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William Adams



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is published by the National Works Officers Association and distributed Nationally to Approx 1200 members of the National Works Officers Assoc of Australia

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DEADLINES

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PH: 0401 010 782

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40 60 Seconds - Brian Weeks

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STATE REPORT: VICTORIA

Stephen M Robertson
Chief Executive Officer, MWOA/NWOA



The 9th July saw the transition from 'OLD' to 'NEW' with Stephen M Robertson 'leaving the building' and the younger and somewhat more attractive Steve Robertson stepping up. And whilst it has been 3 months or more since the 'transfer of power' the older insists on reminding us all what big shoes 'Junior' has to fill!

That however is not the only highlight of the year with this year's National Works & Engineering Conference (NW&EC) being amongst the biggest EVER! We had 475 delegates register and were treated to some amazing keynotes and presentations as well as a host of intuitive, insightful and creative displays and demonstrations with plenty of innovation on show.

The conference kicked off with the R&S Grating boys hosting a fund raising event at a local restaurant on the Wednesday night. The event raised over \$6000 for Men's Health with all proceeds being donated to The Men's Shed. Well done to Steve Hockham and his team.

Michael Crossland presented on 'perspective' where he took the audience on an emotional rollercoaster which saw us laugh and cry and by the end of his presentation we were all left with the sobering thought, "It can always be worse... I could have a stick in my balls"! We are all guilty of losing 'perspective' from time to time and Michael's presentation was a timely and not so subtle reminder.

Rob Redenbach was our breakfast keynote and he delivered a poignant message on work-life balance. Rob is a former Australian soldier and has worked in the Middle East. He has also worked alongside and trained Nelson Mandela's personal protection team and he relayed a few of his personal interactions with Nelson Mandela.

But they were not the only speakers... we had no less than 20 speakers across the two days as well as demonstrations and panel discussions. All of which were very well received. Scott Pye and Jack Perkins from the Mobil 1 V8 Supercars Team did an impromptu Q&A whilst delegates raced one another on a V8 simulator. The times were recorded on a 'Top Gear' style leader board. The Mobil 1 boys let a secret out of the bag when they revealed they use the technique of visualisation to help them prepare for a race. Alarming every driver improved their time markedly when they were told to visualise police lights speeding up behind them. Should our Fleet Managers be concerned???

Congratulations to our award recipients and we wish them well with their future endeavours.

- NW&EC 2018 International Study Award: Peter Young, Mornington Peninsula Shire
- R&S Grating Award: Andrew Jamieson, Whittlesea City Council
- Road Maintenance Award: Sean Cahir, Ballarat City Council
- Dial before You Dig Award: Belinda Reissinger, Golden Plains Shire

Finally, well done and thank you to all of our speakers, sponsors and a special thank you to the NW&EC 2018 working committee and those who on the day worked long and hard to pull it all together.

Finally, an acknowledgement and special thank you to Stephen

M Robertson. You have served the MWOA, its members and sponsors for over 37 years. In that time you have seen 'the association' through some ups and downs and played a pivotal role in seeing it transition in to the professional organisation it is today.

You have tirelessly promoted and advocated MWOA to all levels of government ensuring our members have a voice. You have justly and ethically promoted our sponsors and supporters guaranteeing opportunities for networking and the sharing of knowledge.

And, you have unequivocally encouraged and supported professional and personal development for all. On behalf of the MWOA Board, it's member, sponsors and supporters we wish you well in retirement.



Peter Young, Mornington Peninsula Shire Council - International Award



Road Maintenance Award - Sean Cahir, Ballarat City Council
Alan Jones collected it on Sean's behalf

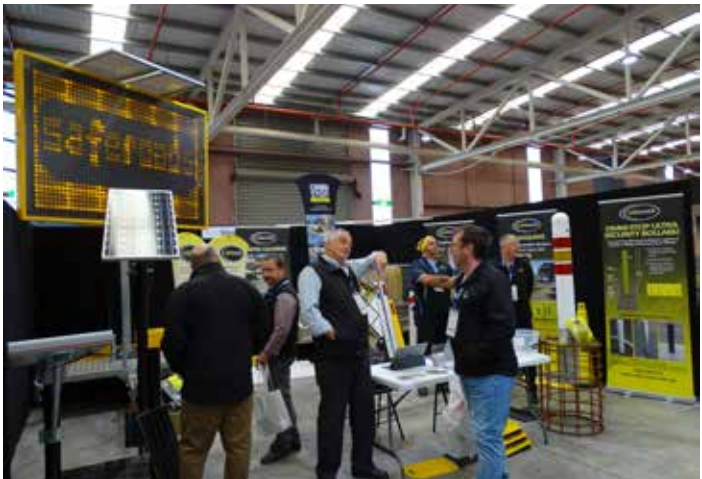


R & S Grating Award Winner
Andrew Jamieson - Whittlesea City Council
Cameron Wigney accepted on Andrew's behalf



Dial Before You Dig Award Winner
Belinda Reissinger, Golden Plains Shire







STATE REPORT: Western Australia

Arthur Cousins
President
WA Local Government Supervisors Association



The 2018 Conference and Trade Exhibition held at the magnificent Joondalup Resort, Country Club Boulevard, Connolly, during August was a great success. With over 60 exhibitors, taking booths and bays, the delegates had an exceptional array of equipment and accessories to view. Westrac lead the way being our Gold Sponsors, followed by our Major Golf Sponsors Core Signs and all our other fantastic sponsors.

As the President, on behalf of the Association, I would like to thank Jude Newbery for the tireless amount of work put in to make the conference the success it was. Prior to the Conference, a very successful Golf Day was organised by Scott Herbert from Replas, and with a full field hitting off at this wonderful golf course in great weather, the winners were everyone who played.

The Conference Dinner speaker former North Melbourne and Fremantle Docker Captain Peter Bell gave a great insight to his upbringing and career. The 23rd Annual WA Works and Parks State Conference and Trade Exhibition will be held at the Joondalup Resort, in August 2019.

Any enquiries please contact office@lgsa.com.au or visit our web site www.lgsa.com.au

The Committee and members sincerely thank the following sponsors for their support of this event, including:

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I sincerely thank Jeff Alderton for undertaking his voluntary office of Treasurer. He is a good man for the LGSA WA and has shown his commitment to the cause through his diligence. We always know that he is looking after our interests and that his bookkeeping is outstanding. Thank you Jeff, from all of the Committee and the Membership.

