



# HSR Forum 2022

## Melbourne

Supporting Health and Safety  
Representatives in Australia's offshore  
energy industry





# Acknowledgement of Country

Rod Gunn - NOPSEMA  
Assessment and Inspection Manger





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# Welcome to Forum

Derrick O'Keeffe

Head of Division – Safety & Integrity

**NOPSEMA**

# Agenda



| Theme  | Time (AEDT) | Duration (mins) | Format                   | Presenters                                 | Title   |
|--|-------------|-----------------|--------------------------|--|---|
| Intro  | 10:00       | 10              | Welcome                  | <b>Facilitator</b>                         | Welcome & Acknowledgement to Country  |
|  | 10:10       | 15              | Presentation             | <b>Derrick O’Keeffe (NOPSEMA)</b>          | Introduction and Forum Overview   |
| Psychosocial hazards and HSR Wellbeing   | 10:25       | 15              | Presentation             | <b>Liam O’Brien (ACTU)</b>                 | ACTU: An Overview of the state of health and safety in Australia                    |
|  | 10:40       | 45              | Interactive Presentation | <b>Matthew Hennephof (PeopleSense)</b>     | Psychosocial Hazards and HSRs   |
|  | 11:25       | 15              | Presentation             | <b>Luc Wilson &amp; Mike Ashman (EAPL)</b> | Mental Health First Aid pilot program for Esso Australia                            |
|  | 11:40       | 20              | Interactive Presentation | <b>John Verbi (Inspirology)</b>            | Fit for Work, Health for Life   |
| Lunch  | 12:00       | 60              |                          |  |   |
| Identification and Resolution of Health and Safety Issues (support and tools for HSRs) | 13:00       | 5               | Live Poll                | <b>Facilitator</b>                         | -   |
|  | 13:05       | 15              | Presentation             | <b>Jason Medd (APPEA)</b>                  | Introduction to the HSE Representative Resource File                                |
|  | 13:20       | 15              | Presentation             | <b>Chris Bourne (NOPSEMA)</b>              | Inspector’s viewpoint: HSR role, information availability, complaints investigation |
|  | 13:35       | 10              | Presentation             | <b>Jackie Stone (Woodside)</b>             | -   |
|  | 13:45       | 40              | Breakout Groups          | <b>Breakout Group Session</b>              | -   |
|  | 14:25       | 5               | Summary                  | <b>Facilitator</b>                         | -   |
| Afternoon tea  | 14:30       | 30              |                          |  |   |
| Legislative change   | 15:00       | 30              | Presentation             | <b>Catherine Kesteven (DISR)</b>           | Offshore Safety – Legislative Change  |
| Feedback   | 15:30       | 10              | Poll Results             | <b>Facilitator</b>                         |   |
| Wrap-up  | 15:40       | 5               | Wrap-up                  | <b>Derrick O’Keeffe</b>                    |   |



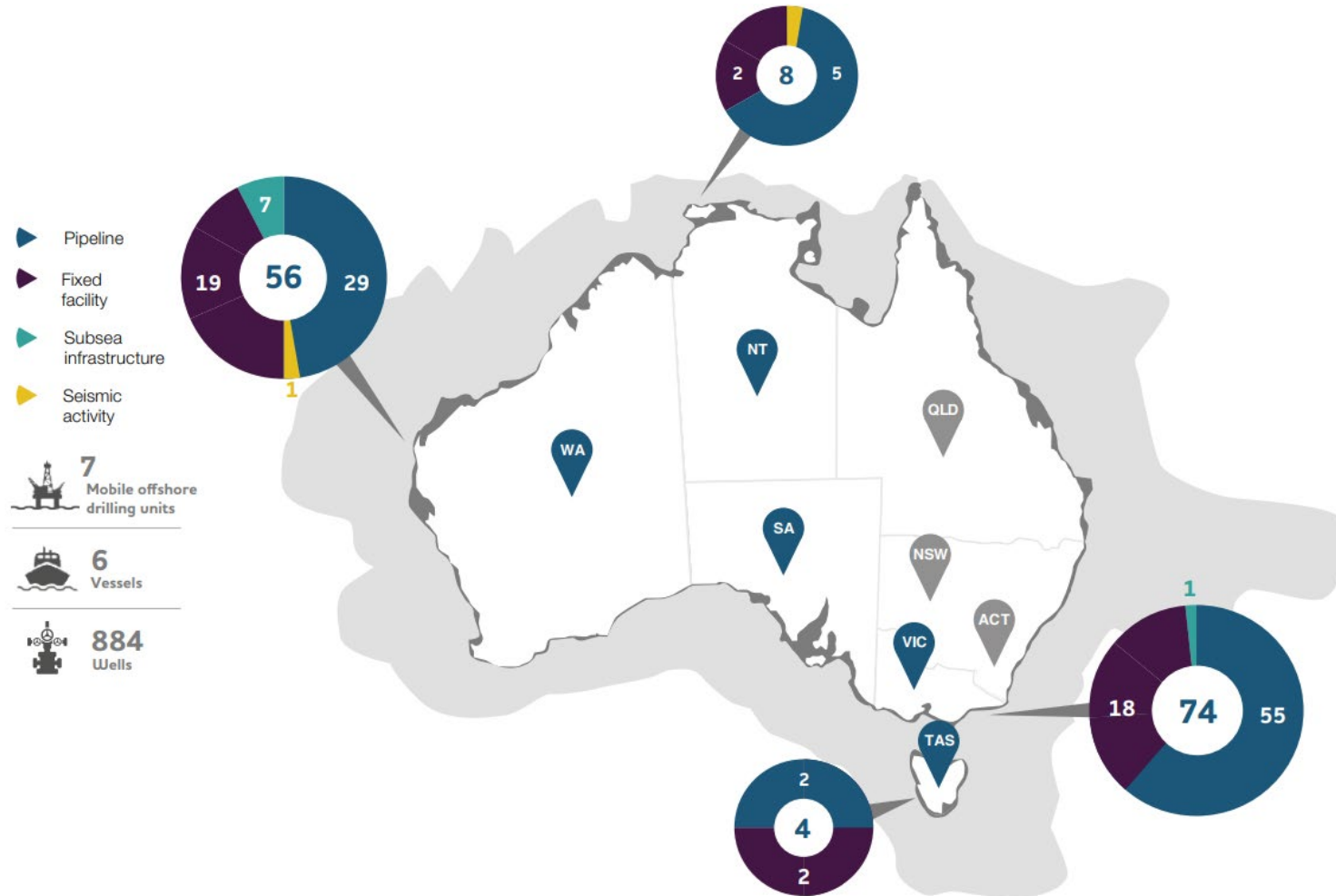
# Who are we?



**NOPSEMA**

Australia's offshore  
energy regulator

# NOPSEMA Regulatory Jurisdiction

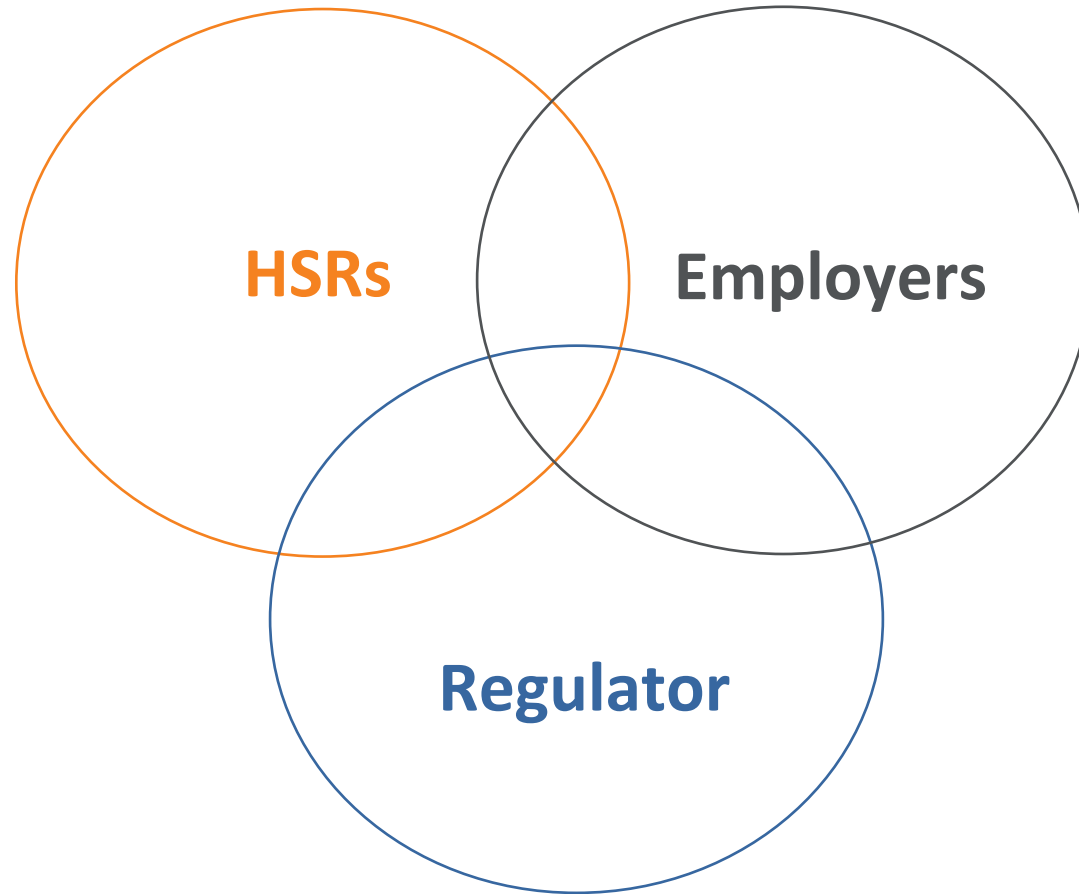


# Objectives

Signs of poor mental health

How do you help?

If you share, you get to the right answer quickly



Enable your HSRs to gain necessary information and tools

Keep informed on Regulatory areas of concerns

Keep HSRs connected and informed





SUBSCRIBE



**NOPSEMA**

Australia's offshore  
energy regulator



## Health and Safety in Australia

**Liam O'Brien**  
Assistant Secretary  
ACTU

# Introduction

Liam O'Brien

Liam was re-elected as Assistant Secretary at ACTU Congress in July 2021.

Before joining the ACTU Liam was the Victorian Assistant Secretary and National Vice-President of the Australian Workers' Union (AWU). It was there where he fought for the rights of workers across the diverse range of industries that the AWU represents. As a national official he lead the AWU's work in the aluminium, aviation, glass and construction sectors.

As ACTU Assistant Secretary Liam is responsible for leading the movements policy, industrial and campaigning work on work health and safety and workers' compensation matters. Liam is passionate about the rights of all workers to have safe, healthy and decent work.

Liam is a member of Safe Work Australia (SWA) and the Asbestos Safety and Eradication Council (ASEC).



# Overview

## **1. The state of health and safety**

How safe and healthy is work in Australia in 2022?

## **2. The rise of mental health conditions**

What is it? Is this new? What's causing it?

## **3. The New Frontier - The fight for new rights and protections for workers' mental health**

The fight for equality between 'health' and 'safety' – between 'mental' and 'physical'

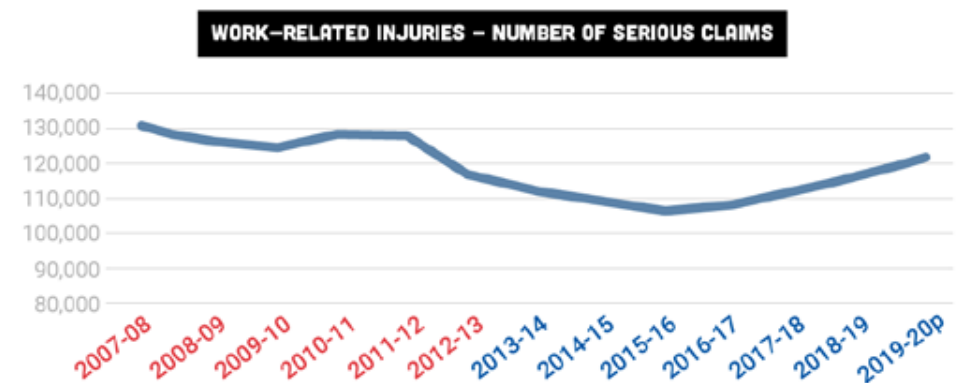
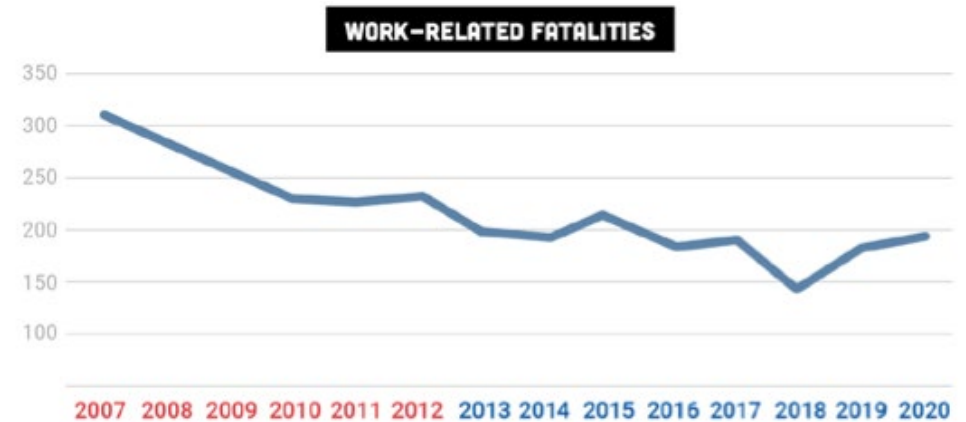
# A generation of progress has been reversed

