

# the monitor

Keeping all those with an interest in OHS informed of current developments in workplace health and safety nationally and internationally



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## President's Report

You can guess how long it's taken me to submit my report for publishing so thank you all for your patience.

We're finally finished with the global pandemic... thanks president Biden (yes Allaine has been waiting that long for me to finish this report).

2022 has been an interesting year. To see people change their attitudes, behaviours, growth of fear and unrest for or of people, unboxing mental health as a "new problem" or otherwise as we progress into the brave new world and closing of 2022. Almost. We have a safe month still to go, Halloween if you are an import, and Melbourne Cup to drive us into the festive season. Yes, I already confirmed by first Xmas party invitation!!!

It's been a challenge to get people involved and attend meetings. Virtually, or physically, over-tired from a screen is yet another attribute to how busy everyone and everything is in our sectors and how mercilessly busier they have become as each day passes.

We've sadly lost people, including Pat Gilroy (AM), people at different mine sites in WA and let's not talk about those with the attributes of silicosis. We continue.

Finally, after successfully securing our hardworking, retired, technically IT challenged (or so she says) Life Member of the Society, Allaine Coleman, for a few more years that are now passed, I would like to thank her wholeheartedly on remaining a humble troop for the Society, publishing the Monitor for our members for the years after she stepped down from executive and committee positions in the Society. There's no replacement for such hard-working success and scrutiny, and we all thank you for your strength to pull everyone together to help others.

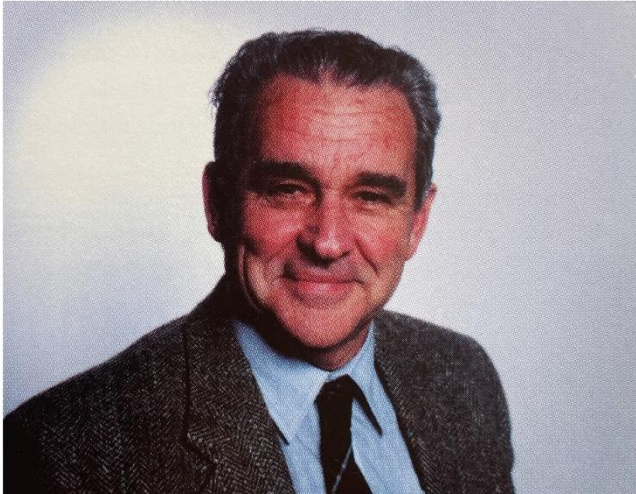
Thanks again Allaine.

**Les Vogiatzakis**

**President**

**Principal consultant - DGaS Services**

## Obituary – Patrick Gilroy AM



It is with much sadness that the Committee announces that Patrick Gilroy AM, passed away on 3 September 2022. Patrick is an Honorary member of the Society and has devoted his life to improving workplace safety and health. Pat was a psychologist by training and early in his career working in Kalgoorlie.

Pat was the deputy CEO of the Chamber of Minerals and Energy of WA for many years and contributed significantly to eradication of silicosis in WA miners. Pat, along with Dr Fred Heyworth, were eminent leaders in preventing occupational disease and injuries in WA miners.

In the early 90s Pat approached TAFE to run safety and health representatives courses for the mining industry with both representatives and management present as well as a seven month course for management, the Mining Safety and Health Interactive Training Course (MSHITC). 55 such representatives' courses and two MSHITC courses followed.

In 1999 Pat became CEO of the Mining and Resources Constructors Training Association (MARCSTA). The prime objective of the organisation was to develop and implement a common safety and health induction training program for mining and resource industry contractor staff

Pat's goal was to achieve the highest obtainable safety and health standards for the mining workforce. The induction course was aligned with the national VET business services OHS standard. Expert consultants were utilised to check the alignment. The course handbook was constantly updated.

Pat continued and improved on the high standard of presenters and presentations, which cost

MARCSTA one lengthy legal proceeding to enforce it. It is understood that well over 200,000 attended the course. As part of the quality checks, Pat organised unannounced audits of MARCSTA courses.

Pat set up a series of international mining safety conferences, mainly in Perth but also South Africa, and toured the world to attract the best speakers. Pat also arranged a variety of seminars by MARCSTA on various OHS topics, bringing in some overseas experts. Seminars which were presented as a joint effort between the Society and MARCSTA included Psychological Health, Sleep and Circadian Rhythms, evaluation of safety and health programs etc. These were issues just starting to emerge at the time with Pat having the astuteness to know what was coming over the horizon.

Between 2007 to 2017, with income from MARCSTA and from a mining professional organisation, Pat established the Jim Torlach Scholarship. The scholarship was awarded to eight Curtin University students and paid the students full three years study fees to complete the Bachelor of Science (Health, Safety and Environment) at Curtin University. This scholarship helped to educate the next generation of safety and health professionals. The names of the scholarship winning students are on an honour board at Curtin University.

