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Webinar:

2025-26 Regulatory Priorities and WHS Risk Management

Wednesday 3 July 2025, 10.30pm – 12.00pm AEST





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Acknowledgement of Country

Acknowledgement of artist
Healing Hands – Cover artwork by Dion Devow of DDesigns



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Housekeeping



The session is being recorded

Available on our website in the coming week - search for 'Comcare webinars'



Q&A function available

Use the Q&A threads for discussion and questions



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Session overview

-
- 01** **Recap of 2024-25 regulatory priorities**
Nick Brady

 - 02** **Introduction of 2025-26 regulatory priorities**
Justin Napier

 - 03** **Risk Management: Designing risk management systems for deep compliance**
Dr Tristan Casey

 - 04** **Inspection program**
Peter Davies and Karen Palmer

 - 05** **Q&A**
All presenters
-



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Recap of 2024-25 regulatory priorities

Nick Brady

Senior Director National Operations, Comcare



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Proactive regulatory approach



PILLAR 1

Focus on fundamental WHS systems

Annual focus on specific
WHS areas



PILLAR 2

Adaptation to WHS changes

Supporting PCBU and
broader jurisdiction to
respond effectively



PILLAR 3

Targeted harm reduction

Data-driven harm reduction
strategies



Our aim:

To ensure that PCBUs have robust systems or arrangements in place that enable them to meet their duties and obligations under the WHS Act.



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2024-25 regulatory priorities

Psychosocial hazards



Body stressing



Contractor management



Being hit by moving objects



Silica



WHS management systems





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WHS management systems





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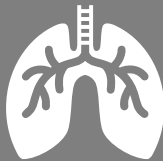
Contractor management



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WHS management systems





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2024-25 regulatory priorities

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Being hit by moving objects



Silica



WHS management systems





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Work health and safety management systems



Incident
management
systems

2023-24



Consultation
cooperation
and coordination

2024-25



Risk
management

2025-26



Due
diligence

2026-27



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Findings from the inspection program



Consultation
cooperation
and coordination

2024-25

Consultation, cooperation and coordination

Some PCBUs were unable to demonstrate:

- that their documentation met the requirements of section 49 *Commonwealth Work Health and Safety Act 2011* (the Act).
- that their documentation met the requirements of section 48 of the Act.



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Findings from inspection program



Consultation
cooperation
and coordination

2024-25

Issue resolution

Many PCBUs had a policy but many were unable:

- to demonstrate the issue resolution process outlined in the Act and *Commonwealth Work Health and Safety Regulations 2011*.
- to demonstrate that their policy had clear guidance for referral of the issue to the regulator for resolution if matters remained unresolved, section 82 of the Act.



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Introduction of 2025-26 regulatory priorities

Justin Napier

General Manager Regulatory Operations Group,
Comcare



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2025-26 regulatory priorities

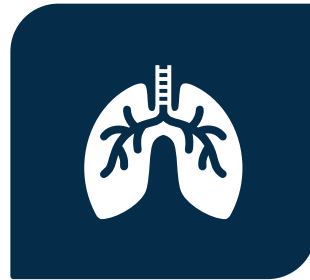
**Psychosocial
hazards**



**Contractor
management**



**Silica and other
airborne
contaminants**



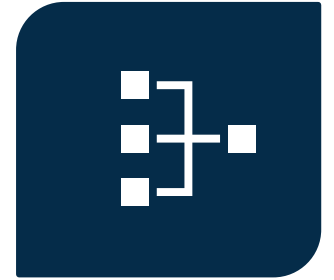
Expanded

**Workplace
violence and
aggression**



NEW

**WHS
management
systems**





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2025-26 regulatory priorities

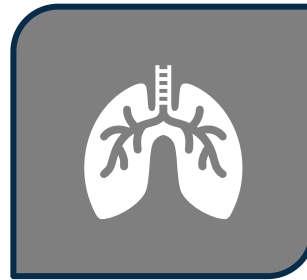
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**Silica and other
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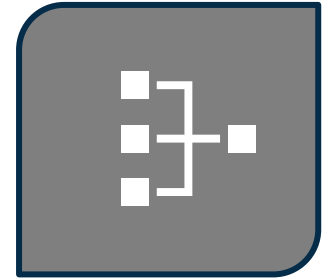
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**WHS
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2025-26 regulatory priorities

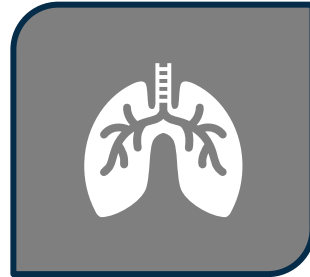
Psychosocial hazards



Contractor management



Silica and other airborne contaminants



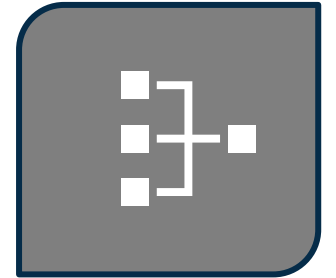
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Workplace violence and aggression



NEW

WHS management systems





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2025-26 regulatory priorities

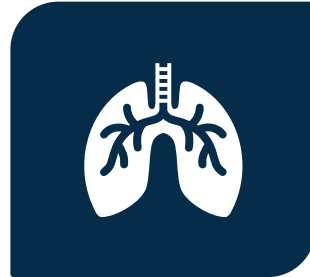
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Contractor management



Silica and other airborne contaminants



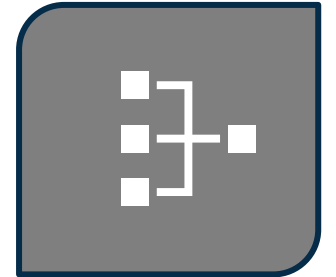
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Workplace violence and aggression



NEW

WHS management systems





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2025-26 regulatory priorities

