



Safety Institute of Australia

TASMANIAN SAFETY SYMPOSIUM & TRADE SHOW

17 JULY 2018

Proudly Presented by

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DRUG TESTING SOLUTIONS

YOUR PROGRAM:

MORNING SESSION

- 9.00 am: Registration, Exhibition & Smoothie Bar Open
- 9.20 am: Welcome & Official Opening: David Clarke, CEO
Safety Institute of Australia
- 9.30 am: **The Psychology of Happy Endings: Nigel Latta**
- 10.30 am: *Morning Tea & Networking*
- 11.00 am: **Safety Differently Masterclass: Sidney Dekker**
- 12.30 pm: *Lunch & Networking*

AFTERNOON SESSION

- 1.30 pm: **Legal Insights- Sexual Harassment:**
Anne McCulloch
- 2.15 pm: **Engaging your Wellbeing with 6 minutes a day:**
Penni Lamprey
- 3.00 pm: *Afternoon Tea & Networking*
- 3.30 pm **Compliance Sense- Making: Naomi Kemp**
- 4.15 pm: *Session Close & Prize Draw*
- 4.30pm: *Networking Function*



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Nigel Latta

Nigel has had a varied and colourful career which spans all the way from a brief episode as a busker in the eighties, to over two decades working as a clinical psychologist, an author, speaker and more recently, a documentary maker.

In his clinical career he worked in sex offender treatment programmes, schools, alcohol and drug treatment programmes, prisons, and with many thousands of families. He also consulted with the police, child youth and family, and the prison service.

In more recent years he has written books on both parenting and his work as a forensic psychologist which have now been published in nineteen countries.

In 2012 was appointed as an Officer of the New Zealand Order of Merit.

His television career has included documentaries on subjects ranging from parenting, his work in the field of forensic psychology, to inequality, sugar, alcohol, talking safely about suicide, Antarctic science and the science series 'Nigel Latta Blows Stuff Up'.

In 2016, Nigel and two of his colleagues who were instrumental in the making of many of these documentary series, started a production company called Ruckus Media. Ruckus Media's first production 'Mind Over Money' screened on TVNZ in February 2017. 'Mind Over Money' looked in to our behaviour around the decisions we make about money. Ruckus Media also produced a five part live and interactive TV series called 'What Next' which explored how technology could impact our jobs, our economy and our lives within the next twenty years. Nigel co-hosted this series with one of New Zealand's most respected and award-winning journalists, John Campbell. Nigel and the team at Ruckus are currently working on a number of new productions.



The Psychology of Happy Endings: Health, Safety, and Stone – Aged Brains

Why is it so hard to keep people healthy and safe? It shouldn't be. It should be the easiest thing in the world to do, and if people just followed policies, it would be. But they often don't and so it isn't always easy to protect people from themselves.

In this session Nigel will talk about how our stone aged brains often trip us up, and some ways to harness the awesome powers of the human brain to get the message across, and most importantly, ensure everyone goes home healthy and safe at the end of the day.

Sidney Dekker



Sidney Dekker (PhD Ohio State University, USA, 1996) is professor at Griffith University in Brisbane, Australia, where he runs the Safety Science Innovation Lab.

He is Chief Scientist at Art of Work and has honorary professorial appointments at The University of Queensland and Lady Cilento Children's Hospital in Brisbane. Previously, he was Professor of human factors and system safety at Lund University in Sweden.

After becoming full professor, he qualified on the Boeing 737, and worked part-time as an airline pilot out of Copenhagen. He has won worldwide acclaim for his ground-breaking work in human factors and safety.

His debut documentary *Safety Differently* was released in 2017, and his documentary *Just Culture* in 2018. He is best-selling author of, most recently: *The Safety Anarchist* (2017); *The End of Heaven* (2017); *Just Culture* (2016); *Safety Differently* (2015); *The Field Guide to Understanding 'Human Error'* (2014); *Second Victim* (2013); *Drift into Failure* (2012); and *Patient Safety* (2011). More at sidneydekker.com

Safety Differently: Controlling risk with less Bureaucracy & Compliance

Every working person in Australia spends some 8 weeks per year just to cover the cost of compliance, paperwork and bureaucratic accountability demands. A good portion of this is related to health and safety. But a lot of that, in turn, is 'safety work' (e.g. demonstrating compliance), that in its bureaucratic form has become disconnected from the original purpose of taking responsibility for people's safety. It is no longer really work that is done to support worker safety. And so, over the last two decades, safety improvements have flatlined despite a vast expansion of compliance and bureaucracy.

