Message from Seacare’s Chairperson

It is with great pleasure that I welcome you to the 2010 Seacare Awards presentation dinner.

This event, held in conjunction with the Seacare Conference, will honour finalists and winners of the Seacare Awards. These awards acknowledge the most successful initiatives by employers, operators, seafarers and others who are leading the way in best practice workplace health and wellbeing programs, occupational health and safety systems and initiatives, injury management, and rehabilitation and return to work.

The 2010 Seacare Awards have attracted a strong field of entries across all categories. Winners of Categories 2, 3 and 4 of the Seacare Awards will be submitted to the National Safe Work Australia Awards in 2011.

I would like to thank all event sponsors and organisations who have entered this year’s Seacare Awards. In particular, I congratulate the winners and all the finalists who will be recognised tonight.

I hope you all enjoy the night!

David Sterrett
Chairperson
Seafarers Safety, Rehabilitation and Compensation Authority
The Seacare Authority

The Seafarers Safety, Rehabilitation and Compensation Authority (Seacare Authority) is the regulator of occupational health and safety (OHS), workers’ compensation and rehabilitation for seafarers on applicable vessels within the Australian maritime industry. It has responsibility for administering the:

- Seafarers Rehabilitation and Compensation Act 1992
- Seafarers Rehabilitation and Compensation Levy Act 1992
- Seafarers Rehabilitation and Compensation Levy Collection Act 1992


These arrangements create the Seacare scheme that consists of up to 6500 seafarers, employed by some 35 companies, working on approximately 250 ships.

The mission of the Seacare Authority is ‘to take a leading role in minimising the human and financial costs of workplace injury in the Australian maritime industry’.

Seacare Authority members

Mr David Sterrett, Chairperson
Mr Paul O’Connor, Deputy Chairperson
Mr Mal Hearnden, Employer member
Mr John Wydell, Employee member
Mr Mick Doleman, Employee member
Mr Graham Peachey, Chief Executive Officer, Australian Maritime Safety Authority

Deputy members

Mr Tony Caccamo, Deputy to Mr Mal Hearnden
Mr Martin Byrne, Deputy to Mr John Wydell
Mr Jamie Newlyn, Deputy to Mr Mick Doleman
Mr Brad Groves, Deputy to Mr Graham Peachey
About the Seacare Awards

The Seacare Awards are held by the Seacare Authority every two years and acknowledge positive and successful initiatives by maritime employers, operators and seafarers who are leading the way in injury prevention and management, workplace health programs and safety management systems.

Nominations for the Seacare Awards are open to all scheme employers, employees and others who contribute to the Seacare scheme.

Judging panel

Mr Peter Bremner, independent consultant

Mr Mick Doleman, Deputy National Secretary, Maritime Union of Australia

Ms Clare Ellis, Senior OHS Advisor, Ship Inspections, Maritime Operations Division, Australian Maritime Safety Authority

Mr Gerard Newman, Director, Governance and Secretariat, Comcare
Sponsors

The Seacare Authority would like to thank this year’s sponsors:

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The Seacare Awards are also kindly supported by
Award categories and finalists

Category 1 — Best Workplace Health and Wellbeing Program

This award recognises demonstrated excellence in the development and implementation of a successful workplace health and wellbeing program.

ASP Ship Management
ASP Wellness Program

About ASP Ship Management

ASP Ship Management (ASP) is a global third-party ship management company that operates one of the most technically diverse fleets in the world for a wide range of clients, including oil majors, financial institutions and multinational companies.

Problem and/or challenge

During 2007, ASP recorded poor results due to lost time from injuries and workers receiving medical treatment. Senior management held workshops to find out how to address this situation. ASP contracted *The Physical Initiative* to assess the health and welfare of its crew while at sea. The results identified nearly 75% were overweight, 60% were not drinking enough water, 50% were at a medium to high risk for heart disease and 25% had moderate to high blood pressure. The crew showed excellent chest and arm strength but lower back, shoulders, abdominal and core strength all received a poor rating.

Approach

To address these issues and alter the behaviour and lifestyle choices made by crew members, ASP started a wellness program that included:

- training for cooks on healthy food preparation and food stores
- tailored fitness programs for the crew according to the work/tasks being performed
- an information campaign on the health risks of being dehydrated
- adjusting the portion size of meals.

Staff from *The Physical Initiative* sailed with various vessels to provide a high quality preventive health care service, raise awareness of the benefits of a healthy lifestyle, good health and nutrition and give advice on the correct use of gym equipment onboard.

Outcome

So far the *ASP Wellness Program* has only been undertaken by half of ASP’s crew, but has had a 100% voluntary participation rate. The statistical outcome for those crew members assessed will not be quantifiable until 2011. However six weeks after starting the program, crew were not only demonstrating a change in behaviour onboard but also a commitment to this change while on leave.
It is envisaged there will be a dramatic increase in the fitness of seafarers through enhanced muscular strength, which will help them complete manual tasks onboard. Development of core strength, aerobic fitness, optimal weight levels, reduced blood pressure, better understanding and knowledge of healthier food sourcing will ensure this program’s long-term success.

