Welcome to the April issue. This issue marks a bit of a first for Ergonomics Australia I believe. As well as the first presentation of the summary of Competency Standards for Ergonomists, news from the Professional Affairs Board, and a profile of the newest fellow of the society, this issue also includes a group on articles on the theme of "Ergonomics in Mining". My thanks to all contributors. If the idea proves popular with contributors and readers, I hope this will be the first in a series - so please contact me with feedback about the concept, suggestions for furture topics, and especially, offers to contribute.

In that vein, I hoping that the June issue will have an "Office Ergonomics" theme, and again contributions related to this topic are especially are encouraged. The deadline for this issue is May 15, but there is a slight catch. I will be in Delft, The Netherlands at the time, so all submissions for the June issue must be via email. If and you don't have access to email, send your submission to Margot on a DOS format floppy and she'll be able to send it on.

Robin Burgess-Limerick

ps., Don't forget the 1998 annual conference, October 5-7 in Melbourne. For more information contact ESA National Conference Secretariat, Conference Plus, Level 10, 459 Lt Collins St., Melbourne, Australia 3000. Ph. +61 3 9602 3073; Fx +61 3 9642 5152 or email esa@ozemail.com.au.
Profile - Barbara McPhee

[Editor's note - Barbara McPhee was admitted to Fellowship of the Society at the 1997 AGM. That's her above, receiving the award from Ian Gibson. I asked Barbara if she would provide a profile of her career.]

My career in ergonomics and occupational health has spanned 23 years. In early 1975, almost by accident, I found myself in a full-time position as an occupational physiotherapist working at the School of Public Health and Tropical Medicine at the University of Sydney. I knew little about the field but it only took a week or two to realise what opportunities there were for professionals other than occupational physicians, nurses and hygienists. Even though it was in its infancy ergonomics in occupational health made a lot sense - particularly in musculoskeletal disorders which were not taken seriously in the workplace but which were widespread, costly and disabling.

Later in 1975 I joined the Ergonomics Society of Australia and New Zealand (ESANZ - as it was then). They were a friendly, interesting bunch of people who were as excited about their fields as I was about mine. In those days ESANZ was comprised of a small, diverse band of enthusiasts who worked in aviation, road transport and safety, psychology, the armed forces, architecture, engineering, design, and early HCI. Occupational ergonomics was a new and undeveloped area. To my knowledge there were only four members who were associated with ergonomics in occupational health at that time - Professor David Ferguson, Professor Margaret Bullock, Mrs. Issie Shaw and myself.

My understanding of the contribution of ergonomics to occupational health and safety received a boost when I was granted a National Health and Medical Council (NH&MRC) Travelling Fellowship to Europe and Nth America in 1977. This was the first NH&MRC Fellowship to be granted in the area of occupational health. The trip took four months and I was able to meet a number of people in different countries who were doing wonderful - and to me, new - work. Unlike occupational health and safety in Australia money in the Nordic countries, Britain and Nth America was freely available and everybody had high hopes for the future. I learned a lot and this experience gave me a benchmark for my own practice - even if it had to be on a much more modest scale.

Worksafe Australia was formed in 1985 and I joined along with a number of other occupational health and safety professionals, including seven who were working in ergonomics. We continued to conduct research and to teach occupational health,
safety and ergonomics to a wide range of professionals at both undergraduate and post graduate levels and I believe that our courses were highly regarded.

I gained a Master of Public Health (OH) (Syd) by research and thesis in 1989, my topic being the ergonomics and epidemiology of RSI in data entry operators. This was a tough field as so little was known about the ergonomics and epidemiology of RSI in 1983 when I was planning the study. However, the RSI debate focused us and the research continues in Britain through Lynn McAtamney's work with RULA.

Later in 1989 I was invited as Visiting Researcher to the Institute of Occupational Health in Finland where I worked in Ergonomics Department on the ergonomics of seating. This came in very useful later when I moved into heavy industry and much of the information I gleaned has been used to evaluate and specify seating for large vehicles.

