



Safe Work Month 2023

Sowing the safety seeds

agricultural safety forum

Wednesday, 18 October 2023



#safeworkmonth





SAFE
WORK
MONTH 2023

Master of ceremonies

Andrew Ballam

General Manager Regulatory Training and
Business Service

Department of Mines Industry Regulation and Safety





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Acknowledgement of Country



Housekeeping



Mobile phones off or silent please



Restrooms



Smoking notice: This venue is a smoke-free venue



This forum is being filmed and photography will take place

In the event of an emergency, please follow the directions of Mantra staff

Event program

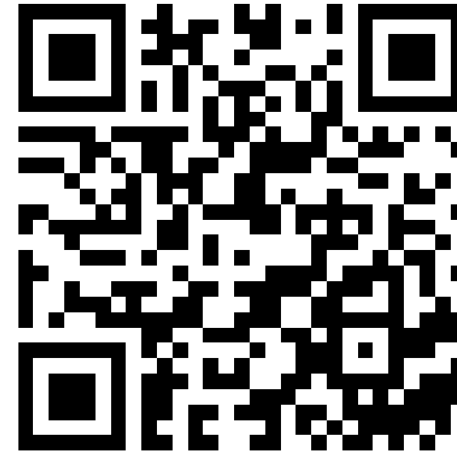
The event program can be accessed via this QR code or link provided in Webex



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Welcome address

Sally North

Acting WorkSafe Commissioner

Department of Mines, Industry Regulations and Safety





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An update –

Independent inquiry into safety in the agricultural sector

Sally North

Acting WorkSafe Commissioner

Department of Mines, Industry Regulations and Safety





Commencement of Inquiry

- *Work Health and Safety Act 2020* - s. 152
 - Function of regulator – to investigate and report on matters relating to WHS
- Inquiry called in June 2022 after 12 deaths related to the sector in 12 months
- Independent Inquirer Pamela Scott (former Chief Industrial Relations Commissioner) appointed



Conduct of Inquiry

- 62 submissions received
- Community meetings across state
- Individual meetings (25)
- Literature review





Report from Inquirer

Recommendations (supported by WorkSafe Commissioner)

- That a specialist Agricultural team of inspectors be established;
- That an advisory service for the sector be established;
- That steps be taken to raise industry awareness of safety with the participation of industry groups, including agricultural industry web pages and utilisation of public events;
- That a suite of codes of practice and guidance notes directed to the Agricultural industry be developed, written as simple “how-to” and “how-not-to” documents; and
- That timely information be given to the industry about the causes of fatalities and serious injuries.

Recommendations (noted by WorkSafe Commissioner)

- Industry levy to better fund safety in sector
- Funding support for safety equipment

Progress in implementing recommendations






- Commencement of Agriculture inspectorate team 
- Establishing an Agriculture Advisory Assistance program 
- Increasing information/education focus (events) 
 - Dowerin Field Days, Perth Royal Show, Safe Work Month, Women in Farming, plans for upcoming events
- Agricultural Safety Advisory Committee operational 
 - Advises the Work Health and Safety Commission
- Guidance material development 
- Information on causes of incidents 



Progress in implementing recommendations

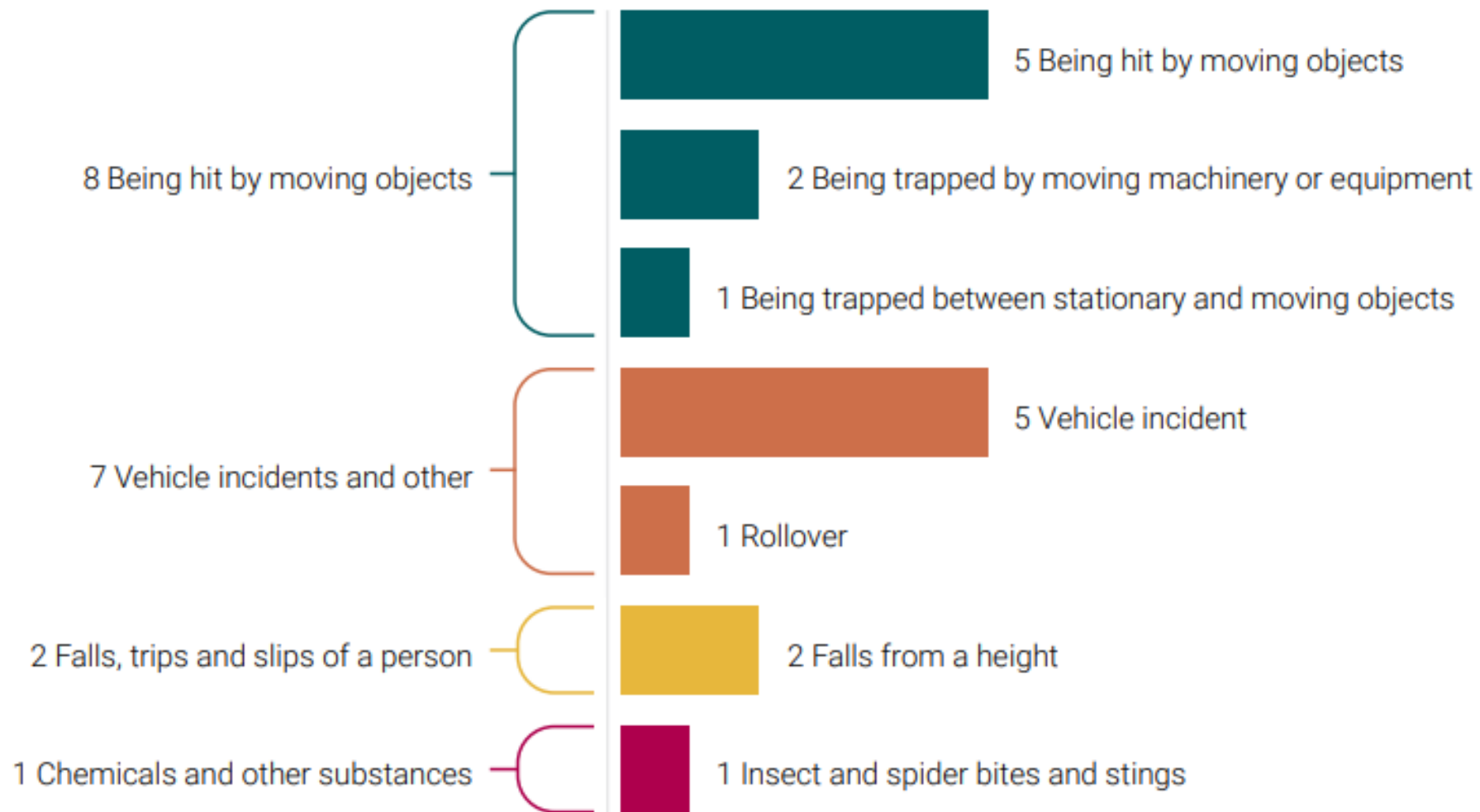


- Compliance plan developed
 - Phase 1 – Resources 
 - Phase 2 – Education/information content development 
 - Phase 3 – Education and engagement 
 - Phase 4 – Farm machinery
 - Phase 5 – Farm inspections
 - Phase 6 – Feedback
 - Phase 7 – Review

Information on incidents

Chart 3

Work-related fatalities by mechanism major groups and subgroups, 2019–20 to 2021–22



Note 1 One work-related fatality's mechanism was recorded as unspecified.

Search 'WorkSafe
agriculture
fatalities June
2023'



Report from Inquirer

“Each death is a tragedy in itself and in its effect on loved ones, communities and businesses. Each serious injury affects not only the injured person at the time and during their recovery, but often for the rest of their life. It also affects their families, communities and businesses.”

- Pamela Scott, *Inquiry into the agricultural industry in Western Australia, Report to the WorkSafe Commissioner, March 2023*

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WHS in farming

Presented by Preplan Pty Ltd

Dave Gossage AFSM

0457 323 814





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What we are covering

- Understanding the law
- Expectations
- What's out there
- What do you need to do
- What you need to understand





Before we start

- How many employed
 - Full time/part time/casual staff
 - Contractors
- Who has WHS systems in place?
- Who keeps day today records of what they do when dealing with staff?
- How many have undertaken a farm audit?



Understanding the law

- An Act to make provision about, and in connection with;
 - the health and safety of workers; and
 - health and safety at workplaces; and
 - risks to health and safety arising from work
- <https://www.legislation.wa.gov.au/legislation/statutes.nsf/actsif.html>



Understanding the law



- The regulations;
 - Work Health and Safety (General) Regulations 2022
 - Work Health and Safety (Mines) Regulations 2022
 - Work Health and Safety (Petroleum and Geothermal Operations) Regulations 2022
- Farming sits under the “General” regulations



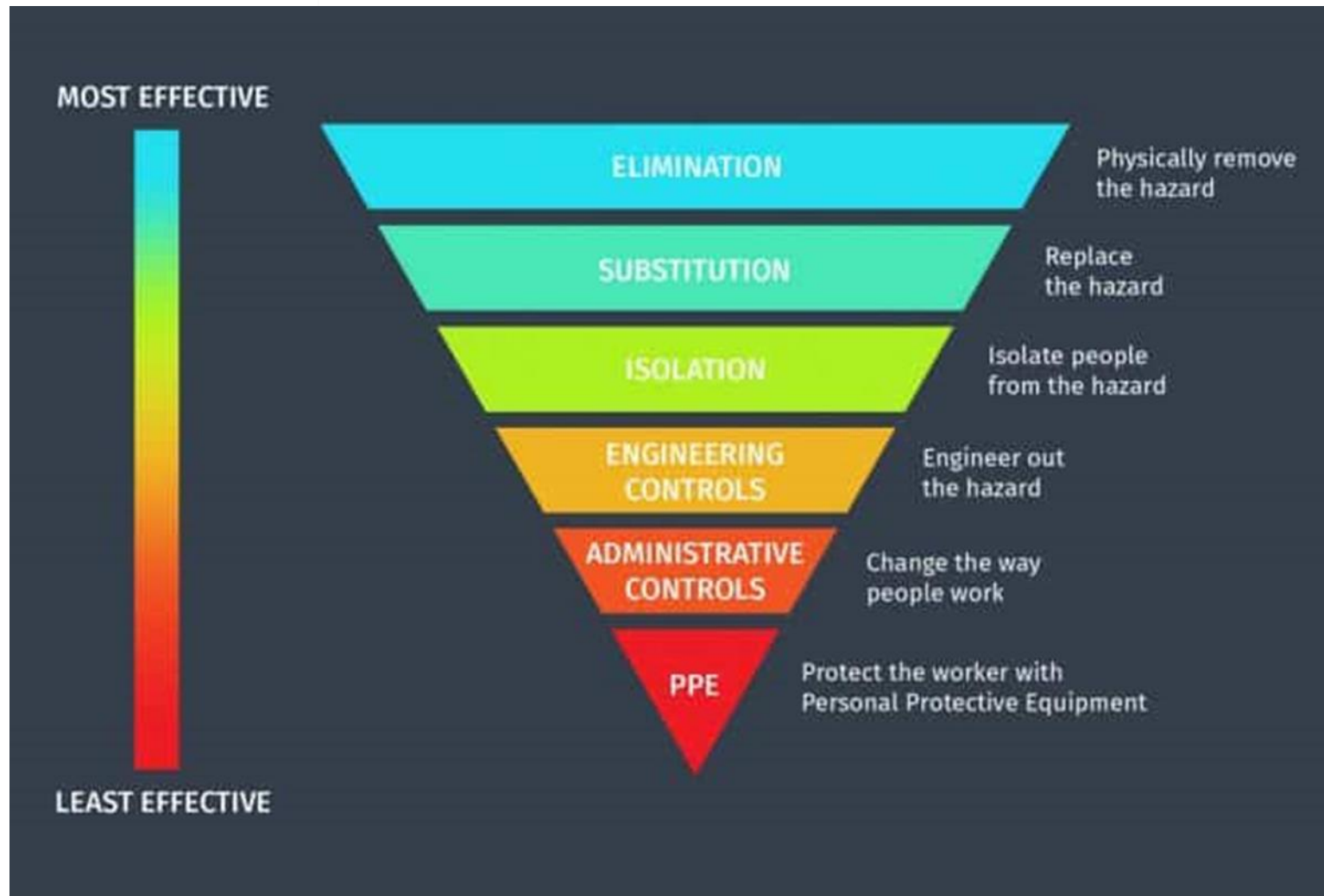
Expectations - in part



- 34. Duty to identify hazards A duty holder, in managing risks to health and safety, must identify reasonably foreseeable hazards that could give rise to risks to health and safety.
- 35. Managing risks to health and safety A duty holder, in managing risks to health and safety, must —
 - (a) eliminate risks to health and safety so far as is reasonably practicable; and
 - (b) if it is not reasonably practicable to eliminate risks to health and safety — minimise those risks so far as is reasonably practicable.

Expectations – in part

- 36. Hierarchy of control measures



Expectations – in part

- 37. Maintenance of control measures
- 38. Review of control measures
- 39. Provision of information, training and instruction





What's out there?

