

#safeworkmonth #safetytogether

WORKING TOGETHER TOWARDS HEALTH AND SAFETY THIS OCTOBER

Visit comcare.gov.au/safeworkmonth for more



Australian Government

Comcare

**national safe
work month**





Australian Government
Comcare



national safe work month

COVID-19, SAFETY SYSTEMS AND SAFETY CULTURE

WEDNESDAY 28 OCTOBER



Australian Government
Comcare



national safe work month

SAFETY CULTURE

Bev Smith

Director, Regulatory Operations Group, Comcare



Australian Government
Comcare





Australian Government
Comcare

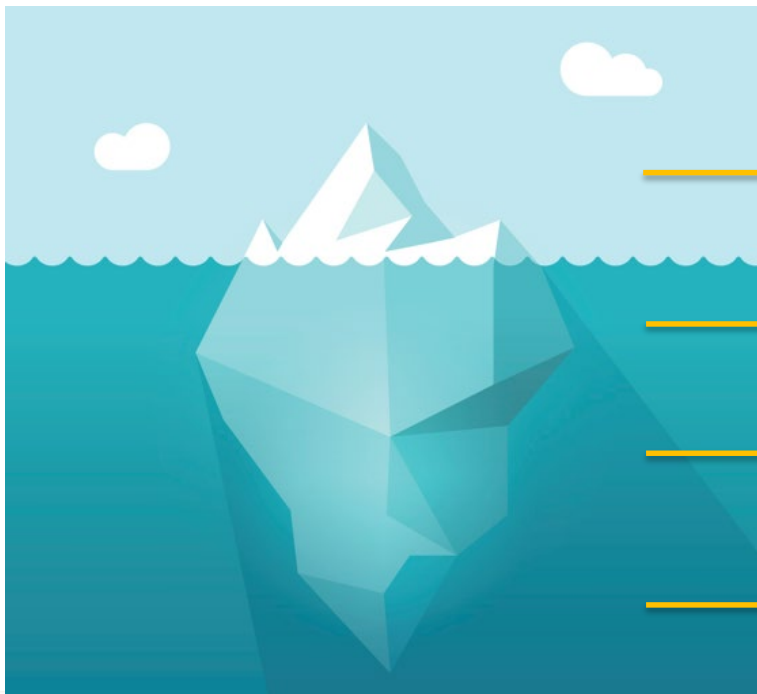


The safety culture of an organisation is...

the product of individual and group values, attitudes, perceptions, competencies, and patterns of behaviour that determine the commitment to, and the style and proficiency of, an organisation's health and safety management.

Health Safety Executive UK

It can be characterised as 'the way we do things around here'.



Safety culture

**Behaviours
(symbols)**

**Organisational
factors**

Safety climate

Values and beliefs



Benefits of an effective safety culture

Means of prevention

People will act consistently in a safe way

Management of invisible risks e.g.
COVID-19

Shared understanding of the risk and
commitment to safety



Characteristics of a safety culture

Demonstrated
commitment of the
organisation

Effective process of
communication
(reporting culture)

Shared view of risks and
acceptable behaviour
(informed culture)

Open minded learning
from experience
(learning culture)

Ownership and
acceptance of the need
for controls

Shared expectations of
performance standards
(just culture)

Flexibility
(flexible culture)



Australian Government
Comcare



What does COVID tell us about safety culture?

“Organisations with a positive safety culture are characterised by communications founded on mutual trust, by shared perceptions of the importance of safety and by **confidence in the efficacy of preventive measures**”.



