

Additional reports

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Outputs: report on end-of-year position for non-financial performance measures

Each year, as part of the papers for the Queensland State Budget, DEIR prepares its annual Ministerial Portfolio Statement (MPS). This document reports on the outputs the department is responsible for. DEIR has six outputs:

- Employment Initiatives
- Private Sector Industrial Relations Services
- Public Sector Industrial and Employee Relations Services
- Workplace Health and Safety Services (including Workers' Compensation Policy)
- Electrical Safety Services
- Administration of the Industrial Court and Commission System.

An MPS is a forward-looking document that provides financial and non-financial performance information for each output, focused on the new financial year. To align with the budget timetable, the MPS is usually published in May of each year and includes an estimate of the end-of-year position for financial and non-financial performance.

The following tables disclose the actual end-of-year position for all DEIR non-financial output measures for the past three years.

Output: Employment Initiatives

	notes	2004-05 actual	2005-06 actual	2006-07 target	2006-07 actual
Quantity					
No. of employment opportunities created through:					
• Provision of assistance to the long-term unemployed and disadvantaged jobseekers		9,564	9,333	8,120	10,262
• No. of people assisted through Back to Work: Parents and Carers Program		300	1,266	1,000	1,317
• Provision of assistance to Indigenous apprentices, trainees and vocational students		1,178	1,625	2,000	2,352
• Provision of subsidies under the Strategic Employment Development Program	1	6,201	5,082	3,150	3,257
• Building and Construction Industry Training Fund		1,264	2,241	2,000	2,089
• Number of individuals assisted through the Worker Assistance Program	2	222	265	discontinued	..
Provision of subsidies to employ additional apprentices and trainees in the public sector (First Start):					
• Trainees		2,266	2,412	1,100	1,058
• Apprentices	3	322	322	322	322
Provision of assistance under the Education and Training Reforms Pathways Program		1,581	3,200	4,330	4,316
Quality					
People who gain further employment and training outcomes upon completion of the Community Jobs Plan	4	60.6%	63%	60-65%	58%
People who gain further employment outcomes under the Public Sector Apprentice/Trainee (First Start) program		89%	90%	75-80%	90%
Location					
Placements delivered outside South East Queensland		39.3%	40%	35-45%	43%

Notes:

1. This program ceased on 30 June 2006 with payments finishing in December 2006.
2. As a result of machinery-of-government changes, this measure transferred to the Department of State Development in 2006-07.
3. This figure refers to apprentices appointed as part of the 300 Apprentice Program. These apprenticeships are due for completion in 2006-07.
4. The 2006-07 actual figure includes the Youth Justice Service previously funded under the Community Jobs Plan.

Output: Private Sector Industrial Relations Services

	notes	2004-05 actual	2005-06 actual	2006-07 target	2006-07 actual
Quantity					
% of employees covered by State Industrial Relations legislation	1	55.5%	Pre 27/3/06-70% Post 27/3/06-40%	40%	39%
Audits conducted	2	2,781	2,241	2,500	5,383
IR complaints investigated and finalised	2	8,254	6,453	6,000	3,717
Clients assisted through telephone and internet information services	3	1,252,097	1,286,916	1,200,000	1,372,654
Clients assisted regarding complexities of federal Work Choices	3,4	..	..	new measure	16,829
Quality					
Level of client satisfaction in relation to:					
• Wage complaints	5	97%	97%	>90%	..
• Information services	5	99%	98%	>90%	..
• Policy	5	100%	100%	>80%	..
Wage dispersion					
• D5-D1	6,7	1.45	..	1.43	1.48
• D9-D1	6,7,8	2.36	..	<2.42	2.52
• D9-D5	6,8	1.63	..	<1.7	1.71
Industrial disputation – strike rate (working days lost per 1,000 employees)	9	6.4	3.5	<10	2.5
Success rate in wages recovery court hearings		96%	96%	>90%	97%
Timeliness					
Legislation and policy completed within agreed timeframes	1	100%	100%	>90%	100%
Written requests responded to within five working days		97%	98%	>90%	96%
Wage recovery investigations completed within three months	2,10	73%	69%	75%	69%
Location					
Performance frameworks in place with all DEIR regions to ensure delivery of IR services in Queensland		100%	100%	100%	100%

Notes:

- There are many factors outside the control of the department that impact on the achievement of these measures. However, they are key measures for the output. The target is based on what could reasonably be achieved if other factors had little or no impact.
- Since the commencement of the federal government's Work Choices legislation, wage complaint activity has reduced due to the decrease in employees under the state IR jurisdiction. This enabled a greater number of audits to be conducted in 2006-07 than was proposed. The figures include general audits, targeted audits, and audits under the *Child Employment Act 2006*. The industrial inspectorate has found general and targeted audits to be an effective tool for ensuring compliance with workplace-related legislation, agreements and awards. In addition to ensuring employees receive lawful entitlements, audit activity creates awareness of employer obligations and assists in creating an 'equal playing field' for employers.
- In 2006-07, there has been an increase in calls from both employees and employers to the department's Wageline and Fair Go Hotline in relation to concerns, confusion and reports about the impact of Work Choices. It is expected that this will continue in 2007-08, but it is likely to be at lower levels.
- New measure.
- The survey methodology for client satisfaction with wage complaints and information services is under review and comparable data is not available. The client satisfaction measure for policy services is assessed through a stakeholder survey. The policy survey was conducted; however, the result is considered statistically invalid due to a low response rate. During 2006-07, PSIR commissioned client satisfaction research from an independent market research company. This research found high levels of client satisfaction with PSIR services. Overall client satisfaction for PSIR services was 77% and satisfaction with Wageline services was 80%.
- The Australian Bureau of Statistics (ABS) provides a measure of wages for full-time adult non-managerial employees at various points along the wage distribution. The three measures of wage dispersion provided here represent the ratio between different points along that distribution (D1) or the 10th percentile. The D9-D1 measure is the ratio of the wage 10% from the top of the distribution (D9) for the 90th percentile to the median wage (D5). An increase in the ratio indicates an increase in wage dispersion (i.e. an increase in wage inequality). The decision by the ABS to measure Employee Earnings and Hours only on a biannual basis means it is not possible to report this measure on an annual basis. The 2006-07 figures are based on the May 2006 ABS Employee Earnings and Hours survey figures.
- It is probable that the impact of Work Choices can be seen in the wage dispersion 2006-07 actual figures with ratios involving D1 figures. Many employees reliant on award wage and minimum wage increases would fall into this decile. From the commencement of Work Choices, many D1 employees would not have experienced a pay rise (the federal minimum wage increase was not applied until 1 December 2006) and could have experienced an effective drop in pay due to the impact of AWAs removing penalty rates and other 'protected conditions'. As such the ratios where D1 pay rates are the denominator are higher than estimated for 2006-07.
- 2006-07 actual wage dispersion figures for D9-D1 are higher than forecast due to the high wage rates currently being achieved in the mining industry and other skills shortage industries related to the resources boom. In Queensland, particularly since the early 1990s, the earnings of the top 10% of full-time adult non-managerial employees has grown faster than the earnings of the bottom 10% of the median, contributing to earnings inequality in comparison with D9 figures.
- This figure is substantially lower than the estimate, mainly due to the impact of Work Choices on industrial disputes, including the legislation's imposition of large fines on both employees and employers for unlawful industrial action.
- Complexities associated with wage complaint investigation have increased the time taken to finalise complaints.

Output: Public Sector Industrial and Employee Relations Services

	notes	2004-05 actual	2005-06 actual	2006-07 target	2006-07 actual
Quantity Number of ministerial directives reviewed or issued to deal with the changing nature of public sector employment		10	15	7	9
Quality Client/stakeholder satisfaction with the services and advice provided on public sector IR		100%	100%	>75%	97%
Client/stakeholder satisfaction in implementing government wages policy	1,2	90%	78%	>75%	95%
Timeliness Clients satisfied with the timeliness of services and advice of PSIER		..	..	to be benchmarked	98%

Notes:

1. Measure renamed from 'stakeholder satisfaction in achieving government wages policy'.
2. The removal of the primary wages claim and other significant whole-of-government issues (under the Public Sector Wage Bargaining Memorandum of Agreement) is reflected in lower levels of industrial disputation and consequently improved client/stakeholder satisfaction.