- How many systems
- What do they offer
- What do they cover
- What suits my farm
- Where do I start

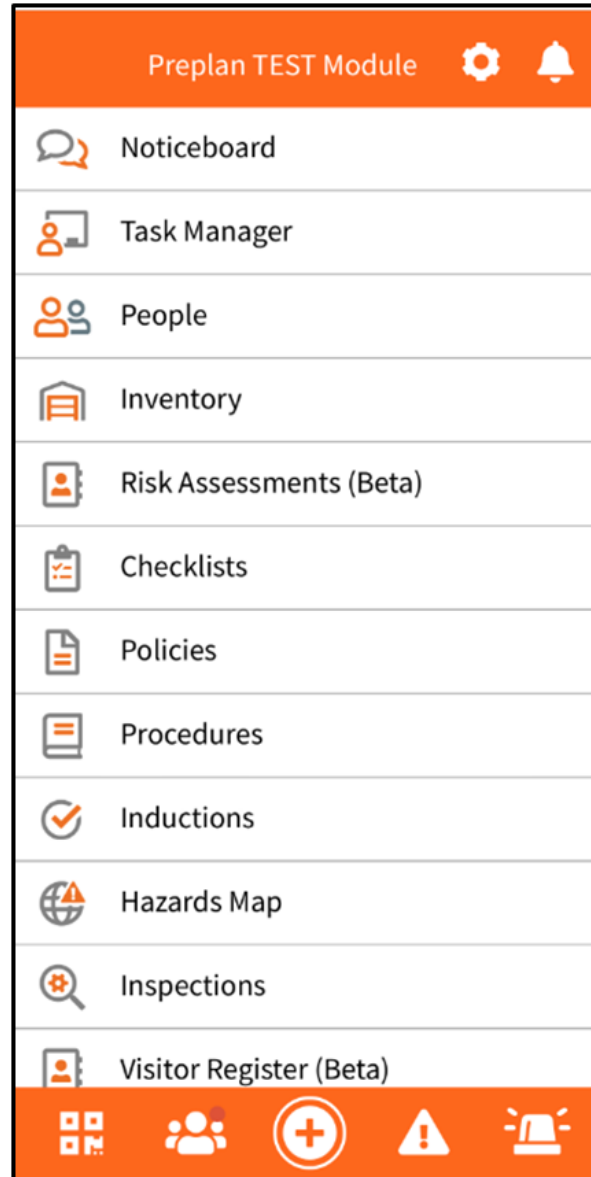


What's out there?

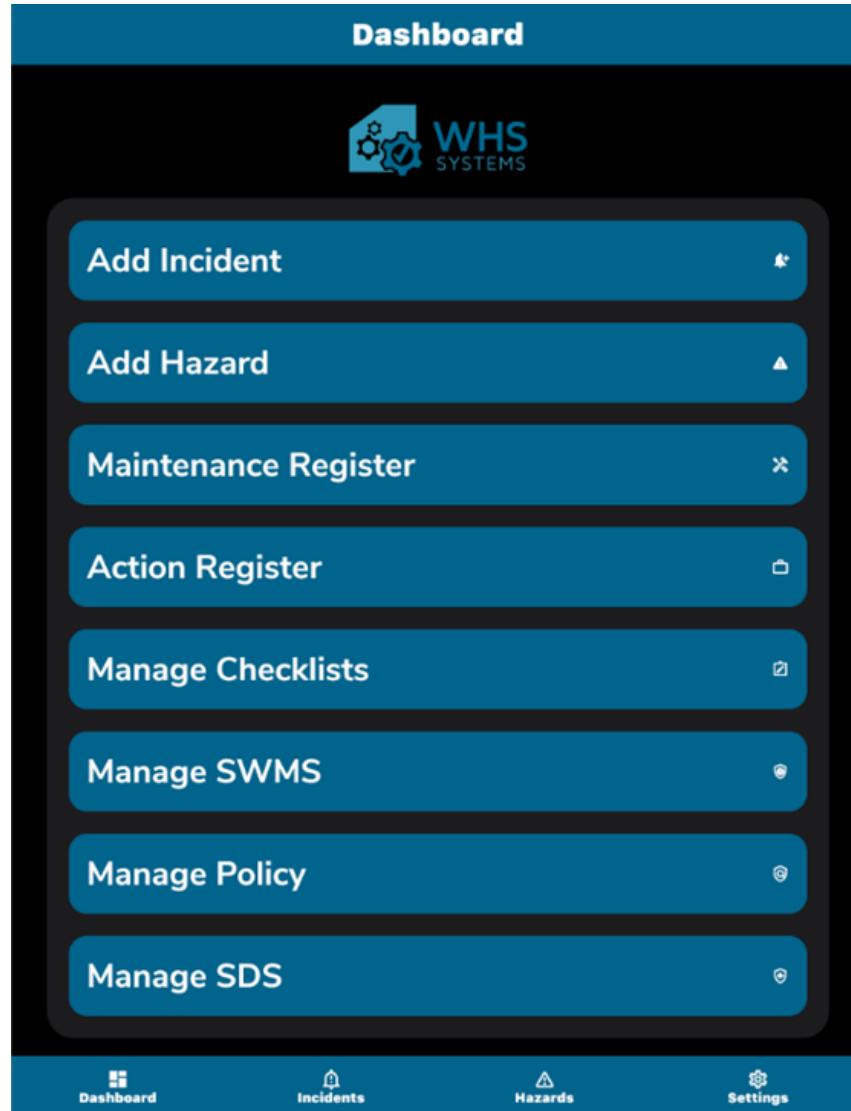
These are not recommendations, just a few examples of hundreds of systems out there - some not relevant to farming



What's out there?



What's out there?



What's coming?



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What do you need to do?

- Commit to the journey
- Change culture
- Review what you are doing now?
- Records
- Documentation capture
- Your business practices
- Farm Safety Audit
- Understand it never ends



What I need to understand



- What WorkSafe and the law expect
- The different parts of the law and what applies to farming
- How often I need to review what I do for my farm?
- There are no exceptions, you must start the journey
- I can't buy something off the shelf to tick the box



Thank you



Dave Gossage AFSM

Email: office@preplan.com.au

Phone: 0457 323 814





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Electrical safety – without the bull

Pat Roberts

Senior Electrical Inspector

Department of Mines, Industry Regulation and Safety





- Formerly *Energy Safety*
- State regulator for electricity, gas and plumbing
- Division of DMIRS since 2017



Electrical safety

- Should be part of your overall farm safety system
- Easier than you think
- Common sense driven
- Don't guess, find out



It's a bugger to start but it still runs...



Portable generators

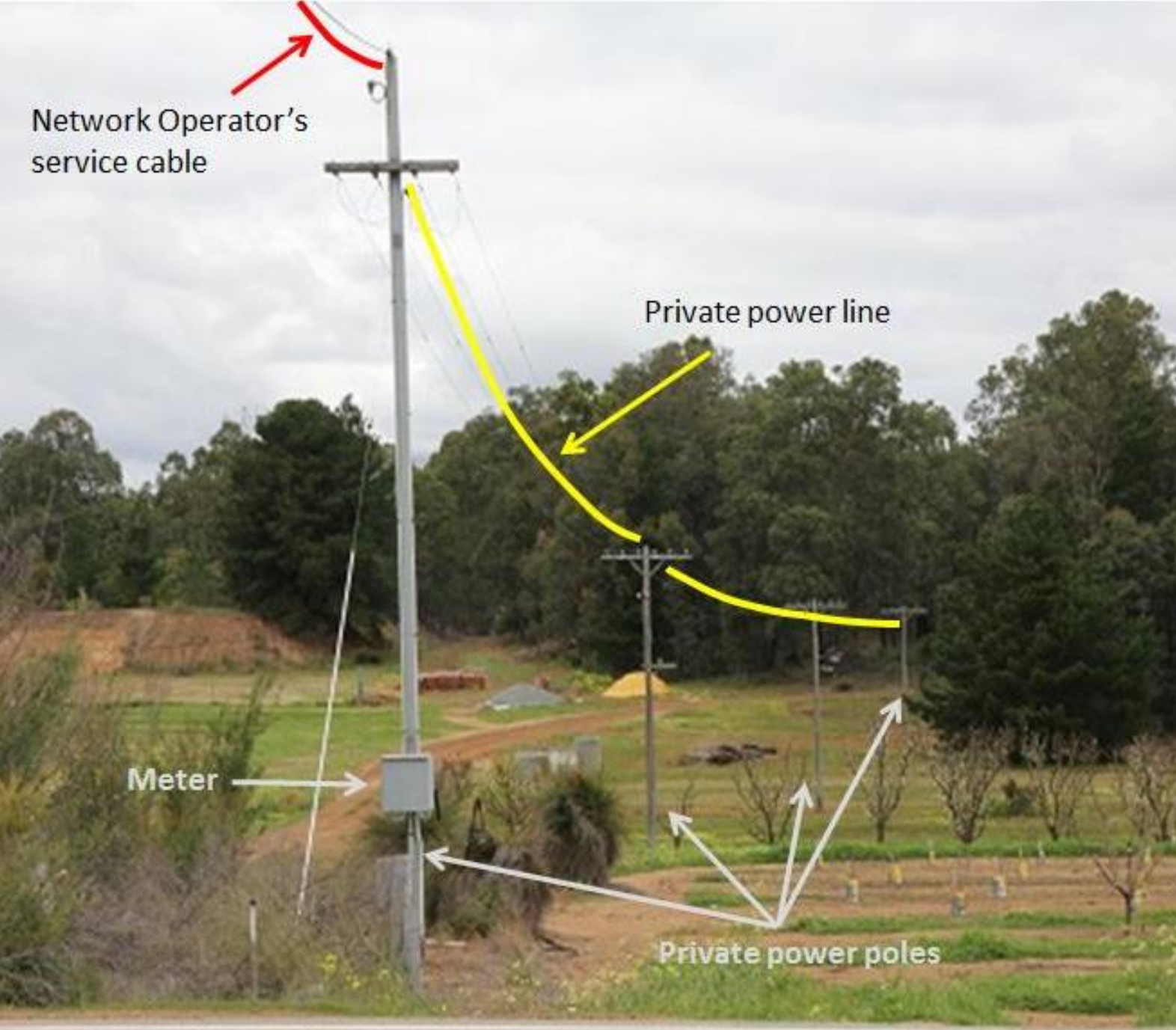
- Not a multi purpose option





Inverters and batteries

- High fault current
- Installed in a suitable location
- Protection from elements
- Mechanical damage



Power poles

- Private power poles
- Machinery
- Pyrolysis



Switchboards

- Maintenance
- Gaps
- Vermin
- Access





Remember

- You can't see it
- You can't hear it
- You can't smell it
- But you will definitely feel it



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Morning SafeTea

Next session commences at 11:35am

Holly Freeman

Executive Officer

SafeFarms WA



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So, where do I start?

Holly Freeman

Executive Officer,
SafeFarms WA



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Disclaimer



GENERAL UNDERTAKINGS OF ORGANISATION

At all times you and your organisation, must duly perform and observe its obligations and responsibilities under the Work, Health and Safety Act 2020, and comply with all State and Commonwealth laws, rules, regulations and by-laws. Check the Work, Health and Safety Act 2020 for more information.

Overview Guide - [Western Australia's Work Health and Safety Act 2020 - guide \(dmirs.wa.gov.au\)](https://www.dmirs.wa.gov.au/)

Full Act - https://www.legislation.wa.gov.au/legislation/statutes.nsf/RedirectURL?OpenAgent&query=mrdoc_43434.pdf

LIMITATION OF LIABILITY

SafeFarms WA does not accept any responsibility or liability for the success or otherwise of the implementation of the SafeFarms WA Safety Health Wellbeing Management System (SHWMS). SafeFarms WA is not liable for any losses which may be suffered in undertaking the development and implementation of the SHWMS safety system for your business.

The documents and templates provided by SafeFarms WA are generic information documents which are intended to be distributed to members to assist them with the discharge of their duties in relation to the legislation (ie educational tools). The guides and checklists are not intended to be a policy or procedure that can be called up and adopted by members as your own policy or procedure. The documents have been designed to assist you to develop your own safety management system and do not excuse a person or PCBU (Prescribed Body Corporate Unit) from doing all that is reasonable and practicable to ensure the health, safety and wellbeing of themselves and others. All Safe Farms WA Policies, Inductions, Guides and Checklists have been checked by legal practitioners to align with the Work, Health and Safety Act 2020

Any hazards identified and control measures which are adopted as a result of the educational tools provided by SafeFarms WA must be monitored and reviewed to ensure that they are being implemented and also remain effective. Please ensure you have read and understood the information provided. Ensure your people are inducted and trained in the tasks they perform and that you have deemed them competent to complete the task at hand. You must promptly inform WorkSafe (WA) of any injury which might adversely affect any person's ability to work (including directors, managers, supervisors, workers), in line with the WorkSafe (WA) online reporting procedures. For more information and specific details contact WorkSafe (WA) or visit www.commerce.wa.gov.au .

