



RACP
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Australasian Faculty of
Occupational and Environmental Medicine

AFOEM

ANNUAL TRAINING MEETING HANDBOOK 2018

FRIDAY, 11 MAY to SUNDAY, 13 MAY 2018

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WELCOME MESSAGE



Welcome to the 2018 Annual Training Meeting (ATM) and to Sydney. The aim of the ATM is to provide an interactive and engaging program, covering the key Domains of learning in the training curriculum.

The ATM will again incorporate the worksite visits on the first day to various industrial sites, as well as some of Sydney's iconic landmarks which are also places of work. Over the following two days, you will participate in a range of sessions relevant to your training stage, including the clinical examination and the communication portfolio. In addition, you will also be provided with an overview in occupational hygiene practice, updates in health surveillance and epidemiology, as well as examine a work injury case study.

Mindful of the ever-increasing pace and demands of today's work culture, we have included a session in this year's program on how to maximise work performance and resilience. The session aims to provide you with some useful strategies from the perspectives of an experienced psychologist and a recently admitted new Fellow.

Throughout the ATM, you will get plenty of opportunities to express your views and ask questions of the ATM Organising Committee, representatives of the AFOEM Education, Training and Assessment Committees.

I look forward to you joining me at this year's joint ATM/ AFOEM dinner. The AFOEM Dinner will be held on Sunday at the L'Aqua Restaurant, Cockle Bay Wharf, Darling Park.

On behalf of the ATM Organising Committee, I would like to reiterate our appreciation and gratitude to all the Fellows, trainees, RACP staff and industry representatives who have contributed to another successful ATM.

Dr Armand Casolin
Lead Fellow, ATM Organising Committee and
NSW Training Program Director

ABOUT TRAINING IN THE OCCUPATIONAL AND ENVIRONMENTAL MEDICINE PROGRAM

Training in Occupational and Environmental Medicine (OEM) under the Physician Readiness for Expert Practice (PREP) framework develops the knowledge, skills and behaviours that a specialist Occupational and Environmental Physician (OEP) is required to have in order to practice OEM effectively.

OEM training is a vocational, on-the-job educational program, underpinned by nine key competencies that reflect the clinical, preventive and population-based aspects of OEM and guide the aims, objectives and individual components of the program. The competencies are represented in the training program under the following domain names:

- Clinical practice
- Workplace hazard assessment
- Critical appraisal of information
- Research methods
- Working with leaders
- Professional qualities
- Law and medicine
- Fitness and return to work
- Environmental risks and incidents

Domains are divided into sub-domains, themes and specific learning objectives, the latter numbering 172 in total, with some appearing in more than one stage of the curriculum.

Unlike other RACP training programs which are predominantly hospital-based, OEM training does not involve a series of registrar-level rotations at accredited training sites and is instead nearly always conducted in community settings. As of 2017, all sites at which OEM training is being undertaken must be accredited; Further details can be found regarding this on the [RACP website](#).

Trainees are supported by a regional Training Program Director and receive guidance from Fellows who have agreed to be their educational supervisor.

OEM training is based around three stages – Stage A is a ‘basic’ stage and Stages B and C are ‘advanced’ stages.

- Stage A (minimum 12 months) emphasises clinical skills, critical appraisal skills and professional qualities.
- Stage B (minimum 24 months) includes all the special features that distinguish OEM – fitness and return to work, interacting with organisations, relevant law, and assessment of work-related hazards and environmental risks and incidents.
- Stage C (minimum 6 months) addresses the abilities that distinguish an OEP including high-level communication, policy development, funding and staffing a service, and completion of research.

Assessments mark the end of each stage of learning, however, there are also ‘formative’ assessments to be completed during the stages.

There is no designated minimum period of training in Occupational and Environmental Medicine, but a typical period is four to five years. The periods in brackets (above) represent the likely minimum times spent at each stage, although it is possible to bypass Stage A by meeting specific eligibility requirements.

Trainees have a maximum of 10 years in which to complete all components of the training and assessment and are responsible for their own progress through the competency-based program.

OEM Training Program

Training portals

Training Support Pathway Resources – Occupational and Environmental Resources

CONTRIBUTORS

AFOEM ATM Organising Committee

Dr Armand Casolin, Chair

Dr Prasad Abeydeera

Dr David Heslop

Ms Victoria Patterson, AFOEM Executive Officer

Ms Anne Chang, RACP Events

VENUE DIRECTORY AND GENERAL INFORMATION

Worksite Visits – Friday, 11 May 2018		
7.30am – 8.30am	Registration and welcome	RACP Sydney Education Centre Level 8/52 Phillip Street, Sydney T: (02) 8076 6302 (Reception) T: (02) 8247 6240 (Events)
7.40am – 8am	Bus departure and travel to worksites. Group A. (Please arrive promptly at 7.30 am)	
8.30am – 9.30am	Bus departure and travel to worksites. Groups B,C and D	
9.30am – 4pm	Morning and afternoon worksite visits	
4pm – 5pm	Buses will return and drop passengers off at the following two locations: <ul style="list-style-type: none"> • RACP Sydney Office* • International Convention Centre Sydney* * except Group D returning from the Sydney Opera House	
Clinical Day – Saturday, 12 May 2018		
8.30am – 9am	Registration and welcome	Dialogue Sydney Central Building Lower Ground 477 Pitt Street, Sydney (near Central Station) T: (02) 9213 5701
9am – 5pm	Sessions	
Program – Sunday, 13 May 2017		
8am – 8.15am	Registration and welcome	International Convention Centre Sydney 14 Darling Drive, Sydney T: (02) 9553 4820 (Sane Event Group, RACP Congress secretariat)
8.15am – 3.30pm	Sessions	

AFOEM Dinner

Date: Sunday, 13 May 2018

Times: 6.30pm – 10pm

Venue: L'Aqua

Address: Gold Room, Cockle Bay Wharf, Darling Harbour

T: 1300 117 118
(general enquiries)

