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OHSA Inc. COMMITTEE 2025

EXECUTIVE

President	Les Vogiatzakis – DGaS Services
Vice President	Dr Amy Bright - OMEMA
Secretary	Ali Martins – OH&S Consulting
Treasurer - Joint	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 May Members!

I hope that you are all enjoying the cooler temperatures and the AFL Football as much as I am. Albeit that my AFL Team is sitting at the bottom of the ladder!!

OHSA Inc. is holding it's first Professional Education seminar/webinar **next week** – Thursday the 15th May.

Menopause - the hidden workplace health and safety issue that's impacting your people.

We are proud to have secured some top rate speakers – Grace Molloy, CEO of Menopause Friendly Australia who will blow you away with why Menopause has now made it not onto the organisational agenda, but also the National agenda with Senate Committee investigation and the International agenda with development of an ILO standard.

Menopause in the workforce is a real psychosocial issue, talent retention issue, teams issue and requires appropriate management as businesses are maintaining multigenerational workforces.

We have also secured Rebecca Darby Senior Specialist: Culture and DEI at AngloGold Ashanti Australia who will provide the Employer perspective on why her organisation went down this route, program development, implementation strategies and the benefits for the organisation.

We still have places available, so come on down and join us for the FREE presentation for members, or invite a colleague to attend or join us via TEAMS. We will be holding post event refreshments that is ideal for Networking.

Please refer to **"IN EVENTS"** – for further details & booking form.

"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

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 – Dr Abdul Kadir Adem; Ms Nandy Blay

Renewed Members – Ms Shona Lindley; Mr Scott Molloy

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.

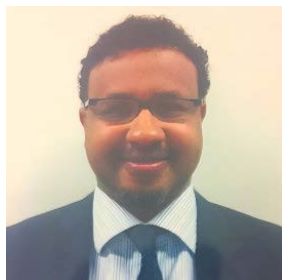
We have attached a Membership Application form at the back of this issue of the Monitor. Please feel free to share this membership application form with your colleagues and likeminded OHS professionals. We are the sum of our whole and need growth to allow us to continue with a professional, on point,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

Does anyone know an Amberley Wright? We have received \$\$ but nil details. Please contact the Secretary.

MEMBER PROFILE

Please find below a brief profile on one of our newest interstate members of OHSA Inc. We like to know MORE about our members and invite any member to submit their profile so we can learn more about you.

Dr Abdul Kadir Adem



Dr. Adem graduated in Medicine from the University of Bologna in Italy with first degree and distinction Cum laude. He worked in hospitals in Italy and the UK in a range of medical roles before immigrating to Australia in

2005. He worked in several hospitals across different states in Australia before undertaking a post-graduate medical training program in rural medicine to become a GP. In his many years in GP practice in rural, urban, and remote areas in Australia

Dr. Adem is passionate about preventative medicine, health promotion, and a wellness-orientated approach to patient care. In his years working in medical practice, Dr. Adem appreciates that conventional medicine manages acute conditions and symptomatic treatment very well, but it lacks in the areas of chronic disease management and prevention, which is why he prefers a holistic approach to patient care to uncover what the underlying cause/s are of a patient's often complex health concerns. He strongly believes in the bio-psycho-social approach to medicine, with consideration of factors contributing to the root cause of a patient's disease or sub-optimal health.

SPECIAL INTERESTS

Fitness for Duty Assessments | Rehabilitation and Return to Work of Injured Workers | Worksite Assessments | Determining Work-Relatedness of Injuries and Conditions | Skin Cancer Diagnostic Screening | Functional Medicine & Holistic Care | Oil & Gas, Mining Relatedness of Diseases | Health Surveillance and Public Health | Travel Medicine | Corporate Health | Coal Board Mining; Railway & Immigration Medicals | Toxicology and Drug & Alcohol Screening | Corporate Health | Psychiatry and Mental Health | Nutrition Medicine | Medico-Legal Reports | Fitness for Work Assessments | Medicinal Cannabis | Palliative Medicine

QUALIFICATIONS

- Bachelor of Medicine, Bachelor of Surgery, University of Bologna, Italy (MD)
- Australian Medical Council Exam Certificate (AMC)
- Professional & Linguistic Assessment Board Examination Certificate (GMC-UK)
- Approved TGA for Prescribing the Medicinal Cannabis
- Advanced Life Support Certificate

ENROLLED COURSES

- Enrolled - Graduate Diploma in Occupational and Environmental Health, Monash University, VIC
- Enrolled - the Fellowship Training Program with the Australasian Faculty of Occupational and Environmental Medicine of the Royal Australasian College of Physicians
- Enrolled - Medical Review Officer of Certification Council for drug & alcohol screening training July 2025
- Enrolled - OGUK fitness offshore workers training course in Jan 2025

EXPERIENCE

- Senior General Practitioner over 20 years
- Senior Medical Officer in Urgent Care Consulting, VIC.
- Private General Practice Telehealth Consulting, VIC
- Coal Board Mining Medicals and Railway Medicals
- Medical-Legal Reports
- Minor Surgical Procedures
- Skin Diseases/ Skin Cancer Diagnosis
- Corporate Health Medicals
- Disability Pension Scheme Medicals
- Travel Medicine and Immigration Medicals
- Agro-Farming Medicals or Zoonosis Diseases
- Aviation Medicine Medicals
- Toxicology/Drug & Alcohol screening
- Addiction Medicine, Psychiatry & Mental health diseases & disorders.

PROFESSIONAL ASSOCIATIONS

- Advanced Trainee of the Fellowship Training Program with the Australasian Faculty of Occupational and Environmental Medicine of the Royal Australasian College of Physicians
- Member of the Royal Australian College of General Practitioners

Legislative Changes

MANAGING ELECTRICAL RISKS IN THE WORKPLACE: CODE OF PRACTICE WA

This NEW Code of Practice provides practical guidance on managing electrical risks in the workplace and is also a useful reference for duties under the Work Health and Safety Act 2020 and the Work Health and Safety Regulations 2022.



It applies to all workplaces where a person has management or control of electrical equipment and installations or carries out electrical work on or near energised electrical equipment.



A person conducting a business or undertaking (PCBU) who has management or control of electrical equipment, including electrical installations, has a duty under the Work Health and Safety Act 2020 (WHS Act) to eliminate electrical risks or, if that is not reasonably practicable, minimise the risks so far as is reasonably practicable.

This Code is not intended for people carrying out electrical work. Carrying out electrical work is covered

under the Electricity (Licensing) Regulations 1991 (ELR) and regulated by Building and Energy.

The Work Health and Safety Regulations 2022 do not modify or otherwise change licensing or registration requirements under Western Australia's electrical licensing laws. Any PCBU or worker conducting electrical work must comply with the requirements of the ELR and guidance material developed by Building and Energy.

Image credit: WorkSafe WA

Extract from DEMIRS WorkSafe WA Website 30/04/2025

UPDATED OFFICE HEALTH & SAFETY GUIDE - VIC

On the tools or on books, there are occupational health and safety (OHS) risks you need to prevent.

WorkSafe Victoria has worked with industry stakeholders to refresh advice for office health and safety.

Office-related work can take place on job sites, in home offices, in vehicles and mobile set-ups thanks to advancements in technology.

Hazards may not always be obvious, but office workers can face a range of health and safety issues.

Updated Guide here to Help

Their [updated office health and safety guide](#) is now available online and it's easier to find relevant topics, including information on:

- technology
- working from home
- psychological health.



This guide is a resource for workplaces to promote health and safety in offices using a risk management approach. This approach can be applied to the way an office is designed and managed.

Previously known as Officewise, the refreshed guide covers topics such as:

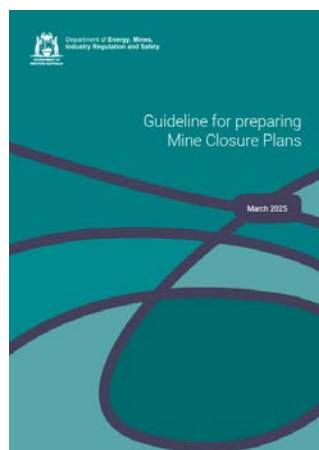
- managing occupational health and safety (OHS) in the workplace, including identifying hazards and OHS laws
- common physical and psychological hazards in office environments
- OHS issues from environmental factors like lighting, noise, thermal comfort and air quality
- office designs and layout, including floor space, workstations and furniture

- office equipment, including computers, telephones and headsets, copiers and printers
- stationery, software, and storage and moving systems
- managing OHS risks when employees work from home
- general health and safety issues in office environments
- checklists to help employers identify hazards and control risks in the office environment.

Taken from WorkSafeVictoria Website 31/03/2025

UPDATED MINE CLOSURE PLAN GUIDELINES

The Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) has released an updated [Guideline for preparing Mining Closure Plans](#) (MCP) to align with the Mine Development and Closure Proposal and Approvals Statement framework.



These guidelines will not take effect until commencement of the Mining Amendment Act 2022 (Amendment Act) in August.

The department has released the guidelines now, which aims to clearly identify the revised content requirements of a MCP, to ensure those planning to

submit a MCP after the commencement date have sufficient time to align with the new requirements.

It is important to note that if an operator is required to lodge a MCP prior to the Amendment Act commencing, the MCP must meet the form and content of the [current MCP guidelines](#).

The department worked closely with an industry reference group to develop the guidance material, which was also informed by feedback received from a 12-week consultation period.

The [response to submissions is available here](#).

DEMIRS will continue to provide further updates on the Mining Development and Closure Proposal and Approvals Statement framework in the lead up to commencement of the Amendment Act. This will include release of Small Mining Operations Form and Small Mining Operations policy document that aligns with the new framework.

For more information, visit the [Mining Development and Closure Proposal page](#).

Extract from WA.gov.au Website 10th April 2025

RER JOINS DEPT OF MINES, PETROLEUM & EXPLORATION

As part of the [public sector reform announced by Premier Roger Cook MLA](#) on 31 March, the Resource and Environmental Regulation (RER) Group will become the Department of Mines, Petroleum and Exploration, effective 1 July 2025. They will continue to provide their important services and keep industry updated during this transition.

The RER Group has joined other WA Government services in migrating their website presence to WA.gov.au. This is in addition to a number of initiatives aimed at enhancing their digital capabilities to deliver better user experience and business processes.

Taken from Resource and Environmental Regulation Newsletter April 2025

TOWER CRANES: CODE OF PRACTICE

This new Code of Practice provides practical guidance on managing health and safety risks of working with tower cranes. It applies to all workplaces covered by the Work Health and Safety Act 2020 and the Work Health and Safety Regulations 2022 where a tower crane is operated and where tower crane equipment is used or stored.



This Code is intended to be read by a person conducting a business or undertaking (PCBU). It provides practical guidance to PCBUs on managing health and safety risks of working with tower cranes.

This Code may be a useful reference for other persons interested in the duties under the WHS Act and WHS Regulations.

This Code applies to all workplaces covered by the WHS Act and WHS Regulations where a tower crane is operated and where tower crane equipment is used or stored.

A crane means an appliance intended for raising or lowering a load and moving it horizontally including the



supporting structure of the crane and its foundations, but does not include any of the following:

- an industrial lift truck
- earthmoving machinery
- an amusement device
- a tractor
- an industrial robot
- a conveyor
- building maintenance equipment
- a suspended scaffold
- a lift.

A tower crane is a crane that has a boom or a jib mounted on a tower structure. The four general types of crane typically referred to as tower cranes used in Australia include hammerhead (including flat top), luffing (including hydraulic luffing jib), articulated and self-erecting tower cranes.

Extract from DEMIRS WorkSafe WA Website 30/04/2025

2025/2026 RECOMMENDED WORKCOVER PREMIUM RATES

WorkCover WA's Acting Chief Executive Officer, Ms Rebecca Harris, announced the 2025-26 recommended premium rates for workers compensation insurance in Western Australia.

The recommended premium rates are set annually by WorkCover WA and apply to compulsory workers compensation insurance in Western Australia.

Ms Harris said the average recommended premium rate for 2025-26 is set at 1.823% of total wages. This represents a 5.3% increase from the 2024-25 rate of 1.732% of total wages.

"Each year, the Western Australian recommended premium rates are reviewed to ensure sufficient premium is collected to meet the costs of workers compensation claims. Higher average claim size, claim numbers and projected wages are key drivers for the 2025-26 increase," she said.

The increase is inclusive of a once-off retrospective allowance due to benefit changes introduced by the Workers Compensation and Injury Management Act 2023 for payments made from 1 July 2024 onwards related to claims arising from policies underwritten on or before 30 June 2024.

The rates are based on independent assessments by the scheme actuary, Scyne Advisory, and consider the number and cost of workers compensation claims,

together with external impacts such as movements in interest rates and wages.

While WorkCover WA sets the recommended premium rates, insurers can vary premiums, including discounts, according to individual claim experience and other factors. The full report detailing the recommended premium rates is available on the [WorkCover WA website](https://www.workcover.wa.gov.au/workcover-wa-website).



WorkCover WA
Recommended Premium
Rates 2025/26

Workers Compensation and Injury Management Act 2023 - section 253
WorkCover WA has determined the recommended premium rates for each industry class in respect of workers compensation policies issued or renewed under the Workers Compensation and Injury Management Act 2023 with a period of insurance commencing from and after 4:00 pm on 10 June 2025 shall be as set out in the attached schedule.

