

**THE USE OF
BEST PRACTICE
IN O.H.&S.**

Col Hughes

Manager - Performance Improvement

Tarong Coal

Yeppoon

-

1st September, 1993

THE USE OF BEST PRACTICE IN O.H.&S.

BACKGROUND

TARONG COAL SAFETY PERFORMANCE

"BEST PRACTICE" INITIATIVES

- EMPLOYEE INVOLVEMENT**
- BENCHMARKING**
- STRATEGY / AUDIT / PLAN**
- SYSTEMS**
- VISIBLE MANAGEMENT COMMITMENT**

AUSTRALIAN BEST PRACTICE DEMONSTRATION PROGRAM

*** Federal Government Program to improve International Competitiveness of Australian Industry.**

*** Companies apply to a judging panel of industry, government and union representatives.**

*** Pacific Coal is one of 46 successful companies (6 in QLD).**

*** Must be part of an integrated program of change.**

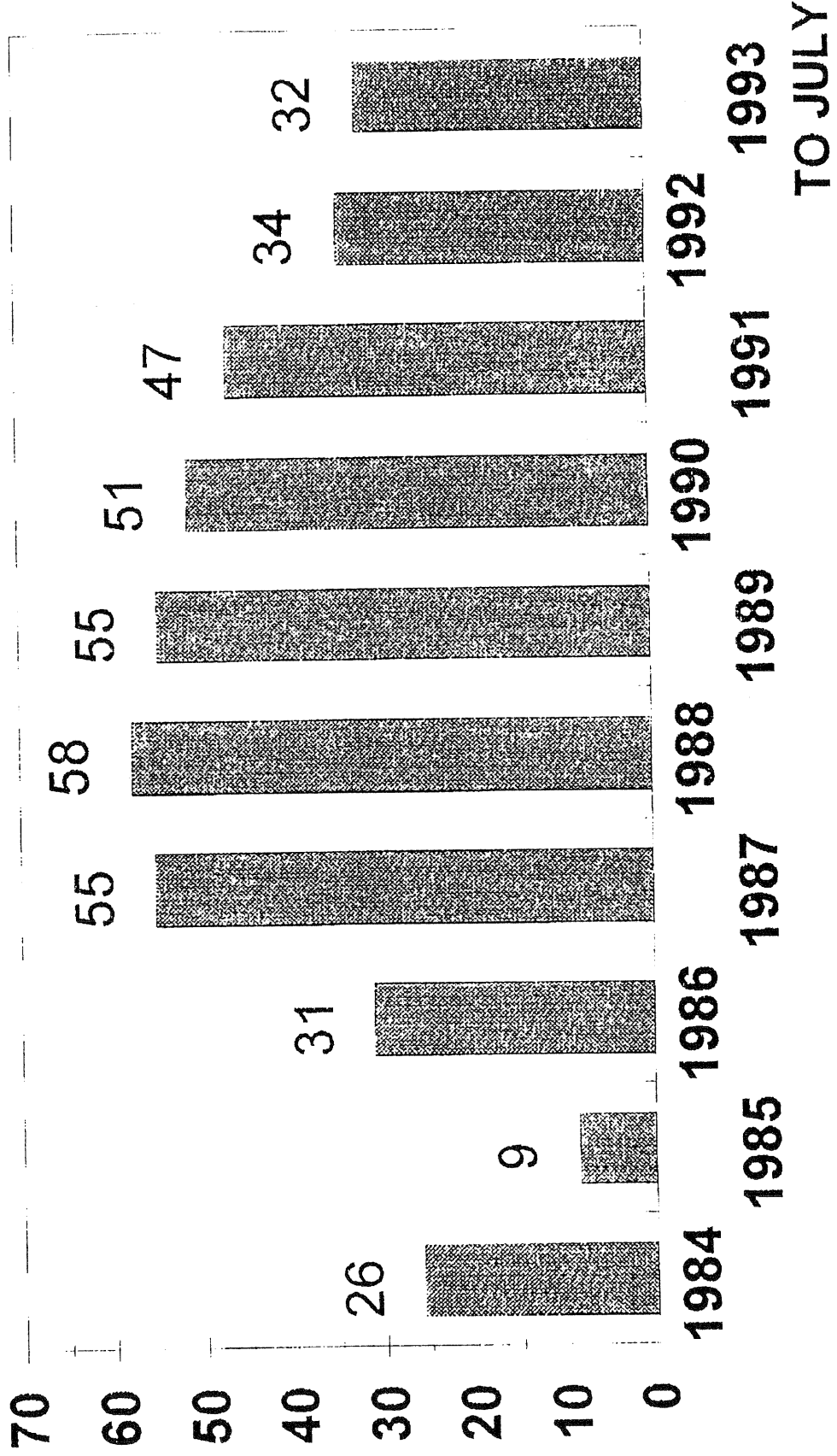
*** Must be prepared to be part of the demonstration process.**

"What distinguishes the best-practice firms we observed from others in their industries is that they see the various innovations we have discussed not as independent solutions but rather as a coherent package of changes.

