

The National Safety Governance Conference 2009

Revitalising the Health and Safety System via
Integrated Strategies Targeting Improvements in
Reporting, Culture, Leadership and Governance

Liquid Learning is proud to present this interactive
conference featuring leading case studies and industry
specialists that tackle the practical issues head on.

FEATURED SPEAKERS



Chris Towsey Chief Operating Officer
Citigold Corporation Limited



John Taya Executive Director, Organisational Development
Main Roads WA



Simon Burgess Safety Manager
Aurora Energy



Louise Cross Manager, OHS Services
SA Water Corporation



Glen Hollingshed Corporate Safety Manager
OneSteel



Gary McLauchlan System Safety Specialist
AirServices Australia



Tilman Rasche Senior Inspector of Mines
Department of Mines and Energy, Queensland



Stan Sexton Corporate Manager, Safety
Public Transport Authority



Dr Ross Trethewey Group Manager, Health, Safety and Environment
Mirvac



Simon Brown WA Region Safety and Health Coordinator
Leighton Contractors



Paul Cutrone Partner, Health and Safety
Sparke Helmore Lawyers



Gavin Wright Manager, Environment and Safety
Transend Networks



Nicholas Ward Senior Project Manager
Konekt Australia



12 & 13 May 2009
Citigate Central Hotel, Sydney

EXPLORE

- Effectively Managing Safety Resources in a Turbulent Economy
- Ensuring that Leaders and Managers Reinforce and Model a Strong Safety Culture
- Achieving Employee Engagement through Organisational and Cultural Change Initiatives
- Driving a Culture of Proactive Reporting, Compliance and Effective Risk Management

PLUS POST-CONFERENCE WORKSHOPS

Two Separately Bookable, Half-Day
Workshops on 14 May 2009

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8.30 - 8.55 **Registration and Morning Coffee**

8.55 - 9.00 **Opening Remarks from the Chair**

9.00 - 9.45 **OPENING KEYNOTE CASE STUDY**

Safety as a Core Business Value - Defining Best Practice in Corporate Health and Safety Governance

It is essential that best practices in health and safety come from the top. However, there is still a lack of engagement at the highest levels and directors are still unclear as to their role in health and safety leadership. This session will assist in ensuring that risks within the business are properly controlled. Chris Towsey will discuss:

- Upholding safety as a top priority in business strategy development
- Monitoring compliance with the approved health and safety policy
- Assessing health and safety standards to identify opportunities for eliminating and controlling HSE risks
- Receiving reports concerning HSE incidents
- Considering HSE issues that may have strategic business implications

Chris Towsey Chief Operating Officer
Citigroup Corporation Limited

9.45 - 10.00 **Questions and Discussion**

10.00 - 10.45 **CASE STUDY**

Covering All Bases - Considering the Risks Workers Take

Ensuring quality in hazard identification, risk assessment processes and risk control is essential in managing safety accountabilities. Effective safety information management plays a key role in integrating OHS systems with continuous improvement. This session will include:

- Examining the implications of near misses that go under the radar to improve process design and implementation
- Developing a methodology for the management of near misses and unforeseen events to understand the root causes of incidents
- Identifying positive lead indicators as a prevention measure
- Auditing and tracking - Demonstrating results and improvement in safety performance

Louise Cross Manager, OHS Services
SA Water Corporation

10.45 - 11.00 **Questions and Discussion**

11.00 - 11.15 **Morning Tea**

11.15 - 12.00 **CASE STUDY**

Building and Using OHS Data Systems

Konekt is one of Australia's largest providers of organisational health and risk management solutions, with over 60 years experience in helping businesses minimise the impact of workplace injury and related workplace costs.