NSW Joint Coal Board seconded me in 1990 as the Manager of the Ergonomics Project. There I conducted an ergonomics intervention project for the prevention of musculoskeletal disorders in coal miners. It included evaluation of the interventions in operation and was quite different from the work I had done prior to that time. It was sobering to discover that huge and very important industries had had little input from ergonomists before this. Actually nobody had heard of ergonomics in the coal mining industry.

On my return to Worksafe I was appointed Senior Research Scientist and Senior Lecturer Occupational Health within the Faculty of Medicine at the University of Sydney. In 1993 I became Acting Head of the Ergonomics Unit.

Sadly most of Worksafe's scientific and professional division did not survive the change of federal government in 1996. Almost all of its professional and research units were dismantled including the Ergonomics Unit and its eight staff. The ergonomics expertise and facilities that had been built up over 30 years within the federal government (it had been started by David Ferguson in the mid 1960s) was gone in less than four months. No matter what people's opinions were of Worksafe, this was not good for ergonomics in Australia.

I was elected to the Board of the International Commission on Occupational Health (ICOH) in 1993 and was re-elected for a second term in 1996. In 1997 ICOH and the International Ergonomics Association (IEA) signed a Memorandum of Understanding for future collaboration. We are now working on the organisation of more joint activities such as conferences and seminars and improved general communication between the two bodies.

In 1995 I spent a month in Japan as Visiting Professor at the Ergonomics Department of the University of Occupational and Environmental Health, Kitakyushu. This was fascinating as I realised that while ergonomics knowledge is universal in its aims and philosophy it is applied within a social context and this varies markedly from country to country. While some engineering solutions can be transferred, their application in practice, and their perceived value, may be quite different.
I am now Principal in my own consulting company working in the areas of ergonomics and its application and evaluation within occupational health and safety. I work closely with my husband, Jim Knowles, in occupational health and safety risk management largely in the mining and heavy industry sectors.

As a Member of ESANZ and the ESA I have served in the positions of Branch Secretary, Chairman and Treasurer as well as Federal President, Councillor, and Scientific Convener of the IEA Conference held in Sydney in 1988. I have worked on various national and branch conference seminar committees and in 1979 organised one of the first international seminars on ergonomics of VDTs in Melbourne and Sydney.

Despite lots of hard work and many disappointments I have enjoyed every minute of my time in ergonomics. It must be one of the most rewarding and interesting areas of human inquiry largely because of the people with whom we work.

I would like to take this opportunity to thank the ESA Executive and Board for the singular honour of a Fellowship of the Society conferred on me at the 1997 Annual Conference. I was honoured, delighted - and totally surprised. I know how highly the Society rates its Fellows and what an illustrious band of people I join.

Serving the Society and ergonomics has been the most exciting and rewarding part of my career and I hope that I continue to be active in the field for many years to come - albeit in a different capacity.

Most of all it has been a great pleasure and privilege working with all my colleagues and friends in ergonomics over the years. I owe something to each one of you. Thank you.

Yours sincerely

Barbara McPhee

COMPETENCY STANDARDS for ERGONOMISTS

Under the direction of Jim Carmichael, a Working Group of Society members spent the best part of 1997 developing the first set of Competency standards for ergonomists in Australia. Indeed, the standards are among the first for the World and the International Ergonomics Society has expressed strong interest in their development.

The common format for competency-based standards in Australia comprises units of competency from which are derived elements of competency, for which there are specific performance criteria, which in turn are resolved through range indicators and ultimately cues.

Following is a list of the units and elements. A copy of the complete document may be purchased at $25.00 from the Society's Secretariat.
UNIT 1: Demonstrates professional behaviour and conduct in practice.

Element 1.1 Practices in a professional and ethical manner.

Element 1.2 Aware of the diversity of practice areas within the profession of ergonomics.

Element 1.3 Recognises the scope and limitations of the existing knowledge base of the profession during practice.

Element 1.4 Contributes to the validation of ergonomics practice through research as appropriate.

Element 1.5 Assumes responsibility for, and actively works to enhance, the level of own professional practice.

Element 1.6 Communicates effectively with clients, users, other professionals and members of the public.

Element 1.7 Strives to ensure optimal outcomes for clients and users within ethical considerations of the profession.