Pat co-authored, a chapter "Co-ordinating industry stakeholders to achieve safety and health excellence" with Dr Janis Jansz from Curtin University for the book Contractor Safety Management.

Pat received a member of the Order of Australia (AM) for his services to mining safety. Pat also served on the Occupational Health and Safety Commission of Western Australia. Pat was instrumental in revitalising this Society. Pat's involvement with the Monitor remained strong with him agreeing to become the editor and continue with his contributions. In 2004 Pat largely took over compiling the MARCSTA Monitor. When MARCSTA was wound up, the Monitor was passed on to the Occupational Health Society to continue.

Apart from his interest in health and safety, Pat had an avid interest in horse racing, particularly trotters and pacers harness racing. We have lost a colleague, friend, mentor and genuine legend.

# AGM

ANNUAL GENERAL MEETING

**Keep this date**

**30 November 2022**

The above date has been set to hold the Society's Annual General Meeting (AGM). The AGM will be held at the premises of Mine Safety & Training, 43 Resource Way, Malaga. Refreshments and a light supper will be provided.

Zoom will also be available for those who cannot attend in person. More information will be provided closer to the date.



## Join the Committee

Consider nominating to join the Committee and participate and support the activities of the Society. The Committee is constantly looking for people who are enthusiastic and motivated to promote the objectives of the Society. If you wish to contribute, please nominate.

Nomination forms will be sent with the information about the AGM. If you would like to nominate you can also email the Secretary on [ohswa@outlook.com.au](mailto:ohswa@outlook.com.au) for a form.

## Membership fees

Membership fees, for the Society, fall due in November. Renewal notices will be sent.

The Society's membership has waned over the past two years, partly due to the impact of COVID.

The Society was established in 1978 which means the Society has been operating for over 44 years. Your continual support for the Society is important.

Ask your colleagues and friends, who may have an interest in health and safety to join as well.

## Blast from the past – The Inside Story

The following article was printed in the "Inside Story" in October 2005. The "Inside Story" was the original newsletter published by the Society.

### Workplace bullying in WA increasing

Is bullying in WA workplaces increasing or are people feeling more empowered to report these types of incidents?

Complaints of workplace bullying to WorkSafe have increased dramatically in Western Australia over the past four (4) years from 17 in 2001 to 311 in 2004. Some of the most notorious industries for reports are the media and local government.

Commission for Occupational Safety and Health chairman Tony Cooke said the figures represented only the tip of the iceberg because many employees were too afraid to report bullying.

Mr Cooke said one possibility for the increase was that people were more aware of bullying in the workplace and therefore more likely to make a complaint.

On the back of the high number of reported cases, the Commission has released a draft Code of practice on workplace Violence and Bulling for public comment. Mr Cooke said bullying was most prevalent in workplaces that were male dominated and hierarchical.

Each year in WA, an average of 600 workers compensation claims were lodged for time off work arising from workplace bullying and violence, he said.

Statistics for WA between 2016 and 2020 there were over 1,530 workers compensation claims for stress related injury. This represented a 19% increase over the time period. Of these 28% were due to workplace bullying and violence. It appears history does not teach us much or that strategies to deal with this hazard are not effective.

The reference to bullying being "most prevalent in workplaces that were male dominated and hierarchical would seem to fit with events highlighted in the media from companies like Rio Tinto and BHP.

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# IN EVENTS

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## GOING UNDERGROUND

The Society held an event on 18 August 2022 for members and others. The event was held at Mines Safety & Training (MST) facility in Malaga. MST provides education for companies, for a variety of people who are currently working in the mining industry and for people who would like to work in the mining industry.

Peter Nicholls, Managing Director of MST showed an orientation power point and information about the company and people who worked there was presented. The MST team has over 140 years combined experience in the underground mining industry.

MST is a family-owned business and employs safety and health trainers and professionals who can travel to site to conduct training or to provide services. Services provided include, generic mining inductions, underground familiarisation for entry level new starter, risk management, developing a safety management system for the workplace, providing general workplace safety and health advice, workplace and site safety reviews, inspections, and auditing.

Training includes the use of a purpose-built ThoroughTec CYBERMINE underground operator simulator for a Sandvik underground loader LH 517, Sandvik underground dump truck TH 540 (arriving soon) and Sandvik DD420 development drill. Participants experienced going inside this simulator, seeing it in operation and watched what to do during normal operations, when there was a tyre blow out, simulated fire and when a vehicle hit a wall. MST facilities also include a Refuge chamber.

MST's facilities also include a fully functional purpose built working at height area, a confined space training area, a fully equipped refuge chamber and a trailer that is used so that training can be done on site.

MST staff are trained in the ICAM methodology and have 20+ years of experience in conducting incident investigations and subsequent reporting. MST can also provide labour hire skilled and experienced occupational health, safety, and training personnel for short-term or long-term placements. MST also offers injury management services to assist in the management of employee work or non-work-related injuries either at the company site, or remotely or at their facility in Malaga. The underground simulator can be used to determine if injured employees can return to pre-injury duties, by utilising ladderways and the underground environment.

