

Workplace

June 2018



Key stories inside

Manual hazardous tasks feature

Find out what WorkSafe is doing

Don't freeze out safety

Work Safe
TASMANIA

Contents

COVER STORY

Find out about WorkSafe's activities, including what our Advisors are doing, on page8



NEWS + EVENTS

WorkSafe: What we're doing.....8

WorkCover Board visits north west.....10

What will be the future of work?.....11

Update: WorkSafe Month 2018.....12

WorkSafe awarded for asbestos awareness campaign.....12

WHS laws review in progress.....18

Update: Revised Australian WHS Strategy19



MANUAL HAZARDOUS TASKS FEATURE

Practical guidance and resources4

Infograph.....24

SAFETY

Be safe with carbon monoxide13

Don't freeze out safety14

New resource: Working in heat15

Ageing workers + WHS16

Volunteer organisations: What are your WHS duties?.....17

What about Australian Standards?18

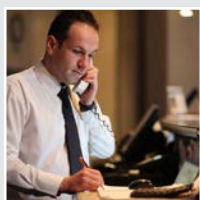
Got a problem?.....19



WORKERS COMPENSATION

Employers: Notify your insurer of an injured worker claim.....22

What's the workers comp premium rate suggested for your industry?.....22



REGULARS

From the Minister3

Want to know what's on?.....3

Build a wellbeing program.....20

Build a safety system.....21

Everybody's talking.....23

Publisher

Published quarterly by WorkSafe Tasmania.

Online

To see current and past editions, our warnings about telefraud and graphic images, and to subscribe, go to www.worksafe.tas.gov.au then choose the 'Resources' button then the 'Workplace Issues magazine' link.

Phone:
1300 366 322

Email:
wstinfo@justice.tas.gov.au

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ISSN 1444-6316 (Print)

ISSN 2204-5597 (Online)

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

Welcome to the June edition of Workplace Issues magazine



While the end of the financial year is a busy time for Tasmania's many businesses, it is also a great time to review and refocus on work health and safety objectives.

Alongside reducing workplace injuries, many businesses now also focus on health and wellbeing. With Australians spending about one third of their lives at work, it makes good sense to consider workplaces as prime opportunities to improve health and wellbeing. This in turn can also improve safety and lift business performance, as a healthy workplace is often a productive one.

As a keen cyclist, squash and tennis player and long-time advocate for healthy lifestyles through my role as Ambassador for Diabetes Australia, I'm passionate about building a healthier, safer Tasmania. I'm also pleased that the Hodgman Liberal Government has delivered \$6.4 million of new funding through the Healthy Tasmania Five Year Strategic Plan to help make Tasmanians the healthiest population in Australia by 2025, boosted further by an additional \$1.1 million per annum of ongoing funding from 2020-21.

Workplace wellbeing initiatives can be as simple as organising regular

lunchtime walks with a group of your co-workers, or making sure healthy food is an option in your tearoom or vending machine. This edition's 'Build a wellbeing' column has practical ways to organise these initiatives; you can also find resources on the WorkSafe website at www.worksafe.tas.gov.au (search for 'wellbeing resources').

In this edition, you'll also find a feature on hazardous manual tasks, with practical advice on preventing body strain injuries. Manual tasks continue to be our biggest contributor to work-related injuries, across many industries. Whether these hazardous manual tasks are a daily part of our jobs or a one-off, the consequences to our health and wellbeing can be serious. The risk of body strain is something that none of us can ignore, so I encourage you to look to the practical guidance in this feature.

Finally, I hope you found time to enter a submission to the 2018 WorkSafe Tasmania Awards.

The Awards reinforce the message that safe business is good business, with less injury and illness helping improve overall performance and productivity. This year's Award winners will be announced during the WorkSafe Conference and Awards cocktail presentation, to be held at Hobart's Hotel Grand Chancellor this October.

Since the Awards began in 1996, the number of Tasmanians suffering work-related injuries or illnesses has more than halved. As encouraging as signs like this are, as long as Tasmanian workers continue to be injured in the workplace, there is still work to be done.

Safety is everyone's responsibility and with your help and commitment, I intend to continue building on the work already done and make Tasmanian workplaces the safest in the country.

So as always, stay healthy and safe, and enjoy this edition of Workplace Issues.

Want to know dates for WorkSafe Tasmania and Better Work Tasmania events? The best way to keep your calendar current is by going online.

- WorkSafe's website, especially its events page, will link you to events such as WorkSafe Month, as well as any calls for public submissions/comments on legislative changes. Go to www.worksafe.tas.gov.au.
- Better Work's website allows members to be notified of upcoming networking events, which are held regularly throughout the year. Joining Better Work and getting access to this and other online resources is free. Go to www.worksafe.tas.gov.au/betterwork.
- WorkSafe's facebook page will keep you informed of important dates, too. Go to www.facebook.com/worksafetasmania.



Manual tasks: Still a hazard

Manual tasks remains our biggest contributor to injuries, across many industries in the state. Body stressing is the highest of all injury types, and this is true Australia-wide, too.

It's definitely an issue we should all be re-focussing our attention on.

What's the count

Over the last 10 years (2008–17) in Tasmania:

- body stressing has made up an average of 36% of all claims and 39% of lost time claims
- the number of body stressing claims has reduced by 27% — lagging behind the 33% reduction in the number of injuries across the whole scheme.

Over the last three years (2015–17):

- there have been 7,881 injuries caused by body stressing
- these injuries have resulted in over 150,000 days lost

- the financial cost of these injuries is \$82.5 million to date.

The three most common industries for body stressing injuries are:

- aged care
- hospitals
- local government administration.

Three most common occupations:

- miscellaneous labourers
- personal carers and assistants
- cleaners and laundry workers.

In summary, one of the biggest situations we're seeing is body strain injury to people working in the health care industry, caused by handling people/patients.

What are hazardous manual tasks?

You don't have to work in one of these industries to be at risk. Do you lift, lower, push, pull, carry, move, hold or restrain a person, animal or object? Involving one or more of these?:

- repetitive or sustained force
- high or sudden force
- repetitive movement
- sustained or awkward posture
- exposure to vibration.

If so, you're performing a hazardous manual task.

Over time, these can cause wear and tear to your joints, muscles, ligaments and spinal discs. You don't even have to do these activities every day for them to pose a risk to you: a single strenuous or unexpected action can cause a body strain injury.

So think about what you or your workers do at work, either daily or irregularly. Most jobs involve carrying out some type of manual handling task. Chances are, you do too.



Consultation's role in preventing body strain

The best way to prevent body strain injuries in your workplace is to involve your workers through every stage of identifying the hazards, assessing the risks, and developing control measures.

Consult with your workers

Talk to the people who do the work for you, as well as their health and safety representatives (HSRs). Your workers know what equipment, tools and tasks they use or perform on a daily basis, and they may have practical solutions and suggestions about how to make sure these don't cause harm.

You should consult with your workers as early as possible when you're planning to:

- introduce new work tasks or change existing ones
- choose new equipment
- carry out work in new environments
- refurbish, renovate or redesign your existing workplace.

Encourage your workers to report any problems with manual tasks so risks can be managed before they lead to an injury.

Consult with others

You might share responsibility for a WHS matter with others: for example, if you're involved with other businesses on a worksite, or working on the same activity. If so, you must:

- share information to find out 'who is doing what' about controlling the hazard
- work together in a co-operative and co-ordinated way to remove or reduce the risks to all your workers.

