



The Net

C-NFT

Issue 44
October 2010

Inside this issue

- The editors corner...page 1
- The latest safety suite news...page 2
- Occupational health & safety news...page 3
- Tips & Tricks... page 9
- Upcoming safety events...page 10
- The inside scoop...quickie...page 11
- Upcoming events...page 13
- Did you know...?...page 14

About C-Net

C-Net is an Australian owned company that specialises in SAP based OH&S solutions.

SafetySuite provides rich functionality for Australian and NZ companies that require an integrated, legislatively compliant fully supported OH&S system to compliment their SAP infrastructure.

With the year drawing to a close many people are starting to unwind, by enjoying the warmer nights with an after work drink. However, a shout after work may be on the way out, as health authorities try to recruit big-brother bosses in order to reduce staff drinking habits.

A new report on the social aspects of Australians' drinking, commissioned by the federal Department of Health and Ageing, has revealed some startling figures, showing that 6.6% of workers who drink alcohol have showed up to work drunk in a 12-month period.

The report also found evidence that in the workplace, it's not just the drinkers that are left with a hangover, lost productivity through hangovers and sickies, staff turnover and early retirement due to alcohol use are costing Australian workplaces a whopping \$5.6 billion a year!

Employers need to be careful with the provision of alcohol. Employers owe their employees a duty of care, especially under OHS regulations, which state that the organisation could be liable should any accidents or injuries occur.

If workplaces are being affected by alcohol the report states that employers have substantial influence over employees' work-related behaviours, particularly those that are relevant to workplace safety and productivity. However, peer-group pressure from colleagues may have the reverse effect, encouraging workers to hit the bottle.

There is no doubt however, that employers need to take a proactive approach to ensure that their workplace is a safe and welcoming environment for all employees.

[For information on how to develop a Workplace Alcohol Policy click here.](#)

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The latest safetysuite news...

“Coming soon : New C-Net Website

C-Net is proud to announce that we will be publishing a brand new website, with a revamped layout later this month. The new look website will have a modern web style layout, with easy to use navigation and interactive features. The updated C-Net website will also feature new information on SafetySuite business applications and modules, as well as C-Net latest news and events. If you have any extra questions relating to SafetySuite the redesigned C-Net website has a brand new form feature, which allows users to send through enquiries directly to C-Net, for a prompt response. Here is a sneak peek of the new look C-Net website to be launched later this month.



The Net

Occupational health & safety news...

“Drive down injury rates with free safety skills training course”

WORKSAFE Victoria says construction companies can help drive injury rates down by enrolling leading hands in the free Safety Skills training course.

According to WorkSafe Victoria, construction sites with trained leading hands are less likely to lose workers to injury.



The Safety Skills for Leading Hands training course is a chance for companies to train up their personnel on health and safety for free.

Safety Skills for Leading Hands is aimed at leading hands who supervise crews of two to ten workers. The course covers how to find and fix health and safety issues, using safe work method statements, and raising safety issues with crews or bosses.

The course will be available without charge until December.



Safety Skills for Leading Hands is available on demand at locations around Victoria. To attend the free, one-day course, or to book an on-site course, call (03) 9356 8902, or email training@mpmsaa.org.au

The Net

“Program a WISE choice for employers facing skills shortages”

WORKSAFE Victoria says its WISE program to help injured workers get back to work could help solve Australia's skills shortage.

The WISE program includes a register which helps match employers' job vacancies with qualified and experienced workers who cannot return to their old jobs after suffering a workplace injury.

The WorkSafe Incentive Scheme for Employers can be of benefit to employers who provide ongoing employment to these people.

Employers need to register for WISE online, describe the sort of work available, and some information about the job.

Before starting a job through WISE, an assessment can be performed by an occupational rehabilitation expert to ensure that the duties are safe for the worker to perform.

WISE pays the new employer up to \$26,000 over 12 months. In the unlikely event that the person is hurt again in the new workplace during the first year, the new claim is not included in the calculation of their WorkSafe Injury Insurance premium.

[Click here to read the WISE brochure](#)



The Net

“Getting back to work is the best medicine, study finds”

THE biggest health risk posed by workplace injuries is not the injury itself, or returning to work too quickly, but not returning to work quickly enough, a new report reveals.

Yet across Australia the proportion of injured workers who never return to the workplace has risen consistently over the past five years.

A report by the Australasian Faculty of Occupational and Environmental Medicine presented in Adelaide yesterday shows that the longer someone is off work, the worse their health becomes.

The tendency towards a sedentary lifestyle after a workplace injury, and the loss of identity and social status produced by long-term worklessness, massively increases the risk of cardiovascular disease, lung cancer and suicide.

The risks associated with not working were higher than working in the most dangerous construction or forestry occupations and were equivalent to smoking multiple packets of cigarettes daily, contributing to elevated mortality rates.

"Not working for long periods of time is one of the greatest known risks to public health," the co-author of the report, Dr Robin Chase, said. "It reduces life expectancy to a greater extent than cardiovascular disease. For example, suicide among young men out of work for more than six months increases 40-fold. It increases six-fold among the population more generally." Conversely, workers who return to work soon after suffering an injury have far better health.

But messages about the benefits of returning to work appear not to be getting through to employers, doctors, or the workforce more generally.

The return-to-work rate among injured workers has fallen from 80 per cent in 2005-06 to 72 per cent in 2008-09.

The Net

The authors of the report found that many people with mild to moderate musculoskeletal problems, such as back pain, were being wrongly certified unfit fit for work for long periods. This was despite the fact that most of these health conditions could be accommodated in a willing workplace with the right support.

"When doctors give people a script for medication they'll weigh the side effects against the benefits," the other co-author of the report, Dr Mary Wyatt, said.

"But we don't do that when time off work is proscribed. After all, people take holidays all the time right? But there are side effects and they are quite profound. We need a community approach - it's the guys down the pub who need to say: 'What do we need to do to help you get back to work mate?' and the doctor working hard with workers to figure out a solution."



Associate Professor Baigent, a clinical adviser to beyondblue, said the organisation often found that rates of mental illness and drug and alcohol addiction were higher among the unemployed.

"There's no doubt that working plays an important role in people's mental health - not only does it pay the bills, but gives us social contact," Dr Baigent said.

"When you've got someone who has to take time off, it can precipitate depression ... there are higher rates of depression for the unemployed."

The Net

“The ALP is Back: What Does It Mean For Employers?”

After all the uncertainty, it's back to ALP workplace relations policy for Australia's employers.

Last week's Independents backing for the ALP to maintain Government has cleared a path for the Government to implement its existing policies and pre-election policies.

These policies include:

- Compulsory superannuation guarantee increases - from 9 per cent to 12 per cent by the end of the decade¹. While this increase was originally conditional on the mining 'super profits tax' being introduced, in July 2010 the Government led by the new Prime Minister reached a deal with the major mining companies for a 'Minerals Resource Rent Tax'. Despite the projected lower Government tax revenues, prior to the election, it appeared that the Government still intended to introduce the compulsory superannuation guarantee increases. With the Minerals Resource Rent Tax policy now in the hands of the Government, the Independents (who may or may not support that policy) and the Greens, the future of the compulsory superannuation guarantee increases remains in question.
- The Howard Government's General Employee Entitlements Redundancy Scheme (GEERS), which had been continued under the Rudd Government, will be replaced by the Fair Entitlements Guarantee (FEG). The FEG will extend the current entitlements to include all unpaid redundancy "entitlements" (up to a maximum of four weeks for each year of service) arising from collective agreements and contracts. Directors or 'excluded employees' (as defined in the Corporations Act) of the employing company and employees who earn over the high income threshold are excluded from the FEG.

The Net

- Paid Parental Leave - a taxpayer-funded 18-week parental leave scheme at the minimum wage from next year, together with the election promises made by the Government (for example, fathers and partners entitlement to 2 weeks paid leave) and the amendments made in the Senate immediately before the election.

In our Election Briefings conducted for clients in August, we indicated that our experience and the statistics reveal that the Unfair Dismissal and Adverse Action Claims impacts on small business are real, with:

- 5,208 unfair dismissal claims lodged in the second half of 2009
- 7,994 unfair dismissal claims lodged across the 12 months ended 30 June 2009
- Adverse Action Claims on the rise, with the ALP now able to claim a mandate for the breadth of this law which had not been announced in policy before the 2007 election.

These trends are set to continue.

