

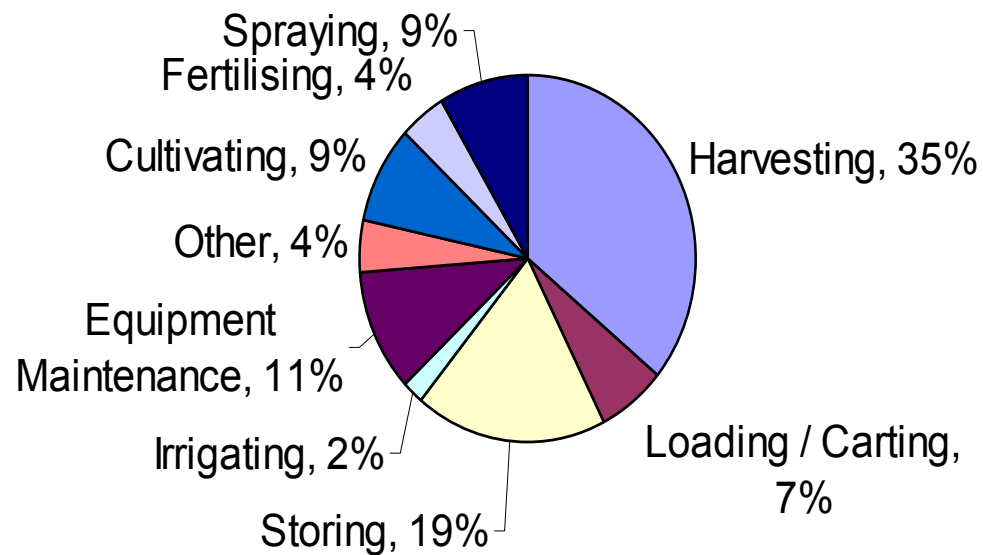


2007 FM 500 Conference

**Occupational
Health & Safety
by
Michael Neville**



Activities that cause injury 1998 figures







OCCUPATIONAL HEALTH AND SAFETY POLICY

Warakirri has a duty of care to provide and maintain, as far as is practicable, a working environment that is safe and without risks to the health of its employees.

Warakirri will make every reasonable effort to prevent accidents, protect employees from injury, and promote the health, safety and welfare of all employees.

This includes family members, especially children, visitors to the farm and members of the public



The goals of the Warakirri OHS manual will be achieved by:

- **maintaining work areas, machinery and equipment in a safe condition and providing adequate protective clothing and equipment**
- **providing safe systems of work**
- **ensuring the safe use, handling, storage, disposal and transportation of equipment and substances, such as chemicals**
- **providing adequate information, instruction, training and supervision to employees to enable them to work safely**
- **the implementation of an injury management program for employees**



Health and Safety Committee

- **a consultative committee has been formed to oversee the implementation of the OH&S manual and related issues within Warakirri**

- **Committee comprises of**
 - **Chairperson & Secretary**
 - **3 health & safety representatives (one from each state)**
 - **3 advisory members (one from each state)**
 - **2 employer representatives from Warakirri office**

- **suggestions or queries should be referred to the committee**

- **the committee meets at least 5 times a year to consider relevant issues and the effectiveness of the manual**



Employer/ Manager/ Supervisor's Responsibility

- **The employer, Manager and/or Supervisors role who are responsible for the day to day operation of the workplace have a key responsibility in ensuring the working environment is safe and without risk to health and safety of all employees.**

- **Legal requirements and legislation requires Employers/Managers to supervise and comply with legislation as part of their general duty, together with**
 - **Providing and maintaining plant and systems of work that are safe and do not pose health risks**
 - **Making arrangements to ensure absence of risks to health and safety**
 - **Providing employees with information, instruction training or supervision needed for them to work safely and without risks to theirs or others health**



Consultation

Employers/Managers are required to consult with their employees/workers about health and safety matters that directly effect them. Employees are to be consulted when:

- **identifying or assessing hazards or risks arising from activities with in the workplace**
- **deciding on measures to control these risks**
- **deciding on the adequacy of facilities**
- **deciding on procedures for resolving health or safety issues arising from activities in the workplace**
- **membership of any health and safety committee**
- **proposing changes that may affect health or safety**