Should you require additional information please don't hesitate to contact SafeFarms WA at admin@safefarms.net.au Please note SafeFarms WA does not offer advice in relation to legislation. You must contact a reputable and qualified legal practitioner for clarification on legal matters. Please contact WorkSafe (WA) direct to make a booking for a free WorkSafe (WA) audit.



So, where do I start?



1. Complete WorkSafe's Farm Safety Checklist



2. Do inductions with your workers, contractors & visitors



3. Hold a hazard identification session with your team



4. Get your tickets and training up-to-date



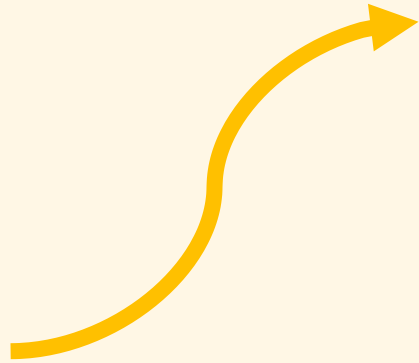


Complete WorkSafe's **FREE Farm Safety Checklist**



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WorkSafe's Farm Safety Checklist



18-page checklist to
help you get started

WorkSafe's Farm Safety Checklist



Mobile plant and vehicle movement



Plant is well maintained



Prestart checklists are used



High risk work licences are held



Seat belts are worn



Movement of traffic is managed

- All tractors are fitted with a roll over protective structure (ROPS) and, in the case of tractors fitted with a front-end loader attachment, a fall on protective structure (FOPS).
- Seat belt mounting points are incorporated into the design of the mobile plant and seat belts are fitted and worn by the operators.
- A master guard is fitted to the tractor, the power take off (PTO) shaft is guarded and the power input coupling is fitted to all PTO machinery and equipment.
- Ensure the manuals (operator's instructions) for mobile plant are available for persons required to operate each item of mobile plant.
- Logbooks, maintenance records & pre-operational checks of mobile plant are completed and kept.
- Operators have been instructed, trained and assessed as competent to operate the plant or vehicle they are using, and hold any required drivers' licence.



WorkSafe's Farm Safety Checklist



Agricultural chemicals (hazardous substances)



A register of hazardous substances is kept



Decanted containers are labelled



Risk assessment has been undertaken



Current certification or similar training is held



Health surveillance is undertaken where organophosphate pesticides are used



Register of hazardous substances

- A register of hazardous substances is available and accessible to persons likely to be exposed to hazardous substances including emergency services personnel.
- The register of hazardous substances is complete – the register includes a contents list and current Safety Data Sheets (SDS) (also known as Material Safety Data Sheets [MSDS]).
- The register of hazardous substances is current – SDS (also known as MSDS) are not older than 5 years.



Risk assessment and control

- Risk assessments have been completed for all hazardous substances. *When conducting a risk assessment, consider how the substance is used, where it is stored, if ventilation is required, whether directions in the SDS (MSDS) were followed, and what personal protective equipment is used. The risk assessment compares the safety advice and how the substance is actually being used.*
- A record is made in the hazardous substances register that the assessment has been done.



WorkSafe's Farm Safety Checklist



Agricultural bikes and quad bikes



The right vehicle for the job is selected



Helmets are worn



Vehicle is well maintained



Training is provided



Pre-operational checklists are used

- A risk assessment has been completed and alternative vehicles have been considered. For example, a side-by-side (two-seater) with a rollover protective structure has more safety features than a quad bike.
- If quad bikes are used, they are selected with regard to safety information, including stability test outcomes. From October 2021, all new quad bikes must have an operator protection device (OPD).
- Risk assessments for the use of quad bikes consider engineering controls including fitting an after-market OPD.
- A helmet [labelled AS/NZS 1698] which fits the rider and substantial footwear are used when riding quad bikes.
- Maximum speed limits have been established for all areas of the property.
- Bikes carry loads in accordance with the manufacturer's instructions.





Do Inductions with Workers, Contractors & Visitors



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Inductions | What are they?

An induction is a process where you share accurate and consistent information to help familiarize a worker, contractor, or visitor, with the locations, equipment, materials, processes and tasks they may encounter.

To achieve the best results, inductions should be tailored and targeted.

The topics covered typically include:

- Hazards and associated risks
- Policies and procedures
- Communication protocols
- Emergency procedures
- Workplace facilities



Inductions | FREE Resources



2-page
induction



online
induction tool



sign-off sheet



Inductions | FREE Resources

Tick 'YES' if complete OR Not Applicable (N/A)	YES	N/A
1. Employee has been provided with a map of the property with all key locations clearly marked. Emergency contact information has been provided including emergency services, local GP, staff mobile numbers and property addressing details.	<input type="checkbox"/>	<input type="checkbox"/>
2. Employee has been introduced to other staff members, and relevant consultants, contractors, suppliers etc. Time has been allocated for employee to finalise any employment documentation.	<input type="checkbox"/>	<input type="checkbox"/>
3. Employee has been made aware of all those who live on the property and any visitor policies that need to be adhered to.	<input type="checkbox"/>	<input type="checkbox"/>
4. Employee has been given a tour of the property including location of first aid kits, toilets, shower facilities, eyewash station, eating amenities, workshop, chemical shed, machinery sheds, shearing sheds, livestock yards and emergency meeting place.	<input type="checkbox"/>	<input type="checkbox"/>
5. Employee has been provided safe operating procedures (SOPs) specific to tasks they will be undertaking	<input type="checkbox"/>	<input type="checkbox"/>
6. Employee has been provided with human resource related policies and terms and conditions of employment that relate to the tasks they will be undertaking. Please ensure that you list the policies that have been provided to your employee as evidence.	<input type="checkbox"/>	<input type="checkbox"/>





Inductions | remember to...

- **Tailor your induction to your workplace.** If you use a generic induction tool, you still need to provide the worker with your specific processes/procedures and conduct a site induction too.
- **Ensure you keep good records,** and documents are “signed off” by both the employer and employee.





Hold a Hazard Identification Session with your Team



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Hazard Session | Why?

- You are **assessing and mitigating** the risks/hazards
- It is a **collaborative process** and shows you are communicating with your workers
- It is **documented**



Hazard Session | Risk Register Example



Hazard Description	Potential Impact	Risk Level (High, Medium, Low)	Action Required (Yes or No)	Mitigation Notes	Date to be Completed	Person Responsible
Hazard 1						
Hazard 2						
Hazard 3						
Hazard 4						



Hazard Session | Areas to Cover

Complete a Risk Register for:

1. The workshop
2. Mobile machinery and tractors
3. Grain movement & storage
4. Livestock handling & movement
5. Chemical shed
6. Shearing shed





Hazard Session | remember to...

- Ensure you **keep good records**.
- Include the **names of workers** who contributed to each register.
- Ensure the Risk Register **is accessible**.





Get your **Training & Tickets** up-to-date



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Training & Tickets | What do I need?

Activity	Training or Ticket
Using chemicals	Chemical management course such as AusChem *not a requirement in WA
Driving a forklift	Forklift Ticket
Working in or on silos	Working at Heights and Working in Confined Spaces License
Moving oversized vehicles on public roads	Pilot Vehicle License



Training & Tickets | remember to...

- **Ensure you keep good records**, and all training is “signed off” by both the employer and employee.
- **Have a copy of any other tickets, licenses, or qualifications** you or your workers may have (e.g. driver’s licence or trade certificates).



Wrap-Up



1. Complete WorkSafe's Farm Safety Checklist



2. Do inductions with your workers, contractors & visitors



3. Hold a hazard identification session with your team



4. Get your tickets and training up-to-date



SafeFarms WA is an independent not-for-profit organisation founded for farmers by farmers. Since 1994, we have supported West Australian farmers to work towards compliance, increase their productivity, and reduce workplace accidents.



INTRODUCING THE
SAFEFARMSWA
APP

LAUNCHING 30TH OCTOBER 2023

ACCESS:

- ✓ Inductions
- ✓ Employee information
- ✓ Training
- ✓ Hazard Identification & Risk Management templates
- ✓ Standard Operating Procedure (SOP) templates
- ✓ Incident Reporting
- ✓ Safety Guides
- ✓ Checklists
- ✓ Webinars
- ✓ Podcasts

Straight from your device

STRAIGHTFORWARD SAFETY, ALWAYS ON HAND



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Executive Officer, SafeFarms WA

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Partnering for safety

The CBH road transport experience

Tim Manning

Head of Health, Safety and Environment

CBH Group

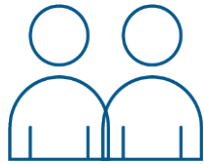


CBH Group overview

CBH operates across the grain value chain from fertiliser to storage, handling, transport, marketing and processing



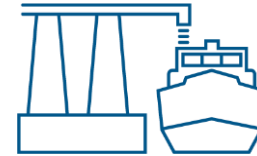
~3,500 members
established in
1933 by WA grain
growers



1,200 employees
plus ~2,000
casuals during
harvest



+\$1 billion
capital expenditure
& maintenance
spend in last 5
years



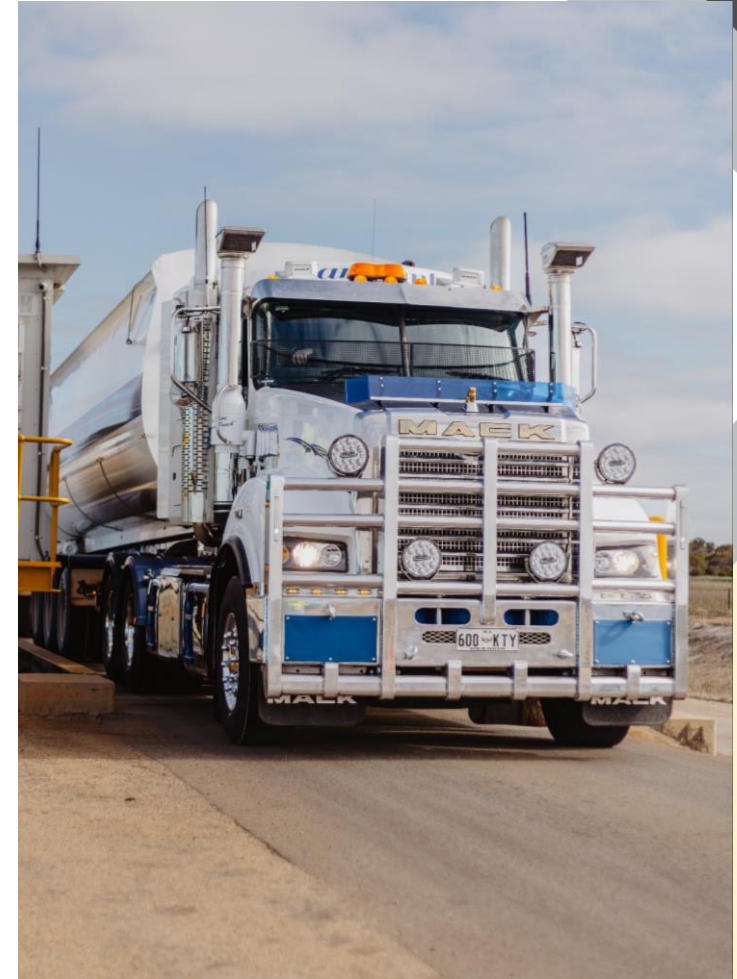
16.7 million tonnes
exported in FY22
largest grain exporter
in Australia



~\$9 billion
annual grain export
value

The CBH network stops without trucks

- In 2023, over 7 million tonnes have moved around the CBH network via road
 - This equates to over 10.5 million km's travelled
- We see ~250 trucks involved in the CBH network on a daily basis and up to 400 at our peak
- 6 Primary contractors but many sub-contractors





Record harvests have also delivered other records

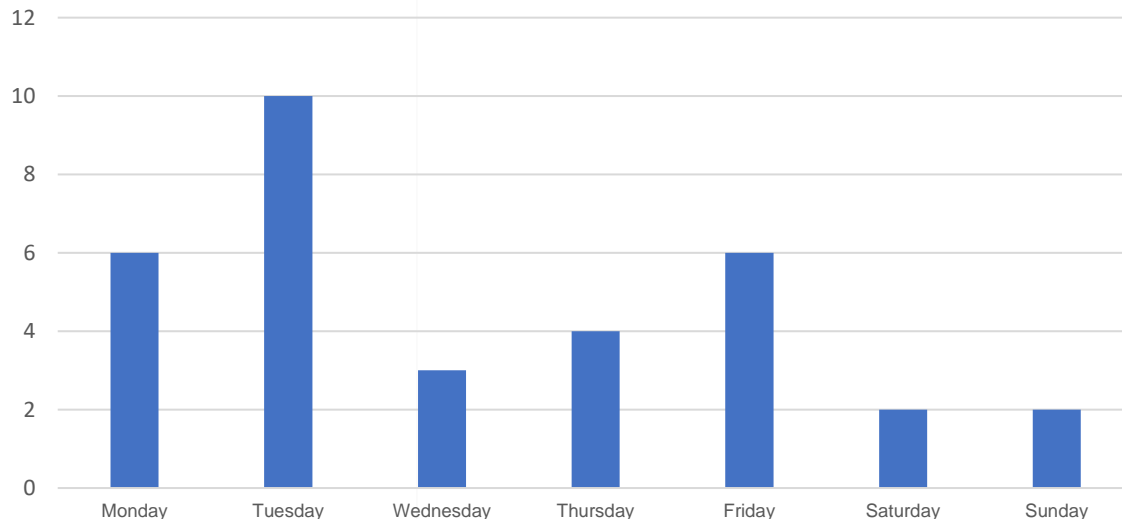
- Since January 2022
 - **30+ truck and/or trailer roll overs on public roads**
- Combined with COVID and a bigger task from the record harvests, the experience levels have dramatically changed
 - COVID changed how traffic flows around the state
 - COVID changed