The Hazardous Manual Tasks code of practice gives this good example: If a supplier comes to your workplace to deliver goods, discuss with them:

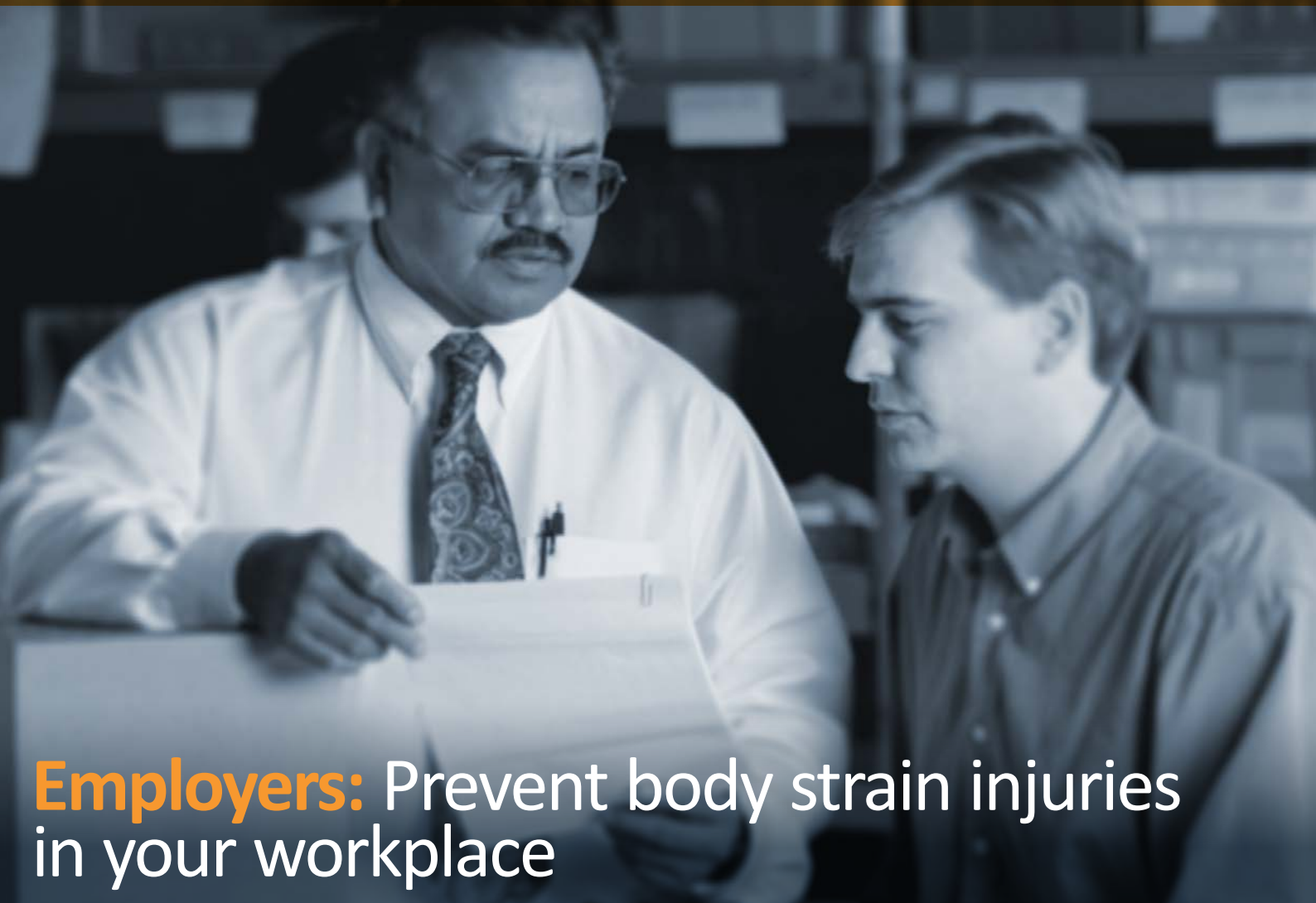
- how the goods will be handled at your workplace
- whether there are any environmental or other factors that may increase the risk: for example, using a flight of stairs while handling large boxes

- what you each will do to control any risk of injury.

Get the code

If you need practical help understanding and undertaking consultation and co-operation in your workplace, read the Work Health and Safety Consultation, Co-operation and Co-ordination code of practice. It has examples of consultation arrangements and checklists that go beyond managing manual tasks — it will improve safety across your organisation. Go to www.worksafe.tas.gov.au and search for 'codes 2016'.

We also covered the topic in the December 2017 edition of Workplace Issues, in our regular 'Build a safety system' column. Find this at www.worksafe.tas.gov.au under the Resources tab.



Employers: Prevent body strain injuries in your workplace

The Hazardous Manual Tasks code of practice is your best guide to removing or reducing the risks of hazardous manual tasks.

About the code

The Hazardous Manual Tasks code of practice includes:

- plenty of detailed examples of these tasks, covering many different work tasks, to help you identify them in your workplace
- a detailed chapter devoted to controlling the risks, with illustrated examples covering these control measures. This includes mechanical aids and equipment that workers can use to remove or reduce the need for workers to lift, carry or support items, animals or people. It also addresses work environments, work practices, and training
- tools and templates you can use in your workplace, like a risk assessment worksheet.

The code's practical advice in these areas is valuable for any workplace or industry.

Because it's such a thorough guide, we recommend you download a copy. Go to www.worksafe.tas.gov.au and search for 'codes 2016'.

Case study

Safe Work Australia has a great video showcasing how a Queensland council reduced its body strain injuries through a successful program that used the input from workers to create solutions.

By simply starting with good communication — 'What are your issues? Where is it hurting when you do this activity? Why do we need to change it? What do you think we should be doing?' — and management support and commitment, the council made simple design changes, and saw reduced injuries.

Be inspired and watch this video. Go to www.safeworkaustralia.gov.au/media and search for 'hazardous manual tasks'.

Share the message

SafeWork NSW has a straightforward video that explains hazardous manual tasks and the approaches you can take to reduce body strain injuries.

It doesn't replace reading the code, and it does refer to NSW programs that aren't available in Tasmania. But it's a good introduction to hazardous manual tasks that you could play at staff meetings when discussing the problem.

Go to www.safework.nsw.gov.au and search for 'sprains and strains video'.

Take a break

Taking regular breaks to stretch is good for everyone. It can help keep your muscles warm and flexible, boost your circulation, and increase your range of movement. We've included a poster in this edition of Workplace Issues that you can display around your workplace to encourage workers to take regular stretch breaks.



Workers: What you can do to protect yourself from body strain

If you're a worker, there are things you can do to reduce the risk of a body strain injury happening to you.

- Take regular breaks to stretch. This can help keep your muscles warm and flexible, boost your circulation, and increase your range of movement. We've included a poster in this edition of Workplace Issues that you can follow for regular stretch breaks.
- Ask for assistance to set up your work area to avoid strain and awkward postures.
- Follow instructions, and take (or ask for) training to know how to reduce your risks. Training might include safe lifting techniques, or how to properly use any aids or equipment provided.
- Use any safety equipment provided as instructed.
- Contribute to safe working practices by discussing with your manager/supervisor or health and safety representative (HSR) any possible work hazards, including faulty

equipment. You may be able to help develop strategies to address body stressing injury risks.

