

Summer 23/24

WORKPLACE

Issues

ALL THE
WINNERS
OF THE 2023
WORKSAFE
AWARDS

Providing
meaningful work
for your injured
worker

ARE YOU
SUMMER READY?

UV and heat safety,
emergency planning and more

2023
WORKSAFE

Work Safe
TASMANIA

From the Executive Director

As the year draws to a close, it is a good time to reflect on the achievements of your business. Maybe you successfully hired new workers who have become valuable team members. Maybe you won an important new client or helped your existing customers and stakeholders to everyone's satisfaction. Perhaps you increased sales or orders, met important deadlines, or expanded into new premises.

These are important milestones and successes worth celebrating and building on in 2024.

So what about your work health and safety achievements? What goals have you achieved, what plans have you brought to fruition and embedded into your workplace? What have your workers accomplished in the safety arena that deserves recognition?

In this month's magazine, you'll read about the winners of the WorkSafe Awards. These are workplaces and individuals who are leading the way in work health and safety, wellbeing, and injury management. The Awards recognise the people and the workplace initiatives and solutions that help achieve a safer and healthier work environment.

You may not have entered the Awards, but I encourage you to celebrate the safety successes, and the people behind them, in your workplace.

As a leader in your workplace, you can play a significant role in changing attitudes and shaping behaviours. Recognising your safety milestones and the individuals or teams who drove them is one way of doing this. It's a real demonstration that you are committed to the safety and wellbeing of your workers.

It's a very exciting way of building a positive workplace culture where everybody is committed to being safe, and where everybody sees themselves as part of a winning team.

Promoting your safety progress through staff updates, team meetings and even a morning tea or barbecue can help you sustain real momentum within your workplace. Make sure your achievement isn't a 'tick and flick' exercise, a policy or procedure that is launched after months of consultation and collaboration, only to curl up and fade on a noticeboard. Make sure any change, initiative or solution you introduced continues to work for you.

And don't rest on your laurels. Why not find out how you can share your safety improvements and initiatives with others. This can be especially valuable if you are a larger business with the resources to mentor and support smaller businesses in your community.



Robyn Pearce

Executive Director, WorkSafe Tasmania

If you have established safety resources (such as sample policies, forms for doing job safety analysis or other pre-job checks), share them with your contractors, especially if they are a small business. This helping hand ensures improved safety standards and outcomes for everyone.

Who knows: the safety wins you celebrate today with a cuppa in the tearoom may one day be heralded on a grander scale amongst your peers, from the spot lit stage of the WorkSafe Awards. I look forward to seeing you there.

Contents



04

WorkSafe Award winners and more!

12

WorkSafe Month Wrap-up

16

Working safely in summer

18

Talking safety with new workers

19

Be safe with asbestos

20

Prepare and plan for workplace emergency

22

Supporting injured workers

From the Minister

Welcome to the Summer edition of Workplace Issues, which this year shines a spotlight on the 2023 WorkSafe Awards and WorkSafe Month.

I am so pleased to have portfolio responsibility for workplace safety and consumer affairs as I am passionate about ensuring that everyone can go home safely from work, every day. It is important that our workplaces are safe both physically and mentally. To this end, I am keen to particularly support small and medium sized businesses so they are better able to meet their responsibilities in work health and safety and injury management. Psychosocial hazards including bullying and harassment, and physical hazards such as silica exposure, are areas I am especially focused on.

As Minister for Workplace Safety and Consumer Affairs, I was pleased to attend the presentation dinner of the WorkSafe Awards, held on Friday, 3 November, at the Hotel Grand Chancellor Hobart. I valued meeting so many employers, managers and workers at the WorkSafe Awards who are committed to improving the workplace processes and relationships that contribute to safer workplaces and successful injury management outcomes.

The Awards recognise Tasmanian workplaces and individuals who are leading the way in workplace health, safety, wellbeing, and injury management.

This year 56 entries were received, each demonstrating a commitment to leadership, innovation and continual improvement that makes our workplaces safer for us all. In these pages, you will learn about the achievements of our 2023 winners. I hope they inspire you to make safety a strong priority in your workplace.

