The news that the recently introduced ergonomics regulation in the United States of America has been rescinded has shocked many people. Equally, many vested interests rejoiced at this result since they have pleaded that those measures would increase the costs of production and lead to an increase in the level of unemployment figures as industry would be forced to outsource, off-shore, to remain economically viable. This dichotomy is not a new phenomenon — and Australia is equally reluctant to risk political fall-out from any apparent manufacturing loss to overseas interests in a global economy. International rhetoric is shadow boxing when it comes to national interest in free trade zones or protectionist sectors. Inevitably, safe work environments that pay proper respect to human welfare will cost more than unsafe conditions that ignore human limitations and treat people as factory fodder that is dispensable in an overriding concern for economic rationalism. However the United States Occupational Health and Safety Authority (OHSA) has released comparative data that make a nonsense of the arguments. The New York Times (March 7) quoted an OHSA spokesperson saying that the regulations would cost businesses $4.5 billion and save them $9 billion a year by reducing injuries and sick days and increasing productivity. Who wants to hear the facts when there is an emotive alternative spin?

Is any health professional genuinely surprised by this turn of events? Curative medicine has taken precedence in community attitudes since time immemorial. No matter that back in the seventies the World Health Organization nominated prevention (of disease/injury) rather than cure as being a priority by the year 2000 — we are still a long way short of that goal. The challenge lies in the response that we as individuals will make. Do we simply wring our hands, shrug our shoulders and complain that accountants rule the world these days? Is it really fair to blame only the economists? Or does the responsibility rest more correctly on a society that has allowed the cold-blooded pursuit of presumed monetary advantage to overrule any ethical value system? The “common good” depends on the individual commitment of all members. As long as any country allows itself to be the source of cheap labour, while ignoring related hazardous conditions, there is bound to be exploitation. Centralised socialism generated similar outcomes to unbridled capitalism in its outcome for the disadvantaged — it merely had a different clique in charge. In a democratic society, fundamental change only results from a critical mass of opinion that current systems are inadequate and that changes need to be implemented. Every person counts in generating that critical mass of opinion — and it is certain that any cohesive group actively utilises this philosophy. The seeds of reason have been sown by the OHSA stance — it behoves every thinking person to play their part in ensuring that the concept of a duty of care eventually flourishes in globally safer working environments rather than in endless litigation. The latter option eventually leads to reduced profits, dysfunctional workers, increasing unemployment, plus escalating insurance and professional indemnity premiums that already threaten the viability of some small businesses and a number of health disciplines. Thinking personally, if sick or injured, who would you want to attend you ...a doctor or a lawyer as primary care provider? What price staff safety? Eventually the price for avoidance of this dilemma is industrial and social anarchy; everyone becomes a loser. Fight on ergonomists!

How do we fight on in practical terms? Not everyone is asked to be a spokesperson at high level meetings but there are many individual opportunities to exercise influence via example in workplaces and general involvement in professional discussions. Apathy is the biggest obstacle to change. Granted it is often hard to translate good intentions into possible and practical alternatives ... life wasn’t meant to be easy! This is an entrenched culture that we are challenging. There are certain attitudes that militate against reality ... One recent contact spoke of a company that had downsized its OHS&E Department from six to two persons in an attempt to reduce overheads — and the remaining personnel had no formal qualifications in this area. In another instance, it has been reported that an airline company drastically reduced its staff allocation for Health, Safety and Ergonomics. This was instigated as a cost-saving measure since it was thought that Flight Attendants who were recovering from illness or injury could be utilised (temporarily recycled?) to design and conduct appropriate in-house sessions on ergonomics and safety issues. Again, in a recent case, a senior medical officer advised the writer that he was surprised
to be informed that one of his department’s work practices was contrary to environmental regulations. He had then checked with the largest nearby unit in the region and confirmed that they were doing the same thing. This was not a surprise. Years of research in the health industry have shown how few practitioners actually read any standards or regulations — most practical safety issues are left to mentor example and established practice ... in itself a contribution to dubious risk management for staff or environmental safety. Perhaps it is even more significant that this laboratory flaunted all the usual Mission Statement, Quality Assurance and Production Inspection Certificates in the entrance foyer. Provision of medical services has a higher priority than staff safety. The time is long overdue for a serious evaluation of safety concepts — rather than simply focusing on risk management strategies and supposed controls.

In our own discipline here in Australia we are experiencing a transitional state in communication media. I cannot recommend too highly a book by John Naughton: A Brief History of the Future: the origins of the Internet. This book, one of six short-listed for the Aventis Prize for scientific writing in 2000, is a fascinating story for nerds and luddites alike! It is very accessible and its serious information is presented and paced like a good detective novel. Naughton, a Cambridge academic and journalist, neatly places the role of the Internet in an overall perspective that does not ignore the continuing relevance of traditional media. People are most unlikely to abandon the sensual pleasure of handling hard copy books ... but the means of access to these same books will inevitably diversify. Humanity is essentially sociable and therefore while the virtual world may offer distinct advantages for business and research communication, this access to speedily provided data might well lead also to an awareness of the advantages of a village community with a local bookshop/coffee house.

The impact of the Internet is already affecting communication within ESA. The Victorian Newsletter is sent largely via e-mail and as more people come on-line this is bound to become the norm in all regions. We already participate in an annual land-based conference and a triennial virtual conference. We acknowledge the need for a professional web site to communicate with members and the wider world. Not so very long ago we adopted the practice of tele-conferencing to overcome the tyranny of distance. It will not be long before that is replaced by video-conferencing from individual workstations ... my two and a half year old grandson in Canberra already uses this ICQ technology to see and speak with us in Sydney and his other grandfather and family in Canada. We ignore this technology at our peril. It is part of the future and we should not be slow to embrace it! CHISIG is a branch of the ESA that is crucial to our development and understanding of this future ... and the closer ties that are being developed after a time of parallel yet separate growth of membership interests is a cause for rejoicing. Users are as necessary as designers in the knowledge evolution. Given that e-mail is such an immediately responsive tool, would members please open the channel to send state news for appropriate inclusion in our National News? Victoria is way ahead in this regard and the effort is greatly appreciated. Individuals also need to put fingers to keyboards and share their knowledge and experiences in these pages — the results will benefit colleagues and the wider appreciation of ergonomics. A number of university personnel around the country have contacted me about the possibility of developing a referee process to enhance the value of publishing in Ergonomics Australia. At this stage that is still a desirable goal until we have the papers to review. One suggestion that is very welcome: we should generate a regular series of student papers on research projects. So write and get published! Case histories are another desirable and valuable contribution from practising members. Your editor has progressed to cable Internet access so the line is always open ... subject to her Firewall protection!

To conclude with a positive comment found on the Employment Opportunities page of Peppers Retreats + Resorts web site (one of the most stylish on a recent review of web site designs ... all in the cause of ESA):

“We believe that it is your attitude which affects your aptitude and in turn affects your altitude.”

Shann Gibbs PhD
Editor
(1) I was interested in the article from Robin Burgess-Limerick in the February Ergonomics Australia magazine concerning notebook personal computers. I used to work for a large multi-national company which was providing all its sales force with notebook computers and mobile phones. The purpose of this was so that the sales personnel did not have to come into the office to enter the orders they had taken when they called on customers. The orders could be entered directly into the system via the notebook computer and mobile phone. The sales force also then had a record of what they had ordered, who they had called on, etc, etc.

At the time I left the company there were a few problems being reported by the sales force of shoulder and upper arm injuries as well as back problems. All these problems/injuries had arisen since the sales force were issued with their computers and phones. I did some preliminary investigation that revealed the general practice was to keep the computer on the back seat of the car. When returning to the car after making a call, the sales person would get into the driver’s seat and twist around to reach the computer and then lift it over the passenger seat, generally with a straight arm, into the front. They would then make whatever entries they needed into the computer, then return it to the back seat with the reverse movement to that used to get it to the front seat.

It would be interesting to find out if any other members have found similar problems with the use of notebook computers.

Regards
Greg Paterson

(2) Tampere School of Public Health at the University of Tampere, the Finnish Ergonomics Society (FES) and the Nordic Ergonomics Society NES are organizing the 33rd Annual Congress “Promotion of Health through Ergonomic Working and Living Conditions” at the University of Tampere on the 2nd to 5th September 2001. The deadline for abstracts is March 30, 2001. In connection to the Congress, starting on Wednesday 5th September, a symposium “The 1st International Symposium on Work Ability” is organized.

