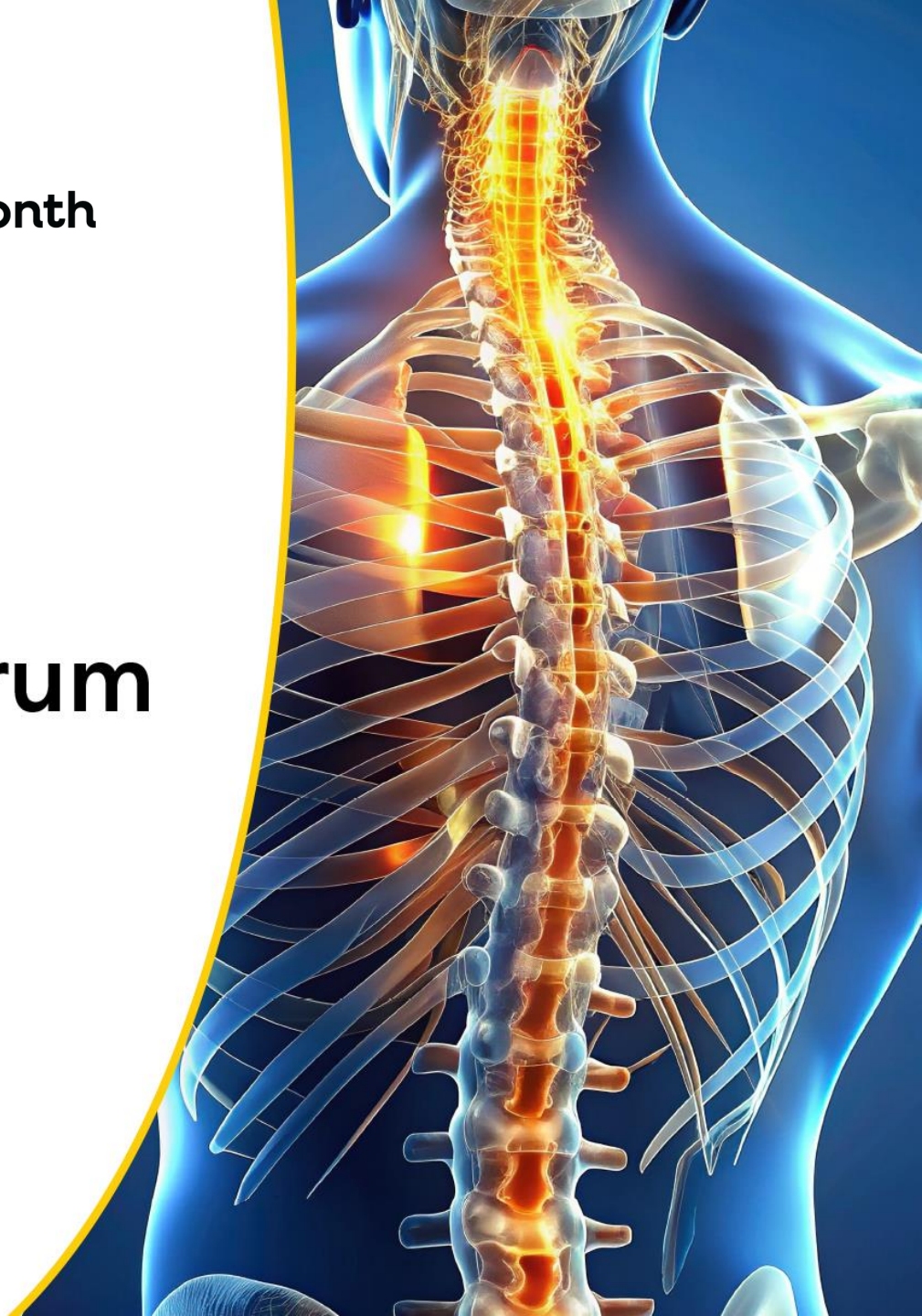
GOVERNMENT OF WESTERN AUSTRALIA

WorkSafe Western Australia

October is **Safe Work Month**

EveryBODY matters

Musculoskeletal disorder forum



Tuesday, 15 October 2024

#safetyisourbusiness #safeworkmonth

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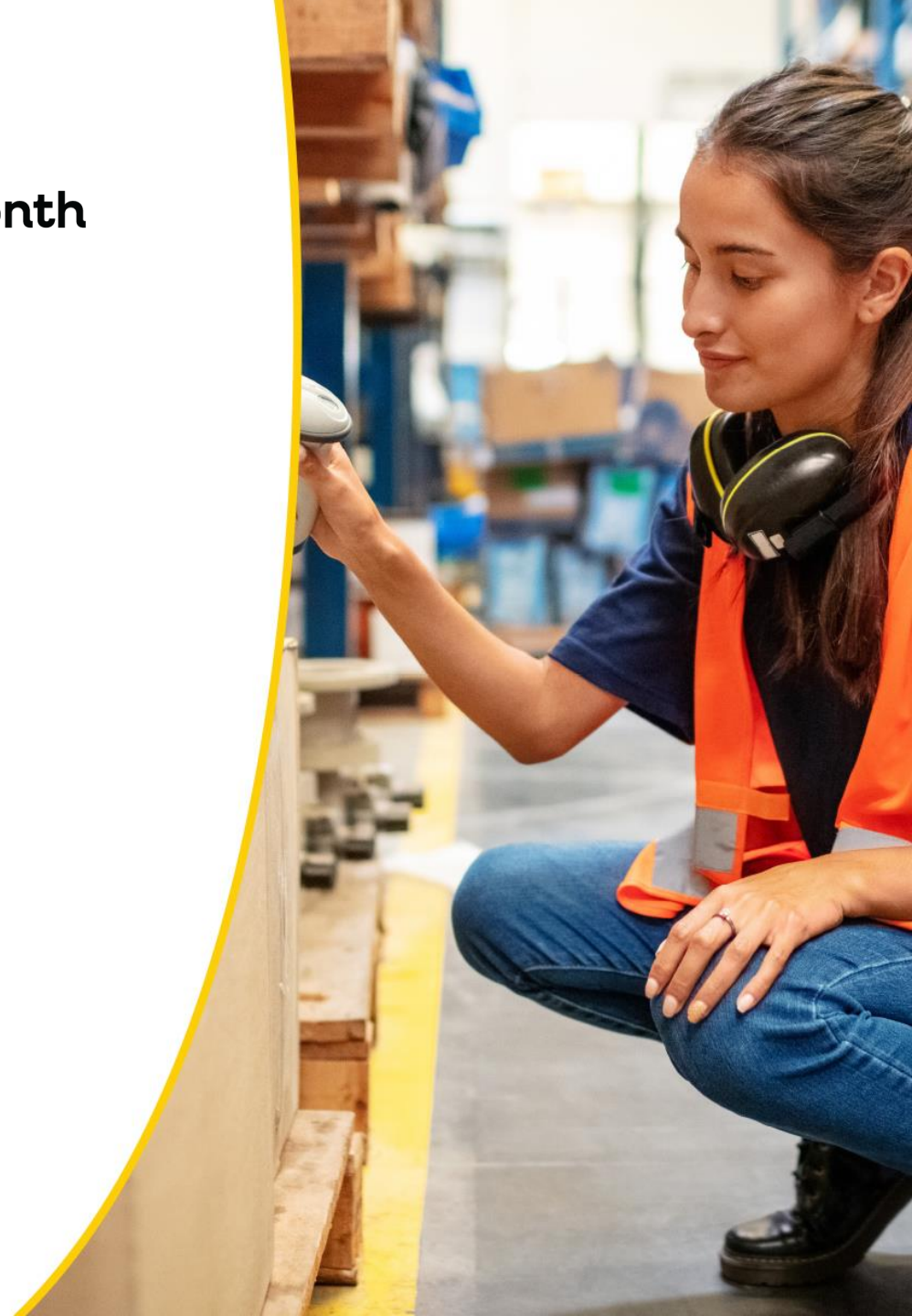
October is **Safe Work Month**

Master of Ceremonies

Myles Pollard



Housekeeping

Please put your mobile phone on silent

Location of toilets

No smoking on premises

Emergency procedure

Filming and photography will take place

Event program

Scan QR code using your mobile device to access the event program

Ask your questions using Slido

Scan QR code using your mobile device

or

Go to slido.com and enter event code #EBM

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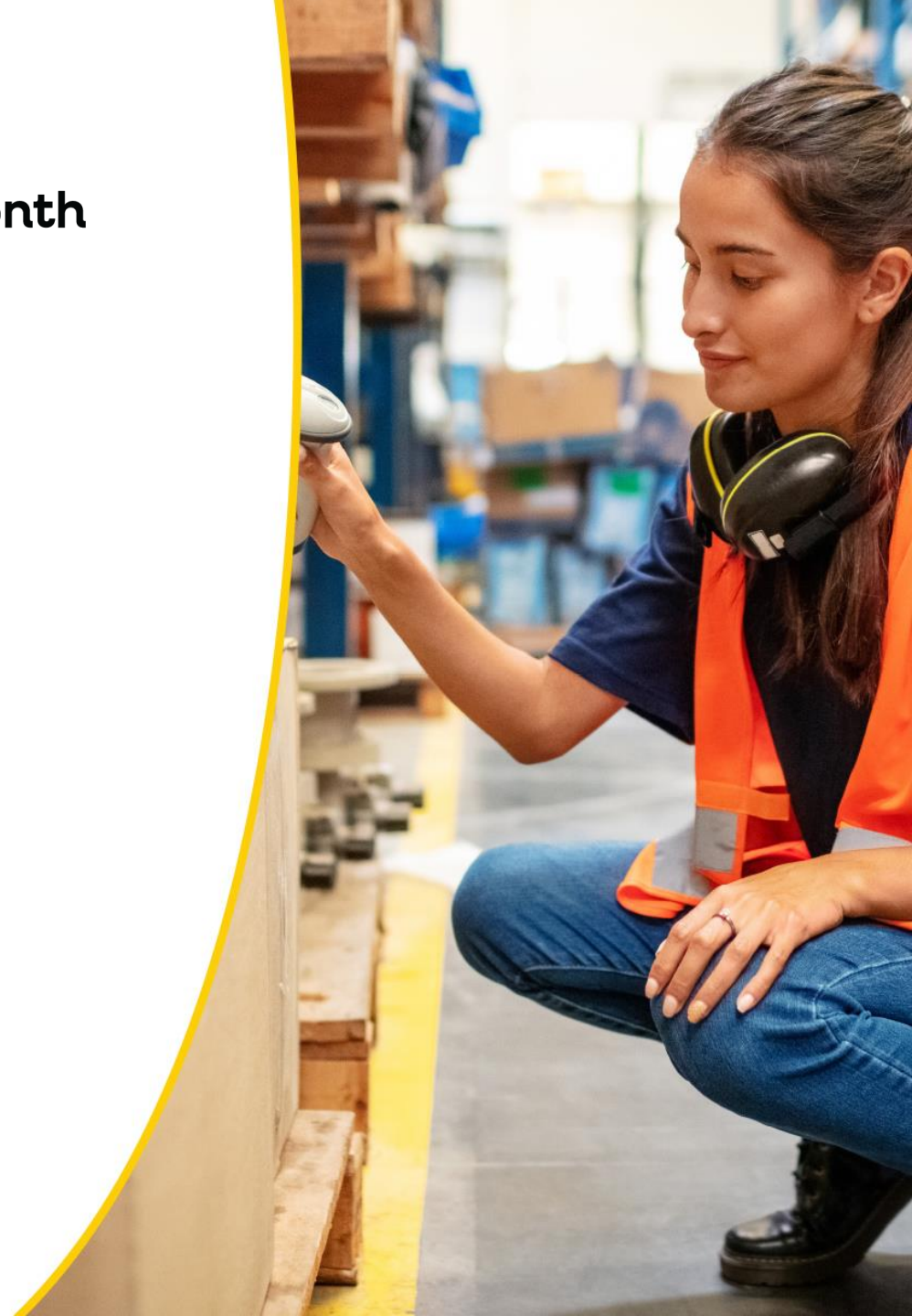
October is **Safe Work Month**

Welcome to Country

Robyn Collard



GOVERNMENT OF WESTERN AUSTRALIA

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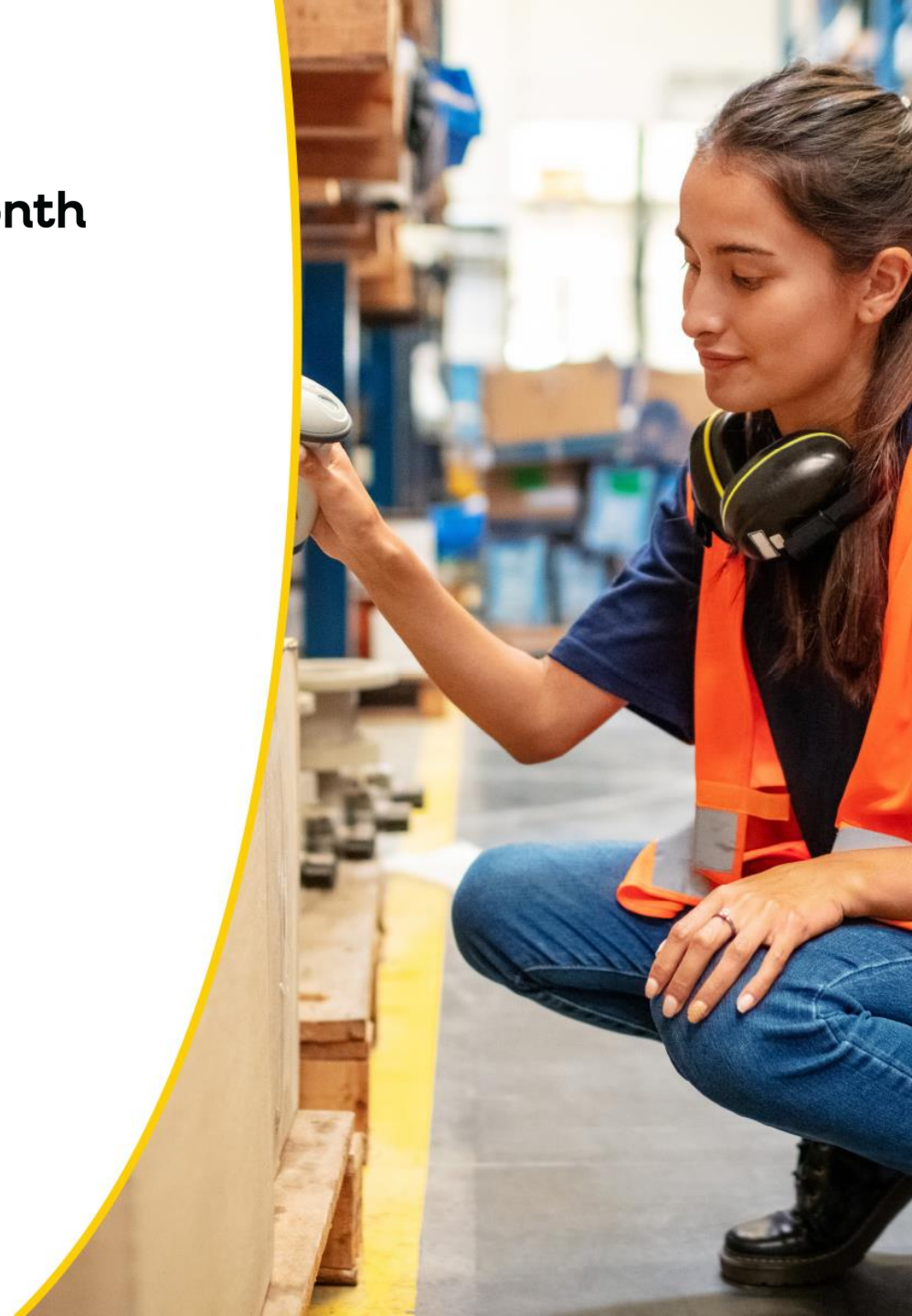
October is **Safe Work Month**

Hon Matthew Swinbourn MLC

Parliamentary Secretary to the Minister for Industrial Relations



GOVERNMENT OF WESTERN AUSTRALIA

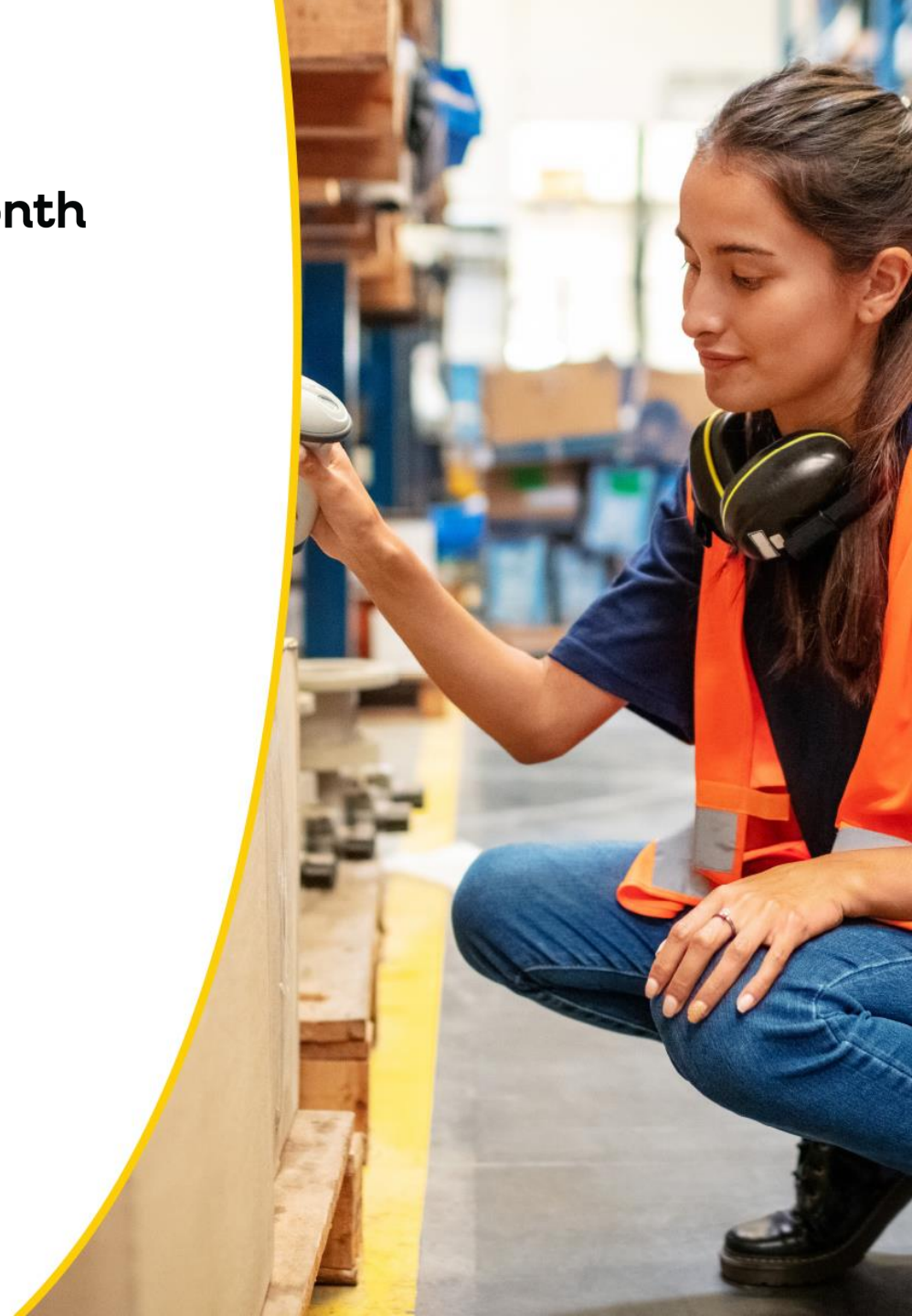
WorkSafe Western Australia

October is **Safe Work Month**

Why the delay? The urgent need for inclusion of psychosocial hazards in MSD prevention

Professor Jodi Oakman

La Trobe University



Tackling it together:
Integrated strategies for work-related mental health and musculosketal disorders

EveryBODY matters – Musculoskeletal disorder forum
Tuesday15th October

Presented by Professor Jodi Oakman
Centre for Ergonomics and Human Factors
School of Psychology and Public Health
La Trobe University, Australia

LA TROBE UNIVERSITY

What is the problem?

Economic Loss Due to Injuries
Australia's economy could have been $28.6 billion larger annually without work-related injuries and illnesses.

Impact on GDP
This economic loss equates to an average Gross Domestic Product (GDP) being around 1.6% higher each year.

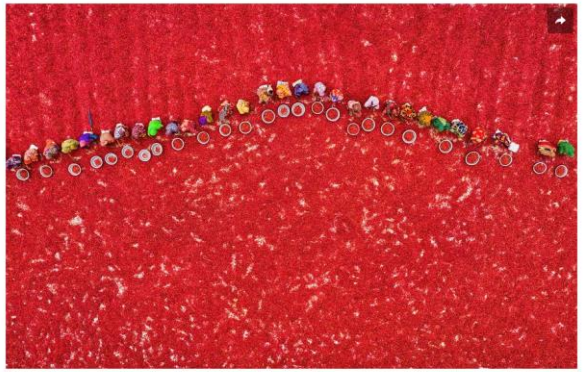
Comparison to Agriculture Industry
This impact is nearly equivalent to the direct annual contribution from Australia's Agriculture industry.

LA TROBE UNIVERSITY

#3 Hard Work

@caiman35 (Venezuela)

#6 Harvesting Red Chilies



@azimronnie (Bangladesh)

#10 Salt Farmer During Sunset

@pokokemoto (Indonesia)

#13 Forged In Fire

@nico_edhi (Indonesia)

#23 Work

@rufusa (Nigeria)

#18 Women At Work

@sandipani_c (India)

#16 Cultivation

@myothet (Myanmar)

#21 Salt Harvest

@dungpham (Vietnam)

#25 Cleaning Service

@baliphotographer (Bali)

#20 Drying The Crackers

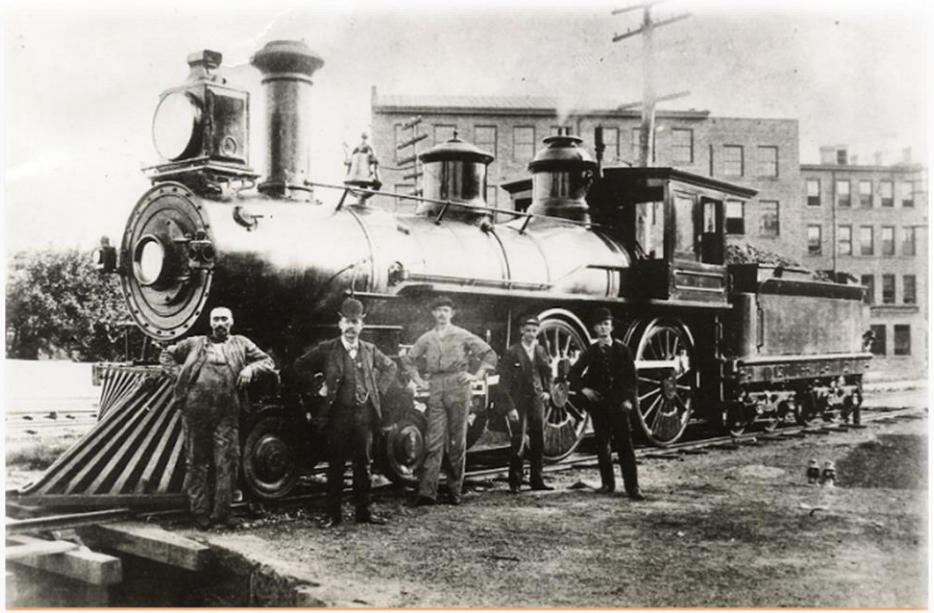
@dharmaku (Indonesia)

#5 The Doctors

@gaukhar_yerk (Kazakhstan)

#26 Making Tofu

@ajuriaguerra



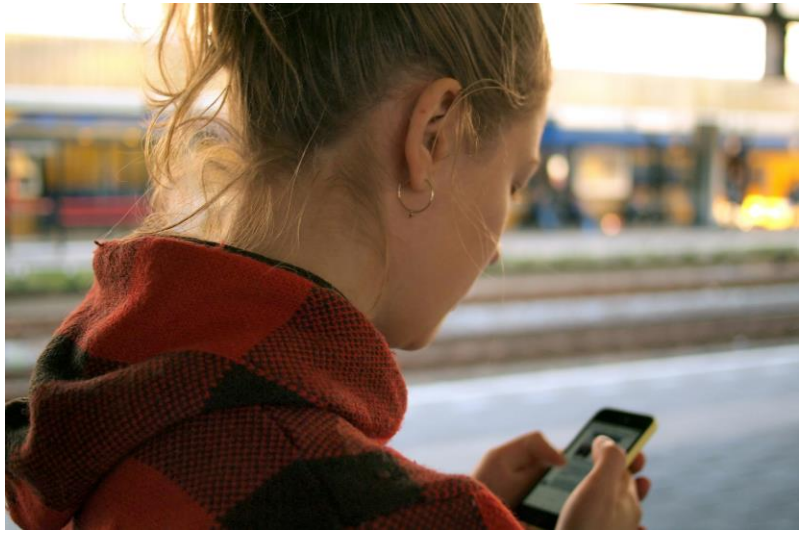
Housatonic Railroad, 1881 Image: Railroad History Archive

Child labourers during the Industrial Revolution Image: Lewis Hine/The U.S. National Archives

Assembly line workers inside the Ford Motor Company factory at Dearborn, Michigan

(Image credit: Hulton Archive/Getty Images)

Simpson's Gloves Pty Ltd, Richmond, circa 1932



Images courtesy of Unsplash.com

WORLD ECONOMIC FORUM

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FOURTH INDUSTRIAL REVOLUTION

What is 'Industry 4.0' and what does it mean for front-line workers?

Jan 8, 2024

The Fourth Industrial Revolution, Industry 4.0, or 4IR as it is variously called, is the next phase in manufacturing

Image: Unsplash/James

Charlotte Edmond
Senior Writer, Forum Agenda

This article is part of:
World Economic Forum Annual Meeting

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INDUSTRIES IN DEPTH

AI for agriculture: How Indian farmers are harvesting innovation

Published Jan 11, 2024 · Updated Sep 10, 2024

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JOBS AND THE FUTURE OF WORK

What is 'Industry 4.0' and what will it mean for developing countries?