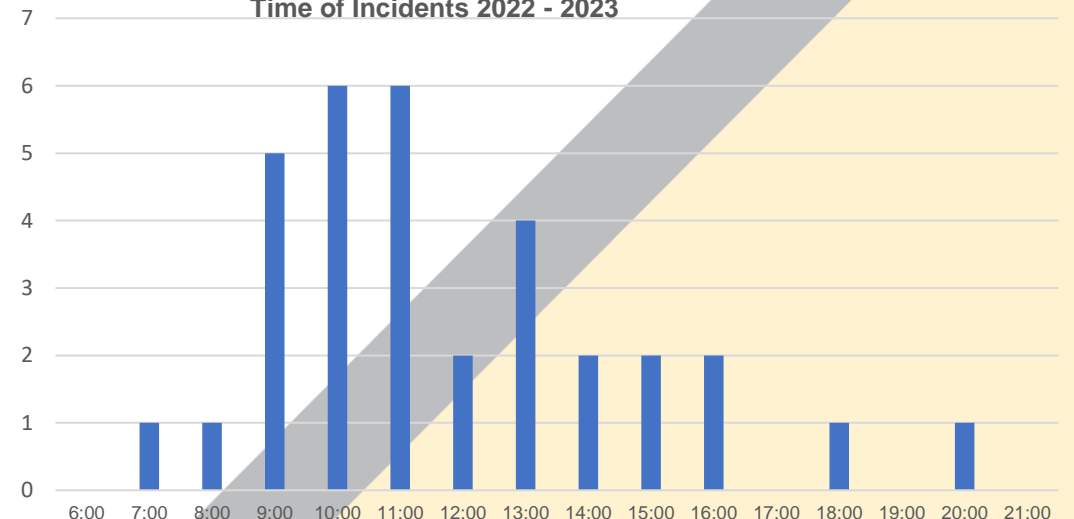
What contributes most?

- Based on the day of the week and the time of the day, fatigue appears to not be the main contributor.
- Work was undertaken in the last 2 years to streamline the road task to attract more drivers into the network (meaning shorter hauls)
- Most CBH sites outload between 7am & 5pm, 6 days per week

Day of the Week - Incidents between 2022 - 2023



Time of Incidents 2022 - 2023



Other drivers

- COVID and lockdown contributed heavily to changing the behaviours of the general public
 - More people staying in WA
 - More caravans
 - More people on regional WA roads



Image: Mt Barker – Caravan collided with truck (Albany Port Zone)

Different equipment

- With a peak of 400+ trucks on the road each day, there were a number of instances where equipment problems presented:
 - Faulty tailgates / no pressure bars
 - Ram/hoist failures
 - Ring feeder failures



Image: Brand Highway – Lupin Loss of Containment (Geraldton Port Zone)

Road conditions

- Road conditions across the state presented significant challenges
- A number of our principal contractors utilised systems to notify their fleet of changed road conditions



Images: South Coast Highway EX Ravensthorpe – Trailer Rollover (Esperance Port Zone)

Driver error and lack of experience

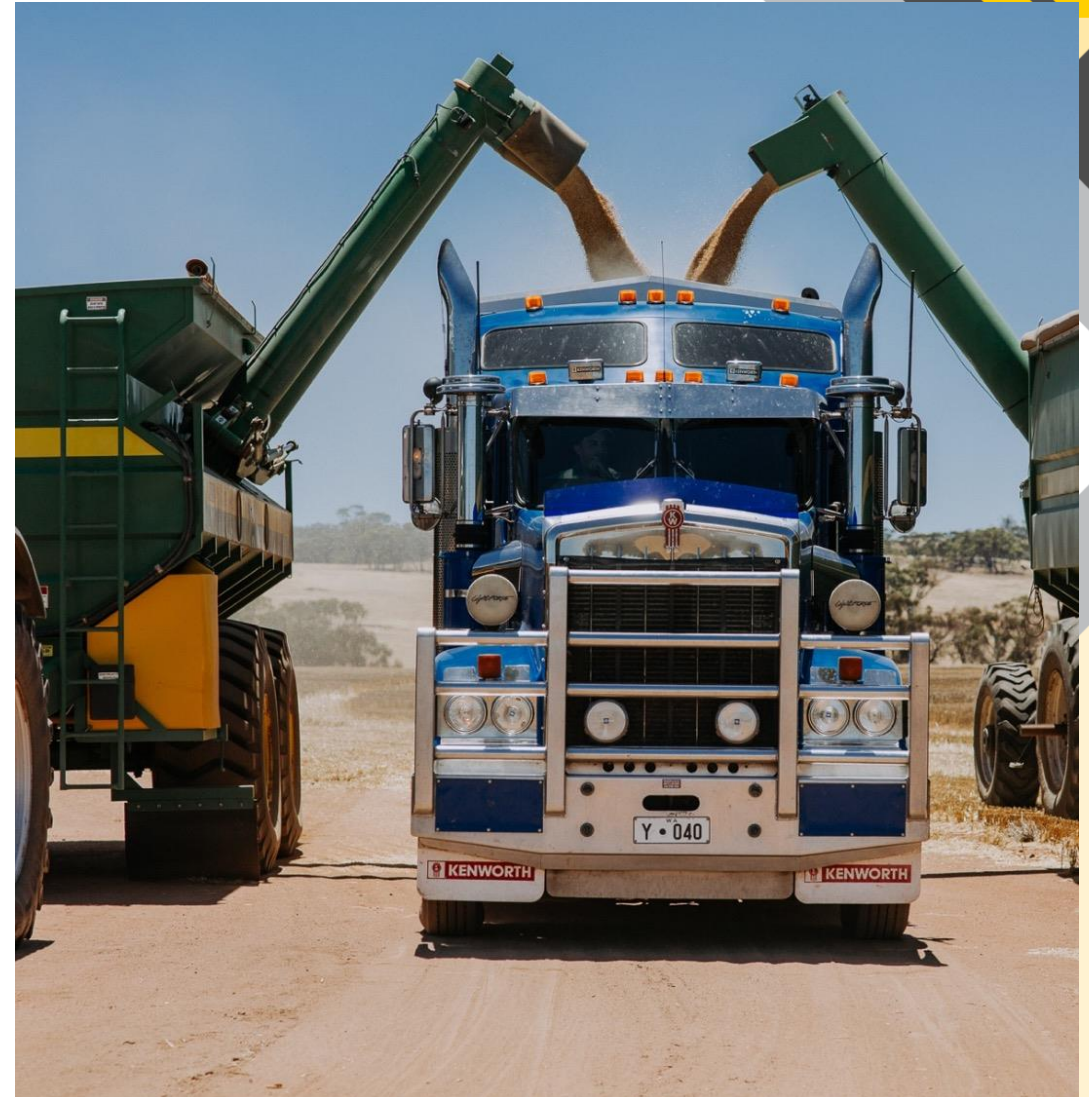
- With ~400 trucks active in the network at our daily peak, there was a noticeable change in driver competency
- Working with our principal partners, we identified that while some drivers have the qualifications to drive a truck type, they did not always have the experience to combine this with regional WA roads and carrying grain.



Image: Merredin-Narembeen Road LOC (Kwinana Port Zone)

The next steps

- With our road transport partners, CBH has agreed on a number of actions to improve safety outcomes
 - Utilising technology
 - Closer subcontractor management
 - More in-field compliance checks
 - Improved scheduling practices
 - Continue to escalate road conditions
 - Continue to educate the public



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Storage and handling of dangerous goods on farms

Lawry Lim

Principal Dangerous Goods Officer

Department of Mines, Industry Regulation and Safety














Agenda

- Dangerous goods and hazardous chemicals
- Legislation
- Safety information
- How to store and handle agriculture chemicals safely

Dangerous goods classes



GHS hazard classes – hazardous chemicals

Pictogram	Hazard	Pictogram	Hazard	Pictogram	Hazard
	Explosive E.g. TNT		Chronic Health Hazards E.g. Boric acid		Corrosive E.g. Sodium metabisulphite
	Flammability E.g. Hydrogen		Environmental Hazard E.g. Ammonia		Acute Toxicity E.g. Hydrogen fluoride
	Oxidising E.g. Sodium Peroxide		Gases Under Pressure E.g. Butane		Certain Health Hazards E.g. Nickel (sensitising)



Legislation

- Dangerous Goods Safety Act 2004 and Regulations
 - Australian Dangerous Goods Code (ADG 7.8)
 - Specific regulations for rural dangerous goods locations (Regs 123 to 133) – Dangerous Goods Safety (Storage and handling of non-explosives) Regulations 2007
- Work Health and Safety Act 2020 and Regulations
 - Globally Harmonised System (GHS v7)

What is a 'rural dangerous goods location'?

Rural dangerous goods location means a place —

- (a) that is outside the metropolitan region as defined in the *Planning and Development Act 2005* section 4(1); and
- (b) that is outside a townsite as defined in the *Land Administration Act 1997* section 3(1); and
- (c) that is one or more lots, as defined in the *Planning and Development Act 2005* section 4(1), that are adjoining; and
- (d) that is 5 ha or more; and
- (e) at which dangerous goods used for agricultural, aquacultural, floricultural, horticultural or pastoral purposes are stored or handled but not supplied to others

As defined in the 'Dangerous Goods Safety(Storage and handling of non-explosives) Regulations 2007'

Dangerous goods on farms

- Fuel and Flammable gases (e.g. LP Gas, acetylene)
- Pesticides (e.g. 1080, aluminium phosphide fumigant)
- Herbicides (e.g. bipyridilium pesticides)
- Soil treatment chemicals (e.g. Metham sodium)



Safety information

- Dangerous goods labelling and packaging in good condition
- Safety Data Sheet (SDS)



SAFETY DATA SHEET

PRODUCT NAME: Imtrade Metham Soil Fumigant
APVMA Product Code: 63864

1 - IDENTIFICATION OF THE MATERIAL AND SUPPLIER

Supplier Name: IMTRADE AUSTRALIA PTY LTD
Address: 17 Ocean Street, Kwinana, Western Australia, AUSTRALIA, 6167
Telephone: 1800 171 799
1800 171 788
Fax: 1800 171 788
Emergency: In a Transport Emergency Dial 000 – Police or Fire Brigade
Web site: <http://www.imtrade.com.au>
Product Use: Agricultural soil fumigant for use as described on the product label.
Creation Date: January, 2009
This version issued: April, 2021 and is valid for 5 years from this date.
Poisons Information Centre: Phone 13 1126 from anywhere in Australia
Product type: Metham sodium is a methyl isothiocyanate precursor.

SECTION 2 – HAZARDS IDENTIFICATION

Statement of Hazardous Nature
 This product is classified as: Xn, Harmful, N, Dangerous to the environment, C, Corrosive. Hazardous according to this criteria of SWA.
 Dangerous according to Australian Dangerous Goods (ADG) Code, IATA and IMDG/MSBC criteria.
SUSMP Classification: S6
ADG Classification: Class 8: Corrosive Substances
UN Number: 3267, CORROSIVE LIQUID, BASIC, ORGANIC, N.O.S. (contains METHAM)

GHS Signal word: DANGER.

Acute Toxicity Oral - Category 4
Skin Corrosion - Category 1b
Skin Sensitisation - Category 1
Acute Toxicity Inhalation - Category 4
Hazardous to Aquatic Environment Short Term/Chronic Category 1

HAZARD STATEMENTS:
 H302: Contact with acids liberates toxic gas.
 H302: Harmful if swallowed.
 H314: Causes severe skin burns and eye damage.
 H317: May cause an allergic skin reaction.
 H332: Harmful if inhaled.
 H410: Very toxic to aquatic life with long lasting effects.

PRECAUTIONARY STATEMENTS:
PREVENTION
 P102: Keep out of reach of children.
 P201: Do not breathe fumes, mists, vapours or spray.
 P202: Do not get in eyes, on skin, or on clothing.
 P264: Wash contacted areas thoroughly after handling.
 P270: Do not eat, drink or smoke when using this product.
 P271: Use only outdoors or in a well ventilated area.
 P272: Contaminated work clothing should not be allowed out of the workplace.
 P273: Avoid release to the environment.
 P280: Wear protective gloves, protective clothing and eye or face protection.