April 2025



NEW WHS CODE OF PRACTICE FOR COMMONWEALTH WORKPLACES

The Australian Government has approved a new code of practice to help employers and workers prevent and respond to sexual and gender-based harassment in Commonwealth workplaces.

The new [Work Health and Safety \(Sexual and Gender-based Harassment\) Code of Practice 2025](#) should be read and applied alongside the code of practice for [Managing Psychosocial Hazards at Work](#).

Sexual and gender-based harassment often occurs with other psychosocial hazards. Duty holders must consider the interaction between these hazards when managing health and safety risks.

The Commonwealth code makes minor additions to the model code to reflect arrangements in the jurisdiction, recent research on workplace technology-facilitated sexual harassment, and to ensure consistency with the approach in the psychosocial hazards code of practice.

Guidance includes:

- Gender-based harmful behaviours
- Work health and safety duties
- Risk assessment and control
- Investigation and response

Codes of Practice provide practical guidance for duty holders on how to meet their obligations under work health and safety laws. They are admissible in court proceedings as evidence of what is known about a hazard, risk or control.

Taken from MYOSH 21/03/2025

NEW SEXUAL HARASSMENT POSTER – WA

Sexual harassment can happen in any industry. The Work Health and Safety approach to preventing

workplace sexual harassment poster provides a WHS approach to preventing workplace sexual harassment and debunks some myths on sexual harassment at work.



A work health and safety approach to preventing workplace sexual harassment

Let's debunk some myths:

Myth 1 Sexual harassment at work is uncommon. Incident Approximately 1 in 3 Australian (13%) have been sexually harassed at work. Workplace sexual harassment has increased in every industry across all occupations and all levels.	Myth 2 Sexual harassment is only unwanted behaviour. Not always. Sexual harassment can be a range of unwanted sexual conduct, such as offensive personal remarks, unwanted requests for sexual favours, suggestive comments or jokes or sexual assault.	Myth 3 Sexual harassment only involves physical contact. Incorrect. Sexual harassment can include any form of offensive sexual conduct, such as offensive personal remarks, unwanted requests for sexual favours, suggestive comments or jokes or sexual assault.	Myth 4 I am not responsible if there is an issue between my workers. Not true. Under work health and safety (WHS) laws as a person conducting a business or undertaking (PCBU), you are required to protect your workers from risks to their health and safety. This includes taking steps to eliminate or minimise the risk of sexual harassment as far as reasonably practicable, regardless of whether there has been an incident between your workers.
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[Click HERE](#) to download

*Taken from
DEMIRS
Website
15/03/2025*



IN EVENTS



Menopause in the Workplace – the Hidden WHS Issue



Thursday 15th May 2025 at 6pm. Registration from 5.45pm

The Occupational Health Society of Australia Inc. is proud to present Ms Grace Molloy MAppSc (Nursing), co-founder and CEO of Menopause Friendly Australia and Ms Rebecca Darby MHRM (Anglo Gold Ashanti), Senior Specialist – Culture, Diversity, Equity and Inclusiveness for a thought provoking, on topic and interactive discussion on the impact of menopause in Australian workplaces and why it is a hidden WHS issue

The event will be followed by a Networking session with light refreshments.

What does menopause have to do with workplace health and safety? Menopause in the workplace is now recognised as an important workplace issue because it affects a significant portion of the workforce, impacting employee well-being, productivity, and potential career progression. Employers who make workplaces responsive to gender and diversity will be better able to attract and retain skilled and talented staff. Menopause is a gender and age-equity issue and remains one of the last “unspoken” issues in workplaces. Addressing menopause can also contribute to a more inclusive and equitable workplace, benefiting both employers and employees.

A recent Senate inquiry recommended employers create menopause-friendly environments to support women experiencing menopause and perimenopause PLUS an ISO standard for menopause and menstruation is now in development. Australian workplaces need to change perceptions around menopause. Join Menopause Friendly Australia's founder, Grace Molloy and Anglo Gold Ashanti's Rebecca Darby learn how you can open the conversations about menopause at work!

Come along to Learn:

- The impact of menopause on physical and mental health
- How workplace environments can exacerbate menopause symptoms.
- Why menopause should be part of your psychosocial risk management plan.
- How being a menopause friendly employer improves employee wellbeing and reduces risks.

Why are we Talking about Menopause Now?

- 18% of the Australian Workforce are menopause aged women
- 73% report increased stress and anxiety during menopause
- 70% of Australian women feel uncomfortable discussing menopause at work
- 1 in 4 intend to leave work due to unaddressed menopause symptoms
- 83% say menopause has had a negative impact on their work.



Grace Molloy is the co-founder and CEO of Menopause Friendly Australia, the leading provider of menopause in the workplace services. Grace holds a Master of Nursing, is an ex-Big4 accountant and has two decades of experience working in corporate strategy and partnerships. She is a member of the Australasian Menopause and International Menopause societies and has worked alongside Australia's pre-eminent medical researchers and biotechnology innovators to advance medical breakthroughs through clinical trials.

Grace is a member of Standards Australia's Occupational Health and Safety Management Committee reviewing the proposed International Standard “ISO45010 Menstruation, Menstrual Health and Menopause in the Workplace”



Rebecca Darby is currently the Senior Specialist: Culture and DEI at AngloGold Ashanti Australia. AngloGold Ashanti is one of the world's largest gold producers with operations and projects spanning across four continents. AngloGold Ashanti is committed to creating an affirming and inclusive culture and becoming an independently accredited Menopause Friendly employer has been an important step on this journey.

Rebecca holds a Master of Human Resource Management from Murdoch University and has over 15 years' experience in People and Capability roles. In the role of Senior Specialist: Culture and DEI, Rebecca is accountable for driving the development, implementation and maintenance of the Diversity, Equity, and Inclusion (DEI) Business Unit Action Plan, and DEI program design and execution across the Australian region. This includes addressing menopause, menstruation, and assisted reproductive treatment in the workplace.

The event **WILL BE** webcast, with a summary posted on the OHSa Inc. website.


This presentation is relevant to Chief People Officers, all Managers, Occupational Physicians, Health and Safety Professionals – Safety Managers, Occ Health Nurses, Safety Advisors/Coordinators, Risk Managers, HR Team Members, Medico-Legal, Insurers and Diversity Equity and Inclusion Managers.

Attendance will be recorded for CPD if required.

When: Thursday 15th May 2025 **Time:** Gather at 5.45 pm for a 6pm start (5.45pm – 9pm)
Where: South of Perth Yacht Club, 2 Canning Beach Road, Applecross – The Wardroom
Parking: Refer to attached diagram for Function Parking. Boom Gates will be open & will auto open on exit
Cost: FREE for OHSa Inc. members who **MUST** complete the Booking Form below
Non-members – we want you to join and enjoy the benefits of OHSa & the cost is membership!
 \$50 for 1 year or \$100 for 3 years – complete attached Membership form
 Otherwise, you can **attend the presentation as a one off** and Pay \$60 for the single presentation.
Post Event Networking: we will put on some light refreshments, however Alcoholic Drinks at the bar will be at your discretion. This will be downstairs in the Quarter Deck overlooking the water
RSVP: By 8th May 2025 to the Society's Secretary (Ali Martins) by Email: ohswa@outlook.com.au
Payment Details: Complete the Booking Registration Form attached
 Only if we have to – Membership Application & Payment can also be made at the event before commencement of presentation.

Parking Details



 <h2 style="text-align: center;">Menopause in the Workplace BOOKING REGISTRATION FORM</h2>	
Name:	Company:
I am a Financial Member of OHSA Inc. & will be attending this event - 15/05/25 <input type="checkbox"/> Check box	
I would like to become a member of OHSA & attend this event for Free! <i>Please complete the attached Membership Application Form & return to Secretary. Your application will be reviewed for endorsement & the Treasurer will send you a Taxed Invoice for payment.</i> <input type="checkbox"/> Check box	
I would like to attend this event as a Non-Member Only & pay \$60 <input type="checkbox"/> Check box	
Bank Transfer / EFT Bank - Commonwealth Bank Account Name: Occupational Health Society <input type="checkbox"/> Check box BSB: 066 161 Account No: 1003 7010 Reference: OHSA Menopause Event <i>Your Name</i>	

IN SAFETY

Contract Labour in Mining: Do Savings Outweigh Safety Outcomes?

Researchers from the University of Newcastle and UNSW have highlighted how, in mining, contractor hiring for cost reduction creates safety risks — a finding that has prompted these researchers to call for stronger regulatory oversight. Heather Jackson from the University of Newcastle and Professor Michael Quinlan from UNSW analysed 120 publications — including peer-reviewed articles, government reports and theses — that focused on 65 key studies investigating safety outcomes in mining operations. Titled ['Contract labour in mining and occupational health and safety: a critical review'](#), their study spanned both developed and developing economies, with attention on Australia, South Africa, the United States, Türkiye and various South American mining regions.

THE RISE OF THE CONTRACTOR

Jackson and Quinlan, who published their insights in [The Economic and Labour Relations Review](#), note that contracting practices have transformed traditional work arrangements, creating challenges for workforce management and safety. And as part of this transformation we have also seen associated shifts in work practices, such as the increasing use of FIFO (fly-in fly-out) and DIDO (drive-in drive-out) workforces, whereby workers live remotely from the mine rather than a nearby mining town and live in barracks while they are onsite.



These transformations have had impacts beyond simple employment arrangements, leading to a growing shift to 'hot-bedding' — a phenomenon analogous to hot-desking among service workers. Hot-bedding, where workers share accommodation on different shifts, has created additional fatigue-management challenges and potential safety risks, with impacts on working hours having emerged as a significant concern. This is evident across the literature, where contract workers have been found to work longer hours.

One study, in fact, showed contractors averaging 65.85 hours compared to direct employees, at 52.40 hours — which was the case in the metalliferous sector, the most pronounced disparity the researchers point to. Resultantly, there is a contractor risk factor for injuries associated with long working hours — a risk compounded by the nature of contract work, which the researchers describe as "dirtier", and where workers have lower job autonomy, and invoke paternalism from the principal contractor and principal contractor workmates.

THE 'SAVINGS' ...

As was supported by the literature, cost reduction remained the primary driver for increased contracting. However, as the researchers argue, the economic rationale proved more complex than surface-level savings suggested. "The primary drivers for this growth are economic. Contract labour is typically paid less than directly engaged mineworkers," Jackson and Quinlan wrote. "Contractors can be more easily 'discharged' in a downturn, and if self-employed will not have access to workers' compensation or other regulatory entitlements, are less likely to be unionised or to raise complaints on-site."

Indeed, the wage differential is significant. A 2020 McKell Institute report by Dr Stephen Whelan titled ['Wage-cutting strategies in the mining industry — the cost to workers and communities'](#) confirms this, finding that contractors were paid up to \$30,000 per year less than direct employees. But crucially, as the researchers point out, these apparent savings often lead to increased costs in other areas, with responsibility for meeting compliance costs distributed unequally, with the majority borne by contractors and exacerbated by competitive tendering processes.

... DO THEY OUTWEIGH SAFETY OUTCOMES?

In other words, a dive into the research reveals that market conditions influence safety outcomes through contracting arrangements. Coal prices below \$55/tonne, for example, appeared to be associated with increased multiple fatality incidents, the researchers note. The rise of labour hire contractors has clear implications for safety outcomes in Australian mining. In Queensland, for example, the researchers cite an unpublished review of Queensland mining incidents that found six of the seven recent fatalities were contractors and that contractors were involved in nine out of 10 of high-potential incidents.

The researchers argue that the presence of contractors tends to accentuate the clear underlying causes that repeatedly occurred in relation to mine fatalities — the financial pressures on contractors that create cascading effects throughout operations. And when safety incidents do occur, to quote Jackson and Quinlan: “Mining companies identify failure of the contracting company to take responsibility for supervising their employees and ambiguous OHS regulatory responsibilities.”

THE NEED TO ACT

Quinlan, who is Emeritus Professor in the School of Management and Governance at UNSW Business School, said this latest review of the literature highlights an urgent need for governments and regulators to provide more effective oversight of contractor safety in the mining industry. Quinlan added that there is clear evidence in mining jurisdictions like Queensland and Western Australia that contractors are over-represented in mine fatalities, which may help explain why “the incidence/frequency of mine fatalities has not improved, at best, in the past decade or more”.

While Quinlan does acknowledge that the Mining and Energy Union in Queensland has pressed for a more thorough investigation of mine fatalities and known risk factors to enhance mine safety, this latest research seems to add credence to the argument that traditional approaches to contractor management, focused primarily on cost reduction and operational flexibility, could create unforeseen risks and potentially catastrophic outcomes.

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

Extract from Safety Solutions, 11/04/2025

What is an Arc Flash?

An Arc Flash is the light and heat produced as part of an arc fault, a type of electrical explosion or discharge that results from a connection through the air to the ground or another voltage phase in an electrical system. A simple example is when an incandescent light bulb burns out, the filament breaks, and an arc is sustained across the filament, enveloping it in plasma with a bright, blue flash. **The temperatures of an arc flash can range from 2,800°C–19,000°C** (the sun’s surface is 5,600°C).

