

Sugar Milling Industry Safety Conference



In the category of **Excellence in stay at work** the panel had a lot of trouble separating applicants and in the end have awarded two winners, these being:

- Mackay Sugar HSE Team, and
- MSF, Mulgrave Mill stay at work team.

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- Mackay Sugar HSE Team,



Carissa Mansfield the HSE Manager from Mackay Sugar Limited is collecting the award from ASMC Chair Mr John Pratt on behalf of the Mackay HSE Team.

The Mackay Sugar HSE Team ensured a Nominated Medical Advisor was appointed with priority regular consultation with treating medical professionals to promote recovery and the integration of injured/ill workers into the workplace. By encouraging early participation in workplace rehabilitation programs to assist in recovery and maximise their independent functioning. An early return to work and activity helps prevent long-term disability and improves the likelihood of injured workers continuing to work once back at work, otherwise referred to as sustainable return to work.

The primary goal for Mackay Sugar is to assist employees through establishing a prompt rehabilitation and return program that focus on:

- The early return to work on meaningful suitable duties while maintaining the safety of the injured worker and their co-workers.
- The return to duties at the highest possible level of function consistent with their pre-injury/illness status.

The benefits for early return to are widespread for employers too, including:

- reduce disruption impacting productivity
- reduce staff turnover
- improve staff morale and workplace industrial relations
- minimise retraining expenses
- reduce claims costs and impact on premium.

With the ability to provide early return to work and meaningful suitable duties together with other proactive steps to assist injured workers has allowed Mackay Sugar be an industry

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leader and maintain an average stay at work rate of 86.21% over the last 5 years where the industry comparison for the same period is 79.24%. Mackay Sugar has an excellent proactive relationship with WorkCover and liaise on a regular basis to ensure rehabilitation cases are managed effectively and efficiently. The early return to work has had significant positive impact on recordable injury frequency rate, with a current LTIFR of 3.24. WorkCover premiums as well as monthly costs per case also continue to reduce

Research shows that work absence can prolong: that is, the longer someone is off work, the less likely they become ever to return. If the person is off work for:

- 20 days, the chance of ever getting back to work is 70%
- 45 days, the chance of ever getting back to work is 50%
- 70 days, the chance of ever getting back to work is 35%

The Mackay Sugar Health & Safety Team, has been recognised by Workcover QLD for their performance and now the ASMC recognize them with an **Excellence in stay at work** safety award.

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- MSF, Mulgrave Mill stay at work team.



Mike Huxley and Chris Hoare MSF Sugar Limited receive ASMC Stay At Work award from John Pratt (ASMC Chair)

The new leadership at Mulgrave Mill has produced a change in injury management culture. This has resulted in a significant reduction in injuries:

The injuries in 2015 were more closely managed by a combination of:

- Early intervention (taking the injured worker to a doctor)
- Factory management taking an active interest in EVERY injury
- Providing meaningful alternate duties when needed not trite time wasters
- Proactively visiting physicians in the area to discuss MSF Sugar's approach
- Reinforcing with local physicians the importance of staying at work.

In 2015 Mulgrave Mill has seen significant reduction in:

- Total Injuries from 84 to 43
- Lost Time Injuries from 8 to 4
- LTIFR from 21.4 to 10.4
- Injuries during the crushing season from 52 to 15
- LTIFR during the crushing season from 15.9 to 0.0

The overall benefit to Mulgrave has been:

- Reduction in workplace injuries by circa 50%
- Nil lost time absences during the crushing season
- Reduced injury management costs down from 2014

ASMC recognize MSF, Mulgrave Mill stay at work team with an **Excellence in stay at work** safety award.

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