

# simply safety

## occupational health, safety and welfare seminar

**Adelaide Gaol**

**18 Gaol Road, Thebarton**

**Monday, 18 October 2004**

This seminar will cover areas currently  
under discussion nationally in  
occupational, health, safety and welfare



**SKILLED**



**DANGER**

**LOW CLEARANCES.  
ISOLATE AND EARTH  
HIGH VOLTAGE  
BEFORE ENTERING**



**NO ENTRY**  
AUTHORISED PERSONS ONLY

## **Rose Mitchell**, Chair of Seminar

Rose Mitchell graduated in Social Work as a mature age student in 1986. During this time, she became involved with occupational rehabilitation and the proposed changes to workers compensation in South Australia. She was employed by WorkCover from its inception in September 1987 as a rehabilitation adviser to workers who had become severely disabled as a result of a work place incidents. Witnessing the effect these injuries had on the person, their families and the community was the catalyst to undertake further study and take up a position in occupational health and safety.

She coordinated WorkCover's first industry partnership OHS&W program with the timber industry in 1991/2 which was the forerunner of the highly successful SAfer Industries program. For several years, she travelled throughout the state, as a WorkCover OHS&W consultant, working in conjunction with the self insured employers including the public sector. In 1997, she was responsible for establishing the SAfer Industries program with fifteen of the highest risk industries in the state. This initiative was very well received and is still in operation. At her retirement in December 2003, she was Manager of all of WorkCover's OHS&W programs including SABS and other OHS&W incentives.

She has participated in many committees, been a member of the Women's Advisory Committee to the Occupational Health and Safety Commission,

and was Presiding Officer of the Mining and Quarrying Occupational Health and Safety Committee from 1999 to 2003. Following the International Congress 5 held in Adelaide, she was invited to present a paper at the Mining Symposium held in Johannesburg in 2002.

Rose has twice represented all state OHS&W authorities on tripartite committees for the forest and construction industries which were coordinated by the NOHS&WC.

## **Hon Nick Xenophon MLC**

Nick Xenophon was elected to the Upper House of the South Australian Parliament in October 1997 after contesting that State Election under the "Independent No Pokies Campaign" banner. Whilst Nick's primary focus is the harm caused by gambling (particularly poker machines) in the community, he has had a strong interest in occupational, health and safety issues for many years. As a principal of a law firm that practices predominantly in the personal injury field, Nick saw first hand the consequences of negligent work practices. From 1994 to 1997 he was President of the SA Branch of the Australian Plaintiff Lawyers Association.

In 2000 Nick successfully moved amendments to the Occupational Health, Safety and Welfare Act to give injured workers the right to institute a prosecution for breaches of the Act.

## PROGRAM

**8.30am**     **Registration**

**9.00am**     **Welcome** - Rose Mitchell, Chair of Seminar

**9.05am**     **Open** - Hon Bob Sneath MLC

**9.10am**     Hon Nick Xenophon MLC

**Occupational Health, Safety and Welfare (Industrial Manslaughter)  
Amendment Bill 2004**

Discussion of proposed draft amendments The Hon Nick Xenophon intends to move in Parliament as part of the package of reforms to increase penalties and strengthen compliance for Occupational Health, Safety and Welfare laws.

**9.50am**     Michele Patterson, Executive Director, Workplace Services

**The Future of OHS&W in SA - SafeWork SA Bill**

Michele will speak about the key recommendations of the SafeWork SA Bill and what this will mean for Occupational Health, Safety and Welfare in South Australia. She will also explain South Australia's contribution to achieving the goals of the National OHS&W Strategy and talk about current developments in OHS&W within South Australia.

**10.30am**     **Morning Tea**

**11.00am** Professor Michael Quinlan, School of Industrial Relations,  
University of New South Wales

**Significant Emerging Issues in OHS**

Professor Quinlan will examine the significant emerging issues in relation to OHS, notably the impact of changing work arrangements, the role of risk management and OHS management systems, recent regulatory developments (new enforcement tools) and inspectorate practices.