At the end of the visit participants were able to ask more questions about what they had seen and done. After this we were provided with good food, drinks and friendly conversation before the visit ended. It was an informative and enjoyable evening.

If you would like to contact Mines Safety & Training [MST] the phone number is 6270 2620 and their email address is [admin@minesat.com.au](mailto:admin@minesat.com.au) and [training@minesat.com.au](mailto:training@minesat.com.au). The web address is [minesat.com.au](http://minesat.com.au) if you would like to explore this site to learn more about MST. Following are some photos that were taken during this worksite visit.



Peter & Linda Nicholls with Joel Leatt Hayter (BDM ThoroughTec Simulations)



Happy Campers



Underground mine training area



Refuge Chamber



Training area



Mobile training unit



Sandvik DD420 operator's console



Sashin (ThoroughTec Simulation Technician) commissioning the Sandvik LH 517).

## WA Code of Practice - Mine Safety Management

The Western Australian Department of Mines, Industry Regulation and Safety (DMIRS) has launched a code of practice for mine safety management. This code of practice constitutes a central component of the risk management framework for mine sites.

The Work Health and Safety (Mines) Regulations 2022 create a duty for the mine operator to establish and implement a mine safety management system (MSMS), intended to be the primary means of ensuring safe operations by providing direction to everyone at a mine site before mining operations commence. The MSMS also applies to exploration operations.

The code has been developed based upon the publications 'Code of Practice: Safety management systems in mines' and 'Guide: Preparing a principal mining hazard management plan', produced by the NSW Resources Regulator.

Through ongoing consultation with workers, the MSMS identifies the outcomes that a mining operation must achieve, rather than creating a set of prescriptive rules to be followed. It recognises that no two operations are the same and that hazards will vary from site to site.

Information sheets for mine safety management system, have been released. These are:

- Overview of the mine safety management system code of practice
- Content of mine safety management system

The information sheets should be read in conjunction with the code of practice.

## WHS (Mines) Regulations 2022 – comparison table

DMIRS has also released an information sheet Work Health and Safety (Mines) Regulations 2022. This document summarises the similarities and difference between provisions of the Mines Safety and Inspection Act and Regulations with the Work Health and Safety (Mines) Regulations 2022.



## Managing director fined over amputation

The Managing Director of a Bayswater recycling company has been fined \$70,000 over an incident in which a labour hire worker's arm was amputated at the shoulder.

Salvatore Tomo Mangione, Managing Director of Resource Recovery Solutions Pty Ltd, pleaded guilty to failing as a director to provide and maintain a safe work environment and, by that failure, causing serious harm to a labour hire worker and was fined in the Perth Magistrates Court on 27 June 2022.

## Building company fined over worker fall

Alcove Engineering & Construction has been fined \$45,000 (and ordered to pay \$5,000 in costs) after pleading guilty to failing to provide and maintain a safe working environment following an incident in which a glass company worker fell approximately three metres through a concealed void at a construction site.

In January 2019, an Alcove Engineering employee and carpentry subcontractor removed a portion of the upper-level mezzanine floor to prepare for the installation of stairs.

The carpenter told the property owner he would fit an edge protection handrail to the void the next morning before glass company workers were expected to arrive.

The owner requested a tarpaulin be put over the void to stop wind and rain from entering the lower level, and this was done by the carpenter after consultation with Alcove Engineering's site supervisor.

The carpenter assured the supervisor he would be back about 7am the next day to fit the handrail and that no other workers were scheduled to arrive at the property until around 8.30am.

Between 7am and 7.30am the following morning, three workers from the glass company arrived on-site to fit panes to the windows. A worker then entered the upstairs sitting room and saw the tarpaulin on the floor. There was no signage or other indication of an opening underneath and no railing or edge protection preventing access to the hole in the floor.

The worker walked towards an open window and stepped on the tarpaulin, falling about three metres to the concrete floor below. He suffered severe injuries to his elbow and shoulder.

WorkSafe Commissioner Darren Kavanagh said he was disappointed there was another serious injury resulting from a fall on a construction site given that there has been a Code of Practice for the Prevention of Falls at Workplaces since 2004. The code provides practical guidance to effectively manage fall risks and should be followed in all workplaces where a risk of falls is present," Mr Kavanagh said.

He said it was a "serious failing" that Alcove Engineering's site supervisor agreed to covering the void with a tarpaulin without any signage indicating there was no floor underneath.

## **Engineering company prosecuted**

WorkSafe has commenced prosecution action against a Bassendean engineering company over the death of a worker who was crushed by machinery in May 2019.

Hofmann Engineering Pty Ltd has been charged with failing to provide a safe work environment causing the death of an employee.

On May 9, 2019, a welder employed by Hofmann Engineering was in the fabrication workshop welding large gear segments with the aid of a welding manipulator. The boom of the welding manipulator fell suddenly onto the worker, resulting in fatal crush injuries.