Thank you all for your attendance and look forward to seeing you all next year.

Arthur Cousins
President LGSA



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STATE REPORT: QUEENSLAND

Brian Weeks, President
Works Officers Association of Queensland



Hello from Queensland.
We are currently putting the Final touches on our Networking Night and Phil Lakey Memorial Golf Day, being held at the RACV, Royal Pines Golf Course, on the Gold Coast on the 8th of December. We moved to the Networking night a few years ago, as a trial and they have

proved to be quite popular. The event allows for Corporate members and General members to catch up over a Game of Golf, followed by a few drinks and a Dinner. The night also includes our AGM, where we will vote in our Corporate Members of our Committee.

Golf Day and Networking Night Saturday 8th December Royal Pines Resort Gold Coast



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STATE REPORT: TASMANIA

Peter Donato
President
Tasmanian Association of Municipal Supervisors



2018 Tasmanian Works and Engineering Conference

The conference this year will be returning to the North West Coast. It will be based at the 'paranple convention centre' Devonport on Friday 2nd and Saturday 3rd November 2018. The program is now complete and registration forms is available on the TAMS website or the IPWEA website. Should you want have any queries please get in contact with the Conference Committee members or through the TAMS Management committee and we will assist with your enquiry. Stay tuned to the website for details as they arise. www.tasams.com.au

Lance Holmes Award

There annual Lance Holmes Awards which are aimed to encourage professional development opportunities for applicants working in associated organisations in Tasmania.

The award is up to the value of \$1,500, to enable the successful applicants to:

- Participate in an exchange program, or
- Attend an approved training program, or
- Attend an approved conference or other training opportunity in Australia.

Please refer to the website for how to apply for the award.

Meg Lorang was latest recipient of the award and will be providing a summary of her award learnings etc at our upcoming AGM in October.

Bree Hunter from the City of Hobart has been approved for the award for 2018. We look forward to learning of how this award will benefit her in her career. Congratulation Bree.

Ordinary General Meeting

Our May Ordinary General Meeting was held at Eye Spy Signs in Cambridge followed by a tour for their facility and state of the art equipment. The site visit was certainly of interest to all that attended and was thoroughly informative, it certainly opens your eyes, the technology that goes into making signs and other signage products. Thanks go to John Large and John Brown and their staff for the tour, lunch and the information provided.

2018 Field Day (photos opposite page)

The field day this year was held in early August, we travelled to Launceston to the site of the new major park development by Launceston City Council – Riverbend Park. We toured the site and new pedestrian bridge linking the area with the Seaport Development. Our tour guide from Launceston City Council Matt Skirving was a wealth of knowledge on this project but also gave us an insight into Launceston's other major capital projects that were underway or in the pipeline. We then held our OGM at the newly opened Silos hotel which was certainly interesting to see former grain silos transformed in to a quality hotel. Thanks must go to Launceston City Council for being so accommodating with the project and Matt Skirving for his excellent presentation.

TAMS Membership

If you or a colleague have any interest in joining TAMS please do not hesitate to contact Peter Donato at pdonato@ccc.tas.gov.au I would be happy to discuss the benefits of membership to yourself and your organisation.

TAMS Enquiries

Should you have any queries in relation to upcoming events please contact any of the TAMS management committee via the details on the website. www.tasams.com.au

Peter Donato
President TAMS





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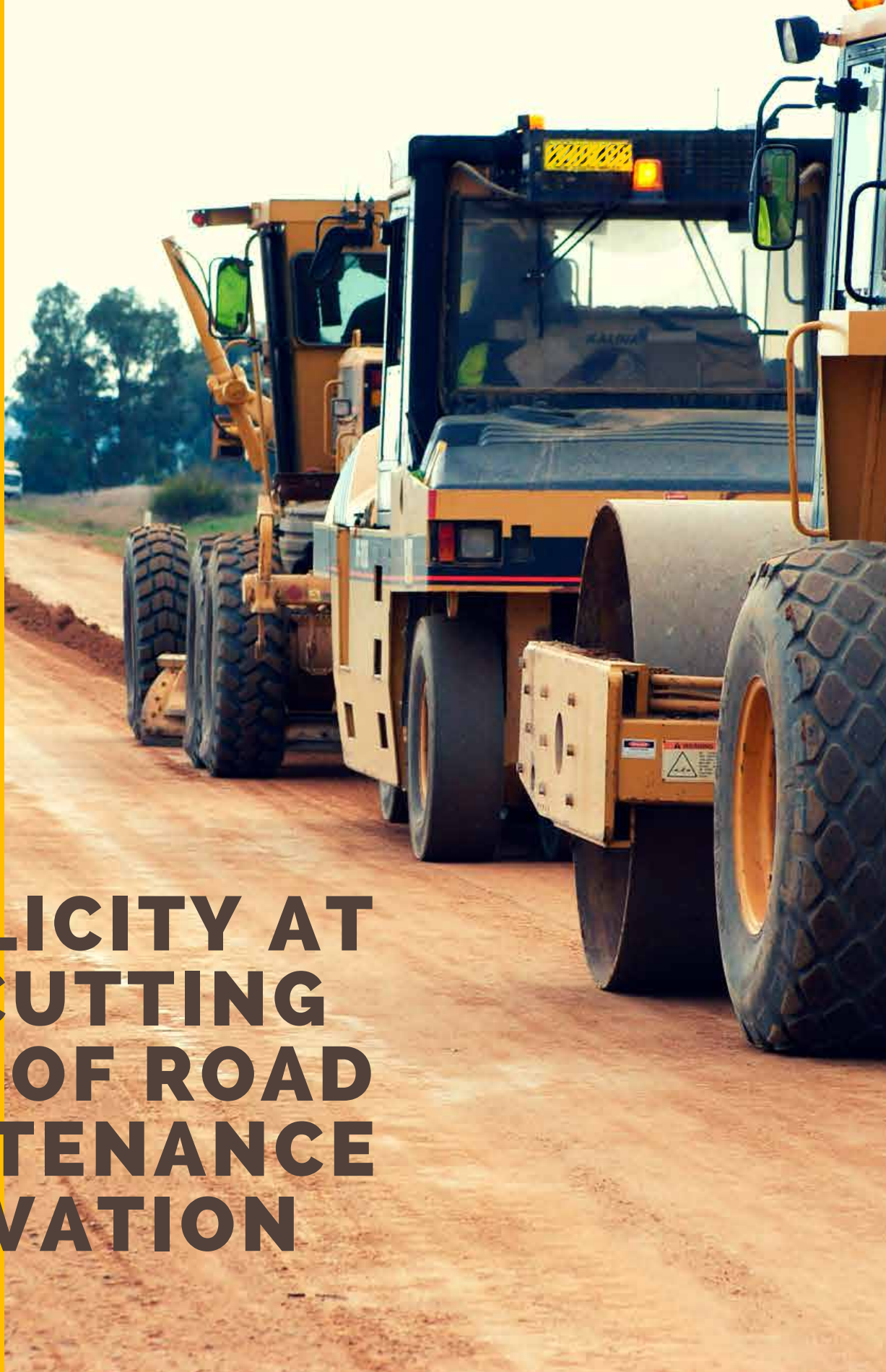


