



CLOSING THE LOOP 2015

Get Real!

**Since when have young people ever done anything
an adult tells them to do**

Associate Professor Dale Hanson
James Cook University

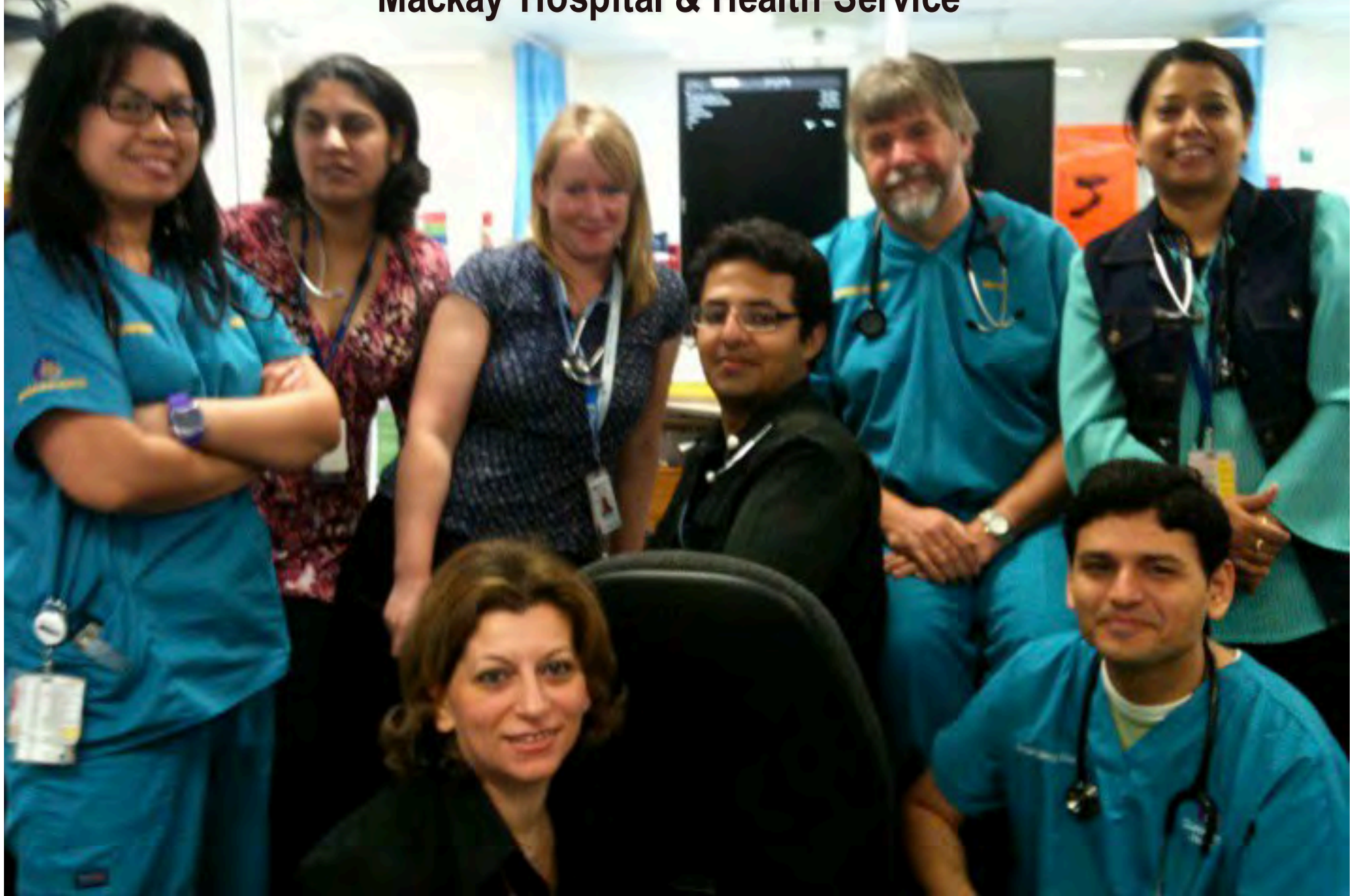


Get Real!

**Since when have young people ever done anything
an adult tells them to do**

Associate Professor Dale Hanson
James Cook University

**Staff Emergency Physician, & Director of Clinical Training
Mackay Hospital & Health Service**



The Daily Mercury

MONDAY, JULY 14, 2003

LOCAL KNOWLEDGE

Two hurt as cars crash into

Death of tourist raises concerns

By JESSICA HALL

An Acura crash into two cars Monday, the circumstances surrounding the death of a British tourist in the Whitewater area.

Police said the driver of the Acura, a 31-year-old woman, was driving on the road when she crashed into the two cars.

The driver of the Acura was killed, and the driver of the other car was injured.

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PHOTO: A tractor overturned on its side in a field near Whitewater, Wis., on Monday. The driver of the tractor was killed, and the driver of the other car was injured.

Lucky escape

Husband leaves wife

By JESSICA HALL and LORIS WALL

A 19-year-old man escaped a tractor accident on Monday, but his wife was trapped and injured. The tractor was overturned on its side in a field near Whitewater, Wis., on Monday. The driver of the tractor was killed, and the driver of the other car was injured.

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PHOTO: A man was injured in a tractor accident on Saturday, he was transported to the Mackay State Hospital. He was transported to the hospital by emergency services personnel. Photo: JOHN GALT

Man dies, five injured in crash

By JESSICA HALL

A 19-year-old man died and five others were injured in a tractor accident on Monday. The tractor was overturned on its side in a field near Whitewater, Wis., on Monday. The driver of the tractor was killed, and the driver of the other car was injured.

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Half the age / twice the risk

INJURY BULLETIN

Queensland Injury Surveillance Unit
No 84 October 2004

Half the Age—Twice the Risk Occupational Injury in School Age Children

Debbie Scott, Richard Hockey, Dr Ruth Barker, Dawn Spinks, Dr Rob Pitt

Summary

- More than 1000 school age children were treated for occupational injury between 1998 and 2003.
- School age children are twice as likely to be injured in the workplace as other workers.
- Young people are generally uninformed about their rights and entitlements, lack necessary skills to exercise these rights, are very inexperienced with working life, and are understandably concerned about the security of their job if they were to exercise their rights.

Introduction

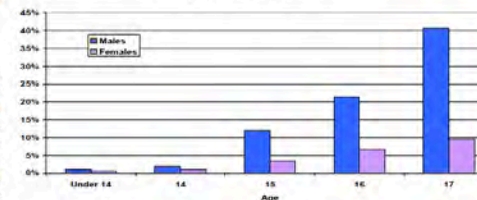
A recent discussion paper released by the Queensland Commission for Children and Young People and Child Guardian (CCYPCG) addresses the issue of child labour in Queensland. The review highlights the fact that increasing numbers of Queensland school aged children are employed in the workforce. Australian Bureau of Statistics labour force data indicate that 150,300 young people aged 15 to 19 years (an estimated 57% of the state's 15 to 19 year old population) were employed in Queensland in 2004¹. From the same survey, 47,300 Queensland school students were engaged in part-time employment. This represents approximately 48% of the estimated student population, an increase of close to 15% over the past 15 years. Two hundred school students also identified that they were in full time employment.² These data are consistent with other Australian statistics. A National Centre for Vocational Education Research (NCVER) survey of 1451

students estimated in 2001 that 60% of students in years 10 to 12 (aged between 15 and 19 years) were in formal part-time employment. Twenty-four percent of students surveyed were engaged in unpaid work in the family business³. The discussion paper points to an increasing trend of part-time employment for school students in Queensland. Queensland youth are frequently employed as casual workers in the retail and hospitality industries⁴.