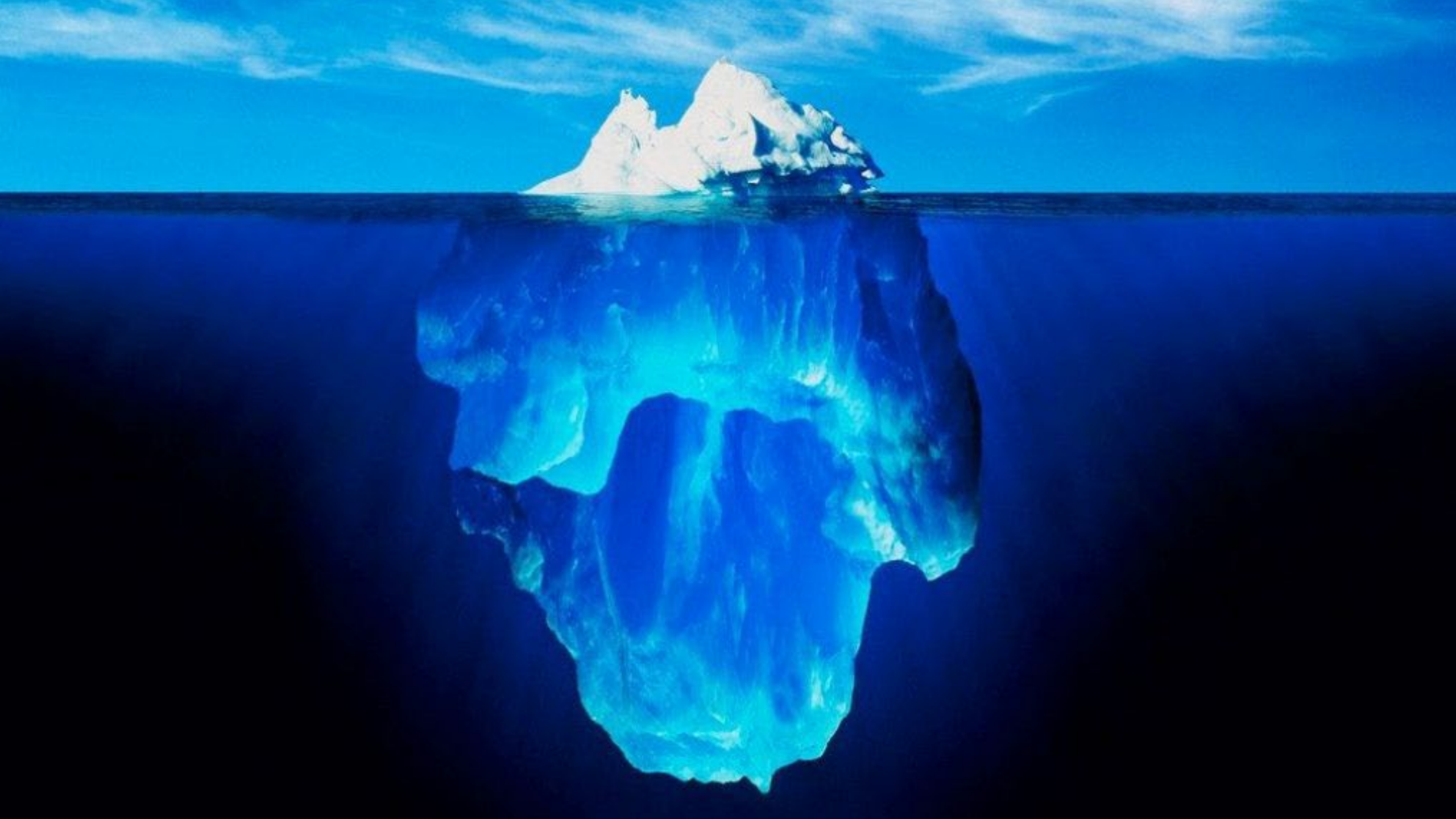
## Work-related fatalities

- **200** workers are killed at work every year
- **5,000** people will die from diseases caused by work
- **More than 3 million** people will die this from work-related causes globally

## Work-related injuries/illness

- More than **120,000** people will be seriously injured at work this year
- Overall physical injuries have remained steady or have declined
- Respiratory disease is up
- Mental Health conditions are the fastest growing injury type – longer to recover and RTW and more expensive to treat





# Work Shouldn't Hurt

*Work Shouldn't Hurt* (WSH) is an annual, quantitative, longitudinal tracking program for Work Health and Safety (WHS)/Occupational Health and Safety (OHS), conducted by the ACTU Centre for Health and Safety.

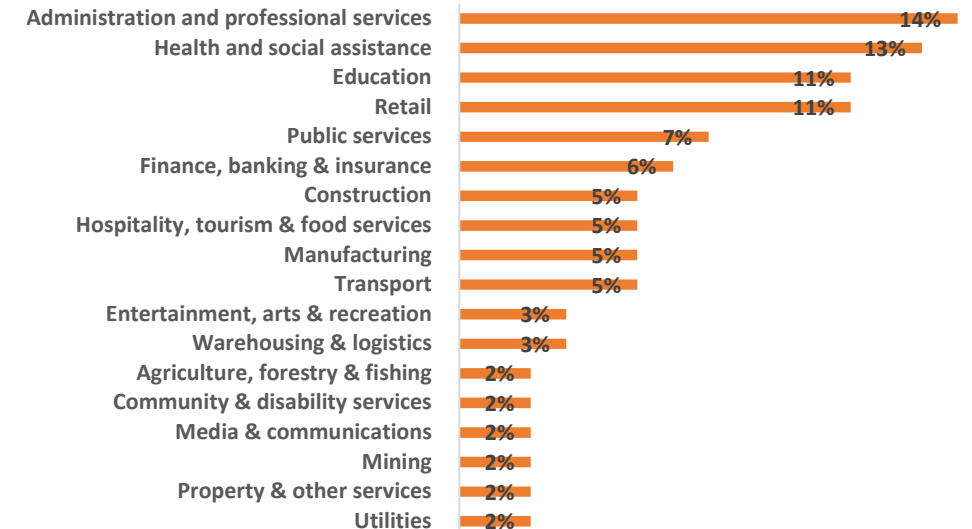
The long-term aim of this research program is to evaluate any shifts or stagnations in work health and safety issues, so the union movement can determine where best to deploy effort to create healthier and safer workplaces.

## Methodology

An external panel was used to survey a broadly representative sample of Australian workers, with quotas for age, gender, and state. 1502 respondents completed the survey in May-June 2022. The number of respondents is comparable to the 1540 respondents to the 2021 survey.

In addition to this unions also distributed this survey amongst workers, including in the mining and resources sector (441 respondents).\*

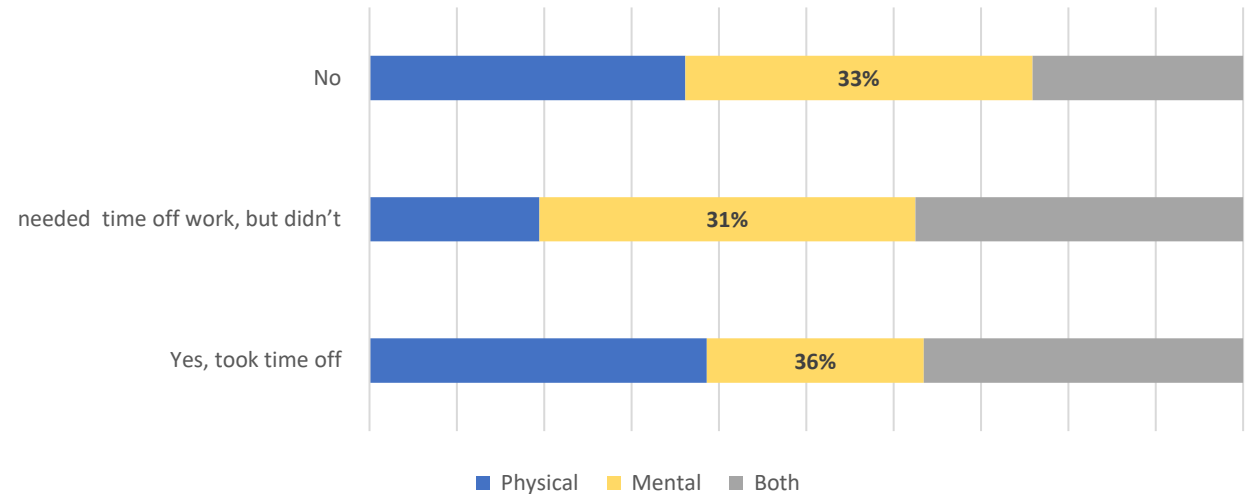
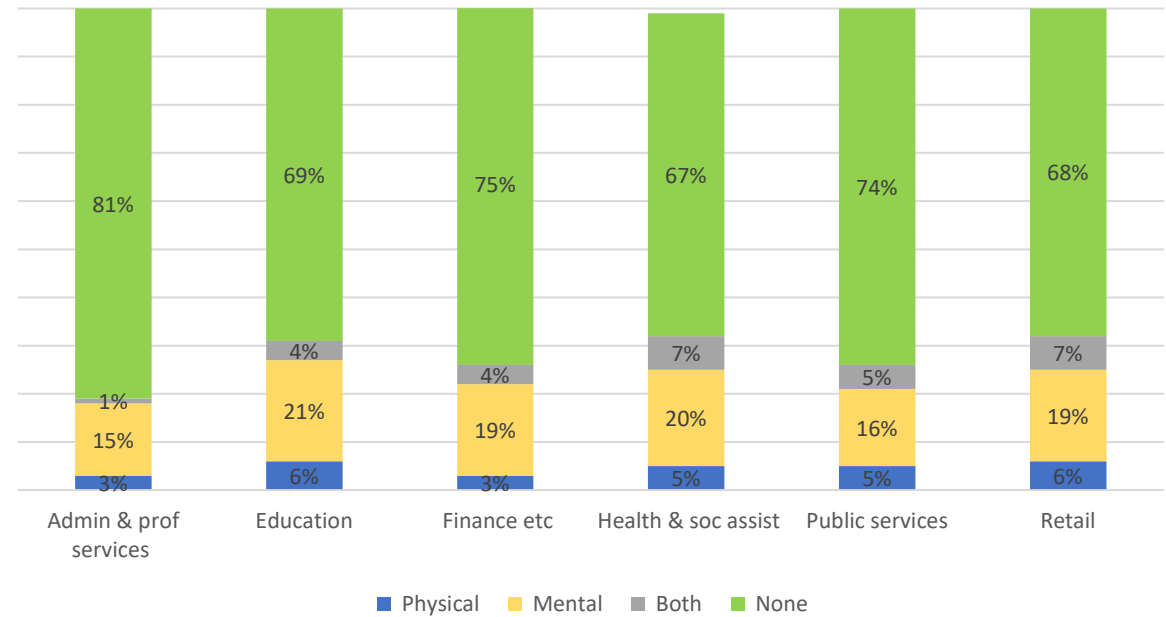
|  | 2021         | 2022         | Totals       |
|--|--------------|--------------|--------------|
| Full time paid work (permanent)  | 65.7%        | 61.3%        | 63.5%        |
| Part time paid work (permanent)  | 19.1%        | 17.8%        | 18.5%        |
| Full time paid work (fixed term contract)                              | 1.6%         | 2.5%         | 2.0%         |
| Part time paid work (fixed term contract)                              | 1.0%         | 2.6%         | 1.8%         |
| Casual paid work   | 8.1%         | 10.6%        | 9.3%         |
| Gig worker, e.g. Uber driver   | 0.5%         | 0.6%         | 0.6%         |
| Independent contractor e.g. with ABN, sole trader, freelancer, etc     | 4.0%         | 4.7%         | 4.3%         |
| <b>Full time paid work (permanent)+Part time paid work (permanent)</b> | <b>84.8%</b> | <b>79.1%</b> | <b>82.0%</b> |
| <b>Totals</b>  | <b>100%</b>  | <b>100%</b>  | <b>100%</b>  |



# Workplace injuries and illness

**More than one in four (28%) workers sustained at least one injury or ailment due to work in the 12 months before the survey.**

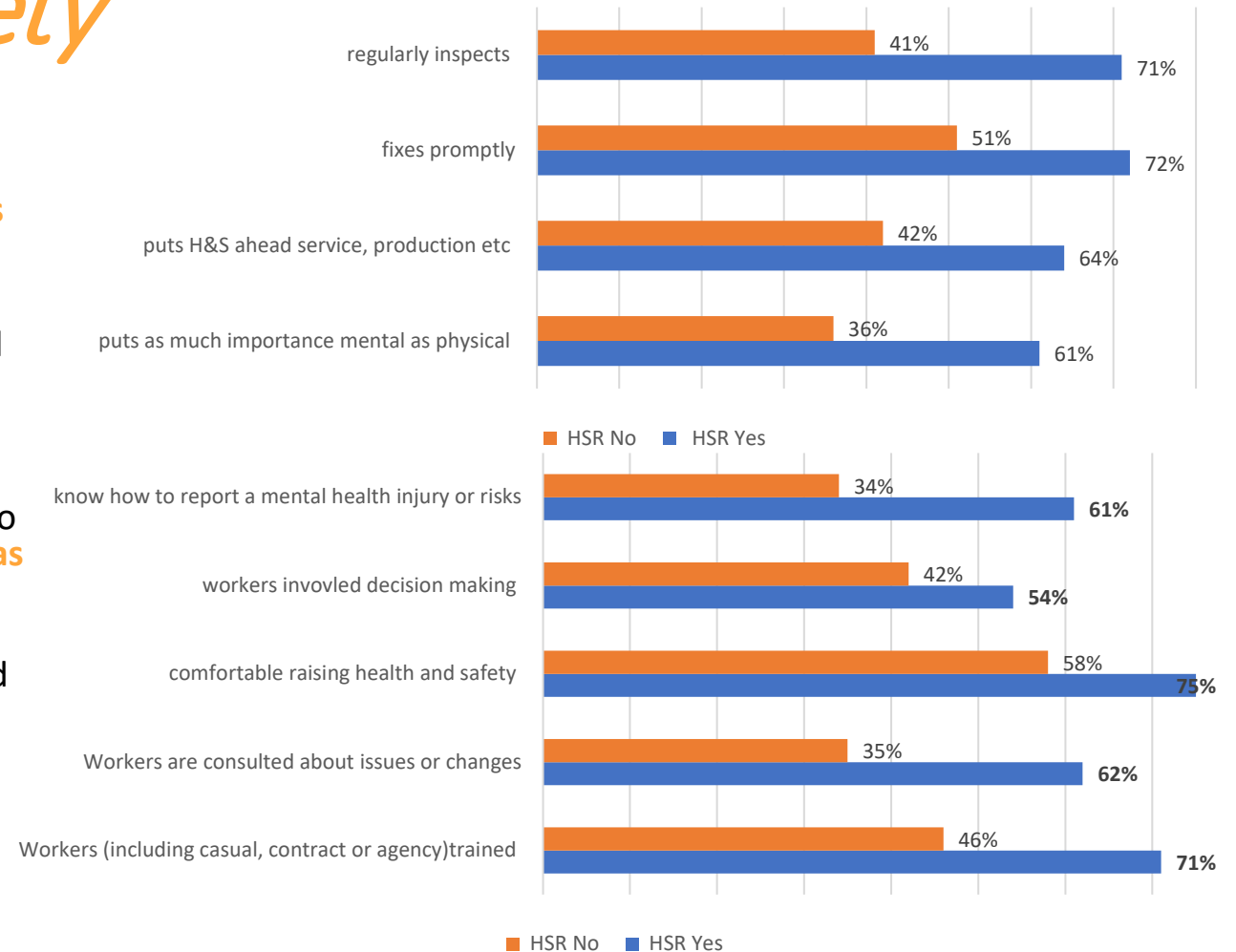
- This included **7% who suffered a physical injury** and **17% who had a mental health issue** (4% of workers had both types). This is the same profile as in 2021.
- As in 2021, men experienced more physical injuries than women [8% vs 5%] and women experienced more mental injuries than men [19% vs 15%]. Overall women experienced injuries more than men – 29% vs 26%.
- There is a gendered profile to the hazards to which workers were exposed. For example, women more often reported standing for long hours, doing repetitive tasks, skipping breaks, and reported being exposed to stress at work and traumatic events.
- **Thirty percent of workers did not take time off, 43% of workers reported taking time off work and 27% needed time off but didn't take it. Only 1 in 5 workers put in a workers' compensation claim**
- As in 2021, younger workers were more likely to be exposed to risky practices and scenarios at work than older workers





