

# the monitor

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



Issue 3 Vol 40 – August 2025



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## OHSA Inc. COMMITTEE 2025

### EXECUTIVE

President	Les Vogiatzakis – DGaS Services
Vice President	Dr Amy Bright - OMMEA
Secretary	Ali Martins – OH&S Consulting
Treasurer - <b>Joint</b>	David Lampard – Retired & loving it & Peter Nicholls – Mine Safety & Training

### COMMITTEE

Dr KC Wan – Occupational Physician
Lance Keys – Anglo American
Dr Celine Murphy – CMC

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## Report from the Editor

Happy August Members! Cold enough for you?? I don't think I can remember a winter where I have worn so many layers of clothes!! My son in Melbourne told me to toughen up and stop being a wuss!

We held a fantastic presentation at South of Perth Yacht Club in May with two magnificent and passionate presenters – Grace Molloy (*co-founder and CEO of Menopause Friendly Australia*) and Rebecca Darby (*Anglo Gold Ashanti Senior Specialist – Culture, Diversity Equity and Inclusiveness*), who really brought a whole new perspective to what we believed to be the implications and effective management of Menopause in the workplace (*and for that matter other menstrual issues*) and how to break down barriers and normalise the issue. Please refer to ["In Events"](#) for a complete review of the presentation, the [recording](#) and to our website for a copy of the powerpoint slides.

Although we had 25 members register to attend the presentation and a further 7 joining in via MS Teams, we only had 14 present on the day with 2 joining via MS Teams. A very disappointing turn out when we had engaged acclaimed professionals in the area to take time out of their lives to share their research and implementation strategies with us.

On a **BRIGHTER Note**, you asked for it....and we listened. We are holding our first ***Friday Night Sundowner*** on the Quarter Deck at South of Perth Yacht Club on ***Friday the 22<sup>nd</sup> August, between 6pm – 8pm***. We are asking members to pay \$10 to attend and \$20 for Non-Members. Or simply, encourage them to join! After all we continue to be the least expensive professional association in Australia. So, come on down and chillax with us and enjoy what is left of the sunset and overlook the lights of Perth City whilst networking. You only know who you know and we need to Network to establish new OSH business contacts.

It is all steam ahead for our premier event for the year being held in November at the Mount Lawley Bowling Club. Our draft working title is ***"It Pays to Care – Lessons from the Coal Face"***. We have secured 8 renown Speakers and Facilitator to discuss their specific experiences/case studies in relation to injury management; changes to the Workers' Compensation and Injury Management Act; jurisdictional problems with harmonisation and psychosocial risk management of workers' compensation. The risk of secondary psychological claims (relationship of Employer and the pitfalls of a Toxic Workplace).

**Facilitator:** Sharon Stratford – It Pays to Care

**Regulator:** Rebecca Harris (GM) and Chris White (CEO) – WorkCover WA

**Occ Physician:** Dr Amy Bright - OMMEA

**Pain Specialist:** Craig Elliot – Pain Options (Specialist Physiotherapist)

**Organisational Psychologist:** Melanie Fisher – BHP

**Vocational Rehabilitation Provider:** Lloyd D'Castro – Working Life

**Medico-Legal:** Lee Spurr – 360 Medico Legal

**Insurer:** Tahnee Vidler - Suncorp

I have included a [tentative Flyer](#) in [OHSA Future Events Section](#), but will be sending all members a separate email with the Official Flyer and Booking Form. Keep an eye out as we know that this event will sell out fast.

"If there are any further topics or changes you would like made to the Monitor, please forward your suggestions to me at [ohswa@outlook.com.au](mailto:ohswa@outlook.com.au)

Play Safe,

Alison Martins  
***Editor/Secretary***

## New & Renewed Members

A special and warm welcome to New Members to the Occupational Health Society of Australia Inc. and for returning members - **WELCOME BACK**, we've missed you!

The following are new and renewed members since the last Newsletter in February 2025.

**New Members** – Abbotts Chartered Accountants (Corporate), Susan Duvall (Ordinary), Joy Low (Ordinary)

### **Renewed Members –**

We invite you all to provide us with feedback on what “**Hot Topics**” you would like explored by the Society as a Professional Development Event, dynamic speakers that you have been exposed to relevant to OHS and local venues that are suitable and central that will entice you to attend the next event.

We have attached a Membership Application form at the back of this issue of the Monitor. Please feel free to share this membership application form with your colleagues and likeminded OHS professionals. We are the sum of our whole and need growth to allow us to continue with a professional, on point, relevant to member interest, topical and engaging rigour.

## Legislative Changes

### **PUBLIC CONSULTATION OPEN - DRAFT MODEL CODE OF PRACTICE: MANAGING THE RISKS OF BIOLOGICAL HAZARDS AT WORK**



Biological hazards, such as viruses, bacteria, parasites and some types of fungi (like mould), can be found across all industries and workplaces.

Workers may be at risk of exposure to a biological hazard if they have close contact with:

- other people
- animals
- contaminated or organic materials, and
- environments with mosquitoes, ticks and mites.

**Safe Work Australia** is developing a model Code of Practice (model Code) which provides practical guidance

for employers on how to manage the risks of biological hazards at work.

The draft model Code is broad in nature and intended to apply to all workplaces where there is a risk to workers or others of exposure to biological hazards.

The draft model Code has been developed with the support of Safe Work Australia Members and other subject matter experts. To support further development, we are seeking a wide range of views on the draft model Code through public consultation. Responses from the consultation will be used to further refine the draft Code to ensure:

- the format and detail included provides an appropriate level of guidance, and
- it is broadly applicable across all industries.

Safe Work Australia welcomes submissions from all interested stakeholders, including duty holders, regulators, government agencies, unions, workers, legal professionals, researchers, employer representatives, employers, members of the public and other parties.

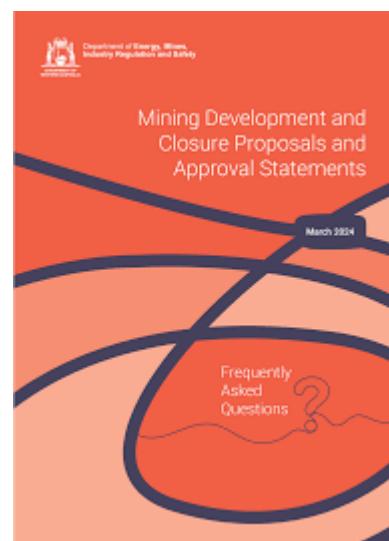
Responses close 11:59pm on Thursday 4 September 2025. Visit our [Consultation hub](#) for more information and to have your say.

*Taken from Safe Work Australia Website 24/07/2025*

### **INDUSTRY BRIEFINGS ON MDCP FRAMEWORK**

*Hear about the key changes and managing the transition.*

In preparation for the **Mining Development and Closure Proposal** (MDCP) and Approvals Statement framework coming into effect in September, the Department of Mines, Petroleum and Exploration (DMPE) will be holding two online briefing sessions for industry stakeholders.



This is an opportunity to hear from our project team on the key changes under the new framework and the transition strategy for mining operations with existing mining approvals. Stakeholders will also have an opportunity to ask specific questions on the MDCP guidelines and implementation.

## Mining Development and Closure Proposal Framework Briefing Session 1

Date: Tuesday 5 August, from 11am to 12 pm AWST

Location: Online (Microsoft Teams)

[Register here – Session 1](#)

## Mining Development and Closure Proposal Framework Briefing Session 2

Date: Wednesday 13 August, 11:30am to 12:30pm AWST

Location: Online (Microsoft Teams)

[Register here – Session 2](#)

Please note, information on lodging a MDCP through Resources Online will be provided separately to these briefing sessions. The department will continue to provide regular updates on the new framework as it approaches the 9 September go-live date.

*Taken from Dept of Mines, Petroleum & Exploration Website 18/07/2025*

## HOUSEHOLD WORKERS COMPENSATION POLICIES

Under the WA 1981 Workers Compensation and Rehabilitation Act, some insurers offered domestic workers compensation insurance coverage as an **add-on** to other policies.

There is now a requirement under the Workers Compensation and Injury Management Act 2023, for household policies to be taken out as **standalone policies** and reported to WorkCover WA in the same way as any other workers compensation insurance policy.

WorkCover WA will soon be sending Legal Obligation Notices to former domestic policy holders to provide education about their legal obligations to maintain cover and take out a policy if they are continuing to engage household workers.

*Extract from WorkCover Matters 10<sup>th</sup> April 2025*

## HIGH RISK LICENSING REQUIREMENTS TO USE EARTHMOVING MACHINERY AS A CRANE

From **10 August 2025**, machinery operators will require a high risk work licence to use earthmoving machinery as a crane to suspend loads where the machinery has a **safe working load exceeding 3 tonnes**.

The following publications clarify the licensing requirements, including the statement of regulatory intent which outlines how these rules will be implemented:

- [Using earthmoving machinery as a crane to suspend a load: Information sheet](#)

- Statement of regulatory intent: [Implementation of work health and safety regulations relating to high risk work licences for the use of earthmoving machinery used as a crane](#)
- [Granting of exemption from requirement\(s\) of the Work Health and Safety \(General\) Regulations 2022 – Regulation 81 – Licence required to carry out high risk work – Earthmoving machinery](#)

These updates ensure operators meet competency standards, enhancing safety when earthmoving machinery is used for lifting.

For any queries on these requirements or exemptions please contact the department on phone 1300 307 877.

*Extract from DLGIRS WorkSafe WA Alert 08/07/2025*

## MAJOR REFORM COMING TO FACILITATE EFFICIENT ENVIRONMENTAL APPROVAL PROCESS

The Mining Amendment Act 2022 (Amendment Act) will **come into effect in September**, aligning with the second release of Resources Online and opening the door to major reform that will significantly enhance the environmental approvals processes.

The Department of Mines, Petroleum and Exploration (DMPE) will introduce two key updates to the Environmental Approvals Framework – the Eligible Mining Activity (EMA) and Mining Development and Closure Proposal (MDCP) frameworks – which now have regulations to support their implementation.

Under the EMA Framework, an EMA notice will provide mining tenement holders with an alternative form of authorisation to undertake certain minimal ground disturbance activities, known as eligible mining activities. DMPE has been trialling the framework, where Programme of Works that meet EMA criteria are assessed within one business day.



MDCPs will replace the requirement to provide a Mining Proposal and Mine Closure Plan at the project approval stage. This will reduce duplication and streamline decision-making. Guidelines for developing a MDCP

were released in December 2024 to ensure industry has sufficient time to align with the new requirements.

The implementation of the Amendment Act, MDCPs, and the second release of Resources Online is expected to coincide on 9 September 2025.

From that date, MDCPs will be submitted through Resources Online. To facilitate a smooth transition to the MDCP framework, proponents will be unable to submit Mining Proposals to the department from 2 September 2025.

DMPE will continue to provide further updates as it approaches the go-live date.

*Image Credit: iStock Corporate Sustainability & Responsibility used for illustrative purposes Only*

**Taken from DMPE Website 04/07/2025**

## NEW MODEL CODE OF PRACTICE TO HELP THE HEALTHCARE AND SOCIAL ASSISTANCE INDUSTRY MANAGE WHS RISKS

Safe Work Australia has published a new [model Code of Practice: Healthcare and social assistance industry](#).



Health care and social assistance workers have the highest number of work-related injuries of any industry in Australia, and a workers' compensation claim rate of more than twice that of the national average. Despite this, until now there has been a lack of consolidated guidance tailored to this industry on how to manage WHS risks.

The industry is Australia's largest, employing more than 2 million workers. It is also one of the fastest growing, driven by Australia's ageing population and a strong demand for disability care support.

Musculoskeletal conditions, body stressing and mental stress all account for large shares of workers' compensation claims by healthcare and social assistance workers.

The model Code of Practice focuses on hospitals, aged care and disability support, and includes in home based settings.

This industry-focused code is a new approach from Safe Work Australia. It covers risk management across a range

of hazards commonly experienced in healthcare and social assistance workplaces and was developed in close consultation with industry and union representatives and Safe Work Australia Members.

Next year, Safe Work Australia will release the code into interactive web content, including additional case studies.

**Taken from Safe Work Australia Website 04/07/2025**

## DEPARTMENT OF MINES, PETROLEUM AND EXPLORATION ESTABLISHED

**New department created as part of Public Sector Reform.**

The Department of Mines, Petroleum and Exploration is established today with Chris Shaw as Director General from 4 August and Andrew Chaplyn acting Director General from 1 July until 3 August.

The department regulates one of Western Australia's largest industry sectors, playing a critical role in building the State's economy and ensuring resources are developed in a sustainable and responsible manner for the long-term benefit of all Western Australians.

Our services and responsibilities include:

- Geological Survey of Western Australia
- Resource and Environmental Compliance
- Resource Tenure
- Aboriginal Empowerment Unit

**Taken from DMPE website 01/07/25**

## NEW MATERIALS TO HELP WA MINES MANAGE HAZARDS AND CONTRACTORS

WorkSafe has [released a suite of educational materials](#)—guides and self-assessments, to help Western Australia's mine operators manage hazards and contractors so that they are better equipped to comply with the State's workplace health and safety laws.

Under the Work Health and Safety Act 2020 and Work Health and Safety (Mines) Regulations 2022, WA mine operators must have a **mine safety management system** (MSMS) in place for all of their sites, **including exploration** ones. An MSMS is a framework that enables mine operators to follow a systematic, risk-based approach to workplace health and safety. An MSMS integrates all elements of risk management in one overarching system.

WorkSafe has published a **principal mining hazard management plan** (PMHMP) [Guide](#) and accompanying [self-assessment template](#).

**Extract from DLGIRS Website 25/07/25**



# IN EVENTS



## Menopause in the Workplace – the Hidden WHS Issue



For those of you who missed out on this "FREE" professional education event - Menopause in the Workplace, held at the South of Perth Yacht Club on the 15<sup>th</sup> of May.....more fool you! I left this session with a whole new perspective on why this issue has now hit the National Agenda. It took me by surprise that so many women felt 'insulted' to be invited to the event and also by the response of men - "*I know all about it firsthand in dealing with my wife*"! This was a missed opportunity, as the attendees found the information shared to be inciteful, addressed topics that had not even been considered and filled with practical strategies for implementation in the workplace.