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1. Repeated heavy truck loading to the section being re-sheeted often leads to deterioration of the council roads leading to the road being maintained. This is often referred to as chasing your own tail and is not financially sustainable.

2. As gravel pits continue to close for environmental and other concerns, the purchase of material and cost of transport to site becomes more expensive. Heavy trucking routes are then extended, resulting in further cost to road authorities.

One of the many reasons new material is imported is to overlay clayey materials which soften when wet, making for dangerous driving conditions. These sections then require ongoing maintenance to meet service intervention levels.

Many councils have adopted a new practise to rejuvenate their existing road materials without

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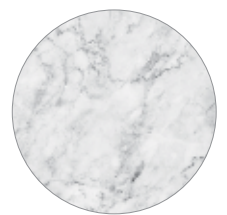
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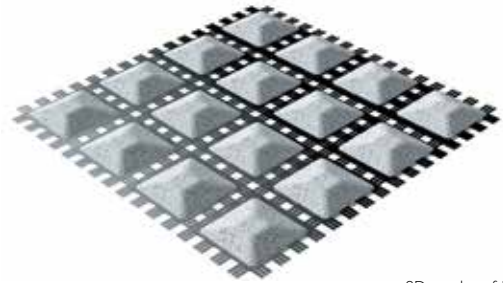
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Stops erosion in its tracks

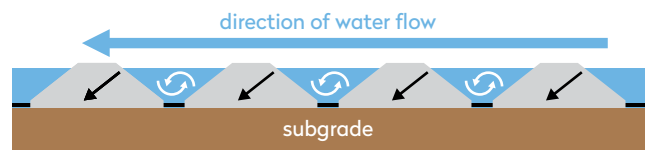
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3D render of Earthlok.



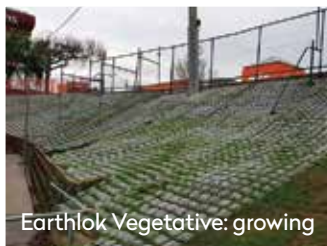
The pyramid shape of EARTHLOK utilises the flow of water to force the block down into the subgrade, and allows backfilling to further anchor the block.



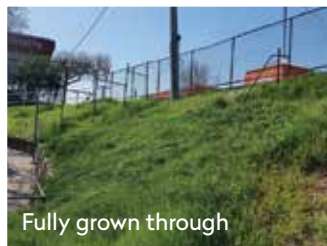
Before: Storm water outlet and eroded embankment



After Earthlok installation (Non Vegetative)



Earthlok Vegetative: growing



Fully grown through



Grassed gutter drain Before:



After Earthlok installation

BENEFITS

- Permanently eliminates erosion
- Versatile with many applications
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- Effective on steep slopes
- Durable. Can be driven and mowed over
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- Low installation cost, no cement trucks
- Open cell design for vegetation growth
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APPLICATIONS

- Permanent erosion solutions
- Bank stabilisation
- Shoreline protection
- Hard stand areas
- Temporary road/site access
- Waterways & boat ramps
- Dust mitigation



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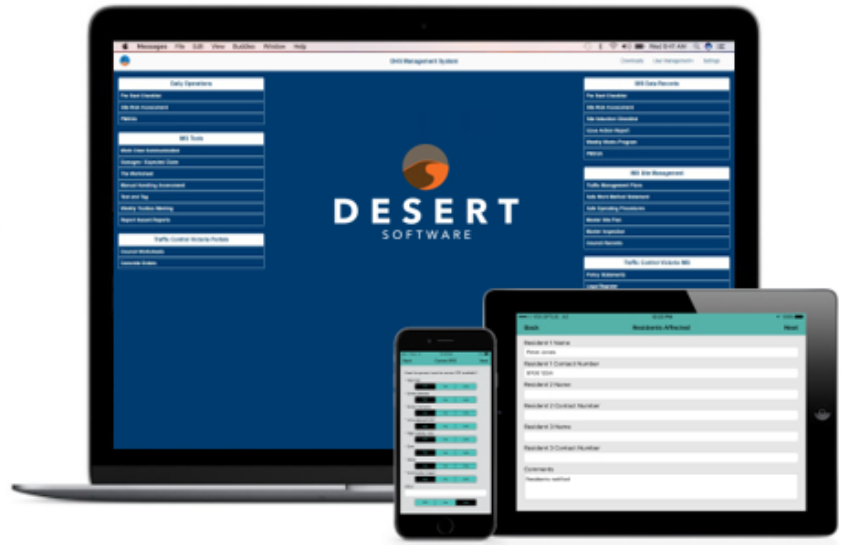
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


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Gary Johnson

0433 890 850

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AF Gason Pty Ltd in Ararat Victoria is an Australian manufacturer of Agricultural & Industrial machinery with over 70 years experience that began as a tractor cab producer in 1947. For more than a decade Gason have been manufacturing a range of mowers and slashers from 6ft/1.8m to 41ft/12.5m for Public Works to Agriculture applications which has been the result of the acquisition of Chris Grow (CGE) Mowers and Slashers in 2010 as well as continued research and development from then onwards.

The Public Works models are used for roadside verge, parks maintenance, forestry services and the open green areas of airports and military bases around Australia. Gason have an Australia wide dealer network and their sales team can advise a suitable model for any application.

