



RISKY TIMES



OCTOBER - NOVEMBER 1998

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"Risky Times" by C.A.L.M. Risk Management Section

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VISITOR RISK MANAGEMENT TRAINING PROGRAM

As a part of CALM's overall visitor risk management system a formalised staff training program has been developed. All staff involved in managing visitor risks should participate in the structured and accredited training.

In order to meet the public's needs and expectations of accessing natural environments, land management agencies provide a diverse range of recreational, educational and cultural opportunities in partnership with the community. Staff need to be made aware of the moral and legal duty of care required in providing these opportunities and must be trained and have proficiency in the identification, assessment and treatment of risk.

Visitor risk management (VRM) training will also enable agencies to have accountability and assist in showing "due diligence" in the event of litigation.

Structured training will also aid in the awareness of regular and effective risk inspections. Regular inspections should be carried out so as to detect and manage haz-

ards before visitors are injured, thereby minimising the frequency of incidents. The frequency of inspections required will vary according to the type of risk and the nature of the specific attraction or facility.

A routine and systematic inspection process must be established and conducted regularly to ensure that significant risks can be identified and solutions developed for each situation. There must be regular monitoring of the inspection sites to ensure that the solution which has been developed and implemented has addressed the risk identified in the original inspection.

Training will be conducted on a regional basis with the first program to be delivered in the South Coast Region during October.

For further information on VRM training contact the Risk Management Section.



RISK MANAGEMENT IN CALM

- ◆ Occupational Safety and Health Training for Supervisors and Coordinators, 13 - 15 October 1998.
- ◆ Visitor Risk Management Training Program, commencing October, to be held in Regional Areas
- ◆ Introduction of improved injury management procedures, including consulting GP's - in local areas
- ◆ CALM Health and Fitness Leaders training mid-March 1999
- ◆ Contact Risk Management Section for details.

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GUTBUSTERS

GUT BUSTER 2 The High Energy Guide by Garry Egger and Rosemary Stanton. The following gives a brief taste of what's on offer in a "Waist Loss" guide designed for Australian men.

On average, men die six years earlier than women; they suffer twice the rate of heart disease, one and half times the rate of respiratory disease, and up to twice the death rate of accidents, injuries and violence. We can't do much here about the last statistic, but because many of men's health problems are due to abdominal fat, getting this off is likely to give you more energy and a higher level of long-term good health. The authors of "The GutBuster Waist Loss Guide" gave you a simple 4 step approach to waist loss. The High Energy Guide looks at other factors which may not at first seem directly related to fat loss. Gut Busters 2 examines new aspects of nutrition and exercise; behaviour changes and ways to keep motivated; how to control stress; and even how to recognise and prevent the major diseases associated with fatness and middle age. So increase your odds for a long healthy life, join the thousands of men busting a gut to change those statistics. GutBuster 2 is published by Allen and Unwin, 1995.

There are four basic principles for effective waist loss. They are;

1. Changing habits;
2. Moving more;
3. Eating differently,
(less fat and more fibre);
4. Trading off,
(food and drink for exercise).

CHANGING HABITS

Habits are ways of responding that become automatic - we have stopped thinking about what we are doing and why. Habits form from a connection between a stimulus and a response. That stimulus is not always hunger but can be the cues that we've learned to associate with eating.

For example an advertisement during a television program can come to be associated with getting up and finding something to eat or drink. It's the advertisement, not the hunger, that leads to excessive eating.



To break this habit cycle, the stimulus - response connection needs to be broken. Some tips are outlined.

TIPS FOR CHANGING EATING HABITS

- Identify triggers for eating.
- Measure waist size weekly and record it.
- Focus on your behaviour rather than your weight.
- Don't keep high fat snack foods (chocolate, chips, biscuits etc.) in the house.
- Never shop while hungry.
- Confine eating to one place in the house (such as the dining room table).

- Leave the table immediately after eating.
- Don't associate anything else, such as reading or TV, with eating.
- Wait 5 minutes in the middle of a meal before eating more.
- Don't get into a shout.
- Substitute an alternative for eating, like going for a walk or washing the car.
- Combine water / mineral water chasers with alcohol.
- Reward yourself for doing things, not just achieving things.



MOVING MORE

Most fat control programs emphasise diet. But more and more people are beginning to recognise the importance of movement or exercise.

The first point to make about exercise for fatness is that it's not necessarily the same as exercising for fitness. In fact, exercise is the wrong term. All you need is more movement.

Movement of any kind uses up energy. And energy, as we know, if not taken in in the form of food, is taken out of the body in the form of fat.

A planned exercise or fitness program will obviously burn fat, but you don't have to go to a gym or take up aerobics, or even pound the pavement in a pair of joggers.

