



# Rostering, Shiftwork & Fatigue Management 2008

**BOOK EARLY FOR BEST RATES**

12<sup>th</sup> – 14<sup>th</sup> May 2008 \* Stamford Plaza, Brisbane  
19<sup>th</sup> – 21<sup>st</sup> May 2008 \* Novotel Langley, Perth

**8 CASE STUDIES BY:**  
*Industrea Limited • SafeDrive International • Queensland Health • Shiftwork Solutions  
QEI Hospital Queensland • Cultural Transitions • ISA Group • Carepoint Education & Training*

## NETWORK WITH INDUSTRY PROFESSIONALS

### BRISBANE

- **Stewart Bell**, Executive Director Safety & Health, Department of Mines and Energy Queensland
- **Greg Dalliston**, Industry, Health & Safety, CFMEU
- **Gregory Roach**, Senior Research Fellow, Sleep Research Centre, University of South Australia
- **Daniel Bongers**, Project Manager, Corporate Research Centre for Mining
- **Chris Doran**, Chief Technology Officer, Industrea Limited
- **Leonie Elphinstone**, Psychologist & Cultural Diversity Trainer, Cultural Transitions
- **Matthew Neale**, Senior Organisational Psychologist & National Consulting Manager, Onetest
- **Kathryn Watson**, Senior Health Promotion Officer, Queensland Health
- **Bilal Rauf**, Senior Associate, Blake Dawson Waldron
- **Brett Elgar**, Senior Associate, Blake Dawson Waldron
- **Bob Hughes**, Roster Consultant, Shiftwork Solutions
- **Shauna Paine**, Nurse Unit Manager – Surgical Ward, QEII Hospital Queensland
- **Chris Parker**, Health & Wellbeing Advisor, Golding
- **Ashley McKinnon**, Director Resources Energy – Australia, Hudson
- **Sheree McKenzie**, Health & Wellness Services Manager, Wesley Corporate Health

### PERTH

- **John Taya**, Executive Director Organisational Development, Main Roads WA
- **Greg Dalliston**, Industry, Health & Safety, CFMEU
- **Gregory Roach**, Senior Research Fellow, Sleep Research Centre, University of South Australia
- **Daniel Bongers**, Project Manager, Corporate Research Centre for Mining
- **Wayne Fee**, Business Development Manager, SafeDrive International
- **Marie-Claire Foley**, Special Counsel, Blake Dawson Waldron
- **Bob Hughes**, Roster Consultant, Shiftwork Solutions
- **Steve Allsop**, Director National Drug Research, Curtin University
- **Ashley McKinnon**, Director Resources Energy – Australia, Hudson
- **Brett Merrey**, Director, ISA Group Pty Ltd
- **Margaret Weaver**, Education and Training Manager, Carepoint Education and Training

## **PLUS DON'T MISS THE 2 ESSENTIAL HALF DAY WORKSHOPS:**

### WORKSHOP A

**Dealing with implementing non-invasive solutions to combat drug and alcohol use**

Led by:  
**Chris Parker**, Health & Wellbeing Advisor, Golding (Brisbane & Perth)

### WORKSHOP B

**Measuring and counter-measuring fatigue**

Led by:  
**Daniel Bongers**, Project Manager, Corporate Research Centre for Mining (Brisbane & Perth)

Endorsed by:



*"The Australasian Sleep Association supports initiatives, such as this conference, that increase awareness of the importance of healthy sleep for workplace safety and productivity" For more information please visit [www.sleep.org.au](http://www.sleep.org.au)*

Researched by:



# Rostering, Shiftwork & Fatigue

## DAY ONE

12<sup>th</sup> May 2008 BRISBANE

19<sup>th</sup> May 2008 PERTH

- 8:30 Registration
- 9:00 Opening remarks from the Chair

### FATIGUE

#### 9:10 BRISBANE **Assessing fatigue management through a regulatory perspective**

- Examining the Queensland Mining Legislation
- Analysing regulator interfaces with a look at the Mining/Transport and Police workforce
- Outlining fatigue management guidelines
- Understanding the importance of fatigue control

**Stewart Bell**, Executive Director Safety & Health, Department of Mines and Energy Queensland

#### 9:10 PERTH **Assessing fatigue management by drawing on comparisons between the roads and mining industries compliance culture**

- Evaluating fatigue management guidelines in WA with a look at legislative and regulatory frameworks
- Implement strategies to minimise risk through compliance
- Addressing the adequacy of the present regulatory structure in relation to fatigue management
- Achieving a work life balance without a compromise of operations
- What is the way forward?