Apr 28, 2022

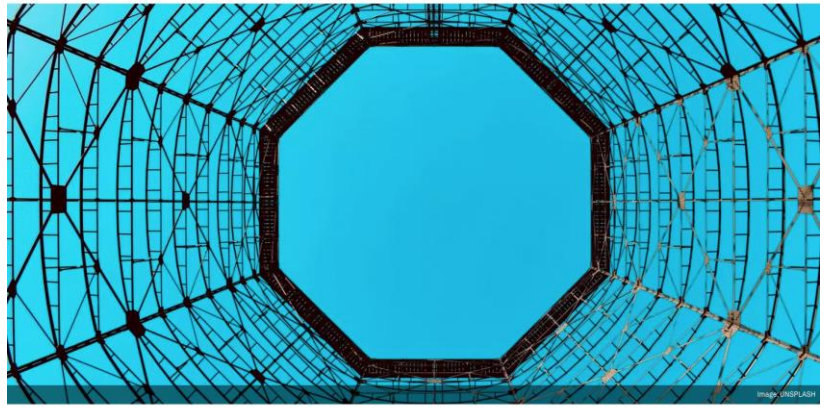
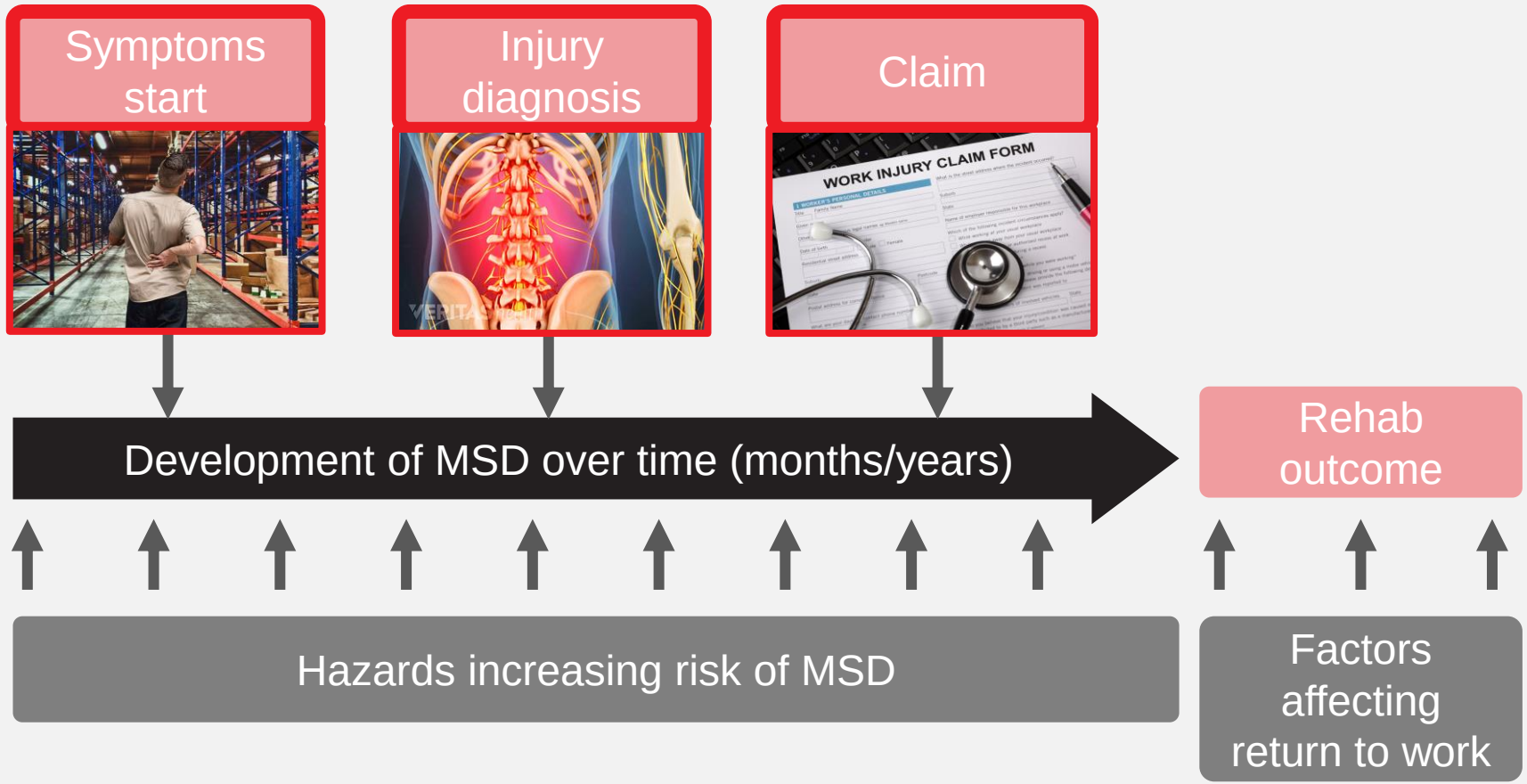


Image: UNSPLASH

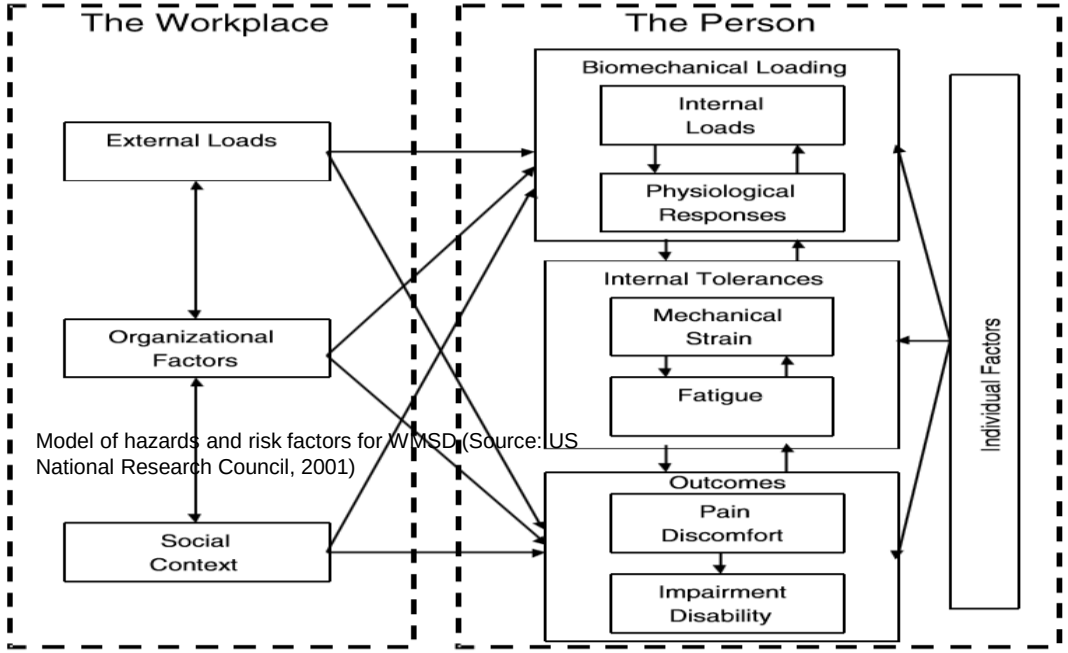
Shamika Sirimanne
Director of Technology and Logistics, UNCTAD

- We are living at the beginning of a new technological revolution around Industry 4.0 technologies such as artificial intelligence (AI), robotics, and the Internet of Things (IoT).

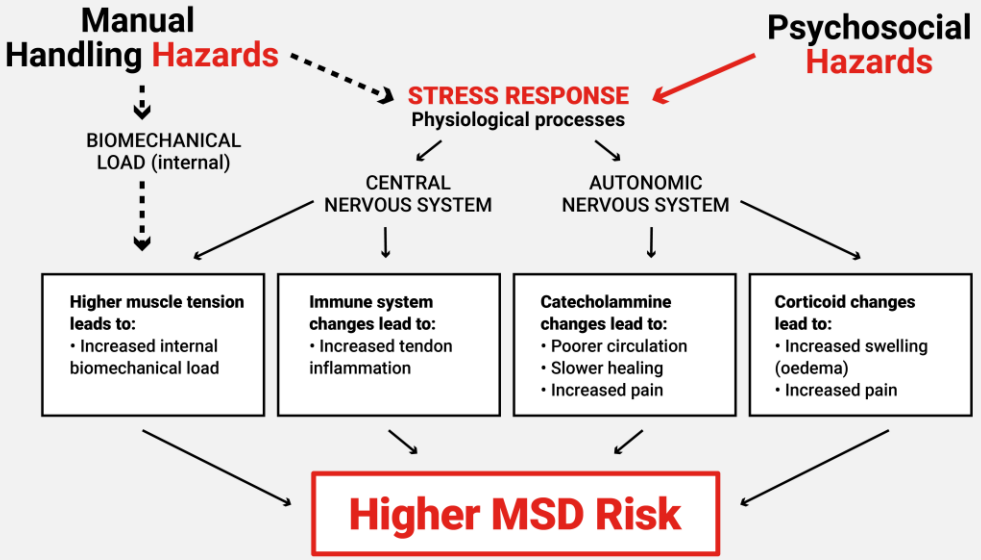
What are Musculoskeletal Disorders (MSDs)?

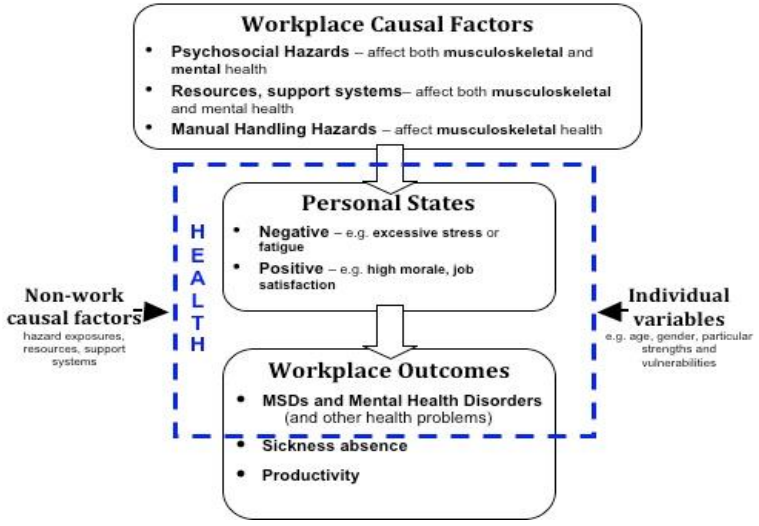


Causes of Musculoskeletal Disorders (MSDs)



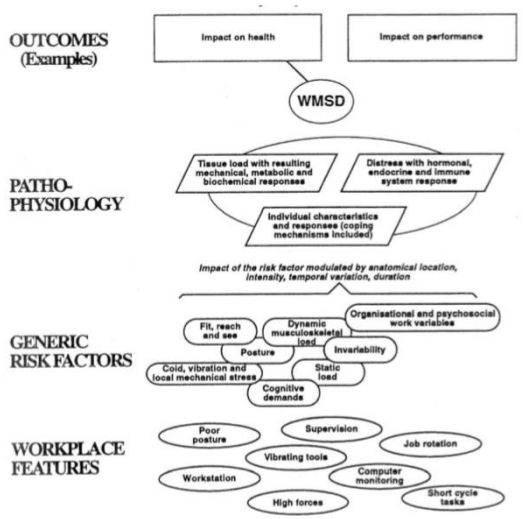
Model of hazards and risk factors for WMSD (Source: US National Research Council, 2001)





Macdonald, W. (2012). Models of causation: health determinants
http://ohsbok.org/downloads/33%20Models%20of%20Causation%20Health%20Determinants.pdf

Figure 4. A model of hazards and risk factors that may cause WMSDs (from Kuorinka and Forcier, 1995)



Workplace hazards

Types of workplace hazards

Manual handling hazards (task specific)



Psychosocial hazards

Organisational

- Working hours
- High workloads
- Poor job design
- Low levels of control
- Pace of work
- Conflicting work demands

Social context

- Communication with management
- Being valued
- Health/safety culture
- Relationship with colleagues
- Relationship with supervisors

Common psychosocial hazards

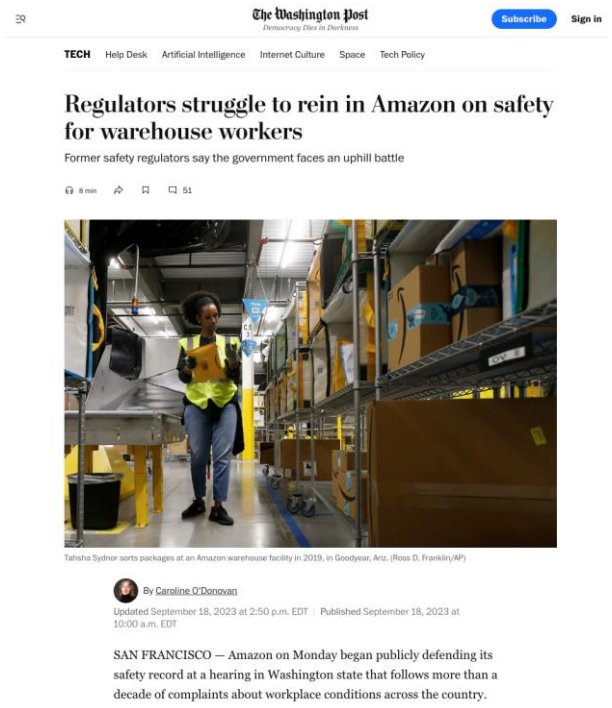
www.worksafe.vic.gov.au/psychosocial-hazards-contributing-work-related-stress

Why does musculoskeletal pain matter?

LBP was the leading cause of YLDs from all conditions studied in GBD 2017

Wu et al, 2020. doi: 10.21037/atm.2020.02.175

Psychosocial hazards: a case study



The Washington Post
Democracy Dies in Darkness

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Regulators struggle to rein in Amazon on safety for warehouse workers

Former safety regulators say the government faces an uphill battle

8 min 51

Tahsha Sydnor sorts packages at an Amazon warehouse facility in 2019, in Goodyear, Ariz. (Ross D. Franklin/AP)

By Caroline O'Donovan

Updated September 18, 2023 at 2:50 p.m. EDT | Published September 18, 2023 at 10:00 a.m. EDT

SAN FRANCISCO — Amazon on Monday began publicly defending its safety record at a hearing in Washington state that follows more than a decade of complaints about workplace conditions across the country.

The Washington Post
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Bernie Sanders launches Senate investigation into Amazon labor practices

The probe is the latest in a series he has launched against major companies since becoming chairman of the Senate HELP Committee

5 min 168

Sen. Bernie Sanders (I-Vt.) on Capitol Hill this month. (Jabin Botsford/The Washington Post)

By Lauren Kaori Gurley and Caroline O'Donovan

Updated June 20, 2023 at 12:24 p.m. EDT | Published June 20, 2023 at 10:31 a.m. EDT

Sen. Bernie Sanders (I-Vt.), the chairman of the Senate Committee on Health, Education, Labor and Pensions, launched an investigation this week into the nation's second-largest employer, Amazon, and the

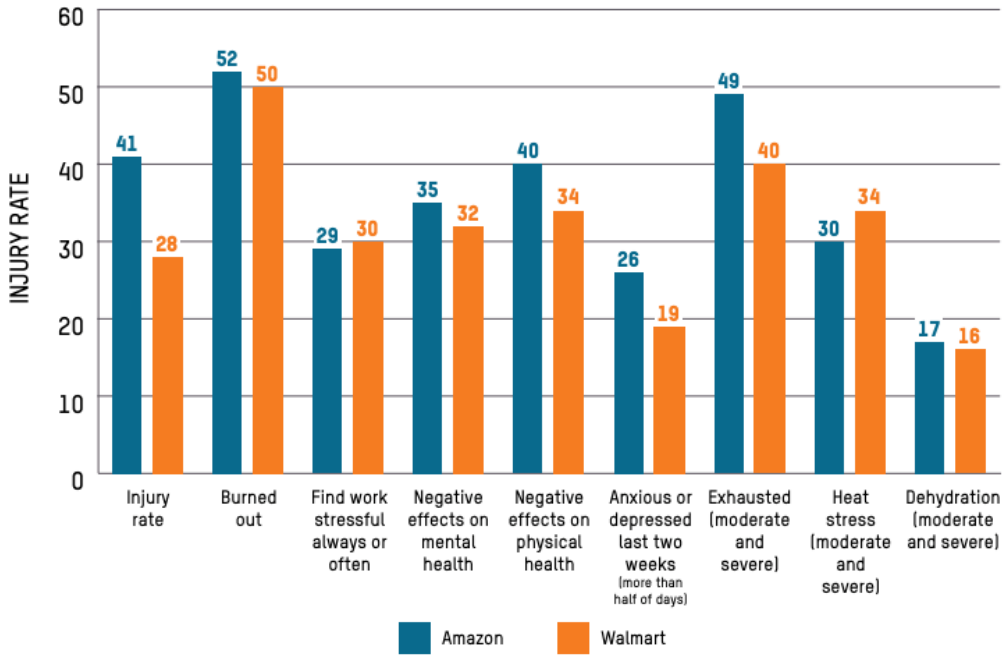
Intense Working Conditions
Workers at Amazon often face physically demanding tasks, covering up to 20 kilometers each shift while operating at 'Amazon pace'.

Fear of Reporting Injuries
Employees hesitate to report injuries due to fears of losing shifts, creating a culture of silence around workplace safety.

Mental Health Impact
The physically and mentally challenging conditions are likened by workers to a 'hellscape', reflecting significant psychosocial hazards.

FIGURE 4. AMAZON AND WALMART: WORK IMPACTS ON PHYSICAL AND MENTAL HEALTH

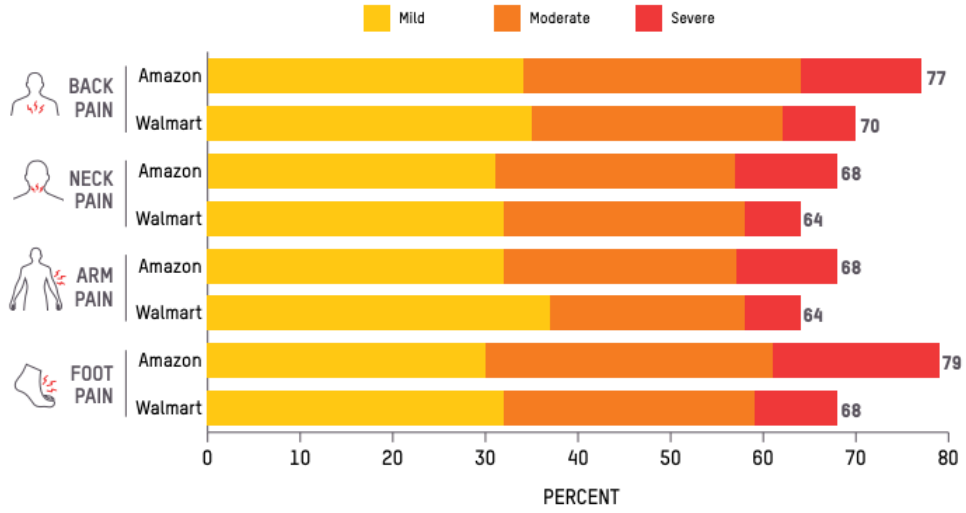
Sources: National Survey of Amazon Warehouse Workers and National Survey of Walmart Warehouse Workers



At Work and Under Watch: Surveillance and Suffering at Amazon and Walmart Warehouses

FIGURE 5. AMAZON AND WALMART: TYPES OF PAIN EXPERIENCED

Sources: National Survey of Amazon Warehouse Workers and National Survey of Walmart Warehouse Workers



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TECH

Amazon's focus on speed, surveillance drives higher warehouse worker injuries, study finds

PUBLISHED WED, OCT 25 2023•12:57 PM EDT | UPDATED WED, OCT 25 2023•4:11 PM EDT

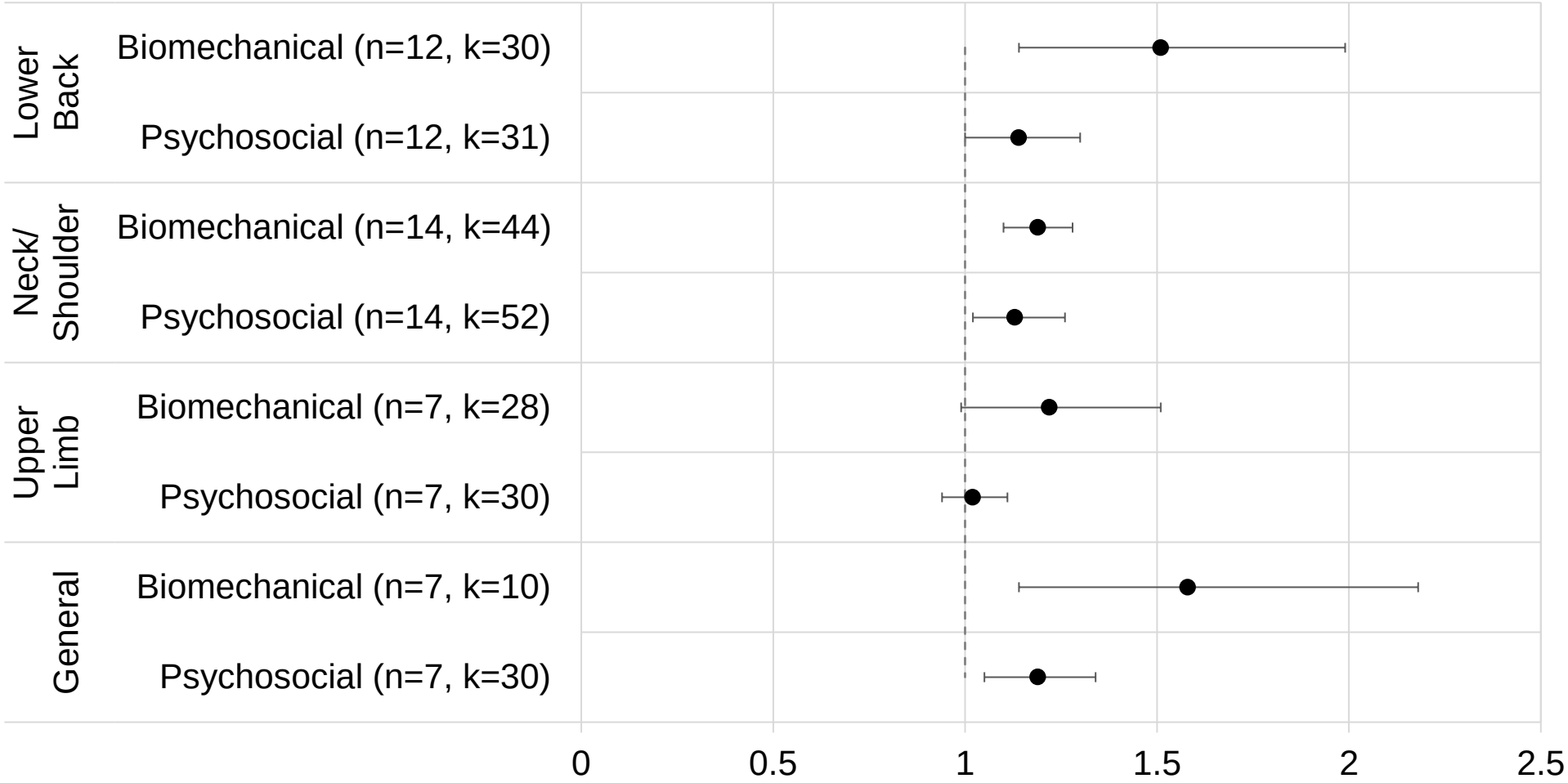
Annie Palmer
@IN/ANNIERPALMER/

WATCH LIVE

KEY POINTS

- Amazon warehouse workers are suffering physical injuries and mental stress on the job as a result of the company's extreme focus on speed and pervasive surveillance, according to a study its authors say is the largest nationwide survey of Amazon workers.
- Nearly 70% of Amazon employees in the survey said they've had to take unpaid time off due to pain or exhaustion suffered on the job in the past month, while 34% have had to do so three or more times.
- The data adds to a drumbeat of scrutiny around Amazon's workplace safety and treatment of warehouse employees.

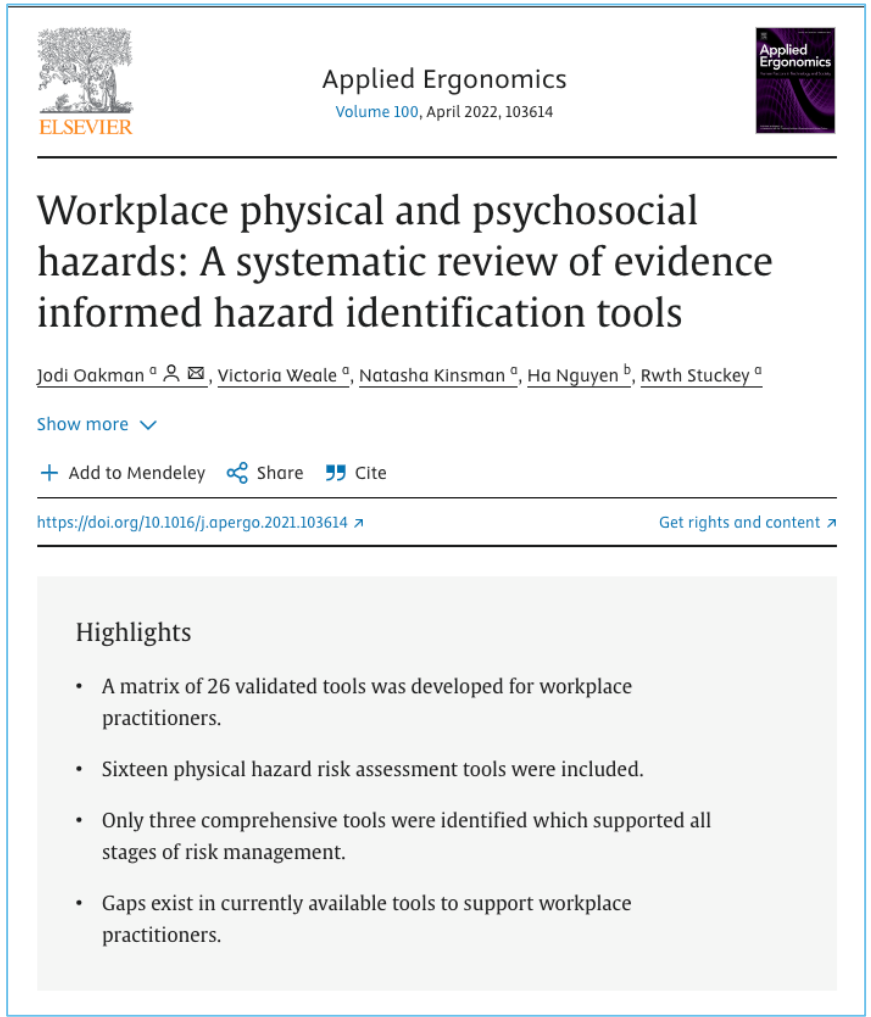
Effect sizes – psychosocial vs biomechanical hazards



n=Number of studies, k=number of effect sizes

Oakman et al., under review at *Applied Ergonomics*

Key measurement issues & challenges



ELSEVIER

Applied Ergonomics
Volume 100, April 2022, 103614

Workplace physical and psychosocial hazards: A systematic review of evidence informed hazard identification tools

Jodi Oakman [a], Victoria Weale [a], Natasha Kinsman [a], Ha Nguyen [b], Rwth Stuckey [a]

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https://doi.org/10.1016/j.apergo.2021.103614 Get rights and content

Highlights

- A matrix of 26 validated tools was developed for workplace practitioners.
- Sixteen physical hazard risk assessment tools were included.
- Only three comprehensive tools were identified which supported all stages of risk management.
- Gaps exist in currently available tools to support workplace practitioners.