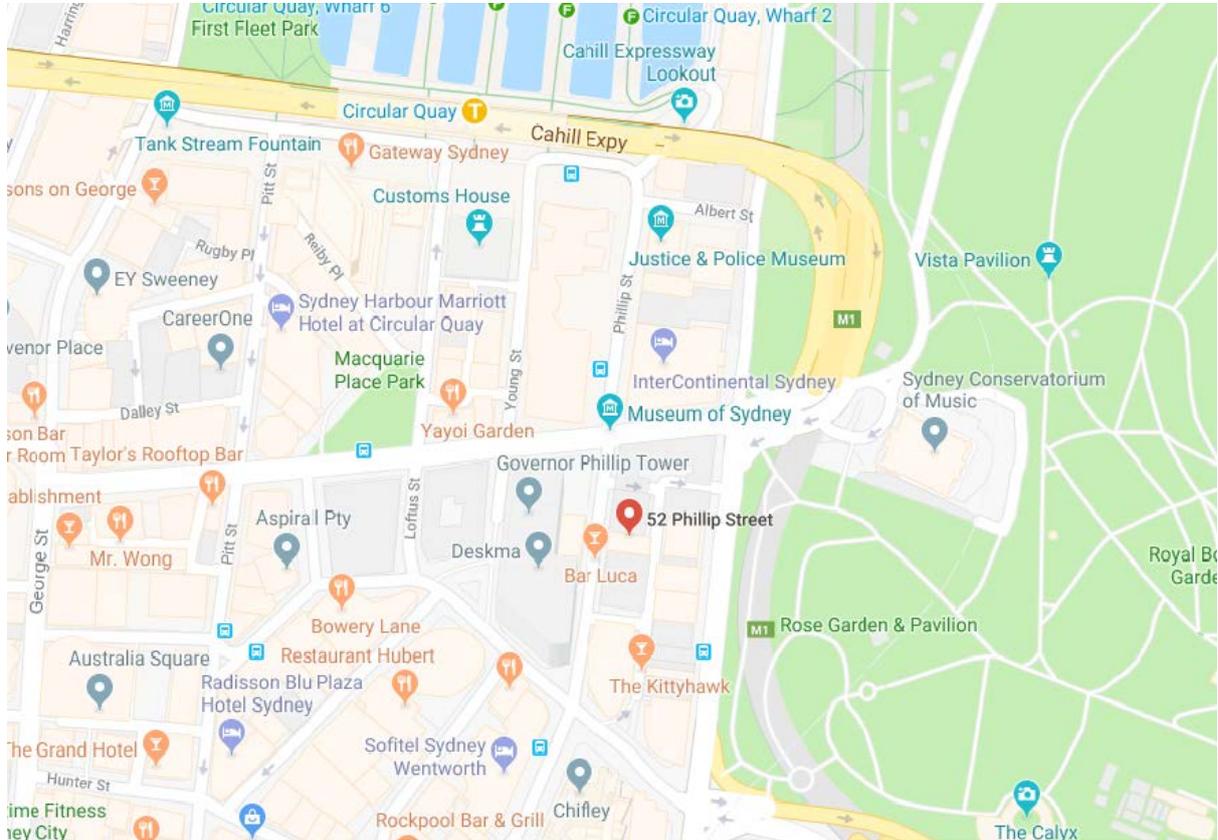
T: (02) 9553 4820*
(Sane Event Group, RACP Congress secretariat)

* To check an existing booking or enquire about a new booking.



RACP SYDNEY

Level 8/52 Phillip Street, Sydney



Internet	WiFi available. By connecting to the RACP Guest WiFi network, you agree to use this complimentary service in accordance with legislative conditions and to refrain from accessing malicious, fraudulent, and/or offensive material. To connect: Select the network RACP-Guest from your device. Enter password RACPGuest1609 (case sensitive).
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ATM facility	Nearest ATM and bank is the ANZ Chifley Square, located at 1 Chifley Square, Sydney
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Parking	Wilson Parking is located at the following locations: 43 Phillip Street, Sydney For hours and rates: 1800 PARKING (1800 727 5464) or https://www.wilsonparking.com.au/park/2137_Governor-Phillip-Tower-Car-Park_43-Phillip-St-Sydney 2 Chifley Square, Sydney (entry via Bent Street) For hours and rates: 1800 727 546 or https://www.chifley.com.au/parking
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WORKSITE VISIT LOCATIONS

Group A

8am – 10.30pm	Sydney Harbour Bridge Works	North Pylon, Olympic Drive, Milsons Point (opposite Luna Park) Walking from RACP	Map
1.30pm – 4pm	Botany Industrial Park	16 – 20 Beauchamp Road, Matraville Bus transportation	Map

Group B

9am – 11.30pm	Harbour City Ferries	Jetty 3, Circular Quay, Alfred Street, Sydney Walking from RACP	Map
1.30pm – 4pm	Australian Nuclear Science and Technology Organisation	New Illawarra Road, Lucas Heights Bus transportation	Map

Group C

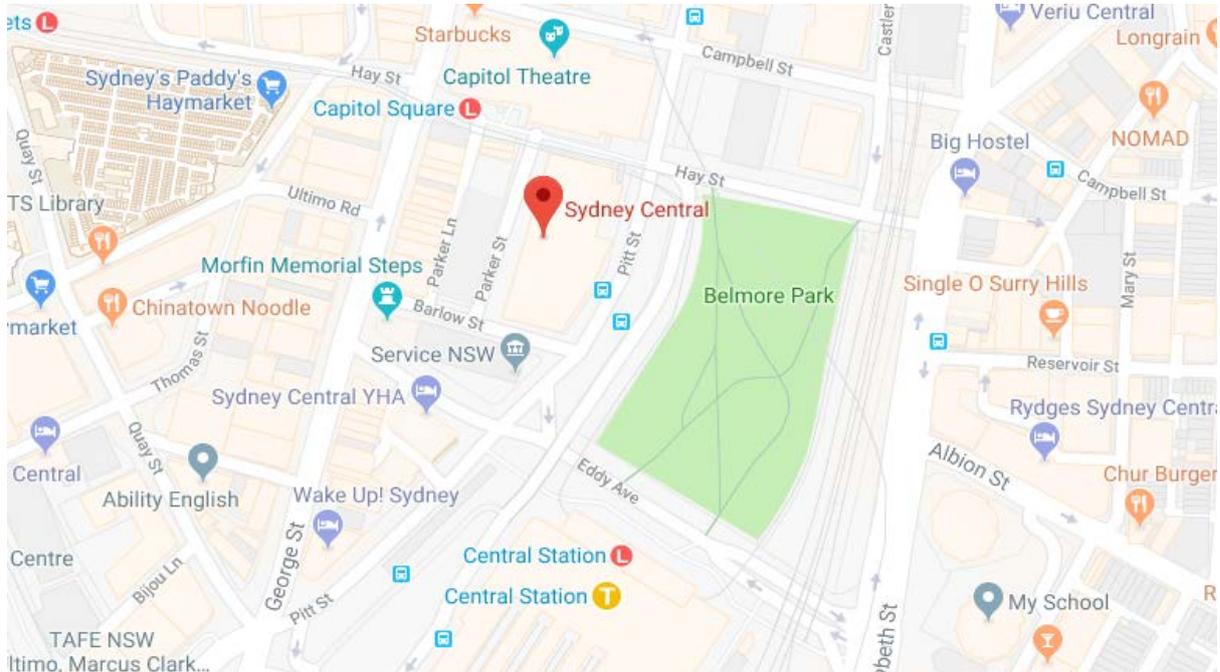
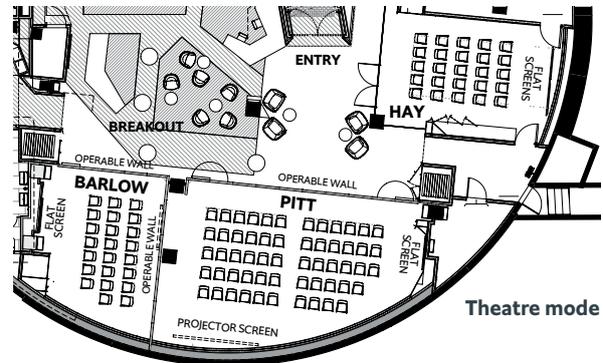
9.30am – 12pm	Taronga Zoo	Bradleys Head Road, Mosman Bus transportation	Map
1.30pm – 4pm	Solar Industrial Research Facility, UNSW	Solar Industrial Research Facility, Gate 11, off Botany Street University of New South Wales Bus transportation	Map