**John Taya**, Executive Director Organisational Development, Main Roads WA

#### 9:50 **Measuring fatigue in real time with the latest brain wave technology**

- Assessing the causes of fatigue and how to measure it
- Evaluating the accuracy of a fatigue assessment how what to do with the results
- Contrasting the impact of day and night shifts on worker fatigue
- Managing fatigue and monotonous work by introducing flexible break time
- Reviewing the latest brain wave technology to learn how to measure fatigue in real time

**Daniel Bongers**, Project Manager, Corporate Research Centre for Mining (Brisbane & Perth)

10:30 Morning Tea

#### 11:00 **Discussing best practice fatigue management strategies**

Panelists:  
**Stewart Bell**, Executive Director Safety & Health, Department of Mines and Energy Queensland

**John Taya**, Executive Director Organisational Development, Main Roads WA

**Daniel Bongers**, Project Manager, Corporate Research Centre for Mining

**Chris Doran**, Chief Technology Officer, Industrea Limited

**Wayne Fee**, Business Development Manager, SafeDrive International

12:00 Luncheon

#### 1:00 **Evaluating Driver Safety Management Systems**

- What is a Driver Safety Management System?
- Evaluating system performance with a look at functionality
- Maximising performance with a implementation analysis
- Achieving & sustaining results

**Chris Doran**, Chief Technology Officer, Industrea Limited (Brisbane)

**Wayne Fee**, Business Development Manager, SafeDrive International (Perth)

#### 1:40 BRISBANE **Understanding the impact of skills shortages on fatigue in relation to employees recruited internationally and an increasingly diverse workforce**

- Communication issues in a diverse work group
- Assessing the impact of English as a Second Language (ESL) on fatigue and attention
- Out of the comfort zone: What does ESL make it harder to do?
- What are the challenges for new international partners & families associated with shifts/fatigue?
- Engaging whole communities to combat isolation for newcomers & their families

**Leonie Elphinstone**, Psychologist & Cultural Diversity Trainer, Cultural Transitions

#### 1:40 PERTH **"Thinking outside the square" for the development of successful strategic recruitment plans for skills & labour shortages.**

- Assessing offshore recruitment solutions
- Sourcing and partnering for success
- Implementing work ready programmes with cultural awareness - onshore & offshore
- Integration your workforce with on-site mentoring

**Brett Merrey**, Director, ISA Group

2:20 Afternoon Tea

#### 2:50 **Reducing workplace injury/accident claims using pre-employment screening**

- How pre-employment screening aids in the reduction of accidents and injury long term
- Recognising traits which will lead to OH&S concerns
- Highlighting the value in real terms

**Matthew Neale**, Senior Organisational Psychologist & National Consulting Manager, Onetest (Brisbane)

#### 3:30 **Linking community health promotion strategies with the mining workplace for better health outcomes**

- Evaluating the success of Queensland Health's Be More Active - Moranbah initiative
- Reducing the burden of preventable ill health and injury
- Developing an innovative and sustainable approach to promoting physical activity
- Linking workplace strategies to the greater community for continued awareness

**Kathryn Watson**, Senior Health Promotion Officer, Queensland Health (Brisbane)

Speaker to be advised (Perth)

#### 4:10 **Evaluating the legal cost of not managing fatigue**

- Knowing the associated legal risk of non-compliance with fitness for work legislation
- Managing risk through adequate documentation of safety procedures
- Communicating with employees to create awareness and compliance
- What are some of the challenges with the current legislation and frameworks in relation to fatigue management?