Go Offshore and Reliance Workplace Solutions

Health Surveillance and Monitoring Program

About Go Offshore and Reliance Workplace Solutions

Go Offshore is a privately-owned Australian company led by a team of experienced oil and gas Master Mariners, Chief Engineers and Human Resource specialists. With its headquarters in Perth, it is the region’s fastest growing hydrocarbons industry vessel operator and offshore labour services provider. Reliance Workplace Solutions (RWS) specialises in comprehensive injury management and occupational risk prevention.

Problem and/or challenge

Go Offshore identified the need to ensure the health and wellbeing of an ageing workforce within the industry when it started experiencing high levels of non-work related illnesses and injuries. In order to preserve the skills, knowledge and experience of existing staff and employees in the industry, Go Offshore wanted to develop and implement a system of working with team members to encourage them to improve their health and wellbeing.

Approach

Collaboration between Go Offshore and RWS resulted in the Health Surveillance and Monitoring Program to assess employee health. Following assessments, health contracts were prepared for each employee to provide guidance on ways to improve their health. RWS provided feedback to Go Offshore so they were aware of the health issues their employees were facing.

Outcome

As the program is in its infancy, clear statistical data regarding the outcome is not yet available, but positive feedback has been received from the staff that have undertaken and signed health plans. Seafarers under a health plan have not sustained injuries, required medical evacuation or treatment that meant they had to leave the vessel, or made them unable to complete their duties, during their swing.

Since the implementation of the Health Surveillance and Monitoring Program there has been an increased awareness by employees of their own health and wellbeing, with follow-up assessments showing that employees are managing their own health through weight loss and dietary changes.
P&O Maritime Services
P&O Maritime Services Health and Wellbeing Program

About P&O Maritime Services

P&O Maritime Services is a diversified specialist shipping and marine logistics solution provider. The organisation has extensive experience in providing niche shipping solutions to governments for Antarctic research and resupply, marine science and research, border and fisheries protection, defence maritime services and bulk cargo shipping services.

Problem and/or challenge

Research has confirmed that:

- heart disease, obesity, diabetes and cancer are the major health issues facing workers
- healthy employees are nearly three times more productive than unhealthy employees
- unhealthy employees take up to nine times more sick leave than their healthy colleagues
- presenteeism costs are estimated to be double the direct costs of sick leave
- obese men are more than 1.5 times more likely to suffer a work-related injury
- 85% of injured workers are classified as overweight or obese.

Coinciding with this poor health prognosis of the Australian workforce, P&O Maritime Services identified the following challenges that had the potential to impact its growth aspirations:

- a shortage of Australian seafarers
- an ageing workforce
- physically demanding work often performed in challenging environments.

Approach

Following an extensive research and planning phase, P&O Maritime Services implemented an evidence-based health and wellbeing program focused on changing behaviour. Starting in June 2009, the program aimed to achieve long-term sustainable health improvements in the workforce. The firm Health by Design assessed each employee’s health and then implemented an agreed ‘health focus goal’ by mentoring and coaching the employee to make the appropriate behavioural change. An organisational health report helped the company focus its health promotional activities on the key health risks that existed within the organisation.
Outcome

The key achievements the program include:

- 81% of the company’s employees have been actively engaged in the program
- 69% of the company’s employees have made a positive behavioural change towards achieving their specific health goal as a result of the program
- 39 employees increased their water intake and subsequently reported less headaches, back pain and coffee and tea consumption
- 62 employees lost weight as a result of the program
- five employees quit smoking and another nine reduced their daily cigarette consumption by over 50%.
Category 2—Best Workplace Health and Safety Management System

This award recognises demonstrated commitment to continuous improvement of workplace health and safety through the implementation of an integrated systems approach.

Farstad Shipping (Indian Pacific)

Farstad Shipping Integrated Management System Version 3.0

About Farstad Shipping

Farstad Shipping (Indian Pacific) operates 26 of the Farstad Shipping ASA Group’s 57 high capacity offshore support vessels in Australian, New Zealand and South East Asian waters. With a local seafaring workforce of around 500 the company’s focus is on delivering a quality service with the safety of their personnel and protection of the environment as its top priority.

Problem and/or challenge

The challenge was to provide a comprehensive, user-friendly safety management system that covered large amounts of information, procedures, checklists and training information, but did not turn into volumes of paper sitting on a shelf gathering dust. Farstad Shipping wanted to develop an electronic system that linked all the elements of their Integrated Management System (IMS), but also allowed for particular regional requirements to be dealt with individually.

Approach

Farstad Shipping developed IMS Version 3.0—a CD-based system that incorporates an overview of the company’s safety and operational requirements into easy-to-use electronic manuals with hyperlinks to navigate through the different elements. All the information is on a single CD that is easily transportable and replaceable. The system allows users to exchange ideas and feedback to improve the system.