Group D

9.30am – 12pm	Sydney Trains	Circular Quay Station, Alfred Street, Sydney Walking from RACP	Map
1.30pm – 4pm	Sydney Opera House	Stage door, Main Box Office Bennelong Point, Sydney Walking from RACP	Map

DIALOGUE

Sydney Central Building, Lower Ground , 477 Pitt Street, Sydney



Internet

WiFi available.
To connect:
Select the network **Dialogue Sydney Central** from your device.
Enter password **D1@I0gue** (case sensitive).

ATM facility

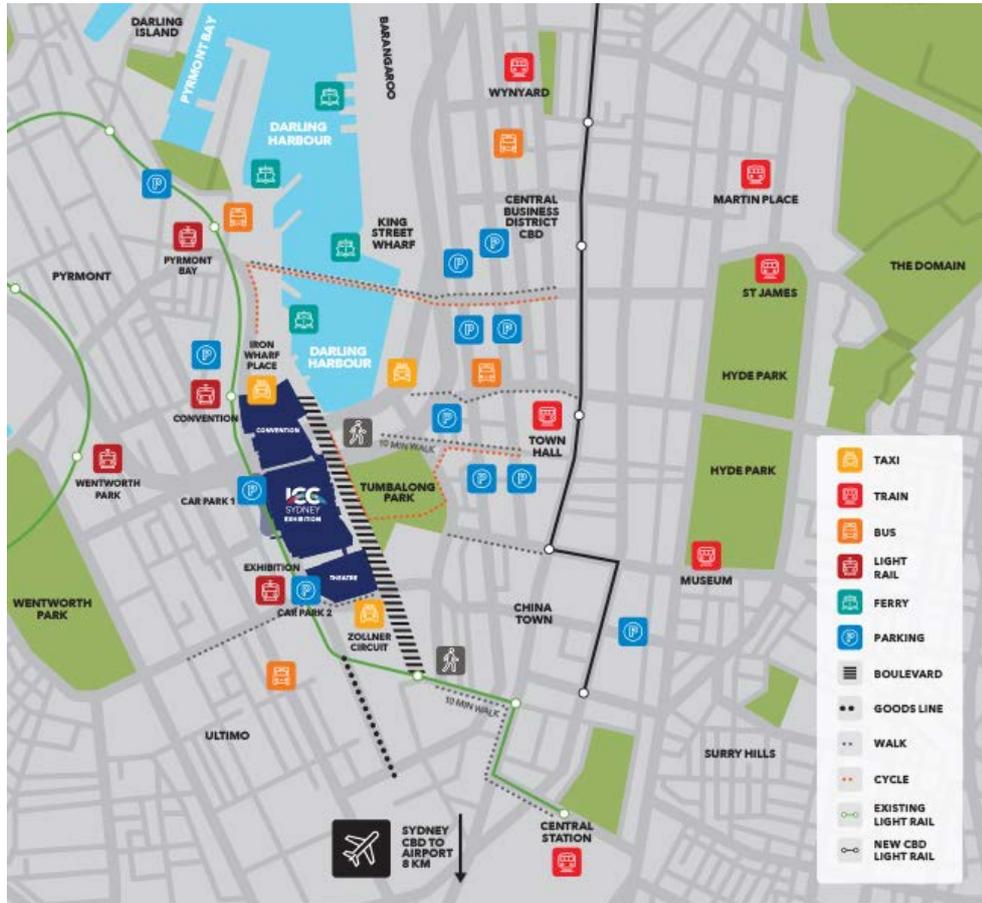
ANZ ATM is available within the Sydney Central Building, which is located between the arcade and the food court area, close to the Dialogue.

Parking

Capitol Square Carpark is located one block away from the Dialogue.
For hours and rates: (02) 9211 9421
<http://www.capitolsquare.com.au/capitol-square-carpark.html>

INTERNATIONAL CONVENTION CENTRE SYDNEY

14 Darling Drive, Sydney



Internet WiFi available.
To connect: Select the network **ICC Public** wi-fi from your device.

ATM facility ATMs* are available at the following locations:

- Convention Centre
- Exhibition Centre Hall 1
- Exhibition Centre Hall 4

*Fees may apply for use.

Parking For parking hours and rates: <https://www.iccsydney.com.au/visit-icc-sydney/Getting-To-ICC-Sydney#parking-information>

Customer service desk Available to provide the following services:

- Photocopying/printing, price starts from \$0.30 per page
- Binding, \$5 per document
- Scanning, \$1 per page
- Laminating, price starts from \$3 per page
- Typing, \$25 per page

INTENTION TO PHOTOGRAPH

Attendees are advised that photographs may be taken during the ATM and may be reproduced for promotional purposes.