Moving more might simply mean walking a bit more instead of going everywhere in the car, becoming a little more active with the kids or mowing the lawn instead of paying someone else to do it.

So lets forget 'bust a gut exercise' and think about moving more in big ways and little ways throughout the day. Long, gentle, continuous movement is the optimum for fat loss.

TIPS FOR MOVING MORE

- Try to walk every day (at least six days a week) for at least 3 -4 kms.
- Park away from restaurant, shop or work and walk to and from it.
- Go for a walk or drink water instead of automatically snacking.
- Have an alternative exercise planned for cold / wet days.
- Organise a friend or partner to exercise with you so you can't renege.
- If injury stops you from walking, try a bike, swimming a mini-tramp - anything.
- Don't do any organised exercise you don't like for longer than two weeks.
- Exercise before a main meal. With the exception of swimming, exercise reduces the appetite.
- Vary your exercise (different exercises or different route each day).
- Plan ahead, and make sure that you don't miss out on moving for at least two consecutive days.
- Don't use a lift or escalator when you can use the stairs.
- Don't ride when you can walk.



EATING DIFFERENTLY

Losing fat doesn't necessarily mean eating less - it means eating differently. In particular, it means decreasing fat in the diet and increasing fibre.

Decreasing fat in the diet; One gram of fat provides your body with 9 calories (37kJ), whereas a gram of either carbohydrate or protein has only 4 calories (17kJ). So fat is more fattening. It also seems to be more addictive, so the more fat we eat, the more we crave it. You can reduce fat, and hence the craving for fat and food, in the following ways:

- ◆ Trim all fat off meat.
- ◆ Remove skin from chicken.
- ◆ Choose fish or other seafood.
- ◆ Buy lean meat and poultry.
- ◆ Cook with less fat by grilling, microwaving, dry frying, barbecuing, steaming.
- ◆ Choose low fat (cottage, or ricotta) or reduced fat cheeses and dairy products (incl. yoghurt, milk).
- ◆ Use spreads thinly - or skip them altogether.
- ◆ Keep cakes, biscuits, pies, take-aways, pastry and toasted muesli to a minimum.
- ◆ Avoid cream based pasta dishes and creamy sauces.

Increasing fibre; Dietary fibre is found in plant foods. Fibre tends to create a "full" feeling so that you feel satisfied. High fibre foods are rarely

fattening, mainly because they are bulky, so it is difficult to eat too much of them.

Some hints for adding fibre to your diet are:

- ◆ Use wholemeal bread
- ◆ Choose wholegrain cereals such as wholemeal pasta, brown rice, wholegrain crisp bread, rolled oats, and wheat, barley or oat breakfast cereals.
- ◆ Eat the skins of fruits and vegetables where appropriate
- ◆ Eat more fruit and vegetables
- ◆ Eat more dried peas, beans, lentils (e.g. soy beans, kidney beans, baked beans, lima beans).
- ◆ Eat fibre with protein (chicken + salad sandwich - not just chicken).



Decreasing fat and increasing fibre are the two main changes that can help in the early stages of a fat loss program. Sugars, although usually given great importance in many programs, really only need to be considered once fats are under control.

TRADING OFF

For many men, the idea of not being able to enjoy a drink often stops them trying to reduce their gut. But there is a good reason for trying to cut down. Every gram of alcohol is equivalent to 7 calories (29kJ) (water has no calories).

Alcohol may also slow down the rate at which fat is burned in the body. And because it doesn't take much energy to convert fat in the blood to storage fat, the effects of alcohol can mean that even more fat gets deposited on the belly. So, instead of fat in the diet being used as energy, it fills the fat cell reservoirs around the waist.

Fortunately, you don't have to give up

all of the good things in life. What's the point of making your life miserable? You can enjoy a drink and lose waist but to be able to do so, you'll need to make some trade offs in the types of food you eat and the amount of movement you do.

As a rough guide, one middle of beer needs you to walk or jog about 1.5 kilometres (about 1 mile), although the effects of exercise on metabolic rate may reduce this distance slightly. We can say that you need to walk one extra kilometre for each alcoholic drink. It's a small price to pay.

Alternatively, a middle of beer is equivalent to a couple of biscuits or a small piece of cake. To balance out up to 4 beers a day, you can decrease the amount of biscuits, cake or other fatty foods you eat, or increase your walking.

Trading off is a simple way of doing things which have a big effect on waist reduction while not having to drastically alter your lifestyle.

