

MONITOR

Official publication of the
Mining and Resource Contractors Safety Training Association



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MARCSTA is a not-for-profit Association. All proceeds are reinvested into the industry for future development of safety and training.

Rationalisation/consolidation of training packages

Joint Sector Consultation Workshops have been conducted during November to discuss bringing together all the Skills DMC training packages into one consolidated Training Package.

The purpose of the workshops is to allow groups of people from different organisations to discuss draft consolidated units with other workshop participants with similar interests.

For organisations such as MARCSTA, who have a major interest in the disciplines of occupational safety and health, it will be an important opportunity to ensure that these topics maintain relevance to the health and safety issues faced in workplaces today.

In the area of risk management it is proposed to reduce the present number of units from 19 to five; in occupational health and safety from 40 to 16.

The rationalisation is long overdue in both areas and it is expected that the outcome of the workshops will be very positive.

One significant factor is expected to be the specific knowledge requirements to achieve the performance criteria for the units in question. Assessment requirements evidencing the demonstrated ability of candidates will take on an increased emphasis.

A report on the outcome of the workshops will be provided in the March edition of the Monitor.

Review of the Mines Safety and Inspection Act 1994

MARCSTA will be forwarding a submission to Commissioner Kenner who is conducting the review which could have major consequences for occupational safety and health in the mining industry.

While some of the matters for consideration can be expected to be addressed without too much debate some others require careful analysis.

MARCSTA will comment on issues such as health and safety on mine sites during construction, the structure of the Mines Inspectorate and the certification of mine managers, and the proposal to introduce a Safety Case regime for industry.

These are all issues of concern to companies contracting into the mining industry.

MARCSTA will seek to encourage comprehensive input from operational management who have responsibility for safety and health of their employees on a day-to-day basis.

MARCSTA training packages...

As a Registered Training Organisation, MARCSTA delivers occupational safety and health units of competency for the following national training packages: (Applications for recognition of prior learning may be lodged for all training programs)

Metalliferous Mining
Transport and Distribution
Business Services
Resources and Infrastructure Skills
Safety Awareness Training (Construction)

Innovative alternative system for escape in underground emergencies

The USA Mine Safety and Health Administration has developed a mine escape system to assist evacuation during mine emergencies.

The demonstration system consists of concrete pipe approximately 42 inches in diameter and accessible at various points along the pipe. Doors and vents are installed in the unit's access points /end caps.

The escape system would be fitted with a communication and tracking infrastructure and battery operated personnel carriers to transport miners to the surface. A fan situated at the surface would pump in breathable air through a borehole connected directly to the escape pipe, thus potentially satisfying the breathable air requirement as an alternative to refuge options.

Such a system could minimise the time miners would need to wear their self-contained self-rescuers.

Source: MSHA News Release 8/11/2007



Neglected toll of workplace cancers

Australia's national cancer prevention plan makes no mention of cancer caused by occupational exposure although it is estimated that there are 5000 invasive cancers and 34,000 non-melanoma skin cancers caused by occupational exposures each year, many related to the use of chemicals and pesticides in the workplace.

Dr Tim Driscoll, a senior lecturer at the University of Sydney, concedes that it is difficult to determine if a cancer is caused by an occupational exposure but is urging a re-evaluation of the issue and an immediate increase in exposure monitoring.

Source: Risks 262



Robens finding regarding apathy surfaces once again

Business leaders have been urged to put employee health back on boardroom agendas following research that found workers feel that *apathy* towards employee well being has taken its toll on workplace productivity.

Employees complained that they were:

- discouraged from taking sick days when unwell;
- put under pressure to do unpaid overtime;
- prevented from taking a full lunch hour; and
- suffering stress, depression and panic attacks.

A third of workers feel their health is neglected at work, while 6 in 10 don't believe bosses consider staff as assets worth investing in.

The UK organisation, Business in the Community, have launched a national campaign to effectively measure the bottom line impact of employee health and well being investment for the first time.

Source: BITC News Release 21/10/2007

“ Science may have found a cure for most evils; but it has found no remedy for the worst of them all - the apathy of human beings. ”

Helen Keller

Editorial

At the opening of Safe Work Week in October, Janet Holmes a Court, who is chairperson of several companies including John Holland, spoke on safety culture in the workplace. John Holland has very good safety record in the construction industry. But Janet has had to overcome scepticism about newer safer ways of doing things in her companies which deal with horses and cattle.