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(3) Carol Elizondo has advised the following about the next round of grants from the OHS Trust, as available funds have not been exhausted. The Trust members decided at the last meeting to continue on with the issuing of grants until funds were mostly, if not completely, depleted. This decision resulted from the return of $7,500 from a grant recipient who was unable to complete her project. It was felt that there was too much money remaining to wind the Trust up at this time.

Christine Aickin

(4) David Terry, lecturer in Industrial Engineering and Victoria ESA member, recently participated in the ESA program of visiting IEA members. David was on holidays in Bali Indonesia and we facilitated a visit to Professor Manuaba. … I encourage any other ESA members travelling into Asia to make the time to visit an IEA country representative.

Check the IEA website for details, or contact me: dcaple@mira.net
David Caple
From: Prof. Adnyana Manuaba To: David Caple
RE: books donation and the visit of David G Terry

I just received a message from Dr Aida that you shall donate books to universities in the region, and from Prof Martin who suggested Dr Aida send the books to those who are really needy. Of course we need them, if possible and if we may, could we have more and more to break our isolation and help overcome our financial limitation. Thank you for your understanding.

David G Terry from Melbourne and his wife yesterday evening visited us at home and we had a very beneficial conversation about education in ergonomics. As an engineer/ designer his knowledge and experiences in ergonomics were really useful for me in developing our post graduate curriculum as many of our students are engineers also. He left me also some of his notes as a teacher of ergonomics for technical students in Melbourne, which ideas are very useful. They came home also to see and hear my wife’s choir doing their exercises for the April program where around 3000 American shall come to Bali for a meeting. So a combined visit. My house always has a welcome for friends.

I tell this, because G Terry got my address from your Ergonomics bulletin, and at the end I got also the benefit of that. So please accept my hearty thanks for all effort done to bring Australian and Indonesian ergonomists together as we are really neighbours. Australian ergonomists’ expertise and experiences of course shall always be useful for us. We shall be very happy if more and more ergonomists could do the same and exchange / share experiences.

Best regards,
Adnyana Manuaba

From: David Caple
To: Adnyana Manuaba

I do hope a lot of Australian colleagues shall attend our seminar. They could register directly through the web. We need volunteer keynote speaker from Australia, as we could not afford him or her with travel and accommodation funding, to be honest. Do you think it is possible?

Best regard, and thank you again
Adnyana Manuaba

From David Caple — an interesting series of comments received on repeal of OHSA regulation.

I am not sure if you have read this link of e-mails relating to the voting, lobbying, and money that related to bringing down the Ergonomics Reg in USA. From my perspective, I would report that the new USA Administration has quickly withdrawn this new legislation before it had a chance to either confirm or confound the sceptics. I am aware that the Employer Associations were very fearful that huge costs would be incurred if the legislation were to be introduced, with little or no gain to their industries. It also would bring focus to work practices which would be defined as MSD risk factors that up to now have been unchallenged from an OH&S perspective. My message to the Congress when over there for the Testimonies was that we did not experience such a cost burden nor focus on factors that should not be addressed anyway. Applying ergonomics to reduce MSD risks have a wide range of OH&S, quality and productivity benefits. Maurice Oxenburgh, our other Australian testifier, spoke much about this. With around 500 “experts” testifying and millions of dollars spent on the lawyers, hearings and lobbying, where are we now? I am unsure. I guess we can see how politics can quickly wipe out the adoption of ergonomics legislation if the lobbying is powerful. I hear the same pressure is brewing in Washington State, where they also successfully introduced an Ergonomics Rule last year.
I think we need to assist NOHSC in reviewing the 1990 Standard on Manual Handling and continue our role as one of the leading countries in the world in developing legislation in MSD prevention. The Standard certainly needs a major update and the ESA should play a pro-active role in assisting NOHSC, and their stakeholders, to ensure Australia has a scientifically based legislative model. I am personally looking forward to the PREMUS conference in October to see what else is happening in this area. It would be great to report on positive developments in Australia.

David C Caple

(7b) A sad day indeed in the US. The standard that was finally passed before this purely political anti-scientific anti-worker anti-labor repeal was already watered down from the original one drafted by a team led by Barbara Silverstein.

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(7c) From: occ-env-med-l-admin@mc.duke.edu
On Behalf Of Gary Greenberg
Congress To Repeal Workplace Rules
Please visit the website to read the whole story but see selected extracts below:

By DAVID ESPO,
Associated Press Writer

WASHINGTON (AP) - Congress voted Wednesday to repeal new workplace rules aimed at curbing repetitive motion injuries, the first legislative accomplishment for business-friendly Republicans who won control of the White House and Congress last year.

The measure cleared the House on a largely party line vote of 223-206, less than 24 hours after Senate passage. Democrats and organized labor protested vociferously, but President Bush has signaled he will sign it.

The vote was still in progress when the White House sought to reassure its critics. "This administration is committed to protecting the health and safety of workers," it said in a statement. "That's why the Department of Labor will pursue a comprehensive approach to addressing this issue. There is a real concern about the overly burdensome current rules because of the negative impact they would have on jobs and economic growth."

The lobbying was intense. One organization, the National Federation of Independent Business, said it had sent faxes to 70,000 of its members in 30 states, urging them to contact members of Congress whose votes were pivotal.

Organized labor pressured lawmakers to sustain the regulations, flying in workers whose health had been severely damaged because of repetitive-motion injuries on the job. "Not in recent memory have big business interests hostile to the concerns of working families held such sway with our president and the U.S. Congress," AFL-CIO President John Sweeney said in a statement after the vote.

Organized labor gave an estimated $78 million to help elect Democrats last year, according to the center for Responsive Politics, while business groups donated millions more to help GOP candidates. And the arguments on and off the House floor reflected that political lineup.

Republican aides said other factors were at work in the decision to move swiftly.

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It gives me great pleasure to announce that the first issue of the official journal of the Pan-Pacific Council on Occupational Ergonomics (PPCOE), Asian Journal of Ergonomics, was recently published. This journal is intended to provide a forum to discuss new developments in theory, application, and present the results of empirical research on ergonomics in the Pan-Pacific region, and also promote the awareness of ergonomics in the Pan-Pacific region by publishing quality articles from all over the world. It is entitled Asian Journal of Ergonomics instead of a Pan-Pacific Journal of Ergonomics because we intend to promote submission of articles reporting on research issues that pertain to ergonomic problems that are unique to Asian countries. The special feature or strength of this journal is a good balance between pure research and practical application articles. The journal will maintain a high standard by using experts from both within and outside the Editorial Board to referee submitted papers. On behalf of the PPCOE, I urge you to give serious consideration for the subscription of the journal. The institutional price of the journal (two issues yearly) is US $100 including postage and handling. The individual subscription of the journal including postage and handling is US $40. The membership of the PPCOE allows you a discount of US $20.

With this letter, I also urge you and your colleagues to consider submitting a manuscript for the Asian Journal of Ergonomics. Your contribution will go a long way in enhancing the reputation of the journal.

Yours sincerely
Min K Chung
Editor-in-Chief
Professor, Department of Industrial Engineering
Pohang University of Science and Technology
Pohang, Republic of Korea.
President’s Report

Yesterday I forwarded a briefing paper and invitation to the Queensland Minister for Industrial Relations to attend a function that is largely being coordinated (and is definitely the brain child of) the Society. The Queensland Branch of the ESA is bringing together the Queensland Council of Unions and the Queensland Division of Workplace Health and Safety (with support from the Safety Institute of Australia, Comcare Australia and St John’s Cathedral) to acknowledge the International Day of Mourning for those who have been killed at work (planned for 27 April).

The International Labour Organization has established 28th April for the International Day of Mourning. Dr Jukka Takala, Chief of the International Labour Organization’s Health and Safety program, speaking on April 12 1999, reports annual global figures show that, in comparison with the 502,000 people who die during civil disturbances and war, 1.1 million die at work. Many thanks to Elizabeth Bunker for creating this opportunity for the Society to be a leader in this important commemorative event.

There is a constant cry that we all hear from various parties in the Society for the need to lobby for the benefits of the application of ergonomics and the need to actively seek opportunities to demonstrate how ergonomics can make a difference. Profile enhancement of the Society contributes to this and is an on-going challenge to every executive and Branch (and SIG) committee. I am interested in hearing what opportunities Branches are taking advantage of and how the Board may be able to assist in this process.

In February I was fortunate to be in Melbourne to meet and have an enjoyable lunch with the new Chair of CHISIG, Steve Roberts. Steve, having taken over the Chair from Greg Ralph due to Greg’s new responsibilities as a first time dad, is leading a fine group of professionals from which the non-CHISIG members of the Society could easily benefit.