A common term to use is an ‘arc blast.’ Arc flash and flash blasts may sometimes be used interchangeably, but arc flash and arc blast are generally understood as separate byproducts of the explosion. ‘Arc flash’ refers to the cause, and the term ‘arc blast’ refers to the effect of the ‘arc flash’. A short circuit or arc flash can often cause an arc blast, a highly dangerous electrical explosion.



In addition, pressure waves generated by an arc flash explosion can carry a force up to thousands of pounds per square inch, which is powerful enough to knock down or throw nearby workers, and cause damage to the eyes, eardrums, lungs, brain, and other organs. These pressure waves are commonly known as an ‘arc blast.’ The force created from the blast can exceed a ‘tonne’ of pressure per square inch and can be fatal up to distances of 3 meters.

Two thousand people are admitted to burn centres with severe arc flash burns each year. Although not common in Australia, EnergySafe and WorkSafe push strict safety guidelines to be upheld and maintained on the industry frontline.

FLASH FIRE

A flash fire is a sudden, intense fire caused by the ignition of a mixture of air and a dispersed flammable substance such as a solid (including dust), flammable or combustible liquid (such as an aerosol or fine mist), or flammable gas. Flash fires are characterised by high temperatures of around 500°C-590°C and a rapidly moving flame front.

Because the rapidly-moving flame front quickly consumes the dispersed fuel, flash fires are also very brief in duration - typically three seconds or less in any location where a worker may be standing. Among others, this type of hazard is present in oil & gas and chemical manufacturing settings and manufacturing environments where combustible dust can accumulate.

POTENTIAL INJURIES

Arc flash is a potentially fatal hazard that can otherwise result in serious injury. Unfortunately, arc flash can occur at any time. It is generally assumed that arc flash only occurs in high voltage situations, but low voltage installations also bring risk due to longer fault clearing times involved in the clearing of high prospective energy level faults. Operators are at most risk of experiencing an incident when conducting high-risk activities such as racking circuit breakers.

The amount of exposure a person can experience is expressed in incident energy and measured in units of calories/cm². Any PPE worn by the operator must protect against the expected incident energy of a modelled potential arc flash event.

When an arc flash event occurs, an operator will be exposed to intense heat and pressure. The plasma ejected from the arc can reach and exceed temperatures of over 5000°C. Clothing that is not fire retardant will ignite, leaving the wearer with severe, potentially fatal burns.

The explosive pressure causes debris of vaporised metals in the form of molten rock to plummet through the air at speeds exceeding 1120km/hr. Additionally, high pressure may leave an operator with burst eardrums or collapsed lungs, with deafening sound waves greater than 140dB and pressure waves greater than 1.5 tons/m².

Image credit: <https://www.powerandcables.com/wp-content/uploads/2018/11/Arc-Flash.jpg>

Extract from TRu Brands, 08/08/2022

Surviving an Arc Flash

Mark Inglis never thought it would happen to him — until it did.

An arc flash incident changed his life in an instant, impacting not just him but his family, career, and future. Now, he's sharing his story to raise awareness about the real dangers of arc flash and how the correct PPE and safe work practices can mean the difference in preventing serious injuries or death.

In the latest video from Safety Solutions, Mark opens up about:

- The day everything changed — his firsthand account of the arc flash incident
- How it affected his family & mental health
- The importance of wearing FR workwear & how it can minimise injuries
- Why proper safety protocols matter

<https://www.youtube.com/watch?v=AOg8USNMxPg>

Click on the link above to open the video. It's contents are compelling.

Taken from Safety Solutions, 16th April 2025

ILO Report on The Role of AI and Digitalisation at Work

This report was provided by Lance Keys (Anglo American) who in turn received it from his Peruvian colleague who attended the World Day for Safety and Health at Work 2025. It provides a comprehensive summary of the impact of **AI and Digitalisation of Work**. The below is the Executive Summary. To view the **FULL REPORT** we have posted it on the OHSa website – [Publications/Papers of Interest](#).



HOW IS DIGITALIZATION TRANSFORMING SAFETY AND HEALTH AT WORK?

Digitalization and automation are impacting millions of jobs worldwide, presenting unprecedented opportunities to enhance occupational safety and health. Automation and smart monitoring systems can reduce hazardous exposures, prevent workplace injuries and improve overall working conditions. Nevertheless, proactive policies are needed to address the potential risks.

- Automation and advanced robotics are streamlining physical and cognitive tasks, reducing exposure to hazardous environments and repetitive strain injuries. Potential associated concerns to address may include mechanical failures, in addition to ergonomic, physical (such as noise) and psychosocial risks.

- Smart OSH tools and monitoring systems, including AI-powered sensors and wearable devices, enable real-time hazard detection, predictive risk assessments and proactive OSH management. Ensuring usability, proper fit for diverse workers, privacy protection and the prevention of stress from continuous monitoring are key.
- Extended and virtual reality are transforming worker training with immersive simulations for hazard recognition and emergency response. However, potential risks such as blocked visibility, balance issues, visual strain and cognitive overload must be managed.
- Algorithmic management of work uses AI-driven or programmed systems to coordinate labour in an organization, optimizing task allocation, improving engagement and work-life balance, and addressing skill gaps. However, potential risks such as excessive surveillance and work intensification must be controlled and addressed.
- Changing work arrangements through digitalization, including telework and digital labour platforms, offer flexibility but could pose both physical and psychosocial OSH challenges.

To maximize the benefits of digitalization in OSH while mitigating risks, a proactive, evidence-informed and participatory approach is essential. This requires the active involvement of governments, employers and workers, along with OSH professionals and other stakeholders to ensure that digital transformation strengthens, rather than compromises safety and health at work.



HOW DO WE ENSURE OSH IN THE DIGITAL ERA?

Existing OSH frameworks, including ILO OSH standards, remain essential for safeguarding the right to a safe and healthy working environment in the digital era.

Recognizing the interdisciplinary nature of OSH and digitalization, some countries are mainstreaming OSH

considerations into broader policies on AI and digital transition. On the other hand, some countries are integrating digitalization into OSH policy frameworks to enhance risk prevention, monitoring and worker protection.

Countries are also beginning to review and adapt their legal frameworks. Key areas of legal development include updating robotics safety regulations and human-robot interaction protocols to mitigate risks in collaborative work environments. They also entail establishing the right to disconnect to prevent digital burnout and overwork. Additionally, OSH protections are being expanded to cover remote and platform work, acknowledging the evolving nature of work.

Complementing these policy measures, voluntary standards and guidance, awareness campaigns, training initiatives and research programmes are playing a crucial role to guide businesses and equip workers with the necessary skills to use new technologies safely. However, further research is needed to better understand the long-term OSH impacts of digital technologies and ensure informed implementation.

At the workplace level, regular risk assessment and management remain essential to proactively addressing emerging digital risks. This involves regularly evaluating risks associated with new technologies, implementing preventive measures aligned with the OSH hierarchy of controls, and continuously adapting OSH policies to remain effective as technologies evolve, incorporating worker feedback and the latest OSH advancements.

Digital tools like AI-driven analytics, real-time monitoring, and predictive modelling can enhance risk assessments and OSH strategies but must complement - not replace - human judgement in OSH practices.

Workers and their representatives should be actively involved at all stages of digital technology implementation, including design, operation, and monitoring, ensuring technologies enhance rather than undermine safety and health at work.

By adopting a collaborative, forward-looking, and worker-centred approach, stakeholders can ensure digital innovation leads to safer, healthier, and more sustainable workplaces, benefiting everyone involved.

ABOUT THIS REPORT

Based on an in-depth desk review, key informant interviews and a review of policy and practice, this report explores the changes digital technologies are bringing to safety and health at work and the need to ensure that these changes do not result in potential risk.

By providing policy insights, practices and real-world case studies, this report serves as a resource for governments, employers, workers and OSH experts to navigate the evolving landscape of digital safety at work.

The first part of the report examines how automation and advanced robotics, smart OSH tools and monitoring systems, extended reality and virtual reality, algorithmic management of work and changing work arrangements are reshaping workplace safety and health, considering both opportunities and potential risks.

The second part explores global, regional, and national policies that govern OSH in digitalized workplaces, highlighting regulatory gaps and policy responses. It also discusses risk assessment, worker participation and preventive strategies for integrating digital tools safely and effectively at the workplace level.

Finally, the concluding key takeaways summarize the major findings, emphasizing the critical actions needed to ensure a responsible, inclusive and worker-centred digital transition.

Image credit: copyright © Shutterstock/everything possible and <https://cdn.digitalisationworld.com/uploads/images/5a86c2d26245f87a67389c2335045a460e8015f7aa6971f7.jpg> used is for illustrative purposes only.

Taken from ILO Global Report 2025

Salt Pit Conveyor Death Leads to \$875,000 fine

In Western Australia, the death of a worker caught in the mechanism of a salt pit conveyor has led to a \$875,000 fine for a salt processing company. W.A.S.S. Nominees Pty Ltd pleaded guilty to failing to provide and maintain safe plant at the workplace and, by that failure, causing the death of a worker.

The guard for the part of the conveyor the worker got caught in was not in place at the time of the incident. When in place, the guard was not always securely fixed and could be removed without the use of a tool. When the guard had been removed was not able to be determined by the investigation; however, the investigation did identify that on occasion a problem arose with the conveyor belt slipping.

To keep the equipment operating, plant operators sometimes placed cardboard between the drive drum and the conveyor belt — and this involved removing guarding. The manufacturing managers were aware of the use of cardboard to address the conveyor belt slipping.

A permanent fence was erected around the salt pit conveyor following the incident, restricting access to all

moving parts. It included an access gate fitted with a locked clasp and an interlock switch that de-energises the motor of the salt pit conveyor when the gate is opened. It cost \$13,784 for the permanent fencing, access gate and interlock switch.



“The risks associated with machinery such as conveyors are well known,” WorkSafe WA Commissioner Sally North said, calling the case a tragic reminder of the importance of ensuring that effective guarding and isolation procedures are in place for all equipment with hazardous moving parts, specifically conveyors. “Nip points or entrapment points on conveyors must be guarded, and those guards must be effective and well maintained.”

North added, “Where any task requires a person to enter a hazardous area, such as close to a nip point, an isolation and lock-out process is required.” Since the Act took effect in March 2022, this is the **first prosecution for a breach leading to a fatality** under the Work Health and Safety Act 2020.

“Fatal incidents from inadequately guarded machinery are completely preventable and I call upon employers and workplace leaders to ensure robust controls are in place,” North said.

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

Taken from Safety Soution, 30th Aprils 2025

New “BE Safe” Campaign Highlights Dangers of Damaged Electrical Appliances

Building and Energy is unveiling a new campaign to highlight the hazards posed by damaged electrical appliances around the home and what you can do to keep your family safe.

There is a real danger of electric shock, burns and other injuries if someone comes in contact with a damaged appliance. This risk is greatest around cords and plugs — where the appliance connects to the electrical supply.



Sadly, there have been cases of adults and children suffering serious injuries from damaged appliances. Electric shock can be fatal. In 2023, a child received an electric shock and serious burns to their hands from a broken fan. Between 2015 and 2022, there were five fatalities and 613 electrical shocks due to contact with live parts.

The campaign reinforces our key messages to help you stay safe:

- Check electrical appliances and cords for damage, such as exposed wires or frayed cords;
- Stop using a damaged appliance immediately;
- Turn off the power and then unplug it;
- Never attempt repairs yourself. Always engage a licensed electrician to make repairs

Two videos featuring our animated 'Handy' character will run on YouTube and through shopping centre advertising for the next two months.

Check out the videos on the [BE Safe - Building and Energy safety campaigns page](#) on the [Building and Energy website](#).

Image credit: DEMIRS Building and Energy

Taken from **DEMIRS Building and Energy Website** 30/04/2025

Choosing the Right Scaffolding License (Basic to Advanced)

Scaffold erection requires planning to ensure the most appropriate scaffold system is used for the job. When preparing the site-specific scaffold installation, design considerations need to be made as to whether a clear

sketch for a small simple scaffold or a complex set of drawings for a large or complicated scaffold is required.

WorkSafe Vic has provided a helpful guide to determine whether your scaffold is simple or complex is by referring to the size and the high-risk work licence required to erect it.

There are three high-risk work licences for scaffolds — basic, intermediate, and advanced.

A **basic scaffold licence** covers scaffolding work that involves any of the following:

- prefabricated scaffolds (includes modular scaffolds)
- cantilevered material hoists with a maximum working load limit of 500 kg (materials only)
- ropes
- gin wheels
- safety nets and static lines
- bracket scaffolds (tank and formwork)

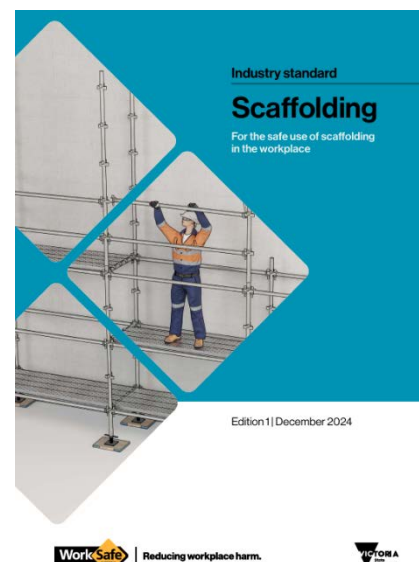
An **intermediate scaffold licence** covers the works above and work involving any of the following:

- cantilevered crane-loading platforms
- cantilevered scaffolds
- spur scaffolds
- barrow ramps and sloping platforms
- scaffolding associated with perimeter safety screens and shutters
- mast-climbing work platforms
- tube and coupler scaffolds (including tube and coupler covered ways and gantries)

An **advanced scaffold licence** covers the works above and work involving any of the following:

- cantilevered hoists
- hung scaffolds, including scaffolds hanging from tubes, wire ropes and chains
- suspended scaffolds

Find more information on scaffolding licences in the [latest Industry Standard](#). Updated in December 2024,



this guide provides essential tips for safer scaffolding use on-site.

