

'It's no accident' is the OHS newsletter of the AMWU. Feedback and story ideas to amwu@amwu.asn.au

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AMWU MEMBERS



Workplace Detective

HSRs don't wait for your PCBU/employer; you have the right to conduct your own investigation to uncover risks/causes that others may miss.

HSRs use your rights under the law to:

- Collect information
- Interview those involved
- Document what happened – sketches, photos etc
- Report findings to your workgroup and manager
- Discuss whether similar control measures are needed for other tasks/parts of the site
- Discuss at a H&S committee meeting.

There are many guides available: a few examples include:

AMWU website for checklists

https://www.amwu.org.au/info_and_fact_sheets

Union guides

Lots of information here and it's relevant anywhere, not just in Victoria.

<http://www.ohsrep.org.au/tool-kit/how-to>

Australian government websites

https://www.worksafe.qld.gov.au/_data/assets/pdf_file/0020/131780/tips-for-investigating-workplace-incidents.pdf

Overseas guides

<https://www.ccohs.ca/oshanswers/hsprograms/investig.html>

For those wanting further study there are graduate diplomas in accident investigation. For example:

<https://www.cqu.edu.au/courses/graduate-diploma-of-accident-investigation>

JOIN US

AMWU closed Facebook group for AMWU HSRs - www.amwu.org.au/hsrgroup



IT'S NO ACCIDENT

HEALTH AND SAFETY NEWS

MAY 2019

The law allows HSRs to investigate accidents/incidents

But before you investigate - if an incident has happened it's important to make sure that people are safe and no-one is in immediate danger.

If someone has been hurt, get them help ASAP. Injured workers have rights to claim workers' compensation.

Make sure that it is reported in the accident/first aid book.

Give your PCBU/employer reasonable notice of your intention to conduct an investigation – you can inspect immediately if it is an immediate risk.

Use your powers under:

- Section 58 Vic OHS Act
- Section 68 WHS Acts
- Section 33 WA HSW Act

Remember, that if there is an incident/accident then there has been a failure of control measures – or there may have been no controls in the first place, other than “be careful”. But *be careful* is not a risk control measure.

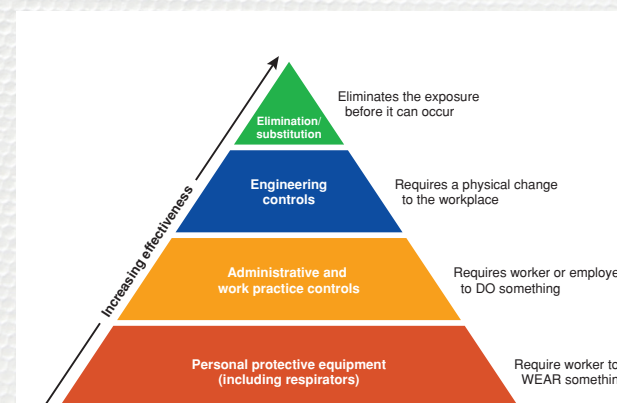
Risk control is done using the hierarchy of control – elimination, substitution, engineering controls, administrative measures and personal safety gear. If there has been an incident/accident, the controls need to be checked and improved.

There are many ways of gathering information:

Interviews with witnesses, those involved and workers in the workgroup

Checking of documents such as SOPs/JSRs/Risk assessments, company policies

Checking for previous reports - such as first aid/accident report books, workers' compensation claims.



PLEASE PLACE ON NOTICEBOARD

Accident/Incident Investigation (including near misses)

The purpose of an investigation is to answer the following questions:

- What happened? When, who, where?
- How did it happen?
- Why did it happen?
- What needs to change to prevent it happening again?

Asking these questions is not a breach of privacy.