



Bridging MARCSTA General Safety Induction and the **Transport and Distribution Unit** “Follow Occupational Health and Safety Procedures”

The training materials for a bridging program that will allow holders of a current MARCSTA General Safety Induction to acquire a Certificate of Completion for the unit TDTF197B are now available.

The program is expected to occupy two and a half hours and will address specific transport aspects not already included in the MARCSTA program e.g. labels and documentation, vehicle loading and safety, safe driving practices.

As with the MARCSTA induction all candidates will be encouraged to acquire the workplace evidence to entitle them to Statements of Attainment for the unit.



Above: Shooting for the first of the risk management videos.

Metalliferous Industry Training Package Core Unit **“Apply Local Risk Control Processes”**

The training program to address the core unit “Apply Local Risk Control Processes” has entered its final stages with two days of video coverage expected to be concluded by the end of July. The support of AngloGold Sunrise Dam Goldmine and Roche Mining is acknowledged.

The first risk management video to support the risk management course was shot in a heavy vehicle workshop environment.

Our thanks to Komatsu Australia.

The program is a logical follow up to the General Safety Induction and will address a crucial issue identified some thirty years ago by the Robens Report which led to the legislation we work with today.

The Report said: *“The primary responsibility for doing something about the present levels of occupational accidents and disease lies with those who create the risks and those who work with them.”*

MARCSTA’s new program will equip employees (those who work with the risks) to accept increased personal responsibility for managing and eliminating risks in the workplace.

Review of **Extended Working Hours**

The Government’s Extended Working Hours Review Panel will commence the review process following the release of a public discussion document in July.

A period of three months will be allowed for public input and the review timetable calls for recommendations for appropriate action by the end of December.

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Workers' Compensation Premium Rates 2003-04

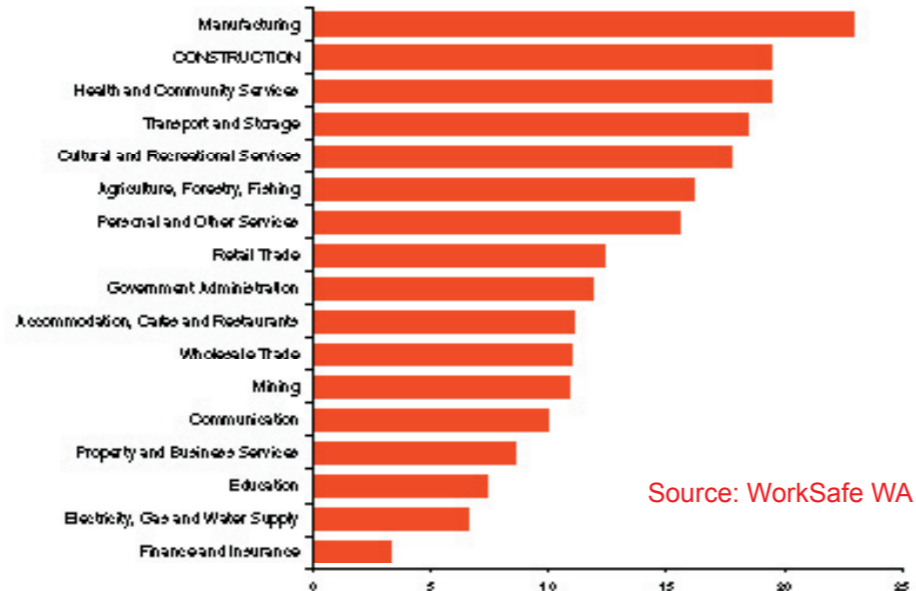
The continuing improvement in safety and health in the Western Australian workforce is once again not reflected in current premium rates with little incentive for small employers to invest in occupational safety and health.

A token reduction in premiums saw the mining sector maintain its outstanding record with an average premium rate of 2.62% across its various categories. Underground gold mining is the highest rate in the metal ore production sector at 3.93%.

