



# Workspace Health & Safety Messages



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Panel Members

- David Rice, Rice Graphics
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- Workplace Safety – precursors to Working Safe:
  - I'm responsible for my safety in the workplace
  - I am responsible for my colleagues safety in the workplace!
  - But we blokes don't look after ourselves well in the Workplace???



Many know of my passion for the road transport industry

– not so many know my passion for Aviation



- Aviation is not inherently dangerous, just terribly unforgiving. I hold a
  - Commercial Pilots Licence (aeroplanes)
  - Glider Pilot Certificate with Instructor Rating
  - Recreational Pilot Licence with Instructor Rating & CFI approval
- The one thing that these all have in common, I need to renew my medical certificate every year.



There are 3 dates clearly etched in my mind:

- 3 June 2002
- 14 July 2002
- 19 July 2002





- Aviation is an environment of checklists! – all for good reasons. Each and every time before I embark on a flight,

I do a simple self-check: **IMSAFE**

- **I**llness
- **M**edication
- **S**tress
- **A**lcohol
- **F**atigue
- **E**ating



Back to those dates:

- 3<sup>rd</sup> June 2002 – medical for life insurance:
- 14<sup>th</sup> July 2002 – heart attack:
- 19<sup>th</sup> July 2001 – coronary angioplasty “ a Stent”



- My cardiologist was very encouraging – even relaxed.
- Angiogram – no fun;
- Stent – piece of “piss”  
– no anaesthetic no pain, just a lot of bruising.
- Cardio told me the all the other parts were good.

I didn't fly as PIC for 3 ½ years.



13 years on,

I have just had my annual stress test (hard work) for my CASA Class 1  
Medical (all good);





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## What is Bullying?

- Bullying is characterised by persistent and repeated negative behaviour directed toward an employee or group of employees that creates a risk to health and safety.

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## Examples of bullying behaviour

### Direct behaviours

- Verbal abuse
- Intimidation and threats
- Putting someone down
- Spreading rumours about someone
- Interfering with someone's personal property or work equipment

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## Examples of bullying behaviour

### Indirect behaviours

- Deliberately excluding someone from work activities
- Withholding information that is vital for effective work performance
- Setting tasks unreasonably above or below a worker's ability

## What is not workplace bullying?

- Legitimate and reasonable management practices
- Allocation of work
- Following up on work absences
- Monitoring performance
- Performance management
- Disciplinary action
- Poor management
- Minor conflict in the workplace

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## The Impacts of Workplace Bullying

- Reduced efficiency, productivity, profitability
- Absenteeism, sick leave, staff turnover
- Poor morale, erosion of loyalty and commitment
- Workers' compensation claims
- Recruitment and training costs
- Indirect costs - management time, engaging mediators or counsellors
- Negative publicity, impact on reputation
- Personal impacts including: anxiety, depression, loss of self esteem and self confidence

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## Duties & Obligations

### The Occupational Health & Safety Act 2004

- Section 21. **Employers** must so far as is reasonably practicable, provide and maintain for employees of the employers a working environment that is safe and without risk to health.
- Section 21(1) and Section 21(2)(e). Provide such information, instruction, training or supervision to employees of the employer as is necessary to enable those persons to perform their work in a way that is safe and without risks to health.

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## Duties & Obligations

### The Occupational Health & Safety Act 2004

- Section 25. While at work, an **employee** must take reasonable care for their own health and safety as well as the safety of others affected by acts or omissions.

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# Impact of Social Media



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- **What is the inspector's role?**

- WorkSafe inspectors monitor and enforce compliance with the Occupational Health and Safety Act 2004.
- The inspector's role, in response to an allegation of bullying at work, is to ensure that:
  - information is obtained from all relevant parties to assess whether bullying at work may have occurred
  - the employer has processes in place for reporting and investigating bullying
  - the employer has provided information to employees in relation to preventing bullying at work
  - the employer takes steps to stop bullying if it is occurring
- allegations are treated seriously and promptly dealt with in line with the agreed workplace issue resolution procedures OR where there are no agreed procedures in line with the OHS Issue Resolution Regulations
- the employer complies with any directions or notices issued by the inspector

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### What will the inspector do?

