SYSTEMS   ZERO INJURIES

WE WON'T COMPROMISE

The health and safety of our people is paramount and that means a non-negotiable commitment to zero injuries

Port Waratah's value of caring drives our overriding commitment to the health and safety of our people.

How we manage health and safety

We are an industrial workplace where large, moving machinery is operating, often remotely and automatically. We have a number of systems in place to provide safe access to our sites, including training for employees, contractors and visitors. Robust systems and processes provide the foundation of our management approach to health and safety and are underpinned by our certification to ISO 45001.

Health and safety training for all workers, specific to their job and workplace, trains them in how to identify such risks and how to mitigate and manage them.

Performance

We reported five recordable injuries during 2020, all of which occurred during the first half of the year. This is one more compared to 2019 and is not in line with our ultimate goal of zero injuries. Our ongoing focus is to continue to provide knowledge, resources and support to our people, so that they are trained and empowered to make healthy and safe choices at work and at home.

Hazard identification and risk management

Our hazard identification and risk management systems use a hierarchy of controls to eliminate or minimise the health and safety risks of the people on our site. Each team member at Port Waratah is trained and empowered to identify and report work-related hazards through our incident reporting system, ensuring the hazards are communicated to others and containment controls or rectification actions can be implemented.

Our system has a number of risk management tools and processes, including:

- pre-task hazard assessment tools, such as Take 5 and Job Safety and Environmental Assessments (JSEA). These tools are designed to be used on the job every day to identify hazards and implement appropriate controls before commencing a task;

- qualitative risk assessments, using a 5x5 risk matrix to assess the consequence and likelihood of a health and safety outcome. Completed by an experienced facilitator with a cross-section of experienced workers, they are used for the development of standard procedures and standard operating instructions, hazardous work, projects and more;

- Critical Control Monitoring Programme (CCMP), which involves developing risk assessments for each of our fatality risks and identifying critical controls and verification methodologies. They are verified by leaders in the field on a regular basis, who also ensure the CCMPs are effective and understood by workers completing tasks involving critical risks.
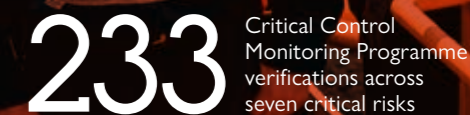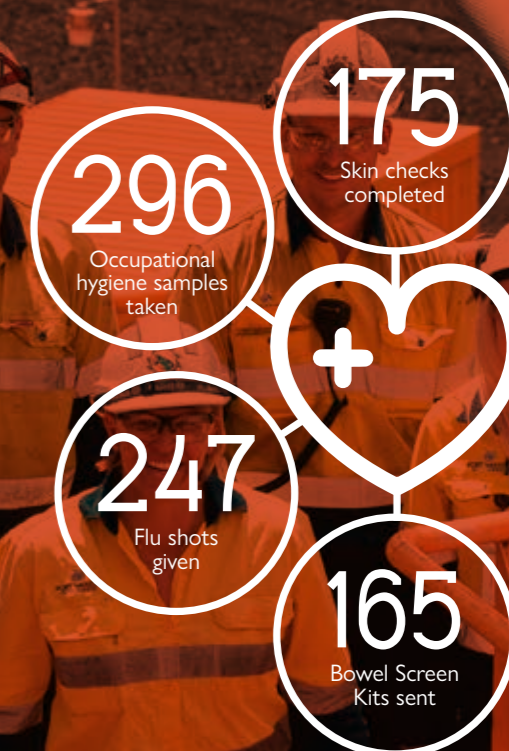
Incident investigation

All people working at, or visiting, Port Waratah are encouraged to report health and safety related incidents, no matter how minor. These include hazards, near misses, injuries and illnesses, as well as, equipment damage.

The type of incident investigation implemented is based on the incident's risk rating; low to moderate or high to critical. The completion of corrective actions related to incidents are tracked through our health and safety performance reporting processes.

Occupational hygiene

We have an ongoing comprehensive occupational hygiene programme based on identified health risks, which includes:

- procedures in our health and safety management system that outline the minimum requirements for the management of work that can impact on workers' health;

- training and communication regarding potential health hazards;

- a personal monitoring programme that includes ongoing measurement of personal exposures to health affecting agents, for example, noise, dust, welding fumes, organic vapours, legionella and the quality of potable water; and

- a medical surveillance programme that includes the provision of pre-employment and periodic medicals to identify changes in workers' health during their employment.

12,875
participants in safety interactions
(9,670 employees + 3,205 contractors)

A total of
1,315
Safety interactions

296 Occupational hygiene samples taken

175 Skin checks completed

247 Flu shots given

165 Bowel Screen Kits sent

233 Critical Control Monitoring Programme verifications across seven critical risks

Mental Health First Aid
Number of people trained
7

Peer Support Network
Number of team members
38

Mental Health Leaders Training
Number of leaders trained
37

Continuous improvement

Our improvement efforts focused on:

- continued review of our CCMP to ensure that we are monitoring the right controls, with the right level of detail and at the right frequency to prevent a fatality;

- continued embedding of a quality pre-hazardous assessment culture of the right tool for the job, more specifically when to use Take 5 or a JSEA;

- executed improvements to the Contractor Management System;

- completed a comprehensive review of contractor management lifecycle in preparation for a revised Contractor Management Procedure and supportive training;

- developed a suite of Hazardous Work Permits, which cover all required health, safety and environmental controls;

- completed a comprehensive revision of our Fatigue Management Standard Operating Instruction and training; and

- successful transition to and achievement of certification to ISO 45001 Occupational Health and Safety Management Systems.