Our Government's commitment to improving safety, health and wellbeing is demonstrated in our proud support of WorkSafe Month, a long-running initiative of the WorkCover Tasmania Board delivered by WorkSafe Tasmania.



Madeleine Ogilvie
Minister for Workplace Safety
and Consumer Affairs

The in-person and online events of WorkSafe Month have helped change behaviours and attitudes, and skill employers, managers and workers to better manage workplace hazards, manage positive return to work and injury management outcomes, and improve mental health for themselves and in their workplaces. The Month's Program of Events also included the annual Health and Safety Representatives Conference in Launceston and Hobart.

All these events and options ensured everyone could explore the latest developments in work health and safety, mental health, wellbeing, return to work and better work-life balance. I wish to thank the motivating experts and leaders for continuing the Month's tradition of helping workers, managers and employers learn how to manage workplace hazards, work safely, and understand their rights and responsibilities.

Together, we will carry this commitment forward and through to a safe and healthy new year in 2024.

Workplace Issues is published by WorkSafe Tasmania.

Find current and past editions, information about telefraud, our disclaimer and more at worksafe.tas.gov.au.

Subscribe for free at worksafe.tas.gov.au/subscriptions

Email your feedback to wstinfo@justice.tas.gov.au.

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



ISSN 1444-6316 (Print)

ISSN 2204-5597 (Online)

Phone:
1300 366 322

Email:
wstinfo@justice.tas.gov.au



WORKSAFE AWARDS AND MONTH

All Award photos taken by Tony Lomas
and Linda Higginson



The 2023 WorkSafe Tasmania Awards were presented on 3 November 2023 at the Hotel Grand Chancellor Hobart.

The gala event was attended by 250 people from a diverse range of workplaces, including construction, mining, local council, health care, insurance and manufacturing.

Held every two years, the WorkSafe Tasmania Awards recognise Tasmanian organisations and individuals who are leading the way in work health, safety, wellbeing and injury management. This year there were 56 entries from 32 businesses. The WorkSafe Tasmania Awards are an initiative funded by the WorkCover Tasmania Board delivered by WorkSafe Tasmania.



Award Winners

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 category nine was 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 eight that demonstrated strong leadership were eligible for nomination to category nine by the judging panel; direct entries are not submitted for this category.

Winner

Commonwealth Scientific and Industrial Research Organisation (CSIRO)

Prompted by COVID-19, CSIRO reviewed and revised the health and safety systems for its research vessel the (RV) Investigator. Broad collaboration between CSIRO and external experts resulted in a suite of innovative solutions being developed to manage potential impacts to workers' health and ship operations. This approach resulted in one case of COVID-19 detected and managed at sea since 2020, with over 1,250 participants taking part in voyages during that time.



Matt Kimber from CSIRO with Madeleine Ogilvie MP, Minister for Workplace Safety and Consumer Affairs

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.



Winner Hobart International Airport Pty Ltd

Hobart International Airport Pty Ltd integrated work health and safety, civil aviation, and security requirements into one safety management system. Short-term goals are set and met, contributing to the higher goal of eliminating risks to health and safety, and ensuring the wellbeing of everyone affected by the company's operations.

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.

Winner Rio Tinto Aluminium (Bell Bay) Ltd

Rio Tinto Aluminium (Bell Bay) Ltd identified that using a ladder to access pit areas of its carbon baking furnace during a rebuild project exposed workers to hazards including falls from height, body strains, and being trapped. A modular stairway that could be dismantled was built to overcome these hazards.



Anthony Reeve from Bell Bay, with Madeleine Ogilvie MP, Minister for Workplace Safety and Consumer Affairs

Award 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.



Winner MechLog

MechLog positive and progressive workplace culture supports and empowers all workers, who live and breathe a workplace where safety comes first.

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.

Winner

Phil Jamieson, Rio Tinto Aluminium (Bell Bay) Ltd

Phil Jamieson is an emergency response team captain at Rio Tinto Aluminium (Bell Bay) Ltd. Phil is a scene controller during emergencies and coaches other team members. He liaises with other mining and minerals processing operations in Tasmania and Australia, and was instrumental in establishing the Tasmanian Minerals and Emergency Response Committee's annual captains seminar which focuses on sharing information across Tasmania.



