



Government of South Australia

SafeWork SA

**SAFEWORK SA WHS GRANTS PROGRAMMES
FUNDED PROJECTS UPDATE**

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LEGEND

ARC	Australian Research Council
OHS	Occupational Health and Safety
OHS&W	Occupational Health, Safety and Welfare
SWSA	SafeWork SA
WHS	Work Health and Safety

SafeWork SA WHS Commissioned Research Grant Programme

Projects from the 2007 Call

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- 7 Improving the evidence base for effective OHS education in secondary schools

1: Development of a WHS Research Strategy for SA

Grantee:	The University of South Australia Centre for Sleep Research
Project Managers:	Verna Blewett
SWSA Funding:	\$87,248 (1 year)
In-Kind Support:	\$164,677

Project Summary:

The project developed a strategy for WHS research in South Australia aimed at achieving the WHS targets in South Australia's Strategic Plan. Key research priority areas were identified.

In an extension of this project, two literature reviews have been conducted on areas of current WHS concern: Musculoskeletal disabilities in relation to the psychosocial environment, and a review of research opportunities relating to WHS aspects of the use of nanoparticles. They will be available in mid-2011.

2: Improving enterprise-level interventions designed to reduce musculoskeletal disorders in the workplace

Grantee:	The University of Adelaide
Project Manager:	Dino Pisaniello
Key Project Personnel:	Helen Winefield, John Karnon, James Harrison, Malcolm Battersby, Rose Boucaut, Valerie O'Keefe
SWSA Funding:	\$143,842 (2 years)
In-Kind Support:	\$54,640

Project Summary:

Musculoskeletal disorders (MSD) are the most common form of occupational disease in South Australia. The project seeks to reduce the incidence of MSD by improving the effectiveness and longevity of interventions i.e. increasing the uptake, implementation and maintenance of risk-reducing measures. The project is a trial of a 'stage of change' model to MSD interventions in South Australia. This approach has been successfully evaluated in the UK, and will be adapted to South Australian conditions.

3: OHS compliance: Best practice inspectorial interventions

Grantee: The University of South Australia
Project Manager: Kevin Purse
Key Project Personnel: Drew Dawson, Jill Dorrian
SWSA Funding: \$111,194 (1year)
In-Kind Support: Nil

Project Summary:

This research feasibility study investigated if there were collaborative or methodological issues that would prevent a full, rigorous investigation into the potential for the leveraging of inspectorial interventions to promote increased compliance with manual handling regulations in South Australia. (Funding that was put aside for the full study was not required as the full study was deemed to be not feasible.)

4: Evaluation of the effectiveness of the Construction Industry Common Safety Induction Course

Grantee: The University of South Australia
Division of Health Sciences
Project Manager: Karen Grimmer-Somers
Key Project Personnel: Steve Milanese, Saravana Kumar, Steve Larkins
SWSA Funding: \$92,200 (1 year)
In-Kind Support: \$49,200

Project Summary:

The objective of this proposal was to evaluate the content and delivery of, and satisfaction with, the current 'White Card' construction industry training program. It was evaluated in terms of its curriculum and delivery style, and the capacity of the course to improve knowledge. The project provided recommendations for the improvement of White Card induction training.

5: Safety culture pilot project

Grantee: University of South Australia, Centre for Sleep Research
Project Managers: Benjamin Brooks, then Verna Blewett
Key Project Personnel: Julianne Flower, Jill Dorrian
SWSA Funding: \$178,676 (3 years) \$107,206 remains for the revised component
In-Kind Support: \$99,514

Revised Project Summary:

The many instruments that purport to measure 'safety culture' have been developed in a climate of uncertainty. There is little agreement either in the literature or in practice about what constitutes safety culture. But if this idea is unclear, then how can it be measured or assessed?

This project aims to develop a clearer understanding of the idea of safety culture, building on the preliminary literature review that has already been undertaken by Ben Brooks. The project will compare and analyse the dimensions of existing, validated instruments that are in the public domain.

From the results of the review of instruments, the research team will build and test an omnibus instrument designed to assess 'best practice OHS culture'. The aims are: (1) to identify and review instruments that assess OHS culture; and (2) to develop and test an omnibus best practice OHS culture assessment process.

6: Fatigue induced loading on the lumbar spine: an investigation on intra-shift variation in manual handling physiotherapists

Grantee: Repatriation General Hospital
Project Manager: Simon Gunn
Key Project Personnel: Tam Nguyen, Maria Crotty, Tony Hewitt, Paul Rothmore
SWSA Funding: \$58,786 (1 year)
In-Kind Support: Nil

Project Summary:

This project will measure the intra-shift variation in manual handling task performance among physiotherapists and assess its effects, if any, on the lumbar spine. This will be the first study to quantify the load on the lumbar spine at different intervals during a typical health care worker's shift.

The aim is to study quantitatively the external loads placed on the lumbar spine during some standardised health care related manual handling tasks. It will determine whether there is a significant difference between the pre- and post-shift loading on the lumbar spine.

