



Pork SA

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RE: Interim Report: Workplace Health and Safety Workshops

While the project is due for completion on 30 December 2014 to allow for attendees to update their WHS programs using PIF co-funding this interim report provides feedback from the workshops.

This report will be discussed at the next meeting of Pork SA.

The Objectives of the project include;

- Provide an update on existing WHS requirements including examples of documentation needed
- Provide an update on new requirements of the WHS Act 2012 for owners and managers
- Provide a written guidance for producers to follow to ensure compliance
- Provide documentation templates to enable updates
- Ensure all workshop material is appropriate for the pig industry, including management of industry-specific hazards
- Inform the industry of other requirements – required training, induction, auditing processes
- Consult with insurance firms to obtain co-funding for the workshops and updating associated templates as required.

Results and Observations

- The program was promoted at the SA Pig Industry Day resulting in 33 Owners and Managers nominating to attend the workshops at Roseworthy and Murray Bridge
- A total of 29 of these attended the workshops
- The previous (SAFF) Manual has been updated to be compliant with requirements of the new 2013 legislation and circulated to all workshop participants

- It provides essential components for developing and implementing on-farm WHS programs e.g. induction forms, training templates etc.
- The WHS Manual provides a number of SOPs (Work Instructions) e.g. augers, silos, confined spaces, Personal Protective Equipment etc
- The workshops raised basic but critical issues such as keeping signed Job Specifications and signed Training Records to ensure appropriate evidence is available in the event of a serious injury
- The attendees had sophisticated WHS programs, some integrated with APIQ SOPs where relevant, to those with only rudimentary programs.
- The APL WHS (OH &S) resource is out of date with legislation and does not contain a comprehensive industry-specific set of SOPs for “hazards likely to cause injury” for producers to adapt and adopt at their enterprise level
- The APL WHS resource is independent of APL’s on-farm QA (APIQ)
- There is a lack of a comprehensive industry resource covering hazards relevant to piggery WHS
- There is lack of clarity with regard to requirements of gun licencing and use, licencing for teleloaders/front-end loaders etc
- There is resource material that is yet to be “collated” into an industry e.g. example lists of “light duties” that are provided to doctors/practices has been circulated
- Considering the attendees represent the “early adopters” there is likely to be considerable risk present across the majority of producers
- It was noted the WHS legislation applies irrespective of piggery size, and it is likely that there is considerable under-reporting of incidents from small family operations
- The Consultant was unable to attract sponsorship from the WHS Insurance providers, largely because the pool of potential clients was small and that the providers were more interested in having producers attend their own “training programs”
- While “reserve” funding for additional workshops has been approved it is not recommended that additional workshops be run for industry at this point
- Of note is that training providers attended the workshops who may provide further opportunity for training of industry personnel.

SafeWork SA collaboration

- SafeWork SA is leading the promotion of WHS in the agricultural community as part of a national promotion campaign to increase uptake of new national harmonised legislation
- They had identified the pork industry in SA as a “place to start” so the integration of these projects has occurred
- SafeWork SA provided WorkCover claims data at both workshops to identify the extent and causes of major claims in the SA pork industry; mostly related to “being hit by a pig” or “hit by other moving object”.
- Back, hand, shoulder and knee injuries predominate

- In the last year there has been an increase of 50% in claims >14 days off work
- SafeWork SA provided an example of a self-audit checklist and is prepared to have Inspectors visit producers to train producer in these procedures; with follow-up a few months later to assess risk mitigation actions
- Attendees will be invited to volunteer for this further training funded by SafeWork SA as one-on-one sessions
- In this context the Pork SA project has leveraged additional information and training for producers and has taken advantage of “government wishing to engage rather than issue penalties”.

Issues for consideration

- The project has provided a framework and resources for better compliance, however, there is still a requirement for development of more generic piggery-specific WHS SOPs for adaptation and adoption at the individual farm level i.e. the “market” has failed to effectively address this long standing need
- The industry has a strong QA culture (APIQ) that provides a culture and understanding of QA. In fact, all those with APIQ accreditation (most producers) are already well advanced in their recording and documentation and with fairly minor tweaks, could easily be WHS compliant also.
- There is considerable overlap with SOPs in APIQ that have WHS implications, so some integration at this level is worth consideration; it is not advocated that APIQ audits WHS, rather that all relevant instructions including WHS considerations are provided in one place to staff to underpin effective and efficient uptake
- There is overlap in recording systems e.g. training records, induction etc
- While the WHS is “national” some variations in requirements are likely to still exist across states
- Despite the lack of some resources it is planned to continue with the project to co-fund SA producers (workshop attendees in the first instance) who engage a consultant to develop/update WHS programs (to 30 Dec 2014); pay up to \$500 per producer to co-fund expenses.
- Small to medium sized businesses carry considerable risk and need to commence a process of mitigating workplace injury on a risk-basis (i.e. starting with the most likely/severe hazards) to at least demonstrate *due diligence* in the event of an injury.
- PorkSA have a role to play in promoting the positives & encouraging/supporting producers to build on what they already have (i.e. QA systems and procedures).

If additional information is required please do not hesitate to contact me.

Yours sincerely



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