Methods

Emergency department injury presentations to QISU participating hospitals from 1998 to 2003 were searched to identify patients aged less than 18 years who had an activity of *working for income*. These data were further analysed according to age, sex, nature of injury, injury mechanism and industry. These data do not include information on fatal injuries in Queensland.

Figure 1: Age and gender, workers aged 10-17 years, QISU ED presentations 1998-2003



Results

Between 1998 and 2003 a total of 1098 children between the ages of 10 and 17 presented to participating emergency departments for treatment of work related injury. This constitutes 3.6% of all work place injuries presenting to participating emergency departments.

Age and Gender

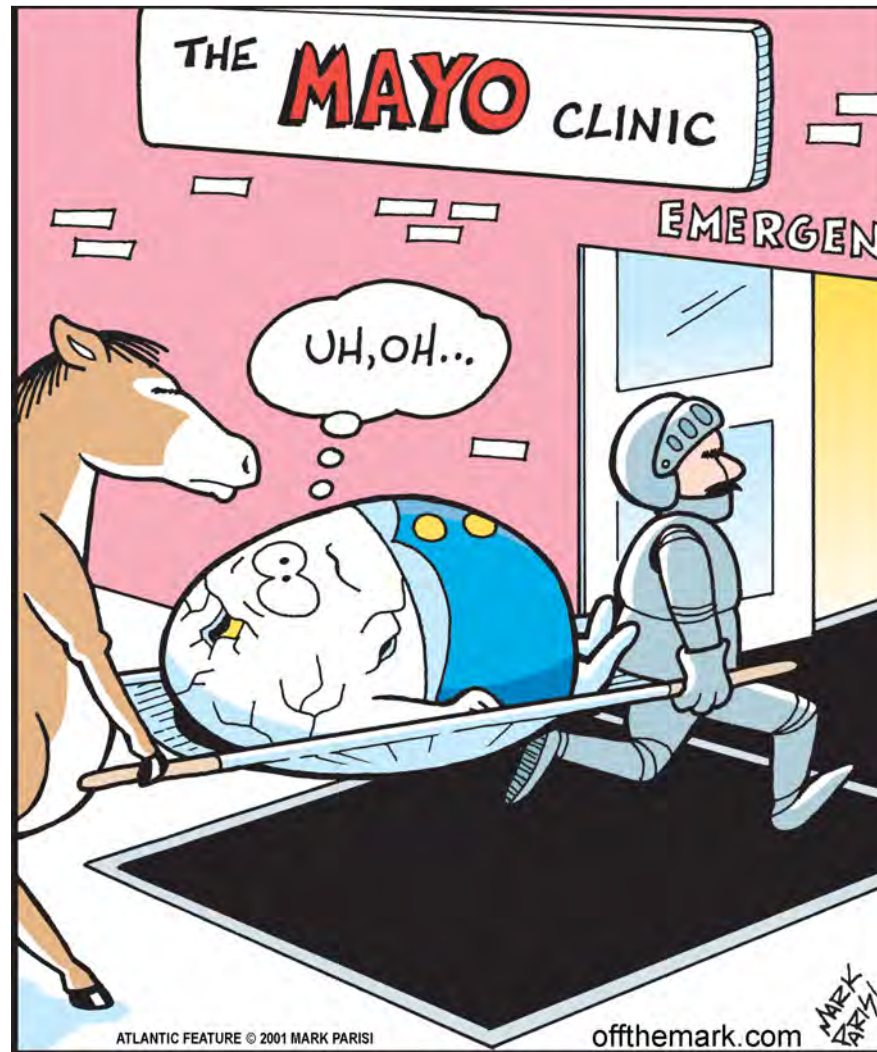
Of the injury presentations 78% were male and 51% were 17 years of age. Less than 5% were aged 10 to 14 years. The youngest child (10 years) worked

Studies in Canada, USA and Europe have shown that work-related injury is a significant public health problem for adolescent workers. Emergency Department data from the US has shown that adolescent and young adult workers had the highest rates of work injuries per 100 full time equivalents. Male adolescents were 1.5 to 4.0 times more likely to be injured than males over 25 years of age⁵. In a survey conducted by the CCYPCG, 25% of workers under the age of 18 reported being injured at work⁶. This issue of the bulletin reviews work related injuries in Queensland for children aged between 10 and 17 years.

QISU



There has to be a better way!





The Birth of Passport to Safety Australia



7th Australian Injury Prevention Conference, Mackay 2004



What's the problem?



124,300 injuries
in young Australians (≤ 25 yoa) in
2009/2010

1 in 15 young workers

66 per 1000 young workers
compared with
56 per 1000 for workers > 25 yoa

18% higher

4 minutes & 24 seconds!



A young person is injured in an Australian Workplace every 4 minutes and 24 seconds