7: Improving the evidence base for effective OHS education in secondary schools

Grantee: The University of Adelaide
Discipline of Public Health
Project Manager: Dino Pisaniello
Key Project Personnel: Sasha Stewart, Nasreen Jahan, Helen Winefield
SWSA Funding: \$70,916 (2 years)
In-Kind Support: \$27,585

Project Summary:

Young workers are a vulnerable sub-population and are over-represented in injury statistics, despite significant under-reporting. Although many resources are now available, there appears to be a poor evidence base for existing programs, and anecdotal evidence suggests that teachers are not consistently or effectively utilising these resources.

This project focussed on the secondary education sector, dealing with the student transition from school to work, and aims to build on existing WHS education initiatives. A systematic review of school to work literature was carried out. An evidence-based conceptual framework of student WHS education, linked with stages of cognitive and physical development, was developed.

SafeWork SA OHS Commissioned Research Grant Programme
Projects from the 2009 Call

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| 6 | PTSD: A systematic review |

1: Workplace alcohol and drug testing

Grantee:	Flinders University National Centre for Education and Training on Addiction
Project Managers:	Ken Pidd
SWSA Funding:	\$86,324 (1 year)
In-Kind Support:	\$39,363

Project Summary:

There are two related projects.

The first, based mainly on interviews, will investigate the reasons for inadequacies in workplace toxicological data on alcohol and drug involvement in workplace injury. This project should help to establish a useful workplace fatality/injury alcohol and drugs database.

The second, based mainly on literature reviews, will provide best practice advice on workplace random testing regimes for impairing drugs that takes account of the responsiveness of any such regime to the needs of both employees and employers.

2: Safety competencies of supervisors

Grantee:	The University of South Australia Centre for Sleep Research
Project Manager:	Chris Bearman
SWSA Funding:	\$59,213 (1 year)
In-Kind Support:	\$28,000

Project Summary:

Front-line supervisors play a crucial role in ensuring that production pressures do not lead to injury risks. Supervisors also act to shape the behaviour of employees (particularly new and inexperienced members of the workforce).

This project will develop a detailed competency specification relating to the safety management roles and responsibilities of supervisors. Developed from a comprehensive literature review and interviews with experienced supervisors in safety-critical workplaces, the competency specification will provide much clearer guidance for supervisor induction and training programs.

3: Occupational asthma

Grantee: The University of Adelaide
Project Manager: Dino Pisaniello
Key Project Personnel: Paul Rothmore
SWSA Funding: \$157,479 (2 years)
In-Kind Support:

Project Summary:

Occupational asthma can be caused by a variety of workplace exposures. Once sensitised, a worker will generally be unable to work in the job. The disease is of short- to medium-term latency and is likely to be preventable. Thus, it represents a good candidate for a hazard surveillance demonstration project, under the National OHS Strategy.

This demonstration project will: (1) prepare systematic reviews of hazard control and exposure assessment; (2) develop a sampling frame for South Australian workplaces where asthma cases have occurred or are likely to occur; (3) conduct selected workplace assessments; and (4) generate exposure and control data for hazard surveillance. In addition, the project aims to develop best practice guidance material, and make it available to relevant workplaces and industry associations.

4: Policies and interventions on work hours

Grantee: The University of South Australia
Project Manager: Natalie Skinner
Key Project Personnel: Jill Dorrian, Sally Ferguson, Barbara Pocock, Verna Blewett
SWSA Funding: \$146,623 (1 year)
In-Kind Support: \$31,392

Project Summary:

This multidisciplinary project will explore relationships between the psychosocial work environment, work-life balance and mental health - with a particular emphasis on the mediating roles of work hours and fatigue.

The project will involve analysis of data from the independently conducted HILDA (Household, Labour and Income Dynamics in Australia) survey, and an extended version of the AWALI (Australian Work and Life Index) 2010 survey. Through dissemination and stakeholder engagement, the project will inform evidence-based policy related to work hours, fatigue, stress, depression and work-life balance, with the longer term goal of contributing to a reduction in workplace illness/injury claims related to mental disorders.

5: Best practice in WHS media

Grantee: University of Adelaide, Centre for Automotive Safety Research
Project Manager: Lisa Wundersitz
Key Project Personnel: Jeremy Woolley, Mary Lydon
SWSA Funding: \$55,262 (1 year)
In-Kind Support: \$7,184

Project Summary:

Mass media campaigns are used extensively as a means of promoting public health. Given their relatively high cost, a thorough examination of the evidence of their effectiveness in influencing health-related behaviours is warranted.

To ascertain the likely effectiveness of recent SafeWork SA mass media campaigns, review will be conducted of the literature on best practice in mass media public health and safety campaigns. The project will help SafeWork SA to shape its campaigns so that they are most likely to reduce workplace injuries.

6: PTSD: A systematic review

Grantee: University of South Australia
Project Manager: Karen Grimmer-Somers
Key Project Personnel: Kylie Johnston
SWSA Funding: \$61,000 (1 year)
In-Kind Support:

Project Summary:

A traumatic workplace event can result in post-traumatic stress disorder (PTSD) for the affected worker or for those closely involved, as well as substantial costs to the insurer. National guidelines to prevent and manage this condition were developed in 2007, but have not been widely applied to workplaces.

This project will determine evidence-based guiding principles for prevention, identification and management of PTSD relating to workplace trauma. The findings will provide evidence-based guidance about first response to workplace trauma, appropriate screening, and effective early PTSD management.

