

# Th!nk Safe

HEALTH AND SAFETY IN THE WORKPLACE

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# Th!nkSafe

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Tony Booth, Health and safety representative of the year for the 2022 Work Health and Safety Excellence Awards

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# WorkSafe supporting healthy and safe workplaces

WA's work health and safety (WHS) laws have changed, bringing together most workplaces under one WHS Act.

Work health and safety is everybody's business, so subscribe to the news alerts or follow WorkSafe WA on social media to keep up-to-date.



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## AGREEMENT REACHED ON SILICA REFORMS

The *Work Health and Safety Act 2020* has now been in place in WA workplaces for just over twelve months.

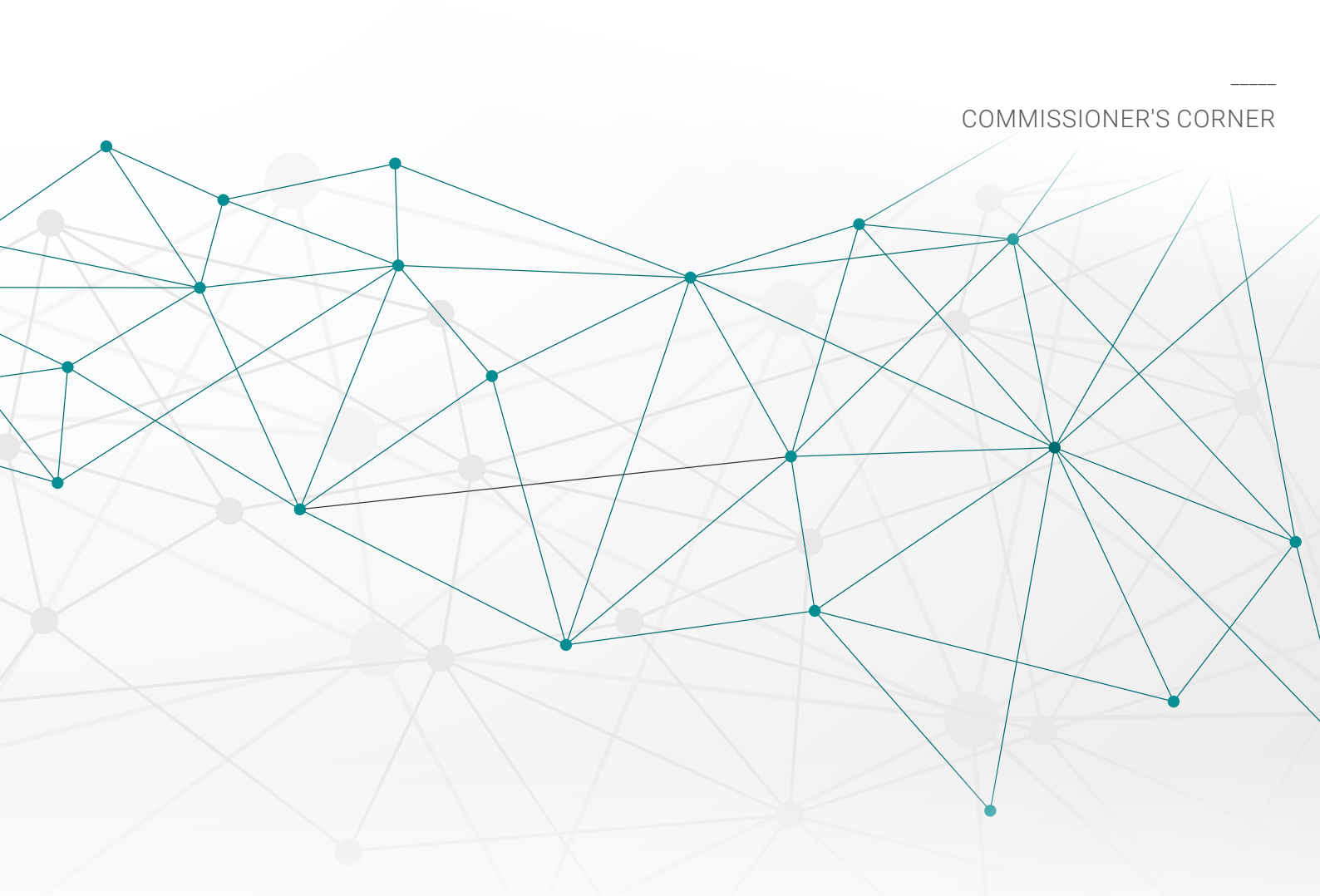
Before the new laws were introduced, I released a [Statement of Regulatory Intent](#) covering the approach WorkSafe would take for the first twelve months. It was always recognised that some workplaces would need time to adapt to the new regime, so WorkSafe adopted a supportive and educative approach with low-risk contraventions. Actions or omissions that resulted in serious risks or harm were still met with enforcement action.

We received many comments about the Statement, and a revised version with identification of high-risk industries will be released shortly. Transitional arrangements have been in place for some specific situations, and some of these [transitional arrangements](#) have been extended and will remain in place for a longer period to allow industry further time to transition.

The growing number of workers diagnosed with diseases caused by silica exposure, particularly the incurable and deadly silicosis, is one of the most worrying recent developments in Australian work health and safety. The eastern states have seen a rapid growth in cases, mainly affecting workers in the engineered stone industry.

Ministers from across the country endorsed a national approach to prevent workplace exposure to silica, eliminating silica-related diseases and assisting workers already impacted by these diseases.

The Ministers agreed to collaborate with all levels of government, industry and unions to implement three reforms. Firstly, to increase awareness of silica-related disease and deliver behaviour change initiatives in partnership with unions and persons conducting a business or undertaking (PCBUs). PCBUs and workers who may be exposed to silica must understand the risks involved and how to minimise those risks.



Secondly, to implement stronger regulation for high-risk silica processes across all industries and all materials. This will include additional training and new codes of practice for at-risk industries. There will be a requirement to conduct air monitoring, and report to the regulator if the exposure standard is exceeded.

Thirdly, to conduct and analyse public consultation on prohibiting the use of engineered stone in the work health and safety laws. Safe Work Australia will finalise a report within six months that considers silica content levels and a national licensing system for products that are not banned. This report will consider the potential impacts of prohibiting products on affected PCBUs and workers.

Ministers across the country are taking the issue of silica very seriously, and have agreed to meet as soon as practicable after the delivery of Safe Work Australia's report.

I recently received the report on the independent [\*Inquiry into the agricultural industry in Western Australia\*](#) that I instigated last year. I've indicated my support for the majority of the recommendations, however two will need further consultation if they are to be progressed by the State Government.

I feel that the Inquiry very successfully captured the context of the industry at the time it was called, and we now have the basis of a strategy for improving safety standards in this important industry. I'll be working collaboratively with industry stakeholders, worker representatives and peak bodies to further drive work health and safety improvements in the sector.

Finally, I'd like to remind industry about their reporting obligations. WA's workplace health and safety laws require specific injuries and incidents to be [notified to WorkSafe](#) as soon as practicable, and failure to do so is a breach of the law. Over recent years, I've seen improved reporting from the mining sector, but general industry requires more improvement in its reporting of incidents.

**Darren Kavanagh**  
*WorkSafe Commissioner*

## ENOUGH IS ENOUGH PROGRESS REPORT

On 23 June 2022, the Community Development and Justice Standing Committee Report 2 [‘Enough is Enough’ Sexual harassment against women in the FIFO mining industry](#) (Enough is Enough), was tabled in Parliament providing 79 findings and 24 recommendations.

Of the 24 recommendations, the Western Australian Government (the Government) supports in total or in principle the 15 recommendations within its responsibility to implement. The Government has outlined additional actions to work collaboratively to meet the intent of the nine recommendations directed towards industry.