Output: Workplace Health and Safety Services

	notes	2004-05 actual	2005-06 actual	2006-07 target	2006-07 actual
Quantity State-wide compliance campaign implemented	1	100%	100%	100%	96%
% of notices that directly protect worker health and safety		95%	96%	85-95%	96%
Number of prosecutions finalised		201	177	130	122
Clients accessing information and advisory services		939,643	919,658	860,000	934,684
Number of occupational licensing transactions	2	64,510	72,577	67,000	79,186
Quality Reduction in the incidence of compensable workplace injury by at least 40% by 30 June 2012 (20% reduction by 30 June 2007) in accordance with the Queensland strategy	3	(1%)	(1%)	4%	..
% of improved compliance within a targeted industry (or specific workplace health and safety hazard)	4	26%	45%	45%	39%
Client satisfaction with:					
• Inspectorate contact	5	86%	85%	75-80%	..
• Policy development		89.70%	74.4%	80-85%	82.6%
• Seminar programs		80.70%	80%	80-85%	90%
% of successful prosecutions		88%	83%	85%	82%
Timeliness Prosecution matters actioned within nine months of incident		67%	71%	70-80%	70%
Investigations completed within specified timeframes		61%	72%	70-80%	77%
Location Regional Performance Agreements negotiated and agreed with all regions to ensure State-wide delivery of WHSQ services		6	5	6	6

Notes:

1. The state-wide compliance campaign implemented measure relates only to state-wide safety campaigns. Fifteen campaigns were scheduled for 2006-07. However, two campaigns have been postponed until 2007-08.
2. Includes WHSO and prescribed activity certificates (Asbestos B which is a new licence).
3. A change in administrative procedures employed by WorkCover has resulted in a break in the statistical series. Therefore it is not possible to estimate a result for 2006-07 at this time. The department is working with the scheme regulator to develop a process to rebase the statistical series to give comparable year to year results for this measure.
4. In 2006-07, the two industry compliance campaigns nominated as being those which were to be used for revisit analysis include: distribution centres (transport) and safe use of plant (manufacturing).
5. In 2006-07, this measure changed from annual to biennial. The survey will be conducted again in 2007-08.

Output: Electrical Safety Services

	notes	2004–05 actual	2005–06 actual	2006–07 target	2006–07 actual
Quantity					
Number of prosecutions finalised		17	29	25	23
Clients accessing information and advisory services		287,825	262,537	265,000	268,108
Number of electrical licences issued		25,816	11,518	12,000	12,141
State-wide compliance campaign implemented			100%	100%	100%
Electrical investigations conducted	1	2,120	2,802	2,500	1,566
Electrical appliance approvals	2	2,287	1,668	1,900	878
Quality					
Reduction in the incidence of reported electrical incidents where confirmed medical attention is required	3	..	..	..	1.46 per million population
Client satisfaction with:					
• Inspectorate contact	4	91%	85%	85%	..
• Policy development		80%	80%	80%	77%
• Electrical safety seminar programs for industry and the community	5	..	..	70%	99%
Timeliness					
Electrical type 2 comprehensive investigations completed within specified timeframes	6,7	97%	85%	90%	83%
Electrical licences issued within specified timeframes	8	..	..	80%	83%
Location					
% of inspectors based in regional Queensland		..	new measure	>50%	62.90%

Notes:

- This figure includes all dangerous electrical events assessed by the Electrical Safety Office. The methodology for the measurement of electrical investigations conducted in 2007–08 is being altered to more accurately measure investigative work as opposed to other inspectorate work.
- Appliance approvals are market driven. Applications have reduced due to interstate competition and a growth in third party approval providers.
- This measure is a three year moving average which is being benchmarked commencing in 2006–07.
- In 2006–07, this measure has changed from annual to biennial. The survey will be conducted again in 2007–08.
- Electrical safety seminar programs for industry and the community were introduced in 2006–07 as a benchmark year.
- Type 2 comprehensive investigations include all investigations other than those involving fatalities and grievous bodily harm.
- Comprehensive investigations are down in 2006–07 due to difficulty in recruiting investigators as a result of the skills shortage and higher than normal absence for training of existing inspectors to upskill on fire investigations.
- New measure for 2006–07.

Output: Administration of the Industrial Court and Commission System

	notes	2004–05 actual	2005–06 actual	2006–07 target	2006–07 actual
Quantity					
Total applications received					
• Dispute notifications received	1	534	410	250	121
• Agreements received	1	651	519	100	90
• All other applications received	1	2,588	2,204	3,000	1,254
Agreements certified/approved by the Commission		487	510	100	59
Quality					
Level of client satisfaction with Registry services		91%	87%	>85%	92%
Timeliness					
% of cases completed within three months	2	..	82%	>75%	80%
Parties notified of dispute conference within five working hours		99%	98%	99%	99%
Initial processing of applications within eight working hours		92%	95%	95%	98%
Initial processing of agreements within three working days		100%	91%	90%	100%
Location					
Equitable access to QIRC services to all Queenslanders	3	72%	75%	100%	..
Cost					
Average cost per application received for Commission services	1	\$1,764	\$2,383	\$2,270	\$5,390

Notes:

- 2006–07 actual figures reflect the impact on the workload of the QIRC from the introduction of the federal industrial relations reforms on 27 March 2006.
- Measured from 2005–06.
- Stage 2 of the Industrial Matters System Project involving online lodgment of forms has been placed on hold as a result of the impact of the federal industrial relations reforms. Therefore information to enable measurement is not available for 2006–07.

Statement of affairs

2006–07

This section provides:

- information about the department's arrangements for community members to access and amend departmental documents
- an outline of the procedures to access the department's documents
- a listing of the kind of documents usually held by the agency and information about subscription services.

Other sections of the Department of Employment and Industrial Relations Annual Report 2006–07 include:

- information about the department's structure and functions
- information about how the department's functions affect the community and the department's processes for policy development and service delivery
- a list of all boards, councils and committees.

Arrangements to access documents

The *Freedom of Information Act 1992* and the *Judicial Review Act 1991* allow community access to government documents and decision-making processes. In accordance with the philosophy engendered by the *Freedom of Information Act 1992*, departmental officers will endeavour to make most information and documents freely available.

If customers have been unable to obtain access to information through normal contact with the department, they can apply to access documents that contain the information through an application under the *Freedom of Information Act 1992*.

Applications can be lodged with:

FOI Coordinator

Administrative Law Unit

Department of Employment and Industrial Relations

Neville Bonner Building

75 William Street, BRISBANE QLD 4000

GPO Box 69, BRISBANE QLD 4001

Ph: (07) 3239 6783

Fax: (07) 3225 1454

Your application must:

- be in writing
- identify the information or document/s you are seeking
- provide as much information as possible about the document/s you wish to access
- identify in what area of the department you believe the document/s you are seeking is/are held
- indicate the type of access you are seeking such as inspection of the document/s or a copy/copies of the document/s
- contact details so you can be advised of the result of your application.

An application form is available from the Administrative Law Unit or the department's website at www.deir.qld.gov.au for this purpose.

Where access is granted to inspect documents, documents will be made available at a mutually convenient location.

Charges for access to documents will be in accordance with the *Freedom of Information Regulation 1992*:

- application fee of \$36.00
- processing charge of \$5.40 per 15 minutes or part thereof
- photocopying charge of \$0.20 per page for black and white copies
- the actual cost where access is given by way of other than a black and white copy (e.g. colour copies)
- inspection fee of \$5.40 for each 15 minutes or part thereof
- a deposit of 25% may be required if the total charge is expected to exceed \$50.

Internal review

If an applicant disagrees with the original decision, they may apply for internal review within 28 days of receiving the decision.

External review

If an applicant or a third party objects to the internal review decision, they may apply to the Information Commissioner who is independent from the department for external review of the decision.

The Information Commissioner

Office of the Information Commissioner

PO Box 10143

Adelaide Street

BRISBANE QLD 4000

Phone: (07) 3005 7155

Facsimile: (07) 3005 7150

email: administration@oic.qld.gov.au

website: www.oic.qld.gov.au

Amend or correct information

If you have access to a document that contains information concerning your personal affairs that is inaccurate, incomplete, out-of-date or misleading, you can apply in writing to have the information amended or corrected.

Your application should specify:

- what particulars you wish to be amended
- why you believe the information to be incomplete, incorrect, out-of-date or misleading
- the amendments you wish to make
- your contact details so you can be advised of the result of your application.