The founding father was Mr Frank Gason and the company remains a family owned business today with second, third and fourth generation family members occupying key roles within the business's day to day management.

CGE started designing and manufacturing the award winning Mowers and Slashers in 1977 and exported to USA, Europe, South Africa and New Zealand. CGE was the first Australian agricultural machinery manufacturer to be European Certified (EC) based on the stringent standards in the European Union (EU)' in 1999.

Chris Grow works closely with Technical Services Director Greg Gason to keep model innovation at the forefront. Gason is a true blue Aussie firm and a significant regional employer with 180 staff over three plants in Victoria and welcomes clients to tour the modern factory/head office in Ararat 200km west of Melbourne.

The Public Works models are a fully featured VHD "Very Heavy Duty" Slasher range and stems from operator input to gain the best performance and ground use efficiency.

Models start with 3 Point Linkage (3PL) tractor mounted Single Rotor slashers of 6ft/1.8m & 7ft/2.1m, Taper Back and 7ft/2.1m & 8ft/2.4m Straight Deck. Twin Rotor centre mount 3PL and the versatile "on the move" hydraulic Side Shift 8ft/2.4m model that offers 1.95m offset to left or 1.65m right from centre of Tractor. Twin Rotor 10ft/3.0m & 12ft/3.6m are centre mount 3PL.

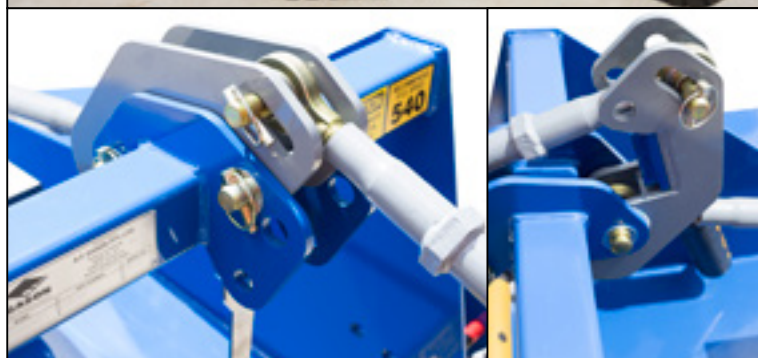
The tractor drawn range start with 10ft/3.0m & 12ft/3.6m Twin Rotor Flat Deck, 15ft/4.6m & 20ft/6.1m Triple Rotor Delta Flex Wing, 24ft/7.3m Four Rotor Winged and 35ft/10.7m & 41ft/12.5m Six Rotor Winged for wide green areas. All models comply to the February 2011 Slasher Directive "A Guide to Health and Safety Standard".

SINGLE ROTOR

Clean top fall away deck reduces mulch and seed build up and easy cleaned via blower or hose, no grass covered trip points whilst operator is servicing or adjusting. Tapered back design reduces turning radius and allows cutting close to fences/road posts etc.

The 3PL connection to tractor is world class. Centre mount and offset to left linkage position is used to favour road verge/fence line work. Cat 2 & 3 and USA Cat 3 quick hitch frame compatible gives the entire operator hook up practice respected by OHS authorities. 3PL top link connection float or lock bracket gives the versatility of fine float for low cutting with rear wheels so the slasher will not bottom out on the skids if the tractor wheels travel through a drain or rut. This is a major problem for height control with slashers with a fold down chain brace secured headstock/tower.

28 | summer 2018



SINGLE ROTOR (CONTINUED)

For use in rugged and steep terrain (e.g. banks, bridges and going through creeks) just reposition the pin for full floatation. Refer attached photos "Top Link Connection & Float".

The floating bracket has a limiting stop to prevent the slasher body rising too high causing possible damage to the Power Take Off (PTO) shaft to the tractor that could cause injury. Chain towers don't and have a polyurethane shock absorber pad to softly reconnect as the machine is lifted. A well proven part from use with broadacre tillage equipment.

Wheels on this model are one pivot king pin single or dual wheels giving a very stable platform and not losing any benefit on the turning radius a tapered back swing delivers.

The wheel kit comes standard with a screw type adjuster to set cutting height. The secondary screw adjuster mounted on the wheel main arm to the pivot allows for perfect setting to the king pin to remain vertical. This allows the wheels to castor around with the cutting height remaining the same.

This feature is important for those Shires that are responsible for the grounds maintenance of the surrounds of sporting fields and complexes. Rapid operator/drivers with forward/reverse shuttle shift gears just think this is fantastic.

There are several contractors who are extremely pleased with the hydraulic fold up wheel option which instantly allows the operator to control from the tractor seat the ability to fold up and inwards over the deck – the complete wheel assembly to reverse into corners/fences shrubbery etc. No more limitations from two individual wheel arms pinned at set height out the rear backing into unknown obstacles.

TWIN ROTOR

The 8ft/2.4m Taper Back models have similar features to the Single Rotor and are manufactured to give the widest possible cutting width to an overall road legal size of 8.2ft/2.5m with a choice of rear wheels or roller. 10ft/3.0m & 12ft/3.6m have optional wheel kits.

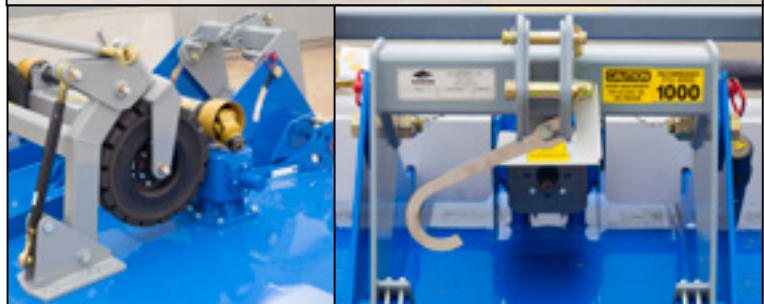
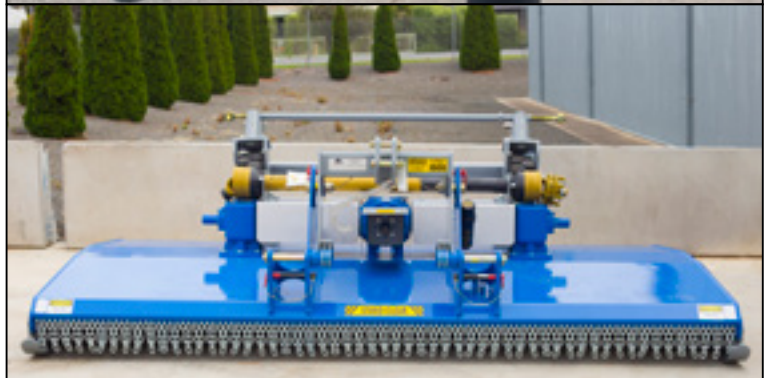
TRIPLE ROTOR

The 15ft/4.6mt. & 20ft/6.1mt. Delta Flex Wing Slashers are fitted with six wide profile floatation tyres on the rear and can have optional front wing caster wheels to prevent scalping of undulations when low cutting, especially for Air Field work. Units our easily road transported as wing fold to road legal width.