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.



Brandon Murphy with Madeleine Ogilvie MP, Minister for Workplace Safety and Consumer Affairs

Winner

**Brandon Murphy,
Launceston City
Council**

Brandon Murphy is a HSR for the Waste Centre and Cleansing Team at Launceston City Council. Brandon shows genuine care for people and their wellbeing; has been proactive in road safety, sun safety, and mental health; and is involved in workplace inspections, incident investigations, risk assessments, and the work health and safety committee.

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.

Winner

**MONA
(Museum of Old
and New Art)**

MONA's early intervention injury management program aims to remove barriers and stigma around reporting work and non-work injuries, and supports workers and managers through recovery at work.



Julie Ainsworth from MONA with Madeleine Ogilvie MP, Minister for Workplace Safety and Consumer Affairs

Award Winners

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.



Ayden Demeijer with Madeleine Ogilvie MP, Minister for Workplace Safety and Consumer Affairs

Winner

Ayden Demeijer,
Rehab
Management
(Aust) Pty Ltd

Ayden Demeijer is a manager at Rehab Management (Aust) Pty Ltd. Ayden advocates for safe and durable recovery and return to work while maintaining a high level of integrity, transparency and teamwork.

Excellence in a workplace health and wellbeing initiative

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

Winner

Launceston City
Mission Inc

Launceston City Mission's wellbeing program covers the whole City Mission community and has included mental health training for workers and managers, walking groups, mindfulness programs, healthy eating workshops, and art therapy. Onsite chaplains are wellbeing ambassadors, directing conversations towards making good health choices.



Bernadette Jones from Launceston City Mission with Madeleine Ogilvie MP, Minister for Workplace Safety and Consumer Affairs

2023 WORKSAFE AWARDS ENTRANTS

Annette Swinnerton-Smith, CGU Insurance Limited	Launceston City Council
Ayden Demeijer, Rehab Management (Aust) Pty Ltd	Launceston City Mission
Bison Constructions	Manish Lamichhane, Northern Occupational Support Service (NOSS) Tasmania Inc
Brandon Murphy, Launceston City Council	MechLog
BridgePro Engineering Pty Ltd	Megan Sammons, IPAR Rehabilitation Pty Ltd
Calvary Health Care Tasmania Limited	Mohan Mattala, IPAR Rehabilitation Pty Ltd
Commonwealth Scientific and Industrial Research Organisation (CSIRO)	Museum of Old and New Art (MONA)
Degree C Pty Ltd	Patrick Schramm, Cadbury Factory
Dominic Rogers, IPAR Rehabilitation Pty Ltd	Phil Jamieson, Rio Tinto Aluminium (Bell Bay) Ltd
Duncan Norton, MechLog	Programmed Maintenance Services Limited
Elphinstone Pty Ltd	QBE Insurance (Australia) Limited
Forico Pty Ltd	Rio Tinto Aluminium (Bell Bay) Ltd
Gabrielle Volmer, Procare Group Pty Ltd	Royal Automobile Club of Tasmania Limited
Garry Wellman, Launceston City Council	Tas Gas Holdings Pty Ltd
Hobart District Nursing Service Inc	Tasmanian Ports Corporation Pty Ltd
Hobart International Airport Pty Ltd	Taylor Bros Marine Pty Ltd
Housing Industry Association Limited	Trisha Nand, WorkFocus Australia
Incat Tasmania Pty Ltd	Water Industry Solutions Pty Ltd
Kelsie Leamey, QBE Insurance (Australia) Limited	





WorkSafe Tasmania

Month: Forever ensuring work health and safety stays ‘front of mind’

On behalf of the WorkCover Tasmania Board, WorkSafe Tasmania again provided another energised online and in-person events program.

This year WorkSafe Month delivered 12 webinars and 31 in-person events, with nearly 2,500 people registering to attend an event.

Focusing on the theme ‘Safe Bodies, Safe Minds’, WorkSafe Month saw expert speakers, business leaders and health and safety professionals deliver presentations on a topics covering priority sectors and issues, aimed at building employer and worker capability through education.