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- 1 Establishment of a professorship and associated activities in Process Safety and Integrity Management
- 2 Measuring effects of safe vehicle purchasing by Fleet SA
- 3 Stress, work and technology across the lifecycle
- 4 Migrant workers: communicating safety to and from culturally and linguistically diverse workers in the aged care industry

1: Establishment of a professorship and associated activities in Process Safety and Integrity Management

Grantee:	University of Adelaide, Chemical Engineering
Project Managers:	Peter Ashman
Key Project Personnel:	Mark Biggs, James McWha
SWSA Funding:	\$125,000 (5 years)
In-Kind Support:	\$238,000

Project Summary:

A community of excellence in Process Safety and Integrity Management (PSIM) will be established with a specific focus on major hazard facilities and energy pipelines. Highly-leveraged supplementary funding is sought to establish a Professorial position at the University of Adelaide, supported by a postdoctoral research fellow, for an initial period of five years.

The initiative will: (1) establish and lead independently-funded research programs dealing with process safety in hazardous facilities (including the mitigation of hazards at the design stage) and in the safe design and operation of energy pipelines; (2) facilitate exchange of PSIM information, research, management practices and industry lessons; (3) provide independent advice in establishing contemporary safety policy and regulation; (4) ensure PSIM is clearly identified and incorporated in undergraduate and postgraduate degree programs and in continuing professional development activities for practicing professionals; and (5) allow capacity for the provision of consulting services in PSIM.

2: Measuring effects of safe vehicle purchasing by Fleet SA

Grantee:	University of Adelaide, Centre for Automotive Safety Research
Project Manager:	Robert Anderson
Key Project Personnel:	Paul Hutchinson, Jamie Mackenzie
SWSA Funding:	\$94,161 (1 year)
In-Kind Support:	\$12,240

Project Summary:

Following the adoption of a new vehicle safety policy by the Department for Transport, Energy and Infrastructure (DTEI), and further consultation with the State Government's fleet provider Fleet SA, it is envisaged that the State Government will continue to work towards the adoption of safe vehicle purchasing policies.

Preliminary results from DTEI's implementation of the policy indicate that the policy may lead to significantly fewer crashes. If confirmed, this will have implications for other fleet operators and any workplace using light vehicles in their operations. Proper demonstration of reduced crash injuries (and associated crash costs) may encourage other fleets and workplaces to actively increase the use of effective safety systems in their vehicles.

A combination of Fleet SA records, the SA Traffic Accident Reporting System and WorkCoverSA data (through SafeWork SA) will be used to examine benefits of safe vehicle purchasing on reducing injury and injury claims related to work-related driving. Furthermore, a general description of the work-related crash problem will be made through the analysis of two separate datasets. The advantage of studying a large centrally managed fleet is that the fleet records will contain many variables not normally available in analyses of crashes and vehicles.

The project would be run with the cooperation of SafeWork SA, DTEI and Fleet SA.

3:	Stress, work and technology across the lifecycle
Grantee:	University of Adelaide, Australian Institute for Social Research
Project Manager:	John Spoehr
Key Project Personnel:	Kate Barnett, Ann-Louise Hordacre, Naomi Guiver, Keri Chiveralls, Rachel Katterl
SWSA Funding:	\$100,970 (1 year)
In-Kind Support:	\$30,706 (University) 16 days (Industry)

Project Summary:

The research addresses a significant gap in the literature, namely, an understanding of how information and communication technologies (ICTs) contribute to workplace stress and how these stress-related risks can be ameliorated. It is proposed to study the impact of ICTs in the workplace on two different age groups (young workers and mature age workers), within different occupations and within a single industry sector with higher stress-related claim rates and a reliance on ICTs in the workplace (e.g. finance).

The project will develop, pilot and implement a Stress, Work and Technology Index (SWAT Index) – a tool designed to measure technology-induced workplace stress. A selected sub-sample of younger and older participants will contribute to developing an on-line resource manual providing practical and good practice guidelines for the use of ICTs in the workplace.

4:	Migrant workers: communicating safety to and from culturally and linguistically diverse workers in the aged care industry
Grantee:	University of South Australia, Centre for Sleep Research
Project Manager:	Sophia Rainbird
Key Project Personnel:	Danielle Every, Verna Blewett, Kirrilly Thompson
SWSA Funding:	\$240,417 (3 years)
In-Kind Support:	\$253,080

Project Summary

This project will establish how growing numbers of culturally and linguistically diverse (CALD) workers in the aged care industry disseminate, interpret, and understand WHS information and carry out WHS instructions.

An ethnographic approach will be applied, involving interviews, focus groups, document analysis and observations with management, health and safety representatives, WHS committee members (where applicable), CALD and non-CALD workers, and residents to establish the psychosocial environment pertinent to WHS. The research method incorporates observation of training and other means of communication, particularly worker interactions, supervision, verbal and pictorial instruction and the completion of tasks. A participatory process will be used to identify interventions that will lead to improvements in WHS training programs, policies and procedures and communication processes for CALD workers.

This research will develop guidelines for WHS which may be generalisable to other industries where CALD workers are employed.