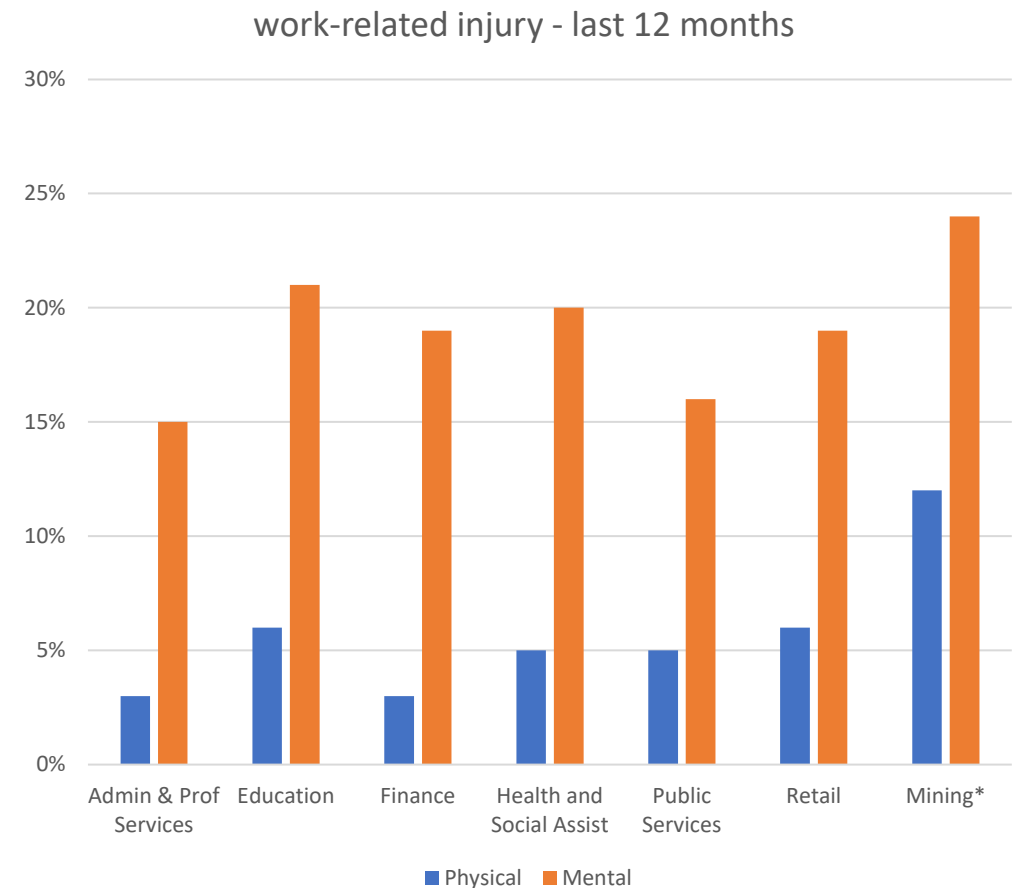
# HSRs – A strong voice for workers leads to better health and safety

- Just over half (56%) of workers who answered reported there were Health and Safety Representatives (HSRs) in their workplaces. **In mining 72% of workers reported HSRs present.**
- Half (49%) had Health and Safety Committees and 65% reported that their workplace had an employer-nominated first aid officer or safety officer. **In mining 62% reported HSCs**
- 78% of workers with an HSR at their workplace said their workplace complies with its own H&S policies, compared to just 50% of workers with no HSR present. **In mining this was 67% and 27% respectively**
- Where there was a HSR, 49% reported their employer fixed problems promptly and 50% reported their employer regularly inspected the workplace. This compares to 11% and 10% of workplaces without a HSR. **In mining this was 67% and 45%**

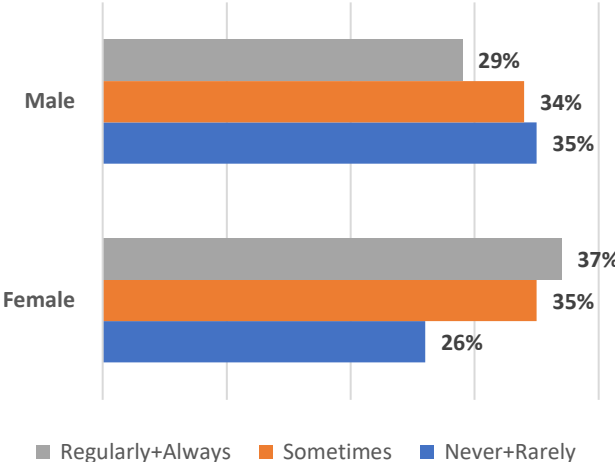


# Mental health issues have not subsided

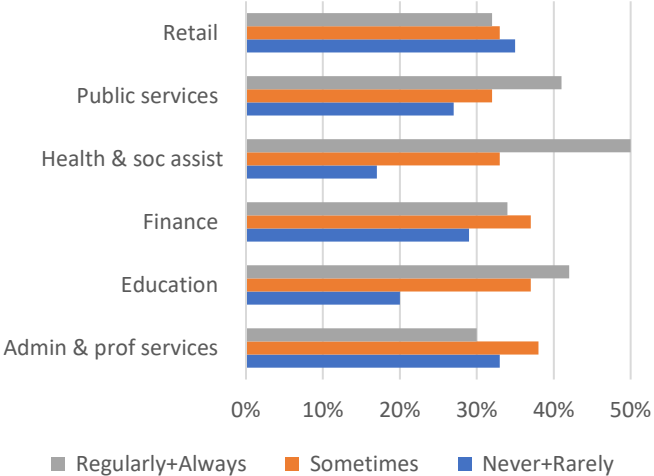
- The *Work Shouldn't Hurt* survey demonstrates again that Australian workers are suffering mental health issues because of their work. As in 2021, **one in five** (21%, 2022 vs 22%, 2021) workers said they had suffered a mental health issue due to work in the past 12 months.
- Education, health and retail workers were most likely to say they suffered a mental health issue due to work in the past 12 months - 26%, 27% and 26% respectively. Administrative and Professional services were the lowest at 15%.
- Under half of workers (45%) felt that their workplace has enough staff for work to be performed safely, and only 58% agree their workplace sets realistic demands and targets. Since 2021, the lack of staff had become more acute in key industries.
- Young workers were the most susceptible to work-induced mental health issues; 18% of workers aged under 25 years and 23% under 35 years had suffered a mental health problem due to work. Workers in the 25–34 age group had the highest percentage reporting working unsafe hours (42% compared to 28% of all other age groups).



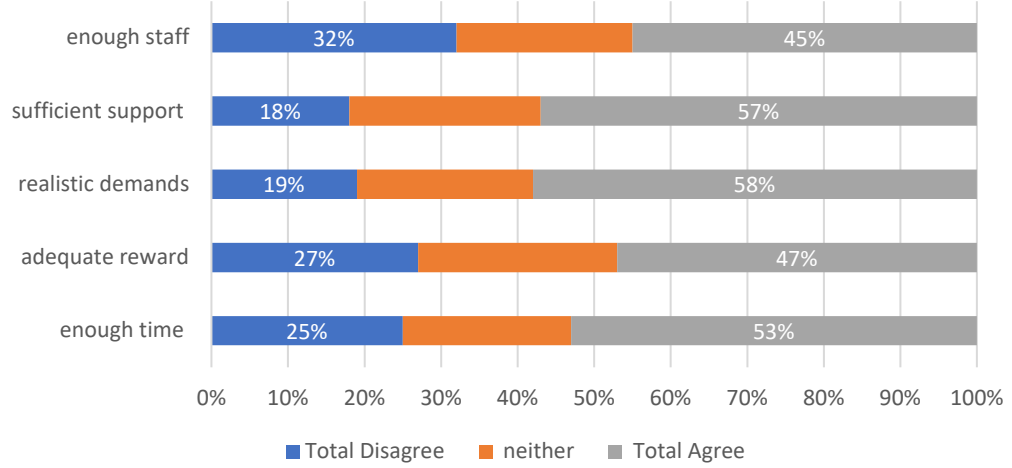
# Exposure to psychosocial risks



2022, workers reporting being exposed to stress in last 12 months by gender



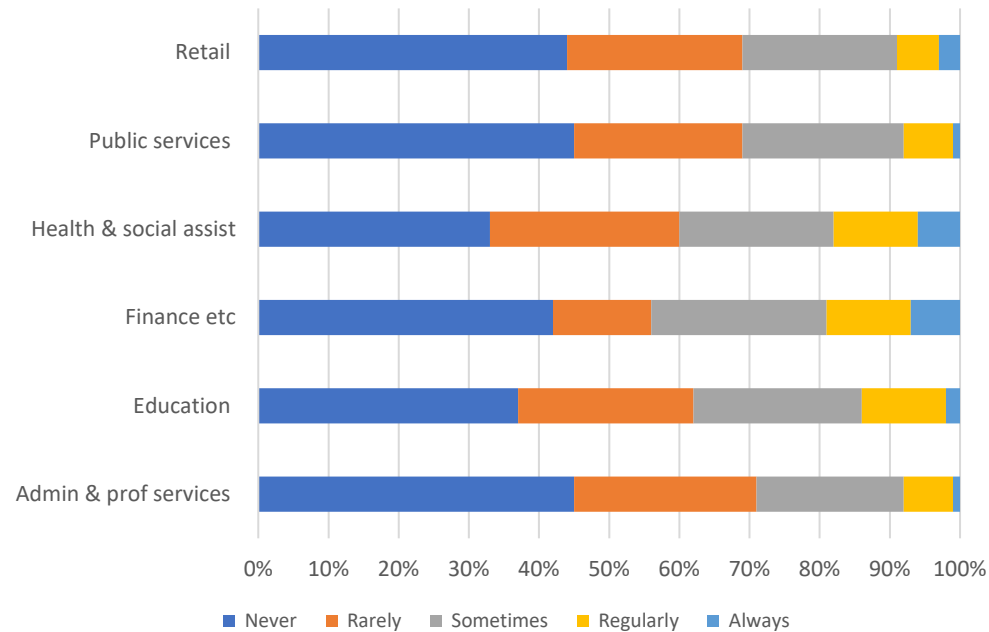
2022, Workers in key industries reporting stress at work



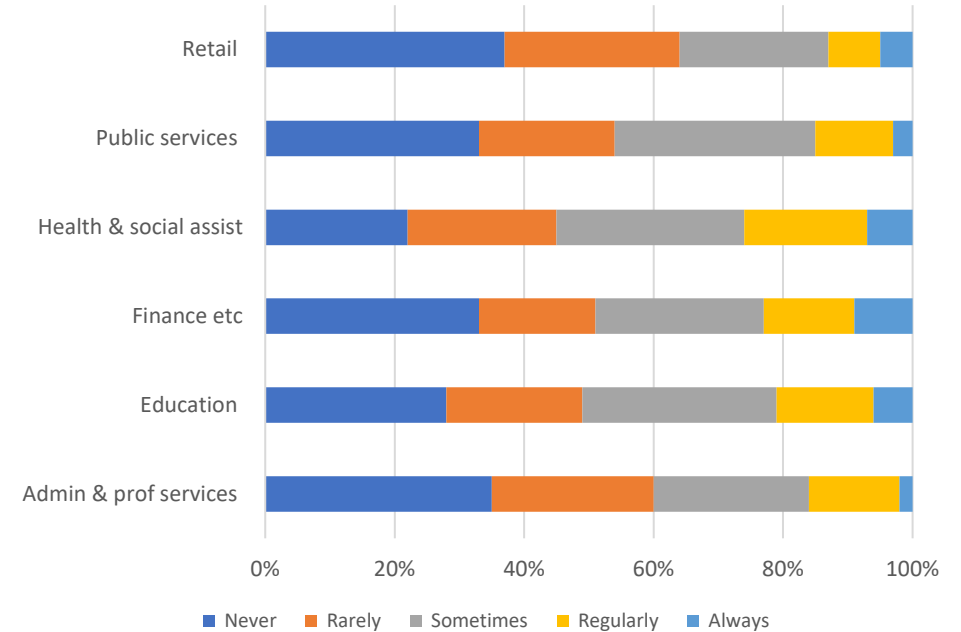
2022, Employer compliance with key workplace needs

# Exposure to psychosocial risks

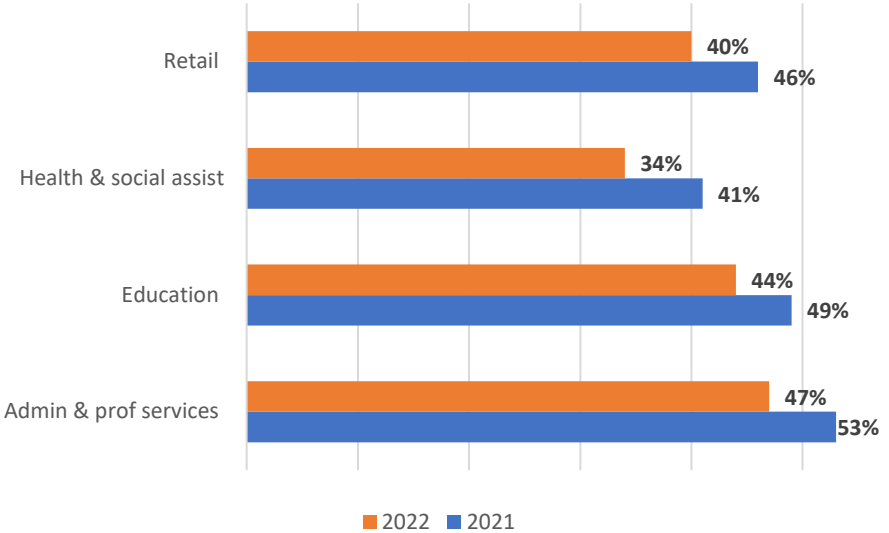
## Unfair work practices



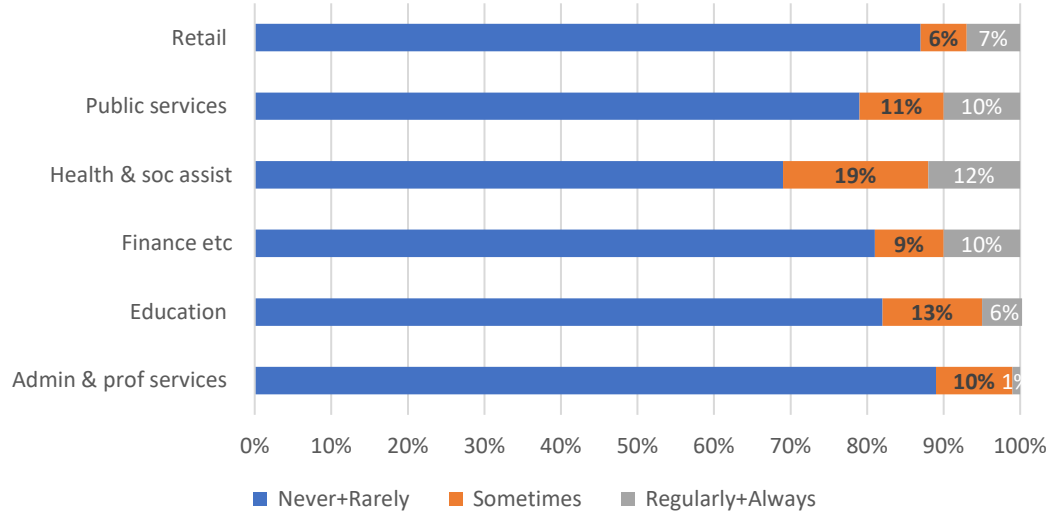
## Changes at work are poorly managed



# Exposure to psychosocial risks



2022, Industries reporting adequate staff



2022, In last 12 months exposed to violence, threats of violence or aggression by Industry