The case was listed for mention in the Midland Magistrates Court on July 25, and the company is yet to enter a plea to the charge. To date no further information is available.

## **Company fined \$600,000 for worker death**

Marshall Lethlean Industries Pty Ltd was sentenced in the Melbourne Country Court today after earlier pleading guilty to a single charge of failing to ensure, as far as reasonably practicable, that the workplace was safe and without risk to health.

The court heard that in October 2018, the apprentice, who had been working at the factory less than two weeks, was asked to undertake work inside a tanker.

The previous day another worker had left a welder inside the tanker along with a wire feeder, which was in a state of disrepair and leaked argon gas overnight, reducing oxygen.

The apprentice died of asphyxiation after entering the confined space of the tanker to conduct the work.

The court found it was reasonably practicable for the company to have provided and maintained a system of work that required a qualified welding inspector to routinely inspect and maintain equipment; require workers to store the welder and wire feeder outside the tanker when not in use; and require workers to turn off the argon gas main at the end of use.

## **WorkSafe investigates death of worker at North Coogee**

WorkSafe is investigating the work-related death on Thursday of a worker at a North Coogee salt refinery.

The worker was reported to have been working with a conveyor belt when he was caught in the belt.

WorkSafe investigators examine the circumstances of incidents with a view to ensuring compliance and preventing future incidents of a similar nature.

WorkSafe Commissioner Darren Kavanagh said any work-related death was a tragedy, and relayed his sincere condolences to the man's family.



## Company fined for breaching fatigue management laws

A transport service company has been fined a total of \$89,000 (and ordered to pay \$6807 in costs) after being convicted on 24 charges under the State's workplace fatigue management laws.

JSS Logistics Pty Ltd pleaded guilty to breaching fatigue management regulations and was fined in the Midland Magistrates Court.

## WHS (SA) changes flagged

Work Health and Safety (WHS) laws could be amended in South Australia following an investigation into the murder of a nurse in a remote community.

John Mansfield AM QC's independent review of SafeWork SA's has found the investigation was adequate although the family of the person involved could have been better informed.

The nurse, 56-year-old Gayle Woodford, was working alone at night at the Nganampa Health Council's clinic in the remote town of Fregon in March 2016, when she was abducted, raped and murdered by a man who tricked her into opening the clinic's security cage by asking for Panadol for his grandmother.

SafeWork's first investigation into the incident (which was also investigated by police and led to the jailing of the perpetrator) found it was not work-related, but in early 2018 the regulator re-classified the murder as a work issue and re-opened its investigation after Woodford's family raised concerns in a news program.

Ms Woodford's death inspired "Gayle's Law", which was introduced in South Australia in November 2017 to improve the safety of remote health workers, and similar nurse-safety strategies in the Northern Territory.

The murder was also the subject of coronial inquest, which found that there were "obvious impracticalities" in the safety directions provide by the Nganampa Health Council to Woodford and other health practitioners. These included instructions for on-call nurses remain within the building's security cage unless they needed to examine a patient – a process that forced them to assess risk based on the information presented to them at face value, the inquest found.

## Inquiry–Agriculture sector



WorkSafe Commissioner Darren Kavanagh will conduct an inquiry into the agricultural industry following a fatality in June 2022. The fatality is the 12<sup>th</sup> in 12 months in the sector.

"The statistics for the agricultural industry are not acceptable, and it is deeply concerning that the number of fatalities in the industry continues to increase," Mr Kavanagh said.

Mr Kavanagh intends to use his powers to conduct an inquire into the industry, beginning with examining the tragic deaths of agricultural workers, family members over the past 5 years.

## Use of UTVs in the workplace



DMIRS has released an information sheet on reducing the risk when using side by side vehicles, also known as utility terrain vehicles (UTVs).

Until recently, quad bikes were the vehicle of choice for many agricultural and farming workers. However, because quad bikes have been involved in a large number of serious injuries and deaths in Western Australia (WA), many businesses have invested in side-by-sides.

The UTV has four wheels, roll over protective bars and seats for between two and six passengers, including the operator. They are driven in a similar manner to a car, with a steering wheel and the operator in a seat on one side or the other of the vehicle.

See the DMIRS website for more information.

## New online tool for Agricultural sector

Safe Work Australia (SWA) has developed an online interactive tool to assist those working in the agricultural industry to understand and meet their duties under the model Work Health and Safety (WHS) laws.

The tool also outlines common WHS hazards, including working in a confined space, working with hazardous chemicals, outdoor work and working at heights. Information is also provided on how to eliminate and manage the risks in agricultural work.

Check out the SWA website – Know your duties – a tool for working safely.

## New work health and safety video series

The Department of Mines, Industry Regulation and Safety (DMIRS) has developed a series of short videos that provide viewers with information about Work Health Safety (WHS) laws in simple terms. The first series focuses on introducing WHS laws.