Taken from WorkSafe Victoria Website 23/01/2025

Critical Control Verifications – How to Maintain Oversight

Maintaining workplace safety is a critical concern for industries with significant risks, such as mining, construction, and manufacturing. The key to achieving this goal lies in effective safety measures that protect employees and mitigate hazards.

Controls are the measures that prevent, arrest, or mitigate bad events. When those controls relate to catastrophic dangers and they are either the last line of defence, or where they contribute to keeping a multitude of hazards in check, they form part of an organisation's Critical Controls.

This is where critical control verifications become relevant.

WHAT ARE CRITICAL CONTROL VERIFICATIONS?

Critical control verifications are assessments conducted to ensure that key safety measures, your critical controls, are effectively implemented and functioning as intended to mitigate risks in various industries.

These verifications are done through inspections, documenting results, and initiating corrective actions.

HOW DO CRITICAL CONTROL VERIFICATIONS DIFFER FROM CRITICAL CONTROL MEASURES?

Critical Control Measures refer to specific actions or preventive steps designed to mitigate or prevent significant hazards within a particular industry or workplace, sometimes just called 'Critical Controls'.

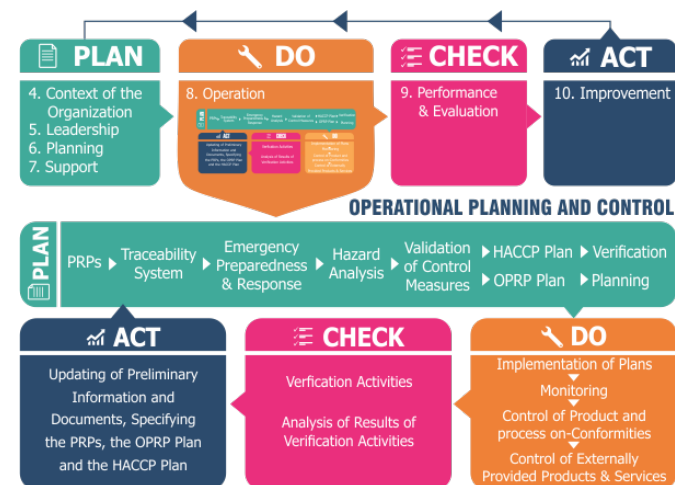
For example, these measures could include installing safety equipment, implementing specific operational procedures, or establishing guidelines to reduce risks associated with particular tasks.

Critical Control Verifications, on the other hand, are the assessments or checks carried out to ensure these control measures are functioning as intended. They evaluate whether the measures are effective, whether they are being properly implemented, and if they continue to mitigate the risks as designed.

Besides their stated function, the further purpose of these verifications is to keep organisations accountable and to be able to demonstrate actual control of risks when an external audit is conducted.

In fact, the practice is required to meet several international regulations and standards, e.g. Australia's WHS, UK's COMAH, OSHA's PSM, and ISO 45001.

CRITICAL CONTROL VERIFICATIONS THROUGH PDCA



Critical control verifications are a key component of the Plan-Do-Check-Act (PDCA) cycle of Critical Control Management (CCM). This cycle provides a structured approach to identifying, implementing, and continuously improving critical control measures, ensuring their effectiveness in mitigating workplace hazards. While we won't dive into a full review of CCM here, some brief context on the PDCA cycle is useful:

- **Plan:** Identify Major Unwanted Events (MUE) and designate critical controls.
- **Do:** Set standards for implementing the controls and build the internal capabilities to do so.
- **Check:** Here is where you perform your CCV via inspections, and evaluate the results.
- **Act:** Review failures and near misses and adapt your safety practices.

CHALLENGES IN MAINTAINING OVERSIGHT

Maintaining oversight of critical control verifications poses several challenges for organisations:

1. **Inconsistent Reporting:** Is a formalised methodology in place? In many cases, reporting processes are inconsistent across departments or sites, making it difficult to compare and evaluate data effectively. This inconsistency can lead to gaps in your awareness of how well critical controls are functioning.
2. **Communication Gaps:** Is there a way for everyone to stay on the same page? All stakeholders must understand the status of critical controls. Communication gaps between different teams or

levels of management can lead to misaligned priorities, delayed responses, or overlooked issues.

3. **Difficulty in Tracking Data:** What is the format of the data? Organisations often face challenges in tracking and analysing data related to critical control verifications. This difficulty can stem from a lack of centralised systems or automated tools, making it hard to gain insights into historical trends and measure the effectiveness of current controls.

STRATEGIES FOR EFFECTIVE OVERSIGHT

Maintaining oversight of critical control verifications can be challenging, but there are several strategies that can help organisations streamline the process and ensure continuous improvement. Verification Activities care include:

Field Verifications:

Conduct regular on-site inspections and audits to ensure that critical controls are in place and functioning as intended.

Performance Checks:

Test and evaluate the performance of critical controls to ensure they meet the required standards.

Documentation:

Maintain detailed records of verification activities, including findings, corrective actions, and follow-up verifications.

Many organisations are using purpose-made software that updates risk assessment models, digitised inspections that flow directly into Corrective Actions Registers with pre-determined rule engines. OHSA is NOT recommending any of the available software mediums, just highlighting that many are available of the market.

ESTABLISH STANDARDISED PROCESSES

Setting up consistent methods for conducting verifications, including reporting formats and schedules, is crucial. Standardised processes help ensure uniform data collection, facilitating comparison and evaluation across departments or sites. You don't necessarily need a one-size-to-fit-all procedure for all your departments/sites - it is sufficient that the data is at least inter-compatible in its format so that you can conduct meaningful analysis and comparisons. For example, aligning risk matrix scores across sites/departments so that a score of "5", for example, carries the same risk weight everywhere.

PROMOTE COLLABORATION

Are all your team members sufficiently involved? Encouraging teamwork between different levels of management and operational teams helps align priorities, facilitates timely responses, and ensures all stakeholders are aware of the status of critical controls. This also plays into finding a uniform solution that works across all departments and sites and it is crucial to implement a system that lends itself to collaboration on a technical level. This means not relying on tedious email chains but to have document review workflows that involve the relevant people in an organised manner.

Maintaining effective oversight of critical control verifications is essential for workplaces that must maintain critical controls.

Image credit: ISO 22000 Resource Centre Stock Image

Extract from MYOSH Blog 03/04/2025

Alcoa Fined \$400,000 after Caustic Spill Burns Students

In Western Australia, an uncontrolled release of caustic solution that burned workers at Alcoa of Australia Limited's Kwinana alumina refinery has led to a \$400,000 fine and an order to pay \$5536.70 in costs. Among the group of people affected by the September 2022 incident were school students on a work experience placement at the site.

In the Rockingham Magistrate's Court, Alcoa pleaded guilty for failing to ensure, so far as is reasonably practicable, the health and safety of workers under the Work Health and Safety Act 2020 (WA).

A contract worker noticed a burning smell and found a pump that was emitting smoke and debris on the day of the incident. The shift supervisor was notified by the contract worker, and attended the scene with other workers. The refinery's control room was then checked by the shift supervisor, to see if they could bring another pump online to replace the damaged pump.

Due to potential production consequences, a control room operator advised the supervisor they would need to change the pump within a short timeframe. The shift supervisor was aware that the pump could explode if pressure built up. Having opened a discharge drain valve, the shift supervisor then left the valve to advise the work experience group to leave the area.

As the shift supervisor did this, another worker engaged in the pump changeover pressed its start button, unaware the discharge drain valve was still open. It was

this action that caused an uncontrolled discharge of hot caustic solution from the discharge drainpipe.

When the caustic solution made contact with a metal step in the open spoon drain, this caused the liquid to spray out and make contact with some of the workers and students. Emergency response officers attended the scene and provided first aid to those affected by the spill before transferring them to the site's medical centre.

"Companies must ensure all people at a workplace, including work experience students, are kept safe," WorkSafe WA Commissioner Sally North said, also noting that the workers and students were extremely lucky not to have sustained more serious injuries. "Companies must also have robust controls in place and ensure these controls are monitored so they continue to be effective."

Taken from DEMIRS Website 26/03/2025

Heavy Machinery Injury Lands Mining Company \$750K Fine

In Western Australia, Northern Star Mining Services Pty Ltd — an underground mining services company — has been fined \$750,000 and ordered to pay \$3211 in costs after a drill operator sustained spinal and leg injuries while working on heavy machinery. In the Perth Magistrates Court, the company pleaded guilty to two offences under the Work Health and Safety Act 2020 (WA) for exposing workers to the risk of death, injury or harm to health, and causing serious harm to a worker.



A drill operator had been helping repair and service a Sandvik twin boom Jumbo drill at a workshop that was part of Northern Star Resources Ltd.'s Carusoe Dam operations in January 2023. Northern Star Mining Services had been contracted by Northern Star Resources to work at its Carusoe Dam site. Workers were required to isolate the Jumbo's power source, as was required by some of the maintenance activities,

while other processes required the drill to be energised for testing and adjusting.

An Isolation and Tagging Safe Work Procedure was in place at the time of the incident — so workers could identify potential hazards and outline necessary control measures. The procedure stated that:

- when testing and adjusting was not required, workers should completely isolate the Jumbo drill's power and apply a personal danger lock and tag; and
- supervisors should use barricades or hazard tape to exclude workers from the energised Jumbo's area of operation.

The company did not implement the control measures set out in the procedure in this instance, due to failings in supervision and direction.

When a drill operator tested the left boom on the evening of the incident, the boom rail moved uncontrollably due to an internal fault, it then swung downwards and struck a worker, causing serious injuries. Northern Star Mining Services made improvements to the training associated with the procedure and upgraded other engineering and administrative controls following the incident.

The company could have avoided the incident if it had followed proper processes, WorkSafe WA Commissioner Sally North said. "Isolation and tagging safe work procedures are in place to protect workers and must be followed to reduce risk and prevent injury," North said. "Management and supervisors must ensure workers handling hazardous energy and machinery are properly trained, instructed and supervised."

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

Taken from Safety Solutions 10/04/2025

\$75K Fine for Company and Officer - Absent Engineering Certification

A shade solutions company and officer have been fined \$70,000 and \$5000, respectively, in the Brisbane Magistrates Court for breaching section 32 of the Work Health and Safety Act 2011 (Qld) after an awning collapsed during installation. The incident occurred in December 2021, when a worker engaged by a subcontractor was seriously injured when the awning he was assisting with installing in a Brisbane hotel courtyard area collapsed, striking him as it fell and causing him to fall off his ladder and to the ground.



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

The man suffered significant fractures to his right arm and lacerations to his right shoulder, which required

surgery to insert a plate. The site was attended by a project manager working for the defendant company on multiple occasions — to take measurements, design the custom welded aluminium brackets to mount the awning on and arrange for them to be fabricated. The awning weighed around 620 kg and the project manager neglected to have the bracket design certified by a Registered Professional Engineer of Queensland (RPEQ).

Designed by the defendant company, the mounting system provided inadequate support to prevent the awning from collapsing. The primary control for the management of the risk was for the defendant company to ensure the mounting system provided adequate support to prevent the awning from collapse, and ensuring the design of the mounting brackets had been certified by an RPEQ. The defendant company took many post-incident steps, including revising the drawings for the awning structure support system, ensuring RPEQ certification and arranging for new brackets to be manufactured.

Magistrate O'Callaghan found in sentencing that there was an obvious risk of serious injury or death, and the probability of it was high given the flawed design and lack of control measures. It was also found that the incident was easily avoidable and the controls were simple, inexpensive and entirely within the defendant's control. The defendant company was found to have a high degree of blameworthiness, given it was responsible for designing the fundamentally flawed brackets, and that it was not momentary — in that the project manager had spent much time designing the bracket.

The company pleaded guilty to failing to comply with its primary duty to ensure workers' health and safety, thereby exposing them to the risk of death or serious injury. The officer also pleaded guilty to failing to exercise due diligence to ensure the company complied with its duty, thereby exposing workers to the risk of death or serious injury. A training order was also made for the officer, requiring him to complete two training courses in both due diligence and risk assessment within six months. No convictions were recorded.

Taken from Safety Solutions, 11/04/2025

Hay Processing Company fined \$595K

A hay processing company in regional WA has been fined \$595,000 (and ordered to pay \$5510.00 in costs) over a serious injury to a worker.

HA Hold Co Pty Ltd pleaded guilty to failing to provide and maintain a safe workplace and, by that failure, causing serious harm to a worker, and was fined in the Northam Magistrates Court on April 16.

In January 2023, a leading hand was working under a labour hire arrangement at the hay processing plant at Carani in the Wheatbelt, operating a small hay press.

He climbed through an unguarded area onto the press's conveyor belt to rearrange some hay bales that had become twisted in front of a chamber in which hay bales were cut in half. He was pushed by the mechanical arm that pushes hay bales into the cutting chamber, and his leg became trapped in the chamber. His leg was fractured, and he suffered a degloving injury.