CERTIFICATE OF ATTENDANCE

An electronic certificate of attendance will be emailed to all delegates after the ATM.

DISCLAIMER

- Trainees participating in any of the practical stations at the AFOEM ATM are advised that standards applied in these sessions and their individual performance on the day should not be regarded as necessarily reflective of how they will perform in their actual examinations.
- Every effort has been made to present all the information contained in this document as accurately as possible. The ATM Organising Committee takes no responsibility for changes to the program or any loss and/or damage that may occur as a result of changes to the program.
- Some of the information contained in this publication has been provided by external sources. Although every effort has been made to ensure the accuracy, currency and reliability of the content, the organisers accept no responsibility in that regard.

PROGRAM

Friday, 11 May 2018 – Worksite visits

Times	Session/activity
7.30am – 8am	Registration – arrival tea/coffee
8am – 8.30am	RACP Sydney, Education Centre, Level 8/52 Phillip Street, Sydney
8.30am – 9.30am	Welcome and program overview
9.30am – 12pm	Bus departure and travel to worksites
12pm – 1.30pm	Sydney Harbour Bridge Works (8am – 10.30am)
1.30pm – 4pm	Harbour City Ferries (9am – 11.30am)
4pm – 5pm	Taronga Zoo
5pm	Sydney Trains
	Travel between worksites and lunch break
	Botany Industrial Park
	Australian Nuclear Science and Technology Organisation
	Solar Industrial Research Facility, UNSW
	Sydney Opera House
	Bus return
	End

Saturday, 12 May 2018 – Dialogue, Sydney Central Building, Lower Ground, 477 Pitt Street, Sydney

Times	Session/activity						
8.30am – 8.45am	Registration – arrival tea/coffee						
8.45am – 9am	Welcome and administration						
9am – 10.30am	Training specific						
	<table border="1"> <thead> <tr> <th>Stages A and B</th> <th>Objective structured clinical examinations</th> <th>Stage C – communication portfolio</th> </tr> </thead> <tbody> <tr> <td>Exhibit based assessments Dr Ian Tague, Dr Catherine Field</td> <td>Objective structured clinical examinations Dr Naresh Verma, Dr Reem Mina</td> <td>Stage C – communication portfolio Dr Nathan Pastor, Dr Sara Souter</td> </tr> </tbody> </table>	Stages A and B	Objective structured clinical examinations	Stage C – communication portfolio	Exhibit based assessments Dr Ian Tague, Dr Catherine Field	Objective structured clinical examinations Dr Naresh Verma, Dr Reem Mina	Stage C – communication portfolio Dr Nathan Pastor, Dr Sara Souter
Stages A and B	Objective structured clinical examinations	Stage C – communication portfolio					
Exhibit based assessments Dr Ian Tague, Dr Catherine Field	Objective structured clinical examinations Dr Naresh Verma, Dr Reem Mina	Stage C – communication portfolio Dr Nathan Pastor, Dr Sara Souter					
10.30am – 10.45am	Morning tea break						
10.45am – 12.45pm	Overview of occupational hygiene in practice Carmen Smith and Mitchell Thompson						
12.45pm – 1.15pm	Lunch break						
1.15pm – 3.15pm	Health surveillance Dr Kelvin Wooller						
3.15pm – 3.30pm	Afternoon tea break						
3.30pm – 5pm	Health surveillance continued Dr Kelvin Wooller						
5pm	End						

Sunday, 13 May 2018 – International Convention Centre Sydney, 14 Darling Drive, Sydney

Times	Session/activity
8am – 8.10am	Registration – arrival tea/coffee
8.10am – 8.15am	Welcome and administration
8.15am – 9.40am	Case Study: Declining work performance in a safety critical worker Dr Bruce Hocking, Captain Matt Stannard
9.40am – 10am	Morning tea break
10am – 12.30am	Epidemiology Professor Tim Driscoll
12.30pm – 1.15pm	Lunch break
1.15pm – 2pm	Training Q and A <ul style="list-style-type: none"> • General training and administrative requirements – Georgie Kempton • RACP Foundation awards/grants update – Camille Mercep • Questions from the floor
2pm – 3pm	Maximising performance and resilience Dr Clare Wood, Dr David Wood, Dr Tristan Coulter
3pm – 3.30pm	AFOEM President's address Associate Professor Peter Connaughton, Dr Beata Byok
3.30pm	Ends

SPEAKERS AND SUPPORTING FELLOWS



DR DAVID ALLEN

David is an occupational physician in private practice in Western Sydney. He has been a Fellow since 1992, is a Conjoint Associate Professor at UNSW School of Public Health and Community Medicine, teaches medical students, and is a supervisor of AFOEM trainees. David is interested in teaching, ehealth and telemedicine.



DR BEATA BYOK

Beata (Beatrice), FAFOEM (RACP); Occupational & Environmental Physician is a graduate of the University of Adelaide Medical School. She has worked in occupational health for over 30 years in a wide range of settings from the uranium/copper mine and processing plant at Olympic Dam FIFO for over 8 years, Mitsubishi Motors and Holdens, to the Public Service sector. Currently she is in private practice and is also a contracted medical consultant to ReturnToWork SA and Compulsory Third Party Insurer. She is a past chair of the South Australian AFOEM and ANZSOM committees, AFOEM State Councillor and clinical examiner for the Faculty of Occupational and Environmental Medicine and the current President-Elect of AFOEM. She has extensive experience in workplace injury management and rehabilitation, health monitoring and surveillance, development of systems and policies liaising with colleagues and allied health providers to facilitate the implementation of achievable and sustainable return to work outcomes and in permanent impairment assessments.



DR MARK BURNS

Mark graduated from UNSW in 1980 and initially commenced Specialist training in Rehabilitation Medicine in 1983. In 1984 he transferred to Occupational Medicine and obtained his Fellowship in 1994. He completed a Master of Safety Science (UNSW) in 1993. In 1996 he obtained a Fellowship with the American Academy of Disability Evaluating Physicians (FAADEP), which is now IAIME.

His work history:

1984 - Medical Officer with MMI

1986 - Occupational Physician with the Joint Coal Board

1988 - Occupational Physician with Metal Manufactures (MM) and from 1993 Corporate O.H & S Manager for MM

1994 - Private practice as a Consultant Occupational Physician.

SPEAKERS AND SUPPORTING FELLOWS CONTINUED

1994 to 2012 he consulted with the MM Group and from 2011 to 2018 with MARS Australia.

1995 to 1999 - VMO at Sydney Hospital in the Occupational Health Unit.

He has occupied multiple positions in Regional, State and National level in AFOEM and ANZSOM from 1986 until 2015.

DR PEARLLE CHAN

Pearlle is a consultant occupational physician in private practice at Wing Chan & Associates, and consults to a wide variety of clients. She has wide experience in different industries, beverage manufacturing, pharmaceutical industry and transport organisations. She does some general practice work to keep up to date with clinical medicine.

DR WING CHAN

Wing is a consultant occupational physician in private practice at Wing Chan & Associates. He has a wide range of experience in different industries - light and heavy manufacturing, tyre manufacturing, pharmaceutical, food and beverage, hospitality, entertainment/clubs. He is consultant occupational physician to a local council and the Mounties Group. He is involved with the Lead Health Surveillance Program of the Sydney Harbour Bridge. He is also appointed to the Review Panel for State Insurance Regulatory Authority - Medical Assessment Service.

He had been NSW Lead Fellow in 2001 RACP – ASM Organising Committee, NSW member on AFOEM Board of CPD (2003-2006), NSW member on AFOEM Council (2008-2010), AFOEM - NSW Regional Committee member (1990-2018), and Coordinator of NSW Practical Session (formerly the mock exam) in 2016 and 2017.



DR LEILA COELHO

Leila is an Occupational and Environmental Physician at Coal Services Health in Lithgow NSW, where she provides occupational medical advice to the mining sector and heavy industry.

She has worked in Occupational Health since 2007 and has experience in providing a range of services including fitness for duty, safety critical and workplace assessments, health promotion, workplace injury management and health surveillance. She is a Medical Review Officer with the Australasian Medical Review Officers Association.

In 2015 she was the recipient of the Ramazzini Prize. This is an annual award presented to an Australasian Faculty of Occupational and Environmental Medicine (AFOEM) trainee for the best scientific research paper related to Occupational and Environmental Medicine. Her research explored the association between shift work and unhealthy weight in underground coal miners in NSW.

She obtained Fellowship of the Royal Australasian College of Physicians in 2015 and is an AFOEM trainee supervisor.



ASSOCIATE PROFESSOR PETER CONNAUGHTON

Peter is President of the Australasian Faculty of Occupational and Environmental Medicine. He is a Consultant Occupational Physician working in private practice in Perth, Western Australia. He consults to the mining sector and has previously consulted to the oil and gas, healthcare and insurance sectors. He is an Adjunct Associate Professor at the School of Medicine, the University of Notre Dame, Fremantle. Peter studied occupational medicine at the Institute of Occupational Medicine in Edinburgh and has a Master of Business Administration from the University of WA. His special interests include the implementation of workplace mental health strategies, vocational rehabilitation for complex cases and the evaluation of occupational health interventions. He serves on the Boards of the Royal Australasian College of Physicians and CINI Australia.

SPEAKERS AND SUPPORTING FELLOWS CONTINUED



DR TRISTAN COULTER

Tristan Coulter is a Lecturer of Sport and Exercise Psychology in the Faculty of Health, and member of the Institute of Health and Biomedical Innovation, at Queensland University of Technology. He completed a BSc in Sport Studies in the UK in 2001, prior to gaining his Masters (2008) and PhD (2016) in Sport Psychology at The University of Queensland. Tristan is a registered psychologist in both Australia and the UK and has much consulting experience in high performance contexts. He is a former employee of the England and Wales Cricket Board and consultant for Lane4. His research focuses on mental toughness in sport (primarily AFL) and the personalities of elite coaches and athletes. His research papers have been published in leading academic journals (e.g., European Journal of Personality, Psychology of Sport and Exercise Psychology). Tristan is also a former professional dancer, having performed on world stage for acclaimed pop artists.



ASSOCIATE PROFESSOR TIM DRISCOLL

Tim is an occupational epidemiologist and a specialist in occupational and environmental medicine and public health medicine. He is a Professor in epidemiology and occupational medicine in the Sydney School of Public Health at the University of Sydney, where he runs the general epidemiology teaching and is Director of the Master of Public Health. Tim's main areas of research interest include the burden of occupational disease and injury; occupational cancer and exposure to occupational carcinogens; increasing the practical application and influence of epidemiological principles and findings; and improving the communication of epidemiological principles and findings to the general public.



DR CATHERINE FIELD

Catherine Field is an occupational and environmental physician in private practice in Sydney, who obtained her Fellowship in 2005. She consults to a wide variety of industries and employers in both the public and private sectors, including in transport, health, construction and aviation. She has experience in all areas of occupational medicine and has also previously worked as a Medical Officer for Fire and Rescue NSW. She has been an AFOEM training supervisor for a number of years, as well as an examiner in the AFOEM Stage B examinations. She has presented at previous AFOEM training meetings, and at the ANZSOM Annual Scientific Meeting in 2016. Her areas of interest include workplace assessments, fitness for duty assessments, health surveillance, aviation medicine and safety critical workers.



DR SANDRA MCBURNIE

Sandra is a graduate of Sydney university and an AFOEM Fellow. She was a past Director of Training for NSW and is a current training supervisor. She lived and worked in Newcastle for 23 years; 10 years solely in occupational medicine for a variety of industries, before moving back to Sydney. She currently works at Hunter Industrial Medicine in Maitland NSW and with MLCOA in Sydney and Canberra.



DR REEM MINA

Reem has worked in the field of occupational medicine for 16 years, the last 11 of these as a Fellow of AFOEM. Since 2007, she has consulted primarily to Fire & Rescue NSW, and she has particular interest in safety critical workers. As a fellow, she's enjoyed her role as a supervisor and mentor to trainees. Outside of work, she has also served on the council of the Medical Benevolent Association of NSW since 2007.



DR TANIA ROGERS

Tania is a graduate of Sydney University with postgraduate qualifications from University of NSW, is an Occupational Physician and Fellow of the Australian Faculty of Occupational Medicine. She has provided occupational medicine services to many employers and organisations including Sydney Water, Fire and Rescue and NSW Police Force.

Her clinical practice interests include impairment assessments and assessment of fitness to work in safety critical occupations.

SPEAKERS AND SUPPORTING FELLOWS CONTINUED



CAPTAIN MATT STANNARD

Matt gained his seagoing qualification in 1992 and worked for Ampol Shipping as a Junior Officer. After returning to college in 1996 to advance his qualifications, Matt went overseas and sailed as Chief Officer then Master. During this time, he was employed worldwide on both oil and gas tankers, responsible for up to 35 crew.