Our first speaker Grace Molloy (Menopause Friendly Australia) CEO and co-founder set the scene on WHY Menopause at work is Urgent and Important, by illustrating the aging workforce where 81% of women are still working. Startling stats on younger women in their 20's and 30's who are also experiencing the unwanted symptoms that are disrupting their working lives. She explained the business case to retain talent, improve motivation and performance to ensure that women don't leave the workforce prematurely - talent drain/turnover. The emphasis was on supportive changes and reasonable workplace adjustments as emerging legal cases have made this a gender and age equality issue. Creation of respectful, safe, unthreatening conversations to prevent unwanted stress related injuries. 45% of Australian women report that their symptoms have a negative impact at work with symptoms that can last up to 15 years of their working life!

Being a Menopause Friendly organization requires Policy, Engagement, Training, Support & Environment to create the Supportive Culture leading to talent retention.



Rebecca Darby from Anglo Gold Ashanti (Senior Specialist Culture and DEI) demonstrated how AGA were managing this issue. Through making it clear to the workforce how they were supporting menopausal women at work through the creation of Policy, Guidance and Factsheets supported by training to create a supportive and known culture. She discussed the challenges of a FIFO workforce and what strategies they deployed to

manage this. This included providing the right training and support to teams and leaders to ensure they had the right knowledge and skills to talk about menopause and other women's health issues (*online training, leadership training, sharing of information – good GP's & women's health champions*). She discussed menopause friendly workwear including PPE. This created significant discussion as so many of the practitioners had not even thought of this as an issue. Unisex workwear doesn't work and to create an equitable and inclusive workforce, PPE options were further explored to ensure adaptability to manage hot flushes, extra garments, fabric and fit. Facility provision – accessibility to toilets, cold, drinking water, fans, ice packs, sanitary bins in a remote or underground location.

On the whole, a brilliant, joint presentation that opened our eyes to underlying hidden issues with practical solutions. Following the presentation was a robust interactive discussion and sharing of resources. All attendees received via email the recommended resources for use in their workplaces. We then adjourned to the Quarter Deck for fellowship, a few tipples, light refreshments and mingling with our presenters. A special thank you to our newest Corporate member – Abbotts Chartered Accountants for putting on some lovely bottles of wine for everyone's enjoyment.

Another special thank you to Committee Member Lance Keys for providing the AV resources and acumen to make it work, to allow the presentation to be viewed clearly via MS Teams, allow for questions from our virtual participants and recording of the presentation.

David Lampard our retiring Treasurer was presented with his Lifetime Membership Certificate and spoke briefly of his journey in OSH and his observations over 50 years.

Congratulations Dave and a huge thank you from the Committee for your tireless work.

## Employee support



## IN SAFETY

# Worker's Fall into Unfinished Pool Lands Company \$750,000 Fine

After a worker from another business fell into an unfinished concrete swimming pool, a construction company has been fined \$750,000 and a company director \$45,000.

### THE INCIDENT

The incident occurred at a private property in Wootatting, 69 km east of Perth, in December 2021, when a worker fell 2.2 m into an unfinished concrete swimming pool inside an undercover alfresco area that was under construction. While the pool had previously been protected by scaffolding, this had been removed to allow access for further work, leaving a serious fall risk for workers working around the pool.

Multiple injuries resulted from the fall, including a severe head injury requiring emergency surgery, and the worker has ongoing health issues as a result of his injuries.



### THE FINES

The company, CASM Construction Pty Ltd (administrators appointed), pleaded guilty to failing to ensure workers were not exposed to hazards and, by that failure, causing serious harm to a worker. The company was fined in Northam Magistrates Court on 14 July 2025.

A company director also pleaded guilty to neglect as a director. He was fined during the same court appearance and granted a spent conviction.

### COMMISSIONER'S COMMENT

"A fall from height was identified as a moderate risk in CASM's Site Specific Safety Management Plan, with special consideration required for swimming pools; however, the pool was left uncovered for a substantial period of time, which created the risk that led to this serious incident," WorkSafe WA Commissioner Sally North said, noting that the incident should serve as a reminder of the importance of guarding against fall risks in workplaces.

"Western Australia has had a Code of Practice for the Prevention of Falls at Workplaces since 2004, reissued in 2022. The code provides practical guidance to effectively manage fall risks and should be followed in all workplaces where a risk of falls exists," North said.

"The incident is a timely reminder that it is the duty of anyone in charge of a workplace to conduct a thorough risk assessment before work begins and to put controls in place to reduce the risk of injury to workers and others.

"It's also a reminder of the sizeable penalties that can be faced by a person conducting a business or undertaking who fails to protect workers or other people at a workplace from risks to their health or safety."

### PENDING COURT APPEARANCE

The company that engaged CASM Construction to supervise and manage the building works, AMB Consolidated, has also been prosecuted over the incident and will next appear in court on 22 September.

Image credit: iStock.com/andreiStock.com/Epiximages. Stock image used is for illustrative purposes only.

*Extract from Safety Solutions, 18/07/2025*

## A Shift in Mindset – the case for Drug & Alcohol Self Testing

In safety-critical industries, drug and alcohol testing is often reactive — after an incident, complaint or suspicion. But by that point, the damage is often done. With a focus on machine operation, Touch Biotechnology CEO MATTHEW SALIHI makes a case for a shift to a more proactive, self-testing approach, which acknowledges that safety starts with the individual.

Substance use in the workplace is a growing threat, particularly in industries where one lapse in concentration can lead to serious injury or even death, such as in construction, transport, logistics and manufacturing, where machine operation, vehicle handling and physical coordination are all core to the job. And yet, one in nine Australian workers admit to being under the influence of illicit drugs at work in the past year!



### 5 STEPS IN A SELF-TESTING SHIFT

1. **Make self-testing easy and accessible.** Ensure workers, especially those in high-risk roles, have private access to testing tools. This could be part of site induction kits, fatigue stations or wellness hubs.
2. **Remove the fear factor.** Reinforce that self-testing isn't about punishment. It's about protection — for the worker, their teammates and the business.
3. **Support mental health alongside substance safety.** Research shows workers under high psychological distress are nearly three times more likely to use illicit drugs. Self-testing can be one part of a broader strategy that includes education, mental health support and open conversations.

4. **Promote personal accountability as a strength.** Recognise and celebrate when individuals take proactive steps to manage their own fitness for work. It signals maturity, not weakness.
5. **Integrate it into safety systems, not as an add-on.** Build self-testing into daily safety protocols, toolbox talks and fatigue management plans. Make it a visible part of the culture.

*For too long, the standard response has been reactive testing — after an incident, complaint or suspicion. But by that point, the damage is often done.*

The question safety leaders must ask now is: how do we stop incidents before they happen? The answer may lie not just in more testing, but in rethinking how, when and who initiates it.

### WHY SELF-TESTING BELONGS IN SAFETY-CRITICAL INDUSTRIES

Heavy machinery doesn't leave room for error. Whether it's operating a crane, reversing a semitrailer or using a power tool, impaired decision-making can have devastating consequences. And impairment isn't always obvious. Drugs and alcohol don't affect everyone the same way, and signs can be subtle or easily masked.

This is why self-testing — discreet, voluntary and accessible — is gaining recognition as a valuable safety measure. It empowers workers to assess their own readiness for duty in real time, especially in high-risk environments.

Unlike formal tests conducted by managers or health and safety reps, self-testing offers a private way to pause and reflect on whether the individual is in the right condition to do this job safely. That moment of reflection can be the difference between a safe shift and a serious incident.

### CHANGING THE CONVERSATION FROM COMPLIANCE TO CARE

Traditional drug and alcohol testing policies tend to be punitive. They're triggered after a crash, a mistake or a tip-off. But this approach not only damages trust — it also misses early opportunities to intervene and support.

Self-testing shifts the power back to the individual. It gives people the chance to take action before anyone else needs to get involved. For workers under stress, coming off a big night, or unsure whether a medication could affect performance, self-testing provides a clear, judgement-free answer.

Importantly, it also respects privacy and dignity — key factors in industries where stigma and fear often prevent people from speaking up or seeking help.

### **SAFETY ISN'T JUST A POLICY — IT'S A MINDSET.**

When we normalise self-testing in the same way we do hard hats and harnesses, we reinforce the idea that safety starts with the individual. It becomes a shared value, not just a compliance box.

A moment to pause could prevent a lifetime of consequences. In industries built on risk management, we often talk about 'the golden moment' — the point at which a decision can change everything. Self-testing offers that golden moment before the work begins. It's a small step with potentially life-saving consequences.

As substance use patterns evolve, and as younger workers enter safety-critical industries, it's time to give individuals more agency. Because the best safety systems don't just react to danger. They give people the tools to prevent it.

In high-risk workplaces, self-testing isn't a luxury. It's a necessity. And when it's embraced as a normal part of daily operations, it can help create the kind of proactive safety culture every employer strives for.

Image credit: <https://www.draeger.com> > Home > Safety

**Taken from Safety Solutions, August 2025**

## **Netflix Documentary Sparks Renewed Festival Safety Debate**



The release of Netflix's documentary "Trainwreck: The Astroworld Tragedy" on July 10, 2025, has arrived at a critical moment in the Northern Hemisphere's summer festival season, reigniting urgent conversations about crowd safety and event management protocols across the global music industry.

The documentary, directed by Yemi Bamiro and co-directed by Hannah Poulter, provides an unflinching

examination of the November 5, 2021 tragedy that claimed 10 lives during Travis Scott's Astroworld Festival in Houston. Through harrowing firsthand accounts from survivors, paramedics, and festival workers, the film meticulously documents how an evening of celebration descended into deadly chaos within minutes of Scott's headline performance.

The timing of the documentary's release couldn't be more poignant. As millions of festival-goers flock to major events across Europe and North America — from Glastonbury to Burning Man, Tomorrowland to countless summer concerts — the film serves as a stark reminder of what can go catastrophically wrong when proper safety measures fail.

Industry experts note that the documentary arrives as festival safety concerns have reached a tipping point. Recent incidents at major events, including overcrowding issues at Boston Calling in May 2025 that resulted in over 400 medical emergencies during one day alone, demonstrate that the lessons from Astroworld haven't been universally learned.

"There's no way to be 100 percent safe as a festival-goer," Andrew Mall, an associate music professor at Northeastern University, told researchers earlier this year. His words echo throughout the documentary, which reveals how systematic failures — from inadequate crowd control to poor emergency response protocols — created a perfect storm of danger.

The film highlights critical safety gaps that remain prevalent across the industry. **Overcrowding, inadequate security training, poor venue design, and insufficient emergency planning** continue to plague festivals worldwide. Perhaps most chillingly, the documentary shows how **warning signs were ignored** in real-time, with crowd surges and distress calls preceding the fatal crush.

For festival organizers, the documentary's release during peak season serves as both a wake-up call and a liability concern. Insurance companies have reportedly tightened requirements since Astroworld, demanding more comprehensive safety protocols and higher standards for crowd management training.

The film emphasizes that responsibility extends beyond organizers to artists themselves. The documentary examines how performers can influence crowd behaviour and questions whether artists should have more active involvement in safety protocols, particularly when their performance style encourages aggressive crowd participation.

Current safety experts recommend several key measures for festival-goers: knowing evacuation routes, staying hydrated, avoiding tightly packed crowds near stages, and maintaining situational awareness. However, as the documentary powerfully illustrates, individual precautions can only go so far when systemic failures occur.

The Northern Hemisphere's summer festival circuit continues in full swing, with millions attending events across continents. While many festivals have implemented enhanced safety measures post-Astroworld — including better crowd monitoring technology and increased security personnel — the documentary underscores that vigilance cannot be temporary.

As festival season peaks and the documentary gains widespread attention, the music industry faces renewed pressure to prioritize safety over spectacle. The ten lives lost at Astroworld serve as a permanent reminder that no performance, no matter how anticipated, is worth risking human life.

The question now is whether the industry will heed these warnings before another preventable tragedy occurs.

*Image credit: i AdobeStock\_142515887 Stock image used is for illustrative purposes only*

*Taken from National Safety Online, 11<sup>th</sup> Jul 2025*

## Busting the Biggest Myths About Fatigue



DR NICK MABBOTT

Fatigue Risk Management Specialist

Dr Nicholas Mabbott is a leading Fatigue Risk Management Specialist with over 28 years of experience dedicated to the science of sleep and its impact on safety, health, and performance. Having trained more than 34,000 people across a wide range of industries, Dr Nick is known for his practical, engaging approach to fatigue education — using real-world stories and evidence-based strategies to help individuals understand how to optimise their sleep around challenging rosters. His expertise has helped restore healthy sleep to individuals suffering from long-term sleep issues and has contributed to measurable improvements in workplace wellbeing and alertness. Passionate and deeply knowledgeable, he recently distilled his life's work into the book *The Wonder of Sleep: Beyond Midnight*.

After nearly three decades working in fatigue risk, I'm still surprised by how many fatigue myths persist in

workplaces and on the road. These misconceptions can leave people dangerously uninformed about the real impact fatigue has on human performance — leading to poor decisions, serious injuries, and even fatalities.

So, let's bust a few of the most common myths I've come across:

***"We only work dayshift, so there's no fatigue risk."***

Yes, fatigue risk is higher on nightshift — but that doesn't mean day workers are immune. Some people fall asleep on the 'way' to work. As Mahowald & Schenck (2005) noted: ***"Driving unmasks fatigue."***

The science? During sleep, adenosine (a byproduct of brain activity) is recycled and brain energy is restored by adding phosphate molecules to create adenosine triphosphate. Every hour of sleep provides roughly two hours of brain energy the next day.

- A full 7.5 hours? You're charged for the day.
- Six hours? You might struggle past lunch.
- Five or fewer? You're likely to fall asleep on the drive 'to' work — and if you make it, the whole day becomes high-risk.