Outcome

IMS Version 3.0 is a comprehensive, user-friendly and intuitive electronic safety management system where all the information can be obtained from one source with printable versions of every document, procedure and checklist available to the user. Farstad plan to have the IMS loaded onto servers on each vessel with the ability to replicate small changes to the IMS via satellite, thus speeding up the ability to update and improve the system without having to create and distribute a new CD.
Offshore Marine Services
Safety Management System

About Offshore Marine Services
Offshore Marine Services (OMS) is one of the world’s leading providers of offshore drilling and marine personnel to the oil and gas industry. OMS is part of an international group of companies with offices in Australia, New Zealand, the United Kingdom, Malta, the United Arab Emirates and Singapore, allowing the company to offer a global solution to the industry’s manning and marine requirements. OMS specialises in offshore support vessel crewing, manning and management.

Problem and/or challenge
OMS needed to review and rewrite its Safety Management System (SMS) to ensure it met both its regulatory requirements and was relevant, functional, user friendly and met the company’s high internal standards and vision. The company operates a range of vessels around the world and the system had to allow for the vast differences in operations, vessels, international locations and remote operations. The system had to provide clear direction and standards while allowing flexibility and autonomy of vessel operation and management.

Approach
The company undertook a whole-of-organisation review of its document management system and developed a comprehensive system that integrated the SMS as the core driver of business operations. The system is based around a simple electronic document register available to all offices and vessels.

Outcome
The SMS and associated document register now underpins the daily operation of the company. People have found it easy to use and feel confident in providing feedback and requesting improvements. The system has a robust review and updating process, which ensures it remains relevant and a focus for all staff and crew. Key achievements of the system include:

- a reduction in non-conformance reports
- full document control across the organisation
- greater accuracy and compliance with reporting
- improved standing with our clients
- initial trends show an improvement in the reduction of incidents.
Offshore Marine Services and Reliance Workplace Solutions

Workplace Health Management System

About Offshore Marine Services and Reliance Workplace Solutions

Offshore Marine Services (OMS) is Australia’s leading provider of offshore drilling and marine personnel to the oil and gas industry. Reliance Workplace Solutions (RWS) specialises in comprehensive injury management and occupational risk prevention.

Problem and/or challenge

Australia is among the world’s leading nations addressing preventable lifestyle-related illness and injury. According to the National Obesity Taskforce, illness attributable to poor nutrition, exercise habits and stress, has overtaken tobacco as the greatest burden on Australia’s health system. OMS was starting to see an increase in management and insurance related expenses of non-work related illness and injury.

Approach

An injury and health management system was seen as pivotal to the organisation achieving improved performance and injury prevention. OMS and RWS consulted with staff to develop proactive and early intervention systems, such as:

- a team-based approach to injury management involving key stakeholders—OMS, employee, treating doctor, treating specialist and allied health providers
- a preventive approach to health management
- a health and wellbeing promotion week to improve awareness and education of the workforce
- a health assessment screening compliant with AMSA and Marine Order 9 requirements.

Outcome

OMS and RWS developed a comprehensive health management system where the focus is on prevention rather than containment. Injury and health management services are being continuously improved and can adapt to the changing needs of the organisation, its operations, clients and the challenges of the changing demographics of an ageing and more affluent workforce. Key achievements include:

- implementation of a health and wellbeing program that will be rolled out to the wider workforce
- an occupational health nurse employed in the health management team
- defined internal rehabilitation processes and roles for injured crew
- a network of treatment providers and surgeons who are available and treating the OMS team as priority patients
- development of internal health assessment screenings.
P&O Maritime Services
SafeShip Strategy … the P&O Maritime Voyage

About P&O Maritime Services
P&O Maritime Services is a diversified specialist shipping and marine logistics solution provider. The organisation has extensive experience in the provision of niche shipping solutions to governments for Antarctic research and resupply, marine science and research, border and fisheries protection, defence maritime services and bulk cargo shipping services.

Problem and/or challenge
The challenge for P&O Maritime Services was to reach a consistently high safety standard across all regions.

Approach
To improve safety standards it was important to develop the systems and tools needed at the various P&O Maritime sites. To achieve this, the SafeShip Strategy was created, which is based on the four pillars essential to achieve best practice in safety and zero harm. These include committed managers, safety awareness and discipline, risk assessments and harmonised processes. The SafeShip Strategy model outlines the vision, core program elements, strategic aims, critical success factors and strategy measure (KPIs). By providing every individual with responsibilities, targets and competency training to carry these out, P&O Maritime Services made everyone accountable for safety.