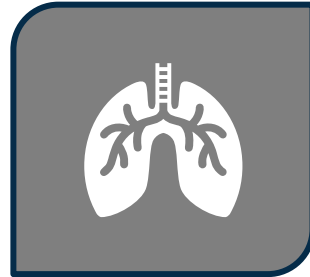
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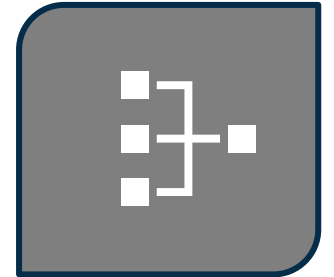
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**Workplace
violence and
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NEW

**WHS
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2025-26 regulatory priorities

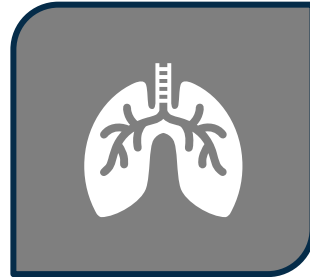
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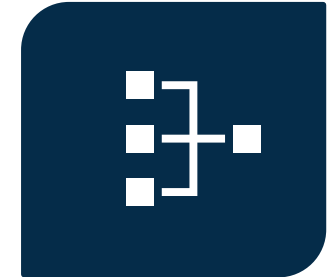
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Workplace violence and aggression



NEW

WHS management systems





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Resources on the ComcareLMS



**Live learning workshops
(paid)**



**Self-paced eLearn
courses (free)**



Contractor management
14 August



Psychosocial risk management
2 September
25 November



**Bullying: Awareness and
prevention**
23 July



eLearn
Bullying in the workplace
– an introduction



eLearn
Introduction to
psychological health and
safety in the workplace



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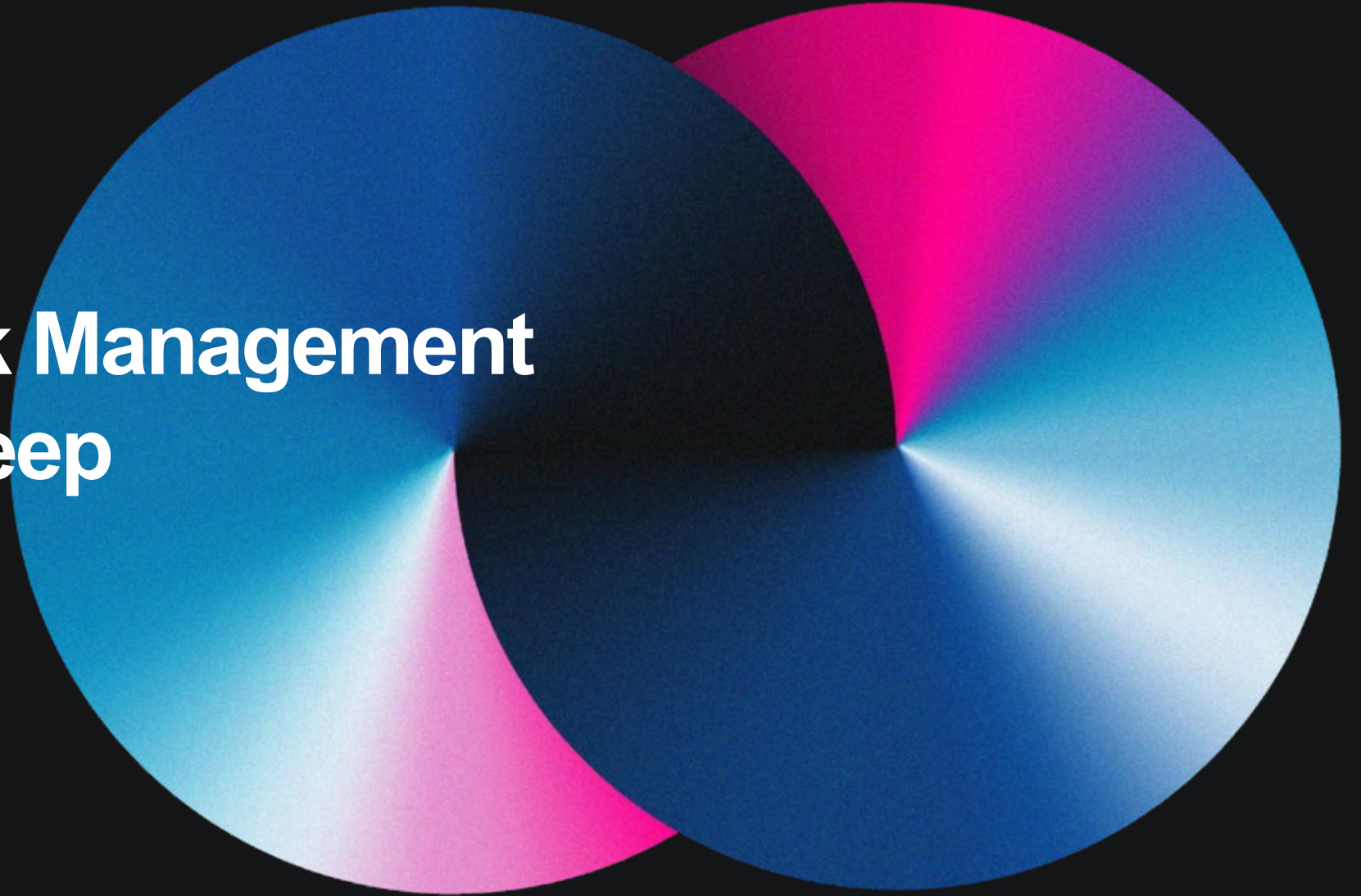
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Designing risk management systems for deep compliance

