

Work Safe
TASMANIA



WorkSafe Tasmania Month

2023

PROGRAM OF
EVENTS

worksafe.tas.gov.au



WHO WE ARE

The WorkCover Tasmania Board collaborates with workers, employers, unions, medical practitioners, licenced insurers, self-insurers and others to ensure a fair and equitable workers compensation scheme, good return to work outcomes and safer workplaces for all Tasmanian workers.

To achieve this, the Board:

- oversees Tasmania's workers compensation scheme and monitors the performance of scheme participants;
- promotes prompt and effective injury management; and
- promotes safe and healthy workplaces by providing health and safety guidance.

The Board also provides advice to the Minister for Workplace Safety and Consumer Affairs on workers compensation and rehabilitation matters, and on work health and safety issues.

WorkSafe Tasmania supports the Board in overseeing the Tasmanian workers compensation scheme and in ensuring effective injury management. It also undertakes the Board's key strategic priorities, which in 2023-24 include:

- working with key stakeholders to develop a workplace mental health framework for Tasmania;
- responding to current and emerging WHS issues, such as silicosis in construction, manufacturing and mining;
- providing information, advice and education to employers and workers, including through the Advisory Service, events such as WorkSafe Month and the WorkSafe Awards, and the Workplace Issues magazine;
- engaging with workers, unions and government agencies to improve injury outcomes in the Tasmanian State Service;
- creating a framework to support seriously injured workers and families of workers who have died in a workplace incident;
- devising an electronic workers compensation claim form and medical certificate;
- developing strategies to build understanding of PTSD among GPs, workers compensation scheme participants and others; and
- analysing data and trends to inform decision making and strategy development including the annual industry snapshots, which provide safety performance data as well as existing and emerging industry trends.

WELCOME TO WorkSafe Tasmania Month

Every day we must strive to ensure work health and safety stays 'front of mind' as an important priority for employers, managers and supervisors, and workers, to ensure we work safely and go home at the end of every day.

WorkSafe Month is your opportunity to re-evaluate your work health, safety and wellbeing goals, and re-focus your efforts on staying safe and well every day.

This long-running initiative is funded by the WorkCover Tasmania Board and delivered by WorkSafe Tasmania. It is part of Safe Work Australia Month, a nationwide effort to raise awareness about work health and safety and to reduce work-related injury, illness and death.

Over the years, WorkSafe Month has helped employers, managers and workers to better manage workplace hazards, understand their rights and responsibilities, manage positive return to work and injury management outcomes, and improve mental health

and wellbeing for themselves and in their workplaces.

Exploring the theme 'Safe Bodies, Safe Minds', this year's WorkSafe Month offers free webinar presentations, facilitated in-person seminars and workshop discussions that will focus on priority sectors and issues, aimed at building employer and worker capability through education.

This includes managing work pressure and psychosocial risks, developing appropriate risk management controls, preventing anti-discrimination and bullying, and creating a safe and positive work culture.

By providing a broad range of opportunities, everyone can customise their experience to their work context, and explore the latest developments in work health and safety, mental health, wellbeing, return to work, and better work-life balance.

Thank you for getting involved this year and showing your ongoing commitment to making work health and safety a priority. I also wish to personally thank all the presenters who are generously sharing their knowledge to improve health and safety at work.

I hope you find the WorkSafe Month Program valuable, and I wish you all a safe and healthy remainder of the year.



MESSAGE FROM
THE HON ELISE
ARCHER MP, ATTORNEY-
GENERAL AND MINISTER
FOR WORKPLACE SAFETY
AND CONSUMER
AFFAIRS



THE MONTH AT A GLANCE

DATE	TIME	LOCATION	TITLE
2 Oct	2pm – 3pm	Webinar	Thrive with PERMA
3 Oct	10am – 11am	Webinar	Epilepsy services, supports, and how to have a healthy and safe workplace
3 Oct	2pm – 3pm	Webinar	Psychosocial hazards and mental health in the construction industry
4 Oct	10am – 11am	Webinar	Introduction to bullying and harassment in the workplace
5 Oct	10am – 11am	Webinar	Embracing change: Uncovering and addressing psychosocial risk
5 Oct	2pm – 2.30pm	Webinar	Modern fleet vehicles: Electric vehicle safety and fleet vehicle selection
10 Oct	10am – 11am	Webinar	Healthcare in workers compensation
10 Oct	2pm – 2:30pm	Webinar	Managing the risks of UV exposure in the workplace
11 Oct	10am – 11am	Webinar	When going to work improves your health: How teams can boost wellbeing and performance
11 Oct	2pm – 2:30pm	Webinar	Virtual reality and its application for assisting injured workers with chronic pain
12 Oct	10am – 11am	Webinar	Emergency management
12 Oct	2pm – 3pm	Webinar	Supporting Tasmanian carers within the workplace
16 Oct	10am – 11.30am	Devonport	Understanding the prevalence and impacts of sexual violence, implications for workplaces and workplace cultures
16 Oct	12pm – 1.30pm	Devonport	An insight into safe people creating safe spaces
16 Oct	2pm – 3.30pm	Devonport	Leadership is the difference maker
17 Oct	10am – 11.30am	Devonport	The role of human factors in workplace incidents
17 Oct	12pm – 1.30pm	Devonport	Calm your farm: Improving the triple bottom line of safety, productivity and quality
17 Oct	2pm – 3pm	Devonport	Harnessing the value of mature age workers
19 Oct	10am – 11.30am	Strahan	Understanding the prevalence and impacts of sexual violence, implications for workplaces and workplace cultures
19 Oct	12pm – 1.30pm	Strahan	Leadership is the difference maker
19 Oct	2pm – 3.30pm	Strahan	An insight into safe people creating safe spaces
23 Oct	9am – 10.30am	Glenorchy	Leadership is the difference maker
23 Oct	9.30am – 12.30pm	Old Beach	Workplace road safety: Avoiding the potholes?

All details correct at time of printing. Please check worksafe.tas.gov.au/month for any changes.



How to register

The quickest and easiest way to register or get further information is to go to the WorkSafe Tasmania website at worksafe.tas.gov.au/month and check individual sessions for details. Events are **FREE**. Space is limited – book early!

