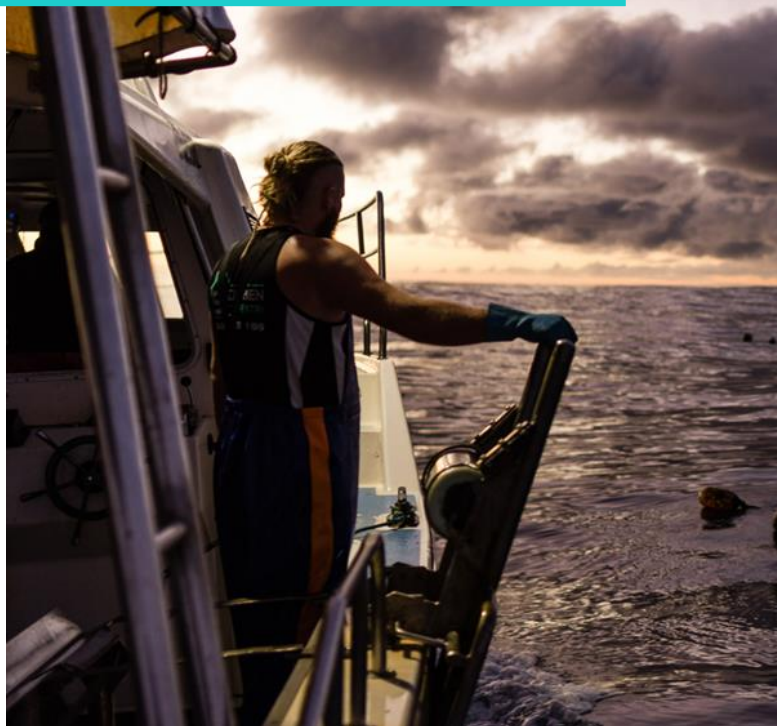**Seafood Industry Australia**
The Voice of Australian Seafood

Safety and Wellbeing Committee

Safety & Wellbeing Roadmap 2024-2027

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Seafood Industry Australia
The Voice of Australian Seafood

VISION

Moving towards zero fatalities and a reduction in workplace health and safety incidents within the seafood industry.

MISSION

To achieve a positive change in workplace safety culture to ensure that the Australian seafood industry keeps its people safe.

OUR VALUE PROPOSITION

We have a genuine commitment to holistic safety and wellbeing of people in the seafood industry.
Our Committee represents a united voice, backed by a diverse range of experiences, backgrounds and knowledge.
Our members consist of industry representatives to researchers and regulators, they have wide ranging reach and influence throughout the seafood industry.
We contribute to the industry's journey towards Employer of choice through guiding and supporting employers towards safer workplaces.
We solve common challenges through collaboration, common sense, open conversations, and a strong understanding of what is achievable.

STRATEGIC PILLARS

Safety Culture
A commitment to fostering positive behaviours and attitudes toward workplace safety systems and processes, emphasising continuous learning and improvement.

Research and Technology
Increased awareness of emerging fit-for-purpose technologies and Research & Development outcomes to improve workplace safety.

Training and Education
Increased uptake and engagement by industry of workplace safety and training programs and education tools.

Partnerships and Advocacy
Partnerships with government agencies, industry stakeholder engagement and best practice to inform and lead decision-making at regulatory level.

PROJECTS & INITIATIVES

Projects and initiatives that move us towards our vision of success.

SAFETY & WELLBEING COMMITTEE
Workshop Outcomes

On 10th October 2024 the first in-person meeting of the recently established SIA Safety and Wellbeing Committee was held. This committee is made up of a number of invited industry members, most of whom have previously served on the Seafood Industry Safety Initiative, or the National Seafood Industry Safety Culture Project – Sea Safe. A number of local industry members were also invited and attended the meeting in Cairns.

This document services to put some structure around the information collected throughout the day as the first step towards creating an SIA workplan. The role of the Safety and Wellbeing committee will be to contribute knowledge, learnings and ideas, collaborate on industry needs and initiatives and provide feedback to improve the quality of Safety Activities, ultimately to achieve the Vision and Mission already set by industry.

This document will be reviewed and discussed with the Committee and developed into a Work plan that will guide future activities.

PILLAR 1: Safety Culture

A commitment to fostering positive behaviours and attitudes toward workplace safety systems and processes, emphasising continuous learning and improvement.

Potential Measures of success

- A shared definition of 'safety culture' for the industry.
- Fewer fatalities/injuries.
- Increased understanding and use of safety management systems, e.g. improved understanding of hazards and risks, improved implementation of controls, improved practicable systems.
- Increased event reporting (incident, injury, hazard, near miss), both internally and to the regulator, and improved data collection.

- Increased rates of crew retention rates.
- Bi-annual safety culture benchmarking survey (measures to be developed) including sense maker.

