

Occupational Health Standards

– making them work

Background to our Occupational Health Standards

- What are they?
 - A set of global standards that form a core component of the Rio Tinto Occupational Health Strategy
- Why ?
 - Our long term success depends on excellence in managing HSE responsibilities

“All injuries and occupational illnesses are preventable.

Our goal for them is zero. ”

- These standards will assist in us achieving this

The Challenges

- **Concise, auditable standards BUT ALSO guidance on implementation**
- **Timeframe vs. planned resources**
- **Elimination of unnecessary duplication**
- **Ensuring ownership by line management (CRITICAL)**
- **Effective interchange of knowledge, skills and expertise**
- **Determining acceptable levels of exposure**
 - Multiple components, person-dependent , lag time, social changes

Key Learnings

- **Early involvement by those who will need to manage them**
=> OWNERSHIP IS CRITICAL
 - Basic knowledge levels
 - Understanding of implications and resourcing requirements
 - Collaborative process
- **“Borrow Shamelessly” and “Keep It Simple”**
 - Build on what others are doing
 - Separate standards and OH Information Guidelines
- **Plan (based on risk) – Do – Review => and repeat**
- **Resource intensive**

Translating results at an operational level – a practical example

- **MSD is a big issue for our industry**
 - Pacific Coal is not immune
- **Main causes within our industry – manual handling and vibration**
 - Created health standard (B3) to address these areas

The following case study is an example of how the OH standard can translate at an operational level, and deliver real benefits to both the individuals and the operation.

MANUAL HANDLING PROJECT

Background

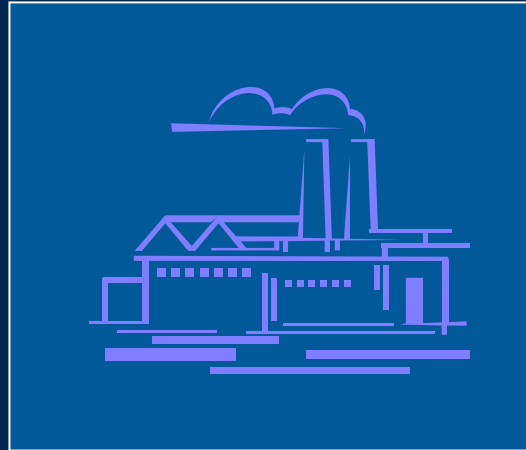
- **70% of injuries are sprains and strains**
- **Requirement to reduce LTI's by 50% and all injuries by 25% each year**
- **Conventional manual handling and ergonomics training not effective**
- **Aging workforce carrying old injuries**

Manual Handling Programme

- **One component of overall programme**
 - “prevention better than cure”
- **Expectation : significant positive impact on:**
 - Soft tissue injury occurrence
 - Management of “old” injuries
 - Workplace design improvements
 - Workforce knowledge base

Programme Focus

- 3 levels



Site Level

- **Enhance site standard**
 - Manual Handling
 - Ergonomics
- **Full-time Occupational Therapist**
 - Looking for long term results



Team Level

- **Highest risk team first**
- **Analysis of team statistics**
- **Observations in the workplace**
- **Training for the team**
- **Changes to workplace**
- **Changes to tooling**
- **Changes in practices**
- **Detailed reports**



Individual Level

- **Identified those at risk**
 - Current injuries
 - “Old” injuries
 - Physical condition
 - Work activities
- **Personal coaching**
 - Exercise regimes



Examples



Examples



Examples



Solutions



Solutions



Solutions



Outcomes

Year	LTI's due to sprains and strains
2000	9
2001	7
2002	3
2003 (ytd)	1

Next...

- **Survey remaining output teams**
- **Re-visit previous surveys**
- **“Safe Behaviour Audits” focus**
- **Expand to long-term contractors**

Thank-you