In February the National Occupational Health and Safety Commission sponsored a meeting of the Heads of the occupational health and safety professional associations. The SIA, Hygienists, Occupational Health Nurses and ESA attended (the Occupational Physicians sent their apologies and have since been involved). Dennis Else and NOHSC’s new CEO, Robin Stewart-Crompton, were in attendance. The meeting discussed ways in which the professional associations can have better and more strategic input into the committees of NOHSC and their outcomes. Time was also spent on enhancing and coordinating the communication between associations. While it is acknowledged that strictly speaking, the Ergonomics Society of Australia is not an OHS professional association, I went into the meeting working from the point of view that the ESA has a strong membership base of professionals applying ergonomics in the OHS arena and a significant influence over OHS outcomes.

Since this meeting with NOHSC, the Heads of these professional associations have teleconferenced and debated the benefits of establishing a Council to be a forum for:
• shared communication between associations and relevant external parties;
• a single point of contact for government;
• strategic involvement with bodies such as NOHSC; and
• a body to promote OHS professions.

This Council may be known as the Council of Occupational Health and Safety Association Presidents (COHSAP). The Heads of these bodies are now going to discuss this venture with their executives and to get endorsement to proceed. I will provide you with more information on the above 2 forums in the forthcoming editions of EA.
It was also my pleasure today to write a letter of support to the University of Queensland for the proposal for a new cross-faculty postgraduate coursework suite in ergonomics at the graduate certificate, graduate diploma and masters levels. These coursework programs will be offered, subject to approval, from 2002. These, along with the new course at Monash (advertised in the last Ergonomics Australia) in combination with courses already on offer are providing existing and future members with more and more opportunities to develop and enhance their ergonomics education and competencies.

Jim Carmichael
President

IEA Column

Margaret I Bullock
ESA Councillor to IEA

The following items may be of interest to members of the ESA.

At its meeting in San Diego, the IEA Council elected the following IEA Officers for 2000-2003:

• President: Waldemar Karwowski  USA
• Secretary-General: Pierre Falzon  France
• Treasurer: Kazutaka Kogi  Japan

STRUCTURE OF THE IEA EXECUTIVE COMMITTEE
A new structure for the IEA Executive Committee has been developed, as follows:
• Awards Committee
• Industrially Developing Countries Committee
• Science, Technology and Practice Committee
• Communications and Public Relations Committee
• Professional Standards and Education Committee
• Policy and Planning Committee,

Two new sub-committees have been formed:
• Advisory sub-committee (to be chaired by the President)
• Fund raising sub-committee (to be chaired by the Treasurer).

Ergonomics Definitions prepared by the IEA
The IEA has been endeavouring to prepare a definition of ergonomics that reflects current thought about the aims and practice of the discipline. After considerable debate and discussion, the following definitions have been outlined for application by Federated Societies, as they wish.
Definition of ergonomics

Ergonomics (or human factors) is the scientific discipline concerned with the understanding of the interactions among humans and other elements of a system, and the profession that applies theory, principles, data and methods to design in order to optimize human well being and overall system performance.

Domains of Specialization

Derived from the Greek ergon (work) and nomos (laws) to denote the science of work, ergonomics is a systems-oriented discipline, which now applies to all aspects of human activity. Practicing ergonomists must have a broad understanding of the full scope of the discipline, taking into account the physical, cognitive, social, organizational, environmental and other relevant factors. Ergonomists often work in particular economic sectors or application domains. These application domains are not mutually exclusive and they evolve constantly. New ones are created; old ones take on new perspectives. Within the discipline, domains of specialization represent deeper competencies in specific human attributes or characteristics of human interaction.

Professional Practice & Education

The IEA Guideline Standards for Accreditation of Ergonomics Education Programs at Tertiary (University) level, prepared by Margaret Bullock and her Accreditation Sub-Committee were accepted by IEA Council at its meeting in San Diego and were offered to Federated Societies to apply in whole or in part as they see fit. These standards represent current ergonomics practice and an evaluative approach, which is relevant to competency standards. They are available from the ESA.

Any suggestions from Federated Societies for change will be considered by the Committee in an attempt to ensure that the document meets the needs of the Societies.

Register of Approved Ergonomics Courses on Internet

Work on the development of the Register of Approved Ergonomics Courses on Internet initiated by Margaret Bullock is continuing. Members of the ESA are invited to provide information regarding any internet educational programs emanating from Australian Institutions that might be included in this register. These should be directed to Margaret Bullock in the first instance (m.bullock@mailbox.uq.edu.au).

International Directory of Ergonomics Programs in Ergonomics/Human Factors

The Fourth Edition of the International Directory of Ergonomics Programs in Ergonomics/Human Factors was developed by a sub-committee created by Margaret Bullock and chaired by Leon Straker (ESA) - contact: istraker@info.curtin.edu.au.

Members are invited to provide any recent information about educational programs on ergonomics in Australia to Leon, so that the entry relating to Australian programs may be kept up to date.

Industrially Developing Countries (IDC)

Activities to support ergonomics in Industrially Developing Countries continue in different parts of the world. For example, Houshang Shahnavaz works on educating ergonomists from IDC countries at the Lulea University in Sweden and conducting workshops in Mexico and Cuba. Kazu Kogi continues to develop ergonomics in Thailand and Vietnam, working with the International Co-operation Division of the Institute for Science of Labour on two educational/training manuals, including the Japanese International Labour Foundation for the improvement of occupational health and safety, and a joint venture between the IEA and ILO on “Agricultural Checkpoints” book.

Numerous Roving Seminars/Workshops are being conducted in various IDC Centres. The IEA focus for 2001 is on AFRICA and an IDC Ergonomics Conference is planned to be held in Africa during this year.
An e-mail network communication list has been set up to assist people from around the globe to communicate, share common problems and offer basic solutions that can then be modified and applied to specific regional needs. An IDC homepage has also been developed and is now part of the IEA web site.

The ESA's own activities in providing texts to Institutions in IDCs is applauded. Members are invited to contact the ESA Secretariat in the first instance if they have books to pass on to needy groups overseas.

AWARDS
IEA FELLOW
During the IEA Congress 2000, in San Diego, ESA Fellow Margaret Bullock was honoured by the award of Fellow of the International Ergonomics Association, at the inaugural ceremony for this award. Margaret is the first woman and the first Australian to be so honoured. Members are invited to consider nominating other worthy recipients for the IEA Fellow award.

IEA Ergonomics of Technology Transfer Award; and The IEA Award for Promotion of Ergonomics in Industrially Developing Countries.

The IEA Ergonomics of Technology Transfer Award has been replaced by a new award: the IEA Award for Promotion of Ergonomics in Industrially Developing Countries. This award is given to a person(s) who has made significant and outstanding contributions to the Development of Infrastructure of Ergonomics in an industrially developing country. This may be manifested through development of teaching/training programs, implementation of ergonomics design in industry, development of R&D programs, organization of ergonomics professionals, and extensive collaboration with international bodies such as United Nations.

The special importance of the IEA/Liberty Mutual Prize in Ergonomics and Occupational Safety, has been emphasised by the IEA, and Societies are encouraged to advertise this award, along with other IEA awards. The details of the IEA/Liberty Mutual Prize have been provided to the secretariat for dissemination to ESA members seeking them. Remember that in 1999 an Australian, Dr Shirleyann (Shann) Gibbs won this annual award in its inaugural triennium — the first woman so honoured.

Nomination forms for awards are provided on the IEA home page under: http://www.iea.cc/press/

Development of Ergonomics Checkpoints (Book 2: Agriculture)
A contract with ILO to publish the Ergonomics Checkpoints on Agriculture book has been signed by the IEA. Federated Societies are invited to provide inputs to this book by contacting Kazu Kogi directly e-mail: k.kogi@isl.or.jp

IEA History Book
The IEA History Book: The History of the International Ergonomics Association: The First Quarter of a Century, edited by Ilkka Kuorinka has been published. A second volume of the IEA History is being considered. The editor, Ilkka Kuorinka (kuorinka@crdi.fr) has requested that any Federated Society with documents relevant to the history of the IEA should send them to him. Members who have any recollection of such documents are asked to contact the ESA secretariat.