SafeWork SA OHS Small Grant Programme

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- 2 Compliance and enforcement programme
- 3 Pilot study of exposures to ultrafine and nano-sized particles in South Australia
- 4 A safe start
- 5 Young worker safety survey
- 6 Manual and mechanical handling techniques for the maritime industry
- 7 Horticultural WHS research tool

1: OHS&W for Chinese ethnic small business owners and employees in SA

Grantee:	Acelin Institute of Business
Project Manager:	Michael Lin
Key Project Personnel:	Ainslie Popplewell, Dean Taylor
SWSA Funding:	\$49,980 (1 year)
In-Kind Support:	\$21,000

Project Summary:

Conduct face-to-face seminars for Chinese ethnic small business owners and employees to develop their understanding and practical knowledge and skills of OHSW in South Australia.

The course has 14-16 contact hours and will be delivered bilingually through interpretation. Separate classes are offered for business owners/employers and employees, with the contents tailored for their different perspectives.

2: Compliance and enforcement programme

Grantee:	Transport Training Centre
Project Manager:	Ron Horne
Key Project Personnel:	John Skaczkowski, Greg Fullerton, Anna Miotti
SWSA Funding:	\$8,000 (3 months)
In-Kind Support:	\$6,350

Project Summary:

Develop and deliver a training programme that re-enforces the key features of 'chain of responsibility' provisions.

The programme will enforce the 'culture of safety' aspects within the transport and logistics industry by developing skills and knowledge through competency based training in the following key areas: (1) compliance and enforcement legislation; (2) occupational health and safety; (3) load restraint; (4) dangerous goods awareness; (5) policies and procedures; (6) operations planning; (7) fatigue management; and (8) workplace information systems.

3: Pilot study of exposures to ultrafine and nano-sized particles in South Australia

Grantee: University of Adelaide, Discipline of Public Health
Project Manager: Dino L Pisaniello
Key Project Personnel: Su Gil Lee, Barbara Sanderson
SWSA Funding: \$15,396 (6 months)
In-Kind Support: \$5,000

Project Summary:

This project aims to: (1) simultaneously measure inhalable and ultrafine particle exposures in a sample of 10-15 workplaces; and (2) assess the significance of the findings in terms of health risk and the adequacy of current sampling strategies. The workplaces will be selected on the basis of likely ultrafine exposure, including glass manufacture, ceramics, foundry work, mining and construction.

4: A safe start

Grantee: Australian Refugee Association Inc
Project Manager: Hafez Zamani
Key Project Personnel: Ellie Field, Shahla Nabilzadeh, Sarah Lovell
SWSA Funding: \$31,252 (1 year)
In-Kind Support: \$1,475

Project Summary:

Develop and deliver a series of workshops on OHSW for refugees and migrants who will be entering the South Australian workforce, covering issues such as their rights and responsibilities and some industrial related matters e.g. superannuation, workers compensation.

5: Young worker safety survey

Grantee: SA Unions
Project Manager: Janet Giles
Key Project Personnel:
SWSA Funding: \$27,500 (8 months)
In-Kind Support: \$15,000

Project Summary:

Survey young workers in three key industries of construction, hospitality and fast food to determine their attitudes to safety issues and level of safety awareness, in order to improve the safety of young workers in these industries.

6: Manual and mechanical handling techniques for the maritime industry

Grantee: Maritime Union of Australia
Project Manager: Jamie Newlyn
Key Project Personnel: Romana Wereszczak
SWSA Funding: \$44,575 (1 year)
In-Kind Support: \$55,275

Project Summary:

This project will target the whole of the maritime and waterfront industry in South Australia with a focus on casual and permanently employed mariners and stevedores. It seeks to: (1) identify skills gaps, up-skill and assess for compliance to the Approved Code of Practice for Manual Handling (Maritime Industry); (2) develop a competency based training program with learning and assessment resources; and (3) develop performance management strategies to train and assess for manual handling skills.

7: Horticultural WHS research tool

Grantee: Virginia Horticulture Centre
Project Manager: Peter de Lacy
Key Project Personnel: Mike Redman
SWSA Funding: \$45,287 (1 year)
In-Kind Support:

Project Summary:

For this industry body to create a resource tool that is specifically developed to create awareness and identify risks in the agriculture and horticulture industry, and deliver training to employers on how to educate employees and conduct on-site risk assessments.

The project was terminated October 2009.

SafeWork SA OHS Small Grant Programme

Projects from the 2008 call

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- 1 Hey Presto! – I'm a self-employed contractor! What's OHS?
- 2 Infection control education and training for body piercers and tattooists
- 3 Safe trenching and excavation practices 2008

1: Hey Presto! – I'm a self-employed contractor! What's OHS?

Grantee:	Office of the Employee Ombudsman
Project Manager:	Stephen Brennan
Key Project Personnel:	Andrew Farrell
SWSA Funding:	\$50,000 (1 year)
In-Kind Support:	

Project Summary:

Self-employed contractors are at the forefront of evolving employment relationships and thereby present an emerging challenge to the conventional approach to WHS matters.

This project aims to heighten awareness of the mutual responsibilities of the principal contractors and their self-employed contractors in relation to health and safety matters. It is anticipated that the project will work toward a greater appreciation of WHS issues in the contractual arrangement of self-employed contractors. The project will investigate potential problems that confront this sector and work toward the development of guidance with broad application.

2: Infection control education and training for body piercers and tattooists

Grantee:	Southern Primary Health
Project Manager:	Steve Parker
Key Project Personnel:	Leslie Wightman, John McKiernan, Jude Bail, Helen Psarra, Nicole Moore, Morag Draper, Daniel Levy
SWSA Funding:	\$25,750 (1 year)
In-Kind Support:	\$37,950

Project Summary:

This project developed and delivered a specialist Infection Control educational workshop for body piercers and tattooists. The workshop information was supported by a series of Infection Control posters suitable for display in salons.

3: Safe trenching and excavation practices 2008

Grantee:	Plumbing Industry Association of South Australia
Project Manager:	Andrew Clarke
Key Project Personnel:	Paul Worthington
SWSA Funding:	\$50,000 (1 year)
In-Kind Support:	\$8,000

Project Summary:

This project will deliver an interactive online training package and DVD consisting of video demonstrations, which will be used, in conjunction with a structured question and answer format engaging participants, to evaluate their understanding of safe trenching/excavation practices.

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1. Partnering for OHS: An examination of the Partnership Program
2. Genuine commitment: Integrating continuous risk assessment in forest harvesting business
3. The manufacturing OHS self-paced learning kit
4. Development and investigation of a lumbar posture monitoring system with biofeedback
5. Young workers and alcohol and drug related WHS risk
6. OHS training for translators

1: Partnering for OHS: An examination of the Partnership Program

Grantee:	University of South Australia
Project Manager:	Verna Blewett
Key Project Personnel:	From: SA Unions, Safety Institute of SA, SafeWork SA
SWSA Funding:	\$46,270 (7 months)
In-Kind Support:	\$108,428

Project Summary:

Evaluate the safety impact of the Partnership Program in the firms where Health and Safety Representatives (HSRs) have been supported, as well as the impact it has had on the supported HSRs.

2: Genuine commitment: Integrating continuous risk assessment in forest harvesting business

Grantee:	The Logging Investigation and Training Association
Project Manager:	Andrew Cusack
Key Project Personnel:	
SWSA Funding:	\$15,000 (1 year)
In-Kind Support:	\$7,864 (LITA) \$6,000 (Industry)

Project Summary:

Produce a set of risk assessment documents for each of the six major forest machine/plant types that will lead to the development of standard operating procedures and training materials.

3: The manufacturing OHS self-paced learning kit

Grantee:	Engineering Employers Association SA
Project Manager:	James Rock
Key Project Personnel:	
SWSA Funding:	\$33,000 (8 months)
In-Kind Support:	

Project Summary:

Adapt the existing '*Plastics and Rubber Self-Paced Learning Kit*' so that it can be used for the entire manufacturing sector.

4: Development and investigation of a lumbar posture monitoring system with biofeedback

Grantee: Flinders Medical Centre
Project Manager: Robin Woolford
SWSA Funding: \$31,720 (1 year)
In-Kind Support: \$12,520

Project Summary:

To develop and test a prototype wearable biofeedback device designed to monitor and log spinal postures and spinal movements within a workplace setting.

5: Young workers and alcohol and drug related WHS risk

Grantee: Flinders University
National Centre for Education and Training on Addiction
Project Manager: Ken Pidd
Key Project Personnel: Ann Roche
SWSA Funding: \$28,937.35 (6 months)
In-Kind Support: \$33,106

Project Summary:

Conduct in-depth interviews with key informants from a number of industries, South Australian TAFEs, private Registered Training Organisations and Australian Technical Colleges to identify their knowledge of alcohol and drug related WHS risks of young workers. Document effective strategies they use to minimise the known risk. Develop practical guidelines and recommendations.

6: OHS training for translators

Grantee: Construction Industry Training Centre
Project Manager: Harry Ennis
Key Project Personnel: Dave Fitzgerald
SWSA Funding: \$20,900 (1 year)
In-Kind Support: Nil

Project Summary:

The development and provision of WHS training for persons providing translator services for the common induction White Card course – so that the translators can do their translating job more effectively.

The project has been terminated.

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- 1 Characterisation of the health hazard associated with exposure to synthetic nanoparticles in the workplace
- 2 Providing a safe working environment for marine activities: risk assessment of the efficiency of the Shark Shield
- 3 Development and trial of a toolkit for the evaluation and integration of WHS in university curricula

1: Characterisation of the health hazard associated with exposure to synthetic nanoparticles in the workplace

Grantee:	Flinders University
Project Manager:	Dr Barbara Sanderson
Key Project Personnel:	
SWSA Funding:	\$49,970
In-Kind Support:	\$37,227

Project Summary:

Nanoparticles are used in electronics, medical diagnostics and therapeutics, where there are potential exposures to nanoparticles in research and production facilities. Within South Australia, about 30 people work with nanoparticles at Flinders University, in addition to those at other universities, private research institutions and manufacturing.

Potential health problems from nanoparticles are an emerging WHS issue. Current health hazard assessments rely only on predictive health effects that can be based on physicochemical characteristics. Cytological research, as proposed for this project, is now required.

This project links with a joint Australian/Indian grant to investigate physicochemical aspects of nanoparticles. The applicant has also applied for a NHMRC grant to further this area of research. The researchers intend to report their findings in the scientific journal literature.

2: Providing a safe working environment for marine activities: risk assessment of the efficiency of the Shark Shield

Grantee	South Australian Research and Development Institute
Project Manager:	Dr Charlie Huveneers
SWSA Funding:	\$50,000
In-Kind Support:	\$139,700

Project Summary:

There are 20-30 marine divers in SARDI, and more in other SA research institutions. In addition, there are many divers in the tuna and abalone industries, Department for Environment and Heritage, and SAPOL, as well as recreational divers.

Two methods adopted by marine divers to protect against shark attack are the Shark Shield or a cage. Some institutions mandate the use of Shark Shield, assuming that it is effective. South Australia recorded three work-related shark attacks in the last 10 years, resulting in two fatalities. In his report on one of the fatalities, the Coroner found that the effectiveness of the Shark Shield was unknown, as favourable results provided by the manufacturer had not been independently verified.

Proving its effectiveness will be logistically complex and expensive. An experienced project team with demonstrated sound knowledge of shark behaviour will undertake the project. In-kind support from the applicant organisation and collaborators will total \$139,700. Dissemination of the findings will be very important if the product found to be defective.

3: Development and trial of a toolkit for the evaluation and integration of WHS in university curricula

Grantee:	University of Adelaide
Project Manager:	Paul Rothmore
SWSA Funding:	\$27,281
In-Kind Support:	\$25,781

Project Summary:

The aim of the project is to devise a self-assessment tool for use by academic program co-ordinators to determine how best to fit dedicated WHS courses into busy curricula, and to integrate and adapt specific WHS information into a range of different courses. One outcome will be to up-skill graduates with respect to their own WHS. Another outcome will be to up-skill graduates, such as engineers, who will influence safety standards in their eventual places of employment.

The project will be conducted within the University of Adelaide in collaboration with the University's WHS Committee. The toolkit will initially be trailed in mechanical engineering and nursing, with likely uptake later by chemistry, medicine and medical science (all of whom have previously sought WHS advice for input into courses). When fully developed, the toolkit will be made freely available in electronic and hard copy formats.

The project will contribute to a central repository of knowledge in this field (with ongoing toolkit updates). It is planned that Vice-Chancellors will eventually be targeted to adapt WHS into university curricula (in the 5 yearly curriculum review cycle). The toolkit should be easily transferrable into the VET sector, where strong support for its adoption would be expected.

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- 1 Access to WHS services by personal service workers (sex industry)
- 2 Understanding and managing occupational health risks from fungal contamination in indoor environments
- 3 Safe working at heights
- 4 Caring for the carers: An investigation of EAP service provision within the aged care sector
- 5 Hair2Heart

1: Access to WHS services by personal service workers (sex industry)

Grantee:	AIDS Council of SA
Project Manager:	Ari Reid
Key Project Personnel:	Leah Spehr, Alan Fairley
SWSA Funding:	\$26,543 (9 months)
In-Kind Support:	\$17,300

Project Summary:

The project will examine access to government and non-government WHS services by personal service workers in the sex industry. The current marginalised nature of this workforce makes awareness of and access to relevant advice and services problematic. In addition, government and non-government service providers themselves may not understand the barriers these vulnerable workers face when accessing mainstream services and therefore may not be able to address these barriers or target their assistance to them.

This Project therefore will engage with service providers as well as sex industry workers and business operators in order to: (1) map and describe current WHS service provision and access issues; (2) identify service gaps and/or barriers to access; (3) identify opportunities to improve interactions; and (4) produce advisory materials accessible to the relevant parties.

Importantly, the project will provide the Sex Industry Network (SIN) with the capacity to maintain effective ongoing dialogue with service/support agencies and the opportunity to mediate relationships with a highly vulnerable, diverse, mobile and difficult to reach workforce.

It is expected that the project will improve consideration of a range of occupation-relevant risks that go beyond the 'health' issues typically associated with this industry to include factors such as overuse injury, body stressing, personal safety and broader ergonomic issues, and psychosocial wellbeing.

Note: as a peer based program, SIN has a unique capacity to draw the relevant stakeholders together.

2: Understanding and managing occupational health risks from fungal contamination in indoor environments

Grantee:	University of Adelaide
Project Manager:	Sharyn Gaskin
Key Project Personnel:	Dino Pisaniello, Richard Bentham
SWSA Funding:	\$37,478 (10 months)
In-Kind Support:	\$49,800

Project Summary:

There are currently no national standards in Australia for allowable or acceptable concentrations of indoor airborne fungi, and typically WHO guidelines are adopted. These are not designed for Australian conditions, in particular in dry South Australia where a high prevalence of asthma is evident.

It is estimated fifteen per cent of asthmas are caused or exacerbated by work, which means tens of thousands of working South Australians are potentially affected. The presence of indoor fungi may implicate potential health problems such as triggers of allergy and asthma, fungal infections or detrimental effects derived from mycotoxins.

The issue of fungal contamination in indoor air environments cannot be resolved by simple visual observation in the workplace because moulds can be inaccessible, and/or spores may come from a source off-site. Furthermore, visual and/or olfactory assessment may or may not accurately indicate the true extent of the problem. There is therefore a need for scientific evidence-based approach to investigation and assessment of indoor fungal air quality in workplace environments.