Warning signs

It's important to recognise early warning signs of body stressing injuries. They can include:

- regular feelings of discomfort, aching or pain in your back, neck, shoulders, arms or wrists
- tingling, pain or numbness in your hands or feet
- weakness or clumsiness
- stiffness or limited movement
- swelling
- fatigue, disturbed sleep
- twitching or burning muscles.

Talk to someone early if you are experiencing any of these (or other) symptoms. You might speak with your manager/supervisor, HSR or WHS officer.

And see your doctor: early medical treatment for physical symptoms is

important to recover and prevent the situation worsening, and prevent the unwanted psychological issues that can sometimes accompany physical injury.

What can your employer do to help?

- Have your work area assessed to identify risks or possible contributing factors.
- Introduce control measures such as changing your work set-up, buying mechanical aids or equipment, changing how you do work.
- Provide support and any specialised equipment you may need to promote recovery.
- Provide a tailored injury management program if you need help returning to work.

Includes guidance from Comcare's 'Preventing body stressing injuries: Information for employees' at www.comcare.gov.au

WorkSafe: What we're doing

This edition, we profile two of the targeted programs that WorkSafe's inspectors, advisors and in Tasmanian workplaces. We'll showcase two more in our September edition.

Priority intervention programs

What

Inspectors play a major role in meeting WorkSafe's strategic priorities, through their enforcement and education activities:

- focusing inspection and advisory resources on high risk industries
- targeting WHS education, compliance and enforcement on high-consequence activities.

'The primary focus for WorkSafe's Industry Safety Inspectorate is to work to achieve positive health and safety outcomes in response to notifiable incidents and intervention requests,' explained WorkSafe's north west Team Leader, Anthony Warwick.

'When we're not engaged in this 'reactive' work, the Inspectorate is here to undertake proactive and preventative inspections focussing within targeted industry sectors.'

Goals

WorkSafe's strategic priorities include focusing on the industries and occupations that suffer the most deaths and injuries, or those with the most high consequences if things do go wrong. The ultimate goal is to reduce the number of workplace deaths, injuries, and illnesses.

Current subjects of priority intervention programs are the manufacturing, construction, healthcare and social assistance, and agriculture, forestry and fishing sectors.

'The industries we focus on vary in each region,' said Anthony. 'The north west has less construction activity compared to the south, but we have more food manufacturing, agriculture and forestry than the other regions.'

How are these industries decided? It's not random, but determined by analysing our extensive workers compensation claims data.



Some of our inspectors: Roman Seliga, Andrew Robertson and Michael Clark

How

WorkSafe has around 20 field-ready operatives based in Burnie, Launceston and Rosny and five Advisors ready to promote, support and educate industry. Innovative use of data results in a proactive and focussed approach to industry interventions and investigations.

'Inspectors assess a wide range of WHS risks during an inspection, but also focus on major causal mechanisms that lead to workers compensation claims in each of the targeted industries,' said Anthony. 'For example, if we're working with a business in the agricultural, forestry and fishing industry, the causes of incidents we look for include body stressing, being hit by moving objects, and falls, trips and slips.'

After an inspection, inspectors typically communicate their findings to those involved in a workplace inspection report. If necessary, they'll issue a prohibition or improvement notice, to fix anything they've seen that poses a serious WHS risk.

The Inspectorate maintains a major projects register that includes significant construction projects (usually around \$5 million in value). There is also an ongoing review of all asbestos removal notifications and monitoring of any evident discrepancies.

Success

In the last five years, manufacturing and mining (two of WorkSafe's priority industries) have reported notable decreases in the number of injuries.

Our inspectors and advisors have spent over 10,000 hours in the field, engaging with workplaces in these and other priority industries — or around 65% of their field activity. Over 60% of the time that inspectors and advisors has spent in these workplaces has been for proactive and educational visits, rather than reactive work.

More information

Go to www.worksafe.tas.gov.au/safety/inspectors

officers are delivering to improve work health and safety performance

Student education program



Advisor Paul Kilby, third from the left, with students from Elizabeth College

What

'Welcome to the Workplace' is run by WorkSafe's Health, Safety and Wellbeing Advisory Service.

Goal

To engage with students before they start work experience (and ultimately employment) with information about their safety rights and responsibilities.

How

Advisors have been running interactive seminars for school and TAFE students, using WorkSafe's successful Welcome to the Workplace guide as a starting point for discussions (the guide has been used by schools and the TAFE system since 2005).

'We started going to employment services initially, then schools and TAFE heard about it and asked us to talk with their students,' said the Advisory Service's Paul Kilby.

'We emphasis the safety roles, rights and responsibilities that everyone has in the workplace, from the officer and the PCBU right through to them, the new worker,' explained Paul. 'We give them some guidance and confidence so that if something isn't safe, they can stop, go to their supervisor and say, hey, this isn't safe.'

The Advisors also run through personal protective equipment (PPE) and their requirements to wear them, drugs and alcohol, and other workplace safety issues.

Success

'I went to a small business network forum recently, and discovered that we are the only kind of program like this running in Australia,' said Paul. 'Michelle Baxter, the CEO of Safe Work Australia wants to take the program to the G20 OSH International Congress in Istanbul — to share it on the world stage.'

More information

Find the guide the Advisors use at www.worksafe.tas.gov.au by searching for 'welcome'. To book an Advisor for your school or workplace, go to www.worksafe.tas.gov.au/safety/advisors



WorkCover Board visits north west

WorkCover Tasmania Board members and WorkSafe Tasmania staff meet Top Centre Laundry owner Rhys Johnson (far right)

Members of the new WorkCover Tasmania Board took to the road for a recent meeting and visited the north west of the state.

First stop was Top Centre Laundry in East Devonport, where Board members toured the impressive facility. The business invested heavily in reducing risk and improving efficiency using automation and mechanisation, and employs over 100 staff statewide.

The Board met with management and staff, and heard how Top Centre Laundry worked with WorkSafe inspectors to overhaul its safety management systems. The Board also lunched with inspectors and officers at WorkSafe's Burnie office, meeting them for the first time.

The new Board will be holding more of its 2018 meetings outside its usual Rosny base: in Launceston, in conjunction with WorkSafe Month in October, and at Parliament House to meet with WorkSafe's Minister, the Hon Guy Barnett.

With amendments to the Workers Rehabilitation and Compensation Act 1988, the Board was re-structured with new appointments commencing 1 January this year. The membership is:

- Graham Wood, a partner in legal firm Wallace Wilkinson and Webster. Graham has been the principal solicitor for the Police Association of Tasmania for more than 20 years, providing advice on workers compensation matters
- Sofia Mavratzas, an insurance industry professional. Sofia has held leadership roles with insurers, the South Australian statutory regulator and South Australia's largest private self-insured employer
- Jessica Munday, the Unions Tasmania secretary. Jessica has worked with the Community and Public Sector Union (Federal) for 12 years and is the Secretary and Treasurer of the Worker Assist Committee of Management

- Julieann Buchanan, Wesfarmers' Tasmanian worker's compensation manager. Julieann has 30 years of experience in workers compensation insurance, rehabilitation, and work health and safety at strategic and operational levels
- Dr Robert Walters, who has been the Board's medical advisor since 1997. Dr Robert has extensive experience on boards, including with Primary Health Tasmania and the Cancer Council of Tasmania.