**12.20pm** **Lunch**

A short tour of the Adelaide Gaol is included in the lunch break. Please indicate if you are interested in taking part on the registration form. Tours will commence at 12.45pm, 1.00pm and 1.15pm

**2.00pm** **CASE STUDY**

Dr Robert Ainslie, Executive Director, Health & Environment,  
NRG Flinders

**Fitness for work**

This paper jointly researched and prepared by Dr Rob Ainslie and Shaune Finn, NRG Flinders, will discuss the dilemma facing employers in meeting their responsibility to secure the health, safety and welfare of persons at work under the various relevant legislative requirements. It will discuss the issues facing employers to ensure that potential new employees are fit for the job for which they are being employed, and the perhaps greater challenge in managing this issue in an established older workforce. It will consider how programs developed as part of the traditional occupational health and safety management systems contribute to fitness for work management, and briefly examine some new options which employers are beginning pursue to address the issues of fitness and health in the workforce.

**3.15pm** **Break**

**3.35pm**

George Siokos, Managing Partner, Enterprise Development Network

### **Leadership and the creation of a safe and productive workplace**

*"Can leadership really impact on safety performance?"*

Nobody comes to work with the desire of having an accident. No employer starts the day hoping that it has failed its employees and created an unsafe work environment.

Most organisations understand that good safety is just good business and safety systems, processes, and behaviour must be ingrained in all the things that define their culture, beliefs, values, business systems, programs and behaviours.

Organisations have traditionally spent millions of dollars on developing sophisticated systems and processes and an equal amount on audit protocols to support these.

While these initiatives have no doubt delivered improvements, organisations, to a large extent, have understated the effort required to assure the critical link between people's behaviour and success in safety performance.

It is in essence a process of change management, and one that must be managed by enlightened and committed leadership.

This paper will explore the above and suggest methods for improving Safety Leadership to achieve an incident free workplace.

**4.45pm**

**Closing** Remarks - Steve Standen, Chairperson, Self Insurers of South Australia

**4.55pm**

**Close** - Rose Mitchell, Chair of Seminar

**5.00pm**

**Grab 'n Snatch** - Post seminar drinks and nibbles



# about the speakers

**Michele Patterson**, Executive Director,  
Workplace Services

Michele has played a prominent role in occupational health safety and welfare (OHS&W) in Australia at both State and National levels for 20 years, representing two jurisdictions (NSW and SA), on various national boards and working parties on occupational health and safety standards.

After a distinguished career in the South Australian Public Service which included her appointment as the first female Inspector of Industrial Safety in modern times, Michele joined WorkCover NSW as the Assistant General Manager responsible for Occupational Health and Safety in that State.

In NSW Michele managed the development and introduction of the Occupational Health and Safety Act 2000 and the Occupational Health and Safety Regulation 2001, as well as reorganising the OHS&W Inspectorate to deliver fully integrated OHS&W, workers compensation and injury management services.

In October 2002, Michele returned to South Australia as the new Executive Director of Workplace Services, the regulatory authority responsible for both occupational health and safety and industrial relations in SA.

Michele is also South Australia's representative on the National Occupational Health and Safety Commission, is Vice President of the International Association of Labour Inspection, and has impressive academic qualifications, including a Master of Science in Health Policy and Management specialising in Occupational Health and Safety from Harvard University, Boston, USA.

**Professor Michael Quinlan**, School of Industrial Relations, New South Wales University

Professor Michael Quinlan, B.Ec, PhD Syd, MSIA School of Industrial Relations and Organisational Behaviour - The University of New South Wales

Michael Quinlan has been involved in OHS&W education, research, practice and policy advice for over twenty years. He is the author of numerous articles on occupational health and safety as well as author/editor of a number of books, including *Managing Occupational Health and Safety* (Macmillan 1991 and 2nd edition 2000), *Work and Health* (Macmillan 1993) and *Systematic OHS&W Management* (Elsevier, Oxford, 2000). The former book has been an influential text both with practitioners and policy makers. He has acted as a consultant to industry, unions and government on OHS and is a member of both state and federal government advisory bodies. In 2000 he undertook an inquiry into safety in the long haul trucking industry for the Motor Accidents Authority of New South Wales and in 2002 he prepared a report on changing work arrangements for WorkCover NSW. With Professor Richard Johnstone he is currently undertaking an Australian Research Council-funded project on the shift from prescriptive to process standards in OHS examining four jurisdictions (Tasmania, Victoria, Queensland and Western Australia).



