

June 2023



MEASURING SAFETY

Is that New Car
Smell Harmful?



No Such Thing
as Online
Training

LinkSafe
Forms

Join Our Monthly
Webinars

Upcoming
Events

What's new in June?

Welcome to the June Safety News.

This month we discuss how to measure and report safety performance and consider if that new car smell is harmful?

With covid came more "online training" but is it the same as in-person training?

Also this month, safety events, hot water bottle safety and a new product: LinkSafe forms.



Katie Weber

Stay Safe!

Safety Webinar – 9th June 2023

We invite you to join us at **10am on Friday 9th June** for our free monthly webinar to keep you up to date on workplace health and safety. Gary and the team present short informal sessions of only 20 to 30 minutes on topical issues and answer your questions.

Register [here](#)

Missed our last webinar? View them [here](#)

SAFETY ACTION TEAM



Andrea Rowe



Gary Rowe



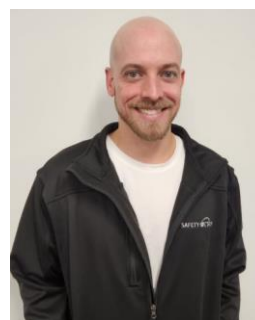
Stephen Weber



Sue'Ellen Bennett



Vivek Ravi



Nick Bennett



Sarah Oliver

Measuring Safety

We often get so busy preparing safety policy and procedures, running training sessions and following up incidents or worker concerns that we may lose sight of how we measure and report safety performance to our various stakeholders.

Traditionally workplace safety was measured primarily by number of lost-time injuries (eg LTI rate) and workers compensation costs.

Clearly, we cannot ignore workers compensation and associated injury and return to work costs, but what else should we consider?

No Current Standard

Part of the problem is there is no common standard in Australia for measuring and reporting safety performance. The old Australian Standard AS 1885.1: 1990 entitled Workplace Injury and Disease Recording expired decades ago and has not been replaced. Indeed, the 1990 Australian Standard was only an update on the earlier 1976 code of practice.

Measuring Safety Losses

Lag or loss indicators for safety include all the physical criteria of prime interest to the organisation along with associated targets. Usually, the targets would be set merely to reduce losses over time eg 10% reduction per year or similar.



Typical loss or lag indicators for safety include:

- Lost-time Injuries eg LTI Rate.
- Medical Treatment Injuries eg MTI Rate.
- Total Recordable Rate eg any medical, lost-time or inability to perform normal duties.
- Workers Compensation eg cost per employee per year.

Whilst there is nothing wrong with seeking to reduce losses and setting reduction targets, the targets often risk being challenged as arbitrary or unrealistic and therefore unachievable.

Measuring Positive Performance

Increasingly, pro-active organisations are starting to measure what we typically refer to as positive performance measures, or “lead indicators” for safety.

Why should we focus on positive safety performance? Firstly, focusing on positive safety performance improves motivation and helps to identify weaknesses in our safety systems and practices, before physical losses even occur.

Typical lead indicators for safety include:

- Inspections completed on time eg % to schedule.
- Agreed activities implemented to schedule eg % to schedule.
- Number of safe working days

In addition, the Safety Action benchmarking survey 2022* identified a number of additional measures which could provide a better measure of positive safety performance.

* Benchmarking Safety Performance 2022 by Safety Action Pty Ltd.

Our survey* identified the following measures as stronger indicators of positive performance:

- Having a current 5-year strategy or vision.
- Having an up-to-date key risks register.
- Personnel trained to conduct risk assessments.
- Feedback to employees on annual safety survey.
- Legal compliance register.
- Internal annual audit.
- Independent 3-yearly reviews.

We recently grouped the key positive performance indicators into a one-page table with the categories:

- 1) Culture,
- 2) Awareness and training,
- 3) Activity, and
- 4) Systems

Loss Measures vs Lead Indicators

So, should we use lead or lag safety performance indicators?

We believe we need both the lead indicators as well as the traditional lag or loss indicators. However, we suggest you place the positive performance indicators first so we can gradually reduce the traditional emphasis solely on lag indicators.

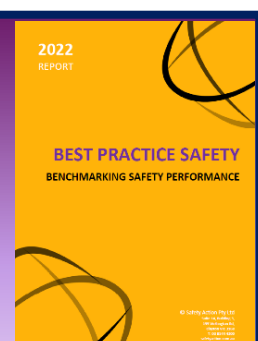
Interested in a 1-page template for Board Safety Reporting or our table of positive performance indicators? Call us on 03 8544 4300 or [email](#).

Safety Action Benchmarking Survey 2023

Starting July

Contact us for:

- [A copy of the 2022 report](#),
- [To be notified when survey is open](#).



There is No Such Thing as Online Training

Renowned safety culture expert, Scott Geller, says “there is no such thing as online training, only online learning”. What we really want is everyone motivated to do the things we need done, which is why most online learning fails to change behaviour.

Interestingly, a Fair Work Commission (FWC) commissioner recently issued a warning, during a FWC case, to all employers about inadequate online packages, which he described as tick and flick, self-taught and lacking the educational rigour of face-to-face training.