FOUR & SIX ROTOR

24ft/7.3mt., 35ft/10.7mt. & 41ft/12.5mt. Winged slashers suit the Broadacre wide green areas such as Airports & Military Bases where high Air Traffic movements limits when the slasher can be used so a requirement to cover as much ground as possible whilst working.

Please refer the corresponding drawings and pictures and visit our website www.gason.com.au to see our Mowers and Slashers in operation. At Gason we look forward to your enquiry in regards to an interest in our Australian designed and manufactured machinery that is built to last and fitted with performance features preferred by operators.



THE FLAGSHIP 41ft

In use with 300 to 600 Horse Power tractors shows testament to the quality components and Italian and German Drive Train use across the VHD range.



AF GASON PTY LTD

29-31 BLAKE STREET, ARARAT, VIC 3377

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summer 2018 | 29

more photos from NW&EC 2018



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- **ACT:** 3 Shropshire St, Queanbeyan, 2620
- **SA:** Unit 3, 74 Fullarton Road, Norwood, SA 5067
- **QLD:** Unit 2, 116 Crockford St Northgate, QLD 4013
- **WA:** 10 Boulder Rd, Malaga, 6090
- **TAS:** Unit 4, 18A Hull St, Glenorchy, 7010
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SVC specialises in the production of precast concrete solutions and accessories for **Civil & Infrastructure** and **Urban Design & Landscape Architecture**.

CONCRETE SPEED CUSHIONS

- DESIGNED TO LAST -

Tired of deteriorating rubber speed humps in your municipality that require frequent replacement?

Make the switch to *engineered concrete speed cushions* for long-lasting durability.

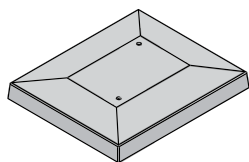
Pre-fabricated in a controlled factory environment, SVC's precast concrete speed cushions are steel-reinforced for maximum strength. Easy and quick to install, they provide a low-maintenance solution.

Customisation of the base colour and aggregate mix is available for clients who desire a unique product.

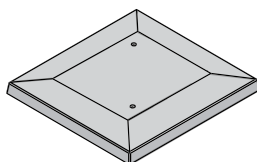


Concrete speed cushions installed in the City of Hume.

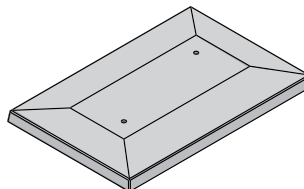
AVAILABLE SIZES



L 2040
W 1740
T 275




L 2040
W 1940
T 230





L 3000
W 2000
T 230

Custom sizes and additional features such as cast-in light reflectors are available upon request.

BASE COLOURS

 off-white

 plain grey

 charcoal

Custom colours and stone mixes are also available.

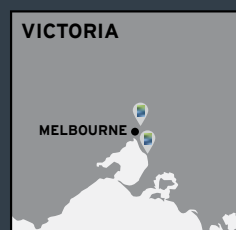
- ACCESS COVERS
- STEEL GRATES
- CONCRETE PITS
- KERB LINTELS
- TRADE WASTE
- DETENTION SYSTEMS
- ENDWALLS
- SLEEPERS
- BUILDING PRODUCTS
- PAVING
- FURNITURE
- PLANTERS
- BOLLARDS
- SIGNAGE
- BESPOKE ITEMS

MADE IN MELBOURNE SINCE 1948.

For 70 years, SVC has manufactured and supplied the local construction industry with quality, high-performing products for Civil and Infrastructure.

Our extensive product range includes building and landscape products and solutions for road and civil construction.

Delivery or pickup from Mordialloc & Thomastown.



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Thomastown VIC 3074

**NATIONAL MANUFACTURING &
DISTRIBUTION CENTRE**
38 Japaddy Street,
Mordialloc VIC 3195

Developing your future workforce

Today's workforce is an ever-changing environment. As community demands grow and technology challenges old ways of working, we find ourselves needing to adapt to change and further develop skills and knowledge to keep on top of the game. According to the IQ skills Local Government 2018 Draft Industry Skills forecast, 37% of the local government workforce is aged 50 years of over, which is higher than average for other industries. One of the big challenges faced by Local Government is an ageing workforce with a significant percentage of staff due to retire within the next 10-15 years. If you haven't already, you probably need to start thinking about how you are going to fill the places of experienced workers to keep operations running smoothly.

The Department of Education and Training, Victorian Employer Skills Survey, 2017 shows that over half of the 12,100 employers surveyed found it difficult to recruit new staff. The main issues they faced were finding people who had the relevant skills and experience to do the job. The key skill gaps were in technical or job specific skills (69%), management and leadership skills (40%) and problem-solving skills (35%). This poses the question, is our current workforce not given the opportunity to upskill and develop currently sought-after skills or are new entrants into the workforce not considered because employers are placing a higher emphasis on employment history?

So how do we fill the workforce gaps? Do we wait in hope that a job ready candidate will present themselves? The probability is, you will need to develop or upskill your new recruits in some aspect of the job, and that may not be such a bad thing. I think back to my teens when I was learning to drive. My parents, probably driven by the fear of sitting in the passenger seat with their hand eye coordination challenged daughter, hired a driving instructor to teach me. The first question the instructor asked me was 'have you

had any driving lessons with your friends or family?' With hesitation I responded 'no, this is the first time I'm driving'. He smiled back at me and said 'great! That means we have no bad habits to break.' The same could be said for your new recruits. If you have the time and resources to invest in developing the people you hire you may benefit from someone who has a great attitude, transferable skills and a willingness to learn the job specific skills you need to make your team complete. You may also consider investing your current employees to ensure they have current and relevant skills needed to be effective now and into the future.