SAFETY DATA SHEET

Issued by: Imtrade Australia Pty Ltd Phone: 1800 171 799
 Poisons Information Centre: 13 1126 from anywhere in Australia, (0800 764 766 in New Zealand)



What do I need to consider when storing agricultural chemicals on farms?

Segregate

- A number of dangerous goods can react dangerously when mixed and have the potential to start a fire or release toxic gases
- Be safe and store these incompatible goods apart

Segregate		
Pool chlorine (solid calcium hypochlorite)	from	Acids (e.g. hydrochloric acid) Oils and fuels
Bleach (liquid hypochlorite solution)	from	Acids
Dangerous goods	from	Foodstuff
Oxygen gas*	from	LP gas*, acetylene*

*except when in use

Security

- Security measures must be in place to prevent unauthorised access to dangerous goods
- Particularly important for highly toxic dangerous goods such as 1080 baits, aluminium phosphide pesticides, as well as other herbicides and pesticides



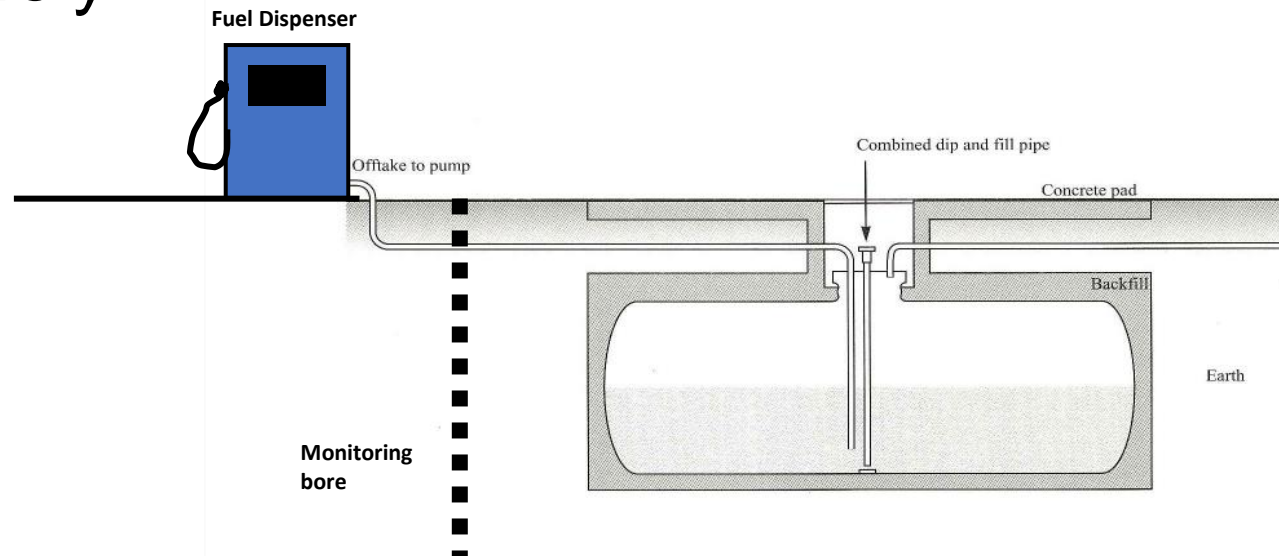
Protect storage areas from impact

- Dangerous goods storage areas need to be protected from vehicle impact
- On a farm, there is usually enough space to place dangerous goods storage facilities (e.g. shed) out of harm's way



Underground tank storage or handling systems

- Some properties have underground fuel storage tanks. These tanks need to be designed, installed, operated and maintained so that they do not leak
- Guidance is available in Australian Standard AS 4897 on how to store fuel in underground tanks safely






How do I handle and use safely?

Safety information and equipment

- Follow manufacturer's instructions on correct use
- SDSs are good sources of safety and health information
 - Hazard information
 - Storage and handling
 - Spills management
 - PPE

SAFETY DATA SHEET	
PRODUCT NAME	Intrade Metham Soil Fumigant
APVMA Product Code:	63864
1 - IDENTIFICATION OF THE MATERIAL AND SUPPLIER	
Supplier Name	IMTRADE AUSTRALIA PTY LTD
Address	17 Ocean Street, Kwinana, Western Australia, AUSTRALIA, 6167
Telephone	1800 171 799
Fax	1800 171 798
Emergency	In a Transport Emergency Dial 000 - Police or Fire Brigade
Web site	http://www.intrade.com.au
Product Use:	Agricultural soil fumigant for use as described on the product label.
Creation Date:	January, 2009
This version issued:	April, 2021 and is valid for 5 years from this date.
Poisons Information Centre:	Phone 13 1126 from anywhere in Australia
Product type:	Metham sodium is a methyl isothiocyanate precursor.
SECTION 2 - HAZARDS IDENTIFICATION	
Statement of Hazardous Nature	
This product is classified as: Xn, Harmful, N, Dangerous to the environment, C, Corrosive. Hazardous according to the criteria of SWA.	
Dangerous according to Australian Dangerous Goods (ADG) Code, IATA and IMDG/MSBC criteria.	
SUSMP Classification: S6	
ADG Classification: Class 8: Corrosive Substances.	
UN Number: 3267, CORROSIVE LIQUID, BASIC, ORGANIC, N.O.S. (contains METHAM)	
	
GHS Signal word: DANGER.	
Acute Toxicity Oral - Category 4	
Skin Corrosion - Category 1b	
Skin Sensitisation - Category 1	
Acute Toxicity Inhalation - Category 4	
Hazardous to Aquatic Environment Short Term/Chronic Category 1	
HAZARD STATEMENTS:	
A0H031: Contact with acids liberates toxic gas.	
H302: Harmful if swallowed.	
H314: Causes severe skin burns and eye damage.	
H317: May cause an allergic skin reaction.	
H332: Harmful if inhaled.	
H410: Very toxic to aquatic life with long lasting effects.	
PRECAUTIONARY STATEMENTS:	
PREVENTION	
P102: Keep out of reach of children.	
P260: Do not breathe fumes, mists, vapours or spray.	
P262: Do not get in eyes, on skin, or on clothing.	
P264: Wash contacted areas thoroughly after handling.	
P270: Do not eat, drink or smoke when using this product.	
P271: Use only outdoors or in a well ventilated area.	
P272: Contaminated work clothing should not be allowed out of the workplace.	
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SAFETY DATA SHEET	
Issued by: Intrade Australia Pty Ltd	Phone: 1800 171 799
Poisons Information Centre: 13 1126 from anywhere in Australia, (0800 764 766 in New Zealand)	

Ignition sources

- When handling flammable liquids (e.g. petrol) or flammable gases, such as LP or acetylene gas, ignition sources need to be kept away
- Ignition sources include naked flames, mobile phones or activities such as smoking, welding, cutting and grinding



Workers and supervisors

- Induction, information, training and supervision need to be provided
- Safe systems of work and work practices that enable people to perform their job safely
- Relevant training for:
 - Workers handling dangerous goods (e.g. pesticides)
 - Correct application of chemicals
 - Correct use of PPE and safety equipment



Clean up spills or leaks

- Dangerous goods stored on the farm sometimes spill or leak. Make sure that the spill or leak is cleaned up as soon as possible using a spill kit





Empty containers

- Empty dangerous goods containers, such as plastic drums, need to be made safe through industry recycling initiatives like [AgSAFE's drumMUSTER](#) collection, or containers properly disposed of
- Re-use of dangerous goods containers should only happen after appropriate decontamination means (e.g. scrubbing, rinsing, steam cleaning) to effectively remove chemical residue



Unwanted chemicals

- Keeping old or unwanted chemicals in your shed presents an unnecessary risk to people, animals and the environment
- [Agsafe's ChemClear](#) program is run periodically to assist in the disposal of unwanted chemicals



Specific guidance

- Dangerous goods storage and handling
 - Fuel storage – Australian Standard AS1940
 - LP Gas storage and handling – AS/NZS 1596
 - Storage and handling of pesticides – AS2507
 - [Safe storage and handling of dangerous goods on farms](#)
 - [Dangerous Goods Safety \(Storage and Handling of Non-explosives\) Regulations 2007 – Guide](#)
- Dangerous goods transport
 - [Australian Dangerous Goods Code \(ADG Code 7.8\)](#)



Summary

- Some chemicals stored and handled on a farm are dangerous goods and need to be stored and handled safely
- Applying appropriate risk controls helps achieve a safe workplace

Quick guides



Safe storage and handling of dangerous goods on farms



Dangerous Goods Road Transport Decoder App

Ask questions using Slido

Scan QR code using your mobile device
or

Go to slido.com and enter event code
#SWM3





SAFE
WORK
MONTH 2023

The First Steps to Farm Safety

Julii Gaunt

WorkSafe Inspector

Department of Mines, Industry Regulation and Safety



The First Steps to Farm Safety Guide

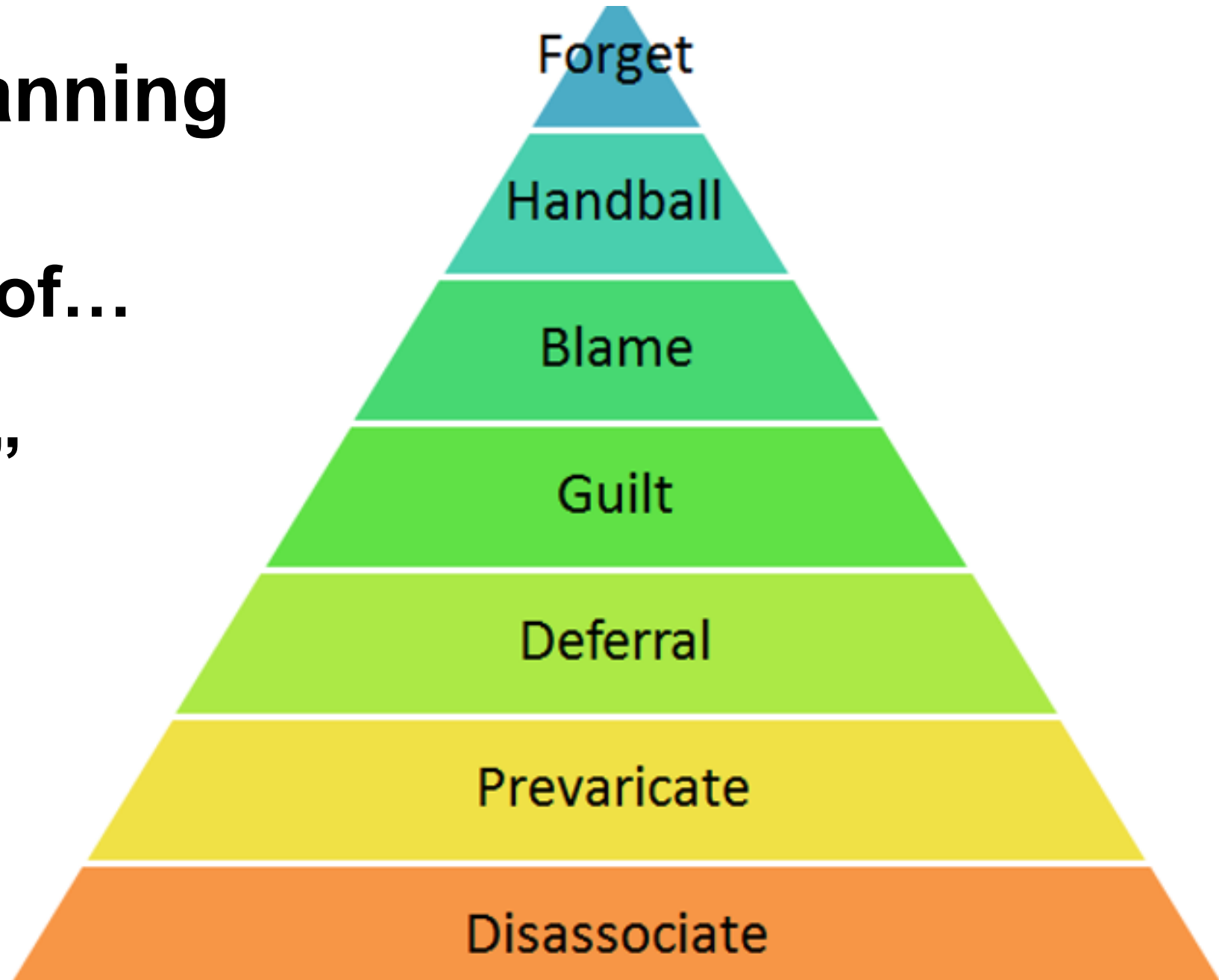


- WorkSafe's **First Steps to Farm Safety Guide** provides a starting point for farmers to manage safety on their farms.
- The Guide is made up of two parts -
 - Part 1 - setting up a safety system for your farm and covers the following areas:
 - Introduction to work health and safety
 - Consultation
 - Hazard identification
 - Inductions, training and record keeping
 - Part 2 – Key hazard areas:
 - Guarding
 - Mobile plant (vehicles and machinery)
 - Fall from height
 - Electrical safety
 - Hazardous chemicals

Safety takes planning

We are all guilty of...