The conveyor belt **did have** interlocked gates on the opposite side from where this incident occurred, and opening these gates stopped the conveyor belt.

However, workers had previously accessed the conveyor belt while it was moving by reaching over the conveyor belt and pushing the twisted hay bales. This was faster and more convenient than walking around to the other side of the conveyor to the interlocked gates.

In 2022, an external **safety consultant** engaged by the company had **warned about the risk** posed by the unguarded area of the conveyor belt, but the company did not install guarding there at that time.

The company **did not** have a documented safe work procedure for addressing blockages on the conveyor belt. After the incident, a mesh guard was fitted to the unguarded area.

WorkSafe Commissioner Sally North said today the case was a further warning to employers to ensure there were safe work procedures in place around the moving parts of machinery. *"It's disappointing that we continue to see incidents involving insufficient guarding of machinery, particularly conveyor belts,"* Ms North said.

"This case should serve as a reminder that a thorough risk assessment should be undertaken in all areas of a workplace, and engineering controls such as guarding as well as safe work procedures put into place to reduce or eliminate any risks present.

"Along with putting these controls in place, I urge employers to ensure that all workers are aware of machinery related risks and how to do their work safely."

"In this case, the employer had been made aware of the missing conveyor belt guards but had not taken action to remedy the problem. Guarding needs to be designed to reduce not only the risks during standard operation of the machinery but also risks that may arise when a worker makes an error."

The code of practice "[Managing the Risks of Plant in the Workplace](#)" – available on WorkSafe's website - outlines the hazards associated with machinery, including unguarded conveyors, and how to reduce the risks.

Taken from DEMIRS Website 05/05/2025

IN HEALTH

Melioidosis Death Toll hits 28 in Queensland

Calls for action as melioidosis death toll hits 28 in Queensland from more than 200 infections

The soil-borne disease melioidosis has claimed another two lives in Queensland, bringing the state's death toll to 28.

Queensland Health data showed two melioidosis deaths in the Townsville health service region in the past week.



One new case of the infection has been reported in the Cairns region, bringing the cases recorded to 212. Three people have died in the NT after being infected with melioidosis in the past three months. (ABC TV)

An infectious diseases expert said the latest deaths were a sign that more needed to be done to prevent future outbreaks.

CASES SLOW AS DEATH TOLL RISES

Melioidosis is a tropical disease caused by bacteria found in water or soil that can enter the body through cuts or inhalation.

Cases have surged in northern Australia, following record floods and wet weather, particularly in Townsville, which has recorded its wettest year on record.

Professor Paul Griffin, an infectious disease expert at the University of Queensland, said he was pleased case numbers were declining following the wet season.

"But, obviously, it's terrible news that we're still seeing deaths arising from this infection," he said. "It's not surprising because it does take some time to see the deaths occur as a result of infections."

Professor Griffin said the deadly outbreak was not over, despite the end of the rains. "Even though case numbers will probably continue to slow down, we will probably see some deaths arise down the track," he said.

"It's certainly not the time to get complacent, and to make sure that we continue to monitor it closely."

More than 200 cases

Professor Griffin said more needed to be done to combat future outbreaks, including increased education about the fatal disease. *"It is a very significant situation that we've seen and perhaps a sign that we need to do more to monitor and address this sort of infection, particularly if we were to see similar weather events in the future,"* he said.

"These weather events will continue. We need to make sure that we are on the front foot, so we can hopefully prevent some of these infections."

There is no vaccine yet available for melioidosis.

Image credit: https://live-production.wcms.abc-cdn.net.au/16d32b4a49f6a1407876392422209679?impolicy=wcms_crop_resize&cropH=458&cropW=814&xPos=13&yPos=0&width=862&height=485
Stock image used is for illustrative purposes only.

Taken from ABC Health, Georgia Loney 30/04/2025

Hospital Staff Face Surge in Workplace Violence

Victorian healthcare workers are facing an alarming rise in workplace violence and aggression, with recent reports revealing an 80% increase in incidents at some regional hospitals. Staff have described the situation as "extremely alarming," with many taking mental health leave or leaving the sector altogether due to the escalating risks.



A review by the Australian National University's Global Institute for Women's Leadership found that up to one in four Victorian healthcare workers have experienced work-related gendered violence. The report also highlighted chronic underreporting, with half of those subjected to sexual harassment not submitting formal complaints,

Dr Gosia Mikolajczak, lead author of the review, noted, "Workplace-gendered violence is pervasive in the Victorian healthcare and community services sectors and can have serious consequences for its employees' physical and mental wellbeing, as well as the quality of care provided". She added that the issue places additional strain on the healthcare system, particularly as demand for mental health and disability services grows.

Australian Medical Association President Dr Danielle McMullen echoed these concerns, stating, "It's a sad fact that many frontline doctors can expect to become victims of workplace violence or aggression... when this frustration spills over into violence and aggression, it puts lives at risk. And it's completely unacceptable".

In response, the Victorian government has implemented a statewide Code Grey policy requiring all hospitals to standardise emergency responses to violent incidents. The initiative aims to empower staff to call for help whenever they feel at risk and to ensure that appropriate measures are in place to de-escalate situations.

Despite these efforts, union leaders and researchers are calling for further action, including more comprehensive data collection and targeted support for vulnerable groups such as women, minority workers, and those in mental health and disability services.

The mounting evidence underscores the urgent need for systemic change to protect healthcare staff and ensure safe working environments for all.

Image credit: https://nationalsafetyonline.com.au/wp-content/uploads/2025/05/AdobeStock_42007990-2048x1184.jpeg Stock image used is for illustrative purposes only.

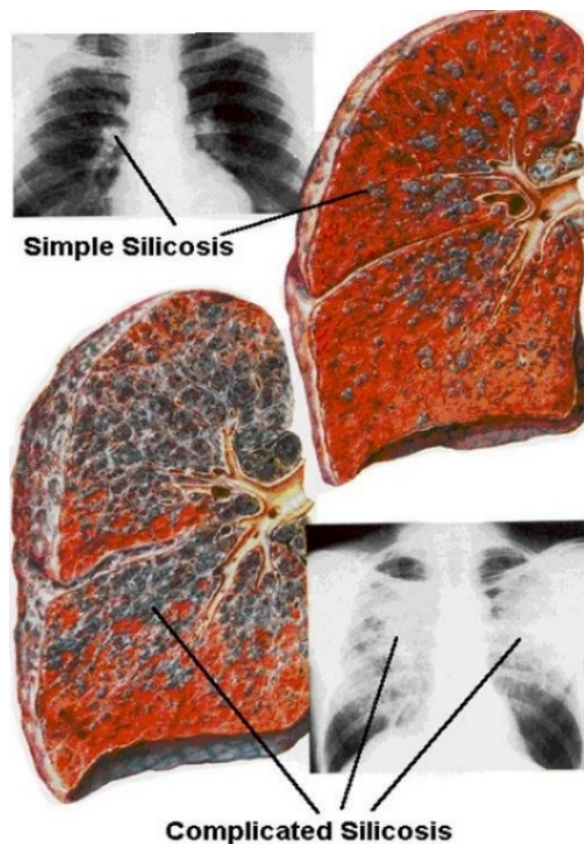
Taken from National Safety Online May 2nd 2025

Mass Silicosis Diagnosis

News that 13 tunnel workers in the still under construction M6 Tunnel in NSW have been diagnosed with silicosis should prompt SafeWork NSW to bring those responsible to justice according to a statement issued by the Australian Workers Union.

Workers as young as 32 had been diagnosed with silicosis and also worked on the site. Silicosis is an incurable disease caused by breathing in fine silica dust which

damages the lungs, making it hard to breathe. It can be fatal.



Source Credit: Shamim Mohammad

Donovan said it was a "damning indictment" that tunnelling companies and SafeWork NSW knew about dangerous silica dust levels since 2017, "yet failed to take meaningful action".

"The fact that we have workers being diagnosed with a fatal lung disease while companies continue to operate with impunity is a damning indictment of our regulatory system," he said.

CPB, the contractor the tunnel workers are employed by, told the Sun Herald: "While these employees received a confirmed diagnosis, this does not mean they contracted it while working for CPB Contractors." "Throughout a tunneller's career, workers are employed across many projects, for multiple industries and companies."

SafeWork NSW said the silicosis cases involving CPB workers are still under investigation. The regulator said any contractors who exposed employees to unsafe levels of silica were breaking the law.

NSW Minister for Work Health and Safety Sophie Cotsis said the government encouraged SafeWork NSW to "strongly enforce" the law, saying the government had "zero tolerance" for any employer exposing workers to unsafe levels of silica.

Extract from SBS Website Website 16/03/2025

New NSW Expert Taskforce – Silica in Tunnelling Projects

The Minns Labor Government has established a new Expert Taskforce to oversee and help address silica related health risks for workers in tunnelling projects.

The Taskforce, made up of government, medical, industry and union representatives, will provide expert guidance to prevent and manage silica and other dust related disease associated with tunnelling projects in NSW.

Four broad areas of action have been identified to help focus and guide the work of the Taskforce including:

Better use of data with more transparent access

Under the program, project persons conducting a business or undertaking (PCBU) must ensure worker access to workplace air monitoring data with SafeWork NSW to make exceedance notification data publicly available and use the data to guide regulatory reform. SafeWork NSW will also partner with the Dust Diseases Board to establish data-driven research.

Improved health monitoring

Improved health monitoring will help to protect worker's long-term health and safety. It will also play a key role in informing a continual improvement process for businesses and regulators in dealing with silica dust work health and safety risks. The Government's commitment to the silica worker register is a key initiative to support improved health monitoring for workers.

Best practice Work Health and Safety controls

SafeWork NSW will review and revise the Tunnels Under Construction Code of Practice to guide industry and workers on best practice control measures. Major tunnelling PCBU will regularly meet to share information and experience, and to establish a consistent best practice benchmark across the industry.

Enhanced compliance

SafeWork NSW will maintain and reinforce dedicated resources to monitor tunnelling and silica respirable crystalline silica dust results to enable optimal work health and safety.

It will also develop a tunnelling project silica compliance assessment to establish a clear set of criteria on which to assess the safety performance of projects to assist strengthened application of suitable controls to manage risk.

SafeWork NSW has surged additional staff into the Silica Task Force (STF) team, which is undertaking compliance activities in all tunnels under construction in NSW. Eight inspectors from the STF are undertaking these regular visits.

Extract from Media Release BSW Minister for WHS, 03/03/2025

Snake Antivenom developed using Blood from Man who Injected Himself for 18 years

For 18 years, Wisconsin man Tim Friede has injected increasing amounts of venom into his body from the world's most deadly snakes.

His strange quest yielded results on Saturday, with a team of US researchers claiming to have created "the most broadly effective" snake antivenom to date.

After hundreds of injections and snake bites, Mr Friede's blood contained broad-spectrum immune proteins called antibodies, which were analysed and used to create an antibody "cocktail" that could potentially protect against 19 different species of snake.

The team's results have been published on Saturday in the journal Cell.



According to Jacob Glanville, one of the researchers working on the project, and CEO of start-up Centivax, Mr Friede's envenomed blood was the key to producing the snake antivenom. *"The first antibody [discovered] was the proof of principle that broadly neutralising antibodies existed in Tim Friede."*

The new antivenom described in the study is very different to traditional antivenoms, according to Peter Kwong, a biochemist at Columbia University and one of the study's authors. *"The current technology hasn't really changed in over 100 years," he said. "Whereas*

with [this new] approach ... you can use all the tools of modern antibody therapy."

But while the team is extremely excited about their results, which has so far only been demonstrated to be effective in mice, other experts caution against too much hype.

HOW ANTIVENOM IS MADE

If you were unlucky enough to get bitten by a snake tomorrow, the antivenom provided would be made in a similar way to what would have been provided decades ago.

Both then and now, antivenom is created using animal blood, like horses or other large mammals.

The animals are given small doses of the venom, and then over time given larger and larger doses. This helps the animal produce an increasing immune response without getting so sick they die.

"You're poisoning the animals over an extended period," Timothy Jackson, who is the co-head of the Australian Venom Research Unit at the University of Melbourne, said. *"They're probably feeling pretty crappy for a lot of the time because their immune system is fighting an active pathogen."*

The immune cells — or antibodies — in the horse plasma can be stored at local hospitals and health centres ready for use when required. Usually the antivenom will either be for a particular snake, or for a few snakes located in one region — called a polyvalent antivenom.

This technique works well in places like Australia where there are effective ways to produce and distribute the antivenom, but less so in India and other countries in South-East Asia.

"I really don't like the claim that Australia has the world's most dangerous snakes," Dr Jackson said.

"If [Australia's] snakes kill two people every year, and snakes in India kill 40,000 to 60,000 people every year, do we have the world's most dangerous snakes? Clearly not."

The World Health Organization (WHO) listed snakebite envenoming as a neglected tropical disease in June 2017 but while this resulted in a funding increase, millions of people are still being bitten by snakes in developing countries, many of those dying or becoming disabled through amputation.

CREATING A BROAD-SPECTRUM ANTIVENOM

The team found three antibodies, two of which were in Mr Friede's blood, that when used together produced a

type of broad-spectrum antivenom.