IEA Principles of Equal Opportunity
The IEA recently approved the following policy:

The IEA subscribes to the principles of equal opportunity. The IEA endeavours to ensure that its organizational structure, policies, activities, and documents do not discriminate on the basis of race, gender, disability, ethnic and social background. The IEA encourages the participation of people of different gender, racial and religious backgrounds in its various governing bodies such as the Council, the Executive Committee and its various committees.
IEA CONGRESSES

IEA 2003 Congress
Under the guidance of Min Chung (Korean Ergonomics Society), progress is being made towards mounting the IEA Congress 2003. This will be held in the ASEM Convention Center in Seoul, Korea on August 24-29, 2003. The theme of the Congress is “Ergonomics in the Digital Age”.

The Congress will be organized in cooperation with the Japanese Ergonomics Society and the Chinese Ergonomics Society. The home page for the Congress is: www.iea2003.org.

The Korean Society also hopes to receive active support from the ESA members. Contact the secretariat of you would like to assist so that the ESA’s contribution may be co-ordinated.

IEA 2006 Congress
Ernst A.P. Koningsveld (e.koningsveld@arbeid.tno.nl) is the Congress Chairman for the Triennial Congress in 2006. The Congress will be held on July 10-14, 2006 at the Maastricht Exhibition and Congress Center.

The Congress will be organized by the Nederlandse Vereniging voor Ergonomie (NVvE), in co-operation with the Gesellschaft für Arbeitswissenschaft (GfA) and the Belgian Ergonomics Society (BES). The annual BES and GfA meetings will be organized in conjunction with IEA 2006. NVvE has a biannual congress that may also be held in conjunction with the 2006 Congress.

IEA 2009 Congress
The official Call for Proposals for IEA 2009 Congress will be issued in 2001. The Council will vote on the venue selection at its annual meeting in 2002.

IEA Newsletter
Any news items which members of the ESA would like to offer for inclusion in the Ergonomics International (published on the IEA home page) should be sent by e-mail to the ESA secretariat for later dissemination to the Newsletter Editor.

HONOURS AND AWARDS COMMITTEE

David Caple outlined additions and corrections to the report as follows:

1. Ken Provins Award
   • Ken Provins Award - a review of abstracts and the attending of only the short listed papers should occur to reduce the workload of attending all conference paper presentations.
   • Ken Provins Award - the award is determined on the quality of both the written paper and the oral presentation.
   • Ken Provins Award - The award is to be presented at the following year conference dinner along with all awards for the preceding year.

2. Alan Welford Award
   • Alan Welford Award - a change of title was recommended from “the best published ergonomics paper in an ergonomics journal” to “the best ergonomics published paper in a refereed journal”.

3. Cumming Memorial Medal

4. Fellow - IEA

5. Fellows - ESA
   ESA Fellow - David recommended that the issue of “Fellow” & “Honorary Fellow” be discussed under the category of the New Membership Structure at the Next Board meeting in May.

   To be awarded at ESA2001. 2000 winner was Jeff Frith. ESA Executive to consider next nomination.

7. David Ferguson Medal (best Post Grad Student Project)
   New award — not yet conferred. Criteria to be circulated at May Board Meeting and then Christine Stone to circulate criteria to coordinators of Ergonomics courses. Criteria to be published in EA.

8. John Lane Award (best ergonomics research thesis)
   Honours and awards committee to develop criteria for 2001 award. To be considered at May meeting.

Jonathan Talbot
PROFESSIONAL AFFAIRS BOARD

PAB Report

The Professional Affairs Board met earlier this month and discussed a wide range of issues including certification, re-certification, the appeal mechanism and membership numbers. We anticipate that all documentation will be finalised before the middle of the year. We also agreed to proceed with a PAB membership drive as currently PAB members make up less than 10% of ESA membership. We are hoping to encourage all practising ergonomists to apply for Certified Professional Ergonomist (CPE) status.

If you already have CPE recognition, the Board asks that you encourage your Branch colleagues to apply for PAB membership. CPEs are needed to raise the profile of the society.

The new Board has a balance of optimism and experience and we anticipate an exciting and productive two years ahead. If you need help in completing your CPE application please contact a CPE in your Branch, or one of the PAB Board members.

Board members include:

Margaret Head (Chairperson) (ACT)
Ken Horrigan (Qld)
Bob Stacy (Vic) Dr Robin Burgess-Limerick (Qld)
Dr Neil Adams (NSW) Gerhard Hendricks (Vic)

Become a Certified Professional Ergonomist...

join the flagship of the society represent the society as a professional member use CPE post nominals

The Professional Affairs Board invites you to apply now...

To have an application kit sent to you just Phone Christine in the office on (02) 6242 1951
Or email esa@interact.net.au
AUSTRALIAN CAPITAL TERRITORY BRANCH

The ACT Branch offers an annual prize to a final year Industrial Design student who has achieved the highest standard with regards to ergonomics in their major project at the University of Canberra.

Owing to changing semester arrangements I presented the 1999 prize to Bem Ho later last year (Stephen Pheasant’s Bodyspace) at his graduation in the Great Hall of Parliament House on 28th July 2000. The 2000 prize (Dreyfuss’ Measure of Man and Woman) will be presented in the near future. I will send a similar article outlining the student’s project for that prize for inclusion in a later journal.

As part of their final year, industrial design students are required to undertake a self-directed major research and design project with an allocated mentor. Bem’s research area examined the range of issues arising from motor vehicle seat design, and in particular, focussed on seats for racing car drivers.

Bem’s work was chosen for the award for a number of reasons. His major research project report incorporated a good ergonomics systems approach, which highlighted the complexity of the design area and the competing interests within it. These issues included body support, blood flow, heat stress, fatigue vibration, fluid loss, and overall vehicle weight.

As part of his research approach Bem also interviewed and surveyed a significant number of well known professional drivers, including The Holden Racing team. This process provided valuable input at critical stages of the research and design project, and ensured the theoretical aspects of Bem’s project were grounded in real-life experience.

It is interesting to note that in what is often considered an area of leading edge technology, racing car drivers suffer from so many physical problems brought about by apparently unnecessary compromises within vehicle design. Bem is to be commended for his work in the area. It is hoped that some of the issues raised in his report will be addressed in future design decisions related to these vehicles.

Les Hogg
ACT Correspondent
Manager, Health and Safety Unit
University of Canberra
Victorian Branch

VICTORIAN BRANCH

Branch Program:

Influencing Organisational Culture - 6th March

Carl Luttig, Managing Director, Zeal Consulting Pty Ltd.

Carl is a consultant who has had experience in assisting a number of organizations to manage organisational behaviour within their overall OHS strategy. Carl will discuss his experiences regarding what factors positively influence organisational behaviour enabling leadership in safety management systems.

Serge Sardo, Mgr Psychological Services, RTK, Corporate HR

Serge is committed to assisting organisations develop and maintain a culture which focuses on employee well being and safety, while continuing to meet the organisational business objectives. Serge has conducted a number of change and culture management programs for organisations and he will be sharing some of his experiences with us.

This is a professional development seminar.
Points will be credited for certification.

The date for our second meeting this year is not yet finalised, but we’re aiming for late April or May.

Call Centre Design Issues — planned for late April or May

Site Visit: Major IT Facility & Call Centre

Topics will include call centre design (layout, lighting, furniture, acoustics, building code and access issues) as well as the current controversial issue of acoustic shock suffered by some call centre operators (loud noise over head-set from faulty incoming signal and poor filtering). Some of the work organisation and customer/task stress issues will also be covered. A prominent audiologist and an organisational psychologist will discuss the acoustic shock and stress issues.

More details in the next Vic Branch newsletter.
Geelong Regional meeting — Thursday 19th July

At last - the sequel to our successful 1997 Geelong seminar!

A local committee is being formed to optimise planning for our 2001 regional seminar
September (date not yet fixed)
Measurement techniques currently being used by ergonomists; round-robin style
November (date not yet fixed)
Joint meeting with CHISIG (computer-human interaction special interest group) on computer/technology/ usability.

Vic Branch program coordinators:
Steve Isam
Ph: 0418 599 046 E: stephen@pipeline.com.au
Stephen Hehir
Ph: 9204 5456 E: stephen.hehir@auspost.com.au
Vivien Karabinas
E: vivien_karabinas@amp.com.au
Carol Lapeyre
E: carollapeyre@bluep.com
Christine Waring
E: christine_waring@workcover.vic.gov.au

This newsletter goes out to all financial Vic Branch members. We email 150 newsletters to Vic Branch members, and post 50 hard copies to members without email. As the cost of mailing out those 50 hard copy newsletters is a significant budget item for a Society seeking to minimise members’ subscription fees, the Vic Branch Committee is asking all members with email access to advise your email address to psclark@rie.net.au

There are ‘free’ email access systems available for the cost of a local phone call. But you do need a computer with a CD-ROM drive and an internal or external modem to get started, though.