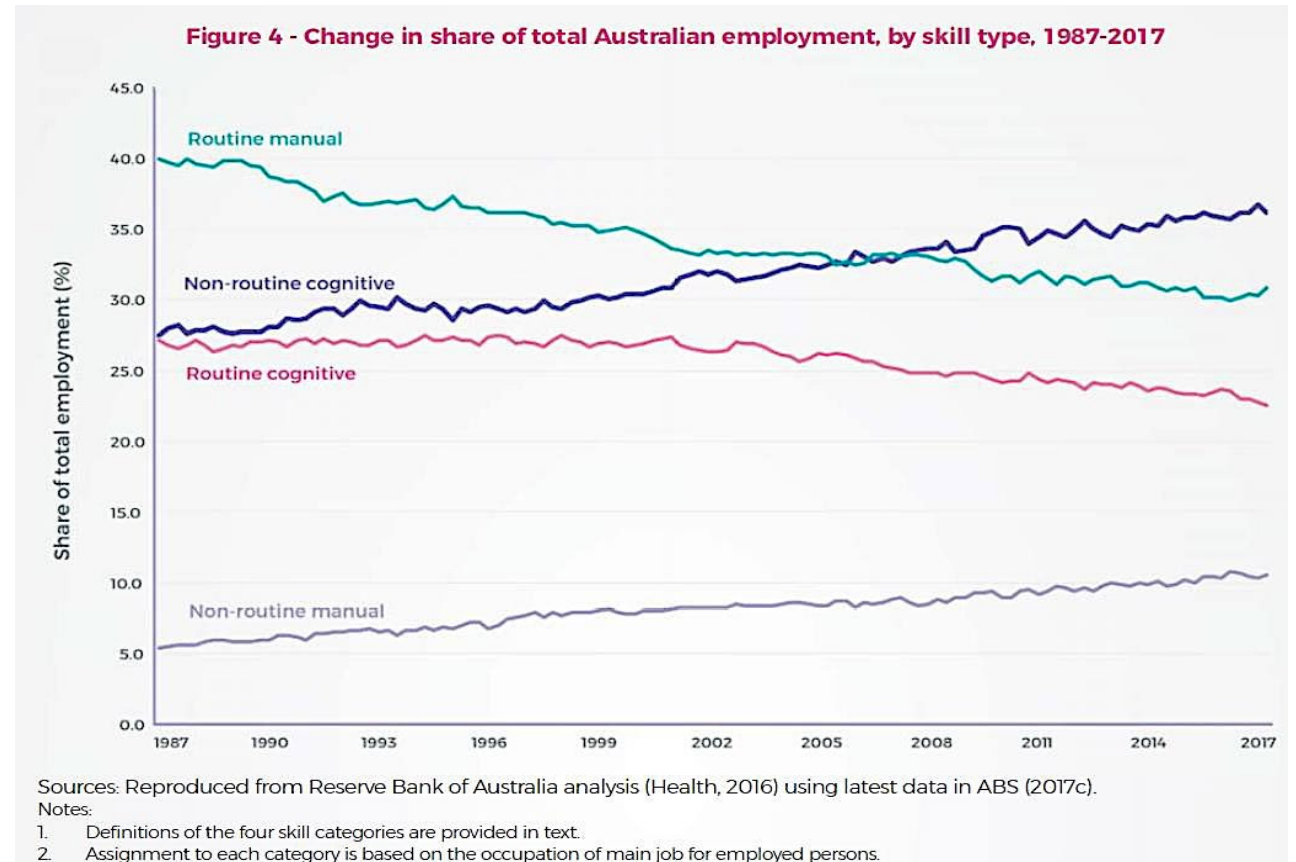
# Changing nature of work - technology

Work has changed substantially in a generation

This is not only a question of industrial change (shifts in Australia's industrial profile) but more a technological change (one that has changed the types of work people do within industries)

No sector is immune from this change

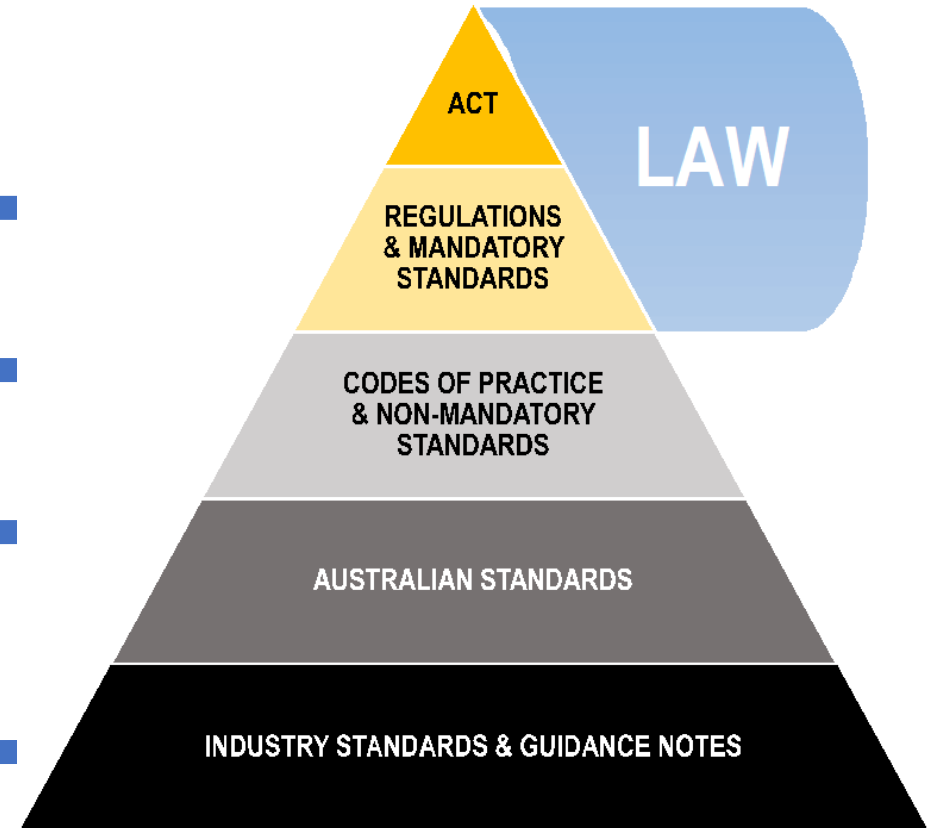
Reference: The Future of Work in Australia: Anticipating how new technologies will reshape labour markets, occupations and skill requirement (Healy, Nicholson, Gahan, 2017)  
<http://www.monte.nsw.edu.au/files/2615/2220/7017/The-Future-of-Work-in-Australia-analytical-report11.pdf>



# Unequal protection psychological and physical

Harmonised system of health and safety laws – model WHS laws

- **Act** (Duties/Rights), ←
- **Regulations** (standards on how to identify and control) and ←
- **Codes** (practical guidance on how to meet your duties and protect health – legally enforceable) ←
- **Guidance and Standards** (information about hazards – not legally enforceable) ←



# Boland Review – The fight for equality

In 2018 Marie Boland was commissioned to review our model WHS laws to ensure they were working as intended and to make recommendations for their improvement.

Unions campaigned for key improvements to our laws including for better protections for workers' mental health

34 Recommendations for improvement, including:

- ✓ Introduction of a Psychological Health Regulation and CoP
- ✓ Changes to our Incident Notification System to better capture incidents that cause mental health conditions



# New Psychosocial Regulation

## Identify risks such as:

- Job Demands,
- Job Control,
- Change management
- Reward and recognition
- Remote or isolated work
- Bullying and Harassment
- Occupational violence and aggression

## Controls

- Introduce controls that eliminate, or if not possible, minimise exposure to risks so far as is reasonably practicable
- Using a hierarchy of controls

## Consultation

- Like with other hazards the risk assessment and the determination and implementation of controls must be done in consultation with workers

# Incident Notification

- Provides a trigger for notification to health and safety regulator
- The current regime fails on mental health and other chronic and cumulative/progressive injuries and incidents

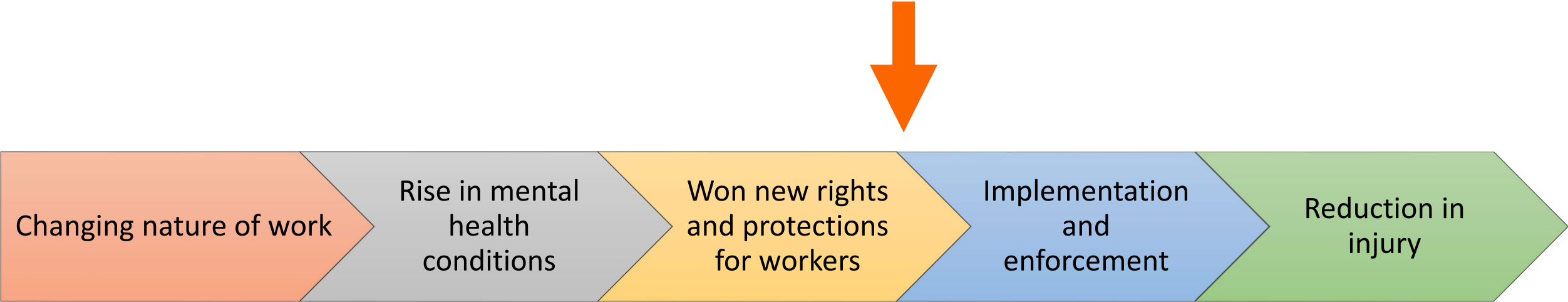
## Currently applies when:

- Death of a worker or person (bystander)
- A serious injury (hospitalisation or comp > 10 days)
- A serious incident (would have resulted in the death or serious injury)

## New regime

- Multiple tiers
- Combination of immediate notification and 'batch reporting'
- Include certain psychosocial complaints
- Include other progressive hazards such as exceedance of other standards such as WES

# The mental health journey





**Thank you for listening  
Any questions?**



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## Psychosocial Hazards and HSRs

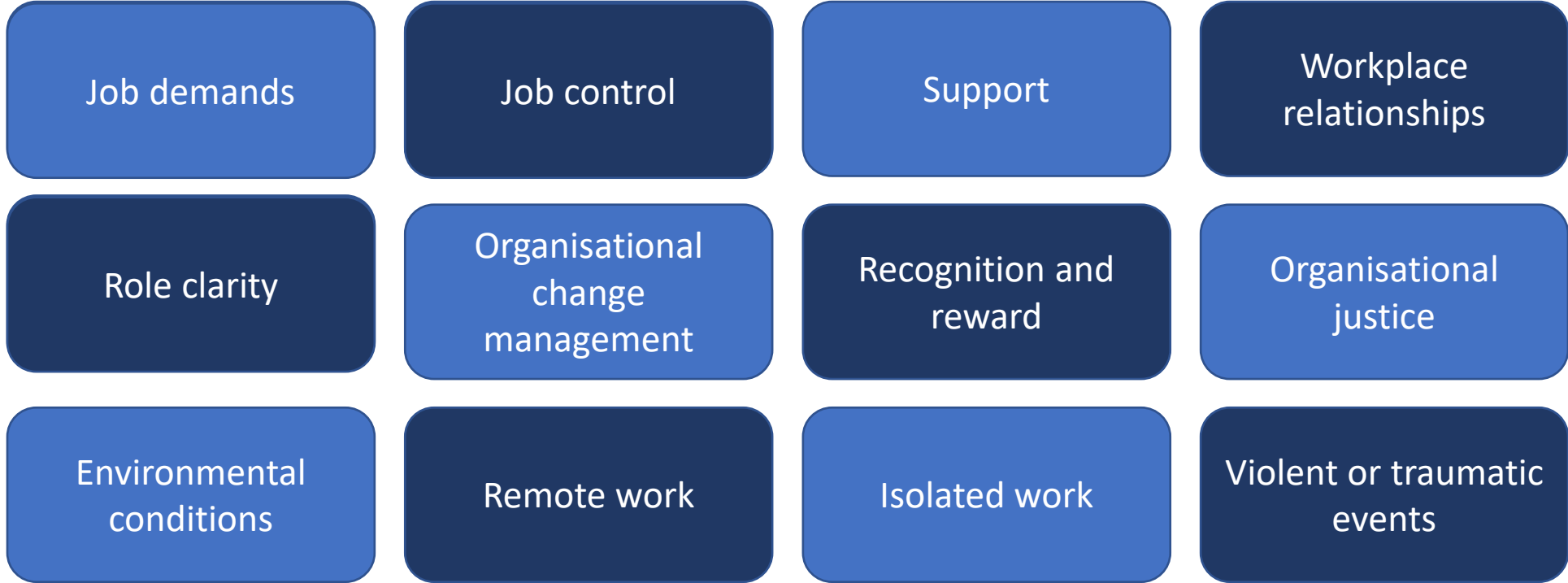
**Matthew Hennephof**

WHS Consultant

Altius Group

Factors that harm employees' psychological and physical health, stemming from:

- The way the tasks or job are designed, organized, managed or supervised
- Tasks or jobs where there are inherent psychosocial hazards and risks
- The equipment, working environment or requirements to undertake duties in a hazardous environment
- Social factors at work, relationships and social interactions





# Hot Topic?

## Serious claims statistics, 2020-21p\*



**130,195**

total serious claims

### Frequency rate



**6.5**

serious claims per million hours worked

### Median time lost



**7**

weeks per serious claim

### Median compensation paid\*\*



**\$15,072**

per claim

\*preliminary data subject to revision in future years as further claims are finalised.

\*\* the median includes serious claims where the payment made was greater than zero.

# Or A Risk Based Approach ?

## Mental health conditions, 2020-21p\*



**12,155**

Serious claims

Mental health conditions accounted for **9% of serious claims**

### Frequency rate



**9.3**

serious claims per million hours worked

### Median time lost



**30.7**

weeks per serious claim

### Median compensation paid\*\*



**\$55,270**

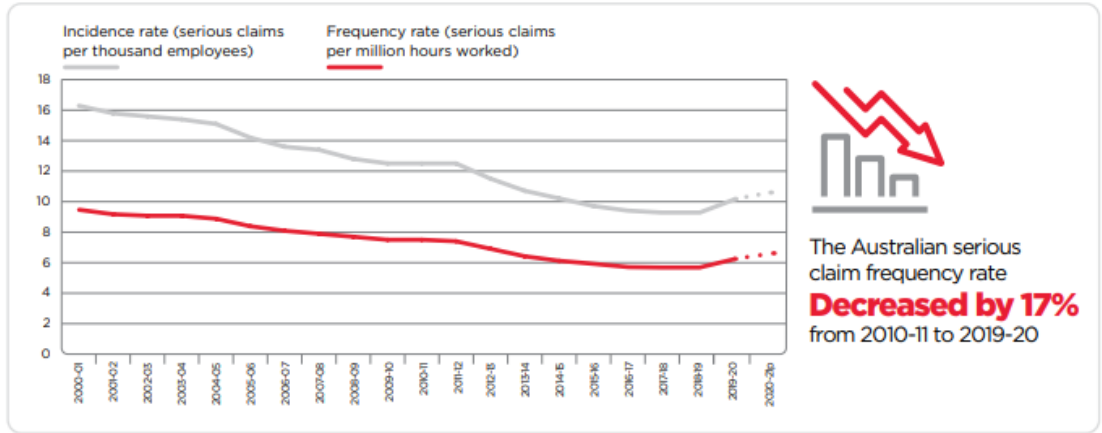
per claim

\*preliminary data subject to revision in future years as further claims are finalised.

\*\*the median includes serious claims where the payment made was greater than zero.