Dr Tristan Casey

Director, New View Safety

Designing Risk Management Systems for Deep Compliance



Our Agenda

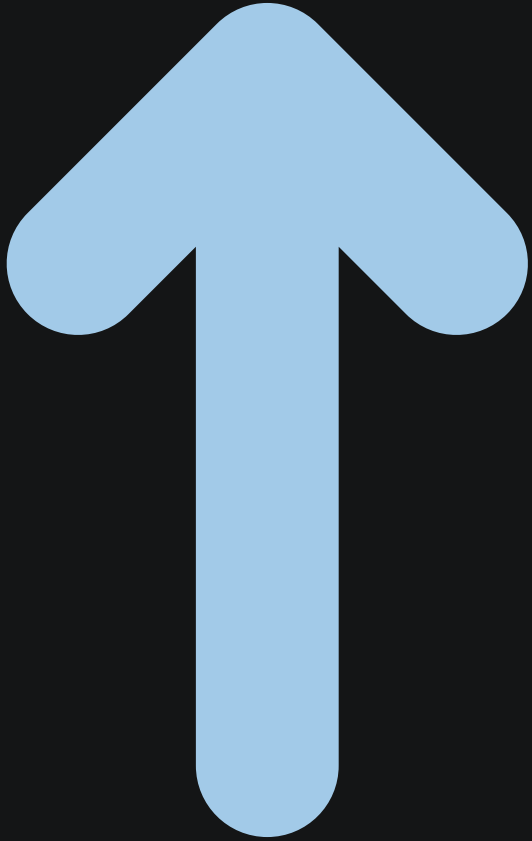
Redefining safety – integrating perspectives

The backstory to energy-based hazard mgmt

Apply key concepts to real-world scenarios

Connect theory to practice

Improve safety discussions, planning, and interventions



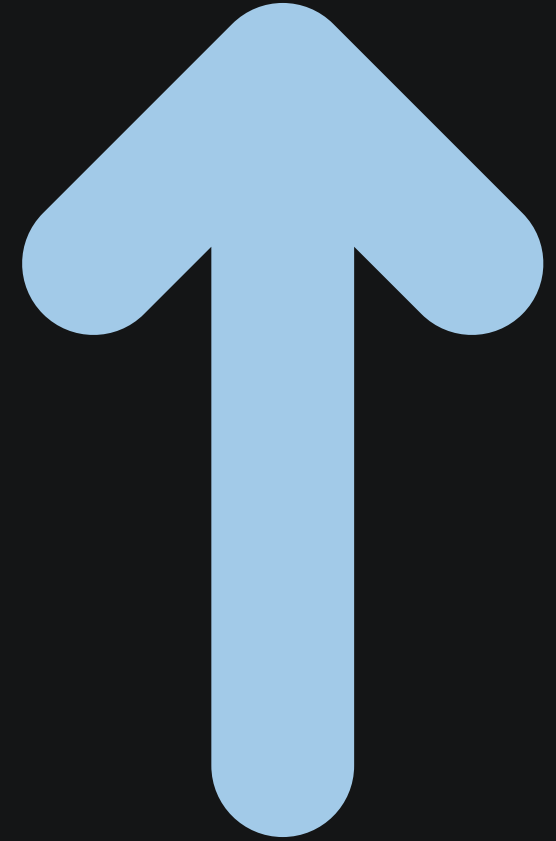
DEFINITION

Safety is usually defined by its absence rather than its presence



BEHAVIOUR

We focus on employee behaviour as the cause of poor risk management



RULES

In response to incidents, we create more rules and requirements



TOO MANY RULES

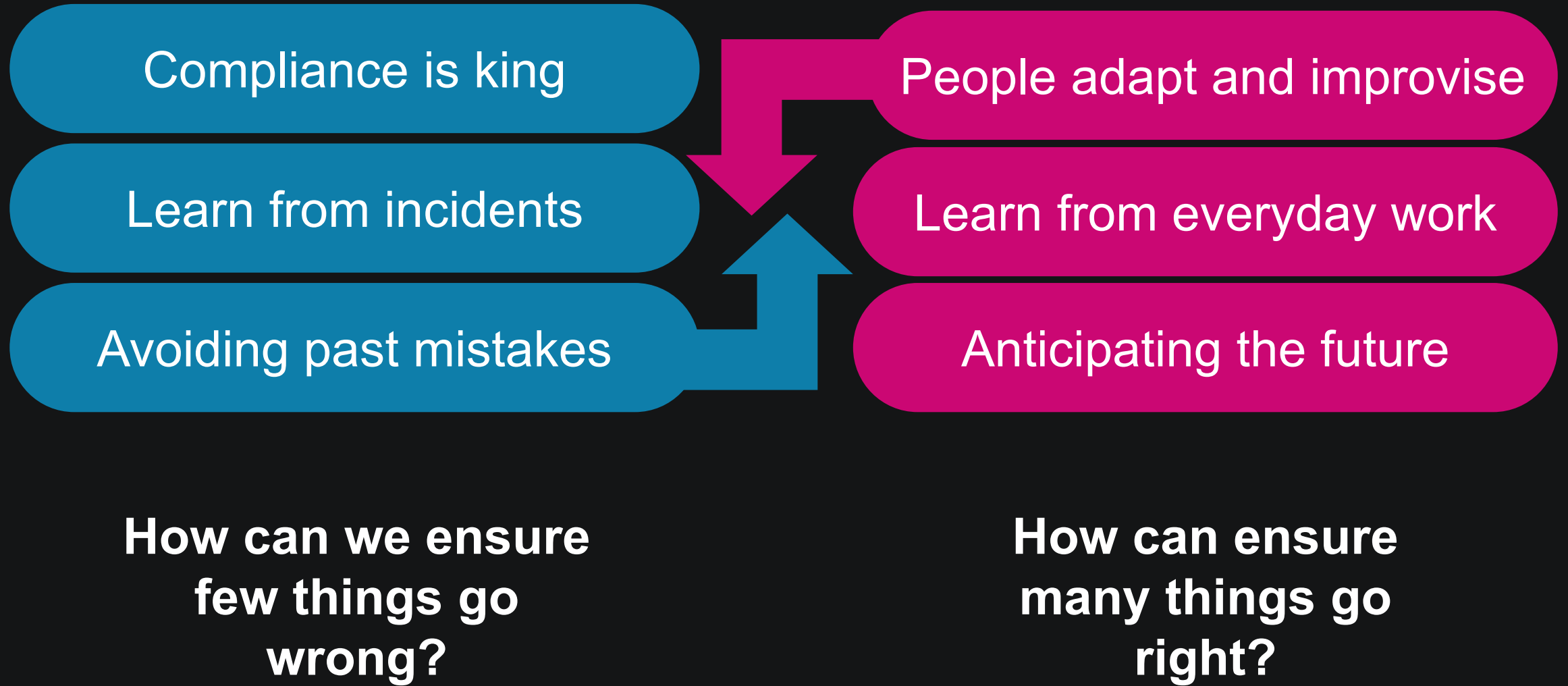
Having too many rules means we cannot get the job done efficiently – it creates tension.