Competitive benchmarking, team-based approaches to product and process development, closer relations with suppliers and customers, increased emphasis on customer satisfaction, flatter organisations, increased sharing of information, employee involvement in decision making, profit sharing, increased job security, a commitment to training, and continuous improvement - each of these features reinforces the others, and the entire organisation is affected by them."

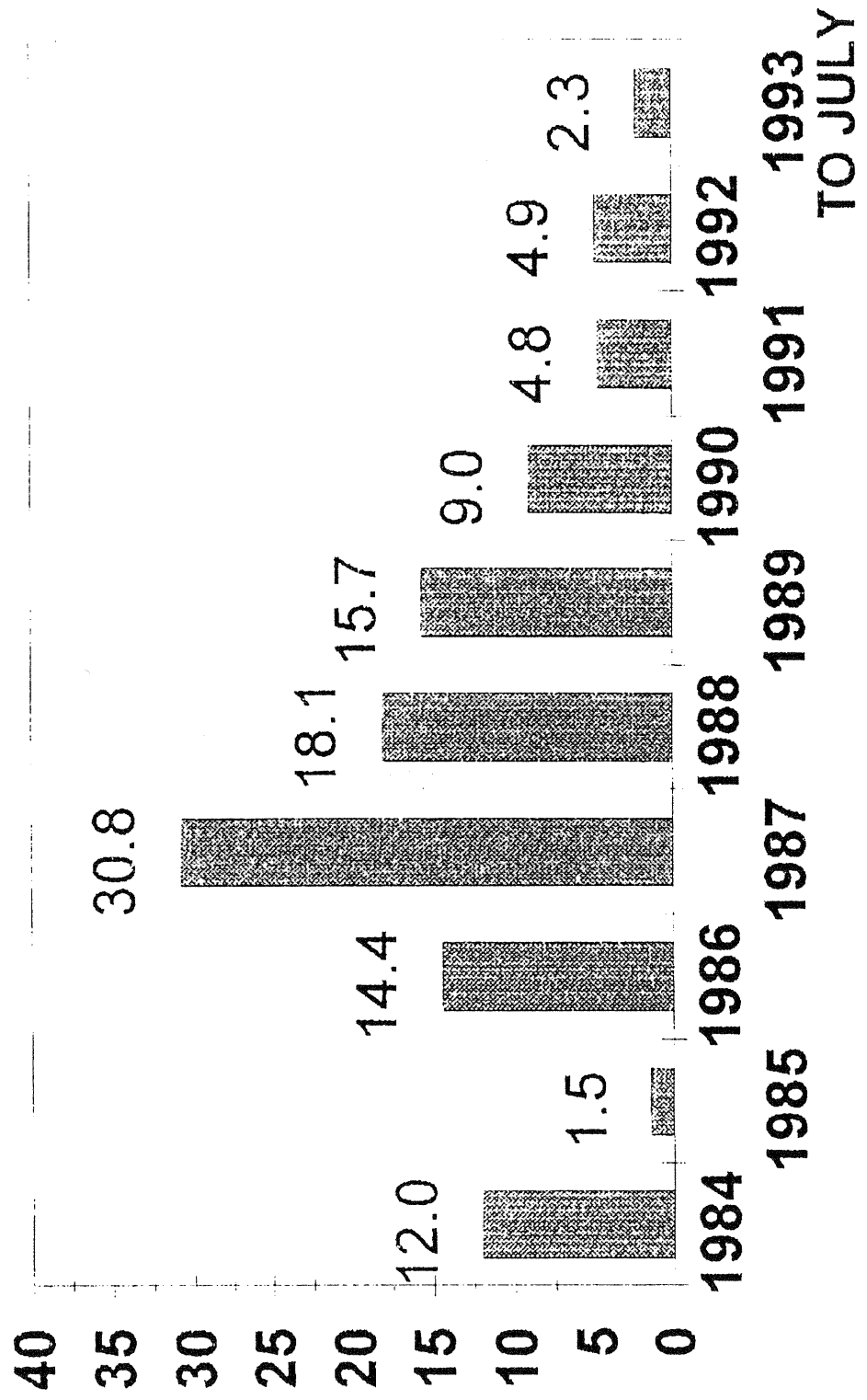
**Made in America: regaining the productive edge.
Dertouzes, Lester and Solow. 1989.**