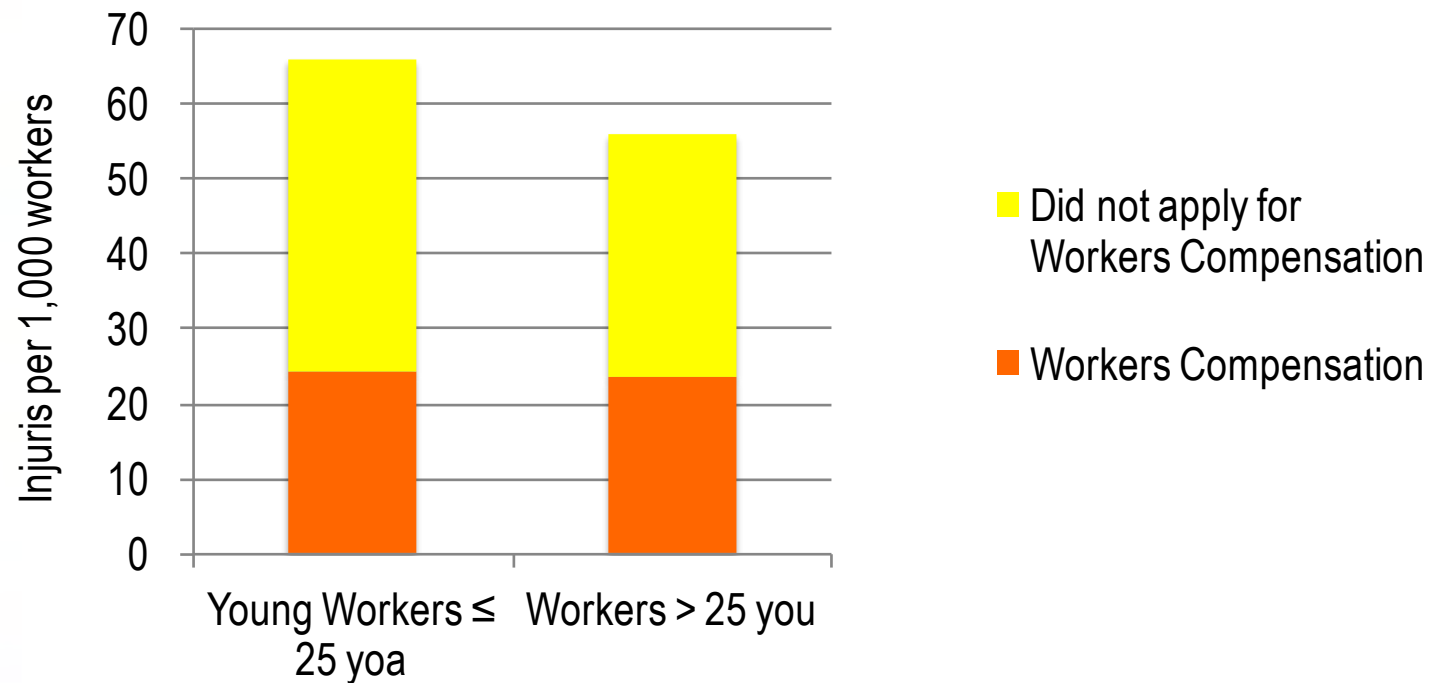
\$12 Billion per year



**The estimated cost of workplace injury & illness
in young people is \$12 billion per year**

But its tricky

Injuries per 1,000 workers in 2009/10
Young workers ≤ 25 yoa vs workers > 25 yoa



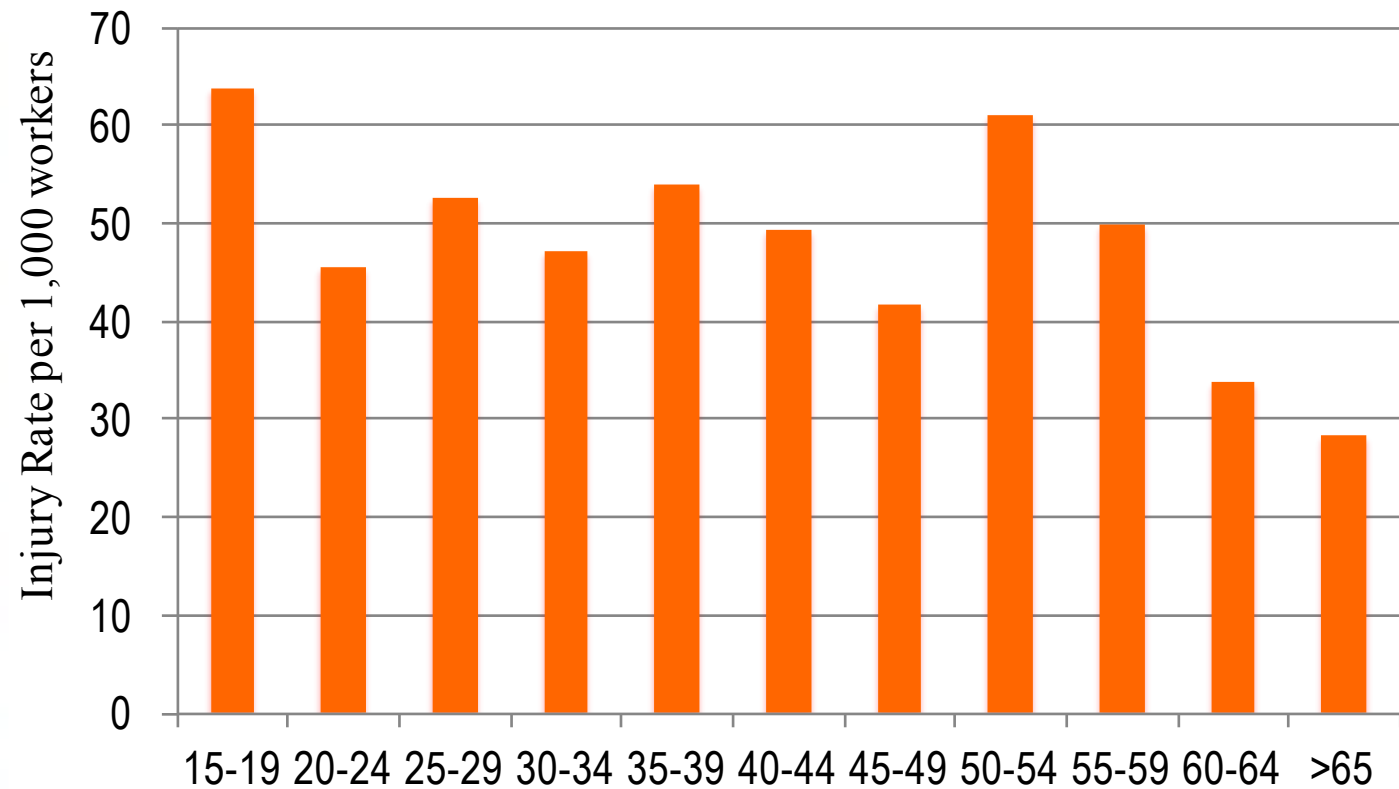
- Only 1/3rd of injured young workers apply for Workers Compensation
- 1/2 work part time
- 1/2 are casuals



Being a teenager “sucks”!

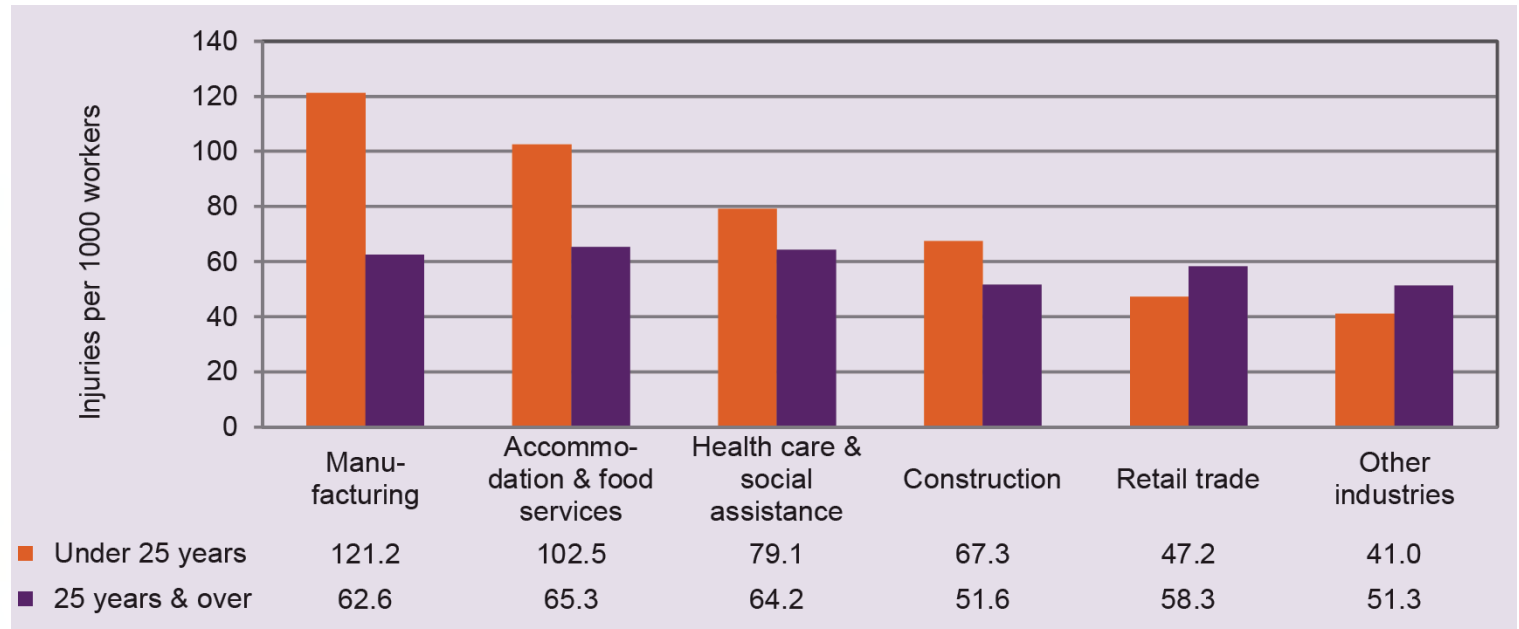
Work Related Injuries Australia 2013/2014

Workplace Injury rate per 1,000



Risky Business

INCIDENCE RATE OF WORKPLACE INJURY



PERCENTAGE OF AGE GROUP BY INDUSTRY

	Manufact	Accom	Health	Const	Retail	Other
≤ 25 yoa	8%	19%	7%	9%	24%	33%
> 25 yoa	10%	4%	12%	9%	9%	56%





Something has to be done

Education!