‘We are always committed to providing a focused, relevant and engaging WorkSafe Month Program,’ said Stephanie Mirowski, Senior Projects Manager Events, who has been involved with the event since 2008.

‘The feedback from presenters and participants has again been extremely positive. The ongoing support from and collaboration with our stakeholders has been the key to WorkSafe Month’s continued success.

‘We thank all presenters who generously share their knowledge to improve health and safety in our workplaces and look forward to seeing everyone again next year.’

WorkSafe Month in Tasmania supports Safe Work Australia’s National Safe Work Month.

Catch up with the webinar sessions on WorkSafe Tasmania’s YouTube channel at youtube.com/worksafetatas



All session photos
taken by Sonia Singha





THANK YOU to WorkSafe Tasmania Month's 2023 Presenters!

Altius Group

APM WorkCare

Cancer Council Tasmania

Carers Tasmania

Clarissa Leary Consulting

COTA Tasmania

Department of Justice

Emotionally Fit Humans

Empowered Women in Trades

Energy Health/The Mind Games

Epilepsy Tasmania

FEFO for the Institute of
Quarrying Australia

Honeysuckle Health

Jon Fletcher

Jonathan Bedloe

Laurel House Sexual Assault
Support

Left Field

Performance Driving Australia
QBE

Queensland University of
Technology

SafetyCircle

TASC Solutions for the Institute
of Quarrying Australia

TasRail

Unions Tasmania

West North West Working

Zurich Resilience Solutions



HERE'S WHAT YOU SAID

“

Really appreciated the presenters sharing so much knowledge and information – they were very informative and helpful and generous with the amount of information they shared.

It really got me thinking on ways our workplace can improve with work culture, the good and the bad.

My only regret is that others from my workplace could not attend. Very beneficial.

”

“

Went beyond expectation. Appreciated the openness to share WHS knowledge.

Well presented, easy to implement strategies.

”

Working safely in the summer months



Prevent heat-related illness

Working in the heat can be hazardous to your health and safety. If your body starts to overheat or has to work too hard to stay cool, you can suffer a heat-related illness: conditions ranging from fainting, heat rash, dehydration and heat cramps up to heat exhaustion and heat stroke, which can be fatal.

A worker suffering from the heat can lose concentration and make mistakes, which can lead to incidents and injuries.

Work carried out for an extended period of time and that demands a lot of physical exertion, increases the risk of heat-related illness.



Factors that increase risk

In the summertime, working outside or within a space that can heat up, such as a roof cavity, can put workers at risk. Radiant temperatures may be higher when working in the sun on a concrete or metal roof, or near hot machinery.

Minimal air movement in confined or poorly ventilated spaces can make workers feel hotter. Humidity makes it harder for a person to cool down.

Ways to work safely

Make modifications to buildings and indoor work spaces to make them cooler (such as ensuring there is good ventilation and air-conditioning systems). For outdoor workers, control measures might include:

- schedule heavy or strenuous work for cooler parts of the day (or even cooler times of the year, if possible)
- modify targets and work rates to reduce physical exertion
- provide shaded, air-conditioned or cool areas for workers to take breaks in
- modify clothing so workers wear cooler, more breathable items
- establish work/rest schedules
- ensure workers are not working alone; if they must work alone, monitor them regularly and make sure they can easily make contact if they need help.

Staying hydrated with water (not soft drinks, tea or coffee) is also very important. Make sure workers have ready supplies of cool drinking water.

Make sure supervisors and workers are trained to recognise the symptoms of heat-related illness, and know what to do if they experience it or think a co-worker may be at risk.

Safe Work Australia's guide 'Managing the risk of working in heat' contains straightforward directions to reduce the risk of you or your workers suffering from a heat-related illness. It includes a risk assessment checklist and a first aid fact sheet which would be ideal to copy and make readily available to work crews.

Go to safeworkaustralia.gov.au and search for 'heat guide'.

Work outdoors?

Be SunSmart

This article was provided by Cancer Council Tasmania.

Australia has one of the highest rates of skin cancer in the world. It's estimated that 1.2 million Australian outdoor workers are exposed to solar ultraviolet radiation (UVR), at levels five to ten times more than indoor workers.