This session will cover:

- Why data management and OHS objectives are vital for corporate governance and risk management
- How to use data to develop meaningful and effective OHS objectives
- Case studies of organisations who have engaged effective strategies versus those who have not
- Making full use of developing technologies to build better OHS data collection systems without having to work harder
- Interpreting and designing strategies based on OHS data
- How to effectively measure OHS culture

Nicholas Ward Senior Project Manager
Konekt Australia

12.00 - 12.15 **Question and Discussion**

12.15 - 1.15 **Networking Lunch**

1.15 - 2.00 **CASE STUDY**

Employee Engagement in Safety Culture - Revitalising Communication Channels for Continual Safe Operation

A true understanding of safety consequences in the minds of people and in the organisation's dynamics is fundamental for integrating safety systems with governance. This session will cover:

- The principles of reporting integrity: What needs to be reported and why
- Maintaining cultural rules: Upholding arrangements that encourage and support reporting
- Streamlining channels of communication for effective internal and external processes
- Management Response: What happens following an incident report
- Protecting your organisation: Strategies for safety compliance and business benefits

Gary McLauchlan System Safety Specialist
AirServices Australia

2.00 - 2.15 **Questions and Discussion**

2.15 - 3.00 **CASE STUDY**

Strategies for Building a Sustainable Safety Culture and Workplace Commitment

Leighton Contractors has a proven track record of expertise and innovation that spans over 55 years to become today's industry leader. Hear how Simon Brown implemented his change management and cultural change interventions through the "Leighton Contractors Western Region" behavioural strategies. He will also discuss:

- The need for influence and intervention to sustain effective safety models
- Encouraging the awareness that all workers can influence a situation or individual through their own actions and words
- The role of the "Human Factor" in control strategies to minimise the risk associated with a hazard
- The importance of everyone's obligation to intervene

PLUS WORKSHOPS!

A selection of **TWO** Post-conference workshops on 14 May 2009

SUPER SAVER DISCOUNT

Receive up to \$200 off registration if you register and pay by 13 March 2009

when an unsafe act is witnessed – before the incident occurs

Simon Brown WA Region Safety and Health Coordinator

Leighton Contractors

3.00 - 3.15 **Questions and Discussion**

3.15 - 3.30 **Afternoon Tea**

3.30 - 4.15 **CASE STUDY**

The Way Forward - Emerging Risks and Priorities in Health and Safety

Transend Networks Pty Ltd owns and operates the electricity transmission system in Tasmania. Its safety initiatives have been guided by its commitment to give health and safety precedence in all business activities. This session will explore how Transend Networks has consolidated its future safety framework and will discuss:

- Prioritising health and safety in a turbulent economy
- Implementing best practice development and the application of lead performance indicators
- Counteracting increased risks through effective leadership

Gavin Wright Manager, Environment and Safety
Transend Networks

4.15 - 4.30 **Questions and Discussion**

4.30 - 5.15 **CASE STUDY**

Raising the Profile of Safety Culture Within the Business

Learn about the challenges and rewards of empowering employees in workplace safety. Simon Burgess will draw on his experience at Aurora Energy in closing the gap between top management and the workforce. This session will discuss:

- Communicating the safety message and setting the foundations for the right safety culture
- Getting the message across - Not only to the frontline but to obtain the critical management buy-in
- Measuring the progress of improved safety procedures - Are we there yet?

Simon Burgess Safety Manager
Aurora Energy

5.15 - 5.30 **Questions and Discussion**

5.30 - 6.30 **Networking Drinks**

9.00 **Opening Remarks from the Chair**

9.00 - 9.45 **CASE STUDY**

Facilitating Good Decision Making for Successful Corporate Governance

The process of corporate decision making is of the utmost importance for successful management and must be informed by good sound data. Tilman Rasche will apply his significant experience as a Mining Superintendent and Health and Safety Manager to address:

- Checking the “health” of the workplace - Striving for consistent detection systems and stability
- Managing and sharing information to improve communication and relationships across the workplace environment
- Avoiding the pitfalls of poor decision making - Making corporate knowledge accessible
- Showcasing TYREgate - The practice model for accidents and incident data storage, analysis and reporting to decision makers

Tilman Rasche Senior Inspector of Mines
Department of Mines and Energy, Queensland