The Government responded to the report on 21 September 2022 and the first progress report was tabled in Parliament on 29 November 2022.

Key commitments include the provision of funding for support services, strengthening of the regulatory framework, and supporting industry to improve workplace culture and outcomes:

### SUPPORT AND AWARENESS

- [Circle Green Community Legal](#) has received funding to provide a triage and non-legal social work support service to those who have experienced workplace sexual harassment in the mining sector. Circle Green can be contacted on 1800 929 250 and can provide free and confidential support with navigating legal and practical options if you have experienced sexual harassment on a mine site.
- The [Sexual Assault Resource Centre](#) has received funding to develop accessible and sustainable specialist training for health responders if responding to sexual assaults on mine sites.
- A communication campaign will be launched to ensure increased awareness of WorkSafe’s 24/7 reporting line.

### REGULATORY FRAMEWORK

- Work health and safety (WHS) regulations which formally impose the requirement to manage the risks of psychosocial hazards, including sexual harassment in the workplace are now in place.
- The Minister for Industrial Relations has requested the Mining and Petroleum Advisory Committee (MAPAC) in consultation with the Work Health and Safety Committee to:
  - develop a code of practice for mining and construction accommodation
  - review the *Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sector: Code of practice.*

### BETTER REGULATION

- The Government has published PwC Australia’s review into WorkSafe Mines Safety’s regulatory capability to respond to incidents of sexual harassment and sexual assault.
- Psychosocial training for all WorkSafe Mines Safety inspectors has been completed.
- The new triage model and after hours response following the introduction of the WHS Act has been refined.
- The Government has funded the development of a comprehensive data management system for WorkSafe which will include systems for the monitoring and reporting on sexual harassment.





## UPSKILLING INDUSTRY

- The Mental Awareness, Respect and Safety Program (MARS Program) is publishing key information such as the Landmark Study reports.
- The MARS Program has funded FIFO Focus to develop and deliver “Response, Investigation and Management of Sexual Harassment in the Workplace” trauma-informed training available to the mining industry in April 2023.
- In collaboration with the Department of Communities, funding has been provided for the Respect in Mining program. This program will implement a pilot initiative in a number of small-to-medium mining companies to engage workers in discussion around the drivers of gendered violence, implement a whole-of-organisation approach to violence prevention, and work to embed respectful relationships in the workplace.

## COLLABORATION

- On 1 August 2023 the Government will host the Mining Industry Summit: Driving Respect which aims to educate, inspire and empower industry to drive respect and take meaningful action towards preventing and responding to sexual harassment. It will bring together company boards, senior executives, mine management, supervisors, health and safety representatives and safety professionals.
- The Respect@Work memorandum of understanding (MoU) and the MOU between WA Police, the Department and WorkSafe are likely to be executed shortly.

Future progress on the Government’s implementation of the recommendations will be reported in the Department’s annual report.

Industry will engage with the Government through MAPAC, including providing updates on progress on recommendations.



# DID YOU MISS SAFE WORK MONTH 2022?



Safe Work Month 2022 webinars, videos and podcasts are now available on the WorkSafe website.

Last year's theme "WHS – think physical, think psychological" was a reminder that under the new work health and safety laws, implementing measures to prevent psychosocial harm is as important as implementing measures to prevent physical harm.

## 2022 SAFE WORK MONTH WEBINARS

- Incident notification
- Think psychological

## ON-DEMAND VIDEOS FROM MINING, PETROLEUM AND GENERAL INDUSTRIES

- Crane safety
- Emergency management plan requirements
- Gendered violence and mental health: Reporting
- Integrating human factors into the risk management of major accident events and incidents
- Investigation 2021-22 statistics
- Mine safety management plans
- Overview of WorkSafe Mines Safety
- Principal hazard management plans
- Regulating exposures to naturally occurring radioactive materials (NORM) in the mining industry
- Vehicle safety.

## PODCASTS FOCUSING ON HEALTH AND SAFETY

- Asbestos safety
- Consultation: Controlling psychosocial hazards in the workplace
- Gendered violence and mental health
- Safety champion: Safety on a family owned farm
- Silicosis in benchtop fabrication
- Succession plan: Using the knowledge of the older generation of farmers to implement safer work practices
- Then and now: Changes to the future of agriculture
- What to expect when a WorkSafe inspector investigates for psychosocial hazards
- Where are you now: Working alone or in isolation on farms.

## RESOURCES

- [2022 Safe Work Month webinars](#)
- [On-demand videos](#) for mining, petroleum and general industries
- [Podcasts](#) focusing on health and safety.

For further information about participating in Safe Work Month 2023, subscribe to the [WorkSafe news alerts](#) and follow us on social media.





# AWARDS RECOGNISING EXCELLENCE IN WORKPLACE HEALTH AND SAFETY ARE NOW OPEN



Nominations are open for the [2023 Work Health and Safety Excellence Awards](#).

The Work Health and Safety Excellence Awards recognise outstanding solutions and innovations to specific health and safety problems in Western Australian workplaces.

Submissions are open in five categories for both small to medium organisations and large organisations.

Last year's winners were announced during Safe Work Month at the awards ceremony held at the State Reception Centre on 28 October 2022.



## Work health and safety invention of the year

This award recognises development of plant/equipment engineering and/or infrastructure to enhance health and safety.

- Heat Trap Solutions, Water cooled heat stress vest (water vest chillers) (199 employees or less)
- BHP, Thermal lance feeder (200 employees or more)



## Best solution to a work health and safety risk

This award recognises innovation, implementation and/or design of systems or procedures to improve health and safety.

- Nexxis, Magneto (199 employees or less)
- Monadelphous, Ergonomic poly weld stands (200 employees or more)



## Best intervention to address a psychosocial hazard in the workplace

This award recognises an organisation's commitment to the prevention of psychosocial hazards in the workplace.

- Lifeline WA, Resourceful Mind program (199 employees or less)
- City of Rockingham, CORE wellness (200 employees or more)



## Leadership excellence award

This award recognises an organisations excellence in leadership in improving health and safety in the workplace.

- Al-Ameen College, Work health and safety campaign



## Health and safety representative of the year

This award recognises an elected health and safety representative who has made a significant contribution and demonstrable difference to health and safety in the workplace.

- Tony Booth, Cecil Andrews College

Mr Booth exemplified a dedicated attitude to ensuring the wellbeing of students and staff and promoted health and safety in the workplace. He established a range of new safety initiatives to prevent incidents and promoted long-term safety strategies at the college, including catering for the requirements of special needs students.

The role of HSR provides a vital communication link between workers and the PCBU, and can greatly improve health and safety outcomes for everyone at the workplace.



Submissions close on 30 May with finalists announced in August. Winners will be announced at the awards ceremony in October.

Not sure which category is best for your submission? Visit the [WorkSafe nomination submission webpage](#) for category criteria and more information.

# AGRICULTURE EVENTS AND NEWS

WorkSafe's regional and primary industries team is planning to participate in a number of agriculture shows and career and skills expos being held this year.

Our first event this year was the Carnarvon Growers Association field day where WorkSafe was represented by two inspectors from the regional and primary industries team. WorkSafe was well received at this two day event which gave them the opportunity to share their health and safety knowledge with people from right across agricultural industries and included fruit and vegetable farming, banana plantations, field crops as well as agricultural industry suppliers.

Our inspectors will be hosting booths at:

- Careers Expos 2023
- Perth Tradie Expo 2023
- Perth SkillsWest Careers and Employment Expo
- Dowerin Machinery Field Days
- Perth Royal Show
- Albany Agricultural Show.

If you are attending one of these events and have a question about work health and safety, be sure to call by our booth and talk to one of our inspectors.