These videos are designed to be shared in the workplace and can be used at health and safety meetings or toolbox meetings to help raise awareness of responsibilities and duties under WHS. The videos are as follows:

- Guide to WHS resources – Introducing WHS laws
- What is a PCBU
- Introduction to the Work Health and Safety Act 2020
- What is 'reasonably practicable'

An information sheet on "Reasonably practicable" is also available. The information sheet is available in several languages including Arabic, Simplified Chinese, Traditional Chinese, Filipino, German, Hindi, Indonesian, Italian, Punjabi and Vietnamese.

## Emergency responders on dangerous goods site

Emergency responders are approved by the Department of Mines, Industry Regulation and Safety's (DMIRS) Chief Dangerous Goods Officer after demonstrating compliance with the essential requirements regarding emergency response to a

particular dangerous good or class or division of dangerous goods.

The department regularly updates its list of approved emergency responders and publishes the list on the website. Further information is available on DMIRS's website:

- Approved emergency responders list
- Applying for approval of responders to dangerous goods transport emergencies

## HRW Licence – earthmoving equipment used as a crane

The Work Health and Safety (General) Regulations 2022 (WHS General Regulations) impose a new requirement for the operators of earthmoving machinery to hold a high risk work licence (HRWL) for crane operation if the equipment is used as a crane. The Work Health and Safety (Mines) Regulations 2022 (WHS Mines Regulations) also include the requirement for operators of earthmoving machinery on mines to hold an HRWL.

The WorkSafe Commissioner has consulted with industry regarding the impact of the new requirements, and amendments to the WHS Regulations have been approved by the Minister for Industrial Relations to:

- Remove the requirement for an HRWL when earthmoving machinery, that has a rated safe working load of three tonnes or less is used as a crane
- For earthmoving machinery exceeding a rated safe working load of three tonnes, the HRWL requirement will be modified to align with the nature of the machinery operated:
  - for equipment that is no-slewing the appropriate HRWL will be "crane and hoist operation, non-slewing mobile crane" (CN)
  - for equipment that is capable of slewing, the appropriate HRWL will be "crane and hoist operation, mobile crane, basic" (C2)

A two-year transition period will be implemented. This means that operators of earthmoving machinery will not require a HRWL until 30 March 2024.

The Minister for Industrial Relations has asked the WorkSafe Commissioner to undertake broad industry consultation.

## How manslaughter laws affect contractor management

A webinar in August by Sue Bottrell an in-house lawyer for LinkSafe provided information on the relationship between industrial manslaughter provisions and contractor management duties.

Bottrell explained that one essential step for duty holders to remember when it comes to contractor management is ensuring "a very clear and separate relationship between your contractors in relation to their work".

Where the risk lies for those who engage contractors is in negligently failing to inform them of the risks and hazards present at the worksite, or by recklessly directing contractors to undertake unsafe work.

Duty holders can take to make sure their operations are safe for contractors include:

- Providing both general inductions ahead of time and site-specific inductions on the relevant day;
- Including them in communication and consultation;
- Informing them of on-site safety changes; and
- Ensuring they are never instructed to perform unsafe tasks.

Duty holders should draft a "pre-qualification that separates and allocates duties for management of safety between them and their contractors.

## Human factors: Usable procedures

DMIRS has released an information sheet – Human factors: Usable procedures. The document provides guidance to assist operators in developing accurate and usable procedures. The document provides operators with:

- A decision aid for determining whether a written procedure is needed
- Advice on content and layout of procedures to ensure they are usable
- A high level checklist to be used to ensure that current procedures and new procedures are developed

## Beirut chemical disaster highlighted with launch of NSW plan



SafeWork NSW has highlighted the chemical explosion that killed at least 218 people in Lebanon's capital Beirut in August 2020, is calling for feedback (by 3 November) on plans to strengthen regulations for the storage of ammonium nitrate.

SafeWork acting head Andrew Gavrielatos said the proposal involves introducing mandatory separation distances between ammonium nitrate storage facilities and surrounding infrastructure.

NSW has a strong multi-agency regulatory regime for the storage of explosives and explosive precursors like ammonium nitrate. This proposal would strengthen that regime and raise NSW safety standards to the same level as other Australian states.

Although there is unlikely to be an incident at an ammonium nitrate facility, international incidents such as the explosion in Beirut two years ago show that the consequences can be catastrophic when ammonium nitrate is stored too close to residential, industrial and other public infrastructure.

It was noted the change will apply to 17 current ammonium nitrate storage facilities regulated by SafeWork, including eight major hazard facilities, and extend to any new facilities established.

Source OHS Alert

## Gendered Violence

Exposure to psychosocial hazards, including gendered violence, poses risk of significant harm to the psychological and physical health of workers. The latest two information sheets released by the department are intended to assist persons conducting a business or undertaking (PCBUs) to prevent and respond to incidents of workplace gendered violence.

Work-related gendered violence is a serious occupational health and safety issue. It is any behaviour, directed at any person, or that affects a person, because of their sex, gender or sexual orientation, or because they do not adhere to socially prescribed gender roles, that creates a risk to health and safety.