I once worked with a construction team rostered on 14 straight nightshifts. I implemented 35 controls, including three hours of training. Dayshift workers weren't trained — because of ***"the myth that dayshift = no risk."*** In that year: one nightshifter got a band-aid-worthy finger injury. Several dayshift workers were hospitalised. No risk?

***"You need to be awake or working a long time to be fatigued."***

Not true. People who crash are more often under-slept than simply awake too long. In collaboration with WA Police Major Crash Division, we found that out of 19 fatigue-crashes, only three drivers had been awake for more than 16 hours. Thirteen had simply had too little sleep — 5.5 hours or less the night before.

***"Stop every two hours for a break."***

That's long been the road safety mantra. But many fatigue-related crashes happen well before two hours. I've investigated a crash that occurred just six minutes into the drive.

If you're sleep-deprived and sitting still, the brain sees its chance to sleep. Why? Because the brain prioritises three things: blood, oxygen — and energy. ***"Safety doesn't make the top three."***

People who fall asleep at the wheel aren't necessarily careless — they're just unaware they're running on empty. I recommend stopping every hour, or more frequently if you've had only five to six hours of sleep. Less than five? Consider not driving at all.

***"If you're tired, a short break will fix it."***

It depends on what level of fatigue you're in.

- ✗ Tired? A two-minute stretch and walk may be enough to restore focus.
- ✗ Drowsy? A short break likely won't help — you're entering Stage One Sleep. You might not recall parts of the drive, and you're "Driving Without Awareness." Your hazard reaction time increases dangerously. If you continue to drive drowsy, consider that 'dangerous driving'.
- ✗ Sleepy? You need a 20-minute nap in a safe, secure spot. Stretch, walk, and — for best results — have a caffeine drink before the nap. Caffeine kicks in after 20 minutes, just as you're waking up. Combined, this gives you another two hours of alert performance.

Still feeling off? Reconsider the trip. Food, hydration, or a change in plan might be necessary.

***"Journey management plans are only needed for employees living more than 100km from work."***

Wrong. After a nightshift, any drive home is high-risk. A young man in NSW died just 20 minutes into his post-nightshift commute.

***Warm air from a heater or demister can worsen drowsiness.*** The longer you've been awake and the less you slept before, the more likely your brain will demand sleep — even behind the wheel.

Every commute after nightshift should involve a journey management plan. Even short commutes after dayshift can be risky, depending on sleep quality and quantity.

***"Car-pooling reduces fatigue risk." It can — but not always.***

There are clear benefits: conversation breaks up the monotony, passengers can monitor the driver's alertness, and there's the option to switch drivers.

But more than half the fatigue-related crashes I've investigated had one thing in common: ***sleeping passengers.***

A sleeping passenger offers no support. In fact, their presence can discourage drivers from pulling over — they don't want to wake them.

The passenger has one job: help keep the driver awake, alert, and safe. That means conversation, active monitoring, and stepping in when the driver isn't self-aware enough to notice signs of fatigue.

Image credit: Linked In Dr Nicholas Mabbott

***Taken from National Safety Online 05/06/2025***

## Agricultural Industry Fatality Report: 2019-20 to 2023-24

Agriculture accounts for 85% of work-related fatalities in Western Australia. The latest agricultural industry fatality report provides valuable insight into the types and causes of work-related traumatic injury fatalities within the agricultural industry. Findings from the report indicated:

- there were 23 recorded work-related traumatic injuries between 2019-20 and 2023-24
- most incidents involved a vehicle or being hit by objects
- 2021-22 had the most fatalities in the ten-year period.

***Read the Report***

For OHSA Inc. Members, in 2026 we will be having Marcus Cattani, Associate Professor in Occupational Health and Safety, and Deputy Director of the MARS Centre present his recent research on the Prevention of Injuries in Agriculture. Marcus is also Senior Lecturer and Post Graduate Course Co-ordinator in Occupational Health and Safety within the School of Medical and Health.

***Taken from DLGIRS WorkSafe News Alert 17/07/2025***

## Farm Safety Animation Series



WorkSafe WA has produced a Farm Safety Animation Series that highlights the common incidents that occur in farming including:

- ✓ electrical hazards
- ✓ children on farms
- ✓ guarding

- ✓ chemicals.
- ✓ choosing the safest vehicle for the job

Take simple steps today to make your farm safer for you, your family and your workers.

[Watch the Animation Series on the WorkSafe WA YouTube Channel](#)

Image credit: LGIRS WA

Taken from DLGIRS WorkSafe News Alert 17/07/2025

## How Job Trends Are Changing WHS Roles

*The observations in this article are made by Glenn Arnold - Founder & Director of Safety People, Australia's leading specialist WHS recruitment agency. He has over two decades of experience supporting the safety profession through market intelligence, executive recruitment, and workforce strategy.*



Workplace health and safety roles are undergoing one of the most significant transformations in recent memory. While the industry continues to navigate compliance, physical risks, and training demands, the conversation today is increasingly being shaped by psychosocial hazards, shifting workforce dynamics, and evolving organisational expectations.

Over the past six months, Glenn has been closely tracking shifts in the WHS space and the data tells a compelling story about where our profession is heading. I'm sharing these insights not just as trends, but as thought-starters for reflection and action.

Here's what we're seeing, and what it means for safety leaders across Australia.

### THE NUMBERS ARE TELLING A BIGGER STORY

Based on SEEK's Market Insights: OH&S Roles data, from November 2024 to May 2025, WHS job ads in Victoria declined by 11%. For a state that typically leads in safety hiring, this marks a notable shift. WA, QLD, and NSW have now pulled ahead in overall demand.

Nationally, job ads were down 6.7%. At the same time, candidate activity is increasing. More safety professionals are actively exploring new opportunities, even as the number of roles declines.

Of the jobs being advertised, 94% are permanent. The majority fall within the \$100,000 to \$140,000 salary range. Roles offering more than \$150,000 have become

less common than they were before COVID, which points to tighter budgets despite growing demands on WHS professionals.

These figures tell us we're in a market in transition. Employers are hiring with caution. Candidates are engaged and looking to move. But senior-level opportunities remain limited. Many experienced professionals are "sitting still," as organisations delay big-ticket hiring decisions.

### THE EVOLVING SHAPE OF WHS WORK

With close to 30 years in the industry, Glenn has seen the role of WHS professionals evolve significantly. One of the most significant shifts has been the way safety is positioned within organisations. It's no longer seen as a compliance function operating on the sidelines; WHS is now moving closer to the core of business operations.

Employers want safety leaders who are embedded in the business: working on the ground, in meetings, and working directly with teams.

We're also seeing more demand for roles like Safety Business Partners who aren't just writing procedures, but working alongside engineers, frontline teams, and operational leads to shape how work gets done. It's evident that the most effective safety professionals today are those who bring their expertise to the table early, not after decisions are made.

At the same time, expectations are rising when it comes to technology. More employers are asking for WHS professionals who are confident using AI tools, digital systems, and automation. The goal is to cut down on manual admin and give safety leaders the space to focus on strategy and long-term impact.

This shift is creating real opportunities for those who can bring both technical knowledge and strong people skills to the table. It's also a sign that safety is being recognised as a true business function, not just a compliance requirement.

### PSYCHOSOCIAL SAFETY: THE WEIGHT OF NEW RESPONSIBILITY

One of the most prevalent themes we keep circling back to is demands on safety professionals to manage the growing psychosocial burden placed on employees in the workplace.

Mental health and wellbeing initiatives are landing on WHS desks with increasing frequency. And while these issues are critical, many safety leaders are finding themselves overwhelmed. It's reminiscent of the days when "risk management" became a catch-all for

everything from compliance to branding to Business Continuity Planning.

Psychosocial risk isn't just another item on the checklist. It requires a different skill set, deeper stakeholder engagement, and often collaboration with HR, people and culture teams, and external experts.

Mental health is already emerging as a potential standalone discipline within safety, requiring its own frameworks, expertise, and leadership. The reintegration of workers' compensation into safety portfolios is another clear signal of how broad and complex the WHS mandate is becoming. For safety leaders, the ability to anticipate and respond to these shifts will define the next generation of WHS leadership.

## WHAT CANDIDATES ARE TELLING US

While employers seek highly capable, integrated safety professionals, candidates are just as discerning. In our Safety People 2024 Benchmark Safety Report, we asked WHS professionals why they remain in the industry.

The top motivators were clear:

**Purpose** – Majority said they remain in safety roles because they want to make a real difference in people's lives and workplaces.

**Change and Challenge** – Many are driven by the opportunity to be change agents and thrive on the variety safety roles offer.

**People-Focused Values** – Helping others, being passionate about safety, and working within strong cultures all featured highly.

This is a purpose-driven profession, and it shows. Safety professionals are energised by roles that are meaningful, people-centred, and allow them to drive real change.

Flexibility, both in hours and location, is also rising in importance, particularly as work-life balance becomes a bigger priority for the profession.

For employers, the message is simple: attracting and retaining quality WHS talents is about creating environments where professionals can grow, feel valued, and see their impact.

## SO...., WHERE TO FROM HERE?

Our roles are expanding, expectations are shifting, and organisational design is evolving fast. Our main priority now is ensuring that job design evolves with it.

Whether you're attracting new talent or reviewing your current team, ask yourself:

- ✓ Is the role realistic for one person?

- ✓ Does it reflect the current generation's expectations and needs?
- ✓ Are we hiring for output, or simply to replace what we had yesterday?
- ✓ We can't keep filling roles based on what worked five years ago. The nature of work has changed. So must the way we design, support, and develop WHS roles.

As WHS professionals, we need to advocate not only for safer workplaces but also for smarter, more sustainable role design within our own field.

Because ultimately, the future of safety relies on our willingness to challenge the status quo, share insights into organisational change, and lead with the courage to do things differently.

Image credit: Facebook – Glenn Arnold

**Taken from National Safety Online, 4<sup>th</sup> July 2025**

## Construction Company Fined \$250K over Sea Container Ramp Death

A construction company has been fined \$250,000 (*and ordered to pay more than \$6000 in costs*) after the death of a 19-year-old worker in 2021.

PAWS Construction and Maintenance Pty Ltd pleaded guilty to failing to provide and maintain a safe workplace and was fined in the Fremantle Magistrates Court on Wednesday.



In November 2021, a PAWS Construction employee died after suffering a traumatic head injury when he was struck by a sea container drawbridge ramp weighing around 250kg. At the time he was assisting his supervisor to lower the ramp.

Construction company M Construction (WA) Pty Ltd had engaged PAWS Construction to complete the works, including the lowering of the sea container ramp. M

Construction has also been prosecuted over the incident and will appear in court in September.

The ramp to be lowered was held in place by two pins. The first pin was removed, and before removing the second pin, the supervisor instructed the worker to stand to the left of the ramp out of the drop zone.

When the second pin was removed the ramp fell quickly to the ground, striking the worker who then suffered fatal injuries.

The workers had not been provided with a safe work procedure or instructions for the raising or lowering of the ramp.

A winch was installed to assist with the raising and lowering of the ramp, but it was not maintained and was not operational at the time of the incident.

WorkSafe Commissioner Sally North said the incident was a sad reminder of the need to have safe work procedures in place for all hazardous tasks in a workplace.

"This was a tragic incident that resulted in the death of a 19-year-old worker who had only been employed by the company for three weeks." Ms North said.

"There was no documented procedure or instructions for the task, which clearly should have been treated as hazardous."

"After this incident, the ramp was removed from the sea container so there was no longer any need to raise or lower it."

"Being hit by falling objects is a high-risk area for injuries and fatalities in the construction sector and across other sectors, and I encourage workplace leaders to consult workers and review their controls in relation to preventing objects from falling."

"In considering the types of objects that can fall, it is essential not only to consider dynamic work tasks such as the movement of loads, but also other heavy materials that are installed or stored in such a way that they could fall if something goes wrong."

"Some examples are stored stone slabs, large industrial gates, roller doors and motors for roller doors, ramps that are required to be raised and lowered and similar objects."

*Image credit: <https://www.istockphoto.com/fr/photo/conteneurs-vides-pour-les-produits-d-exportation-ou-de-transport-gm949719962-259246741>*

**Taken from DLGIRS Website 01/08/2025**

## Gold Miner Fined \$945,000 after Truck Fatally Struck Underground Worker

Big Bell Gold Operations Pty Ltd was today fined \$945,000 and ordered to pay \$20,000 in costs after a truck fatally struck a worker at its Big Bell underground gold mine near Cue in Western Australia's Mid West.

A wholly owned subsidiary of Westgold Resources Limited, Big Bell Gold Operations pleaded guilty in the Perth Magistrates Court to an offence under the Mines Safety and Inspection Act 1994 (WA) of failing to provide and maintain a working environment in which an employee of a contractor was not exposed to hazards. This offence does not indicate that the breach caused the fatal incident. However, it highlights a failure in terms of safe systems of work.



In December 2020, a Big Bell Gold Operations-engaged contractor, Minterra Pty Ltd, was performing mining operations at the Big Bell underground gold mine. During a night shift at the site 24km north-west of Cue, a Minterra employee-operated truck struck a Minterra employee, who died from their injuries.

WorkSafe Commissioner Sally North said the case sends a strong message to all workplaces, but particularly those with mobile plant, that it is essential to provide workers with the necessary information, instructions and training for their roles.

"Big Bell Gold Operations **failed to provide** its contractor's employees involved in the fatal incident with **sufficient information, instructions and training** to ensure positive communication was established between pedestrians and drivers underground. Neither employee had prior mining industry experience, and neither employee had completed more than 80 hours of training related to truck driving," Ms North said.

**"The company had written procedures** to provide for the safety of pedestrians near vehicles underground, although induction materials could have been clearer. However, **written procedures alone are insufficient**.