The image features the word "Education!" in a large, bold, 3D font. The letters are a vibrant yellow with a slight orange gradient and a dark shadow on the bottom and right sides, giving them a three-dimensional appearance. The text is set against a dark, starry background that resembles a night sky or a galaxy, with numerous small, bright stars scattered across the field. The overall composition is dynamic and visually striking.





Simple information strategies rarely work in isolation



It's been tried many times before!



**Get the diagnosis right
before you start talking about solutions**



A hand is shown flipping a golden-brown pancake in a dark, speckled frying pan. The background is a blue gradient with a faint grid pattern. The text 'FLIP COOKING UP A STORM' is written in a large, white, distressed font across the center.

FLIP COOKING UP A STORM

PLANNING COMMUNITY SAFETY PROMOTION PROGRAMS

**Jacqui Lloyd, Director Health Promotion, Tropical Regional Services,
Colleen Gunning, Dale Hanson, Judy Rose**





DON'T GO OFF HALF BAKED!

- **If you jump to the solutions, before you understand the problem,**
 - you will end up solving the wrong problem!
 - you'll end up wasting your time & energy
- **SO,**
 - start by making sure that everyone agrees & understands what the problem is
 - then it is easy to “FLIP” to the solutions, which are usually obvious enough by that stage



DON'T FORGET TO COOK BOTH SIDES

- **Begin by agreeing what the problem is**
- **Then it is easy to “FLIP” to the solutions**

It is as easy as 1,2,3 provided you remember to

“FLIP!”



The Public Health Model



Define the problem
Data collection & surveillance

Identify causes
Risk factor identification

Develop & test interventions
Efficacy & Effectiveness research

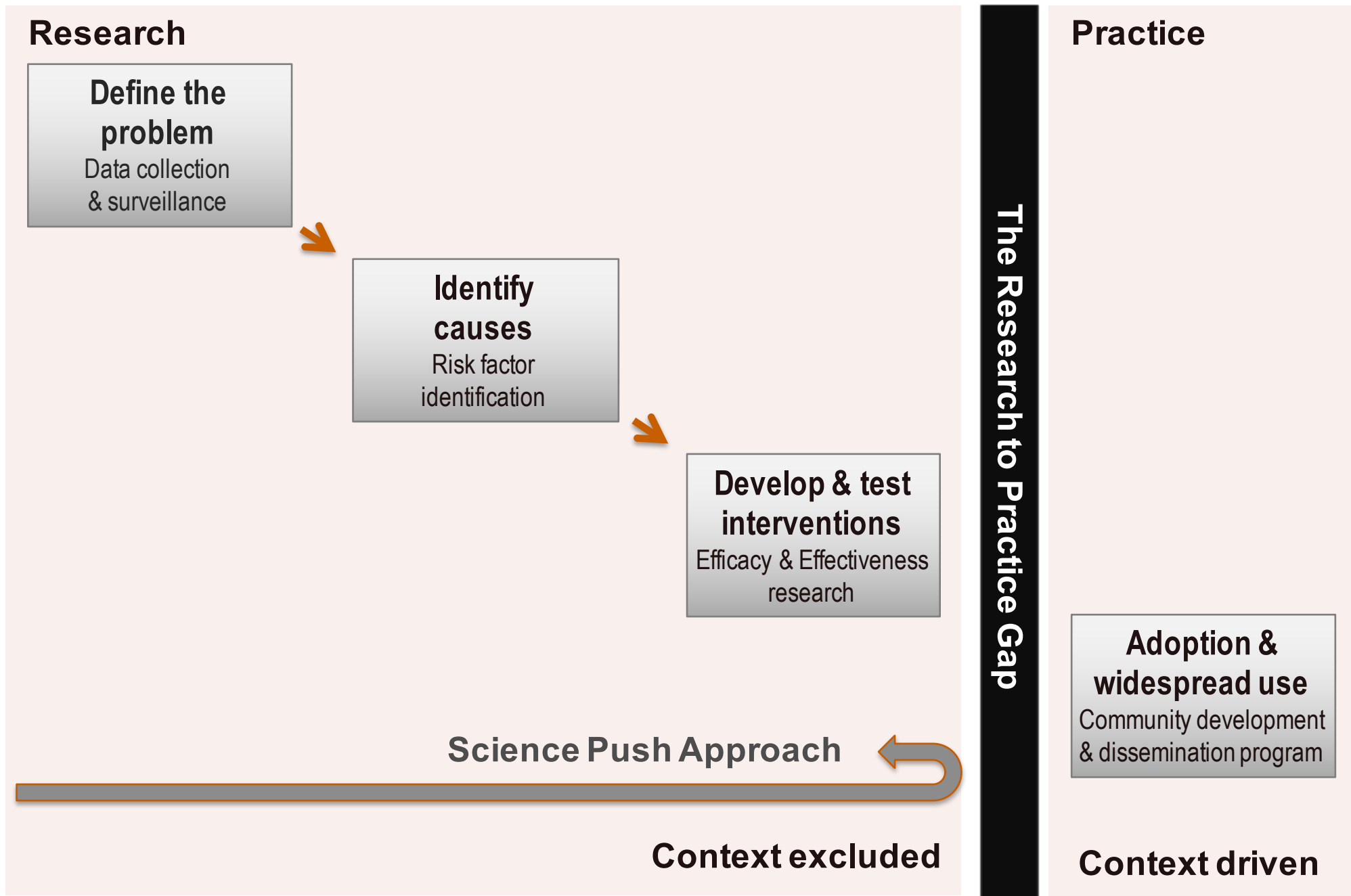
Adoption & widespread use
Community development & dissemination program

Lost in translation

WE MAY BE IN LUCK! THE TRANSLATION IS LOOSE, BUT I THINK I OVERHEARD THEM SAY THAT THEY ONLY CAPTURED US TO SAVE FACE!



The Research to Practice Gap





Why is it so?