Safety culture Inspector findings

Demonstrated commitment of the organisation –
Safety leadership

Opportunities to improve supervision and enforcement of
social distancing rules (local level)

Effective process of communication founded on
mutual trust (reporting culture)

Perception that workers not kept fully informed and
concerns not taken seriously (local level)

Shared view of risks and acceptable behaviour
(informed culture)

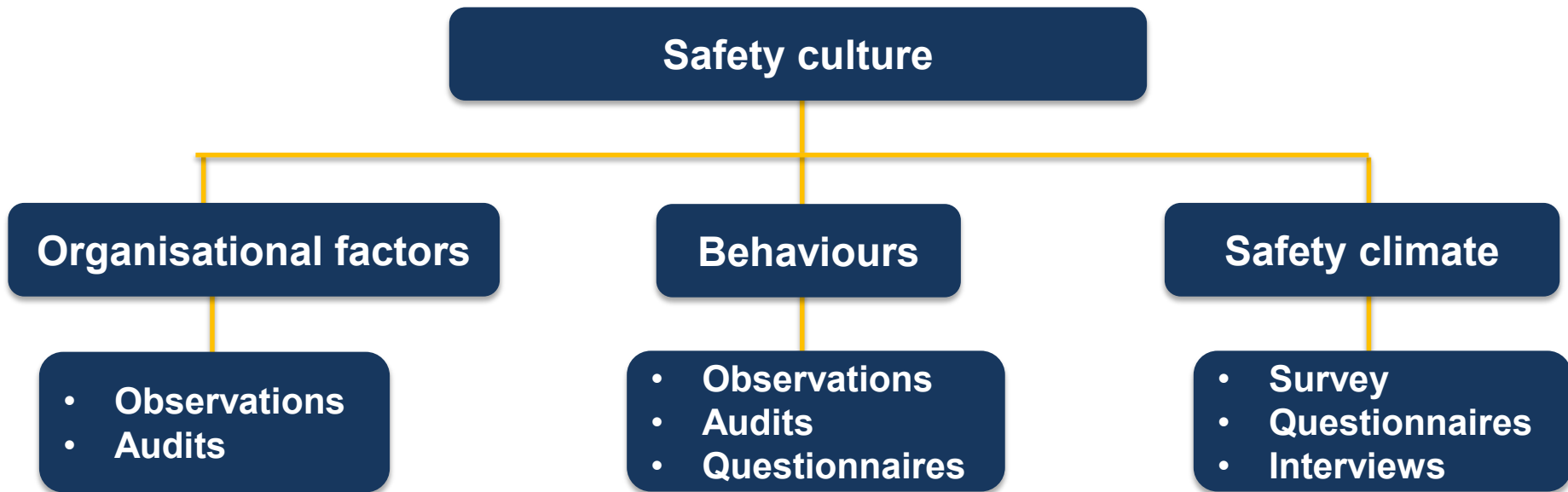
Lack of involvement of WHS resources in response

Ownership and acceptance of the need for
controls

Concerns that COVID-19 controls not being fully
implemented or complied within their workplace