Outcome
The SafeShip Strategy has now been launched around the world and in languages other than English. Thanks to the ISO Champions Network, trained trainers are implementing their OHS management systems and are moving towards meeting their targets. This means the company has seen improvements across its sites, as everyone is accountable and has a role to play in safety. There is now one vision and staff have the training and tools to achieve safer and more environmentally-friendly workplaces. Key achievements include:

- the lost time injury frequency rate has dropped from 3.5 to 1.8 over the past two years
- lock-out isolation equipment and training has been rolled out and systems are in use across most of the Australian fleet
- P&O’s OHS Mess Top Training Modules have delivered standardised training tools to its ships.
Category 3—Best Solution to an Identified Workplace Health and Safety Issue

This award recognises excellence in developing and implementing a solution to an identified workplace health and safety issue. Entries for this award may include a product solution, design/engineering innovation, training program, awareness raising activity or other risk control measure that reduces the risk of work-related injury and disease.

**ASP Ship Management**

*Introduction of Onboard Trainers*

**About ASP Ship Management**

ASP Ship Management (ASP) is a global third party ship management company that operates one of the most technically diverse fleets in the world for a wide range of clients, including oil majors, financial institutions and multinational companies.

**Problem and/or challenge**

An investigation into why ASP Ship Management recorded a total of 27 lost time injuries and 44 medical treatment cases across its fleet in 2007, found they were due to workplace behaviour. ASP knew it had to identify a way to reduce the number of injuries onboard and improve safety behaviour. Apart from specific external training undertaken by crew, there was no facility to provide onboard training awareness of safety issues or changes to legislation. As a result, the ASP Group Training department was created.

**Approach**

ASP employed two suitably qualified trainers to undertake onboard training across the fleet. The trainers had identified the trends in the injuries sustained during 2007 and developed onboard training modules. By mid 2008, the first of the onboard training was undertaken. Over 10 days, the trainers demonstrated and assessed crew competence and identified OHS-related issues. The trainers were able to offer on the spot strategic solutions that could be promulgated across the fleet.

**Outcome**

The year end figures for 2008 showed only 14 lost time injuries and 40 medical treatment cases. In 2009, the lost time injury figure dramatically decreased to 4, with 17 medical treatment cases recorded—a reduction of 85.4% from 2007. This could be directly linked to the onboard training undertaken. All of ASP’s crew has undergone onboard training and ASP Group Training has developed over 35 different training modules that cover a variety of scenarios, events, legislative requirements and safety behaviour and culture. With quick vessel turn-arounds and the ever-increasing demands of regulatory bodies, it is imperative training methodologies keep evolving. ASP has developed a robust, preventive measure and sustainable education tool for safety management.
About Offshore Marine Services and Reliance Workplace Solutions

Offshore Marine Services (OMS) is Australia’s leading provider of offshore drilling and marine personnel to the oil and gas industry. Reliance Workplace Solutions (RWS) specialises in comprehensive injury management and occupational risk management and prevention.

Problem and/or challenge

OMS saw an increase in the number of non-work related conditions resulting in claims and emergency medical evacuations in remote locations. Within a week, one client/contractor experienced three emergency medical evacuations that left them questioning OMS’s compliance to medical management, as stipulated within the industry, and the health of crew being placed on the contract.

Approach

In addition to existing pre-employment and AMSA health requirements, a health monitoring and surveillance program was introduced. Before rejoining vessels the HR/QHSE teams now required crew to complete a questionnaire to identify any health issues of concern. If concern existed this was discussed with the AMSA GP, the crew member and the registered nurse to identify if that person may not be able to finish the swing or need medical evacuation. In addition, prior to joining the vessel the crew undergoes a physical/health assessment conducted by the health team.

Outcome

To date, of all the crew that have participated in this program, none have required emergency medical evacuations. The client with whom OMS had the three emergency medical evacuations was satisfied with OMS’s proactive management of the matter and renewed their contract with OMS. The crew who participated in the exercise were happy to comply and were also positive about OMS’s proactive management of their health.
Problem and/or challenge

The *Alexander Spirit* is a two-year old product/chemical ship with an external deck framing as is common on most modern tankers. It transports product from the Caltex refineries of Brisbane and Sydney to various ports on the Australian coast. The ship calls at a port every two days on average and therefore the frequent deck operations of mooring, sampling tanks, gaining access to cargo pumps, winches and drains posed a significant risk of injury to crews who had to continually step over the external framing of the ship. The challenge was to develop a walkway system that was easily maintained, easily fitted, minimised the amount of hot work and was convenient for all onboard to use.

Approach

The solution needed to take into account cost benefit, future maintenance, the working restrictions of a trading tanker and the requirements of Teekay's Safety Management System. One of the driving factors behind the external framing design was a perceived improvement in vessel safety as a result of easier inspection of framing condition inside the double hull tanks, along with associated operational benefits for tank cleaning.

The gratings selected for the walkways were low maintenance GRP, easily fitted using lugs and bolts to the existing frames, involved no drilling or other hot work, and were conveniently placed for ease of use by all onboard. The gratings installed can be easily removed to allow access to all areas as well as to equipment that needs maintenance, by simply loosening the securing tabs and sliding the gratings out of position.