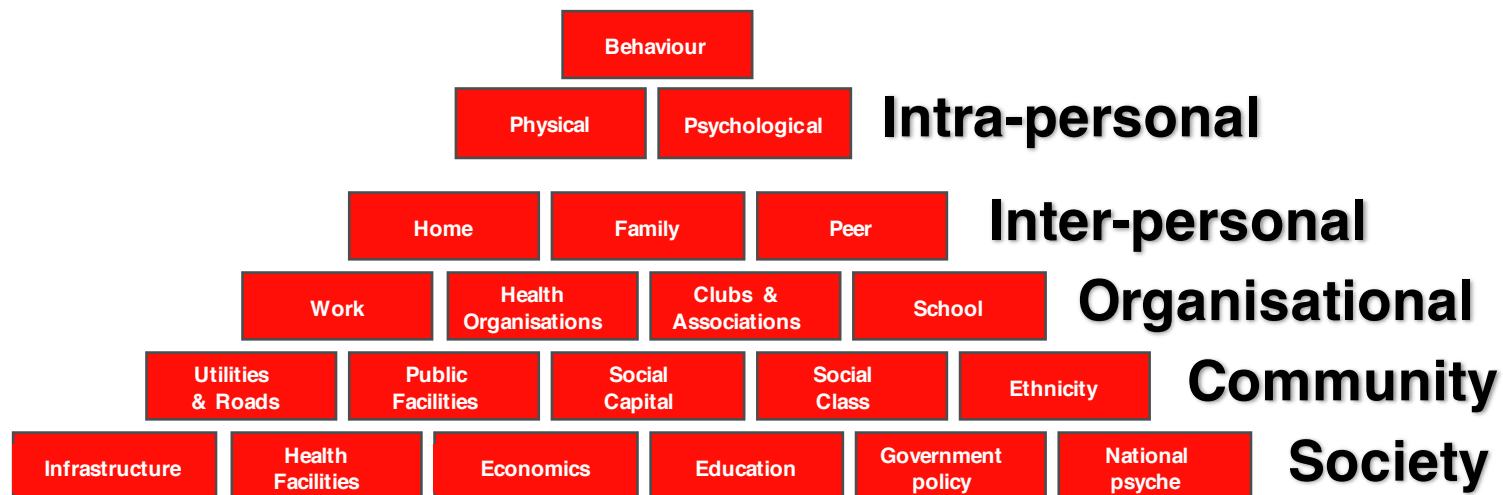






The Injury Iceberg

Individual



Physical environment

Social environment

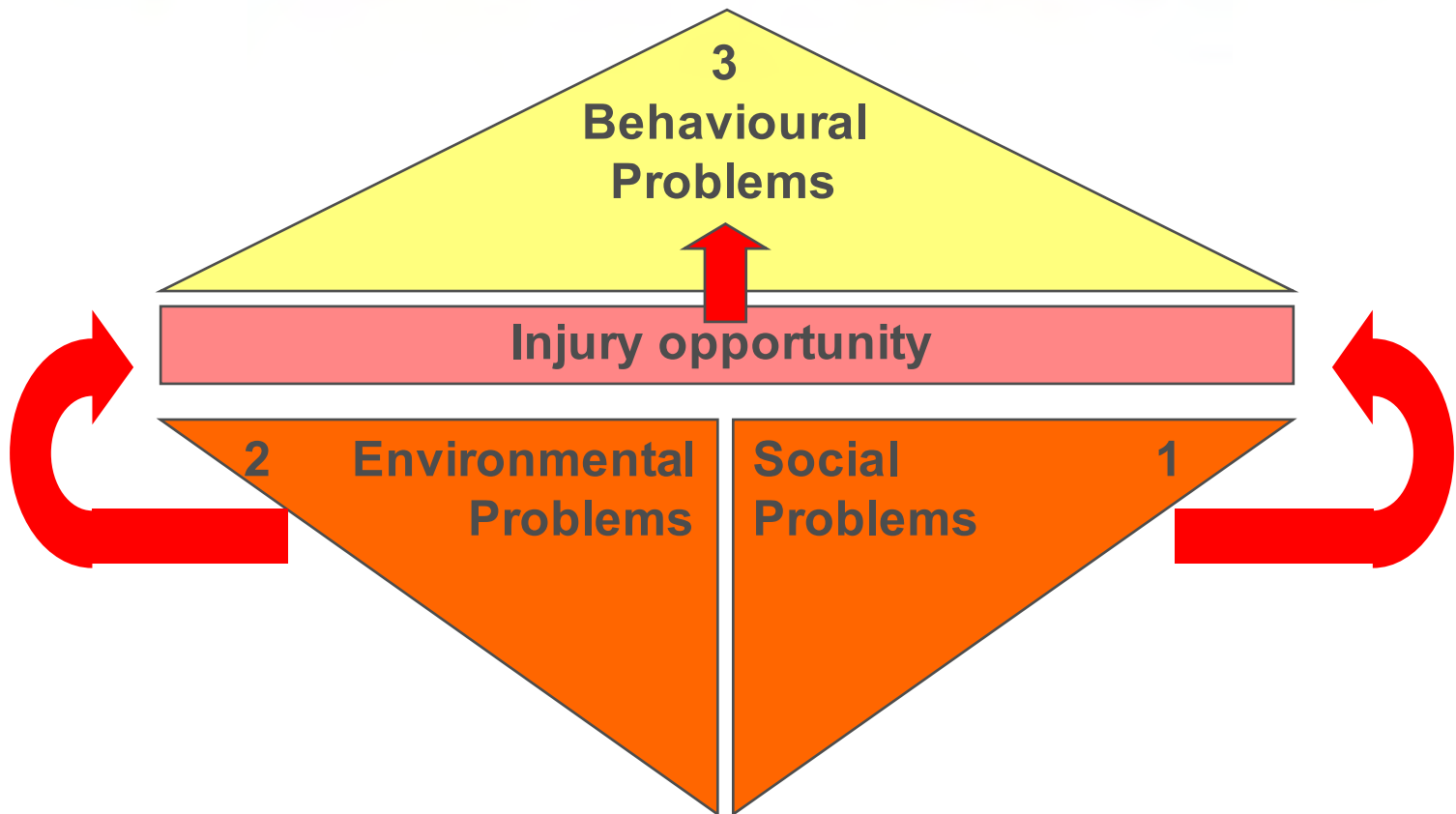


But how safe is injury iceberg



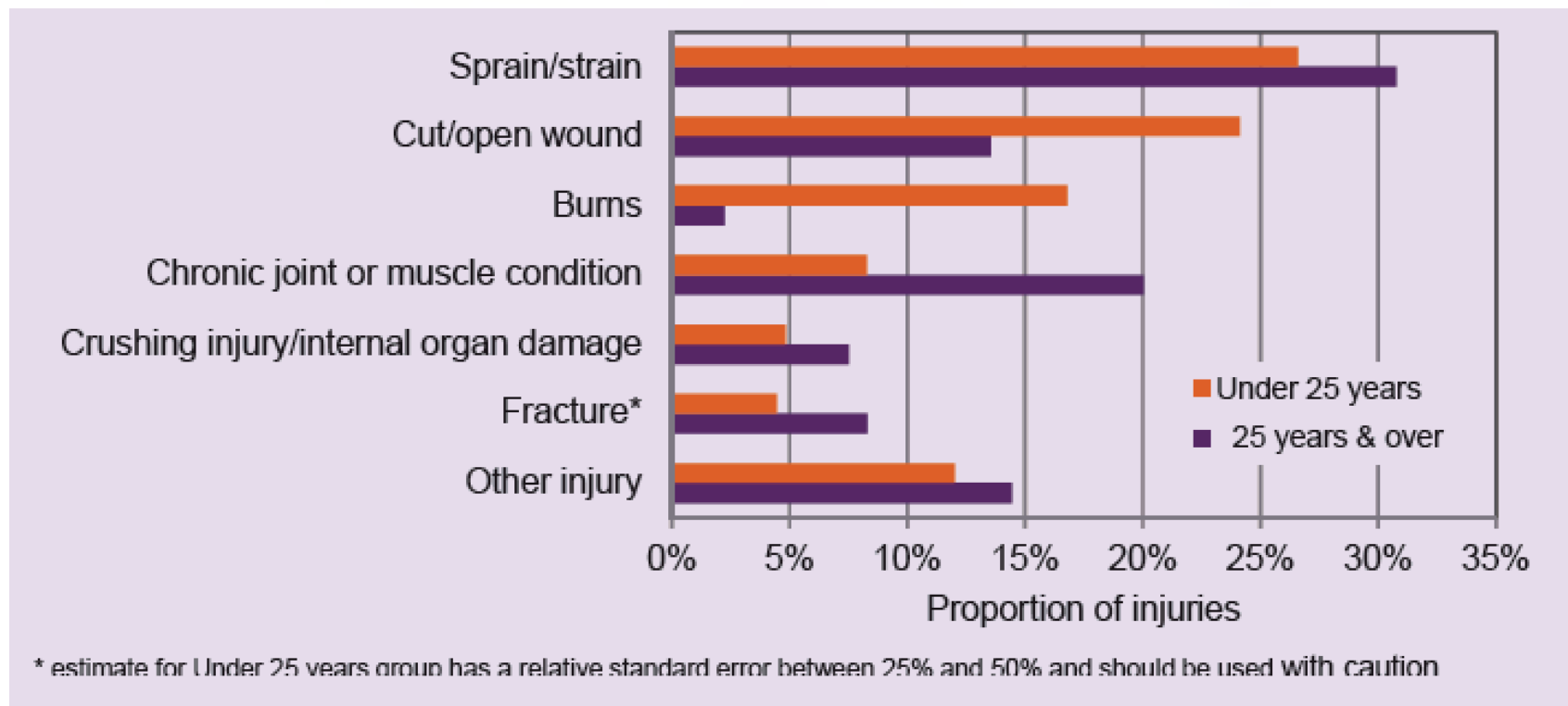


Understanding injury causation is as easy as 1,2,3!