Element 1.8 Understands the industrial, legal and liability issues that impact upon an ergonomist's area of professional practice.

Element 1.9 Promotes the application of ergonomics.

UNIT 2: Uses relevant information appropriately for ergonomics practice.

Element 2.1 Has knowledge of the basic principles of ergonomics during assessment.

Element 2.2 Determines appropriate information for ergonomics practice.

Element 2.3 Accesses appropriate information.

Element 2.4 Uses information appropriately.

UNIT 3: Assesses the degree of match between people and their activities, equipment, environment and systems.

Element 3.1 Appreciates the extent of human variability.

Element 3.2 Determines the demands placed on people by their activities, equipment, environment and systems.

Element 3.3 Determines people's capacity to interact optimally with their activities, equipment, environment and systems.

Element 3.4 Determines the match between people and their activities, equipment,
UNIT 4: Designs and implements interventions to enhance the match between people and their activities, equipment, environment and systems.

Element 4.1 Consults and collaborates effectively with clients and users when developing, selecting and implementing optimal intervention/designs(s).

Element 4.2 Participates effectively in the design process.

Element 4.3 Develops and recommends options for ergonomics intervention/design.

Element 4.4 Facilitates selection of appropriate intervention/design.

Element 4.5 Facilitates implementation of interventions.

Element 4.6 Provides advice on the impact of legislation, codes of practice, Australian Standards and industry-based standards relevant to professional area of ergonomics practice.

Element 4.7 Records and reports outcomes of ergonomics assessments and interventions accurately and professionally.

UNIT 5: Evaluates ergonomics interventions.

Element 5.1 Evaluates quality and outcomes of ergonomics interventions.

Element 5.2 Facilitates modification of intervention as required, in accordance with evaluation results.

Element 5.3 Makes recommendations regarding future interventions as a result of the evaluation.

UNIT 6: Imparts ergonomics skills and information.

Element 6.1 Identifies client/user learning needs and opportunities.

Element 6.2 Formulates strategies for transfer of relevant knowledge and skills.

Element 6.3 Develops and conducts appropriate ergonomics-related education and training.

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1. Application for Certification

Members thinking of applying for certification are provided with an information kit. This kit has recently been updated and now consists of the following components:

- An information sheet on the following topics: what is certification; the register of members; criteria for certified professional ergonomists; cessation of certification; admission procedures; code of practice; disciplinary procedures.
- A professional performance self assessment to enable persons to determine whether they have enough experience to apply and also what criteria their application will be assessed against. This assessment closely resembles the points scoring method for re-certification.
- The application form.

The PAB has been asked to modify the professional assessment component of the application for certification and for re-certification now that the competencies project has been completed.

2. Disciplinary procedures

The PAB is currently looking at disciplinary procedures. There is a working party consisting of Gerhard Hendricks and Stephen Hehir. They are examining the procedures of other organisations and will be reporting back to the PAB in the near future.

3. Recertification

Professional ergonomists are required to apply for recertification every three years.
Now that the criteria have been developed and a self assessment method developed the first applications are now due. All ergonomists who have been certified for over three years should have received the certification maintenance assessment form with the self assessment criteria and points scoring system. These must be submitted by no later than June 1998. If this information is not received by the due date then there is no guarantee that applicants will appear in next years directory.

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### Branch News

**ACT Branch**

First Meeting in 1998

The branch met on 24 of February and the new executive did a great job rounding up some members we hadn't seen for a while, plus they attracted some new and welcome faces. While the meeting program isn't finalised yet, a draft will be available after the next meeting and it will be distributed to members with the minutes. It was great to see everyone again after the holiday break, we are all feeling rejuvenated and ready to make our mark on 1998.

This year looks like being an exciting year for ergonomics in the national capital. Jeff Frith has been appointed to an Advisory Board where he will provide expert input into a range of housing designs and housing modifications for disabled people.

My venture into politics although not successful in getting me elected, proved to be a rewarding experience in that I met some very interesting characters who now know something about ergonomics and the important role it plays in achieving the winning edge. My result although not good enough, was very encouraging given I only had five weeks to campaign and of that, two weeks were too hot to doorknock. It was full-on, eighteen hour days, seven days a week and I had a ball. I am back at work now and life is just a little dull.

