

# Improving OHS by the application of Knowledge Management Principles

## AUSA Conference

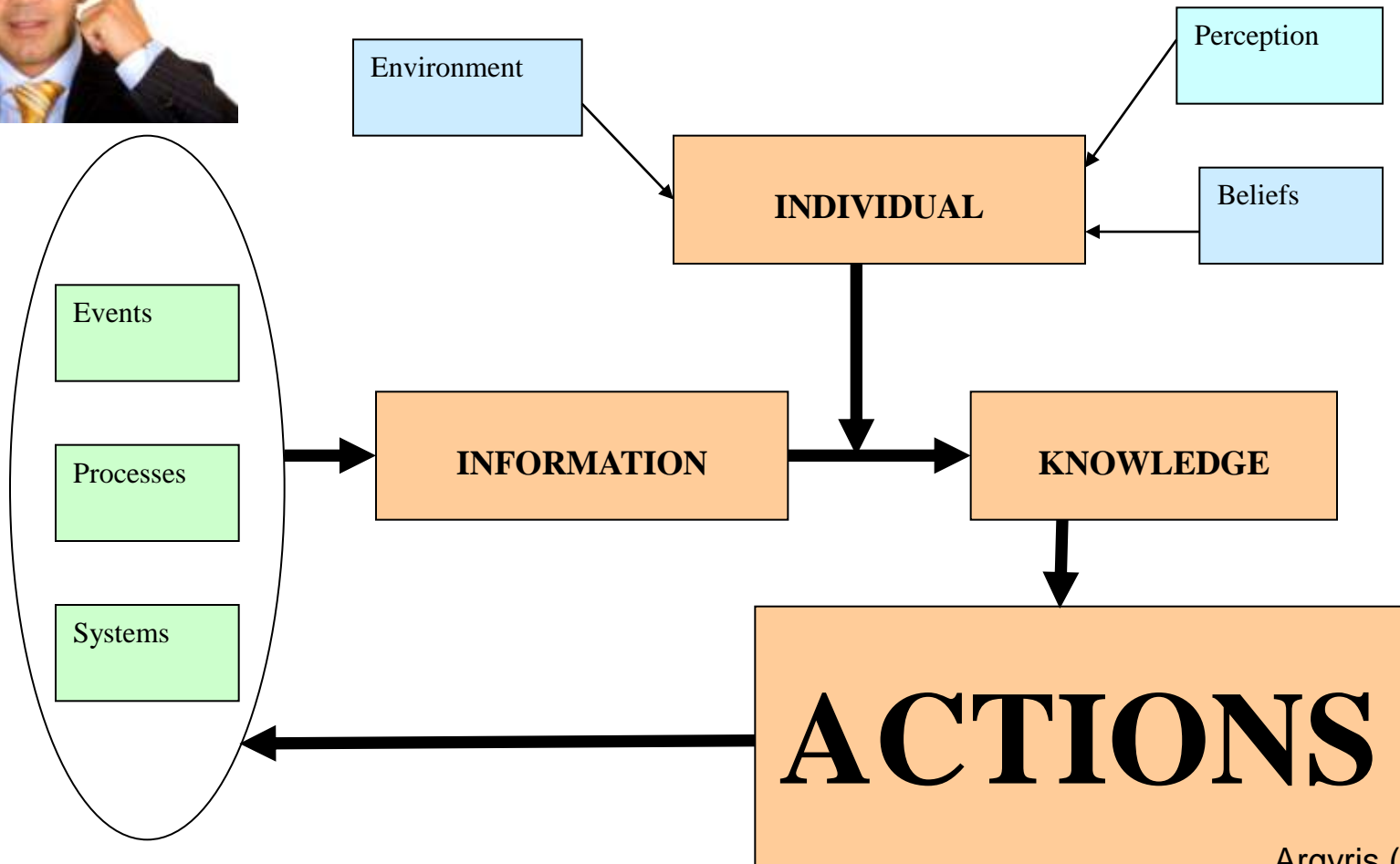
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Monash University, Victoria

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# Context of Knowledge Management



## Context of Safety Management



**Safety Management is the processes and systems that when implemented within an organization help to ensure employees return from work in the same state of health and wellbeing in which they went to work.**

## Practical applications

- **Legislation and Regulations – why we exist!**
- **Safety Leadership and Culture – from the top**
- **Safety Strategy and Action Plans – Outcomes**
- **Risk Analysis and Hierarchy - priority**
- **Safety Systems - Implementation**
- **Employee Consultation – Buy-in**
- **Behaviour Based Safety – Habits become us**
- **Work Environment – What people see results**

