



# HEALTH CARE AND SOCIAL ASSISTANCE

## WORK HEALTH AND SAFETY SECTOR ACTION PLAN TO 2022

This Action Plan will be reviewed regularly to check its progress, consider changes or new opportunities and ensure new sector specific harms are identified and addressed

	20/21 Focus COVID-19	INDUSTRY						KEY PRIORITY AREAS			
		Residential care services (including aged care)	Hospitals	Allied health services and medical services	Pathology and diagnostic imaging services	Social assistance (including disability)	Child care	Musculoskeletal Disorders (MSD)	Psychosocial hazards	Work-related violence	Hazardous chemicals
<b>WORK PLAN FOR 2020-2021</b>											
<b>Tools and resources</b>											
Develop a toolkit to support managers in relation to work health and safety obligations and mentally healthy workplaces	✓	✓	✓	✓	✓	✓	✓		●	●	
Develop sector specific work health and safety hazard fact sheets	✓	✓	✓	✓	✓	✓	✓	●	●	●	●
Delivery of best practice industry specific case studies		✓	✓				✓	●	●	●	●
Develop, monitor and update sector specific content on the SafeWork NSW website	✓	✓	✓	✓	✓	✓	✓	●	●	●	●
Work with universities, TAFE and training organisations to better equip nurse and care workers entering the workforce		✓	✓				✓	●	●	●	●
Develop further guidance material to support the transfer of patients between facilities in consultation with stakeholders							✓	●	●	●	
<b>Compliance</b>											
Undertake proactive Inspector workplace visit program with a focus on high risk priority areas	✓	✓	✓				✓	●	●	●	●
<b>Programs</b>											
Undertake a systems thinking program for violence in hospitals*			✓							●	
Implement the APHIRM (A Participative Hazard Identification and Risk Management) toolkit which focusses on both the manual handling and psychosocial hazards that affect MSD risk^		✓	✓					●	●		
Implement a Health Care and Social Assistance Safety Rebate program	✓	✓	✓	✓	✓	✓	✓	●	●	●	●
<b>Stakeholder engagement and events</b>											
Work with industry partners, including Ministry of Health, to address COVID-19 risk management and control measures	✓										
Host a roundtable on the complexities of legislative and operational practices in the disability sector and the impact on WHS. This may result in outputs such as guidance materials and information and policy implications							✓	●	●	●	
Host a roundtable with sector leaders to share outcomes of the violence in hospitals system thinking program and plan implementation			✓							●	
Co-regulator meetings with sector plan leads in Victoria and Queensland held each quarter	✓	✓	✓	✓	✓	✓	✓	●	●	●	●
Raise awareness and promote the importance of Safer Work Safer Care	✓	✓	✓	✓	✓	✓	✓	●	●	●	●
Create a Community of Practice to collaborate and drive safety improvements in the sector	✓	✓	✓	✓	✓	✓	✓	●	●	●	●
Work with the Centre for Work Health and Safety to conduct research on emerging issues		✓	✓	✓	✓	✓	✓	●	●	●	●



# SAFER WORK, SAFER CARE

<b>WORK PLAN BEYOND 2021 (as at September 2020)</b>
WHS compliance audits - proactive and targeted workplace visits based on high risk businesses
Raise awareness of the WHS obligations in relation to fatigue amongst health professionals
Provide industry specific guidance material for patient handling
Continue to work with universities, TAFE and training organisations to better equip nursing and care workers entering the workforce
Raise awareness and provide guidance on managing exposure to hazardous chemicals
Provide tools and resources on the identification and management of psychosocial risks
Further develop industry specific labour hire guidance
Facilitate discussions in relation to work health and safety accreditation processes with Government Departments
Continued delivery of best practice industry specific case studies

\* The systems thinking program identifies the factors which contribute to work-related violence and a series of system wide interventions that can be used to better prevent and manage work-related violence in the sector. This project will initially focus on NSW hospitals with the aim of implementing the same approach in aged and community care.

^ The APHIRM (A Participative Hazard Identification and Risk Management) toolkit is a set of evidence-based procedures and tools for workplace users to manage risk of work-related musculoskeletal injuries and disorders (MSDs). It is unique in covering both the manual handling and psychosocial hazards that affect MSD risk. The toolkit is intended for workplace users to implement as part of routine health and safety risk management procedures.

### Disclaimer

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