The gratings used are a highly visible safety yellow with a non-skid surface, with any deck piping or other object passing over the grating immediately highlighted through the contrast of the bright yellow background. Areas where the grating is offset or ends abruptly are also well identified due to the contrasting colours with the deck paint scheme.

Outcome

The *Alexander Spirit* now has a series of walkways, ladders, stairs and ramps that avoid the need to step on or over the external frames of the ship. This has eliminated the possibility of trip and fall injuries in the normal operation of the ship.
About Teekay Shipping

Teekay Shipping provides comprehensive marine services to a broad range of customers in Australia. Teekay Australia operates oil tankers, floating storage offtake facilities, specialised dry cargo vessels on behalf of third party customers.

Problem and/or challenge

Teekay Shipping needed to come up with a better way of presenting induction information to ensure its workforce read and understood procedures.

Approach

Teekay used visual tools such as movie clips, photos and flow charts to explain high-risk activities and procedures. The company believed step-by-step videos would help users understand written instructions by showing how something was to be done. In addition, the company ensured procedures were presented in sequence, were written succinctly, asked the user to confirm the task being followed was consistent with the procedure issued, and audited all procedures for consistency on a regular basis.

Outcome

This approach resulted in better retention and understanding of high-risk activities, than when workers were asked to read text. Since the videos are a relatively new part of the company’s induction procedure, the overall impact is yet to be proved, but Teekay has had positive feedback from new inductees. In addition, there have been fewer near misses during high-risk activities, and the crew is more familiar with the correct procedures.
Category 4—Best Individual Contribution to Workplace Health and Safety

This award recognises an individual whose contribution has made an exceptional difference to health and safety in their workplace.

Michael Farrell
Teekay Shipping Australia

About Michael Farrell

Michael Farrell has been Chief Engineer on the Karratha Spirit for over five years. Prior to joining the ship, Michael sailed as Engineer and Chief Engineer on other Teekay ships on the Australian coast.

Problem and/or challenge

The Karratha Spirit needed a mechanism or system that would safely and efficiently support and move pipe work of various sizes from a pipe stack 2.2m above the deck, without using the ship’s fixed cranes. The work involved in changing the pipes was difficult as there were many different lengths and shapes. Workers had to secure the pipe while releasing the bolts and then securely lower the pipe to the ground.

Approach

Michael discussed the problem with the people concerned and reviewed the worksite to decide which option was achievable, with safety his first priority. The design had to address the physical and safety requirements of the task. The design involved two portable davits being clamped onto nearby pipe work or valve being replaced. The portable davits needed to be light enough to be assembled by ship staff without undue strain, yet robust enough to lift the heavy loads required.

Outcome

As a result of this initiative the work of replacing the deck lines can continue with much less manual handling and at a quicker pace. The crew onboard has responded positively and the risk of injury has been significantly reduced.

Stuart King
Teekay Shipping Australia

About Stuart King

Stuart King is an Integrated Rating (IR) on the Alexander Spirit.

Problem and/or challenge

The Alexander Spirit is a product tanker that entered service with Teekay on the Australian coast in 2009. It was identified onboard that a potential safety hazard existed when engaging and disengaging the dog clutch on the anchor gypsy. The body movement and strength required to operate the dog clutch could cause back or groin injury as the worker needed to operate two planes at the same time.
Approach

Stuart King came up with a design to fit a bar to the existing dog clutch handle to help with the leverage to engage the dog clutch. Stuart discussed his design with others onboard such as the Master, other IR’s and engineers and improved his original concept based on the contributions of others. Stuart then manufactured, fitted and tested the bar mechanism, which has been readily appreciated by other IR’s onboard.

Outcome

As a result of Stuart's system it is much easier, safer and quicker to engage and disengage the dog clutch. The original windlass design was plagued by the inherent problem that it had to hold up the locking pin to allow the dog clutch to engage and disengage. The revised design uses leverage and retractability, to make these tasks much easier to perform, and significantly reduced the potential for muscular strain and injury.

Leslie Watkins

Offshore Marine Services

About Leslie Watkins

Leslie Watkins is the Senior Safety Advisor with Offshore Marine Services. Leslie is responsible for quality, health, safety and environmental issues within the company and liaises with other organisations.

Problem and/or challenge

The QHSE department is responsible for ensuring all crew have appropriate safety training. Due to the remote nature of the company’s operations and operational time constraints it was difficult to gain access to crew to provide training.

Approach

To address the issue of access, an e-learning system was developed. To maximise access for crew while on a vessel and off swing at home, it was developed as both a stand alone CD and as an online module. Training modules were designed to be interactive, comprehensive and have an assessment component that must be lodged with OMS.