The right to disconnect

WORLD ECONOMIC FORUM

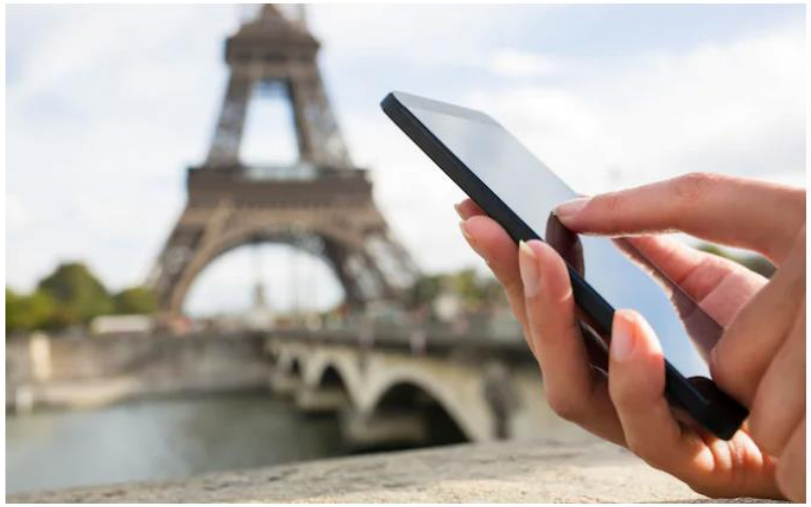
JOBS AND THE FUTURE OF WORK

Right to disconnect: The countries passing laws to stop employees working out of hours

Feb 3, 2023

British firm ordered to pay €60,000 by French court for breaching employee's 'right to disconnect' from work

Henry Samuel, PARIS
1 August 2018 • 8:26pm

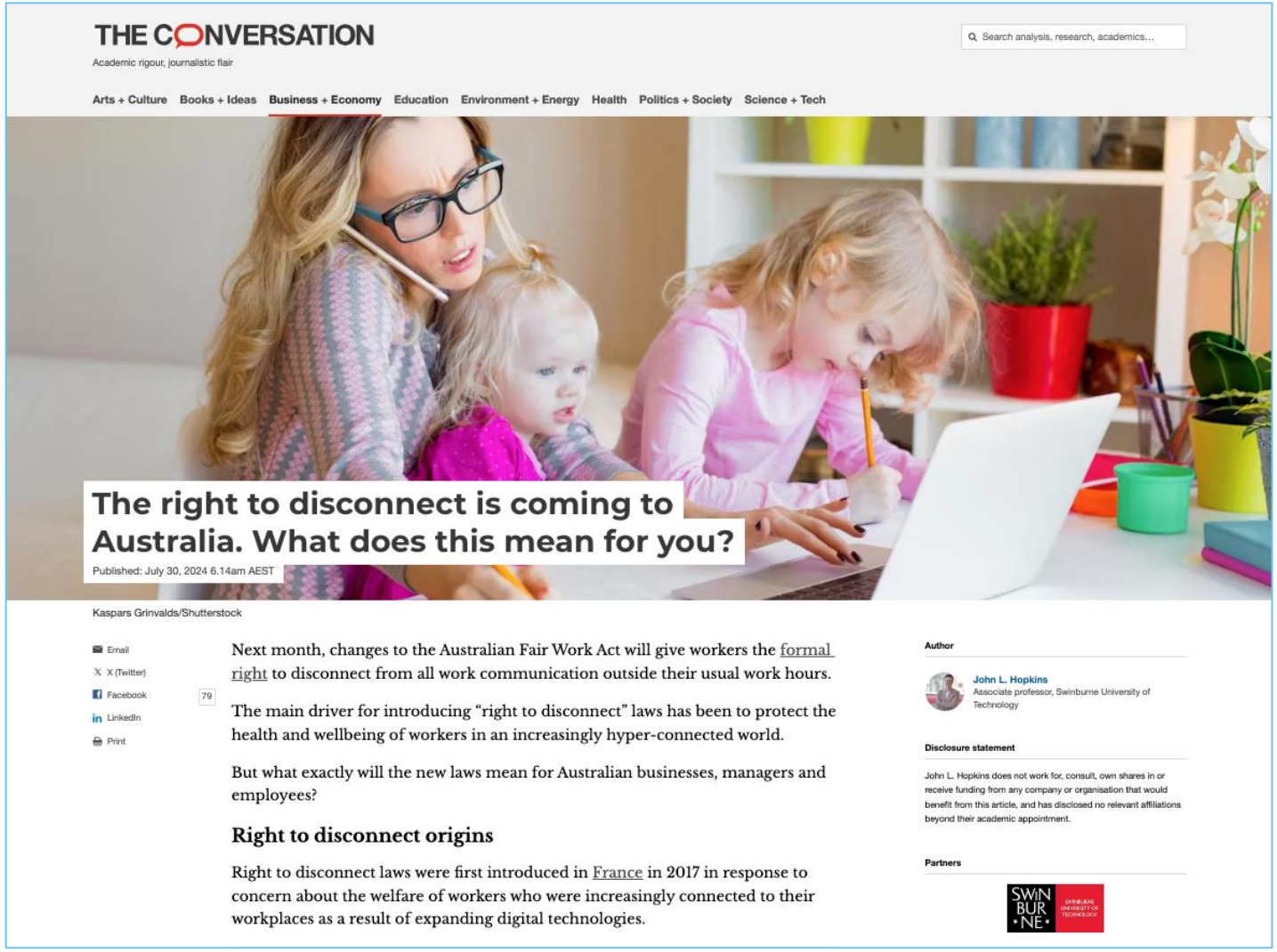


France's Supreme Court ordered British firm to pay ex-employee €60,000 for breaching 'right to disconnect' from phone calls | CREDIT: ALAMY

The French wing of British pest control and hygiene giant Rentokil Initial has been ordered to pay a former employee €60,000 (£53,000) because it failed to respect his "right to disconnect" from his phone and computer outside office hours...

The costly problem of time theft

- Australians are clocking up over 5 hours of unpaid, after hours work every week.
- This ‘availability creep’ or ‘time theft’ amounts to 281 hours of unpaid labour per worker per year.
- This costs workers an average of $11,000 Australian – or around $10,000 Canadian dollars – annually.



THE CONVERSATION

Academic rigour, journalistic flair

Search analysis, research, academics...

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The right to disconnect is coming to Australia. What does this mean for you?

Published: July 30, 2024 6.14am AEST

Kaspars Grinvalds/Shutterstock

Email | X (Twitter) | Facebook 79 | LinkedIn | Print

Next month, changes to the Australian Fair Work Act will give workers the formal right to disconnect from all work communication outside their usual work hours.

The main driver for introducing “right to disconnect” laws has been to protect the health and wellbeing of workers in an increasingly hyper-connected world.

But what exactly will the new laws mean for Australian businesses, managers and employees?

Right to disconnect origins

Right to disconnect laws were first introduced in France in 2017 in response to concern about the welfare of workers who were increasingly connected to their workplaces as a result of expanding digital technologies.

Author

John L. Hopkins
Associate professor, Swinburne University of Technology

Disclosure statement

John L. Hopkins does not work for, consult, own shares in or receive funding from any company or organisation that would benefit from this article, and has disclosed no relevant affiliations beyond their academic appointment.

Partners

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www.aphirm.org.au

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APHIRM Toolkit Stages

Getting started

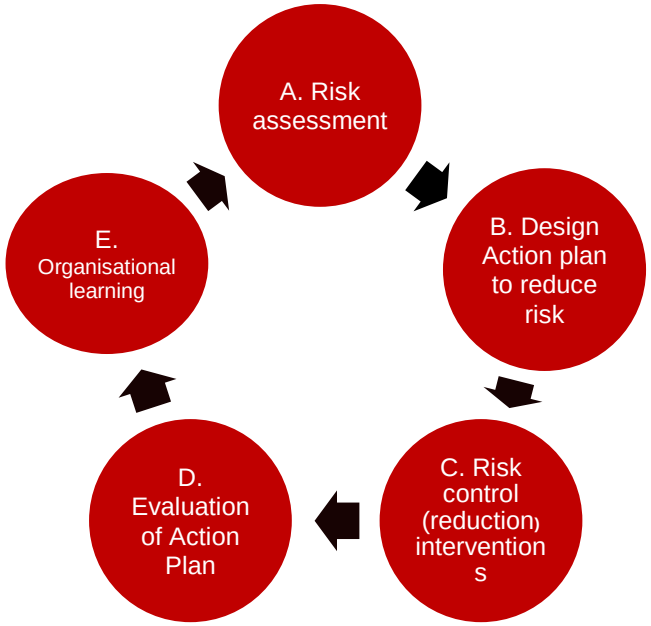
Stage 1: Plan and prepare

Stage 2: Survey

Stage 3: Sources of risk

Stage 4: Action plan

Stage 5: Review and evaluate



WHO Framework

The APHIRM Toolkit

Stages

Workplace Hazard Categories

Types of workplace hazards

(a) Manual handling hazards ... task specific

(b) Psychosocial hazards ... 2 sub-groups:

- **Organisational** – work organisation, job design
- **Social context**- support, communications, relationships with managers

Type of hazard (number of items)
Physical task demands (12 items)
Physical environment, equipment (6 items)
Emotional demands (2 items)
Workload – Quantitative demands (3 items)
Work rate, pace (3 items)
Influence/Control (3 items)
Role clarity (3 items)
Leadership: support, communications (3 items)
Organisational justice (3 items)
Meaning of work (2 items)
Illegitimate tasks (1 item)
Role conflict (1 item)
Co-worker relationships, teamwork (3 items)
Recognition, Feedback (2 items)
Vertical trust (1 item)
Skill utilisation, development (2 items)
Sufficient training (1 item)
Amount of variety (1 item)
Opportunities for promotion (1 item)
Job Satisfaction (1 item)
Work-life balance (1 item)
Vibration (1 item)
Bully and Harassment (3 items)
Total of 59 items

Ratings of Stress

12 items never, occasionally, sometimes, often, almost always

Total score /48

During the last 6 months, how often have you …

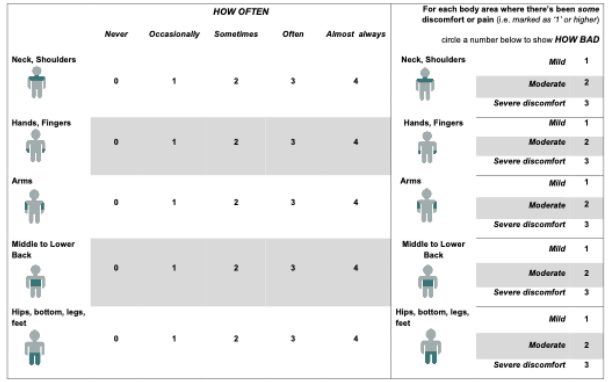
- **Felt worn out?**
- **Been physically exhausted?**
- **Been emotionally exhausted?**
- **Felt tired?**
- **Had problems relaxing?**
- **Been irritable?**
- **Been tense?**
- **Had problems concentrating?**
- **Found it difficult to think clearly?**
- **Had difficulty in taking decisions?**
- **Had difficulty with remembering?**
- **Had difficulty in falling or staying asleep?**

Ratings of Discomfort /Pain

HOW OFTEN have you felt discomfort or pain?

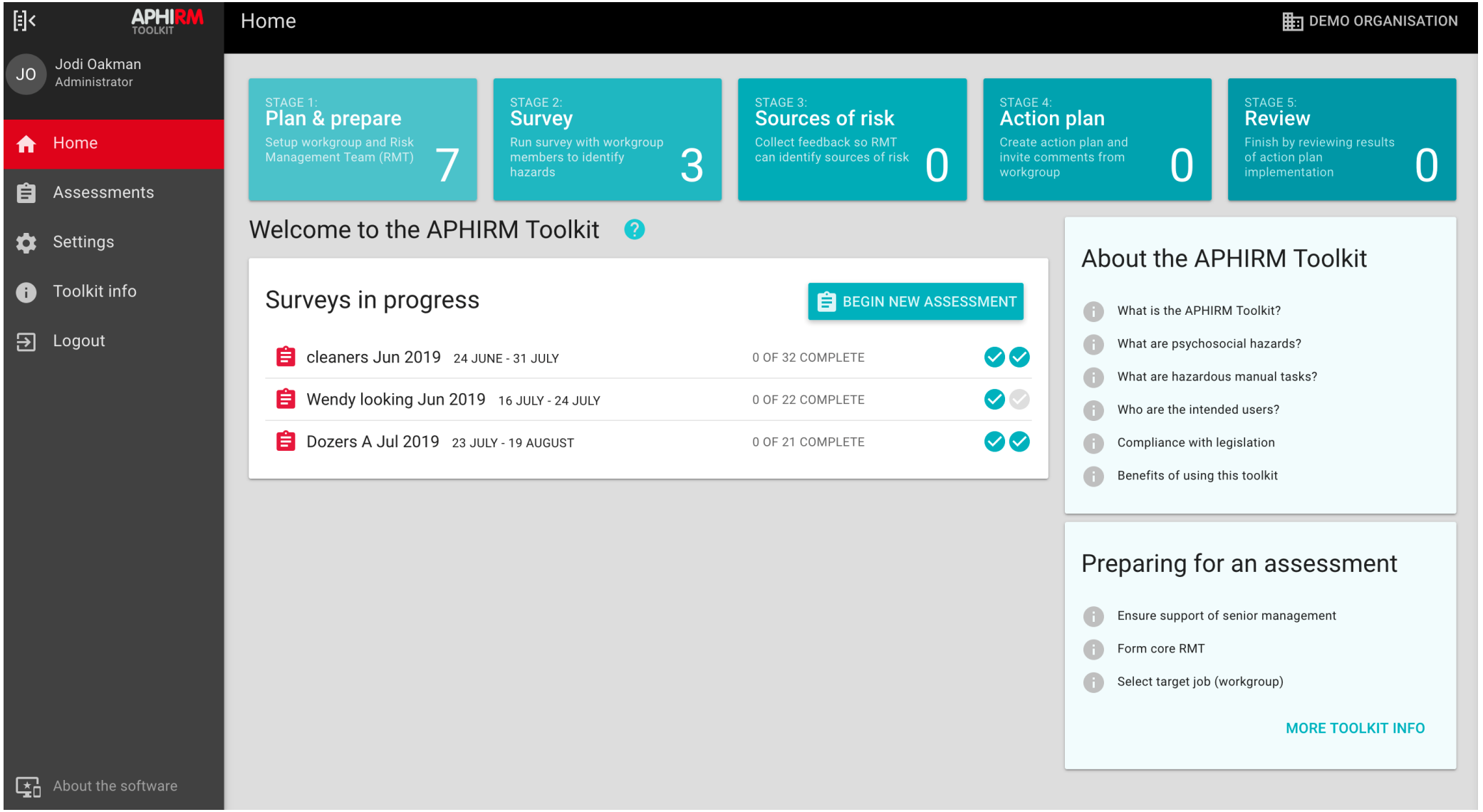
AND For each area where you've felt it (that is – where you circle 1 or higher) HOW BAD has it been?

Total score /60



APHIRM TOOLKIT

A Participative Hazard Identification and Risk Management toolkit



APHIRM TOOLKIT
A Participative Hazard Identification and Risk Management toolkit

Stage 2: Survey

WORKPLACE SURVEY

WORKGROUP: PCAs

Help us find better ways to reduce work-related pain and discomfort

We will be running an online survey to help us identify hazards in the workplace that are causing pain or discomfort, which can lead to injury.

This survey includes hazards that are non-physical (e.g. aspects that increase stress or frustration) as these have been proven to be significant.

The survey is generated by the APHIRM Toolkit, an integrated package developed by LaTrobe University, based on the latest evidence-based research into workplace health and safety.

Find out more about the APHIRM Toolkit at www.aphirm.org.au

HOW TO START YOUR SURVEY

VISIT THIS LINK OR SCAN THE CODE
https://workgroup.aphirm.org.au/6dxcfy2d

SURVEY PERIOD: 4 Sep 2024 to 5 Sep 2024

THIS SURVEY WILL BE ANONYMOUS AND PRIVATE
None of your responses can be linked to you personally.

THANK YOU

Your participation in the survey is important. We recognise that every employee has a unique perspective on the workplace, and your anonymous survey answers will provide insight that will help us make meaningful improvements.

APHIRM TOOLKIT

SURVEY RESULTS

Workgroup: PCAs **Survey period:** 4 Sep 2024 to 5 Sep 2024

People in any workplace can suffer from aches and pains or work-related mental health problems for many different reasons.

These results show workplace hazards that may be causing or contributing to this problem.

20
Number of people that completed a survey

95%
Respondents that reported some discomfort / pain

AVERAGE DISCOMFORT/PAIN

SCORES BY BODY REGION

Neck & shoulders	4.5
Arms	2.9
Middle to lower back	2.3
Hands or fingers	5.2
Hips, bottom, feet	3.3

TOTAL SCORE: 18.2

Scores are averaged over those who reported some discomfort/pain. Each body region score is the product of frequency and severity ratings (out of 12). The overall score is out of 60 (5 body regions x 12)

AVERAGE STRESS/MENTAL HEALTH

AVERAGE SCORE: 25.4

Each question is scored with regard to frequency (out of 4). The overall score is out of 48 (12 questions)

TOP MSD HAZARDS

The following hazards were identified by the workgroup and are related to increased MSD risk.

(NOTE: The causes of discomfort/pain can include psychosocial stress as well as 'manual handling' hazards.)

1. Too much work for time available
2. Often lift or carry moderately (or very) heavy things
3. Go faster for deadlines or target quotas ALSO MH
4. Often push or pull things with some force ALSO MH
5. Unpleasant arguments or conflicts

TOP MENTAL HEALTH HAZARDS

The following hazards were identified by the workgroup and may increase risk to mental health.

(NOTE: The causes of work-related stress/mental health problems can include physical as well as psychosocial hazards.)

1. Often push or pull things with some force ALSO MSD
2. Often squat or kneel while working
3. Keep repeating same movements/actions, very repetitive
4. Go faster for deadlines or target quotas ALSO MSD
5. Work at fast pace for whole shift

Stage 3: Sources of risk

APHIRM TOOLKIT

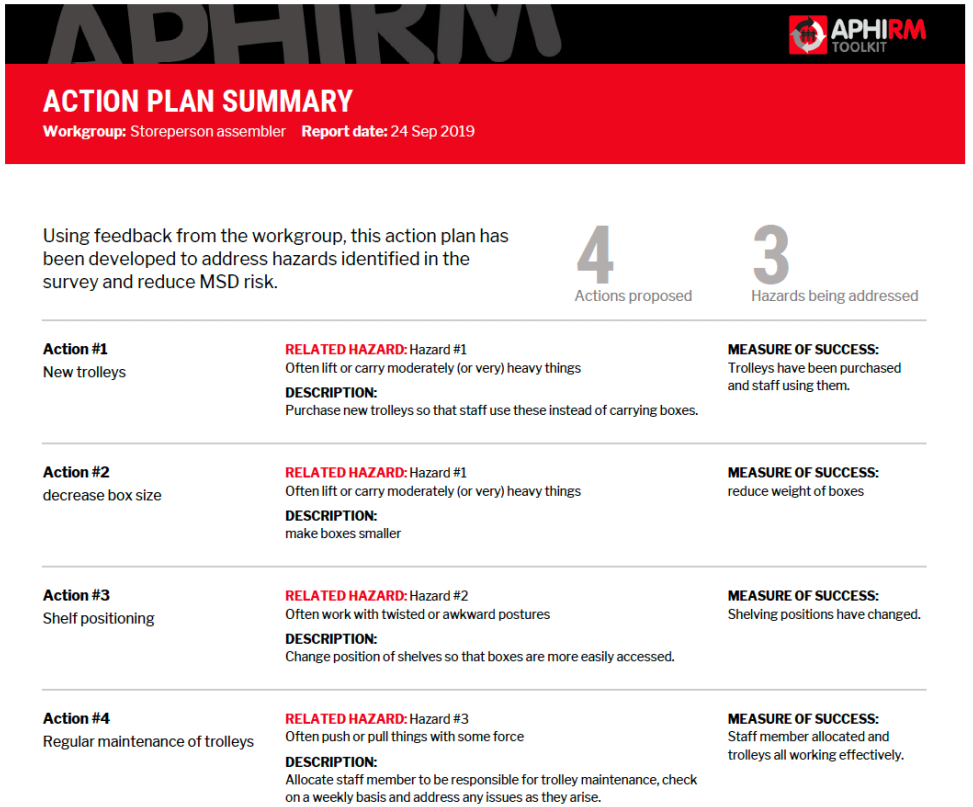
FEEDBACK SUMMARY

Workgroup: Storeperson assembler **Report date:** 24 Sep 2019

Group feedback responses: 0	Individual responses: 17	RMT responses: 16
Hazard #1 Often lift or carry moderately (or very) heavy things	Which tasks require frequent moderate or heavy lifting or carrying? Box size is too big for heavy articles *[RMT C. Morgan]* Need to carry heavy boxes from floor to picking table *[RMT C. Morgan]* 15kg boxes over a broad shelf makes it difficult *[Individual]* test answer *[Individual]* have to carry heavy boxes *[Individual]* testing feedback *[Individual]* testing feedback *[Individual]* They can easily add more feedback up until feedback is closed for that assessment, in the Toolkit App. *[Individual]*	How could this lifting/carrying be reduced? Automate or change the work? Reduce the weight? Change workstations or tools? Do it less often, or for shorter times? Use smaller boxes for heavy articles *[RMT C. Morgan]* Make overhang on shelf less so bending is not required *[Individual]* testing solution *[Individual]* test solution *[Individual]* make boxes smaller *[Individual]* testing feedback *[Individual]* testing feedback 2 *[Individual]*
Hazard #2 Often work with twisted or awkward postures	Which tasks or activities require twisted or awkward postures? have to bend down between shelving units *[RMT N. Kinsman]*	How could twisted/awkward postures be avoided? Automate or change the work? Change workstations or tools? Do it less often, or for shorter times? Change positioning of shelves *[RMT N. Kinsman]*
Hazard #3 Often push or pull things with some force	Which tasks or activities require forceful pushing or pulling? Old trolleys have wheels that don't turn properly *[RMT N. Kinsman]*	How could this pushing/pulling be reduced? Automate or change the work? Reduce the force needed? Change workstations or tools? Do it less often, or for shorter times? Scheduled maintenance of warehouse equipment including trolleys. *[RMT N. Kinsman]*
Hazard #4 Often work with arms raised above shoulder level	Which tasks or activities require working with arms above shoulder level? lifting *[Individual]* looking *[Individual]* test *[Individual]*	How could the need to raise arms so high be reduced? Automate or change the work? Change workstations or tools? Do it less often, or for shorter times? Make it easier *[Individual]* test *[Individual]*

APHIRM TOOLKIT A Participative Hazard Identification and Risk Management toolkit

Stage 4: Action plan



APHIRM TOOLKIT

ACTION PLAN SUMMARY

Workgroup: Storeperson assembler **Report date:** 24 Sep 2019

Using feedback from the workgroup, this action plan has been developed to address hazards identified in the survey and reduce MSD risk.

4 Actions proposed

3 Hazards being addressed

Action #1 New trolleys	**RELATED HAZARD:** Hazard #1 Often lift or carry moderately (or very) heavy things **DESCRIPTION:** Purchase new trolleys so that staff use these instead of carrying boxes.	**MEASURE OF SUCCESS:** Trolleys have been purchased and staff using them.
Action #2 decrease box size	**RELATED HAZARD:** Hazard #1 Often lift or carry moderately (or very) heavy things **DESCRIPTION:** make boxes smaller	**MEASURE OF SUCCESS:** reduce weight of boxes
Action #3 Shelf positioning	**RELATED HAZARD:** Hazard #2 Often work with twisted or awkward postures **DESCRIPTION:** Change position of shelves so that boxes are more easily accessed.	**MEASURE OF SUCCESS:** Shelving positions have changed.
Action #4 Regular maintenance of trolleys	**RELATED HAZARD:** Hazard #3 Often push or pull things with some force **DESCRIPTION:** Allocate staff member to be responsible for trolley maintenance, check on a weekly basis and address any issues as they arise.	**MEASURE OF SUCCESS:** Staff member allocated and trolleys all working effectively.