Her speech is reproduced following this editorial and is food for thought!

I have just completed some more unannounced audits of our trainers and found once again the standard is high. It's a necessary part of our operations even if trainers do say "now I can relax" when I leave. For a warm and humorous view of educational auditing and why it is done, read Gervase Phinn's Up and Down in the Dales.

The editor can be contacted at Work Safety and Health Associates.
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May I wish you all a very merry Christmas and a happy prosperous and safe New Year.
Geoff Taylor



Monitor Editor,
Geoff Taylor

Safe Work Week



Above: Janet Holmes a Court
Photo courtesy of Frances Andrijich

"All of us are here because we have shared interest in safety – in ensuring that those people who work for us can expect to return home to their families free of injury and illness. Of all the issues that we manage, this is the least controversial – no-one disagrees with the objective of 'no harm'.

In Australia we have an extraordinary level of legislation and regulation, spanning nine separate jurisdictions; backed up by inspectorates and courts with the ability to criminally prosecute companies, directors, officers and employees.

We also have third party audits and accreditations to a level and degree which we simply wouldn't accept in other areas of our businesses.

Given all of that – a shared objective, a massive legislative framework, and an army of auditors, it should be a foregone conclusion that exemplary safety performance is the norm throughout Australian industry. Yet that is not the case.

There are a few organisations that produce exceptional safety outcomes; there is a sea of mediocre performers; and there are some employers who are appalling.

What lies behind those differences? What is the elixir that produces exemplary performance in safety? The answer to those questions can be found in the culture of the organisation.

What is culture?

There is a vast corpus of thought and writing about 'culture' – including endless dissertations about what 'culture' is and what it is not. For our purposes this morning, let's settle on 'culture' as 'the way we do things around here'.

As all of us would recognise, 'how we do things around here' is generally not what is inscribed in policies or mission statements. 'How we do things around here' is not written down; rather, it is a strong subliminal message that permeates the expectations, standards and behaviours of an entire organisation.

How does a leadership team establish a strong and effective safety culture? What is the difference between those companies that deliver safety excellence, and those that don't? What are the barriers to an effective safety culture?

The first requirement for an effective safety culture is the visible commitment of senior management. At the level of the executive team and the Board, there needs to be a tangible and unwavering belief that safety is critically important; that incidents can and should be prevented; and a recognition that OHS statistics are not just numbers or lines on graphs, but the suffering of individual human beings and their families.

Without this visible personal ownership of safety, the objective of a strong culture is lost before we can begin."

Continued on page 12

WA Nanochemistry Research Institute established at Curtin University

A new centre for nanochemistry research linking Curtin, Murdoch and the University of WA has been launched four years after the concept was proposed.

It is being supported by \$12m in funding from the WA government.

The aim of the Institute is to be a federal centre of excellence in nanochemistry.

It is hoped that its activities will extend to the occupational health and safety perspectives of engineered nanomaterials.

Employing safety specialists and investing in training pays off

A Glasgow Caledonian University study has found that organisations where health and safety personnel vet sub-contractors have an accident rate almost 60% lower than in those that don't.

The researchers found that, on average, the more qualified in health and safety the line manager is, the less the accident rate. They claim that the results show that investing in health and safety training does have an impact, benefiting employees, and helping to boost productivity by reducing the considerable disruption caused by an incident causing death or injury.

Source: IOSH news release, 30/10/07

Tasmanian mines doing well with safety measures

A State Government audit of safety measures in Tasmanian mines has found that the majority have well established occupational health and safety systems.

The audit was instigated following the Beaconsfield mine collapse last year.

Welding fumes can cause a loss of smell

Researchers at the University of Pennsylvania have found that professional welders who work in enclosed spaces with poor ventilation may be at risk of loss of the sense of smell which can result in a significant alteration to quality of life.

Sense of smell not only determines the flavours of food and beverages but serves as an early warning system for the detection of fire, dangerous fumes, leaking gas, spoiled food and polluted environments

Source: osh online, 17/10/07



Local research centre to study diabetes-obesity link

A new centre has been established in Perth to carry out cutting edge research into the twin 21st century epidemics of diabetes and obesity known as **diabesity**.

At the Centre for Food and Genomic Medicine in Nedlands, scientists are bringing together biotechnology and nutrition science in a bid to beat these health conditions, which threaten to rival cancer and heart disease as Australia's biggest killers.