“I will get to that”





Tractors

- Wear a seatbelt
- Inspect before use
- Guarding to PTO
- Roll over protection
- Safe movement around people



Quad bikes

- Protective clothing
- Training
- Crush protection
- Communication
- Environment
- Activity



Side by sides

- Plan for safe use
- Wear the seatbelt
- Wear a helmet where required
- Secure loads
- Inspect and maintain





Falls from heights

- Adequate training and supervision
- Planning to reduce risks
- Fall prevention equipment
- Safe ladders and platforms
- Face towards tractor and truck steps
- Safe work on roofs

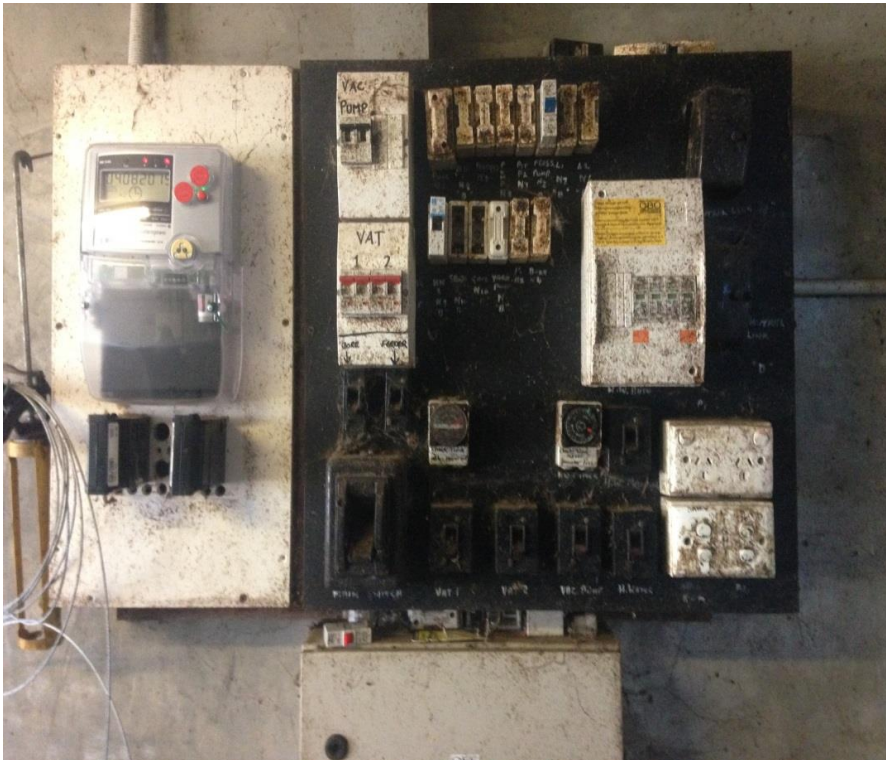
Machinery and guarding

- Inspect and maintain machinery
- Guard dangerous parts
- Follow operating instructions
- Train workers for safe use



Electrical hazards

- Inspect and maintain
- Use an electrician
- Have RCD fitted
- Signpost overhead power lines



Hazardous chemicals

- Training for chemical safety
- Safe chemical handling
- Safe storage
- Personal protective equipment
- Management of spills



Child and visitor safety

- Safe and fenced play areas
- Supervise when on farm
- Plan safe vehicle and plant movement
- Visitor induction and supervision
- Use safety equipment (helmets and seatbelts)
- Safe working with animals



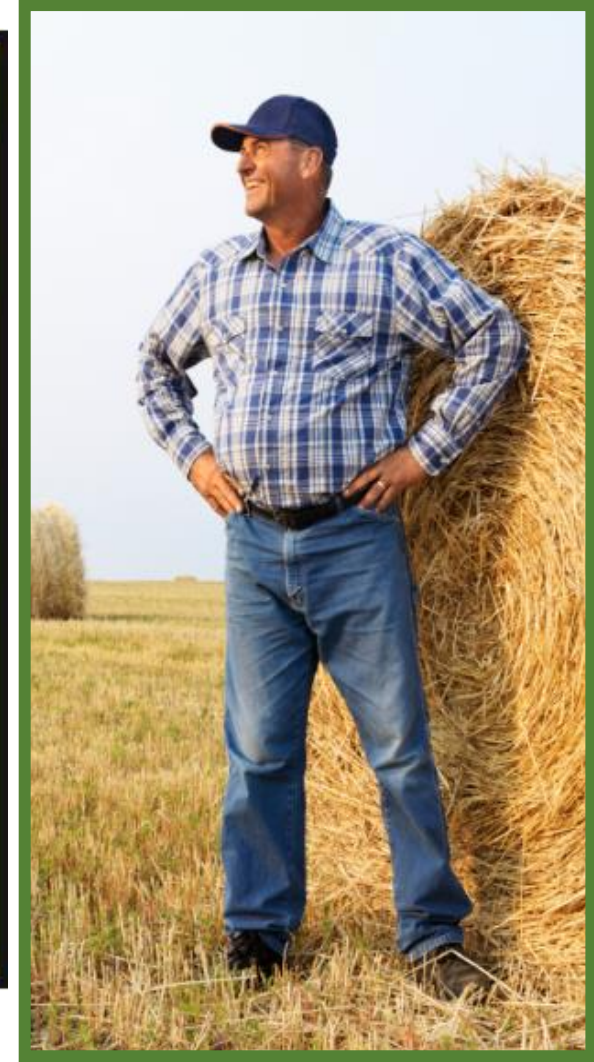
Psychosocial hazards

Manage these:

- Stress
- Fatigue
- Bullying
- Violence
- Aggression
- Harassment
- Burnout



Plan for a safer farming future



The First Steps to Farm Safety Guide

Coming Soon

WorkSafe Agricultural Safety
and Health





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Lunch

Next session commences at 1:45pm

Psychosocial hazards in agriculture:

**Dr Terence Chia, Senior Inspector Scientific Officer,
Human Factors and Ergonomics, DMIRS**

PANEL SESSION: Influencing safety cultures in the
agricultural industry

Panellists: Dave Gossage, Sally North, Tim Manning,
Dr Terrence Chia





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Work Health Safety Excellence Awards 2023

27 October, Optus Stadium
Register now



Farm Safety News Alert

Have you subscribed to our new WorkSafe Farm Safety News Alert?

Sign up to get the latest updates for the agricultural industry and information about safety resources and events

Scan the QR code -



Or go to www.commerce.wa.gov.au/worksafe/subscribe-worksafes-newsletters



**SAFE
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2023**

Psychosocial Hazards in Agriculture

Terence Chia
Psychologist

Senior Inspector, Scientific Officer
Human Factors Ergonomics Team



I can't sleep
thinking about it

This place is
toxic

I am so angry,
it just wasn't
fair

I am
burnt out

I feel like a
failure,
how am I supposed to
do all this?

In the workplace, have you heard?

I just
don't know
what I'm
supposed to be
doing

I am just
**emotionally
exhausted**

That was
humiliating

Micromanaging is
**undermining my
confidence**

I am scared,
they'll go off their head



Overview



1

- What are Psychosocial Hazards?
- The Agriculture Context
- Psychosocial Hazards in Agriculture

2

- Work Health & Safety (WHS) Act and Regulations
- WorkSafe's Approach
- Relevant Sections of the WHS Act

3

- Risk Management approach
- Resources: Risk Register & Code of Practice
- Q&A



What are Psychosocial Hazards?

Workplace factors and conditions that can impact workers' psychological and social wellbeing.



Definitions:

Hazards:

A source or a situation with the potential for harm in terms of human injury or ill-health, damage to property, damage to the environment, or a combination of these.

Examples of physical hazards at work:

- Moving plant
- Chemicals
- Electricity
- Working at heights

I can't sleep
thinking about it

This place is
toxic

I am so angry,
it just wasn't
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I am just
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That was
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Micromanaging is
**undermining my
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I am scared,
they'll go off their head



Psychosocial Hazard or Risk Factors



- Poor leadership practices and workplace culture
- Poor or no policies and procedures
- Work demands
- Low levels of control
- Inadequate support
- Lack of role clarity
- Poor organisational change management
- Low recognition and reward
- Poor organisational justice
- Insecure work
- Adverse environmental conditions
- Remote work
- Isolate work
- Fatigue
- Burnout
- Inappropriate and unreasonable behaviour
- Family and domestic violence
- Trauma

Psychosocial hazard or risk factor	Description	Examples
Work demands	Substantial and/or excessive physical, mental and emotional effort required to do the job	Tasks or jobs that involve: <ul style="list-style-type: none"> fast work pace and time pressure excessive or insufficient workload repetitive or monotonous tasks sustained concentration high mental workload frequent or high emotional labour extended work hours or roster length a large number of consecutive days worked shift rotation exposure to emotionally distressing situations (e.g. first responders)
Low levels of control	Lack of control over aspects of the work, including how and when a job is done (i.e. autonomy)	Tasks or jobs where: <ul style="list-style-type: none"> work is machine or computer paced work is tightly prescribed or scripted workers have little say in the way they do their work, when they can take breaks or change tasks workers are not involved in decision making about work that affects them or their clients workers are unable to refuse working with aggressive individuals
	Lack of control over the aspects of accommodation arrangements	Jobs with limited options to allow for: <ul style="list-style-type: none"> personal scheduling of activities of daily living (e.g. meal times, showering) varying sleep schedules different accommodation preferences (e.g. privacy)
Inadequate support	Lack of support in the form of constructive feedback, problem solving, practical assistance, provision of information and resources	Tasks or jobs where workers have insufficient or inappropriate: <ul style="list-style-type: none"> support from leadership, supervisors or co-workers information or training to support performance equipment or resources to do the job
Lack of role clarity	Unclear or constantly changing management expectations about the responsibilities of the job	Jobs where there is: <ul style="list-style-type: none"> uncertainty about or frequent changes to tasks and performance standards important task-related information that is not available to the worker conflicting job roles, responsibilities or expectations
	Incompatible expectations or demands placed on workers by different workplace stakeholders	

Psychosocial hazard or risk factor	Description	Examples
Poor organisational change management	Uncertainty about changes in the organisation, structure or job Unstructured approach to change	Workplaces where: <ul style="list-style-type: none"> organisational change is poorly managed there is inadequate communication and consultation with workers about the change
Low recognition and reward	Lack of positive feedback on job and task performance, and inadequate skills development and utilisation	Jobs where there is: <ul style="list-style-type: none"> an imbalance between workers' efforts and associated recognition and reward a lack of recognition of good performance a lack of opportunity for skills development an underuse of skills and experience
Poor organisational justice	Unfairness, inconsistency, bias or lack of transparency in the way procedures are implemented, decisions are made, or workers are treated	Workplaces where there is a real or perceived: <ul style="list-style-type: none"> inconsistency in the application of organisational policies and procedures unfairness in the allocation of resources bias in the approval of worker entitlements (e.g. annual leave)
Insecure work	Employment types such as contract, seasonal work, casual, freelance and gig work	Jobs where there is: <ul style="list-style-type: none"> little or no job security little or no entitlements or benefits (e.g. sick leave, pay rates) low levels of control need to work multiple jobs
Adverse environmental conditions	Exposure to conditions that influence worker comfort and performance	Working with: <ul style="list-style-type: none"> extremes of temperature nuisance and excessive noise that disturbs concentration poor air quality Accommodation arrangements that unreasonably affect the amount of quality rest and sleep needed to manage fatigue, including exposure to: <ul style="list-style-type: none"> hot and humid conditions with no relief nuisance and excessive noise that disturbs or disrupts sleep routines
		Adverse natural events



Examples of Risk Management Approach



Risk factors	Risk control
Poor leadership practices and workplace culture	<ul style="list-style-type: none"> • Develop a consultative leadership style • Ensure that there is visible leadership support and modelling of appropriate workplace behaviours by leaders and managers • Develop an inclusive working environment • Consult workers when making decisions that affect their working environment
Poor organisational justice	<ul style="list-style-type: none"> • Ensure that policies and procedures are applied consistently and fairly • Ensure that meaningful work is distributed fairly • Ensure that decisions about work-related entitlements and opportunities are transparent and communicated
Poor or no workplace policies and procedures	<ul style="list-style-type: none"> • Have a clear policy for acceptable workplace behaviours • Have a procedure for managing complaints • Provide training and information to management and workers on acceptable workplace behaviours and conflict resolution • Seek external help if a matter cannot be dealt with internally • Ensure policies and procedures are accessible (e.g. lunch room, notice boards, reception area)
Lack of role clarity	<ul style="list-style-type: none"> • In consultation with workers, establish clear position descriptions • Establish clear processes for work flow, responsibilities and reporting lines • Hold daily toolbox meetings to discuss tasks and work allocations • Provide an appropriate level of supervision to ensure workers have a clear understanding of their duties and performance expectations