This new antivenom was then tested in mice studies. The mice were protected from the venom of most deadly snakes across one family called the elapids, including Australia's eastern brown snakes, inland taipans and tiger snakes. *"It got really exciting when we started seeing mice live,"* Professor Kwong said.



Out of the 19 species of venomous snakes tested, the researchers found the antivenom provided full protection in the mice against 13 snake species and partial protection for the remaining six.

Importantly, the process of creating the antivenom is also different. Mr Friede won't need to do regular donations to produce it.

Modern antibody therapy, like monoclonal antibody therapy used in cancer treatments, uses cells grown in labs to produce the product instead of antibodies regularly drawn from horses or other mammals.

The team hope they can produce a universal antivenom that protects against more species, no longer uses horses or other mammals to be created, and has a longer storage life than traditional antivenoms.

A LIFELONG PROJECT

The American team isn't the only one using this antibody technique. Other broad-spectrum antibodies for snake venom, including one called 95Mat5, have already been created by other teams of researchers.

According to Dr Glanville, Mr Friede's antibodies have been particularly honed over the years by rotating hundreds of times between 16 species of venomous snakes. *"This was his lifelong project,"* Dr Glanville said.

Mr Friede began injecting himself with venom back in the 2000s to try and create an immunity to his venomous pet snakes, but because antibodies can deplete after just a few weeks or months, he continued to regularly inject himself to ensure continued immunity.

Dr Glanville believes that particularly in the body, antibodies can evolve to optimise their performance. *"There's this emerging appreciation that sometimes living systems ... can give rise to superior therapeutic properties."* But Dr Jackson, who was not involved with the paper, said antivenoms could be created without using donors like Mr Friede.

"It's fun to put him in the loop, but it's not the only way of generating highly specific antibodies," he said. It's also extremely dangerous, and Dr Glanville stresses that this is not something to be repeated. *"No-one else should do what Tim has done. "He ... produced something remarkable, but that means that there's no reason why anyone else needs to go try."*

JUST A FIRST STEP TOWARDS HELPING HUMANS

There's still a long way to go before the team can produce a universal antivenom for human use.

The first issue is that the new antivenom doesn't work on vipers — a large group of snakes found on most continents except Australia and Antarctica — so more toxins will need to be found to work on their particular toxins.

The team also need to test the current products on larger animals, and then humans. Because snake venoms have so many types of toxins, there's potential that some others may have been missed by just the three antibodies used.

"[The study] looks good on paper," Dr Jackson said. *"But is it actually neutralising all of the clinically relevant toxins?"*

Larger, animal studies will need to be done, and the team is now looking at testing the cocktail on dogs bitten by snakes at an unnamed veterinary clinic in Australia.

Finally, potentially the biggest hurdle is ensuring that the drugs are cheap and available in locations around the world where they might be needed.

"Having a good drug is the easy part when it comes to dealing with a problem like snakebite," Dr Jackson said. *"The WHO has referred to snakebite, aptly, as a multi factorial crisis — there's a lot of factors here."*

"A drug is only as good as your capacity to get it into a patient."

Image credit: Supplied by Centivax &

Extract from ABC Science 3rd May, 2025

How to Survive a Venomous Snakebite

— *from a professional who's been bitten before*

Deaths from snakebite rarely occur in Australia — two people die per year on average. From 2000-2013, there were fewer deaths from snakebites than from bees, wasps, ants, and ticks.

Compared to India, where at least 42,000 snakebite deaths occur annually, we are indeed a lucky country when it comes to snakes.

But while there are only a couple of deaths each year, it's estimated there are about 3,000 snakebites in Australia annually.

The best way to avoid a snakebite is to simply give snakes space.

- Keep your distance from any snakes
- Wearing shoes is one of the best ways to prevent a snakebite, because most accidental bites occur to the lower limbs. Lighting the ground while walking outside at night in the summertime is also advised.
- Don't ever handle a snake.

Best Course of Action if Bitten

- ✓ **Stay as still as possible.** Don't move a muscle, because moving moves the venom through the body.
- ✓ **Wrap the affected limb with a stretchy compression bandage** — like you would for a sprained ankle/wrist.

Start from the end of the limb, working your way all the way up, using a second bandage if needed. Then, immobilise the limb in a splint, if possible.

This simple technique slows the flow of venom and delays systemic toxicity.



This should give you six to 10 hours of time to undertake the next vital step.

- ✓ Get to hospital for antivenom treatment. Time is critical. Ring an ambulance and get to hospital as fast as possible so that antivenom can be given to neutralise the toxins before they reach their molecular targets and do their deadly damage
- ✓ Do not let medical staff remove your compression bandage quickly, or unwrap it to "check if symptoms develop".

Removing the bandage fast is like opening the floodgates for venom. Your body may go into shock as a result. The **bandage should be removed slowly over the course of an hour, in sections, starting from the top down.**

Image credit: Supplied: Christina Zdenek.&
https://www.poisonsinfo.health.qld.gov.au/__data/assets/image/0017/160712/antivenom-polyvalent-snake.jpg

Extract from ABC Science 30th Oct 2215

Workplace Pain, Economic Strain: Why Does it Matter?

Work-related musculoskeletal disorders (WMSDs) can have serious long-term implications that impact employers, the economy and sufferers' lives. Prevention and early intervention is the best protection against Australia's leading workplace injury, writes DAVID CAHILL, President of the Australian Chiropractors Association.

Musculoskeletal disorders (MSDs) are Australia's third largest health burden behind cancer and mental health. With around 7.3 million (29%) Australians currently living with chronic MSDs at a direct health cost of around \$14.7 billion (2021-2022), and the overall cost to the Australian economy exceeding \$55 billion annually through lost productivity, absenteeism, direct health costs and reduced quality of life; actively preventing WMSDs is everybody's business.

WMSDs are predominantly caused by physical stress, mental stress, repetitive work and poorly set up non-ergonomic workspaces and account for the majority (57%) of workers' compensation claims for serious injuries. They may be caused by a single work-related event, but commonly result from repeated, harmful workspace activities over an extended period causing a range of inflammatory and degenerative conditions that can affect the muscles, tendons, ligaments, joints, nerves and supporting blood vessels.

WHAT DO THE STATISTICS SAY?

An independent national survey commissioned by the Australian Chiropractors Association, 'The Impact of Work-Related Musculoskeletal Disorders & Injuries in Australia', aimed to better understand the prevalence of WMSDs among Australian workers. The data revealed some disturbing results.



Source Credit: https://nationalsafetyonline.com.au/wp-content/uploads/2025/01/AdobeStock_1174596798-1-2048x1080.jpeg

The most prevalent WMSDs reported were:

- low back pain at 62%,
- neck pain (55%),
- mid-back pain (53%)
- headaches (52%).

Of the 1001 respondents, 86.7% experienced a WMSD or injury either during work or due to their workspace.

73% suffered three or more WMSDs and 84% reported experiencing workplace stress, while 89% of workers who use a desk reported suffering a WMSD.

93% of workers who undertake repetitive movements, 88% who sit for prolonged periods and 87% of computer users reported experiencing WMSDs.

To measure the physical activity of WMSD sufferers, in September 2024, the ACA also conducted a member survey which found that of their patients who initially presented with a WMSD, the majority (50.5%) were described as having a sedentary level of physical activity compared to 34% who were 'somewhat active'.

Workplace stress is also a significant contributor to WMSDs. 96% of those surveyed reported treating patients with spinal health issues linked to workplace stress while 42% indicated over 51% of their patients experience spinal health problems due to stress in their workplace. Almost half of ACA chiropractors surveyed (49%) reported prolonged sitting or doing desk work as the primary cause of WMSDs resulting from sedentary positioning, repetitive movements or failing to take regular breaks during work hours.

Body stressing caused by poorly executed lifting, pushing, pulling or bending, using computers in non-ergonomic workspaces (in an office or at home), poor posture, driving a vehicle and repetitive strain injuries can all contribute to WMSDs including chronic neck and back pain, shoulder stiffness and headaches.

WHICH INDUSTRIES ARE MOST AT RISK?

Those most at risk include:

- **Community and personal service workers** such as healthcare, aged care, childcare, NDIS and disability service workers.
- **Tradies**, labourers, technicians, drivers, and machinery operators, are also among those with the highest rates of physical work-related injuries.

Mental stress in the workspace can also impact workers physically and if left unchecked, possibly even triggering neuro-musculoskeletal disorders including migraine, tension and cervicogenic (neck-related) headaches that affect workers' concentration, productivity, social engagement and their overall wellbeing and quality of life.

With MSDs ranked the third highest in the Australian Burden of Disease Study (2023) before cardiovascular disease, prevention and early intervention when injured at work will have a significant impact on reducing the instances of WMSDs, minimise their impact to prevent the long-term burden of MSDs, and reduce workers' compensation claims and overall health costs to the Australian economy.

PROTECTING WORKERS FROM INJURY

Prevention begins with employers engaging with employees to actively promote safe work practices for those at risk of acquiring a WMSD. Learning how to properly sit, stand, lift, bend and establish ergonomic workstations for computer users and desk workers should be a priority. But when injuries do occur, early diagnosis and treatment are key to preventing deterioration, reducing severity, improving recovery and helping to prevent long-term implications, including the reliance on medications for chronic pain that can be harmful.

Although pain medications may offer temporary relief from back pain, recent academic studies reveal that opioids, commonly prescribed for this purpose, do not benefit people with acute low back or neck pain (lasting up to 12 weeks), and have no positive role in treatment of chronic low back pain. What's more, opioids may cause serious side-effects and potential additional problems. While opioids may relieve back and neck pain

in the short-term, longer-term outcomes are not improved with opioids.

With WMSDs leading to poorer quality of life, psychological distress, bodily pain and disability, it's important that employers and workers most at risk are proactive when it comes to undertaking preventative measures.

Extract from ABC Health 18th Oct 2024

Alarming Opioid Prescribing Trends Among Injured Australian Workers

New research reveals thousands of injured workers in Australia may be at risk due to "high-risk" opioid prescriptions funded by workers' compensation schemes. Experts are now urging regulators to take immediate action to address these harmful prescribing patterns.



Credit Towfiqu Barbhuiya via Pexels

STARTLING FINDINGS ON OPIOID USE

[A study by Monash University's Healthy Working Lives Research Group](#) analysed data from over 30,590 Victorian workers with compensation claims for back and neck injuries. The findings are concerning: one in five workers received opioid prescriptions within the first three months of their claim, and two-thirds of these prescriptions were classified as "high-risk". This includes high doses, long-acting opioids, or concurrent prescriptions for psychotropic medications.

Professor Alex Collie, the study's senior author, highlighted the potential scale of the issue: "If the patterns we observe in Victoria also occur in other states and territories, then potentially thousands of workers are receiving high-risk opioid prescriptions funded by our workers' compensation schemes."

Rural and Economically Disadvantaged Workers at Greater Risk

The study also revealed that injured workers in rural and more economically disadvantaged areas are more likely to receive high-risk opioid prescriptions and exhibit long-term use. Nearly a quarter of those prescribed opioids early were still using them a year later, doubling their odds of persistent use.

CALLS FOR REGULATORY ACTION

Researchers are calling for stronger monitoring of prescription patterns within workers' compensation schemes. Professor Collie emphasised the need for better oversight: "Workers' compensation scheme funders and regulators should closely monitor funded prescription medicine patterns to limit potentially harmful prescribing trends."

The study also underscores the importance of educating patients about the risks of early and prolonged opioid use. Concurrent prescribing of psychotropic medications was identified as a major predictor of persistent opioid use, raising concerns about their combined long-term effects.

THE PATH FORWARD

Experts recommend prioritising short-acting opioids for initial pain management and limiting long-acting opioids due to their higher risks of dependence. Regulatory reforms, such as real-time prescription monitoring and enhanced education for both prescribers and patients, could help mitigate these risks.

Taken from Nation Safety Online – Fortnightly Bulletin #652, 20/03/2025

Japanese Encephalitis is Spread by Mosquitoes. Here's How to Protect Yourself

If you live in an area that's recently been impacted by flooding or unrelenting rain, you may have noticed an increase in mozzies.

The damp, humid conditions are ideal for mosquito breeding and raise the risk of outbreaks of diseases such as Ross River virus, Dengue fever and Japanese encephalitis (JEV).

Japanese encephalitis is a mosquito-borne viral infection that has been slowly spreading through eastern states and other parts of the country since 2022.



In March 2025, an ACT man died from Japanese encephalitis after contracting the disease while holidaying in the Murrumbidgee region — the fourth death from the virus in Australia this year. During April 2025, Queensland Health also confirmed that the virus had been detected in mosquitoes in Brisbane.

So how do you protect yourself from mosquitoes in your backyard and home? And what do you need to be on the lookout for?

WHAT ARE THE SYMPTOMS OF JAPANESE ENCEPHALITIS?

Daniel Rawle, head of the QIMR Berghofer Medical Research Institute Emerging Viral Diseases Lab, says most people who contract Japanese encephalitis develop a mild case of the virus within five to 15 days of being bitten. But some people can become seriously ill.

Symptoms include:

- Confusion
- Severe headaches
- Changes in conscious state
- Seizures
- Fever
- Abdominal pain, vomiting

"In a small number it can be very severe, lead to encephalitis or brain infection and inflammation, and unfortunately a proportion of those people won't survive," Dr Rawle says.