## WHS GUIDANCE KITS

Want to know more about laws to keep your workplace healthy and safe?

Perhaps you're looking for a resource to share during a staff meeting, to use as a discussion topic for a toolbox meeting, or include in new-starter safety inductions?

WorkSafe has a series of [WHS guidance kits](#) to raise awareness of responsibilities and duties under the WHS laws. Each kit has a video guide that showcases resources by navigating the relevant website content and highlighting the location of publications and animations.



The short animations are particularly useful as they help to visualise and understand the application of the WHS laws. Transcripts are provided for each video to assist with accessibility. Animations include:

### Introducing WHS laws

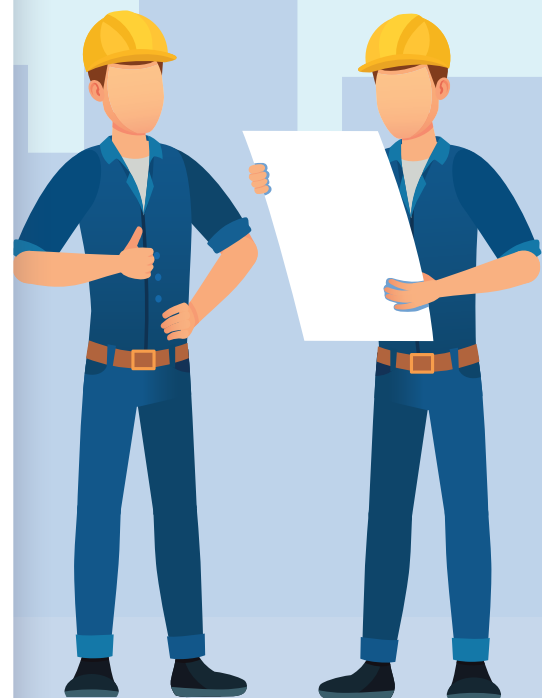
- Introduction to the *Work Health and Safety Act 2020*
- What is a PCBU?
- What is 'reasonably practicable'?

### Consultation and representation

- Consultation and representation
- Health and safety representatives

### Volunteers and WHS laws

- WHS and volunteer organisations.







## A FRESH APPROACH TO MINES STATUTORY POSITIONS, EXAMS AND CERTIFICATES

### WHAT IS THE NEW APPROACH TO EXAMINATION AND CERTIFICATIONS PROCESSES FOR MINING STATUTORY POSITIONS?

Launched on 23 February 2023, the WHS Mines statutory positions portal facilitates the administration of statutory position requirements under the Work Health and Safety (Mines) Regulations 2022 (WHS Mines Regulations) by providing online application and examination access for industry stakeholders. Not only does this streamline the process for candidates, it also assists with assessment processes for the Mining and Surveyors Competence Advisory Committees.

This digital solution replaces the paper-based business processes previously used to manage examinations and certifications under the superseded Mines Safety and Inspection legislation.

### HOW DOES THE SYSTEM WORK?

The Portal is a learning management system that is configured with learning pathways to manage statutory certification processes and examination enrolments applicable to statutory positions for mining operations.

The learning pathways allow users to:

- access the application process to obtain a statutory certificate, including any examinations, required to be eligible for a certificated statutory position
- enrol for an examination required for eligibility for a non-certificated statutory position
- enrol for an examination required to transition a certificate of competency so it meets certification requirements under the WHS Mines Regulations.



## WHAT IS THE ROLLOUT PLAN?

There will be a phased rollout to access exam and certification pathways.

*Note: Dates are indicative.*

### Phase 1 Site senior executives, exploration managers

- Bookings opened 23 February 2023
- Exams delivered from 15 March 2023

### Phase 2 Statutory supervisors

- Bookings opened 20 March 2023
- Exams delivered from 19 April 2023

### Phase 3 Underground managers (non-coal), underground supervisors (non-coal)

- Bookings open 29 May 2023
- Exams delivered from 21 June 2023

### Phase 4 Quarry managers

- Bookings open 3 July 2023
- Exams delivered from 2 August 2023

### Phase 5 Authorised mine surveyors, radiation safety officers, noise officers, mine air quality officers, underground ventilation officers

- Bookings open 15 January 2024
- Exams delivered from 7 February 2024

While the processes are being bedded down, all exams will be held at Cliftons in the Perth CBD, with capacity limits being increased over time. If all goes according to plan, exams will also be offered on a bimonthly basis in Kalgoorlie and Bunbury from October, with Geraldton and Karratha starting in November.

Stay up to date with the schedule by signing up for the weekly [WorkSafe Mines Safety news alerts](#).

## WANT TO KNOW MORE ABOUT USING THE PORTAL AND PREPARING FOR AN EXAM?

WorkSafe has a range of how-to guides and help videos to assist with accessing the portal, understanding the exam process, and booking an exam session when you are ready.

Make your life easier – check out the guidance and handy tips and advice below before registering for a portal account!

### Candidates must book to attend the exam.

Make sure you register correctly for an exam session. Walk-ins cannot be accepted. There is a series of electronic exchanges between the Portal and candidate leading up to an exam, including the provision of a bespoke login code that identifies the candidate.

*Note: Exam bookings close 7 days before a session.*

### The exam is open book.

Copies of the legislation will be provided but candidates may wish to bring their own marked-up copies of the legislation. However, ensure your versions contain the latest legislative amendments where applicable.

*Note: Mobile phones, pens, markers and sticky notes (essentially anything that could be used to jeopardise the integrity of the question bank) will not be allowed on the candidate's desk.*

### All legislation exams have the same structure and set pass marks.

There are three pools of exam questions – mandatory or core, general and role specific. The question selection is randomised so no candidate will have the same order of questions as someone else in the room.

### Reaping the benefits

As well as building awareness and knowledge about the duties associated with statutory positions, preparation for a legislation exam helps candidates understand:

- How the WHS legislation is structured and written, and
- How to navigate the Act and regulations to find the answer to a question.

This understanding will assist with regulatory compliance in their daily activities, supporting healthier and safer workplaces.

Visit the [WorkSafe website](#) for more information about mining statutory positions and certificates, the Mines Statutory Positions Portal and examination schedule.

WorkSafe has developed how-to guides and help videos to assist candidates to navigate within the Portal. You can even try a mock exam once you have registered!

## HOW LONG DOES A PERSON HAVE TO MEET THE REQUIREMENTS FOR A STATUTORY POSITION?

Under transitional arrangements, if a competent person is not “appropriate” (does not yet satisfy the requirements to be appointed), they can still be appointed to a statutory position for the period ending on 31 March 2025.

After 31 March 2025, however, they must meet the prescribed elements for that statutory position to maintain their eligibility, which means passing the applicable legislation examination and successfully completing the applicable WHS risk management units. Statutory certificates are required for some appointments.

For those with certificates of competency recognised under the superseded legislation, the transitional arrangement also applies if they wish to continue to hold an equivalent certificate beyond 31 March 2025.

This means nominees have almost two years to complete the eligibility criteria for their statutory position.

Further information about [transitional arrangements](#) is available on the WorkSafe website.



# WHSC UPDATES AND MAPAC INTRODUCTION

The introduction of the WHS Act brought about the establishment of the Work Health and Safety Commission (WHSC) and Mining and Petroleum Advisory Committee (MAPAC). These bodies replace the Occupational Health and Safety Commission and Mining Advisory Committee.

Dr Patricia Todd is chair of both WHSC and MAPAC.

## JOINT CONSIDERATIONS

The [‘Enough is Enough’ Sexual harassment against women in the FIFO mining industry report](#) has led WorkSafe, on behalf of WHSC and MAPAC to:

- develop a code of practice on the design and management of mining and construction accommodation and
- recommend amendments to the code of practice: *Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sector.*

The peak bodies will review and make recommendations to the Minister to approve these codes.