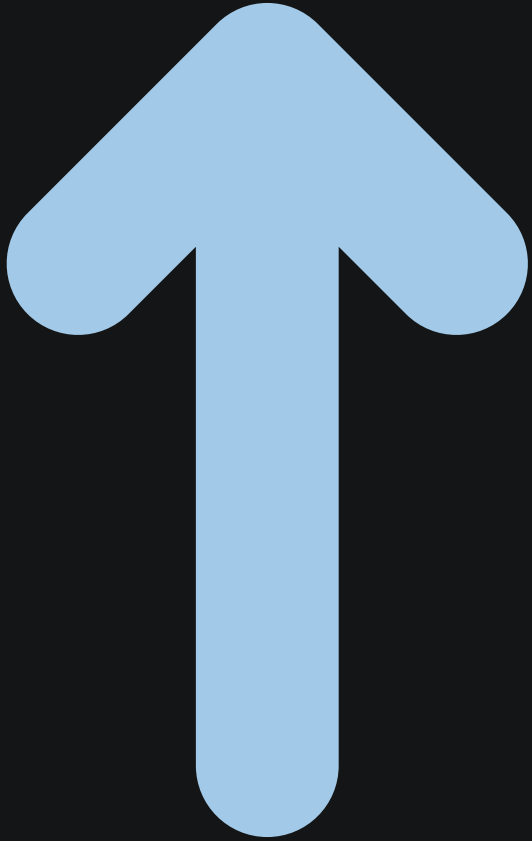
GAPS IN PRACTICE

People start taking short-cuts to get the job done efficiently – the systems don't match the practices.

NO INFORMATION

As we get safer, we have less information about what to do to improve even further – we stagnate in our safety progress.





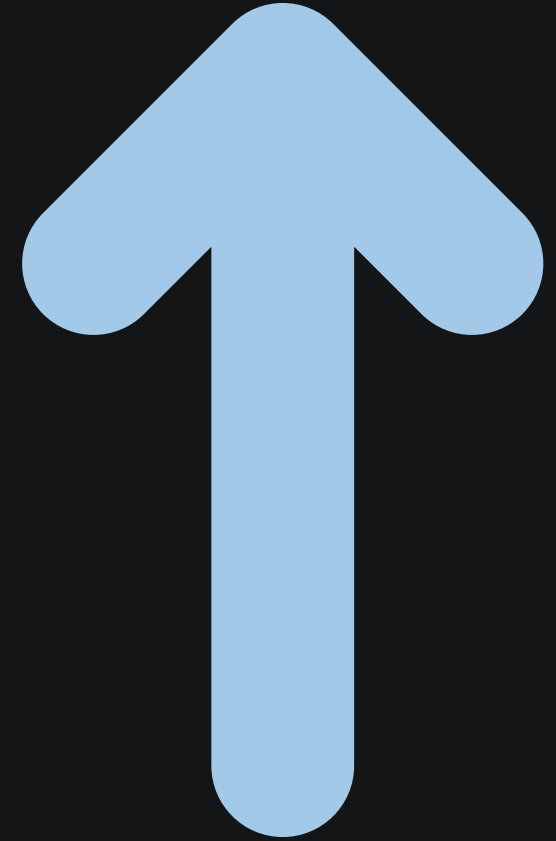
DEFINITION

Safety is the presence of capacity – such as risk management capabilities



BEHAVIOUR

We expect people to make mistakes, we create safer systems rather than safer people



