

SafeTea



Question:

As a person conducting a business or undertaking (PCBU), who must you consult with to manage WHS risks?

Q1

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Question:

Re-arrange from first to last the 4 step approach to managing WHS risks:

- Control risks
- Identify hazards
- Review control measures
- Assess risks

Q2

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Question:

Which statement is incorrect about a Person Conducting a Business or Undertaking (PCBU) under the model WHS Act?

- a) A PCBU only includes persons conducting a business or undertaking that makes a profit or gain
- b) A PCBU can be a partnership or an unincorporated joint venture
- c) A PCBU can conduct the business or undertaking alone or with others
- d) A PCBU can be a government department or agency

Q3

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Question:

Each Commonwealth, state and territory jurisdiction has a WHS regulator that:

- a) enforces WHS laws
- b) inspects workplaces
- c) gives WHS advice
- d) all of the above.

Q4

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Answer:

Workers, HSRs and other PCBUs. If you're a person conducting a business or undertaking (PCBU), you must consult with workers and other duty holders in managing WHS risks. This includes other PCBUs you share duties with, for example businesses you work with or share premises with.

A1

Ask your team:

- *Are our consultation methods effective?*
- *Do you have any ideas for how we can do consultation differently?*

Resources to help you:

- *Consultation checklist*

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Answer:

1. Identify hazards
2. Assess risks
3. Control risks
4. Review control measures.

Risk management involves thinking about what could happen if someone is exposed to a hazard and how likely it is to happen. You should always aim to eliminate risks. If you can't, you must minimise risks so far as is reasonably practicable.

Ask your team:

- *In what scenario could these steps be used in our workplace?*

A2

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Answer:

A person conducts a business or undertaking whether or not it is conducted for profit or gain. A person can also conduct a business or undertaking alone (e.g. self-employed) or with others such as in a partnership or unincorporated joint venture. A PCBU can include government department and agencies.

A3

Ask your team:

- *What entities do we engage with that can be considered PCBUs?*

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Answer:

D, all of the above. The Commonwealth, states and territories are responsible for making their own WHS laws. Each jurisdiction has a regulator who monitors and enforces compliance with WHS laws.

Ask your team:

- *How familiar are you with the role and responsibilities of our WHS regulator?*

A4

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Question:

What is the incorrect response?
Under the model WHS Act, a worker:

- a) Complies with any reasonable instruction that is given by their PCBU.
- b) Cannot be prosecuted for failing to comply with their duties.
- c) Cooperates with any reasonable policy or procedure of the PCBU relating to WHS.
- d) Must take reasonable care for their own and others health and safety.

Q5

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Question:

According to Safe Work Australia's latest national data, how many worker compensation claims were lodged in the financial year of 2021-2022p?

- a) 119,361
- b) 107,962
- c) 127,756
- d) 129,143

Q6

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Question:

In 2021-22, what percentage of workers' compensation claims were due to mental health conditions?

- a) 11%
- b) 9%
- c) 13%
- d) 7%

Q7

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True or False:

Harm from customers, clients or patients are outlier incidents and cannot be considered when implementing WHS control measures.

Q8

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Answer: B

A worker can be prosecuted for failing to comply with their duties.

Ask your team:

- *How, as a worker, can you be responsible for WHS?*

A5

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Answer: C: 127,756

Workers' compensation is a type of insurance that can offer you an important safety net if you become injured or ill because of work.

Under Australian law, employers must have insurance to cover their workers in case they get sick or injured because of work.

A6

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Answer: A: 11% (11,700 total claims)

This is a 36.9% increase since 2017-18. Conditions recorded include:

- short term shock from exposure to disturbing circumstances
- anxiety/depression
- reaction to stressors
- mental disease unspecified, and
- post traumatic stress disorder.

This statistic highlights the importance of managing psychosocial hazards as well as physical ones. A psychosocial hazard is anything that could cause psychological harm (e.g. harm someone's mental health).

Ask your team:

- *What do you know about psychosocial hazards?*
- *What psychosocial hazards should we manage in our workplace?*

A7

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Answer: False

PCBUs have a positive duty to do all they reasonably can to prevent harmful behaviours at work, including from customers, clients and patients. Control measures may include limiting public workplace access, moving services online or changing things that frustrate customers (e.g. by reducing wait times).

Ask your team:

- *What WHS risks do we need to consider when it comes to our customers / clients / patients?*

A8

SafeTea Trivia cards

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Question:

According to Safe Work Australia's WHS outcomes for apprentices and trainees snapshot, what are the common causes of work-related injuries in apprentices and trainees?

- a) hit by moving objects
- b) falls, trips and slips
- c) body stressing
- d) hitting objects with a part of the body
- e) all of the above.

Q9

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True or false:

A person can have more than one WHS duty under the model WHS laws.

Q10



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Answer: E, all of the above.

Nine in 10 serious claims were caused by these hazards. Notably, just 1.4% of serious claims in apprentices and trainees were caused by mental stress, far lower than the 8.4% of serious claims that mental stress accounted for in all other workers and in contrast to the high proportion of apprentices and trainees who observed bullying in the workplace.

A9

There are several factors that may lead to this discrepancy, including apprentices and trainees being unaware of their rights at work.

Ask your team:

- *How can we make new starters, trainees and apprentices feel safer in our workplace?*

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Answer: True

For example, a self-employed person may be simultaneously a PCBU and a worker. A person is not a PCBU where they are engaged solely as a worker or officer of the business or undertaking.

A10