## WORK HEALTH AND SAFETY COMMISSION

WHSC membership includes employers, employees and government representatives and people with expertise and knowledge in work health and safety matters.

Since the introduction of the WHS legislation the WHSC has:

- published guidelines for the delivery of health and safety representative refresher training.
- approved the delivery of the health and safety representative refresher training course by 16 training providers
- hosted a forum with HSR training providers with the aim to open up communication and seek feedback and discussion on current issues

- reviewed codes and guides that were published prior to the introduction of the WHS legislation to determine their currency and relevance, and determining what new guidance is needed
- made a submission to the Minister on the prohibitive cost of becoming an accredited asbestos assessor and the negative impacts of this.

WHSC is in the process of developing a strategic plan, which will be informed by Safe Work Australia (SWA) [Australian Work Health and Safety \(WHS\) Strategy 2023-2033](#).

The introduction of the WHS legislation brings WA into alignment with most other States and Territories whose legislation is also based on the model WHS legislation developed by SWA. Given this ‘harmonisation’ in legislation, it is important for WHSC to monitor the decisions and output of SWA to guide its work.

## MINING AND PETROLEUM ADVISORY COMMITTEE

MAPAC met for the first time in October 2022 and in its first two meetings has contributed to a wide variety of subject matter including responding to the Enough is Enough report.

MAPAC membership includes employee, employer and government representatives as well as the WorkSafe Commissioner and work health and safety experts in mining and petroleum.



### FURTHER INFORMATION

Visit the [WorkSafe website](#) to find out more about the Work Health and Safety Commission and the Mining and Petroleum Advisory Committee.



## MARS PROGRAM UPDATES AND MILESTONES

The Mental Awareness, Respect and Safety Program (MARS Program) was established in 2022 to address serious mental health, workplace culture and safety issues in the mining sector.

The MARS Program is being developed and delivered by the Department in partnership with the Mental Health Commission, the Equal Opportunity Commission and the Department of Communities and is based on three focus areas:

- creating mentally healthy workplaces by managing psychosocial hazards and promoting practices at work that support positive mental health and wellbeing
- building a culture of safety and respect with safe, gender-equitable, respectful and inclusive workplaces
- preparing for workplace safety in future mining by ensuring all workers are educated and trained in safety; addressing emerging risks and fostering safety innovation in new technologies.

The MARS Program has funded a package of initiatives to:

- collect and analyse baseline data on workers' experiences in the industry through a landmark research and evaluation study being conducted by the Centre for Transformative Work Design at Curtin University
- improve WorkSafe's regulatory capability in responding to incidents of sexual harassment and sexual assault on mine sites with an independent review by PwC Australia
- upskill industry through training and organisational capability development in partnership with organisations such as the Future of Work Institute at Curtin University, This Working Life and FIFO Focus

- provide resources and support to workers and affected people in partnership with organisations such as MATES in Mining, Resourceful Mind, the Sexual Assault Resource Centre and Circle Green Community Legal
- drive awareness and support the Western Australian Government's commitments to the Community Development and Justice Standing Committee Report *'Enough is Enough' Sexual harassment against women in the FIFO mining industry.*

The MARS Program aims to connect to all workers in the WA mining industry through collaboration with partner government agencies, academic institutions and specialist support services.

Listening to the voices and views of people who have personal experience helps shape the direction of the MARS Program. Every person's story and every experience shared helps to develop an understanding of the systems that are required to best meet the needs of current and future workers on Western Australian mine sites.



### FURTHER INFORMATION

The [MARS Program webpage](#) provides further detail on the Program, related initiatives and other useful links. Subscribe to the newsletter for updates on the latest news, work in progress and upcoming events relevant to the MARS Program.

*Have you been affected  
by sexual harassment in  
the mining industry?*

**Circle Green Community  
Legal's *Mining Industry  
Respect Infoline* can help!**

### What can it look like?



Unwelcome contact,  
touching or hugging



Sexually suggestive  
comments and jokes



Sharing sexually  
explicit images, emails  
or messages



Unwanted requests for  
dates or sex and  
intrusive personal  
questions



Inappropriate staring

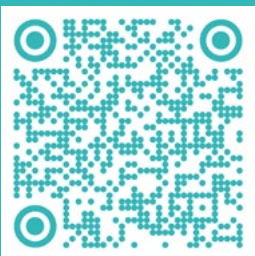
### Who can we help?

- ✓ Workers targeted by sexual harassment
- ✓ Support persons
- ✓ Bystanders & witnesses
- ✓ Whistleblowers

### How can we help?

We can provide **free and confidential** information on your legal and practical pathways for addressing sexual harassment and discrimination at work.

Scan me with your  
phone camera



**1800 929 250**







## INCIDENT NOTIFICATION

Persons conducting a business or undertaking (PCBUs) must ensure the regulator is notified of certain health and safety incidents that happen as a result of their work.

Notifiable incidents include deaths, serious injuries and illnesses, and dangerous incidents and must be reported if they affect a worker, including a contractor, or any other person, such as a visitor, volunteer or member of the public. In some cases, psychological harm must also be reported.

WorkSafe uses this information when investigating incidents to help identify the cause so that future incidents can be prevented. Education campaigns are then used to alert other workplaces to prevent similar incidents occurring or to stop hazardous work practices and enforcement action may be taken where a breach is identified

All workplaces have to report notifiable incidents, mines and petroleum and geothermal operations also have additional reporting requirements. Failure to notify the regulator of a notifiable

incident is an offence and enforcement action such as an improvement notice or prosecution may result. The *Incident notification: Interpretive guideline* outlines the types of incident that need to be reported to the regulator and explains how to report them.

Reporting incidents plays an important role in preventing further injuries and improving work health and safety.

### GUIDANCE AVAILABLE

The [Incident notification: Interpretive guideline](#) will help you decide when and how to notify a work-related death, injury, illness or dangerous incident.

The [report an incident to WorkSafe poster](#) is a quick reference guide to reporting a death, serious injury or illness, or life-threatening dangerous incident.

# WORKSAFE'S DUST STRATEGY

The focus on dust disease is an ongoing commitment for WorkSafe.

From July 2018 to May 2021, WorkSafe ran a [silica compliance project](#) investigating exposure risks of respirable crystalline silica during fabrication and installation of engineered stone benchtops.

The project included 150 proactive inspections and involved significant compliance activities, with silica dust exposure data recorded across the engineered stone industry. As a result, 365 workers attended health monitoring, which identified 24 cases of silicosis.

With the release of the [National Dust Disease Taskforce](#) final report in June 2021 and subsequent [All of Governments' response](#) in April 2022, WorkSafe formalised its [dust strategy](#), which enables undertaken work to be reviewed and compared.

The purpose of the strategy is to continue WorkSafe's drive to improve the management of hazardous dusts in the workplace and to protect workers from harm. To achieve this, the strategy identifies three dust hazard focus areas: asbestos; silica; and other dusts.

The strategy sets out key objectives that are guided by the strategic principles of awareness and education, compliance, and customer centric service. WorkSafe has committed to a range of activities within those key objectives.

The strategy, which runs from 2023 through 2024, includes reporting at 12 and 24 months.

WorkSafe's dust strategy is driven by its occupational health and hygiene specialists, asbestos specialists and occupational physicians, supported by the broader inspectorate teams and education team.