- An Inspector will contact you to find out more about your allegation of bullying at work. To help the inspector, please complete the Summary of Events form (enclosed within the Information Pack) and provide as much detail as you can about your allegations.
- After an inspector collects relevant information from you they may then speak to other workplace parties. This will help them make a decision about the employer's compliance with the OHS Act.

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# Questions?

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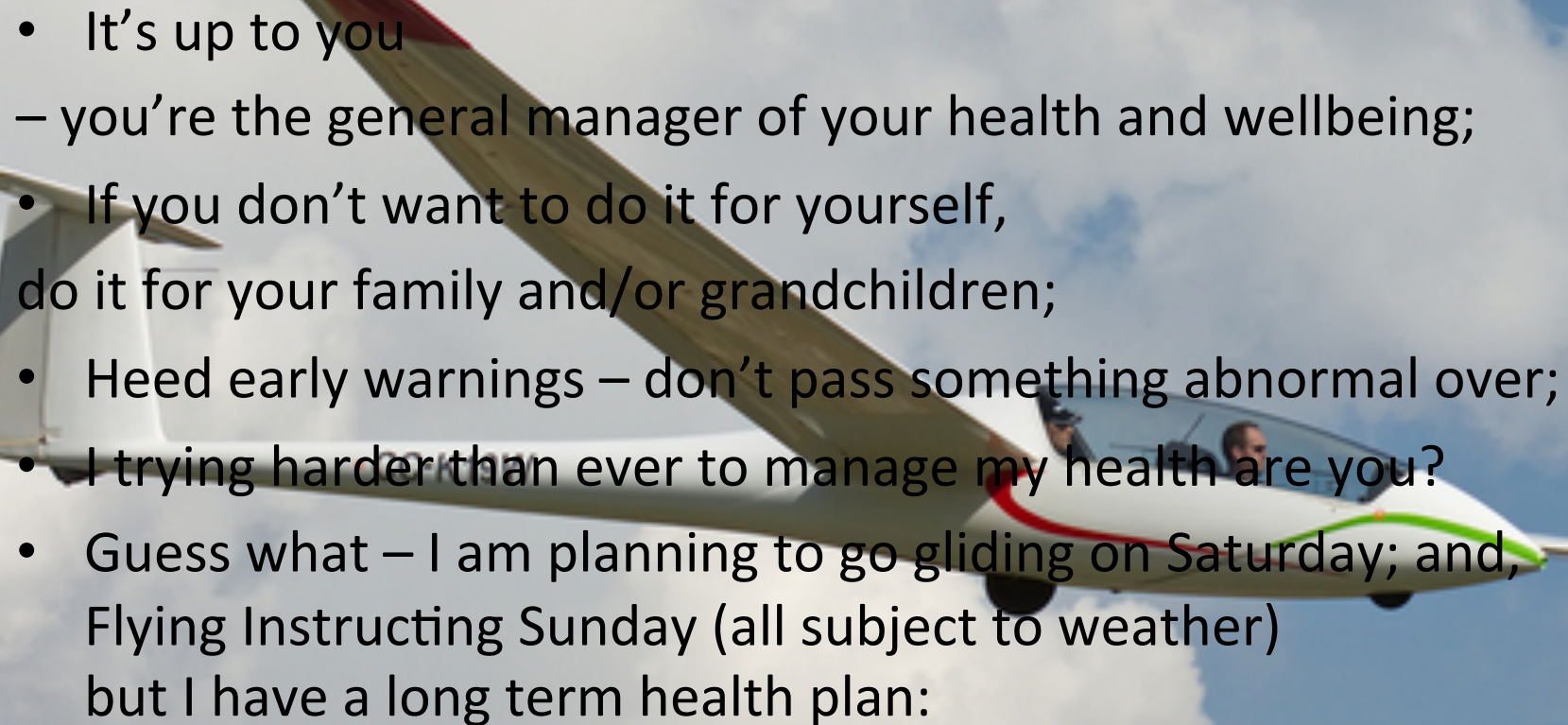
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Questions



- 
- It's up to you
    - you're the general manager of your health and wellbeing;
  - If you don't want to do it for yourself, do it for your family and/or grandchildren;
  - Heed early warnings – don't pass something abnormal over;
  - I trying harder than ever to manage my health are you?
  - Guess what – I am planning to go gliding on Saturday; and, Flying Instructing Sunday (all subject to weather) but I have a long term health plan: