



EYES ON SAFETY

An initiative to raise awareness and engagement of Work Health & Safety practices across the Hastings Business Community.



Proudly funded by



2023

INTRODUCTION

Wauchope Chamber of Commerce and Industry Inc, in partnership with Safework NSW, have developed the "Eyes on Safety" initiative to promote and share Work Health and Safety (WHS) information and resources to the local business community.

The Eyes on Safety Program incorporates the WHS Award, a networking night WHS Forum, an industry video showcasing local businesses implementing WHS measures and this E-book.

An alignment with the Work, Health & Safety Award as part of the Wauchope & Hinterland Business Awards Program, saw every entrant respond to a question on how they implement WHS in their business.

The 2023 WHS Award was presented to Wauchope Rural Centre, who were acknowledged for their focus on consultation, training and regular safety checks. The Highly Commended Awards went to Omnicare Alliance.



Watch now on YouTube
[HTTPS://YOUTU.BE/JLCHQNBPMC8](https://youtu.be/JLCHQNBPMC8)

BE SAFE!

WORK - RELATED INJURIES

Did you know?

INJURIES

The most common types of injuries or illnesses sustained remained the same in 2021-22 as in 2017-18. The most common injuries were:

- Sprains, strains or dislocations - 29%.
- Chronic joint or muscle conditions - 20%.
- Cuts or open wounds - 13%.

In 2021-22, the most common causes of work-related injuries were:

- Lifting, pushing, pulling or bending - 24%.
- Fall on same level (including slip or fall) - 17%.
- Hitting or being hit or cut by an object or vehicle - 16%.

In 2021-22, most work-related injuries occurred in the workplace (91%). 6% of injuries occurred while travelling on business, travelling to or from work, or while on lunchtime or break activities. Only 1% of work-related injuries occurred while working from home.

OCCUPATION AND INDUSTRY

In 2021-22, the occupation groups with the highest rates of work-related injuries were:

- Community and personal service workers - 7.0%.
- Machinery operators and drivers - 6.5%.
- Labourers - 5.7%.
- Technicians and trades workers - 5.3%.

The industries with the highest rates of work-related injuries were:

- Accommodation and food services - 5.6%.
- Agriculture, forestry and fishing - 5.4%.
- Transport, postal and warehousing - 5.1%.

The industries with the lowest rates were:

- Professional, scientific and technical services - 1.0%.
- Financial and insurance services - 1.3%.
- Administrative and support services - 2.3%.

Of the 288,800 males who experienced a work-related injury or illness in the last 12 months, the most common occupations were:

- Technicians and trades workers - 24%.
- Machinery operators and drivers - 15%.
- Labourers - 15%.

There were 208,500 females who experienced work related injuries or illnesses in 2021-22, and the most common occupations were:

- Community and personal service workers - 27%.
- Professionals - 20%.

WHAT'S THE COST?

Injury and illness at work carries human cost impacting health and even lives. There can also be a significant economic loss to the worker, employer, and wider economy.

According to the report "[Safer, healthier, wealthier: The economic value of reducing work-related injuries and illnesses](#)" prepared by Deloitte on behalf of Safework Australia, between 2008 and 2018, there were **623,663** work-related injuries or illnesses on average each year. If these incidents didn't occur, then Australia would have avoided:

 **A productivity loss of 2.2 million FTEs**

 **Health expenditure costs of \$37.6 billion**

 **Other employer overheads of \$49.5 billion**

By avoiding productivity losses and costs from work-related injuries or illnesses, Australia's economy would have been:

\$28.6bn
larger each year

1.6%▲
higher GDP each year

LOOKING FORWARD

The Australian Work Health and Safety Strategy 2023–2033 builds on the Australian Work Health and Safety Strategy 2012–2022, drawing on key learnings from stakeholders across the system.