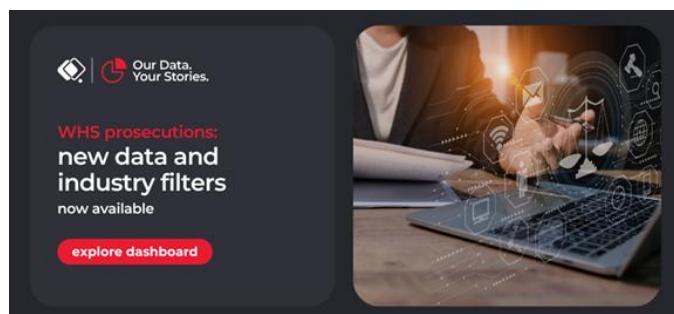
Procedures must be effectively implemented to reduce risks."

*Image used for illustrative purposes ONLY credit: [https://encrypted-tbn3.gstatic.com/images?q=tbn:ANd9GcS\\_c8mTOKQ86yVl0sefnNTj6A35lUVIHoHkXRCMaeKq9X5obAOG](https://encrypted-tbn3.gstatic.com/images?q=tbn:ANd9GcS_c8mTOKQ86yVl0sefnNTj6A35lUVIHoHkXRCMaeKq9X5obAOG)*

*Taken from DLGIRS Media Release, 23/07/2025*

## WHS Prosecutions: New Data now Available

Safe Work Australia has updated the WHS prosecutions dashboard to reflect the latest publicly available data from 2024. They have also enhanced the dashboard functionality by adding the ability to filter the data by industry.



The new data is available to explore on their interactive data website, [Our Data. Your Stories.](#)

The prosecutions dashboard provides national information on criminal prosecutions for breaching WHS laws or regulations since 1 January 2020. Developed in response to the 2018 Senate inquiry report - [They never came home – the framework surrounding the prevention, investigation and prosecution of industrial deaths in Australia](#), the prosecutions data can help inform decision-making to improve WHS outcomes.

Key findings and insights from the 2024 WHS prosecutions dashboard include:

- 317 prosecutions were recorded, reflecting a continued yearly increase.
- The top 3 industries involved in WHS prosecutions cases were:
  - Construction (47%)
  - Manufacturing (21%), and
  - Transport, postal & warehousing (5%).
- 16% of prosecutions cases involved a fatal injury and 49% involved a serious injury.
- 97% of prosecutions cases resulted in a financial penalty.

- The average financial penalty per case decreased since 2023, averaging \$116,979 compared to \$138,724 in 2023.

Future updates to the WHS prosecutions data dashboard will be released annually.

Explore the [WHS prosecutions data](#) and our other WHS dashboards at [our data website](#).

*Taken from Safe Work Australia Website 16/07/2025*

## On Appeal - Fatal Fall Fine near Quadrupled to \$250K

In Victoria, a nursery and horticulture supplier has had its fine for the death of a worker who fell through a shed roof onto a concrete floor near quadrupled to \$250,000.

### THE APPEAL

Van Berkel Distributors Pty Ltd had been fined \$65,000, without conviction, in February 2025 in the Melbourne Magistrates' Court; the company had pleaded guilty to a single charge of failing to reduce the risk associated with a fall by using a fall arrest system. In June 2025, following an appeal, the Melbourne County Court set aside the company's original sentence and ordered it to pay a fine of \$250,000 — without conviction.

### THE INCIDENT

A 66-year-old maintenance manager was working alone on the roof of a shed at the workplace in June 2022. The maintenance manager was working without any fall protection, attempting to replace polycarbonate roofing sheets. He was taken to hospital where he underwent brain surgery after falling through one of the sheets, 3.3 metres to the floor below. He died a few days later.

The maintenance manager did not have any qualification in roofing, a WorkSafe Victoria investigation found, and a Safe Work Method Statement (SWMS) had not been prepared for the task. It was reasonably practicable, the court heard, for the company to reduce the risk of a fall by using a fall arrest system, such as a safety harness.

### WORKSAFE VICTORIA COMMENT

"WorkSafe is extremely serious about preventing falls from height as we continue to see too many lives lost or forever changed in incidents that should never have happened," WorkSafe Executive Director Health and Safety Sam Jenkin said, also saying that the appeal outcome sent a strong message to employers that fall prevention is non-negotiable.

*"We're doing a significant amount of work in this space and will continue to fight for stronger penalties against*

employers who choose to put workers' lives at risk, particularly when the safety solutions are well-known and readily available," Jenkin added.



According to WorkSafe Victoria, to prevent falls from height employers should:

- ✓ where practicable, eliminate the risk by doing all or some of the work on the ground or from a solid construction;
- ✓ use a passive fall prevention device, such as guardrails, perimeter screens, safety mesh, scaffolds or elevating work platforms;
- ✓ to ensure employees work within a safe area, use a positioning system — such as a travel-restraint system;
- ✓ to limit the risk of injuries in the event of a fall, use a fall arrest system, such as a catch platform, harness or safety nets;
- ✓ use a fixed or portable ladder, or implement administrative controls.

WorkSafe Victoria also said it provides comprehensive guidance to duty holders on falls prevention — it also has an information sheet on how to control risks during the removal of fragile roofing.

Image credit: iStock.com/Supersmario. Stock image used is for illustrative purposes only.

**Taken from Safety Solutions 04/07/2025**

## Failure to Adequately Implement Existing Procedure — \$100K Fine

Following an incident with a front-end loader, a company has been fined \$100,000 for failure to adequately implement existing procedure.

### INCIDENT

The incident occurred while work was being conducted

at an intersection in Middlemount and involved three workers — a loader operator, and two other workers who were injured.

A Caterpillar 950M front-end loader with a bucket attachment — weighing approximately 1550 kg — was at the workplace. Hired from a third-party company, the loader had been delivered with the bucket attachment already attached in the days before the incident.

A written procedure titled 'SWMS – traffic management' had been in place by the company. This procedure discussed various hazards and controls relating to traffic management, with discussion of the imposition of exclusion zones, stating that "workers on foot must maintain an appropriate exclusion zone around work zone and operating plant" and "if workers on foot are required to work within exclusion zone, positive communication and line of sight is to be maintained with worker at all times".

The front-end loader was being used by the workers to attach a cockerel box to the back of a truck. A chain attached at one end to the cockerel box was used to lift it, with the other end attached to an attachment point on the bucket. Two workers were assisting the loader operator by guiding the cockerel box into the back of the truck.



The loader operator began reversing the loader and lowering the bucket once the cockerel box was in place. The two assisting workers began walking towards the truck as this occurred.

The loader operator stopped operating the loader upon seeing the two workers in front of it. The bucket became dislodged and fell from the loader as the loader stopped, striking both workers.

One was struck to the back and sustained a red mark, while the second was located unconscious on the ground, and sustained a traumatic brain injury.

An assessment was conducted of the second injured worker's functioning and prognosis following his injury — concluding that he was unable to undertake activities of daily living without assistance and 24/7 supervision, and that his condition was permanent.

Post-incident inspection of the bucket attachment and loader revealed that the pin recesses on the bucket attachment were filled with coal debris — causing a lack of positive engagement from the pins on the loader, deactivating the safety mechanism that held the bucket to the pins. This debris build-up in the pin recesses was such that the pins were ineffective in securing the bucket, which resulted in the bucket attachment dislodging when the loader was reversed.

The company was not charged in relation to any failure to identify or remedy the coal build-up in the pin recesses. However, reasonably practicable measures the company should have implemented to eliminate or minimise the risk include ensuring the implementation of its general documented procedure ('SWMS – traffic management'); implementation to the extent that it prescribed for exclusion zones to be maintained around operating plant, through the provision to workers of adequate training, supervision and periodic compliance audits.

## SENTENCING

The company was sentenced in the Townsville Magistrates Court on 10 June 2025 for breaching section 32 of the Work Health and Safety Act 2011 (Qld), having failed to comply with its primary health and safety duty pursuant to section 19(1) of the Act.

The company's early plea of guilty was taken into account by Magistrate McLennan in sentencing. While noting that she did not consider it was foreseeable that the bucket of the loader would fall off, McLenna did note there was a possibility of an accident of some description occurring when using equipment of this nature.

Making note of the condition of the loader and bucket attachment, McLenna accepted that the company was not entirely to blame, as these were provided by the third-party owner of that plant. McLenna also noted that while the loader operator had conducted pre-start inspection of the loader, the defects with the bucket attachment would not have been apparent to him.

McLenna did maintain, however, that had the exclusion zone been maintained, the incident would not have occurred. A fine of \$100,000 was imposed and no conviction was recorded.

Principles adopted by Judge Fantin in *Steward v Mac Plant Pty Ltd and Mac Farms Pty Ltd* [2018] QDC 20 was given regard by McLenna.

*Image credit: iStock.com/Jason Finn. Stock image used is for illustrative purposes only.*

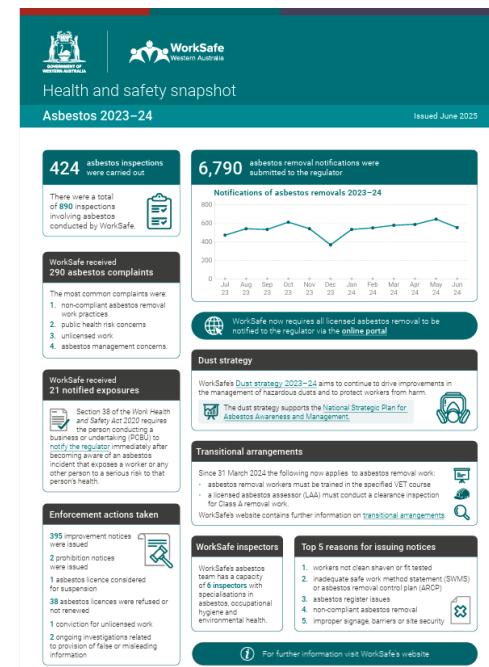
**Taken from Safety Solutions 23/06/25**

## Health and Safety Snapshot: Asbestos 2023-24

WorkSafe has released its latest report on asbestos featuring key statistics on its activities and strategies, including:

- exposure notifications
- issued notices
- complaints received
- clearance inspections
- enforcement actions

Asbestos remains responsible for 4,000 deaths annually in Australia.



WorkSafe and the Western Australian government support the Asbestos National Strategic Plan in working to prevent exposure and eliminate asbestos-related diseases through coordinated awareness, management, and removal efforts.

**Read the latest Snapshot**

**Taken from DEMIRS WorkSafe Newsletter 18/06/25**

## IN HEALTH

### Transition to Lead Free Plumbing Products in WA



From 1 May 2026, most copper alloy (mainly brass) plumbing products and materials in contact with drinking water will be required to be lead free.

Currently, the WaterMark Certification Scheme allows for a maximum of 4.5% lead. After this date, Clause A5G4(2) of the PCA will make the use of lead free products mandatory.

The three-year transition period, which commenced on 1 May 2023, allows time for manufacturers and suppliers to develop and source products to meet the deadline. Lead free WaterMark products have been permitted to be installed during this period.

The PCA defines lead free as:

*'Where a plumbing product or material in contact with drinking water has a weighted average lead content of not more than 0.25%'.*

### TRANSITIONAL REQUIREMENTS AFTER 1 MAY 2026

In WA, the Plumbing Regulations adopt the PCA as the primary plumbing standards. Therefore, PCA A5G4(2) will apply as follows:

- All new water supply plumbing work in contact with drinking water that is carried out on or after 1 May 2026, must be constructed using WaterMark lead free products.
- Products in existing water supply plumbing systems in contact with drinking water, that are installed or replaced on or after 1 May 2026 must be lead free.

### WATERMARK CERTIFICATION OF LEAD FREE COPPER ALLOY PRODUCTS

Products listed on the [WaterMark Certification Scheme](#) website require WaterMark certification.

This schedule also outlines which products must comply with the lead free requirements of clause A5G4(2) of the PCA, and all products that are copper alloy must be marked with the lead free logo.

There are currently many lead free products available and licensed plumbers may wish to consider installing these products and reducing any stock with the current allowable percentages of lead, prior to 1 May 2026.

Important information and advice can be found on the [ABC website](#).

### PRODUCTS INCLUDED

Products that contain copper alloy installed in contact with drinking water are captured under A5G4(2), for example:

- Copper alloy fittings
- Water heaters
- Valves (isolation, backflow and pressure limiting)

### PRODUCT EXCLUSIONS

There are some WaterMark products containing copper alloy that are excluded from lead free requirements in drinking water services such as:

- Shower heads for bathing
- Appliances such as washing machines and dishwashers
- Emergency showers and eye washers

Products containing copper alloy used in the following systems are exempt from the new lead free requirements:

- Firefighting water services
- Non-drinking water systems
- Irrigation and reticulation systems

**Note:** Products installed in contact with drinking water that do not contain copper alloy are not required to be marked with the lead free logo. For example, stainless steel taps.

*Taken from Gas and Plumbing Focus – Issue 12 24/07/25*

# The Hidden Economics of Aged Care Safety

## Why Every Injury Costs More Than the Solution

*The very act of 'person-centred care' is the primary source of staff injury in aged care. Build a framework to protect your team, improve resident outcomes, and reduce costs.*

A single manual handling injury in an aged care facility triggers a variety of downstream costs that never appear on the same balance sheet. For Australia's aged care workforce, these are not just statistical risks; they are a daily reality.

There are the obvious costs: workers' compensation claims, replacement staff, and administrative burdens. But the invisible costs can cripple an organisation. The data shows this workforce experiences a rate of serious claims for musculoskeletal injuries 2.3 times the national average. Each one of those claims represents a caregiver unable to work, leading to delayed medication rounds, increased fall risk, and a higher chance of family complaints or regulatory scrutiny.

By the time the consequences are fully realised, the causal chain is cold. This is compounded by systemic pressures. The Report on Government Services 2025 reveals that extended wait times for home care packages mean residents often enter care with more acute needs, making the root cause of an incident a systemic failure rather than simple "staff error."

## ARE WE SOLVING THE WRONG PROBLEM ON THE WRONG BALANCE SHEET?

Despite significant federal budget allocations for aged care reform, the most common and costly workplace injuries are still not being adequately addressed at the source. According to Safe Work Australia, injuries from 'Body stressing' consistently account for nearly half of all serious claims in the nursing and care workforce. These are precisely the kinds of incidents that assistive equipment can mitigate or eliminate.