On a workers' compensation premium basis mining occupies eighth place in the seventeen industry sectors almost on a par with the wholesale trade. Not bad for an industry with an average of 11% some 20 years ago.

The continuing downward trend is evidenced in the above chart.

LTVDs per million hours worked 1997-98 to 2001-02



Source: WorkSafe WA

MARCSTA's Registered Training Organisation Status

MARCSTA's RTO status was renewed in late May by the Training Accreditation Council for a period of five years following validation against the Australian Quality Training Framework.

The validation process identified some aspects which warranted increased attention, particularly the requirements to regularly audit providers of our various programs and MARCSTA has taken prompt action to address this and other concerns.

It is becoming increasingly evident that conformity with the Australian Quality Training Framework will be insisted upon by the Training Accreditation Council and MARCSTA is comfortable with the quality focus on all aspects of the training delivery and assessment processes.

Audit protocols to apply to both licenced providers and RTO's delivering MARCSTA programs will be implemented from September.

Changes to Occupational Safety and Health Legislation

The changes forecast in the Monitor resulting from the Laing Report now seem likely to come to pass following the announcement by the Minister for Consumer and Employment Protection, John Kobelke, at the recent ALP State Conference.

WorkSafe WA will take on a pre-eminent role in setting occupational safety and health policy and directions for all workplaces including the mining industry with the mines inspectorate maintaining its independence within the Department of Industry Resources.

Penalties for workplace death and injury will be more than doubled, health and safety representatives will have increased powers and sentencing guidelines introduced in an attempt to provide consistency in dealing with breaches.

A Safety and Health Tribunal under the auspices of the WA Industrial Relations Commission will also be established to deal with administrative issues including pay and condition entitlements.

Achieving Statement of Attainment for "Work Safely"

Since 2002 the focus in all MARCSTA's training programs has been on the national training agenda and the ultimate achievement of Statements of Attainment for a national qualification for all attending. In all of our training materials the importance of gathering evidence of workplace competencies to enable Statements of Attainment to be issued by MARCSTA has been emphasised.

To assist in this process our website includes a Skills Recognition Workbook and a Guide for Supervisors whose involvement is critical to the process.

Much of industry is yet to commit fully to the national training agenda with the consequence that the importance of employees building a portfolio of qualifications not being accorded the attention it warrants.

MARCSTA's requirement for refreshing every two years is a clear recognition that competency in the workplace must be current to be credible. A half-day refresher or the optional Fast Track process offers a low cost surety for employers that persons going on site have met the minimum occupational safety and health requirements.

Competency must be updated and re-affirmed on a regular basis to meet duty-of-care obligations. The Fast Track option is a recognition of skills alternative for those persons whose day-to-day activities require their continuing competency in occupational safety and health. A one hour examination every two years to demonstrate this competency is an effective and simple means to maintain MARCSTA certification.

Editorial

The picture is part of a quaint drawing of old Prague by Anton Pieck. The UK too had a Red Flag Act for the automobile in earlier times. Controlling risk using safety technology where possible has come a long way since then.



Geoff Taylor



But from what springs the motivation for such controls?

Samuel Colt the American firearms manufacturer once gave his reasons for not having fire

insurance in his plants. He argued that "it was his duty as a Christian master of property to protect it and that his attention to this matter would be reduced if he had insurance". Colt seems to have put property before people while good corporate governance today would suggest that insurance is prudent. Indeed workers' compensation law leaves no choice and contractors normally must have PI and PL insurance to secure contracts.

OHS commentator Mike Everley in the UK journal *Health and Safety at Work* a few years reflected on Colt's view when commenting on the then new British Standard 8800 for OHS Management Systems. He said the transfer of risk to an insurance company can be an abdication of moral responsibility and can lead to the perception that the risk is being controlled through the transfer and that therefore little more has to be done to control or reduce it. This is often referred to as reduction of moral hazard.