LA TROBE UNIVERSITY ACTION PLAN SUMMARY Storeperson assembler September 24, 2019 Page 1 of 1

APHIRM TOOLKIT A Participative Hazard Identification and Risk Management toolkit

Summary of participants

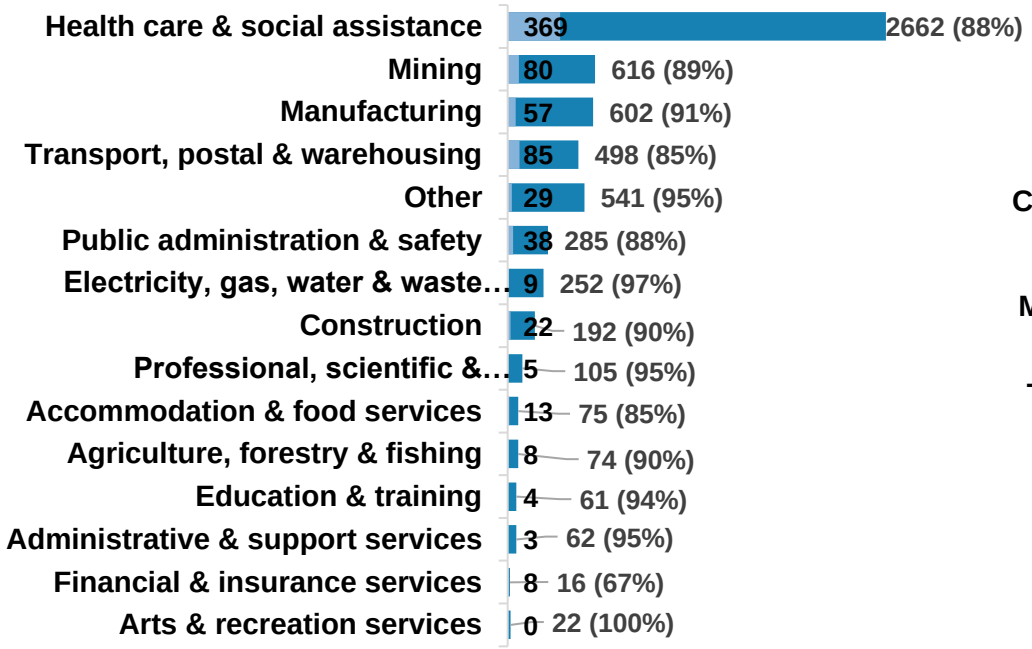
6,793
Surveys commenced

89% (6,063)
Surveys completed

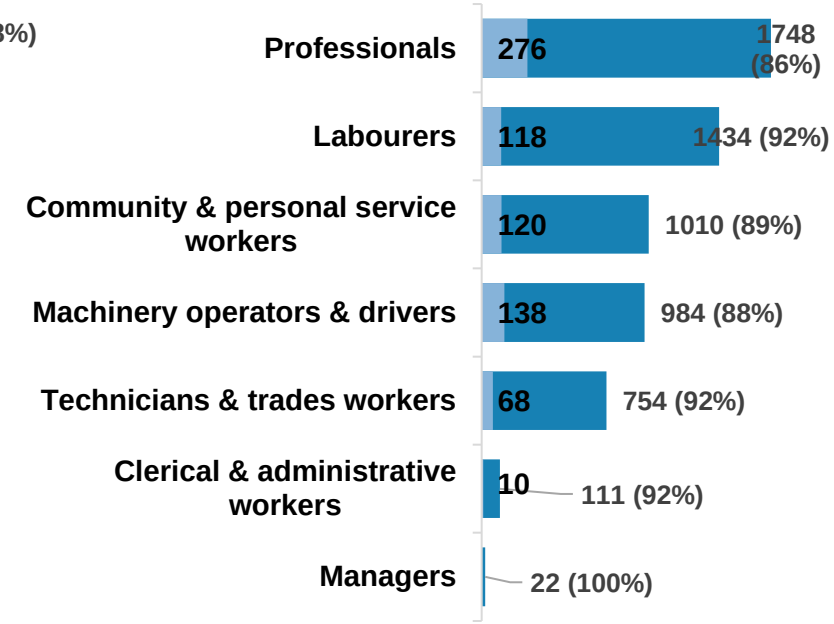
78
Organisations

282
Workgroups

By sector

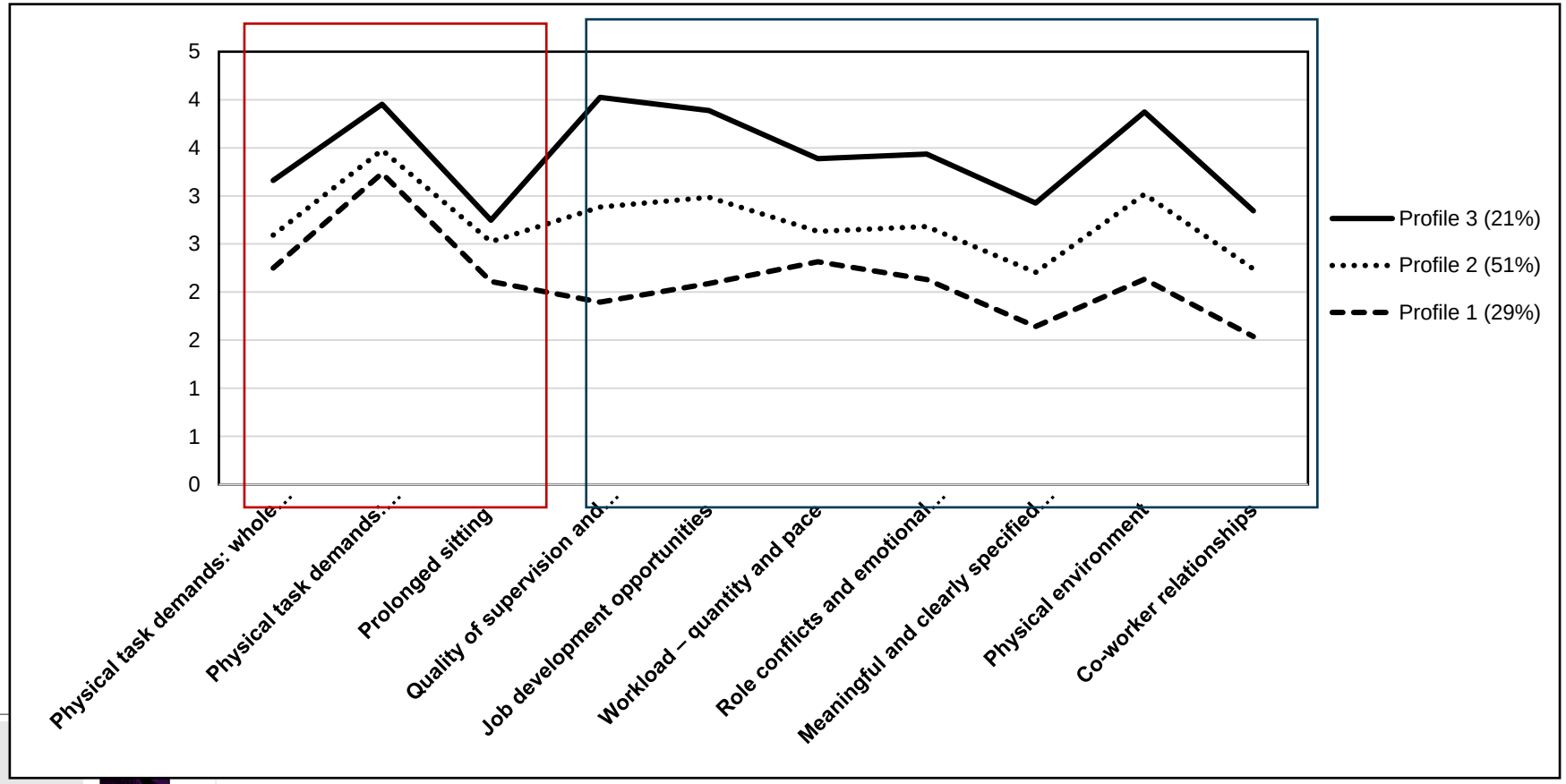


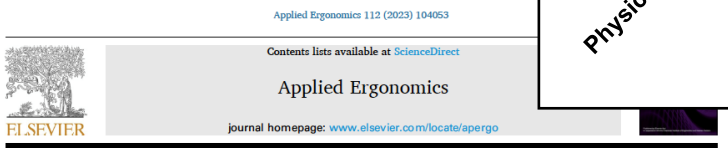
By occupation



Hazard factor scores by profile

- Three-profile solution identified, with patterns of high (Profile 3), medium (Profile 2), and low (Profile 1) scores across all hazard factors




Applied Ergonomics 112 (2023) 104053
Contents lists available at ScienceDirect
Applied Ergonomics
journal homepage: www.elsevier.com/locate/apergo
ELSEVIER

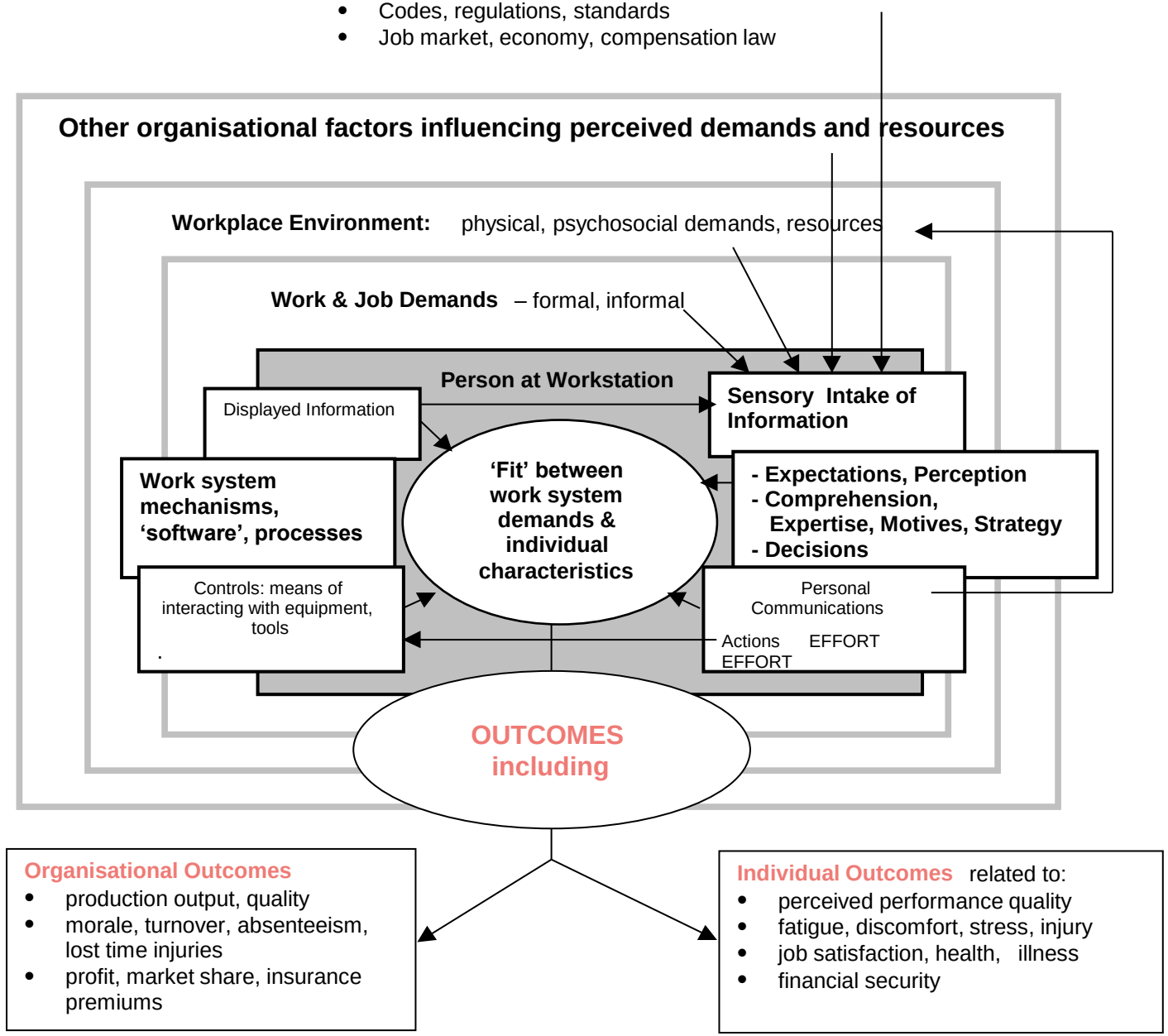
Psychosocial hazards play a key role in differentiating MSD risk levels of workers in high-risk occupations

Jodi Oakman*, Wendy A. Macdonald, Kate McCredie
Centre for Ergonomics and Human Factors, School of Psychology and Public Health, La Trobe University, Bundoora, 3086, Australia

Case studies

www.aphirm.org.au/resourcespublications

A complex adaptive system is a system in which a perfect understanding of the individual parts does not automatically convey a perfect understanding of the whole system's behaviour.



#30 Iron Works

@jayanath2000 (Sri Lanka)

#27 Fish Dryer

@tutul1410 (Bangladesh)

#35 Female Factory Workers

@ginyu21 (Indonesia)

#43 No Different Man And Woman In Work Time

@pcd (Bangladesh)

#42 Batik Maker

@recaear (Central Java)

#38 Respect Every Work

@vellmarty (Ghana)

#40 It's My Charcoal

@bastian_as (Indonesia)

#46 Batik Tulis

@dikyedarling (Jakarta)

#31 Untitled

@andrydenisah

#47 Harvest Time For Tomatoes

@koi_harvey60 (Philippines)

#41 Working 2

@marklaszlo76 (Romania)

#45 The Workman Moves The Ice To The Car

#37 The Glass Cleaners

@rollimages (Dubai)

Thank you

LA TROBE UNIVERSITY

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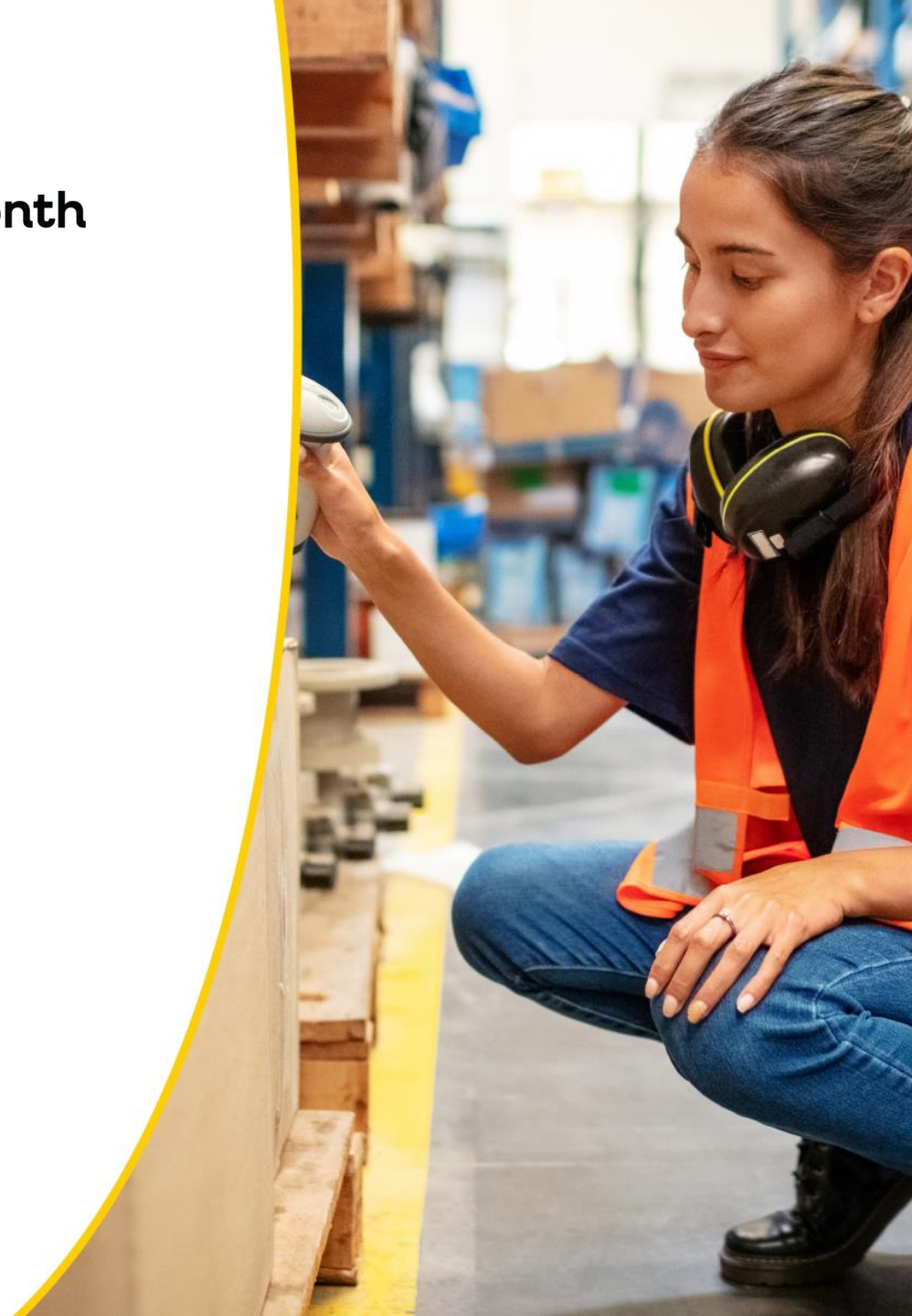
WorkSafe Western Australia

October is **Safe Work Month**

Hazardous manual tasks: risk management

Wendy Pietrocola

Ergonomica



Session overview

- Hazardous manual tasks and musculoskeletal disorders
- Extent and costs of injuries to workers from performing hazardous manual tasks
- Musculoskeletal injury mechanism
- Overview of the risk management process for manual tasks
- Implementing effective risk management at the workplace

Hazardous manual tasks

Not all manual tasks are hazardous!

A hazardous manual task is a manual task requiring a person to lift, lower, push, pull, carry or otherwise move, hold or restrain any person, animal or thing involving one or more of the following:

- *repetitive or sustained force*
- *high or sudden force*
- *repetitive movement*
- *sustained or awkward posture*
- *exposure to vibration.*

These hazards directly stress the body and can lead to an injury.

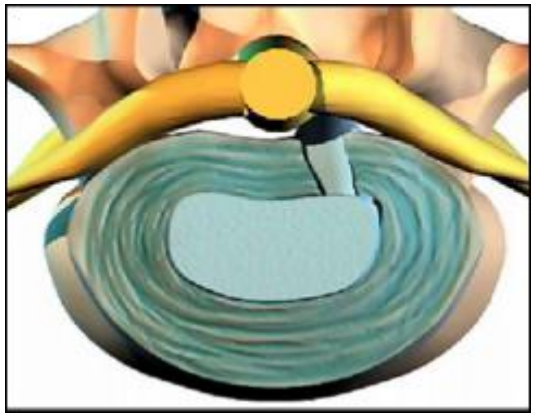
Code of Practice - Hazardous Manual Tasks

Musculoskeletal disorders

Injuries from performing hazardous manual tasks are collectively referred to as MSDs.

An MSD may include:

- Sprains and strains of muscles, ligaments, tendons
- Back injuries
- Joint and bone injuries or degeneration
- Nerve injuries or compression
- Soft tissue injury including hernias
- Muscular and vascular disorders (from hand-arm vibration)
- Chronic pain conditions



Extent and costs

- MSDs from performing hazardous manual tasks are the most common workplace injuries across Australia.
- In Western Australia they account for:
  - 1/3 of all compensable injuries
  - >40% of total workers compensation claim costs
  - >40% of total time lost from compensable injuries

  (Source: 'Worst hazards in Western Australian workplaces: 2012–13 to 2021–22')
- These injuries can incur high costs to the workplace and to the injured worker.

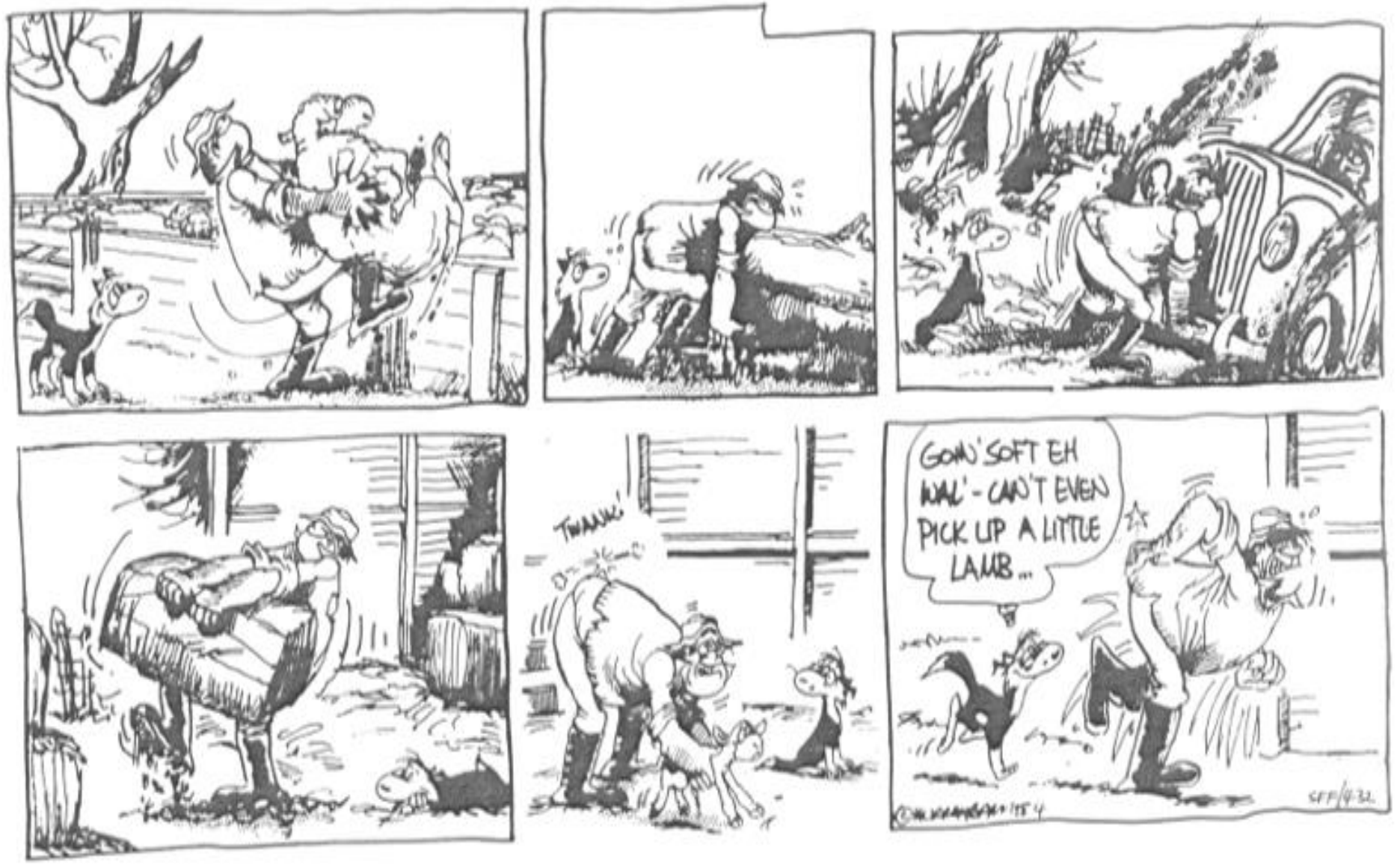
Preventing MSDs to workers from performing hazardous manual tasks benefits everyone!

MSD mechanism

Injuries occur when forces on structures of the musculoskeletal system are greater than the structures can withstand:

- **Acute injury mechanism** – sudden damage to musculoskeletal system, caused by a single exposure to high force
- **Cumulative injury mechanism** – cumulative wear and tear on musculoskeletal system, caused by repeated or prolonged exposure to lower levels of force

MSDs from performing hazardous manual tasks commonly involve a combination of acute and cumulative injury mechanism.


TWANG!
GOIN' SOFT EH WAL' - CAN'T EVEN PICK UP A LITTLE LAMB...

Managing MSD risk

A systematic risk management process provides a framework where:

- *all hazardous manual tasks* undertaken are examined, and therefore the overall associated MSD risk to workers can be considered
- *all task risk factors* that cause or contribute to the development of an MSD, both acute and cumulative, can be considered.

Code of Practice - How to manage WHS risks

Risk management for manual tasks

The *Hazardous Manual Tasks Code of Practice* provides detailed information and guidance on the risk management process for manual tasks

Implementing effective risk management

- Implementing effective risk management at the workplace is essential for reducing overall MSD risk and preventing injuries.
- A *participative ergonomics* approach to manual task risk management is proven to be successful in achieving this.
- Participative ergonomics programs actively involve workers in manual task risk management.

Implementing effective risk management

Workers, who have an expert knowledge of the manual tasks they perform, undertake the risk management process, commonly:

Work teams consisting of a supervisor and a small group of workers trained in manual task risk management:

- *identify* hazardous manual tasks they perform
- complete a *risk assessment* if required
- in consultation with management develop, plan for and *implement risk control measures*
- *monitor and review* the effectiveness of the implemented control measure/s

Implementing effective risk management

Other key features of effective and successful manual task risk management programs are:

1. Top-down management commitment:
    - Appoint a senior manager as program ‘champion’
    - Support the participation of front-line supervisors
    - Set KPIs for manual task risk management, including lead indicators
    - Allocate adequate resources for workers to undertake the risk management process, including for access to expertise
    - Budget for risk controls, such as re-redesign measures and mechanical aids

Implementing effective risk management

2. Integration into WHS management system:

- Hazard reporting procedures encourage workers to report hazardous manual tasks and to report pain and discomfort associated with performing a task
- Include hazardous manual tasks in documented safe work procedures such as SWMS and JSA
- Include hazardous manual tasks as a safety topic at toolbox meetings and alike
- Accident and incident investigation procedures facilitate investigation of the causative factors of MSDs from performing hazardous manual tasks

Implementing effective risk management

3. Design and purchasing procedures

- Design and planning activities include hazard and risk analysis procedures to identify where potentially hazardous manual tasks can be designed out
- Incorporate ergonomics specifications into purchasing procedures
- Reporting procedures facilitate workers to report musculoskeletal discomfort and or difficulties associated with operating / using equipment, tools and plant or with undertaking work processes
- Design and purchasing activities involve consulting with designers, manufacturers, and suppliers; and consulting with workers

Implementing effective risk management

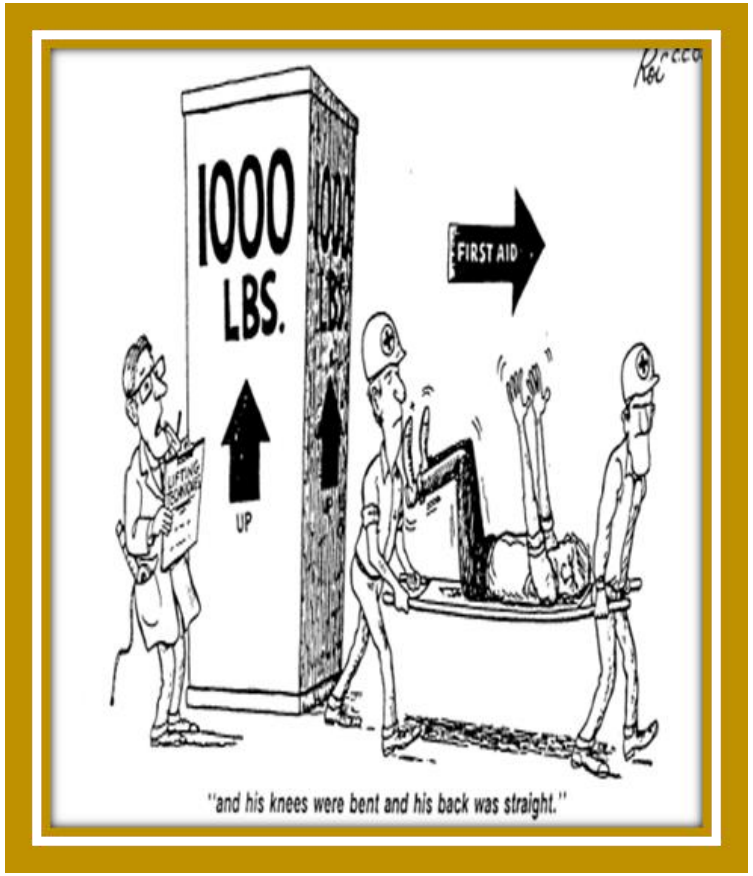
4. Training, instruction and supervision

- Manual task training includes:
  - information on manual task risk management (commensurate with roles & responsibilities); and
  - information on how to perform manual tasks safely, including the use of mechanical aids, tools, equipment and safe work procedures.
- Front-line supervisors have the skills and knowledge to provide ‘on the job’ task-specific training and instruction and to actively supervise safe work procedures and practices.

A good understanding of manual task hazards, risks and control measures among workers required to carry out, supervise or manage hazardous manual tasks facilitates reducing MSD risk!!