**Dr Rob Ainslie**, Executive Manager, NRG Flinders

Dr Rob Ainslie has spent 28 years as a research scientist and manager of multi-disciplinary groups of occupational health /environmental / environmental health personnel in the energy and mining sectors, including positions as a principal scientist , researcher, and senior manager in the Electricity Trust of South Australia, South Australian Generation Corporation, Optima Energy, and Flinders Power.

Since 2000 he has been the Executive Manager responsible for OHS&W and environmental management in NRG Flinders, a wholly owned business of NRG Energy (US).

He is a current and past member of state government and national and state energy and mining industry policy and technical advisory bodies covering such wide ranging fields as Occupational Health and Safety (including health effects of eclectic and magnetic fields), sustainable development & environmental management, greenhouse management, and the development of environmental legislation.

Dr Ainslie is author/co-author of numerous refereed scientific papers, papers in national and international conference proceedings, and articles and public documents on subjects ranging from respiratory physiology and impacts of coastal development to Occupational Health and Safety and environmental management and performance in the electricity and mining industries. He is a Fellow of the Royal Society of SA and Member of the Environment Institute of Australia and New Zealand.

**George Siokos**, Managing Partner, Enterprise Development Network

George Siokos is Managing Partner of EDN and has been involved in organisational development consulting in Australia and internationally for about thirty years. He specialises in organisational development with a focus on leadership development planning and cultural change.

EDN won the CBIM Medium Service Industry Business of the Year Award in 2002, largely for the work done internationally in the area of safety leadership.

George has been central to the development of EDN's internationally renowned reputation for safety leadership in the oil and gas industry, which include companies such as BP, ExxonMobil, Shell, Halliburton, Woodside, Santos and others. EDN works with its clients in areas that include Asia, Africa, the Americas, the Middle East, Europe and Australia.

In more recent times George has been instrumental in the development of broader strategies to improve safety performance in industry, particularly around the role of leadership in HSE and in the development of organisational cultures that support the creation of incident free workplaces.

George is also involved in other industries principally in the areas of planning and organisationally change.

# registration form

Name: .....

Title: .....

Organisation: .....

Postal address: .....

Phone: ..... Email: .....

Short tour of gaol  Yes  No

Post seminar drinks and nibbles:  Yes  No

Mobility or dietary requirements:  Yes  No

If yes, please specify: .....

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## Invoicing Details

The invoice will be addressed to the person/s attending from their respective organisation, unless otherwise requested.

Send to: **SISA, 136 South Road, Torrensville SA 5031**  
or email: **melissa@sisa.net.au**

# Want to register?

SISA Full & SIA Members:	<b>\$240</b> (incl GST)
SISA Associate Members:	<b>\$263</b> (incl GST)
Non-members:	<b>\$301</b> (incl GST)

Deduct \$10 per person for registrations received before Thursday, 30 September 2004. Registrations will be accepted by email - [melissa@sisa.net.au](mailto:melissa@sisa.net.au) or by post 136 South Road, Torrensville by close of business on Monday, 11 October 2004.

Confirmation of registration will be sent by email within 7 days of receipt of your registration. Please keep a copy of this registration for your own records.

## Conditions of Registration

The registration fee includes refreshments, short tour of gaol and copies of Speakers' notes. These will be available on the day. Please note that there will be no refunds after Monday, 11 October 2004. A full refund applies to cancellations made before this date. You may substitute another delegate up to the beginning of the seminar without penalty. Substitutions and cancellations must be in writing to [melissa@sisa.net.au](mailto:melissa@sisa.net.au)

Please note that the registration fee applies to one delegate registering. It is not possible to share one registration fee between several people. SISA and natalie bottroff & associates reserves the right to make changes to this program and speakers, in the event of any unforeseen circumstances which may arise

For further enquiries:



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# Feedback

from delegates at previous SISA and NB&A Seminars:

**Through, Over, Under or Around – 24 March 2004**

***“This has been the most informative and well spent day for many years – thank you”***

***“Well done! One of the better ones in SA that I have been to.”***

***“Worthwhile experience, very enjoyable and informative.”***

**Try a different position in prevention –25 November 2003**

***“Congratulations, good format and venue  
Good opportunity to exchange ideas and to make us  
think about the future.”***

***“Really enjoyed seminar. Feel like I have taken some  
really worthwhile strategies with me.”***

***“Good cross-section of presentees”***

***“Informative day well worth attending.”***

***“Relevant and practical. Lots of suggestions  
and ideas that I can apply to my organisation.”***