An organisation has to decide under the standard whether a risk is tolerable. But is that acceptance of tolerable risk by the organisation, which can transfer the risk to a third party such as an insurance company, matched by a corresponding level of tolerability by employees and others such as neighbours of an industrial plant who may come face to face with the risk, Everley asked.

The document *ILO-OSH 2001* relies as does our Australian OSH law generally on treating residual risk with personal protective equipment. Residual risk is that remaining after key steps such as hazard elimination, engineering (safety technology) and administrative measures have been considered collectively and applied where practicable.

So, residual risk should not be decided by an organisation's management alone, but on a collective or consultative basis with employees.

To close on another note, I mentioned the draft health and safety practitioner competencies for the OHS domain of the Business Services Training Package in the December and March issues. They have now come out in a third draft which has extensive changes after public comment on the second. Business Services Australia say of all their twenty five domains the safety domain is the one which has generated the most comment and passion.



Who's who?

Chief Executive Officer
Patrick Gilroy AM

Chairperson
Terry Condipodero
Roche Mining (JR)

Vice Chairperson
Joe Maglizza
CSR Readymix

Committee of Management
Warren Claydon
Ross Graham
Arlene Roe

Assessment Panel Chair
Joe Maglizza

MARCSTA Monitor Editor
Geoff Taylor

Conferences and courses

Queensland Mining Industry Health and Safety Conference. Townsville. 3- 6 August 2003. Email: safeconf@qmc.com.au

AIMEX. 9 to 12 September 2003. Sydney. Tel: 02 9422 2511, email: george.martin@reedexhibitions.com.au

Minesafe International Conference. 12 to 15 October, 2003 Perth. Tel: 08 9332 2900, email promaco@promaco.com.au

China Mining and Coal Expo 2003. Beijing 28 -31 October. Fax: 852 2890 2657 Email: info@together-expo.com

Large Open Pit Conference. 3 to 6 November 2002, Kalgoorlie. email workmanc@wasm.curtin.edu.au
Fax: 08 9088 6151

Large Open Pit Conference 2003. Kalgoorlie. 3-6 November. Fax: 03 9662 3662 Email: miriamw@ausimm.com.au



Ausco

Ausco Building Systems Pty Limited manufactures, sells and hires relocatable buildings and permanent structured modular buildings for one-off and turn-key projects in Australia and the Asia Pacific region.

Ausco owns a fleet of over 10,000 units, distributed throughout Australia with regional offices in all States. As a member of the Waco group of companies, Ausco interacts with Premier Modular Buildings in the UK and Portacom in New Zealand.

Ausco Building Systems, is the leading provider of portable building and total accommodation solutions in Australia. It supplies portable buildings for a wide range of uses to any location in the country.

In the field of safety, Ausco Building Systems has designed an innovative system to provide a safe working environment for tradesmen working at heights.

This basic fall arrest safety system was designed by the WA production manager, Mike Rumford, with input from production supervisors - Abbie Thorne and Trevor Burrus.

Once the in-house design and drawings had been completed, Ausco's consultant engineer checked the engineering calculations.

Once satisfied on the engineering compliance the system was certified as being fit for purpose.

In the application shown, the fall arrest system spans the total length of the building (14.4m). The fitting of each mast is quick and simple, only needing 16 fixtures.

Tradesmen access the roof to clip their harness on via a ladder.