In conclusion

- MSDs from performing hazardous manual tasks are the most common workplace injuries
- The risk management process provides a framework to manage the acute and the cumulative nature of MSDs
- A participative ergonomics approach to manual task risk management is best-practice
- Implementing effective risk management is essential to reduce overall risk and prevent MSDs



GOVERNMENT OF WESTERN AUSTRALIA

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SafeTea break

Health and safety
is *everybody's* business

#safetyisourbusiness #safeworkmonth

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October is **Safe Work Month**

Farm safety matters

Agricultural safety forum

OCTOBER Friday, 25 October 2024

#safetyisourbusiness #safeworkmonth

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Highlighting **excellence**

Work Health and Safety EXCELLENCE AWARDS 2024

31 October, Optus Stadium

GOVERNMENT OF WESTERN AUSTRALIA

MENTAL AWARENESS RESPECT & SAFETY

ACT
Acting Consulting Training Australia

The Slip -

What good looks like

Geraldton - 16 Oct
Bunbury - 22 Oct
Karratha - 28 Oct
Port Hedland - 29 Oct
Perth - 7 Nov

A theatre experience for Safe Work Month

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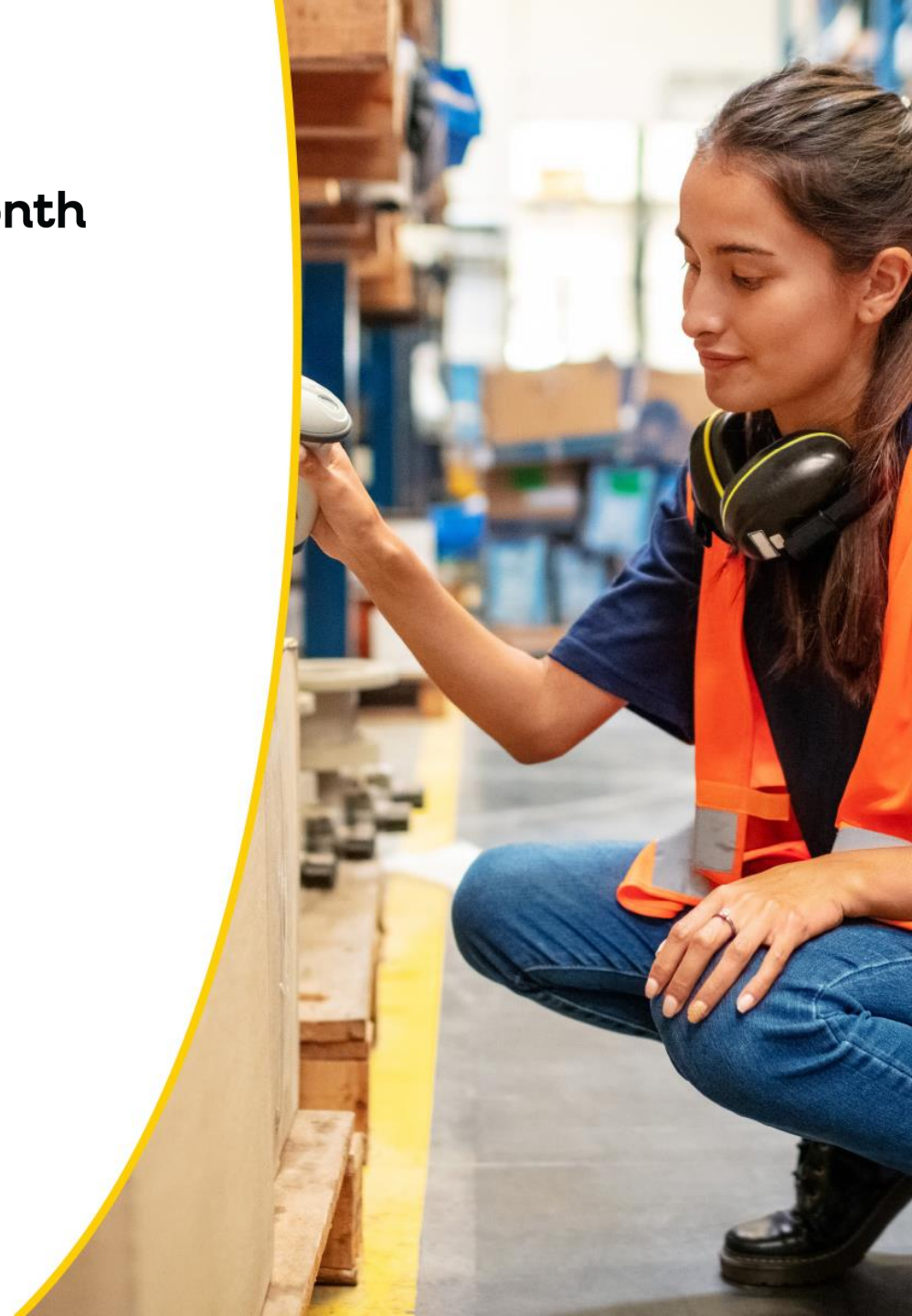
October is **Safe Work Month**

Returning to work and managing injuries in Western Australia

Rebecca Harris

WorkCover WA



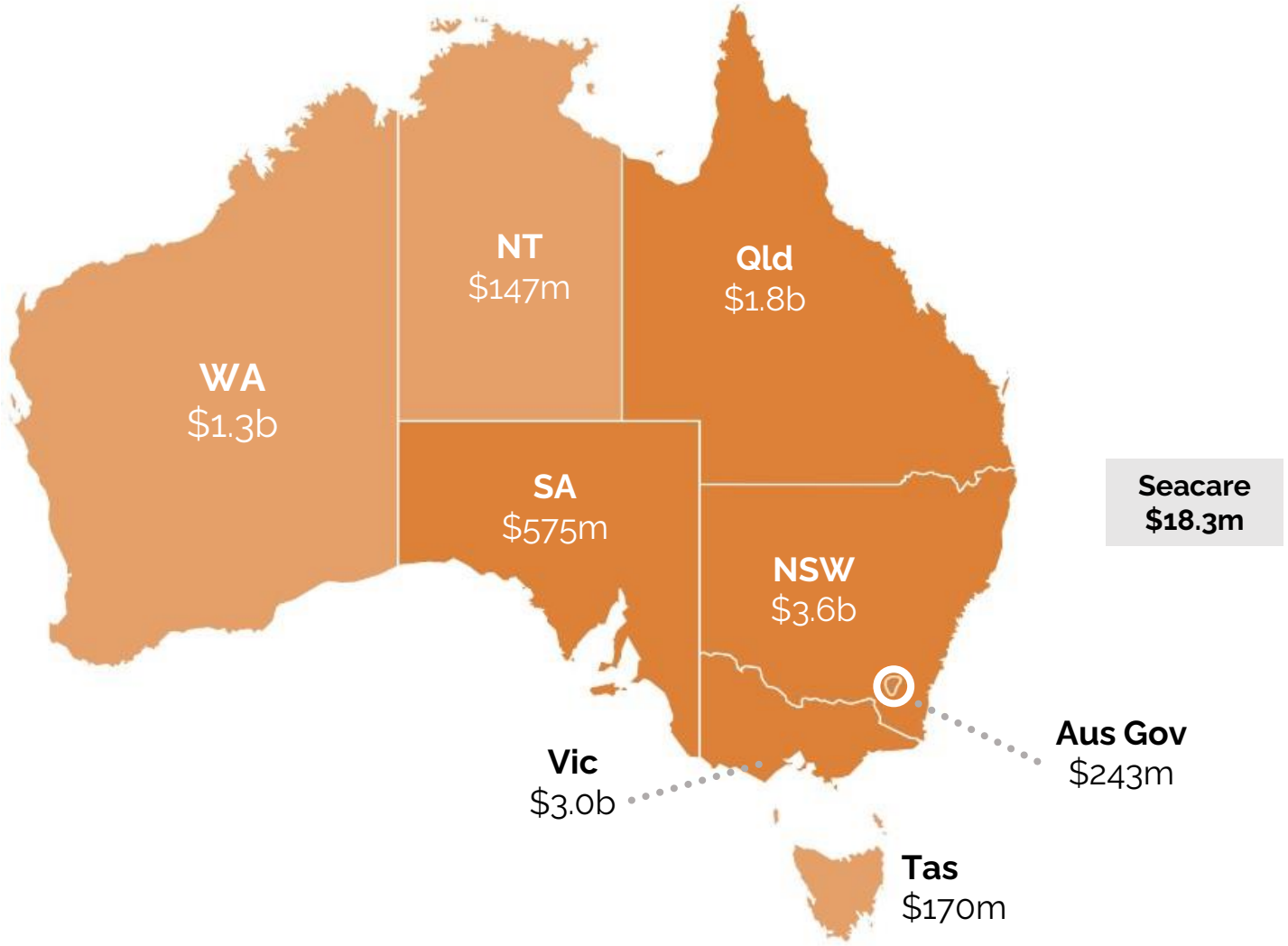
WORKCOVER WA'S REMIT

"Leading a contemporary, sustainable and integrated workers compensation scheme that is **fair**, **accessible** and **cost effective** for all stakeholders."

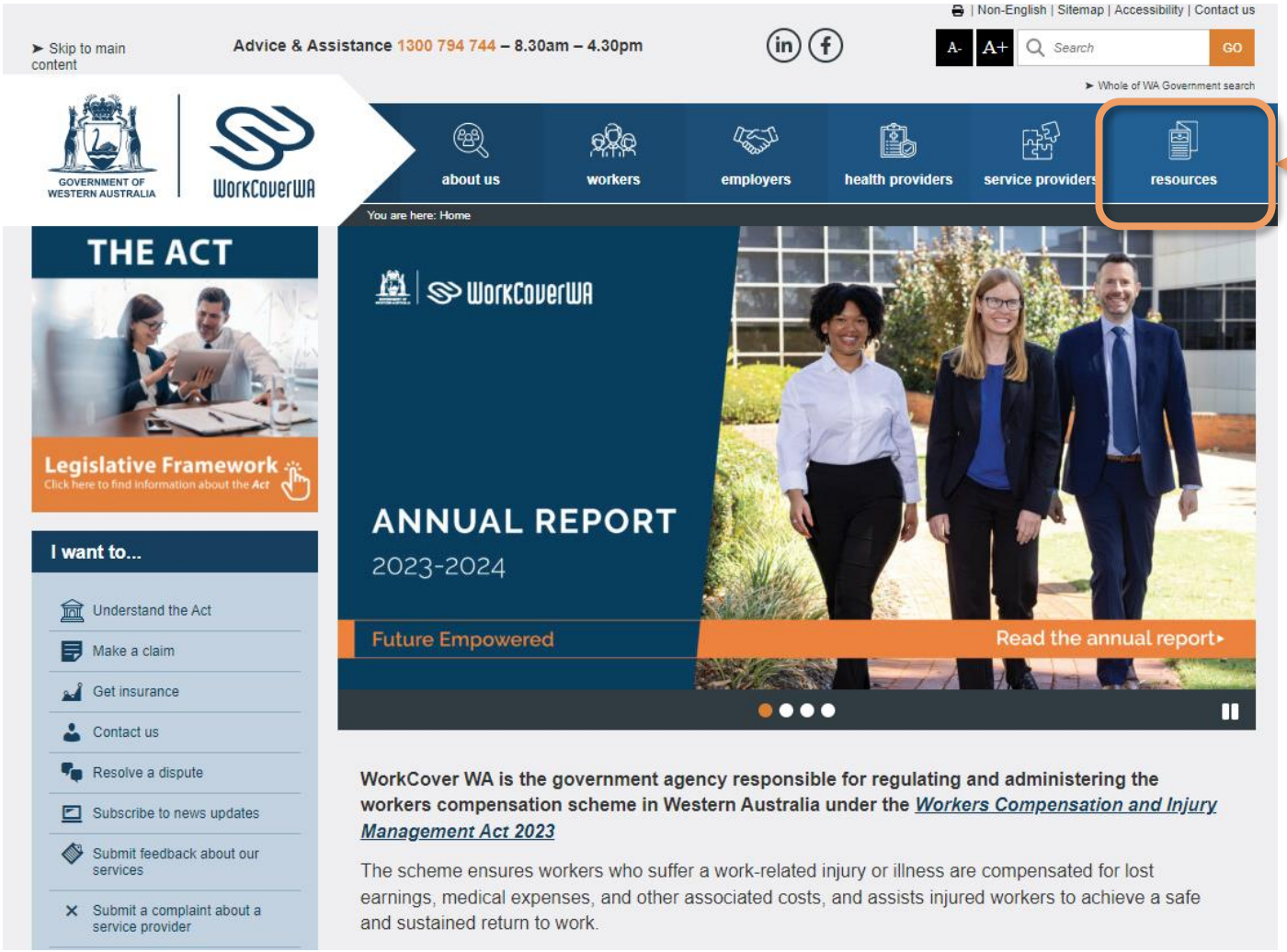
THE NATIONAL CONTEXT

A BILLION DOLLAR SCHEME

WA is a significant and key player in workers compensation



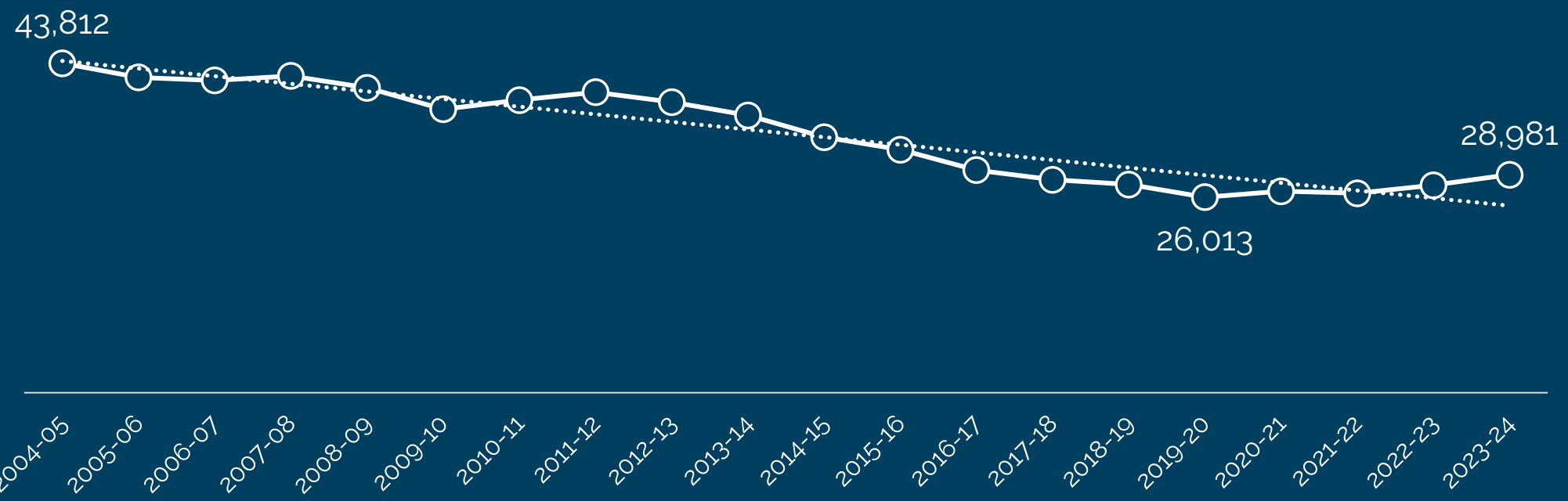
WA WORKERS COMPENSATION DATA



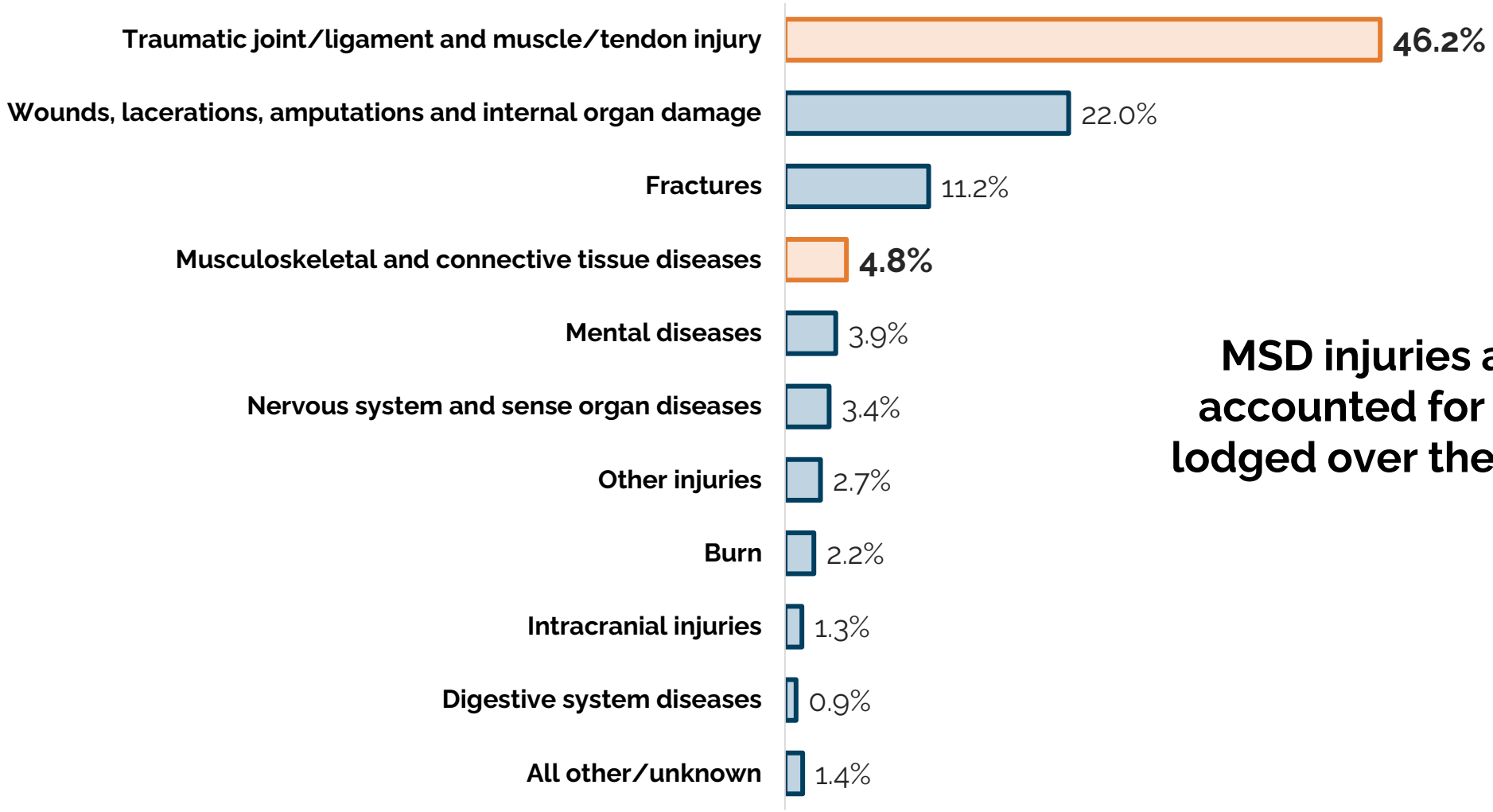
Resources and publications

WA WORKERS COMPENSATION CLAIM TRENDS

Number of claims decreasing since 2004-05



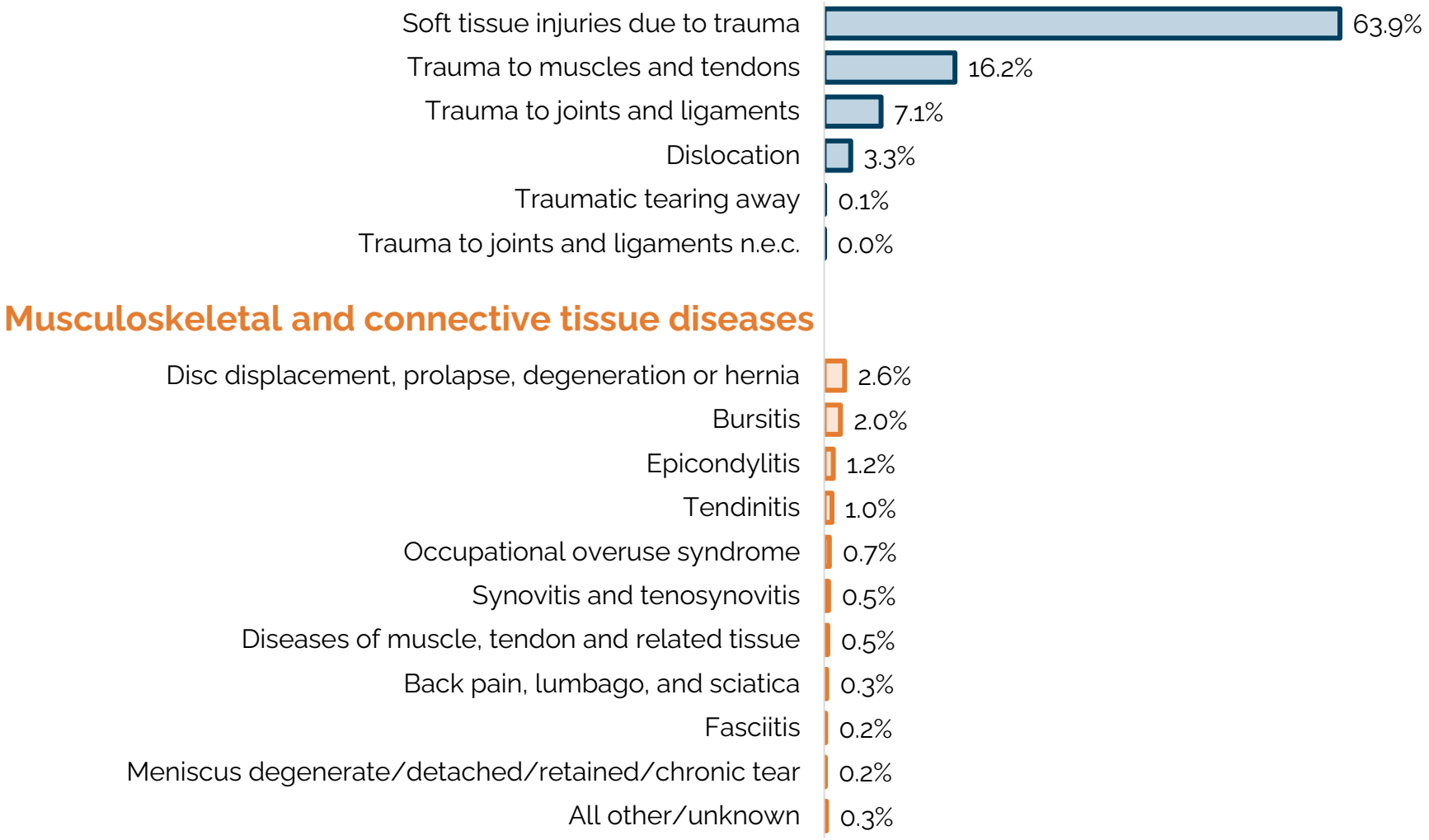
NATURE OF INJURY/DISEASE



MSD injuries and diseases accounted for 51% of claims lodged over the last four years

MUSCULOSKELETAL DISORDER CLAIMS | IN FOCUS

Traumatic joint/ligament and muscle/tendon injury



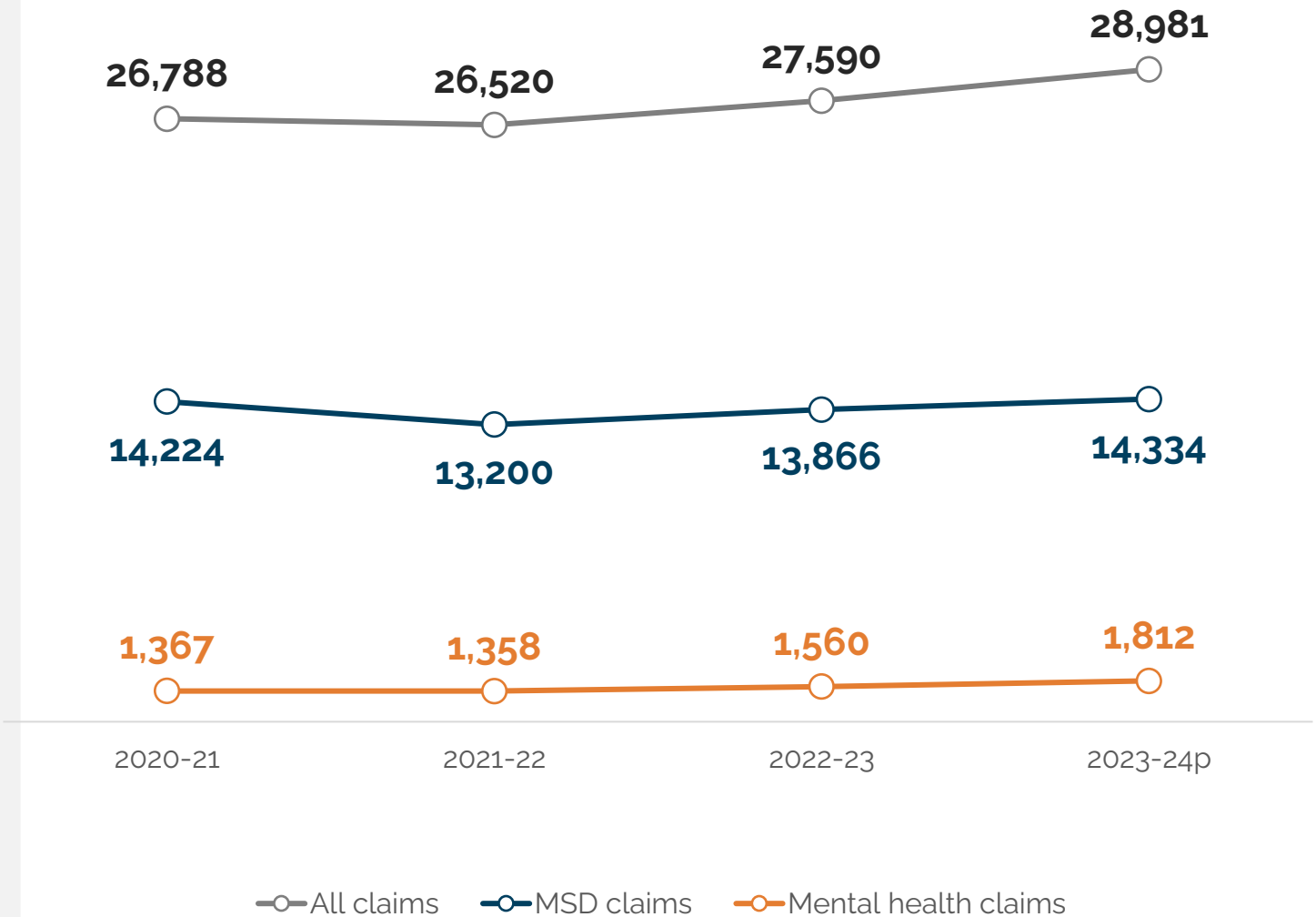
Musculoskeletal and connective tissue diseases