On behalf of the ACT Branch, I would like to pass on our sincere congratulations to the Queensland conference organisers who presented an excellent conference. It was so good this correspondent didn't even get to the beach.

On the local front, we have had a very long, hot summer. Sadly, trees and grass are dying everywhere and there seem no end in sight. Fortunately we have no water restrictions but we have had several weeks of total fire ban. One firefighter told me the ground was burning below the surface, and just when you think you've extinguished the fire it pops up again in the same place. Oh for the crisp exhilaration of a cold, crisp winter morning in Canberra.

Kind regards,

*Margaret Head*

(margaret_head@signas.dpa.act.gov.au)
Conference Report

Jane Leow (Jane.Leow@dtir.qld.gov.au)

Productivity, Ergonomics & Safety - The Total Package

The conference jointly hosted by the Ergonomics Society of Australia and the Workplace Health and Safety Program (formerly the 'Division') held on the Gold Coast last November was 'big' in many ways. It attracted record number of delegates and papers. Close to 500 delegates from Australia and overseas attended. These delegates had over ninety concurrent sessions to choose from to attend over the four days.

A special feature of the conference was a mock trial in which 'real life' prosecution of a manual handling matter in court was presented. The actors were very entertaining in their lively, informative and comical performance of a serious matter. Following the mock trial, delegates discussed issues raised in workshops led by workplace health and safety, legal and ergonomics experts.

The keynote addresses by prominent members of the ergonomics and health and safety fields were thought provoking and challenged many of our assumptions. Ms Carin Sundstrom Frisk left us with ideas for promoting safe behaviour in the workplace. Professor Stuart McGill discussed some of the issues associated with occupational low back injury. His parting words were 'Much remains to be done'.

The conference program included workshops in various areas which were very well received. Some workshops were repeated to cater to the demand.

Workshop topics include 'Cognitive ergonomics - What is it?'; 'Promoting safe behaviour'; 'Manual handling and the spine', to name a few.

Another unique part of the conference were the displays of practical and innovative 'inventions' in ergonomics and safety. Companies and individuals who had received awards in Best Practice were given the opportunity to share their achievements and ideas with the rest of the conference participants. Comments from many participants were that some of the ideas were 'absolutely ingenious'.

The conference was not all work for the delegates - or the organising committee. A lot of fun and networking were had by all who participated in the various social events. In most cases the 'networking' adjourned to other venues when the events at one venue finished - such was the socialising capacity of the delegates.

Ann Nugent and Jane Leow, as co-convenors of the conference, would encourage those who missed the event this time to participate in such conferences in the future. Conferences are not only great for learning, but are a great arena for sharing ideas, knowledge and 'networking'. We would like to take this opportunity to thank all the various people involved in the sub- committees for their tremendous effort to make this conference such a great success and of course a big 'Thank You' to all the delegates who attended.
Special Issue - Mining Ergonomics

Some of the articles in this section are available as separate files in portable documat format.

http://www.uq.edu.au/eaol/apr98/mining.pdf contains:

- Introduction
- **Whole-Body Vibration Standards** by Barbara McPhee, Gary Foster and Airdrie Long
- **The Ups and Downs of access to Heavy Vehicles in the Mining Industry** by Ian Gibson
- **Ergonomics and Mining: Case Studies** by Peg Scherzinger
- **Ergonomics as Evidence: Applications of Ergonomics in Accident Investigations** by Peg Scherzinger
- and links to articles on **Heat Stress in Mining** by Sue Leveritt (http://www.uq.edu.au/eaol/apr98/leveritt.pdf)
- and a **Review of Literature on Cooling Garments** by Dipak T Chauhan (http://www.uq.edu.au/eaol/apr98/chauhan.pdf)

Other sources of information related to Ergonomics in Mining include:

The **Pittsburgh and Spokane Research Laboratories** (formally the US Bureau of Mines) conduct Mining Health & Safety Research, and provide extensive information at

http://www.cdc.gov/niosh/pit/, including:


"From the early 1970's to the mid-1990's, the former U.S. Bureau of Mines (USBM) had been sponsoring research into the human factors aspects of underground mining machine design. Sometimes this research resulted in design techniques or principles unique to underground mining.