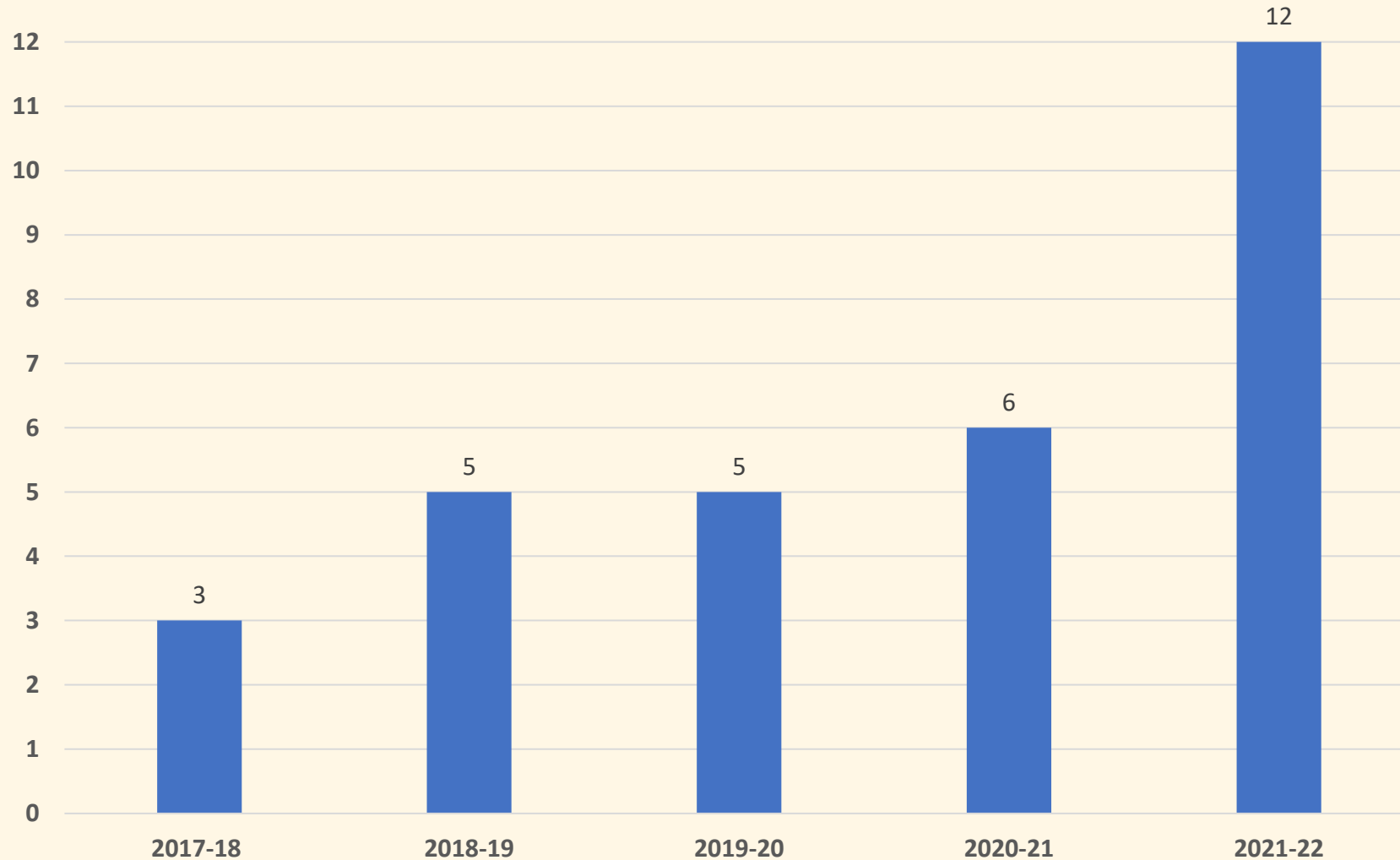


Agriculture Context





Agriculture Data – Fatalities in WA (2017 – 2022)



Common causes:

1. Not using safety equipment & PPE
2. Unsafe methods
3. Lack of attention to the positioning of bystanders or other workers

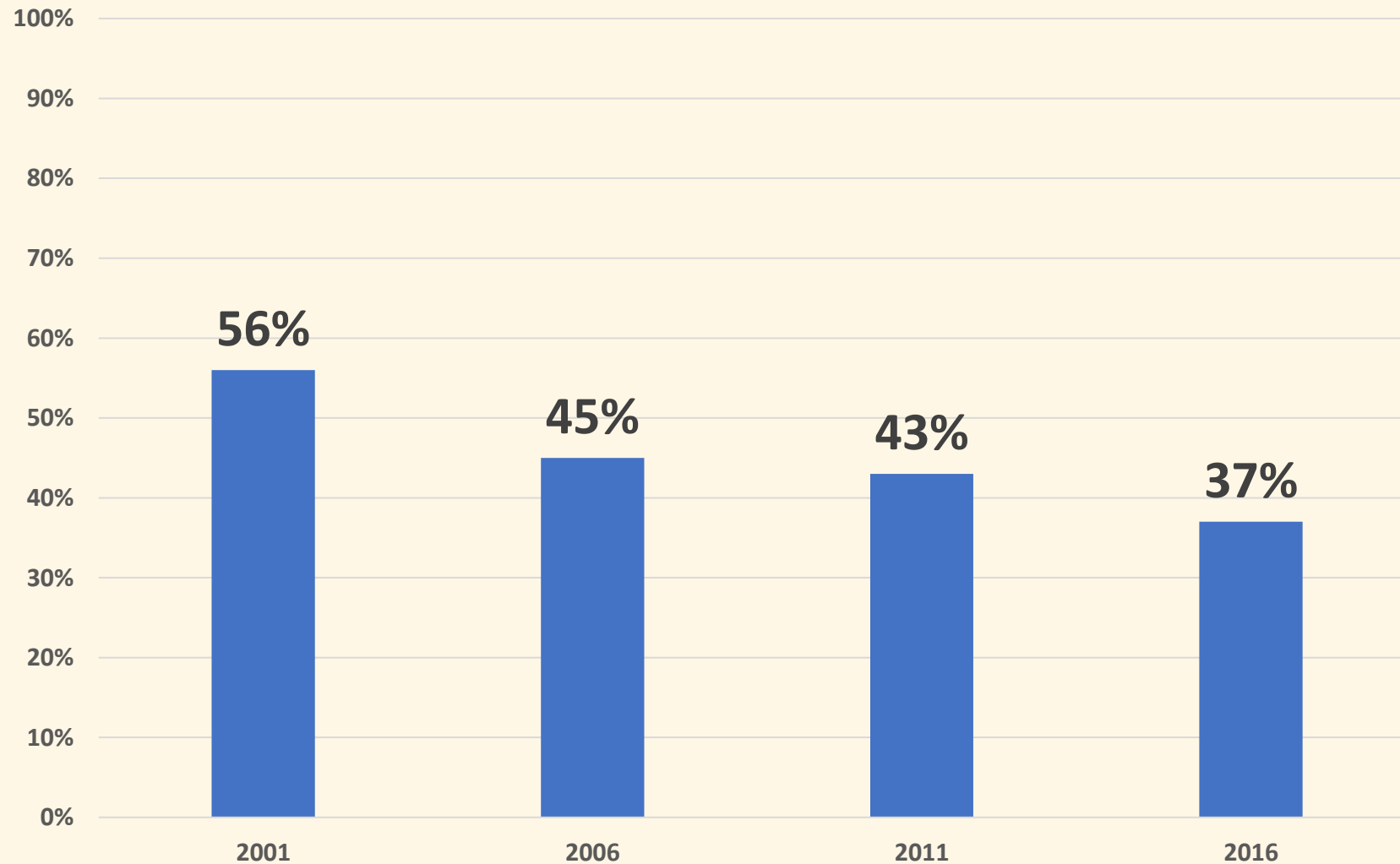
Demographic:

1. Approx. 90% were men
2. Approx. 50% were men above 55yo

Agriculture Context



Owner-operator numbers are in decline (2001 to 2016)



Agriculture Context





What do you think are the 3 most common psychosocial hazards?



4 Categories of Psychosocial Hazards



(i) Job design or Management of work (e.g., leadership)





4 Categories of Psychosocial Hazards



(i) Job design or Management of work (e.g., leadership)



(ii) Work environment



(iii) Plant at a workplace



(iv) Workplace interactions or behaviours (e.g., relational)

Examples of evidenced-based harm to health



- Anxiety related disorders
- Depression related disorders
- Post Traumatic Stress Disorder
- Cardiovascular disease
- Musculoskeletal disorders
- Increased alcohol consumption, smoking and drug use
- Sleep disorders



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Work Health & Safety Act and Regulations

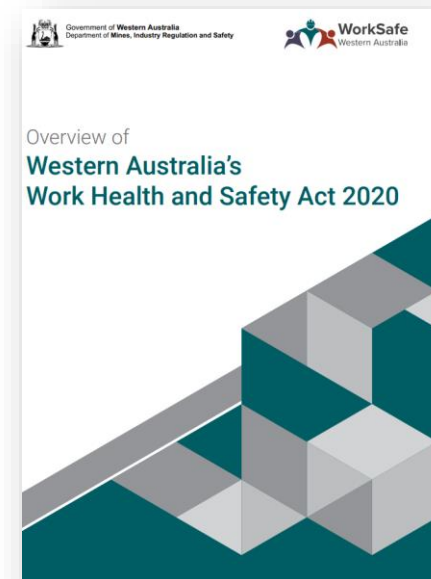
Work Health and Safety Act 2020

Work Health and Safety (General) Regulations 2022

Work Health and Safety (Mines) Regulations 2022

Work Health and Safety (Petroleum and Geothermal Energy Operations) Regulations 2022

[Overview of WA's WHS Act 2020](#)





Work Health and Safety Act 2020

Health is explicitly defined as physical and psychological health

Primary duty holder is now:

Person Conducting a Business or Undertaking (PCBU)

Meaning of workplace:

Place where work is carried out for a business or undertaking and includes any place where a worker goes, or is likely to be, while at work.



Work Health and Safety (General) Regulations 2022

Division 11 – Psychosocial risks

Regulation 55A. Meaning of psychosocial hazard

A ***psychosocial hazard*** is a hazard that:

(a) arises from, or relates to:

(i) the design or management of work; or

(ii) a work environment; or

(iii) plant at a workplace; or

(iv) workplace interactions or behaviours; and

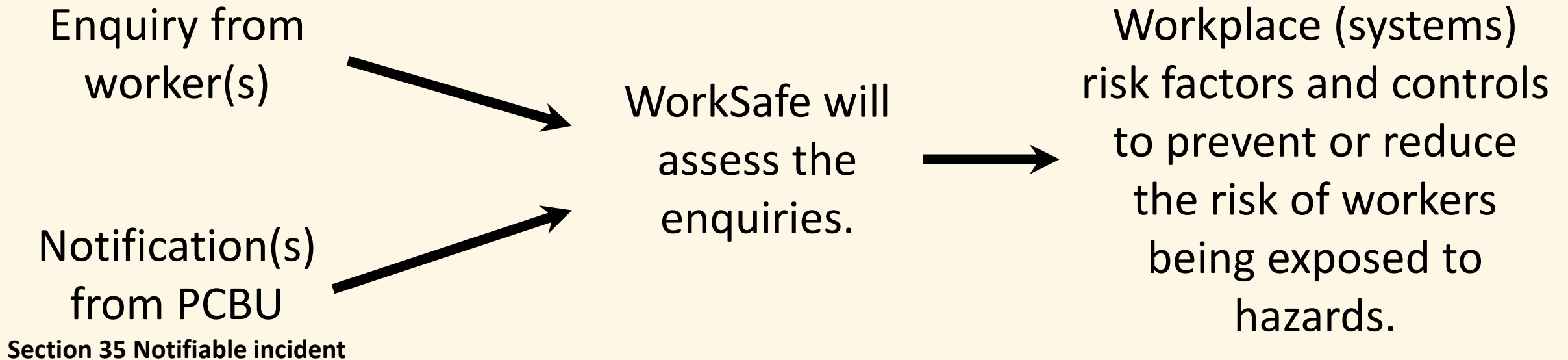
(b) may cause psychological harm (whether or not it may also cause physical harm).



WorkSafe's Approach

Administer the *Work Health & Safety Act 2020* (the 'Act')

Informed by the [WorkSafe Compliance and Enforcement Policy](#)





Relevant Sections of the WHS Act

- **s4:** **health** means physical and psychological health
- **s19:** PCBU's duty of care
- **s27:** duty of officers (s27(5): due diligence)
- **s28 & s29:** duty of workers & others
- **s35:** notifiable incidents
- **s104:** discriminatory conduct
- **s155B:** Power of regulator to require independent report
- **s272:** No contracting out

- **Regs 34-38:** Health and safety risk management
- **Reg 55a:** Meaning of **psychosocial hazard:** A psychosocial hazard is a hazard that: (a) arises from, or relates to: (i) the design or management of work; or (ii) a work environment; or (iii) plant at a workplace; or (iv) workplace interactions or behaviours; and (b) may cause psychological harm (whether or not it may also cause physical harm).

