# Transport Workshop
**17 October 2024**

## Safety in transport: Key takeaways



## Overview

The recent workshop organised by ReturnToWorkSA and the South Australian Road Transport Association (SARTA) focused on key strategies to enhance health, safety, and wellbeing within the transport industry. Workshop discussions covered essential themes across four broad areas: leadership support and capability, worker collaboration, sustainability of initiatives, and a commitment to health and safety. Participants highlighted critical success factors, including robust leadership support, hazard management, early detection of health issues, and proactive promotion of worker wellbeing.

## Session 1 - Prevention of Musculoskeletal Disorders (MSDs) & Mental Health Disorders (MHDs)

Bronwen Otto – La Trobe University

- Historically it was believed that MSDs were only the result of exposure to hazardous manual tasks and worker 'technique' while performing these tasks. However, we now know that MSD development is much more complex than this and that worker 'technique' plays a negligible role.
- MSDs are a result of an inadequate 'match' between the design of work (e.g. physical demands, psychosocial demands) and worker characteristics (e.g. age, health, physical capability). The design of work is the most important element to manage, with physical and psychosocial hazard exposure having relatively equal impact on the development of MSDs.
- Physical hazards directly stress the tissues of the body, while psychosocial hazards contribute to stress of the nervous system. Exposure to both types of hazards can increase the likelihood of MSDs, MHDs, and other health conditions like cardiovascular events and stroke.
- The way that work is designed and executed is impacted by many stakeholders (both within and outside of one's organisation). To adequately identify and manage the risks of MSDs the organisation must look broadly at the influence of these stakeholders. This is called 'Systems Thinking'.
- For example, injuries associated with climbing in and out of a truck cab are associated with: cab design, number of times a worker is required to climb in and out, the environment in which access/egress occurs (weather, time of day, surface), time pressures, footwear, worker physical capacity, etc.
- Some stakeholders in this example are:
  - <u>External:</u> Truck manufacturers, creators of manufacturing standards, Department of Infrastructure & Transport, Customers who stipulate delivery time, location & volume.
  - <u>Internal:</u> Leadership, procurement, finance, scheduling, maintenance, supervisor, driver.

**Practical steps**
A couple of tools have been developed to help workplaces take this holistic approach to preventing MSDs, MHDs, and other health issues.
- <u>OHS risk management toolkit | APHIRM toolkit</u> - This is a free online platform that helps step you through the process of identifying and managing both physical and psychosocial hazards.
- Take a 'systems approach' when reviewing hazards or incidents. Think about the different stakeholders that may have contributed to the hazard/ incident and how you may be able to influence them. For example, if step design is contributing to access/egress injuries feed this information back to the manufacturer and consider step design during procurement of new plant.

If you would like free assistance with implementing the APHIRM toolkit, or in applying a 'systems approach' to your workplace, please contact Amanda Sadauskas via email amanda.sadauskas@rtwsa.com or phone 0448 743 817.

# Session 2: SafeWork SA – Findings from recent transport campaign & Information about recent legislation changes

Michael McCabe, Acting Team Leader Transport | David Knight, Education & Engagement Advisor

### Findings from recent campaign (Michael McCabe)

- **Reason for campaign:** SWSA were being notified of plant v pedestrian collisions, loss of control of loads from forklifts, shifting of loads in transit, driver injuries during loading/unloading, strapping, securing and tarping. These issues were resulting in fatalities and life-changing injuries.
- **Inspectors were looking for:** Risk management processes, engineering type controls for traffic management, correct and in-date high risk work licences for forklifts, pre-start checks and logbooks, and plant maintenance.
- **Campaign summary:**
  - 72 PCBUs were visited during a total of 128 worksite visits
  - 63 improvement notices and 2 prohibition notices were issued
  - 39 High risk work licence checks were undertaken
- **Common findings:**
  - Lack of forklift maintenance
  - Absent or poorly marked pedestrian walkways
  - Absent or poor loading and unloading practices/ policies
  - Absent traffic management plans and signage
  - Lack of pre-start checks
  - Non-compliant forklifts, trucks, lift boxes and cages
  - Three workplaces accounted for 18/63 improvement notices
  - The two prohibition notices were for forklift-mounted work boxes ('homemade and unrated')

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### New Regulations (David Knight)

- **Insurance against indemnity** is now prohibited. Essentially, what this means is:
  - Businesses cannot insure against costs associated with WHS breaches
  - Insurers can no longer provide these insurance products.
  - Maximum penalty: $50,000 effective Sept 1, 2024
- **Industrial manslaughter:** This pertains to the conduct of a person (PCBU or officer) who causes the death of a worker, owing to conduct that is grossly negligent or reckless.
  - Reckless is defined as a conscious choice to take unjustified risk
  - Grossly negligent is defined as a great falling short of the standard of care that a reasonable person would exercise
  - Penalties carry a maximum of 20 years imprisonment and $18 million if convicted.
- **Interstate example of an industrial manslaughter conviction in the transport sector:** Small business owner was operating a forklift in a non-work area on a slope with a load. The forklift tipped and crushed another worker causing their death.
- **Psychosocial Hazards:** South Australian WHS regulations now explicitly state that PCBUs must identify and manage psychosocial hazards.
- **Free resource:** SafeWorkSA & ReturntoWorkSA have created a free online module to help workplaces understand their obligations and how to meet them: Managing Psychosocial Hazards and Risks in the Workplace

If you would like assistance with undertaking a psychosocial hazard and risk assessment, please contact Amanda Sadauskas via email amanda.sadauskas@rtwsa.com or phone 0448 743 817.

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