TARONG COAL
L.T.I.F.R. YEAR TO DATE



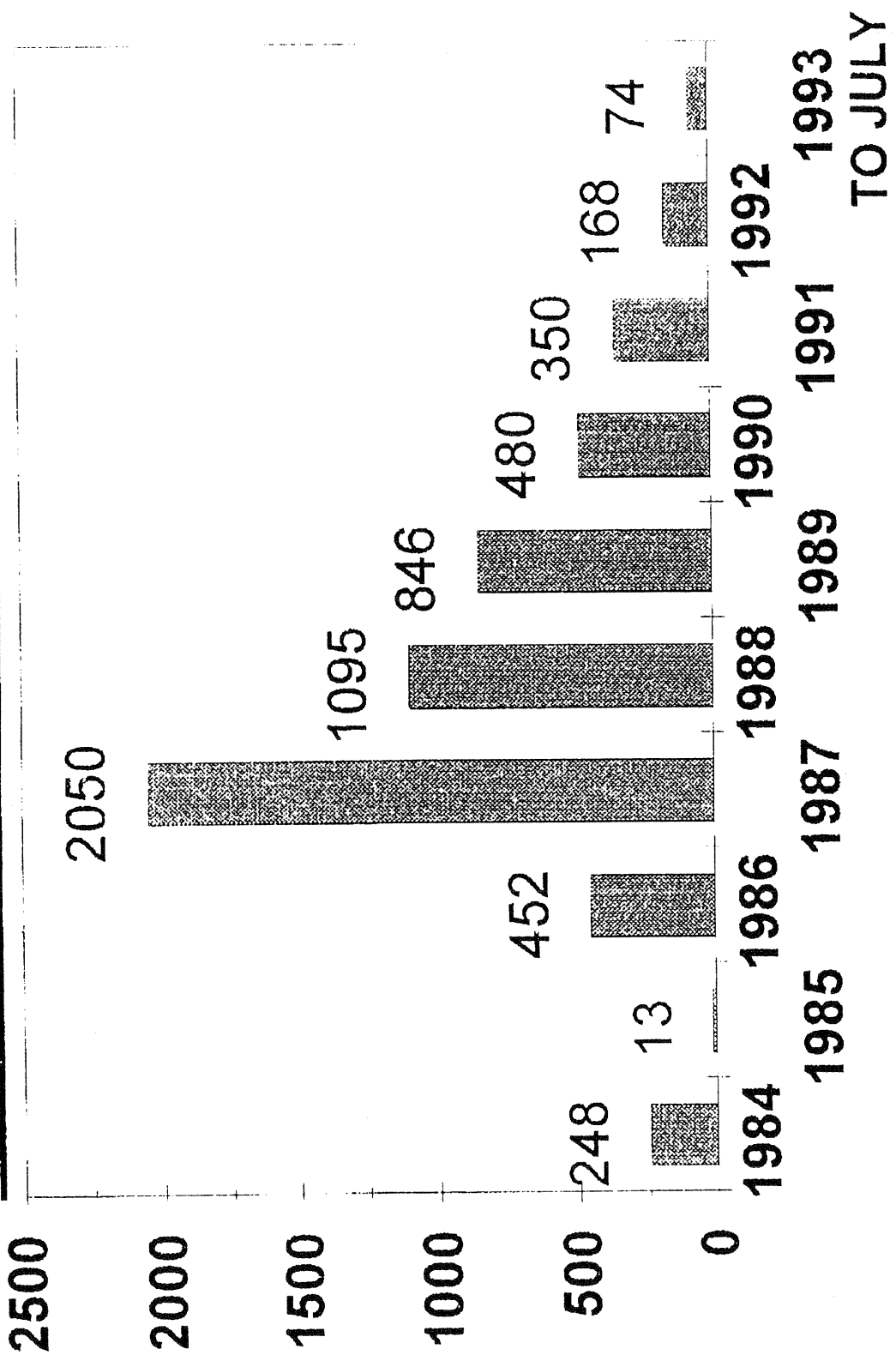
TARONG COAL

DURATION RATES - YEAR TO DATE



TARONG COAL

SAFETY PERFORMANCE INDEX - Y.T.D.