RULES

Incidents are a chance to streamline and optimise our rules and processes



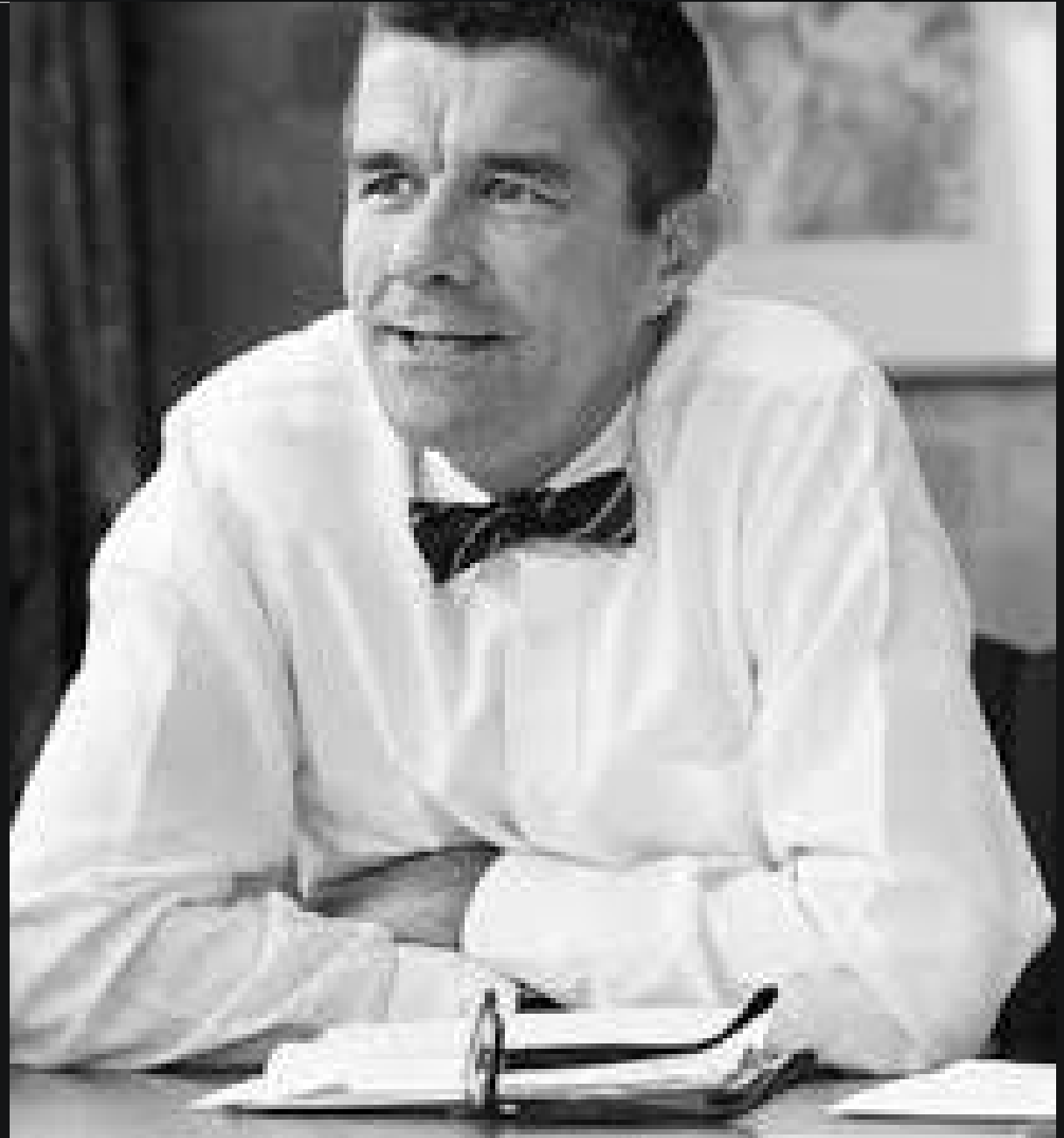
Reflection

Are unsafe behaviours a cause or a symptom? Why?

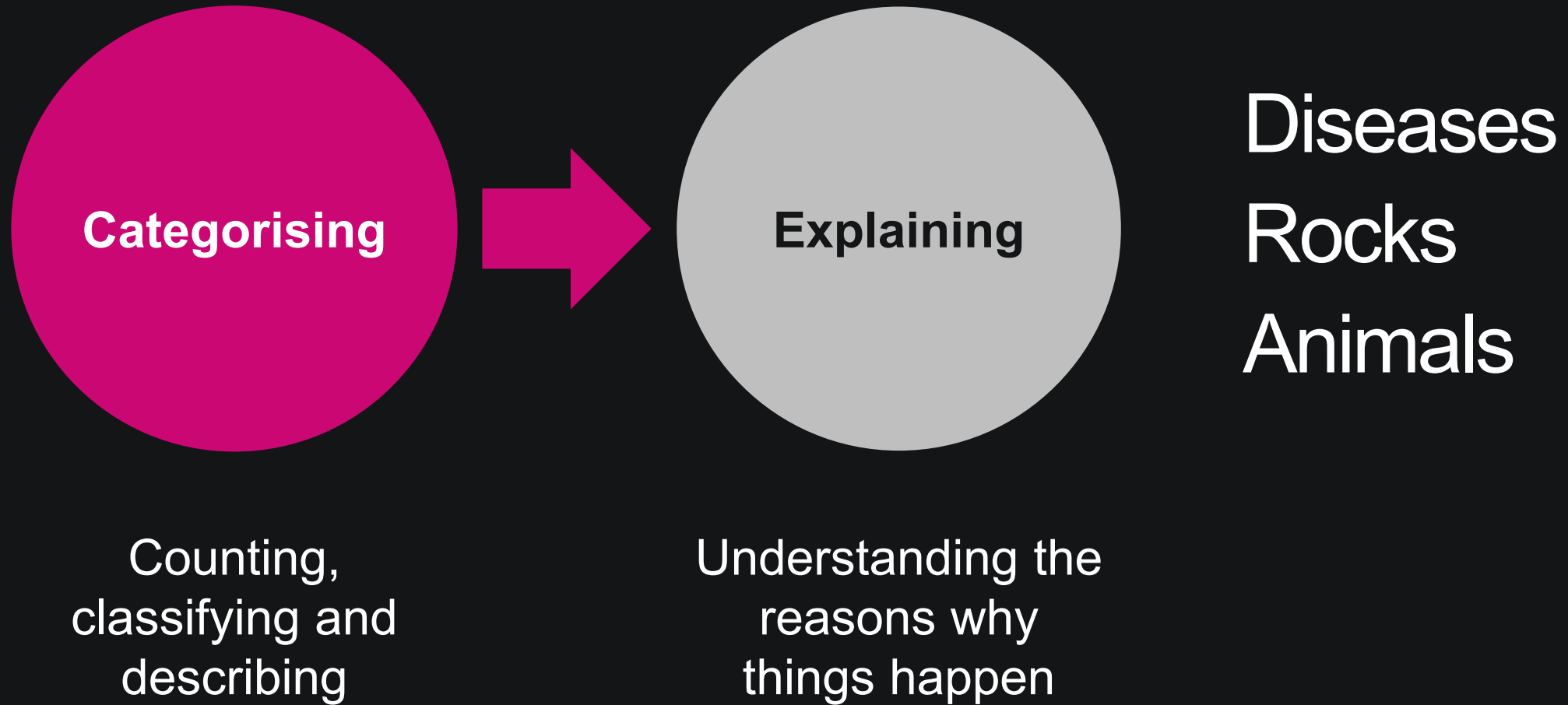
Do people come to work to get injured?

Or are they trying to 'make do' within the limits and constraints they have?