These web pages summarize the most significant results of that work, enhanced with relevant human factors guidelines from other sources, and presents it in a format useful to design engineers and equipment buyers."

and **Pittsburgh Research Laboratory Safety Ideas**

"Many of the simplest ideas for improving safety are the best. We have a project to collect ideas for simple ways to make working in a mine safer. Some of the ideas have come from miners, some were suggested by mining safety professionals, and others arose from our ergonomics research."

[http://www.cdc.gov/niosh/pit/ergoidea.html](http://www.cdc.gov/niosh/pit/ergoidea.html)

**CISS Common Information Service System**

CISS is an information system provided as a public service by the Pittsburgh Research Laboratory. Through CISS, you can obtain information about USBM publications by performing searches in our publication database. Thousands of publications dated prior to March 1995 are stored in the database in bibliographic form. More recent USBM publications are stored in the database in their entirety. Full text searches can be performed on these publications. The publications can then be viewed online, printed, or saved for future reference.


And let us not forget the proceedings of last years ESA conference which included:

**Barriers to Compliance with Eye Protection Programs in the NSW Coal Mining Industry.** by Dingsdag, D., Winder, C., & Dain, S.

The results of a two year evaluation of eye safety programs in the NSW coal mining industry demonstrates that even though eye safety was considered an important issue by mineworkers and members of the management teams there are no industry standardised procedures to develop and implement eye protection programs. With the exception of a very small number of mines with well designed eye protection programs, most coal mines had aspects of eye protection strategies in place ranging from; informal use of safety eyewear, but no formal program; voluntary programs; as well as formal management imposed programs. Against this background, compliance with eye safety programs across the NSW coalmining industry remains problematic. This study has shown that there are many reasons why mineworkers choose not to wear eye protection. In general, compliance with eye protection programs was poor where there was no formal program, or a reliance on management imperative without management-mineworker consultation. Indeed, the mines with good (and improving) compliance with eye protection programs were in those mines where the eye protection policy had been developed in a cooperative, consultative manner, with representatives of mineworkers taking a lead role in the formation of an eye protection policy and subsequent eye protection program.

The complete text of this paper is on the conference proceedings CD, and at http://www.dtir.gov.au/hs/ergo97.htm

and

**Evaluation of Heavy Mining Vehicle Controls for Optimal Driver Performance During Skidding Accidents.** by Hubbard, C., Capra, M., & Naqvi, S.

For the transportation of bulk material from mine sites to a processing plant, large articulated haul trucks, capable of weighing, in excess of 250 tonne are required. In particular areas of Australia, where climatic conditions produce extreme amounts of rainfall these vehicles becoming increasingly more difficult to control. The haul roads these vehicles travel on can become extremely slippery and these vehicles become prone to skidding around corners, which can cause the occurrence of
jackknifes.

Large circular expanses of land, where jackknife training exercise are held, was the site at which the skid testing was undertaken. The surface of the skid pad, identical to that of the haul roads, was watered down, to allow the drivers of the vehicles to instigate a skid with more ease. Each subject was instructed to initiate a skid in the first haul truck, once around the skid pad. Markers were placed on the perimeter of the pad, indicating where the skids should be initiated. The direction, or rotation, the skid was initially performed was noted. Each driver was instructed to drive the haul truck as fast as they felt comfortable, however attempting to maintain a similar speed for each of the vehicles. Once each subject had completed the initial skid, and regained control prior to a jackknife occurring, they were instructed to cease the vehicle progress. The skidding of the haul trucks left a distinct mark on the surface of the skid pad, and therefore each skid length was measured with a measuring wheel, and recorded. Each subject then repeated the skid, in the same rotation, in the same haul truck. This repetition was performed in order to obtain an average.

Upon completion of the second skid, each subject then executed two more skids, in the same haul truck, however in the opposing rotation to the initial two. This aspect was introduced into the investigation, in order to identify if locating the trailer brake lever on only one side of the steering wheel column would affect optimal control for the drivers, in one direction more than the other. Both skid lengths in the opposing direction were measured and averaged.