9.45 - 10.00 **Questions and Discussion**

10.00 - 10.45 **CASE STUDY**

Health and Safety Governance and the Law

Demonstrating effective health and safety governance is a critical aspect in achieving health and safety compliance. Organisations and those individuals with liability under health and safety legislation should be in a position to demonstrate good health and safety governance within their organisation. This presentation will examine:

- The framework surrounding health and safety governance
- The integration of health and safety governance into an organisation
- Mechanisms for monitoring the ongoing effectiveness of the health and safety governance arrangements
- How health and safety governance is examined through the investigation process and court proceedings
- Insight into what this may mean for an organisation and its management
- Preparing for the future - Any potential impact of OHS harmonisation

Paul Cutrone Partner, Health and Safety
Sparke Helmore Lawyers

10.45 - 11.00 **Questions and Discussion**

11.00 - 11.15 **Morning Tea**

11.15 - 12.00 **CASE STUDY**

Processes to Engage Workers to Identify and Manage Risk

Learn to engage staff in a united safety vision, from the inexperienced to those who have seen profound changes

EARLY BIRD DISCOUNT

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in the workforce. This presentation will discuss how to actively improve and foster the “safety eyes” of employees, by covering:

- The Stakeholder Analysis - Who has a part to play in this process?
- The Proactive Intervention - How to apply it to your workplace
- Addressing safety considerations - Is it impossible to plan and train for every eventuality?
- Raising competency through training, coaching and mentoring - Helping the workforce become the safe workers of the future

Glen Hollingshed Corporate Safety Manager
OneSteel

- Defining the importance of good practice, support systems and effective training
- Promoting a sense of ownership - Developing a culture of trust and responsibility

John Taya Executive Director, Organisational Development
Main Roads WA

3.00 - 3.15 **Questions and Discussion**

3.15 - 3.30 **Afternoon Tea**

3.30 - 4.15 **CASE STUDY**

Turning Theory Into Practice - How to Develop a Safety Culture in Practice?

It is vital that safety is at the forefront of every employee's mind. Stan Sexton will provide insightful knowledge on maintaining safety standards and how to successfully apply safety management plans and methods.

- Looking outwards - Inspiring and communicating with the whole workforce
- Linking health and safety into the wider business process for optimum results
- Taking up the challenge - Ensuring the critical message is taken up and acted upon by other senior managers

Stan Sexton Corporate Manager, Safety
Public Transport Authority

4.15 - 4.30 **Questions and Discussion**

4.30 **Concluding Remarks from the Chair and Conference Close**

ABOUT THE CONFERENCE

A consistent trait among organisations that enjoy strong performance in safety is the genuine commitment of the leadership team to embedding safety as a core value and ensuring the safety risks of their business are properly monitored and controlled. Liquid Learning's research indicates that across many sectors organisations are struggling to engage at the most senior levels – and senior leadership teams are often unclear as to their role and responsibilities in terms of leading improvements in safety performance. This conference outlines how progressive safety practitioners are addressing these issues within their organisations, and explores the linkages between good governance and effective safety management systems. Case studies cover a range of topics spanning leadership, safety culture change, employee / leadership team engagement, safety systems development, corporate governance and compliance.

12.00 - 12.15 **Questions and Discussion**

12.15 - 1.15 **Networking Lunch**

1.15 - 2.00 **CASE STUDY**

Managing the Safety Culture Framework through Continuous Improvement

Mirvac's safety culture prides itself on moving beyond basic legal compliance to one that strives to seamlessly integrate health and safety in all business activities. Ross will discuss the significance of safety culture to the effective implementation of safety management at Mirvac. This session will cover:

- Improving the organisational direction across a large workforce through defined roles and responsibilities
- Fortifying the workplace: The purpose of risk assessment, reviewing your current standing and building solid foundations
- Reviewing the organisational structure for a successful transition to a value-driven safety culture
- Standardising and maintaining safety systems and procedures to promote a culture of accountability