The department has retention and disposal schedules which outline the destruction dates for the various types of records held by the department. Records are retained and disposed of in accordance with a schedule approved under the *Public Records Act 2002*.

Policy on administrative release of information

This policy allows interested parties to gain easier and more timely access to Workplace Health and Safety Queensland and Electrical Safety Office investigation documents.

Applications can be made in writing to the General Manager or Regional Director, Workplace Health and Safety Queensland for access to records. Where documentation is held by the Electrical Safety Office, applications can be made in writing to the General Manager.

Applications submitted under this policy can only be made by interested parties such as:

- the injured or their authorised representative
- the employer or their authorised representative
- the immediate family (for deceased persons) or their authorised representative
- the person to whom such documents relate, i.e. statements (except complaints/audits).

Decision makers

For Workplace Health and Safety Queensland, the Regional Manager or delegate will make decisions on access to documents held in departmental regional offices. The Director, Regional Services or delegate will make decisions on documents held in Head Office.

For the Electrical Safety Office, the Director, Electrical Safety Compliance or delegate will make the decision on access to documents.

Converting request to an FOI Application

If an application is determined not to be within the scope of this policy, applicants will be advised of their rights to access information under the *Freedom of Information Act 1992*.

Access arrangements

Access may be granted to documents by either inspection or by the provision of copies.

There is no cost to the applicant for being provided with a copy of the documents. However, the applicant will have to pay the cost of having photographs reproduced or \$0.40 cents per page for colour photocopies of the photographs.

Documents available

The department holds a wide variety of documents within its program areas of Workplace Health and Safety Queensland, Electrical Safety Office, Public Sector Industrial and Employee Relations, Employment and Indigenous Initiatives and Private Sector Industrial Relations. The types of documents held include:

- Acts and Regulations*
- annual reports
- audits
- brochures
- budget highlights
- circulars
- codes and standards

- conference papers
- electrical licence holder records
- fact sheets
- forms
- guides
- health and safety alerts
- Indigenous Employment Policy for Queensland Government Building and Civil Construction Projects – IEP (20% Policy)
- industrial relations information services (IRIS)
- industry blitz reports
- industry codes of practice*
- ministerial portfolio statements
- ministerial directives issued under the *Public Service Act 1996*
- newsletters
- Queensland public service workforce demographics
- reports and research
- Safety Links
- *Skilling Queenslanders for Work* Funding Guidelines
- State Government departments certified agreement
- strategic plans
- submissions
- workforce management policies and practices
- work method statements.

Publications are generally made available for access to the public through our website at www.deir.qld.gov.au and those noted with an * are also available for purchase through GoPrint.

For further queries or information regarding access to the department's publications, please call (07) 3006 4174.

Legislation administered

Legislation administered by the Director-General of the Department of Employment and Industrial Relations on behalf of the Minister for State Development, Employment and Industrial Relations.

- *Anzac Day Act 1995*
- *Building and Construction Industry (Portable Long Service Leave) Act 1991*
- *Child Employment Act 2006*
- *Contract Cleaning Industry (Portable Long Service Leave) Act 2005*
- *Electrical Safety Act 2002*
- *Holidays Act 1983*
- *Industrial Relations Act 1999*
- *Pastoral Workers' Accommodation Act 1980*
- *Private Employment Agents Act 2005*
- *Trading (Allowable Hours) Act 1990*
- *Workers' Accommodation Act 1952*
- *Workers' Compensation and Rehabilitation Act 2003*
- *Workplace Health and Safety Act 1995*

The *Public Service Act 1996* is administered jointly with the Office of the Public Service Merit and Equity.

Overseas travel by departmental officers

Travel from 1 July 2006 to 30 June 2007

Name of officer and position	Destination	Reason for travel	Agency cost	Contribution from other agencies or sources
Sandra Venn-Brown Assistant Director Regional Services Branch Workplace Health and Safety Queensland	Holland	To attend and present a paper at the 3 rd International Working on Safety Conference	\$1,465	\$2,500 (airfare paid for by Ms Venn-Brown)
Paul Goldsbrough Assistant General Manager – Policy Workplace Health and Safety Queensland	New Zealand	To attend the Heads of Workers' Compensation Authorities Workshop and meeting	\$3,256	nil

Voluntary early retirement

In 2006–07, one staff member took a voluntary early retirement (VER) package at a cost of \$129,231.

Consultancies

During 2006–07, the department expended a total of \$441,928 on consultants.

By category:

Information technology	-9,090 ¹
Management	192,620
Professional /technical	251,700
Human resource management	6,699
Total	\$441,928

¹ The credit shown is a result of an adjustment on the SAP financial system. This is the result of contributions made by other states towards the costs of a consultancy service .

Board and committee register and remuneration

Register

Workplace Health and Safety Act 1995

Workplace Health and Safety Board
 Construction Industry Sector Standing Committee
 Manufacturing Industry Sector Standing Committee
 Rural Industry Sector Standing Committee
 Health and Community Services Industry Sector Standing Committee
 Retail and Wholesale Industry Sector Standing Committee
 Transport and Storage Industry Sector Standing Committee
 Hospitality, Recreation and Other Services Industry Sector Standing Committee

Electrical Safety Act 2002

Electrical Safety Board
 Electrical Safety Education Committee
 Electrical Licensing Committee
 Electrical Equipment Committee

Costs 2006–07

Total remuneration payments and on-costs (including travel, accommodation and airfares) for boards and committees:

Workplace Health and Safety

Workplace Health and Safety Board	\$13,983
Industry Sector Standing Committees	\$ 4,667

Electrical Safety

Electrical Safety Board	\$5,393
Board Committees	\$6,442

Electrical Safety Board Report 2006–07

The *Electrical Safety Act 2002* provides a legislative framework to help protect people and property from the risks associated with electricity. The Act establishes a Commissioner for Electrical Safety, an Electrical Safety Board and three committees: the Electrical Safety Education Committee; the Electrical Licensing Committee and the Electrical Equipment Committee. All committees report to the board.

Mr Jack Camp was appointed Queensland's first Commissioner for Electrical Safety in October 2002 for five years. The Commissioner provides independent electrical safety advice to the Minister and chairs and manages the board and committees.

The primary function of the board is to give advice and make recommendations to the Minister about policies, strategies, and legislative arrangements for electrical safety. Board and committee members represent employer and worker organisations and the community.

During the year, Mr Richard Cox, General Manager, Electrical and Communications Association, retired from the workforce and also resigned from the Electrical Safety Board. Mr Malcolm Richards was appointed to fill the vacancy up to 30 September 2008. Membership of the board and three committees is for a term of three years and will expire on 30 September 2008.

Board membership

Chair
Mr Jack Camp

Chief Executive of the Department of Employment and Industrial Relations
Mr Peter Henneken
Director-General

Representing employers
Mr Malcolm Richards
Chief Executive Officer, Electrical and Communications Association, Queensland

Mr Bruce Lancaster
Estimator Business Services – Commercial Risk
United Group Ltd

Representing employees
Mr Dick Williams
State Secretary, Electrical Trades Union of Employees, Queensland

Ms Michelle Burgoyne
Electrical fitter and mechanic

Representing the community
Ms Cherie Dalley
President, Queensland Consumers Association
Councillor, Logan City Council

Mr Greg McNeill
Electrical contractor and safety and training consultant
Member of the Mackay Regional Electricity Council

Board activities

The Electrical Safety Board met six times during the year.

The board's goals in its *Electrical Safety Plan for Queensland 2003–08* included reducing electrical fatalities to below the national average and achieving a sustainable reduction in electrical incidents causing hospitalisation. These goals are being achieved. Fatalities in Queensland continue to be less than the national five year moving average.

Electrical safety award

The board has established an electrical safety award as part of the Work Safe Awards 2007 (a part of Workplace Health and Safety Queensland's Work Safe Week). Nominees from the board have been included on the judging panels for these awards. The awards aim to engage, inform, educate and promote workplaces, organisations, people and professionals who have demonstrated best practice in electrical safety achievements and initiatives.

Regulatory review

The board recommended amending the *Electrical Safety Regulation 2002* to ensure it continues to meet policy intent. Some of the amendments included:

- introducing an on-the-spot fine relating to the testing of work
- requiring the inspection test date and the name of the company or the tester to be placed on the test tag for equipment used
- clarifying the eligibility requirements for electrical linesperson licences
- clarifying the use of safety observers with regard to work involving testing electrical equipment.