# When to Stay the Course?

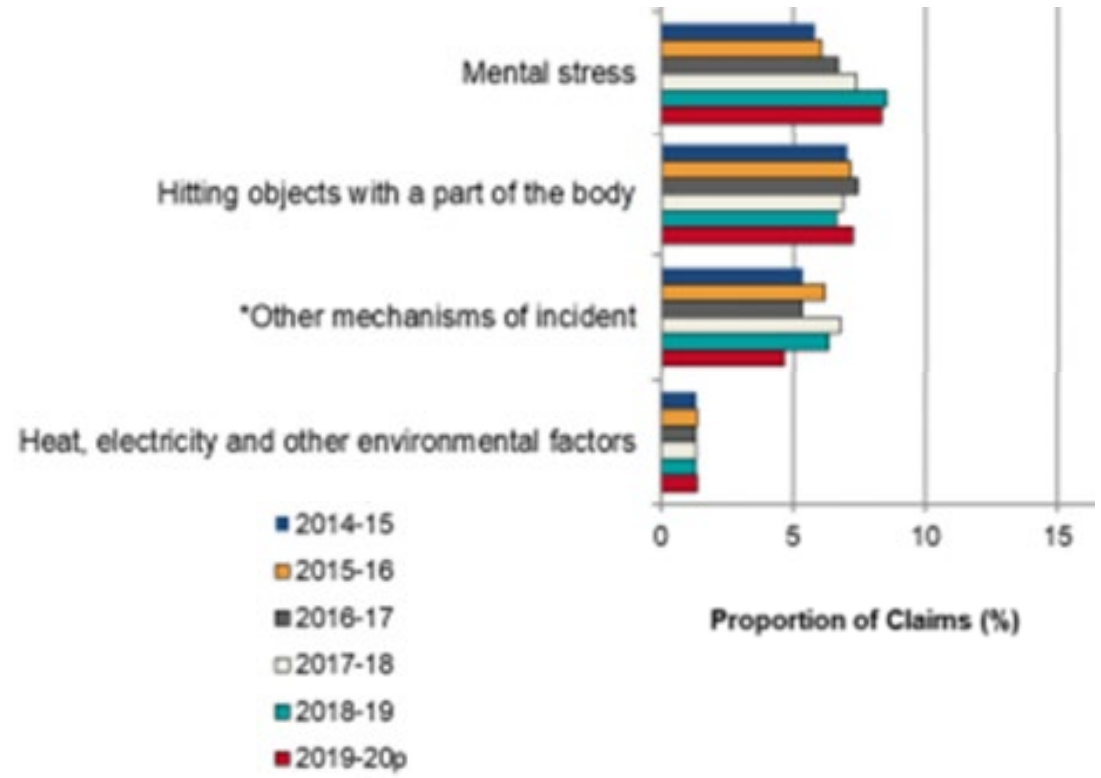
## Serious claim rate, 2000-01 to 2019-20\*



\*preliminary data subject to revision in future years as further claims are finalised.

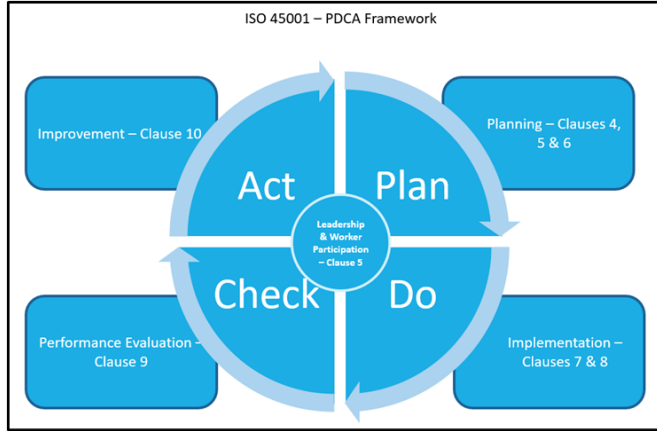
# Or Introduce Legislation /Ministerial Directive

## Indicator 10 – Proportion of serious claims by mechanism of incident



New Legislation, Ministerial Directives, Regulatory Instruction.....

1. Identify Psychosocial hazards and risks
2. Provide appropriate risk mitigation controls and management



## 2 Overview of the process to manage psychosocial risks

To meet your duties to ensure health and safety, you must eliminate or minimise psychosocial risks so far as is reasonably practicable. To achieve this, just as for any other hazard, you can apply the risk management process described in the Code of Practice: *How to manage work health and safety risks*.

The risk management process involves four steps:

- 1. Identify hazards** - find out what could cause harm (Chapter 3).
- 2. Assess risks**, if necessary - understand the nature of the harm the hazard could cause, how serious the harm could be and the likelihood of it happening. This step may not be necessary if the risks and controls are known (Chapter 4).
- 3. Control risks** - implement the most effective control measures that are reasonably practicable in the circumstances and ensure they remain effective over time. This means:
  - you must eliminate risks, if reasonably practicable to do so
  - if it is not reasonably practicable to eliminate the risks, implement the most effective control measures to minimise the risks so far as is reasonably practicable in the circumstances, and
  - ensure those control measures remain effective over time (Chapter 5).
- 4. Review control measures** to ensure they are working as planned and make changes as required (Chapter 6).

All of these steps must be supported by consultation (see Section 1.3 of this Code). Risk management requires planning and is an ongoing process. However, considering risks early prevents costly changes later and allows for more effective control measures to be used, resulting in less harm to workers. For example, you should consider psychosocial hazards at the design phase when planning an organisational restructure.

## How Do You Address Psychosocial Hazards?

• There are both State and National guidance materials to assist with Addressing Psychosocial Hazards

The flowchart shows a continuous cycle for addressing psychosocial hazards:
 

- Identify Psychosocial Hazards
- Assess the Hazards
- Develop Control Measures
- Monitor & Review Control Measures

 The cycle then loops back to Identify Psychosocial Hazards.

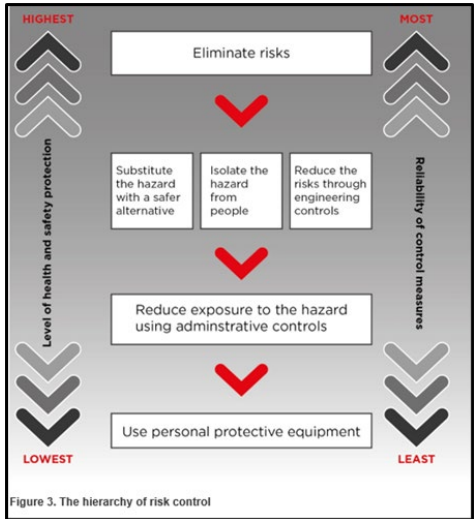


Figure 3. The hierarchy of risk control

| Likelihood                     | Probability           | Historical     | Consequence |             |             |             |             |
|--------------------------------|-----------------------|----------------|-------------|-------------|-------------|-------------|-------------|
|                                |                       |                | 1           | 2           | 3           | 4           | 5           |
| More than once per year        | 5                     | Almost certain | Medium (11) | High (16)   | High (20)   | Severe (25) | Severe (30) |
|                                |                       | Once a year    | Low (7)     | Medium (12) | High (17)   | High (22)   | Severe (27) |
|                                | Once in every 5 years | 4              | Likely      | Low (5)     | Medium (10) | High (15)   | High (20)   |
|                                |                       | 3              | Possible    | Low (3)     | Medium (8)  | Medium (13) | High (18)   |
|                                |                       | 2              | Unlikely    | Low (2)     | Low(5)      | Medium (10) | Medium (15) |
| Once in every 20 years or more | 1                     | Rare           | Low (1)     | Low (3)     | Low (5)     | Medium (10) | High (15)   |

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Appendix 2 Organisational Stress Identification Assessment

Appendix 3 Individual Stress Identification Assessment

Appendix 4 Psychosocial Risk Survey

Appendix 5 Control Guidelines for Workplace Stress

Appendix 6 Mental Health Incident Flowchart



## 1. I'm a worker

Workers must take reasonable care for their own psychological and physical health and safety and to not adversely affect the health and safety of other persons

## 3 Have a mechanism for reporting and encourage reporting

- HSR have a key role. **Workers can report to me!**
- Let the worker know that the organisation takes this seriously
- Help workers engaging with the appropriate risk control framework

## Maintenance

- Workers and workplace needs to use and engage with a policy or process, or it will fall into disuse

## 2. Consultation

I can participate in some consultation. Could be a future agenda item for the WHS Committee meeting. I have been provided with some worker feedback

## 4. Identification

I'm in the workplace. I'm going to be observing some work behaviours

- Are workers isolated or exposed to poor conditions)
- How work is performed in practice (e.g. are workers rushed, is work delayed, do certain tasks result in confusion or frequent mistakes), and
- **How people interact** with each other (e.g. are workers, customers and clients respectful, or are harmful behaviours present).

## Benefits of Trust

- Increased confidence and diminished uncertainty
- More effective communication, collaboration and coordination
- Innovation, decision making and effective conflict resolutions
- Better overall productivity, engagement and wellbeing

## Improving Trust

- Approach conflict as a collaborator, not an adversary:
  - Look to achieve a mutually desirable outcome
- Speak human to human
  - Engage in self-reflection and try see things from a colleague's perspective
- Replace blame with curiosity
  - Recognise the problem and ask for solutions
- Ask for feedback
  - Consider your own areas for improvement
- Communicate with team members regularly
  - Establish expectations, availability and progress



Interest in each other as people

Respect for each other's competence

Have positive intentions towards each other

Can share what thinking without fear

Feel safe to experiment and take risks

Seek transparent feedback

Can voice concerns openly

Engage in constructive conflict

Contributions in meetings from all levels

**Psychological safety** is the shared belief amongst a team or organisation that it is safe for interpersonal risk taking.

Management  
dominates  
meetings and  
discussions

Staff remain silent  
in meetings

Lack of variety in  
points of view

Feedback is not  
requested nor  
given

Lack of support for  
other members of  
the team

Avoidance or  
blame when  
mistakes are made

Avoidance of  
difficult  
conversations

Work teams are  
siload and do not  
interact with each  
other

Employees only  
know of each  
other  
professionally

**Psychological safety** is the shared belief amongst a team or organisation that it is safe for interpersonal risk taking.



**Thank you for listening  
Any questions?**



# HSR Forum 2022

## Melbourne

Supporting Health and Safety  
Representatives in Australia's offshore  
energy industry





## Mental Health First Aid

**Luc Wilson**

Platform Services Operator & HSR  
Esso Australia

&

**Mike Ashman**

Offshore Safety Coordinator  
Esso Australia

WELCOME TO  
MENTAL HEALTH FIRST AID  
AUSTRALIA



Mental Health First Aid training was first raised by the Esso Offshore Health and Safety Representatives via the Offshore Health Safety Advisory Committee meetings in 2019.

Through 2021, the Offshore Safety Team worked with Offshore Management to arrange a pilot Mental Health First Aid Course that was offered to offshore HSR's, OIM's and other members of the offshore workforce who are proactive and advocates of mental health.

Following on from the successful pilot, which was facilitated by MHFA trainer Sue Lampitt, a local Gippsland Mental Health Nurse , we have now trained 100 personnel from across the offshore operations in MHFA, of which 59 people are now Accredited Mental Health First Aider's!





**Thank you for listening  
Any questions?**



# HSR Forum 2022

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Representatives in Australia's offshore  
energy industry







## Fit for Work, Health for Life

**John Verbi**

Inspirology: The Science of Wellbeing

# FIT FOR **WORK**, HEALTHY FOR **LIFE**.



# QUESTION ?????

**WHY DO BOYS NEED PARENTS ?**

The slide features several red decorative elements: a semi-circle in the top right corner, a thin red arc on the left side, and a larger semi-circle in the bottom right corner.



In **1912** men died one year earlier than women.

Today they die **7-8** years earlier than women.

A large, solid red shape in the bottom right corner of the slide, resembling a semi-circle or a quarter-circle cut off by the edge of the slide.

## Men's Health:

- Men die on average 5 years younger than women
- When a man turns 65 he can expect to live for another 17.6 years
- BUT only 7 of these on average will be free from disability
- Between 25-50 yo men are three times more likely to die than women
- Highest life expectancy (83 years)

## Leading causes of disability in women:

- Anxiety & depression
- Breast cancer
- Diabetes
- Respiratory disease
- Heart disease
- Chronic back pain

**How do i avoid  
becoming a  
statistic?**



## Make some decisions:

- **Firstly...** Who is the most important person in your life?

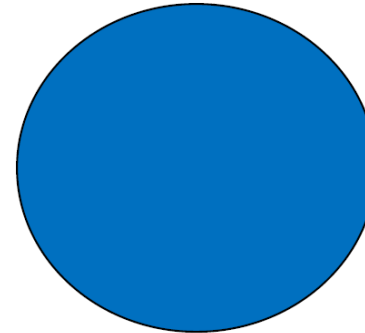
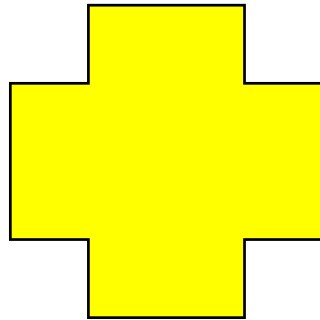
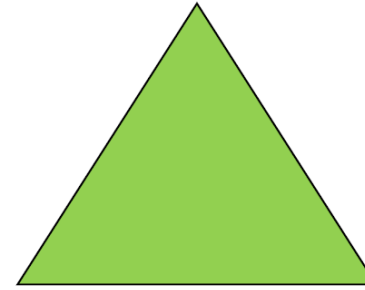
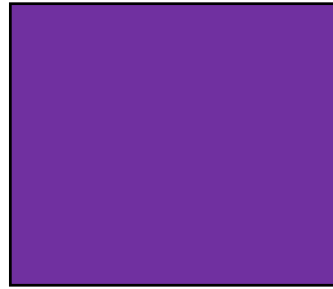




“It’s You”

**WHAT SORT OF PERSON  
ARE YOU?**

# Character Survey





## **Intelligent:**

Strong decision  
maker.

Natural leader.

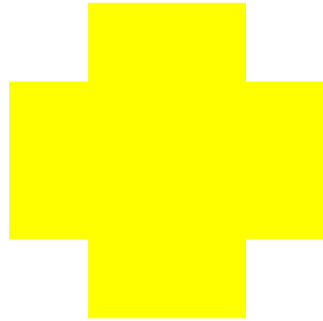




## **Lateral Thinker:**

Prepared to try new things and look at all options.

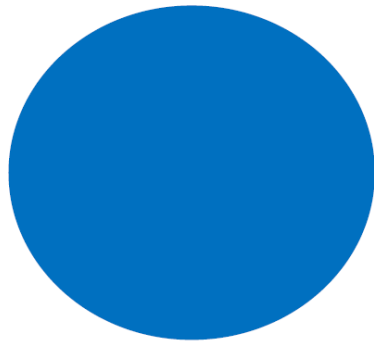




## **Creative:**

Strong imagination,  
experiments with  
trial and error.





# Constantly Preoccupied with BEER & PIZZA





## Before you do anything, get yourself checked out for...

Blood Pressure, Every Year.

Eye Sight, Every 2 Years.

Cardiac Risk Assessment, Every Year.

Body Fat Test, Every Year.

Blood Test, Cholesterol, Every 2 Years.

Urine Test, Kidneys & Diabetes, Every 2 Years.

Hearing, Every 5 Years.

Get Your Pap Smear or Prostate checked regularly.