New publications

WorkSafe WA: *Code of Practice on Workplace Amenities, First Aid and Personal Protective Equipment.*

WorkSafe WA: *Guidance Note: Election of safety and health representatives.*

WorkSafe WA: *Guidance Note General Duty of Care in WA Workplaces, 2003*

DoIR: *2002 Safety Behaviour Working Party Report and Recommendations*

MARCSTA members

FULL MEMBERS

- Ausdrill Ltd
- Australian Raise Drilling
- Barmingo Mining Contractors
- BGC Contracting
- Brambles Ltd
- Charles Hull Contracting
- Cooks Construction Ltd
- CSR Readymix

- GRD Minproc
- Komatsu Pty Ltd
- Macmahon Contractors
- Roche Mining
- Roche Mining (JR) Pty Ltd
- Skilled Engineering
- Thiess Contractors
- Total Corrosion Control
- Westrac

ASSOCIATE MEMBERS

- Ausco Building Systems
- AVELING
- Mandurah Safety and Training Services
- St Barbara Mines

This list is current at the time of going to press but for further information contact the Secretariat on (08) 9355 1400 or Fax (08) 9355 1499



Jim Torlach, ISMSP Chairman

International Society of Mine Safety Professionals (Australia) Inc

Dates in September have now been allocated for the conduct of the inaugural law examination for members seeking to obtain professional certification from the International Society.

The law examination will comprise relevant sections of the Mine Safety and Inspection Act and Regulations and is expected to take some three hours.

Successful candidates must then submit a portfolio of documented projects or case studies covering a range of fields in the discipline of occupational safety and health in mining.

The remaining requirement comprises an interview with the Accreditation Panel.

Continuing Professional Development

Arrangements are being made for a visit from Dr Mark Rosekind, President and Chief Scientist of Alertness Solutions who formerly lead the Fatigue Countermeasures Program at the NASA Ames Research Center from 1990-1997.

Prior to that Dr Rosekind directed the Center for Human Sleep Research at the Stanford University Sleep Disorders Center. Dr Rosekind was awarded the Flight Safety Foundation Business Aviation Meritorious Award in 1999 and has worked with the transport, police and health care industry sectors.

Dr Rosekind will be here in February 2004 to conduct a professional development workshop/seminar and attendance will be strictly limited.

His visit is timely given that the recommendations of the Extended Hours Working Party are likely to be with Government before that time.

Registrations for this important workshop will be limited and persons intending to attend should advise the Society as early as possible. Priority will be given to both Society and MARCSTA members.

Safety induction for high schools

Karratha Senior High School students from the Metals and Engineering Course attended the MARCSTA General Safety Inductions in May as part of the preparation for careers in industry.

The students attend normal training programs with experienced workmen and are assessed on the same basis. Successful completion entitles them to MARCSTA accreditation.

The training materials are provided by MARCSTA with Total Corrosion Control supplying the licenced provider free of charge.

The program is part of MARCSTA's drive to have safety and health training included in high school curriculums.



Above: Metals and engineering teachers at Karratha Senior High School



Feedback from the school indicates an appreciation of the opportunity given to the students. The program is expected to become part of the school's workplace preparation process.

Our thanks to Total Corrosion Control for making available their training manager, Ron Baker, to conduct the programs.

Left: Successful Year 11 Karratha Senior High School students



Ralph Keegan - Frontline Safety and Training Services

Ralph Keegan is a MARCSTA provider based in Bunbury WA.

He runs a small business called Frontline Safety and Training Services that specialises in occupational safety.

Ralph initially joined MARCSTA as one of the first providers for the *Managing a Shiftwork Lifestyle - A personal Approach* course and commenced delivering the General Induction in January 2002. Since then Ralph has provided regular MARCSTA courses in Bunbury with additional courses in Collie and Albany and surrounding areas.

Frontline Safety and Training is a Registered Training Organisation (RTO) providing a variety of OSH based courses including safety representative training, fatigue management, job safety analysis and accident investigation skills.



Ralph also provides on site, site specific accredited first aid training.

In addition to providing a range of OSH training Ralph provides Certificate IV in Assessment and Workplace Training and training in meeting procedure.

The other arm of Frontline Safety and Training is safety consultancy. Ralph provides consultancy to a broad range of industry focusing on the engineering sector

and has provided this type of service to many key Southwest based companies including the implementation development and enhancement of an organisation's safety management system.

Ralph is an executive member of the Bunbury Chamber of Commerce and Industry and is an active member of its Education Training and Leadership sub committee.