Read the WHS Strategy →



2023 Priorities are:

- **Gig economy:** Increase safety and work health and safety compliance in the gig economy sector, particularly food delivery riders and health care.
- **Safety around moving plant** Reduce workplace safety incidents related to moving plant, particularly forklifts.
- **Seasonal** Increase work health and safety compliance to support itinerant workers, particularly in the agricultural sector and those working with amusement devices.
- **Psychological safety** Reduce the prevalence of psychological injury at workplaces, with a focus on mental health and wellbeing.
- **Respect at work** Reduce the incidence of bullying, sexual harassment, and customer aggression in the workplace, particularly in male dominated sectors and healthcare.
- **Exposure to harmful substances** Reduce the incidence of worker exposure to dangerous substances in the workplace, particularly silica and dangerous chemicals.
- **Falls** Reduce the incidence of falls from heights with a particular focus on construction.

WHAT IS A PBCU?

A person conducting a business or undertaking (PCBU)

DUTIES OF A PCBU

A PCBU has a primary duty to ensure the health and safety of workers while they are at work in the business or undertaking and others who may be affected by the carrying out of work. Whether a person conducts a business or undertaking is a fact to be determined in each case. Usually:

- a business is conducted with a view to make profit and will have some organisation, system and continuity.
- an undertaking will have some organisation, systems, and possible continuity, but are usually not profit-making or commercial.

Examples of a business or undertaking include:

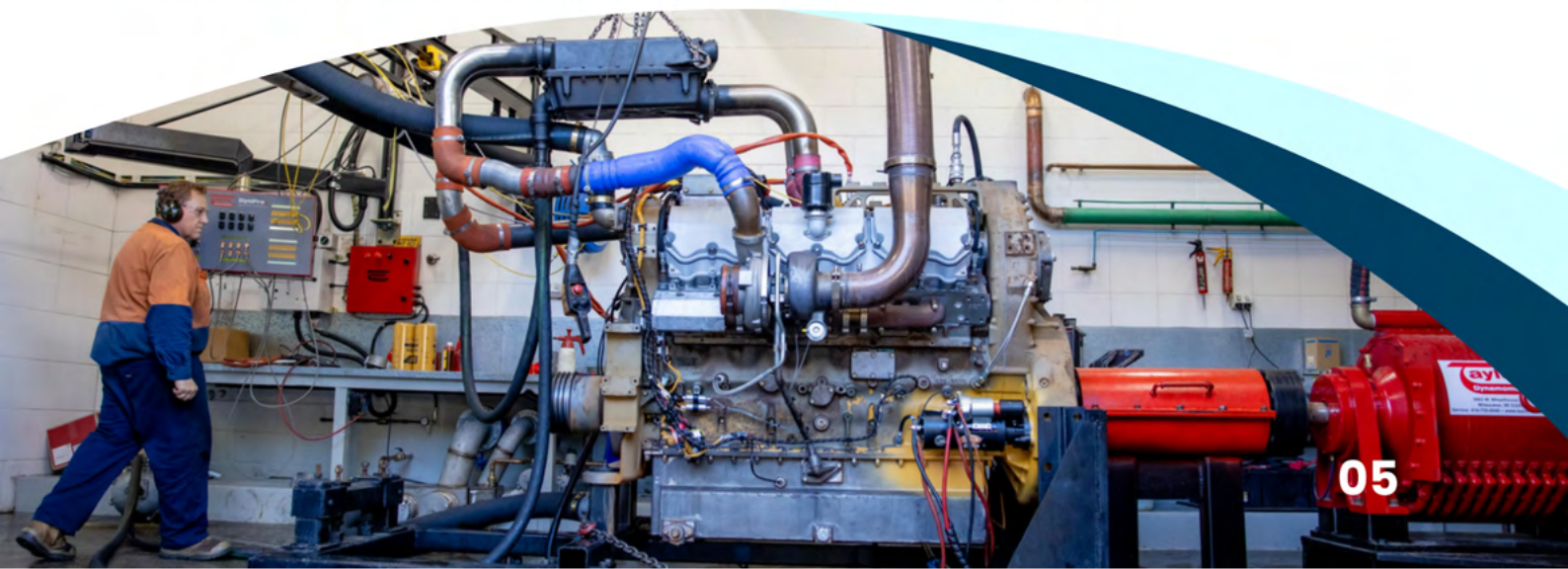
- wholesale business
- manufacturing business
- importer that is on-selling the imported goods
- government department or government agency
- owner-driver of their own transport or courier business
- self-employed person operating their own business
- fast food franchisor and the operator of the fast-food outlet (the franchisee)
- A volunteer association is a business or undertaking if it employs one or more paid workers to carry out work.
- local council
- school
- retailer