Once all four skids were completed in the first of the three haul trucks, the subjects were then instructed to park the vehicle to the side of the skid pad. Each of the subjects were then given the opportunity to emphasise any factors which they felt had impacted on their ability to regain control of the skidding haul truck. They were noted, and correlation between these comments and the driver's performances were evaluated.

All subjects following their completion of the four skids in each haul truck also completed a subjective rating tool, the NASA-TLX Rating Scale, a seven-step analysis of a task. Therefore each subject completed one scale for each vehicle.

The maximum heart rates of each subject were also obtained via the use of a polar heart rate monitor, for each skid in each rotation. The physiological results were averaged for each driver, in each vehicle, for each rotation.

The identical procedure was performed for all haul trucks, and all eight subjects. A total of 96 simulated skids were performed, 48 clockwise and 48 anti-clockwise. Each subject performed 12 skids.

The only controlled variation incorporated in the study, was the order in which each subject skidded the vehicles. In order to eliminate the possibility of results becoming biased, due to the subjects becoming increasingly more comfortable with the task as the study progressed; each subject skidded the vehicles in an alternative order. .

An analysis of variance statistics was performed on the results obtained from the skid lengths, and all information obtained from the individual subject. This was
completed in an attempt to identify if any significant relationship is present in the results and the variables under investigation.

With a significance level of 0.0392 between the skid lengths in the opposing directions, there is a strong indication that there is a contrast between the truck rotations utilised during this investigation. The most likely explanation for this variation is in relation to the positioning of the trailer brake lever. The lever, in all three-haul trucks, is positioned on only one side of the steering wheel column, the right hand side. This results in problems for drivers during skids that occur in the clockwise direction. In order to avoid a jackknife, when a haul truck is involved in skid around a clockwise corner, the driver is required to rotate the wheel to the left hand side, the opposing direction to the on coming trailer. This action, along with activating the trailer brake and accelerating the prime mover will increase the possibility of avoiding contact. However because the steering wheel is being rotated to the left, an anti-clockwise rotation, the hands of the driver are being positioned away from the location of the trailer brake lever. Therefore it takes a longer period of time for the operator of the vehicle to locate and activate the trailer brake lever. This in turn increases the length of the skid, and the likelihood that contact between the prime mover and the trailer will result.

When a driver is involved in a skid around an anti-clockwise corner, the opposite rotation op the steering rotation is required. The driver rotates the steering wheel in a clockwise fashion, to the right, placing the hands closer to the trailer brake lever, allowing for easier location and activation, and resulting in a reduction in time to slow the momentum of the trailer.

The complete text of this paper is available on the conference proceedings CD, and at http://www.dtir.gov.au/hs/ergo97.htm.

Slides describing this research are also available at http://www.uq.edu.au/eaol/apr98/naqvi.pdf

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**Other Electronic Resources**

Papers published by the Agricultural Ergonomics Research Center at University of California Davis are available at: http://www.engr.ucdavis.edu/~ergo/papers/  

For example,


Britain's Royal College of General Practitioners has released national clinical guidelines for managing acute low back pain. It reviews a variety of publications and information sources and also includes guidelines for diagnostic triage of a patient's condition. The full-text of the document can be found at: http://www.rcgp.org.uk/backpain/index.htm

QUIK-it (Queensland University's Internet Kit, Professional version) is an
interactive, modular **Internet training course** developed collaboratively by the UQ School of Information technology and the Library. It caters for beginners to advanced users through a series of introductory and specialised teaching modules. see [http://www.library.uq.edu.au/quik-it/CONTENTS.HTM](http://www.library.uq.edu.au/quik-it/CONTENTS.HTM)


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**One Web User's Experience**

The text below was sent to me by Bob Carlyon, our departmental manager, and provides an informal usability analysis of The University of Queensland's current web pages (a revision is underway!). I should add that Bob is hardly a neophyte computer user, being a programmer in a previous life, nor is he unfamiliar with the administrative workings of the University. So the following provides a salutary lesson to anyone who thinks that designing a usable web site is straight forward. Anyone who wants to follow Bob's tortuous path can find the pages at [http://www.uq.edu.au/](http://www.uq.edu.au/)

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Robin,

Being such a devoted web enthusiast, you might just appreciate a "surf" I had this morning. The purpose was to locate some information regarding volunteer workers which Sue from Personnel had told me was contained in Section 6.36 of the Handbook of Administrative Information. (I guess you'll have to wait until you read it to see if I enjoyed the exercise.)