Ralph's business has now been running in Bunbury for just over two years and he has recently been advised that he is **winner of the 2003 South West WA small business awards Judges Commendation.**

Congratulations on LTI Achievement

MARCSTA congratulates MINCOR RESOURCES' Mitel and Wannaway Mines who have both completed one-year free of Lost Time Incidents, the first time Wannaway has achieved this distinction and the second time in just over two years for Mitel. This is a great achievement and a tribute to the dedication and professionalism of all those on site.

MARCSTA REGISTERED PROVIDERS

Mark Adam
 John Amphlett
 Jayson Aveling
 Tony Aveling
 Ron Baker
 Peter Barnard (U)
 Tom Bateman
 Carl Berglin
 Danny Bogнар
 Clive Brindley
 Dale Cocker (U) (S)
 David Collins (S)
 Jim Dandie
 Geoff Day
 Peter Dowding (U)
 Joe Duyvestyn
 Linda Elezovich
 Dennis Farlow

Helen Fleming (S)
 Ashley Gilbert
 Ross Graham
 Ray Hargreaves
 Allison Hutton
 Ralph Keegan (S)
 John Lemon
 Guy Le Noir
 Chris Logan (U)
 Joe Maglizza
 Malcolm McFarland (S)
 Greg North
 Patrick O'Sullivan
 John Preston
 Graeme Richards
 Merryn Richards (S)
 Darren Ridley
 Jason C Roberts

Victor Roberts (S)
 Des Shaw
 Brian Smith (U)
 Peter Stoneman
 Wayne Sullivan (S)
 Mitchell Talbot
 Stephen Taylor
 Peter Tredgett
 Peter Tynan (U)
 Graham Wall

All listed above provide general inductions. U denotes underground trainer as well. S denotes shiftwork lifestyle trainer as well.

Kris Burchell (S only)

This list is current at the time of going to press

News and views

System thinking in mining

Marcel Vallee in *CIM Bulletin* for February 2003 describes system thinking for quality management and continuous improvement in mining. Some ideas he puts forward at first seem counterintuitive - eliminate slogans, exhortations, arbitrary targets, and numerical quotas. They can take precedence over quality and truthful information. He suggests replacing them with methods for improvement, and eliminating management by objectives, by numerical goals and by merit ratings. Instead provide leadership.

People are the key resource and need intrinsic motivation (work involvement and satisfaction) rather than extrinsic (bonuses, medals and awards). All employees need to be involved, he says.

Australia wide integrated university mining education

Australia's Longwalls for March 2003 describes a Mining Tertiary Education Council program. The University of NSW, University of Queensland and Curtin University -WASM are developing common content in a number of areas for flexible delivery. These areas include geomechanics, ventilation and mine planning.

Investigation of brick barricades

Colin Duffield, Emad Gad and William Bamford report in *AusIMM Bulletin* for March/April 2003 on their investigation of the structural behaviour of mine brick barricades, following a barricade collapse.

AusIMM OHS task force

In *AusIMM Bulletin* for March/April 2003 Brigitte Hall writes on AusIMM's OHS task force. Draft guidelines for Chartered Professional (Safety and Health) status have been prepared by Stephen Klyen. There is also a piece on promoting safer work cultures by David Stewart and Geoff Sharrock, outlining the WorkEthic7 process.

Workcover NSW services

Workcover NSW' Testsafe provides test facilities for personal protective equipment, electrical equipment, fire and explosion, mechanical testing as well as calibration.

Hands free phones less safe for motorists

OHS Bulletin for November 2002 reports on a study by Griffith University at the Holden Performance Driving centre involving eighty young drivers.

Talking, thinking and trying to listen on a mobile affects ability to corner, brake and avoid obstacles. The more complex the task, the greater the distraction factor. When using the phone people take their foot off the accelerator and apply the brake later, so for example they corner too fast. Because people think a hands-free phone is safer, it leads to overconfidence.