A "watch this space" issue is whether the Green-Labor pact will see any Greens industrial relations becoming Government policy. Greens policy includes to:

- Legislate for a mandatory minimum for 5 weeks paid annual leave for all employees.
- Limit the tax deductibility of any executive salaries to 25 times the minimum full-time adult wage.
- Abolish the ABCC and repeal the *Building and Construction Industry Improvement Act 2005* (Cth).
- Restore the right of all employees - including casual, fixed term and probationary workers - to challenge termination of employment where it is unfair, with reinstatement to be the remedy except in exceptional circumstances.

[Click here](#) for a detailed examination of the Paid Parental Leave Scheme - An Australian First.

16 September 2010
Stuart Kollmorgen
Barrister Direct
www.barristerdirect.com.au

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Tips & tricks...

“Safety Tips For New and Young Workers and Their Employees”

<p>What are EMPLOYERS' responsibilities for workplace health and safety?</p>	<p>What are NEW AND YOUNG WORKERS' responsibilities for workplace health and safety?</p>
<p>To provide a safe and healthy workplace</p> <p>As an employer, you must ensure the work environment and the way workers carry out their work is safe and healthy, regardless of the type and terms of their employment. This includes protecting them from both physical and psychological workplace hazards, such as slippery floors, lifting heavy loads, faulty or unguarded machinery and equipment, chemicals, bullying, violence and fatigue. Consider the tasks you give to new and young workers, given their skills, abilities and experience.</p>	<p>To work safely</p> <p>Look after yourself and others by:</p> <ul style="list-style-type: none"> • following all reasonable instructions for doing the job • following workplace procedures • not putting yourself or your workmates at risk • wearing personal protective equipment (PPE) as required • reporting unsafe situations and injuries to your immediate supervisor, employer and/or health and safety representative.
<p>To provide training and supervision</p> <p>As an employer, you must make sure workers have enough information, training and supervision to enable them to work safely. This training should:</p> <ul style="list-style-type: none"> • show workers how to do their job safely and how to recognise hazards on the job • provide and show them how to safely use the necessary machinery and equipment • provide and show them how to safely wear and use any personal protective equipment, such as gloves, safety footwear and goggles • show them how to report any safety concerns or hazards • help them get to know the workplace layout, their immediate supervisor, health and safety representative and workmates • make it easy for new and young workers to ask questions – don't assume they will ask. 	<p>To ask if you're not sure</p> <ul style="list-style-type: none"> • Take induction and training seriously. • Know and follow the health and safety requirements of your job. • If you aren't sure how to do something safely, ask for help or training before you start the task. <p>Work is important, but your life is more important.</p> <p>Some ways you could ask your immediate supervisor for help:</p> <ul style="list-style-type: none"> • <i>'I'm not sure how this works, could you spare a few minutes to show me again?'</i> • <i>'I think I've got the hang of this, but can you watch to make sure I'm doing everything right?'</i> • <i>'I'm still a bit uncomfortable with this, would you mind explaining it/showing me again?'</i>
<p>Talking health and safety</p> <p>As an employer, you are responsible for sharing information with workers about workplace health and safety matters, including:</p> <ul style="list-style-type: none"> • asking for their input when looking at any workplace hazards and ways to control those hazards • discussing new machinery and equipment when it is introduced into their work area • discussions at team or toolbox meetings where health and safety concerns can be raised • discussions with health and safety representatives. 	<p>To report your concerns</p> <p>If you are concerned about your own or your workmates' health and safety, talk to your immediate supervisor, employer and/or health and safety representative straight away. This might be about slippery floors, lifting heavy loads, faulty or unguarded machinery and equipment, chemicals, bullying, violence or fatigue. If you work through a Group Training Organisation or Labour Hire agency, report your concerns to them as well. If you are a work experience or structured workplace learning student, you should also speak to your teacher or trainer about your concerns.</p>



The Net

Upcoming safety events...

“2010 SafeWork Awards”



27-28 October 2010 | Bayside Grand Hall, Sydney Convention and Exhibition Centre
Darling Harbour

Don't miss out on a fabulous night of fine food and entertainment as we announce the winners of the 2010 SafeWork Awards.

This prestigious black tie ceremony will be held at the Bayside Grand Hall, Sydney Convention and Exhibition Centre Darling Harbour on Thursday 28 October.