MUSCULOSKELETAL DISORDER TRENDS | PREVALENCE OF CLAIMS

Rates of MSD claims

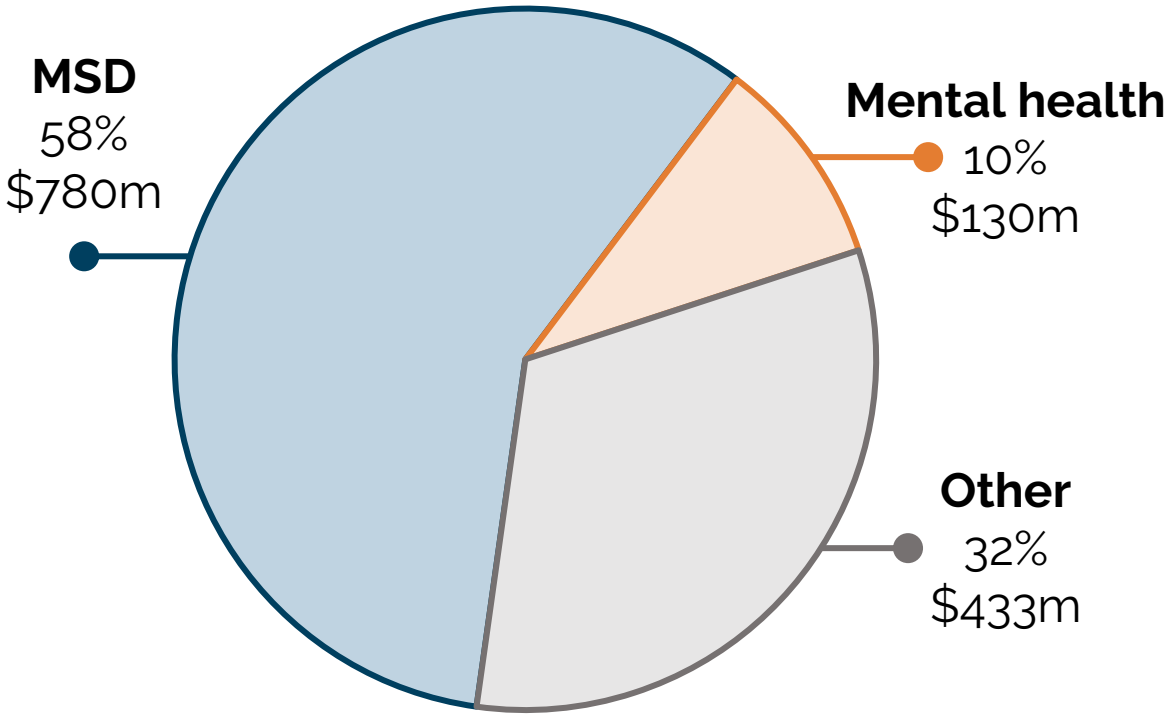
- **1 in every 156 workers** lodged a MSD claim in 2022-23 (down from 1 in every 148 in 2020/21)
- **3.9 claims per million hours** worked in 2022/23 (down from 4.3 in 2020/21)

Claims by type of injury

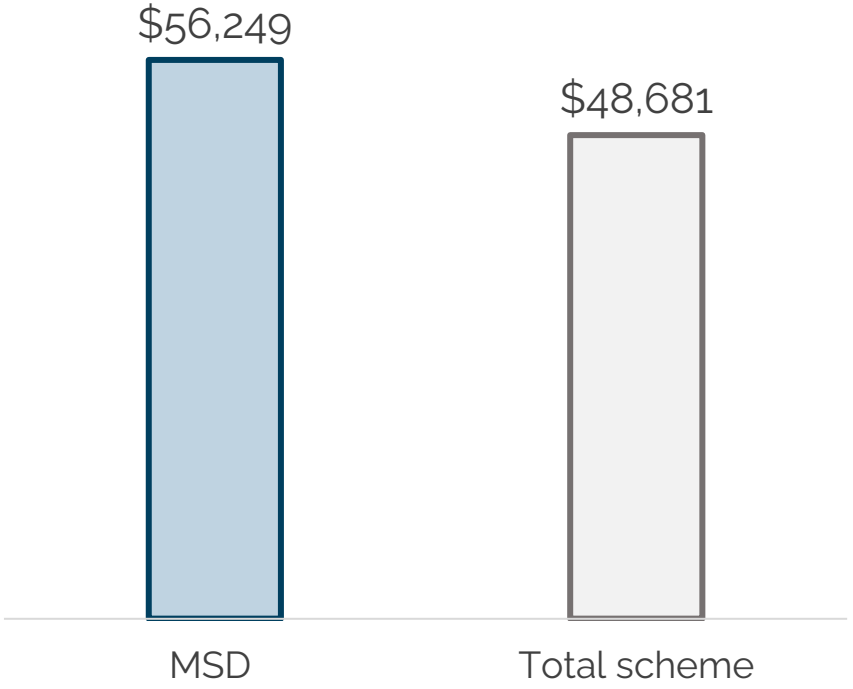


MUSCULOSKELETAL DISORDER TRENDS | COST OF CLAIMS

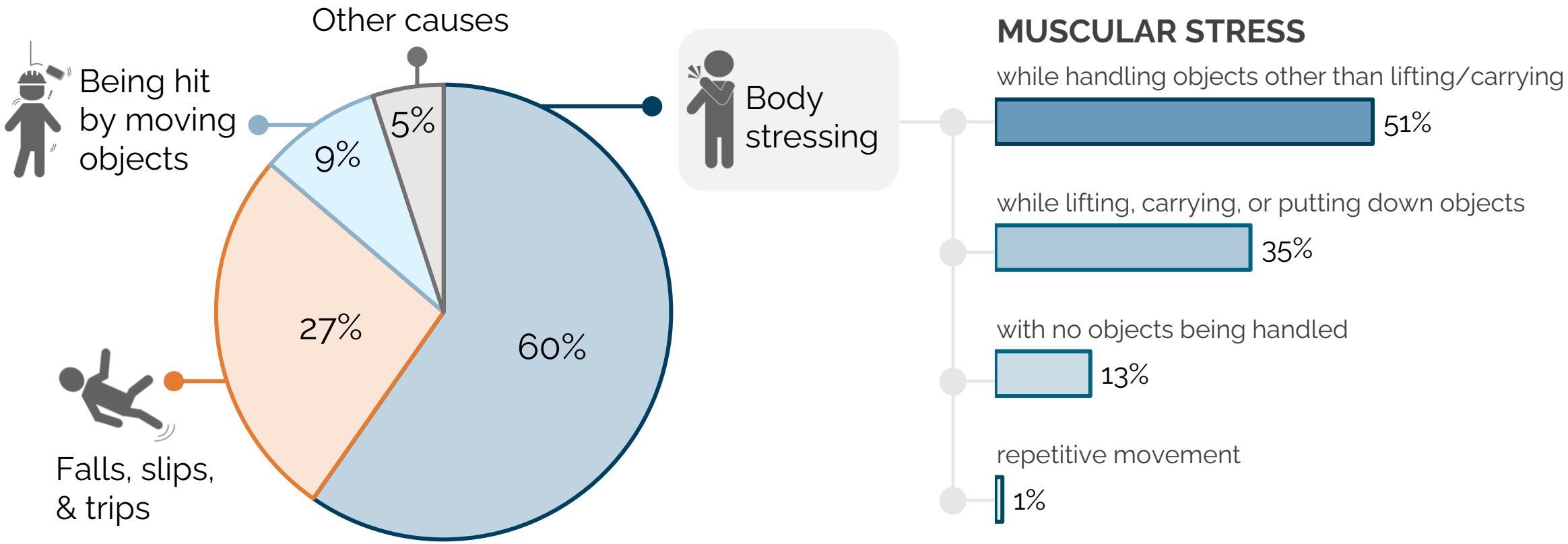
Of the $1.3 billion in claim costs...



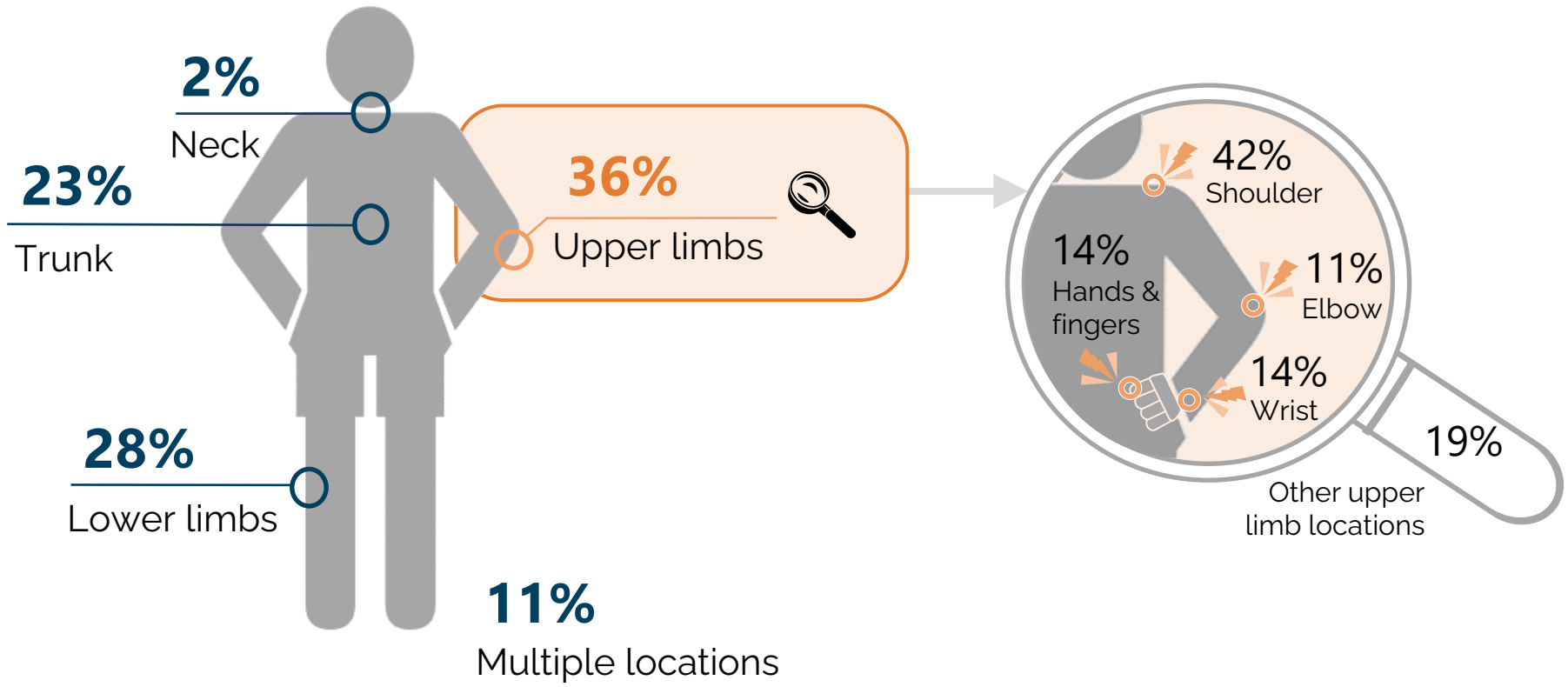
With average claim costs of...



MUSCULOSKELETAL DISORDER TRENDS | CAUSES OF CLAIMS



MUSCULOSKELETAL DISEASE TRENDS | BODILY LOCATION



MUSCULOSKELETAL DISORDER TRENDS | INDUSTRY DIVISION

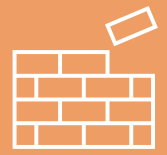
Top 4 industries with the most MSD claims were…

Health care & social assistance

15%

Mining

13%



Construction

11%

Education & training

10%

MUSCULOSKELETAL DISORDER TRENDS | OCCUPATION GROUPS

Top 4 occupation groups with the most MSD claims were…

Technicians & trades workers

22%

Machinery operators & drivers

20%

Labourers

19%

Community & personal service workers

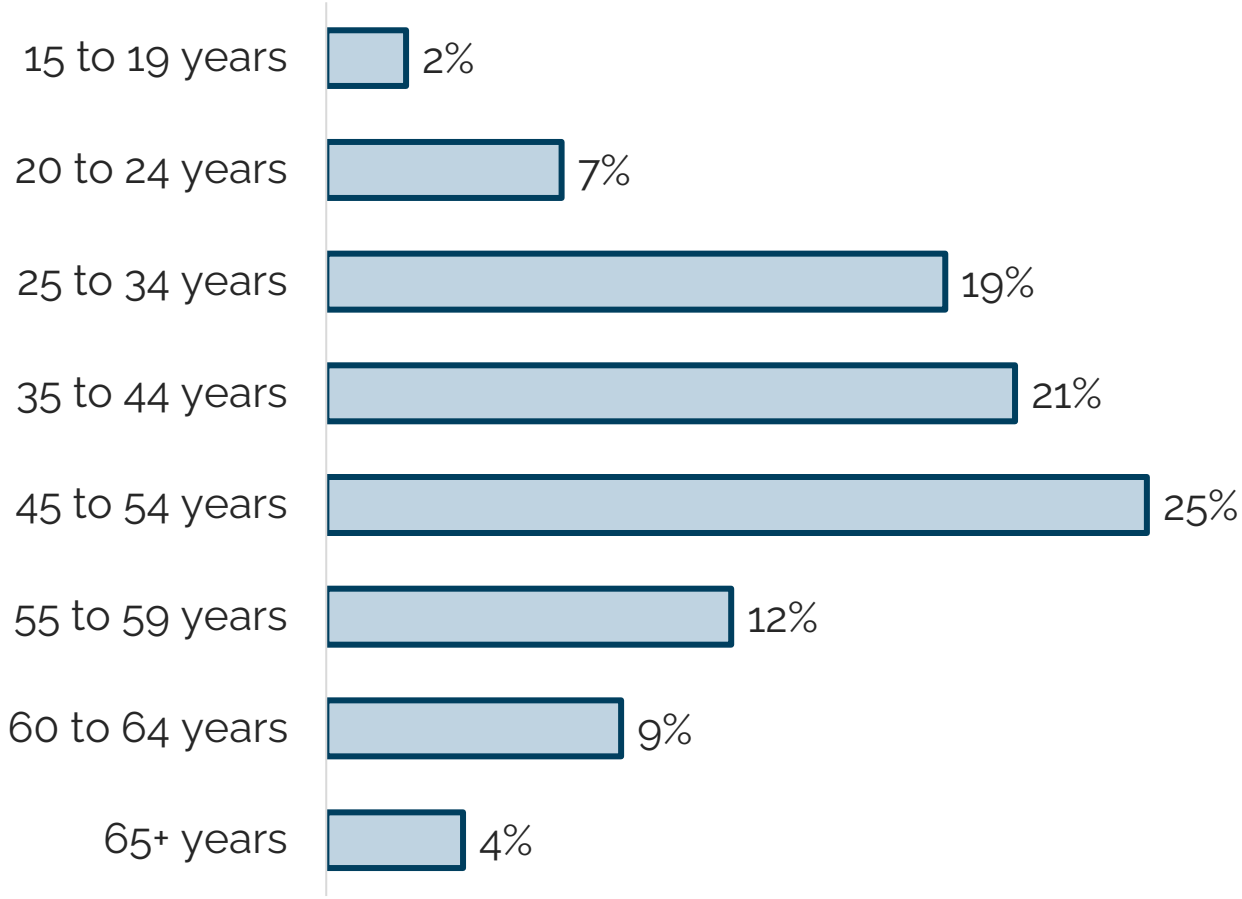
18%

MUSCULOSKELETAL DISORDER TRENDS | AGE GROUPS

Age group
45 to 54 years

had the most MSD claims

lodged over the last four years



INJURY MANAGEMENT | RETURN TO WORK

Biopsychosocial approach

Pain management

Early intervention

Workplace rehabilitation

WORKCOVER WA IS HERE TO...

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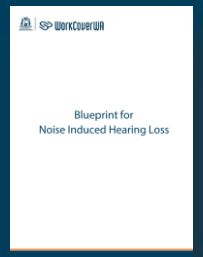
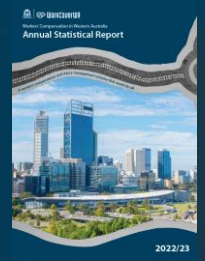
Compensation Matters

INFORM

workcover.wa.gov.au





ENGAGE

@WorkCoverWA

FUTURE EMPOWERED

PIEF CONFERENCE

WorkCover WA and ICWA are hosting the

2024 Personal Injury & Disability Management National Conference and Awards

Crown Perth | OCT 28-30

FUTURE EMPOWERED

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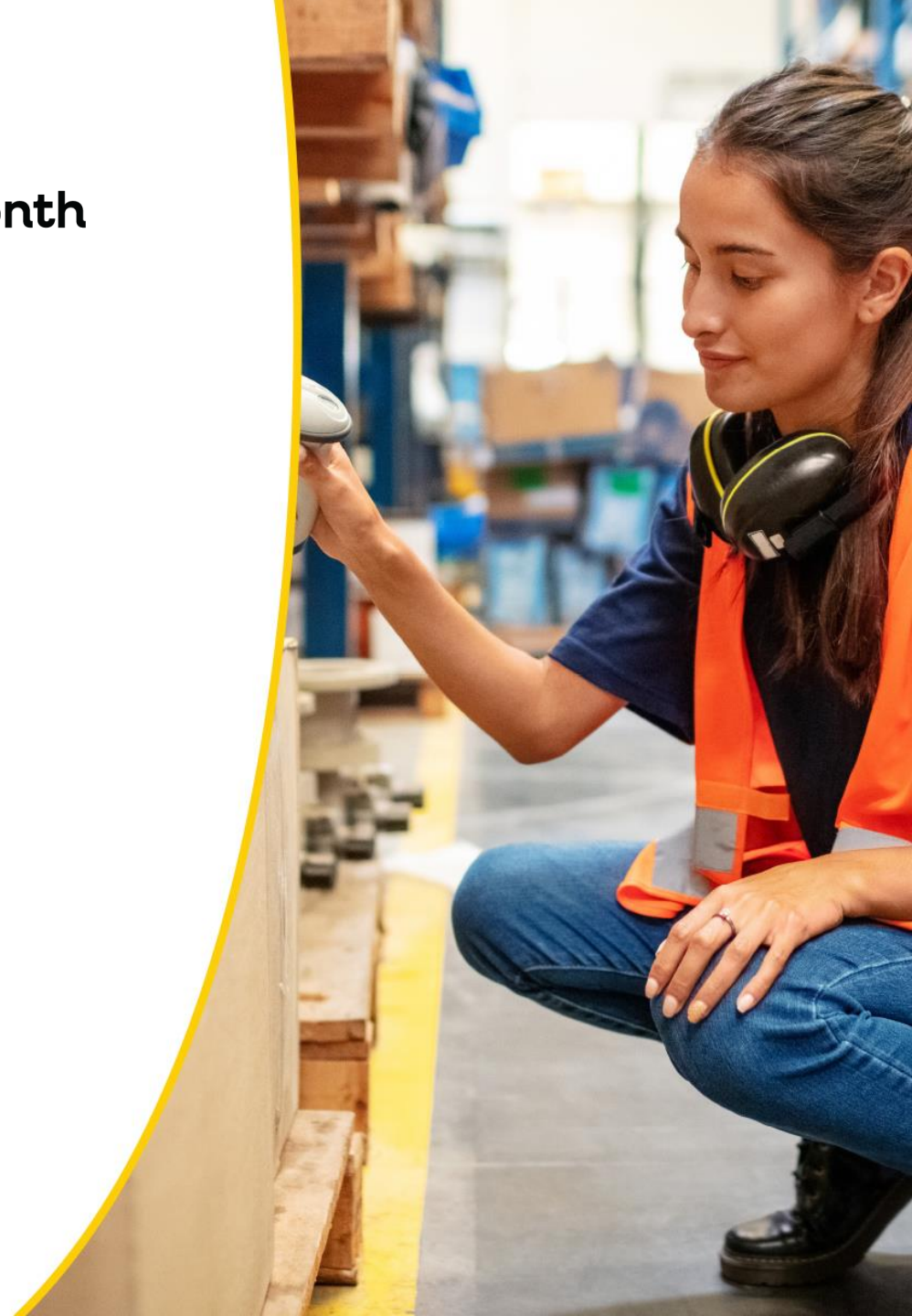
WorkSafe Western Australia

October is **Safe Work Month**

Work related musculoskeletal Injuries – the human factor

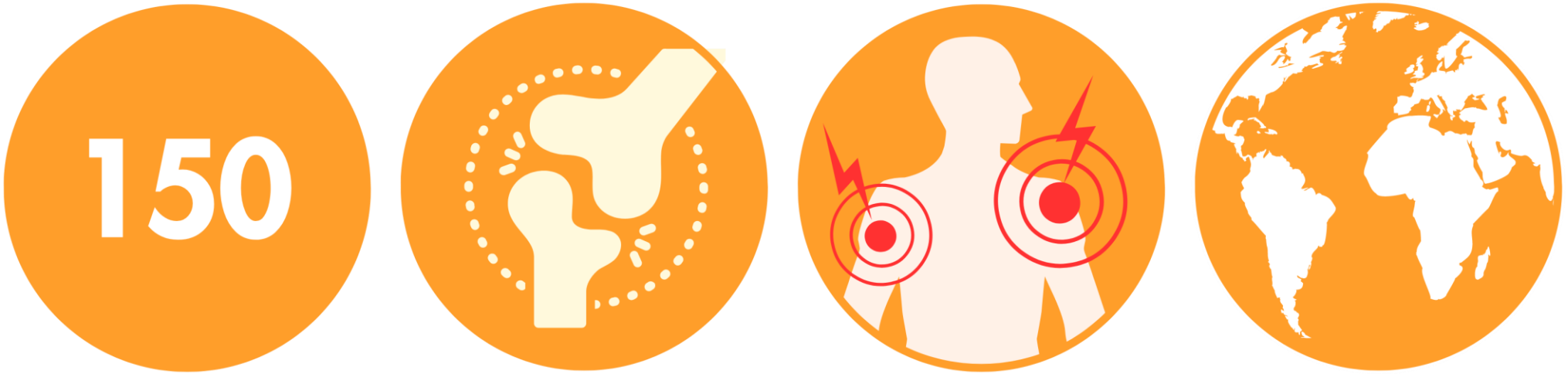
Sue Steele

Red Earth Health Solutions



What are Musculoskeletal Disorders (MSD)

Musculoskeletal health is the performance of the locomotor system, comprising intact muscles, bones, joints and adjacent connective tissues.



Pain is relative to every person

Case study – ‘Sara’

- Sara (F) (42yrs) suffered finger amputation following an industrial workplace incident.
- Sara had previously raised multiple safety concerns about the equipment to leadership, these concerns were not addressed.
- 14-day time lapse between last report and incident.
- Sara is a recently divorced mother of 1 (10yr old boy).

This injury became a complex claim and recovery was long term

Case study – ‘Joe’

- Joe (M) (29yrs) suffered multiple fractures in an underground workplace incident.
- Joe is an experienced U/G FIFO operator worker.
- Recently married, with a new baby <6 months.

This injury was substantial, recovery was >12 months

The Journey from Injury to Recovery

Which worker gets your support & empathy vote?