An Australian Institute of Health and Welfare report has warned that as the population ages and grows more overweight, there will be a 50% increase in type 2 diabetes within less than 20 years.

Source: ScienceNetwork WA, 3/12/07

MARCSTA members

ORDINARY MEMBERS

Ausdrill Ltd
Barminco Limited
BGC Contracting Pty Ltd
Cooks Construction Pty Ltd
GR Engineering Services
GRD Minproc

Kellogg Brown & Root Pty Ltd
Komatsu Australia Pty Ltd
Macmahon Contractors Pty Ltd
Rinker Australia Pty Ltd
Downer EDI Pty Ltd
Skilled Group Ltd
Terex Materials Processing and Mining Australia

Thiess Pty Ltd
Total Corrosion Control
Westrac Equipment Pty Ltd

ASSOCIATE MEMBERS

AVELING
Jako Industries Pty Ltd
Mandurah Safety and Training Services Pty Ltd
Mine SafeGear
Safety First Risk Management
Strudwick HR

Does training of safety and health representatives improve occupational health and safety or reduce workers' compensation premiums?

When occupational health and safety legislation was introduced in Western Australia in the mid 1980's one of the first initiatives taken by the mining industry was to commence quality training of health and safety representatives.

This training commenced well before there was a legislative requirement to do so and was organised by the then Chamber of Mines (now the Chamber of Minerals and Energy) in collaboration with TAFE.

Large numbers of SHR's benefited from this initiative.

Over the following 20 years, some 30%, on average, of all SHR's trained have been from the mining sector.

In the year to June 2006, the number still represented almost 28% of the total trained.

Workers' compensation premiums

Workers' compensation premiums for the various sectors of mining in 1985/86 ranged from 3% to as high as 20%. By 1995/96 the range was from 1% to as high as 6%. In 2007/08 the range is from 0.47% to as high as 3.04%.

The role of safety and health representatives

The contribution of safety and health representatives in improving safety and health performance has, as predicted by the Robens Committee, been considerable. The flow-on consequences for workers' compensation premium levels has also been considerable with the mining industry now enjoying the lowest average premiums of all industry sectors in Western Australia.

The benefits of training safety and health representatives

An analysis of the number of safety and health representatives trained in 2005/06 and the levels of recommended workers' compensation premiums for 2007/08 provides some revealing correlations.

<i>Industry Sector</i>	<i>Number of Safety and Health Reps trained per 1000 employees</i>	<i>Average Workers' Compensation Premiums 2007/08</i>
Agriculture, Forestry, Fishing	2.33	5.04
Construction	5.15	3.68
Manufacturing	3.23	3.36
Transport and Storage	4.09	2.37
Mining	27.88	1.80
Electricity, Gas, Water	10.42	1.27

Mining, generally held to be the most hazardous industry, has the lowest average premium rate of the major industry sectors.

The correlation between the commitment to train safety and health representatives and low workers' compensation premiums is obvious. Not only is safety and health performance improved; there is a significant economic spin-off from lower rates of workers' compensation.

OSH for supervisors and managers

The occupational safety and health training program for supervisors and managers developed by MARCSTA has now been trialled and some useful suggestions put forward which will be incorporated in the final version.

The program addresses key occupational safety and risk management units in the Business Services Training Package. Completion of the program will provide opportunities for recognition of prior learning transfers to similar units in a number of other national training packages.

The program provides flexibility to enable organisations to apply the content to their specific circumstances.

Training provider profile Brian Cloney



Brian joined Richards Mining Services in Joondalup in August of 2006 as Safety and Training Coordinator. When presenting courses, he draws on almost 30 years experience (and a whole host of qualifications) in training and assessment in the mining, civil construction, building and materials handling industries. These include Safety Awareness for the building and construction industry (Blue Card), Forklift Truck, Elevated Work Platforms, Excavator, Skid Steer, Front End Loader and Dump Truck Operations. He also conducts Safety Inductions, Confined Space Entry and Face Fit Respirator training for the mining industry.

In March of 2007, Brian gained his MARCSTA Provider's Licence and has been running these courses on a weekly basis ever since.

Brian is a qualified diesel mechanic and hydrostatic technician, has a Certificate IV in Workplace Assessment and Training, a Senior First Aid Certificate and has a sound knowledge of occupational safety and health.