Managing Psychosocial Risks and Hazards in Multi-Layered PCBU Relationships



Psychosocial hazards (e.g., bullying, sexual harassment) are serious psychosocial hazards that can deeply affect the mental well-being of workers.

Within multi-layered PCBU relationships, the dynamics of reporting and addressing these incidents can be intricate due to the involvement of different levels of management and contractual arrangements.

Labour hire host PCBUs: Duties of persons conducting a business or undertaking who use labour hire workers

This checklist provides information for persons conducting a business or undertaking who use labour hire workers (host PCBUs) on complying with their health and safety duties under work health and safety laws.

Labour hire arrangements in WA are covered by the *Work Health and Safety Act 2020* (WHS Act) and associated regulations.

The primary duty of care under the WHS Act is owed by a PCBU to a 'worker', which includes a labour hire worker. All PCBUs who supply workers to other businesses (labour hire PCBUs) and host PCBUs have a primary duty of care to ensure, so far as is reasonably practicable, the health and safety of labour hire workers engaged by, or caused to be engaged by them, or whose activities are influenced or directed by the PCBU.

The WHS Act provides that more than one duty holder may have the same duty. Labour hire arrangements can be complex. In some circumstances, there may be more than one labour hire or host PCBU.

If more than one person or business has a duty for the same matter, each person must meet their duty to the extent to which they have the capacity to influence and control the matter. A labour hire PCBU or host PCBU may exercise influence and control over a relevant matter through, for example, the terms of a contract or directing workers in a practical sense. However, duty holders cannot contract out of or transfer their WHS obligations to another person.

Consultation between PCBUs

All duty holders in a labour hire arrangement must, so far as is reasonably practicable, consult, cooperate and coordinate with each other.

Each duty holder should share information to find out who is doing what and work together in a cooperative and coordinated way to ensure compliance with WHS laws. For example, host PCBUs and labour hire PCBUs must discuss consultation arrangements, the hazards and risks associated with the work, what precautions will be taken to ensure the health and safety of the labour hire worker and the respective roles of the organisations in responding to an incident. Some labour hire PCBUs may have substantial knowledge of WHS issues and risk management practices in their industry that may assist in assessing the practices of a host PCBU and ensuring compliance with WHS laws.

Labour Hire Arrangements



Labour hire arrangements can be complex. In some circumstances, there may be more than one labour hire or host PCBU.

If more than one person or business has a duty for the same matter, each person must meet their duty to the extent to which they have the capacity to influence and control the matter.

<https://www.commerce.wa.gov.au/worksafe/labour-hire-arrangements>



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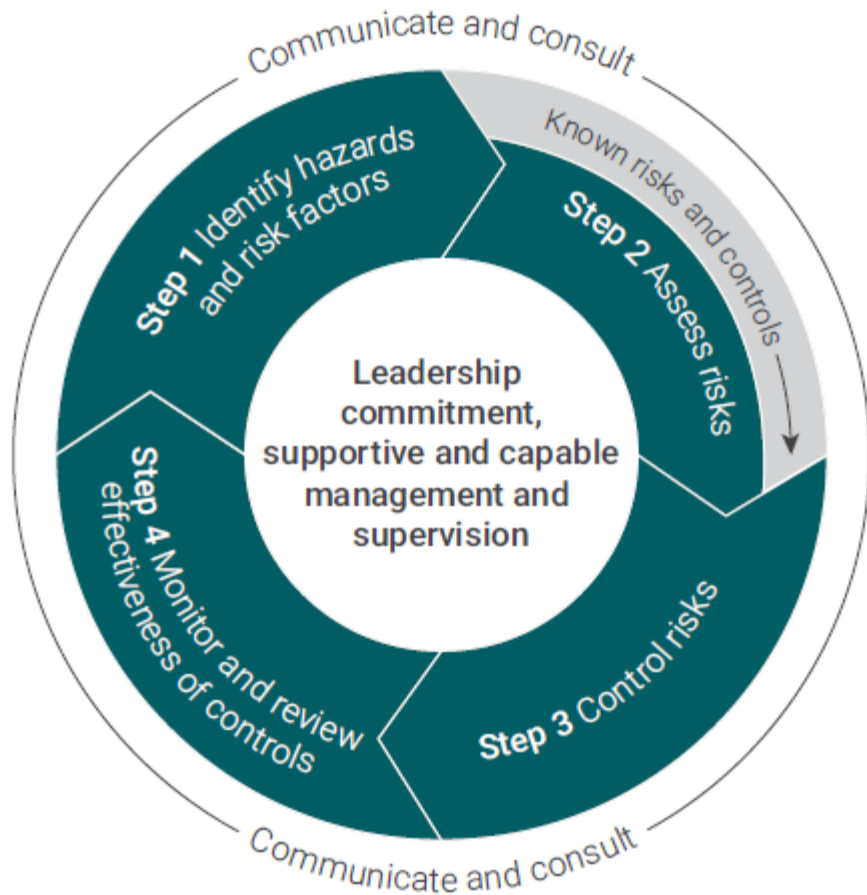
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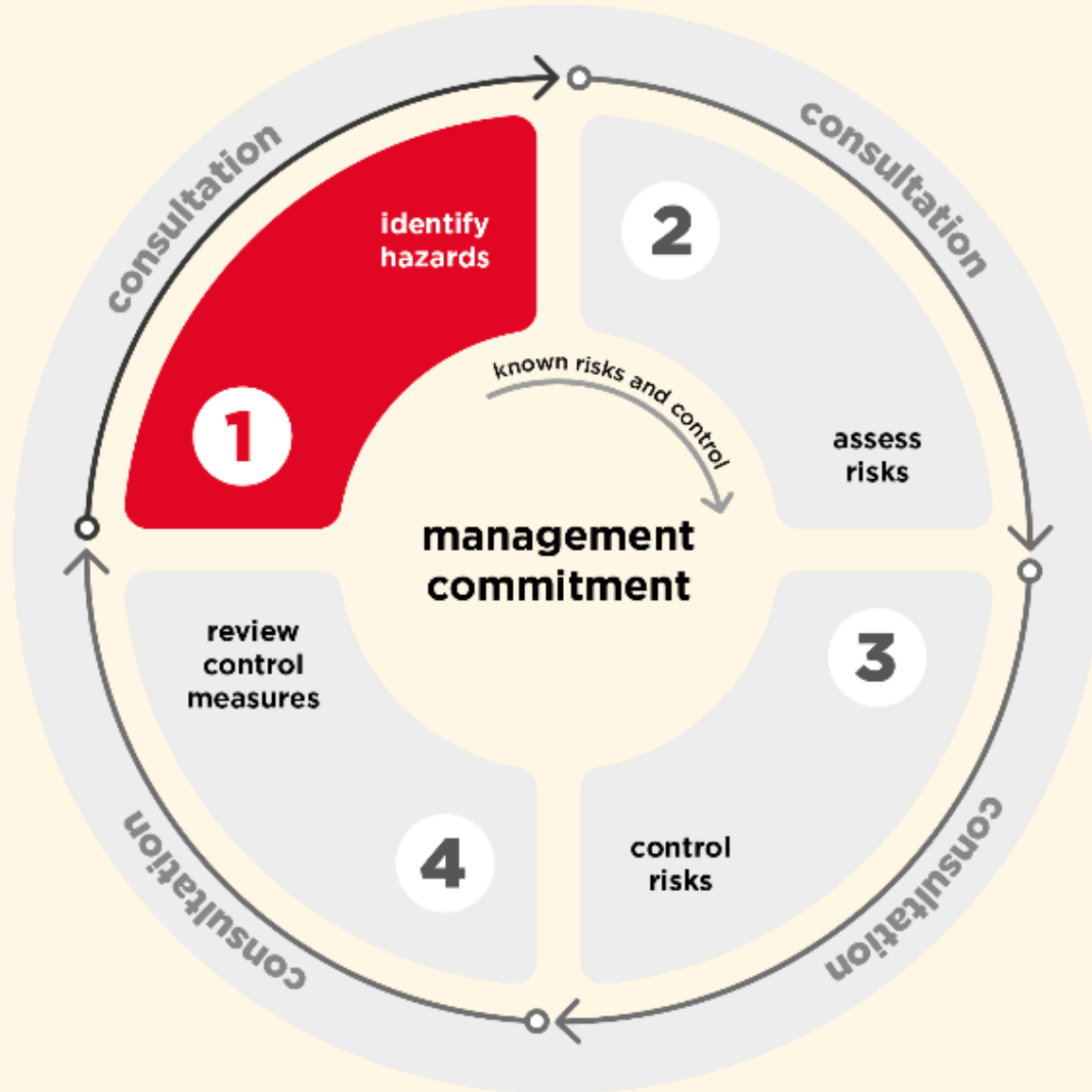
- Risk Management approach
- Resources: Risk Register & Code of Practice
- Q&A

Risk Management Approach



1. Identify the psychosocial hazards and risk factors
2. Assess the risks
3. Control the risks by making the changes necessary to eliminate the hazards or risk factors or, if not practicable, minimise the risk of harm
4. Monitor and review the effectiveness of the controls and adapt or improve the controls where necessary.

Risk Management Approach



1. Identify the psychosocial hazards and risk factors

- Who will take part?
- What information to consider?
- Relevant legislative requirements?
- What are we doing that already meets the requirements?
- Consider variety of sources to identify and understand risk
- Maintaining confidentiality and trust

Risk Management Approach



2. Assess the risks

- Assessors need access to information on *work environment & work processes*
- Seek expert advice if limited knowledge
- Collecting info & data
- Consultation

Risk Management Approach



3. Control the risks

- May not always be reasonably practicable to eliminate the hazard or risk
- PCBU must minimise it so far as is reasonably practicable. This could involve increasing protective factors such as support and control.
- **Every workplace is different!**

Risk Management Approach



4. Monitor and review the effectiveness of the controls

- Schedule regular discussions
- Monitor incidences of grievances
- Review incident reports to identify trends

Purposes:

(1) Confirm that control measures are working as expected;

(2) checking that other hazards / risks not introduced with implementation of controls

Managing Psychosocial Hazards - Risk Register



Managing psychosocial hazards at work

Code of Practice

JULY 2022

<https://www.safeworkaustralia.gov.au/doc/model-code-practice-managing-psychosocial-hazards-work>

Page 54

Appendix C - Risk register

<https://www.safeworkaustralia.gov.au/doc/model-code-practice-managing-psychosocial-hazards-work>

Page 54

Location: [Click here to enter text.](#)

Date: [Click here to enter a date.](#)

Hazard	How frequently are workers exposed to this hazard?	How long does this exposure last?	How severe is their exposure?	Are other hazards present this may interact with?	How effective are the current controls?	What further controls are required?	Actioned by	Date Due	Date Complete	Maintenance and review
<i>E.g. High work demand (end of financial year sales)</i>	<i>Once a year</i>	<i>1 month</i>	<i>Moderate, most staff are unable to complete essential tasks and report feeling stressed.</i>	<i>Yes, aggressive customers and low support from supervisors.</i>	<i>Moderately, workers are encouraged to leave non-essential tasks but still struggle to keep up with demands.</i>	<i>Additional workers to be assigned to busy shifts.</i>	<i>J. Blogs</i>	<i>31/05/2022</i>	<i>Click here to enter a date.</i>	<i>To be reviewed after first week of this year's sales.</i>
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CODE OF PRACTICE
Psychosocial hazards in
the workplace

CODE OF PRACTICE
Violence and aggression
at work

CODE OF PRACTICE
Workplace behaviour



Code of Practice

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WA's Rural Support Services

24/7 Crisis care – Statewide

Crisis support services	Phone
Lifeline: Provides access to crisis support, suicide prevention & mental health support services.	13 11 14 Email available via website
Beyond Blue: Beyond Blue provides information and support to help everyone in Australia achieve their best possible mental health, whatever their age and wherever they live.	1300 224 636
Rurallink: An after-hours telephone service for people in rural and regional Western Australia experiencing a mental health crisis.	1800 552 002
Suicide Call Back Service: A nationwide service that provides professional 24/7 telephone and online counselling to people who are affected by suicide.	1300 659 467 Chat online via website
Crisis Care Helpline: A telephone information and counselling service for people in crisis needing urgent help.	1800 199 008 9223 1111 13 14 50 (translating service)

For family counselling services by Region and Statewide see:

<https://www.agric.wa.gov.au/regional-counselling>



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MONTH 2023**

Panel discussion

Dave Gossage

Sally North

Tim Manning

Terrence Chia



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Closing remarks

Jaime Rebelo

Director WorkSafe Industrial and Regional
WorkSafe Division

Department of Mines, Industry Regulation and Safety





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Forum concludes

Thank you for being part of Psychosocial hazards forum



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