DATE	TIME	LOCATION	TITLE
23 Oct	10am – 11am	Glenorchy	Introducing Tasmania's Child and Youth Safe Organisations Framework
23 Oct	11am – 1pm	Glenorchy	Mini Mind Games
23 Oct	1.30pm – 2.30pm	Glenorchy	Work pressure and resilience
23 Oct	1.30pm – 4.30pm	Old Beach	Workplace road safety: Avoiding the potholes?
23 Oct	3pm – 4pm	Glenorchy	Workplace trauma: What is it, and what can we do to limit the risk from it?
23 Oct	9am – 4.30pm	Launceston	Unions Tasmania Health and Safety Representatives (HSRs) Conference
24 Oct	9am – 4.30pm	New Town	Unions Tasmania Health and Safety Representatives (HSRs) Conference
25 Oct	9am – 10.30am	Glenorchy	How to magically manifest your dreams
25 Oct	9am – 10am	Glenorchy	Psychosocial factors impacting recovery from workplace injury
25 Oct	10.30am – 12pm	Glenorchy	Calm your farm: Improving the triple bottom line of safety, productivity and quality
25 Oct	11am – 12.30pm	Glenorchy	An insight into safe people creating safe spaces
25 Oct	12.30pm – 2pm	Glenorchy	Creating people-friendly workplaces for mental resilience and suicide prevention
25 Oct	1pm – 2.30pm	Glenorchy	The role of human factors in workplace incidents
25 Oct	2.30pm – 3.30pm	Glenorchy	Harnessing the value of mature age workers
26 Oct	12pm – 1.30pm	St Helens	Leadership is the difference maker
26 Oct	2pm – 3.30pm	St Helens	Understanding the prevalence and impacts of sexual violence, implications for workplaces and workplace cultures
27 Oct	10am – 11.30am	St Helens	An insight into safe people creating safe spaces
27 Oct	12pm – 1.30pm	St Helens	The role of human factors in workplace incidents
30 Oct	9am – 10.30am	Prospect	The role of human factors in workplace incidents
30 Oct	9.30am – 12.30pm	Perth	Workplace road safety: Avoiding potholes?
30 Oct	11am – 12.30pm	Prospect	An insight into safe people creating safe spaces
30 Oct	1pm – 2.30pm	Prospect	Leadership is the difference maker
30 Oct	1.30pm – 4.30pm	Perth	Workplace road safety: Avoiding the potholes?
30 Oct	3pm – 4.30pm	Prospect	Calm your farm: Improving the triple bottom line of safety, productivity and quality

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EVENT SUMMARIES

An insight into safe people creating safe spaces



Devonport Paranple Centre

Monday 16 October, 12pm – 1.30pm



Strahan Strahan Village

Thursday 19 October, 2pm – 3.30pm



Glenorchy MyState Bank Arena

Wednesday 25 October, 11am – 12.30pm



St Helens Panorama Hotel

Friday 27 October, 10am – 11.30am



Prospect Country Club Tasmania

Monday 30 October, 11am – 12.30pm

How do we create a safe environment so we can go home safe and well today and every day? With years of research and working with people of all types of organisations and communities, SafetyCircle has found that the only proven way to allow people to reliably go home safe and well is to create 'safe people'.

A safe person is someone who can identify and manage risks well; however only relying on yourself is a sure way to come unstuck, so we need more than one safe person, we must have 'safe people'. With a group of safe people, we can create 'safe spaces'.

This is a shift from only focusing on a safe physical place, to creating goodwill, a form of social capital within a group of people where speaking up is appreciated. 'Safe spaces' means that people of all levels feel comfortable speaking up about risks they identify, whether it be risks in their own environment, machinery and work processes, or (even better) when the space is safe enough that they can speak up and support their colleagues to improve the spaces they are working in, so they can all go home safe and well.

Presenter: SafetyCircle

SafetyCircle

The SafetyCircle Team stands as a global model for positive workplace health and safety change, grounded in the principle that 'safe people create safe spaces'. Using clear language and practical frameworks, our award-winning program encourages everyone to create safer environments by speaking up and supporting one another to go home safe and well today and every day. In collaboration with client partners, SafetyCircle promotes a culture that personalises work health and safety, fostering a sense of individual responsibility and participation.

The change is simple yet powerful: 'I'll speak up and help solve the problem', 'I'll act to keep myself and colleagues safe', and 'a safe workplace means a better life'. As a result, work health and safety issues are proactively identified and solved. Fewer incidents occur, and teams work more effectively together. SafetyCircle creates a work culture where wellness, safety, and health are at the forefront of everything we do, ensuring individuals are safe and organisations thrive.



Calm your farm: Improving the triple bottom line of safety, productivity and quality



Devonport Paranaple Centre

Tuesday 17 October, 12pm – 1.30pm



Glenorchy MyState Bank Arena

Wednesday 25 October, 10.30am – 12pm



Prospect Country Club Tasmania

Monday 30 October, 3pm – 4.30pm

This workshop has been recognised as a progressive and positive force for change within the agricultural industry.

By focusing on building a positive culture, farms can improve productivity, worker retention, profitability, safety, and return to work, leading to greater success and sustainability in the long run.

Practical takeaways and learning outcomes of this workshop are:

- understanding the importance of culture in farming and how it impacts productivity, worker retention, profitability, safety, and return to work
- recognising that every farm has a culture; and understanding the negative impact of a cut-throat, high-pressure approach on worker engagement and turnover
- learning how to operate from kindness and respect, establish trust, and reinforce positive behaviour to build a strong foundation for a positive culture
- understanding the four keys to success in farming and how reward and recognition can help retain good workers
- recognising the importance of effective communication to encourage creativity, engagement, and productivity, and to reduce conflicts and improve cooperation
- learning how checking in frequently and truly listening to workers can help build a positive, safe, and productive culture
- understanding that building a positive culture is a long-term process that requires daily effort, routine care, and a focus on improvement, and that action is essential for change.

These practical takeaways can be applied at work by taking steps to establish and maintain a positive culture, including showing kindness and respect to workers, rewarding and recognising good behaviour, establishing trust and effective communication, and checking in frequently with workers.



Presenter: Belle Binder

Left Field

Belle's journey to becoming the woman she is today has been one of resilience, hard work, and dedication. Despite the challenges she faced growing up in a low-income community housing environment and struggling with undiagnosed dyslexia and mental illness, she never gave up on her dreams. Instead, she used her struggles to motivate herself to work even harder and became a successful businesswoman across multiple industries.

Belle entered the agricultural industry in 2020 where she discovered her true passion. Her love for people on the land and her expertise in transforming workplace culture has led to higher levels of productivity, workplace safety, and positive environments for growers and workers alike.

Belle's efforts have not gone unnoticed as she was named the 2023 AgriFutures® Rural Women's Award State Finalist in Tasmania. "Calm Your Farm" has been recognised as a progressive and positive force for change within the industry.

Belle's tireless work to change the negative public perception of farming and promote the value and importance of farm work in the community has attracted higher quality workers to the sector and created a positive workplace image for the agricultural industry. Her story serves as an inspiration to many and highlights the potential for hard work and dedication to overcome obstacles and achieve success.