Potential Projects and initiatives

Safety Measure Survey	Just Culture	Pride in Safety Campaign
Why: To measure safety culture perception in the workplace/industry.	Why: To overcome the reluctance of industry to report incidents, build trust between industry and the safety regulator, and promote a Just Culture.	Why: To promote a proud safety focused culture; to build on the growing awareness of the importance of safety; to open the way for positive conversation.
How: Develop a simple survey that can be delivered easily, to measure and track people's attitudes towards safety in their workplace and industry.	How: Develop a communication strategy between industry and the safety regulator regarding the incident reporting process/system. Educate industry on the regulators' guidelines for what the response is/could be.	How: • Create and share content and language. • Open the way for positive conversations, e.g. create a tool for peer-to-peer conversations such as videos.
Who is involved: AMSA, Seasafe	Who is involved: AMSA, Safety & Wellbeing Committee, SIA (and associated bodies), Safe Work	Who is involved: Safety & Wellbeing Committee, SeaSafe
Suggested next steps: • Create a project scope. • Add annual review to steering committee. • Establish stakeholder engagement program.	Suggested next steps: • Create a project scope. • Define 'Just culture'	Suggested next steps: • Complete the project concept.
Foundation work: Review any previous projects or initiatives that could be built on for this work.		

PILLAR 2: Research and Technology

Increased awareness of emerging fit-for-purpose technologies and Research & Development outcomes to improve workplace safety.

Potential Measures of success

- Scope of research and technology is clearly defined, e.g. focus on the workplace scale or whole of industry scale, what types of technology are included in our work.
- Call to action for database to provide information on new technology and R&D outcomes.
- Mentoring program for businesses of similar size and circumstances to discuss adoption of emerging technologies and R&D outcomes.

Potential Projects and initiatives

Define Scope of Research & Technology Pillar	Fatigue Data	Communicate new technology, research and innovations	Potential platform call to action/development
Why: Define the scope of the Committee's focus, e.g. workplace or industry scale? What type of technology are we looking at?	Why: Empowers industry to collect data that provides evidence of its own fatigue experience to inform AMSA policy position.	Why: Sharing industry specific solutions and innovations to small problems; celebrate industry wins.	Why: To keep industry informed about technology and research innovations that could benefit or impact the safety of their operations.
How: Through further discussion with the Committee.	How: Use of activity tracker via wrist to skipper and crew. Each type of fishing method to be targeted.	How: Collate stories via online submission form and share through SIA Industry News. Link to sense maker and SeaSafe.	How:
Who is involved: Safety & Wellbeing Committee	Who is involved: Seasafe designs the project for FRDC and AMSA funding.	Who is involved: Seasafe & Industry.	• Establish methods to keep abreast of new technology and its performance.
Suggested next steps: • Establish WG to further develop scope of pillar	Suggested next steps: • Discuss potential survey to coincide with Data collected from Activity tracker. • Design project framework for roll out across industry.	Suggested next steps: • Communicate this initiative to industry associations and other stakeholders.	• Develop and establish networks within communities and operators by use existing structures, e.g. Trusted Advocates, Safety Advocates, peak industry bodies, suppliers. • Seek information/collaboration from overseas sources. • Leverage existing platforms: Utilise social media, newsletters, and forums to reach established audiences and share content

			promoting new technology and safety improvements.
			• Educational outreach: Create clear, engaging content (articles, videos, webinars) to demonstrate how new technologies enhance safety in operations.
			• Promote research: Share relevant research initiatives and findings, offering opportunities for industry participation and collaboration.
			• Track and engage: Measure engagement through metrics like attendance, social media shares and feedback, refining efforts based on industry response.

Who is involved:
- Trusted Advocates, SeaSafe and StayAfloat, industry stakeholders including FRDC extension officers and AMSA Liaison officers.
- Industry groups, representatives, unions, regulators.

Suggested next steps:
- Announce roll out in industry newsletters, social media platforms etc.
- Create webinar for udpates

Foundation work: Review any previous projects or initiatives that could be built on for this work.

PILLAR 3: Training and Education

Increased uptake and engagement by industry of workplace safety and training programs and education tools.

Potential Measures of success

- Improvement in regulator (AMSA, Worksafe, RTOs, fisheries management agencies) understanding of industry diversity and training and education needs. e.g.
  - Improved RTO understanding of industry needs so that prospective employers can have confidence in the training behind an employee's qualification.
  - A range of qualifications are in use in the industry, including legacy qualifications.
  - On-vessel processes including inductions and initiations are available.
  - Communications and incident/experience sharing between regulators is improved.
- Training currently available for SMS systems, Awareness, and other industry training programs is included in the Sea Safe website.
- Offer informal training opportunities for industry that encompass SMS, Inductions, Vessel Inspection and refresher courses.
- Improve multi-lingual education resources for industry.
- Improve data collection on training and education outcomes, e.g. define responsibilities for data management and reporting, include qualitative data including if any gaps are identifiable.
- Establish an on-ground industry liaison position within AMSA that remains independent of AMSA.
- Establish industry specific DCV representation at AMSA level, e.g. a consultative committee.