The Board works with employers, workers, doctors and others to reduce work-related injury and illness and aid the early return to work of injured workers; and manages Tasmania's worker's compensation scheme.

What will be the future of work?

Think about how much our lives, including our working lives, have changed over the last five, ten, twenty years. Do you remember your first mobile phone — and how it definitely wasn't mobile? Do you remember banking before the internet? And can you imagine what our working lives will be like five, ten, twenty years from now?

Safe Work Australia in partnership with the CSIRO is looking into the future: the future of work, and how emerging technologies and trends will impact WHS and workers compensation over the next 20 years.

What's happening

Digital technologies (including automation and artificial intelligence) are becoming more common in the workplace. Employment patterns and structures are also shifting, with more and more freelance task-based work. These changes are happening within the broader context of Australia's ageing workforce and rising levels of stress and chronic disease.

New technologies and ways of working introduce new risks and challenges for WHS and workers compensation, but they also have the potential to make work safer and reduce workplace injury.

Emerging trends

The Workplace Safety Futures report by CSIRO's Data61 group identifies six emerging 'megatrends':

- the extending reach of automated systems and robotics
- rising issue of workplace stress and mental health issues
- rising screen time, sedentary behaviour and chronic illness
- blurring the boundaries between work and home
- the gig and entrepreneurial economy
- an ageing workforce.

Megatrends are issues that develop gradually but eventually reshape the environment.

Given these emerging factors, a key question for WHS and workers compensation policy makers is: how much can current regulatory and compensation systems meet these future challenges?

Planning for the future

'Scenario planning' addresses this question and the influential megatrends by sketching out the plausible conditions that may or may not require change.

This enables decision makers to start thinking about and 'stress testing' probable futures before they eventuate, and make wiser planning, policy and strategic decisions.

The Workplace Safety Futures report presents four plausible future scenarios for the future of WHS and workers compensation in Australia, based on alternative ways the megatrends could

play out. These range from 'business as usual' to totally 'transformed'.

Safe Work Australia is already looking at how the findings from the CSIRO's report will inform future policy development and highlight any areas where new guidance, research and data might be needed.

As the report says, 'the coming 20 years will bring significant changes that are likely to have disruptive impacts on the Australian working environment. Anticipating these impacts and preparing for a range of plausible futures is an important step in ensuring the long-term effectiveness of Australian WHS and workers compensation systems'.

Get the report

Get the full Workplace Safety Futures report to learn about the megatrends and the four response scenarios in greater detail — and stimulate some thought-provoking conversation in your workplace.

Go to www.safeworkaustralia.gov.au and search for 'future of work'.

The future of work, and building the capacity of industry to respond to emerging issues such as these covered in the Safe Work Australia report, will be the theme of WorkSafe Month 2018. For more information about the month, see the article in this magazine or go to www.worksafe.tas.gov.au.

Update: WorkSafe Month 2018

The WorkSafe Month 2018 theme is 'The future of Workplace Health and Safety: Building capacity of industry to respond to emerging issues'.

Walk for Wellbeing

WorkSafe Month 2018 will again kick off with a launch and Walk for Wellbeing, this year at Montrose Foreshore Community Park on Sunday 7 October.

As well as officially marking the start of WorkSafe Month, the day coincides with the beginning of Mental Health Week.

This free event for everyone aims to raise awareness and understanding of the impact and risks that blurring the boundaries between work and life can have on an individual.

Advisory Service facilitated activity

WorkSafe Tasmania's Advisory Service will be available throughout WorkSafe

Month to provide practical workplace safety, health and wellbeing advice and education to regional small business and the community at various organised WorkSafe events. These will include:

- hosting statewide facilitated risk management workshops; dates and locations to be advised
- attending the Flinders Island Show on Friday 19 October and at organised Flinders Island community engagement and awareness events
- attending the 2018 Strahan Village Beach to Bay Fun Run on Saturday November 3.

WorkSafe Conference 2018

Centered on the WorkSafe Month theme, the Conference — on 22–23 October at the Hotel Grand Chancellor Hobart — will form the pinnacle of WorkSafe Month 2018.

The Conference will include valuable networking opportunities and hands-on tools that attendees will be able to implement in their workplaces immediately following the Conference.

Sessions will provide attendees with the opportunity to share problems and challenges, and exchange ideas through theme aligned stream and topic speakers, panel discussions and workshops.

The key conference social engagement and event is a cocktail networking event on Monday 22 October. The event will recognise innovation and excellence in work health, safety, wellbeing, rehabilitation and return to work.

For more details as they develop, watch our website at www.worksafe.tas.gov.au.

WorkSafe Tas awarded for asbestos awareness campaign



Betty the Bus on display during her Tassie tour last year

WorkSafe Tasmania recently won two Betty Awards for its outstanding contributions to increasing awareness of the dangers of asbestos during the National

Asbestos Awareness Campaign, in November 2017.

WorkSafe won 'Best Asbestos Awareness Campaigner: Government Department or Organisation' and

WorkSafe's Principal Executive Officer Jenna Mays won 'Outstanding 2017 Asbestos Awareness Campaign Manager' for her valuable contribution to Betty the Bus's tour of the state in October and November last year.

The Betty Awards recognise individuals, governments, organisations and businesses that conduct awareness and education activities in the community.

WorkSafe was in good company: TasTafe also won an award, as did many local councils around the country.

Jenna's individual award recognised her detailed work helping promote Betty's 29-day, 4,000 km tour of the state, which was acknowledged as 'the most successful tour since we launched Betty in Sydney in 2012'.

Jenna and WorkSafe were integral to the success of Betty tour by providing media awareness, communication and ground support with inspectors, advisors and officers who attended events and promoted the campaign messages.

Be safe with carbon monoxide

Following a recent coroner's findings into two deaths caused by carbon monoxide poisoning, Consumer Building and Occupational Services (CBOS) provides this practical guide to being safe with equipment that produces carbon monoxide gas as a deadly by-product.

Carbon monoxide gas

Carbon monoxide is a colourless, odourless and tasteless gas produced when some fuels (such as LP gas, diesel, petrol or natural gas) don't burn properly. These fuels need a lot of air and the right gas supply pressure to burn safely.

Carbon monoxide is generally not produced in harmful concentrations when fuels burn properly. But in faulty or poorly maintained appliances, carbon monoxide may be produced. Poor ventilation, an appliance flue or exhaust not located correctly, the wrong supply pressure or dust blocking gas ports can all affect the burning process.

Health dangers

You can't see, taste, feel or smell carbon monoxide. Inhaling low levels of the gas can cause dizziness, weakness, nausea, sleepiness and many other symptoms. Inhaling high levels can cause seizures, angina or heart attacks, vertigo, lack of consciousness. Very high levels can cause death, within minutes.

Service your equipment

Gas appliances and other fuel-powered portable equipment need regular servicing to ensure:

- they are operating correctly
- exhaust gases are conveyed outside
- they are not damaged, dirty or out of calibration
- they are burning at their optimum level.

If gas appliances are maintained and used according to operating instructions, the risk of carbon monoxide being produced is greatly reduced.

CBOS recommends you have your gas installations in boats, caravans and RVs checked annually by a licensed gasfitting practitioner. To find one, go to cbos.tas.gov.au and search under the 'licensing and registration' square.