He has worked throughout Australia and feels that his good communication skills along with his friendly (and often humorous) manner enhance his ability to deliver quality training.

Simple test for stroke can save lives

Would you know if you were having a stroke?

If you felt the side of your face go numb or were unable to move your arm - what would you do?

According to the National Stroke Foundation, you could be experiencing the signs of stroke, and they say too many people who experience them are waiting to see if the symptoms disappear instead of calling an ambulance straight away.

Facial weakness and arm weakness, along with speech difficulties are the most common signs of stroke and yet the least recognised.

The National Stroke Foundation says that it is vital anyone experiencing the signs of stroke or seeing them in someone else should call 000 immediately.

There is a simple test for stroke that everybody should know it's called the FAST test.

Using the FAST test involves asking three simple questions:

- **Face** Can the person smile, has their mouth or eyes drooped?
- **Arms** Can the person raise both arms?
- **Speech** Can the person speak clearly and understand what you say?
- **Time** Act FAST and call 000 immediately.

If the person has trouble with any of these tasks it's likely that they have had a stroke.

This is vital because identifying a person who's had a stroke and getting them to hospital quickly is crucial to reducing the damage to the brain caused by a stroke.

For some stroke patients there is a special clot-busting drug they can get, which needs to be given *within three hours of the onset of symptoms*. Early recognition of stroke symptoms is crucial to the person receiving treatment within the three hour limit.

Stroke is Australia's second single greatest killer and a leading cause of disability.

Every year, 53,000 people have a stroke and there are around 350,000 people living with stroke in Australia.

Source: National Stroke Foundation, www.strokefoundation.com.au. Image courtesy of National Stroke Foundation

If you recognise the signs of **STROKE** act

F

Facial weakness

Can the person smile? Has their mouth or eye drooped?

A

Arm weakness

Can the person raise both arms?

S

Speech difficulty

Can the person speak clearly and understand what you say?

T

Time to act fast

If you recognise the signs of stroke, call 000 immediately.

Call 000

Hearing protection improved by one-on-one training

Field testing of hearing protection attenuation has shown that one-on-one training is the best predictor of whether workers will achieve a good fit with their ear plugs.

The researchers concluded that, while the sheer volume of individual training may appear overwhelming in some workplaces, the results were significant and measurable in terms of hearing protection.

Should a worker obtain a poor fit with a particular style of ear plug, trying a different pair typically achieves an acceptable attenuation. Continued difficulty still leaves the option of fitting ear muffs to the worker

When strong enforcement policies are in place *without proper training*, workers are more likely to have a poor fit than a good fit..

Source: *ohs online*, 14/11/2007



OHS induction research

A recent safety survey by Workpro of candidates of Australian recruitment agencies has found that contrary to a common view held by employers and recruiters, responders believe that occupational health and safety training is very important to them and therefore critical to their safety at work.

The survey also confirmed that the more inductions a candidate does, the more likely they are to develop induction fatigue and the less likely they are to take in and be able to recall the information.

The research findings support MARCSTA's long held position that a quality initial induction followed by bi-annual refresher is a more effective way of ensuring knowledge transfer.

Further evidence to support this contention is provided in a recent Labour Hire Research Report by Monash University.

Source: *Safety Week, Issue 125, SIA*

Conferences and courses

34th International Conference on Explosives and Blasting Technique. New Orleans, 27-30 January 2008. Fax: 0011 1 440 349 3788
Web: www.isec.org

First International Seminar on the Management of Rock Dumps, Stockpiles and Heap Leach Pads, Novotel Perth, 5 – 7 March 2008. Fax: 08 6488 1130 Email: acginfo@acg.uwa.edu.au

12th US/North American Mine Ventilation Symposium, Reno, 9-11 June 2008. Email: mouset@unr.edu

Open Pit Slope Stability Short Course, Ibis Hotel Perth, 24 – 25 July 2008. Fax: 08 6488 1130 Email: acginfo@acg.uwa.edu.au

MINExpo 2008. Las Vegas, 22-24 September. Fax: 0011 1 630 434 1216 Website: www.minexpo.com

24th International Mine Processing Congress, Beijing, 24-28 September 2008. Email: impc2008@impc2008.org

New publications

ASCC: *National Standard and Code of Practice for the Prevention of Musculoskeletal Disorders from Performing Manual Tasks at Work (2007)*

DOCEP -Resources Safety: *Four new posters on occupational health: MineHealth, Asbestos Management in Mining, Protect your Hearing, Occupational Noise Management in Mining.*

Revised medical bulletin, Medical Bulletin No. 5, Cyanide Poisoning – First Aid and Medical Treatment.