Creating people-friendly workplaces for mental resilience and suicide prevention



Glenorchy MyState Bank Arena

Wednesday 25 October, 12.30pm – 2pm

This interactive session will lead a conversation to identify how organisations are working to create resilient and psycho-socially safe workplaces, providing examples of success from other states, along with tools and processes for implementation in your business.

The session will include:

- an opportunity to meet the other people in the room, who may have similar interests
- making the case for embedding psychosocial safety in workplaces
- an overview of mental health first aid and suicide prevention training options
- general guidelines for embedding action and creating a people-friendly culture
- activities to share knowledge and resources with people in the room
- stories of successful action taken to address psychosocial risk
- links to supporting resources and activities.

Participants will leave with:

- increased awareness of options for creating a psycho-socially safe workplace
- connections with like-minded people
- knowledge of the benefits of mental health first aid and suicide prevention training
- knowledge and experience of one specific tool for developing a healthy workplace culture
- increased confidence about how to initiate or continue building a healthy, psychosocially safe and resilient workplace culture.

Presenter: Jonathan Bedloe

JonathanBedloe.com

Jonathan is a self-employed facilitator, trainer and consultant in mental health first aid and suicide intervention. He is also a certified practitioner of the Emotional Culture Deck.

Through his leadership roles with Men's Resources TAS, the AMHF and now as a trainer, Jonathan has been a change agent for creating a healthier public awareness of men's mental health in Tasmania and Australia. He has inspired and led many men to take up the cause of advocating for a healthier masculine culture, especially around mental health.

Embracing change: Uncovering and addressing psychosocial risk



Webinar

Thursday 5 October, 10am – 11am

Discover the keys to a psychosocially safe and compliant work environment in a captivating session led by Altius Group experts. Gain invaluable insights into addressing psychosocial risks and empower positive change within your organisation. Learn how to raise awareness, develop effective strategies, and foster healthier work environments. With our expert guidance, you'll walk away equipped to identify and mitigate psychosocial hazards, creating a thriving workplace culture. Don't miss this opportunity to unlock the potential for a brighter future.

Presenter: Matthew Counsel

Altius Group

Matt is an experienced and highly qualified health and wellbeing specialist, boasting a Bachelor's Degree in Exercise Science and 15 years of experience in the workers compensation industry.

This work has highlighted for Matt the importance of supporting workplaces to maintain secure relationships with their people, by looking after their psychosocial health. Matt enjoys helping organisations to identify potential risks in the workplace and creating solutions to improve overall worker health outcomes.

Matt is an experienced presenter and has been involved in industry events throughout Australia. He has presented at the Australian Automotive Service Dealers Network National Conference on work health and safety compliance and due diligence, and the Bosch National Conference. Matt has presented at various broker and human resource events, on work health and safety compliance, mental health in the workplace, and return to work. Matt is also a key moderator across Altius Group conferences, events, and wellbeing webinar series.

Matt's presentations are always met with enthusiasm from attendees.

Presenter: Jaydene Tucker

Organisational Psychologist (Registrar)

Jaydene is an experienced psychologist with a background in industrial and organisational psychology. She has a passion for supporting the health and wellbeing of others and driving the performance of people, teams and organisations.

With experience in clinical and organisational realms of psychology, Jaydene has garnered recognition as a skilled facilitator who delivers impactful organisational training.

She is considered a specialist across many areas, with her most notable presentations including topics such as psychosocial hazards, psychological safety, effective leadership and resilience. Most recently, Jaydene designed a large psychosocial hazard program for the City of Sydney, including the facilitating of workshops for more than 250 managers. Jaydene recognises the importance of all workers understanding their obligations to prevent and manage psychosocial hazards. She is on a mission to help organisations put the foundations in place to support this.

Emergency management



Webinar

Thursday 12 October, 10am – 11am

Emergencies can escalate and potentially cause great harm to personnel, property, equipment and the community if they are uncontrolled or poorly managed.

This webinar examines the requirements for formulating, documenting and testing emergency plans. Training is a great way to get an external perspective and give your team the opportunity to discuss your plan and risk in a safe environment.

This webinar is for supervisors and managers, or anyone with an interest in emergency management in the quarrying industry.

The training will cover:

- types of emergencies
- emergency management plans and procedures
- roles and responsibilities for emergency response
- processes for testing and reviewing emergency plans.

Learning objectives of this webinar are to understand:

- basic principles of emergency management and response
- the process for preparing emergency plans
- the key components of emergency management plans.

Presenter: Chris Georgiou

TASC Solutions for the Institute of Quarrying Australia

Chris has worked as a manager in the construction materials and mining industry for more than 10 years. He has held senior statutory management positions at large hard rock quarries and a mineral sand mine.

Chris is passionate about safety in the workplace, ensuring systems and processes are in place to support the workforce to achieve this.

Epilepsy services, supports, and how to have a healthy and safe workplace



Webinar

Tuesday 3 October, 10am – 11am

This webinar gives an overview of epilepsy, seizure first aid, and how to identify improvements in the workplace to reduce harm. It covers the services that Epilepsy Tasmania provides.

There will be speakers with a lived experience of epilepsy, who will share how their workplace has supported them and their families.

Presenters: Wendy Groot and Amy Lewandowski *Epilepsy Tasmania*

Wendy is the CEO of Epilepsy Tasmania. She has worked with community sector organisations for over 40 years.

Amy is employed as a Peer Support Coordinator for Epilepsy Tasmania. She has a lived experience living with epilepsy. She is also working with the National Peer Support Programme.



Harnessing the value of mature age workers

 **Devonport Paranaple Centre**
Tuesday 17 October, 2pm – 3pm

 **Glenorchy MyState Bank Arena**
Wednesday 25 October, 2.30pm – 3.30pm

One in six organisations say they actively exclude older workers from the recruitment process. If employers and governments can maximise the potential of older workers as part of an age-diverse workforce, this could help drive more diverse workplaces, reduce worker shortages and strengthen Australia's economic performance.

This presentation focuses on the current challenges and barriers faced by older workers, and the skills, experience and qualities they bring to the workplace. It will share national research on age discrimination and explore ageism.

COTA Tasmania and West North West Working Regional Jobs Hub will share a recent joint project to support mature age job seekers and employers on the north west coast, the Navigating a Journey 45+ Expo. This collaboration arose from the recognised need in the region to provide greater support to this age demographic to connect personally with local industry and organisations.

Presenter: Brigid Wilkinson
COTA Tasmania

Brigid works for COTA Tasmania, a peak advocacy organisation that aims to advance the rights, interests and futures of Tasmanians as they age. She works on ageism awareness educational workshops and intergenerational activities, promotes liveable communities and age-friendly business principles, community connection programs, and ongoing research in the active ageing space. Brigid supports COTA's social media presence and loves finding stories of older folk living their best lives as they age.