Experts say it is important for anyone experiencing those symptoms to seek urgent medical attention.

A JEV vaccine is available in most states and territories at selected general practitioners, pharmacies, and community immunisation providers.

HOW CAN I STOP MOSQUITOES FROM BITING ME?

If you're heading outside — especially around dusk or in the early evening, when mosquitoes are most active —

wear long-sleeved shirts and insect repellent and make sure you don't bring any back inside with you.

Make sure you have good flyscreens to prevent mosquitoes coming into your home.

And a surprisingly low-cost method is using a good old-fashioned pedestal fan to create a strong enough air current to prevent the insects flying around.

Do Mosquito Zappers Work?

While mosquito zappers will kill flying insects generally speaking, mosquitoes aren't very attracted to them.

Every mozzie they kill is one less to bite you, but it's probably the **least effective way** to control mozzies.

Do Natural Mosquito Coils, Patches and Wristbands Work?

Devices that release citronella and other plant-based materials will **offer a little assistance**, but not enough to provide complete protection.

Mosquito wristbands and patches have been shown not to really work at all. Apart from a centimetre either side of the band or patch, you're not really going to get any protection.

mosquito bites and has repeatedly been shown to have minimal adverse side effects if used as directed.

Is DEET Bad for Me?

The short answer is no.

Insect repellents in Australia have been tested by the Australian Pesticides and Veterinary Medicines Authority, who make sure they're safe and effective to use.

DEET has been available for more than 70 years now, and it's used by billions of people around the world.

Generally speaking, the only adverse reactions that people have is if they get it in their eyes, drink it or put it on very young babies.

Image credit: https://live-production.wcms.abc-cdn.net.au/1c8da1e29e1f9a974bbe9af22da8adb9?impolicy=wcms_crop_resize&cropH=2344&cropW=4167&xPos=0&yPos=212&width=862&height=485

Taken from ABC Health Website 02/12/24

Tips to reduce mosquito numbers in your home



There are some simple steps you can take around your home and garden to reduce mozzie numbers.

Does Natural Citronella Spray Work?

Some plant products will help camouflage your smell against the mosquitoes, but they're still buzzing around trying to find you.

On the other hand, proven repellents include the widely used Diethyltoulamide (DEET) which effectively prevents

IN PSYCHOSOCIAL HEALTH

Sexual Harassment as a Psychosocial Hazard: a LEGAL ANALYSIS

Sexual harassment is a pervasive issue in Australian workplaces. In recent years, community standards and conversations around workplace sexual harassment have evolved, particularly following the rise of the #MeToo movement, writes LAUREN GERONDAKIS, a lawyer with Gordon Legal.

However, alarmingly, this has not translated into any meaningful reduction in the prevalence of workplace sexual harassment. In 2012, the Australian Human Rights Commission (AHRC) conducted its third national survey on sexual harassment, reporting that one in five workers had experienced workplace sexual harassment in the preceding five years. By the time the AHRC conducted its fourth national survey in 2018, that statistic had climbed to one in three. This figure persisted in the fifth national survey conducted in 2022.

It is arguable that the statistical increase after 2012 is attributable to several factors, including the evolving parameters of these surveys and the definition of sexual harassment having broadened and become further nuanced over time. However, regardless of whether it is the prevalence of reporting, or the harassment itself that has increased, one thing is clear: workplace sexual harassment is a significant, enduring problem.

Workplace sexual harassment and other forms of discrimination are recognised as psychosocial hazards, from which both physical and psychological injury can arise. The impacts of sexual harassment are often substantial and can persist long after the harassment has stopped. Workers who have experienced workplace sexual harassment often report feeling unsafe in their workplaces and may prematurely depart a job, sustaining interruptions to their careers. Furthermore, many workers suffer significant injury such as psychological deterioration. As a result, their personal and professional lives can be fundamentally altered.

Given that so many workers experience workplace sexual harassment and suffer considerable psychosocial injury as a result, it is incumbent on employers to address the problem. This is not merely a moral or ethical imperative. Employers are legally obligated to identify

and eliminate these workplace risks, just as they are with other types of occupational health and safety hazards.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwelcome sexual advance, request for sexual favours or conduct of a sexual nature. It must be reasonably expected that the conduct may offend, humiliate or intimidate the recipient.



Source Credit: <https://careprovider.org/wp-content/uploads/Sexual-Harassment-Feature-e1611378101215.jpg>

Courts and tribunals across Australia have interpreted sexual harassment broadly. Examples of what may constitute sexual harassment include inappropriate touching, sexualised comments or gestures. However, sexual harassment can take many forms, and the specific circumstances in which conduct occurs are often relevant. For example, in one case, a court held that sexually denigrating remarks, such as belittling comments about why the complainant was not sexually attractive to the perpetrator, and the displaying of pornographic material in common areas of the workplace each amounted to sexual harassment.

Courts have also acknowledged that conduct that is not patently sexual in nature may still amount to sexual harassment in certain circumstances. For example, in a case decided in 2012, the court considered the facts and held that the gifting of a jacket was not sexual harassment. However, it considered that in different circumstances, for example, where gift-giving was repeated, unsolicited or unwelcome, or where the gifts were of a certain intimate nature, gift-giving could amount to sexual harassment. In fact, a Justice of the NSW Supreme Court has cautioned that "the

sexualisation of women in the workplace often isn't [explicit]. Innuendo, insinuation, implication, overtone, undertone, horseplay, a hint, a wink or a nod; these are all devices capable of being deployed to sexualise conduct in ways that may be unwelcome." "The suggestion that conduct cannot amount to sexual harassment unless it is sexually explicit overlooks the infinite subtlety of human interaction and the historical forces that have shaped the subordinate place of women in the workplace for centuries."

It is also important to note that anyone can fall victim to sexual harassment. Whilst statistics show that most victim-survivors of workplace sexual harassment identify as women, the AHRC fifth national survey reported that 26% of male survey participants and 67% of non-binary survey participants had experienced workplace sexual harassment.



Source https://www.thevoiceclinic.co.za/cdn/shop/products/ShopifyProduct1024x1024_600x.png?v=1613017349 Credit:

Sexual harassment is about the abuse of power. The workplace environment, where not properly managed, can incubate these abuses of power. Perhaps the reason why workplaces are such a common environment for sexual harassment to occur is because of the inherent vulnerability of workers in the workplace setting. To maintain their livelihoods, workers must dutifully attend work at the time, place and in the company of whomever the employer dictates. They must faithfully serve their employer. Failing to do so, or 'rocking the boat', can risk their livelihood. Unscrupulous individuals take advantage of a worker's limited agency.

This places employers in a special position. Employers are both obligated and uniquely able to protect workers from these psychosocial hazards.

Recent developments in workplace sexual harassment legislation

In recent years there have been various major developments across Australia pertaining to the issue of workplace sexual harassment. State and federal legislation is responding to changing community standards and to the pervasiveness of the problem.

In 2020, the Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces report was published. The Respect@Work report was the culmination of surveys, research and public consultation. The Respect@Work report made 55 recommendations for legislative and public policy reform, some of which have since been implemented into legislation and are now legally binding.

More recently in 2021, the Victorian Government established the Ministerial Taskforce on Workplace Sexual Harassment. The Taskforce made 26 recommendations for reform, including that WorkSafe's funding and capacity be increased to better regulate workplace sexual harassment and for further powers to be given to WorkSafe's psychosocial inspectorate.

Furthermore, in August and September 2024, the Victorian Government conducted consultation regarding proposed legislative reforms to restrict the use of non-disclosure agreements in workplace sexual harassment settlements. This pending reform comes in response to evidence of the prevalence of workplace sexual harassment 'cover-ups' and the systemic nature of the problem in many Australian workplaces.

Additionally, in 2022, the Queensland Human Rights Commission published its Building Belonging report. In response, the Queensland government has recently passed a bill to amend and strengthen existing anti-discrimination legislation.

Change is happening across the country. Employers must adapt and respond to these changes to ensure legal compliance. Employers and individuals alike have a responsibility to ensure workplaces are safe, respectful and free from psychosocial hazards.

EMPLOYERS' OBLIGATIONS – THE 'POSITIVE DUTY'

In Australia, employers have legal obligations to ensure they proactively address the cultural sources of workplace sexual harassment and take positive steps to prevent it from occurring. This is known as an employer's 'positive duty'.

The Victorian Government was the first in Australia to introduce a positive duty to prevent discrimination in 2010. Multiple other states and territories have since followed suit.

Following the Respect@Work recommendations, the federal government introduced a positive duty into the federal Sex Discrimination Act that binds employers across the country, requiring them to prevent workplace sex discrimination and sexual harassment. All employers are bound by the federal positive duty, regardless of whether a state positive duty also applies in an employer's area of operation.

In essence, the positive duty is about identifying risks and proactively implementing safeguards at the workplace level. This can include implementing policies, procedures and internal monitoring strategies and facilitating training. Ultimately, the nature, extent and appropriateness of any positive steps depends on the workplace and its associated hazards.

Authorities such as the AHRC have investigative powers and can legally enforce compliance with the positive duty.

These authorities provide resources to assist employers to comply with the positive duty. For example, the AHRC publishes numerous online resources and training modules. For employers operating in Victoria, the Victorian Equal Opportunity and Human Rights Commission also provides tailored organisational and compliance reviews.

UNWANTED CONDUCT WOULD BE DEEMED UNLAWFUL SEXUAL HARASSMENT IN THE WORKPLACE IF IT WAS MADE DURING THE COURSE OF EMPLOYMENT AT WORK, INCLUDING OFFSITE WHILE ATTENDING TRAINING COURSES OR CONFERENCES.



Source https://www.ioshmagazine.com/sites/default/files/styles/uncropped_medium/public/2022-10/web_workplace-sexual-harassment_credit_iStock-168498548.png?itok=cjXVQY0

Credit:

WORKPLACE SEXUAL HARASSMENT IS UNLAWFUL

If workplace sexual harassment does occur, both perpetrators and employers may be held legally liable.

Employers may be held vicariously liable for a perpetrator's actions if the conduct is found to be sufficiently connected to their work. For example, under the Victorian Equal Opportunity Act the question is whether the conduct occurred "in the course of employment". Under the federal Sex Discrimination Act the test is articulated as whether the harassment occurred "in connection with the employment of the employee". It is safe to say that regardless of the specific legislation, vicarious liability has been interpreted liberally across Australia. Conduct does not necessarily need to occur within the traditional parameters of the '9-5' or at the 'bricks and mortar' work site. For example, courts have previously held employers vicariously liable for sexual harassment occurring in shared accommodation necessitated by a work-related trip or conference. So too where conduct has occurred at work social events. Employers should consider the totality of the employment relationship and risks arising from new technology and social media.

However, employers are not automatically held liable for the actions of their workers. If an employer can show that it took steps and precautions to prevent harassment from occurring, it may be able to defend a claim of vicarious liability. The extent of any reasonable steps or precautions varies depending on the relevant legislation. However, mere ignorance of the conduct is insufficient. An employer must be able to demonstrate that it has taken tangible steps to try to prevent such conduct from occurring, for example, having implemented workplace policies and procedures, having conducted workplace sexual harassment training or having appropriately managed any prior complaints of sexual harassment.

A demonstrated commitment to the positive duty obligations is likely to substantially reduce an employer's risk of vicarious liability.

Intersection of workplace sexual harassment with other areas of law

Civil sexual harassment matters often intersect with other areas of law, such as employment law, personal injury law and even criminal law.

It is common for sexual harassment complainants to make a workers compensation claim. This is because many workers who have experienced workplace sexual harassment suffer psychological injury which renders them unfit for work. Having an accepted workers compensation claim does not preclude a complainant from also bringing civil sexual harassment proceedings against a perpetrator and/or employer. Whilst workers compensation and any statutory payments are considered, complainants are nevertheless permitted to

bring a civil sexual harassment claim to pursue compensation for additional loss and damage.

In recent years, damages awarded in civil sexual harassment claims have significantly increased. Courts have responded to prevailing community standards regarding the unacceptable and harmful nature of sexual harassment. The 2014 case *Richardson v Oracle* signified a turning point in the Australian civil sexual harassment landscape. On appeal, the Federal Court increased damages awarded to the complainant from \$18,000 to \$130,000. In doing so, the court adopted a similar approach to the issue of “pain... suffering and loss of enjoyment of life” as has been long established in personal injury cases. Since then, courts have recognised sexual harassment as a serious and harmful form of compensable injury.

Ultimately, employers should be aware that workplace sexual harassment can give rise to a multiplicity of legal issues and liabilities.

HOW EMPLOYERS MUST RESPOND

Workplace sexual harassment is a serious problem in Australian workplaces. Sexual harassment can cause significant psychosocial harm to workers and bring substantial legal liability for employers. To avoid those liabilities, employers must focus on hazard identification and proactive changes at the workplace level.

Taken from NSCA Foundation 13/01/2025

Unblurring the Boundaries: the Right to Disconnect

The rapid advancement of technology has transformed the workplace, making it possible for employees to remain connected around the clock. While this flexibility has its benefits, such as the ability to work remotely in many industries, it has generated a lot of discussion about employee wellbeing, burnout, and work-life balance write PATRICK WALSH, Partner, and BEN MARTIN, Lawyer, at Mills Oakley.

The right to disconnect refers to the ability of employees to disengage from work communications outside of designated work hours.