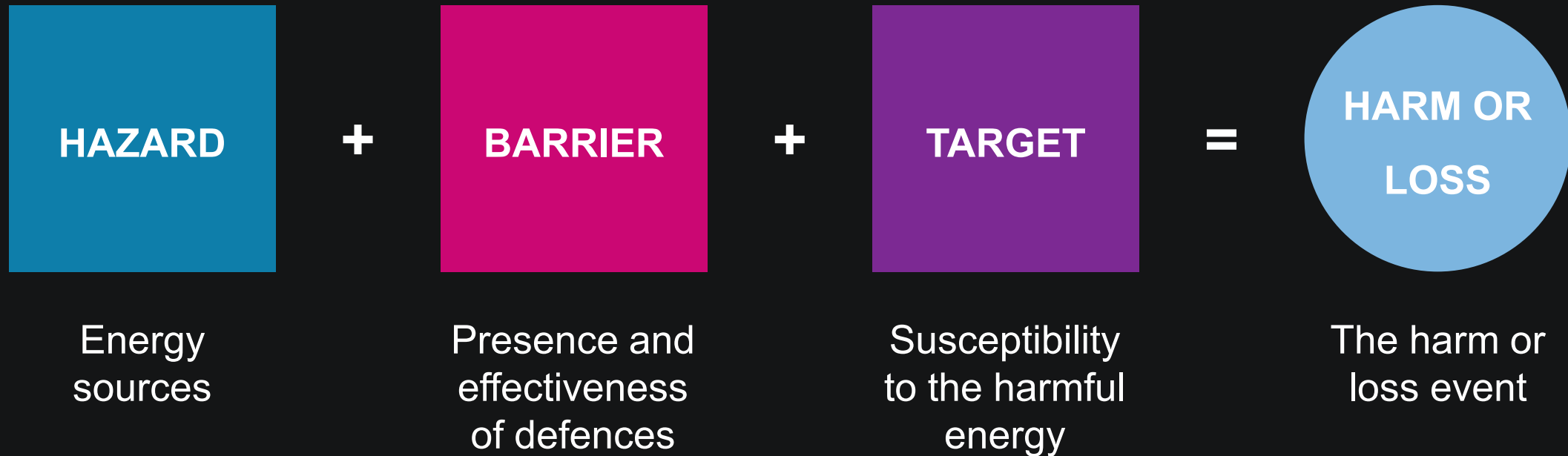
Dr William Haddon Jnr (1926-1985)



Haddon's Thinking



The Concepts

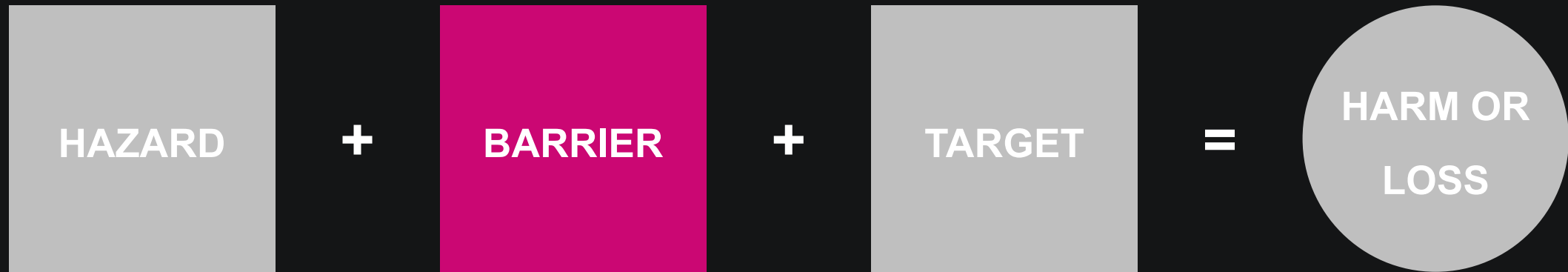


The Concepts



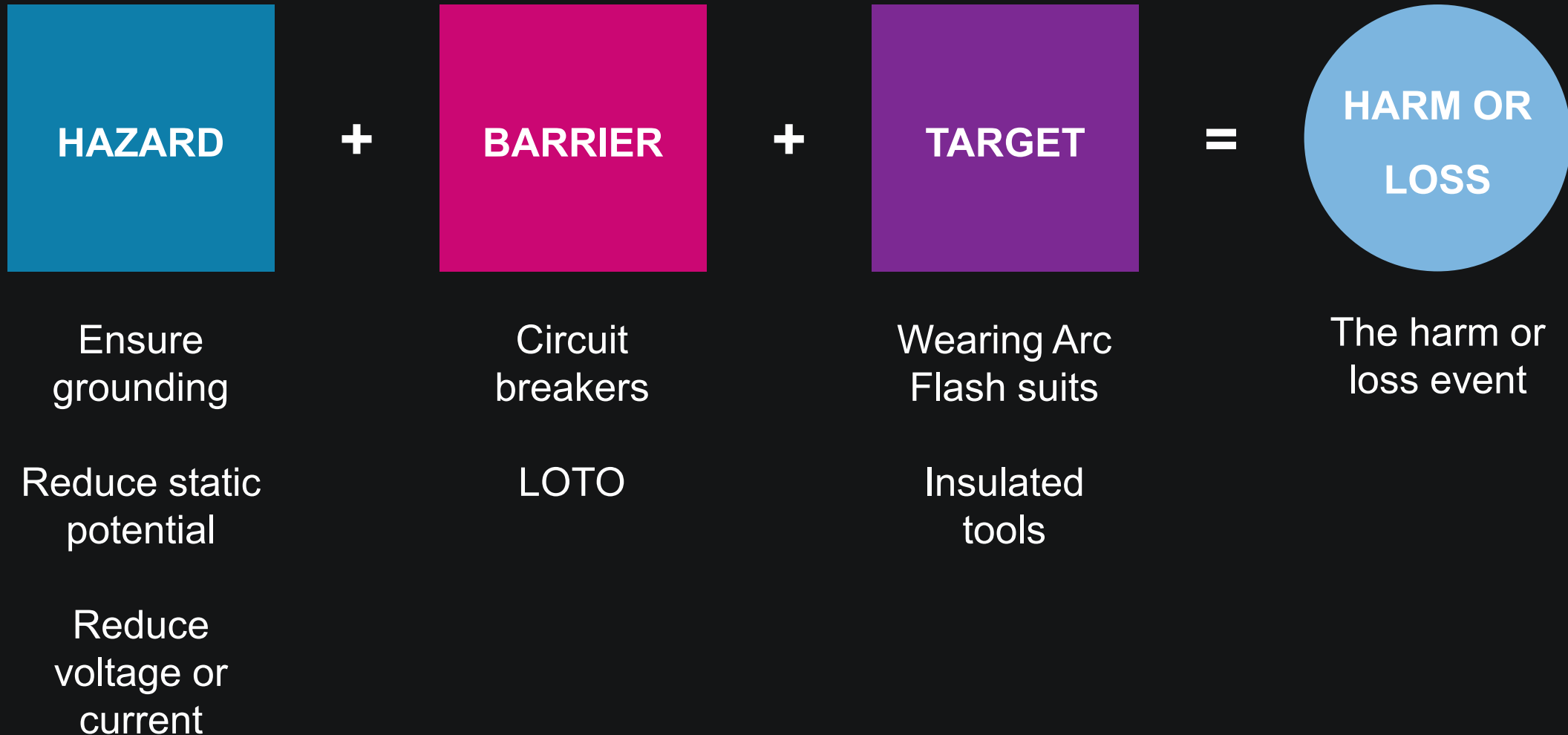
The higher the energy,
the control strategy
must concentrate on
the hazard