So how do we fill the skill gaps?

Step 1: Identify development needs and set development objectives

Too often I meet with organisations to discuss commencing a training program and when I ask 'what are the training objectives? Are their specific development needs you'd like addressed' I'm met with blank faces and confused looks? While an 'off-the-shelf' training course might address a broad range of development needs, unless the people commissioning the training have a clear idea of what the training objective is, how can they be sure you are getting a return on their investment if you don't know what you're investing in? Conduct a training needs analysis.

Establish what your staff need to be able to do and look for any gaps that need to be developed.

Step 2: Determine the most appropriate development method

Having worked with Council outdoor staff over the last 5 years, I've seen that hands-on, work related tasks have the best impact. Our Cert IV and Diploma leadership focused programs require completion of a workplace projects which often takes learners far outside their comfort zone. With a little support, the sense of achievement on completion boosts confidence, particularly when the projects are implemented into the workplace. Where possible, ensure your development strategy produces a tangible workplace outcome. This is the best way to get return on your investment.

Development methods might include:

- internal or externally facilitated workshop and short courses,
- e-learning or distance learning,
- qualifications, traineeships, apprenticeships (these may also attract government incentives for employers)
- internal on the job coaching or mentoring

Step 3: Motivate, encourage and support staff undertaking development activities

Ever had staff reluctant to undertake training? Sometimes reluctance comes when staff are lacking confidence in their own abilities to

successfully complete development activities. Over the years, I've had a number of students tell me at the end of a course that they didn't think they'd be able to do the qualification, but thanks to management encouragement and support from trainers they not only achieved the end goal, but also built self confidence in their abilities.

If you are going to commit staff to training or development activities, make sure they are getting support from all levels of management. Give them the time needed to attend training, complete learning tasks and give them opportunities for practical application of newly learnt skills.

To get the best results from your development strategies, know what your development priorities are, set measurable objectives and support staff through the development process. A good training and development provider can also help you in this journey. TME has helped organisations do this for over 25 years and specialises in helping workplaces identify and fill gaps in their staff development needs. In 2012 TME established a relationship with the MWOA to develop the Certificate III in Local Government Operational Works. Over the last 6 years we have worked with 36 Victorian Councils to deliver a broad range of qualifications, tickets, customised short courses and consultancy services for all areas of Council Operational Works. Contact us for a no obligation chat about your development needs on 1800 863 863.



Anita Steinmetz
Training Program Manager

Take your professional development journey with TME

Certificate III in Local Government (Operational Works)

For frontline Works Officers responsible for maintenance of Council assets. Understand the important role you play in delivery of Council services and expand your knowledge of road, bridge and drainage maintenance.

Certificate IV in Local Government (Operational Works)

For experienced staff and emerging leaders in Operational Works departments. Develop team leadership skills, learn about project management and operational planning.



Diploma of Leadership & Management

For Works Supervisors, Team Leaders or those aspiring to move into leadership roles. This program focuses on the management of people, processes and continuous improvement.



Talk to us about running one of these courses at your Council

Qualifications are delivered with State and Commonwealth Government funding subject to eligibility.





DON'T PUT YOUR LIFE ON THE LINE

**TAKE YOUR TIME AND WORK
SAFELY AROUND POWERLINES**



A young Victorian vegetation worker died in 2014 when a branch he was trimming for a home owner fell on to high voltage powerlines. This happened even though he was outside the regulatory clearance space. Be aware of the No Go Zone rules and cutting and clearance requirements, and always ensure appropriate branch control. Don't take chances with your safety – it's not worth putting your life on the line.

For more information go to esv.vic.gov.au

**Assess the situation
before you start.**

Be aware of any powerlines nearby. What are the possible dangers? Could this branch hit the powerline?

**Always know the
No Go Zone for
your specific job.**

Different jobs have different requirements. Be informed.

**If you're unsure,
don't proceed.**

Call and ask the relevant distribution business for:
SPAusNet 1300 360 7
Powercor 13 22 06
CitiPower 1300 301 1
Jemena 1300 131 87
United Energy 1300 13

What is the cost of ignoring risk?

Business has never been easy, there are always pressures on reducing cost, increasing profit working within a budget, dealing with industrial relations, paying tax etc etc. The skill of juggling all those issues plus more has been the challenge of many a CEO, CFO, COO and many have fallen by the way side during their career.

These issues are all “Risks” to a business and to a CEO’s employment, but why do they have such a high focus? The reason for the high focus is that all the issues have an immediate and measurable effect. Don’t make a profit, noticeable within 4 weeks, don’t pay the tax, noticeable in 30 days, Industrial dispute, immediate... so all these become a thorn in a CEO’s side, so they get attention. The good old squeaky wheel syndrome

All of these events have an element of “Pure Risk” regardless of their technical components. Therefore, do we treat all events as Risks or just the ones that are going to bite us? What about the Risks that do not have a squeaky wheel, but are still Pure Risk? What about the good old safety Risk, Workplace Health and Safety. How much focus does that get? At this point you will be saying “*we are a safe organisation and have a good handle on OH&S*”. Excellent, we have long seen the significance of workplace health and safety and the Technical Risks and Responsibility Risks. We now have quarterly committee meetings, representatives from all levels discussing safety, systems to control and monitor, specific staff to look after the safety and risk areas. Basically, many things are in place to ensure the CEO is meeting their legal obligations, prevent fines and potential jail terms.

Under OH&S do you have systems to ensure the:

- | | | |
|--|----------------------------|----------------------------|
| • forklift capable of lifting the load? | <input type="checkbox"/> Y | <input type="checkbox"/> N |
| • operator has a forklift licence? | <input type="checkbox"/> Y | <input type="checkbox"/> N |
| • workshop machines are guarded? | <input type="checkbox"/> Y | <input type="checkbox"/> N |
| • fire extinguishers are all in place? | <input type="checkbox"/> Y | <input type="checkbox"/> N |
| • fire extinguisher testing is current | <input type="checkbox"/> Y | <input type="checkbox"/> N |
| • electrical leads crossing walking areas uncovered? | <input type="checkbox"/> Y | <input type="checkbox"/> N |
| • electrical lead test and tag is current? | <input type="checkbox"/> Y | <input type="checkbox"/> N |
| • Residual Current Devices (RCD) operate? | <input type="checkbox"/> Y | <input type="checkbox"/> N |
| • employee is not affected by D&A? | <input type="checkbox"/> Y | <input type="checkbox"/> N |

The chances are you have answered Yes to all of the above without any major issue. (*if you got some NO's then you might need to review your OH&S system*) The question then needs to be asked, why were you able to get to YES with these questions? In most cases this is achieved because we are familiar with the requirements and legislation, but more over its because its in our face all day every day.