Let's consider the cost of inaction:

- Claims involving muscular stress from handling residents are a common outcome of moving people; are more expensive and result in significantly more time off work than other injuries.
- The money spent on compensation and replacement staff for these preventable incidents could have instead been invested in permanent solutions like modern hoists, slings, and slide sheets.

The conclusion is clear: we are spending millions reacting to injuries that could have been prevented for a fraction of the cost. This focus on prevention is critical, as official government reports track several quality indicators directly impacted by staffing levels and equipment, including the rates of falls, pressure injuries, and use of physical restraint.

## THE PARADOX OF "PERSON-CENTRED CARE"

Industry rhetoric rightly champions "person-centred care." However, this philosophy is undermined every time a worker manually lifts a resident. The very act of caring for a person is the primary source of injury. A staggering proportion of 'Body stressing' injuries are caused by direct interaction with a patient or resident: a rate far higher than in any other occupation.

This risk is not distributed equally. The workforce is predominantly female, with older female workers facing the highest injury rates. Each lift carries a cumulative risk that shortens a caregiver's career, exacerbating high staff turnover rates and reducing the total number of care minutes available to all residents. The government's mandated care minutes are difficult to sustain with a constant churn of staff. In the long run, "resident-centred" manual lifting is resident-depriving.

***The solution isn't more posters;*** it's treating assistive technology as a non-negotiable part of every resident's care plan.

## TURN COMPLIANCE INTO A COMPETITIVE ADVANTAGE

The strengthened Aged Care Quality Standards now demand "active risk management." This is no longer about having a policy filed away; it's about demonstrating you learn and adapt.

### Strengthened Aged Care Quality Standards



Psychosocial hazards are a prime example. Serious claims related to mental stress have soared in recent years, and workers in this sector are far more likely to be

assaulted than those in other occupations. Most providers let these incident reports gather dust. Top performers, however, feed every report into a live system. Within a few months, a pattern often emerges, clustering aggression events around specific shifts or residents.

Armed with this data, you can take targeted action like re-rostering staff or introducing sensory modulation to dramatically cut aggression reports. When a regulator—or a prospective family sees this data-driven improvement, you create a powerful counter-narrative to the ten thousand complaints (9,559 in 2023-24) filed against the sector in a single year. This is an undeniable marketing tool that proves a safe, well-managed environment and directly impacts occupancy rates.

Compliance, when done right, is a growth engine, not a tax.

## A SIMPLE DECISION FRAMEWORK FOR A SAFER FACILITY

To embed this thinking on the frontline, use this simple rule-of-thumb:

1. **Assess the Risk:** Will performing this task manually create a significant risk of injury with downstream costs (replacement staff, investigation time, etc.) exceeding \$2,000?
2. **Identify the Control:** Is there a tool, piece of equipment, or change in practice (like a hoist or a de-escalation workshop) that costs less than \$2,000 and removes the majority of that risk?
3. **Act:** If the answer to both is "yes," acquire the control. Your payback period will likely be less than six months.
4. **Log and Learn:** If no immediate solution exists, log the hazard in a centralised system. This ensures it becomes part of the data, allowing patterns to be identified and a better control to be found later.

**Stop writing safety manuals that read like apologies.** It's time to start treating every potential injury as a future invoice and make the smart investment today to tear it up.

All unsourced statistics are from Safe Work Australia, WHS Profile: Nursing, Care and Support Workforce, 2024.

*Taken from MYOSH Blog, Kristina Shields 21/07/2025*

## Reference Guide on Choosing the "Right" Physio

It Pays to Care (IPTC) has produced their first edition of the *It Pays To Care Bulletin*. What caught my eye was an interesting reference guide for choosing the right physiotherapist for injury management.

Choosing the right physio can make a significant difference in a person's recovery journey. IPTC worked closely with an advisory group of expert physiotherapists to develop a quick reference guide. This guide outlines the key qualities of a good physio in the context of work-related injury, highlighting what to look for, what to expect and how physiotherapists can play a vital role in supporting recovery and return to work.

[Download the guide.](#)

### What does good physio look like?

A Quick Reference Guide for Case Managers

As a case manager, you make decisions that affect recovery outcomes and claim costs. Recognising effective physiotherapy is crucial - it can mean the difference between a worker returning to duties quickly or a claim extending for months. This guide will help you identify quality physiotherapy care and take practical steps to support better outcomes.

#### Green Flags: Signs of quality care

##### Comprehensive Assessment

- Uses validated screening tools (e.g., OREBRO)
- Identifies specific psychosocial barriers which create risks to becoming prolonged cases
- Avoids language that might increase fear about the injury

##### Adopts a Whole Person Approach

- Considers all potential psychosocial risk factors (changes in mood, lack of clear diagnosis, trauma signs, protective beliefs, feeling disconnected from work/other)
- Has a clear plan to address barriers themselves or engage support from others
- Focuses on work-related functions
- Breaks larger goals into manageable steps
- Regularly measures progress against these goals

##### Active Treatment approaches

- Transitions quickly from passive to active treatment
- Provides home exercise programs relevant to recovery stage and function, and checks they are being done
- Educates about pain management
- Plans for reduced treatment frequency

##### Workplace Understanding

- Shows knowledge of specific job requirements
- Tailors rehabilitation to workplace demands
- Actively contributes to return-to-work planning
- Suggests practical workplace modifications

##### Collaborative Practice

- Communicates with GPs and other providers
- Initiates or actively participates in case conferences
- Provides clear, timely reporting
- Engages constructively with employers

##### Progress Monitoring

- Uses validated outcome measures
- Identifies specific barriers when progress slows
- Modifies treatment when approach isn't working
- Knows when to seek additional expertise

##### Building Independence

- Focuses on self-management strategies
- Plans for discharge from early in treatment
- Prepares worker to manage fluctuations
- Gradually reduces professional involvement

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**When treatment shows:**

- Continued passive modalities without progression
- Vague goals without specific timelines
- Limited knowledge of workplace requirements
- Minimal communication with other stakeholders
- Ongoing treatment despite limited improvement
- No clear plan for reducing treatment frequency
- Encourages dependency rather than independence
- Uses overly protective language or approaches (e.g., implying need to protect a disc, reluctance to encourage appropriate loading)

**Helpful Questions to Ask**

- "What functional improvements have you measured since treatment began?"
- "How does your treatment plan address the specific demands of the worker's job?"
- "What psychosocial factors might be influencing recovery in this case?"
- "What is your plan for transitioning to self-management?"
- "Would a shared care approach be beneficial for this worker?"
- "Is there anything else that would help you to assist this worker?"
- "What additional support would be helpful for you in managing this case?"

**Supporting Quality Care**

- Provide detailed information about workplace requirements
- Share updates about return-to-work planning
- Ask how you can support the physiotherapist
- Connect providers with available resources
- Facilitate communication between stakeholders
- Recognise and acknowledge quality practice

**Remember:** The goal is sustainable functional improvement, not just symptom relief.

Based on the Clinical Framework for the Delivery of Health Services.

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*Taken from IPTC Bulletin, July 2025*

## The Benefits of Embracing Moments of Boredom

Are you OK with boredom? You know those moments when time grinds to a halt, and you're fighting off restlessness?

Before you reach for your phone to scroll or check an email, it's worth considering the benefits of sitting with it.

What we do with this feeling is important, according to Michelle Kennedy, a mental health researcher on Kabi Kabi lands, on the Sunshine Coast.

"Society has almost conditioned us that it's indulgent to be bored," she says. "[But] eliminating the state of boredom deprives us of a simple and natural way to reset our nervous system."

So how can we embrace boredom, and what are some of the other benefits of doing so?



### BUILDING BOREDOM INTO OUR DAY

Officially, boredom is defined as difficulty maintaining attention or interest in a current activity.

Dr Michelle Kennedy (*youth mental health researcher, University of the Sunshine Coast*) says the fast-paced world we live in means some of us may not be allowing ourselves to fully experience moments of boredom.

"It's so overstimulated, we are taking in so much information," she says.

"Say we finish a task earlier than we anticipate, rather than just sitting there allowing us just to be in that moment, often we go 'Ok what else can I do to fill this space?'

"[Or] you're watching a movie and all of a sudden it hits a low spot [and] you're going 'OK, this isn't really capturing my attention', so then your attention is turned to other things."

Dr Mandie Shean (*Psychologist and adjunct lecturer in*

*education, Edith Cowan University*) says our obsession with technology is exacerbating the situation. Dr Shean believes some of us are not good at handling feelings "of being uncomfortable".

Dr Kennedy says reframing these moments of boredom as "pauses" could help us incorporate them into our day in a positive way.

"Embracing that moment, and ... just making time for that pause," she says. "Let's all take the dog for a walk or just sit out the back and have a chat."

She says "starting small" will help us understand the benefits and then to gradually build more of that space into our day.

### 'PAUSING' HELPS WITH OVERSTIMULATION

Dr Kennedy says as adults we are often juggling work and family life. So if we have time between activities, we may be on our screens constantly organising, updating, or scrolling to simply stay occupied.

"What we're doing is we're overloading our neural pathways," Dr Kennedy says. "When that nervous system is activated for too long ... our system becomes overwhelmed."

"So, it keeps us in this heightened state of arousal, which, long term can develop those early symptoms of anxiety."

Dragan Rangelov, a psychology and cognitive neuroscience lecturer from Swinburne University of Technology says allowing ourselves to be bored (and not on screens) may reduce the activation of our sympathetic nervous system and "produce overall greater wellbeing".

"It kind of flushes out this sort of sensory overload and possible negative consequences of it," Dr Rangelov says.

### HOW DO WE LET OURSELVES BE BORED?

Our experts say there are a few ways we can let ourselves experience boredom.

Dr Rangelov says one method is mindfulness training or simply "sitting there and soaking the boredom in". "Mindfulness is essentially just focusing on yourself," he says.

"There's mindfulness about your physical sort of sensations, how your breath is looking, what's your heartbeat? "There's also mindfulness about your psychological processes, whether you are anxious, whether you're agitated."

This practice can help with emotional regulation and can lead to insights about your emotional responses to external events.

Dr Shean says another way of embracing pauses or boredom is to engage in an activity. "It takes 15 minutes to get engaged in any task," Dr Shean says.

"So, you can set a timer, the Pomodoro timer is a really good thing when you're bored. "It breaks up an activity into 25-minute intervals and then you get a break and it makes you engage even when you feel bored." She says it's also important to remember that just because a task seems boring doesn't mean it's not beneficial.

"Doing my PhD was really boring in parts, learning my tables was boring, and cleaning the house was boring," she says. "And maybe for you, learning French or whatever it might be, it can be boring.

"But some of those things are amazing and they're really good choices and you need to sort of hold space for those uncomfortable feelings in the middle of it."

*Image credit: Adobe Stock*

*Extract from ABC Health 13<sup>th</sup> July, 2025*

## Women's Health Week – BOOK Leading Menopause/ Menstrual Health Speakers

Celebrate Women's Health Week and World Menopause Day with Impact. As we approach two key dates on the national health calendar; **Women's Health Week** (1–5 September 2025) and **World Menopause Day** (18 October 2025); now is the perfect time for organisations to prioritise women's health in the workplace. These dates present an opportunity to open up vital conversations and demonstrate your commitment to employee wellbeing and inclusion.



## WHY BOOK A MENOPAUSE & MENSTRUAL HEALTH EXPERT?

Menopause and menstrual health are core to the wellbeing and productivity of your workforce. Expert speakers can:

- Educate and empower staff of all genders to understand menopause, perimenopause, and menstrual health.
- Break down stigma and encourage open, informed discussions.
- Share practical strategies for supporting those affected, boosting retention and engagement.

## WHY CONNECT WITH MENOPAUSE FRIENDLY AUSTRALIA?

Menopause Friendly Australia connects businesses with accredited speakers and subject-matter experts passionate about workplace wellbeing and inclusive cultures. You'll access expertise offered by leaders such as keynote speakers and health professionals with decades of experience. Whether you're planning an in-person event, a virtual seminar, or a company-wide campaign, Menopause Friendly Australia will ensure you have the right voice for your people.

### ***Speaker topics include:***

- Menopause and Mental Health
- Menopause and Hormone Therapy
- Menopause and Heart Health
- Nutrition and Menopause
- Sleep and Menopause
- Exercise and Menopause
- Menstrual Health at Work (endometriosis, adenomyosis, PCOS, PMDD, fibroids)
- Custom sessions built for you

## READY TO MAKE A POSITIVE CHANGE?

Don't wait until someone in your team voices a need. Be proactive:

- Book an expert speaker for Women's Health Week or World Menopause Day.
- Foster a supportive environment where everyone can thrive.

Visit Menopause Friendly Australia to secure an inspiring speaker and empower your workplace ahead of these crucial dates!

- **Women's Health Week: 1–5 September 2025**
- **World Menopause Day: 18 October 2025**

Let's work together to make every workplace menopause friendly.

*Image credit: Supplied: Menopause Friendly*

*Extract from Menopause Friendly Australia website 30/07/2025*

## Young Aussies Facing 'Alarming' Cancer Rates

Cancer has traditionally been seen as a disease of aging, but Australians in their 30s and 40s are experiencing "unprecedented" and in some cases "world-leading" rates of cancer.

Between 2000 and 2024, in Australians aged 30–39:

- ↗ Prostate cancer rose by 500%
- ↗ Pancreatic cancer by 200%
- ↗ Liver cancer by 150%
- ↗ Uterine cancer by 138%
- ↗ Kidney cancer by 85%
- ↗ And bowel cancer rates alone in this age group have jumped 173% — often diagnosed at advanced stages.

Some increases, such as prostate cancer, might be explained by changes in the way they are diagnosed — but most cannot.

*"There are approximately 10 [cancers] that have this increase to varying percentages,"* says Cancer Australia's chief executive, Dorothy Keefe.

*"Cancer has traditionally been a disease of aging, and bowel cancer, breast cancer, lung cancer, they all increase with age. But over the last 20 years, there's been a real — it's small in absolute numbers — but it is a real increase in the number of younger adults developing these cancers."*

Australia isn't the only country seeing higher rates of cancer in young people either. Large amounts of data from US cancer registries show an even more pronounced trend.