Sara

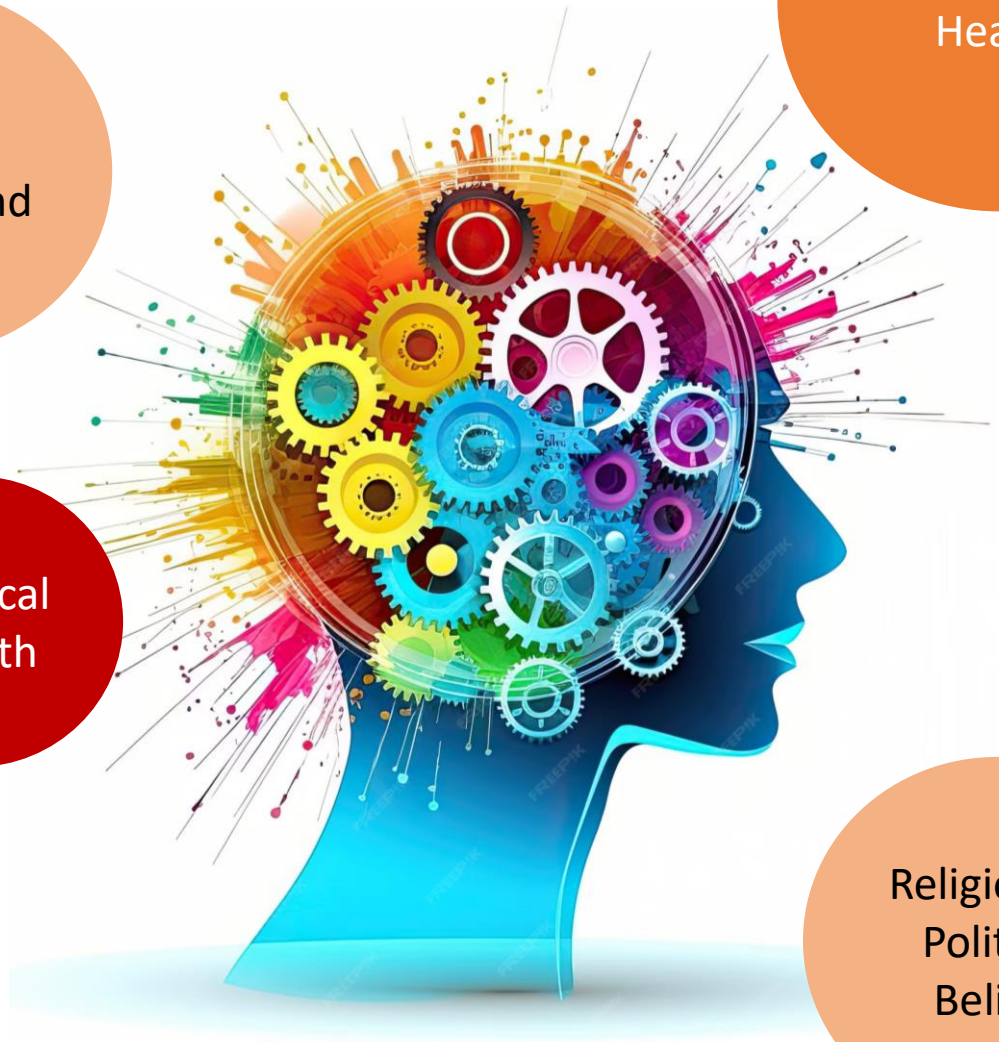
Joe

What makes up a person

Psychological Health

Social Status

Ethnic Background



Financial Health

Genetics

Physical Health

Living Situation

Family Dynamic

Religious & Political Beliefs

Impacts and Coping Mechanisms

"Seek a balance to reduce the long-term impacts"

- **Psychological Impact of Chronic MSD Injuries**
- **Coping Mechanisms and Support Systems**

The Role of Workplace Culture

Unsupportive Cultures (non-meaningful work)

- Injured worker does not feel valued
- Injured worker does not feel they can speak up
- Stigma, lack of empathy can worsen mental health, and
- Delay recovery (non-meaningful work)

Supportive (meaningful work)

- Injured worker feel valued
- Injured worker feel they can speak up
- Increased morale, and
- Improved recovery outcomes (meaningful work)

The Role of Leadership & Support

"A good leader does not have to take the place of the injury manager; you simply need to be a good leader"

A good leader is

- Encouraging and supporting
- Open to communication and understands the journey to recovery
- Plays a vital role in setting the tone for support and empathy
- Provides appropriate levels of support for a safe return to work

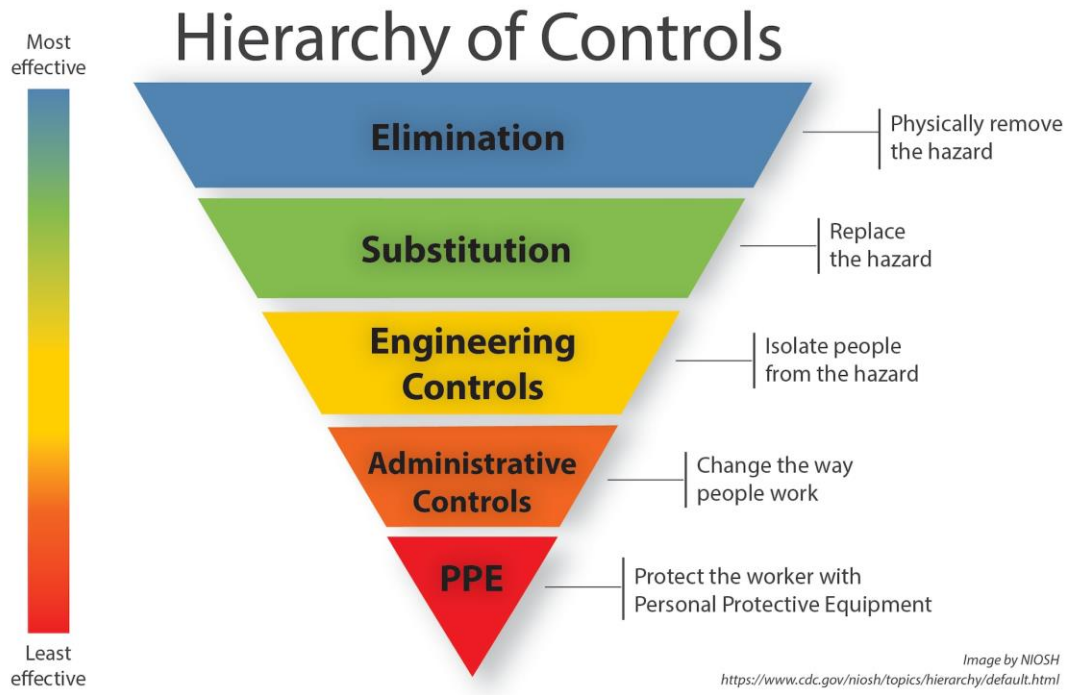
Systems and Policies that Aid Recovery

Workplace Systems

- **Robust** systems
- **Early** intervention
- **Communicate** with the worker

Returning to work

- **Gradual** and tailored
- **Flexible** approach
- **Learning** potential
- **Empathetic** leaders



Building Resilience

"**Stop** looking at the injury and start looking at the person holistically"

- **Holistic Approach to Worker Wellbeing**
- **Physical and Mental Health Programs**

Summary

Our environment is mechanical by nature, as such we need to focus on

- **Robust** systems
- **Early** intervention and **Communication** techniques
- **Supportive** workplace culture
- **Empathetic** leaders
- **Gradual** and **Flexible**

55% of 2023 LTI claims were MSD

A workers **Mental Health & Wellbeing** also suffers from workplace injuries

"**Stop** looking at the injury and start looking at the person holistically"

Thank you

GOVERNMENT OF WESTERN AUSTRALIA

WorkSafe Western Australia

October is **Safe Work Month**

Digging deeper: Manual handling risks, technology, and engagement in mining operations

Greg Borman

Biosymm

Experience

Newmont™

RioTinto

BHP

ROY HILL

BMA

BHP Billiton Mitsubishi Alliance

maca

GLENCORE

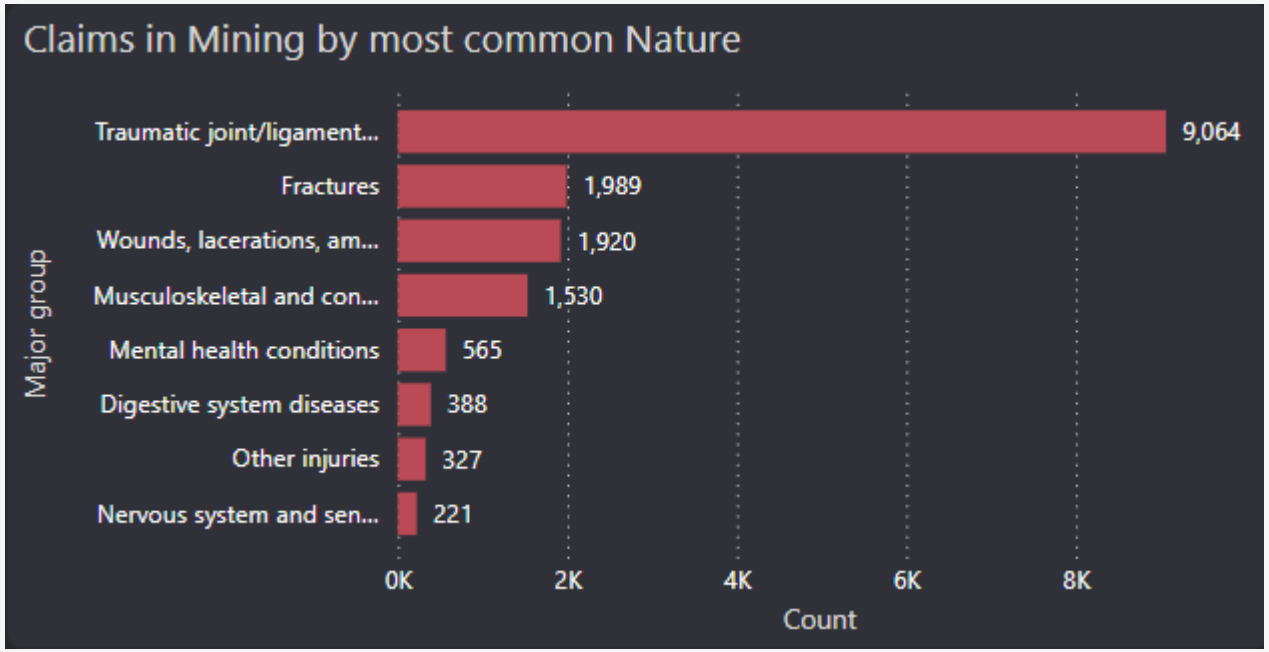
Liontown

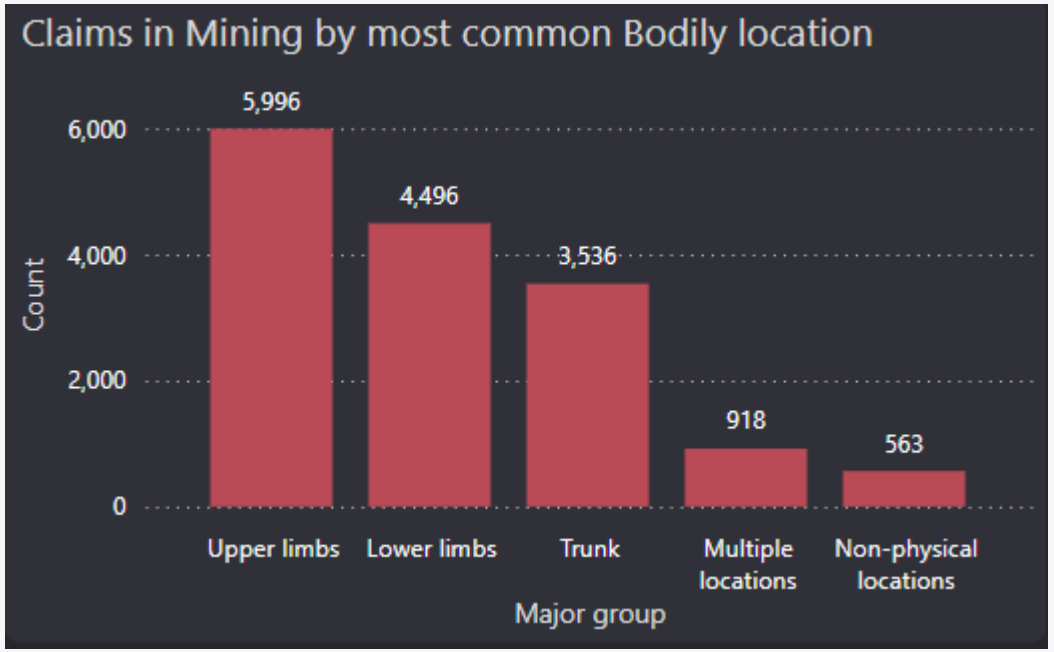
WHITEHAVEN COAL

ILUKA

GOLD FIELDS

What injuries do we see in Mining?

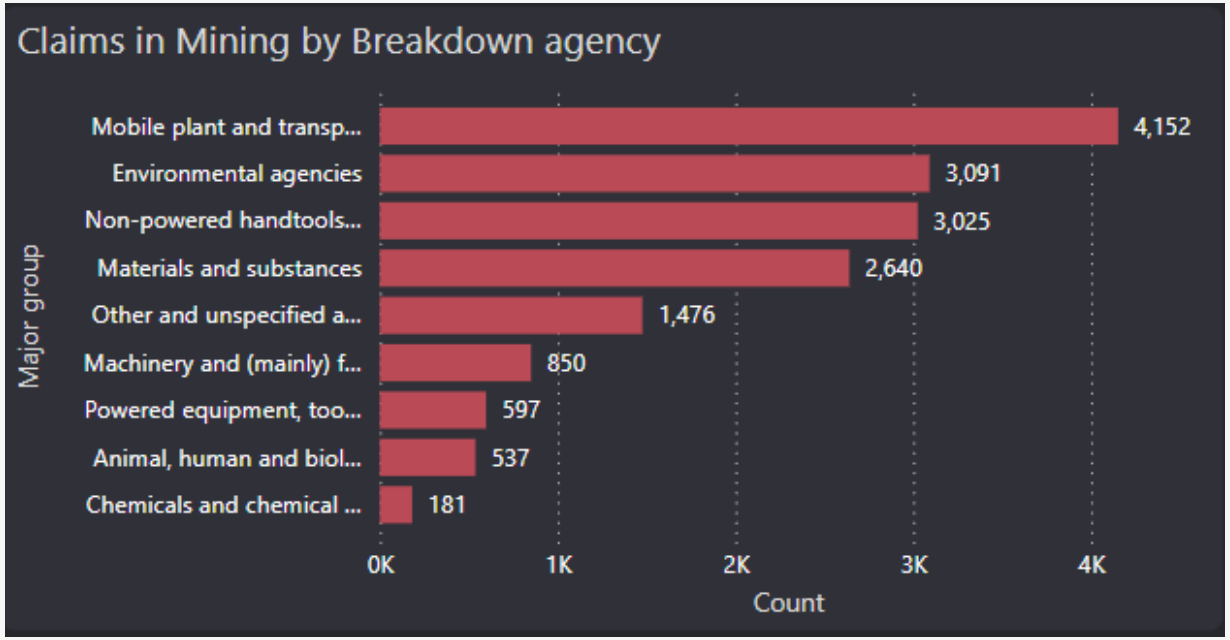




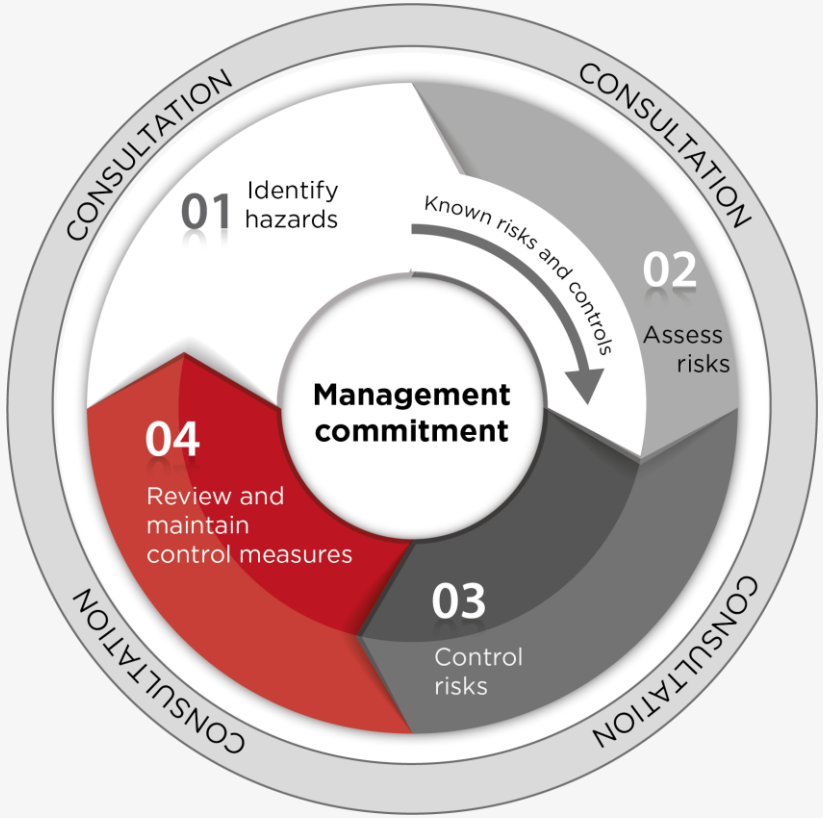
https://data.safeworkaustralia.gov.au/interactive-data/industry/mining FY2017/18 to FY2022/23

Biosymm

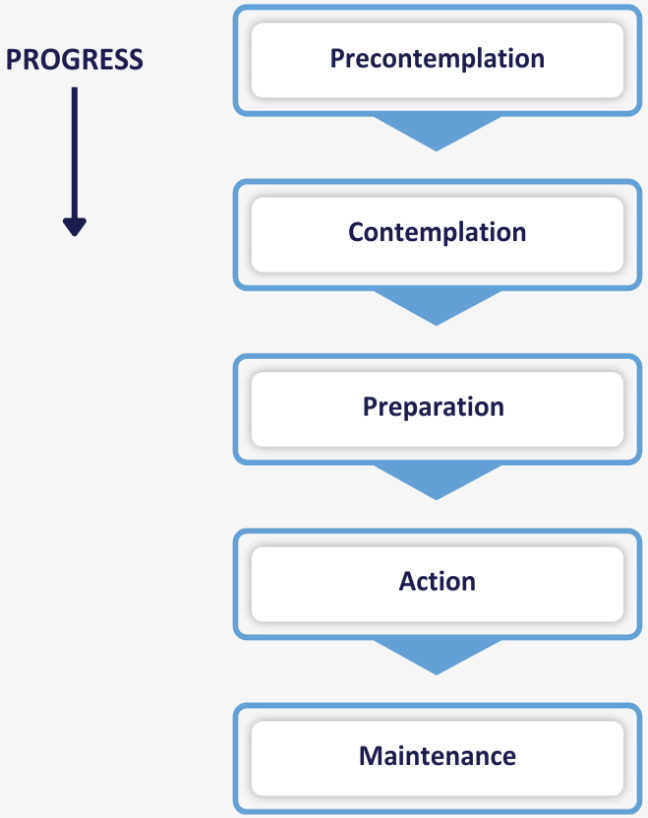
Newmont roles



How do we achieve change?



Transtheoretical model of behaviour change



Biosymm

Pre-contemplation – not ready

No intention to take action in the foreseeable future

Moving through this stage

- What does the business measure?
- How is it going to help me?
- Education....

Overhead Height

- Up to 97% of time in **high** risk shoulder postures

Waist Height

- 0% of time in **high** risk shoulder postures (97% reduction)

Contemplation - Undecided

There is intent to change, but are weighing up the costs and benefits and have not decided on how or a path.

Moving through this stage

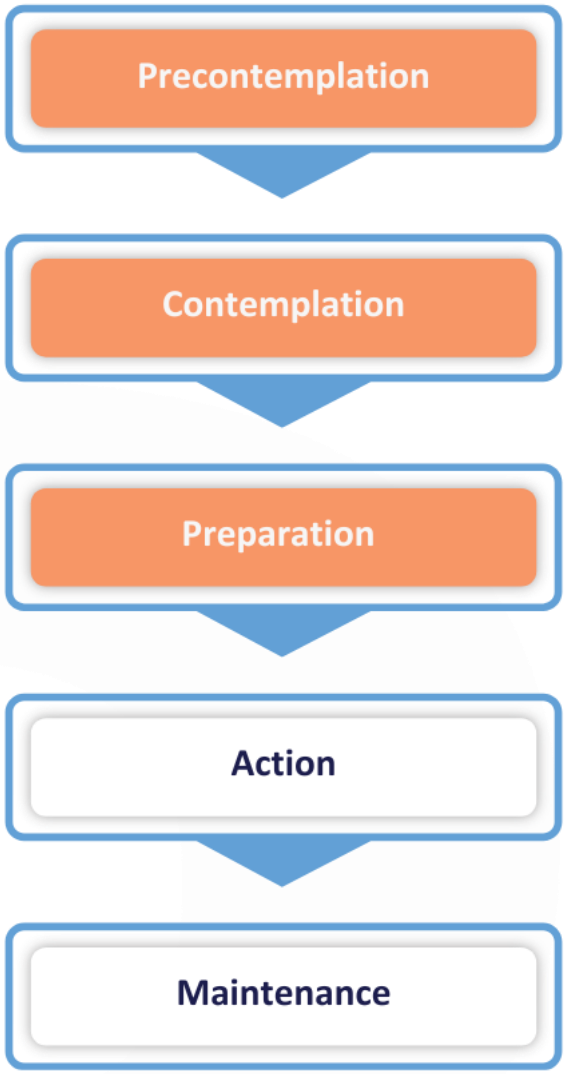
- Most commonly where leaders are at
- How do we help them make decisions?
- Proactive vs Reactive
- Process

Preparation

There is intent to take action in the immediate future and are ready to set actions.

Moving through this stage

- Business case with options for action
- Stakeholder meetings
- Budget and timings
- How do we hold people to account for agreed actions? Eg Enablon
- Work with OEM’s
- Combine preparation and action - Kaizen

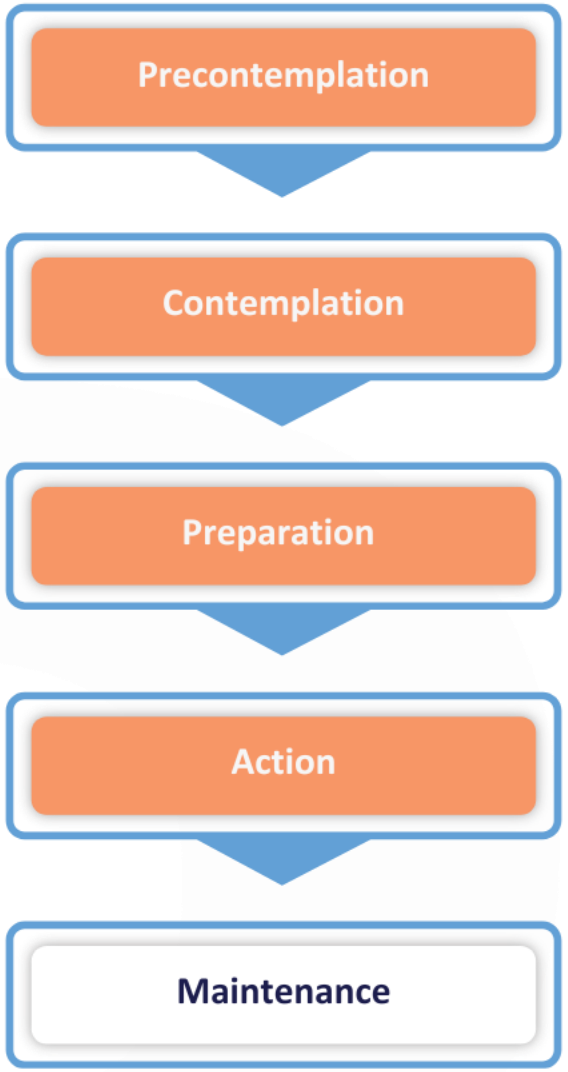


Action

Actions and implementing agreed changes.

Moving through this stage

- New equipment is ordered, delivered and commissioned
- Procedures updated
- Training and context provided
- Communication to all levels



Accountability

Newmont

Newmont Boddington Manual Task Risk Reduction Tracker 2024

Biosymm

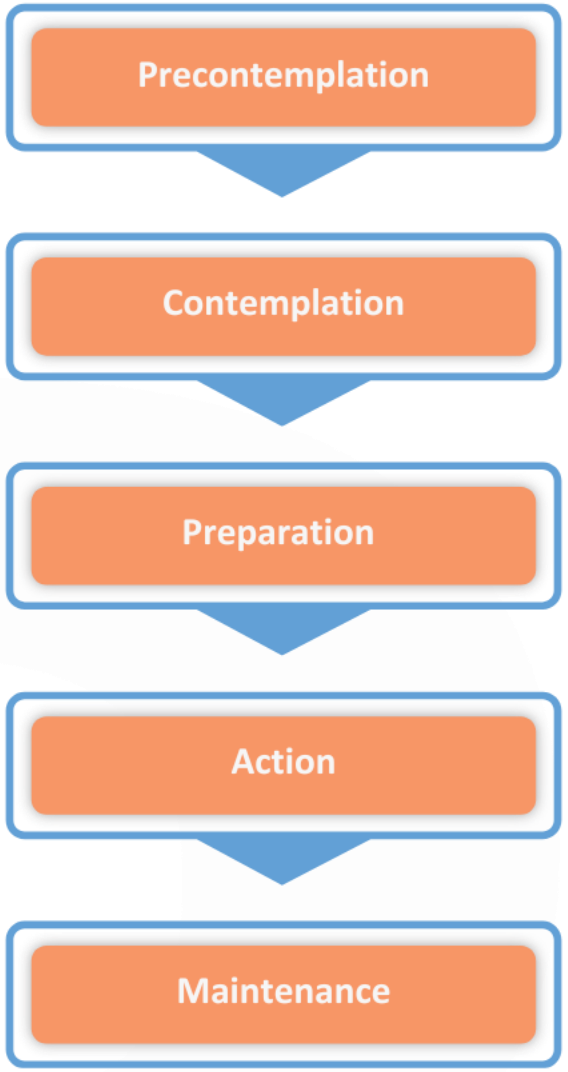
Focus Area	Planning and Preparation	Initial Stakeholder Meeting	Job Role Profile(s)	Top Manual Handling Risks Assessed	Follow up Stakeholder Meeting	Actions Assigned	Actions Implemented
AHS Control Room	Complete	Complete	Complete	Complete	Complete	Complete	Complete
Drill	Complete	Complete	Complete	Complete	Complete	Submitted to department	Not Started
Blast	Complete	Complete	Complete	Complete	Complete	Submitted to department	Not Started

Maintenance

How to ensure the ongoing success of your actions.

Maintaining the success includes

- Ensure new process is still being used
- Have we introduced any new hazards?
- Is there anything else we can improve now?



See the results

Better Business Solution

Before

After

Vibration Exposure Improvement

Summary: A needle gun is used to descale gold bricks after the pour which requires sustained use of the needle gun for up to one hour per pour. Needle guns are notoriously high in terms of vibration exposure, so a vibration assessment was performed on the existing tool. The Gold Room Technicians also wear gloves while performing this task.

Risk: The vibration assessment identified a high level of vibration exposure from use of the current needle gun, and the gloves that were being worn were not rated for vibration resistance. Additionally, the existing needle gun was found to be poorly maintained and not functioning well. The workers reported that this increased the time that they had to spend using the needle gun for the descaling task. Long-term vibration exposure can cause vibration syndrome which can permanently damage the small blood vessels and nerves in the affected limbs causing sensation changes and loss of function.

Improvements: Two new needle guns were purchased, as well as vibration resistant gloves, for use in the gold room. The new needle guns perform the descaling task much faster which reduced the total vibration exposure, and this is further mitigated by the vibration gloves thereby significantly reducing the risk of developing vibration syndrome.

See the results

Better Business Solution

Biosymm

Newmont Boddington Manual Task Risk Assessment

Newmont

Date: 23/01/2023
Physio: Jonathon Miller-Eves
Work Area: Mine Maintenance

Before: High

After: Moderate

Lifting Gas Cylinders

Summary: Gas cylinders are used in the MEM workshop on portable welding rigs. When the cylinders run out, the empty cylinder is stored on a pallet outside which is raised approx. 100mm from ground level, and a full bottle is moved onto the welding rig. Previously Boilermakers have lifted these cylinders, which weigh 50kg when empty, on and off the storage pallet independently.

Risk: According to normative data of adult populations (Blankenship) only 45% of males, and less than 10% of females, can perform a 50kg floor to waist lift safely with an acceptable risk of injury. The bear-hug technique that was previously used to manoeuvre the gas cylinders puts the lower back into hyperextension under load which creates a significant risk of lower back sprains that take an average of 21 days to recover from (ICD-10).

Improvements: The MEM workshop is currently trialling 2 tools to reduce the injury risk while performing this task by reducing the manual handling load. The 'Gas Grab' tool allows the task to be performed as a 2-person lift thereby splitting the load between them. The other tool is a custom trolley designed to allow a single person to lift and transport gas cylinders with minimal manual handling thereby significantly reducing the risk of injury.

See the results

Better Business Solution

Newmont

Newmont Boddington Ergonomic Improvement

New Village Buggies

Summary: The village buggies were previously identified as a hazard following a jolt-jar injury which occurred onsite (INC-6678). The Site Physiotherapist was initially asked to perform an ergonomic assessment on the buggies, and since has been involved in reviewing different models that have been brought to site for trial.

Risk: The old style of buggies had non-adjustable low bench seats which did not provide much back support, and only had 2-point seatbelts which do not restrain the upper body. They also had leaf-spring suspension which was showing signs of wear and tear and was notably rough on operation. These factors were identified as contributing to a high risk of further jolt-jar injuries with regular use in the village.

Improvements: A new style of buggy has been procured by the Site Services team. These new buggies have bucket-style seats with adjustment options for backrest angle and forward/backward slide, as well as 3-point seatbelts that help to restrain the upper body. The suspension is also improved with coil-spring suspension for each wheel which provides a much smoother ride during operating. These improvements reduce the risk rating from high to low.