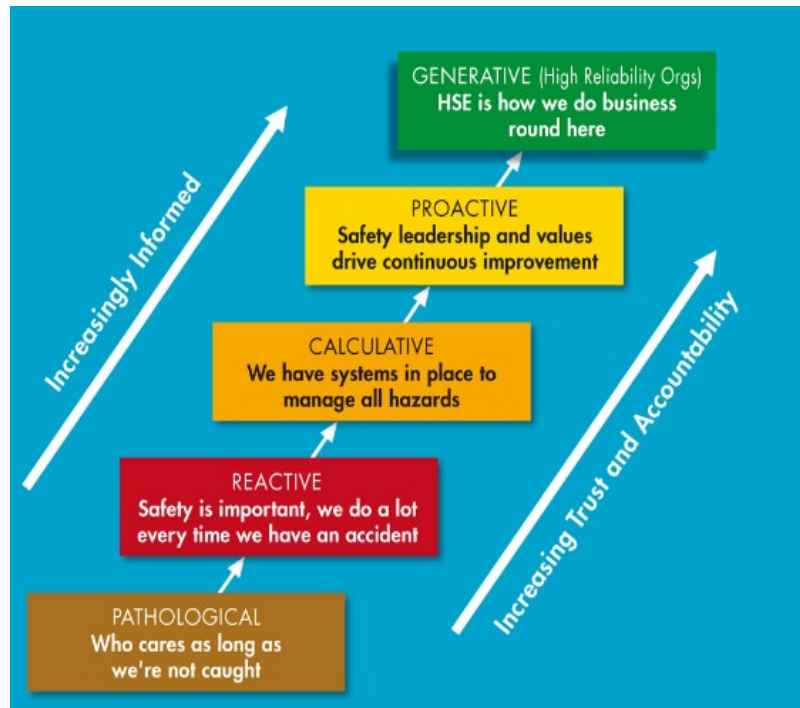


Measuring safety culture





Safety culture maturity models



Source: Professor Patrick Hudson

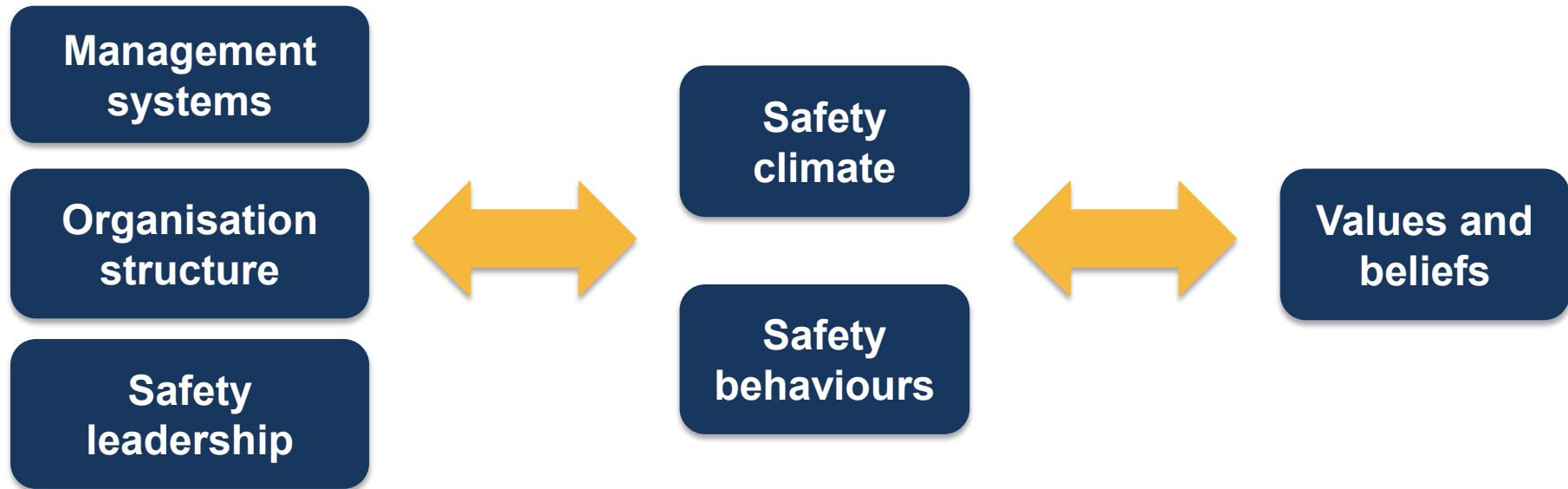


Safety culture maturity models



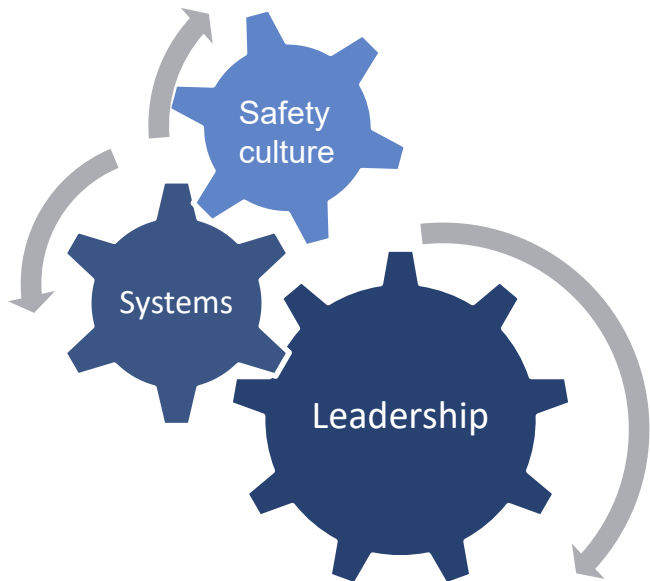


Drivers of safety culture





Key takeaways



Safety culture is important when managing risks such as COVID-19 where risks are invisible

Opportunities to drive improvement in safety culture – communication and safety leadership at site level

Safety systems will direct organisation practices that will influence work behaviour and perceptions of safety.