Philip Rosenberg, a leading cancer bio-statistician who recently retired from the US National Cancer Institute, says there is a clear difference when comparing cancer rates between generation X and baby boomers.

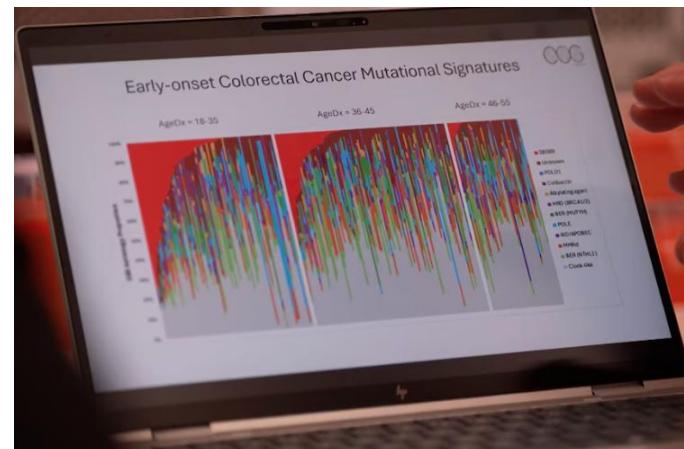
*"There were really very notable differences, for colon, rectum, thyroid, and pancreas, and as well prostate for men and ER (oestrogen receptor) positive breast cancer for women,"* Dr Rosenberg says.

***"Overall, it's about half of the different cancer types."***

Worryingly, Australia is a world leader when it comes to bowel cancer.

Scientist Dan Buchanan an associate professor at the University of Melbourne who is part of the Collaborative

Centre for Genomic Cancer Medicine is investigating why Australia leads the world in early onset bowel cancer, saying the "statistics are really alarming".



It's a shift he can see just by looking at a tumour's DNA mutations.

*"In the youngest group of people that developed early onset colorectal cancer, we're seeing a much higher proportion that have a particular type of DNA damage pattern,"* he says.

That generational difference is so pronounced, he says he can tell whether a person is young or old from their tumour's DNA!

It's unclear what's causing this trend, but experts believe "toxins" in the world around us are interacting with genes to cause malignant changes.

Researchers are investigating a wide range of possible causes:

- ① Childhood obesity
- ① Disrupted gut microbiomes from antibiotics, processed foods, and C-sections
- ① Early-life exposure to environmental toxins
- ① Unregulated chemicals in plastics, including PFAS and PCBs

**ABC Four Corners** cites long-term studies like the ORIGINS Project (*in the northern suburbs of Perth aims to answer some of these questions for today's children*) are now tracking thousands of children to understand how early-life exposures may shape future cancer risk.

*"There's this whole concept of developmental origins of disease where things that happen early in your life do impact on people later on,"* says professor Desiree Silva, the project's co-director.

*"The ORIGINS study will help to understand the microbiome because we are collecting samples in*

pregnancy in mums, and then we're collecting samples in those children."

"Because we've got longitudinal bio samples and data, we can actually look at that environmental impact on what may be the causal pathways of cancer."

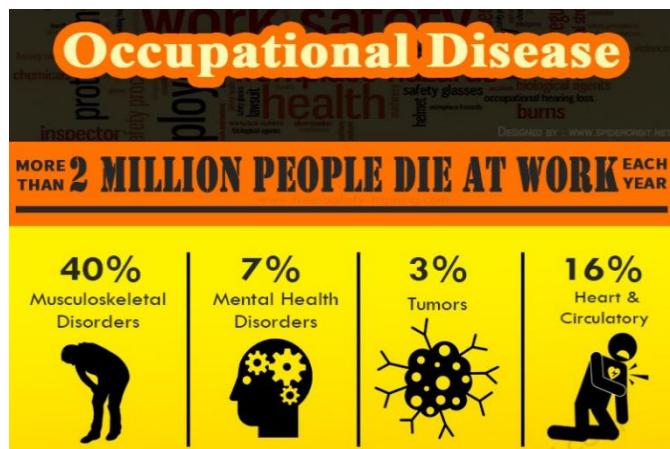
It will be many years before ORIGINS has answers for today's kids. Meanwhile, the generations before them are confronting the reality of living with cancer.

Image credit: Four Corners: Rob Hill

Taken from ABC Health & Wellbeing Website 10/07/25 & Extract from Four Corners Investigation "Generation Cancer" 07/07/2025

## Victoria Awards over \$1.7m to Tackle Occupational Disease and Illness

The Victorian Government has announced over \$1.7 million in WorkSafe grants to support six Victorian organisations in tackling occupational disease and illness. These grants aim to improve workplace safety through education, risk management, and support for affected workers, particularly in high-risk industries.



Occupational diseases often develop slowly, making them harder to detect and manage. The grants—up to \$300,000 per project—will fund initiatives that raise awareness, improve prevention strategies, and support those at risk.

Recipients include:

- The Australian Workers Union will use the funding to raise awareness and improve how occupational diseases such as asbestosis and silicosis are managed in high-risk industries, especially in regional areas and among migrant workers.
- The United Workers Union will focus on better education around disease risks in commercial laundries, while the Brickies Network will run

programs to educate residential bricklayers about the dangers of crystalline silica exposure.

- GippsDairy is working to reduce Q fever cases in the Gippsland region by providing targeted education to dairy workers, while Master Plumbers will address health risks and disease prevention in the plumbing industry, looking at how work environments impact long-term health.
- Monash University will lead a research project studying Vietnamese stonemasons who developed silicosis, aiming to identify key strategies for educating migrant workers about occupational health and safety risks.

Applications for the 2025–26 funding round will open soon via the WorkSafe website.

For more information, visit [worksafe.vic.gov.au/worksafe-grants](http://worksafe.vic.gov.au/worksafe-grants).

Image credit: ILO Occupational Disease Infographic

Taken from WorkSafe Victoria Website 01/08/2025

## 7,000 steps a day Linked to Reduced Risk of Chronic Disease and Death

A new study suggests reaching 7,000 daily steps provides many of the same health benefits as 10,000 steps a day.

Researchers have found taking 7,000 steps reduces the risk of several health conditions including heart disease, dementia and depression, compared with low activity.

If you find getting your daily step-count up to 10,000 a challenge, Australian researchers have some good news: you may be able to get away with a few less steps to reap similar health benefits.

In a large new study, University of Sydney researchers associated walking 7,000 steps a day with a reduced risk of serious health issues, including heart disease, dementia and cancer.

"Seven thousand steps is a good target because it's associated broadly with a wide range of health benefits," Melody Ding, the study's lead author and University of Sydney epidemiologist, said.

Walking more than 7,000 steps a day can provide additional health benefits for some conditions, such as heart disease.

But for most health outcomes, "those benefits start to plateau" around 7,000 steps, co-author and

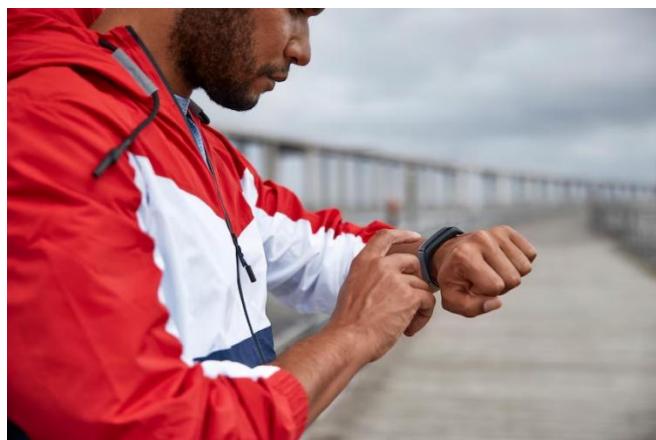
biostatistician Katherine Owen told Radio National Breakfast.

"For a broad range of outcomes ... we found 7,000 steps was the optimal number," Dr Owen said.

Health Outcome	Risk reduction from 7,000 daily steps (compared with 2,000)
All-cause mortality	47 per cent
Dementia	38 per cent
Cancer mortality	37 per cent
Falls	28 per cent
Cardiovascular disease	25 per cent
Depression	22 per cent
Type 2 diabetes	14 per cent

According to the research, published in *The Lancet Public Health*, even a modest step count of 4,000 steps per day was linked to better health outcomes compared with 2,000 steps.

"For those who are not very active or doing nothing, doing something is still good for you," Professor Ding said.



## DAILY STEPS LINKED TO BETTER HEALTH OUTCOMES

Unlike previous research on daily step counts, which has largely focused on the connection to heart health and overall mortality risk, the researchers analysed evidence for a wide range of health outcomes.

This included cardiovascular disease, cancer, type 2 diabetes, cognitive decline and mental health.

Researchers examined data from more than 160,000 adults across 57 studies, in which participants wore step-counting devices such as fitness trackers.

"We know that physical activity is associated with a broad range of health benefits, and steps is just one way of capturing physical activity," Professor Ding said.

Walking 7,000 steps a day is the sweet spot for health benefits.

The researchers found health benefits increased with every 1000-step increment, compared with low levels of activity.

But after 7,000 steps, these benefits tended to level off: the risk of all-cause mortality, for example, was almost the same at 7,000 daily steps as it was at 10,000.

For dementia, walking 10,000 steps a day produced an extra 7 per cent reduction in risk (compared with 7,000 steps).

The benefits of additional steps were slightly more pronounced for type 2 diabetes. Taking 10,000 steps produced an extra 8 per cent risk reduction, and 12,000 steps added an extra 5 per cent reduction on top of that.

## FINDINGS TO INFORM NATIONAL GUIDELINES

University of Melbourne Centre for Health, Exercise and Sports Medicine director Kim Bennell said the study was "important".

"We often get told 10,000 steps a day is what we [should] aim for, but that's not strictly evidence-based," Professor Bennell said.

"Lower numbers can still be beneficial ... and people are more likely to stick to it if they feel they can achieve it."

*Doing the Vacuuming or taking the dogs for a walk. If you pick up the pace, these bursts of incidental exercise could be the key to improving your fitness.*

The research team is working with the federal government to use the findings to inform Australia's national physical activity guidelines. But they also noted some limitations of the study.

While there was a wealth of data for the team to analyse some health outcomes, including cardiovascular disease, there were only a few studies available for other health indicators, including falls and cancer. The research team suggested the findings associated with these should be treated as "exploratory" instead of conclusive.

Professor Ding also noted that they were not able to investigate how the impact of daily step counts differed for different groups of people, such as those with a higher body mass index (BMI) or older individuals.

She suggested that older people might need even fewer than 7,000 steps to get significant benefits, but more research was needed to confirm this.

*Image credit: Getty Images: wundervisuals*

*Taken from ABC Health & Wellbeing 25/07/2025*

## NEW AIRBORNE CONTAMINANTS HUB NOW LIVE!

*Work processes in industries like mining, foundry, manufacturing and agriculture can release dusts, gases, fumes, vapours, or mists into the air.* These are known as airborne contaminants, and they cannot always be smelled or seen.



Safe Work Australia's [new airborne contaminants hub](#) provides practical information to help employers and workers:

- recognise what airborne contaminants are and how they can impact health
- understand their WHS duties and how to manage risks from airborne contaminants, and
- learn about workplace exposure limits and what they need to do to prepare for the changes on 1 December 2026.

Visit the new hub for easy-to-use [resources](#), including downloadable infographics, information on what you should be doing in your workplace, and a [comparative table](#) of changes coming to workplace exposure limits.

*Taken from Safe Work Australia, 08/07/2025*

## NSW Review Demands Major Dust Disease Reforms

A comprehensive review of New South Wales's Dust Diseases Scheme has delivered sweeping recommendations aimed at strengthening protections and expanding support for workers devastated by preventable lung diseases. The final report, released by the NSW Parliament's Standing Committee on Law and Justice, comes as the state grapples with rising cases of silicosis and other dust-related illnesses across high-risk industries.

### KEY FOCUS AREAS DRIVE REFORM AGENDA

The parliamentary review concentrated on two critical areas that have exposed significant gaps in the current system. The first examined support mechanisms available to younger workers within the scheme – a

demographic facing unique challenges when diagnosed with progressive, life-altering conditions early in their careers. The second investigated emerging risk areas for silicosis beyond the well-documented engineered stone industry, particularly in tunnelling and quarrying operations where exposure levels have reached alarming heights.

Industrial Relations Minister Sophie Cotsis welcomed the report's findings, emphasising that the recommendations would guide essential reforms protecting workers in construction, mining and tunnelling – industries where dust exposure remains a persistent threat despite known health risks.

### CAREER SUPPORT AND RETRAINING TAKE CENTRE STAGE

Among the most significant recommendations is a call for comprehensive career and educational counselling services that would continue supporting workers throughout their retraining journey. This support would persist even if workers secure paid employment during their course of study, recognising that career transitions often require sustained assistance rather than short-term interventions.

The review specifically recommends expanding vocational services to include personalised career support and job-seeking assistance, with particular attention to younger workers who face decades of working life ahead after their diagnosis. This acknowledges the reality that dust diseases often force workers to completely reimagine their professional futures, requiring both practical skills development and ongoing emotional support.

### LEGISLATIVE CHANGES TARGET FAIRNESS AND COVERAGE

The report identifies several legislative barriers that currently limit the scheme's effectiveness and calls for their removal. One key recommendation involves eliminating the requirement that dust exposure must have occurred entirely within NSW for workers to receive full benefits – a provision that unfairly disadvantages mobile workers in industries like construction and mining.

The review also pushes for weekly benefits to align with those provided in other Australian states and territories, addressing inconsistencies that can leave NSW workers financially disadvantaged compared to their interstate counterparts. Additionally, the committee recommends expanding coverage to include newly recognised dust-related conditions such as chronic renal disease,

mycobacterial diseases, and silica-induced autoimmune and airways diseases.