If you’re already on email but have changed your email or post address, please let us* know promptly.
psclark@rie.net.au and ESA Secretariat esa@interact.net.au

Ergonomics Textbooks Wanted

Industrially developing countries with no ergonomics textbook resources would be grateful to receive old/out of date/well-used ergonomics texts. David Caple is seeking ESA members’ assistance with the IEA (International Ergonomics Association) initiative of sending ergonomics textbooks to countries who are IEA members. Parcels have already been sent from Australia to Columbia, Chile, Iran, Indonesia and Czechoslovakia.


Rachel Gualano

Simon Sostaric, Exercise Physiologist with Victorian University’s Sport and Exercise Performance Unit, outlined the physiology of heat illness before reporting recent research findings from athlete subjects. Some of these include:

• no significant difference in heat loss and sweat loss in male athletes wearing vs not wearing sunscreen and a hat;
• physical fitness prior to acclimatisation speeds up the process of acclimatisation.
• drinks with a 7.5% glucose polymer (carbohydrate and electrolyte) increased their rate of fluid uptake in the blood.

Gerry Coles, Occupational Hygienist (on ACGIH committee) discussed trends and changes in Standards for Heat Exposure. The old table format Threshold Limit Values (TLV) were not very applicable to the full range of climates (eg. Saudi Arabia, Australia), as they were conservative.

The new TLV is a flow chart for decision making and its aim is to set globally applicable guidelines which will enable regulators to set standards.

Rob Sutherland of Environmental Health Services addressed the practical assessment of heat stress. Rob discussed the various methodologies used to assess heat stress, including WBGT (used as a screening tool); Heat Stress Index; Required Sweat Rate (ISO 7933)
quantitative tool) and Heart Rate Monitoring (infrequently used). Steve uses a computer programme for analysing ISO 7933 Required Sweat Rate.

Rob closed with some advice on preventing heat stress.

Steve Atkins of Deakin University provided the simple but important S-M-E-R-C approach to assist in assessing heat stress. The factors to consider include: S (heat storage rate); M (metabolic rate); R (radiation loss/gain); E (evaporation loss/gain); and C (convection loss/gain). Steve’s advice was to use the SMERC concept for most situations and to call in an occupational hygienist who practices in this specialist area to deal with heat stress issues.

Read about Olympic heat stress assessment at:
http://www.clark.net/pub/pribut/humidxt.html

Ergonomics Society Tee Shirts

David Trembearth

The new Polo tee shirts are a quality dress item, made of 100% cotton herringbone fabric in sizes S to XXL. Navy blue in colour, the collar and arm bands include a fine white stitching and together with the embroidered ESA logo with the words “The Ergonomics Society of Australia” clearly printed underneath, this shirt looks very attractive and professional and can be dressed up or down, depending on the occasion. The cost of $35.00 includes postage and handling.

David can even email you a colour photo of a glamorous model wearing one of our tee shirts.

To order your Polo shirt(s) or for more information, contact David Trembearth at:
Tel: 03 9376 1844 or 041 831 2349
Fax: 9376 3124 Email: david@ergonomics.com.au

aus_ergo Email Discussion Group

Phil Clark

When I last looked in mid-November, 66 Vic Branch members had subscribed to the aus_ergo list. If you are not a subscriber to the aus_ergo list, you can join by sending an email to: maiser@hms.uq.edu.au with no Subject and the following email message. SUBSCRIBE aus_ergo

Don’t add your name or anything else, because your message is talking to a computer. If you have a signature file or company message appended with all your emails, turn it off first, to avoid getting error messages saying the signature couldn’t be understood.

ESA Conference 2002

In 2002 the annual conference of the Ergonomics Society of Australia is due to be held in Melbourne. While a Professional Conference Organiser is generally used, dedicated bodies are required to form the convening committee to make decisions and oversee activities ranging from organising the conference program to assisting in making the social events a success.

Members interested in joining the convening committee should contact Steve Hehir, Vic Branch Board Member, 9204 5456 [W], mobile 0418 366 144 or email stephen.hehir@auspost.com.au

WorkCover Targets Manual Handling TARGETS MANUAL HANDLING

WorkCover’s three-year strategy gives major emphasis to preventing manual handling-related injuries and claims. Industry teams will work on prevention with worst sectors and employers. The four industry teams are: Manufacturing and Agriculture, Transport and Storage, Construction, and Public Sector and Community Services.

Please contact Ros Kushinsky (03) 9641-1596 or 0411 020 544 for more details.

LunchSIG launched

Prue McKeown, Anton Grodeck and Marg Juhasz have launched ‘LunchSIG’ for a regular lunch to make new contacts, do a bit of benchmarking, but mainly to have a good time. LunchSIG is aimed at bringing members of the Vic Branch, predominantly those working in the city, together for social interaction over food. We meet on the first Thursday each month in the Melbourne CBD (possibly a different restaurant each time).
The inaugural meeting of LunchSIG was held last August over hearty Italian fare at the Waiters Club, to swap ideas and discover what was happening H&S-wise in different organisations. In October, we met over Japanese food at Kunis, who do a good lunchbox! And in December, it was at Il Solito Posto, Collins Street. Our 2001 arrangements will be a bit more formal to simplify the organisation. If you’re interested in attending, please email Margaret Juhasz or Anton Grodek to flag your interest:

Margaret.Juhasz@team.telstra.com
Anton.Grodek@auspost.com.au

Rules:

1. Lunches to be scheduled for this half of the year on Thursdays on the dates listed below.
   - 1 February
   - 1 March
   - 5 April
   - 3 May
   - 7 June

2. If there are not a minimum of 4 definite takers for a particular date, the lunch moves to the following Thursday. If not enough takers for that date, the lunch is cancelled until the next scheduled date.

3. Starting time is 12.30 pm unless another time suits most of the people who will be attending.

4. Venues to be organised just prior to the lunch - all good food place suggestions welcome (except the really expensive ones)

5. Organiser of event will rotate around attendees – to be organised at previous lunch.

Pros:

- You get to meet new Ergonomes
- You are away from your desk/car/worksite
- You might find out something useful for your job (not guaranteed - this is more for the social side of things)

Cons:

- Probably more calories and cost than your normal lunch
- People located outside the city have to travel
- We don’t guarantee you’ll like the food every time!

DSTO Human Factors SIG Conference
Kerrie Bennett

The Defence Science & Technology Organisation (DSTO) Defence Human Factors Special Interest Group (DHF SIG) held a “Human Factors in Focus” conference at Fishermens Bend on 30th Oct to 1st Nov, 2000

Australian DSTO HF researchers, army, airforce and navy personnel, and representatives from industry and academia attended, as well as some leading Swedish researchers from the National Defence College, Swedish Defence Research Agency & Swedish Army Command.

The presentations were innovative and of high scientific merit, with topic areas ranging from applied to basic science HF disciplines (Command & Control, Human Physiology & Performance, Simulation & Training, Information Technology, and Modelling of the Human Operator).

Phil Clarke
Victorian Correspondent

NEW SOUTH WALES BRANCH

Professional Development Program:

In 2001 meetings will be conducted in Room 4036, 4th Floor, West Wing, The Red Centre at UNSW. This building is approached directly from the main concourse (University Mall) from Anzac Parade if coming by public transport. Car entry is via Barker Street and parking in the multi-storey Car Park costs $4.00 – the all day rate that covers an unlimited evening stay.
Roger Hall addressed our first professional development meeting held in the new venue at UNSW now that WorkSafe has closed down in Sydney.

Roger is a lecturer in ergonomics and the Ergonomics Program Coordinator with the School of Safety Science at the University of New South Wales in Sydney. He is a Fellow and former President of the Ergonomics Society of Australia. His background is in experimental psychology and visual ergonomics and for many years did ARRB funded research on visual problems of driving at night. He has recently returned from a regular sabbatical at Loughborough UK. He provided the following abstract of his presentation.

**Prototyping for Usability of New Technology**

It is well accepted that people have problems using new technology such as consumer products, systems, and software. There is some evidence to show that poor design can cost companies money directly through attending to user calls for service and complaints, and through returned goods. Poor design can also indirectly cost companies through reduced sales because of poor consumer acceptance and poor product image, and through the associated follow-on effects of consumer perceptions of the company itself. This is becoming especially so with the advent of embedded computer processors in so called ‘smart’ domestic consumer products.