Presenter: Alyssia Moolenschot
West North West Working (WNWW)

Alyssia works for West North West Working (WNWW), part of the Tasmanian Government's Regional Jobs Hub Network. WNWW aims to create strong relationships with business, industry, community, and education and training providers to connect people seeking work, upskilling, or retraining on the west coast, north west coast, and King Island. Alyssia is passionate about connecting workers and employers, and her ability to adapt to constant change and her enthusiasm for supporting a locally trained workforce has seen many community members find meaningful work and training opportunities.

Healthcare in workers compensation

 **Webinar**
Tuesday 10 October, 10am – 11am

QBE partnered with Honeysuckle Health, a specialist healthcare data science and service company, to help conceive and deliver a multifaceted program focused on streamlining our approach to facilitating value-based care called Coordinated Healthcare. The program aims to provide priority pathways to treatment and simplify coordination of all aspects of the healthcare journey. The program aims to improve the recovery outcomes of injured people and improve their healthcare experience. This webinar will focus on how healthcare and early intervention improves access to treatment and on injured people's experiences to better recovery and outcomes. It demonstrates how the program helps injured people get their lives back on track sooner.

Presenter: Cass Matwijow
Honeysuckle Health

Cass leads the client growth strategy for Honeysuckle Health Group, collaborating with clients and working across the Honeysuckle Health business to deliver products and services to meet our client's and their customer's needs. Cass is passionate about creating exceptional customer experiences, delivering value to our clients, and fostering a culture of innovation and collaboration to support the adoption of value-based healthcare.

Presenter: Simone Guise
QBE

Simone joined QBE in 2013 as a Case Manager in QBE's Workers Compensation department. Simone has worked in QBE as an Injury Management Advisor, Healthcare Manager WA, and Healthcare Implementation Manager, People Risk Claims. Before joining QBE, Simone was an Exercise Physiologist working with Curtin University, the University of WA, and the Cancer Council WA. Simone is focused on providing guidance and support to the QBE team to help injured people and employers get their lives back together after injury. Her passion has always been about helping people, initially through exercise prescription, and now focusing on the broader community through a higher level. Simone's personal interests include hiking, stand up paddle boarding, and travelling to new places. Simone has completed a BSc Exercise and Health Science (2011), and post-graduate BSc Exercise Rehabilitation (2012).

How to magically manifest your dreams



Glenorchy MyState Bank Arena

Wednesday 25 October, 9am – 10.30am

We teach people how to create their reality, whether they are business owners, coaches or workers. We have been taught in society to stay in a 'problem structure' where we keep oscillating in the same structure and not moving forward to create health, wealth, abundance and happiness.

When you make a shift from problem to 'creative structure', you then focus on your result: upscaling business, getting that ideal job, and feeling fit and healthy.

We teach this through lenses, where you are creating what you want and going for it. If there is resistance when creating, we then go through a very simple process called recodes. This is ideal for anyone who is aware there is more to what they are doing now, and they want to feel happier, and healthier and love the work they do.

This presentation is ideal for employers or individuals who want to see their workers working more efficiently.

Presenter: Clarissa Leary

Clarissa Leary Consulting

Clarissa is a certified Magnetic Minds Superconscious Coach, with a successful record in property development and multiple business ventures. She helps aspiring entrepreneurs overcome their limitations and consciously manifest the life that is aligned with their true desires using the Superconscious Transformation Method.

Clarissa has had her fair share of life challenges but that hasn't stopped her from pursuing a life of fun, family, wealth and abundance. From living in a public housing area and experiencing life-shattering trauma and family violence, she experienced an endless cycle of disappointment and hopelessness, but after giving birth to her first child, she once again found a purpose for living, a reason to reach for something more. Her change came in 2003, in the form of property investing and personal development, while training with some of the world's most influential entrepreneurs. She spent many years seeking out personal development programs and discovered how to heal and reprogram herself to get through the sabotages and procrastination that seem to haunt her.

Today, Clarissa is known for her personal drive as a Superconscious Coach and her willingness to pass on her secrets to help aspiring entrepreneurs rapidly achieve their 'freedom business', create fulfilling personal relationships, and to live a life of genuine, sustainable freedom.

Introducing Tasmania's Child and Youth Safe Organisations Framework



Glenorchy MyState Bank Arena

Monday 23 October, 10am – 11am

Tasmania's Child and Youth Safe Organisations Framework aims to promote the safety and wellbeing of children and young people from all forms of harm in institutional settings.

While all organisations can work to be child and youth safe organisations, specific organisations that engage with children and young people will be compelled to follow the Framework by law.

The Framework is centred around four key pillars:

- the Child and Youth Safe Standards
- the Reportable Conduct Scheme
- the Independent Regulator
- information sharing provisions.

The session will discuss:

- why should you care?
- what organisations will have to do for the Child and Youth Safe Standards
- what organisations will have to do for the Reportable Conduct Scheme
- the role of the Independent Regulator.
- information sharing
- a made-up case study of how this may apply to a hypothetical organisation.

Presenter: Department of Justice

The Child Abuse Royal Commission Response Unit of the Department of Justice works to advance recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse.

The Unit comprises of teams working in:

- Tasmania's participation in the National Redress Scheme
- Tasmania's Witness Intermediary Scheme Pilot
- The Tasmanian Government's response to the Commission of Inquiry
- The Child and Youth Safe Organisations Framework.

*The Child and Youth Safe Organisations Framework team presents **Introducing Tasmania's Child and Youth Safe Organisations Framework.***

This team is responsible for developing a legislated Framework for the safety and wellbeing of children and young people within the organisations they engage with.

Its role is to facilitate organisational and community awareness of the Framework and embed the Framework as a critical step towards safe organisations for children and young people in Tasmania.

Introduction to bullying and harassment in the workplace



Webinar

Wednesday 4 October, 10am – 11am

This webinar provides a balanced approach of how to prevent and respond to bullying and harassment. It outlines basic principles of bullying and harassment to raise awareness and build a psychologically safe work environment.

Presenter: Yvonne Baretta

FEFO for the Institute of Quarrying Australia

Yvonne is a Senior Consultant leading the FEFO Consulting Health and Wellbeing Strategy. She is an accomplished leader, specialising in injury prevention and the end-to-end practical initiatives that drive the imperative for health, safety, and wellbeing.

Her core capabilities are strategy, systems, leadership, mindset and thought development, change management, critical risk management and injury management and prevention.

Yvonne has previously held leading health, safety, and wellbeing roles with publicly listed organisations across



Australia and New Zealand and worked directly with boards and senior executives to deliver practical, targeted initiatives to improve health, safety, and wellbeing outcomes. Her experience extends across a diverse range of projects and clients across multiple high risk industries, including building products, construction, logistics and transport, and manufacturing.