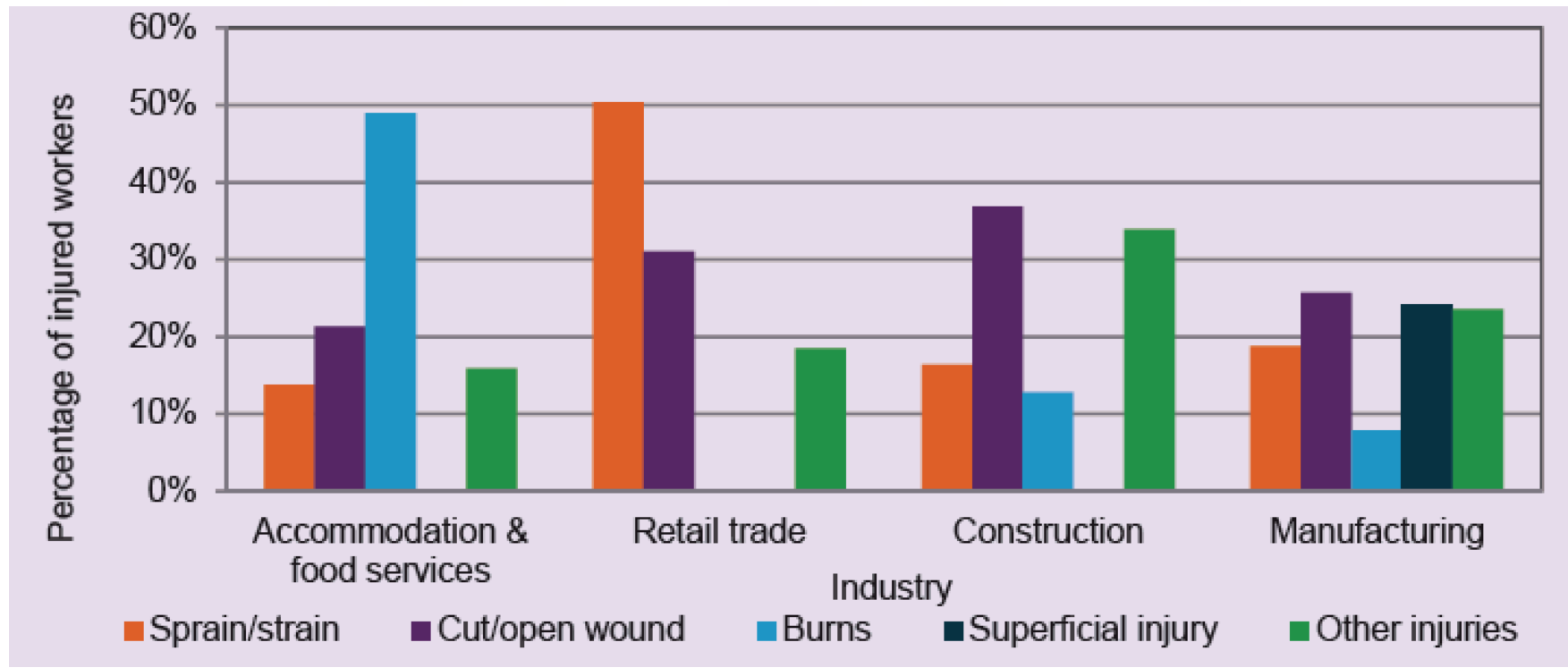


Young workers do different work in different industries





Young workers do different work in different industries





Young workers are at higher risk in some industries





Their bodies are still growing





Young people have busy lives





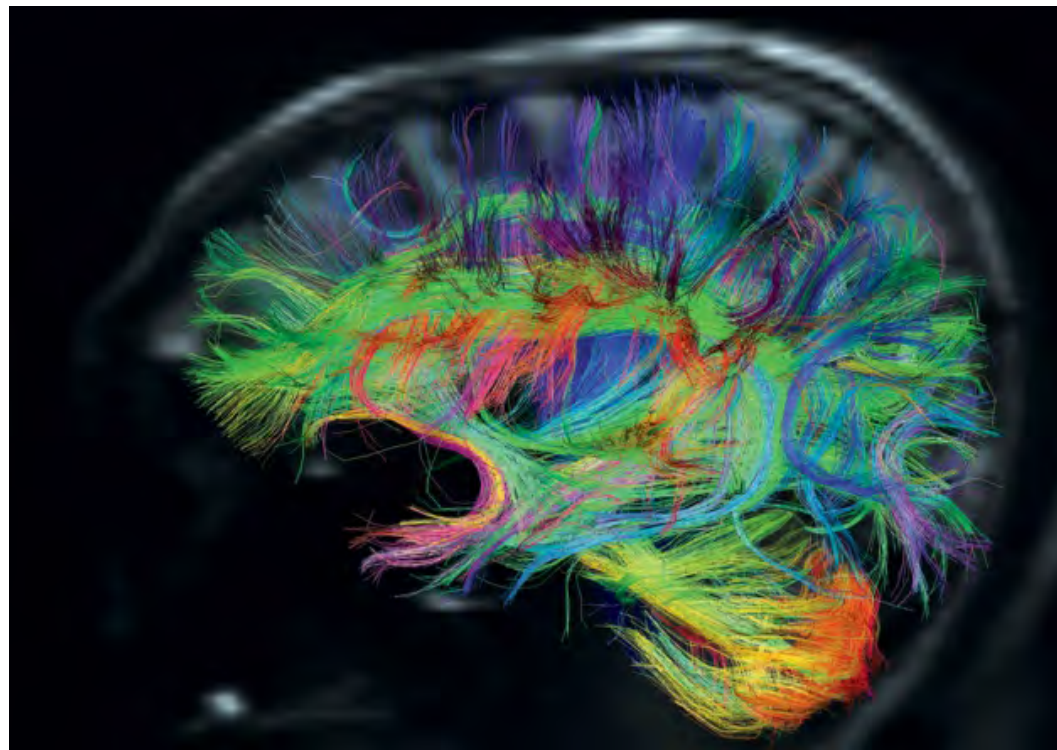
Young people are strongly influenced by peers

(i.e they are trying hard to fit in)





Young people's brains are still developing until about 28 years





**Young people are inexperienced &
aren't sure about appropriate
workplace behaviour**





Young people are inexperienced & aren't sure about appropriate workplace behaviour

- **How to assess workplace hazards**
- **Who to speak to about safety issues**
- **How to report if they feel in danger**
- **How to handle stressful situations (eg. bullying or harassment)**
- **Their responsibilities (eg to report hazards)**
- **Why it is important to adhere to safety rules**