**Bilal Rauf**, Senior Associate, Blake Dawson Waldron (Brisbane)

**Brett Elgar**, Senior Associate, Blake Dawson Waldron (Brisbane)

**Marie-Claire Foley**, Special Counsel, Blake Dawson Waldron (Perth)

4:40 Closing remarks from the Chair

4:50 Close of Day One



## DAY TWO

13<sup>th</sup> May 2008 BRISBANE

20<sup>th</sup> May 2008 PERTH

9:00 Opening remarks from the Chair

### ROSTERING & SHIFTWORK

#### 9:10 **Analysing current rostering conditions and employment agreements**

- Implementing safety and health initiatives
  - Evaluating if there is a need to change current rostering and shiftwork practices
  - Outlining the role of unions in implementing and managing change
- Greg Dalliston**, Industry, Health & Safety, CFMEU (Brisbane & Perth)

#### 9:50 **Addressing the physiology of sleep and fatigue through a look at shiftwork and it's effects on the body's circadian rhythms**

- Exploring sleep cycles and the impact of shift work
- Evaluating the impact of fatigue on productivity during prolonged shiftwork
- Understanding the individual and organisational role in fatigue management
- Maximising productivity with effective fatigue management strategies
- Assessing the adequacy of on-site sleep accommodation conducive to a reduction of sleep debt

**Gregory Roach**, Senior Research Fellow, Sleep Research Centre, University of South Australia (Brisbane & Perth)

KEYNOTE ADDRESS

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CASE STUDY

PANEL DISCUSSION

CASE STUDY

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KEYNOTE ADDRESS

# Eureka Management 2008

12<sup>th</sup> - 14<sup>th</sup> May 2008  
\* Stamford Plaza, Brisbane

19<sup>th</sup> - 21<sup>st</sup> May 2008  
\* Novotel Langley, Perth

10:30 Morning Tea

11:00 **Discussing best practice roster design**

PANEL DISCUSSION

**Greg Dalliston,**  
*Industry, Health & Safety, CFMEU*  
**(Brisbane & Perth)**

**Gregory Roach,**  
*Senior Research Fellow, Sleep Research Centre,*

**University of South Australia**  
**(Brisbane & Perth)**

**Bob Hughes,** *Roster Consultant,*  
**Shiftwork Solutions**  
**(Brisbane & Perth)**

**Shauna Paine,**  
*Nurse Unit Manager – Surgical Ward,*  
**QEII Hospital Queensland**  
**(Brisbane)**

12:00

CASE STUDY

**Getting the roster right – solutions and experiences developed for today's mining needs**

- Understanding competing business, employee and health/safety needs for both residential and long distance commute sites
- Understanding the relationships between roster design and fatigue
- Which rosters are best suited for improving employee attraction and retention
- Feedback from mining employees and contractors regarding hours of work, sleep and time off
- Prescriptive fatigue policies and their impacts on roster design

**Bob Hughes,** *Roster Consultant,*  
**Shiftwork Solutions**  
**(Brisbane & Perth)**

12:40 Luncheon

1:40 **Cross Industry Perspective: Learning from the healthcare industry**

CASE STUDY

- Identifying common rostering arrangements
- Overcoming skills shortages with effective rosters
- Developing rostering frameworks to improve operations in the healthcare industry
- Contrasting rostering systems in mining and healthcare

**Shauna Paine,** *Nurse Unit Manager – Surgical Ward,*  
**QEII Hospital Queensland (Brisbane)**  
*Speaker to be advised (Perth)*

2:20

**Understanding and responding to drug problems in the workplace**

- Assessing factors that influence drug use and related problems at work
- Identify models of drug use and their implications for intervening in drug problems at work
- Outlining interventions to prevent and respond to drug problems in the worksetting

**Chris Parker,** *Health & Wellbeing Advisor,*  
**Golding (Brisbane)**

**Steve Allsop,** *Director National Drug Research,*  
**Curtin University (Perth)**

3:00 Afternoon Tea

3:30 **Engaging the workforce through vibrant corporate culture**

- Why culture is just as important as remuneration in retaining shiftworkers
- Focusing in corporate culture as a retainment strategy
- Creating managers that are leaders that support your culture
- Harnessing performance management as a cultural and development tool

**Ashley McKinnon,**  
*Director Resources Energy – Australia,*  
**Hudson (Brisbane & Perth)**

4:10

CASE STUDY

**Retaining your ageing workforce with early health interventions to prevent fatigue**

- Creating viable initiatives to address the growing health issue of an ageing workforce
- Managing and preventing injury caused by fatigue and age
- Evaluating corporate strategies to develop sustainable health initiatives