If you're an outdoor worker and exposed to solar UVR at work, you're at greater risk of developing skin cancer.

If you work outdoors, you are at risk

If you or your workers work outdoors, you need to be aware of the sun's harmful UV rays. Skin cancer is a real danger, so learn about the risks, and always make sure you are properly protected.

Unlike sunlight that we can see and heat that we can feel, UVR cannot be seen or felt, and can be high even on cool and overcast days. Whatever the weather or temperature, use sun protection every day.

UV damage builds up in your skin over time. All the sunburns, tans and hours spent outdoors when you haven't used sun protection add up to increase your long-term risk of developing skin cancer. It's estimated if we reduced our lifetime exposure to UVR by just 20%, Australia would have around one third fewer cases of skin cancer.

Protect yourself from UV damage at work

Follow workplace personal protective equipment (PPE) recommendations and:

- **SLIP** on sun-protective work clothing
- **SLOP** on SPF50, broad spectrum, water-resistant sunscreen before you start work, reapplying every 2 hours
- **SLAP** on a shady hat or shade attachment to your hard hat
- **SEEK** shade. This may be portable shade if you are working in an area with no natural shade
- **SLIDE** on close fitting, wraparound sunglasses that meet the Australian Standard (AS/NZS 1067:2016 category 2, 3 or 4).

Where possible, plan your working day so you are inside when the UVR is at its most extreme. Plan most exposed work for early morning or later in the afternoon, and take breaks in the shade.



Know your UV index

The UV index measures solar UVR. When the index reaches 3, the UVR level is high enough to cause damage to your skin. Even in a mild Tasmanian summer, the average UV reaches 10, which means sun protection is required.

But as an outdoor worker, you need to think about sun protection whenever you are working outdoors, even when the UV is below 3. This is because outdoor workers are exposed to UVR for much longer than people who work indoors, and it is this accumulation that increases your risk of skin cancer.

To keep track of UV levels, download the free SunSmart Global UV app. Go to sunsmart.com.au/resources/sunsmart-app.

Employers have a duty of care to ensure workers are safe from the hazard of sun exposure. This includes providing control measures such as sun-protective clothing, eyewear and shade options, and providing training.

Workers have a responsibility for their own safety and health, and must follow UV protection policies and use sun protective measures provided.



Remember to



SLIP



SLOP



SLAP



SEEK



SLIDE

RESOURCES

Cancer Council's website has resources for employers and outdoor workers to reduce the risk of skin cancer. Go to cancer.org.au and search for 'UV radiation at work'.



PREPARE AND PLAN FOR A

WORKPLACE EMERGENCY

Emergency plans can control and reduce the risks to health and safety and reduce damage to property in the event of an emergency.

Identify potential emergencies

What could happen at your workplace or nearby to impact you, your workers, your infrastructure, and even your neighbours and community? Look at the work tasks, chemicals and equipment and known hazards at your workplace to identify potential emergencies.

Think beyond your own premises. For example, if a neighbouring business uses hazardous chemicals, a spill at their workplace might affect you.

Other emergency situations might include vehicle collisions, armed hold ups, or a medical emergency. In the summer months, another emergency situation you need to assess as part of your emergency planning could be bushfire.

What to include

Your emergency plan should include:

- an effective response to an emergency evacuation procedures
- notifying emergency services organisations
- medical treatment and assistance
- effective communication between the authorised person who co-ordinates the emergency response and everyone else at the workplace and any neighbours who may be affected
- testing your emergency procedures, including how frequently you'll do this
- information, training and instruction to your workers about implementing the emergency procedures.

Responsible people

Allocate emergency duties to staff (such as a fire warden or first aid officer) and clearly define their responsibilities, authority and accountability.

Don't forget to do this for workers who operate away from your premises. And make sure your plan has procedures for managing off-site emergency situations.

List these people in your emergency plan. Provide them with helmets and hi-vis vests that clearly identify them. Tell your workers who they are with posters and emails, and at staff meetings, training and inductions.

Emergency equipment

Make sure you have emergency equipment appropriate to the potential emergencies you've identified. You may need to seek advice from professionals and emergency services; check the WHS regulations for any requirements specific to your workplace tasks and hazards.