Australian Government
Comcare



national safe work month

SAFETY SYSTEMS

Colin McNab

Assistant Director, Regulatory Operations Group,
Comcare



Legislative compliance

All PCBUs have one thing in common, they must all comply with, or exceed, WHS legislative requirements.

How they comply, and demonstrate compliance, is up to each PCBU.

Officers of a PCBU are required to comply with Due Diligence responsibilities of the WHS Act (Section 27 (5) (a-f)).




Systems approach

A work health and safety management system provides a focus on improving safety performance through a systematic approach integrating WHS:

- **Policy**
- **Planning**
- **Implementation**
- **Measurement**
- **Review**



What constitutes an 'effective' WHSMS



Not just the **existence** of
Work health and safety
policies, processes or forms

It is the way these are
developed and **implemented**
across workplaces in
consultation with workers



What constitutes an 'effective' WHSMS

Evolving and
continuously
improving
system which:

- Uses feedback to manage and improve safety related outcomes
- Builds upon existing WHS processes
- Demonstrates due diligence
- Provides for more informed decision making
- Strengthens corporate culture
- **Integrates with other management systems**



Business Continuity Management

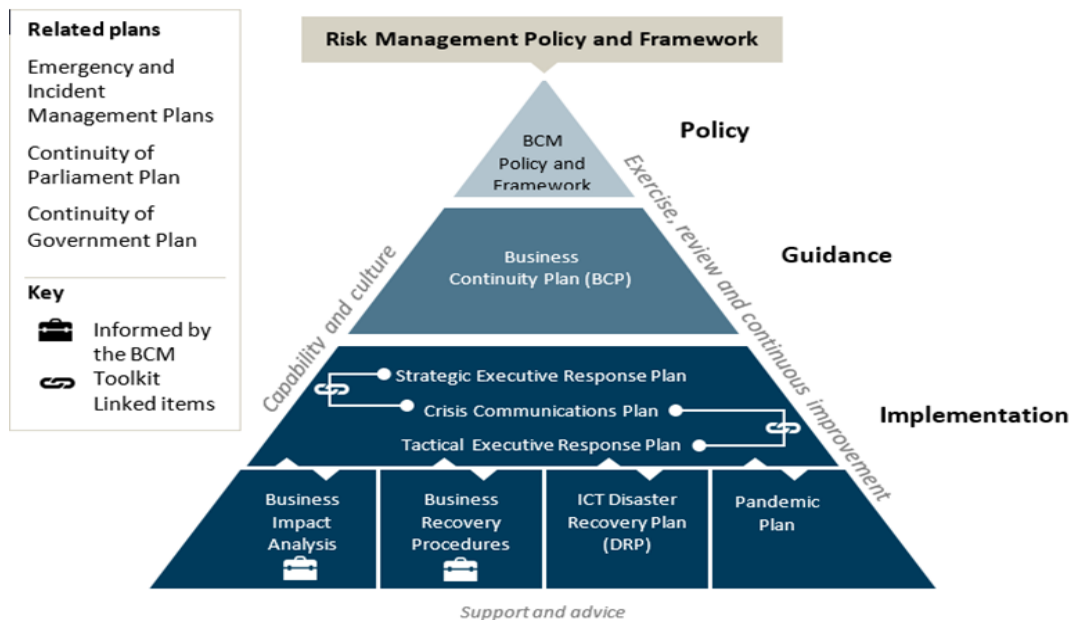
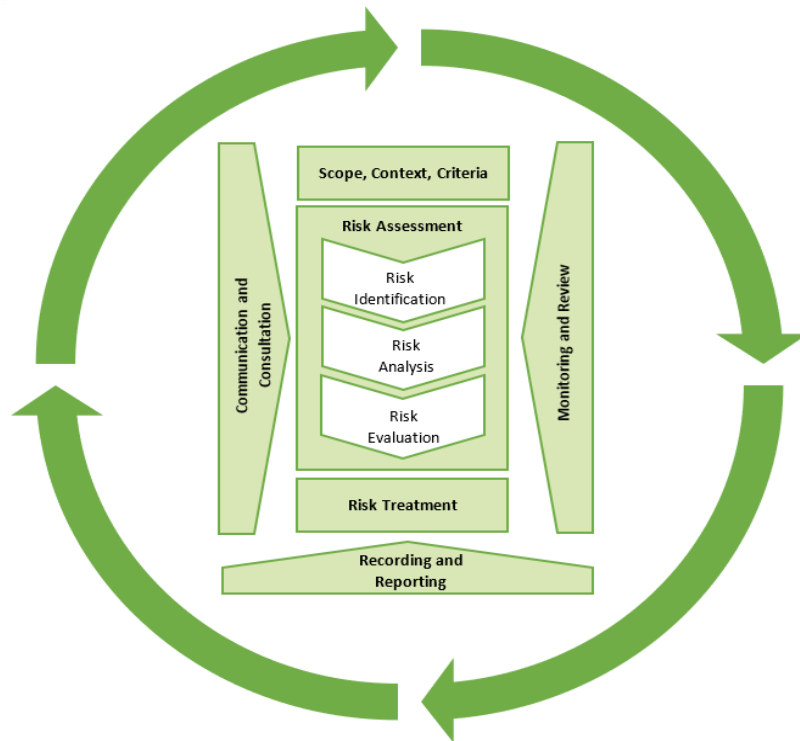