Leadership is the difference maker



Devonport Paranaple Centre

Monday 16 October, 2pm – 3.30pm



Strahan Strahan Village

Thursday 19 October, 12pm – 1.30pm



Glenorchy MyState Bank Arena

Monday 23 October, 9am – 10.30am



St Helens Panorama Hotel

Thursday 26 October, 12pm – 1.30pm



Prospect Country Club Tasmania

Monday 30 October, 1pm – 2.30pm

Desired workplace outcomes and results will never exceed the level of leadership experienced – so what are the keys to leading a safe high performing workplace? “What you permit, you promote.” History says that rules are made to be broken and codes of conduct rarely adhered to. This interactive presentation will provide an insight into what makes a successful, high performing and safe workplace, taking a different approach that specifically focuses on empowering all team members to take the lead. We will discuss practical and easy to implement ideas on how to develop a set of active behavioural expectations that will drive quality, “real conversations” to support a physically and psychologically safe workplace environment.

Presenter: Jon Fletcher

Leadership Culture Performance

A fiercely proud born and bred Tasmanian, Jon is not afraid to ask the hard questions that challenge people to defy mediocrity, asking for more from his clients across all sectors, from corporations, medium and small business, elite sport, government, and education.

Everything Jon does is focused on encouraging people to think differently. Why? Because he firmly believes that few people, teams and organisations ever achieve their full potential. Being good is accepted, easier, safer. He challenges teams to cross that line. Jon specialises in cultural change, leadership, team and personal performance programs that create high performing teams and individuals. Jon works closely with his clients to create a platform for sustainable success now and into the future.

A professional sports coach and mentor for thirty years, coaching netball successfully at international, national and state level, Jon has a Graduate Diploma in Sports Coaching and is an accredited high performance netball coach. Having lived and worked extensively throughout Australia, Jon is pleased to be once again based in Tasmania to help Tasmanian organisations develop the foundation required to improve team and individual performance to achieve desired outcomes and results.

Managing the risks of UV exposure in the workplace



Webinar

Tuesday 10 October, 2pm – 2:30pm

Australia has the highest rate of skin cancer in the world. While there are effective sun protection policies in the school setting, unfortunately many workplaces employing outdoor workers do not have a sun-safe policy despite skin cancer being the most common occupational cancer.

The outdoor workforce is substantial and includes council workers, members of the construction industry, transport, agriculture, landscaping, and those working in infrastructure establishment and maintenance.

The emergence of green technology will see a further increase in the outdoor workforce, and with this comes an increased risk of skin cancer. While ultraviolet (UV) protection in Tasmania is typically recommended from September to April, outdoor workers need to remain vigilant year-round due to cumulative exposure.

Positive change in terms of policy, training and protective measures is required to safeguard outdoor workers from the harms of UV exposure. The employer and the worker are responsible for taking UV protection at work seriously.

This webinar will detail the key policy recommendations, training resources available and the five sun protection measures outdoor workers should use when the UV is three or above.

Practical takeaways and learning outcomes are:

- recognising the importance of policy in protecting workers from UV radiation
- understanding that UV radiation and heat are not correlated and being aware of the need to check UV levels daily
- identifying the five key sun protection measures to reduce skin cancer risk
- being aware of additional training resources available through Cancer Council Tasmania and SunSmart.



Presenter: Dr Kate Harrison

Cancer Council Tasmania

Kate is a Research Officer and Cancer Prevention Project Officer at the Cancer Council Tasmania and leads the Occupational Cancer portfolio. An Adjunct Senior Researcher at the University of Tasmania and former university lecturer with a background in cancer research, she completed postdoctoral training in laboratories at the Murdoch Children's Research Institute and Peter MacCallum Cancer Centre, followed by 12 years of teaching and research in the Tasmanian School of Medicine.

She has extensive expertise in the molecular basis of cancer and has published numerous peer-reviewed manuscripts on cancer epigenetics and radiotherapy response.

Kate sits on the national Cancer Council committees for Occupational and Environmental cancers; and the National SunSmart and Early Childhood Working Group. She has a particular interest in science communication and reducing cancer incidence by raising awareness of cancer drivers in our environment.

Mini Mind Games



Glenorchy MyState Bank Arena

Monday 23 October, 11am – 1pm

The Mini Mind Games is a fun and interactive team building activity that combines problem-solving with teamwork and communication. It is an action-packed two hours of fun and games, where you get to be a kid again. Participants are divided into teams of four or five people and put through their paces in four fun challenges. Teams must work together to solve the challenge or complete the task in a set amount of time. We have a range of options to choose from, including silent disco, vogue couture fashion show, giant snakes and ladders, and more. Each option provides a unique and engaging experience that challenges teams to work together and think creatively.

Presenter: Sherri Ring

Energy Health/The Mind Games

Sherri, Director of Energy Health, is a true pioneer in worker engagement and happiness. Her innovative approach to bringing fun and positivity into the workplace has been transforming businesses across Australia for over 30 years.



With a wealth of experience under her belt, Sherri is also the CEO and creator of The Mind Games, an exciting event that has raised nearly a quarter of a million dollars to support The Menzies Institute for Medical Research's vital work in mental health in the workplace. This remarkable achievement is a testament to Sherri's exceptional project management, risk mitigation, business development, and stakeholder management skills.

At the heart of everything she does is Sherri's unwavering passion for helping companies create and maintain a mentally healthy, happy, and thriving workplace culture. Her unique and effective methods have been proven time and again to increase worker wellbeing and satisfaction, resulting in tangible benefits for businesses.

Modern fleet vehicles: Electric vehicle (EV) safety and fleet vehicle selection



Webinar

Thursday 5 October, 2pm – 2.30pm

Electric and hybrid vehicles are becoming more popular as fleet vehicles, and for good reason. Reduced running and maintenance costs are two of the common benefits for large fleets, however not much thought has been given to the operation of these vehicles. Most drivers first experience with an EV is a work vehicle. Employers should ensure that drivers are comfortable with the safe charging procedures but also understand what to do in an accident or crash. Another factor is the increased weight of these vehicles and how it effects performance. With the addition of many new safety features, the future of fleets is electric! This webinar will shed some light on how to safely manage your future fleet vehicles.

Presenter: Mark Butcher

Performance Driving Australia

Mark has over 25 years' experience in designing and delivering advanced driving programs in Australia and overseas. He has delivered road safety programs, four-wheel drive training, tactical driving, precision driving and motorsport training for thousands of drivers, including tactical driving programs for military and law enforcement agencies in Australia and overseas. Mark has an extensive background in motorsport spanning over 20 years, has driven in multiple world championship rallies, and has raced cars on many of the circuits in Australia. Still heavily invested in motorsport as a driver, team manager and event organiser, one of his favourite quotes is, "You don't know what you don't know", as he never stops learning and gaining new skills and knowledge that he can share with clients.