Put your equipment where it's readily accessible by workers, and use signage so people will know where it is kept.

Regularly inspect, test and maintain your emergency equipment. Inspection and testing intervals are usually specified in Australian and international standards.

First aid

To determine your first aid requirements (personnel, equipment, kits) use the 'First aid in the workplace' code of practice. Go to worksafe.tas.gov.au and search for 'CP108'.

Informing emergency services

Give emergency services personnel (such as fire fighters) the information they need to manage the risks to their health and safety, and determine the best response to the emergency. For example, tell them about:

- the qualities and locations of hazardous chemicals present (you should have a register or inventory covering this) and safety data sheets
- any dangerous plant, radiation sources, asbestos, restricted access points, drains, excavations, unstable grounds, or systems that may activate automatically.

Put a map or site plan that shows where your hazards are near your workplace's entry. Any required placarding and signage you have is also vital for emergency services.

Train your workers

Train all your workers in the emergency procedures, such as general evacuation drills. Some workers may need specific training and 'rehearsals': for example, workers required to work in confined spaces should know rescue and first aid procedures for that environment.

Provide your 'responsible people' (explained above) with training so they have the skills, knowledge and confidence to respond to an emergency immediately and competently.

After a critical incident

Don't just think about fire extinguishers, first aid kits and evacuation drills. Think about your workers.

A critical incident is one that directly or indirectly causes significant distress to them, either at the time or after it occurs. Examples include assaults on workers.

Identify the tasks or areas where workers may be exposed to critical incidents as part of their work. Then develop a policy, procedures and training to help those workers. Provide debriefing and counselling support, using appropriately trained personnel/services. Tell workers directly about this support.



Review your plans

To ensure they remain current and effective, review your emergency plans regularly, or whenever there is a change in your workplace or in the surrounding businesses or environment.



TALKING SAFETY

with your new workers

WorkSafe Tasmania 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.

Younger workers often don't 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 also 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.

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
- they may think 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!

RESOURCES

WorkSafe Tasmania has a guide aimed at new and young workers, so download a copy to go through this information with your worker. Go to worksafe.tas.gov.au and search for 'GB140'.

Fair Work Australia has great information for employers of young workers. Go to fairwork.gov.au and search for 'employing young workers'.



Using inductions

Inductions cover your health and safety policy and culture, emergency procedures, hazards and risks in your workplace and how you manage these. Inductions should include key safety people like health and safety reps, fire wardens and first aid officers.

Find out more about inductions at 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.

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.



Be safe with **ASBESTOS**

If your home was built or renovated before 1987, it is highly likely that it has products containing asbestos such as cement roofing, walls, flooring, insulation and vinyl tiles.

Research shows us that the next wave of asbestos-related disease will be amongst DIY home renovators. It's estimated 200,000–250,000 adults are at risk of exposure to asbestos

every year through unsafe home renovation activity.

Tradies who work on domestic properties are more likely to come across asbestos every day of their working life, so it's vital they learn to identify and manage asbestos safely.

Statistics: the Australian Government Asbestos Safety Eradication Agency



What about building inspection reports?

It's important to understand where asbestos is around your home, and the dangers of disturbing or removing it unsafely.

But it's not mandatory for building inspection reports to identify asbestos in homes, and the seller is not obliged to tell you if the house contains asbestos, either.

As a general guide, if your house was built:

- before the mid-1980s: it's highly likely it contains some asbestos products
- between the mid-1980s and 1990: it's likely it would contain asbestos
- after 1990: it's unlikely it would contain asbestos.

RESOURCES

Whether you're a DIY renovator or a tradie, find practical checklists and information at asbestosawareness.com.au to help you be asbestos safe.



Get an expert

So to know where asbestos is in your home, especially if you're planning renovations, get a licenced asbestos assessor. They'll do an asbestos survey to help you learn the location and condition of any asbestos, and give guidance on how to manage the risk.

To find one, go to worksafe.tas.gov.au and search for 'assessor search'.

They will:

- conduct an audit of your property to identify asbestos containing material
- provide you with a report with recommendations on removal or management strategies.

You may also consider getting an asbestos survey done before you purchase a property. Carefully read the report and recommendations made by the asbestos assessor. If you're unsure about any aspects of the report, ask the assessor for further advice or explanation.