Accreditation and apprenticeships

The board identified a non-accredited course, "Low Voltage Switchboard Rescue", which was delivered in Queensland by a Registered Training Organisation (RTO) where the instructor who delivered the course did not appear to be appropriately knowledgeable regarding a number of important topics. The issue was referred to Department of Employment, Training and the Arts (DETA) who advised that the Australian Quality Training Framework requires trainers/assessors used by RTOs to have trainer/assessor competencies and also the vocational competencies at least to the level being assessed. As a result, DETA has been requested to develop a course for low voltage switchboard rescue and that the course be accredited for teaching by RTOs.

On 3 June 2005 the Council of Australian Governments (COAG) agreed that a more responsive and flexible national apprenticeship, vocational education and training, and skills recognition system is vital to meeting both current and future skill needs. To address this issue COAG established priority occupation Action Groups, one of which is the Electricians, Air Conditioning and Refrigeration Mechanics Action Group which has addressed means to improve mutual recognition of licensing. On 29 January 2007, the Queensland Government agreed to a ministerial declaration to implement Phase 1 of a COAG decision with respect to the mutual recognition of the licensing of the priority trade areas. The Electrical Safety Board has had input into the process, ensuring that the Queensland position is presented through the Electrical Safety Office's representative on the group. Phase 2 of the project commenced on 27 February

2007 involving mutual recognition of electrical contractor licensing and harmonisation of restricted electrical licences. The board also has input into this process.

Committees

The **Electrical Licensing Committee** establishes and safeguards appropriate standards of performance for electrical services providers.

The committee met 11 times during the year and held 13 disciplinary hearings (involving seven electrical workers and six electrical contractors) as a result of non-compliant electrical work. Disciplinary action was implemented in 11 of these cases. The committee also considered 17 applications for review of licensing decisions where the chief executive considered the applications did not meet the eligibility criteria and the applications were refused.

The committee also provided advice on:

- methods to ensure apprentices, upon completion of their training, are appropriately licensed and do not perform unlicensed electrical work
- a proposed TAFE Certificate I prevocational type course for accreditation.
- the need to ensure inform interstate and overseas trained electrical workers of Queensland's electrical safety legislative requirements

The **Electrical Safety Education Committee** is responsible for the provision of advice and making recommendations to the board about the promotion of electrical safety in workplaces and in the broader community. The committee met four times during the year.

The committee:

- provided advice to support the development of education and awareness initiatives linked to the Electrical Safety Plan and regulatory changes
- contributed to the planning of electrical safety legislative awareness seminars targeted at electrical industry workers and engineers
- liaised with Energex and Ergon Energy to develop a cooperative approach to promoting electrical safety.
- assisted the Electrical Safety Office with in Workplace Health and Safety Queensland's 2006 Work Safe Week and the Work Safe Awards, following the introduction of an electrical safety award (the committee is represented on the 2007 Work Safe Week and Awards Steering Group).

Electrical Equipment Committee

The **Electrical Equipment Committee** provides advice and makes recommendations to the board about the safety, energy efficiency and performance of electrical equipment.

The committee met four times during the year and, in accordance with the strategies of the Electrical Safety Plan, focused on identifying design problems associated with electrical equipment or appliances.

This involved:

- Monitoring and addressing problems revealed in field reported incidents relating to the safety of appliances and equipment.
- Monitoring product recalls associated with manufacturers recalling appliances and equipment with design problems.
- Investigating fires of electrical origin and recommending corrective action.
- Recommending appropriate amendments to Australian Standards so that appliances and equipment are manufactured and tested with a view to eliminating electrical safety concerns.

During the year, the committee noted the continuing incidents of fires in '3-in-1' bathroom light/fan/heater assemblies. As a result, the committee decided to work with other regulators to influence a change to the relevant standard to allow only ceramic heat lamp holders to be manufactured. The committee also agreed that awareness education to the public and suppliers regarding the matter be undertaken with advice to use the correct bulbs and to keep the fan operating when the heat lamp is switched on.

Workplace Health and Safety Board Report 2006–07

The Workplace Health and Safety Board is the peak advisory body to the Queensland Government and the Minister for Employment and Industrial Relations on workplace health and safety issues.

Membership

The board is comprised of 13 members representing employer and worker associations and experts. Members are selected by the Minister for their knowledge and experience in workplace health and safety. Board members were appointed from 1 January 2005 for a term of three years. During the year, Mr Brent Reeman from the Australian Industry Group resigned.

Membership is as follows:

Chair
Mr Vince O'Rourke

Representing employers
Mr John Crittall
Director, Construction Division, Queensland Master Builders Association

Ms Susannah McAuliffe
Manager, Employment Law Division, National Retail Association

Ms Wendy Erhart
Owner, Withcott Seedlings

Mr Peter Garske
Executive Director, Queensland Trucking Association

Representing workers

Mr Glenn Goyen
Executive Officer, Safework Queensland

Mr Wallace Trohear

Ms Grace Grace
General Secretary, Queensland Council of Unions

Ms Amanda Richards
Occupational Health and Safety Officer, Queensland Nurses Union

Mr Garry Ryan
Queensland Branch President and Southern District Secretary, Australian Workers' Union

Other members
Miss Kelli Stallard
Partner, Dibbs Barker Gosling

Mr Tony Hawkins
Chief Executive Officer, WorkCover Queensland

The board formally met five times during 2006–07.

WHS Board work plan

In February 2007, board members and senior departmental officers attended a two day strategic planning session. Members discussed the development of the board's work plan which would focus on the following priorities:

- leadership, and how it can lead to improvements in workplace health and safety;
- progressing the department's priorities: musculoskeletal disorders; slips, trips and falls; and hitting and being hit by objects in the identified target industries
- strategic directions for enforcement, compliance and education awareness
- the use of valid data to inform decision-making and evaluation.

The board also endorsed a framework and process for the development of new industry actions plans for 2008 – 2010 which the seven industry sector standing committees (ISSCs) will develop and which will focus on the key problem areas in their respective sectors.

Achievements

During the year, the board provided advice to the Minister for Employment and Industrial Relations and the department on a number of policy, legislative and compliance issues including:

- Workplace Health and Safety Prosecution Strategy
- occupational licensing
- national and state-wide compliance program 2006–07
- positive performance indicators
- incentives and partnerships to safety improvement
- integration of workplace health and safety into the Smart State initiative.

The board continued to oversee:

- progress on implementation of the five industry action plans and two mechanisms of injury plans
- small business initiative;
- building industry initiative
- psychosocial injury program.

CEO's breakfast

An important aspect of the board's work plan during 2006–07 was to raise community awareness and expectations to strengthen workplace commitment and motivation for higher standards of workplace health and safety performance.

To this end the board held a very successful industry forum during Work Safe Week on 25 October 2006 at Parliament House. Mr Roger Trundle, CEO of Thiess Pty Ltd addressed this forum which was attended by 150 senior industry and government representatives. The Honourable John Mickel, Minister for Employment and Industrial Relations presented the Workplace Health and Safety Awards to winners of each category.

Industry Sector Standing Committees

The board is supported by seven industry sector standing committees:

- Construction Industry Sector Standing Committee
- Health and Community Services Industry Sector Standing Committee
- Hospitality, Recreation and Other Services Industry Sector Standing Committee
- Manufacturing Industry Sector Standing Committee
- Retail and Wholesale Industry Sector Standing Committee
- Rural Industry Sector Standing Committee
- Transport and Storage Industry Sector Standing Committee

These committees provide advice and make recommendations to the board about workplace health and safety in the industry sector for which the committee was established.

ANZAC Day Trust Annual Report 2006–07

The passing of legislation in 1965 allowed places of public entertainment and amusement to trade on the afternoon and evening of Anzac Day. This heralded the end of an era in which Anzac Day was a 'closed day' and business trading was very restricted. The Parliament of the day was optimistic that in return for the bonus of extra trading hours on Anzac Day, those businesses which benefited, would donate to the Anzac Day Trust Fund, which was established under the same legislation. The Trust Fund was to be made available, on application, to organisations offering financial assistance and relief to ex-service men and women and their dependants.

An annual appeal for donations each April begins with a mail out targeting those businesses providing public entertainment and amusement. The main source of funds, however, continues to be an annual grant provided by the Queensland Government.

The annual disbursement of the Trust Fund to over 200 ex-service organisations, assists them in the support of aged and infirm veterans wishing to remain in their own homes and also assists in maintaining essential services. It also contributes to the construction and maintenance of homes/units for war veterans and provides for many other services such as advocacy, hospital visits, food hampers and gift/amenities parcels for the sick.

