as a casual, am I covered by workers compensation?

In both 2002 and 2021, the answer is: yes. To be entitled to workers compensation, you must be a worker, and a worker is someone who works under a contract of service or a training agreement. This includes casual employment.

You can find more information about who is included and excluded from the definition of a worker, and about making a workers comp claim, in our Workers Compensation Handbook: The Basics. Go to [worksafe.tas.gov.au](https://worksafe.tas.gov.au) and search for 'GB010'.

## Update on Tasmania's COVID Events Framework

With the heightened COVID-19 risk environment across Australia due to our state borders re-opening and new and emerging variants, plus the feedback from stakeholders, the Events Framework was updated. It continues to require you to apply to hold an event. Events are assessed according to their size, type, complexity and associated risk factors, but the assessment now occurs in a more straightforward, streamlined way.

Events may have additional conditions imposed depending on the risk factors of the event to manage the public health risk. The table over the page clearly sets out the requirements you must comply with.

### Event thresholds are:

- Thresholds refer to Tier 1, Tier 2 and Tier 3 instead of levels.
- The total number of attendees does not include event staff, volunteers or contractors (unless when calculating numbers for mask requirements).
- Simpler application process based on the number of people in attendance and risk factors, not just if indoors or outdoors, seated or free moving.
- Tier 1 events include events of 501-2000 people in outdoor settings (previously set at 1,000 or more people) and 251 or more in indoor settings.
- Tier 1 event organisers are required to complete and register a checklist to document how COVID-19 safety will be delivered. Find the checklist on our Business Tasmania website.
- Free-mixing events are capped at Tier 2, that is, up to 5,000 people.
- The cap on standing, dancing and drinking has been conditionally removed; please see the Business Tasmania website for details.

Business Tasmania

1800 440 026 (9am-5pm, Mon-Fri)

[business.tas.gov.au](https://business.tas.gov.au)

[ask@business.tas.gov.au](mailto:ask@business.tas.gov.au)

[facebook.com/BusinessTasmania](https://facebook.com/BusinessTasmania)

[twitter.com/businesstas](https://twitter.com/businesstas)

# Business Tasmania

▶ all your business needs in one place

## Key sources of information

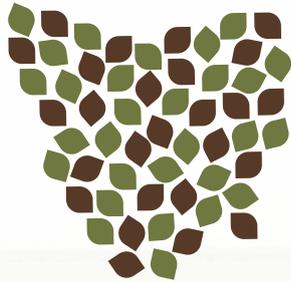
The Business Tasmania website is where you'll find the Events Framework. Go to [business.tas.gov.au/coronavirus\\_information/event\\_framework](https://business.tas.gov.au/coronavirus_information/event_framework)

The COVID-19 pandemic is an evolving situation, which means there may still be changes to how events are delivered in the future: including modifications/restrictions, postponement or cancellation. The Events Framework was created to support events to continue.

Take care, from the team at Business Tasmania.

## Event types and requirements

Tier	Description	Requirements
<b>Tier 3: seated only</b>	Any indoor or outdoor <b>seated</b> event with 5,001–10,000 people	<ul style="list-style-type: none"> <li>Event COVID-19 Safety Plan</li> <li>Event registration through Business Tasmania website</li> <li>Approval from the Director of Public Health is required before the event can go ahead</li> <li>Check In Tas QR code required</li> <li>Masks are required to be worn</li> </ul>
Tier 2: free moving/mixing and seated	Any indoor or outdoor event with 2,001–5,000 people	<ul style="list-style-type: none"> <li>Event COVID-19 Safety Plan</li> <li>Event registration through Business Tasmania website</li> <li>Approval from the Director of Public Health is required before the event can go ahead</li> <li>Check In Tas QR code required</li> <li>Masks are required to be worn</li> </ul>
Tier 1: free moving/mixing and seated	<ul style="list-style-type: none"> <li>Indoor events with 251–2,000 people</li> <li>Outdoors events with 501–2,000 people</li> </ul>	<ul style="list-style-type: none"> <li>Event COVID-19 Safety Checklist</li> <li>Submit a checklist via the Business Tasmania website; approval not required</li> <li>Check In Tas QR code required</li> <li>If your event will have more than 1,000 people on-site at any one time, masks are required to be worn for the duration of the event</li> </ul>
Small gatherings (outside the Events Framework)	<ul style="list-style-type: none"> <li>Indoors up to 250 people</li> <li>Outdoors up to 500 people</li> </ul>	<ul style="list-style-type: none"> <li>Not applicable: no application or approval required under the Events Framework, refer to the COVID-19 Safe Workplaces Framework to have a suitable plan to adhere to guidelines</li> <li>For gatherings at private property, please refer to information on gatherings, density and physical distancing at <a href="https://coronavirus.tas.gov.au">coronavirus.tas.gov.au</a></li> </ul>



# Primary Producer Safety Rebate Scheme

The new Primary Producer Safety Rebate Scheme is available from 1 October 2021 to help Tasmanian farmers in the agriculture sector improve safety in their workplaces.

Under the scheme, rebates of up to \$5,000 are available for eligible items that address hazards such as vehicle incidents involving quad bikes and tractors, manual handling, and being hit by animals.

For more information and to apply for a rebate to make your farm safer, go to [worksafe.tas.gov.au/safefarming](https://worksafe.tas.gov.au/safefarming)