Psychosocial factors impacting recovery from workplace injury



Glenorchy MyState Bank Arena

Wednesday 25 October, 9am – 10am

Understanding and improving human health is a complex area requiring a holistic approach. In healthcare delivery, this is known as the biopsychosocial approach, recognising the significance of interactions between biomedical, psychological and social factors in human response to illness or injury.

Addressing psychosocial factors allows us to support clients to accept and adapt to changes in their life and move forward following an injury. Once we understand these factors, we can design and recommend strategies to assist clients to address barriers to recovery and support a sustainable return to work.

This presentation gives an overview of APM's Life Index questionnaire that captures information about a clients' overall health, wellbeing and capacity to engage in work; identifies 10 critical psychosocial factors to a successful return to work; recommends actions to target each area; and helps those managing the complexities of occupational rehabilitation and injury management, enabling better lives and supporting workers in their journey back to work after an injury.

Presenter: Hailey Buchhorn

APM WorkCare

Hailey is a highly experienced exercise physiologist who has worked in clinical settings, and has spent over eight years in personal injury insurance. Following her work in consulting and operational delivery, she has excelled in account management roles over the last four years, focusing on insurers and agents across the workers compensation, compulsory third party and life insurance markets, and has been responsible for identifying, implementing and evaluating innovative products and services tailored to personal injury insurance customers.

Hailey is responsible for driving and managing the delivery of high-quality care and rehabilitation provider services to APM WorkCare's customers nationally throughout its branch network. Hailey is also responsible for customer reporting including providing analysis of data, trends and outcomes and identifying ongoing continuous improvement initiatives.



Psychosocial hazards and mental health in the construction industry



Webinar

Tuesday 3 October, 2pm – 3pm

Many construction workers suffer from poor mental health conditions, and in Australia, they are six times more likely to die by suicide than to be killed by incidents on construction sites. Although many factors contribute to suicide, prolonged exposure to psychosocial hazards in the workplace has a detrimental effect on workers' mental health.

Unfortunately, the work characteristics of the construction industry tend to create a work environment with high psychosocial hazards, making it a critical area to study. But research on psychosocial hazards in the construction industry has been limited.

To address this gap, Dr Carol Hon is leading a research project to manage psychosocial hazards and improve the mental health of construction workers. This webinar showcases the project's key findings and recommendations that aim to reduce the impact of psychosocial hazards on the mental health of construction workers.

Presenter: Dr Carol Hon

Queensland University of Technology

Carol is a senior lecturer at the School of Architecture and Built Environment at Queensland University of Technology. She holds a Doctor of Philosophy from the Hong Kong Polytechnic University and is an expert in construction management, specialising in health and safety. Her passion lies in reducing incidents and improving safety, health, and wellbeing in the construction industry. She currently serves as the construction safety theme coordinator of the Building 4.0 Cooperative Research Centre. She was awarded a prestigious Australian Research Council Discovery Early Career Researcher Award for her project 'Improving mental health and safety in the construction industry'. Before moving to academia, Carol worked in the industry as a quantity surveyor, gaining invaluable industry experience.



Supporting Tasmanian carers within the workplace



Webinar

Thursday 12 October, 2pm – 3pm

This webinar provides an overview of Carers Tasmania, the peak body representing carers across Tasmania. It looks at who carers are, how you might recognise carers, and the loss of employment income experienced by carers. It examines the major points about flexible working arrangements in the fair work legislation and Tasmanian Carer Recognition Act 2023, and the benefits to employers of supporting carers to remain employed, and how employers can do this.

Presenter: Julie Ryan

Carers Tasmania

Julie is the executive policy officer for Carers Tasmania, the peak body representing carers across Tasmania. Its aim is to share the voice of carers to governments and services about things that can make a positive difference to their life, and the people they provide care for. Julie has been with Carers Tasmania since 2015. She holds a Bachelor of Social Sciences in Psychology and is currently undertaking a Graduate Certificate in Health Promotion. Julie has a strong background in community services and mental health, and a passion for social justice, removing stigma, and influencing positive social change.

The role of human factors in workplace incidents



Devonport Paranaple Centre

Tuesday 17 October, 10am – 11.30am



Glenorchy MyState Bank Arena

Wednesday 25 October, 1pm – 2.30pm



St Helens Panorama Hotel

Friday 27 October, 12pm – 1.30pm



Prospect Country Club Tasmania

Monday 30 October, 9am – 10.30am

Regardless of industry type or sector, incident statistics appear to be dominated by the contribution of human error. Human error was a factor in every major publicised incident in recent memory, including the 1986 Chernobyl nuclear disaster, 1986 NASA Space Shuttle Challenger incident and 1998 Esso Longford gas plant explosion.

This presentation is for those who wish to explore the human condition and develop their knowledge of why people make mistakes that sometimes harm themselves or others. You will learn practical ways to reduce the impact of errors in the workplace, and understand that errors are not a hazard, but are the result of error producing conditions; the relationship between human factors and human reliability; and the link between human error, loss of control and failure of critical risk controls.

This presentation will provide a practical and easy to apply methodology for identifying human error types and error-producing conditions that could contribute to human error. It will explore risk controls that prevent the error, recover the error, and mitigate/reduce the consequences of the error before potentially harmful consequences are realised. It will cover real-life scenarios and learnings from these. You will be given the tools to identify the error types and error-producing conditions and use them in an interactive session and take them back to your workplace.

Presenter: Corrie Summers

TasRail

Corrie is a well-known safety professional, with experience across many industries, including manufacturing, construction and transport. Corrie has been the lead investigator of many workplace incidents across her career and is currently heading up the implementation of human factors management at TasRail.

Thrive with PERMA



Webinar

Monday 2 October, 2pm – 3pm

This webinar is based upon the Applied Positive Psychology principal, PERMA, which was developed by Professor Martin Seligman in 1998.

PERMA is a wellbeing framework that centres around five pillars – Positive Emotion, Engagement, Relationships, Meaning and Accomplishment.

Cultivating a workplace that uses these pillars to underpin the way we work will see workers thrive, including increased performance, greater sense of connection to their work and an overall increase in wellbeing.

Empowered Women in Trades use the PERMA model in all its programs, and aims to educate employers and workers to use PERMA and see the benefits for themselves.

This webinar provides an understanding of the PERMA framework and how it can be applied day to day in the workplace.



Presenter: Hacia Atherton

Empowered Women in Trades

Hacia is on a mission to empower women in trades and see more women in the workforce with meaningful economic opportunities and skills. She envisions a future where women are inspired to take up apprenticeships in skilled trades such as welding, plumbing, electrical, automotive and many more pathways that women have never felt were an option. Hacia values that these women feel safe at work and return home feeling fulfilled from the work they have done.