Outcome

It is expected the e-learning system will see a significant increase in the number of people able to receive the required safety training. It is also anticipated this will lead to a direct improvement in the safe working practices of employees. The system will allow a rapid rollout of any new training developed across the organisation worldwide. To date the e-learning package has been distributed to every OMS vessel and office. Feedback from crew members and Masters has been positive, with requests for an expansion of the system to include other skill sets.
Category 5—Best Rehabilitation and Return to Work Award

This award recognises the parties involved in an outstanding rehabilitation and return to work program for injured seafarers. It is open to employers and rehabilitation providers who have achieved excellent results.

ASP Ship Management and MP Safety Management
Successful Return to Work Following Psychological Injury

About ASP Ship Management and MP Safety Management
ASP Ship Management (ASP) is a third party ship manager that operates one of the most technically diverse fleets in the world for a wide range of clients. MP Safety Management is an accredited rehabilitation provider with Workcover NSW, Worksafe Victoria and Comcare. It has extensive experience in providing rehabilitation services to the shipping industry.

Problem and/or challenge
Living in the workplace for extended periods of time with the same people and away from the familiarity and support of home, family and friends, can be challenging for seafarers. A seafarer needs to be both physically and psychologically fit to go away to sea. It is a demanding environment and if not managed well can have significant consequences for the overall health of the seafarer and impact significantly on all those onboard. Providing treatment given their workplaces poses additional challenges. In 2008 an ASP employee onboard one of their vessels suffered a psychotic episode.

Approach
ASP notified MP Safety Management of the incident on the date of injury. MP Safety Management assisted in the safe and timely repatriation of the seafarer to their home port, facilitating medical intervention both prior to travelling and on his return home. Quickly identifying psychological injury is a must for all workers. Early referral to rehabilitation in this seafarer’s case ensured he received appropriate medical treatment, support and that a good relationship developed between him, his family and medical providers.

Case conferencing identified the original strategy of counselling/medication alone was not improving the seafarer’s condition. The decision to hospitalise him resulted in a significant turnaround. This was paramount in improving the seafarer’s condition so a return to work at sea could be considered.

Outcome
The seafarer successfully returned to work after several stages of rehabilitation, including visiting and staying overnight while alongside the vessel and sailing as a supernumerary on a reduced swing time. The seafarer passed an AMSA medical in March 2010 and returned to all normal duties with ASP. They have since maintained a durable return to work with no ongoing issues. MP Safety Management has provided rehabilitation to six seafarers with psychological injury over the last two years—two programs remain ongoing and four have successfully returned to their pre-injury duties.
Farstad Shipping (Indian Pacific)  
Rehabilitation of an Integrated Rating

About Farstad Shipping

Farstad Shipping (Indian Pacific) operates 26 of the Farstad Shipping ASA Group’s 57 high capacity offshore support vessels in Australian, New Zealand and South East Asian waters.

Problem and/or challenge

An Integrated Rating (IR) suffered an injury while working onboard the fleet in 2006. Initially diagnosed as back pain and treated by a physiotherapist, he returned to work after 3 months. However, when returning to the vessel, he experienced a recurrence of symptoms. In the following months, in collaboration with Konekt Australia, it was recommended that the return to work process should include a re-training program so he could be re-employed into the industry as a mentor. The two major challenges were to help the IR find a suitable alternative position onshore where the maritime industry could still benefit from his vast experience, and ensure his morale was kept up while undergoing rehabilitation.

Approach

Farstad developed career ideas which included non-seafarer options which could help him return to work. As the employee was in favor of seeking shore-based employment due to his condition, Farstad sponsored him to undertake vocational training which would allow him to develop his skills further. Farstad, working through Konekt, kept in constant communication with the IR throughout the process until he completed the requirements to enable him to work ashore. The rehabilitation process was unique, in that he was not returning to the same position, or to the same organisation. Farstad understood that although he was not fit to work onboard, he could still make a positive contribution to the industry as a lecturer.

Outcome

The employee now has full-time work as a lecturer in maritime studies. Although he needs regular treatment to maintain his back, he is recognised by the industry as an excellent lecturer and mentor for young people who wish to make a career at sea. The employee has given positive feedback about the outcome of his situation. He has reported that he values the support he received from Farstad and Konekt.
Problem and/or challenge

In March 2009 an Integrated Rating (IR) sustained fractures to his right ankle in six places after he fell from a platform that was knocked by a slung pipe. The recovery and return to work of the injured seafarer was complicated by the fact that the seafarer lived in Singapore, the company health management team was in Perth and insurer was in Sydney.

Approach

In August 2009, Go Offshore contracted RWS to help with the ongoing development, implementation and continual improvement of health and workers’ compensation management. This example of return to work management demonstrates that regardless of where a person is located, return to work options can occur efficiently as long as major stakeholders are all kept informed and are regularly communicating to ensure an optimal outcome is achieved. Once the IR’s condition had stabilised following treatment, a gradual return to work program was established. The use of supernumerary swings also proved an effective approach to this case.