DOCEP – WorkSafe: *Code of Practice: First Aid, Workplace Amenities and Personal Protective Equipment (revd)*

Taylor GA, Easter, KM and Hegney, RP. *Occupational Safety and Health* (in Chinese). Beijing, Chemical Industry Press.

WestOne: *Workbooks for Certificates 3 and 4, Diploma and Advanced Diploma in OHS.*

NIOSH - Department of Health and Human Services: *Simple Solutions: Ergonomics for Construction Workers.*



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Worker Health and Well Being

Work-life balance

The Queensland Department of Employment and Industrial Relations have developed a Better Work-Life Balance Survey proforma to help employers in evaluating and improving their work-life balance policies.

Effective work-life balance policies are valuable to businesses and organisations for a number of reasons, including:

- reduced staff turnover rates;
- becoming a good employer or employer of choice;
- increased return on investment in training as employees stay longer;
- reduced absenteeism and sick leave;
- improved morale or satisfaction;
- greater staff loyalty and commitment; and
- improved productivity.

The survey which is available at no cost can be conducted in just about any workplace and is designed for completion by both employers and employees. It is provided in Microsoft Excel format.

Source: Queensland Department of Employment and Industrial Relations News Release 12/11/2007

Sleep

The latest National Sleep Foundation (USA) Report on Drowsy Driving has found that fatigued driving continues to be under-recognised and under-reported.

The Report also indicates that police officers are not receiving adequate training on the impact of fatigue on driving performance.

The Report is an update of a similar survey conducted in 1998.

Source: Drowsy Driving News Release 12/11/2007

Fatigue a key to mistakes among pilots

An article in USA Today (7 Nov 2007) reports that hundreds of pilots, mechanics and air traffic controllers have experienced fatigue that led to mistakes on the job including six cases where pilots fell asleep in mid-flight.

While the incidents represent only a small percentage of the more than 40 million airline flights since 2003 the National Transportation Safety Board has linked pilot fatigue to 10 commercial aviation accidents since 1993. Pilot unions say fatigue is one of the top safety threats in aviation.

US employers offer financial incentives for workers who adopt healthy lifestyles

The National Business Group on Health, a non-profit US association of 285 large employers, reports that a recent survey of employers showed that 46% currently offer financial incentives to encourage workers to monitor and improve their health, or plan to offer incentives next year.

The survey also found that companies with highly effective health and productivity programs have five times lower costs for sick leave and short and long term disabilities.

This ties in with a recent Monash University Study which found that staff perform at higher standards when they perceive safety is of concern to management.

“Traditional approaches to occupational safety, such as policies, machine guarding and the elimination of manual tasks through mechanisation, have been critical in improving injury rates, but such rates have since reached a plateau,” said Gemma Clissold who conducted the research.

Managers could show their concern through a range of non safety-specific approaches, such as strong leadership, quality job design and, in particular, a positive safety climate.

Effective health and safety management requires strong leadership and often organisational change.

Such change is extremely worthwhile when compared with the direct and indirect costs of injuries to the organisation and the community.

Source: ohs online, 9/11/2007, Monash newslines 2007.

Shift work - cancer link to be put under the microscope

The International Agency for Research on Cancer (IARC), the cancer arm of the World Health Organisation, is to consider classifying shift work as a ‘probable’ carcinogen. If this should happen, shift work will be placed in the same category as cancer-causing agents like anabolic steroids, ultra violet radiation and diesel engine exhaust.

The idea that shift work might increase cancer risk is still viewed with scepticism by some, however, the issue may get some clarification when IARC publishes its analysis.

Experts acknowledge the evidence is limited but should shift work receive the ‘probable’ tag it will mean that a link between shift work and cancer is plausible.

Source: AAP 30/11/2007

Review of the Safety Performance Report



The Safety Performance Report of the Australian Minerals Industry 2005/06 published by the Minerals Council of Australia provides an excellent overview of the Australian minerals industry.

The report shows that in the three years from 2002/03 to 2005/06 the number of employees increased by 31% overall with most states recording significant employment increases.