The aim of this pilot project is to obtain profiles of indoor airborne fungi in typical South Australian workplaces, including background levels, baseline data, seasonal variation and indoor-outdoor relationship. Field-based monitoring is proposed at representative South Australian indoor office/workplace environments, including workplaces at particular risk e.g. basements, adjacent to sources, archives. Air monitoring and surface sampling will be conducted for the identification and enumeration of fungal contamination of indoor work environments.

Expected benefits of data gathered will be in the translation of evidence in the form of information and skill development for those involved in routine IAQ assessments (e.g. workplaces, SafeWork SA inspectors, industry advisors, occupational hygienists, OHS professionals).

A guidance document will be prepared outlining outcomes and information for comparison under 'normal' or 'typical' conditions in well-maintained buildings (and in the outdoor air). A proposed workshop would be held for professional skill development of stakeholders and would include how to interpret data/reports gained from IAQ monitoring of fungal contamination (akin to noise data interpretation). Information gathered may also help to address lack of knowledge and inform local guidelines on indoor microbial air quality under Australian conditions.

3:	Safe working at heights
Grantee:	Plumbing Industry Association of SA
Project Manager:	Andrew Clark
Key Project Personnel:	Paul Worthington, Mal Baxter, Graeme Webster, Grant Baum
SWSA Funding:	\$50,000 (12 months)
In-Kind Support:	\$8,000

Project Summary:

To introduce a *Safe Working at Heights* training program to apprentices, trade and non-trade personnel that teaches safer work procedures and practices to the following industry groups: plumbers, electricians, air conditioning-related tradespeople and roofers.

The project will deliver an interactive online training package and DVD consisting of video demonstrations which will be used in conjunction with a structured question and answer format engaging participants to evaluate their understanding of safe working at height practices. Our research has found that, although there is a specified *Working at Heights* training module for all participants of the construction industry, there is a strong desire for a video based profile of specific hazards which features local situations to which users of the program can relate. Stakeholders also indicated that a system which can track the record of training generated by this proposal will help identify the participants' overall competencies.

4:	Caring for the carers: An investigation of EAP service provision within the aged care sector
Grantee:	University of SA
Project Manager:	Peter Winwood
Key Project Personnel:	Maureen Dollard, Paul Carberry
SWSA Funding:	\$37,375 (11 months)
In-Kind Support:	\$6,984

Project Summary:

Evidence suggests that organisations with EAPs (Employee Assistance Programs) perform better in employee WHS provision, including the management of the workers compensation process. However attitudes toward EAP provision with the aged care sector are highly polarised. The proposed study is a combined qualitative and quantitative study investigating barriers and facilitators of EAP implementation (including beliefs of proprietor/employers about the benefits of EAP provision) within the aged care sector.

First, we will investigate employer perceptions of the value of EAP support in general and in-house physiotherapy support in particular (and to a lesser extent psychological counselling provision) in relation to reducing work-related claims for muscle and joint injury and psychological injury, and the minimisation of return to work (RTW) times when claims are made. Second, we will compare the per-capita costs of EAP provision (where offered and not offered) against WorkCoverSA injury claims (numbers and costs, including RTW times) per facility, in order to assess the objective impact of EAP provision on per capita injury costs i.e. to establish the business case for EAP provision within the sector. This project can be considered a pilot for a much larger project in which the value of EAP provision within other (if not all) South Australian work sectors might be investigated at a later date, potentially supported by funding from other sources i.e. Employers Mutual Ltd [EML], UniSA, ARC.

The proposed study builds on the as yet unpublished data from the '*A Multidisciplinary Approach to Work Place Injury Minimisation in the Aged Care Health Sector*' study 2010-2011 (Aged Care Association of Australia - funded by EML). Interim data from this study indicates that EAP provision has a significant capacity to moderate the progression of minor muscle and joint strain towards more serious injury and costly WorkCoverSA claims. In addition, EAP provision increases psychosocial safety climate levels within workplaces, with notable organisational benefits including enhanced affective commitment and work engagement as well as reduced burnout and staff turnover.

5:	Hair2Heart
Grantee:	Southern Primary Health, Noarlunga
Project Manager:	Steve Parker
Key Project Personnel:	Tess Byrnes, Teresa Barter, Marian Rich, Ann Young
SWSA Funding:	\$26,230 (8 months)
In-Kind Support:	\$63,500

Project Summary:

The proposed Hair2Heart Hairdressers Project is a health and safety initiative grounded in professional research and developed in response to a community need.

The *Exploring the Burden of Clients' Expectations on Hairdressers* research report [December 2010] conducted by Southern Primary Health-Noarlunga established that hairdressers, on a daily basis, hear a vast range of health and personal concerns from clients. Hairdressers, both male and female, reported emotions leading them to feel upset, mentally overwhelmed and stressed after listening to a client's personal issues and health problems. They stated that they often felt their training or life experience had not prepared them with the necessary coping skills for the complexity of issues they were being asked to face, or advise on, in their role of 'incidental counselor'.

The Hair2Heart Hairdressers Project will safeguard and protect those working in the hairdressing industry by introducing education and training to improve practices and reduce the risk of occupational injury. Engaging hair professionals in an educative program is a valid way of not only providing hairdressers with the necessary skills required to reduce workplace stress and burnout, but also to provide appropriate responses and referral information for fellow workers and clients.