NSCA 5 STAR SYSTEM

Sept 1990 - Initial Discussions

Jan 1991 - First Survey by NSCA

Sept 1991 - Monitoring Audit

June 1992 - First Grading Audit



June 1993 - Second Grading Audit



EMPLOYEE INVOLVEMENT

Rehabilitation

Alternative Duties

Hazard Checks

Mining Equipment Standards

Workshop Layouts

Safety Project Teams

- Dozer Cutting Edges**
- Conveyor Roller Changeout**
- Dragline Cable Handling**
- Power Steps / Equipment Access**

SECTION TOOL BOX MEETING



**DEPARTMENT / SECTION
SAFETY MEETINGS**



DEPARTMENT SAFETY COMMITTEE

3 STAFF

5 EMPLOYEES



SITE SAFETY COMMITTEE

4 STAFF

6 EMPLOYEES

THE BENCHMARKING PROCESS

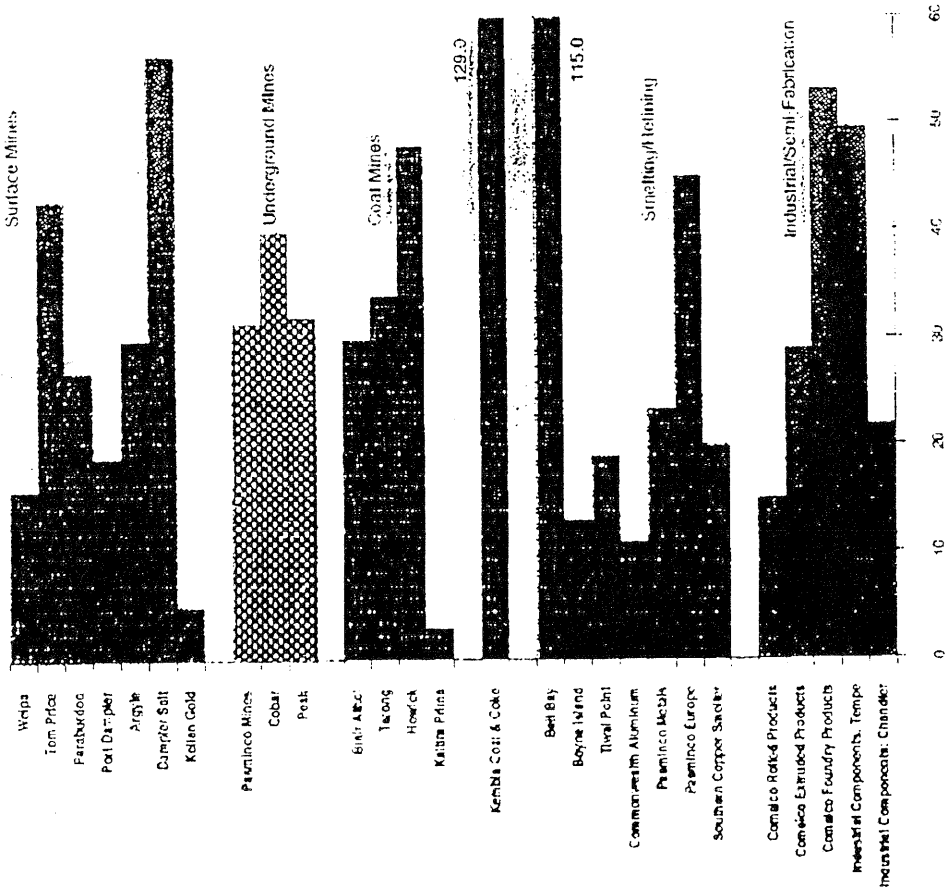
There are 9 essential stages to the benchmarking process.

- **Commitment**
- **Resourcing**
- **Self Analysis**
- **Identify areas to benchmark**
- **Identify International Best Practice**
- **Co-operation between Benchmarking Partners**
- **Identify the Performance Gaps**
- **Develop Strategies**
- **Implementation**

