

# Construction Industry Forum 2019

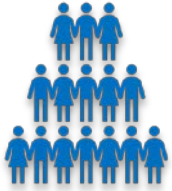
## WHSQ Update

# 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



## The Injury Prevention and Management (IPaM) program

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

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

# Services available



# 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](mailto:workplaceassistance@oir.qld.gov.au)
- Visit: [www.worksafe.qld.gov.au/ipam](http://www.worksafe.qld.gov.au/ipam)

## Psychological health:

- Email: [psychologicalhealth@oir.qld.gov.au](mailto: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)



1800 370 732 (9AM – 5PM, Mon-Fri. Toll free)



[info@wpss.org.au](mailto:info@wpss.org.au)



[www.wpss.org.au](http://www.wpss.org.au)

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

# WHSR Support Service



**QUEENSLAND**  
Health & Safety Reps  
Support Service

For detailed information  
contact:

**Damien McGarry**

by phone

0429 985 268

or (07) 3010 2555

by email

[info@hsrsupport.org.au](mailto:info@hsrsupport.org.au)

or visit

[www.hsrsupport.org.au](http://www.hsrsupport.org.au)

- Information, advice and support for HSRs
- Networking for HSRs
- Engage with all stakeholders to assist HSRs
- (07) 3010 2508
- [info@HSRSupport.org.au](mailto:info@HSRSupport.org.au)
- [www.hsrsupport.org.au](http://www.hsrsupport.org.au)

# Questions?