In order to create a

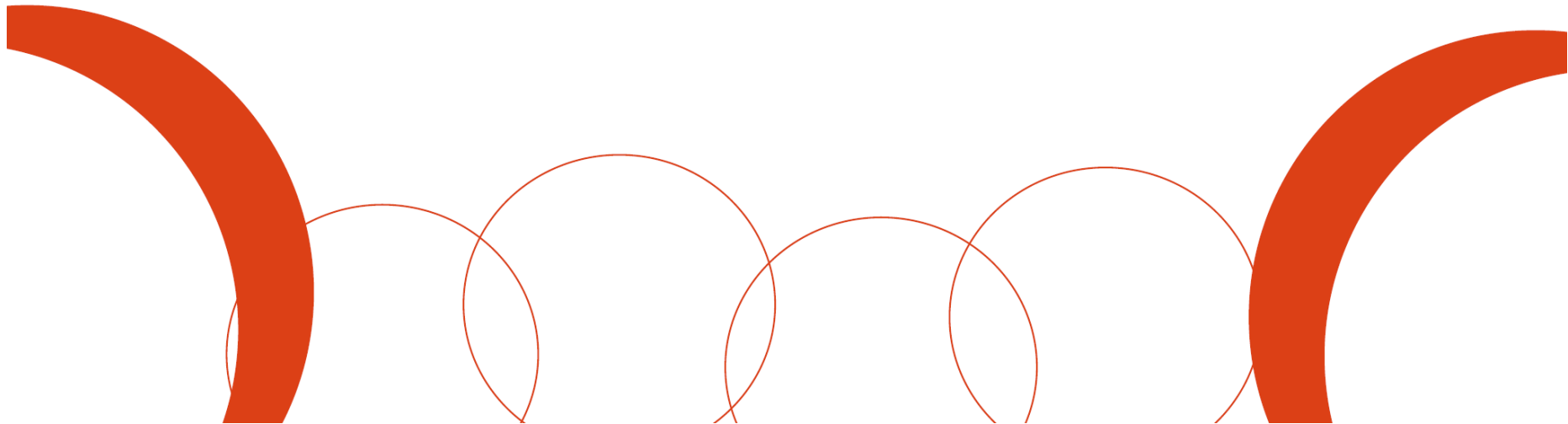
# “Healthy Me”

The first question you need  
to ask is...



# W.I.I.F.M.?

What's In It For Me...



What's in it for me if I *don't*  
manage my lifestyle well...

# If you don't have a Healthy Lifestyle, you may suffer from...

Back problems

Snoring

Decreased fitness

Breathing difficulties

Joint problems

Lethargy

Skin problems

Sex problems

High blood Pressure

High cholesterol

High blood sugars

Obesity

Heart Disease

Diabetes

Gall Stones

Cancers

# What should my game plan be?

What do I need to do to get a healthy lifestyle without living on birdseed and covering myself in lycra???????

Do I have to give up everything I enjoy?

Do I have to give up Alcohol?

## Begin with breakfast.

But the right kind of breakfast: One that is high in fibre, low in sugar and fat, and maybe even tastes good.

**Graze:** Eat breakfast, lunch & dinner, fruit for morning and afternoon tea, don't let 3-4 hrs go by without putting something healthy in your mouth.



## Step 2: Focus on Fat

Go low Fat.

Look at your food, your cooking methods, your food labels, even the *type* of fat you choose.

Cut out Butter & Margarine & reduce oil .

Give the skin on the chicken to the dog...let him have your heart attack for you!

NB: The best quality olive oil has the same kilojoules as dripping.





## Step 3: Drink Smart

Drink 1.5-2 liters of water per day.

Replace soft drinks with water or diet soft drinks if you have to.

Give up fruit juice and eat more fruit instead

Aim for 3 Alcohol Free Days per week.



## Step 4: Fruit & Veg

**Eat 2-3 fruit & 3-4 vegetables everyday.**



Expect to see more “FF’s” and less “SS’s”

## Step 5: Move Move Move!

Be active everyday.

Never let two days go by without some exercise.

Mix your exercise :

Planned/incidental/type.



Rest

Stretching

Sleep

Laughter

AFD's, music and mayhem  
to recover.



## THE PLAN IS NOTHING

# Planning is everything

Dwight D. Eisenhower

Supreme Commander of the Allied Forces



# Planning and Recording makes it Happen

- Plan your: exercise, eating, and indulgences for the week.
- Record your efforts.
- Don't be surprised if you are not perfect.




**We need to decide that looking after ourselves is not being selfish, or something to can put off.**

Bill Cosby was once asked

“What is the key to success?”

He replied

“I don’t know, but I do know the key to failure is trying to please everyone else.”

A decorative graphic in the bottom right corner consisting of a thin red arc and a solid orange semi-circle.

# **My High Energy Guide to be :**

**Fit 4 Work  
&  
Healthy 4 Life.**

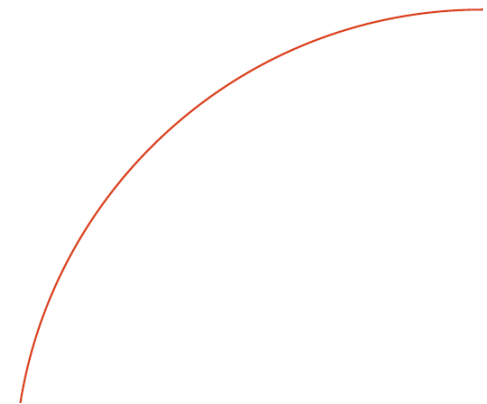


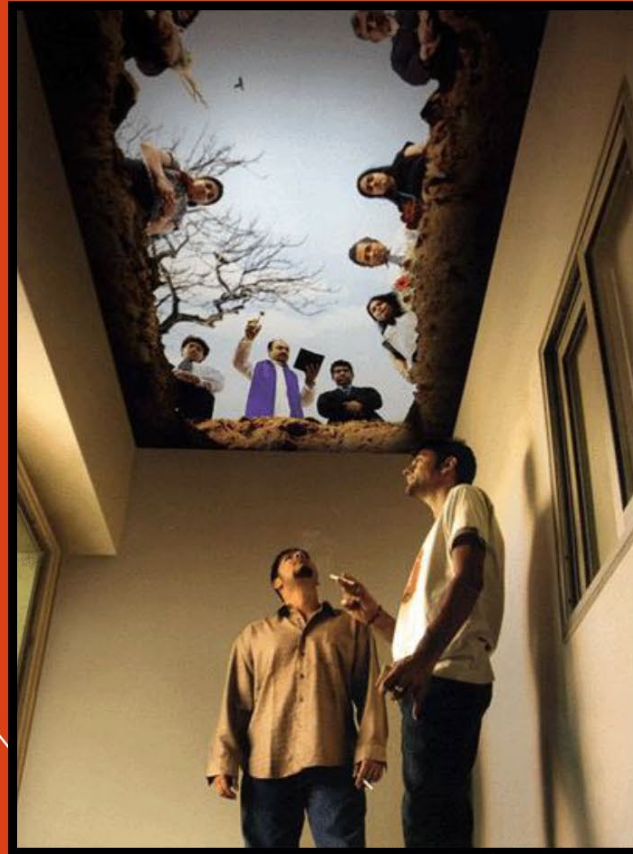
- Plan to make yourself Healthy, don't just expect it to happen.
- Get your health checked regularly.
- Eat B/Fast, lunch, dinner & morning & afternoon tea.....or Don't....
- Eat High Fibre, Low Fat, Low Sugar & Low Salt.
- Drink lots of water, aim for 3 AFD's.
- Move, Move, Move.
- Mental Health plan...Listen to yr body..

**DO NOT SMOKE!  
DO NOT SMOKE!  
DO NOT SMOKE!**



**Give Blood & put your name on  
the bone marrow register.**





**If you do what you've  
always done,  
you'll get what you've  
always got.**

Ray L. Wilbur



**Thank you for listening  
Any questions?**

# Lunch Break

## HSR Forum 2022 Melbourne

Supporting Health and Safety  
Representatives in Australia's offshore  
energy industry





# LIVE POLL

# Question Set 1

| In your opinion, do you:  | Always                | Mostly                | Unsure                | Rarely                | Never                 |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Prioritise safety?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Work with approachable supervisors?                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Work with approachable managers?                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Feel confident to voice concerns?                                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Report incidents, near-misses, and safety hazards in a timely manner? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Share safety learnings with co-workers?                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



# slido



**In your opinion, do you:**

ⓘ Start presenting to display the poll results on this slide.

# Question Set 2

| In your opinion, do your Supervisors:                        | Always                | Mostly                | Unsure                | Rarely                | Never                 |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Prioritise safety?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Listen to team members when they raise concerns?             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Lead safety discussions?                                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Deal with poor performance in a fair and appropriate manner? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Actively check routine work systems?                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Share lessons learnt with team?                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**slido**



**In your opinion, do your Supervisors:**

ⓘ Start presenting to display the poll results on this slide.

# Question Set 3

| In your opinion, do your Managers:                         | Always | Mostly | Unsure | Rarely | Never |
|--|--------|--------|--------|--------|-------|
| Explain and communicate safety expectations?               | 0      | 0      | 0      | 0      | 0     |
| Prioritise safety of workers?                              | 0      | 0      | 0      | 0      | 0     |
| Ensure current procedures are up to date?                  | 0      | 0      | 0      | 0      | 0     |
| Maintain ongoing safety communication?                     | 0      | 0      | 0      | 0      | 0     |
| Encourage and support ideas to improve safety performance? | 0      | 0      | 0      | 0      | 0     |
| Remain approachable for informal safety discussions?       | 0      | 0      | 0      | 0      | 0     |

**slido**



**In your opinion, do your Managers:**

ⓘ Start presenting to display the poll results on this slide.

# Question Set 4

**Are there any identifiable gaps:**

In your team's approach to safety?

In your team's management?

**What can your organisation do to help you in your role as a HSR?**

**slido**



**Are there any identifiable gaps: In your team's approach to safety?**

ⓘ Start presenting to display the poll results on this slide.

**slido**



**Are there any identifiable gaps: In your team's management?**

ⓘ Start presenting to display the poll results on this slide.



**slido**



**What can your organisation do to help you  
in your role as a HSR?**

ⓘ Start presenting to display the poll results on this slide.



# HSR Forum 2022

## Melbourne

Supporting Health and Safety  
Representatives in Australia's offshore  
energy industry





# Introduction to the HSE Representative Resource File

**Jason Medd**

Director EHS & Decommissioning  
APPEA



APPEA is the peak national body representing Australia's upstream oil and gas exploration and production industry.

It has about 60 full member companies. These are oil and gas explorers and producers active in Australia. These members account for an estimated 98 per cent of the nation's petroleum production.

APPEA also represents about 140 associate member companies that provide a wide range of goods and services to the upstream oil and gas industry.



Safer Together is a not-for-profit, member-led organisation of Oil and Gas Exploration and Production Industry Operating Companies and Contract Partner Companies committed to creating the leadership and collaboration needed to build a strong and consistent safety culture in our rapidly evolving industry.

# Frontline HSER Engagement



**ANNUAL  
HSER  
FORUM**



## HSER CONNECT

Edition 4: September 2022

**THINGS ARE HOTTING UP IN DARWIN!**

Things are coming together for our 2022 HSER Forum in Darwin on Wednesday 19 October 2022 – the only thing we're missing is YOU!

**WE TALKED WITH**

**HSERs: EXPLORING THE THINGS FIRST**

Attendees at our HSER Forum will undertake a Helping Hands Hand and The Helping Hands Hand and The Preservation Program represents a unique opportunity to get involved with a worthwhile cause.

**STAND TOGETHER FOR SAFETY**

At our HSER Forum in October, HSERs will enjoy a presentation on our new campaign supporting psychological safety in the workplace – including a walk-through on how their organisations can use this toolbox talk at their workplace.

Join our HSER Network

LISTEN SHARE LEARN

Safer Together

W F T I N

**REGULAR  
NEWS  
BULLETINS**

Safer Together is your industry safety and collaboration hub

**ONLINE  
SUPPORT  
MATERIALS**

**HSE REPRESENTATIVE  
RESOURCE FILE**

# Frontline HSER Engagement



# HSER Resources

**HSER  
Framework &  
Welcome  
Book**



HSER Framework  
HSER Welcome Book

**Regulator  
HSER  
Guidance**



Offshore NOPSEMA  
WA Onshore (DMIRS)  
NT Onshore

**Build HSER  
Capability**



HSER Capability and Development Template

**HSER  
Onboarding**



Regulator (NOPSEMA/DMIRS/AMSA) Training  
Safer Together Onboarding Induction  
*Induction Slidepack*  
*Certificate for Onboarding*  
HSER Resource File  
HSER Network Handbook

**HSER Roles &  
Responsibilities**



HSER Position Description  
HSER Roles & Responsibilities Summary

**HSER  
Guidelines  
& Tools**



HSER Meeting Involvement Guide  
HSER Top 10 HSE Risks / Issue Guidance  
HSER Meeting Guideline  
HSER Meeting Agenda Template  
HSE Committee Meeting Guideline  
HSE Committee Meeting Agenda Template

**HSER  
Communications  
& Engagement**



HSER Support Committee  
Success Stories Template  
HSER Email Distribution List  
The HSE Rep Pulse Newsletter Template  
HSER Forums (Annual)  
HSER Service Awards

# HSER Resources - Feedback





**Thank you for listening  
Any questions?**



# HSR Forum 2022

## Melbourne

Supporting Health and Safety  
Representatives in Australia's offshore  
energy industry





**Inspector's viewpoint:  
HSR role, information availability,  
complaints investigation**

**Chris Bourne**  
OHS Regulatory Specialist  
NOPSEMA

## QUESTION

Where would you find information to help you in your HSR role?

**slido**



**Where would you find information to help you in your HSR role?**

ⓘ Start presenting to display the poll results on this slide.

# HSRs – keeping everyone honest

Thank you for volunteering

- The HSR role:
  - Challenging
  - Rewarding
  - Vital
- It requires:
  - Tenacity
  - Leadership
  - Relationships
- We value our relationship with HSRs



# HSRs and Inspections



## Before

- Read the Inspection Brief
- Read the last inspection report
- Talk to your workmates
- Come to the Entry and Exit meetings

## Between inspections

- Regular HSR and HSE Committee meetings
- Keep minutes
- Track actions
- Use the company processes



## Accessing Information for HSRs



## Online (obviously)

[Home | NOPSEMA](#)

[Document Hub | NOPSEMA](#)

[What to expect from a NOPSEMA inspection](#)

[The Regulator | NOPSEMA](#)

[NOPSEMA \(list-manage.com\)](#)

## Mental Health

[Research Report - Offshore Workers Mental Health and Wellbeing - Gilbert-Fruhen-Dalmasson \(A819979\).pdf \(nopsema.gov.au\)](#)

[Model Code of Practice: Managing psychosocial hazards at work | Safe Work Australia](#)



## Focal Point Inspectors



- Every facility has a Focal Point Inspector
- Contact details – get them
- Call / email any time
- Always happy to chat with anyone when we're offshore
- Confidentiality matters



## Complaints

# Making a complaint

Since 1 July 2020

- 4 Environmental Management complaints
- 30 OHS complaints

Complaints may be made through the NOPSEMA website

Or, email to [feedback@nopsema.gov.au](mailto:feedback@nopsema.gov.au)

Or, through your Focal Point Inspector

- **DOF Subsea Australia Pty Ltd convictions**

- Published:

- 25 October, 2022

- **News announcement**

- Following a lengthy trial, DOF Subsea Australia Pty Ltd (DOF) were today convicted in the Magistrates Court of Western Australia of three counts of an employer negligently breaching its health and safety duties under the *Offshore Petroleum and Greenhouse Gas Storage Act 2006*.
- The breaches occurred during saturation diving undertaken in 2017 at the Ichthys Field on the Skandi Singapore Facility. This included saturation diving operations from a diving support vessel to facilitate the repair of subsea infrastructure located on the seabed at a water depth of between approximately 237 and 270 metres.
- **Between 6 December 2017 and 7 March 2018, NOPSEMA received complaints from seven of the saturation divers, advising of neurological injuries sustained during the diving operations.**
- On 6 December 2017, NOPSEMA commenced a major investigation into complaints received and subsequently forwarded a brief of evidence to the Commonwealth Director of Public Prosecutions.
- As Australia's independent, expert regulator for the offshore energy industry, the workplace health and safety of the offshore workforce is at the core of what we do.
- We remain focused on our compliance monitoring and enforcement activities to ensure operators are appropriately identifying and managing risks. NOPSEMA will continue to take enforcement action that is appropriate to the seriousness of any incident.
- Sentencing will occur on a date to be set.