## Practical applications

- **Injury Notification – know what is happening**
- **Incident/Accident Investigation - learn**
- **Safety Training – Knowledge focus**
- **Auditing and Compliance – mean what you say**
- **Measurement and Statistics - Numbers**
- **Injury Management – Care, cotton gloves**
- **Health and Wellbeing – the whole person**
- **Off the job Health and Safety – what we work for**

# Results

**40% Reduction in LTI**

**60% Reduction in MTI**

**50% Reduction in Severity Rate**

**94% of all injuries reported within 24 hrs**

**50% Reduction of those not at work**



## Proactive – **THE LAW!**



**Risk assessments up 300% to 899**

Risk based legislation

**Workplace audits up 400% to 870**

Control maintained, supervision

**Toolbox talks up 400% to 869**

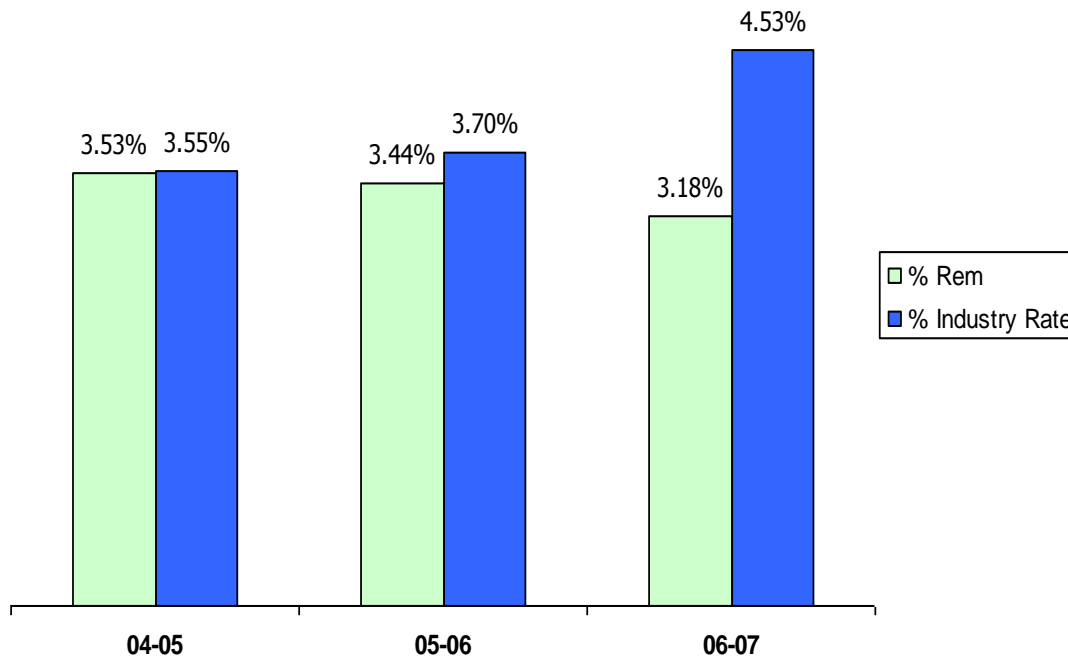
Training, consultation

**Incident Investigations up 230% to 214**

Reporting, prevention, improvement

# SHOW ME THE MONEY!!!

**Workers Compensation Costs 30% better than industry or approximately \$6.12 million A YEAR!**



# MONASH UNIVERSITY?



 MONASH University



 MONASH University

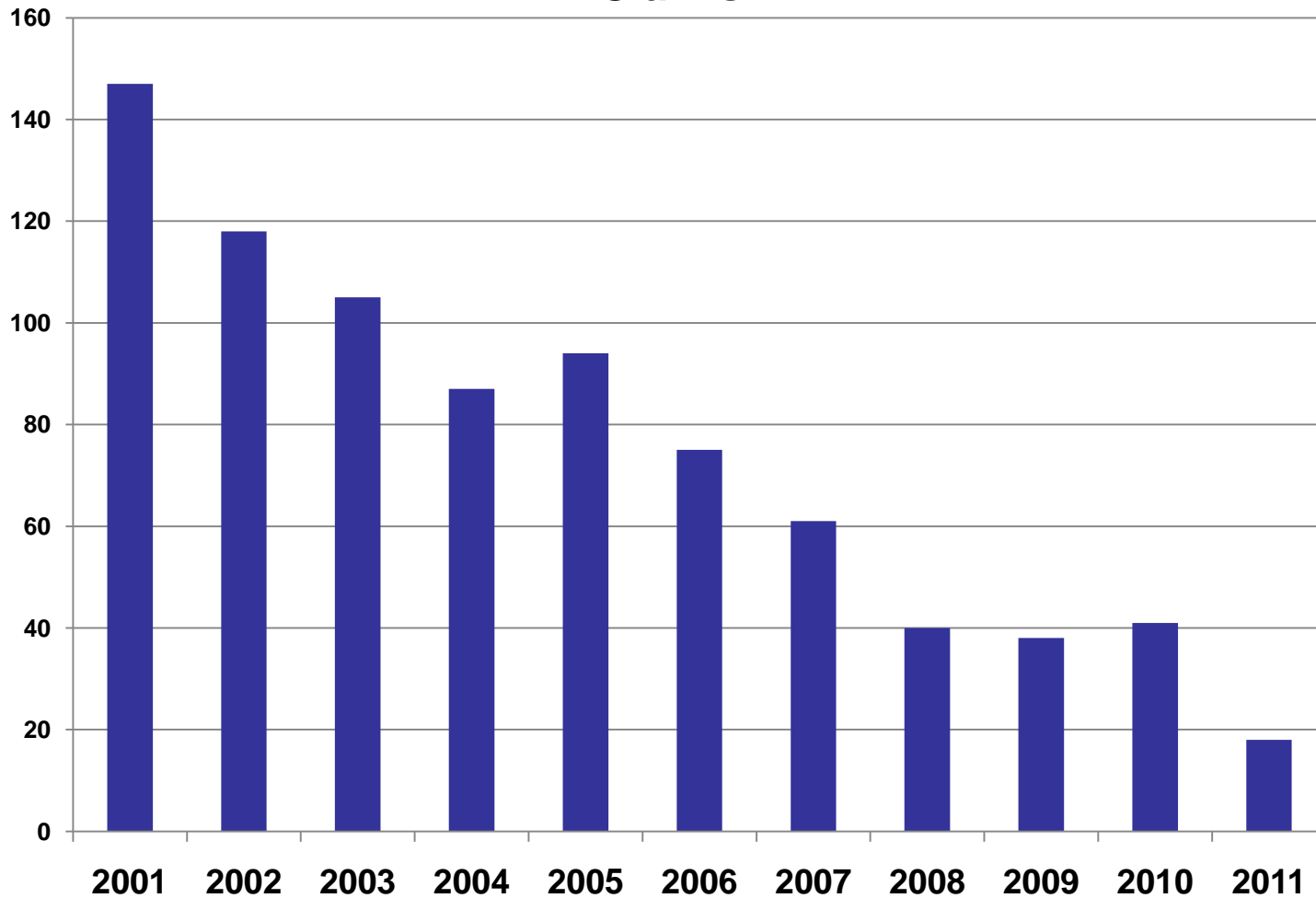


 MONASH University



 MONASH University

## Claims



## Cost calculation for Monash University

Average cost claim 14k

Reduction in number of claims 122

Direct cost saving per annum =  $122 * 14k =$   
\$1.7million direct cost

Indirect multiple 4 (iceberg model)