Key objectives	WorkSafe activities
Attaining high levels of PCBU and worker awareness of the associated health risks of the various dust hazards, and how to comply with the applicable WHS law	Information and awareness programs
Attaining high levels of industry compliance with applicable WHS laws	Inspection and enforcement activities
Ongoing collaboration with stakeholders to achieve the purpose	Stakeholder engagement activities
Improving capacity building within WorkSafe	Inspector skill development Improved collaboration between WorkSafe industry teams and specialists Development of an improved submission process for health monitoring



# SAFETY IN SEEDING

Broadacre farms in Western Australia are preparing to start seeding. Planning is key to making this season a safe season. Planning includes inspecting and maintaining machinery and plant, sourcing and training workers, and preparing paddocks.

The safety of workers, contractors and others needs to be adequately planned and communicated to ensure that workers are not placed at risk of injury or harm to health.

## CONSIDER THE FOLLOWING HAZARDS AND TIPS TO PREVENT INCIDENTS

### Chemicals used to knock down weeds prior to seeding

- Consult safety data sheets for information on personal protective equipment (PPE), any health concerns and safety measures
- Provide the highest level of PPE required
- Provide workers with information, training and instruction in the proper use and wearing of PPE and its storage and maintenance.

### Movement of plant and machinery

- Develop safe operating procedures regarding the movement of vehicles
- Ensure family members and workers understand the procedure and children do not play around mobile plant
- Ensure there is a clear form of communication between operators
- Ensure lights, brakes and handbrakes are fully operational
- Operators wear seatbelts in plant where they are provided.

### Guarding of plant

- Ensure power take-off (PTO) guarding covers all rotating parts
- Ensure guards on moving belts, chains, shafts, gears etc. are in place and regularly checked for wear and damage.

### Overhead power lines contacting plant

- Know the height and width of your machinery to ensure it will not make contact with a power line.





**Fatigue management**

- Plan for adequate rest and sleep breaks.

**Fitness for work**

- Develop a fitness for work policy in consultation with workers
- Communicate with workers and contractors your fitness for work policy.

**Working alone**

- Plan for regular communication with workers working alone
- Know where workers are working and approximate time they will return.

**Language and other potential barriers to communication**

- Ensure that all workers and contractors are adequately informed of hazards at the workplace including:
  - shift workers, workers who work non-standard hours or flexibly, and mobile workers
  - seasonal or temporary workers (e.g. labour hire workers)

- workers who have a disability
- workers with diverse language or literacy needs
- contractors and others at the worksite

- Ensure that the means of communication suits all workers, and they have been trained in those means
- Ensure that workers have access to more than one form of communication where possible e.g. radio contact and mobile phone use.

**Emergency planning**

- Ensure that emergency response plans are in place, and workers have been trained in these plans.

**GUIDANCE AVAILABLE**

Think Safe this seeding season and reap the rewards of planning for safety. Visit WorkSafe's [agricultural health and safety webpage](#) for guidance, checklists and latest news.





## PSYCHOSOCIAL HAZARDS – NEW LEGISLATION AND RESOURCES

Regulations are in place for the mining sector and general industries for managing the risks of psychosocial hazards. This means that persons conducting a business or undertaking (PCBUs), including mine operators, have a clear responsibility to eliminate or reduce the risk of harm associated with psychosocial hazards in the workplace.

Managing psychosocial hazards is as important as managing physical safety as these can be just as damaging to health. Businesses or undertakings operating in line with wider community expectations will help raise the profile for promoting and sustaining healthy and safe workplaces.

### PSYCHOSOCIAL HAZARDS AND MANAGING RISK

Psychosocial hazards and risk come from a combination of related factors, which include aspects of work and work situations that may cause psychological harm, whether or not they also cause physical harm.

Workers may be exposed to more than one type of psychosocial hazard or risk factor at any one time. In assessing risk, it is important to know about the work people do. PCBUs need to consider:

- how work is designed or managed (e.g. tasks, supervision and training)
- the work environment (i.e. where work is done) and plant at the workplace (e.g. machinery and structures)
- workplace interactions and behaviours.

When managing risk, it is necessary to consider the duration, frequency and severity of exposure to the combination and interaction of psychosocial hazards as well as the possible consequences of exposure and likelihood of harm. Workplace accommodation must also be included when managing the risk of hazards.

The primary duty of care, regulated by the *Work Health and Safety Act 2020*, also requires a PCBU to reduce risks from psychosocial hazards so far as is reasonably practicable. The codes of practice on these issues are applicable to all workplaces that are within the jurisdiction of this Act.

### WHERE DO I FIND MORE INFORMATION?

Psychosocial risks are covered in Division 11, rr. 55A–55D, of the *Work Health and Safety (Mines) Regulations 2022* and the *Work Health and Safety (General) Regulations 2022*. Depending upon the industry, there is specific criteria for [reporting workplace psychosocial incidents](#) to WorkSafe.

- [Psychosocial hazards in the workplace: Code of practice](#)
- [Workplace behaviour: Code of practice](#)
- [Violence and aggression at work: Code of practice](#)
- [Mentally healthy workplaces for fly-in fly-out \(FIFO\) workers in the resources and construction sectors: Code of practice](#)



## TRAFFIC MANAGEMENT ON MINES

The operation of mobile equipment and the interaction between plant, vehicles and pedestrians on mining roads present many hazards and risks to the safety of workers. Traffic management is therefore a major consideration in the planning and design of any mining operation.

To aid in the effective management of site traffic, mine operators should ensure a traffic management plan (TMP) is prepared for each specific mining operation which forms part of the mine safety management system and the mine's principal mining hazard management plan. A TMP should address road and intersection design, signage, road rules, human factors, vehicle selection, maintenance of plant and road infrastructure, operating procedures, training, supervision, inspections, auditing and change management.

As part of its investigations into notifiable and reportable incidents related to traffic movement, WorkSafe Mines Safety has identified controls for the most common causes and factors involved in mining traffic related incidents. Mine operators should consider these when preparing a TMP.

### ALWAYS CONSIDER DRIVER'S LINE OF SIGHT AND VISIBILITY

The driver's line of sight should be considered when designing roads, ramps and intersections, windrow heights near intersections, and in the placement of signs and lighting including around corners and over crests. Technology that assists driver's vision by eliminating blind spots and alerting operators to the proximity of vehicles or pedestrians in the operator's blind spot should be considered in the selection of mobile plant and vehicles. Y intersections should be replaced with T intersections to ensure clear visibility at intersections.

### DEMARCATION ON ROAD EDGES

Road edges, tight curves, windrows, bunds, culverts, berms, traffic islands and road intersections all need to be clearly delineated. Two recent major incidents occurred due to haul trucks driving over windrows that were not delineated.

### ROAD CONSTRUCTION AND DESIGN

To prevent plant and vehicles skidding, sliding or rolling over, road design and construction should provide well-drained and stable base layers, with hard and smooth running surfaces that reduce both skidding and dust. Roads must be properly maintained and graded on a regular basis, and overwatering should be avoided particularly on gradients.

### HUMAN AND ORGANISATIONAL FACTORS

Many incidents occur due to uncontrolled movement of traffic. Drivers should be aware of the risk of distractions, fatigue, inattention or not driving to conditions. Understanding the way traffic interacts and is managed on mine roads is vital to the safety of workers. Mine operators must ensure that all risks and hazards have been properly identified and robust controls implemented and continually checked to maintain and improve mine traffic safety.

### FURTHER INFORMATION

The [Work Health and Safety \(Mines\) Regulations 2022](#) provides further detail on the requirements for mobile plant and traffic management on WA mines.

The updated [Traffic management fundamentals audit](#) is available from the WorkSafe website.



# PROTECT YOURSELF FROM THE HARMFUL EFFECTS OF UV RADIATION

Workers can be exposed to the harmful effects of UV radiation and heat stress even during winter.