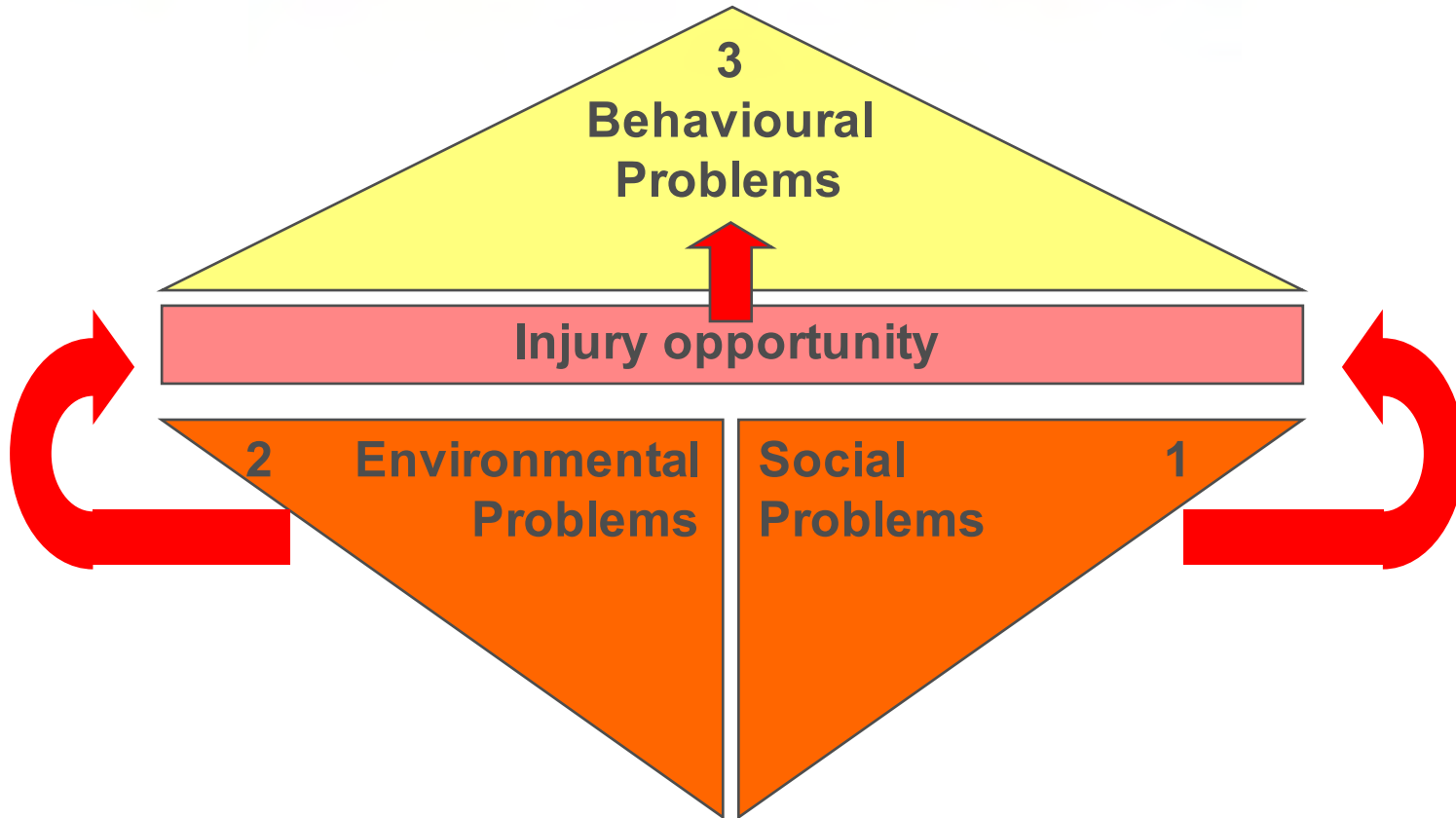


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workplace behaviour**





Effective solutions are comprehensive





The Public Health Model



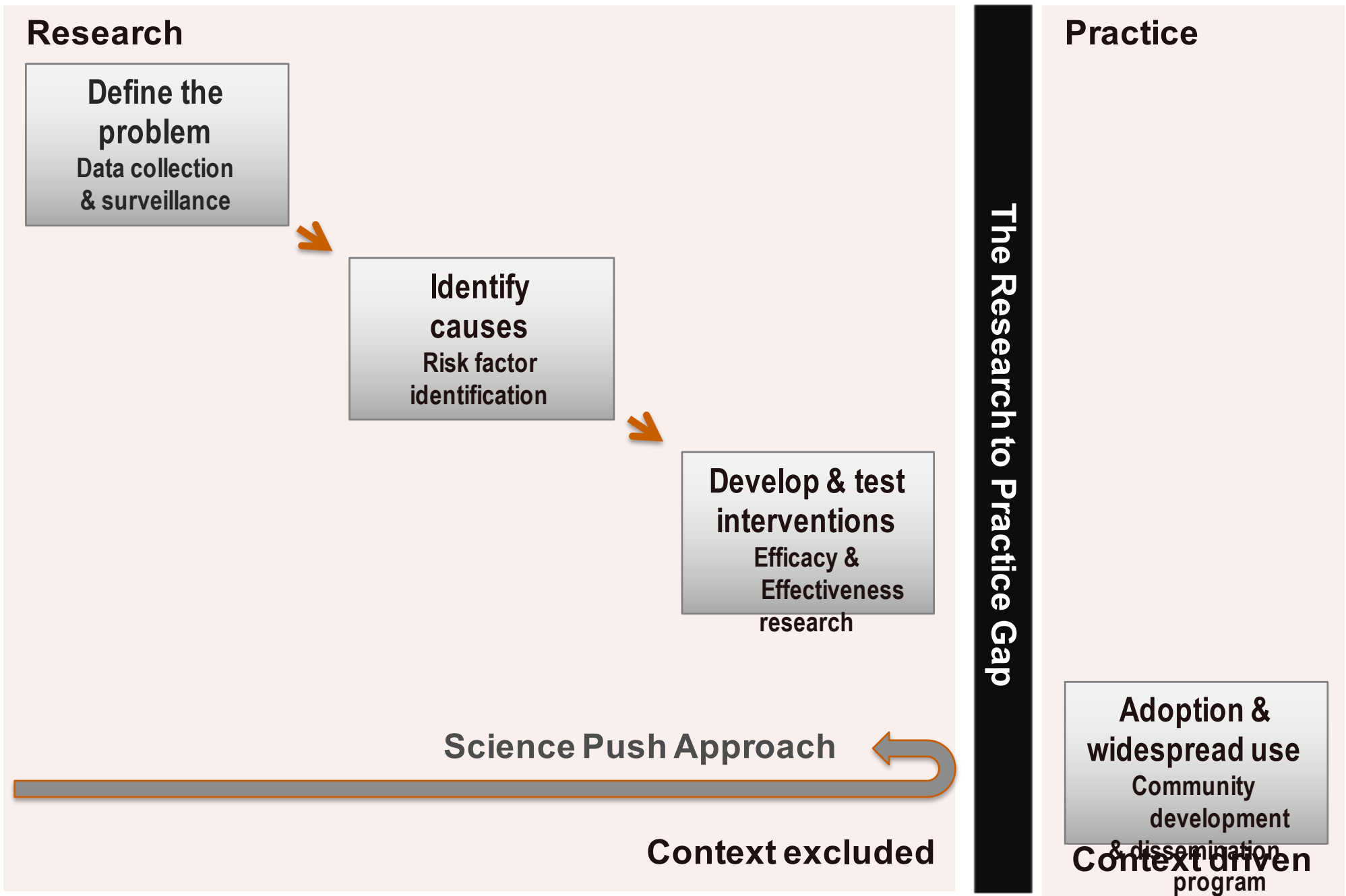
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The Research to Practice Gap