SafeWork SA OHS ARC Linkage Projects Support Grant Programme

Projects from 2009-10 funding

University of South Australia

Centre for Applied Psychological Research, Work and Stress Research Group

Project Title:	Building strong workplace psychosocial safety culture at a state and industrial level: the Australian Workplace Barometer (AWB), the StressCafe and a Participatory Action Research (PAR) intervention
Project Manager:	Maureen Dollard
Key Project Personnel:	Tony Winefield, Tony LaMontagne, Anne Taylor, Arnold Bakker, Cameron Mustard, Andrew Nafalski, Garry Hall
SWSA Funding:	\$150,000 from the SWSA LIPS Programme fund
In-Kind Support:	\$358,500 over 3 years

Project Summary:

A team of researchers, headed by Professor Maureen Dollard from the Centre for Applied Psychological Research at the University of South Australia, has proposed that SafeWork SA become an Industry Partner in a ARC Linkage project on *The Australian Workplace Barometer: Psychosocial risk surveillance and prevention in South Australian workplaces*. Being an Industry Partner will involve SafeWork SA co-funding the AWB project with the ARC. In addition, SafeWork SA will provide in-kind support such as access to data and possible collaboration with the Industry Improvement Programme.

The proposed project is the second of two related projects. Under the first project, already funded by an ARC *Discovery* grant, Professor Dollard and colleagues are conducting a population-based survey of psychosocial risk among Australian workers in NSW and WA using the AWB, which is a comprehensive survey tool developed for the project. Study participants will be surveyed in 2009 and re-surveyed in 2011 so that trends can be monitored.

In the proposed ARC *Linkage* project the research team would use the AWB to:

- compare the South Australian population and industry-specific benchmarks with national and international benchmarks
- monitor population trends in work-related psychosocial risk within South Australia
- identify at-risk occupational groups and priority areas for intervention within targeted industries within South Australia
- inform (in full collaboration with industry partners) the development of industry-specific interventions designed to reduce work-related psychosocial risk and stress
- evaluate the success of the specially developed industry-specific interventions

The project will have four stages: (1) first wave of data collection and selection of three industries in collaboration with partners; (2) data analysis and results dissemination, development of state plan, and industry intervention (Year 1); (3) implement state and industry intervention (Year 2); and (4) second wave of data collection, data analysis and results dissemination, and evaluation of intervention (Year 3).

There are existing collaborations between the SA Government and UniSA's Centre for Work + Life that focus on work-to-life interactions using the Australian Work and Life Index (AWALI). The emphasis of the new AWB proposal is different but complementary. It is on the surveillance and prevention of psychosocial risk factors (including a poor psychosocial safety climate in the organisation, high job demands, bullying and harassment) and their effects upon physical and mental health (such as psychological distress and depression) and upon work outcomes (such as absenteeism and presenteeism).

SafeWork SA OHS ARC Linkage Projects Support Grant Programme

Projects from 2010-11 funding

**Flinders University, National Institute for Labour Studies (NILS)
and the University of Sydney**

Project Title:	Caring for the carers: OHS in homecare
Project Manager (SA):	Kostas Mavromaras
Key Project Personnel:	Philip Bohle, Michael Quinlan, Olivia Rawlings-Way
SWSA Funding:	\$150,000 from the SWSA LIPS Programme fund
In-Kind Support:	\$150,000

Project Summary:

The proposed project is the third of three related projects. Andrew Farrell of the South Australian Office of the Employee Ombudsman conducted the first, a literature review of the OHS problems encountered by self-employed contractors, which was funded under the SafeWork SA WHS Small Grants Programme. Professor Michael Quinlan, Professor Philip Bohle and Dr Olivia Rawlings-Way from the University of Sydney conducted the second, a study of the *Occupational Health and Safety of Homecare Contract Workers in Adelaide and the Barossa Region*, which was mainly funded by the Office of the Employee Ombudsman.

The purpose of the project is as follows. Shifts in demographics, lifestyles, employment arrangements and business practices are generating an increased demand for services in the home. Homecare workers provide support to some of the most vulnerable members of the community. However, the limited evidence available suggests that these carers may themselves be vulnerable, exposed to a range of elevated OHS risks. Little is known about their OHS, although a recent pilot study conducted by the applicants identified significant problems in three domains of homecare work.

This project will build upon this pilot research and systematically investigate the OHS risks encountered by homecare workers in South Australia. It will generate recommendations with regard to policy developments and interventions to improve the OHS and productivity of homecare workers.

The requested cash contribution of \$150,000 plus some in-kind support from SafeWork SA, along with cash and in-kind contributions from other industry partners, would enable the research team to request \$450,000 from the ARC. The total value of the project is in the order of \$1.2m.

The involvement of NILS at Flinders University will be substantial in all phases of the project, through:

- quantitative work on the NILS *Residential and Community-Based Aged Care Workforce Survey 2007* and the *Household, Income and Labour Dynamics in Australia (HILDA) Survey 2001-2009*, and the interpretation of this data in the context of the project's focus on WHS
- support in the design and quantitative analysis of the SA Homecare Worker Survey
- participation in the development of all multi-disciplinary aspects of the project
- co-supervision of a doctoral student, who will be based at NILS.

Anticipated benefits from the study for homecare workers in South Australia and elsewhere will come in the form of a greater understanding of their WHS issues, and the development and improvement of guidance materials, WHS management systems and targeted interventions.