Construction Industry Forum 2019

WHSQ Update
Topics

- Industry data
- CMEP
- Mental health
- IPaM
- Worker support services
Industry data

- 152,177 workers (8% of Qld workforce)
- 12% of all serious/fatal claims
- 51.7 claims per 1000 workers (4th highest rate)
- $14,700 avg claim cost (excludes indirect costs)

Body stressing, hit and being hit, falls most common
Psychological Health

- Job demands (low or high)
- Poor support
- Poor workplace relationships
- Low recognition and reward
- Remote and isolated work
- Violent or traumatic events

- Low job control
- Low role clarity
- Poor organisational change
- Poor organisational justice
- Poor environmental conditions

Can lead to

- Psychological Injury/Illness
- Physical Illness
- Poor health behaviours
What is a mentally healthy and safe workplace?
A mentally healthy workplace:

• promotes workplace practices that support positive mental health
• eliminates and minimises psychological health and safety risks through identification and assessment of psychosocial hazards
• builds the knowledge, skills, and capabilities of workers to be resilient and thrive at work
• is free of stigma and discrimination
• supports the recovery of workers returning after a physical or psychological injury.
Compliance Monitoring and Enforcement Policy

• Response to independent Best Practice Review
• Outlines Regulator’s approach to compliance - No new laws introduced
• Directed compliance approach – incentive for compliance
• Removes Inspector discretion
• Priority infringement notices
Priority infringement issues

- **Non-compliance with an Improvement Notice**
- **Incident Notification and Reporting** – keep records for 5 years
- **Consultation with workers** - PCBU must allow adequate time for HSR to exercise powers/functions
- **Safety Management – construction projects**
  - Safe Work Method Statements (high risk construction work)
  - WHS management plan must be accessible
  - Provision of hygienic, safe and serviceable amenities
- **Construction Work**
  - Trenching/excavation
  - Fall arrest system as control measure
  - Ladder safety
  - Scaffolding
  - Falling objects
  - General construction induction training
- **General workplace management** - Air monitoring for airborne contaminants
- **Specific Hazardous Work**
  - Overhead or underground electric line (safe distance)
  - Confined spaces
  - General diving work competency
  - Hazardous chemicals register
  - Asbestos management
- **Licensed High Risk Work** - Written evidence of licence, training, application or certification
- **Electrical Work** – Electrical work, electrical installations, electrical supply
- **Electrical Licences** - Unlicensed electrical work
IPaM

- Free service
- Any industry and size
- Local advisors across Qld
- Access to technical experts
- Advisory
- Tailored

The Injury Prevention and Management (IPaM) program

Working with you to improve health and safety, rehabilitation and return to work.
Services available

- **IPaM program**
  - **Advance**: Continually improving, 1 to 2 years (Employer group best suited: Medium/large business)
  - **Evolve**: Cooperating, 3 to 6 months (Small to medium size business, Employers with a growing business and evolving safety systems, Some larger employers who have basic systems in place)
  - **Small Business**: Managing, Emerging (Small or micro business, Employers with entry level systems)

- **WHS Maturity**
  - **Timeframe (approx.)**
    - Continually improving: 1 to 2 years
    - Cooperating: 3 to 6 months
    - Managing, Emerging: 3 hours to 1 week

- **Employer group best suited**
  - Medium/large business: Continually improving
  - Employers with established or more advanced safety management systems
  - Small to medium size business: Cooperating, 3 to 6 months
  - Employers with a growing business and evolving safety systems
  - Some larger employers who have basic systems in place
  - Small or micro business: Managing, Emerging
  - Employers with entry level systems
Areas of focus

- Management commitment
- Consultation
- Risk management
- Procedures
- Training and supervision
- Reporting
- Rehabilitation and return-to-work
Potential benefits

Confidence

Morale

Compliance

Claims

Collaboration

Costs
Resources

IPaM:
• Email: workplaceassistance@oir.qld.gov.au
• Visit: www.worksafe.qld.gov.au/ipam

Psychological health:
• Email: psychologicalhealth@oir.qld.gov.au
• Visit: https://www.worksafe.qld.gov.au/mentally-healthy-workplaces/overview
• Visit: http://matesinconstruction.org.au/
Workers Psychological Support Service (WPSS)

- A support service for Queenslanders with a work-related psychological injury.
- Open to non-union and union members.
- Independent from Employee Assistance Programs.

1800 370 732 (9AM – 5PM, Mon-Fri. Toll free)
info@wpss.org.au
www.wpss.org.au
WHSR Support Service

- Information, advice and support for HSRs
- Networking for HSRs
- Engage with all stakeholders to assist HSRs

(07) 3010 2508
info@HSRSupport.org.au
www.hsrsupport.org.au
Questions?