



CAMS OH&S/RISK MANAGEMENT NEWSLETTER EDITION 19 — 5/6/06

CAMS Occupational Health and Safety Policy

Further to our need to review the OH&S policy yearly, to determine whether the objectives of the policy are well placed to ensure our needs, the feedback has now been received and the policy will be "going to the Board" for confirmation. In line with the policy, we will repeat the process early next year.

Occupational Health and Safety and our Workplace

Fine, we have a policy, but what does that mean and how do we relate to it?

Work related death, injury and disease are not inevitable but can be prevented in all environments, including the environment in which all motor sport under the auspices of CAMS is conducted.

Motor sport provides both sport and recreation and sometimes a place of employment in some unique venues, with a diverse amalgamation of volunteers and just to add some spice, the general public are mixed in as well. Certainly a workplace of differing proportions!

I hear you say that "we are not a workplace" we are spending our free time doing what we love and anyway we are volunteers. This point is pivotal and we need to clarify it.

(a) The OH&S Acts in each state provide for two classes of persons - Employers and Employees. Some of those who attend motor sports events may be considered to be employers, for example the Clerk of Course or the Track Operator may be an employer, however the majority of

persons at a motor sport event are considered to be employees.

(b) Both the Coroner and Work Safe have now deemed that motor sport venues are indeed workplaces.

(c) It therefore follows that being a workplace all persons are deemed to be either employees or employers, even if they are volunteers and not being paid for their services/time/knowledge, they are thus covered by the OH&S act. The status of employees also includes the general public – such as spectators.

Given the above, we all need to heed the requirements of the OH&S Act, otherwise, to be very blunt, we are breaking the law.

In the time since I have started with CAMS, all of three months ago, I have on occasion heard people express their disappointment that the introduction of OH&S to our sport will severely hinder it and reduce it to nothing more than a car show, unless we are prepared to "run the gauntlet" and take on risks of wild proportions. *Nothing could be further from the truth.*

CAMS sanctions motor sport (and remember that we are all part of CAMS) and indeed all activities undertaken under a permit issued by CAMS must be conducted in a manner which complies with all the civil laws, as must any organisation. These laws include environmental laws (noise and pollution), civil uprising laws (you would not condone a riot or murder at motor sport event), road traffic laws (speeding on a liaison section of a rally), terrorism etc.

It sounds trite, but CAMS is not able to sanction actions which are outside the civil law.

A significant part of that law these days is the law of the Occupational Health and Safety Acts.

We must introduce systems and procedures which show that we comply with the OH&S Acts and that we have considered these systems in an appropriate manner and are not just making them up on the run.

Why just Motor Sport?

If anything, the question should be "why has motor sport not been affected before this?". Other events (for example the Great Melbourne Bike Ride, the Avalon Air show etc) have been for several years complying with the requirements of the OH&S Act

The community at large agrees that health and safety is of absolute importance. This universal assumption must also apply at our motor sport events, therefore everyone should be given the right to expect that exposure to the risk of injury or death is reduced to as *low as reasonably practicable as required by the Acts*.

What happens if we don't do it?

There are legal issues and penalties that are connected with non-compliance.

To highlight the maximum penalties for breaches to the Victorian **OH&S ACT 2004** (which have recently been substantially increased), the maximum financial penalty for a first offence is now **\$943,290**.

OK how will we do it?

We must take all steps to adhere to the principals Occupational Health and Safety Act (2004).

Underpinning the OHS Act are four key main principles which encapsulate health and safety and they are;

1. All people – employees and the general public should have the highest level of protection against risks to health and safety.

2. Those who manage or control areas and/or devices that may or actually do create safety and health risks to persons within the workplace environment are responsible for eliminating those risks. If the risks cannot be eliminated then there is a responsibility on the same group of persons to reduce the risk to as low as is reasonably practicable.

(This can be where a hierarchy of controls can be used in dealing with the risks and I will talk about this subject further on)

3. Employers being proactive in the workplace in regard to the promotion of health and safety

4. The sharing of information between employees and employers about hazards and how to control them.

Hierarchy of controls-a tool of managing risks

Once identification of a risk (hazard) has taken place then deciding on the best way of reducing the risk to as *low as is reasonably practicable* can be achieved by the application of the **Hierarchy of Controls**

The Hierarchy of Controls indicates the manner in which you should attempt to control risks, and the order in which the manner should be considered.

When completing a TRA (we all know about Targeted Risk Assessments, don't we? If you haven't seen one, please let me know (Andrewf@cams.com.au) the **Hierarchy of Controls** can be used as "tool" when assessing what controls can be put in to control the risk.

Hierarchy of Controls are as follows

1. Elimination

Controlling the hazard at the source. Try to ensure that the hazards are "designed out" or eliminated when new processes, materials, equipment or work are introduced to your event (worksite).

2. Substitution

Remove the hazard or substitute less hazardous process, material, equipment or substance.

3. Engineering

The physical stuff. Adopt a safer part to the car, alterations (shields) to tools, equipment or work systems can often make them much safer. Engineering controls can be used in track safety, traffic management, paddock areas, buildings, ventilation, noise, vibration, and the correct guarding of machinery.

4. Isolation

Enclose or isolate the hazard through the use of guards or remote handling techniques. (Use lights at high risk flag points and move the flag marshals to an area of less risk) this will help in prevent an energy source from impacting on a person.

5. Administrative procedures

Policies and procedures for safe work practices

6. Personnel protective equipment

Provide suitable and properly maintained personell pro-

protective equipment and training in its use, eg respirators, ear plugs etc.

Whichever methods you use to reduce your hazards remember that in each case the effectiveness should be monitored regularly and it may be necessary to have more than one control measure applied in order to control a risk.

In short

To have a system that deals with health and safety will enable motor sport to deal successfully with the process of identifying assessing and minimising risk in the workplace.

To provide a system that meets our obligations under the OH&S Act will go along way in supporting our health and policy statement.

CAMS is committed to providing a structured safe and healthy environment for all its stakeholders and -that means all of us.