The trustees

The three year term of the following Board of Trustees expired on 28 March 2007 –

- Mr V J (Sam) Komarowski – Chairperson
- Mr Peter Ferguson – representing the Legacy Clubs of Queensland
- Mr Vic Reading – representing the Returned & Services League of Australia (Qld Branch)
- Mrs Judith Hunter – representing all other ex-service organisations.

The following Board of Trustees were appointed for a three year term commencing 26 April 2007 –

- Mrs P E Waters – Chairperson
- Mr Colin Brewer – representing the Legacy Clubs of Queensland
- Mr Peter Jones – representing the Returned & Services League of Australia (Qld Branch)
- Mrs Judith Hunter – representing all other ex-service organisations.

Activities

The public appeal and the disbursement of the Trust Fund constitute the significant activities of the Trust throughout the year. The monies disbursed in November include the Government grant appropriation received in August, augmented by the proceeds of the public appeal held in April of the same calendar year.

In the 2006–07 financial year, payments totalling \$1,031,278 were disbursed to 239 applicant ex-service organisations. In the previous financial year, 238 organisations had benefited. Applications currently being processed, should result in disbursements to at least 247 organisations in the approaching financial year.

Queensland bowls clubs, sporting clubs, metropolitan hotels and bars, and theme parks/tourist attractions were canvassed in the 2007 appeal which netted a total of \$26,175 from 55 donors (\$25,908 from 60 donors in 2006). The Trust Fund continues to receive generous support from Gold Coast theme parks which has accounted for a substantial percentage of total donations received in recent years.

Income

The Trust was funded predominantly by way of a grant appropriation of \$993,775 from the Queensland Government.

Proceeds of the annual appeal totalled \$26,175.

Interest on investments during the year, amounted to \$12,863 and cash at bank as at 30 June 2007 was \$26,356.

Acknowledgments

The Trustees wish to record their gratitude and appreciation to all supporters of the Trust, in particular the donors who have maintained their generosity for many years. Certificates of Appreciation were issued to all those who contributed.

The Queensland Government is once again commended by the Trustees for its generous financial support. The secretariat and administrative support provided by the Department of Employment and Industrial Relations is also gratefully acknowledged.

Financial audit and statements

The audit of the books and accounts of the Trust has been performed in accordance with the provisions of the *Financial Administration and Audit Act 1977*.

Disbursement of the ANZAC Day Trust Fund

The Trust Fund is disbursed annually to applicant ex-service organisations as soon as possible after the receipt of the government appropriation. In 2006 \$1,031,278 was disbursed as follows –

	\$
Returned and Services League of Australia (Queensland Branch) (including branches and sub-branches)	488,003

R.S.L. (Qld.) War Veterans Homes Limited	100,000
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Legacy Clubs of Queensland	242,364
Made up as follows:	

Bundaberg	7,473
Cairns	6,297
Gold Coast	17,913
Coolangatta/ Tweed Heads	26,984
Ipswich	8,114
Brisbane	128,000
Maryborough	7,292
Mackay	5,560
Toowoomba	8,192
Townsville	26,539

Other organisations	200,911
Made up as follows:	

15th Bn AMF Association	1,000
2/15 th Bn AIF Remembrance Club Inc	1,000
8/9 RAR Association	1,000
ADCC War Veterans Trust	10,121
Aircrew Association Brisbane Branch	1,000
Armed Services Assistance Centre Inc	2,434
Aust Army Aviation Association	1,000
Aust Army Training Team Vietnam Assoc	1,242
Aust Federation of TPI Ex-servicemen & Women Qld	21,804
Aust Red Cross QLD Greenslopes Accom Centre	5,215
Aust Womens Army Service Assoc of QLD	1,000
Bundaberg & District Disabled Veterans Assoc Inc	1,000
Bundaberg & District Ex Servicewomen's Assoc Inc	1,000
Capricorn Disabled Servicemen & Women's Assoc Rockhampton & District Inc	1,060

Council of Ex Servicewomen's Assoc (Qld)	1,000
Dalby & District Disabled Veterans Assn Inc	1,000
Ex Service Women's Assoc of QLD Inc	1,000
Ex-Servicemen & Women Welfare Association Inc	1,000
Ex-Servicewomen's Assoc (Hervey Bay Branch)	1,000
F.E.S.R. Navy Assoc (Aust) Inc Qld Div	1,000
Gold Coast & District Ex Servicewomen's Association	1,000
Incapacitated Serviceman and Women's Assn of Aust	14,624
Naval Associations of Australia – Queensland	14,318
National Servicemen's Assoc of Aust (Qld)	16,954
Partially Blinded Soldiers Assoc of Aust (Qld Branch)	1,000
Post 1955 Veteran's Group Inc	1,080
Qld Commando Assoc	1,000
Qld Ex-POW Assoc Inc	2,666
RAAF Associations	15,543
RAAOC Assoc (Qld Division)	1,143
Rats of Tobruk Assoc (Qld)	1,000
Redcliffe District Ex Service Women's Club Inc	550
Regular Defence Force Welfare Assoc (Qld Branch)	1,475
Royal Aust Army Nursing Corps Assoc Qld Inc	1,000
Royal Aust Regiment Assoc (Qld Div) Inc	1,000
The Royal Naval Assoc QLD Branch	1,000
T B Sailors' Soldiers' & Airmen's Assoc (Qld) Inc	1,087
The Salvation Army	7,000
TPD Ex-servicepersons Assoc (Townsville)	3,622
TPDSA Fraser Coast Inc	1,170
TPDSA Sunshine Coast	1,000
TPDSA Toowoomba Branch	1,000
Tweed, Coolangatta & Dist Ex-Serv Women's Assoc	1,000
Veterans Support & Advocacy Service Australia Inc	4,573
Victoria Barracks Historical Society	537
Vietnam Veterans Assoc of Australia (Queensland)	8,323
Vietnam Veterans Federation of Aust Queensland	3,024
Vietnam Veterans Federation of Aust (Townsville)	1,094
War Widows Guild of Australia (Qld)	35,252
WRAAC Assoc of QLD Inc	1,000

TOTAL **1,031,278**

ANZAC Day Trust donors

Beenleigh Bowls and Recreation Club Inc
 Biggenden Bowls Club Inc
 Bribie Island Bowls Club Inc
 Bribie Island RSL & Citizens Memorial Club Inc
 Brothers Leagues Club Ipswich Inc
 Buderim Bowls Club Inc
 Bundaberg & District RSL & Citizens Memorial Club
 Cairns Australian Football League Social Club Inc
 Cairns RSL Club Limited
 Cairns Sub-branch RSL
 Carina Leagues Club Limited
 Clifton Bowls Club Inc
 Cooktown Bowls Club Inc
 Coolum Beach Bowls Club Inc
 Cooroy Golf Club Inc
 Crows Nest & District Bowls Club Inc
 Domani's Italian Restaurant Main Beach
 Eidsvold Bowls Club Inc
 Gatton RSL Services Club Inc
 Geebung-Zillmere RSL & Services Memorial Club Inc
 Gin Gin Bowls Club Inc
 Goomeri Bowls Club Inc
 Goondiwindi Memorial Club Inc
 Gum Sing Pty Ltd, Wynnum
 Hervey Bay RSL & Services Memorial Club Inc
 Ipswich RSL Services Club Inc
 Irish Murphy's
 Kedron-Wavell RSL Sub Branch Inc
 King Tutt's Putt Putt Pty Ltd
 Kingaroy & Dist RSL & Citizens Memorial Club
 Koala Social & Sporting Club of Hervey Bay
 Laidley Bowls Club Inc
 Laserforce – Lasergames Pty Ltd
 Lowood & District Memorial Bowls Club Inc
 Mackay Ex-Servicewomens RSL Sub-Branch
 Merricum Pty Ltd – Balmoral & Hawthorne Cinemas
 Mooloolaba Bowls Club Inc
 Murgon & District Services & Citizens Memorial Club
 Murgon Ladies Bowls Club
 Murgon RSL Sub-branch
 Qld Ex-POW Association Inc
 Queensland Irish Association
 R & S Hawkins Pty Ltd – McDonalds Gladstone
 RAAM Trading Pty Ltd
 RSL Townsville Sub-branch Inc
 Sarina Sub Branch RSL
 Sherwood Services Club Inc
 Southport Working Men & Women's Club Inc
 Sporting Shooters Assoc of Aust (Brisbane)
 Tewartin-Noosa RSL Memorial Club Inc
 Toogoolawah Bowls Club Inc
 The Bay Boozatorium Pty Ltd
 Warner Village Theme Parks
 Wondai Diggers Memorial & Citizens' Club Inc
 Wondai Golf & Bowls Club Inc

The full audited financial statements for the ANZAC Day Trust are provided in this report. See page 141.