Total savings per annum =  $4 * 1.7 =$

**\$6.8 million !!!!**



## **Key to this success**

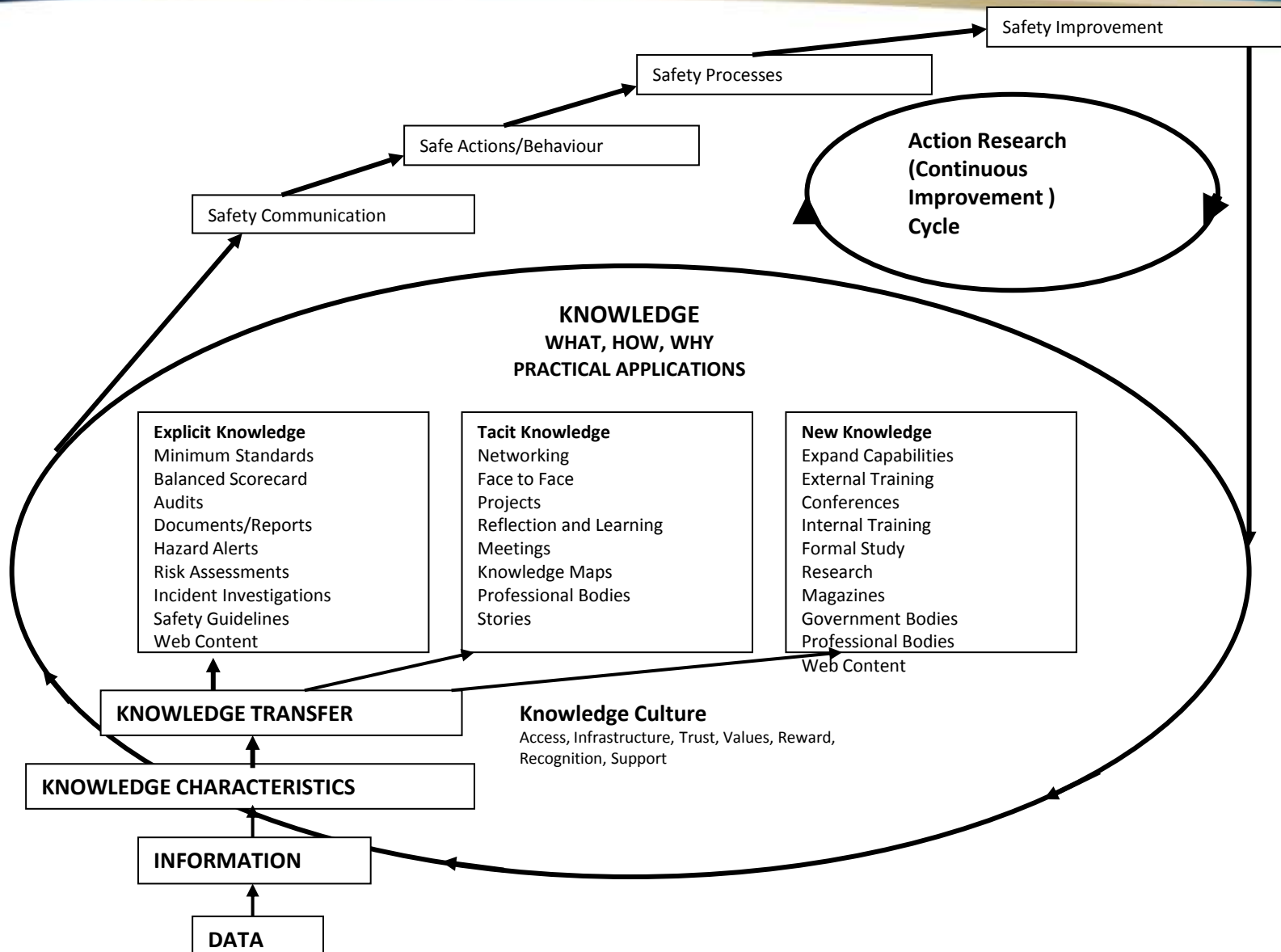
**Safety Management System**

**(elements as described, certified)**

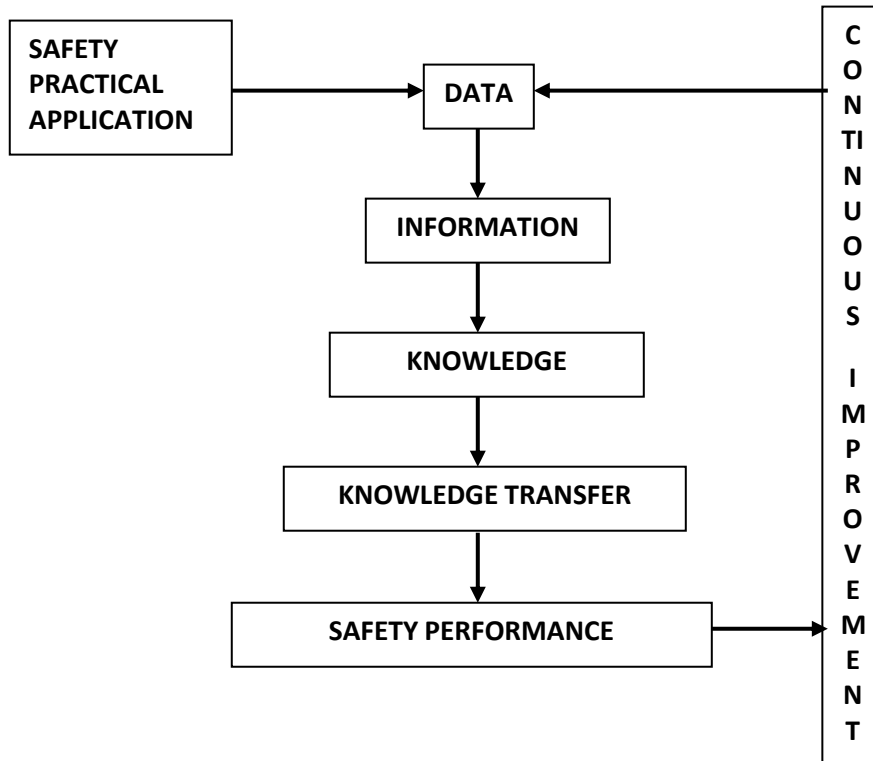
**Early Intervention Process (with HR)**