## STRENGTHENING WORKPLACE MONITORING AND DISPUTE RESOLUTION

Recognising ongoing challenges in workplace safety enforcement, the review recommends strengthening SafeWork NSW's role in resolving disputes under the Work Health and Safety Act 2011. This particularly focuses on conflicts between authorised entry permit holders and businesses, aiming to facilitate better access to documents that can help identify safety contraventions and protect workers from dangerous exposures.

The report also calls for improved health monitoring through an accreditation framework for providers and mandatory sharing of lung testing results with icare. This would enhance surveillance capabilities and ensure better follow-up care for at-risk workers across high-exposure industries.

## COLLABORATIVE APPROACH TO PROGRAM DESIGN

A standout recommendation involves establishing a working group convened by icare within six months, bringing together employer groups, health experts, support organisations and unions to collaboratively design retraining and education programs. This multi-stakeholder approach recognises that effective support requires input from all parties invested in worker welfare and industry safety.

The review emphasises the need for enhanced mental health support integrated into standard claims management, with services tailored to meet cultural and linguistic needs of affected workers and their families. This holistic approach acknowledges that dust diseases impact not just physical health but emotional wellbeing and family dynamics.

## NATIONAL COORDINATION AND FUTURE SURVEILLANCE

The committee calls for national dialogue with the Commonwealth government to preserve pension and non-monetary entitlements for dust disease sufferers,

recognising that effective worker protection requires coordination across jurisdictions. This national approach would help ensure consistent support regardless of where workers developed their conditions or currently reside.

Improved surveillance mechanisms feature prominently in the recommendations, with calls for better data sharing between health monitoring providers and icare to track disease patterns and identify emerging risk areas before they reach crisis levels.

## GOVERNMENT RESPONSE AND IMPLEMENTATION TIMELINE

Minister Cotsis emphasised that no worker should face the devastating impact of dust disease without comprehensive support, stating that the recommendations provide "a path forward to make sure all workers can access medical, financial, mental health and vocational assistance, and transition into new careers if needed."

The NSW government has committed to considering all recommendations, with a formal response expected in September 2025. This timeline will be closely watched by worker advocates, industry groups and health professionals as the state works to implement reforms that could serve as a model for other jurisdictions grappling with similar challenges.

## INDUSTRY IMPLICATIONS AND BROADER CONTEXT

The review's recommendations arrive at a critical time for NSW workplace safety, coinciding with the establishment of the Tunnelling Dust Safety Taskforce and ongoing investigations into silica exposure across major infrastructure projects. The comprehensive nature of the proposed reforms signals a recognition that current approaches to dust disease prevention and support have fallen short of protecting worker health and wellbeing.

For employers in high-risk industries, the recommendations suggest that regulatory scrutiny and worker support obligations will likely intensify. The emphasis on collaborative program design and strengthened dispute resolution mechanisms indicates that industry engagement will be essential for successful implementation.

As NSW prepares to implement these reforms, the review serves as both an acknowledgment of past failures and a roadmap for creating more robust protections for workers facing some of the most preventable yet devastating occupational diseases. The

success of these initiatives may well determine whether Australia can stem the rising tide of dust-related illnesses that continue to claim workers' health, livelihoods and lives across the construction, mining and manufacturing sectors.

Image credit: [https://nationalsafetyonline.com.au/wp-content/uploads/2025/07/AdobeStock\\_725006348-2048x1148.jpg](https://nationalsafetyonline.com.au/wp-content/uploads/2025/07/AdobeStock_725006348-2048x1148.jpg)

Taken from *National Safety Online* 03/07/2025

## How to BOOST Bone Health and Reduce Risk of Osteoporosis and Fractures

Imagine not being able to cough, sneeze or be hugged for fear of your bones breaking. This is the reality faced by people with severely weak bones. Fragile bones can creep up on you and are often not recognised until they break. A small trip and fall can be catastrophic, with a broken hip leading to a rapid deterioration in health.

Today, millions of Australians live with poor bone health, and the "silent disease" of osteoporosis is expected to lead to one fracture every 30 seconds by 2033. And this is not just because we have an ageing population.



ABC Health Reporter – Anna Salleh talked to experts about bone health and how to keep them strong for as long as possible.

### WHO IS AT RISK OF FRAGILE BONES AND OSTEOPOROSIS?

It's a common misconception that fragile bones are an older woman's problem. According to the Royal Australian College of GPs, one in two women will suffer an osteoporosis-related fracture over their lifetime. But one in three men suffer the same, and younger people can also develop weak bones.

We can think of our body's skeleton as a bank transaction account, where old bone is "withdrawn" or removed and replaced by "deposits" of new bone. Ideally we'd keep that bone bank balance high by

stimulating new bone growth or preventing its loss with the right combination of diet and exercise — and, where needed, medications.

When we are young and our skeleton's growing — especially during puberty — it's relatively easy to increase your "bone bank" balance. But as an adult, you eventually start losing bone faster than it's replaced, and eventually this can increase fracture risk.

Some experts such as exercise scientist David Scott from Deakin University are concerned the sedentary lifestyle of many children could leave them with a low bone bank balance as they enter adulthood, and may create problems later in life.

"We're just worried that children are not accumulating bone," Dr Scott says.

**Bone and muscle strength in women peaks at 30** before declining, especially around menopause when there is a massive drop of oestrogen, which is a hormone important for bone health. So if you hit menopause without a good balance in your bone bank, you have fewer reserves to draw on at a time you need it.

Other risk factors include:

- family history of osteoporosis
- low calcium or vitamin D intake
- certain conditions or medications that affect your estrogen or testosterone levels
- smoking, excessive alcohol and a sedentary lifestyle.

### WHAT TYPE OF EXERCISE CAN STRENGTHEN BONES?

While going for a daily stroll can be good for your general health, a different kind of exercise is required when it comes to bone health.

Bone cells are only triggered to grow or repair when they experience a certain amount of stress and strain, which is why gentle walking, cycling or swimming does little to increase bone strength.

**Strong bones need weight-bearing impact** — think of forceful jumping, running or hopping. One study that got men to hop on one leg found that leg had stronger bones than the other after 12 months.

**Muscle strengthening exercises** — such as weights or resistance bands, push ups, sit ups or squats — are essential for strong bones too. Because our bones adapt to exercise, experts advise doing impact and resistance exercises in a way that pushes yourself.

Some emphasise "exercise snacking" — **brief bouts of high-intensity exercise** — that can be done in ad breaks, while taking a break from computer work, or waiting for the kettle to boil or the bus to come. Even taking the stairs instead of the lift, carrying shopping instead of using a trolley, or squatting instead of bending when you get something from a bottom drawer can help.

But high-intensity exercising may require supervision, especially if you are older, **so talk to a qualified health practitioner before embarking on a routine.**

Professor Maher says while there are fears about exercise causing damage to older people, this should not stop them from doing appropriate exercise.

Ask your GP to see if you qualify for a scan of your bone mineral density, which is the most common measure of bone strength, and subsidised visits to see a professional such as an exercise physiologist, who can tailor an exercise prescription that is suited to your individual needs.

Check [Healthy Bones Australia](#) or the [Royal Australian College of GPs](#) for more tips on exercises to improve or maintain bone health.

While exercise is accepted as an essential part of maintaining bone health, there is a **debate over how much it can reverse bone loss**, especially in post-menopausal women, although even if it slows down the rate of loss this is a benefit. **Exercise can also improve strength and balance**, which can also help prevent falls.

## AM I SAFE FROM FRACTURES IF I DON'T HAVE OSTEOPOROSIS?

Osteoporosis is a condition of very low bone mineral density. But if you have osteoporosis, that doesn't automatically mean you'll get a fracture.

Only a third of "fragility fractures" — those that result from a small impact such as falling over — are in people with osteoporosis, Monash University endocrinologist Susan Davis says.

**Most fractures occur in people with osteopenia**, whose bone density is low, but not low enough to qualify for an osteoporosis diagnosis. Even people with normal bone density can get fragility fractures. This is because there is more to stopping fractures than bone mineral density.

The size, shape and structure of bones, referred to as bone "micro-architecture", can also affect how strong they are.

While the jury is still out on how much exercise can boost bone architecture, one thing is for certain: **most fractures due to fragile bones are caused by falls.**

Activities that increase your strength, stability, mobility and balance will keep you on your feet and less prone to falls. Experts say there is good evidence tai chi helps balance, and perhaps dancing or gardening do too. Researchers are currently looking into whether yoga can also help.

## HOW DOES VITAMIN D HELP BONE HEALTH?

Strong bones need the right balance of nutrients including vitamin D and calcium. Vitamin D helps us absorb calcium, which is needed to build bone.

While some foods such as fatty fish and milk can provide vitamin D, the main source of this nutrient is exposure to sunlight. One in four Australians are deficient in the vitamin because they don't get enough sunlight exposure. This might be because a lack of sun in winter at low latitudes in the southern states, because they have darker skin or because they habitually cover themselves.

Supplements can help boost vitamin D levels, but the idea that the more vitamin D you take the better, is a myth. While not having enough vitamin D can lead to weak bones, having too much can be a problem too — *development of kidney stones.*

## WHAT ABOUT CALCIUM AND PROTEIN?

Australians in general don't tend to get enough dietary calcium either. And some older people don't tend to eat enough protein, which — along with exercise — is important to stop muscles wasting, which is also linked to bone loss.

According to the RACGP guidelines for maintaining bone health and preventing fractures:

- If you need to take **vitamin D supplements 800–1000 IU per day** is usually sufficient, but some people may need higher doses.
- **Adults need 1000 milligrams of calcium per day** with women over 50 and men over 70 needing 1300mg a day.
- An intake of **1.0–1.2 grams of protein per kilogram of body weight** per day is recommended for older adults.

Australian dietary guidelines recommend three serves of dairy a day for most people, and four serves a day for women over 51. Other sources of calcium include: firm tofu, almonds, sesame seeds, tinned fish, some green leafy vegetables, dried figs, and calcium-fortified non-dairy milks. Lean meat, poultry, fish, eggs, tofu, nuts, legumes and beans are also good sources of protein.

Image Credit: <https://www1.racgp.org.au>

Extract from ABC Health & Wellbeing 15/06/25

# IN PSYCHOSOCIAL HEALTH

## Legal Case Study - Workplace Sexual Harassment (Vic)

**Trigger Warning:** This article contains discussions of sexual harassment and work-related gendered violence. If this topic is distressing for you, you may want to skip this section.

Recently, the Frankston South director of an electrical contracting company was convicted and fined \$15,000 for alleged bullying, sexual harassment and gendered violence he directed at a young female apprentice over several months.

WorkSafe Executive Director of Health and Safety Sam Jenkin said the offending was a grotesque breach of trust and the standards expected of those who employ apprentices.

*"All workers, especially young workers who are just finding their way in the workforce, deserve to be treated with dignity and respect by their employer and colleagues,"* Mr Jenkin said.

*"This is simply unacceptable behaviour from anyone, but appalling from a company director who was in a clear position of power, and I applaud the courage of this apprentice in speaking out."*

WorkSafe's investigation found there were no policies or procedures at the workplace for reporting, investigating and stopping inappropriate behaviours.

The court found it was reasonably practicable for the director to have reduced the risk of psychological injury by not bullying, sexually harassing or directing work-related gendered violence at the apprentice.

[Read the Media Release](#)

### ADVERSE PUBLICITY ORDER

Courts have a range of sentencing options available for those found to have committed workplace safety offences, including adverse publicity orders, which can help ensure a court outcome is shared with relevant audiences, such as other duty holders in a particular industry or sector.

In addition to deterring others from breaching the law and educating the public, adverse publicity orders are also punitive as they can lead to reputational damage in a way that a fine may not.

In the matter above, the court also issued an adverse publicity order *requiring the Director to publicise the offence, its consequences and the penalty imposed in two industry publications.*

### YOU CAN READ THE ADVERSE PUBLICITY ORDER

*"I am the sole Director of a small trade company that performs domestic, commercial and industrial work.*

*I previously employed a female apprentice for a period of seven months.*

*During that period, I engaged in conduct that created a risk of psychological injury to the apprentice as a result of workplace bullying, sexual harassment and work-related gendered violence.*

*I failed to reduce this risk so far as was reasonably practicable by:*

- not sexually harassing, and/or directing work-related gendered violence at the apprentice; and*
- regulating my behaviour so as not to engage in repeated, unreasonable behaviour.*

*I was charged by WorkSafe Victoria pursuant to section 26(1) of the Occupational Health and Safety Act 2004 in relation to my acts and omissions and the risk they caused.*

*I feel deeply remorseful for my actions, and I am committed to change.*

*The opportunity that I provided this apprentice should have been a positive and supportive experience for her. But instead, regrettably, I failed her, myself, and the industry. I acknowledge that my conduct contributed to an environment where workplace gendered violence was present.*

*I take full responsibility for my actions and the harm it has caused. I have not sought to justify my behaviour. I now understand that there is never a "right or wrong time" for joking around at the expense of others. I can now appreciate how deep-rooted toxic behaviours are in our industry, particularly the way in which young apprentices are treated. I have learnt the hard way that this is too often harmful and damaging to their mental health.*

*For example, I now understand that certain words, behaviours and actions quite literally encourage a toxic culture in our industry. This is taking place in the presence*

of young apprentices who are undertaking their early years of training. And I have recognised how damaging these behaviours can be.

What I once accepted as "just the way things are" and "this is how it was when I was younger" is not even close to being acceptable. The responsibility squarely falls with the owners and leadings of our businesses, when employing others, to ensure that they feel safe, valued and respected and appreciated in their workplace. Everyone deserves to feel this way.

I know not everyone will abide by these moral and legal guidelines, but I also know that too often, we as leaders, turn a "blind eye" when we see this behaviour taking place. We must call it out. This kind of behaviour has gone unchallenged for too long.

I understand that I cannot change the past, but I have fully committed to being better, by speaking up, and by ensuring that my workplace is one where every apprentice and every individual is treated with dignity and respect. I urge my fellow business owners, managers, leaders and tradespeople, to do the same.

In early 2025, I appeared in the Magistrates' Court of Victoria and I was fined \$15,000 with conviction.