The Concepts



Barrier integrity must
be evaluated and
monitored

Examples





Reflection

Which of Haddon's strategies are most frequent at your site/organisation?

Situational Awareness

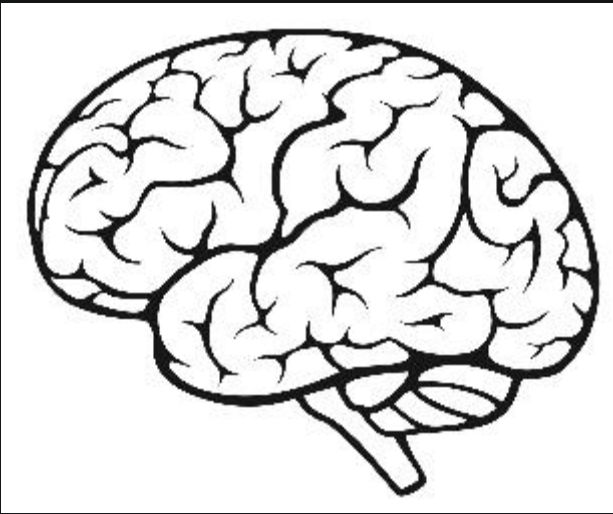
Is poor hazard identification **complacency** or a **biological limitation**?

Hazard Identification

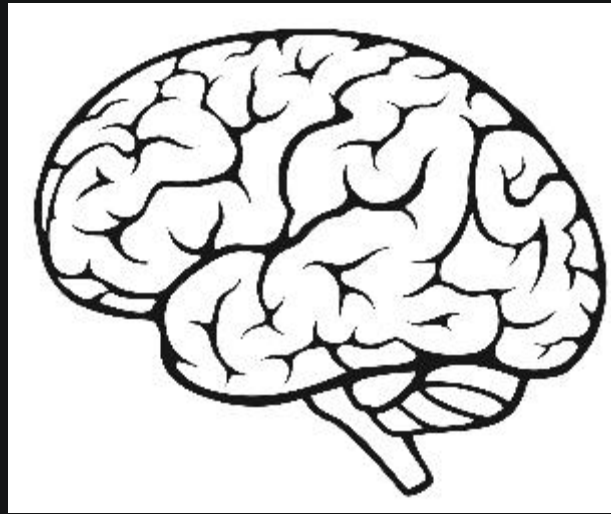
Risk Perception

Risk Tolerance

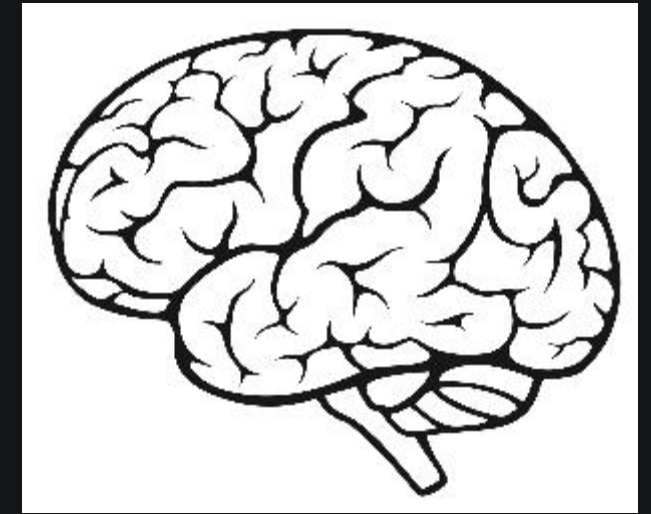
What Research Says about Hazard ID



Only 45% of hazards
are identified by
workers, on average



35% of hazards are
missed due to 'blind
spots'



20% of hazards are
missed because of
changing conditions

What Research Says about Hazard ID



The brain uses less energy and it is easier to find **gravity and motion hazards**



The brain uses more energy and tends to miss **mechanical, pressure, and temperature hazards**



We are more likely to identify hazards that we have an **emotional connection** with



Using an Energy-Based Framework



STUFF THAT KILLS YOU (STKY)