Dr Ross Trethewy Group Manager, Health, Safety and Environment
Mirvac

2.00 - 2.15 **Questions and Discussion**

2.15 - 3.00 **CASE STUDY**

Building an Effective Workplace Culture Through Behavioural Safety Outcomes - Focusing on Engagement

The future strength of every organisation's safety culture is dependent on effective employee engagement. John Taya has overseen the development programmes of one of the most experienced workforces in the public sector. This presentation will examine the key factors of leadership and collaboration for building a sustainable safety culture, discussing:

- How employees are affected by their work environment - Understanding why people do what they do
- Understanding the critical importance of commitment, cooperation and coordination
- Instigating workforce change - Defining and achieving behavioural safety outcomes

9.00 - 12.30 WORKSHOP A

Implementing and Maintaining Proactive Management Plans and Methods

The vision to engage and develop people to understand risks and implement strategies is vital for a successful safety culture. It is maintained through an environment where communication and learning is a key imperative. This workshop will delve into the role that human factors play in safety culture and frameworks. In this workshop you will leave with the tools for:

- Inspiring a shared vision - The key role that value driven leadership plays in strategy and employee engagement.
- Developing and interpreting safety knowledge through proactive reporting initiatives and lead safety indicators
- Empowering all workers to challenge unsafe conditions and practices
- Continually communicating the importance of safety and risk management

Expert Facilitator: Gary Rowe CEO

Safety Action Pty Ltd

Gary is founder and Chief Executive Officer of Safety Action Pty Ltd and has over 20 years experience in managing safety and risk management programmes. Key specialties include: safety systems, independent advisor and facilitator roles, risk assessments and independent audits. Other areas of expertise include coaching management in due diligence and safety leadership. Gary has extensive experience in presenting at conferences and forums, both national and international.

12.30 - 1.30 NETWORKING LUNCH

1.30 - 5.00 WORKSHOP B

How to Create a Vibrant and Sustainable Safety Culture through Leadership

A committed leader is critical to improving and sustaining safety culture and performance. If you have embarked on a safety leadership or behavioural safety training program or are about to, this workshop is an absolute must. Whilst training programs often generate initial momentum and focus, the key to sustained momentum and improvement is developing a culture distinguished by five core principles:

1. Reporting - Leaders stimulate people to report all hazards, near misses, incidents and at-risk (and positive) behaviour
2. Intervention - Leaders stimulate people to intervene with at-risk behaviour in a positive manner and respond positively to being 'intervened' with
3. Consequence enforcement - Expectations are clearly articulated and at-risk behaviour (both action and in-action) is managed in a firm and fair manner. This requires a high level of trust in the organisation
4. Accountability - Leaders are consistently held accountable through measurement of safety leadership behaviours
5. Learning - People and the organisation learn through past experiences and challenging the 'norm'

This engaging and fun workshop will discuss these principles and provide practical tools for effective safety cultural development.

Expert Facilitator: Nada Wentzel Director

The Jonah Group

Nada is a speaker, facilitator and consultant in safety culture and leadership development. She holds a degree in Mechanical Engineering, a Certificate in OH&S and a Masters degree in Social Ecology. She is director of The Jonah Group, founded in 2003, works with organisations to develop an 'enabling culture' so that people lead safety from the heart as core part of the business. Nada started her career with ExxonMobil as an offshore engineer and following the Longford incident in 1998 took on the role of Safety Coordinator. For the past eight years she has been working with organisations around the world in oil and gas, mining, manufacturing and service industries helping them improve safety performance through safety culture and leadership development.

WHO WILL ATTEND

Senior managers, directors and advisors responsible for:

- Occupational Health and Safety (OH&S)
- Health, Safety and Environment (HSE)
- Safety Systems / Training
- Incident Management / Reporting
- Risk Management
- Corporate Governance
- Safety Culture Management / Development
- Injury Management / Work Cover / Compensation
- Organisational Development / Effectiveness
- Industrial Psychology / Human Factors

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