State	2002/03	2005/06	% Increase
WA	43792	57007	30.17
QLD	25981	39465	51.89
NSW	17505	18958	8.30
SA	3263	5100	56.29
VIC	5653	7298	29.09
TAS	3099	3257	5.09
NT	4619	4941	6.97
	103912	136026	30.90

Although Western Australia's employment increased by the national average of 30% both Queensland and South Australia enjoyed increases in excess of 50%. This will come as a surprise to some as preoccupation with the local skills shortages can obscure the bigger picture.

From a safety and health point of view the industry has generally maintained its positive performance.

Fatality Injury Frequency Rate*

State	2002/03	2005/06
WA	0.06	0.04
QLD	0.05	0.04
NSW	0.03	0.00
SA	0.00	0.10
VIC	0.10	0.10
TAS	0.33	0.11
NT	0.00	0.02
All States	0.03	0.04

*The number of fatalities per 1m working hours

Lost Time Injuries - Incidence Rate*

State	2002/03	Injury Incidence Rate	2005/06	Injury Incidence Rate	% Reduction
WA	388	8.86	487	8.54	3.62
QLD	362	13.93	342	8.66	37.84
NSW	647	36.96	442	23.31	36.94
SA	34	10.41	50	9.80	5.86
VIC	56	9.90	63	8.63	12.83
TAS	77	24.84	54	16.57	33.30
NT	65	14.07	38	7.69	45.35
All States	1629	15.67	1476	10.85	30.76

* The number of injuries per 1000 employees.

Conclusions

Queensland, NSW, Tasmania and the Northern Territory vastly improved their safety performance over the three year period.

Victoria and South Australia have improved noticeably.

Western Australia maintained its satisfactory performance. This plateau-like effect has been consistently pointed out by MARCSTA, in particular the serious injury incidence rate which continues to be static.

The overall reduction in lost time injuries of 30.76 has occurred in a period when the overall increase in employment, much of it inexperienced workers, was 30.90%.

Associate Member Profile - Jako Industries

Jako Industries provides quality installation and service in air conditioning, heating and ventilation, refrigeration, dust control and compressed air. The company adopts world's best practice in the highly competitive mechanical services industry. It is respected for completing projects on time within budget. It takes steps to fully appreciate the culture which exists within its client's organisation and to determine the needs and expectations of the client for each project

In engineering and project management, from the initial design engineering through to testing and commissioning, its engineers and project management teams ensure the system is designed to the client's expectations. Specific method statements may be developed to deal with issues critical to a project, eg. temporary shutdown. At weekly meetings short term "look ahead" programs are developed as necessary to deal with areas adversely affecting the progress of the project.

Most work undertaken by Jako Industries falls within the following areas – hospitals and medical facilities, educational institutions, office developments and redevelopments, multi-storey residential apartment blocks, and retail developments.

For the mining industry, up-to date manufacturing facilities and in-house engineering staff enable Jako Industries

to provide mechanical services including the design and construct of HVAC systems. For design and construct, Jako Industries has a strong depth of engineering.

Jako Industries places an important focus on its service and maintenance capabilities, because of 24/7 demand from clients. Key service personnel include Service and Safety Manager John Lemon and Service Coordinator Kirsty Nicholls.

John has 40 years experience in electrical and mechanical safety and training servicing industry. He is a qualified electrical and mechanical workplace assessor with experience in

the marine, mining, industrial, civil and facility maintenance disciplines.

John was one of the original MARCSTA board members during his 15 years as TCC Safety and Training Manager.

All Jako Service technicians are fully qualified refrigeration and air conditioning mechanics with the necessary licenses and accreditations.

All technicians and apprentices take part in MARCSTA training as a prerequisite to employment, enhancing the company's safety work ethic and culture.



MARCSTA licensed training providers

Mark Adam
Jayson Aveling
Graham Bailey
Ron Baker
Tom Bateman
Carl Berglin
Wayne Berkrey
Danny Bognar
Clive Brindley
Scott Clarke
Brian Cloney

Dale Cocker (U) (S)
Jim Dandie
Geoff Day
Peter Dowding
Joe Duyvestyn
Linda Elezovich
Ross Graham
Ray Hargreaves
Sheryl Henley (C)
Jeffrey Hickin
Peter Jones

Ralph Keegan (S)
Rob Lewis
Joe Maglizza
Les McIntyre
Neil McMeekin
Guy Mead
Katherine Montague
Rodney Pool
John Preston
Merryn Richards
Jason Roberts

Victor Roberts
Shane Salt
Grant Shearwin
Brian Smith
Marcus Taylor
James Titmus
Peter Tynan
Ron Van Baaren (C)
Micheal White
Anne-Marie Widermanski
Graham Williams

Paul Willoughby

All training providers listed above provide general inductions.
C denotes the Construction Safety Awareness program
U denotes the underground program.
S denotes the extended working hours program.



news and views

INFORMATION ON GENERAL NEWS AND VIEWS
WITHIN THE MINING INDUSTRY,
BOTH NATIONAL AND INTERNATIONAL.