Simplify discussions about hazards by relating them to energies



BUILD CAPACITY TO FAIL SAFELY

Energy may escape so ensure there is buffer/margin



CONTROLS CAN ERODE

Ensure the integrity of controls are monitored

The Energy Wheel Applied

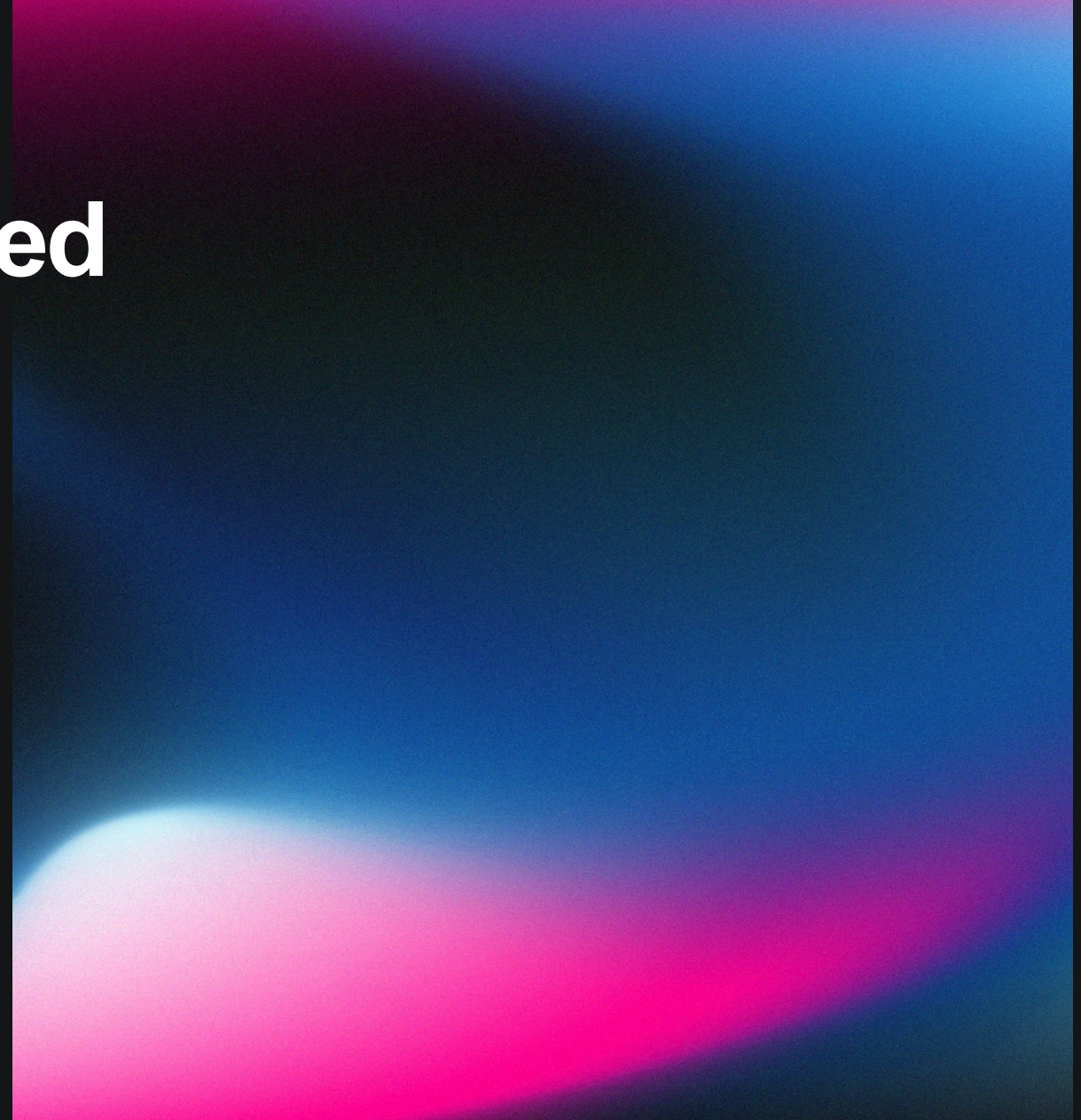
30% improvement, on average

Increase pre-start **structure**

Apply it **during** the job

Use **instincts** first, then the wheel

Energies are **not** specific hazards



DESIGN FOR DEEP COMPLIANCE

I am fully aware of the risks in my work

I can see the benefits of rules and procedures

I feel confident to stick with it even when stressed

I have built good safety routines over time

AT THE ORGANISATIONAL LEVEL




Focus on STKY

Focus on how to reduce and manage work risk effectively and efficiently, with an emphasis on STKY, so we use our limited time and effort in the right ways to reduce risk.



Learn from Workers

Spend time engaging and consulting with workers to ensure new processes and rules make sense. Understand the gaps between WAI/WAD.



Use Resources Wisely

Think carefully about how new safety rules and procedures will shape frontline work and protect people, and the allocate resources efficiently and cost-effectively.

AT THE TEAM LEVEL



Protect

Shield the frontline from production pressure and obtain necessary resources and time to operationalise safety.



Promote

Promote the value and importance of safety as a valued organisational and team goal.



Participate

Be visibly involved in demonstrating and supporting safety activities alongside frontline workers.

Contact:

Dr Tristan Casey
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+61 414 964 787

THANK YOU.



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Proactive Inspection Program

Karen Palmer

Senior Inspector, Comcare



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Overview



**What is the
program?**



**What can you
expect?**



**What can you
do to prepare?**



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What is the program?



Incident
management
systems

2023-24



Consultation
cooperation
and coordination

2024-25



Risk
management

2025-26



Due
diligence

2026-27



What can you expect?

1

Document review

- Collection of policies and procedures
- Review of documents

2

Onsite inspection

- Data review
- System application
- Engagement



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What can you expect?



Phone call

- Seek point of contact
- Initial call to coordinate interaction



Information gathering

- Collection of policies and procedures
- Review of documents



Site visit

- Data review
- System application
- Engagement



Inspector report

- Outcomes and actions
- Verification inspection (where required)



What can you do to prepare?

Prepare for the inspection by considering:

- Does your organisation have systems/arrangements in place that permit you to meet relevant duties/obligations?
- Are they in use and effective?

Documents we will be seeking include:

- WHS management system (including risk management framework)
- Evidence of WHS training
- Last two WHS or consultative meeting minutes
- Two risk assessments
- Current list of Health and Safety Representatives (HSRs).



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