Preventing and responding to work-related gendered violence is an employer's responsibility.

Part 3 of the Work Health and Safety (WHS) Act 2020 outlines the nature of incidents that must be reported to WorkSafe, including incidents of gendered violence. The information sheets are:

- Gendered violence – sexual harassment
- Gendered violence – sexual assault

The Work Health and Safety (Mines) Regulations 2022 contain obligations for PCBUs, additional to those contained in the WHS Act, when it comes to reporting gendered violence in the mining industry.

The department has updated the information sheet dealing with notifying WorkSafe Mines Safety of incidences of sexual harassment and/or assault to align with the WHS laws.

- Gendered violence: notification of sexual harassment and/or assault to Mines Safety

## Victoria's guidance note on gendered violence

Victoria WorkSafe have produced a guidance note for employers on work related gendered violence including sexual harassment. Work related gendered violence is a serious occupational health and safety issue.

This guide discusses legal duties relating to work-related gendered violence and work-related sexual harassment under the Victorian Occupational Health and Safety Act 2004 and the Equal Opportunity Act 2010.

It also contains information about:

- what work-related gendered violence and work-related sexual harassment are, with examples of what these behaviours might look like
- who's at risk and how it affects people
- approaches to preventing work-related gendered violence
- systems for responding to work-related gendered violence

The guide includes case studies showing ways to prevent and address work-related gendered violence.

## Preventing workplace sexual harassment



Safe Work Australia (SWA) has developed two (2) new infographics as part of its suite of materials which complement the Workplace sexual harassment guidance material published in 2021.

The documents are:

- Workplace sexual harassment statistics
- What to do if you are sexually harassed at work.

These materials provide guidance to anyone who has a WHS duty to protect the health and safety of workers. The information is available on SWA's website.

## Inquiry finds sexual harassment rife at mine sites



The Western Australian inquiry into sexual harassment in the state has found that the mining industry perpetuated a culture that failed to protect women employees, who continued to face sexual harassment and sexual assault at various sites.

Titled ‘Enough is Enough’, the report details how sexual harassment was “generally accepted or overlooked” and describes the “failure” of miners to recognise what was happening in their workplaces.

Female FIFO workers had long complained of sexual harassment in mining camps.

Inquiry chair Libby Mettam said the inquiry found that women often felt intimidated and fearful and this would be constant throughout their workplace stay, with many presenting “confronting, shocking and compelling stories”.

Many examples of harassment were provided to the inquiry, including unwelcome sexual attention, stalking, texting of explicit and lewd material and horrifying stories of sexual assault. Mettam said there were stories of sex dolls put in front of women’s dongas, and sex toys hung on their doors.

The report, which contained 24 recommendations, said a broad range of unlawful and criminal behaviour had been ignored or overlooked by employers.

The committee called for the establishment of a forum to document victims’ experiences, and explore opportunities for redress, such as formal apologies and compensation.

Other recommendations included an industry-wide register to stop perpetrators from being rehired at other sites or companies, and the implementation of moderate drinking standards at all remote accommodation sites.

During the inquiry, the WA Police Force said it had investigated 23 reports of sexual assaults on mine sites over the past two years. But the report said

that while the Police did have the primary role in investigating criminal aspects of sexual assault on mines sites, the responsibility for ensuring a safe workplace – including being free from sexual harassment and assault – sat with mining companies and the safety regulator.

Mining companies which made submissions included BHP, Rio Tinto and Fortescue Metals Group, most of them acknowledging that sexual harassment is rife at mining camps in Western Australia, and promising reforms.

The Minerals Council of Australia (MCA) welcomed the release of the report and reinforced its commitment to eliminating sexual harassment in the sector.

MCA chief executive officer Liz Constable said the Australian mining industry’s core value and commitment was the safety, health and psychological wellbeing of its workforce, where everyone who goes to work returns home safe and healthy.

“The minerals industry has made substantial progress over the past two years on addressing sexual harassment in the industry, with the MCA [Respect@Work](#) Taskforce delivering a number of actions,” she said. These included:

- A new safety and health policy to specifically incorporate psychological harm and respectful behaviours (January 2021).
- Explicitly commitment to eliminate sexual harassment in workplaces (January 2021)
- Adoption of a National Industry Code on eliminating sexual harassment (July 2021)
- A comprehensive toolkit of resources to support industry (December 2021).

The MCA has hosted a CEO [Respect@Work](#) Forum, bringing together more than 40 CEOs and leaders from the Australian mining industry to share progress in tackling sexual harassment in the workplace, and ensure the industry’s commitments to eliminating this abhorrent behaviour is met with real and tangible action.

The MCA acknowledged industry has a long way to go to eliminate sexual harassment across its workplaces but members would be supported to achieve reforms. And take further actions including:

- Embedding the National Industry Code on eliminating sexual harassment
- Holding regular CEO-led discussions

- Developing clear expectations on hiring and promotion of candidates with shared values about respectful workplaces
- Developing guidance on sharing information on incidents across the industry, and preventing terminated employees moving across the industry
- Delivering a series of webinars to support embedding of the national industry code.