Employers/ Managers must also consult with contractors and their employees



Employee Responsibility

All employees have an obligation to comply with all lawful instructions affecting health and safety given by Warakirri

The employee has a responsibility to:

- adhere to safe working practices, instructions and rules**
- immediately report any unsafe work conditions or equipment**
- not misuse, damage and refuse to use or interfere with anything provided in the interest of occupational health and safety**
- take reasonable care to protect their own health and safety and that of others while at work**
- perform all work duties in a manner which ensures individual health and safety and that of other employees**
- encourage and co-operate with fellow employees to create and maintain a safe and happy work environment**
- not take un-prescribed drugs or drink alcohol during work hours**
- perform any work assignment once assessed as competent**



Independent Contractors

Warakirri has a duty of care to provide and maintain a safe working environment without risk to the health of independent contractors or subcontractors

Independent contractors and subcontractors and any employees of such contractors are expected to adhere to the OH&S policies and procedures of Warakirri

Independent contractors also have responsibilities as an employer for their own employees



Visitors and Guests

Visitors and guests are welcome to visit the individual workplaces. However, they are not permitted in work areas, or to engage in work on the farm unless they are in the company of, and have the approval of the manager or the assistant manager

Working in Isolation

Employees may be required to work remotely or in isolation whilst other farm staff are absent from the property and unable to be contacted

- Ensure some one else knows where you are**
- Make contact with others by phone or radio and arrange a check in at regular intervals with Head Office**
- Ensure you have adequate water and food at all times**



Where are we now on our farms ?

- **Elimination of burning stubbles leading to inter row sowing techniques**
- **Efficient seed grain handling systems**
- **More efficient chemical handling using as far as practical sealed delivery systems out of 1000 ltr shuttles**
- **Improved input delivery for seeding operations**
- **Increase use of Auto Steer and GPS technologies reducing driver fatigue**
- **Improved fuel delivery systems**
- **Improved runways for aircraft leading to an increase in cost efficiencies for use of aircraft**



Target Zero for injury and accidents

- A total of 773,752 hours has been worked since commencement with nil extreme incidents reported since 1996

Category	Definition	Injuries since 1996
1. Extreme	Irreversible disability/impairment sustained or fatality	Nil
2. Major	Long term health effects, high level medical attention required	1
3. Moderate	Short term health effects medium level of medical attention required	6
4. Minor	Reversible disability / impairment sustained at a low level medical attention required	17
5. Low	No measurable physical effect and no medical attention required	7



Priority Rating	Rating Definition	Inspection 2007	Current March2007
1	Hazards to be addressed and controls implemented immediately (All unsafe equipment is not to be used and shall be immediately tagged with a 'do not use' tag)	6	4
2	Hazards to be addressed and controls implemented as soon as possible (put appropriate controls in place with in a short time frame – 1 month)	28	5
3	Hazards to be addressed and controls implemented as soon as possible (often can be fixed immediately other wise address in 3 months)	144	77
4	Hazards to be addressed and controls implemented when practicable (often can be fixed immediately other wise address in 6 months)	35	25
5	Hazards to be addressed and controls implemented when practicable (often can be fixed immediately other wise address in 12 months)	44	27
Total		257	138



OH & S General Issues

At a recent OHS meeting which was held on 24th July 2007 the outcomes are summarized as follows

- **Working hours policy adopted after staff consultation**
- **Standard Operating Procedure (SOP) sent to all staff for review**
- **Incident investigation procedures adopted after review from all staff**
- **Trailers – currently not all trailers towed on farm would be legal to tow off farm. We have agreed to progressively upgrade all trailers to the on road standard**
- **Investigate via Fertiliser Companies about compliance to not store any fertilizer in on farm silos**



In conclusion

- **It is not the task we first envisaged**
 - **It about better safer work practices**
 - **It is up to us to create the culture, not the Government**
 - **It is a benefit for all**
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- **Thank you to the Warakirri Farm and Office staff past & present for their help in making this presentation possible.**
Also to Farm Safe Australia