We all know in-person training is more effective and impactful, but where large groups of employees are geographically dispersed or on different shifts, then online sessions can be the most efficient way to impart important and timely information or instructions.

However, to avoid similar FWC criticism we suggest you consider:

- Reinforcing online sessions with supervisor briefings.
- Assess, confirm and monitor competency.
- Displaying posters with key points and actions required.
- Issuing periodic bulletins to keep the subject front of mind.
- Include the subject in future inductions and refresher sessions.

If interested in building motivation and a strong safety culture in your business come to our next 2-day safety leadership foundations course 12 & 13 July.

Registration below:

2-Day Safety Leadership Workshop

In person workshop includes; effective communication, safety legislation, what to do and not to do when there's a safety incident, risk assessments, review work procedures and conduct safety talks and positively change behaviours.

12th & 13th July 2023

*Early Bird Price \$980+GST until 14th June

Normal Price \$1,500+GST

Includes catering, training materials and manual.

8am – 4pm each day Safety Action, Clayton

[Click here](#) to register.



“I wished I had done this course 20 years ago” – Manager, Melbourne Water

“Everything I thought I knew about safety law was wrong” – Metro Manager

Is That 'New-Car Smell' Harmful?

A team of scientists from the Beijing Institute of Technology have tested the levels of Volatile Organic Compounds (VOCs), which make up that "lovely" new car smell, when they evaporate from the interiors of a new car.

The study found that the levels of formaldehyde, a Class 1 carcinogen, which evaporated had exceeded the safety baseline limit by almost 35% and the levels of acetaldehyde, a Class 2 carcinogen, were found to be more than 60 times higher than baseline safety limits.



It has also been confirmed by CSIRO researchers that toxic emissions in new cars can be present for at least six months after leaving the showroom. The risk of these toxic emissions increases when a new car is parked in the sun for an extended period.

Oliver Jones, a professor from RMIT University, however, cautions that though new-car smell is not without risks, just because some carcinogenic compounds are present does not automatically mean people's health is at risk.

Car manufacturer, Ford, has created a team of 18 scientists, dubbed the "Golden Noses" to help find ways to identify and eliminate odors in their new cars, as a study found that 10 percent of buyers in China had complained about the new car smell. Ford has also filed a patent for a new method developed to bake off and air out the volatile organic compounds from their new cars. However, this method has not been implemented into the production of their vehicles to date.

Author's footnote:

However, I suspect many people, like me, enjoy the "new-car smell" and prefer to keep it, assuming any harmful components are eliminated.

Hot Water Bottles

Hot water bottles are generally used for easing pain, warming up a bed or parts of the body. But if they burst or are used incorrectly can cause burns to the skin. Hot water bottles only have a lifespan of 1 year.

Now is the time to replace any old water bottles or maybe consider an electric blanket?

Read more about using them safely [here](#).



LinkSafe Forms

Our friends at LinkSafe are leaders in online contractor management and have released their latest addition to their holistic contractor management platform, LinkSafe Forms.

LinkSafe forms allows clients to build their own forms, audits and checklists – which can work in online and offline mode. Clients have the ability to audit contractors, sites and build whatever form they require by utilising a simple interface to design and construct their form.



The forms are completed by using a dedicated app that is available on the iOS App Store and Google Play Store. Pictures, annotations, responses are all captured and kept in a centralised location. Users can also have the ability to issue corrective actions to others utilising the platform.



Your Tailored Contractor Management System

Manage your workplace compliance easily with LinkSafe

[Learn more today.](#)

Benefits and Features, tailored to your company

- Fully customisable templates
- Contractor Management Integration
- Offline Capabilities
- Create Tasks and Corrective Actions

Visit LinkSafe [here](#) for more information or call LinkSafe on 1300 558 102.

Work Safe Awards 2023

Highlighting and recognising excellence in workplace health and safety and return to work.

Entry for the Work Safe Awards 2023 is now open until **June 2023**.

Enter yourself or recognise someone else's achievements in 7 categories. Winners are announced on 29th February 2024.

[Click here for more information.](#)

Events and Training



World Congress for Safety and Health Sydney 2023

“Digital transformation and the Human Factor in Machine and System Safety: Opportunities and Risks”

Safety Action’s Andrea Rowe joins speakers from all over the world at this year’s World Congress for Safety and Health. Andrea will be discussing Robotics and Cobots.

The conference is on from the 27th – 30th November 2023 in Sydney, Australia.

For more information and to register click [here](#).



SOUTHERN SAFETY GROUP

DON'T LEARN ABOUT SAFETY BY ACCIDENT



Southern Safety Group (not for profit) exists to provide members with quality, relevant and practical advice on workplace OH&S issues.

Monthly Meetings at Springers Leisure Centre, Cheltenham Rd Keysborough, Vic.

Held on the last Monday of the month from 3pm to 5pm.

Providing monthly meetings to offer assistance and advice to members and to provide a forum for discussion of health and safety ideas, issues, problems and solutions.

More information and contact SSG [here](#).

FCW  Lawyers **Legal Solutions. Found.**

Online Friday Workplace Briefing straight to you with critical news and developments that affect your workplace. **Friday's 10.30am.**

[Register here.](#)