Keep vents clear

Never cover or close your boat, caravan or RV's permanent vents to the outside. Vents ensure a free flow of fresh supply air to your gas appliances and also to you. Covering these vents with any type of material could result in carbon monoxide poisoning.

Make sure the vents are free of dust and lint, too.

Always vent to the outside and away from open windows

The location of your appliance is also critically important.

Never use free standing generators, other fuel-burning devices or engines inside.

Make sure exhaust gases always discharge outdoors and not into an enclosed space such as an annex.

Do not position fuel-burning devices near any vents or opening windows. This may lead to the gases drifting back into your sleeping area.

For outdoor use only

It may seem obvious, but we need to say it: 'approved for outdoor use only' means you must only use the equipment outdoors. Sadly, there are people who do not follow this.

Examples of 'approved for outdoor use only' gas appliances include:

- barbecues
- fridge/freezers
- butane cartridge 'lunch box cookers'
- gas lanterns.

Appliances designed for outdoor use generally have far higher carbon monoxide emissions and do not contain the same safety devices of appliances approved for indoor use.

Do not set up outdoor appliances in enclosed spaces such as annexes.

Position outdoor gas appliances well away from windows or doors of enclosed areas.

Never use gas appliances, including portable gas heaters, in unventilated spaces. If the appliance is not ventilated properly, it might not operate correctly and can result in carbon monoxide being produced.

Follow manufacturer's instructions

Always use a gas appliance in accordance with the manufacturer's instructions — do not use it for anything other than its intended purpose.

For example, a gas cooker is for cooking. It is not designed to be a space heater.

About LP gas installations

Check the installation date of the LP gas installation in your boat, caravan or RV:

- if it has been installed by a licensed gas fitting practitioner within the last six years, then it's likely that the ventilation requirements meet the relevant Australian Standard
- if it's older than six years, you should contact a licensed gas fitting practitioner to ensure that the installation, appliances, flue or exhaust and permanent ventilation requirements are in safe working order.



Don't freeze out safety

Cold weather creates some safety challenges for people who work outside. Although we have reasonably mild winters compared to some northern hemisphere countries, a cold winter's day in Tasmania can still put workers at risk of injury or illness.

Hypothermia

Outdoor workers in Tasmania can be at risk of mild hypothermia under certain conditions, and should be alerted to the symptoms, risks and prevention strategies as part of their safety induction.

The symptoms are not likely to be extreme, but can lead to an increase in minor incidents and injuries and loss of productivity. Cold muscles are also more prone to sprains and strains from manual handling tasks.

Signs and symptoms

These symptoms are not always likely to be recognised, but rather put down to fatigue or just feeling off colour.

Mild hypothermia is where the body's core temperature, which is normally 37° C, drops to 37–35.5° C. Signs and symptoms include:

- shivering that's not under voluntary control
- not able to perform complex motor functions but can still walk and talk
- numb hands and feet.

Moderate hypothermia is where the body's core temperature drops to 35–33.8° C. Signs and symptoms include:

- dazed or 'fuzzy' thinking
- loss of fine motor coordination, particularly in hands
- slurred speech
- violent shivering
- irrational behaviour; an 'I don't care' attitude.

Look for the 'umbles' — stumbles, mumbles, fumbles, and grumbles.

How it happens

Hypothermia can result from extended exposure to cold temperatures or a cool, damp environment. It doesn't have to be snowing – even at temperatures of about 15° C, mild hypothermia can set in.

Hypothermia doesn't just happen in cold winter weather when there are low temperatures or low wind chill factors, but under more mild conditions as well. A rain shower that soaks you to the skin on a cool day can lead to hypothermia if you don't move inside to warm up and dry off.

Other contributing causes include inadequate clothing and neglecting to cover your head, hands and feet.

See the box at right for more causes.

Safety risks

Obviously even the mild symptoms can create a hazard on an outdoor

worksite. Lack of mental and physical co-ordination could put fellow workers at risk.

While many outdoor worksites in Tasmania recognise the need to protect their workers in hot weather — providing sun protection and adequate rest and rehydration breaks — it's worthwhile performing the same risk assessment on outdoor workers in cold weather.

What you can do

Outdoor workers should remember the advice that follows with the simple acronym COLD:

C for Cover: Wear a hat or other protective covering to prevent body heat from escaping from your head, face and neck. If your job entails wearing a hard hat, then a thermal cap or balaclava that is thin enough to allow you to maintain a correct fit of the hard hat can be worn (no thick wool or pom-poms!).

Cover your hands with gloves or mittens (depending on the work to be performed). Mittens are more effective than gloves because mittens keep your fingers in closer contact with one another, but may be impractical for some tasks.

O for Overexertion: Avoid activities that would cause you to sweat a lot. The combination of wet clothing and cold weather can lead to rapid heat loss. Sweating increases dehydration, so make sure you keep your fluid intake up.

L for Layers: Wear loose-fitting,



New resource: Working in heat

layered, lightweight clothing. Outer clothing made of tightly woven, water-repellent material is best for wind protection. Wool, silk or polypropylene inner layers hold more body heat than cotton does. Look for fabrics that wick moisture away from the body.

D for Dry: Stay as dry as possible.

In the winter, pay special attention to your feet. Working in wet boots and socks in low temperatures can lead to a condition known as 'trench foot' or 'immersion foot', which is similar to frostbite but without freezing.

Your mother wasn't being fussy when she told you to 'rug up, wear a hat and scarf' before sending you outdoors as a child: she was just applying a commonsense strategy to reduce the possible effects of cold exposure. It makes sense to remember her advice if you are an outdoor worker!

Conditions that can lead to hypothermia

- Cold temperatures/wind chill
- Improper clothing and equipment
- Wetness from rain or perspiration
- Fatigue, exhaustion
- Dehydration
- Poor food intake
- Alcohol intake: causes increased blood flow to the extremities, leading to increased heat loss and increased dehydration.

It may be the middle of a cold Tassie winter, but workers subject to hot conditions are still at risk in an indoor environment.

Hospitality workers in kitchens, factory workers who use hot machinery, and construction workers who go into roof cavities with no air flow are just some examples of workers at risk.

If these examples sound like situations in your workplace, then Safe Work Australia's new guide, *Managing the Risks of Working in Heat*, can help you make sure you and your workers stay safe.

The dangers

Working in heat can be hazardous and can cause harm to people.

The human body needs to maintain a body temperature of approximately 37 degrees Celsius. If the body has to work too hard to keep cool or starts to overheat, a person begins to suffer from heat-related illness. This is a general term that describes a range of progressive heat-related conditions including fainting, heat rash, heat cramps, heat exhaustion, and heat stroke.

How to manage it

The new guide steps you through a risk assessment with questions and pointers specific to working in heat (and a handy checklist you can use). It has relevant control measures that may help you protect workers from the effects of working in heat; and a first aid fact sheet that summarises the symptoms of different heat-related illnesses and the first aid measures you should take.

Find the guide

Go to the Safe Work Australia website at www.safeworkaustralia.gov.au and search for 'working in heat'.

Ageing workers + WHS

Australians are increasingly working to older ages. The rate is likely to continue to increase as the retirement intentions of Australians change.