In 2007 Matt left the sea and joined Sydney Pilot Service, working as a harbour pilot. In 2015 Matt became Pilot Manager and in 2016 was appointed Deputy Harbour Master for Sydney Harbour and Botany Bay.

In his current role Matt oversees the strategic and daily operations of 22 pilots servicing Sydney Harbour and Botany Bay. He was closely involved with the 2016 revision of the Standard for Health Assessment of Marine Pilots (NSW) and has a keen interest in identification and early intervention of mental health issues in safety critical positions.



DR NARESH VERMA

Naresh is a graduate of the University of NSW and has been a Fellow of the Australian Faculty of Occupational and Environmental Medicine for eight years. He is very interested in teaching and training and has been the Deputy Director of Training in NSW as well as actively mentoring trainees. He has a particular interest in mental health and psychiatry and is currently pursuing this interest by completing a second specialisation in psychiatry.

He is a senior registrar in acute adult psychiatry in the Northern Network where he also teaches medical students. His experience in occupational medicine has involved working in primary care and performing file reviews, fitness for duty and medicolegal assessments for a variety of industries as well as insurance companies. He has also worked in the capacity of an Occupational Physician for both NSW Police and Fire and Rescue NSW for a number of years.



DR CLARE WOOD

Clare is a specialist occupational and environmental physician with experience in private practice, large corporations and government. She has professional interests in occupational respiratory disease, musculoskeletal medicine and making sure all trainees get through exams with their mental health intact! She developed an interest in managing exam stress and professional performance psychology after a personal struggle with anxiety during her Fellowship exams.



DR DAVID WOOD

David is a Fellow of both the Royal Australasian College of Physicians (Paediatrics) and the Australasian Faculty of Emergency Medicine. He is currently working as a Consultant Adult and Paediatric Emergency Physician in Brisbane. Clinically he has interests in paediatric emergency medicine and the management and transport of critically unwell children. He also has interests in improving organisational culture and maximising performance particularly in large healthcare organisations.

David is Director of Emergency Medicine Training (DEMT) and has professional interests in medical education, simulation and clinical leadership. He also has an increasing interest in the area of performance anxiety with respect to professional exams and is currently working on a project to provide resources to trainers and trainees to help with this often debilitating issue.



DR KELVIN WOOLLER

Kelvin was employed by the NSW WorkCover Authority until his retirement. He then worked part-time at the University of NSW. During these periods he developed basic occupational health surveillance courses for medical practitioners who provided services but had no experience in occupational medicine. He has also lectured in the Foundation course conducted by the American College of Occupational and Environmental Medicine.

WORKSITES SCENARIOS

	Morning visit	Afternoon visit 1.30pm – 4pm
Group A	Sydney Harbour Bridge Works* (8am – 10.30am)	Botany Industrial Park
Group B	Harbour City Ferries (9am – 11.30am)	Australian Nuclear Science and Technology Organisation
Group C	Taronga Zoo (9.30am – 12pm)	Solar Industrial Research Facility (SIRF), UNSW
Group D	Sydney Trains (9.30am – 12pm)	Sydney Opera House

***Please note:**

Group A will be provided with the Sydney Harbour Bridge Works scenario on the day.

BOTANY INDUSTRIAL PARK

BACKGROUND

Qenos is Australia's exclusive manufacturer of polyethylene and a supplier of the diverse range of specialty polymers. These are used in a variety of local industries including food and beverage, mining and energy, construction, agriculture and water conservation. Raw materials such as ethane are piped from South Australia to the Botany site for local conversion into polyethylene. In NSW there are three main plants / sites – Olefines, Polythene and Site Utilities.

SCENARIO

You are the occupational physician providing consulting services to the site and have been requested by the SHE manager at Qenos to develop a health surveillance program for the Olefines plant employees. As part of this process you attend the Olefines plant to familiarise yourself with the hazards and controls on site.

- 1. How would you identify the occupational health exposures at the Olefines plant?**

HARBOUR CITY FERRIES (HCF)

BACKGROUND

HCF commenced on 28 July 2012 as the operator of Sydney Ferries on the behalf of the NSW Government (Transport for NSW and the NSW Minister for Transport) for a period of seven years.

Harbour City Ferries employs around 650 staff at any given time and operates 170,000 services per year throughout Sydney Harbour and its related waterways.

The maritime workers are categorised as:

- Masters
- Engineers
- General Purpose Hands

The Master is the captain of the vessel and is in charge of safely navigating the ferry to and from destinations. The work is mainly standing.

The Engineer is on board the vessel completing work in the wheelhouse as a lookout and stationed at back up controls, and also completes maintenance work on the vessel as required. This can involve climbing into confined spaces such as engine rooms and void spaces.

The General Purpose Hand (GPH or 'Deckhand') is in charge of safe passage on and off the ferry for the passengers and providing customer service. They are responsible for tying/ untying the vessel from wharves and using the gangway to allow passengers to get on and off.

The most physical role in nature is the General Purpose Hand role. A copy of the Task Analysis for the General Purpose Hand role is attached for your reference.

SCENARIO

You provide occupational medical services to a number of companies. You have been approached by the Return to Work Specialist at Harbour City Ferries to advise on an appropriate process for fitness for duty examinations for employees. As part of this, you have been invited onto the site to familiarise yourself with the environment, requirements and hazards of the site.

Although pre-employment medical assessments are completed, there are currently no repeat fitness for duty assessments after commencing employment. Harbour City Ferries have concerns that in addition to the issue of the ageing workforce, some employees may have become deconditioned after commencing employment and may no longer be fit for duty. There are concerns that they may be at risk of injury.

1. **What are the main risks if Harbour City Ferries employees are not fit for duty? Consider the risks relating to the Master, Engineer and General Purpose Hand role.**

2. **What advice would you give Harbour City Ferries about the benefits of implementing a fitness for duty examination process? Consider both the benefits for Harbour City Ferries and the employees.**

3. **How often would you recommend that Harbour City Ferries conduct fitness for duty examinations after commencement of employment?**

4. **Outline what you would recommend to be included in the fitness for duty examination for each role (Master, Engineer and General Purpose Hand)**

5. **What legal and ethical considerations are required in the implementation of the new fitness for duty examination process?**

3. **What safety critical aspects are important to consider in this work site developing a Pre-Placement Medical Assessment program?**

4. **What would you consider to be important health requirements (physical and psychological) for potential candidates of the area you visited?**

5. **Who do you need to involve to develop and implement a new Pre-Placement Medical Assessment Program?**

6. **What legal considerations are required in the implementation of the new Pre-Placement Medical Assessment Program?**

7. **What advice would you give to the employer?**

TARONGA ZOO

BACKGROUND

Taronga Zoo, situated on Bradleys Head, was officially opened on its current site on 7 October 1916. Taronga Zoo cares for 4,000 animals from over 350 species, many of which are threatened.

In striving to care for its animals Taronga Zoo:

- delivers a comprehensive veterinary care program with the resources and capacity for high quality medicine, surgery, diagnostics and pathology, and meeting current international standards for zoo and wildlife health care
- regularly monitors each animal appropriate to the health and wellbeing requirements for that species
- provides preventative health care programs, including effective quarantine for all incoming animals and the prevention of disease incursion from staff, visitors and free-ranging animals
- ensures staff awareness and understanding of Taronga's policies, procedures and reporting processes, and training relating to animal health
- provides staff with training in animal management, handling, conditioning, transport and animal welfare
- undertakes only animal encounters and presentations that deliver Taronga's conservation messages in an appropriate context and focus on natural behaviour, whilst providing for the dignity of the animal and not compromising the welfare of the animal
- carefully plans and properly prepares animals prior to transport and/or transfer to/from another zoo, exhibit, or presentation area
- develops and delivers Taronga's formal in-house training programs; ongoing 'on the job' training and professional development.

SCENARIO

You provide occupational medical services to Taronga Zoo and you have been approached to provide advice in relation to the role of Zoo Keeper. Zoo Keepers are responsible for delivering high standards of animal care, supporting the zoo's breeding programs, conducting animal training and management practices for all the animals. Junior Zoo Keepers rotate through different animal exhibits but senior Zoo Keepers tend to specialise in one exhibit.

At recruitment, applicants for the role of Zoo Keeper complete a health declaration, advising if they have any pre-existing medical condition that may affect their capacity to perform the role. Taronga Zoo is seeking your advice in relation to documenting the job demands and hazards of the role of Zoo Keeper with a view to improving pre-employment medical screening processes.

SOLAR INDUSTRY RESEARCH FACILITY (SIRF) – UNIVERSITY OF NEW SOUTH WALES

BACKGROUND

The Solar Industrial Research Facility (SIRF) is a showcase facility for solar cell research and development, and a key educational asset for training the future leaders of the photovoltaics industry. It is the first facility of its kind in Australia. The SIRF was completed in 2011.

The SIRF aims to:

- demonstrate advanced solar cell manufacturing technology to a global customer base
- retain the existing PV research skill base and attract high profile international researchers and collaborations
- provide undergraduate engineering students access to hands on training in a solar cell production line
- provide undergraduate, post graduate and academic research staff from around Australia access to industrial manufacturing capabilities.

The facility includes:

- a silicon solar cell production line showcasing screen printed silicon monocrystalline and multicrystalline cells
- three laboratories for developing and demonstrating industrial scale advanced technologies.

SCENARIO

You have been approached by the site manager to comprehensively review the Work Health and Safety Management System at the SIRF. The SIRF has a number of important and uncommon hazards, and he is concerned that existing risk controls, incident response and personnel health and safety systems may be out of date. As part of this process, you have been invited to familiarise yourself with the environment, processes and hazards at the site.

1. What are some of the hazards you have observed at the site?

2. What control measures did you observe for these hazards?

- 4. You are an authorised health professional asked to review Mr Smith who is aged 54 and has worked as a train driver for Sydney Trains for 34 years. He presents for a routine category 1 assessment and you note his blood pressure to be 192/100 reducing to 184/96 after 15 minutes rest. His cardiac risk level is calculated to be 12% and he is asymptomatic. What would be your next steps?**

- 5. You are an authorised health professional asked to assess Mr Clarke, who is a train driver, for a category 1 assessment. What factors on history and examination would lead to you request a sleep study?**

- 6. Mr Clarke's sleep study shows severe sleep apnoea. Outline the next steps. How is compliance measured? What are the options if treatment is refused?**

3. **The Return to Work Co-coordinator informs you that the work place can accommodate suitable duties. Outline the return to work management plan.**

4. **The Safety Manager asks you for advice on how to identify and control the noise hazard in this workplace. Describe your advice and the methods for implementing noise control measures in this work environment.**

5. **The Safety Manager also asks you to develop a hearing conservation program for the organisation. Explain the components of a suitable program.**

6. **What legislation, regulations or guidelines are relevant to your assessment of the above worker's current and future fitness for work?**

SESSION OUTLINE/ABSTRACT AND PRE-SESSION READING



Pre-worksite visit reading

Friday, 11 May 2018

Worksite visit to Taronga Zoo

NSW Government Health, NSW Public Health Bulletin, vol. 24(1) 2013, **page 32**, article 'Tuberculosis: an emerging zoonosis' and NSW Government Health, NSW Public Health Bulletin, vol. 24(1) 2013 **page 49**, article 'Diagnosis, investigation and management of tuberculosis at an Australian zoo'. Available from <http://www.health.nsw.gov.au/phb/Documents/2013-1.pdf>

Australian Government Department of Health, The Australian Immunisation Handbook 10th Edition (updated January 2014), Q Fever. Available from <http://immunise.health.gov.au/internet/immunise/publishing.nsf/Content/Handbook10-home~handbook10part4~handbook10-4-15>

Saturday, 12 May 2018
10.45am – 12.45pm

Overview of occupational hygiene in practice

Mitchell Thompson Principal Occupational Hygienist, Hibbs & Associates Pty Ltd

Carmen Smith Occupational Hygienist, Australian Nuclear Science and Technology Organisation (ANSTO)

The famous Irish physicist, Lord Kelvin, summed it up well saying, '... when you can measure what you are speaking about, and express it in numbers, you know something about it; but when you cannot measure it, when you cannot express it in numbers, your knowledge is of a meagre and unsatisfactory kind; it may be the beginning of knowledge, but you have scarcely, in your thoughts, advanced to the stage of science, whatever the matter may be' (Thomson, 1889).

This presentation will provide a brief introduction to the practice of occupational hygiene. Occupational hygiene uses science and engineering to measure the extent of worker exposure, and to design and implement appropriate control strategies to prevent ill health caused by the working environment. This presentation is a practical presentation that will describe basic exposure assessment and measurement processes for chemical, biological and physical hazards as well as hands-on equipment demonstrations.