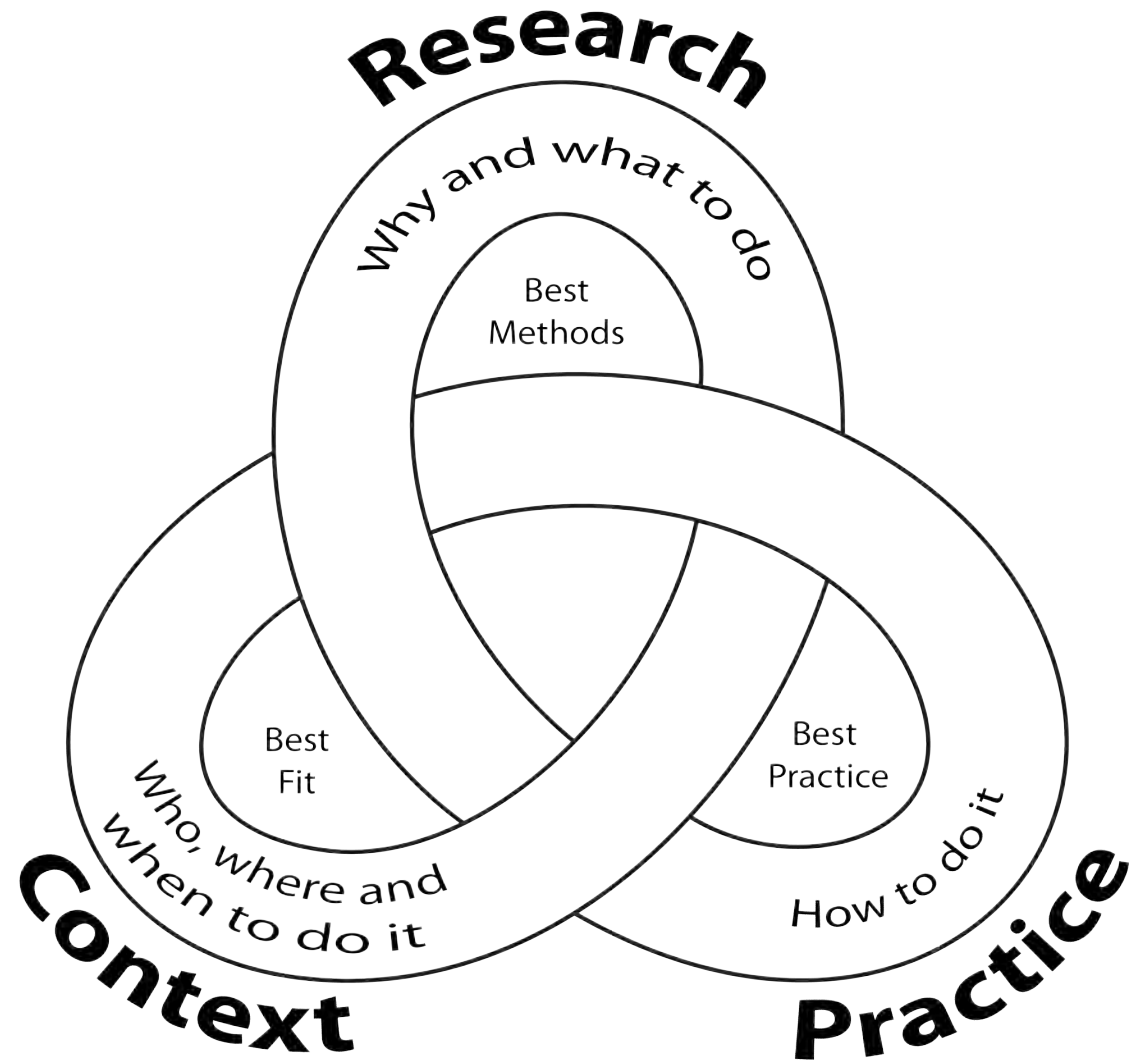
The Ivory Tower Approach



The Coca Cola Approach



Three types of experts are required to design effective programs





Social / administrative

Governments:

- developing legislation & policies relevant to young workers

Workplace Health & Safety Agencies:

- ensuring specific arrangements for young and inexperienced workers are in place

Experienced workers:

- maintaining awareness of young workers performance and giving appropriate feedback, particularly regarding safety

Peers:

- Buddy systems / peer groups support systems / role models



Environment

Management

- **Ensure safe working environment and safe operating procedures for all workers**
- **But special effort needs to be made to protect young workers**
 - **if you can't employ an adult to do the job because of perceived safety issues, seeking out workers with less discretionary choice (eg young workers) is both inappropriate and unethical**
 - **ensure operating procedures derived from risk assessments incorporate control mechanisms appropriate for young workers level of experience**



Education

Workplace Health and Safety Agencies:

- support employers, educators & trainers by providing training programs suitable for young workers

Schools:

- Prepare their students for their working life
- Importantly 50% of senior high school students already have a part-time job
- Adequately train and prepare students for vocational placements

Workplace trainers:

- Ensure that training given to young workers is appropriate and adequately addresses the specific needs of young workers



A possible solution



Meegan Brotherton
Program Manager



Australian Safe
Communities
Foundation



PANPACIFIC
Safe Communities Network

Background



The program is personal

In 1994, Sean was on the third day of his part-time job when he lost his life.

He was nineteen years old.

His death was entirely preventable.

Workplace Learning Guidelines 2004

Last updated 2008

Schools must ensure students undertake an appropriate orientation program that deals with relevant issues from the following legislation:

- Work Health and Safety
- Equal Opportunity
- Children's Protection

Suggested minimum of 3 – 4 hours to cover these topics effectively

The Program



Register Now. Prevent Injuries. Save Lives.



Teachers

Register here.



Students

Do you have a QuickRegister Code given to you by your teacher or supervisor? Get started by clicking here.



Flexible Learning Options

Register here.



Thanks to the support of our [generous sponsors](#) this program is available FREE to South Australian schools.

www.passporttosafety.com.au

The Program

IS

- the *minimum* workplace safety information any young person should know before *ever* going to work

IS NOT

- a substitute or replacement for compliance or employer responsibility (workplace inductions)
- a “certification” that a worker is now “safe”

How it Works

- Teacher registers for their class / year level
- Students receive a personal log-on (Pin) and password
- Work through the modules at own pace
 - Work Health and Safety Legislation
 - Employer and Supervisor Responsibilities
 - Worker Responsibilities
 - Hazardous Chemicals
 - Hazards in the Workplace
 - Emergency Planning and follow up

Programs

- Teen Challenge
- 101
- Industry specific modules
 - Hospitality
 - Hairdressing

Numbers

2005 – 2008

- 60 Schools 8,000 students

2009

- 100 Schools 12,500 students

2010

- 130 Schools 18,000 students

2011

- 101 Schools 16,500 students

2012

- 103 Schools 15,500 students

2013

- 100 Schools 13,600 students

2014

- 150 Schools 13,400 students

Survey Results

- Surveys show an average increase in WHS knowledge for students of 22%
 - Males 19% increase
 - Females 28% increase
- Year 10 – 26% increase
- Year 11 – 23% increase
- Year 12 – 13% increase



Sponsorship

- For all Year 10 Students in SA
 - Approximately \$200,000 per year
- Links between business and schools
- Set a community standard

Sponsorship Benefits

Diamond Sponsor

- Profile of MAQOHSC, link to your website and name listed on the P2S website
- Pins for students to access the programs
- Pins for MAQOHSC to access program
- Use of P2S logo on your stationery
- Logo on brochures
- Recognition at official functions

Opportunities

- Development of a mining and quarrying specific module
- Newsletter to approximately 400 teachers
- Promote the sponsorship to businesses you work with
 - Encourage them to ask young workers for their “passport”
 - Network with schools in the vicinity of mines and quarries
 - Be involved with community events

**To live in a world in which everyone comes home healthy
and safe at the end of each day**





www.passporttosafety.com.au

Email: info@safecommunities.net.au



Australian Safe
Communities
Foundation



PANPACIFIC
Safe Communities Network



Any Questions?

Associate Professor Dale Hanson
James Cook University



More Information?

Closing the Gap Between Injury Prevention Research and Safety Promotion Practice
Revisiting the Public Health Model

Public Health Reports, 2012
Volume 127
Issue 2

<http://www.publichealthreports.org/>



Dale Hanson



Caroline Finch



John Allegrante



David Sleet



More Information?

Research alone is not sufficient to prevent sports injury

British Journal of Sports Medicine, 2012

Volume 45, Issue 16, p1253



Dale Hanson



Caroline Finch



John Allegrante



David Sleet