

SAFETY



# 2023 NATIONAL AGWA SAFETY AWARD

**Ingrid Pagura**  
Industry Development Coordinator, AGWA

It gives me great pleasure to announce the 2023 AGWA National Safety Award winner is Festival Glass and Glazing (SA) with their Heavy Lifting Solution.

Compliments and congratulations to all our finalists Australian Glass Group, Aussie Aluminium and Glass Co Metro for their entries as well. It is great to see such diverse and innovative ideas.

AGWA is committed to improving the safety culture of our industry and promoting our members' successful applications in the safety space. In this issue we are spotlighting these safety solutions and asked the winner Festival Glass and Glazing a series of questions to delve deeper into their safety solution so that they may inspire some of you to adopt these measures.

We hope the following insights will help you see that making safety part of our everyday culture is not as daunting of a task as it may seem.

If you have any stories on projects that you have implemented to improve safety in your workplace, please contact me on [training@agwa.com.au](mailto:training@agwa.com.au) so that we can highlight yours as well in the Safety page.

## **Winner of 2023 National Safety Award: Festival Glass and Glazing (SA)**

Nicki Reeves, Human Resources Manager

### **What was your entry for the 2023 AGWA Safety Awards?**

Our entry focused on eliminating soft tissue injuries caused by manual lifting of heavy glass, particularly on shopfronts. We commissioned four items of automated and manual

lifting equipment that could be used both in-house and on-site. We then thoroughly trained our staff in the new procedures and implemented these changes into our standard procedures.

### **How did you come up with your safety idea? Did something happen that prompted you to change your safety procedures?**

We'd become concerned by a spate of back strains that our team had been experiencing. In addition to the personal effect on injured staff and their families, these injuries led to loss of productivity due to absences and rehabilitation. Through our incident review processes we identified that the heavy, awkward and repetitive lifting of shopfront panels, often weighing as much as 300 kg each was the main cause. We identified that an investment in portable lifting equipment was required to eliminate manual lifting.

### **Can you please talk us through the steps you undertook to implement the change and the timing? How do you now ensure that this new procedure/change is being followed?**

We reviewed and tested a range of equipment before deciding on models by the manufacturer 'Quattro'. Once on-site, Quattro staff customised a training program for our staff that included factory based 'test' lifting and glazing into frames. We then selected from among our staff, a number of site 'mentors' who took ownership of implementing the new processes on-site with assistance from Quattro staff. While on-site, our staff recorded installations and these videos were reviewed at subsequent toolbox meetings to ensure correct use.



After changing our Standard Operating Procedures for all machines and processes, our site 'mentors' ensure that these processes are being followed and that new staff are fully trained.

**Was your staff engaged from the outset? Please share some examples of how you got them on board.**

To overcome any resistance to change, several toolbox meetings were held in which we highlighted the need to reduce injuries by tabling the KPIs associated with our safety processes. Once all staff had understood the aim of the project and fully accepted the need to 'think and work safer', we set up a working committee of team members in different roles to review options and decide on the solution. The entire team's involvement and input from the initial stages through to implementation was vital for ensuring success.

**Have you seen a change since implementing your safety idea? Productivity? Safety culture? Other?**

The positive benefits have been huge. We have experienced a complete elimination of soft tissue injuries since our safety solution was implemented. In addition, the effect on productivity has far outweighed our expectations. Installations that previously required a 10 person 'lift' can now be fully installed by 4 people in considerably less time. We have also seen a large reduction in expensive reworks from glass breakage during installation. Overall, the benefits have far outweighed the costs of implementation.

**What advice would you give your colleagues in the industry about making changes to the safety culture in their own workplaces?**

Involve your team in the process. Discuss your reasons and the desired outcomes and give staff a voice and a role in the process. You need your staff to 'buy in' to the solution to ensure its success. And don't be afraid to invest capital into safety because you may find, like we did, that the benefits far outweigh the cost.



**Finalist in 2023 AGWA Safety Award: Aussie Aluminium (SA)**

Tiffany Perin, Director

Aussie Aluminium has a partnership with the University of SA to host final-year Physiotherapy students. Students complete a 5-week placement at our factory as part of their Work Health and Safety module. The report findings are presented to use in our strategic planning for continuous improvement and implemented in our workplace. We hold a morning tea on the first morning the students are on placement so the staff can get to know who they are and what the project topic is for their time at the work placement. This is a great way to get them involved.

Successful projects have included ergonomic assessments of our administrative offices and our factory floor, job dictionaries for the main tasks performed in our factory, and workflow assessments for manual handling as well as industry-designed templates for pre-employment physical capability assessment, which we use when employing staff or reviewing staff fit for work. Students have also designed an industry-specific manual handling training package for our workshop that we will use as part of our staff training.

**Finalist in 2023 AGWA Safety Award: Australian Glass Group (NSW)**

Vic Moen, General Manager NSW

The AGG entry was No Injury November 2022. It was an initiative to provide extra focus on safety during the busiest time of year. About 40% of staff had only been with us for less than 11 months and many being new to our industry. Bringing a safety into focus during our busiest time of the year would help highlight the everyday necessity of doing things in a safe way even if you are busy.

**The activities we used to implement this included, among other things:**

- Weekly toolbox meetings with all shifts and despatch
- Weekly engagement activities:
  1. Find a Hazard picture (with over 40 hazards to find)
  2. Exclusion zone training and assessment for all staff
  3. 'Guess who' activity page with 18 celebrities dressed in High Vis
  4. Hazard identification activity with all staff submitting a hazard in their area
  5. Safety word jumble
- Prizes, awards and certificates handed out each week to members of each shift
- Final event – Guest speaker, Australian Paralympian Nigel Smith addressing all staff. His world changed at 25 years old when he lost his leg in a workplace accident.

'No Injury November' will become part of our annual calendar of events as we achieved record production volumes and sales during the month.