Most of us now clearly understand the OH&S legislation, and the impact of WorkSafe authorities and inspectors.

Now let’s move to another equally powerful section of legislation; Chain of Responsibility (CoR) under its authority, National Heavy Vehicle Regulator (NHVR). CoR legislation has been around since 2003 and has been bubbling along for the last 15 years. New rules have now come into play as of 1st October 2018 which have brought CoR in line with OH&S.



How would you come up on a similar questionnaire to above, but about CoR?

Does your site have systems to ensure that the vehicle entering or leaving your site:

- Is loaded to correct gross mass? ☐Y ☐N
- Is loaded to correct axle mass? ☐Y ☐N
- Is correctly restrained? ☐Y ☐N
- Is DG licenced? ☐Y ☐N
- Is registered? ☐Y ☐N
- Is insured? ☐Y ☐N
- Is roadworthy? ☐Y ☐N

Does your site have systems to ensure that the driver entering or leaving your site:

- Is licenced? ☐Y ☐N
- licence matches the vehicle? ☐Y ☐N
- Is not fatigued? ☐Y ☐N
- Has legal hours for the trip? ☐Y ☐N
- Is not affected by D&A? ☐Y ☐N
- Is not affected by a health issue? ☐Y ☐N

How did you go with this list, did you get any NO's here? Well if you did get a NO then you could be in trouble under the 2018 legislative changes.

Let's get back to the risk implications of CoR compliance failure, as with all safety issues there are associated fines and penalties. Under CoR penalties there are 3 categories, which are as follows:

CATEGORY 3 - Breaches safety duty

\$50,000 individual - \$500,000 Corporation

CATEGORY 2 - Risk of death / injury

\$100,000 individual - \$1M Corporation

CATEGORY 1 – Recklessness

5 years imprisonment

\$300,000 Individual - \$3M Corporation

We also need to examine the coverage of CoR, the coverage is a lot wider than you would expect, the following functions are covered under CoR:

- Consignor/Consignee
- Receiver
- Scheduler
- Loader
- Mechanic
- Driver
- Procurement

Under the CoR Act any person who has any influence on the activities of a heavy vehicle is Responsible, accountable and legally liable. This may range from the CEO right through the office and workshops.

Remember under the CoR Act:

“you cannot contract out your accountability”

as such using subcontractors does not remove the Risk.

How do you mitigate your risk under CoR?

In all aspects of Risk, elimination is the ideal but not really achievable, as such we must minimise and/or mitigate. As such we look for methods to achieve this and many have been adopted widely under OH&S. Now for CoR businesses need some mechanism to manage and control CoR safety and compliance. In most cases a Safety Management System (SMS) is an appropriate method.

A usable model for a CoR Safety Management System has 4 pillars, as follows:

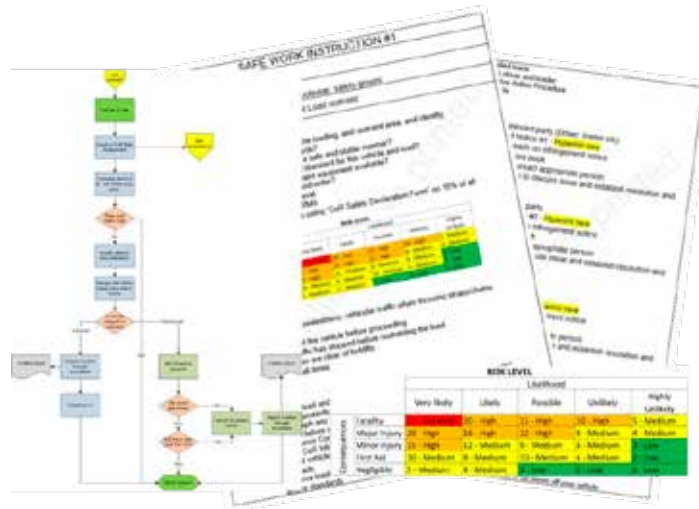
PILLAR 1 – SAFETY POLICY	PILLAR 2 – SAFETY RISK MANAGEMENT	PILLAR 3 – SAFETY ASSURANCE	PILLAR 4 – SAFETY PROMOTION
<ul style="list-style-type: none"> • Management commitment • Safety accountabilities • Appointment of key safety personnel • Documentation 	<ul style="list-style-type: none"> • Risk management allows you to: • Identify risks • Understand risks • Make informed decisions 	<ul style="list-style-type: none"> • Monitoring how the system operates • Measuring safety performance • Managing change • In order to: • Continually improve the system 	An SMS must include: <ul style="list-style-type: none"> • Education and processes for training personnel in safety-critical areas • Effective two-way communication between managers and employees

To ensure these 4 Pillars are covered suitably, which will lead to CoR compliance additional controls will also be needed which are:

- Policies
- Procedures
- Training
- Implementation
- Application
- Risk assessment

- Corrective action

Which may look something like this:



Within any business there needs to be some form of structure for the entire organisation to follow and know where they fit with the roles. The typical structure for this is laid out below:

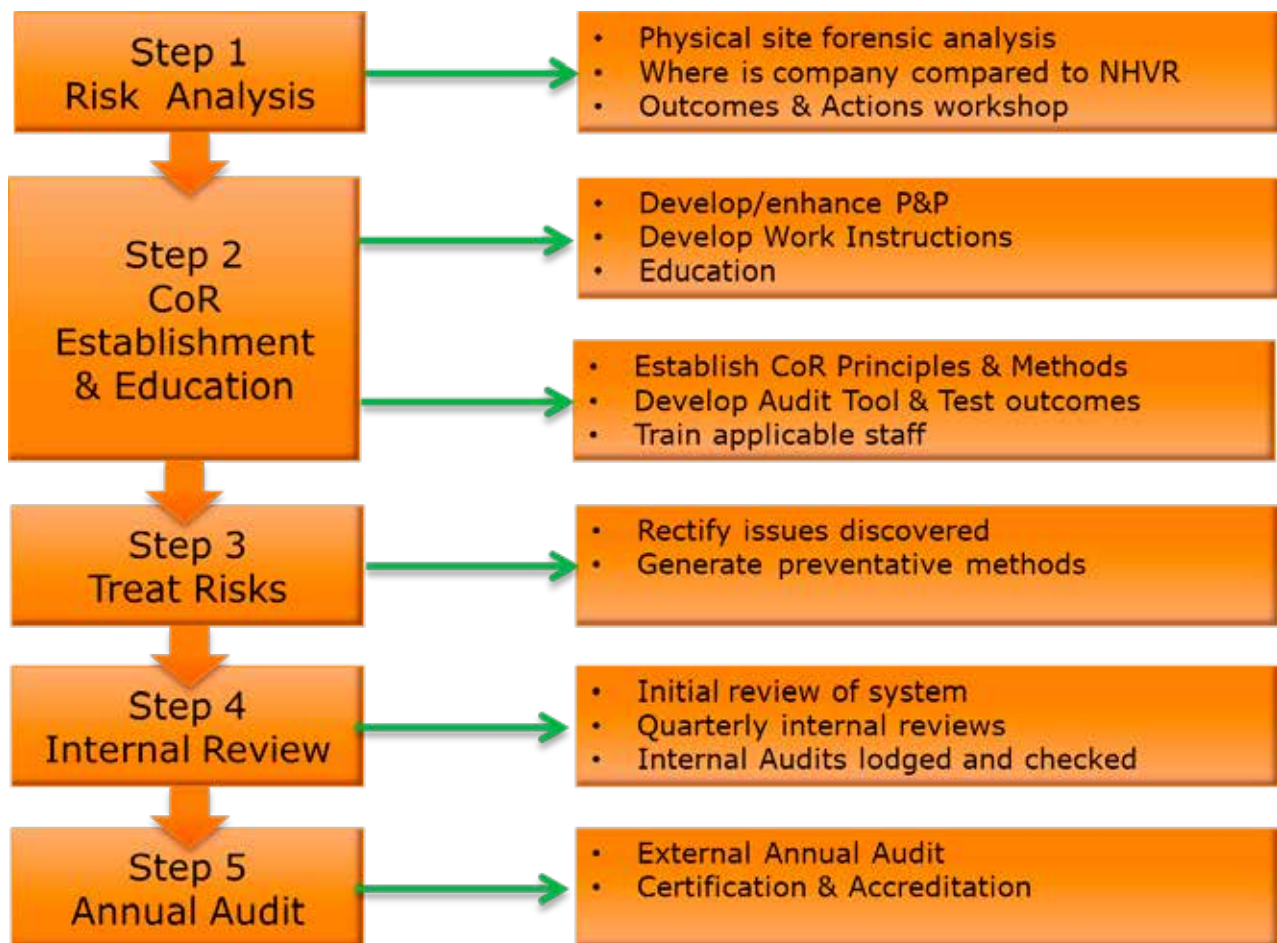


- **CoR Owner**
 - You MUST have a person responsible and accountable for CoR compliance.
- **Board Support**
 - You MUST have board support, commitment and reporting.
- **Resources**
 - The Owner MUST have the resources – budget etc
 - Authority to undertake the task.
- **Project Team**
 - Owner needs a project team to support the implementation of CoR.
 - Change Management
- **Working Groups**

- Ideally create a supplier and a customer working group to work through collaborative issues.
- Objective: Proactive risk management across the chain.
- **Auditor**
 - An external auditor to annually audit for compliance to CoP or audit standard.

What to do next?

It is incumbent on all businesses that they have a mechanism to manage and control CoR to prevent a Category 3 fine. What steps do you need to take to ensure you have a level of compliance, you should follow the following steps.



At this point you are probably overawed by all of these requirements of the act, well lets add an additional dimension, with this statement from that CoR Act:

In-Action is a culpable as Action

Effectively you do not have a choice with this legislation and all businesses must have a control mechanism. To assist you in this area the MWOA has a series of presentations on this subject to guide you to safety. The Victorian dates and locations are:

- 24th October – Wangaratta
- 26th October – Warrnambool
- 30th October – Horsham
- 14th November - Bendigo

LATUS

So, the task seems mammoth at this point, but don't panic, contact:
LATUS on 1300 008 386 or email mike@latus.edu.au
 for a special MWOA compliance package.

MWOA DATES TO REMEMBER

Victoria

Gippsland GM

16th October

North East GM

24th October

South Western Branch GM

26th October

Wimmera Mallee GM

30th October

Central Branch

14th November

Ballarat Branch

16th November Ballarat Xmas Function

Melbourne Special GM

21st November AGM

Melbourne

5 December - R&S Grating

60 SECONDS

60 Seconds with **Brian Weeks** **Overseer Works - Maintenance and Open Spaces** **State President - Works Officers Association Queensland**

Nick Name

Weeksy

Favourite Food

Moussaka

Favourite Book

? Len Beadell's books on Construction of the Gunbarrel Highway

Favourite Sport

V8 Supercars

Favourite Movie

Running on Empty

Hobbies

Renovating, playing with cars (mainly 4WD), caravanning (not enough) and Work. (Sad I Know)

Do you have a pet?

Polly the German Wire Haired Pointer

Dream Job

Probably what I currently do, it has many challenges.

Ideal Holiday

Places rich in history and culture be it in Australia or overseas

What type of car do you drive?

Toyota Landcruiser, 105 Series

Your favourite tv show ?

Russell Coite



Increase your spray season by up to 3 months

Multibond SS

- 62% bitumen emulsion
- Used for heavy patching and sealing applications
- Improved breaking behaviour over a standard CRS emulsion
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- Greater tolerance to dusty or wet aggregates

Eco Grip and Eco Flex high bitumen content emulsions

- Water based high bitumen content emulsion, with either 70/75% bitumen content
- Used for light, medium and heavy spray sealing applications
- With the addition of polymer, Eco Flex has an improved cohesion rate to aggregate than regular high bitumen content emulsions
- Sprayed at lower temperatures than bitumen, allowing you to extend your spray season into the cooler months whilst using less cutter
- Safer to use than hot bitumen