Roger argues that it is possible to gain good design information from low cost user trials of low fidelity prototypes early in the design process, and that prototyping is a valuable tool in the user-centred design of new technology especially ‘smart’ consumer products. The value of that design information depends on the stage of the design process at which user testing is carried out; and the associated level of realism or fidelity of the prototype/s. The first stages involve testing simple prototypes which examine the cognitive, or information processing, needs of the user, followed by higher fidelity prototypes which examine the physical (visual, auditory and tactile) needs of the user.

The results of four studies are discussed which attempt to illustrate the various benefits and costs associated with using different levels of fidelity of prototypes in a user-centred approach to design by illustrating the extent and nature of the design information gathered and the relative merits of varying the fidelity of the prototypes. Finally, and based on that discussion, an appropriate and practical design strategy is suggested.

Cathy Paver has been employed by Qantas over the past 2 years for the management of ergonomics systems. She was previously Acting Director of the Cumberland Health and Research Centre. Prior to that appointment she had been a BackWatch Ergonomist with WorkCover. She qualified as a physiotherapist and later completed a Graduate Diploma in Ergonomics and a Master of Applied Science (OHS).

While at the Cumberland Centre, Cathy was involved in the Lifting for Adaptability project that addressed not just loads and lifting, but transfer and handling strategies.

Cathy will discuss the development of the baggage handlers’ manual handling program that was based on an analysis of comments by experienced operators. It is a work in progress and is being trialed in Adelaide. The program involved a video of ramp operators to identify stages of the process and key principles for determining future operations.

Catherine Cook will discuss Shiftwork issues as well as some of the findings from her doctoral research — more detail in State Newsletter.

June — possible site visit to State Transport Authority — details still being negotiated.

Neil Adams will discuss “Some of my most horrendous injury cases: where ergonomics failed.”

Wednesday 4 July 2001 — awaiting confirmation.

Wednesday 5 September 2001 — Annual General Meeting — Dinner Meeting — details to be advised.

No meeting in October owing to Conference preparations — call for helpers!
November 28 — 30 ESA Annual Conference in Sydney “Better Integration: Bringing Research and Practice Together”

Notification of accepted abstracts has been sent, along with guidelines for preparation of papers.

Posters will be accepted up till the opening of the Conference. An indication of intent to show would be much appreciated to assist in providing necessary and suitable display stands.

All our CPD meetings begin with drinks and nibbles at 6.00 pm and the meetings begin at 6.30 pm. All members and interested friends are warmly invited to attend. We are especially pleased to welcome visitors from other states or overseas who may be in Sydney at the time. Do please contact us if you are visiting this area as it is always possible to arrange an impromptu gathering of like-minded people.

Shann Gibbs
NSW Correspondent

New Members Admitted Recently

NSW
Mr David Cockbain
PO Box 29
MORPETH NSW 2321
Member

Ms Cathy Paver
35 Fox Street
LANE COVE NSW 2066
Member

Mr Sam Bourne
1/8 Moore Road
HARBOARD NSW 2096
Affiliate

VIC
Mr Greg Ralph
29 Augusta Street
GLEN HUNTLY VIC 3163
Member

QLD
Ms Ellen Rigbye
2 Softwind Court
KENMORE HILLS QLD 4069
Affiliate
International Conference on Affective Human Factors Design

Topic areas include but are not limited to the following:
- Theories, Methods and Research Results
- How to Design to Evoke Affect
- Predicting User Emotions
- Pleasurable Design
- Fun Interfaces
- Job satisfaction
- Perception and Cognition of Affective Design
- Cognitive Modeling
- Aesthetics Design and Appreciation
- Predicting Customer Needs
- Anthropological Modeling and Role Playing
- Testing Methodologies
- Kansei Engineering

These issues have been debated since long in Industrial design, and we are now seeing new application areas, for example in HCI and e-commerce. For the Human Factors discipline this is a new exciting field for R&D. At the conference we expect contributions from Anthropology, Engineering, Experimental Psychology, Human Factors, Industrial Design, Marketing, and Usability.

For details on accommodations (the Oriental hotel is an affordable 5 star hotel) see: www.unimas.my/cahd2001.

Martin Helander

The first edition of the Asian Journal of Ergonomics (published in September 2000) is now available.

The journal will be issued twice each year and the cost is:

Institutional Subscription: $100.00/annum; Individual Subscription: $40.00/annum; includes p&h.
Order forms are available from Barbara McPhee: bmcphee@ozemail.com.au or email your order directly to: Dr Alan Chan, Treasurer PPCOE: meachan@cityu.edu.hk
Barbara McPhee

Please note the Work With Visual Display Units conference in Berchtesgaden, Germany from May 22-25, 2002. The Website for the conference is http://www.wwdu.org

Dr Cakir has asked David Caple to assist in the role as committee member as an offshoot of his IEA delegate role. He is happy to do so as the members of this group are very active in this ergonomics area. Anyone wanting further details should check the conference website or email David Caple. Phamplets are also available from ESA Secretariat for interested members — contact Christine Stone.

For our Call for Papers and further actions we need access to e-mail addresses of relevant target groups for WWDU 2002 in all relevant countries. It would be great help for us if you can name us sources in your country or elsewhere (e.g. your national ergonomic society, lighting society health and safety related organizations, computer related professional organizations, software manufacturers, trade associations and trade unions etc.) help the Secretariat to get access to sources known in your environment.

Thank you for helping
Dr. Ahmet E. Cakir
Secretary General WWDU 2002
c/o ERGONOMIC Institute
Soldauer Platz 3, D-14055 Berlin
http://www.wwdu.org
Email: ahmet.cakir@ ergonomic.de
Http://www.cyberlux.de
Phone: + 49 30 302 10 50
Fax: + 49 30 301 98 40 or + 4930 30 11 30 86

Tampere School of Public Health at the University of Tampere, the Finnish Ergonomics Society (FES) and the Nordic Ergonomics Society NES are organizing the 33rd Annual Congress “Promotion of Health through Ergonomic Working and Living Conditions” at the University of Tampere on the 2nd to 5th September 2001. In connection with the Congress, starting on Wednesday 5th September, a symposium “The 1st International Symposium on Work Ability” is being organized. Further information from: Professor Clas-Håkan Nygård, tel. + 358 3 2157803

Barbara McPhee
SAFETY IN ACTION

In their fight to reduce workplace accidents, occupational health and safety professionals, CEOs and senior managers will flock to the highly esteemed Safety In Action 2001’s conference and trade show, being held from 1-3 May 2001 at the Melbourne Exhibition Centre.

The conference, hosted by the Safety Institute of Australia, includes 90 Australian and international experts providing the most up to date information on workplace safety. The pre-eminent conference attracted almost 800 delegates last year. In 2001 it promises to deliver vital information on areas such as Safety in Schools; OHS Legal Issues; OHS Management for Managers and Supervisors; OHS Behaviour and Culture; Freight Transport; OHS & Engineering; Occupational Hygiene and Health; Current Trends in Manual Handling and Labour Hire and Contractors.

Take action to stop violence in your workplace. See a real life scenario re-enacted from the shop floor to the court room. It analyses the causes of violence in the workplace, responsibilities and legal ramifications for all involved including the victim, the supervisor, the safety officer and the CEO and provides detailed consequences of the actions that occurred.

Safety In Action 2001’ Exhibition and Conference will be held at the Melbourne Exhibition Centre, from 1-3 May 2001. Entry to the trade show is free of charge.

For further information and bookings for the conference and exhibition contact Australian Exhibitions and Conferences on phone 03-9654 7773, fax 03-9654 5596, email safety@aec.net.au or website www.aec.net.au
News About Members

Greg Ralph was past chair of CHISIG and a rejoined ESA Member from Victoria has notified us that “Cuddly Dudley” has arrived! Greg and wife Naomi are pleased and proud as all-get-out to announce the arrival of our son and first-born, THEODORE NATHAN, 1:05 pm (Melbourne time) on 13th February 2001 at St Vincent’s Private Hospital. “Theodore” is my father’s middle name, and “Nathan” was the name of Naomi’s brother (who died some years ago) - so he is named after two fine men. We plan to call him “Théo” for short, pronounced in the French way (“Tay-oh”).