Book now, places are filling fast.

Contact Australian Exhibitions and Conferences on (03) 9654 7773 for tickets. Tickets are \$120 per head or \$1080 for a table of ten.



The Net

The inside scoop....quickie

This month I'd like to introduce you to one of the newest members to the C-Net team Dimi, who is C-Net's new Training Consultant.

Q. What are some of your favourite pastimes?

A. Training, Training, Training – I have a power lifting comp in December I need to get my butt into shape!



Q. What are some of your lifetime aspirations?

Q. Where is your dream destination to go on a holiday?

A. Vegas with the girls, PARTY DRINKING AND SHOPPING!

Q. What is your favourite saying?

A. My favorite "quote" from the movie, My Big Fat Greek Wedding is 'What? You vegetarian?'
'That's ok I make lamb'



Q. If you could trade places with any other person for a week, famous or not famous, living or dead, real or fictional. with whom would it be?

A. I would love to trade places with someone rich that has lots and lots of power... maybe Richard Branson or Donald Trump or Eddie McGuire – Actually maybe a women with

Q. If you won the lottery what would be the first thing you do?

A. Buy a massive wardrobe to store all my shoes...then buy more shoes! Haha no I'd probably buy myself an island to put all my shoes on!



The Net



C-Net Footy Tipping Competition 2010



This year's AFL footy season was another eventful one, finished off with a cliffhanging draw in the Grand Final! However, despite it being a frustrating day for St Kilda and Collingwood supporters alike, the bookkeepers were grinning ear to ear and all other footy fans were ecstatic with the result, as it meant that there was another week of footy!

After the history making Grand Final rematch the mighty pies were crowned the premiers for 2010, flogging the saints with a 56 point win.

It was definitely a remarkable footy year however, despite all the upsets we must give a big congratulations to our very own David Green who managed to take out the C-Net Footy Tipping Competition for 2010!!!

If you would like the chance to make C-Net Footy Tipping History and win the major prize at the end of the season, while being in the chance win weekly prizes, than make sure you join the 2011 C-Net Footy Tipping Competition. For all the details on how to join, keep a look out for information in the upcoming edition of The Net.



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MCC SPORTING SECTIONS *Grand Final Week Luncheon*

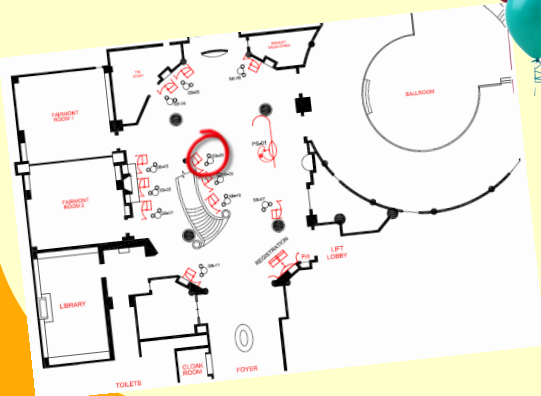
Last month Bryce and Graham along with the top 8 of the Footy tipping comp were C-Net guests at the MCC Sporting Sections Grand Final Week Luncheon, at the Members Dining Room of the MCG. C-Net and their guests enjoyed a lovely luncheon hosted by Ian Cover (ABC) and Tony Leonard (3AW), with special guest Tom Harley, the former Captain of the Geelong Football Club.



Upcoming C-Net Events

19th-20th October 2010
SAUG 36th Plenary
Park Hyatt Hotel, Melbourne

If the SAUG 36th Plenary is on your agenda for this month, then make sure you come visit the C-Net stand, located at SB-08. We will be running a new competition, with plenty of prizes to be won, so come join in the fun!



The Net

Did you know...???

2010 Commonwealth Games

India will be hosting the Commonwealth Games for the first time

This is the 19th round of the Commonwealth Games

The 2010 Commonwealth Games will be the largest Commonwealth Games event ever, with 72 nations competing in 17 sports over 285 events



The motto of the 2010 Commonwealth Games is "Come out and play"

Tennis will be making its debut at the 2010 Commonwealth Games



The Queens Baton has been equipped with modern technologies such as GPs, Camera and SMS functionality.



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