Outcome

The injured seafarer displayed a positive attitude and was highly motivated to return to work. The employee’s incapacity and time off work were reduced by an ability to undertake alternative duties and a supernumerary swing offshore. The injured seafarer has achieved a full return to work.
Problem and/or challenge

Returning injured seafarers to work on a restricted duties capacity is complex and a challenge for the industry. Given the physical nature of the work combined with remote locations, it is common that injured seafarers need to be at least 90% recovered before the employer will allow them to return to work. This extends the employee’s length of time off work and limits recovery.

Approach

In March 2006, OMS contracted RWS to help develop, implement and improve its injury management and workers’ compensation management system. A team-based approach to injury management was adopted that involved key stakeholders—OMS, employee, treating doctor, treating specialist and allied health providers. This one case involved moving an injured seafarer who had been assessed as medically fit for restricted duties into an onshore role as Site Supervisor. The skills, knowledge and experience of the injured seafarer were used onshore and was able to make a useful and productive contribution to OMS and the industry.

Outcome

The key outcome in this case was the retention of valuable knowledge within the industry as well as the internal redeployment of an injured Integrated Rating to a fulfilling role that keeps him within the industry. The employee was very satisfied with his rehabilitation and return to work program.

Problem and/or challenge

In May 2008, an Engineering Officer sustained an L5/S1 disc protrusion that caused referred sciatic pain, while onboard a P&O Maritime Services vessel. He was evacuated and underwent surgery the next month. To get back to work, he had to not only satisfy AMSA Certificate of Medical Fitness requirements, but also the more stringent requirements of the Antarctic Division. An additional challenge in this case was the availability of meaningful alternative/modified duties that would help prepare him for his pre-injury position.
Approach

P&O Maritime Services has a policy that supports early intervention and return to work as soon as practicable. The first step was an assessment to determine the employee’s skills and qualifications and whether meaningful shore based duties could be made available. Secondly, P&O Maritime Services arranged for the employee to undertake professional development courses that would benefit the employee and the company as capacity for work increased.

Outcome

Following an extensive rehabilitation and return to work plan that incorporated functional conditioning through exercise, and participation in a gradual return to work plan in line with medical restrictions, the Engineering Officer returned to his pre-injury duties approximately 12 months post surgery. Approximately $160,000 has been incurred on his claim for workers’ compensation. While not an insignificant amount, it could have been substantially higher had effective early intervention strategies not been adopted.

Since the implementation of its Injury and Claims Management Guideline and Internal Operating Procedures in 2008, P&O Maritime Services has reduced its workers’ compensation insurance premium by approximately $60,000, while at the same time reducing its claim excess deductible limit by $50,000.

P&O Maritime Services
Occupational Rehabilitation of an Integrated Rating

About P&O Maritime Services

P&O Maritime Services is a diversified specialist shipping and marine logistics solution provider. The organisation has extensive experience in the provision of niche shipping solutions to governments for Antarctic research and resupply, marine science and research, border and fisheries protection, defence maritime services and bulk cargo shipping services.

Problem and/or challenge

An Integrated Rating sustained a fracture to the shaft of his left tibia and fibula in May 2009, resulting in his repatriation from Tonga. Following surgery the same month, he participated in a functional rehabilitation program and then a suitable duties return to work plan, with the ultimate aim of helping him resume his pre-injury duties.

To get back to work, he had to not only satisfy AMSA Certificate of Medical Fitness requirements, but also the more stringent requirements of the Antarctic Division. An additional challenge in his case was the availability of meaningful alternative/modified duties that would help prepare him for his pre-injury position.
**Approach**

P&O Maritime Services has a policy that supports early intervention and return to work as soon as practicable. The first step was an assessment to determine the employee’s skills and qualifications and whether meaningful shore based duties could be made available. Secondly, P&O Maritime Services arranged for the employee to undertake professional development courses that would benefit the employee and the company as capacity for work increased.

**Outcome**

Following an extensive rehabilitation and return to work plan that incorporated functional conditioning through exercise, and participation in a gradual return to work plan in line with medical restrictions, the Integrated Rating has been able to achieve a return to his pre-injury duties. Approximately $76,000 was incurred on his claim for workers’ compensation. While not an insignificant amount, it could have been substantially higher had effective early intervention strategies not been adopted.

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**Tidewater Marine Australia and Reliance Workplace Solutions**

**Rehabilitation and Return to Work Management**

**About Tidewater Marine Australia and Reliance Workplace Solutions**

Tidewater Marine Australia provides marine services for the global offshore energy industry. It places great emphasis on injury prevention and its relatively low rate of injury is a result of its safety systems and team which includes experienced Injury Management Coordinators supplied by Reliance Workplace Solutions. Reliance Workplace Solutions is an organisation that focuses on injury management and prevention, specialising in the offshore and mining industries.

**Problem and/or challenge**

The challenge was to help a 64-year old Integrated Rating return to work after a significant injury. When it was established a return to work offshore was not physically appropriate, other options had to be found. This meant overcoming misconceptions that there are limited work options for older workers, that people with open workers’ compensation claims will not be able to find a job, and that it would be difficult to find something for a worker who had worked offshore for over 24 years.