To those I have hurt, I am deeply sorry.'



## TO PREVENT WORKPLACE BULLYING & HARASSMENT EMPLOYERS SHOULD:

1. Set clear standards of which behaviours are allowed and which are not in your workplace through training and leaders role modelling desired behaviours.
2. Have policies and procedures to guide a consistent approach to prevent, respond and report workplace bullying and harassment. Discuss and promote these in team meetings and health and safety committee meetings.

3. Encourage reporting. It is important for those who experience or witness workplace bullying or harassment to know who they can talk to, that a report will be taken seriously and that confidentiality will be maintained.
4. Ensure that information about workplace bullying and harassment, including relevant policies and procedures, are part of supervisor training and new employee inductions.
5. All employers should carry out a regular check of the workplace in consultation with employees and health and safety representatives to identify hazards and risks such as signs that bullying or harassment is happening or if there is an increased risk of it happening.

## SUPPORT IF YOU HAVE EXPERIENCED WORK-RELATED SEXUAL HARASSMENT

If you have experienced work-related sexual harassment there are a range of options and support services available.

If you feel safe to do so, you should report sexual harassment directly through your incident reporting system or directly to your manager or to human resources. If this is not possible or practical in your situation, other options for reporting the issue include:

- ① WorkSafe WA advisory service (1300 307 877)
- ① SARC Counselling Services ((08) 6458 1828 or 1800 199 888)
- ① WA Equal Opportunity Commission (9216 3900 or 1800 198 149)
- ① Legal Aid WA (1300 650 579)
- ① WA Police (131 444)
- ① WA Aboriginal Legal Services (1800 019 900)
- ① Fair Work Commission (1300 799 675)

Image credit: [https://aflcio.org/sites/default/files/2018-01/sexual\\_harassment\\_feature.jpg](https://aflcio.org/sites/default/files/2018-01/sexual_harassment_feature.jpg)

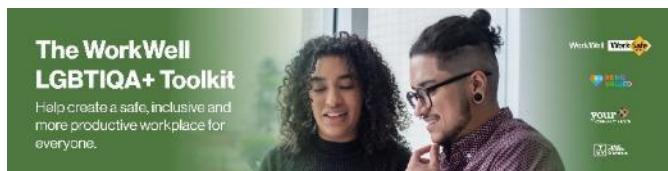
*Taken from Safety Soapbox Newsletter July 2025*

## Introducing the WorkWell LGBTIQA+ Toolkit

This new resource was co-designed with LGBTIQA+ communities as part of the Being Valued project – supported by the WorkWell Respect Fund.

The toolkit helps workplace leaders:

- ✓ support lesbian, gay, bisexual, transgender, intersex, queer and asexual (LGBTIQA+) workers
- ✓ create a safe, inclusive space for all
- ✓ reduce the risk of workplace psychological harm.



This is the first dedicated LGBTIQA+ resource delivered by a health and safety regulator in Australia, and includes:

- step-by-step risk management approach
- real-life case studies
- scenario guides and help navigating conversations
- policy templates, posters and workplace surveys
- key definitions to explain LGBTIQA+ terminology
- information to help leaders understand the importance of their role in supporting a diverse workforce.

#### Explore the WorkWell LGBTIQA Toolkit

Image credit: [https://prod-swiftdigital-staticassets.s3-ap-southeast-2.amazonaws.com/sd\\_images/29557064b0cc5611fceazzz685dd38ba3206976](https://prod-swiftdigital-staticassets.s3-ap-southeast-2.amazonaws.com/sd_images/29557064b0cc5611fceazzz685dd38ba3206976) Stock image used is for illustrative purposes only.

Taken from *Safety Soapbox Newsletter July 2025*

## Caravan Park Operator Charged Over Sexual Harassment

WorkSafe Victoria has laid charges against both a Beechworth caravan park operator and its director following allegations of sexual harassment of a female worker.

The charges represent enforcement action under workplace health and safety legislation, demonstrating WorkSafe's commitment to addressing psychosocial hazards in the workplace, including sexual harassment.

While specific details of the alleged harassment have not been disclosed, the charges highlight the growing recognition that sexual harassment constitutes a serious workplace health and safety issue that can cause significant psychological harm to workers.

The case comes as Victoria prepares to implement new regulations targeting psychosocial hazards, set to take effect on December 1, 2025. These regulations will treat

psychological risks in workplaces with the same level of importance as physical hazards.

The tourism and hospitality sector has been identified as an industry where workers may face heightened risks of sexual harassment and other psychosocial hazards due to factors including customer interaction, isolated work environments, and power imbalances.

WorkSafe's decision to pursue charges against both the business and its director personally reflects the serious nature of the allegations and sends a strong message about director accountability for workplace culture and safety.



The charges are part of WorkSafe Victoria's broader strategy to address workplace harassment and create safer, more respectful work environments across all industries.

This enforcement action demonstrates that sexual harassment in the workplace is not just a human resources issue but a serious workplace health and safety matter that can result in legal consequences for both businesses and individuals in leadership positions.

The case will be closely watched by employers across Victoria as it may set important precedents for how sexual harassment cases are prosecuted under workplace safety legislation.

Image credit: <https://www.legalaid.vic.gov.au/change-culture-change-system-end-sexual-harassment-work> used is for illustrative purposes only.

Taken from *National Safety Online 31/07/2025*

## Preventing Burnout – Healthcare & Social Assistance

SafeWork NSW has published the [Industry Action Report on burnout](#), a co-designed, practical guide to addressing burnout in the healthcare and social assistance (HCSA) sector.

Burnout is taking a toll on HCSA workers, and employers

have a legal obligation to eliminate or manage contributing factors, such as excessive workloads and poor organisational culture. Our Industry Action Report provides employers with clear guidance and solutions for managing risks associated with this psychosocial hazard.



**Industry Action Report**  
A practical guide to preventing burnout in the NSW Health Care and Social Assistance (HCSA) sector  
June 2025

Developed with contributions from more than 150 industry stakeholders, the report draws on Australian and international research to deliver sector-wide and occupation-specific strategies. It explains that solutions focussing on changes at the organisational level have a greater impact on burnout than those directed at individuals.

In the end, safer work leads to safer care.

*Taken from Safework NSW Wrap, July 2025*

## New Resources to Manage the Risks of Online Abuse at Work

Safe Work Australia and eSafety have developed practical resources on how to manage the risks of online abuse at work.

Online abuse is behaviour that uses technology to threaten, intimidate, bully, harass or humiliate. It can happen on online platforms such as social media, by phone, email or any other technology used at work.

Online abuse can cause psychological and physical harm. Under work health and safety laws, employers are required to take care of the health and safety of workers which includes managing the risks of online abuse.

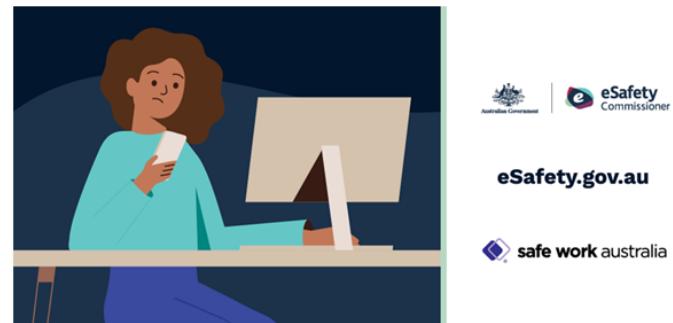
The abusive behaviour can come from anyone connected with work, including colleagues, managers, customers, clients or suppliers. It can happen onsite, while working from home or from another remote location. It can also impact people outside work hours.

Wherever and whenever online abuse happens, it's never acceptable and **should not** be considered part of doing a job.

The new resources, including a downloadable poster and checklist, provide employers and workers with practical information about what online abuse in the workplace is, how to prevent it, and where to get support.

Learn more about the work health and safety risks of online abuse, sexual harassment and bullying.

Explore online safety resources for employers and workers on the [eSafety website](#).



**eSafety.gov.au**

**safe work australia**



Online abuse in the workplace – employer information

Information and tips to help employers, businesses and organisations understand online abuse and how to create a safer online workplace.



Online abuse in the workplace – worker information

Information and tips to help workers understand online abuse and how to create a safer online workplace.

*Taken from Safework Australia Media Release, 30th June 2025*

# OHSA FUTURE EVENTS & OTHER EVENTS

## It Pays to Care – Discussing Difficult Conversations



**It Pays to Care**

**Presenters: Dr Mary Wright (It Pays to Care)  
& Dr Amy Bright (OMEMA)**

Are you a claims manager or injury management advisor? Join the [It Pays to Care](#) Team's Dr Mary Wyatt and Dr Amy Bright on 15 September for an engaging session about how to manage challenging conversations. You will also hear from Rhea Mercado about practical tools you can use to communicate with clarity and compassion like the [Messaging Matters IECCC Framework](#).

**Date – 15<sup>th</sup> September 2025  
Optus Stadium 1300 – 1530**

[Register Now](#)

## Use of AI Applications in OSH

**Presenters:** Alex Jenkins, Director, WA Data Science Innovation HubWA, Tony Matthews from Object IT, Richard Barker from Signal to Noise

**Date: Tuesday 19th September, 2025  
Time: 6pm – 8pm**

**Where:** Mayfair Lane West Perth

**Hopefully, if the stars & speaker commitments align, we will be able to bring you this presentation in 2026.**

**STAY Tuned**

**EVENT CANCELLED**

## Friday Night Sundowner

**YOU ARE INVITED TO...  
OHSA Inc. Friday Night Sundowner  
at South of Perth Yacht Club**

We All Need to Decompress after a hard, long week, so come on down & join your fellow OHSA Inc. Members for a glass of wine/beer/spirit and we will provide some light refreshments & non-alcoholic drinks. Great opportunity to meet New OSH people, partake in collegiality, take time to B R E A T H E & simply enjoy the view.



BRING SOME Good Vibes & Maybe a like minded spirit ...

**WHEN:** Friday 22<sup>nd</sup> August 2025 **TIME:** 6pm – 8pm

**WHERE:** South of Perth Yacht Club, 2 Canning Beach Road, Appletcross – We have 2 tables on the Quarter Deck

**Parking:** Refer to attached diagram for Event Parking. Boom Gates will be open & will auto open on exit

**COST:** \$10 members – Must complete the attached Booking Form Non-Members – Join OHSA & you can also pay the member price.

**RSVP:** Wednesday 20<sup>th</sup> August to the Society's Secretary (Ali Martins) by Email: [ohswa@outlook.com.au](mailto:ohswa@outlook.com.au)

**PAYMENT DETAILS:** Complete the Booking Registration Form attached



Refer to the separately attached Flyer and Booking Form.

## Crystalline Silica Substances in Mining & Construction

**Online Event Presented by Safe Work SA**

Exposure to crystalline silica in mining operations and construction presents a serious health hazard. Tighter controls to protect people working with crystalline silica substances (CSS) came into effect from 1 Sept. 2024.

This informative webinar will explore the new regulations and explain requirements for businesses. Participants will also hear from SafeWork SA's Construction and Mining teams for specific advice on how to comply.

 **Wed, 20 Aug 2025**

 **Microsoft Teams**

 **10:00 - 11:00 (UTC+09:30 Adelaide)**

## It Pays to Care – Lessons from the Coal Face



20th November 2025

2pm - 6pm

Mt Lawley Bowling Club

Cnr Storthes & Rookwood St,  
Mount Lawley



### “IT PAYS TO CARE”

### Lessons from the Coal Face

**Best Practice on how to manage Injury Management  
- a Social Model.**

Join our Acclaimed Interactive Forum Panel share their stories with case studies on how they have successfully navigated the changes in legislation, achieved positive outcomes and explore the psychosocial risk management of workers' compensation.



**Rebecca Harris**  
WorkCover WA, GM



**Chris White**  
WorkCover WA, CEO



**Sharon Stratford**  
Facilitator - IPTC



**Dr Amy Bright**  
Occ Physician, OMEMA



**Craig Elliot**  
Spec. Physio, Pain Options



**Mel Fisher**  
Org. Psyche, BHP



**Lloyd D'Castro**  
Voc Rehab, Working Life



**Taynee Vidler**  
Case Mgr, Suncorp



**Lee Spurr**  
Lawyer, 360 Medico-Legal

## OHSA Application Form



### Occupational Health Society of Australia Inc.

#### APPLICATION FOR MEMBERSHIP

##### MEMBER INFORMATION

Title (Dr, Ms, Mrs, Mr, etc.)			
First name			
Surname			

##### CONTACT DETAILS

Postal Address			
Suburb			Postcode
Phone			
E-Mail			

Please indicate your preferred method to be contacted:  Postal address  Phone  E-mail

Special Interests (for Society Directory)			
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##### EMPLOYMENT INFORMATION (Only complete if you want Company information to be recorded against your name in the Society Directory and in Society Communications)

Company / Self Employed			
Work Phone			
Work E-Mail			

##### APPLICATION FOR (indicate membership type / fee option):

- Full Membership (includes *Monitor* newsletter)  \$50 - 1 year **or**  \$100 - 3 years
- Corporate Membership (includes *Monitor* newsletter)  \$100 - 1 year **or**  \$200 - 3 years
- Student Membership (includes *Monitor* newsletter)  \$20 - 1 year **or**  \$ 40 - 3 years

Tertiary Institution \_\_\_\_\_ Student Number \_\_\_\_\_

An invoice for the membership type fee will be issued once the Committee has accepted this application.



*The OHSA Inc. Financial Year runs from 1<sup>st</sup> November – 31<sup>st</sup> October.*

*Fees payable during this period will apply for that financial year only.*

##### AGREEMENT

I certify that the information provided in this application is correct and I agree to adhere to the Constitution and Code of Ethics of the Society. I also give consent to the Society to collect, use and disclose my personal information in accordance with the National Privacy Principles in matters relating to the Society.

Signature \_\_\_\_\_ Date \_\_\_\_\_

##### CONSENT

I hereby consent to have my details displayed in the Society's directory.

Signature \_\_\_\_\_ Date \_\_\_\_\_