'Safety differently' is intended as an innovative move away bureaucracy and compliance towards relying on people's expertise, insights and the dignity of work to improve safety and efficiency. It is a story of innovation from the bottom up – examples include:

- Origin Energy reduced the size of their Safety Management System by 90%, reducing the bureaucratic accountability requirements imposed on engineers in the field
- Queensland Health discovered a profoundly different way to deploy local expertise and simulation to improve care processes
- Woolworths ran a randomized controlled trial resulting in a decrease in injuries, an increase in innovation and a renewed sense of ownership amongst staff

These companies discovered that much of their compliance and bureaucracy was self-inflicted. Yes, laws and regulations demanded some things for sure – but most of the permits, tool restrictions, checklists, rules, guidance and procedures were all driven internally or by their contracting arrangements to other companies.

Companies across Australia and the world are rediscovering ways to trust and empower their people. Their safety outcomes are impressive, as is the reduction of business drag. And the happiness and engagement of their people speaks for itself.

Anne McCulloch

Anne has well over 20 years' experience as a lawyer and for the last 10 years has specialised in workplace relations.

Anne was formerly Special Counsel at Page Seager Lawyers and has just moved to the newly created specialist Employment Law firm, Edge Legal.

Anne advises and works closely with Human Resource and Operations Managers of medium to large private and State-owned corporations and extensively in the local government sector.



She provides advice on all employment related matters, including: employee entitlements, workplace compliance, discipline, restructuring, performance management, discrimination, bullying and dealing with workplace grievances.

Having initially practiced in workers compensation for many years, Anne has a unique insight into managing the cross-over between compensable and non-compensable claims.

She regularly assists employers to manage injuries and illnesses, including mental illness, in a way that maximises safety and operational efficiency while minimising legal risk.

Anne regularly presents at special interest groups and provides training particularly in the area of appropriate workplace behaviour.

Effectively Managing the risk of sexual harassment:

Naomi Kemp



Naomi is the University of Queensland's Enterprise Compliance Manager, Board Member of the Safety Institute of Australia, Safe Expectations Founder and Convenor of the Queensland Young Safety Professionals Network.

But they are just titles, she really is...

A strong advocate for use of restorative justice approaches within safety legislation. Passionate about personal health and wellbeing. A determined optimist who challenges 'the way it has always been done'. Mentor for young safety professionals and executive leader mentee. Naomi believes safety and compliance is part of what you do every day, it is not a constraint or a condition.

Compliance 'Sense- Making'

Over the past 40 years, increasing goal and risk-based legislation has coincided with an increase in demand for safety professionals¹. Driven by regulation, liability and insurance arrangements, outsourcing and contracting, and technologies for surveillance, the primary role of a safety professional has been to enable compliance with the safety laws. By developing formalised rules, administrative actions and authorisations to ensure safety, Provan (2017) suggests Safety professionals have become administrators of safety bureaucracies. In his examination of the bureaucratization of safety, Dekker (2014), conceded the benefits, such as, the reduction of harm while highlighting counter effects including structural secrecy, "numbers games," constraints on workers, diversity and creativity all hampering of innovation².

In this paper presentation, Naomi discusses how the University of Queensland has taken compliance out of the legal office and implemented a Compliance Management System with the very people in charge of maintaining it. I explain the consultation process used to 'make sense' of compliance obligations and the assurance process which provides our officers with confidence and their due diligence verification. I conclude with how we changed the perceived need for bureaucratic processes and box ticking.

¹ <https://www.sciencedirect.com/science/article/pii/S0925753517301157?via%3Dihub>

² <https://www.sciencedirect.com/science/article/pii/S092575351400174X>

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