Note: On the positive side a hands-free phone does allow both hands to control steering.

New MSDS Code

The National Occupational Health and Safety Commission has approved a new Code of Practice for MSDS. This adopts the EU 16-section format as the standard MSDS format in Australia, except that Hazards Identification is placed before Composition.

Changes to labelling and classification of hazardous substances are also in the offing, so that eg. flammability is recognised in the hazard criteria. There are also proposals for the standard on major hazard facilities, on asbestos and on safety certification of users of industrial equipment.

Satellite and GPS monitoring

Bell equipment is to have computerised satellite devices and GPS as standard on articulated dump trucks., according to *SA Mining* for November 2002. Information on the vehicle is fed to a database at Bell and customers receive the software to interpret the information to assist in fleet management. Items like average truck weight, total fuel burnt, idle time, distance and fuel level are tracked. If there is a violation, the system can send an SMS message to the person responsible for truck operation.

PIC

New WA regulations - WorkSafe WA

A general update of Part IX of the Electricity Regulations 1947 is likely to follow a report to Minister for Energy Eric Ripper by Albert Koenig of the Energy safety Directorate of DOCEP. New duty of care obligations for electricians and clients and employers of electricians are likely. A person in control of a workplace and the employer of electricians may be required to jointly decide on the need to work "live".

There are also amended OSH Regulations for an operating standard to manage fatigue in commercial vehicle drivers, plus a revised Code of Practice on the topic.

Victoria University of Technology degree through Swan TAFE

The first batch of students studying in thin sandwich distance education mode to progress from Diploma in OHS into a BSc (OHS) have completed a face to face block in Carlisle with VUT lecturer Neville Critch.

Queensland Workplace Health and Safety Act

A number of changes have been introduced including guaranteed training for health and safety representatives and statutory protection for workers who raise health and safety concerns.

Providers - New and Old

Increased mobility in the safety and health training profession is reflected in the current list of MARCSTA providers with some providers of long standing moving on and a number of new faces now delivering programs. The strict criteria which includes the requirement to have substantial hands-on experience in the mining sector ensures a high standard for which MARCSTA is most appreciative.

However, we have lost one of our extremely dedicated providers of long standing, Rennie Sterle, and MARCSTA would like to record its appreciation of his lengthy and high quality services.

Kudos for MARCSTA from a Manager

“ would just like to take this opportunity to thank you for the great training course yesterday. I thought that it was very informative and at the end of the day when normally I would just want to go home to escape the boredom, I found myself really thinking about how I can make a difference in my own personal safety and the safety of all of our employees. ”

Odds, Gods and Accidents

A book by Geoff Taylor on personal and community safety and risk. Chapters include risk, community safety and security, leisure safety, fitting equipment to us, road safety, DIY risk management, workplace risk, the environment and change and challenge in risks.

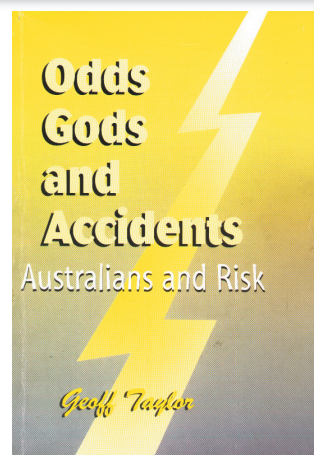
145 pages of text, well indexed with boxed examples.

\$1.00 from each book sold goes to the Kidsafe Foundation.

price \$19.95 incl GST (plus packing and postage within Australia \$4 per single copy).

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Advertising

A limited amount of advertising is invited for the next issue. Please contact the Editor.

PRODUCED BY Work Safety and Health Associates
and PRINTED BY Delta Print for MARCSTA

MARCSTA Monitor

The Monitor is published quarterly by:

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- Professional safety management systems
- Professional safety culture programs
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