Prosecutions and enforceable undertakings

Workplace Health and Safety

Prosecutions under the *Workplace Health and Safety Act 1995* and the *Workplace Health and Safety Regulation 1997* from 1 July 2006 to 30 June 2007 resulting in a finding of guilty.

	Name	Section of Act or Regulation	Fine \$
1.	Allied Rubber Products (Qld) Pty Ltd	28(1)	32,000
2.	Allied Timber Products Pty Ltd	28(1)	25,000
3.	Allplant Services Pty Ltd	28(1)	28,000
4.	Almax Aluminium Pty Ltd	28(1)	27,500
5.	Argala Pty Ltd	28(1)	60,000
6.	Austraform Pty Ltd	28(1)	10,000
7.	Australian Laboratory Services	28(1)	35,000
8.	Balatide Pty Ltd	69D Regs	3,500
9.	BBC Hardware	28(3)	One fine of \$35,000 in relation to two separate incidents
10.	BBC Hardware	28(3)	See above
11.	Beneke, David	36(d)	12 months imprisonment, wholly suspended for two years
12.	Bondwoods Transport (Aust) Pty Ltd	28(1)	15,000
13.	Boom Logistics (Qld) Pty Ltd	28(1)	30,000
14.	Boral Bricks Pty Ltd	28(1)	37,000
15.	Bradken Resources Pty Limited	28(3)	42,500
16.	Brehmer Bricklaying Pty Ltd	28(1)	30,000
17.	Bundaberg Sugar Ltd	28(1)	40,000
18.	Burkes Haulage Pty Ltd	28(1)	30,000
19.	Cairns Synergy Electrical Pty Ltd	28(1)	38,000 (Fine increased on Appeal from \$25,000)
20.	Campbell Brothers Limited	28(3)	35,000
21.	Cook Freeze Pty Ltd	28(1)	10,000
22.	D & M Projects (QLD) Pty Ltd	28(1)	32,000
23.	Dawson Contractors Pty Ltd	183 Regs	3,000
24.	Down Under Dive Pty Ltd	28(3)	7,500
25.	DTR Holdings Pty Ltd	28(1)	19,000
26.	E.W. Reinforcement Pty Ltd	28(1)	25,000
27.	Energex Limited	28(1)	41,000
28.	Ergon Energy	28(1)	60,000
29.	Everhard Industries Pty Ltd	28(1)	28,000
30.	Flewelle Smith, Bernard David	28(1)	6,750
31.	Galaxy Plumbing (Qld) Pty Ltd	28(1)	33,000
32.	Gold Coast Corporation Pty Ltd	28(1)	22,500
33.	H W Contracting Services Pty Ltd	28(1)	23,000
34.	Hardchrome Pty Ltd	28(1)	80,000
35.	Heat and Control Pty Ltd	28(1)	22,500
36.	Heinrich Formwork Pty Ltd	28(3)	11,000
37.	Holt Industries Pty Ltd	28(1)	20,000
38.	Ikea Pty Limited	28(3)	35,000

	Name	Section of Act or Regulation	Fine \$
39.	Incitec Pivot Limited	28(1)	65,000
40.	Interior Coverings Pty Ltd	28(3)	35,000
41.	Ipswich City Crane Hire Pty Ltd	28(1)	10,000
42.	J D Thompson Personnel Pty Ltd	28(1)	37,000
43.	Jansen, John Arthur	28(1)	4,700
44.	Kaliviotis, Demetrios	167	13,000
45.	KC Dunlop Pty Ltd	28(1)	10,000
46.	Kilcoy Pastoral Company Limited	29(A)(1)	27,500
47.	Kone Elevators Pty Ltd	28(1)	32,000
48.	Layright Concreting Pty Ltd	28(3)	20,000
49.	Logan Moulders Pty Ltd	28(1)	32,000
50.	Mac Farm Services Pty Ltd	28(1)	37,000
51.	Macca's Hardware Pty Ltd	28(1)	28,000
52.	McArlein, Damien James	28(1)	6,000
53.	McElligott Partners Pty Ltd	28(1)	60,000
54.	Mike Ball Dive Expeditions Pty Limited	28(3)	6,500
55.	Montgomery, Wayne Douglas	28(1)	2 year good behaviour bond - recognisance in the amount of \$6,000.
56.	Mossman Central Mill Company Limited	28(1)	35,000
57.	Northern Shipping & Stevedoring Pty Ltd	28(3)	30,000
58.	Oz Autoquip Pty Ltd	28(3)	30,000
59.	Pacific Century Production Pty Ltd	28(1)	31,000
60.	Philip, Andrew Norman	28(3)	2 year good behaviour bond - recognisance in the sum of \$10,000
61.	Pine Rivers Shire Council	29A	30,000
62.	Plant & Transportation Engineering Pty Ltd	28(1)	31,500
63.	Powertrans Pty Ltd	28(3)	32,000
64.	Price, Desmond	28(1)	6,500
65.	Pryme Pty Limited	28(1)	30,000
66.	Queensland Alumina Limited	28(3)	60,000
67.	Queensland Pre-Stressing Pty Ltd	28(1)	31,000
68.	R Johnson Contracting Pty Ltd	28(3)	32,000
69.	Rabkal Pty Ltd	28(1)	75,000
70.	Rankin, Archibald Menzies	28(1)	15,000
71.	Red Rosella Pty Ltd	28(1)	32,000
72.	RH & M (No 12) Pty Ltd	28(3)	18,000
73.	Rocla Pty Limited	28(1)	50,000
74.	Rosenlund, Grant Hedley	28(3)	6,000
75.	S & K Car Park Management Pty Ltd	28(1)	32,000
76.	Sawtell & Sons Pty Ltd	28(1)	33,000
77.	Seymour Whyte Constructions Pty Ltd	28(1)	35,000
78.	Skews, Joel Michael	28(1)	4,500
79.	Smith Bros Trade & Transport Terminals Pty Limited	28(1)	30,000
80.	South Burnett Beef Pty Limited	28(1)	22,500
81.	Southern Plains Tenpin Pty Ltd	28(3)	20,000
82.	SP Exports Pty Ltd	28(3)	60,000
83.	Suncoast Pipelines	28(1)	60,000
84.	SunWater	28(1)	32,500
85.	Super A-Mart Pty Ltd	28(1)	18,000

	Name	Section of Act or Regulation	Fine \$
86.	Swickers Kingaroy Bacon Factory Pty Ltd	28(1)	60,000
87.	Swickers Kingaroy Bacon Factory Pty Ltd	28(1)	45,000
88.	Tekapa Pty Ltd	28(1)	35,000
89.	Temley Pty Ltd	28(1)	50,000
90.	The Baptist Union of Queensland	28(1)	33,000
91.	TJM Products Pty Ltd	28(1)	43,000
92.	TJM Products Pty Ltd	28(1)	40,000
93.	Toll North Pty Ltd	28(1)	33,000
94.	Trailers 2000 Pty Ltd	28(1)	30,000
95.	Transfield Services (Australia) Pty Limited	28(3)	\$37,500 (Fine increased on Appeal from \$18,000)
96.	Transpacific Industrial Solutions Pty Ltd	28(1)	60,000
97.	Trindalls Amusements Pty Ltd	28(3)	35,000
98.	Widjara Park Pty Ltd	28(1)	57,500
99.	Zenfield Pty Ltd	28(1)	35,000
100.	Zupps Mt Gravatt Pty Ltd	28(1)	30,000

Enforceable undertakings

An enforceable undertaking (EU) is one of the enforcement options available to the department to promote compliance with safety laws.

An EU is a legal agreement under which an organisation agrees to carry out specific activities to improve worker health and safety and deliver benefits to industry and the broader community. An enforceable undertaking is an alternative to court action for an alleged breach of the *Workplace Health and Safety Act 1995* or the *Electrical Safety Act 2002*.

Acceptance of an enforceable undertaking is at the discretion of the Director-General of the Department of Employment and Industrial Relations.