Australian Mining 2007 for October 2007 and *AJM* for September/October talk of the advanced visualisation and **interactive simulation training** developed by two parts of the UNSW and now in use by Coal Services Pty Ltd. *Australian Mining* also notes the **wheel spinner**, and the **noise reducer** for tyre deflation, developed at Alcoa, how Nickel West developed **layered audits** to deal with the transition after the BHPB takeover, and the use of Clark Equipment's OMEGA **tyre handlers**. **Simone Wetzlar** of Thiess won Hella Australia's mine manager of the year award overseeing coal mines for four companies, while **Leighton** won the Sandvik high commendation for Excellence in Mine OHS.

Mining Magazine for October 2007 has an article in which Citigroup reports, after a survey of the 12 largest mining companies, that **severe weather events**, particularly in Australia, pose the greatest threat to the global mining industry if climate change progresses. There are also five pages on **Belaz mining trucks** up to 320t.

AJM for September/October 2007 notes that **women in senior mining positions** in Australia only earn three quarters of what their male counterparts do (presumably excluding Simone Wetzlar above), and there is an article on CSIRO's Hewson's development of **hyperspectral imaging** to assess mine rehabilitation more easily

Queensland Government Mining Journal for September 2007 has a **review of fatal accidents** in Queensland by Rob O'Sullivan, and there is a company called Iron Planet which auctions **used equipment** but with highly detailed inspections and a guarantee.

In *Mining Engineering* for August 2007, Dessureault, Sinuhaji and Coleman describe **data mining** of the US MSHA's mine safety data.

In *Mining Engineering* for September 2007, Balfour takes a critical look at the fifth year of the **mining boom** and issues some warnings, and McCarter looks at how **PhD topics in US mining faculties** line up with perceived need. He says there is excess research in mineral processing, ground control and computer applications, but the opposite for eg. mine design and operation surface and underground. It also notes the Flex-lifter for **lifting fully loaded conveyor belts**, troughed or flat, up to an 1800 kg load, and MSHA approval of Nett Technologies' maintenance-free **diesel particulate filters**.

Engineering and Mining Journal for September 2007 has a 7-page global **iron ore forecast** by Ericsson, and an article on how to **inspect a conveyor**.

Advanced Safety Magazine for Spring 2007 has articles on BHPB's progress since the **Boodarie accident**, and **consultation** at BHPB's Mount Whaleback site, and *Australian Safety Matters* for September 2007 has an article on the **National Mine Safety Framework**, while *Safety in Australia* for September 2007 has an article taking a sceptical slant on **drug testing**.



Who's who?

Chairman

Ross Graham, Terex Materials Processing and Mining

Deputy Chairman

Joe Maglizza, Rinker Australia PL

Director Safety and Health

Patrick Gilroy AM

Committee of Management

Warren Claydon

Allaine Coleman

Terry Condipodero

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Safe Work Week

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"In John Holland, we have tried to establish the ownership of safety at the Board level. The Board has a dedicated OHS Committee which is charged with ensuring that the John Holland OHS Improvement Strategy is fully and effectively implemented throughout our large and very diverse businesses. This structure enables the most senior officers of the company, including myself as Chairman, the Managing Director and the other Non-Executive Directors to ensure that our personal commitment to safety is visible and allows us to directly review site operations.

Part of the Board Committee activity is to review performance – and while we have a long way to go, I am generally satisfied with the rate and the sustainability of our improvement. The incidence rate per thousand employees of illnesses and injuries necessitating one or more weeks off work has fallen to 4. This is nowhere near our aspiration of zero, but represents a performance that is 6 times better than the construction industry as a whole, and 5 times better than the all-industry rate in Australia. Our LTIFR is currently at 2.8, which puts our safety performance ahead of a number of industry sectors, including, for example, the major banks.

