



Positive Safety Achievements

Main Roads has had an accredited Occupational Health and Safety management system in place since 2006. This includes the requirement for the organisation to establish and implement processes for monitoring, measurement analysis, performance evaluation and continuous improvement.

Two recent incidents involving our bridge maintenance employees in the South West Region resulted in the investigation team identifying organisational gaps in the OHS management system. Unfortunately, one of these incidents resulted in an employee falling and injuring their back. A team investigated the circumstances surrounding both incidents with the full support and cooperation of the bridge team and management. WorkSafe WA also investigated the incident and have advised that they were happy with the assistance given to provide the relevant documentation and keeping them informed of the positive changes made. We shared a lesson-learned presentation regarding the incidents across Main Roads and to a number of our contractors who provide similar services.

Since the incident the efforts by the team to implement improvements has been commendable, with a positive attitude for change by all. There has also been an increase in formal training for supervisors. The bridge team members have been given mentoring, coaching and guidance to empower individuals to raise concerns throughout the day as operational environments change. An example of this includes the way pre-start and toolbox meetings are held and the expectation of team members contributing.

There has been a move away from the use of generic risk assessments in favour of crews assessing their own work environment and discussing the tasks of the day with each other as part of the pre-start meeting. Team members are also encouraged to question other team members when there is seen to be a task undertaken that contradicts the Safe Work Method Statement.

Because of the findings, there has been an increase in local training, including discussing procedures, and tools that affect the safety of the team. The regional safety resource and the bridge maintenance supervisors have been conducting site visits with crew team leaders reviewing documentation at site, answering questions and encouraging the recording of details using available safety tools.

Recently two bridge team members were accepted as Safety and Health Representatives for the region representing the bridge crew and attending the regional monthly Safety Committee meetings. This will see employees that are on the frontline having a voice at the table in regards to safety matters that affect them.

The positive changes achieved by the bridge maintenance team has been acknowledged by our Corporate Executive, the Regional Manager and the Safety, Health and Wellbeing Branch.