Exposure to the sun for those working outdoors is an unavoidable part of the job. While it is important to stay hydrated and take breaks in the shade to avoid heat exhaustion, it is just as important to protect yourself from the harmful effects of UV radiation during winter.

As outdoor workers in Australia received up to 10 times more sun exposure than indoor workers, it is recommended that sun protection is used all year round. Remember, the effects of sun damage are cumulative, so protecting yourself from the sun's harmful rays should be a daily priority.

Here are some tips to help you stay safe and healthy while working outside:

## Engineering controls

- Provide shade
- Modify reflective surfaces
- Consider window tinting

## Administrative controls

- Reschedule outdoor work programs
- Check UV everyday

## Personal protective equipment and clothing

- Sun-protective work clothing
- Sun-protective hats/helmet brims
- Sunglasses and eyewear
- Sunscreen

In addition to taking these preventive measures, it is also important to be aware of the signs of skin cancer. If you notice any changes in the appearance of your skin, such as new moles, changes in the size or colour of existing moles or sores that don't heal, consult your doctor.

To find the daily maximum UV forecast and sun protection times, download the free [SunSmart app](#), go to [myuv.com.au](http://myuv.com.au) or the [Bureau of Meteorology's website](#).

Visit the [How to be sunsmart](#) webpage for more information.



SLIP



SLOP



SLAP



SEEK



SLIDE

Some workplaces such as foundries and bakeries can put workers at risk of heat stress. The effects of heat stress range from discomfort to life threatening illnesses such as heat stroke. PCBU's are required to provide and maintain, so far as is reasonably practicable, a working environment in which workers are not exposed to hazards. This applies to any risk to safety and health, including illness from working in heat or sun.

In collaboration with Cancer Council WA, WorkSafe has launched a SmartMove information session on sun safety. It aims to educate new and young workers on staying safe when working outdoors or in a hot environment.

This information session, explains in easy to understand language, how to stay safe from the harmful effects of UV radiation and to be able to recognise the signs of heat-related illness such as heat stress and heat exhaustion.

To learn more about how you can stay safe while working outdoors, visit [SmartMove](#) and sign up for our information session.



## BALANCING HYDRATION WHEN WORKING IN HEAT – THE SWEET SPOT BETWEEN DEHYDRATION AND OVER-HYDRATION

Cases of over-hydration have recently become more common on Western Australian mine sites. Over-dehydration (hyponatraemia) is caused by consuming too much water which dilutes sodium to unhealthy levels.

Hyponatraemia can occur from an underlying health condition or after heavy physical labour in hot conditions. If the non-acclimatised worker attempts to manage heat stress solely by drinking large volumes of water, the body may still heat up and the normal electrolyte balance may be disrupted, with serious health outcomes.

Dehydration (hypernatraemia) is a more well-known condition that is caused by lack of water leading to excessive sodium levels. Consumption of alcohol, coffee or sugary drinks will contribute to dehydration.

Medical treatment should include ongoing welfare checks until all symptoms are resolved as the conditions deteriorate quickly.

### CONTRIBUTORY FACTORS

- Hot conditions
- Work rates (will vary between individuals)
- Heat acclimatisation (can be affected by recent absences)
- Gender, age, obesity, general fitness
- Recent infections or chronic health conditions.

Symptoms of dehydration may be similar to those of heat stress.

Condition	Over-hydration (Hyponatraemia)	Dehydration (Hypernatraemia)
Causes	<ul style="list-style-type: none"> <li>• Low serum electrolyte concentrations</li> </ul>	<ul style="list-style-type: none"> <li>• High serum electrolyte concentrations</li> </ul>
Early signs	<ul style="list-style-type: none"> <li>• Clear urine</li> <li>• Increased urination frequency</li> </ul>	<ul style="list-style-type: none"> <li>• Dark urine</li> <li>• Reduced urination frequency</li> </ul>
Clinical symptoms	<ul style="list-style-type: none"> <li>• Lack of energy</li> <li>• Drowsiness and fatigue</li> <li>• Confusion</li> <li>• Nausea and vomiting</li> <li>• Muscle weakness, spasms or cramps</li> <li>• Seizures</li> <li>• Coma</li> <li>• Death</li> </ul>	<ul style="list-style-type: none"> <li>• Excessive thirst</li> <li>• Irritability</li> <li>• Headache</li> <li>• Lack of energy</li> <li>• Confusion</li> <li>• Muscle spasms</li> <li>• Seizures</li> <li>• Coma</li> <li>• Death</li> </ul>
Recovery period	<ul style="list-style-type: none"> <li>• Brain swelling may take months post seizure / coma</li> <li>• Organ damage may take months or be irreparable</li> <li>• Medico-legal driving restrictions (vary from 6 months - 5 years)</li> </ul>	
Risk factors	<ul style="list-style-type: none"> <li>• Prolonged heavy workload</li> <li>• Underlying medical condition</li> <li>• Excessive sweating and thirst</li> <li>• Excessive water consumption</li> <li>• &gt; 1 litre / hour</li> </ul>	<ul style="list-style-type: none"> <li>• Prolonged heavy workload</li> <li>• Underlying medical condition</li> <li>• Excessive sweating and thirst</li> <li>• Inadequate water consumption</li> <li>• Use of diuretics (coffee or medications)</li> <li>• Overuse of salt replacement products</li> </ul>
Control	<ul style="list-style-type: none"> <li>• Seek urgent medical advice</li> </ul>	<ul style="list-style-type: none"> <li>• Seek medical advice</li> </ul>

# HUMAN FACTORS INDUSTRY BASELINE PROJECT FOR MHF AND PAGEO

Human factors are an integral component of safe and efficient operations within major hazard facility (MHF), petroleum and geothermal energy operations (PAGEO). The nature of MHFs and PAGEO means they have major accident potential and many of the safety critical tasks to prevent, mitigate and recover from major accident events (MAEs) and major incidents (MIs) are human-dependent.

Workers apply their physical and mental capabilities of strength, flexibility, memory, attention, resourcefulness and problem solving to keep the system functioning safely, effectively and efficiently. These capabilities are critical to safety and effective operational performance. Human performance is also constrained by physiology, cognitive ability, memory, attention, and sensory and information processing limits.

Integrating human factors into safety management systems (i.e. the design of systems, equipment, workplaces and processes) supports the desired human performance for performing safety-critical tasks, and for preventing initiation, mitigating the impact and improving recovery efforts of MAEs and MIs.

WorkSafe is conducting a project on human factors within MHF and PAGEO. The project is designed to assist operators progress with integrating human factors into safety management systems by establishing an industry baseline. Approximately 12 operations will be assessed to establish the initial industry baseline for 2022-23.

The selected operations will cover both big and small sites to demonstrate how human factors can be integrated into safety management systems regardless of the size of the operation.

The project will also provide guidance to operators on how to complete their own human factors integration assessment and the results will be used to develop focused guidance campaigns in 2023-24 based on the industry baseline.

Inspectors are using the [Human factors self-assessment tool](#) to collect baseline data. This tool is supported by the [Human factors self-assessment guide](#).

The Dangerous Goods and Critical Risks Directorate will produce an industry baseline report which will be publicly available. The information in the report will be de-identified and provide operators with an opportunity to compare their results with the overall industry results and track progress towards human factors integration.

If you would like to discuss the project or require further information, please email [petreps@dmirs.wa.gov.au](mailto:petreps@dmirs.wa.gov.au)

## GUIDANCE AVAILABLE

- [Human factors for major hazard facilities and petroleum and geothermal energy operations](#)
- [Human factors information sheets](#)





# CONSTRUCTION SITE SECURITY – UNAUTHORISED ACCESS

Persons conducting a business or undertaking (PCBUs) on a construction site must ensure that members of the public, including children, are not exposed to risks arising from the work. Unauthorised entry to construction sites may expose people to hazards that can cause fatalities or serious injuries.