Figure 1: DPS BCM Framework

Case Study – Business Continuity Management 2017 Comcover



Enterprise risk management





Systems approach

A work health and safety management system provides a focus on improving safety performance through a systematic approach integrating WHS:

- **Policy**
- **Planning**
- **Implementation**
- **Measurement**
- **Review**



WHS management system sub-elements





Australian Government
Comcare



The application of a systems approach

The lessons from COVID-19



WHS management system sub- elements






Risk management process



Source: Safe Work Australia



WHSMS shared duty holders




Shared Duty Holders	<ul style="list-style-type: none">• NAT 3.5.3• ISO 7.4.3
Facility Management	<ul style="list-style-type: none">• NAT 3.2.4• ISO 8.1.4.2
Contractor Management	<ul style="list-style-type: none">• NAT 3.2.4• ISO 8.1.4.2

NAT – National Audit Tool

ISO – International Standards Organisation



WHSMS consultation and communication



Consultation on policy/procedures	<ul style="list-style-type: none">• NAT 3.4• ISO 5.4
Consultation with worker representatives/HSRs	<ul style="list-style-type: none">• NAT 3.4.4• ISO 5.4
Communicating to workers and other stakeholders	<ul style="list-style-type: none">• NAT 3.5.3• ISO 7.4

NAT – National Audit Tool

ISO – International Standards Organisation

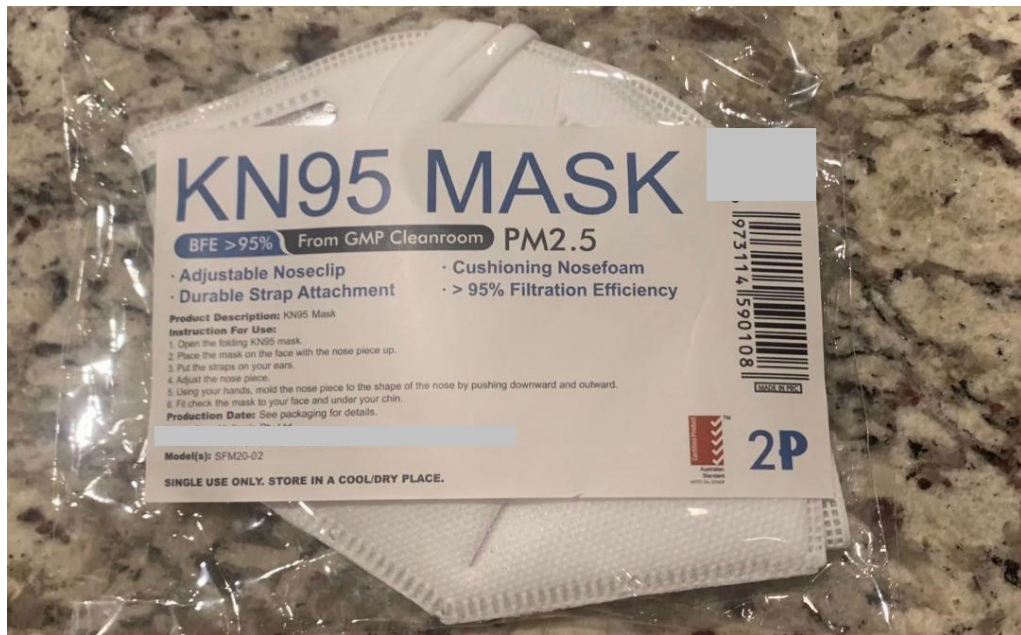
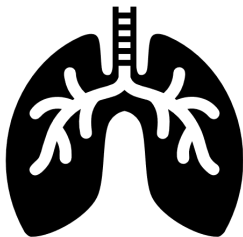


