This Action Plan will be reviewed regularly to check its progress, consider changes or new opportunities and ensure new sector specific harms are identified and addressed.

### WORK PLAN FOR 2020-2021

<table>
<thead>
<tr>
<th>Tools and resources</th>
<th>Residential care services (including aged care)</th>
<th>Hospitals</th>
<th>Allied health services and medical services</th>
<th>Pathology and diagnostic imaging services</th>
<th>Social assistance (including disability)</th>
<th>Child care</th>
<th>Musculoskeletal Disorders (MSD)</th>
<th>Psychosocial hazards</th>
<th>Work-related violence</th>
<th>Hazardous chemicals</th>
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<tr>
<td>Develop a toolkit to support managers in relation to work health and safety obligations and mentally healthy workplaces</td>
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<td>Develop sector specific work health and safety hazard fact sheets</td>
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<td>Delivery of best practice industry specific case studies</td>
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<td>Develop, monitor and update sector specific content on the SafeWork NSW website</td>
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<td>Develop further guidance material to support the transfer of patients between facilities in consultation with stakeholders</td>
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### Compliance

- Undertake proactive Inspector workplace visit program with a focus on high risk priority areas
- Undertake a systems thinking program for violence in hospitals*
- Implement the APHIRM (A Participative Hazard Identification and Risk Management) toolkit which focuses on both the manual handling and psychosocial hazards that affect MSD risk*
- Implement a Health Care and Social Assistance Safety Rebase program

### Stakeholder engagement and events

- Work with industry partners, including Ministry of Health, to address COVID-19 risk management and control measures
- Host a roundtable on the complexities of legislative and operational practices in the disability sector and the impact on WHS
- This may result in outputs such as guidance materials and information and policy implications
- Host a roundtable with sector leaders to share outcomes of the violence in hospitals system thinking program and plan implementation

### Work with the Centre for Work Health and Safety to conduct research on emerging issues

- Undertake a systematic review of evidence for intervention that can be used to better prevent and manage work-related violence in the sector. This project will initially focus on NSW hospitals with the aim of implementing the same approach in aged and community care.
- Continue to work with universities, TAFE and training organisations to better equip nursing and care workers entering the workforce.
- Provide industry specific labour hire guidance
- Provide tools and resources on the identification and management of psychosocial risks
- Further develop industry specific labour hire guidance
- Facilitate discussions in relation to work health and safety accreditation processes with Government Departments

### Tools and resources

- Interventions that can be used to better prevent and manage work-related violence in the sector. This project will initially focus on NSW hospitals with the aim of implementing the same approach in aged and community care.
- The APHIRM (A Participative Hazard Identification and Risk Management) toolkit is a set of evidence-based procedures and tools for workplace users to manage risk of work-related musculoskeletal injuries and disorders (MSDs). It is unique in covering both the manual handling and psychosocial hazards that affect MSD risk. The toolkit is intended for workplace users to implement as part of routine health and safety risk management procedures.

### Work Plan Beyond 2021 (as at September 2020)

- WHS compliance audits - proactive and targeted workplace visits based on high risk businesses.
- Raise awareness of the WHS obligations in relation to fatigue amongst health professionals.
- Provide industry specific guidance material for patient handling.
- Continue to work with universities, TAFE and training organisations to better equip nursing and care workers entering the workforce.
- Raise awareness and provide guidance on managing exposure to hazardous chemicals.
- Provide tools and resources on the identification and management of psychosocial risks.
- Further develop industry specific labour hire guidance.
- Facilitate discussions in relation to work health and safety accreditation processes with Government Departments.
- Continued delivery of best practice industry specific case studies.

*The systems thinking program identifies the factors which contribute to work-related violence and a series of system wide interventions that can be used to better prevent and manage work-related violence in the sector. This project will initially focus on NSW hospitals with the aim of implementing the same approach in aged and community care.

*The APHIRM (A Participative Hazard Identification and Risk Management) toolkit is a set of evidence-based procedures and tools for workplace users to manage risk of work-related musculoskeletal injuries and disorders (MSDs). It is unique in covering both the manual handling and psychosocial hazards that affect MSD risk. The toolkit is intended for workplace users to implement as part of routine health and safety risk management procedures.