



City of Ryde

Lifestyle and opportunity

@ your doorstep

A horizontal bar composed of 20 vertical stripes of various colors, including shades of pink, purple, blue, green, yellow, orange, and red.

# Good Work Design by using the PErforM Program - *City of Ryde Experience*

# Changes Made using PErforM

**With Assistance from SafeWork NSW Ergonomics Team we have:**

- Consistent, simple risk management system for Hazardous Manual Tasks (HMT)
- Trained Worker Facilitators and Safety Team in PErforM during pilot program to enable workers to participate in the risk process
- Developed Discomfort Survey through City of Gold Coast experience
- Simple form for workers' feedback on how changes affect them
- Shared information with councils and Industry Reference Groups

# Changes Made using PErforM

**With Assistance from SafeWork NSW Ergonomics Team we have:**

- Made at least 15 higher level control changes since January 2016
- Less reliance on manual handling training and team lifts; more reliance on training / instruction for workers on use of plant
- Improved productivity with changes made from PErforM
- PErforM Work Group to discuss HMT and possible solutions
- Created greater awareness among our management and workers on using higher level controls for HMT
- Practical, effective *design changes to improve our HMT risks*

# Good Work Design – Example 1

**BEFORE**



**AFTER**



**Risk:** Frequent team lift up to un/load plant 70kgs with force on upper body, stretching arms and on back to lower/raise . **Solution:** Hoists on utes.

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# Good Work Design – Example 2

**BEFORE**



**AFTER**



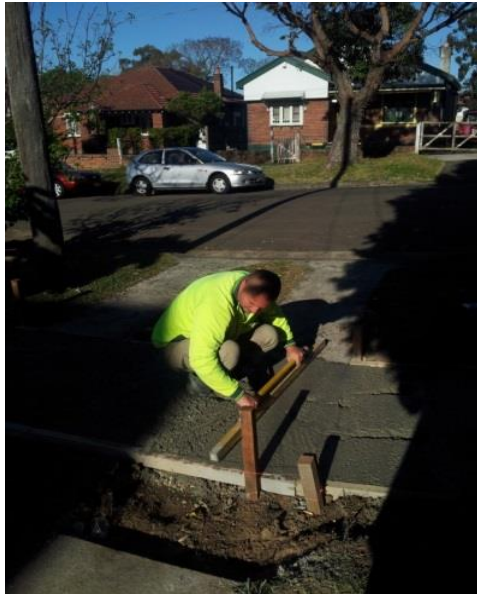
**Risk:** Un/Rolling cricket mats on cricket pitches with forward bending and force on hands, arms, shoulders/back. **Solution:** Tractor with forklift tines.

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# Good Work Design – Example 3

**BEFORE**



**AFTER**



**Risk:** Manual concrete screed with frequent crouching, stretching and twisting. **Solution:** Mechanical concrete screed.

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# Good Work Design – Example 4

**BEFORE**



**AFTER**

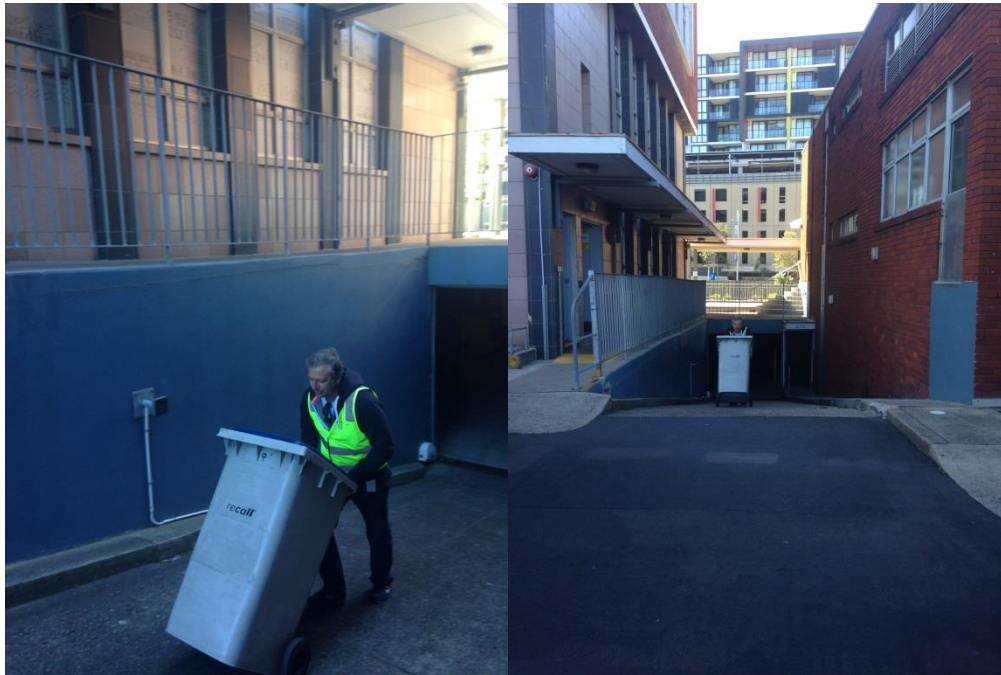


**Risk:** Spud bar to crimp sign pole with jarring and twisting through upper body. **Solution:** Crimp poles during manufacture.

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# Good Work Design – Example 5

**BEFORE**



**AFTER**



**Risk:** Pushing laden bins up steep driveway, with force on upper body and legs. **Solution:** Enclosure on flat ground to wheel bins short distance.

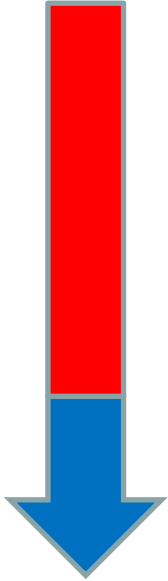
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# Good Work Design using PErforM – MSD Claims Experience

## Workers Compensation

Year	Net Incurred	Days Lost
2010-11	\$ 267,800.38	2470.95
2011-12	\$ 156,668.19	27.83
2012-13	\$ 168,320.09	53.18
2013-14	\$ 236,967.65	281.71
2014-15	\$ 112,321.37	133.42
2015-16	\$ 65,013.00	76.26
2016-17	\$ 38,557.00	52.41



**Year 2015-16: PErforM Pilot Implemented**

# Good Work Design using PErforM - Summary

- Aim – prevention of musculoskeletal injuries
- City of Ryde has achieved some practical, but very important changes to work design
- Engages and empowers workers in finding solutions and consultation
- Improved job satisfaction and a safer workplace
- Extended the program to other areas over September 2017
- Management and all Leadership Team support the program
- Officers' positive duty of Due Diligence under WHS Act have increased compliance
- Reduced MSD claims, being part of SafeWork NSW Roadmap 2022

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# Good Work Design using PErforM -

Thank You!

# Good Work Design using PErforM -

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