Enforceable undertakings accepted from 1 July 2006 to 30 June 2007 under the *Workplace Health and Safety Act 1995*

Company	\$ Value	Benefits to the industry, workers and community beyond rectifying OHS breach at the workplace
1. Woodman McDonald Hardware Pty Ltd	\$198,000	<ul style="list-style-type: none"> Implement a series of third party audits of the OHS management system, consistent with AS/NZ 4801:2001, during the term of this undertaking. Commission research into developing safer timber wall and roof truss rack storage/transport systems. Publish a case study article on the lessons learned from the incident. Engage an OHS consultant/trainer for the duration of the undertaking to review and enhance the company's OHS policies, job safe practices and risk assessment processes.
2. BG Crane Pty Ltd	\$314,663	<ul style="list-style-type: none"> Introduction of Health and Safety Systems – Intranet. Upgrade, implement and further develop the Health and Safety Management System – JSA. Provide specific supervisor leadership training. Conduct an OHS presentation to the Crane Industry Association. Train four supervisors and managers to WHSO standard. Involve BG Crane apprentices in the 2007 World Solar challenge Engage two additional apprentices per year for the next three years to help with maintaining industry standards (cost of training only). Establish a relationship with one or two schools in both the Archerfield and Gold Coast regions and sponsor a safety education program with those schools. Implement a series of third party audits of its OHS Management System.

Company	\$ Value	Benefits to the industry, workers and community beyond rectifying OHS breach at the workplace
3. Beetroot Harvesting Management Group (BHMG) Pty Ltd	\$39,520	<ul style="list-style-type: none"> • Implement a series of third party audits of the OHS Management System. • Train workers and supervisors in risk management (hazards and control measures). • Provide five employees with the Queensland Ambulance Service First Aid and CPR Course. • Share the benefits of this undertaking with other QLD Beetroot Farmers by providing a copy of all the documentation associated with the systems and training associated with this undertaking. • Provide 18 places on the Queensland Ambulance Service First Aid and CPR Course for employees of other Beetroot Farmers outside of the BHMG. • Engage an OHS consultant to conduct Queensland Workplace Health and Safety legislative compliance assessments on five beetroot farms in the Gatton area, using the consultant's assessment tool. • Deliver a series of three information seminars relating to the lessons learned from the incident and the measures that were taken after the incident to prevent any recurrence. Seminars to be held in conjunction with a major rural agricultural show in SE QLD. • Engage a third party auditor to undertake six monthly monitoring of the terms of the undertaking with audit reports being provided to the Company and to the GM WHSQ.
4. Queensland Rail	\$1,579,500	<ul style="list-style-type: none"> • Implement a series of third party audits of the OHS management system, consistent with AS/NZ 4801:2001, during the term of this undertaking. • Implement the recommendations resulting from the audits of the OHS management system. • QR will install a series of raised platforms in the Mayne Yard and other train stabling yards across the Citytrain Network to assist drivers and other personnel accessing the stabled units, minimising risk of strains associated with the manual task of accessing and egressing stabled trains. • QR will contribute to a University research group for the completion of research that is aligned with the QR's Passenger Services Group Prevention and Management of Trauma Strategy.
5. John Holland Pty Ltd	\$200,000	<ul style="list-style-type: none"> • Develop and implement nationally, a mandatory Permit to Work Policy. • Implement a series of OHS Management Systems Audits using AS/NZ 4801:2001. • Establish an information service to industry on working safely at height. • Conduct a Safety Awareness Colouring Competition in the Mackay-Nebo Area – In conjunction with local schools. Used to produce a Safety Calendar. Schools may distribute calendars free or use to raise funds for school projects. • Third party monitoring of the Terms of the Undertaking.
6. Kador Engineering Pty Ltd	\$125,815	<ul style="list-style-type: none"> • Implement a series of third party audits of the OHS management system, consistent with AS/NZ 4801:2001, during the term of this undertaking. • Implement the recommendations resulting from the audits of the OHS management system. • Implement a Staff and Workshop Development Program. • Acquire new more effective magnetic clamps to replace existing mechanical clamps. Training in use of the new clamps is also proposed. • Engage a consultant to investigate material handling and other workplace procedures aimed at minimising the movement of materials. • Engage expert speakers to participate in the conduct of a series of workshop conferences aimed at small businesses in the Sumner Park and Carole Park Industrial Complexes.
7. Maleny Fresh Foods Pty Ltd	\$81,000	<ul style="list-style-type: none"> • Develop and implement an occupational health and safety (OHS) management system. • Implement a series of third party audits of the (OHS) management system, consistent with AS/NZ 4801:2001, during the term of this undertaking. • Implement the recommendations resulting from the audits of the OHS management system. • Conduct a series of OHS presentations to IGA Group Members throughout Queensland. • Engage a consultant to deliver an OHS presentation at the National Conference of IGA Group Supermarkets. • Train and maintain an additional Workplace Health and Safety Officer. • Fund the purchase of necessary equipment for the Maleny Ambulance Committee.

Company	\$ Value	Benefits to the industry, workers and community beyond rectifying OHS breach at the workplace
8. Thor Building Products Pty Ltd	\$64,130	<ul style="list-style-type: none"> Develop and implement an occupational health and safety (OHS) management system. Implement a series of third party audits of the (OHS) management system, consistent with AS/NZ 4801:2001, during the term of this undertaking. Implement the recommendations resulting from the audits of the OHS management system. Engage a consultant to implement programs aimed at building a safety culture and raising safety awareness. Engage a consultant to deliver safety presentations to industry seminars during 2007 and 2008. Appoint and train a Workplace Health and Safety Officer. Fund the participation in a Certificate IV Workplace Health and Safety Course for two persons from identified charitable organisations. Establish and maintain an OHS committee.
9. Watpac Australia Pty Ltd	\$261,095	<ul style="list-style-type: none"> Implement a series of third party audits of their (OHS) management system, consistent with AS/NZ 4801:2001, during the term of this undertaking. Implement the recommendations resulting from the audits of the OHS management system. Engage a consultant to provide refresher training on anti-collision controls. Train an additional 20 site managers as Workplace Health and Safety Officers so that each Watpac construction site will have two qualified WHSOs on site. Development of a pocket size manual for crane drivers and an industry flyer on anti-collisions controls for use in industry. Provide a donation to Royal Brisbane Hospital and a donation to Young care Ltd for the provision of access and egress and ergonomic facilities for residents. Reimbursement of departmental costs.
10. Kador Engineering Pty Ltd	\$101,500	<ul style="list-style-type: none"> Fully implement an OHS Management System that conforms to AS/NZ 4801:2001 Occupational Health and Safety Management Systems – Specification and guidance for use. Note: This element of the undertaking will apply to Kador's Sherwood premises under the terms of a previous, separate enforceable undertaking. Engage the National Institute of Training to undertake a series of courses to have more than half its permanent workforce (45 workers) achieve a Certificate III in Process Manufacturing. Fund all 150 Apprentices attached to the 'Smart Employment' Group to undertake the Frontline Diagnostics Drug Education Course, including the cost of reimbursing the employers of the Apprentices for the downtime involved in undertaking the course. Prepare a "case study" article which will be included in the Peak Body Magazine and which will be distributed to 500 small and medium businesses throughout the Wacol, Carole Park and nearby areas. Reimbursement of departmental costs.
11. Centwest Pty Ltd	\$64,100	<ul style="list-style-type: none"> Develop and implement an OHS management system consistent with AS/NZ 4804:2001. Engage an OHS consultant to conduct an initial third party audit of the new system within 12 months followed by a further two audits at 12 monthly intervals. Forward all audit reports to the General Manager WHSQ. Centwest undertakes to fund, for a period of two (2) years, the NTIS OH&S Unit, "Prepare for Work", as part of the Rural Vocational Pathways Program for school students. This is approved curriculum. Publish a case study article in the "Safety First" Magazine. Donate a total of \$300.00 per month for a period of 36 months commencing in 2007, to the Royal Flying Doctor Service. Participate in Flying Doctors Day in 2007 and 2008 via the selling of promotional merchandise. Monitor the company's compliance with this undertaking through a series of third party compliance audits, with results reported to General Manager WHSQ.
12. Swift Engineering Pty Ltd	\$99,105	<ul style="list-style-type: none"> Development and implement an AS/NZ 4801:2001 compliant OHS management system at the workplace including the provision of third party audit reports to the department and the full implementation of the audit recommendations. Provide WH&S Officer training (above compliance) for an additional three employees. Offer WH&S Auditor training to three employees. Offer to fund Senior First Aid training for all employees and their spouses. Provide each employee with two battery powered smoke alarms for use in their homes. Engage a consultant to conduct a day, 50 seat, WH&S seminar on "Injury Sources – The critical Few". Donate \$10,000 for the procurement of 2 X 12 man Rapid Deployment Kits that has been identified by the local Queensland Ambulance Service.
TOTAL	\$3,128,428	

Prosecutions: Electrical Safety

Prosecutions under the *Electrical Safety Act 2002* from 1 July 2006 to 30 June 2007 resulting in a finding of guilty.