NSW Studies in Australian Industrial Relations Number 42

Small - Healthy and Safe?
The implications of changing work organization and reward systems for the health and safety of women workers in small to medium enterprises (SMEs)

By Verna Blewett and Andrea Shaw

Why do some small enterprises address health and safety while others ignore it? What features of small enterprises are linked to superior OHS outcomes? How have small and medium enterprises dealt with the OHS consequences of change?

This book identifies and examines the strategies for successfully managing the OHS consequences of workplace change in SMEs. Drawing on comparative, qualitative case study research in 13 Australian SMEs over a three-year period, the book focuses on three industries where women predominate: hospitality, textiles clothing and footwear, and childcare. Women may be most at risk of adverse OHS consequences of organizational change because, while women’s participation in the workforce is increasing, so is the level of casualization and the proportion of contingent workers in these industries. Thus, the strategic choices made by SMEs in response to change can be critical to the OHS outcomes for their female employees. The authors detail recommendations to strengthen the capacities of small and medium enterprises to choose to provide healthy, safe and productive working environments.

Price includes 10% GST: $30.00 plus $5 p&h
Available from:
Industrial Relations Research Centre
University of New South Wales
Sydney NSW 2052

Fiona Begg is now the Senior Work Environment Consultant for the Royal Melbourne Hospital and Infrastructure. Fiona was previously in an injury prevention project management role, focusing mainly on back injury prevention.

Alison Gembarovski (nee Cocks) has joined the WorkCover Authority as Senior Ergonomist. Bich Huynh, a WorkCover ergonomist for some years, is also now a Senior Ergonomist.

Ros Kushinsky is Acting Manager of WorkCover Ergonomics, while Ross Armstrong is seconded to the Manufacturing Industry Division.

Rachel Gualano
Hello to all ESA members. I am new to the Victorian Branch Committee. I joined the committee as I want to take a more active role in the ergonomics society; meet people working in the field and keep abreast of current and emerging ergonomics issues. Together with other committee members, I will be working on the publicity & promotions and membership sub-committees.

I am employed as an occupational health and safety inspector (field officer) with the Victorian WorkCover Authority and have been in the role for almost 2 years. During this time, I have undergone extensive training and dealt with a vast range of industries and health and safety matters. I find it a privilege to have access to such a wide range of workplaces and I enjoy the constant learning which makes the job very interesting.

I initially completed a degree in Occupational Therapy where I worked in psychiatric and physical rehabilitation hospitals in Melbourne and London. I then worked in occupational rehabilitation for CRS Australia. Following this, I worked in an OHS Research and Development position for CRS Australia, developing proposals for OHS consultancy and training.

At CRS, I had the opportunity of secondments to Centrelink and ANZ Banking Group in the Work
Environment/OHS areas. There I was involved in some innovative approaches to early intervention, rehabilitation and health and safety.

I completed a Post Graduate Diploma in Organisational Behaviour, Certificate in Applied Ergonomics, and this year, I will be completing a Diploma in Occupational Health and Safety.

Outside of work, I look forward to my Yoga classes, eating lots of food (especially Asian food) and spending time with friends and family including my cat! In the winter time, I usually escape to a warmer place with a nice beach where I try to do nothing. This year, it may be Cable Beach in WA.

Vivien Karabinas

I am a newly appointed member of the ESA, Victorian branch. I am involved in the professional development sub committee, and along with the rest of the committee, we hope to bring you an exciting and inspirational scientific program for 2001.

A little bit about me. Although not currently working directly in the area of ergonomics, I have a real passion for it and I believe everybody else should too! I have recently plunged into the world of insurance. I am working with AMP/GIO, as the team leader of injury/risk management and I have a few challenges ahead of me. The main emphasis of the role is to raise the profile of injury/risk management, and work with employers to ultimately reduce their premium. I hope that in my work with employers I can inject some good, sound ergonomics principles and activities.

I have been working in the field of health and safety for the past 8 years and I have had the opportunity to work with a diverse range of organisations. I am pleased to say that I had the opportunity to work as the company ergonomist for Toyota Australia, Manufacturing Plant between 1998-2000 and learnt a lot about how to apply ergonomics and make it work in the workplace. I really enjoy talking about this.

I have a degree in Occupational Therapy, completed a certificate in Applied Ergonomics and thanks to the enthusiasm of Rwth Stuckey and Philip Meyer, I was spurred on to complete further studies in Ergonomics. I completed the Postgraduate Diploma in Ergonomics at La Trobe in 1999.

Enough about work... I have a zest for life, love meeting people, I enjoy good food and wine, love summer and body surfing (even if I don’t look the part) and tai chi.

Rwth Stuckey’s “Holiday” in Sunny UK

Last September, I was invited with Mandy Richardson, to run two introductory ergonomics courses entitled Workplace Ergonomics for Health professionals, through Glasgow Caledonian University in Scotland. Mandy had visited that university following a 1999 ergonomics study tour in Germany and I had written a chapter for a textbook for their editors and several articles for British journals. It was suggested that the experience and expertise in Australia was not readily available to them and could be easily transported.

The 5 day course content addressed work systems and assessment, office ergonomics and information technology and elements of production ergonomics including anthropometry & working posture, work actions and manual materials handling. Site visits were arranged to office and industrial environments, with work assessments at the site visits and report preparation and presentation. The aim was to engender an understanding of the application of ergonomics to industry through experience of an ergonomic systems approach to problem solving based on the a knowledge of the fundamental principles of ergonomic analysis.

The participants were all practising health professionals, a minority of whom worked in industry. The ergonomics scene to which we were exposed was quite different from the contemporary Australian experience, being very reminiscent of my memory of ergonomics here in the very early 80’s. The courses were based in Glasgow and York and both Northern England and Southern Scotland appeared bleak and depressed — especially in an industrial sense. The work site visits were based around Post Offices, which are going through dramatic cultural and strategic changes. Much of the equipment assessed and work systems observed presented the usual combination of physical and management issues, but the resource difficulties highlighted the need for simple and cost effective interventions.
The experience was hard work — living and working with groups of people who wanted to extract as much information as possible in a short period. Meanwhile we battled jet lag that was a distinct challenge, let alone the issues of dealing with foreign languages such as Glaswegian and Yorkshire. In the middle of it all I confess to setting an exercise and sneaking away for two minutes to watch Cathy Freeman win the 400 metres just to bring some balance.

The rewards of the exercise were the enormous; the enthusiasm and energy which the participants demonstrated; and their rapid movement over the short period — from a very basic understanding of ergonomics — to being able to apply useful analysis and problem solving. This was a bonus for the Post Offices who were given sound and practical advice.

The feedback the course received indicated that reputation of Australian ergonomics was not damaged by the experience. It was a nice surprise to find that the work many of us have done in the last twenty years or so in industrial ergonomics is still relevant and exciting to new proponents.

2001

http://info.schdist42.bc.ca/KeyInfo/General/MYWEB5/Ergo-Ed/ergo-home.htm

1-3 May 2001, Safety in Action 2001 trade show and conference
Venue: Melbourne Exhibition Centre, Melbourne
Details: Bev Robinson
Email: safety@aec.net.au
Tel: + 61 (0)3-9654 7773
Web: www.aec.net.au

2 — 4 May, 2001, Science at the Shine Dome
The Shine Dome, Gordon Street, Canberra
The Academy is launching Science at the Shine Dome in conjunction with National Science Week and the Australian Science Festival. This three-day event, from 2 to 4 May 2001, is open to the public with:
Research across disciplinary boundaries; Opportunities for questions and discussion

Program:
• New Fellows seminar (10 minute presentations on new Fellows’ research)
• Awards and admission of new Fellows
• Cracking the code — using the code: The Human Genome Project and its Applications

Public Symposium
Program and Registration details:
www.science.org.au/sats E: aas@science.org.au

30 — 31 May 2001, Forum for European-Asian Science and Technology Cooperation (FEAST) Feast 1 — Enhancing Research through Collaboration and Linkages

Four parallel workshops charged with making recommendations for action will consider discussion papers prepared by the workshop teams, with the broader research community encouraged to provide input to the issues being considered through on-line discussion forums to be developed over the coming weeks. A virtual working group will consider The user needs and future directions for FEAST. Participation is critical if FEAST is to become a relevant instrument to
facilitate European-Asian cooperation. Attendance will be by invitation only so if interested in being a delegate submit an expression of interest as soon as possible: http://www.france.net.au/feast/interest

For further details on forums: http://www.france.net.au/feast/activity

Contact:
John Tuckwell, Advisor, Delegation of the European Commission to Australia and New Zealand
Email: john.tuckwell@delaus.cec.eu.int
Tel: 02 6271 2742