The person with management and control of a construction site must, so far as is reasonably practicable, secure the site to prevent unauthorised access.

Different sites and locations have different risks, so the most appropriate controls should be chosen for the site. For example, a site near a place used by children, such as a school, park or store, requires additional security controls. In assessing the risk, the person with management and control of the construction site must consider:

- the risks to the health and safety of an unauthorised person
- how likely unauthorised access is
- how hazards at the workplace will be isolated in case unauthorised access is not prevented.

Security fencing can discourage unauthorised visitors who may not be deterred by warning signs. This fencing must be adequate to prevent unauthorised access, and:

- be high enough to deter entry
- be difficult to climb or crawl under
- be able to withstand anticipated loads such as wind forces and people attempting to scale
- be no weaker at the joints or gate.

Existing boundary fences are acceptable if they prevent access to the construction site.

Where it is not practicable to secure the construction site, the person with management and control of the construction site must isolate hazards within the workplace. For example, by securing or isolating any open excavation if there is a risk of anyone falling into it, securing access into a house under construction or removing all access onto an erected scaffold or hoist.

## GUIDANCE AVAILABLE

- [Focus on compliance – Construction site security: Unauthorised access: Information sheet](#)
- [Construction site security: Checklist](#)





English - March v1

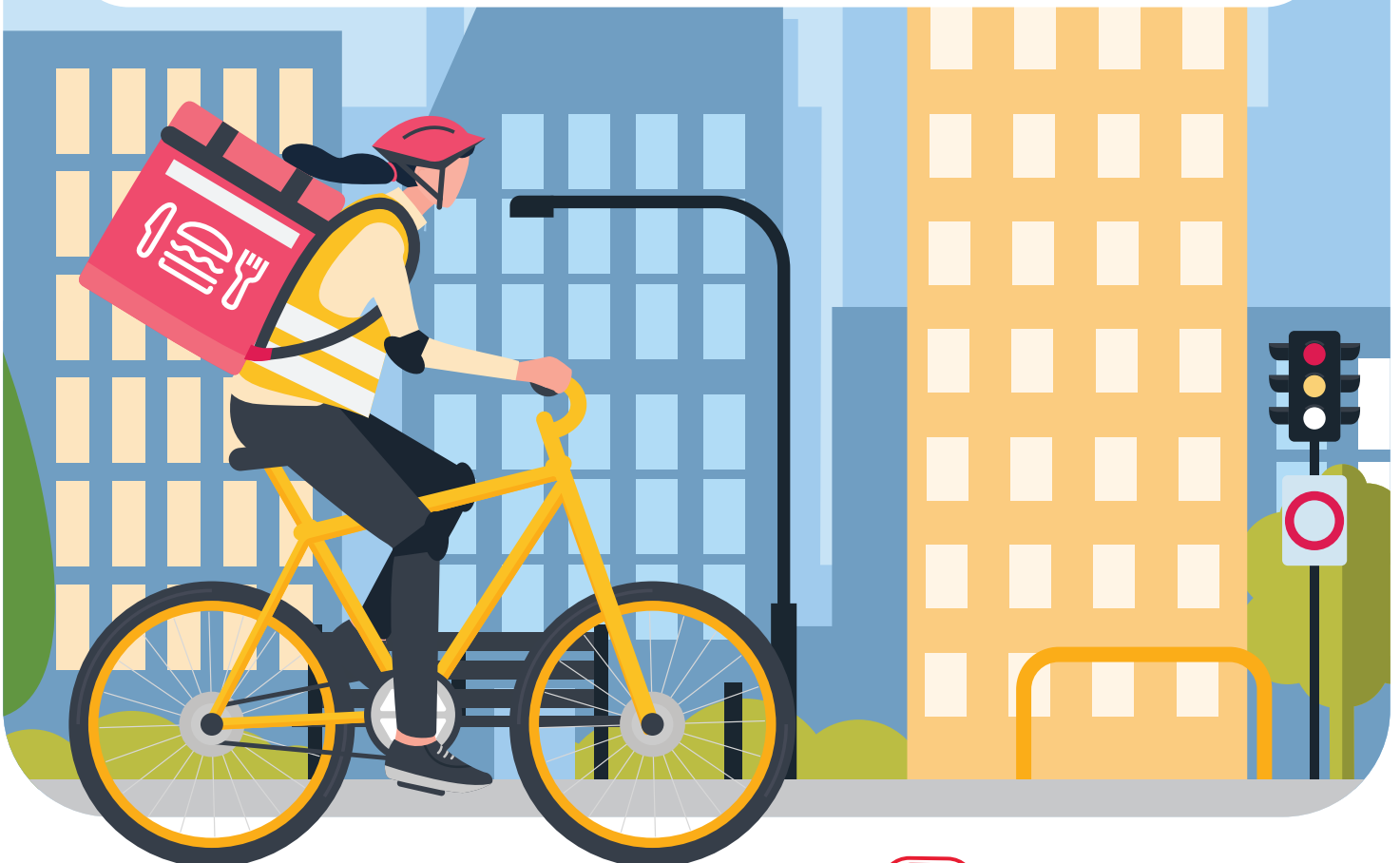
Deliver yourself  
home safely



The most valuable  
package is **YOU**

**Make every ride  
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about keeping  
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[SWA.GOV.AU/DELIVERSAFELY](https://www.swa.gov.au/deliversafely)



**safe work australia**



## LICENSING UPDATES

### FASTER HIGH RISK WORK LICENCES

WorkSafe receives approximately 180 high risk work licence applications each day. Since October 2022, the dedicated licensing team has reduced the processing time for these licences by almost 340%, from 78 days to less than 30 days.

### ONLINE APPLICATIONS COMING SOON

WorkSafe is currently developing an online option to submit and pay for certain new licences. These licences include:

- asbestos
- demolition
- high risk work.

It is anticipated that the online licensing option will be available before the end of this financial year. The new digital option will save applicants time and assist the Department with faster processing by removing delays associated with postage.

### ASBESTOS RENEWALS

Asbestos removal licence holders who transitioned from the OSH Act will be receiving an email reminder to renew their licence when it is due under the *Work Health and Safety Act 2020* (WHS).

Renewal application forms are available on the [Asbestos licences](#) webpage.

The WHS legislation has introduced new requirements which licence holders need to meet before renewing their licence.

For Class A asbestos removalist this means:

- having a certified safety management system in place
- ensuring each nominated supervisor has passed the 'Supervise asbestos removal', and 'Remove friable asbestos' courses.

Class B asbestos removalists are required to have a nominated supervisor who must have passed the 'Supervise asbestos removal' and 'Remove non-friable asbestos' courses.

All types of asbestos, demolition and high risk work licences are processed by dedicated licensing officers in Collie and Cannington offices.



## LATEST RECIPIENTS AND INFORMATION SESSION REMINDER

WorkSafe is pleased to announce the latest recipients of WorkSafe Plan certificates of achievement. Receiving a WorkSafe Plan certificate demonstrates a workplace's dedication to making work health and safety a priority.

In order to achieve a Platinum, Gold or Silver WorkSafe Plan, organisations must complete an assessment process, conducted by an independent assessor.

WorkSafe Plan recipients are organisations which are covered by the Work Health and Safety (General) Regulations 2022.