Employers or businesses, or anyone who falls under the definition of a 'person conducting a business or undertaking' (a PCBU), has legal obligations under work health and safety laws.

See the [Guide to Work Health and Safety for Volunteer Organisations](#) for more information. For information about who may be a PCBU and their duties see:

- [What is a person conducting a business or undertaking](#)
- [Duties of a PCBU](#)

Source: <https://www.safeworkaustralia.gov.au/law-and-regulation/duties-under-whs-laws>



WHAT IS A WORKER?

Anyone who performs paid work in any capacity for an employer, business or organisation is considered a worker. However, the term can also include unpaid workers such as volunteers or work experience students.

You're considered a worker if you are:

- an employee
- a trainee, apprentice or work experience student
- a volunteer
- an outworker
- a contractor or sub contractor
- an employee of a contractor or sub contractor
- an employee of a labour hire company.

Employers or businesses, or anyone who falls under the definition of a 'person conducting a business or undertaking' (a PCBU), has legal obligations under work health and safety laws.

*Find information on your
Rights at Work*



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YOUR SAFETY RESPONSIBILITIES AT WORK

While at work a worker must:

- take reasonable care for their own health and safety
- take reasonable care for the health and safety of others
- comply with any reasonable instructions, policies and procedure given by their employer, business or controller of the workplace.

Workers can also be considered visitors under some circumstances.

YOUR SAFETY RESPONSIBILITIES AS A WORKER

As a worker, you must take reasonable care of yourself and not do anything that would affect the health and safety of others at work.

You must follow any reasonable health and safety instructions from your employer. It is important that you:

- work safely
- follow instructions
- ask if you're not sure how to safely perform the work
- use personal protective equipment (PPE) in the way you were trained and instructed to use it
- report injuries and unsafe and unhealthy situations to your supervisor or to your health and safety representative (HSR).

Remember, health and safety representatives (HSRs) play an important role in representing the health and safety issues of a work group and can talk to your employer on your behalf.

Source: <https://www.safework.nsw.gov.au/legal-obligations/worker-obligations>



WORKPLACE WELLBEING ASSESSMENT

Find out how mentally healthy your business is with the Workplace Wellbeing Assessment. Survey your workers and get tailored actions to improve your workplace with the free digital tool.

WHAT IS THE WORKPLACE WELLBEING ASSESSMENT?

This is a free digital tool that surveys your staff.

Using insights from your leaders and workers, the tool will reveal how your business is performing in areas critical to workplace mental health, such as leadership and culture. It will give you recommended actions to improve your workplace, based on your results.*

Start here



For mental health support:

- Lifeline 13 11 14
- Beyond Blue 1300 224 636

For further information about psychological health see:

- [Model Code of Practice: Managing psychosocial hazards at work](#)
- [The Guide for preventing and responding to workplace bullying](#)

*Source: <https://www.safeworkaustralia.gov.au/law-and-regulation/duties-under-whs-laws>



WHS: WHERE TO BEGIN?