- In March 2016, Australians aged 65+ had a workforce participation rate of 13% (17% for men and 9% for women), compared with 8% in 2006 (12% for men and 4% for women).
- By 2050, around one quarter of all Australians will be aged 65 years and over, with the proportion of younger Australians declining.
- There are twice as many women as men aged 85 years and over, reflecting their longer life expectancy.
- It is estimated that the number of Australians aged 85 and over will increase from 400,000 in 2010 to 1.8 million by 2050.

Sources: Australian Government's Institute of Health and Welfare www.aihw.gov.au; Australian Human Rights Commission www.humanrights.gov.au/face-facts-older-australians

Myths

Older workers can be victims of outdated attitudes, stereotypes, unfair policies and prejudices.

For example, a common misconception is that older workers are 'over the hill' and can't work safely or effectively.

Others may think that older people are unable or unwilling to learn new

skills ('you can't teach an old dog new tricks'). But age does not determine one's curiosity, nor productivity or physical fitness.

Consequences

These beliefs can negatively affect older workers by excluding them from learning and training, denying them promotions, and even prematurely forcing them out of the workplace.

According to the Australian Human Rights Commission:

- around 35% of Australians aged between 55 and 64 years say they've experienced discrimination because of their age
- the most common types of discrimination include being turned down for a job, being ignored or treated rudely, and having disparaging jokes made about their age
- one in five Australians aged 55 years or over claim that age is a major barrier to finding a job or getting more hours of paid work. They say that employers consider them 'too old'.

These attitudes can also negatively affect businesses. Older workers can be a valuable resource, a source of skills and knowledge, especially for younger or newer workers just starting out.

Facts

In a recent WorkSafe community survey, respondents in the 50+ age group were the most aware of their responsibilities and what they need to do to work safely, and the least likely to take shortcuts with safety. They were also the most likely to:

- keep up to date with current WHS issues
- be thinking of safety every day
- report a safety issue or accident
- use safety gear where provided.

These counteract the myths that we outlined above and that circulate in the community!

Moving forward

A long working life is possible and desirable for many of us. It can be promoted by creating positive cultural and environmental factors that support health, safety and wellbeing in the workplace.

Don't just focus on or target your older workers, though: improving the health, safety and wellbeing of all your workers will reap benefits for everyone. You'll retain them for as long as possible, in the best health as possible.

So take a holistic view to building the capacity and capability of your workers:

- recognise the value of experience
- encourage lifelong learning
- promote wellbeing at work and a sustainable longer work life
- facilitate skills being passed on between 'generations'.



SAFETY

Volunteer organisations: What are your WHS duties?

Other practical advice

We think it's obvious that creating a safe and healthy workplace will benefit all your workers. That might mean reducing manual handling risks, controlling noise hazards, getting shiftwork rosters right, or taking measures to address sedentary work practices. Following safe work procedures, using the appropriate PPE and looking after your own health and safety is something workers can do, too.

WorkSafe's 'A guide to managing an ageing workforce' provides practical know-how for employers and workers on these issues and more. Go to www.worksafe.tas.gov.au and search for 'ageing workforce'.

Snapshot: Tas facts

For the financial years 2011–12 to 2015–16:

- the 55–64 year age group grew by 20% (from 30,471 to 36,674)
- the 65 and over age group grew by 43% (from 5,011 to 7,166)
- there is a higher proportion of workers aged 45 and over in the health care industry
- there are fewer in Retail, Construction, and Agriculture, Forestry & Fishing.

Source: WorkSafe Tasmania. Data was taken at 20 July 2017.

Sometimes there is confusion about WHS obligations towards volunteers and in volunteer organisations. The simplest way to determine if you have duties is to ask:

Does my organisation employ and pay anyone to carry out work?

Yes?

Then both your organisation (which is a PCBU) and the volunteers it engages (these volunteers are workers under the law) are covered under WHS laws.

You should read the information for volunteer organisations on the Safe Work Australia website. Go to www.safeworkaustralia.gov.au and search for 'volunteer guide'; this essential guide contains practical guidance on what you need to do.

No?

Then your organisation is a volunteer association, made up only of volunteers working together for a community purpose. The organisation and its volunteers are not covered under the Work Health and Safety Act 2012, and therefore do not have WHS duties.

However, even though you have no duties under this Act, you should seriously consider complying with general WHS duties as a matter of course.

Keeping your volunteers safe is your main priority, and establishing a system that protects them makes good sense.

General and common law duties of organisations that engage volunteers are well established. Australian courts have long recognised that volunteers are owed a general duty of care by the people and the organisations they support.

So even if your organisation is a volunteer association and does not fall under the Act, it is a good idea to comply with general WHS duties.

Develop a system

Establishing an appropriate safety management system to ensure the safety of your volunteers (workers) is a simple process.

Read our Safety Management Toolkit, which can help you meet your duties under the law if you are a PCBU, or give you general guidance if you are a volunteer organisation. The toolkit steps you through what you need to do to develop and implement a safety system. Go to www.worksafe.tas.gov.au and search for 'toolkit'.

Our Work Health, Safety and Wellbeing Advisors can also help you develop a safety management system. To arrange a free and confidential visit, go to www.worksafe.tas.gov.au and search for 'request a visit'.

What about Australian Standards?

We talk about safety codes, acts and regulations a lot in Workplace Issues. But what about standards? What's their role in WHS and how do they connect with the codes and laws?

What standards do

Australian Standards provide guidance to ensure safety, performance and reliability through specifications for goods, systems and services. For example, there are standards regulating sunglasses, to ensure these are made so your eyes are sufficiently protected from damaging UV rays.

There are Australian and international standards, and standards developed by industry and by regulators.

Standards and laws

Standards are not laws, so there's no general requirement to conform to them.

However, where the WHS laws say you must conform to specific standards, failing to do so may result in a breach of the WHS laws.

For example:

- Regulation 223 of the Work Health and Safety Regulations 2012 covers the use of laser equipment on plant. It refers to AS 2397:1993 – *Safe use of lasers in the building and construction industry* to define types of laser equipment that mustn't be used
- Regulation 171 covers the required competencies for those doing diving work. It refers to AS/

NZS 4005.2:2000 Training and certification of recreational divers and AS/NZS 2815 *Training and certification of occupational divers* to define these competencies.

A court may also view that conforming to a Standard was 'reasonably practicable' for that person to do in the circumstances. A standard may be considered information that a duty holder knows (or ought to reasonably know) about a hazard or risk and about the ways to remove or reduce the risk. This may include acquiring knowledge of, and keeping up-to-date with changes to, relevant Standards.

Standards and codes

While following codes of practice is not mandatory, codes are admissible in court proceedings, and a court may rely on a code to determine what is 'reasonably practicable' when deciding a matter.

If an approved code recommends following a specific standard, then it would be reasonable to consider the specified standard forms part of that approved code.

Get detailed information

Safe Work Australia has a detailed information sheet that explains the relationship between the WHS laws and Australian standards. It also covers international standards. Go to www.safeworkaustralia.gov.au and search for 'Australian and other standards'.

WHS laws review in progress



Marie Boland from Safe Work Australia

Safe Work Australia is currently reviewing the WHS laws that came into effect six years ago. Safe Work Australia has engaged Marie Boland, former Executive Director of SafeWork SA, to lead the review, and in late March she visited WorkSafe Tasmania offices to discuss the review.

While public comment is now closed, you can find out more about the review at engage.swa.gov.au.

