

# Get Ready for OHS Harmonisation

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# Topics

- Get ready for harmonisation
- WHS management
- Further information & resources

# Work Health and Safety Legislation

- 1 January 2012
- 'Business as usual' v 'key changes'
- WHSQ - Compliance and enforcement
- Limited transitional periods
- No expected grace periods

➤ Get ready ...

# Get Ready for Harmonisation

1. Understand the changes
2. Gap analysis
3. Plan of action, allocate responsibility & resource
4. Who involved & how
5. 'Officers' and 'workers'
6. Governance and due diligence
7. Business management, budgets & responsibilities
8. WHS management system/manuals/documents
9. Rollout WHS changes across the business
10. Training and information
11. Monitor and review

# Primary Duty of Care

Ensure, so far as is reasonably practicable, the health and safety of workers and others



s. 19, Work Health and Safety Bill 2011

# Further Duties

**Designers,  
Manufacturers,  
Importers & Suppliers**

**Duty to ensure health  
& safety at work**

**Duty to test**

**Duty to provide  
information**

s.22-25, Work Health and Safety Bill 2011

# Duties of Officers

## Due Diligence

Nature of operations and associated risks & hazards

Resources & processes

Knowledge of work health & safety matters

Timely response to incidents

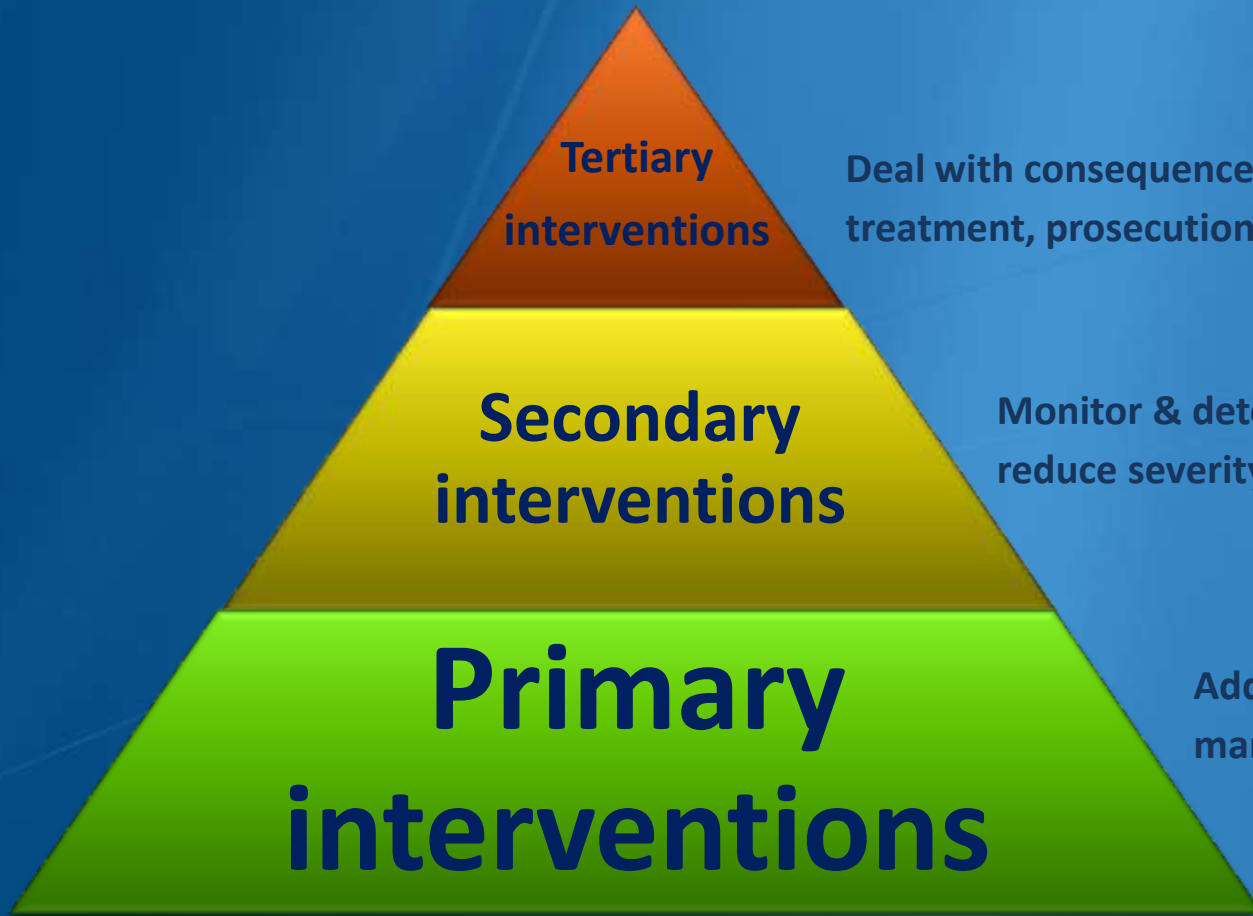
Process for legal compliance

s.27, Work Health and Safety Bill 2011

# Business Perspectives



# Business Decisions



**Tertiary  
interventions**

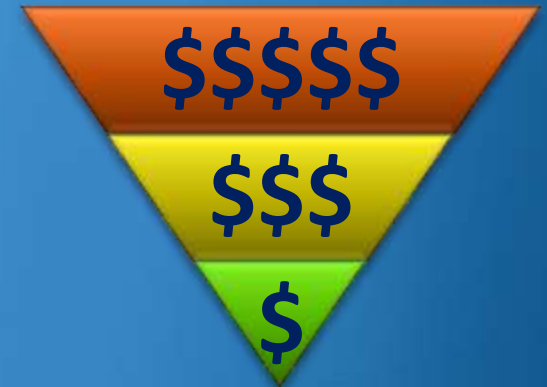
Deal with consequences, rehabilitation,  
treatment, prosecution, claims & litigation

**Secondary  
interventions**

Monitor & detect, early response,  
reduce severity of consequences

**Primary  
interventions**

Address hazards & risks, prevent,  
manage & promote



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# WHS Management



# Business WHS Management



# Successful Management

- WHS normal part of business activities
- WHS goals and targets
- WHS included in plans and budgets



- WHS valued & front of mind
- Managers actively involved
- Everyone sharing the same view

People view behaviour as correct and appropriate to the degree they see others doing it – **always lead by example**

# Resources & Further Information

## ● OHS Harmonisation

- WHSQ - website & seminars
- WHSQ - 'Guide to the Work Health & Safety Act 2011'
- Webinars – law firms, training organisations
- Trade Journals – articles & editorials

## ● WHS Management

- WHSQ - website, programs & workshops
- Timber Queensland – WHS documentation

# Topics

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## Any Questions?