**Approach**

Working together as a team allowed the process to be expedited, with any problems or barriers addressed immediately and overcome. The close rapport that developed allowed for a transparent process with all issues, including sensitive topics such as income, to be openly discussed. Tidewater was able to establish an integrated injury management system and with management support and commitment, help injured crew achieve
optimal return to work outcomes in a timely manner, even when the return to work goal was deployment into a new position and new industry onshore. Given the system restricts compensation to those 65 and over, it was important to work collectively to achieve an optimal outcome for the worker.

Outcome

In just over a year, the worker was successfully redeployed into a new industry onshore. In this time he underwent extensive surgery, was physically rehabilitated, retrained vocationally and employed. Senior management saw the importance of the injury management system and the importance of working collectively to help injured crew, rather than focusing on a compensation outcome.

Chairperson’s Award

The Chairperson’s Award is conferred by the Seacare Authority for an individual in recognition of a significant contribution to improving the seafarer health and welfare through occupational health and safety, injury management or scheme administration.
2008 Seacare Award winners

**Category 1—Best Workplace Health and Management System**
There was no winner in this category.

**Category 2—Best Solution to an Identified Workplace Health and Safety Issue**
Toll Shipping and Health by Design
*Work Well Live Well* Program

**Category 3—Best Rehabilitation and Return to Work Program**
MP Safety Management and TT Line Company
*Return to Work for Mr Danny Goldfarb*

**Category 4—Individual Contribution to Workplace Health and Safety**
Mr Aaron Schubert
*Teekay Shipping Australia*

2006 Seacare Award winners

**Category 1—Best Workplace Health and Management System**
Teekay Shipping Australia
*Teekay Marine Operations Management System*

**Category 2—Best Solution to an Identified Workplace Health and Safety Issue**
Farstad Shipping (Indian Pacific)
*Anchor Handling Training Video*

**Category 3—Best Rehabilitation and Return to Work Program**
ASP Ship Management and MP Safety Management
*Mr Geoff Donovan*

**Category 4—Individual Contribution to Workplace Health and Safety**
Mr Lee Gravolin
*Teekay Shipping Australia*

Captain John Whitehead
*ASP Ship Management*
Order of proceedings

Welcome by Master of Ceremonies

Opening address by David Sterrett, Chairperson, Seacare Authority

Entrée

Presentation of awards
Category 1—Best Workplace Health and Wellbeing Program
Category 2—Best Workplace Health and Safety Management System

Main meal and entertainment

Presentation of awards
Category 3—Best Solution to an Identified Workplace Health and Safety Issue
Category 4—Best Individual Contribution to Workplace Health and Safety

Dessert

Presentation of awards
Category 5—Best Rehabilitation and Return to Work Program
Chairperson’s Award

Close

Menu

Entrée
Butternut pumpkin ravioli with lemon beurre blanc and mustard fruits
Served alternatively with:
Smoked potato confit with seared scallop and king prawn

Main
Seared chicken breast with crushed chat potatoes and jus gras
Served alternatively with:
Roast beef fillet with horseradish skoralia, wilted watercress and a lemon wedge

Dessert sharing plate
Belgium chocolate mousse with griotine cherry
Lemon meringue pie

Coffee, tea and petit fours
Entertainment and venue

Master of Ceremonies—Shane Jacobson

Shane Jacobson is an Australian actor best known for his portrayal of the “fairdinkum Aussie bloke” Kenny, for which he won the 2006 AFI Award for Best Lead Actor. Shane began his comedy career with regular theatre restaurant, stand-up and MC gigs. In the corporate world, he is known for his quick quip and ability to characterise and impersonate business icons and luminaries. Shane’s recent work includes the movie Charlie and Boots and hosting of Top Gear Australia.

String Diva

String Diva showcases the talents of three stunning and talented, conservatorium trained musicians, Rosemerry Davidson, Nan Heo and Stephanie Livanes. With clever world-class musical arrangements, String Diva proudly stamps its unique style on both the gracefully choreographed music it plays and the way audiences are entertained around the globe. Beauty, talent and grace combined in pure entertainment!

Dukes of Debonaire

Swingin’ jazz trio, the Dukes of Debonaire, have a passion for jazz music from the 1920s to the 1960s. They play some of the greatest jazz standards of the 20th century in their impressive set list including Louis Armstrong, Frank Sinatra, Glenn Miller and Ella Fitzgerald, just to name a few. Like all good jazz musicians they like to vary their repertoire playing anything from real swingers to cool and breezy bossa nova beats.

Venue

The MAIA room is part of the newly restored Shed 14 on Central Pier, which has been transformed from its industrial origins into a modern event space. Central Pier is a new cultural, community, entertainment and events hub in the Docklands precinct in Melbourne.
For further information about the 2010 Seacare Awards please contact:

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