Understanding the prevalence and impacts of sexual violence, implications for workplaces and workplace cultures

 **Devonport Paranaple Centre**
Monday 16 October, 10am – 11.30am

 **Strahan Strahan Village**
Thursday 19 October, 10am – 11.30am

 **St Helens Panorama Hotel**
Thursday 26 October, 2pm – 3.30pm

The Respect@Work Report (2020) found one third of people experienced sexual harassment at work in the last five years. Further, the recent Australian Childhood Maltreatment Study (2023) found one in three women and one in five men experienced child sexual abuse, and the Personal Safety Survey (2022) found one in five women and one in 16 men experienced sexual violence since the age of 15 years.

The high prevalence of sexual harassment and sexual assault in our communities and workplaces and the long-term, serious impacts on the health and wellbeing of victim-survivors can no longer be ignored. The statistics indicate the high probability that workplaces will include victim-survivors either as workers or clients or both.

Workplaces have an obligation to create physically and

psychologically safe work environments free from sexual violence, harassment and discrimination.

This presentation will discuss the prevalence and impact of sexual violence, the importance for employers and workers to understand what constitutes harmful behaviours and attitudes, and what legislation says about sexual violence. It will explore the benefits of creating a trauma-informed, dignity-affirming, workplace culture of gender equality.

Presenter: Nita Joy

Laurel House Sexual Assault Support

Nita is the Community Education and Advocacy Manager for Laurel House Sexual Assault Support service. Nita has a Masters degree in Social Ecology, Diploma of Community Services, Diploma of Management, and certificate in Training and Assessment.

Nita has had a diverse career as an enrolled nurse, community aged care manager, trainer and assessor. She had a key management role with the Tasmanian Elder Abuse Helpline.

Laurel House is committed to the belief that everyone has the right to live free from sexual violence, believing that education, primary prevention strategies and law reform are the main keys required to eradicate sexual violence from society. Laurel House provides sexual assault trauma counselling and support, community education and training; and advocates for policy reform.

Unions Tasmania Health and Safety Representatives (HSRs) Conference

 **Launceston Boathouse Centre**
Monday 23 October, registration 9am,
conference 9.15am – 4.30pm
Register at trybooking.com/CJVPJ

 **New Town Tasmanian Hockey Centre**
Tuesday 24 October, registration 9am,
conference 9.15am – 4.30pm
Register at trybooking.com/CJVOY

Unions Tasmania will hold two full-day conferences for health and safety representatives (HSRs) and for those who have a representative role in safety matters at work, including deputy HSRs, union delegates, WHS committee members, or similar.

HSRs and deputies have a unique representative role in workplace health and safety and will benefit from learning and networking opportunities to develop skills and knowledge that help them fulfil their critical roles.



In keeping with the theme of 'Safe Bodies, Safe Minds', these HSR Conferences support work health and safety, mental health and wellbeing, and workers compensation and injury management.

The agenda will include a discussion of mental and physical work health and safety issues, including education on the relatively new regulation on psychosocial hazards. It will involve a combination of keynote speakers, panels, the lived experience of injured workers, and workshops.

HSRs are increasingly eager to hear from others who perform the same role, with an appetite for practical tips and learning from their peers. We are committed to building this into the conference agenda.

The HSR Conferences will:

- provide a training opportunity for HSRs, deputies and other work health and safety stakeholders that will practically assist them in carrying out their duties in the workplace
- educate on new and emerging work health and safety issues and legislation
- provide practical tools and strategies to create workplace cultures that ensure the safety of workers' mental and physical health
- facilitate a safe space where HSRs from different industries can network and learn from each other.

The HSR Conferences are an opportunity to discuss with peers the challenges they face in their roles and strategies to deal with them.

At the conclusion of the HSR Conferences, Unions Tasmania expects attendees to:

- deepen and refresh their knowledge of their roles, rights, and responsibilities
- possess additional tools and strategies to positively contribute to the safety culture in their workplace
- have concrete ideas and strategies they can take back to implement in their workplaces
- make useful connections with other attendees to build their networks.

Presented by: Unions Tasmania

Tasmania's peak body for the state's trade unions.

Virtual reality (VR) and its application for assisting injured workers with chronic pain



Webinar

Wednesday 11 October, 2pm – 2.30pm

APM WorkCare's VR Empowered Pain Recovery Program has been developed in conjunction with Professor Lorimer Moseley, a Professor of Clinical Neurosciences and chronic pain expert. The program is designed to help any worker with pain. Many injured workers who struggle with chronic pain don't respond to the pain education provided by clinical experts, seek invasive or passive interventions, and avoid recovery movement which exacerbates their pain experience. This program uses virtual reality modules as a fully immersive experience that demonstrates to workers what is happening with their body and uses this newfound understanding to provide them with the tools to promote their recovery. Injured workers are provided compelling educational experiences to understand pain and the principles of neuroplasticity, combined with psychosocial risk management and education. The program uses contemporary neuroscience techniques to optimise graded movement and loading. Altering sensory inputs during movement and loading to create and consolidate neural pathways can lead to less pain, promote recovery, and empower the injured worker to successfully return to work.

Presenter: Hailey Buchhorn

APM WorkCare

Hailey is a highly experienced exercise physiologist who has worked in clinical settings, and has spent over eight years in personal injury insurance. Following her work in consulting and operational delivery, she has excelled in account management roles over the last four years, focusing on insurers and agents across the workers compensation, compulsory third party and life insurance markets, and has been responsible for identifying, implementing and evaluating innovative products and services tailored to personal injury insurance customers.

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When going to work improves your health: How teams can boost wellbeing and performance



Webinar

Wednesday 11 October, 10am – 11am

Providing a mentally healthy workplace is required for people to be at their best. In a mentally healthy workplace, people are far more likely to be practicing emotional fitness and building quality relationships. Emotional fitness means we can cope with our emotions and reactions to everyday experiences. Quality relationships mean we trust each other, we've got each other's back, and have the support to navigate the current and future situations together. Quality relationships are safe, and when we feel safe at work with our leaders and peers, we let down the guards created by fear and stress to be our authentic self. With burnout, disengagement, and mental health impacts on the rise, there are opportunities to build our emotional fitness and improve the way we interact and behave in the workplace. It's in building quality relationships we can achieve the shift required for the wellbeing of our

people and the performance of our businesses. Research confirms that anxiety, fear and stress-related conditions can be reduced through building quality relationships. So much so, that those with the warmest relationships live the longest, with typical illnesses not existing in people with strong connections with other people. Imagine what could be possible when we replicate this within workplaces. The ability to decrease stress, anxiety and fear through the connection we have with each other. When quality relationships connect us to our workplace, we have the best chance of sustaining a safe mind and body. As a result, individual and team productivity increase along with wellbeing. It's through the quality of our relationships we can create a psychologically safe team that achieves strong results. This webinar covers the mental health benefits to why quality relationships matter in the workplace. It includes a case study to demonstrate the impact of low and high quality relationships at work. The webinar explores theories of the heart and brain connection, specifically focusing on what it takes to build a mentally healthy and emotionally fit team. Leaders are the key in building warm relationships. This webinar gives workplace leaders practical ways to develop quality relationships through an increase of three necessary ingredients: fulfillment, focus and fun. These ingredients generate a safe and healthy team culture, so that going to work can improve your health.