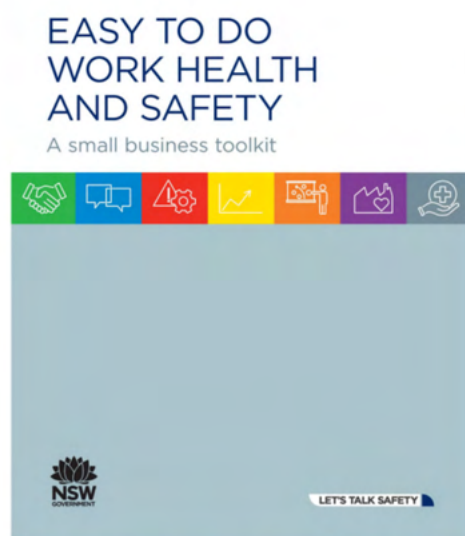
Keeping your workplace healthy and safe doesn't have to be difficult.

The EASY TO DO Work Health and Safety Small Business Toolkit is written for small businesses, including sole traders, and will help you:

- understand your legal obligations and comply with the law
- create a safer, healthier and more successful business.

It's also a great way to demonstrate to your workers and customers that their health and safety is important to you.

*Get started with the
EASY TO DO WHS
Toolkit
here*



START TODAY

GRAZED & GROWN FARM

Located on the beautiful Comboyne Plateau on the Mid North Coast of NSW, Grazed and Grown Farm have a passion for farming the most nutrient dense food possible without the use of chemicals, herbicides or pesticides. To achieve this, they nurture the land itself through regenerative practices.

Agriculture is a high risk industry. Working with machinery, animals, chemicals,, in remote areas and often with combinations of these risks means good WHS practices are essential. Injury to workers can have a grave impact on the farm operations given the significant amount of manual labour required to keep things going.

Grazed and Grown have many daily practises in place to ensure they know where people are, how to use their equipment correctly, what hazards they need to be aware of, and how to remain vigilant for the unexpected to happen.

*"Safety is the key for us
to keep doing what we love"*



AGRICULTURE, FORESTRY AND FISHING

Agriculture is one of the most dangerous industries to work because of its combination of hazards.



TOP CAUSES OF INJURY

There are a vast range of activities and workplaces within this industry. Each workplace presents its own safety challenges. But, across the industry, common causes of injuries are:

- unsafe use of quad bikes
- manual tasks and repetitive motion
- hearing loss due to noise
- incorrect and unsafe use of hazardous chemicals
- injuries from farm animals.

COMMON HAZARDS

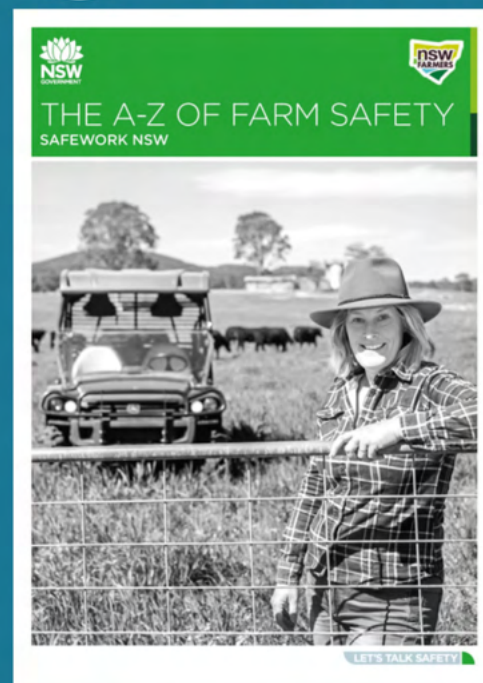
Working in the agriculture, forestry and fishing industry is physically demanding and workers face challenges of working outdoors, working in all types of weather and conditions, and often working in regionally isolated areas. These aspects of the work complicate the safety risks. Each workplace is different though. You need to know what the hazards are in your business so you can assess the risk they pose.