The ESO laid 33 charges against 23 persons for breaches of electrical safety legislation in 2006–07.

	Name	Section of Act or Regulation	Fine \$
1.	A-Air Conditioning Pty Ltd	S55,56	\$8,000
2.	ATMR Services Pty Ltd	S27	\$22,000
3.	Barclay, G	S55(1), 56(1)	\$6,000
4.	Bunt, PN	S55,56	\$20,000
5.	Downer Electrical Pty Ltd	S27	\$20,000
6.	Elvey, J	S55(1)	\$7,500
7.	Energex Limited	S27	\$35,000
8.	Forman Queensland Pty Ltd	S27	\$18,000
9.	Falbury Pty Ltd t/a Eastern Tree Services	S27	\$15,000
10.	Hay Electrical Pty Ltd	S27	\$20,000
11.	I & C Handley Pty Ltd	S 56	\$5,000
12.	Mastiff Electrical Pty Ltd	S209	\$5,000
13.	McEwan, J	S27,56, 195	\$20,000
14.	Middling, B	S55(1), 56(1)	\$9,000
15.	Natural Fibre Pty Ltd t/a Cool or Cosy Natural Insulation	S27	\$18,000
16.	OBS Equipment Pty Limited	S27	\$15,000
17.	Pope, P	S55,56	\$5,000
18.	Queensland Rail	S27	\$35,000
19.	Rayamp Electrics Pty Ltd	S27	\$20,000
20.	Rycroft, S	S199	\$5,000
21.	Reid, P	S57A(2)	\$5,000
22.	Taylor, S	S55,56	\$5,000
23.	Warner, R	S55,56	\$5,500

Prosecutions: Industrial Relations

Prosecutions for an offence finalised during 2006–07 resulting in a finding of guilty.

Industrial Relations Act 1999

	Employer	Section	Result – fines imposed
1.	Allsopp, Mark James	138 666	\$1,000 \$1,500
2.	Australian Eagle Finance International Pty Ltd	366 370	\$5,000 \$600
3.	Baker, Jason	666	\$1,500
4.	Barry Taylor & Partners Customs Brokers Pty Ltd	370	\$1,500
5.	Bramwell, Christopher John director of Australian Eagle Finance International Pty Ltd	666/673	\$2,400
6.	Brooks, Paul Henry director of Bronzefield Pty Ltd	666/673	\$3,500
7.	Centrepoint Health Club Services Pty Ltd	366	\$5,000
8.	Chandler, Jeffrey Allan director of IT Clear Pty Ltd	666/673	\$1,500

	Employer	Section	Result – fines imposed
9.	Colman, Tyson Lee	366	\$5,000
		370	\$1,500
		406	\$2,000
		666	\$6,500
10.	Cordon Bleu International Pty Ltd	408D	\$1,000
11.	Cudvale Pty Ltd	366/370	\$3,000
12.	Daki Budtcha Pty Ltd	366 (2 offences)	\$5,000
		666 (2 offences)	\$2,500
13.	De Angeli, Walter Arrigo director of Travel Insurance Australia Pty Ltd	666/673	\$1,800
14.	Denton, Michael William director of Micart Pty Ltd	666/673	\$500
15.	Dunning, Robert Stuart director of Security Services Qld Pty Ltd	666/673	\$1,800
16.	Dutta, Shane Christopher	138/666	\$3,000
		366/370	\$6,000
17.	Falk, Daniel Mark director of Modright Constructions Pty Ltd	666/673 (2 offences)	\$5,000
18.	Flanagan, Wade Peter director of Wade Flanagan's Bricklaying Pty Ltd	666/673	\$4,000
19.	Gullison, Catherine Marie	366	\$750
		370	\$750
20.	Harburg, Peter Victor Francis director of Mustercliff Pty Ltd	666/673	\$2,400
21.	Hungry Jack's Pty Ltd	666	\$3,000
22.	(INCS) School of Computing Pty Ltd	366	\$3,000
23.	Jockel, Peter Grigor director of Panaga Pty Ltd	666/673	\$3,000
24.	Kontos, Richard Anthony Stephen director of Print It Australia Pty Ltd	666/673 (2 offences)	\$4,800
25.	Lyons, Peter	666	\$450
26.	McAneny, Lisa Kay director of North Brisbane Plant Hire Pty Ltd	666/673 (2 offences)	\$1,000
27.	McGuire, Daniel Michael director of (INCS) School of Computing Pty Ltd	666/673	\$2,400
28.	Newport, Craig Ian	366/370	\$1,500
29.	Norris, Jason	138	\$1,200
		366	\$5,000
		370	\$600
		666 (2 offences)	\$2,400
30.	Norris, Michael John director of Quarzition Pty Ltd	666/673	\$2,400
31.	North, Richard Peter director of Real Estate Profiling Pty Ltd	666/673	\$2,400
32.	Nurmi, Harry Thomas	666 (4 offences)	\$8,000
33.	O'Connor, Keith Jamieson director of PPI Corporation Pty Ltd	666/673	\$2,000
34.	Onsite Direct Realty Pty Ltd	366	\$3,000
35.	Orlich, Bernadette Mary	366/370/ 406/666	\$1,500
36.	O'Sullivan, Peter John Ernest director of PJ & SI Enterprises Pty Ltd	666/673	\$2,500
37.	Panaga Pty Ltd	366	\$3,000
		370	\$1,500
38.	Polkinghorne, Roger Bruce	366	\$5,000
		406	\$2,000
		666	\$6,500
39.	Psarros, Andreas Spiros director of Cudvale Pty Ltd	666/673 (2 offences)	\$6,000
40.	QC1 Pty Ltd	666	\$10,000

	Employer	Section	Result – fines imposed
41.	Real Estate Profiling Pty Ltd	366 370	\$5,000 \$600
42.	Rockdream Pty Ltd	666	\$500
43.	Ryan, Narelle Linda	666	\$5,000
44.	Ryland, Charles director of Focusink Pty Ltd	666/673	No fine imposed
45.	Sands Security and Services Pty Ltd	366	\$6,000
46.	Schiavo, Mirko Alessio director of Bakeco (Qld) Pty Ltd	666/673 (4 offences)	\$7,400
47.	Schillings, Eckart Johannes	666	\$300
48.	Schmidt, Christopher Paul	666 (2 offences)	\$2,000
49.	Schwennesen, Alfred	370/406/ 666	\$2,400
50.	Sechi, Pasqualina	366	\$1,000
51.	Security Services (Qld) Pty Ltd	366 370	\$4,000 \$1,000
52.	Serafini, Kim director of Lithos Therapy Pty Ltd	666/673	\$3,000
53.	South Beach Developments Pty Ltd	366	\$1,800
54.	Spartacus Distribution Pty Ltd	370 371	\$5,000 \$5,000
55.	Stening, Michael Lachlan director of TLC @ Chevron Island Pty Ltd	666/673	\$3,600
56.	Taylor, Barry William director of Barry Taylor & Partners Customs Brokers Pty Ltd	666/673	\$3,000
57.	Travel Insurance Australia Pty Ltd	370	\$800
58.	Trewin, Kelly Lee-Ann	666	\$2,400
59.	Watson, Robert Graham director of Commercial Data and Imaging Solutions Pty Ltd	666/673	\$2,250
60.	White, John Cameron	666	\$5,000
61.	Wycherley, Cheryll Lea	370 666	\$1,500 \$2,400

Notes:

Offences against the *Industrial Relations Act 1999* were also addressed by way of the issuing of Infringement Notices, without recourse to formal prosecution action.

Arrears of wages also were recovered by way of orders sought under S278 or S399 of the *Industrial Relations Act 1999*, without recourse to formal prosecution action for an offence.