GUTBUSTERS 10 COMMANDMENTS

- (1) Only make changes you can stick to for life.
- (2) Become a 'fat detective' - seek out fats then seek to avoid them.
- (3) Move - anywhere, any time
- (4) Trade off your indulgences
- (5) Change WHAT and HOW you eat, not HOW MUCH
- (6) Don't drink anything you can eat whole (e.g. eat fruit rather than drinking fruit juice)
- (7) Watch yourself - observe, monitor, record, reward.
- (8) See only 'opportunities' not inconveniences
- (9) Stalk your habits as the first stage of changing them.
- (10) 'Shock' to 'unblock' - to get through plateau's and downers.

STATISTICS FOR CALM SEPTEMBER 1997 - AUGUST 1998

	NUMBER		FREQUENCY RATE		AV DAYS LOST	HOURS WORKED	NO DAYS LOST
	LTI	MTI	LTI	MTI + LTI			
Central Forest							
Bunbury	0	0	0	0	0	40693	0
Busselton	1	8	9	83	1	108075	1
Mornington	6	11	48	135	11	126093	63
Blackwood	4	8	33	98	17	122495	67
Total	11	27	28	96	12	397356	131
Goldfields							
Kalgoorlie Total	0	3	0	149	0	20089	0
Kimberley							
Kununurra	0	0	0	0	0	27341	0
Broome	0	1	0	42	0	23805	0
Total	0	1	0	20	0	51146	0
Midwest							
Geraldton	1	0	31	31	4	32744	4
Moora	1	1	56	112	1	17794	1
Shark Bay	0	0	0	0	0	22005	0
Total	2	1	28	41	3	72543	5
Pilbara							
Exmouth	1	1	59	118	9	16958	9
Karratha	0	2	0	76	0	26239	0
Total	1	3	23	93	9	43197	9
South Coast							
Albany	1	6	16	111	5	62908	5
Esperance	0	1	0	49	0	20387	0
Total	1	7	12	96	5	83295	5
Southern Forest							
Manjimup	0	3	0	26	0	113849	0
Manjimup Region	0	0	0	0	0	30046	0
Pemberton	0	7	0	75	0	93832	0
Walpole	2	9	22	118	46	92935	91
Total	2	19	6	64	46	330662	91
Swan Region							
Dwellingup	2	5	19	66	49	106805	97
Kelmscott	0	0	0	0	0	19843	0
Mundaring	1	7	9	71	36	112140	36
Marine	1	0	52	52	2	19067	2
Perth	3	9	23	91	19	131296	56
Total	7	21	18	72	27	389151	191
Wheatbelt							
Katanning	0	0	0	0	0	23879	0
Narrogin	1	1	40	81	1	24772	1
Merredin	0	0	0	0	0	9915	0
Total	1	1	17	34	1	58566	1
SOHQ Admin	2	9	3	14	10	758734	19
Forest Resources	2	18	4	41	6	483182	11
Science and Info.	1	9	4	37	1	268928	1
Total for Dept.	30	119	10	50	15	2956849	464

SIGNIFICANT INCIDENTS

EXITING VEHICLES

A recent incident exiting a vehicle shows significant incidents can arise when performing daily tasks.

A worker slipped while exiting a gang truck. This incident resulted in the worker experiencing a bruised back after jarring and twisting in the fall.

There have been a number of similar incidents in recent years. The incident investigations have identified a number of contributing factors.

☛ Jumping from the seat to the ground, rather than using steps and handles.

☛ When exiting vehicle, feet slip on muddy or uneven surfaces.

☛ Feet slip on step due to mud on boots or foot step of vehicle.

☛ When parking on uneven surfaces, the drop from vehicle to ground is further than anticipated.

☛ Exit is made difficult due to clutter and rubbish on floor of cab.

The incidents highlight the hazards involved in daily work, emphasising the need to think safety at all times.

Take your time and do the little things to reduce your injury risk.

LTI = LOST TIME INJURY MTI = MEDICAL TREATMENT INJURY
 FREQUENCY RATE = No. OCCURRENCES IN PERIOD x 1,000,000 / TOTAL HRS
 AVERAGE DAYS LOST = No. OF DAYS LOST / No. OF LTI's

For further information on any issues discussed in "Risky Times" or recommendations for future editions please contact Risk Management Section. - SOHQ, 50 Hayman Road, Como 6152. PHONE (08) 9334 0397 OR FAX (08) 9334 0475.

A 'PACE' AHEAD

AN INITIATIVE FROM YOUR PACE EMPLOYEE ASSISTANCE PROGRAM

GRIEF AT WORK

Grief is the normal and natural response to loss, a universal human experience

Although we try to establish healthy boundaries between our work and personal lives, we know the importance of job and co-workers. For many, work provides a sense of community. For some, it can feel like family. Employees often derive their sense of well-being from their work.

