

Safety in Action Conference

The premier forum for mental health and workplace safety

Royal Randwick Racecourse, Sydney

14th-15th
Dec 2021

CONFERENCE DAY ONE

Tuesday 14th December 2021 | All times are in AEDT

08:50 **OPENING** | Opening remarks from the Chair

POLICY & REGULATORY UPDATES

09:00 **MESSAGE FROM THE REGULATOR** | **New Code of Practice: Managing psychosocial hazards at work**

- Understanding the new Code of Practice
- What the new Code means for your workplace
- Overview of the People at Work and how it fits in SafeWork Australia's psychosocial risk management approach
- Understand how to use the tool for most effective results in your workplace

Ian Firth, *State Inspector*, **SafeWork NSW**

09:30 **Sexual harassment as a WHS risk**

- Sexual harassment is prevalent in Australia workplaces, but is often managed on an individual, case-by-case basis, rather than through a systematic work health and safety approach to prevention
- Safe Work Australia's new guidance recognises sexual harassment is a WHS risk and outlines steps organisations need to take as part of their WHS duties

Dianah Brown, *Assistant Director Psychosocial and Consultation Policy*, **Safe Work Australia**

10:00 **Emergence of class actions in the context of major health and safety incidents**

Alena Titterton, *Partner*, **Clyde & Co**

10:30 **Networking and refreshment break**

LEADERSHIP AND INFLUENCE

11:00 **KEYNOTE** | **How to align human resources, safety and injury management for the benefit of your people and bottom line**

- Why an integrated employee lifecycle focus leads to sustainable performance
- How to take a transdisciplinary approach to people risk management
- What you need to do to win support from other functions to start the journey

Wade Needham, *General Manager - Environment, Health & Safety, Australasia*. **Fresh Country Farms of Australia**



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11:30 The human side of safety
Jen Jackson, *CEO, Everyday Massive*

12:00 Lunch and networking break

MENTAL HEALTH

13:30 Psychological safety in a digital world

Cognitive overload is affecting our psychological safety. It is a condition where a situation gives too much information simultaneously, resulting in being unable to process this information and decide. Our brains are unnecessarily in emergency mode most of the time. Louise will explore this field and assist you and your teams in designing experiences that augment the limited capacity of the working memory and improve psychological safety.

Louise Dubois, *Director Health Safety Environment and Wellbeing, Deloitte*

14:00 CASE STUDY | Understanding and managing chronic psychological injury

- Providing individuals with the tools and skills to promote wellbeing in the home and community
- Increasing independence and overall wellbeing for injured workers

Noni Byron, *Managing Director, Prestige Health Services Australia*

14:30 CASE STUDY | Creating lasting, positive behavioural change, from mental health to wearable technologies

- How the pandemic led to increased workload, as well as heightened emotional and physical stressors on our employees
- How through genuine care and communication, we continue to create a safe environment for employees who are experiencing distress remotely
- FUSE Strongarm Pilot Program: How we ensured workforce buy-in, and embedded wearable technologies that work in harmony with our processes culture, leading to behavioural change is lasting and meaningful

Meg Tecson, *National Manager - Workers Compensation and Injury Management, Metcash*

15:00 Networking and refreshment break

AFTER AN INJURY

15:30 Social impact of workplace injuries

Organisations are now being assessed by investors, customers, suppliers, employees and other groups on their social impact. Workplace injuries can have a significant social impact, in many different short- and long-term ways. The presentation will address:

- What are the key social impacts of workplace injuries?
- Why should organisations care about the social impact of workplace injuries?
- How can social impact be measured?
- What are the legal consequences of having a high social impact from workplace injuries?

Katherine Morris, *Partner, Norton Rose Fulbright Australia*



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16:00 **PANEL** | Taking a restorative justice approach

Anyone who has had any connection to a workplace fatality can see the many harms to the affected family, work colleagues, friends, and organisational culture that can arise from the legal process that follows. Introducing restorative justice principles into the response, alongside the legal process, can assist in preventing these harms from occurring. The panel discussion will consider:

- What are fundamental features of a restorative justice approach?
- What are the benefits/risks?
- How does a restorative justice approach work with legal privilege?
- Why implement a restorative justice approach when a workplace fatality or serious injury occurs?

Panellists

Derek Brookes, *Director*, **Relational Approaches**
Representative, **Safe Work Australia**

Katherine Morris, *Partner*, **Norton Rose Fulbright Australia**

16:40 **CLOSING** | Closing remarks from the Chair

16:45 **Networking Drinks**



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CONFERENCE DAY TWO
Wednesday 15th December 2021 | All times are in AEDT

08:50 **OPENING** | Opening remarks from the Chair

SAFETY CULTURE

09:00 **Safety governance and metrics for your board**

Jillian L Hamilton, *Managing Director & Board Member, Manage Damage & Safety Governance Foundation*

09:30 **KEYNOTE** | **New challenges, familiar solutions: Sustaining performance in an evolving world**

- Wins and sidesteps on GrainCorp's SHE journey over the past 3 years
 - How we've approached challenges and changes from COVID
 - Riding the peaks and troughs to sustain safety performance
- Nicole Lawler, *General Manager, Safety Health & Environment, GrainCorp*

10:00 **CASE STUDY** | **Building trust and maintaining momentum in WHS at Lakeview Private Hospital**

Lakeview Private Hospital's workers compensation claims numbers are far below the industry average. With a focus on 'back to basics' safety, Lakeview has developed a culture that is proactive about worker safety, within and beyond the workplace. This approach includes:

- o The WHS Strategic Focus Group: worker representation and close collaboration with senior managers
- o Examples of what planning, implementation and evaluation of WHS initiatives looks like
- o Monthly WHS initiatives – what has worked well, and what hasn't
- o Understanding and managing for non-work-related injuries and illnesses

Gift Musiwa, *WHS Manager & After-Hours Manager, Lakeview Private Hospital*

10:30 **Networking and refreshment break**

PSYCHOLOGICAL SAFETY

11:00 **CASE STUDY** | **Respect and resilience at McDonald's**

- Tackling customer abuse through a multi-faceted approach
- Preparing workers and equipping them with the skills, resilience and processes to feel supported and safer at work

Kylie Fraser, *Head of Workplace Safety, McDonald's*



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11:30 CASE STUDY | SCAN4SAFETY Situational Awareness tool

- Promoting mindfulness of field hazards through situational awareness
- Building a practical approach through collaboration with workers
- Driving the process through use of a simple mnemonic

Ian Simpson, *Head, Health Safety & Wellbeing, People & Culture, ABC*

12:00 Lunch and networking break

13:30 CASE STUDY | Electrical Safety

Senior Representative, Scentre Group

INDUSTRIAL MANSLAUGHTER IN NSW

14:00 What would industrial manslaughter in NSW mean for you?

- Overview of industrial manslaughter laws across Australia and key differences between the states
- What will this mean for NSW employers and directors if industrial manslaughter is introduced?
- What actions should employers take?

Patrizia Cassaniti, *Safety Advocate, Let's talk about Safety*

Adam Searle MLC, *NSW Shadow Minister for Industrial Relations*

MANUAL HANDLING

14:30 How to lift' training: It's not what you think

Safe Work NSW will explain how providing generic 'How to lift' training to workers (in the absence of other controls) does not equal compliance, nor is it effective in reducing MSD risk.

Jay Lewis, *Assistant State Inspector Ergonomics, SafeWork NSW*

15:00 CLOSING | Closing remarks from the Chair

15:10 END OF CONFERENCE



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