The second requirement for a culture is to build safety into all the organisational measures of success. That is, OHS behaviours and indicators need to be thoroughly embedded into the systems and methodologies that the organisation uses to reward success and punish failure. This is much more difficult than it seems. All of us can think of organisations where the criteria for reward and promotion are driven exclusively by "bottom line" criteria. It's a big call for a Board or a senior leadership team to demote or otherwise disadvantage a star performer because his or her commitment or ability to deliver a safe workplace is sub-optimal. Similarly, how many clients will discount a lowest bid construction contractor because their safety capability is poor?

Yet it is these sorts of decision which make the loudest statements about the commitment of the leadership team safety.

It is at this point that we meet the most important barrier to achieving effective safety cultures. In 1859, Charles Darwin published his *Origin of Species*. Darwin's key contribution to the life sciences was the concept of natural selection – that is, that the survival of particular species was determined by their ability to adapt to changes in their environments. Darwin, for all his perspicacity, missed a key evolutionary development which is central to our discussion this morning. Adaptation, for us intelligent species, is driven by our perceptions of what is going to affect our own ability to survive and prosper – and most of us are doing so in organisations – large and small.

Homo sapiens appeared around 200,000 years ago, and was physically and in many other respects just like we are. Over the last 2000 years, but particularly since the proliferation of the corporation in the late nineteenth and early twentieth centuries, we have seen the emergence of a variant of *Homo sapiens* – what we might classify as *Homo sapiens consortius*, or **Company Man**.

Company Man can be distinguished by an exceptionally powerful ability to sense what is essential for survival within the company, and what is merely window dressing. Company Man is the ultimate cynic.

If you, as a leader, turn a blind eye to a safety breach, Company Man will immediately recognise that the safety rhetoric is just

that. If a decision is made to promote someone who is known to be lukewarm or privately cynical about safety; Company Man will immediately realise that the safety message is but a slogan, and modify his own behaviour accordingly.

Company Man has a diabolical ability to detect bullshit.

This is the only really important barrier to achieving a culture of safety. If you're really serious about safety and nurturing a safety culture, then you and your leadership team need to make it absolutely clear that a commitment to safety and delivering on safety is 'how we do things around here' – and that if you can't or won't manage in a way that delivers on safety, and on all of the other non-negotiables, like profit, quality and customer service; then maybe your career path lies elsewhere.

Any managerial decision, no matter how insignificant it may seem, which may undermine the senior leadership commitment to safety will be detected by Company Man and perceived as evidence that you aren't serious.

In the achievement of a safe culture, there is a third component, and that is training and education. As senior leaders, we need to make sure that all of our managers and supervisors are properly equipped with the tools and techniques for managing safety – the ability to facilitate risk assessment processes and ensure that employees work within clear, owned and effective mitigation procedures.

John Holland commenced a programme called Passport to Safety Excellence in 2004. We started by identifying which positions in the company had an effect on delivering safe workplaces. We then defined what skills and behaviours were necessary at each level to effectively undertake their responsibilities. From that we have developed a comprehensive training programme which comprises some 12 training days and a number of follow up assessments in the workplace. Upon completion, staff are recognised with a Certificate IV in Safety Leadership – Construction. At this stage we have completed about 30% of our training demand. [Editor's note: Janet has been attending these with her employees].

These are skills and capabilities that are easily imparted if the front-line managers know that we, the senior leadership, truly believe in what we are doing. But the moment that there is any doubt, Company Man will detect that we are not for real, and modify his behaviour accordingly.

So how do we ensure that strong safety cultures are flourishing in our companies? Well, senior management have to genuinely want safe workplaces. My third point is also an essential component of the mix – managers and supervisors need to understand how to manage safety – the tools, the techniques, the leadership behaviours that transform motivation into action.

But the truly critical component of an effective safety culture is the individual will to manage in that way – and that can only be there if the organisation, the Company Men, know that we are serious – that this is not lip service, nor the mouthing of some safety platitudes in a mission statement; but non-negotiable components of success in your company.

So my challenge to you is to take a good look at how your company operates. What messages is Company Man picking up? What behaviour and what results are being rewarded? Can you be completely certain that your commitment to safe working culture is not being undermined by conflicting messages?

And finally, if you're not completely satisfied with the answers to those questions – what are you going to do about it when you leave today's conference?"