## Complaint handling



- Complaints acknowledged
- Every complaint investigated
- Risk ranked and may be immediately followed-up, onshore or offshore, or put on the scope for the next offshore inspection
- If possible we will talk to the complainant, and to the HSRs
- Investigation report issued to the operator and they will pass on to the HSRs and the workforce
- Complainant will get feedback
- As with the DOF Subsea case, enforcement action may follow

## QUESTION

Do you feel you can get involved in a NOPSEMA inspection at your facility?

**slido**



**Do you feel you can get involved in a  
NOPSEMA inspection at your facility?**

ⓘ Start presenting to display the poll results on this slide.



**National Offshore Petroleum Safety and  
Environmental Management Authority**

Level 8 Alluvion, 58 Mounts Bay Rd, Perth WA 6000  
GPO Box 2568, Perth WA 6001 Australia

[nopsema.gov.au](http://nopsema.gov.au)



**NOPSEMA**

Australia's offshore  
energy regulator





**Thank you for listening  
Any questions?**



# HSR Forum 2022

## Melbourne

Supporting Health and Safety  
Representatives in Australia's offshore  
energy industry





**Jackie Stone**  
Operations Technician – NRA Platform  
Woodside

# NRC HSE REPS FORUM 2022

PART OF  
A BETTER  
FUTURE



Jackie Stone  
Offshore Production Operator/ HSE rep



**PART OF  
A BETTER  
FUTURE**



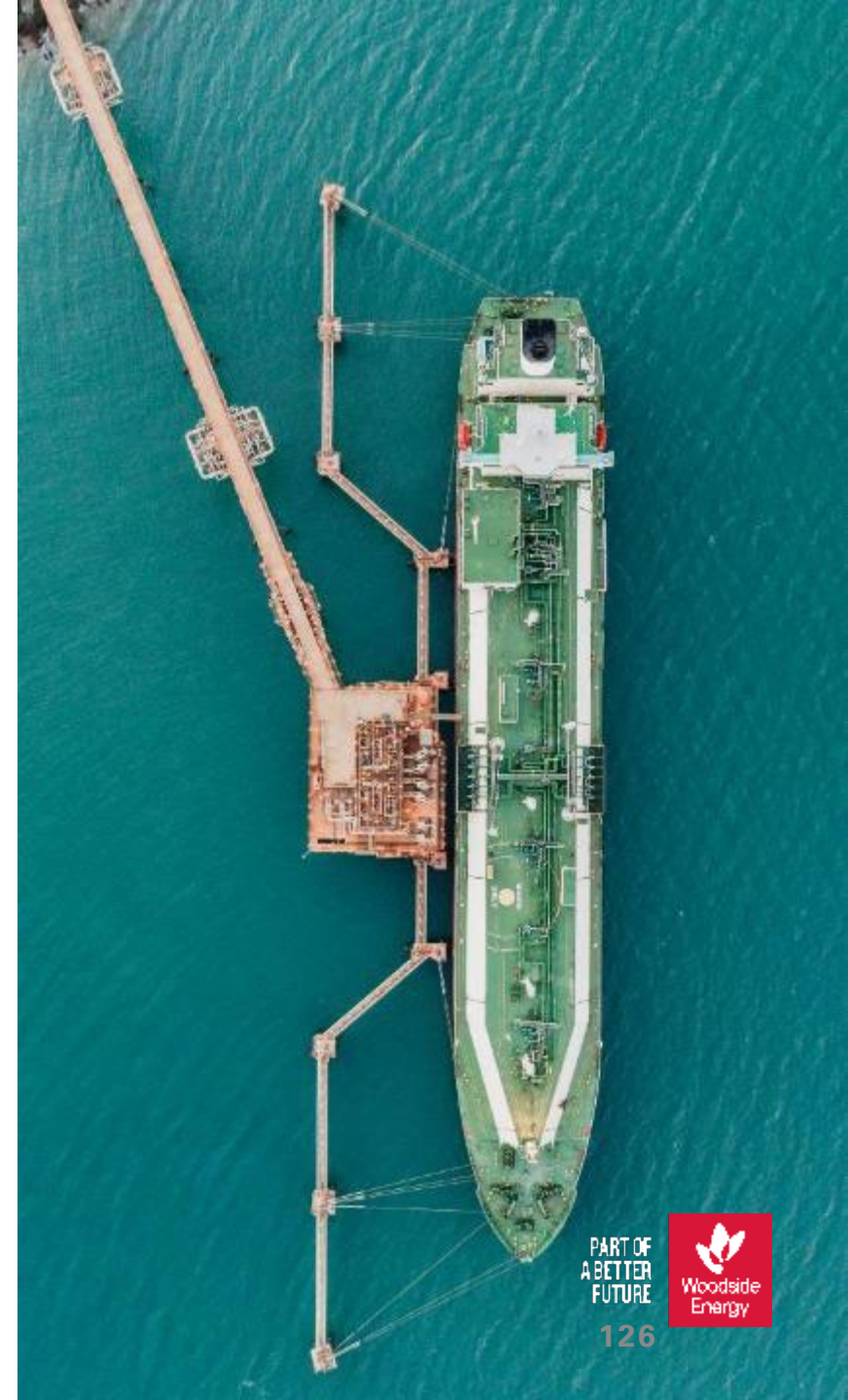
**PSYCHOSOCIAL  
HAZARD  
MANAGEMENT**

# HSE REPS FORUM 2022

## PSYCHOSOCIAL HAZARDS

---

- **Job Demands**
- Low Job control
- Poor support
- Lack of Clarity
- Organisational Change management
- **Inadequate reward and recognition**
- Traumatic events or material
- Remote or isolated work
- **Poor Physical Environment**
- **Violence and aggression**
- **Bullying**
- **Harassment including sexual harassment**
- **Conflict and poor workplace relationships and interactions**



## WELLBEING WHEEL

# A practical, relevant and easily understood model with six evidence-based factors

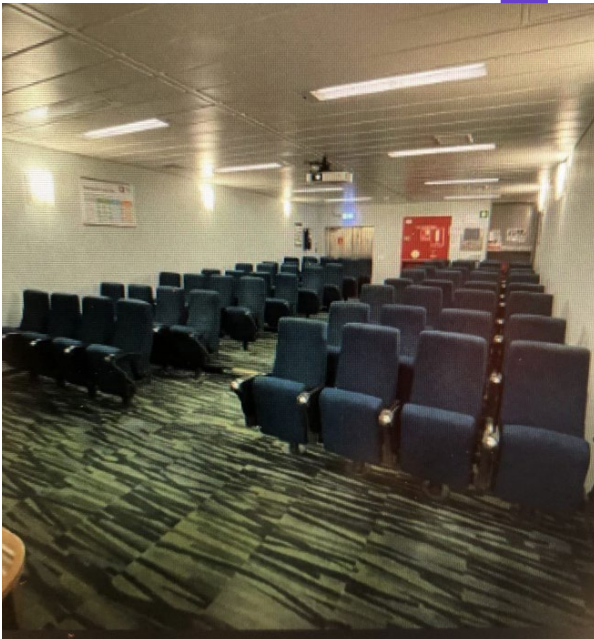
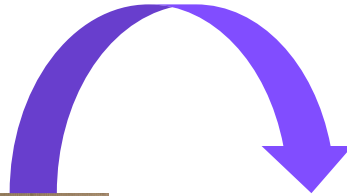


**Wellbeing is the foundation of mental health, quality of life and being able to perform at your best.**

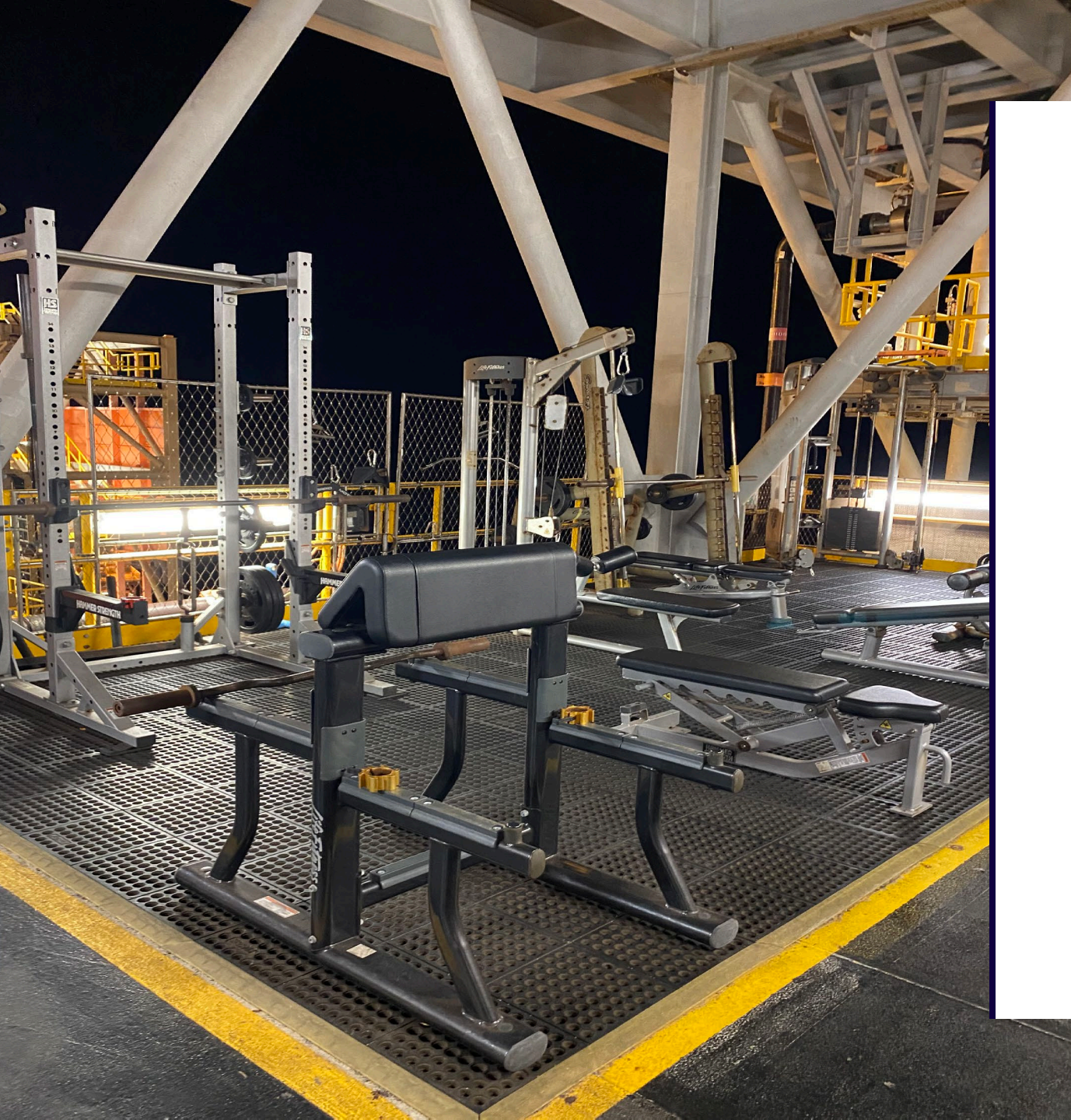
- **Biological Needs and Bodily Health** includes diet, sleep quality and duration, and the amount of coffee and alcohol that we drink
- **Exercise** influences mood, provides stress relief, positively affects sleep, metabolism and lowers the risk of potential health problems
- **Psychological Skills** relates to how we make decisions, how we think about ourselves, and how we respond to challenges
- **Primary Relationships** is about how healthy our relationships are with the people that we are closest to and feel closest to
- **Values, Meaning and Purpose** is about who we are and our sense of purpose - what gets us out of bed in the morning
- **Fun, Interests and Social Life** relates to whether we take time away from work and goal-directed activities to focus on pleasurable things

### • Worker Wellbeing

- **Issue: Mental Health and Welfare**
- **Solution:** Refresh recreational areas from an 'industrial look' to a 'our home away from home' look.
- **Outcome:** Happier spaces.....