====================================================================

Hi Sue,

Thanks for the info re the volunteers.

I have to say that I am one of those who believe the major use of the new Web technologies (at this time) is corporate image. This I believe is because the people who set up the pages rarely have to search for and use the information provided. And of course the University of Queensland attempts to be a leader in this technology - image before application.

For example, I have spent some considerable time in the past struggling to find this Handbook of Administrative Information on the Web. This morning (because I am in a cranky mood) I was determined to sit here and search every $%&^*$(@ University of Qld page until I found the Section you recommended.

Let me describe my approach so that you'll see how misguided my thought process is.

I started with the title, "Handook of Administrative Information". I thought the operative word was "Administrative". Given my total lack of intuition, there is
nothing obvious on the U of Q Home Page to lead me down an administration line although there are a number of possibilities - "About the Uni" - (high probability), "Faculties, Depts, and Centre" - (maybe but unlikely), "Services, Libraries, and Resources" - (Hmmm....same ?), "News and Information" - (Information - yes most likely).

You know that the correct option was of course "Services, Libraries, and Resources" - Silly old me ! There are two operative words here (in hind-sight) - "Services" and "Resources" I guess it must show my age when I didn't recognise "services and resources" as a modern term for the older "administration".

Anyhow, I'm learning and after all, this is a place of learning.

So, down the admin.... sorry, services and resources path we go......

You've just gotta love this page when you're on the mission I was on. The first option, "Service Plus" - Oh yes !!! "An online guide to services offered by the "Academic Services Group". This has to be it !

Bummer !

"Libraries"- Nup !

"Academic Services" ? "... provide excellent service to staff ....." Hmmmm... Possible.....

Bummer !

"SI-Net" - Nup !

"Central Administration" ? Yes ! But I've been burned before ! Hmmm...

"Business Services" ? - Not likely but after what I'd learned to get this far, it was worth a look-see. What's this ? "Administration" under "Sections/Services" ??? Got It !

Bummer !

Now this looks good ! "Administrative Services Division" Hallelujah !! A whole division for administration and services !!!

Bummer !

I'm weakening here. That last one was a big blow to the enthusiasm and confidence.

"Personnel Services Division" ? Unlikely but as I'm chasing information related to HR, its possible. Even better given that the information would be in Vol 2 of the HAI which that Division administers.

What's this ? "Personnel Administration" ? This is certainly what I'm after !

Bummer !
Ok ! Hang in there ! There's still a few more to check.

"Vacancies" ? Nup !

"Pay and Benefits" ? Very doubtful !

"Human Resource Policies and Procedures" ? Sounds good but .....  

Hello ! What's this ? The Handbook of Administrative Information VOLUMES 1 & 2 !!!!!!!!!!!

Thank you ! I don't understand why Vol 1 is here but .... Thank you ! Thank you ! Thank you !

Now where is Section 6.36 ?? Yes ! Yes ! It here ! Oh ! Thank you again !!

Oh ! Yes ! Its even the topic I'm after ! Quick ! let's print it off before I loose power or something !

Ok that's done. Now lets read it and see what I have to do. Hmmmmmm....

"Procedure

Authority to appoint volunteer workers rests with the Pro-Vice-Chancellor (or equivalent) on the advice of the head of department."

Fair enough ! Its only 12 months since "PVC" ceased to be a valid title and isn't it easier to maintain the currency of information when its "on the Web" rather than in hard copy form ??

No matter. Now is not the time to be petty. Read on.

"A proforma authority for appointment of volunteer workers is attached."

Oh #%^$&(( ! (panic)

I can't see it with my print-out. (more panic) Let me kook at that Web page again.

Bummer !