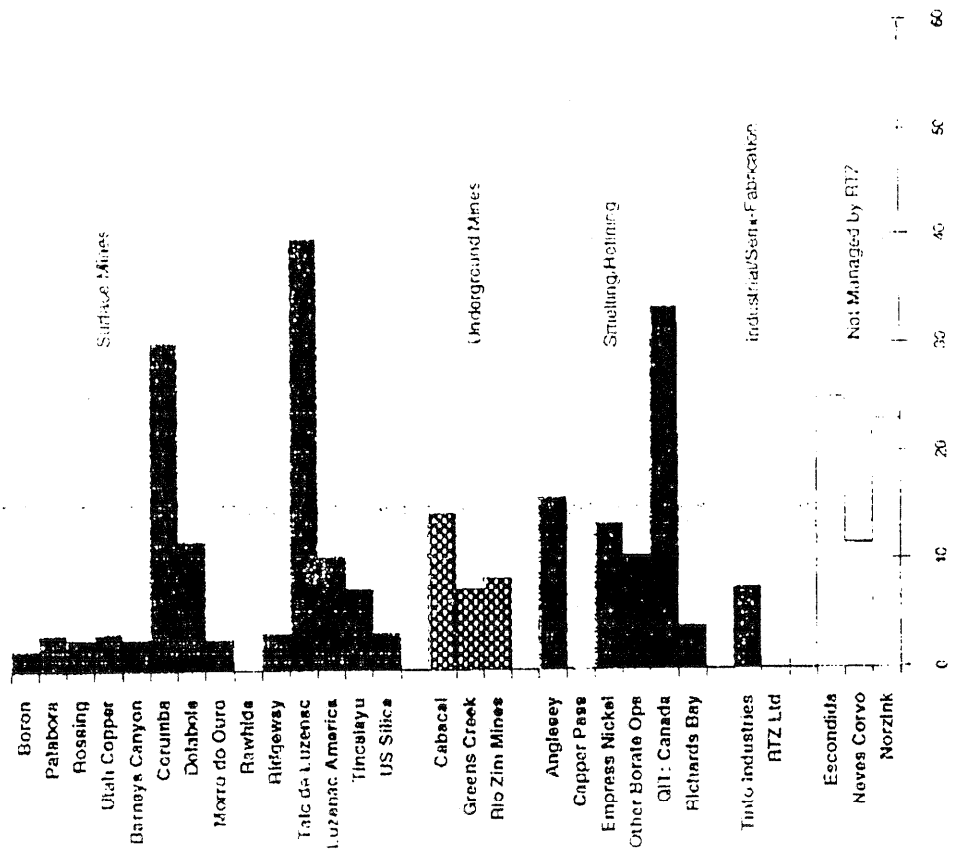
SAFETY PERFORMANCE

Lost Time Injury Frequency Rate per 1,000,000 hours

CRA LTIFR 1992



RTZ LTIFR 1992



STRATEGY / PLAN / AUDIT

Strategy

5 star safety management system

Plan

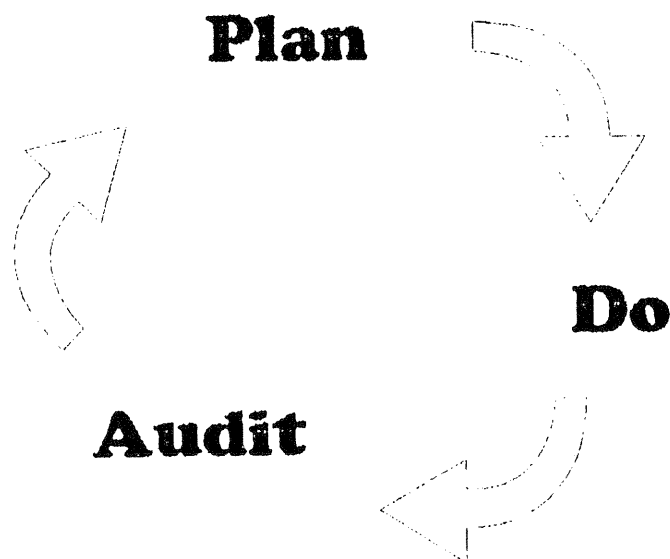
Annual site plan

Annual department plans

Prepared by safety committees

Audit

- NCSA - 72 key elements**
- Performance Index based**
- NOSA - 73 key elements**
- L.T.I.F.R. based**



SYSTEMS

Safety Information System

FORMOHSt

Networked data base

**Accident, Incident, First Aid
Employee history**

**Workers' Compensation
Rehabilitation information**

Audiometric / Vision testing results

Maintenance Planning System

Scheduled noise level testing

Scheduled hazard checks

**Safety instructions on
work orders**

VISIBLE MANAGEMENT COMMITMENT

Safety Policy

GM on site safety committee

Managers on department safety committee

"Walk the talk"

"IF YOU ALWAYS DO

WHAT YOU ALWAYS DID,

YOU WILL ALWAYS GET

WHAT YOU ALWAYS GOT!"