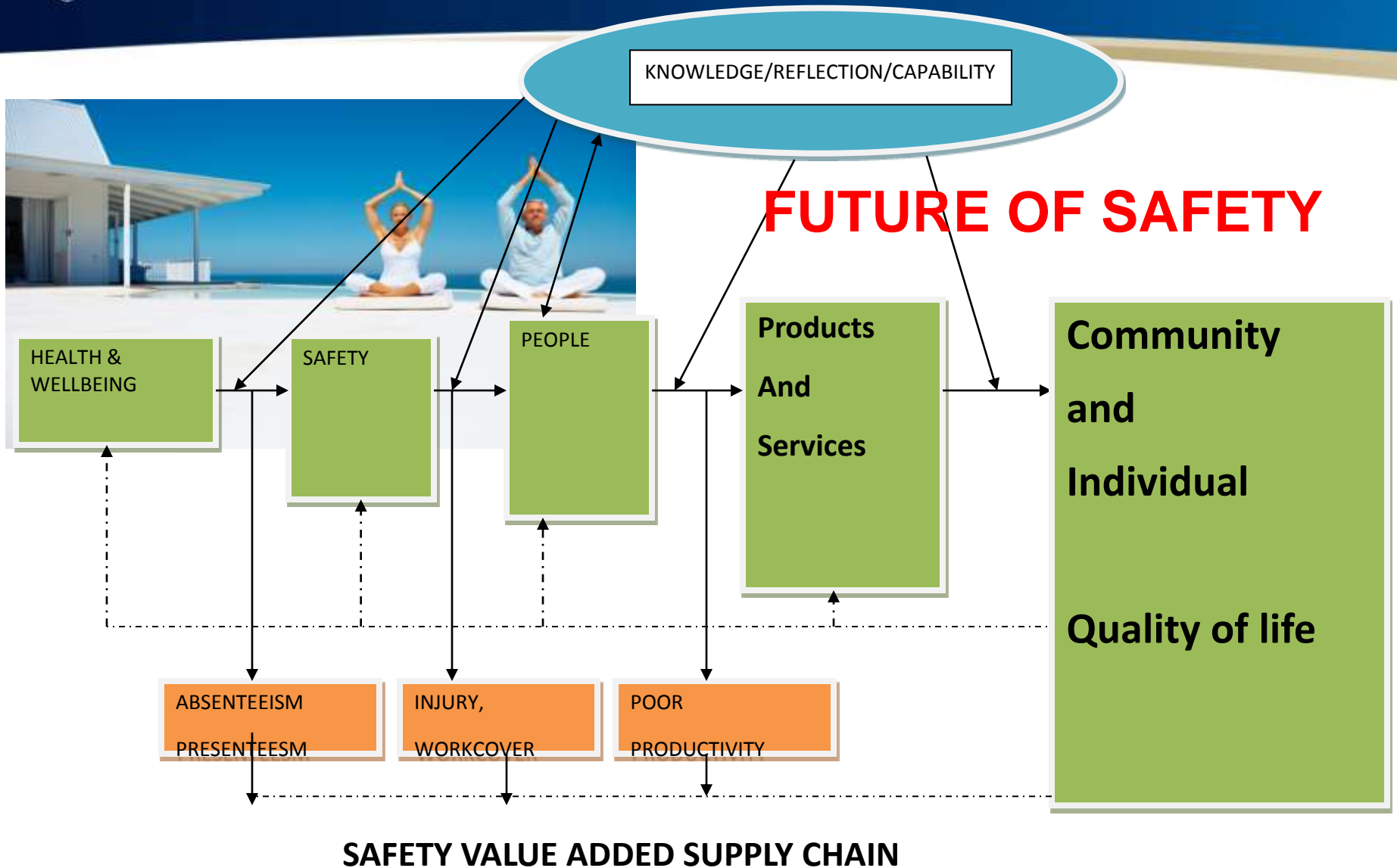
**Central OHS with Collaboration and  
Knowledge transfer**





# Implementation Process







# Summary

**Knowledge as a driver for safety improvement**

**Outcomes focus**

**Understand who you are influencing**

**Safety is about people, dollars and the law**

**Consider the whole person**