You should also provide a copy of the report to any tradies who you engage to work on your home, so they're aware of the presence of asbestos in your property.

RETURN TO WORK

MORE THAN PAPERWORK AND PROCEDURES

Good workplace relations and support from supervisors and co-workers can have a positive effect on the return to work for a worker with an injury.

Good relations = good RTW

Workplace relationships can aid the return to work process — or, if not supportive and appropriately managed, can hinder it.

Supportive work conditions (including feeling welcomed back to work, social support and quality of leadership) are important in increasing work ability and return to work. The relationship between the injured worker and their supervisor is significant: poor relationships often result in negative outcomes.

Returning an injured worker back to meaningful work needs more than just paperwork and procedures. It relies on positive attitudes, supportive workplace relationships and friendships, and the active collaboration between employers and workers.

Talk and listen

It is normal to feel anxious about talking with your injured worker. So it helps to start simple. Ask how they are and show genuine care and concern.

Actively listen by asking questions that show you care. This can make a big difference to the worker's motivation. Open-ended questions are better: for example, 'How are you feeling generally?' and 'Are you getting the help you need?'

If the worker is comfortable talking, let them guide the direction of the conversation as much as possible.

Workers can sometimes feel that their injury or illness is being questioned. Don't focus on aspects of the injury or illness at first contact.

It's not just physical

Someone's perception of their injury, pain levels and chances of recovery can influence their recovery. Therefore return to work programs must consider both the physical nature of the injury and the injured worker's 'self-assessed' health status.

Good return to work outcomes are more likely when people understand the health benefits of work, and are empowered to take responsibility for their own situation.

How to do it

Safe Work Australia's guide 'Managing the relationship with an injured or ill worker during return to work: A guide for supervisors in small and medium businesses' focuses on the relationship between the supervisor and the worker with an injury. It will help supervisors support and stay in touch with their worker and make changes to the workplace and/or work duties to help workers return to work sooner.

To read this guide, go to safeworkaustralia.gov.au and search for 'managing the relationship'.

PROVIDING MEANINGFUL WORK FOR YOUR INJURED WORKER

In many instances, a worker with an injury may not be able to perform their normal duties, but will have the capacity to undertake other suitable duties. These may either be:

- pre-injury work tasks that are somehow altered or restricted, or
- a completely new set of work tasks (perhaps even a different work area) compared to those performed before the injury.

Employers and managers are responsible for identifying and providing an injured worker with suitable duties.

Employers should never thrust an injured worker into the first available set of suitable duties without careful consideration, as it may seriously affect their recovery.

Suitable duties that do not add value to a workplace or aren't meaningful to the worker will usually lead to dissatisfied and unmotivated workers; they can also cause co-workers to

become disgruntled due to the perception that the injured worker is either not pulling their weight or being counter-productive.

Workers also need to be flexible when taking on alternative duties. In many workplaces (especially smaller ones), it's often difficult for an employer to find other suitable tasks for their worker with an injury. The worker needs to recognise that the tasks may not be ideal, but they're usually only short term and their aim is to help with a return to full fitness.

Suitable duties must be carefully considered by both the employer and the worker, to make sure they meet any restrictions specified by the treating doctor, and are meaningful to both the worker and the workplace.

For practical help, use our register of alternative duties within the workplace. Go to worksafe.tas.gov.au and search for 'GB199'.



FOUR THINGS TO DO NOW THAT YOU'VE READ WORKPLACE ISSUES!

1

CELEBRATE YOUR SAFETY SUCCESSSES

Recognise the safety wins and progress of your team. Read our Executive Director's message to discover why this is important.

2

START TALKING SAFETY WITH YOUR NEW YOUNG WORKERS

There are many reasons why to pays to talk safety with your new and young workers. See our practical ideas for how to do this on page 20.

3

DRAW UP YOUR EMERGENCY PLAN

Reduce the risks to your people and your property with a robust emergency plan. Our article on page 18 sets out everything to consider.

4

SUPPORT YOUR INJURED WORKER

Workplace relationships and positive attitudes aid return to work. See page 22 to find out more.