**Sheree McKenzie,** *Health & Wellness Services Manager,*  
**Wesley Corporate Health**  
**(Brisbane)**

**Margaret Weaver,** *Education and Training Manager,*  
**Carepoint Education and Training**  
**(Perth)**

4:50 Concluding remarks from the Chair

5:00 Close of Conference

## POST CONFERENCE WORKSHOP DAY

14<sup>th</sup> May 2008 BRISBANE • 21<sup>st</sup> May 2008 PERTH

### WORKSHOP A

#### Implementing non-invasive solutions to combat drug and alcohol use

##### Benefit In Attending This Workshop

*Golding has employed the role of the Health and Wellbeing Advisor to specifically address Alcohol and Other Drugs (AOD) in the workplace. Their programs have been developed internally utilising philosophies of harm minimisation. Learn from Golding's experience how to identify and evaluate the scope and nature of risk taking behaviour in your work force.*

8:30 Registration

9:00 **Analysing the nature of risk taking behaviour**

- Identifying pressures related to shiftwork
- Identifying company needs in relation to drug and alcohol problems
- Assessing factors that influence drug use and related problems at work
- Maximising performance in an isolated and monotonous environment
- Managing risk through an understanding of pressures related to shiftwork
- Drafting effective incident reports for the industry

10:30 Morning Tea

10:50 **Implementing no-invasive solutions to alcohol and drug use**

- Estimating the level of drug and alcohol use to combat fatigue at work
- Addressing workforce needs with a look at personnel management
- Developing clear guidelines
- Implementing practical solutions to risk taking behaviour
- Managing your relationships to achieve best outcomes
- Benefits, relationships and outcomes

12:30 End of Workshop A

Your Workshop Leader

**Chris Parker,** *Health & Wellbeing Advisor,*  
**Golding (Brisbane & Perth)**

### WORKSHOP B

#### Measuring and counter-measuring fatigue

##### Benefit In Attending This Workshop

*This workshop will assist you in drafting an effective and working fatigue management strategy with a look at the scientific and practical aspect to fatigue assessment and measurement. Learn how to implement the most effective and practical fatigue management strategy.*

1:30 Registration

2:00 **Measuring Fatigue**

- Assessing the causes of fatigue and how to measure it
- Contrasting the positives and negatives of measuring fatigue
- Analysing scientific factors through a look at fatigue in various industries
- Demonstrating the practicality of measuring fatigue in the workplace

3:30 Afternoon Tea

4:00 **Counter-measuring fatigue**

- Dealing with fatigue results once it has been measured
- Analysing practical implications of fatigue measurements
- Contrasting the healthcare, transport and mining industries in relation to fatigue
- Detailing the Human Resources perspective of fatigue management

5:30 End of Workshop B

Your Workshop Leader

**Daniel Bongers,** *Project Manager,*  
**Corporate Research Centre for Mining**  
**(Brisbane & Perth)**

## SPONSORSHIP AND EXHIBITION SOLUTIONS

For further details contact the Sponsorship Manager  
ph: 2 9224 6062 or email: eureka@TonkinCorporation.com

(Lunch is provided for those Delegates attending both Workshops)

# VIP Code

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**Mail:** Tonkin Corporation Pty Limited, Level 12, 70 Pitt Street, SYDNEY NSW 2000 AUSTRALIA

## DATES & VENUES

**BRISBANE • 12<sup>th</sup> – 14<sup>th</sup> May 2008**

Stamford Plaza  
Cnr Edward & Margaret Street, Brisbane QLD 4000  
**Phone:** 61 7 3221 1999  
**Fax:** 61 7 3221 6895

**PERTH • 19<sup>th</sup> – 21<sup>st</sup> May 2008**

Novotel Langley  
221 Adelaide Terrace, Perth WA 6000  
**Phone:** 61 8 9221 1200  
**Fax:** 61 8 9221 1669

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YES, please register me for the above conference.

Today's date   /   /

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## YOUR INVESTMENT (including gst)

## MUST REGISTER AND PAY

	By 14 Mar	By 28 Mar	By 18 Apr	By 9 May	After 9 May
<input type="checkbox"/> Conference + 2 Workshops	3,408.90	3,518.90	3,628.90	3,738.90	3,848.90
<input type="checkbox"/> Conference + 1 Workshop	2,858.90	2,968.90	3,078.90	3,188.90	3,298.90
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<input type="checkbox"/> 2 Workshops	1,428.90	1,428.90	1,428.90	1,428.90	1,428.90
<input type="checkbox"/> 1 Workshop	878.90	878.90	878.90	878.90	878.90

Workshop Selection  A  B

Please indicate which venue you will be attending  Brisbane  Perth

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