Every workplace may deal with complex emotional issues. The more difficult emotions, like grief, can disturb workers and diminish the work environment. Colleagues want to do the right thing, but are often not sure how to do it. Meanwhile, managers and employees feel pressured and anxious, knowing the work must still get done. It's no wonder that we need help in working through grief.



There Is No Time Limit On Grief

Grief is experienced on many levels. We know that grief can be responsible for physical symptoms such as trouble sleeping, changes in appetite, fatigue or actual illness. Grief affects the way our minds work - how we see the world and ourselves. Almost all emotions can be part of a grief reaction, and they may be experienced with dizzying speed and intensity. Fear, anger, relief, despair, peace, guilt, numbness, agitation, and a seemingly bottomless sorrow may all be part of our grief. There is no time limit on grief.

Grieving Is Not A Weakness It Is A Necessity

While we wade through these thoughts and feelings, we must also cope with the world outside. It may bother us when we see others enjoying life. It sometimes hurts when others don't mention the loss and sometimes it hurts when they do. We need some time alone to get our bearings. We may wish to regain our identity by resuming our routine, or even plunge into activities that keep us too busy to feel. It is easy to see why grieving people wonder if they are normal. Grieving is not a weakness, it is a necessity. It is how we heal from our loss and move on. Grief may never go away, but it will change. We can find new ways of feeling, working and believing.

Taking Care Of Yourself

- Don't expect too much of yourself
- Take control of seemingly small things. When life seems out of control, begin to reclaim it a little at a time.
- Important items can wait. The grieving period is no time to make big decisions, like selling a home or switching jobs.
- Time is your friend. Make sure that you take time to rest, to be with people who support you, and to be alone with your thoughts.
- Decide that you will survive intense emotions. Don't turn away from painful sadness or anger because you are afraid of "losing it." Locate a quiet place and let yourself go; you can 'find it' again.

FREE Confidential PACE Helpline 1800 - 622 - 386

AN INITIATIVE FROM YOUR PACE EMPLOYEE ASSISTANCE PROGRAM

Grief In The Workplace

Grief is a complex process, guided by our past experience, religious beliefs, socio-economic situation, physical health and the cause of the loss. Love, anger, fear, frustration, loneliness and guilt are all a part of grief.

Grief does not only affect those who experience bereavement. There are many struggling to cope with and grieving over OTHER significant losses - divorce and separation, relocation, job changes, injury, being passed over for promotion, being made redundant, early retirement and unemployment. At any given time, a significant section of the work force may be coping with a major personal loss.

What Can I Say and Do?

- There are no magic words to take away the pain. "I'm so sorry" will express your feelings honestly.
- Avoid saying, "I know how you feel." It is very difficult to comprehend the depth of a loss.
- "It was God's will," and other cliché's minimize the loss and may not be helpful.
- Be patient. Grief can last many months. It can also re-surface unexpectedly!
- Continue your contact. Stay in touch by inviting your co-worker to lunch or coffee.



Employee Assistance Program (EAP)

Most people do not have the opportunity or the financial luxury of taking an extended leave of absence. Usually they must keep on working while they are putting their lives together. Finding energy to do both can be a challenge. Managers and knowledgeable co-workers can do much to support grieving people through this stressful time, and thus dramatically reduce non-productive behaviours. The ability to identify

employees experiencing grief and loss and refer them to the appropriate resources can be vital to the well-being of the work climate as well as to the individual. Grief is not a mental illness, though it is sometimes treated as such. Loss is a fact of life. Grief is the reaction to that loss, and must be worked through by the individual in order to heal.

The PACE Employee Assistance Program is a confidential place to turn when dealing with concerns at work or at home. PACE (Programmes Assisting Companies and Employees) offers FREE confidential counselling for you and/or your immediate family.

To laugh is to risk appearing the fool
To weep is to risk appearing sentimental
To reach out for another is to risk involvement
To expose feeling is to risk exposing your true self
To place your ideas your dreams before the crowd is to risk their loss
To love is to risk not being loved in return
To live is to risk dying
To hope is to risk despair
To try is to risk failure
But risk must be taken because the greatest hazard in life is to risk nothing
The person who risk nothing, does nothing, has nothing, and is nothing
They may avoid suffering and sorrow but they simply cannot learn, feel change, grow love and live
Chained to their convictions, they are slaves, they have forfeited their freedom
Only a person who risks is free.

PACE W.A.

EAP counselling is a positive and effective way to deal with personal, family and work-related problems

Free (to employees)
Confidential
Professional

FREE Confidential PACE Helpline 1800 - 622 - 386