Biosymm

Date: 28/08/2024
Physio: Jonathon Miller-Eves
Work Area: Site Services

Biosymm | Better Health. Better Business.

Questions?

Greg Borman

Visit my LinkedIn by scanning the QR Code

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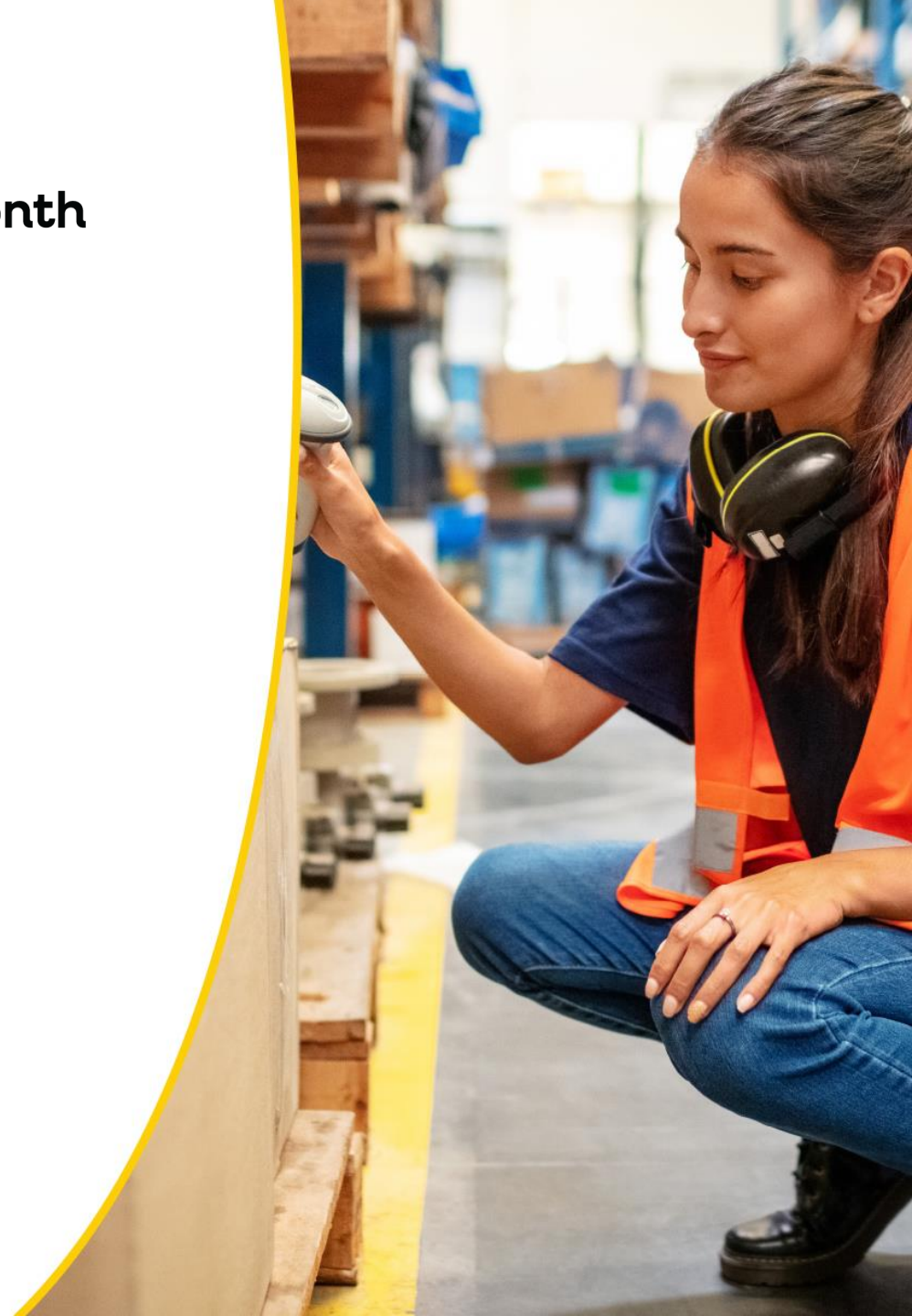
MSD factors in handling patients from a health and safety representative (HSR) perspective

Rob Curtis

St John Ambulance



Rob Curtis- HSR

A quick disclaimer

St John WA is a not-for-profit organisation.

St John WA has received no remuneration or preferential circumstances as a result of presenting the products featured in today’s presentation and is not aligned with any of the brands featured today.

How many of us have fallen over?

- St John WA attends a patient who has fallen every 16 minutes.
- 1 in 5 was of these calls was dispatched at the highest priority.
- Persons aged 65+ were hospitalised at 5 times the rate of those under 65.

St John

Big Six 2023 - 2024

Frontline Operational

Assisting a patient to stand from the floor

37 injured team members

Focus areas

Ensure your patient is suitable to stand and willing to assist during the movement.

Raising a stretcher

30 injured team members

Focus areas

Communicate and coordinate the lift with your colleague.

Slide transfers

20 injured team members

Focus areas

Always use a slide sheet and move your whole body in a lunge to control the transfer.

Egress from a vehicle

18 injured team members

Focus areas

Use the dedicated exits and rails to control your exit. Don't just jump out.

Driving a vehicle

18 injured team members

Focus areas

Maintain awareness of your surroundings before moving the vehicle.

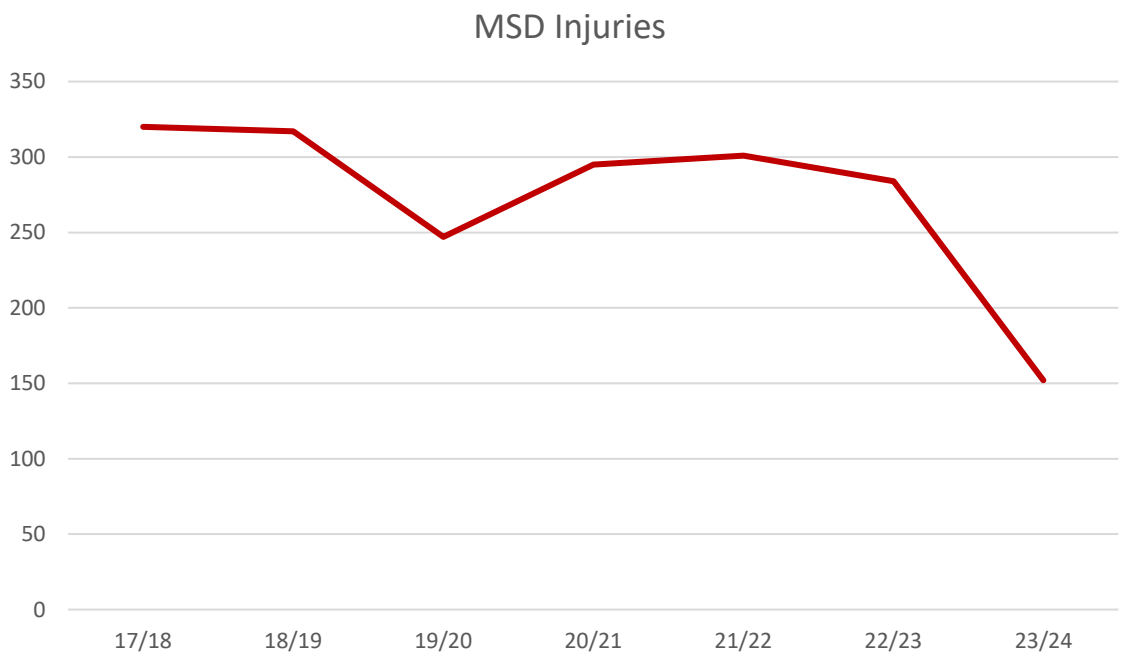
Loading a stretcher into a vehicle

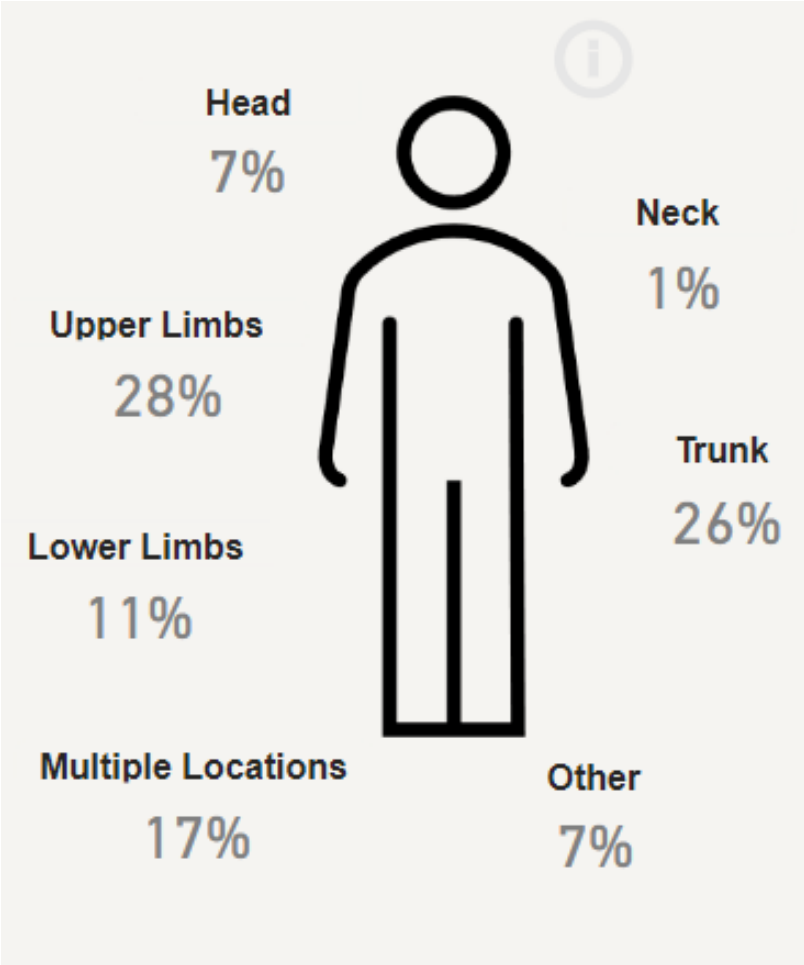
16 injured team members

Focus areas

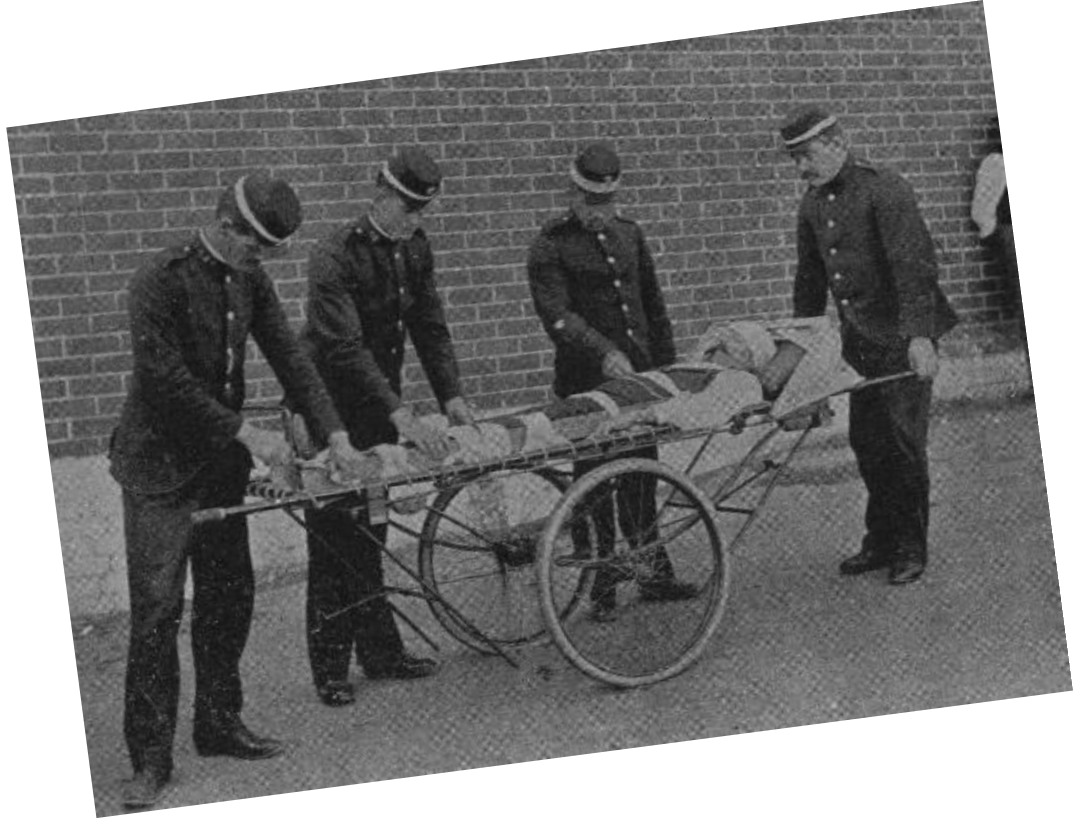
Maintain an upright body and strong legs to control the stretcher into the vehicle.

MSD injuries





Pre-Covid

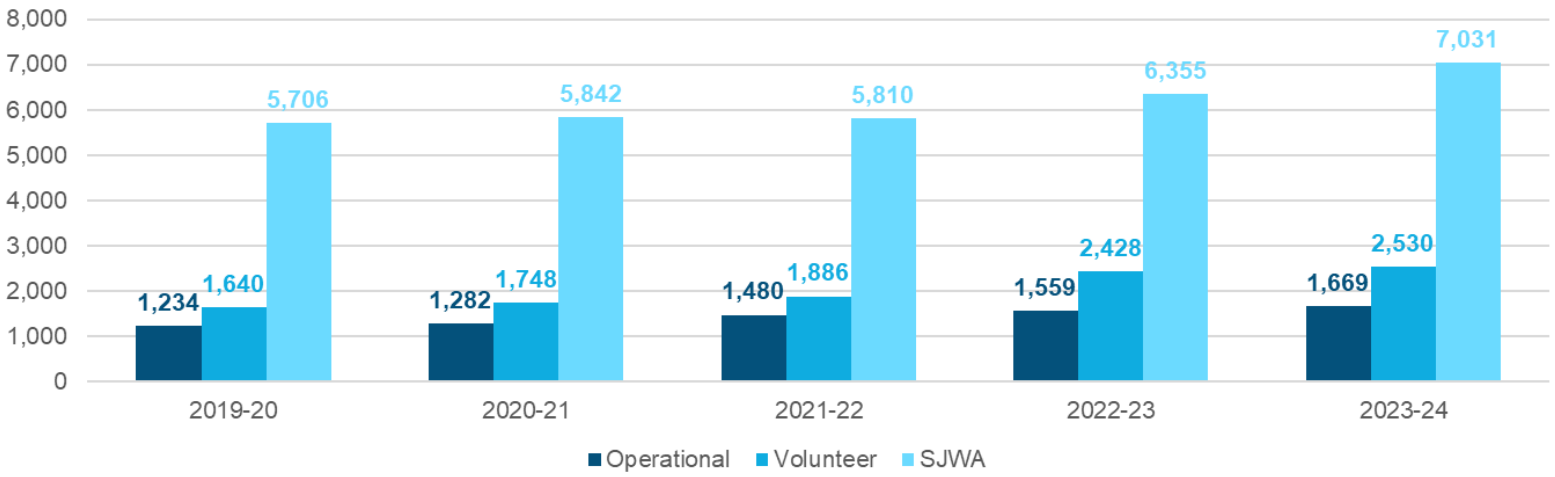


Lifting a patient off the floor - The old

Stretchers- The old

196 injuries since 2019

Staff growth

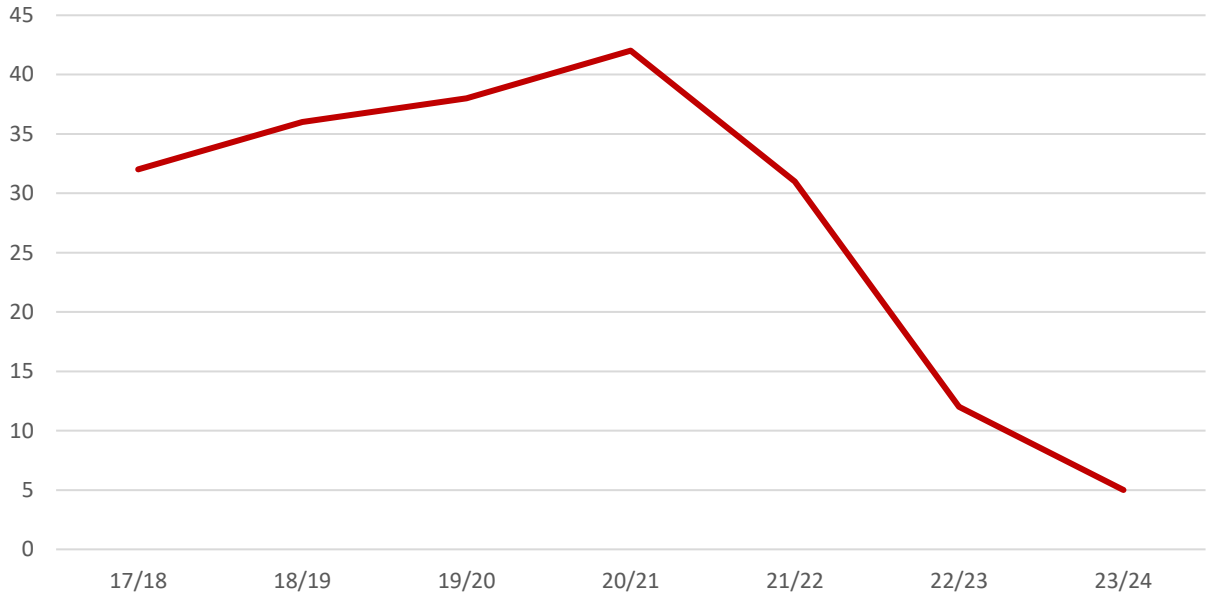


Financial Year	Operational	Volunteer	SJWA
2019-20	1,234	1,640	5,706
2020-21	1,282	1,748	5,842
2021-22	1,480	1,886	5,810
2022-23	1,559	2,428	6,355
2023-24	1,669	2,530	7,031

WA is BIG!

Lifting a patient off the floor- The new

Stretcher- The new



ELK Lifting Cushion

Lifting and extrication moving forward

CPAT - ‘Complex Patient Ambulance Transport’

Next step

Credit: Ambulance Victoria

Summary

St John

Big Six 2023 - 2024

Frontline Operational

Assisting a patient to stand from the floor

3[illegible] injured team mem[illegible]

Focus[illegible]eas

Ensure your patient is suitable to stand and willing to assist during the movement.

Raising a stretcher

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Focus[illegible]eas

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Slide transfers

20 injured team members

Focus areas

Always use a slide sheet and move your whole body in a lunge to control the transfer.

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Lunch break

Health and safety
is *everybody's* business

#safetyisourbusiness #safeworkmonth

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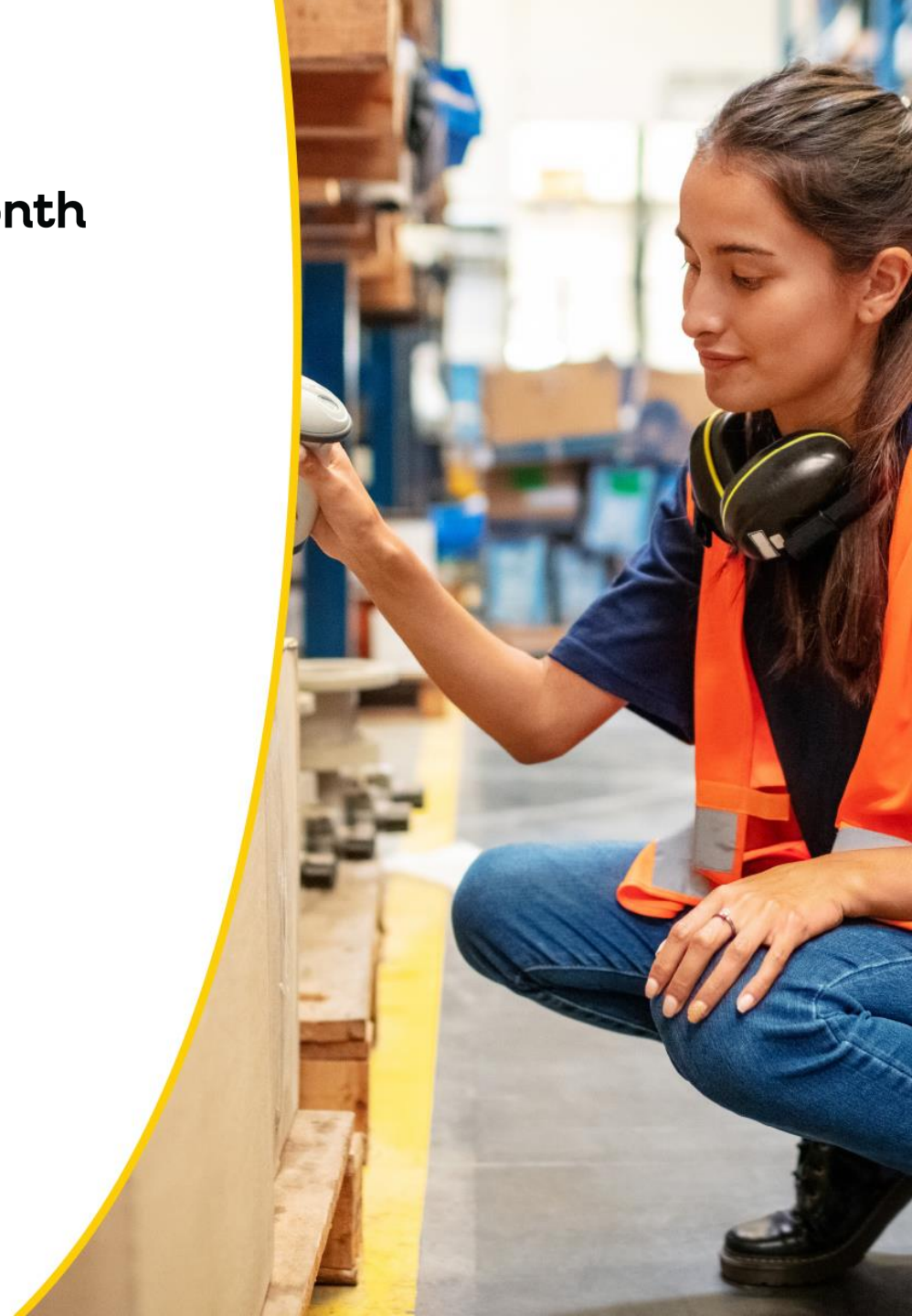
October is **Safe Work Month**

MSD scenarios with panel discussion

Sally North

Jodi Oakman

Peter Nissen



1: OUCH! - Scan

2: OUCH! - Lift

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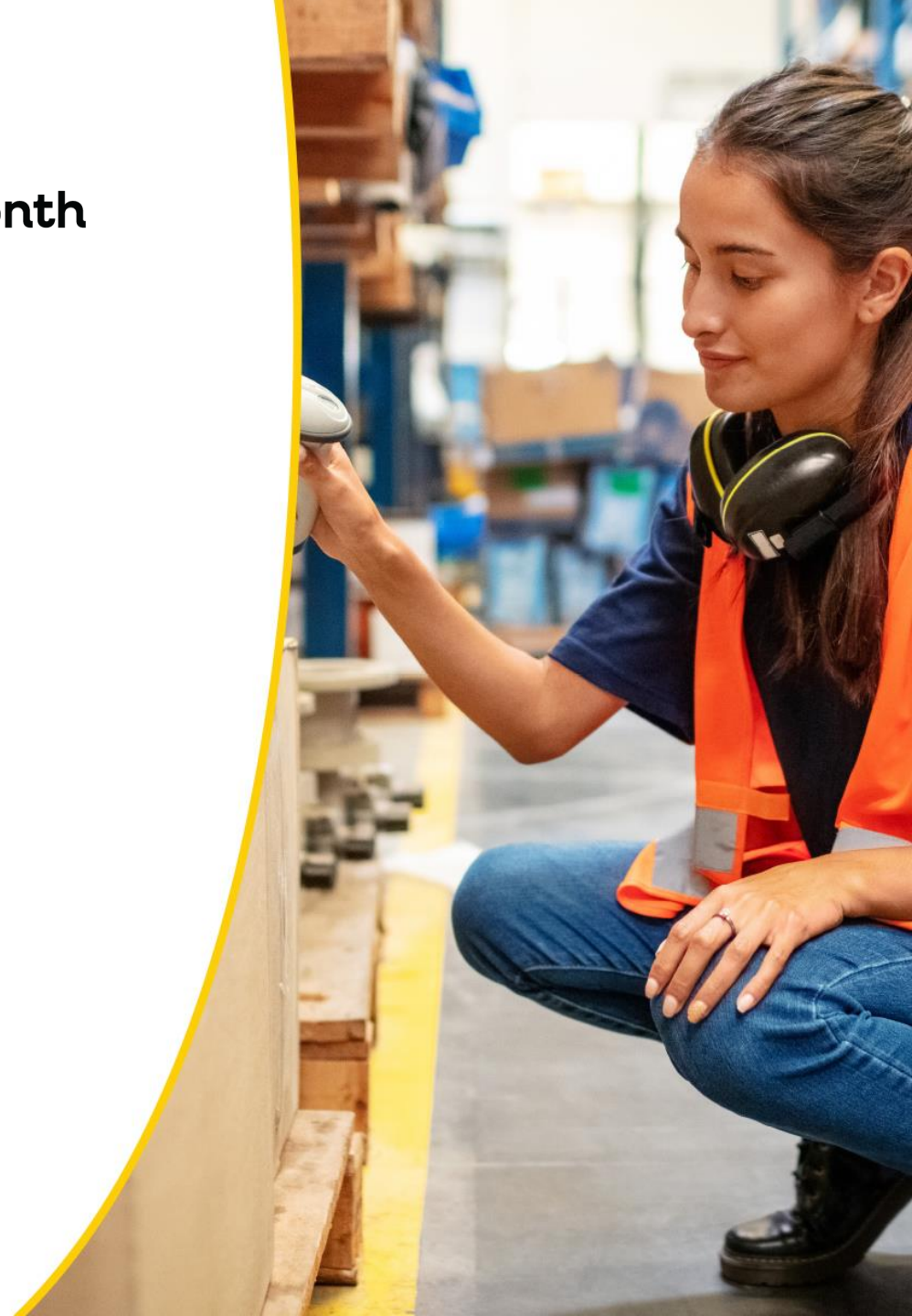
Closing remarks

Sally North
WorkSafe Commissioner



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Forum concludes

Thank you for being part of

EveryBODY matters -
musculoskeletal disorder forum

#safetyisourbusiness #safeworkmonth

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www.demirs.wa.gov.au/subscribe

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Health and safety is *everybody's* business

worksafe.wa.gov.au

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