To help you get started, we've prepared information on how to identify hazards and manage the risks common to the agriculture sector, including:

- quad bikes
- noise
- manual handling
- animal handling
- electrical work and working near overhead powerlines
- biosecurity hazards
- tree work (arboriculture)



A-Z FARM HAZARDS



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EXPRESSWAY SPARES

Expressway Spares is a major supplier to the Earth moving Industry, catering to the mining, general contracting and rural sectors.

At the SafeWork NSW 2022 Excellence Showcase, Expressway Spares were honoured when they were named as Safety Champions in the category of “Outstanding Solution to a Work Health and Safety Risk – Large Business (non-government)”. The criteria wasn’t just a commitment to workplace safety, but also innovation. Expressway Spares were recognised within this category following a change in their approach to an industry-standard risk assessment practice.

The first step in the process was each team identifying their work area critical risk and their mitigating controls. Increased involvement in the entire safety process, including design, planning and assessment, fosters engagement amongst the team and a more positive attitude towards safety.

Since it’s introduction, they have already experienced significant declines in injuries, and in other areas, such as warranty claims.



"The solution came as a collaborative effort, and in the form of a simple whiteboard."

MANUFACTURING

TOP CAUSES OF INJURY

Injuries in manufacturing are frequently severe and occasionally fatal. 7% of NSW employees are involved in manufacturing and the injury rate (54.5 per 1000 workers) is higher than the state average (28.1 per 1000 workers) costing \$558 million over three years.

FATALITIES

There were 24 fatalities in the three years between 1 July 2013 and 30 June 2016 involving:

- vehicle incidents
- being hit by a moving object
- long term contact with chemicals.

Injuries

Across the industry, most injuries were:

- lacerations or open wounds
- soft tissue injuries due to trauma
- injuries or diseases affecting the hands, thumbs and fingers
- upper and lower back injuries or diseases.

And these injuries were caused by:

- being hit by falling objects
- musculus stress
- falls
- noise.

These injuries resulted in 40,827 workers compensation claims resulting in 218,236 weeks lost work costing \$13,669 per claim on average.

Find resources here



HELPFUL LINKS:

- [Find out how to build a culture of safety.](#)
- [NSW Government Mental Health resource kit.](#)
- [Plant, machinery and equipment](#)
- [Forklifts](#)
- [Noise in manufacturing fact sheet](#)
- [Musculoskeletal Disorders \(MSDs\)](#)
- [Mental Health in the workplace](#)
- [The Healthy Older Worker Toolkit \(PDF\)](#) – Centre for Work Health and Safety
- [Guidelines for Safe Collaborative Robot Design and Implementation](#) – Centre for Work Health and Safety

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OCTEC LIMITED

"A Tradition of Being Here for People"

OCTEC is a not for profit organisation assisting people and their communities to provide early pathways to employment, and to help individuals adjust to changing employment conditions. To do this, much of the focus of OCTEC programs is on vocational education and training, disability support and employment services.

OCTEC are acutely aware of the needs of the people they serve. With understanding of client privacy they ensure their practises and spaces support this.

They also keep a focus on accessibility for their clients ensuring passages are clear and appropriate signage is displayed appropriately.





WAUCHOPE FITNESS CENTRE

Wauchope Fitness Centre promotes the concept of "Fitness is a lifestyle". As a 24/7 gym they are conscious of a range of Work Health and Safety hazards including hygiene, trip hazards and heavy lifting.

They pride themselves on working as a team. The gym personnel take a hands on approach to ensuring hazards are responded to.

They encourage members to clean up after themselves - a reminder that we are all responsible for WHS and have a duty of care to act.

"We are hands on deck, we do it all"

MIDCOAST UNIFORMS

Midcoast Uniforms provide sales, service and delivery of Corporate, Construction, and Hospitality uniforms. With two locations, Wauchope and Port Macquarie, they like to keep things simple to ensure everyone understands what to do and how to do it.

