



WHS Matters...

**Because it does
actually matter...!**

*We are big enough to know...
And small enough to care...*



Being unaware does not
reduce your legal obligations....
But being unaware can be very costly!

In a court of law, ignorance is not
a defence when legal obligations are not met!

PENALTIES AT A GLANCE - PREVENTION IS BETTER THAN CURE

~ It's a lot cheaper and much less stressful too ~

There are 3 categories of criminal offence penalties, as per the Work Health and Safety (WHS) Act SA, which apply for breaches of work health and safety duties

TYPE OF OFFENSE	MAXIMUM PENALTY FOR CORPORATION	MAXIMUM PENALTY FOR OFFICERS	MAXIMUM PENALTY FOR WORKERS
Category - 1 Breach of a health and safety duty involving recklessness as to the risk of death or serious injury or illness without reasonable excuse	\$3,000,000	\$600,000 or 5 years' imprisonment	\$300,000 or 5 years' imprisonment
Category - 2 Breach of a health and safety duty which expose an individual to death or serious injury or illness (without recklessness)	1,500,000	\$300,000	\$150,000
Category - 3 Other breaches of health and safety duties	\$500,000	\$100,000	\$50,000

Did you know that there are hundreds of laws that govern how you should do business?



As a business owner, there are legal requirements that you must comply with

WHS obligations for businesses

As a business owner you have legal responsibilities to implement health and safety practices in your workplace.

You need to ensure that your business doesn't create health and safety problems for your employees, contractors, volunteers, visitors, customers or the public.

Knowing and understanding WHS laws and how they apply to business will help you avoid unnecessary costs and damage to your business caused by workplace injury and illness.





At WHS Matters, we conduct onsite inspections and assessments of your current WHS systems...

And then provide you with a detailed report, so that you can be better informed in making a sound decision on the issues and possible non-compliances you may be facing.

Some of the things we can look at and assist with:

- > WHS Management systems
- > WHS / OHS awareness training
- > Gap analysis / Site inspections
- > Return to Work Coordinator assistance
 - Safe and timely return to work of injured workers
- > Reviewing and / or creating company policies and procedures
- > Safe Operating Procedures tailored to your business
- > Hazard identification / Risk management
- > Training / licensing requirements
- > Records and record keeping
- > Database creation and monitoring as required
- > Ongoing support
- > Plus much more...

Benefits of WHS in your business

Creating a safe work environment is not only a legal requirement, it is also critical to the long-term success of your business



About Cheryl:

Over 15 years ago, I was elected as Health and Safety Rep for my workgroup, and I soon realised it was a field I was very passionate about, and so followed a career that has greatly increased my knowledge in OHS / WHS.

Since then, I have never looked back and decided in 2013 to start my consulting business so I could assist others in understanding their legal obligations and what is required when it comes to OHS / WHS.

My experience ranges from working with small local companies to large interstate businesses.

As part of this progression, I broadened my knowledge with roles such as Return to Work Coordinator, Drug and Alcohol testing and Chief Emergency warden etc., plus receiving Training and Assessment certification.

About Work Health & Safety Matters:

We understand the many different challenges that businesses can face and as such, we pride ourselves on providing affordable, practical and user-friendly solutions.

The main focus is to assist companies to meet their Work Health and Safety legal obligations. We do this by listening to your concerns, then by consulting and working with you to implement relevant and tailored processes that will enhance and improve your company and not just add more paperwork. When everything is in order, it also keeps you and your business safe.

- **WHS Diploma**
- **Return to Work Coordinator**
- **Cert IV TAE (training and assessment)**
- **Management systems auditing**
- **Drug and Alcohol testing**



REAL STORIES - REAL CONSEQUENCES

Did you know that there have been many cases where companies have been fined for non-compliance issues...

A very small snapshot and some examples of these are noted below, and they demonstrate the need for real and sustained improvements in workplace safety practices.

And dependant on the type of breach, non-compliance penalties can range up to:

- **\$300,000 or 5 years imprisonment (or both) for an individual,**
- **\$600,000 or 5 years imprisonment (or both) for an individual as a *PCBU or as an Officer of a PCBU, and (*person conducting a business or undertaking)**
- **\$3M for corporations.**

These issues can be for such things as failing to:

- > provide and maintain a safe system of work
- > provide and maintain plant in a safe condition
- > provide such information, instruction and training as was reasonably necessary to ensure the employees' safety

- > comply, so far as was reasonably practicable, with its health and safety duty to its employee, thereby exposing the employee to a risk of serious injury
- > ensure, so far as was reasonably practicable, the safety of its employees
- > ensure so far as was reasonably practicable that it provided and maintained a safe system of work for the performance of the task in that it failed to provide and maintain a written safe work procedure for the task.
- > ensure so far as was reasonably practicable that it provided such information instruction, supervision and training as was necessary to protect the worker from injury and risk to health.
- > ensure so far as was reasonably practicable that work areas were clear of hazards whilst people were required to work in those areas
- > provide and maintain a safe work procedure
- > provide workers performing tasks with adequate information, instruction, training, or supervision necessary, so far as was reasonably practicable
- > ensure the plant was guarded by a physical barrier which was interlocked to prevent access when it was operational
- > take safety precautions

CLIENT FEEDBACK



Australian Paving Centre (APC) is a franchised network of 15 stores extending over South Australia & Victoria.