Along with the development and then widespread use of mobile phones, then internet — and then smartphones — it has become much easier for employers and employees to engage with each other outside of the traditional workplace.



Source Credit: <https://reviserecruitment.com.au/wp-content/uploads/2024/08/Right-To-Disconnect.webp>

During the COVID-19 pandemic, these technologies played a crucial role in keeping the world connected while adhering to social distancing guidelines. Programs such as Microsoft Outlook, Microsoft Teams, and Zoom enabled seamless communication between employers and employees. As restrictions eased and people regained their freedom, many had grown accustomed to working from home, with some even preferring it. According to the Australian Bureau of Statistics, approximately 41% of employed individuals regularly worked from home in August 2020, up from 31% the previous year.

Since then, while many have been required to return to the office, this shift hasn't necessarily meant that employees have disconnected from work outside their scheduled hours, which in turn has been attributed to increased mental health problems, decreased productivity and general workplace dissatisfaction.

In the past we have seen countries like Portugal, Ireland, Italy, and France implement laws to allow workers to unplug from their jobs when they leave the workplace. In 2018, France's Supreme Court ordered the British pest control and hygiene giant, Rentokil, to pay a former employee €60,000 (AU\$99,100) for failing to respect their “right to disconnect” outside of the workplace. Additionally, we have also seen large companies such as Volkswagen and Daimler in Germany take steps to curtail out-of-hours messaging by blocking incoming emails to staff from the end of the business day until the next morning.

LEGAL FRAMEWORK

From 26 August 2024, non-small business employers must adhere to changes in the Fair Work Act 2009 (Cth) (FW Act) which were introduced to safeguard the right for employees to disconnect from their workplace where it is not unreasonable to do so. These new laws were designed to regulate and sets limits on communications between employers and employees out-of-hours.

Similarly, in the case of small business employers, the same changes will apply from 26 August 2025.

These legislative amendments impose new employee rights in that they may refuse to monitor, read, or respond to work-related communications outside of their regular working hours, provided that their refusal is not deemed unreasonable. The assessment of whether an employee's refusal is considered reasonable will be determined by a number of factors, including the nature of the contact, the level of disruption, the employee's role and responsibilities, personal circumstances and any legal requirements for contact.

In the event of a dispute about the right to disconnect between an employer and employee, there is the right to make an application to the Fair Work Commission for an order pursuant to section 333P of the FW Act for any order that the Fair Work Commission considers appropriate, other than an order for payment of a pecuniary amount, to prevent the:

- employee continuing to refuse to monitor, read, or respond to contact or attempted contact (section 333P(2)(a));
- employer from taking action (section 333P(2)(b)); and
- employer to continue to require the employee to monitor, read, or respond to contact or attempted contact (section 333P(2)(c)).



Source Credit: <https://ieusa.org.au/wp-content/uploads/2024/09/240917-Right-to-disconnect-1.png>

It is expected that the right to connect jurisdiction will operate in a very similar way to which the anti-bullying jurisdiction.

Much like the anti-bullying jurisdiction, it is not anticipated that there will be a significant number of applications (in the 2023-24 financial year only 883 applications were made to the Fair Work Commission for an order to stop bullying) but that the existence of the jurisdiction will shape employer and employee behaviour.

ENTERPRISE AGREEMENT AND AWARDS

These changes to the FW Act, have incidentally led to changes by the Fair Work Commission to all modern awards implementing a right to disconnect clause. It is reasonable to expect that unions representing members in enterprise agreement negotiations will consider seeking additional rights to supplement those already contained in the FW Act and any relevant modern award.

WHS LAWS

Given that the driving force behind these new rights is the concern for the wellbeing of employees, organisations should turn their mind to their work health and safety obligations when considering how to comply with their right to disconnect obligations.

Paragraph 3.1 of the Safe Work Australia model code of practice "Managing psychosocial hazards at work" lists "job demands" as the first common psychosocial hazard. Descriptors listed include:

- intense or sustained high mental, psychical or emotional effort required to do the job; and
- unreasonable or excessive time pressures or role overload.

Organisations should consider the implementation of the right to disconnect laws as an opportunity to introduce some frameworks (and potentially a policy) around contact with employees outside of an employee's ordinary hours of work to ensure that communicating with employees outside of ordinary work hours does not place the organisation at risk of not only breach the right to disconnect laws but also being accused of unsafe work practices.

RECOMMENDATIONS

The right to disconnect laws have generated a lot of public discussion about the reasonable expectations of employers for employees to be contactable outside their ordinary hours of work. In considering how to respond to the new laws, employers should bear in mind that the focus of the new laws is not to prevent employers contacting their employees outside of ordinary work hours entirely, but rather to ensure any such contact is reasonable.

For smaller employers (noting the laws will not apply until 26 August 2025), it will be important to ensure that anytime an employee is contacted outside of ordinary work hours that the employer considers whether they can justify it as reasonable in the circumstances.

Larger employers may also wish to consider position descriptions for employees that make it clearer with

regards to their expectations for the employee to be contactable outside of work hours. Consideration should also be given to implementing a workplace policy around the extent to which employees can be contacted outside of work hours and how this should occur as forming part of their suite of control measures for psychosocial safety in the workplace.

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

Taken from NSCA Foundation 13/01/25

Psychosocial Risk Management –Trends & Tips

As we move further into 2025, businesses face increasing regulatory scrutiny, shifting workforce expectations and emerging risk driven by technology and globalisation. The focus is now on proactive measures that prevent harm, protect employees and build long-term resilience.

MANAGING PSYCHOSOCIAL HAZARDS



The following are eight current psychosocial risk management trends and some tips on what Employers can do.

1. Regulatory Enforcement of the Rise

In Australia, all harmonised jurisdictions have committed to

psychosocial risk regulations, with WHS regulators intensifying investigations and enforcement.

- SafeWork NSW's 2024-2026 Psychosocial Health and Safety Strategy targets industries with high psychosocial risks such as health care, education and public administration
- WorkSafe Victoria's OHS (Psychological Health) Regs are likely to introduce mandatory employer obligations, including risk identification, control implementation and prevention plans for hazards such as workplace bullying, high job demands and sexual harassment.

What Employers Can Do

- ✓ Conduct comprehensive risk assessments tailored to workforce demographics and job roles

- ✓ Implement robust preventative measures and psychosocial risk management frameworks
- ✓ Stay ahead of compliance requirement by monitoring regulatory updates and adapting policies accordingly

2. Legal Precedents & the Rise of Workplace Litigation

Shifting legal landscape with courts holding organisations accountable for failing to manage psychosocial risks i.e. landmark case 2024, Elisha v Vision Australia resulted in \$1.4 million payout due to a poorly handled termination process with findings of contractual breaches & procedural unfairness.

Key Lessons:

- Ensure employment contracts & workplace policies are strictly followed
- Maintain transparent, well documented investigation processes
- Early intervention
- Leadership training to handle psychosocial risks.

What Employers Can Do

- ✓ Strengthen HR processes to ensure fair and transparent workplace decisions
- ✓ Training leaders in early intervention strategies & psychosocial risk management
- ✓ Hold Managers accountable for fostering psychosocial safe workplaces

3. Technology: a Double-edged Sword

Although AI, automation & workplace surveillance are transforming industry, could they also be introducing new psychosocial risk?

Benefits

- Increased safety
- Efficiency
- Risk Mitigation

Risks

- Increased cognitive load – complex decision-making responsibilities leading to stress and fatigue.
- Workplace anxiety – reduced trust and morale
- Job insecurity
- Over-reliance on technology – human judgement is overridden

What Employers Can Do

- ✓ Assess the psychological impact of workplace technology
- ✓ Implement ethical AI & surveillance policies
- ✓ Involving employees in decision making

4. Breaking Down Silos

Traditionally WHS teams have focussed on compliance and safety with HR managing workplace conduct and interpersonal issues. We now need a unified approach.

What Employers Can Do

- ✓ Align WHS & HR policies to streamline psychosocial risk management
- ✓ Develop clear reporting and investigation processes for complaints
- ✓ Foster cross-functional collaboration to build safer, healthier workplaces

5. Managing New Challenges

Changing workforce demographics are introducing new psychosocial risks.

New Risks

- An aging workforce – 22 % of workers will be over 60 by 2050!
- Multigenerational Teams – up to 5 generations with different communication styles and expectations
- Global & remote workforces with work/life challenges
- Hybrid work models – flexibility benefits countered by risks like digital fatigue & isolation

What Employers Can Do

- ✓ Develop multigenerational leadership training
- ✓ Implement wellbeing initiatives tailored to remote & hybrid teams
- ✓ Address psychosocial risks across diverse worker demographics

6. Gig Economy – Addressing Risks for Non-Traditional Workers

The rise of freelancers, contractors and gig workers presents new challenges for psychosocial risk management. These workers face heightened stress due to job insecurity, unpredictable workloads and limited workplace protections.

What Employers Can Do

- ✓ Recognise duty of care obligations for these workers
- ✓ Provide access to mental health resources
- ✓ Implement fair workload management practices

7. Leadership Training

The Key to Psychosocial harm prevention. Managers play a pivotal role in managing psychosocial risk, but many struggle with recognising risks, handling difficult conversations or applying effective controls.

What Employers Can Do

- ✓ Invest in psychosocial risk management leadership
- ✓ Prioritise conflict resolution, communication and procedural fairness
- ✓ Embed a culture of psychological safety from the top down

8. Mental Health – a Global Priority

According to WHO, Mental health is now a global policy focus, where:

- 15% of working age adults experience a mental health disorder
- 12 billion workdays are lost annually due to mental health issues, costing US\$1 trillion in lost productivity
- More countries are enacting stronger workplace mental health protections (Belgium, Sweden, Mexico, Chile, Canada & Japan).
- Global standard ISO 45003 for psychosocial risk management is gaining internal traction.

What Employers Can Do

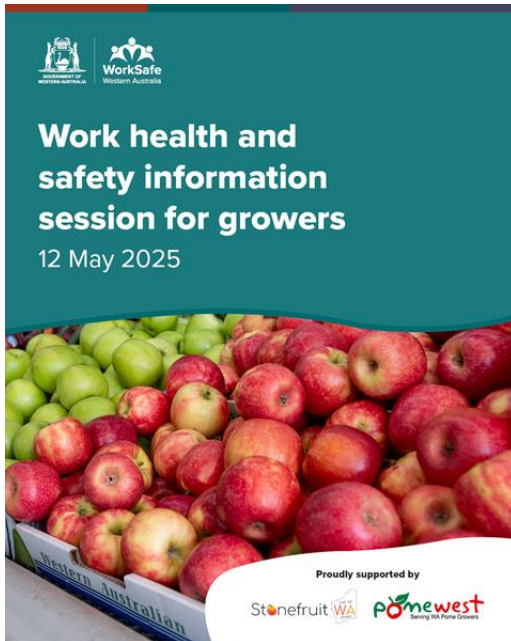
- ✓ Align workplace policies with international best practices.
- ✓ Stay informed on global trends in workplace mental health regulations
- ✓ Recognise mental health as a competitive advantage in talent retention and productivity.

Image credit: Safe Work Australia. Stock image used is for illustrative purposes only.

Taken from Safety Solutions May 2025

OHSA FUTURE EVENTS & OTHER EVENTS

Information Session for Growers



Proudly supported by Pomewest and WA Stonefruit, we are pleased to present expert speakers on key work health and safety topics for growers and their communities.

Monday, 12 May 2025

3.00 pm - 5.00 pm

Pickering Brook Sports Club

Attendance is free, however registration is essential to reserve your place.

[Click here to register](#)

Hey Members, do you have any interest in providers of **Occupational Hygiene Equipment** doing a show and tell on the latest equipment, indications for use and how to use it. Please advise as we have MSA & Draeger who are willing to present their equipment.

Please advise secretary of interest at

ohswa@outlook.com

It Pays to Care

Presenter: Dr Mary Wright (It Pays to Care) & Rebecca Harris (WorkCover WA CEO)

Date – Stay Tuned - ? late Oct early Nov

Site Visit – Underground Simulator

Presenter: Mine Safety and Training CEO – Peter Nicholls in conjunction with Dynamic Drill and Blst and Thorough Tec Simulation

Date TBA – Stay Tuned ? July

Peter has kindly opened his doors to up to 20 members to experience what it is like to work underground in the MST Underground simulator. Stay tuned for when this site visit is to be scheduled.

Silicosis

ADDRI (Asbestos and Dust Diseases Research Institute) will present on their silicosis response and activity to update members on the resources and support they have available.

Date TBA – Stay Tuned

Use of AI Applications in OSH

Presenter: tba

Date TBA – Stay Tuned

Pneumoconiosis Diagnosis & Assessment for Permanent Impairment – WA Requirements

Presenter: Dr K.C. Wan

Date - Rescheduled to 2026

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 1st November – 31st 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 _____

ABN: 83 170 105830

Please submit this completed Form to The Secretary OHSA (Inc) E-mail: ohswa@outlook.com.au

PO Box 6107 East Perth WA 6892 | Website: www.ohsociety.com.au

The OHSA (Inc) is a non-profit representative body providing expert advice to Govt at all levels and support to OHS professionals.

Doc Ref: OHSA-DOC-FRM-01-	Doc Name: Application for Membership	Date Reviewed: 15/08/2024	Revision/Version: 2.C
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