

OCCUPATIONAL HEALTH & SAFETY: BUILDING & CONSTRUCTION INDUSTRY PERSPECTIVES
 | CRC Construction Innovation's "2004 Clients Driving Innovation" Conference



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27 October 2004

Dynamics of OH&S in the Marketplace

- Right of every person
- Implementation not yet ideal
- Legislative solutions have not delivered mooted outcomes
- Dichotomy between OH&S strategy and industrial action

Drivers of OH&S

- Cost of injury to
 - Worker
 - Employer
 - Public
- Impact on WorkCover
- Impact on productivity and morale
- Savings generated and return on safety investment

Savings, Incentive & Return on Investment

- Project KPIs and reward can drive safety
 - Gladstone Refinery
 - National Museum
- But incentive and reward-based KPIs do not appear to exist in the general non-project operational sphere

Current Model

- Previous philosophy
 - Education
 - Scrutiny and compliance
- Crittall Report
 - Education not working
 - Emphasis should be on harsher penalties and recodification of the *Workplace Health & Safety Act* to facilitate easier prosecution
 - Increase in "blitz" audit/inspections and on-the-spot fines
 - "Enforceable undertaking" created

Consequences

- General industry acceptance on the basis that enforceable undertakings would deliver some practical reform
- Reality is that Act now only the minimum standard for bulk of organisations
- Enforceable undertakings effective if no system in place but not embraced by those with mature systems

Solutions

- Contract-based incentives
- Legislative reform
- Rebate incentives through insurance and rehabilitation

Contract-Based Incentives

- General
 - Productivity improvement
 - Morale
 - Reduced industrial disputes
- Specific
 - Bonus
 - Organisational
 - Individual

Legislative Reform

- Equal responsibility deriving to managers and personnel in control of safety system implementation
- Credit point-system for achieving no Loss Time Injuries (LTI) milestones
- Rebate to WorkCover premium for claims-free periods
- Enforceable undertaking requirements to be relative to system in place and facts surrounding alleged offence
- Uniformity and nationalisation of codes and standards

Summary

- System must not promote minimum benchmark behaviour
- Incentives are easier to police and more effective in bringing about behavioural change
- Prosecution focus should extend to all persons for system delivery

Questions and answers