30 May — 1 June, 2001, Australian Society of Rehabilitation Counsellors Conference
Surfers Paradise Marriott Resort
Gold Coast, Queensland
Contact: Stephanie Gurr or Tiah Miller
Tel: (07) 3858 5528
Fax: (07) 3858 5510
E: asorc01@im.com.au

E-mail: MingPo.Tham@motorola.com

8 - 13 July, 2001, XVIIIth Congress of the International Society of Biomechanics Zurich, Switzerland
E-mail: isb2001@biomech.mat.ethz.ch
Web: www.isb2001.ethz.ch

11 - 12 July 2001, National Seminar on Ergonomics & Sport Exercise Physiology
Denpasar, Indonesia
Contact: Professor Adnyana Manuaba
adman@denpasar.wasantara.net.id

18 – 21 July 2001, Second National Conference of Vocational Rehabilitation Providers
Wrest Point Convention Centre, Hobart Tasmania
Contact: Mures Convention Management, Victoria Dock, Hobart 7000
Tel: (03) 6234 1424
Fax: (03) 6234 4464
E-mail: cinventions@mures.com.au


29 July – 1 August 2001, International Conference on Computer-Aided Design
Outrigger Wailea Resort, Maui Hawaii USA
Offers of technical presentations and/or full technical sessions are welcome.
Full details can be found on the web site under: http://www.ergonet.net/caes2001.html
Prof. Biman Das, CAES 2001 Conference Chair
Department of Industrial Engineering
Dalhousie University
Halifax, Nova Scotia
Canada B3J 1B6
Int. phone: + 1 902 494-3296
Int. fax: + 1 902 420-7858
E-mail: Biman.Das@dal.ca

Registration USD 320 covers banquet and food during Conference Contact: Wang Sheng, MD/Professor Secretary General, 6th PPCOE
Department of occupational Health
Beijing Medical University, Beijing, 100083, P R China
Tel: 86-10-6209-1533
Fax: 86-10-6201-5585
E-mail: wsheng@public.bta.net.cn

2 — 5 September 2001, 33rd Annual Congress “Promotion of Health through Ergonomic Working and Living Conditions” at the University of Tampere. Starting on Wednesday 5 September, a related symposium “The 1st International Symposium on Work Ability”.
Further information from: Professor Clas-Håkan Nygård, tel. +358 3 2157803
E-mail: clas-hakan.nygard@uta.fi. or Congress’ web-site, address: http://www.uta.fi/laitokset/tspih/nes2001.

Convenor: Masaharu Kumashiro

Musculoskeletal Disorders — PREMUS 20001
De Meervaart, Amsterdam, The Netherlands
Contact: Nicolaes Tulp Institute, Mariska Beunk-Timmers
PO Box 23213, 1100 DS Amsterdam, The Netherlands
Tel: +31 20 5668585
Fax: +31 20 6963228
E-mail: m.p.beunk-timers@amc.uva.nl
Theme: "Musculoskeletal research at work: From problem analysis to effective interventions."
Intending presenters should submit abstracts before 1 February 2001.
Further details available on website:
http://www.eur.nl/fgg/mgz/premus/frmain.html
10 — 12 October 2000, Visions Conference 2001
9th Annual Safety Institute of Australia (Qld Division) Conference in partnership with the Division of Workplace Health and Safety, Cairns International Hotel, Cairns Abstracts due by 20 April 2001 and should be restricted to 200—400 words in length and should clearly outline the focus and content of the paper and be forwarded to:
Robyn Blumsom
Conference Secretariat
PO Box 12565
Brisbane Elizabeth Street BC
Brisbane Q 4002
Tel: (07) 3247 4811
Fax: (07) 3247 4043
E: robyn.blumsom@detir.qld.gov.au
Contact: Conference Organiser International Conferences and Events (ICE) Aust P/L
Tel: +61 2 9544 9134
Fax: +61 2 9522 4447
E-mail: natalie@iceaustralia.com

2002
18 — 21 March 2001, WorkCongress 5, Adelaide Convention Centre, South Australia.
The congress will include international experts in public policy, workplace legislation, management practices, health and safety protection, rehabilitation and compensation.
600 participants are expected from Africa, America, Europe, Asia, Australia and New Zealand. Key participants will include:
Stephen Adler, President, Israel Labour Court and Israeli Association for Labour Law and Social Security (Israel)
Peter S Barth, Professor of the Department of Economics at the University of Connecticut (USA)
Keith Brown, CEO, WorkCover Corporation SA (Australia)
John F Burton, Dean of the School of Management and Labour Relations at Rutgers University (USA)
Dennis Else, Chairman, National Occupational Health and Safety Commission (Australia)
Hans-Horst Konkolewsky, Director, European Agency for Safety and Health at Work (Bilbao, Spain)
Willi Morger, Member of the Management Committee of SUVA, European Forum
Günther Sokoll, Director General, Hauptverband der gewerblichen Berufsgenossenschaften (Germany)
Terrence Sullivan, President, Institute for Work & Health (Ontario, Canada)
Jef Van Langendonck, Honorary Secretary General, European Institute of Social Security
The overall theme of the congress is “working safely in a changing world”. The three-day congress will include a major focus on “re-assessing structures”, that is comparing the range of approaches around the world in work injuries prevention, rehabilitation and compensation. Other themes for the congress include health issues, changing employment relations and vision for the future. The congress will have an international perspective with multidisciplinary and interactive sessions. This congress will be held concurrently with the Second Australian Workers’ Compensation
Symposium. Workshops will be designed to accommodate the symposium.

Key Dates
30 November 2000 – Deadline for early bird individual registration (AUD$715)
21 December 2000 – Deadline for submission of keynote and plenary papers
22 February 2001 – Deadline for standard individual registration (AUD$825)

Contact
Kim Tolotta, Project Manager, WorkCongress5
Secretariat, South Australia
Web site: http://www.workcongress5.org/

3 - 8 August 4th World Congress on Biomechanics, University of Calgary, Canada.

Information for Contributors

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Tel: + 612 9983 9855 Fax: + 612 9402 5295
E-mail: shanng@optushome.com.au

The deadline for each issue is 15th of the previous month etc … the deadline for June issue is May 15.

Contributions

Contributions to Ergonomics Australia are always welcomed and encouraged.

The activities, achievements, experiences, views and opinions of Members are always of interest. These can be in the form of letters, notices, notes, commentaries and articles.

Graphics (photos, illustrations, drawings, computer graphics etc) are particularly welcome and should be camera ready. Photos need not be black and white and negatives are not required.

The preferred form of submissions is via e-mail, either in the body of a message (short notices), or as an attachment (articles / letters). Files may also be mailed on floppy disc (or Zip disc if very large). Microsoft Word or Corel WordPerfect are the preferred formats (the new editor cannot transcribe MacIntosh files that are not in IBM type format.) Handwritten or hard copy submissions will only be accepted in exceptional circumstances as the Editor is not a trained typist, does not employ a secretary and her time is valuable!

Any inquiries about contributions should be directed in the first instance to the Editor.
Inquiries

All advertising inquiries should be directed to the Federal Office of the Society.
Contact:
Ms Christine Stone
T: 02 6242 1951  Fax: 02 6241 2554  E-mail: esa@interact.net.au
9 am – 1 pm Monday to Thursday and 9am – 12 noon on Friday

Size

The finished page size of the Newsletter is B5 (270mm x 176mm)
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A professional advertising service is available for producing camera ready copy if required. For further inquiries regarding this service contact:
Mr Goro Jankulovski, Acute Image
Tel: 03 9381 9696  Mobile: 0414 605 414
E-mail: goro@acuteimage.com.au

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Pre-printed enclosures (leaflets, brochures) etc are welcome for inclusion with the Journal.
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Rates for enclosures:

| Enclosure not requiring folding | $412.50 |
| Enclosure requiring folding | $462 |

These rates may increase if the enclosure weighs more than the equivalent of 2 standard weight A4 pages.
These rates are inclusive of GST

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ESA Federal Office
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Bradfield Street
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The Journal is published six times a year and is received by approximately 620 professionals Australia wide working in the areas of ergonomics, occupational health and safety, and design.
Ergonomics Australia On-Line (EAOL)

Advertising and sponsorship opportunities also exist in the electronic version of this journal (EAOL) which is managed by Dr Robin Burgess-Limerick at Department of Human Movement at Queensland University. It is downloaded by more than 100 Australian and International readers each week. To view EAOL: http://www.uq.edu.au

Caveats
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