Australian Government
Comcare



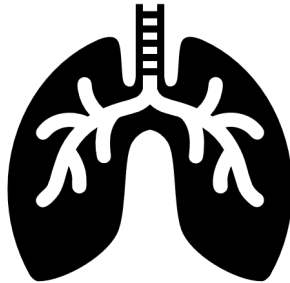
WHS management system purchasing

Supply of fake face masks





WHSMS purchasing PPE suppliers



- Manufacturers who meet testing requirements of TGA/CSIRO
- Reputable Suppliers



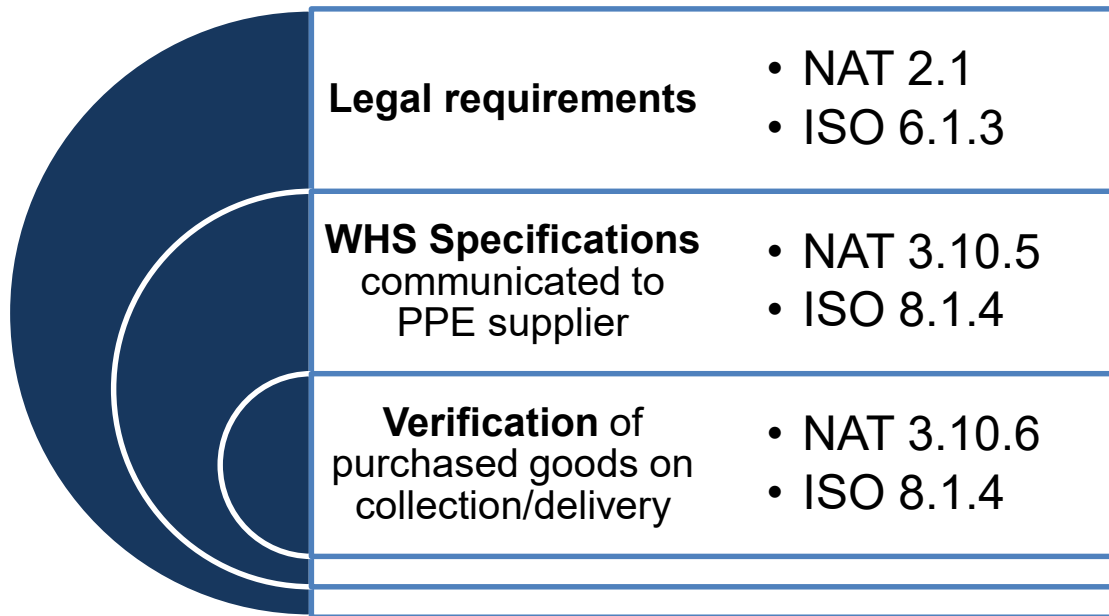
Australian Government
Comcare

national safe work month





WHSMS purchasing



NAT – National Audit Tool

ISO – International Standards Organisation



WHSMS issuing PPE

Training or instruction in PPE use, storage and disposal	<ul style="list-style-type: none">• NAT 3.10.15• ISO 7.2
Management WHS Records – training/instruction completed	<ul style="list-style-type: none">• NAT 4.4• ISO 7.5
Supervision Compliance with PCBU policy/procedure	<ul style="list-style-type: none">• NAT 3.10.22• ISO 7.1

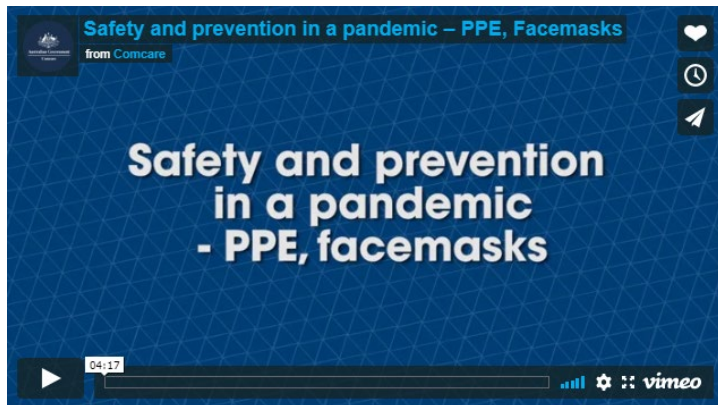
NAT – National Audit Tool

ISO – International Standards Organisation



Correct use of PPE

- Training
- Communication
- Records management
- Supervision



How to safely wear a face covering



- **1** Wash or sanitise your hands before touching your mask.
- **2** Take your clean or unused mask by the ears loops and put them over your ears.
- **3** Cover your mouth, nose and chin. **Press** the nose strip against you nose bridge, face and under your eyes. The mask should not hang under your chin or around your neck, even when eating or drinking.
- **4** Avoid touching or adjusting your mask. **Replace** the face mask if it becomes wet or damaged. **Wash** or sanitise your hands after touching your mask.