Source - Chelsea Chiropractic newsletter

## How to overcome prolonged stress

It's safe to say that the past couple of years has brought the world more stress than we would have liked. While a certain amount of stress is normal, too much can overwhelm the body and our systems, which can result in feeling stuck in a fight-or-flight state.

Whether it's the state of the world, heartbreak, or your own healing journey, there are a few tips for overcoming periods of prolonged stress so that you can get back to living life to your full potential.

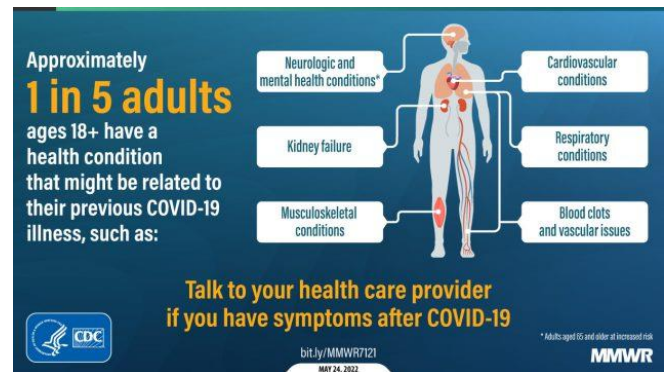
**Pay attention to your inner dialogue.** While negative emotions or thoughts can happen during times of stress, spiralling into constant thoughts of worst-case-scenarios can become crippling. Try to become aware of whether or not your internal dialogue is leaning negative. When you notice this, pause to breathe, listen, and replace the negativity with a positive spin.

**Make self-care a priority.** Take care of yourself physically by getting enough rest, eating healthy foods, and exercising regularly. This will help to improve your overall energy and mood, which can make it easier to cope with stressors in your life.

**Seek inspiration.** Sometimes, getting through times of stress takes a little outside help. Looking for inspiration from people you admire (both real and fictional) can help you connect with how they managed to persevere and overcome their own hurdles.

**Show compassion to others.** Some believe that what we put out into the world, we get back. By showing compassion to others during times of stress, you're allowing (and inviting) others to reciprocate it to you.

## Post COVID conditions



In May 2022, a Morbidity and Mortality Weekly Report (MMWR) was released in relation to the “Post COVID conditions among adult COVID-19 survivors aged 18 – 64 and those who are equal to or greater than 65 years – United States, March 2020 to November 2021.

The summary:

### What is already known about this topic?

As more persons are exposed to and infected by SARS-CoV-2, reports of patients who experience persistent symptoms or organ dysfunction after acute COVID-19 and develop post-COVID conditions have increased.

### What is added by this report ?

COVID-19 survivors have twice the risk for developing pulmonary embolism or respiratory conditions; one in five COVID-19 survivors aged 18–64 years and one in four survivors aged ≥65 years experienced at least one incident condition that might be attributable to previous COVID-19.

### What are the implications for public health practice?

Implementation of COVID-19 prevention strategies, as well as routine assessment for post-COVID conditions among persons who survive COVID-19, is critical to reducing the incidence and impact of post-COVID conditions, particularly among adults aged 65 years or greater.

More information can be found on the MMWR website - [Post-COVID Conditions Among Adult COVID-19 Survivors Aged 18–64 and ≥65 Years — United States, March 2020–November 2021 | MMWR \(cdc.gov\)](https://www.cdc.gov/mmwr/preview/mmwrhtml/ww0524a2.htm)

## 5 ways to save your back



What's better than correcting pain? Stopping it in the first place!. Here's how you can prevent back pain:

- Exercise more. Physical activity can actually help reduce inflammation in the body.
- Analyze your desk chair. A chair you spend a lot of time in should have low-back support and be angled at roughly 110 degrees.
- Ditch the skinny jeans. Clothing that is too tight can interfere with walking, sitting, and bending.
- Don't sit on stuffed pockets. Carry your wallet in your pants? Remove it from your back pocket before sitting.
- Carry a briefcase or handbag with an adjustable strap and wear it over your shoulder for better weight distribution.

Source – Chelsea Chiropractic newsletter

## Is the Nuvavax COVID vaccine worth the hype?



One of the many buzzwords that surround Novavax's vaccine, which has been available in the E.U. for some time, is "traditional." However, it is important to understand this concept and how truly innovative this vaccine is.

From a practical standpoint, the vaccine is easier to handle and doesn't require the strenuous cold

chains of the current mRNA vaccines. This will make the vaccine logistics easier and more efficient.

What about its constituents? The Novavax vaccine is protein-based. It delivers the SARS-CoV-2 spike protein (the antigen) in the injection while the mRNA and viral vector vaccines deliver the genetic sequence of the spike protein to the body's cells, which then manufacture the spike protein. This type of antigen delivery is very familiar and characterizes the nature of several other vaccines, notably the injectable influenza vaccine.

