



**NEW HOPE**  
**GROUP**

INTEGRITY • RESPECT • ACCOUNTABILITY  
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# The Industrial Athlete

*(incorporating Preventative and Mitigating Measures)*



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# The Industrial Athlete



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Should we treat Aaron any differently than Johnathan Thurston?



# The Industrial Athlete

Every



spent on preventive measures (front end)

Saves \$\$\$\$



on the back end (mitigating measures).

# The Industrial Athlete

## *Preventative Measures*

- RTW from non-work related physical injuries (company paid/supported FCE and SDPs)
- RTW from a mental illness (company paid/supported FFW Referral and Management Plan)
- Culture (Employees seeking the right help for themselves)
- Use of company EAP
- Alternate Psychology Services (long term cases and support)
- Use of company Peer Support Program (team employees in the work space trained to offer assistance and support to fellow employees)
- Supervisor awareness/ trained in resilience (identify and early intervention)
- Company supplied Prescription Safety Glasses
- Company supported 'Quit' programs
- **Awareness, Education and Hands On (Health & Wellness Program)**
  - *Weekly on-site physiotherapy clinic (11 x slots/ week)*
  - *Offer first consult free (part of H & W program; physio, dietitian, Ex phys etc.)*
  - *Free off-site skin check*
  - *Free off-site Annual Health Check*
  - *Three x six week "Stretch – Breathe – Relax" programs for the office-based employees.*

# The Industrial Athlete

## *Preventative Measures*

- **Health & Wellness Program (Con't)**
  - *Free flu vaccinations*
  - *Manual handling training*
  - *Fatigue Management training*
  - *Equal Opportunity, Bullying and Harassment Training*
  - *Monthly toolbox talk presentation by Health & Wellness Professionals (subjects include: gut health, eye health, movement, healthy feet, diabetes)*
  - *Monthly - Individual coaching conversations at crib or in cabin by Health & Wellness Professionals*
  - *Stretch leaders – pre-start pre-stretch program*
  - *Health Leadership – training workshops*
  - **Events** – *Annual Peak 2 park (fun run), side-wide challenge (this year MTR), Movember*
  - *Monthly printed Health magazine for distribution on site*
  - *Weekly “Health Bites” emails for all NAC employees*
  - *Monthly promotion items for topics including poster, handouts and TV screenshots*

# The Industrial Athlete

## Mitigating Measures

- WorkCover – RTW
- Emergency Response
  - ERT
  - First Aid
- RTW from work related physical injuries (FCE and SDPs)
- RTW from a work related mental illness (FFW Referral and Management Plan)
- EAP
- Fitness for Work – (CMSH Regs) - protocols for the identification and management of risk to coal mine workers, posed by physical and psychological impairment:
  - *presentation of a medical certificate*
  - *a return to work following an absence due to illness or injury*
  - *obvious physical signs and symptoms that are unable to be explained*
  - *obvious abnormal actions, speech or behaviours that are out of character*
  - *the individual or other coal mine worker reports the existence or possible existence of a physical or psychological impairment.*



# The Industrial Athlete

## Summary

- *Remember Safety is an outcome.*
- *Look after your people – create the ‘Industrial Athlete’ that aspires to Health and Wellness and arrives to your work place - ‘Fit for Work’.*





# The Industrial Athlete

**Fit for Work**

**+**

**Risk Based Approach**

**(Safe equipment, competencies, safe systems of work, procedures etc.)**

**+**

**Embedded Culture**

**(iSafe/weSafe)**

**=**

**Safe Production**

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