Pre-session reading

ANSTO Overview of Occupational Hygiene in Practice – May 2018

<https://www.racp.edu.au/docs/default-source/Events/congress-2018/overview-of-occupational-hygiene-practice-ansto.pdf>

Saturday, 12 May 2018
1.15pm – 3.15pm and 3.30pm – 5pm

Health Surveillance

The presentation 'Health Surveillance' is designed to provide guidance in the conduct of health surveillance programs in an occupational setting. Local and international standards and guidelines for Biological Monitoring (also known as Biomonitoring) will be noted.

Learning Objectives

- Define biological monitoring and its relationship to environmental monitoring.
- Identify sources of occupational exposure standards and guidelines for biological monitoring.
- Understand the dose/response concept.
- Understand the principles underlying the identification and interpretation of suitable tests.
- Appreciate the practical aspects of specimen collection.
- Ensure that understandable advice on the significance of the results of biological monitoring is given to both workers and management.

Summary of Content

Useful resources.

Background exposure.

Principles of toxicology.

Planning a health surveillance program.

- Interface with wellness programs.
- Workplace inspection, routes of exposure, measurement of workplace exposure.
- Major exposures: solvents, isocyanates, pesticides, heavy metals, asbestos.
- Protocols for communicating results of monitoring to concerned workers, community.
- Specimen collection.
- Suitable tests and interpretation.
- Collection and transport of biological specimens.
- Some practical issues.
- Effective communication with workers and unions. Reporting to management issues.
- Communication with general practitioners and other players in the team.
- Other exposures
- Domestic exposures.
- Environmental exposures.: Food – pesticides, heavy metals, water – tank, ground.
- Susceptible populations: children, pregnant women, breast feeding.
- Forgotten exposures: farmers, chicken processors, offshore workers, migrants, retired.
- Physical factors: heat, vibration.
- Community concerns
- Mould, fire fighting foam, asbestos, mobile telephones.

Pitfalls

Case studies for discussion.

SESSION OUTLINE/ABSTRACT AND PRE-SESSION READING



Pre-session reading

American Conference of Governmental Industrial Hygienists, *2017 TLVs and BEIs Based on the Documentation of the Threshold Limit Values for Chemical Substances and Physical Agents & Biological Exposure Indices*, 2017: Cincinnati, Ohio. page 268. Available from publisher for hard copy.

American Conference of Governmental Industrial Hygienists, *2017 Guide to Occupational Exposure Values*, 2017: Cincinnati, Ohio. page 256. Available from publisher for hard copy.

Hoffman HE, Palmer RB, Phillips S (Eds), *Clinical Practice of Biological Monitoring*, 2012, OEM Press, Beverly Farms, p. 240. Available from publisher online for hard copy or download. Department of Consumer and Employment Protection, *Risk-based health surveillance and biological monitoring — guideline*, 2008, Department of Consumer and Employment Protection, Western Australia, page 53. Available for free download.

Australasian Faculty of Occupational and Environmental Medicine, *Guide to Pregnancy and Work*, 2017, Royal Australasian College of Physicians, Sydney, page 29. Available for free download.

**Sunday, 13 May 2018
8.15am – 9.40am**

Case study: Declining work performance in a safety critical worker

Learning Objectives:

- Know the medical conditions that may contribute to declining work performance in SCW and how they may be assessed.
- Consider the difficulties in doctor-patient relationships that may arise in such cases and how they may be managed.



Case study to be completed before session

Case Study – John Smith

You are an Authorised Health Professional for Maritime Pilots. You are presented with the following letter by John Smith. He has previously cancelled one appointment.

Dear Dr.

Thank you for seeing John Smith, age 57, because of concerns we have regarding his work performance. John has been a maritime pilot with us for 17 years and has had a good work record until recent years. Three years ago he was involved in the grounding of a ship which, at the subsequent inquiry, was held partly to be due to severe weather events but also raised a question about his judgement. Two weeks ago when berthing a ship he caused minor damage to the wharf. He was verbally abusive to a tugboat master who has reported him.

An investigation found John's commands to the tug boat master lacked clarity and precision. His last periodic medical examination was 18 months ago when you classified him as fit for duty. A random drug and alcohol test two years ago was clear.

Please could you determine if there is a medical explanation for his decline in work performance. Please do not hesitate to contact me if there is any further information I can provide.

Yours,
Bill Jones
Harbour Master

- 1. John makes it clear he is resentful of having to attend the appointment. How would you proceed?**
- 2. What are the possible diagnoses of a 57-year-old man with deteriorating work performance?**
- 3. What further tests or assessments would you consider to determine his fitness for duty?**
- 4. What further information could you seek from the port authority?**

Sunday, 13 May 2018
2pm – 3pm

Maximising Performance and Resilience in Medicine

Dr David Wood, Dr Clare Wood and Dr Tristan Coulter

In this presentation, Dr David Wood, D. Clare Wood, and Dr Tristan Coulter discuss the issue of exam-related stress in the medical profession and the potential benefits associated with using performance psychology strategies to support trainees/doctors reach their career goals. These strategies can also be used outside of the exam process, to help manage the response to stress-inducing aspects of a professional life in medicine. Using preliminary evidence regarding the prevalence of elevated levels of exam stress, together with candid accounts of the challenging reality of completing career-defining exams the presenters make a case for greater attention to be given to this area of professional development. In particular, they focus attention on the psychological component of high performance and how this element is currently overlooked in training programs and continuing professional development (CPD). They suggest how acknowledging and addressing this gap is likely to be of significant value to both trainees and specialists (e.g. their well-being, job performance /satisfaction) and the wider medical profession (e.g. talent retention). They also discuss how greater institutional (e.g. supervisory) support could be provided to better enable trainees to adaptively cope with the various personal and professional stresses linked to successful exam completion. The presentation is relevant to doctors completing important professional exams in the near future and normalises how “you are not alone” when it comes to experiencing the debilitating (personal, relational, professional, etc.) effects that exam stress carries. It also seeks to draw on the knowledge and views of past trainees and current supervisors to consider how best to establish a facilitative learning context that enhances people’s abilities to perform under stressful conditions. Attendees will come away with a better understanding of the science behind psychological stress and why, at times, people choke under pressure. They will also gain awareness of evidence-based strategies psychologists use to manage the negative effects of performance stress.