At APC, we value good advice & an expert's opinion when it comes to Occupational Health & Safety Matters.

We also appreciate proactive and reliable service in such a very important part of our business. Work Health & Safety Matters and Cheryl Shepherd provide the APC network of stores with all of these important factors, which help our APC business operate in a safe and healthy environment

and gives us piece of mind, in our day to day OH & S operations.

Cheryl Shepherd is an excellent choice for any small, medium or large sized business, looking for friendly, knowledgeable service and value for money.

Damian Hone

Managing Director
Australian Paving Centre (APC)



Work Health & Safety Matters has provided us with valuable support as our business was expanding, which has enabled us to concentrate on what was needed elsewhere while knowing we were continuing to address our WHS legal obligations.

They were very flexible to our timelines and understood our specific internal requirements.

Work Health & Safety Matters have shown their professionalism by being prompt, efficient and having an understanding of what was really needed.

I would not hesitate in recommending using the expertise of WHS Matters if you are after someone who listens and then proactively works with you to get the best possible outcomes.

Narelle Hardingham - People and Safety Manager



"Cheryl was really efficient and fairly priced, she was a great help getting all my WHS documentation in order. I will definitely be using her again down the track when the need arises. Highly recommended."

Joe Kupke - Director



I asked Cheryl to support our work in establishing our teams in South Australia when we were awarded a new contract.

She was very responsive, easy to work with and was able to turn the work around in a short timeframe with short notice.

Even more the quality of the work was excellent and her ability to understand our businesses with little support made not only my job easier, but was incredibly impressive.

Catherine Viney

Disability Services Manager

Family and Community Services, Tasmania - Southern Region



"Cheryl has been engaged to assist with the development and review of Standard Operating Procedures at our processing site at Parramatta Creek. Cheryl has worked autonomously on this project, providing an efficient service to a high standard.

Cheryl's communication and consultation has been of an exceptional standard and she has engaged with our operators as well as management, to achieve an exceptional result.

We would definitely recommend Cheryl's approach and her professionalism." Frances Bender Executive Director Huon Aquaculture Group Ltd.

Frances Bender

Executive Director

Huon Aquaculture Group Limited



As a growing business it is very hard to follow and implement all the changes that are required.

We have multiple locations and applications from Café Restaurant, administration, primary production, Manufacturing, distribution and sales.

WHS Matters were able to come in and assess the risks and take a holistic approach to the entire business Then met with management to create an affordable plan that would not cause ongoing productivity delays Yet would cover what was really needed.

I would highly recommend WHS Matters to anyone who is serious about safety they are there to get the job done Not just to be another unaffordable business expense.

Jonathan Attard

Managing Director

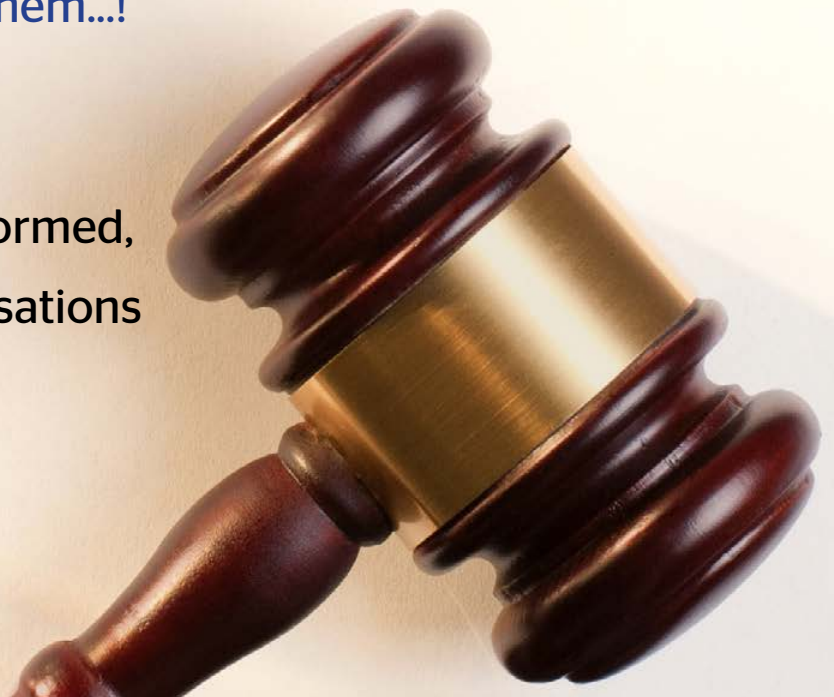
Solar Eggs Pty Ltd

HOW TO TAKE ACTION

For just \$695 + GST, WHS Matters will conduct a comprehensive assessment of your current processes....

Then we will supply a detailed report and educate you on the potential risks and what you can do about them...!

So that you can be better informed, and in control of your organisations legal compliance...







Cheryl Shepherd Director / Senior Consultant

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