Australian Work Health and Safety Strategy 2012–2022



Healthy, safe and productive working lives

Update: Revised Australian WHS Strategy

Safe Work Australia has published a revised version of the Australian Work Health and Safety Strategy 2012–2022, to ensure it continues to make a positive difference in Australian workplaces.

The changes include some terminology changes, and a more explicit reference to workplace bullying, harassment and occupational violence.

How they came about

The changes are a result of the Strategy's scheduled mid-term review. While this review showed that overall support for the Strategy remained positive, it did highlight some areas for greater attention, to keep the Strategy relevant for the next five years.

As a result, Safe Work Australia will:

- undertake detailed analysis of the cause and controls of work-related fatalities, injuries and illnesses, with an initial focus on the agriculture sector and musculo-skeletal disorders
- explore the feasibility of national lead indicators to support improved workplace performance measurement and reporting
- develop effective information sharing and improved co-ordination of activities implemented under the Strategy.

Find the Strategy

Get your copy of the Strategy, share it with your co-workers, and see how it applies to your workplace. Go to www.safeworkaustralia.gov.au and look under the 'news and events' tab.

Got a problem?

Are you having WHS issues in your workplace? Thinking about picking up the phone to WorkSafe Tasmania for an intervention? Before you place that call, there are some steps you should try in order to resolve the matter in-house.

In-house first

They include:

- reporting the issue verbally to your supervisor or manager
- reporting the issue through your workplace's hazard reporting procedures
- raising the issue with your health and safety representative (HSR) or health and safety committee
- raising the issue with management through your union representative.

Communicating with one another may resolve the matter quickly and positively, without the need to involve WorkSafe.

What WorkSafe needs

However, if you feel that these steps have not been effective at fixing the problem, or are not appropriate, then you can contact WorkSafe for assistance. You can call 1300 366 322 or email wstinfo@justice.tas.gov.au.

In order to help you, we will need as much information as possible. This includes information that will allow us to:

- find the address of the workplace and the location within that workplace where the WHS issues are occurring
- identify the exact nature of the issues/concerns (for example, working at heights or plant safety risks)
- identify the name and address of the organisation or individual in control of the workplace.

WorkSafe inspectors won't reveal your name as the source of the request to the workplace parties involved unless you consent.

If you choose to remain anonymous when speaking to us, it's not possible for an inspector to seek further information from you or provide you with feedback on the issue.



Build a wellbeing program: Organise your program

You've got management support behind you and you've got a co-ordinator — let's move forward assuming that's you!

Consider a working group

No matter what size your workplace is, consider creating a committee or working group.

This is not meant to introduce an extra layer of bureaucracy; rather, it can ensure success by sharing the workload, and getting input and ideas from throughout your workplace.

So bring together a small group of workers representing each team in your workplace or with an interest; for example, your safety, human resources or operations teams. In a small organisation, you might gather a few motivated workers — some wellbeing 'champions' (smaller workplaces may also consider inviting a community health centre to contribute).

Or it may be a new task for an existing group, such as your health and safety committee; the advantage of this is that wellbeing and safety become integrated.

Whatever your option, the members should have an interest and enthusiasm for wellbeing: people who'll show their support by participating in activities and communicating the program's progress to other workers.

You may want to consider drawing up some terms of reference for your group. This can keep you on track with your role and your goals. To make this easy, we've developed a template for you to customise; go to www.worksafe.tas.gov.au and search for 'terms of reference'.

Roles and tasks

Your working group should meet regularly to start program planning and preparation. Its role is to guide the implementation of your wellbeing program. Delegate responsibilities and tasks, which will likely include:

- identifying resources, facilities and expertise and networks to draw on
- identifying potential barriers to implementing your program
- identifying processes already in place in your workplace that may help you plan and implement your program

- setting the goals for the program
- conducting a needs assessment in your workplace, then prioritising these needs
- developing an action plan that covers strategies and activities
- implementing the program, and monitoring its progress and effectiveness
- evaluating the program and reporting on the outcomes to your senior managers.

As work gets under way, you and your working group should keep a record of:

- notes from your meetings
- feedback from participants (and those not participating)
- costs; materials and resources required.

This will help with future evaluation.



Build a safety system: Communicating and sharing information

In this series, we've helped you build an effective safety management system, specific to your workplace needs. You'll find previous articles in past editions (starting from the September 2015 edition) at www.worksafe.tas.gov.au under the Resources tab.

This edition we explain the importance of communicating and distributing WHS information to your workers for the best safety outcomes.

What to share

First up though, what information are we talking about?:

- WHS policies
- safe work procedures
- information about hazards
- names of health and safety reps (HSRs) and WHS committee members; first aid and other wardens
- dispute resolution procedures
- updates about how reported/raised safety matters are being addressed.

Workers need accurate WHS information to perform their work tasks safely, and they need to know where to find this information. So it's vital that your safety system has an effective

method for systematically distributing this to them.

How to share it

By that, we mean it's as simple as noting down what methods you use, which may include:

- sending all-staff emails
- putting information up on noticeboards
- handing out printed flyers or notices
- asking HSRs to share information in their workgroups
- adding safety to the agendas for staff meetings, toolbox meetings, and at inductions.

And of course, keep copies of whatever you do, too: copies of those flyers or emails; minutes of meetings and records of discussions.

Consider your workers' needs

Do your workers need this information in a language other than English? In simple language for lower literacy levels? Maybe you need to have the material translated into other languages or even interpreted in pictures. You should probably also explain it directly to your workers.

Consider others' needs

That means the safety needs of your customers, suppliers, contractors and others who interact with your business. This is legally required **and** good business practice.

Start by listing these 'external parties'; this will help you work out what they need to know. Emergency procedures is an obvious one, but maybe they need to know about safe work procedures, safety data sheets for chemicals they'll use in your workplace, or product recalls you know about.

And they probably need to provide you with safety information too, especially suppliers of chemicals or equipment, or contractors you've engaged to work for you or at your workplace.

You should also create a procedure outlining how you would collect, record and deal with safety complaints from external parties. This audience might be broader and include the general public and regulatory authorities.

And you know what we're going to say next...keep copies of it all, ingoing and outgoing.

Employers: Notify your insurer of an injured worker claim

It seems many employers don't know when they must tell their insurer that a worker has notified them of a workplace injury.

What to do

It's really very easy:

- within three working days of being notified of an injury, you must notify your insurer if the injury is or is likely to result in the worker being totally or partially incapacitated for work
- inform the worker within 14 days of being notified of an injury of their right to make a claim by providing the prescribed section 33A notice. You can find a copy of the notice at www.worksafe.tas.gov.au by searching for GF172. You are not required to provide the notice if a completed claim form is provided within 14 days of injury notification
- within three working days of receiving a completed claim form, you must notify your insurer
- complete the employer's section of the claim form and forward it to your insurer within five working days.

Failing to comply with these time frames is a breach of the Workers Rehabilitation and Compensation Act 1988 and may result in your insurer refusing to indemnify you.

Your insurer has an injury management program approved by the WorkCover Tasmania Board. Early notification of injuries will help in the early identification of return to work options, and the best outcomes for you and your worker.

What about brokers?

You can notify your insurance broker of a workplace injury if you wish. However, to ensure you're complying with the law and to avoid potential penalties, you must notify your insurer.