- **5** Wash or sanitise your hands before removing the mask.
- **6** Remove the mask by the straps and pull away from your face. Don't touch the front of the mask.
- **7** Dispose of single-use mask or place reusable mask in the laundry or place in a sealed bag to be cleaned.
- **8** Wash or sanitise your hands after removing the mask.

Visit comcare.gov.au/coronavirus



Learnings from the bushfires

Organisations impacted by the 2019-20 bushfires had exposure to what was to come:

Large scale deployment of emergency/medical services/military

Daily media briefings/communications

Disruption to large parts of the population

Shortage of specialised equipment e.g. air purifiers

Travel restrictions

Vulnerable workers being accommodated

Shortages of PPE

Infrastructure closures



Audit tools

Audit/ Systems Tools available on Comcare Website include:

National Audit tool (CTH) Audit Report

National self insurer WHS audit tool – User workbook

National self insurer WHS audit tool – User guide

AS/NZS 4801:2001

AS/NZ ISO 45001:2018



WHS management system

There is a bit of work at the start of the journey in developing and implementing a WHSMS.

However; once implemented and maintained, it provides a straightforward means to effectively manage Work Health and Safety

#safeworkmonth #safetytogether

WORKING TOGETHER TOWARDS HEALTH AND SAFETY THIS OCTOBER

Visit comcare.gov.au/safeworkmonth for more



Australian Government

Comcare

**national safe
work month**





Australian Government
Comcare



national safe work month

Visit comcare.gov.au/safeworkmonth for more



connect with us