They fall into both the retail sector and the manufacturing sector, as they provide embroidery designs on the uniforms they sell. The large commercial machinery they use to do this requires training and the use of Personal protective equipment (PPE) each and every time.

With orders coming in and going out on the same premises as the public showroom means keeping pathways clear, and lifting correctly are paramount.



*"If we keep it simple,
it is really easy for everyone"*





THE BEAUTY COLLECTIVE

The Beauty Collective offers a luxury salon experience with a range of services and products available.

Behind the beautiful image of this business is a team that takes WHS seriously with a rigorous daily procedures.

In addition to regular toolbox talks with team members, they undertake risk assessments and regular reviews of their processes. They keep infection control a key priority to ensure they keep their clients happy and healthy.



"Toolbox talks, Risk Assessments and Reviews"

Thank you...

Thank you to the local businesses who took part in in this project and shared some insights into how they approach Work Health and Safety.



GRAZED & GROWN FARM



EXPRESSWAY SPARES



THE BEAUTY COLLECTIVE



WAUCHOPE FITNESS



MIDCOAST UNIFORMS



OCTEC

SAFEWORK NSW RESOURCES

SAFEWORK NSW offer a range of tools and services to assist you to meet your legal obligations and implement positive WHS practices in your business.

01

HAZARDS A-Z:

Common hazards and how to control them

- <https://www.safework.nsw.gov.au/hazards-a-z>

02

CODES OF PRACTICE

List of codes of practice

- <https://www.safework.nsw.gov.au/resource-library/list-of-all-codes-of-practice>

03

RISK RADAR

Discover what types of risks could be in your industry and your job.

- <https://www.safework.nsw.gov.au/risk-radar>

04

EASY TO DO WHS

- ONLINE: <https://www.safework.nsw.gov.au/safety-starts-here/easywhs>
- PDF: https://www.safework.nsw.gov.au/_data/assets/pdf_file/0016/410209/easy-to-do-whs-SW08483.pdf

05

A-Z FARM SAFETY

- ONLINE: <https://www.safework.nsw.gov.au/your-industry/agriculture,-forestry-and-fishing/farming>
- PDF: https://www.safework.nsw.gov.au/_data/assets/pdf_file/0011/483680/SW09235-0519-A-Z-Farm-Safety-Guide.pdf

Source:

WWW.SAFEWORK.NSW.GOV.AU

SAFEWORK NSW

OTHER RESOURCES

06

RESOURCE LIBRARY

Find forms, codes, guides and fact sheets.

- <https://www.safework.nsw.gov.au/resource-library>

07

SAFEWORK SMALL BUSINESS REBATE

Get up to \$1,000 towards the cost of workplace health and safety items.

- <https://www.nsw.gov.au/grants-and-funding/1000-safework-small-business-rebate>

08

PERFORM PROGRAM

Reduce the risk of sprains and strains in your workplace.

- <https://www.safework.nsw.gov.au/hazards-a-z/hazardous-manual-tasks/perform>

09

STAY UP TO DATE

- **Webinars:** <https://www.safework.nsw.gov.au/advice-and-resources/online-safety-webinars>
- **Podcasts:** <https://www.safework.nsw.gov.au/advice-and-resources/podcasts>
- **Events:** <https://www.safework.nsw.gov.au/events>
- **SafeWork Newsletters:** <https://www.safework.nsw.gov.au/advice-and-resources/safework-newsletters>
- **Video library:** <https://www.safework.nsw.gov.au/advice-and-resources/video-library>

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FREE ADVISORY VISITS AND WORKSHOPS

Get some free support and advice from a SafeWork inspector.

- <https://www.safework.nsw.gov.au/advice-and-resources/free-advisory-visits-and-workshops>

Source:

WWW.SAFEWORK.NSW.GOV.AU



SAFEWORK NSW

Phone call
13 10 50



Find a local Service Centre
Search for a Centre near you



Website
www.safework.nsw.gov.au



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