What's the workers comp premium rate suggested for your industry?

Each year, WorkSafe Tasmania publishes a set of suggested industry premium rates for workers compensation for each industry. The purpose of this is to better inform the marketplace of the cost of workers compensation insurance cover:

- licensed insurers may use these suggested rates as a guide to setting their premiums for the following year
- employers may refer to these suggested rates as they consider quotes for workers compensation from insurance companies.

Why are they 'suggested'?

It's important to note that the suggested rates are a guide only.

The actual rates charged by insurance companies to individual employers may differ from the suggested rates, with each insurance company taking into account the industry and employer's risk factors, past claims and WHS circumstances.

However, if the actual premium you're charged for your workers compensation cover differs significantly from the suggested rate, or if you have any concerns about the premium rate you are being charged, you should contact your insurance company or broker to get clarification.

Find your suggested rate

To find out the suggested rate for your industry, ask your insurer or broker for the ANZSIC code your business falls

under (see How they're determined below), then go to the WorkCover Tasmania website at www.workcover.tas.gov.au and search for 'suggested industry premium rates'.

How they're determined

To determine the rates, industries are grouped according to the Australian and New Zealand Standard Industrial Classification (ANZSIC) system, where each industry is assigned an individual four-digit ANZSIC code.

The claims history and costs for each industry are considered, then the future claim numbers and costs for the industry are estimated.

To calculate each industry's 'gross premium', an estimated percentage for insurer expenses and insurer profits is added to determine the total required premium pool.

The premium pool is then divided by what the estimated wages will be for the industry in the subsequent year. The result is a premium expressed as a percentage of wages.

The average suggested premium rate for 2018–19 is 2.10% of wages, a decrease from 2.27% last year.

Around 92% of industry classes either have a lower or unchanged suggested rate in 2018–19 compared to 2017–18.

This means that most Tasmanian businesses should not see an increase in their workers compensation premiums in the coming year.

Everybody's Talking...

Questions and answers from our Helpline

Do I need a licence to perform high risk work to operate a multi tool carrier/telehandler?

This information comes from our Guide to High Risk Work Licensing in Tasmania (go to www.worksafe.tas.gov.au and search for 'GB101'):

- when the multi tool carrier is non-slewing and fitted with a jib or used as a crane with a rated capacity of 3 tonnes or less: No licence is required
- when the multi tool carrier is non-slewing and fitted with a jib or used as a crane with a rated capacity greater than 3 tonnes: Operators must hold a non-slewing mobile crane licence (CN)
- when slewing and fitted with a jib or used as a crane of any description: Operators must hold a slewing mobile crane licence appropriate for the rated capacity (for example, a C2 licence allows for a rated capacity up to 20 tonnes)
- when machine is fitted with forks and similar attachments: No licence is required
- when machine is fitted with a loader bucket: No licence is specified by the laws
- when machine is fitted with a boom-type elevating work platform greater than 11 metres: Operators must hold a boom-type elevating work platform licence (WP).

After completing my high risk work training, how soon must I apply for the licence at Service Tasmania? Does the same apply to my construction induction card?

After being trained by a registered training organisation (RTO) and issued with a High Risk Assessment Summary and Interim Licence for High Risk Work, you must submit your application at Service Tasmania within 60 days.

The same 60 day requirement applies for a construction induction licence after you have been issued with a Statement of Attainment by the RTO.

If you miss the 60 day cut off, you won't be issued with a licence and may need to go through the training again.

How do I make an effective WHS complaint to WorkSafe Tasmania?

It's important to make sure you have all the necessary information to hand when you call or write to us:

- details of the workplace: address, phone numbers, person in control, type of industry
- examples of the issues: incidents that have actually happened, the type of machinery involved, names of people involved
- details of any relevant reports (such as incident reports or workers compensation claims) made to the person with management and control of the workplace.

Be prepared to be contacted by a WorkSafe Tasmania inspector wanting more information, and to be a potential witness. The full story is not always immediately apparent from one phone call, and it may be necessary for an inspector to seek more information to get to the crux of a matter.

Unlicensed or faulty building, electrical, plumbing and gasfitting is administered by Consumer, Building and Occupational Services (CBOS). Call 1300 654 499.

What is the long service leave entitlement for an employee who has been continuously employed for over 10 years, in accordance with the Long Service Leave Act 1976?

Example:

An employee continuously employed for 13 years 6 months and 14 days, resigns (for any reason) or is terminated by the employer (for any reason). They are eligible for payment of all their accrued long service leave on termination.

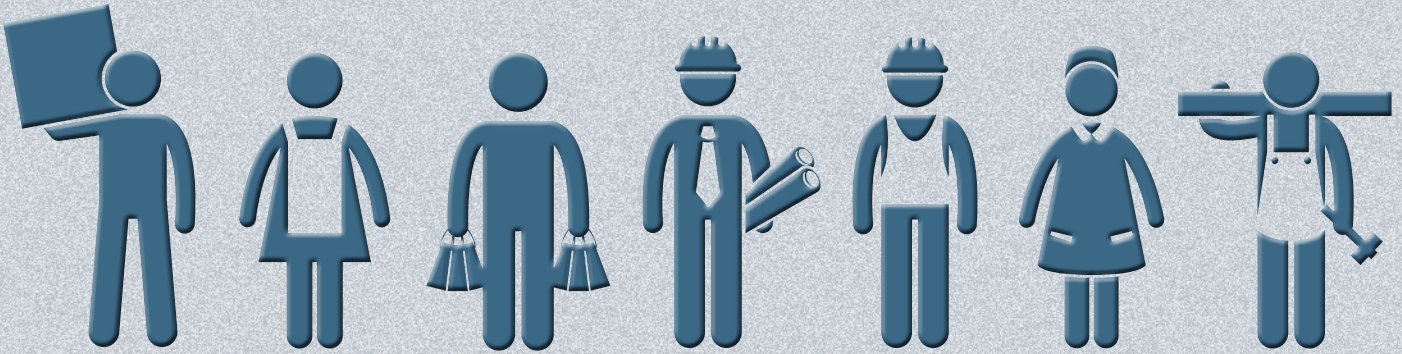
The calculation is as follows:

$$(13.5383 \text{ years} \div 10 \text{ years}) \times 8.667 \text{ weeks} = 11.7332 \text{ weeks}$$

Go to www.worksafe.tas.gov.au and search for 'GB360' for other provisions.

Manual Hazardous Tasks

**In the first 3 months of 2018, there were over 600 body stressing claims:
that's nearly 7 workers injured every day through body stressing incidents**



3 most common industries for body stressing injuries:



Aged care

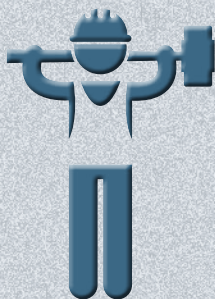


Hospitals



Local government
administration

**In the last ten years, Health Care has overtaken Manufacturing
as the industry with the most body stressing injuries**



Miscellaneous
labourers



Personal carers
and assistants



Cleaners and
laundry workers

Between 2008–17 in Tasmania, body stressing averaged 36% of all claims and 39% of lost time claims

The average body stressing injury over the last 5 years has resulted in around 24 days lost from work:
that's over a month of full-time hours for each injured worker

Safety is good for business. Go to www.worksafe.tas.gov.au for resources to help you