But the Novavax vaccine is innovative in its own right even though its end result is a standard protein vaccine. What is most innovative is that the protein is produced using a platform technology that employs insect cell lines and insect viruses. In a process like that used in the FluBlok influenza vaccine, the spike protein is inserted into a baculovirus (a virus that infects insects), which is then used to infect insect cells that pump out the spike protein used in the vaccine. This cell line, known as a baculovirus expression system (BEVS), is very versatile and an important aspect of vaccine technology.

The Novavax vaccine is coupled to an adjuvant. Adjuvants are substances used to boost immune responses. For example, the standard Tdap vaccine includes aluminum as an adjuvant. Novavax's adjuvant is called Matrix-M and is derived from a family of molecules known as saponins, which originate in the soap box tree. A similar adjuvant is included in the Shingrix shingles vaccine.

Now, on to Novavax's real life application: the question at hand is whether the vaccine will help protect more adults against COVID-19. Some people believe a vaccine such as Novavax's may be more palatable to this segment of the population because of how the mRNA and viral vector vaccines have been unjustly maligned.

The most remarkable aspect of the Novavax vaccine's impending availability is more overarching. The fact that we will have four vaccines -- not to mention many more outside the U.S. -- against a pathogen that, until December 2019, was not even known to science is a testament to the power of a concerted effort of powerful scientific minds to wield incredible tools to successfully solve a complex life-or-death problem.

## Controversial opinion – COVID origins

Japan's professor of Physiology & Medicine, Professor Dr Tasuku Honjo, created a sensation in front of the media recently by saying that the corona virus is not natural. If it is natural, it wouldn't have adversely affected the entire world like this, as per nature. Temperature is different in different countries. If it is natural, it would have adversely affected only those countries having the same temperature as China. Instead, it is spreading in a country like Switzerland, in the same way it is spreading in the desert areas.

If it were natural, it would have spread in cold places, but died in hot places. Professor Honjo has done 40 years of research on animals and viruses. It is not natural. It is manufactured and the virus is completely artificial.

Professor Honjo came to the conclusion that since USA has all the 5 strains mutating at the same time, and there are millions of infections with some around still not tested.

Also a reported leak and closure of Fort Detrick, and strange Coronavirus death spreading in Italy and Iran in November, even before the Wuhan outbreak, lend credibility to the early outbreak being from America. Professor Honjo feels confident that the USA is the source of the original outbreak.

## Are you low in fibre?



If you're feeling sluggish often, there may be more behind it than just a poor night of sleep. While fibre is an important part of our diets, many adults don't get enough each day.

Fibre is categorized as a carbohydrate, though it's different from most and cannot be digested. This allows it to pass through the body and help regulate the use of sugars, which keeps our blood sugar and hunger balanced.

Are you low on fibre? Here are a few common signs.

**Your cholesterol is higher than normal.** Healthy fibre intake means cholesterol is moved out of your system before it can clog the arteries. In a review by the British Medical Journal, it was discovered that for every 7 grams of fibre eaten daily, the risk of heart disease dropped by 9%.

**You're always hungry.** When you don't get enough fibre in your diet, you may feel hungry quicker than you would if you ate a fibre rich meal. One reason for this is because your stomach empties more slowly after a high fibre meal.

**You're struggling to lose weight.** Without adequate fibre intake, you won't feel as full and may end up eating more food sooner than you should.

**You're constipated.** Because fibre absorbs water, one of its benefits is producing softer stools, making it easier to go to the bathroom. Get more fibre into your diet by adding beans, broccoli, berries, and avocados to your meals.

## Workplace Wellbeing Assessment Tool



NSW Government has launched a new free digital workplace wellbeing assessment tool, with the aim of helping businesses better understand and manage workplace mental health issues.

<https://www.nsw.gov.au/mental-health-at-work/workplace-wellbeing-assessment>



# Occupational Health Society of Australia (WA)



Membership of the Society is open to all those interested in occupational health and safety.

\$100 Corporate membership

\$50 ordinary membership

\$20 student membership.

Simply email

[ohswa@outlook.com.au](mailto:ohswa@outlook.com.au)

with your details.

Incorporated in 1978, the Occupational Health Society of

Australia (WA Branch) is a non-profit association which provides a forum for the wide range of disciplines engaged in the occupational health profession in Western Australia.

The aims of the Society are:

- to develop effective occupational health practice within Western Australia
- to encourage awareness by individuals, organisations and other bodies, of the role of occupational health
- to provide a forum for professional contact between persons interested in, and working in, occupational health
- to express an independent, professional viewpoint on all aspects of occupational health considered desirable in the public interest
- to seek the improvement or an extension of the existing legislation for the promotion of safety and health at work
- in order to ensure uniform principles are applied in all occupational activities.

**Please contact the Secretariat on [ohswa@outlook.com.au](mailto:ohswa@outlook.com.au) regarding membership matters.**

# Occupational Health Society of Australia (WA)

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