Presenters: Lauren Taylor and Mareena Corbett *Emotionally Fit Humans*

Lauren and Mareena are human behaviour specialists, with over 50 years combined experience coaching and leading humans. They are accredited Leadership Coaches having studied at the International Coaching Institute, and both accredited in the Emotional Fitness Formula™ and human behaviour profiling.

Prior to joining forces, Lauren achieved her Bachelor of Education (Hons) and spent 17 of her 21 years as a teacher in educational leadership, and has run her own business for the last 7 years. Mareena completed behavioural studies, business management and multiple leadership qualifications; and spent 25 years leading teams in corporate and government sectors covering people and culture, safety and wellbeing, sales, service, marketing, customer and worker experience, organisational change and more

Recognised for their passion and ability to transform team culture and performance, Lauren and Mareena partnered to co-found Emotionally Fit Humans. Together they support leaders and teams to transform workplace culture through building relationships of fulfillment, focus and fun in work and life. Their approach is grounded in mental and emotional wellness through the power of quality relationships – the one we have with ourselves, our families, communities and colleagues.

Work pressure and resilience



Glenorchy MyState Bank Arena

Monday 23 October, 1.30pm – 2.30pm

Is pressure a positive thing at work? When can it become a negative influence? In this presentation, Fiona will discuss how and when work pressures can become an issue in the workplace, what we can do to reduce the impact of work pressure on our resilience, and how the five ways to wellbeing can play a part. She will discuss what workplaces should be doing to manage work pressure and other psychosocial risks in the workplace, and why rolling out mass resilience training to all staff is not always the answer either.

Presenter: Fiona Perrin

Zurich Resilience Solutions

Fiona is a senior risk engineer with Zurich Resilience Solutions. She initially trained as an occupational therapist and has a degree in ergonomics and human factors. She has over 20 years' experience working in the occupational health and safety sector in Australia, the UK and internationally.

Fiona combines all her skills to holistically help workplaces manage their psychosocial risks. She spent 12 years working at the British Broadcasting Corporation where she rolled out a mental health and wellbeing strategy, trained over 800 mental health first aiders, supported journalists exposed to traumatic stories, started a mental health network, and helped program makers better assess their psychological safety risks. Fiona also has experience working in local government, construction, housing, healthcare and the arts.

Workplace road safety: Avoiding the potholes?



Old Beach Baskerville Raceway

Monday 23 October, 9.30am – 12.30pm
and 1.30pm – 4.30pm



Perth Symmons Plains Raceway

Monday 30 October, 9.30am – 12.30pm
and 1.30pm – 4.30pm

This practical onsite presentation introduces road safety and why and how training can help workers drive better. It covers defensive driving, with each participant accompanying a driver and experiencing an emergency stop and lane change from various speeds. It also highlights the capability of modern vehicles and the need for drivers to update their training; and 4WD operations, with each participant accompanying a driver and experiencing the safe operation of a 4WD over a variety of terrain. Please bring your specific topics/points you would like Mark to discuss.

Presenter: Mark Butcher

Performance Driving Australia

Mark has over 25 years' experience in designing and delivering advanced driving programs in Australia and overseas. He has delivered road safety programs, four-wheel drive training, tactical driving, precision driving and motorsport training for thousands of drivers, including tactical driving programs for military and law enforcement agencies in Australia and overseas.

Mark has an extensive background in motorsport spanning over 20 years, has driven in multiple world championship rallies, and has raced cars on many of the circuits in Australia. Still heavily invested in motorsport as a driver, team manager and event organiser, one of his favourite quotes is, "You don't know what you don't know", as he never stops learning and gaining new skills and knowledge that he can share with clients.

Workplace trauma: What is it, and what can we do to limit the risk from it?



Glenorchy MyState Bank Arena

Monday 23 October, 3pm – 4pm

Experiencing a traumatic event, either directly or vicariously, can happen to anybody, at any time. Research shows there are things that can be done to limit the effect that these events may have on people. Fiona will describe what trauma and post-traumatic stress disorder (PTSD) is, how people are affected by trauma, and what leaders can do to limit the impact on their teams. She will share tips from various industries on what can be done to limit exposure.

Presenter: Fiona Perrin

Zurich Resilience Solutions

Fiona is a senior risk engineer with Zurich Resilience Solutions. She initially trained as an occupational therapist and has a degree in ergonomics and human factors. She has over 20 years' experience working in the occupational health and safety sector in Australia, the UK and internationally.

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NEED MORE INFORMATION?

Need assistance?

Call the Helpline on **1300 366 322** or **(03) 6166 4600** outside Tasmania, or email **wstinfo@justice.tas.gov.au**.

Be sure to check our website to stay up to date on events and activities being held during WorkSafe Month at **worksafe.tas.gov.au/month**

Certificate of completion

Participants who attend a WorkSafe Month event will receive a certificate of attendance.

Event locations

Unless otherwise stated, WorkSafe Month in-person events will be held at:

Devonport: Paranaple Convention Centre Market Square, 137 Rooke Street, Devonport

Hobart: MyState Bank Arena, 601 Brooker Highway, Glenorchy

Launceston: Boathouse Centre, 55 Lindsay Street, Invermay

New Town: Tasmanian Hockey Centre, 19 Bell Street, New Town

Old Beach: Baskerville Raceway, 473 Baskerville Road, Old Beach

Perth: Symmons Plains Raceway, Midland Highway, Perth

Prospect: Country Club Tasmania, Country Club Avenue, Prospect Vale

St Helens: Panorama Hotel, 1 Quail Street, St Helens

Strahan: Strahan Village, 41 Esplanade, Strahan

Refreshments

Coffee and tea will be available at all in-person sessions. Food is only provided at the HSR Conference and during lunchtime sessions. Please advise dietary requirements at the time of registration. Where food is not provided, you will need to make your own arrangements.

Resources

In-person attendees will receive a WorkSafe Month notepad and pen. Additional resources will be provided at selected sessions.



For everyone's safety,
work **safely**



safeworkmonth.swa.gov.au



safe work australia



AN INITIATIVE OF
THE WORKCOVER
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Please note

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