I think I'll just cry a little !!! --

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**Conference Calender**

**1998**

- May 11-15, Fifth International Congress - *Australian Physiotherapy Association*, Hobart, Tasmania; Contact: APA (Tas), PO Box 432, Moonah 7009, Australia.
May 17-20, 4th World Conference of Injury Prevention and Control, Amsterdam, Ph. +31 24 323 44 71 Fax: +31 24 360 11 59 Email: reg.fowoco.nw@prompt.nl

June 14-17, FUTURESAFE, OHS Congress and Safety Exhibition, Sydney. Ph. 02 9241 1478; Fx 02 9251 3552; email Fsafe@icmsaust.com.au

July 5-8, Sixth International Conference on Human Aspects of Advanced Manufacturing: Agility and Hybrid Automation. Hong Kong. Contact: http://www.spd.louisville.edu/~ergonomics/haamaha98.html


July 21-24, The 5th Pan-Pacific Conference on Occupational Ergonomics. Kitakyushu, Japan. Fax +81 474 70 2083 email misawa@cc.it-chiba.ac.jp

July 15-18, The Third North American Congress on Biomechanics, University of Waterloo, Ontario, Canada; Contact Stuart McGill email mcgill@healthy.waterloo.ca

August 2-8, Third World Congress of Biomechanics. Sappora, Japan. Fax: +81-6-850-6171 E-Mail: office@wcb98.me.es.osaka-u.ac.jp, http://wcb98.me.es.osaka-u.ac.jp/

August 14-18, The Third North American Congress on Biomechanics, University of Waterloo, Ontario, Canada; Contact Stuart McGill email mcgill@healthy.waterloo.ca


September, 9-11 Global Ergonomics Conference, Cape Town, South Africe. Information from Bob Bridger UCT Medical School, Observatory 7925, South Africa; fx +27 21 4486263. email: deborah@medicine.uct.ac.za. Abstracts due 30 Nov, 1997.

September 15-18th, IFPS'98 International Fall Protection Symposium, Wuppertal, Germany. Abstracts due August 1, 1997. Contact Roger Kahler, The InterSafe Group, PO Box 7338, East Brisbane, 4169. Ph. (07) 3895 8111; Fx. (07) 3895 8222.

October 5-8th, 42st Annual Meeting of the U.S. Human Factors and Ergonomics Society, Chicago. Contact http://hfes.org; http://hfes.org/Meetings/AM-1998.html; P.O. Box 1369, Santa Monica, CA 90406-1369 USA; 310/394-1811, fax 310/394-2410, email: hfes@compuserve.com.

5th - 7th October, Melbourne - Ergonomics Society of Australia Annual Conference

contact ESA National Conference Secretariat, Conference Plus, Level 10, 459 Lt Collins St., Melbourne, Australia 3000. Ph. +61 3 9602 3073; Fx +61 3 9642 5152 or email esa@ozemail.com.au.

October 18-22, The Human Factors Association of Canada (HFAC) 30th Annual Conference in Mississauga, Ontario Tel: (905)567-7193x: (905)567-7191 email: hfac-ace@sympatico.ca

1999
August 8-13. International Society of Biomechanics Congress. Calgary, Canada. Contact: Ph. +1 403 220 6229, Fax +1 403 284 4184, email: mastroh@acs.ucalgary.ca, [http://www.kin.ucalgary.ca/isb99](http://www.kin.ucalgary.ca/isb99)

2000

**IEA 2000** 29 July-4 August 2000 in San Diego, California, USA. Contact IEA/HFES 2000, HFES, PO Box 1369, Santa Monica, CA 90406-1369, USA; Email: HFES@compuserve.com

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**Information to contributors**

The preferable form of submission is via email, either in the body of a message, or as an attachment. Files may also be mailed on floppy, (or Zip disc if very large). Virtually any format of files can be accommodated.

Intending contributors are invited to contact the editor to discuss potential submissions.

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All enquiries or feedback should be addressed to the editor, Robin Burgess-Limerick PhD.

Email: [robin@hms.uq.edu.au](mailto:robin@hms.uq.edu.au)

These pages are hosted by the Department of Human Movement Studies, The University of Queensland, AUSTRALIA

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