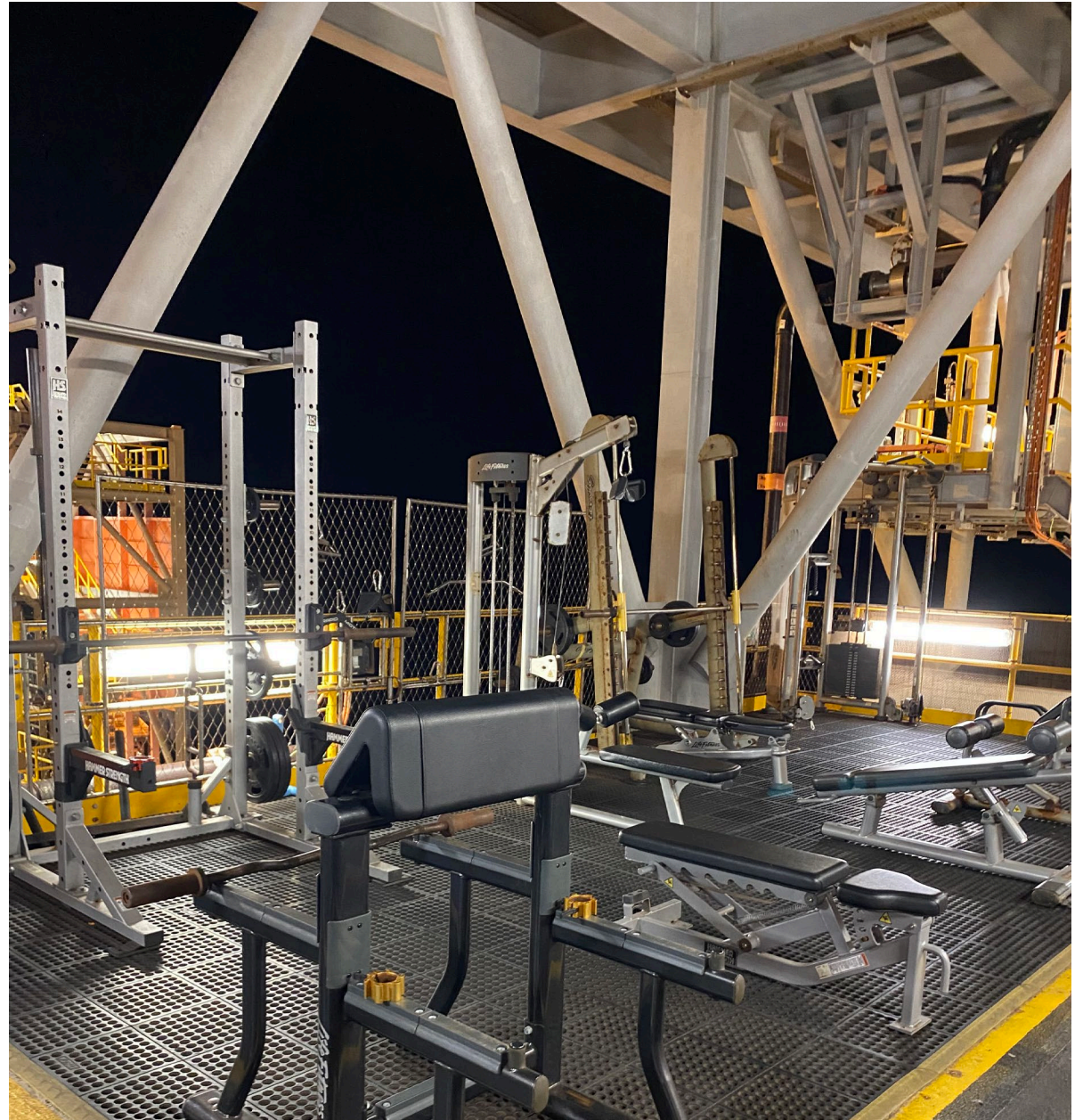


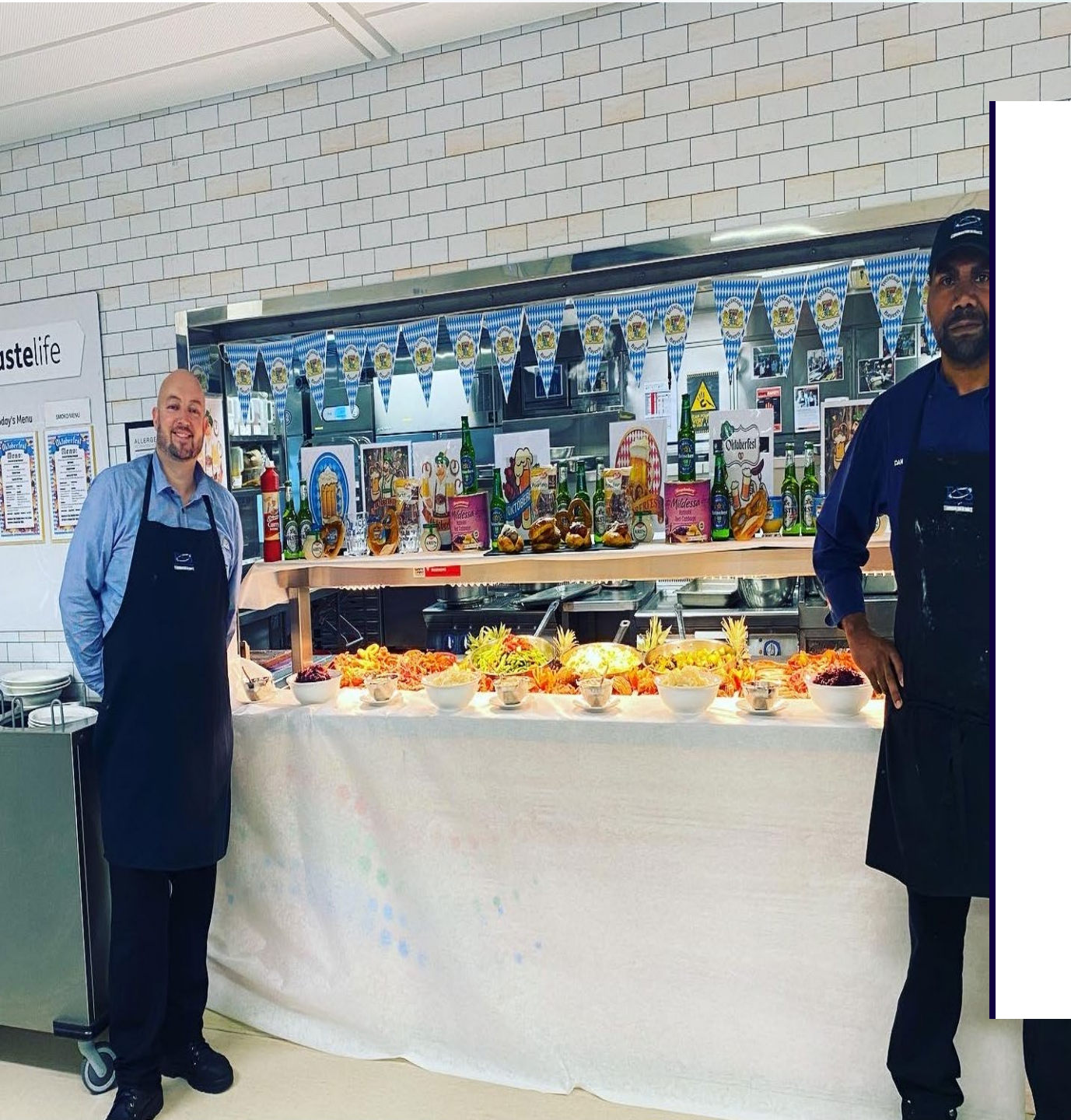


# GYM

PART OF  
A BETTER  
FUTURE







# FOOD

# FOOD



- Oktoberfest

- Smorgie night is a favourite night on board



- Seafood can consist of salmon, prawns, oysters and the like.

- Chef Dan on Oktoberfest Day, but he also showcases some amazing Indigenous food whenever he is able to including on the recent Australia Day celebrations





## OTHER AREAS

---

- **OTHER AREAS WITHIN THE ACCOMMODATION MODULE**



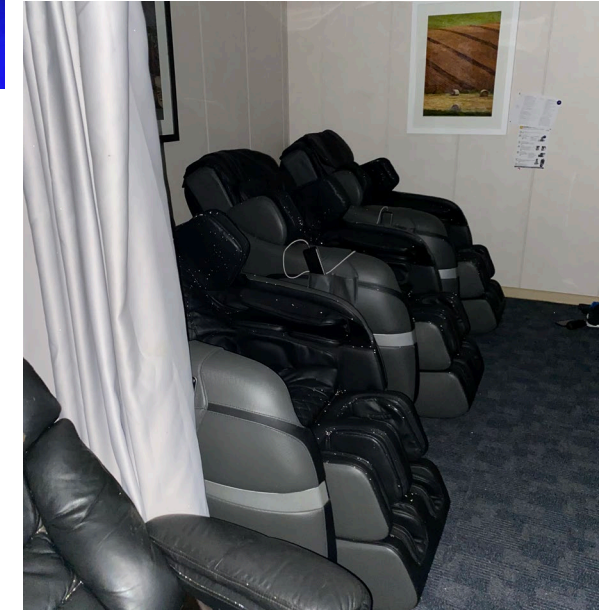
- New Pool Table for our pool comps

- Quiet, sound proofed phone booths to allow people to facetime and communicate with home

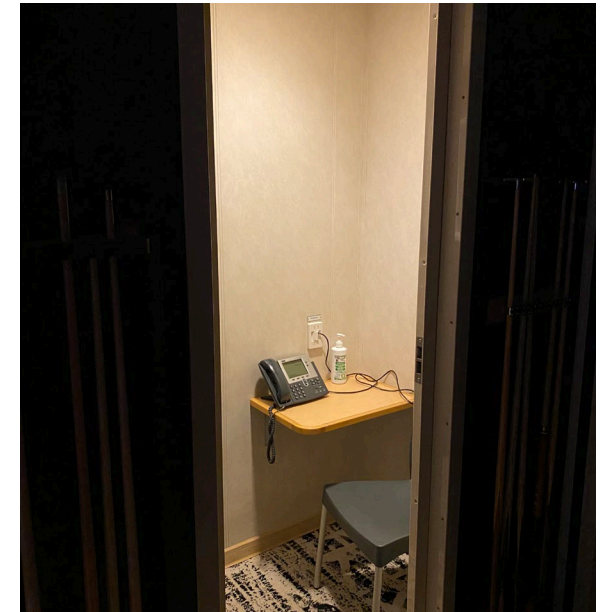
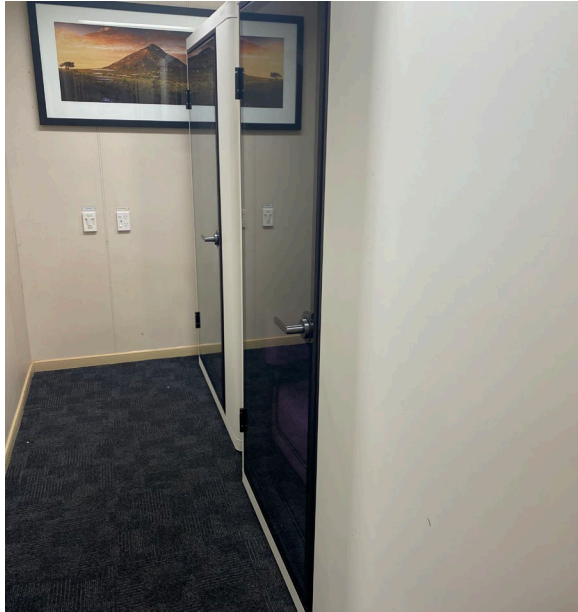


- Yoga room, equipped with a TV and small weights, stationary bikes, bean bags, mini golf and phone charging station.

- Quiet room that is blackened out with reclining chairs and a few massage chairs.



# HSE REPS FORUM 2022



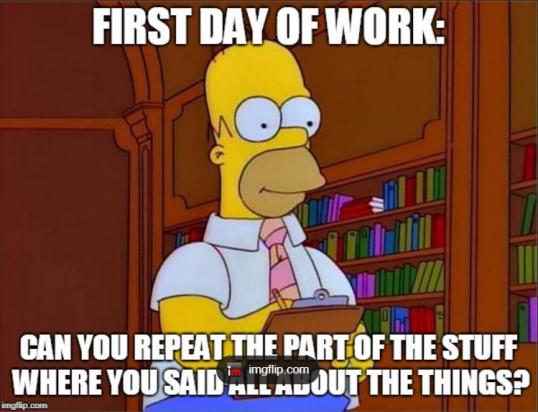
# THE WAY TO GET STARTED IS TO QUIT TALKING AND BEGIN DOING.

WALT DISNEY





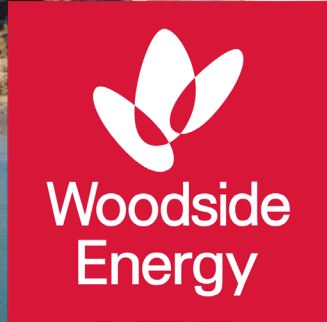
# TEAM



**THANK YOU**

**From North Rankin  
Complex HSE Reps**

**PART OF  
A BETTER  
FUTURE**





**Thank you for listening  
Any questions?**



# BREAKOUT GROUPS

## Psychosocial Hazards

# Breakout Session Briefing

## Activity

|        |  |
|--------|--|
| 15 min | <ul style="list-style-type: none"><li>• In your group, discuss the psychosocial hazard issues raised or faced in your HSR role.</li><li>• List how many issues your group came up with, and agree and list your top 3 most relevant.</li></ul> |
| 15 min | <ul style="list-style-type: none"><li>• Choose 1 issue to discuss and note the tools you would use to address, influence and/or resolve this issue.</li></ul>  |
| 10 min | <ul style="list-style-type: none"><li>• Allocate 1 representative to share the output from your group.</li></ul>   |

## Breakout Discussion Topics

Psychosocial Hazards

Tools to deal with Psychosocial Hazards

# Breakout Worksheet

| Topic                      | How many | Top 3                  |
|----------------------------|----------|------------------------|
| Psychosocial Hazard Issues |          | 1.<br><br>2.<br><br>3. |

| Group Focus | Actions |
|-------------|---------|
| Choose 1    |         |

# Afternoon Tea

## HSR Forum 2022 Melbourne

Supporting Health and Safety  
Representatives in Australia's offshore  
energy industry





# HSR Forum 2022

## Melbourne

Supporting Health and Safety  
Representatives in Australia's offshore  
energy industry







## Offshore Safety - Legislative change

**Catherine Kesteven**

Department of Industry, Science and  
Resources

# Offshore Safety Policy

## **Our job:**

- identify issues
- undertake research and analysis
- consult with stakeholders
- develop policy positions

## **Implemented via:**

- Law & regulations
- Guidance (eg policy principles, codes of practice, advice)



**The Hon Madeleine King MP**  
Minister for Resources  
Minister for Northern Australia

**The goal:** To ensure that the regime continues to provide an effective framework to protect the health, safety and welfare of workers in the offshore oil and gas industry

# OPGGGS Act and Safety Regulations

- Objectives-based legislation:
  - focuses on overall objectives rather than specific rules
  - allows innovation and flexibility, while maintaining oversight of the industry
- NOPSEMA issues guidance to assist operators to comply with the Act and regulations
- The Act and Regulations give NOPSEMA their compliance and enforcement powers

# Offshore Oil and Gas Safety Review

- DISR carried out a review of the offshore safety regime – completed in early 2021
- The review outcomes, and additional issues, are being presented to the new Government for consideration
- Seeking your views today on issues that you think should be considered by government

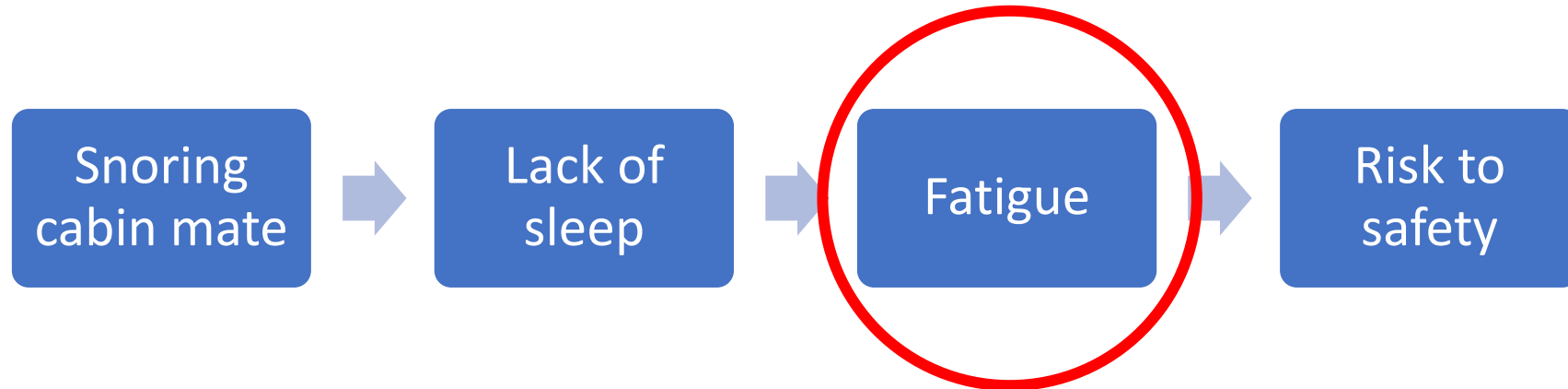
# Input from HSRs

Example:

*“I can’t sleep because I’m sharing a cabin at the facility with someone who snores. It makes me tired during the day and makes it hard to concentrate on what I’m doing. I’m worried that I’ll make a mistake and someone will get hurt.”*

# What can we do?

Identify the central issue



Potential policy recommendation:

- A duty on operators to take into account factors that cause fatigue at the facility (such as sleeping arrangements)

## Question 1

What safety issue/s would you most like to see addressed at your offshore workplace?

**slido**



**What safety issue/s would you most like to see addressed at your offshore workplace?**

ⓘ Start presenting to display the poll results on this slide.



## Question 2

Is mental health a concern at your offshore workplace? If so, how could it be improved?

**slido**



**Is mental health a concern at your offshore workplace?  
If so, how could it be improved?**

ⓘ Start presenting to display the poll results on this slide.

## Question 3

Do you feel supported and empowered to carry out your role as HSR at your facility?

**slido**



**Do you feel supported and empowered to carry out your role as HSR at your facility?**

ⓘ Start presenting to display the poll results on this slide.

## Question 4

What changes (if any) would you like to see to the processes for selecting and training HSRs?

# slido



**What changes (if any) would you like to see to the processes for selecting and training HSRs?**

ⓘ Start presenting to display the poll results on this slide.

## Question 5

What would encourage more people to take on the HSR role?

slido



**What would encourage more people to take on the HSR role?**

ⓘ Start presenting to display the poll results on this slide.





**Thank you for listening  
Any questions?**

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# Thank you HSR Forum 2022 Melbourne

Supporting Health and Safety Representatives in  
Australia's offshore energy industry