Live Better, Work Better

In 2020, the Live Better, Work Better programme was further embedded to provide our team members greater support for their physical, emotional, social, spiritual and intellectual wellbeing. The Mental Health Framework was developed and implemented as a multi-layered approach to increasing awareness and support available through employee and leadership training, including the creation of a Peer Support Network.

Additionally, more than 445 team members attended appointments or received kits for health check and prevention initiatives including flu vaccinations, bowel screening kits, and skin cancer, mental health and wellbeing, diet and nutrition and physical fitness checks.

These focus areas and key initiatives are complemented by onsite gym facilities and our employee assistance programme.

Our focus for 2021 will be to continue implementing and embedding identified projects regarding fatality prevention, hazard identification and risk management, fitness for work, occupational hygiene and health and wellbeing. These projects will be underpinned by our culture of shared accountability and responsibility when it comes to health and safety, particularly our goal of zero work-related injuries and illnesses.

CASE STUDY

Mental Health Framework

Our value of Caring includes caring for our people's psychological health and wellbeing. For this reason, developing our Mental Health Framework was a key improvement project we implemented in 2020, and forms part of our Live Better, Work Better wellbeing programme. The Framework's goal is to raise awareness around mental health issues, to support our people to put their hand up if they are doing it tough, and to support our team members and peers by knowing how to connect with services, should they need them.
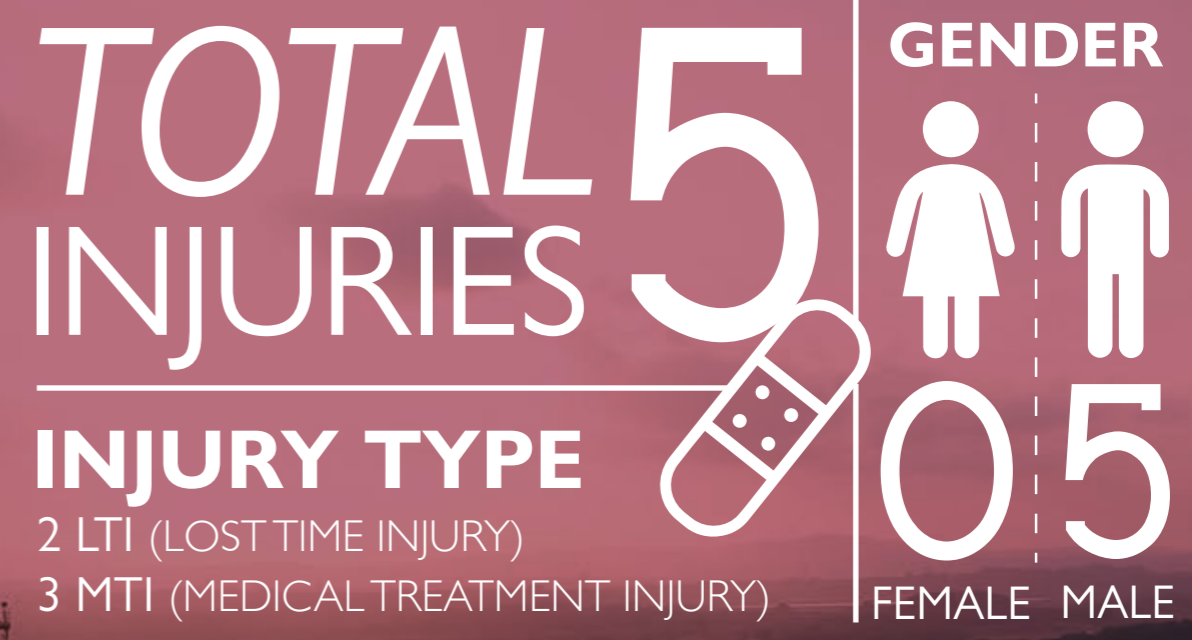
The key elements of the framework include:

- our psychosocial risk assessment aligned to the SafeWork Australia Guide for work-related psychological health: a systematic guide to meeting your duties;

- our governance documents, Fitness for Work Procedure and Mental Health Framework Standard Operating Instruction;

- our Peer Support Network; and

- integrated training at all levels of the organisation, regarding general awareness for all employees, Peer Support Network training, leaders training and Mental Health training, partnering with Lifeline.

Peer Support Network member, Scott Moore, Advanced Mechanical Tradesperson, said the Programme empowers members of the network with some knowledge and resources to help others.

"Anybody could need help from time to time and I feel I'm better equipped to listen to someone who is going through a tough time, and if need be, direct them to professional services. Lending an ear to someone might help them more than you will ever know."

TOTAL INJURIES 5

GENDER

0 FEMALE 5 MALE

INJURY TYPE

2 LTI (LOST TIME INJURY)
3 MTI (MEDICAL TREATMENT INJURY)

PER SITE

3 CARRINGTON (2 LTI, 1 MTI)
2 KOORAGANG (0 LTI, 2 MTI)

ALL INJURY FREQUENCY RATE
0.93 (PER 200,000 HOURS)

0 FATALITIES