Potential Projects and initiatives

Online Safety Training Platform	Gap analysis of industry training requirements	Industry pathway
Why: There is a need for training resources that are consistent, accessible to all, and located in one place. Not all fishers have access to the necessary materials.	Why: Appropriate training and qualifications underpin a strong safety culture. Industry has identified the need for further training, which requires clarification on what that looks like.	Why: Increase female uptake, improve parents' perception of the profession.
How: Development of training materials **by industry, for industry**. Conduct research, gather existing information, and enable industry professionals to create templates and resources.	How: Research project through industry / platform / SeaSafe / self-assessment process.	How: Create a pathway/s for those wishing to enter or advance in the seafood industry, that assures them of the industry's positive safety culture.
Who is involved: Safety & Wellbeing Committee, SeaSafe, fishing industry and associated training councils.	Who is involved: Sea Safe, funders, industry	Who is involved: Skills Insight Jobs and Skills Council (JSC), RTOs, other relevant stakeholders including Seafood Careers.
	Suggested next steps: • Review current baseline of industry training and qualifications. Clarify the roles of the major players in the qualifications space.	Suggested next steps: • Brainstorm potential pathways, e.g.

Suggested next steps: • Develop project scope, resources and costing – potentially build on the model used by Seafood Careers. • Review existing materials on Seafood Careers and created by SeaSafe to avoid duplication. • Review examples of similar training platforms elsewhere, e.g. international examples, agriculture industry examples.	• Consult on training needs with both large and small operators, to ensure gap analysis is driven by industry needs. • Consider pros and cons of a minimum industry qualification standard or onboarding, e.g. White Card.	o Crew member to master fisherman / skipper. o Tinny to Tanker qualifications stream.
Foundation work: Review any previous projects or initiatives that could be built on for this work.		

PILLAR 4: Partnerships and Advocacy

Partnerships with government agencies, industry stakeholder engagement and best practice to inform and lead decision-making at regulatory level.

Potential Measures of success

- Acceptance by government and regulator of the diversity within the seafood sector, instead of a 'one size fits all' approach. Continue to do the work of SeaSafe and further establish industry as drivers of safety regulation.
- Coordinated and regular access to, and engagement with, decision makers.
- Improved capacity for industry to engage with decision-makers, e.g. promoting available opportunities for engagement to industry.
- Improved communications assets to share industry policy, positions and experience, based on business and/or sector experience and knowledge.
- Engage/partner with other sectors (geographical, organisation profile, production type etc) that could offer relevant insights to the seafood industry.

Potential Projects and initiatives

Establish the need for jurisdictional industry safety committees to support Safety & Wellbeing Committee	Clarify and communicate roles of SafeWork and AMSA	Incident reporting to improve engagement between industry and regulators
Why: Develop an industry feedback mechanism that is deeper and more effective than a single committee. How: - Map current consultation/feedback process (SIA team). - Map other safety committees or processes that we may be aware of (seafood training councils, aquaculture groups, etc). - Map current engagement process to input into RSC's and NSC's, including which seafood representative organisations are active in these activities. - Review and design method of communication and method of feedback.	Why: To improve industry awareness of the different roles of SafeWork and AMSA. How: - Review MOU between AMSA and Worksafe/SafeWork (Single or per Jurisdiction) - Review and clarify positions of each entity. - Create case studies from industry experience. - Communicate to industry. Who is involved: AMSA, SafeWork, Safety & Wellbeing Committee Suggested next steps: - Develop project scope for discussion with AMSA and SafeWork.	Why: Create a dataset that can demonstrate the current state of play to regulators and the broader community. Facilitate shared learnings from incidents within industry. How: - Engage regulators by sharing success stories from other industries about incident reporting data. - Set criteria on type / level of incident that is reportable. Who is involved: AMSA, Worksafe, Safety & Wellbeing Committee Suggested next steps:

- Review NSC and RSC committee membership, governance and connectivity to NSC. - Improve communication of RSC outcomes and NSC outcomes to those who are absent from meetings. - Engage state and territory bodies to support establishment of jurisdictional committees (with evidence of the landscape from previous action items). - Invite AMSA liaison officers to join the jurisdictional committees. - Perhaps profile RSC and NSC members to improve access. Who is involved: SIA team, relevant state and territory bodies. Suggested next steps: - Clarify and communicate scope of the committees, e.g. would include RAVs. - Consider designing committees according to a mix of vessel size, fishing operations and Jurisdictions. This would allow for issues specific to vessel types to be looked at nationally.		Establish a sub-committee with both regulator and industry members to progress next steps.
Foundation work: Review any previous projects or initiatives that could be built on for this work.		