

Thursday, 30th August 2018

Mr Stephen Palethorpe
Committee Secretary
Senate Education and Employment Committee
PO Box 6100
Parliament House
Canberra ACT 2600

Dear Mr Palethorpe,

Re: Senate committee hearing into the framework surrounding the prevention, investigation and prosecution of industrial deaths in Australia

At the public hearing conducted in Melbourne on Tuesday 28th August, Charles Cameron, CEO of RCSA undertook to provide additional information to demonstrate RCSA's commitment to the safety of on-hire workers. Outlined below is the information requested by the Committee on work health and safety training.

Online Safety Training for On-hire Workers

WorkPro, a platform established under the initiative of the RCSA and founded by myself in conjunction with two Life Members with a strong commitment to work safety, provides on-hire workers with online work health and safety training which can be ported from one assignment to another.

Within the past 12 months 63,520 individuals have completed the "On-Hired Worker Safety" module.

The module incorporates the following learning outcomes.

- Key WHS definitions
- Responsibilities in on-hired employment
- A definition of unsafe work

PRINCIPAL PARTNER

- What to do if the person encounters an unsafe work environment, particularly when on an on-hire assignment
- The steps to take if the person is injured
- Incident management, including Emergency Management
- Actions to take in the event of an injury

Mastering Labour Hire & Contracting Safety Training

This training course was designed for those with a primary responsibility for developing or maintaining work health and safety systems within on-hire worker service firms. It is delivered via workshops and video-workshops and is facilitated by an experienced and qualified work and health and safety trainer.

The Mastering Labour Hire & Contracting Safety training course provides for the following learning outcomes.

- Who in an on-hire firm holds individual accountability for health and safety
- Achieving due diligence and the on-hire web of responsibility
- What on-hire firms and other duty holders need to do to meet their primary duty of care
- A practical work health and safety framework an on-hire firm can strive to achieve
- Focus goals that participants need over the next 6 to 12 months to get health and safety on track

In the past 12 months the Mastering Labour Hire & Contracting Safety course has been delivered in the following locations.

Delivery Date	Delivery Location	Number of Enrolments
6th June 2017	Sydney	7
7th June 2017	Brisbane	4
13th July 2017	Auckland	8
8th May 2018	Video Workshop	4
15th May 2018	Brisbane	4
14th June 2018	Sydney	4
19th June 2018	Melbourne	9
24th June 2018	Sydney	4
20th August 2018	Sydney	5
4th September 2018 (due)	Video Workshop	11

Commitment to Training Expansion

RCSA is committed to improving WHS training beyond our current offering. We will also be facilitating “Undressing Risk”, an additional WHS topic which is scheduled to be incorporated into our learning development workshop platform in 2019.

Furthermore, in 2019 we will also be offering a range of subjects integrated into the qualification framework for a Certificate IV in Work Health and Safety (BSB41415). Members will be extended the option to complete individual subjects within the Certificate IV program in Health and Safety facilitated by the Victorian Chamber of Commerce and Industry.

Subjects offered as part of the program in 2019 will include the following:

- Assist with compliance with WHS laws
- Contribute to implementing and maintaining WHS consultation and participation processes
- Contribute to WHS hazard identification, risk assessment and risk control
- Contribute to implementing and maintaining WHS management systems
- Assist with reporting to incidents
- Assist with effective WHS management of contractors

Members will also be given the option to complete the entire Nationally Recognised Training program with the Victorian Chamber of Commerce and Industry and receive their Certificate IV in Work Health and Safety (BSB41415).

Working Group for Safety and Risk

The Safety and Risk Working Group provides advice to RCSA for the management of policy, strategy, issues, education and stakeholder influence across issues relating to Work Health & Safety: including Workers Compensation and other related insurances.

RCSA’s working group for Safety and Risk provides regular updates on work health and safety and insight into imminent industry level hazards, and a wide range of health, safety and risk matters that impact our members and their engaged on-hire workers.

The working group regularly engages with worker health and safety regulators throughout Australia, including WorkSafe Victoria, SafeWork NSW and WorkSafe QLD which helps our members identify safety issues that impact specific sectors that our members provide services to.

Safety regulators also partake in some safety and risk working group meetings which benefits our members to improve health and safety outcomes.

In return, through our safety and risk working group, WHS regulators are provided with a streamlined avenue to articulate their message and agenda to our members who are conveniently engaged in most industries throughout Australia.

StaffSure

The StaffSure program is the industry-leading certification scheme developed by the RCSA which incorporates a robust Health and Safety system controls element. Criteria covered in the Health and safety component includes OHS legal requirements, injury and incident recording, corrective actions.

Please go to www.staffsure.org to obtain further information on the certification scheme.

The program which was developed with the guidance of regulators, policy makers and trade unions and encompasses an annual or bi-annual audit conducted independently by the world leading audit group SGS. The uptake of the program is growing with close to 50 firms having been certified over the first 10 months of operation.

StaffSure, which was positively received, in terms of its scope, in the current Victoria labour hire licensing administrative consultation process encompasses the following rigorous WHS criteria.

Commitment

- Has the agency published a policy, approved by its owners/managers about ensuring that workers in its Service Network have a healthy and safe work environment?

Ascertain & Assure

- Does the agency ascertain the regulatory environment that governs the health and safety of workers in its Service Network?
- Does the agency ascertain the nature of health and safety hazards to workers in its Service Network?
- Does the agency conduct regular risk assessments of health and safety hazards to workers in its Service Network?
- Does the agency have controls (including adequate arrangements to conduct site inspections and to address hazards) to assure that workers in its Service Network have a healthy and safe work environment?

Roles & Responsibilities

- Does the agency have a defined structure for the management of work health and safety responsibilities within its Service Network?
- Are roles with respect to health and safety responsibilities clearly and appropriately allocated, documented and made known to Service Network participants?
- Does the agency have clear and appropriate processes for consultation, cooperation and coordination of work healthy and safety duty holders within its Service Network?

If workers are on-hired to high risk industries including cleaning, meat processing or farming industries, and they are vulnerable workers (under 21, over 50 or are migrant workers) they will be classified as a high-risk class in the StaffSure program.

High-risk class firms are audited more frequently, and the audit entails random interviews conducted on supplied workers by SGS. Hence, high risk industries and vulnerable workers are especially protected in the RCSA's StaffSure certification scheme.

RCSA is committed to the health and safety of on-hire workers, as demonstrated by the provision of multiple, robust and evolving health and safety training programs, an informative, resourceful and pro-active Safety and Risk Working Group and the establishment of a stringent and industry-leading certification scheme.

Should you have any further queries please do not hesitate to contact me.

Yours sincerely,

Charles Cameron
Chief Executive Officer