- Charles Service Company
- Cossill & Webley
- DM Civil
- Electrical Group Training
- General Crane Services
- Greenacres Turf Group
- Pacific Energy Pty Ltd
- Perth Airport Pty Ltd
- Prestige Alarms & Security Pty Ltd
- TRACC Civil Pty Ltd
- Turbo Air Technology Pty Ltd
- Westralian Pty Ltd



- Christou Design Group Pty Ltd
- Civilcon (WA) Pty Ltd
- Harvey Industries Group
- Kalbarri Tudor Holiday Park
- Peoples Park Coral Bay
- Town of Port Hedland
- Zambezi Plumbing and Gas



- Action Glass & Aluminium
- Adarsh Australia
- Anchor Foods Pty Ltd
- Construct Engineering
- Dingo Bus Charter
- Lux Events Pty Ltd
- MPK Tree Services
- West Coast Carnivals
- Westside Carnivals
- WorkCover WA

### BECOMING A WORKSAFE PLAN ASSESSOR

Do you want to be part of our growing number of WorkSafe Plan Assessors who are assisting workplaces in making health and safety a priority? WorkSafe has developed an online information session where participants will learn how to complete and submit an application for a Certificate of Attainment.

To be recognised as a WorkSafe Plan Assessor you must:

- have minimum certification as a principal or lead WHS auditor for WHS systems, e.g. Exemplar Global (RABQSA), IRCA or an equivalent body
- be qualified and experienced in work health and safety (WHS)
- successfully completed the WorkSafe Plan online information session.

# MOBILE CRANE PROACTIVE INSPECTION PROGRAM

WorkSafe has commenced a proactive inspection program to ensure that mobile cranes are being operated and maintained safely and to promote industry compliance.

Inspection and maintenance in accordance with the manufacturer's recommendations is critical for the safe operation of all cranes, including registered mobile cranes. However, previous high risk plant audits have found major inspection requirements for mobile cranes have not been met.

A major inspection must be carried out by a competent person, and requires:

- an examination of all critical components of the crane, if necessary by stripping down the crane and removing paint, grease and corrosion to allow a thorough examination of each critical component, and
- a check of the effective and safe operation of the crane.

WorkSafe is committed to ensuring the safety and wellbeing of all workers in Western Australia and encourages all crane businesses, crane operators and other duty holders to cooperate with inspectors during inspections, and take an active role in promoting compliance and safety in the mobile crane industry.

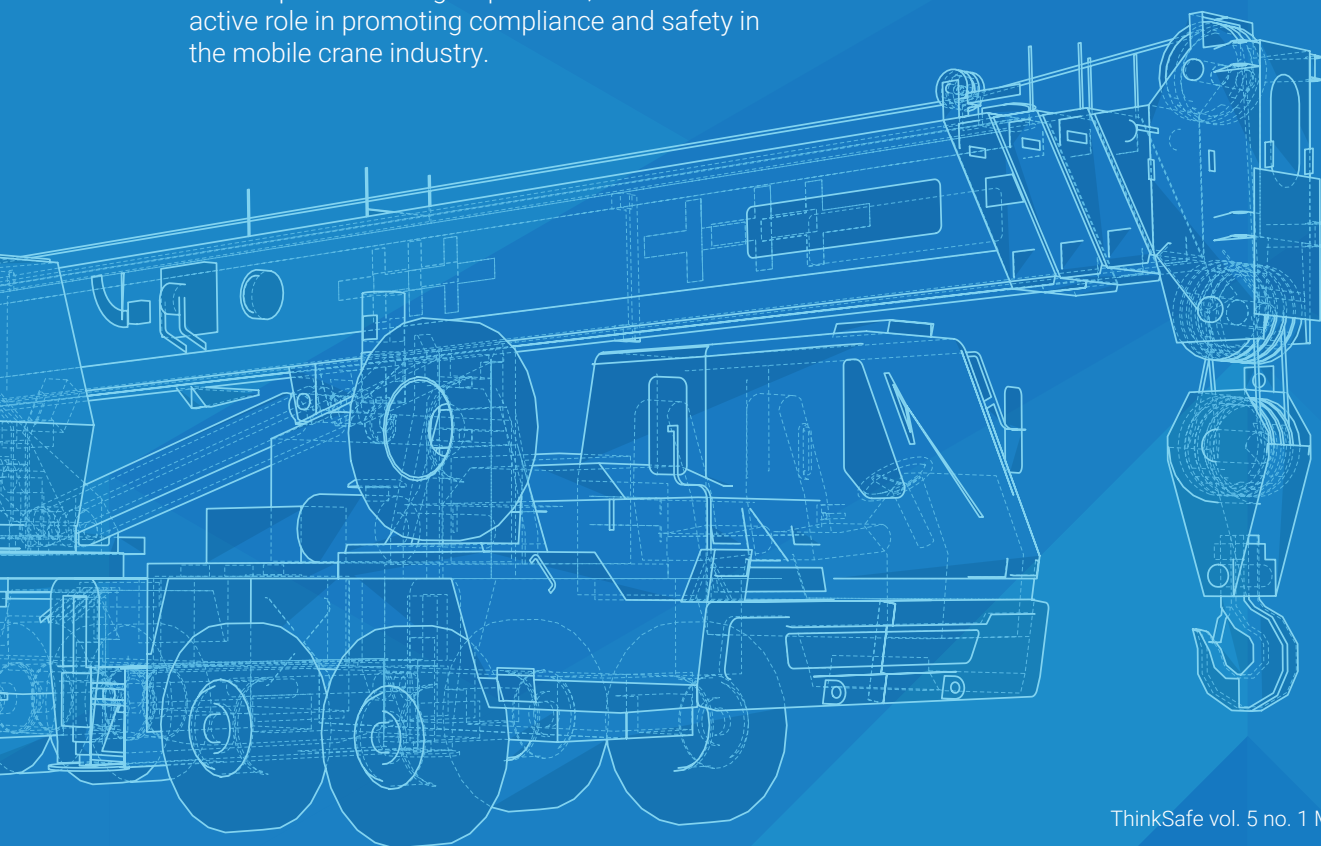
During the program, WorkSafe inspectors will:

- conduct plant audits on registered mobile cranes, with a focus on major inspections
- provide information to crane businesses, crane operators and other stakeholders on the safe operation of mobile cranes and complying with WHS laws
- work with industry groups to promote compliance and safety awareness.

While the project focuses on providing information and assistance, enforcement action will be taken if breaches of the WHS laws are identified.

This safety initiative will continue until the end of June 2023, and will audit cranes in both metropolitan and regional areas.

Further information can be found in the Focus on compliance – [Major inspection requirements for registered mobile cranes and tower cranes: Information sheet.](#)



## WORKSAFE GROUP

Department of Mines, Industry Regulation and Safety

Postal address: Locked Bag 100 EAST PERTH WA 6892

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### WORKSAFE

for general industries, mines safety and petroleum safety

**Telephone:** 1300 307 877 (general enquiries)  
1300 424 091 (licensing)  
1800 678 198 (24 hours serious incident and fatality reporting)

**Email:** WSCallCentre@dmirs.wa.gov.au (general enquiries)  
WSLicensing@dmirs.wa.gov.au (licensing)

### WORKSAFE LIBRARY

Mason Bird Building  
Level 1, 303 Sevenoaks Street  
CANNINGTON WA 6107

### MINE PLANS

**Telephone:** 1300 307 877  
**Email:** rsdmineplans@dmirs.wa.gov.au

### DANGEROUS GOODS SAFETY

including explosives and fireworks

**Telephone:** +61 8 6251 2300  
**Email:** dgsb@dmirs.wa.gov.au (dangerous goods safety enquiries)  
cso@dmirs.wa.gov.au (dangerous goods licensing enquiries)

### SAFETY REGULATION SYSTEM (SRS)

**Telephone:** 1300 307 877  
**Email:** SRSManger@dmirs.wa.gov.au

### SAFETY EDUCATION

including publications and events

**Telephone:** 1300 307 877  
**Email:** SafetyComms@dmirs.wa.gov.au

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