



The Net

C-NET

Issue 50
June 2011

The editors corner...

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This month's issue of The Net will be dedicated to The Net's Editor, who is also one of C-Net's favorite employees, Shellyn! As some of you may know, Shellyn is leaving us to travel around Europe and North America for two months.

Shellyn began at C-Net in 2009 as a Marketing intern from Swinburne University of Technology, where she started off as a nervous, first time employee. Soon enough however, she found her feet within C-Net and began to shine.

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.

After her one year internship was over she went back to studying full-time at University and, while continuing to work at C-Net part-time, she soon graduated with a Commerce degree majoring in Marketing and Human Resources in 2010. After learning all that she can at C-Net, Shellyn has decided to progress forward with her career.

As a result of Shellyn's departure, I will be taking over her roll at C-Net. Therefore, I would like to take this opportunity to introduce myself as the new Marketing Intern. My name is Elisa and, like Shellyn, I'm taking a year off studying my Commerce/ Arts degree at Swinburne University of Technology to intern at C-Net. I look forward to meeting some of you in the future and hopefully doing as well as Shellyn.

ED



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Occupational health & safety news...

“Criminalisation of workplace bullying”

The Victorian Government recently introduced the *Crime Amendment (Bullying) Bill 2011* into State Parliament, which will provide a maximum jail term of ten years for perpetrators found guilty of workplace bullying.

The amendment is commonly being referred to as 'Brodie's Law' after the 2006 death of Brodie Panlock. She committed suicide at age 19 after being victimised by colleagues at a café in Melbourne. The Bill will amend the existing offence of stalking to cover the types of conduct and behaviour that is often described as workplace bullying.

What will change?

While certain behaviours typical of being described as workplace bullying may fall within the current definition of stalking, the Bill expands the definition of what is considered stalking to include:

- Making threats to the victim
- Using abusive or offensive words to or in the presence of the victim
- Performing abusive or offensive acts in the presence of the victim
- Directing abusive or offensive acts towards the victim acting in any other way that could reasonably be expected to cause physical or mental harm to the victim, including self harm; or to arouse apprehension or fear in the victim for his or her own safety or that of any other person.

Further, a definition of mental harm is inserted and includes psychological harm and suicidal thoughts. Attorney-General Rob Clarke believes that the changes '...will make it clear that the kind of suffering inflicted upon Brodie Panlock will be treated as stalking and will be liable to a jail term'.

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What does it mean for employers?

The amendments enhance the current protection afforded to employees under the *Occupational Health and Safety Act 2004 (Vic)* (**OHS Act**), which requires employers to provide a safe, risk free working environment, by criminalising the more extreme examples of workplace bullying.

One of the issues will be the level of understanding about the changes in workplaces. Employers should communicate the changes to their employees and amend relevant policies and procedures to alert employees to the potential for criminal sanctions.

While the Bill is aimed at the individual as opposed to employers generally, employers still have an obligation to provide a safe workplace for all employees under the OHS Act.



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“New Queensland safety legislation to save the economy more than \$30 million”

Queensland Premier Anna Bligh has introduced new legislation that will uphold the state's stringent workplace safety standards as well as making life easier for Queensland's employers according to Industrial Relations Minister Cameron Dick.

Dick introduced the Work Health and Safety Bill 2011 into Parliament ensuring the new Work Health and Safety Bill.

"The Bill forms part of the national reform agenda that will result in harmonised workplace laws across Australia,

"For workers, this means more stringent protections while for business, this translates to reduced red tape and compliance costs.

"Removing the confusion, complexity and duplication caused by Australia's multiple workplace health and safety regimes will help save the Queensland economy more than \$30 million a year.

"The new Bill will replace the Workplace Health and Safety Act 1995 with key changes includes broadening the definition of 'worker' to include labour hire, contractors and subcontractors, and imposing the onus of proof on the regulator to prove an offence," he said.

According to Dick, the State Government was also introducing the new Safety in Recreational Water Activities Bill 2011 to ensure Queensland's diving and snorkelling industries were covered by safety legislation.

"It is important that people who want to dive can do so in the safest possible environment and that is the image we want to project across Australia and internationally,

"This new Bill will help ensure cowboy operators don't spoil it for the hundreds of high-quality dive operators who help make Queensland an internationally regarded tourism destination," he said.

The new national model Work Health and Safety Bill was developed in consultation with industry, unions, all states and territories and the general public.

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Work Health and Safety Bill included changes to various pieces of workplace health and safety legislation, according to Dick.

12 May 2011
Safe to Work
www.safetowork.com.au

“Santos plant workers sacked for planking on smokestacks”

Two South Australian resource workers have been fired for planking on top of a plant's smokestacks, 60 metres off the ground.

The discovery of photographs of the stunt at Santos in Whyalla was deemed extremely dangerous by the company and the two were sacked immediately.

Two other employees have been stood down for failing to intervene.

Their suspension is pending on an investigation into the incident.

The company, an oil and gas producer, was not responding to requests for comments last night.

Planking, where participants lay face down, usually in an unusual place and take photographs, has been around for some time, but has increased in popularity with the recent interest by the mainstream media.

A Brisbane man fell to his death in Brisbane last week when he was planking on a seventh-floor balcony.

Despite the death, planking is growing in popularity, with almost 150 000 fans on Facebook.

24 May 2011
Safe to Work
www.safetowork.com.au



Upcoming C-Net Events

2nd-4th August 2010
SAUG Summit 2011
Sydney Convention and Exhibition
Centre,
Darling Harbour, Sydney



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“More support for injured workers to return to work: WorkSafe Victoria”

More than 3,000 Victorians who have been off work long-term as a result of a work-place injury need more support and encouragement from employers and doctors to return to work, WorkSafe Victoria has said.

A Position Statement signed last week by the Royal Australasian College of Physicians and the Australasian Faculty of Occupational and Environmental Medicine indicated that long breaks from work through disability or unemployment adversely affects wellbeing.

Director of WorkSafe Victoria's Return to Work Division, Dorothy Frost said: "While a physical injury may heal relatively quickly, other physical and psychological effects often develop and/or be made worse the longer someone is off work.

"It is vital workers, their employers, doctors and other treatment professionals and families understand this, but also that help is available for everybody involved, so no one is alone in the process."

According to WorkSafe Victoria, most of the 28,000 people who make workers compensation claims in Victoria each year take no time off or are back at work within a month.

However, Frost said that the number of people returning to work in Victoria could still be improved.

"Getting back to work as soon as it is safe to do is a vital part of ensuring their quality of life," she said.



7 April 2011
Safety to Work
www.safetytowork.com.au

Upcoming safety events...

“Exhibitions to address new work health and safety laws”

The Queensland Safety Show is returning to the Brisbane Convention & Exhibition Centre from June 21 to 23 with two new features; the Queensland Manufacturing Show and expert seminars dealing with the new work health and safety laws.

Australian Exhibitions & Conferences managing director Marie Kinsella says the co-location of the Queensland Manufacturing Show with the established Safety Show will benefit both exhibitors and trade show visitors.

"The Queensland Manufacturing Show will offer thousands of visitors the opportunity to make face to face contact with major suppliers of the latest technologies available, as well as keeping up to date with work health and safety requirements," said Kinsella.

"There's plenty to see, from alcohol and drug testing, breathing apparatus and corporate health right through to vehicle safety. It's a big job for OHS professionals just to keep up with new safety products and a large dedicated work health and safety event like this makes it so much easier." she said.

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**QUEENSLAND
SAFETY SHOW
2011**

21 - 23 June 2011 Brisbane Convention & Exhibition Centre

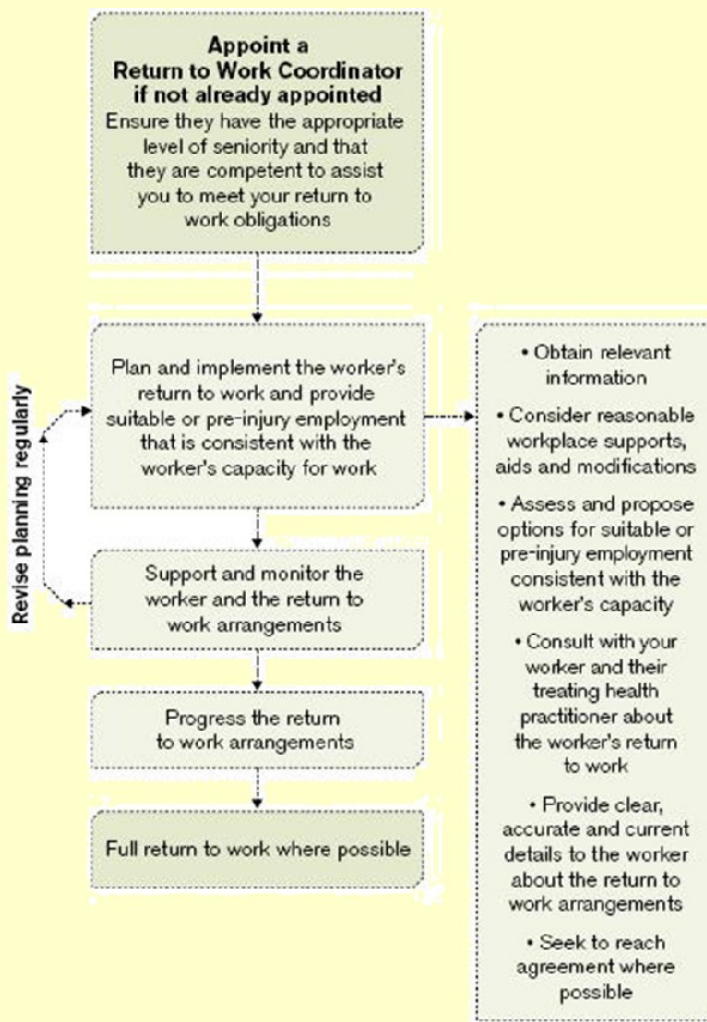
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Tips & tricks...

“Information for Employers”

If one of your workers is injured, it is important that you provide them with support as soon as possible and demonstrate a commitment to helping them return to work.

The following chart provides an overview of the return to work process you should follow to help meet your return to work obligations



Seek assistance whenever needed throughout the process.

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The inside scoop...

With one of our favourite C-Net member, Shellyn leaving us to travel around Europe for 5 weeks. I thought that it would only be appropriate to do this months Did you know and inside scoop about her!



Q. Why did you choose to travel to Europe?

A. Because it's amazing.....plus my best friend is currently studying over there, so I am meeting her in Florence once she is all finished to go on a well earned holiday!

Q. Favourite European Country

A. Well I have never been to Europe before. However, I would have to say Italy, Hungary or Austria

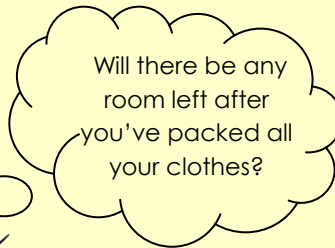


Q. Favourite European Food

A. LASAGNE!!!!

Q. If you could only take three things with you in your suit case what would they be?

A. iPhone & charger
My toiletries case!
My camera



Q. What is the one thing you are most looking forward to about your trip?

A. Being able to finally experience the history and beautiful scenery of Europe and the U.S!

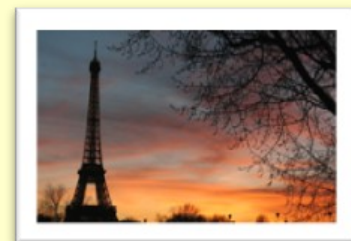
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**Did you
know...???**

EUROPE

Five things you might not know about Europe

1. Most scholars believe Europe was named after Europa, a Phoenician Princess in Greek mythology
2. Europe is home to the world's smallest country- the Vatican and also the world's largest- Russia
3. The largest city in Europe is Paris with a population of just under 10 million people.
4. Although Europe is listed as the second smallest continent in the world, it is the third most populated, serving as a home to over 800 million people
5. Germany is the country that is surrounded by the most countries (nine total). The countries are Switzerland, Poland, Netherlands, Luxembourg, France, Denmark, Czech Republic, Belgium, and Austria.



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