

Horticulture Innovation Australia

Final Report

VegWHS Training Resources

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Summary

This project created 8 x short video clips for use on YouTube, other social media applications or web sites. The video clips provide practical examples and training in use of the "VegWHS" carrot-shaped USB resource. VegWHS is the Workplace Health and Safety system developed for use in the vegetable industry by previous project VG13053.

The video resources will enable growers to access training at their convenience in a simple format (video), provide a low-cost training outcome to the industry and extract additional value and adoption of the VegWHS resource.

Keywords

Vegetable Farm; Workplace Health and Safety; WHS; Occupational Health and Safety; OH&S; training video.

Introduction

The high rate of death and serious injury in the agricultural sector for people who live, work and visit farms is significant and continues to be widely recognized as an area for concern. The importance of providing a safe workplace is broadly accepted, however robust implementation of a workplace health and safety (WHS) system remains a major problem for vegetable farms.

The recent skills audit, Review of skills and training in the vegetable industry¹ highlighted the need for both developments of useable a WHS system and the support required for growers to implement it. In response to this audit RMCG developed the VegWHS package (project VG13053) for Horticulture Innovation Australia (Hort Innovation). This project resulted in a carrot shaped USB thumb drive with a safety management system and safety guidelines for 72 tasks that commonly occur on vegetable farms.

The carrot shaped USB's were well received by growers who actually used them. However, as workplace health and safety (WHS) is a source of frustration to growers, we know from personal communication that many growers did not even open the resource when it was mailed to them.

Consultation conducted in the original project revealed:

- Many growers have a significant knowledge gap when it comes to WHS and do not know where to start.
- Growers tend to be negative towards WHS and only respond when they have to, such as a 'negative event' for example, when an accident occurs in the region or when audits for the state work safety authority occur.
- Growers perceive that WHS is an expensive process and will only add cost to a business.

One of the key recommendations from the VegWHS project was longer term training and access to WHS help for growers as the need arises over time, as occurs with a 'negative' event.

These 8 video-based training resources have now been created to provide a low cost, efficient resource to help growers implement the VegWHS package and ultimately safe work practices on their farms.

¹ VG11038, P16, Macquarie Franklin, December 2012, Review of skills and training in the vegetable industry, Prospect Tas.

Methodology

Inception meeting.

RMCG conducted an inception meeting with the VegPRO coordinator to define the parameters of the project, understand any additional objectives and clarify communication channels.

As a result of this inception meeting, RMCG prepared a program logic model, detailed work plan and a communications plan for approval from the VegPRO coordinator. The inception meeting identified a need to focus on the high risk activities, mention government funding for WHS, and have the videos approved prior to finalisation. No monitoring and evaluation was provided for this training project.

Scripting and logistics co-ordination.

RMCG identified two vegetable growers, one in Western Australia who had registered for VegPRO training in WHS, and a second in Tasmania who volunteered to participate. As a result of this initial research and communication with these growers, RMCG identified some high risk activities applicable to these farms that we could use to apply the VegWHS resource.

Site visits and data capture.

The two growers were very generous with their time and allowed access to their farm for RMCG to capture video on real life 'case studies' for this training resource. In addition to capturing video, RMCG also provided some on site training for these growers and created some documents to assist in WHS systems for their farms.

Office recording.

In addition to the on-farm work and video recording, RMCG recorded an overview of the VegWHS resource and four specific desktop examples of using the tasks section of the tool. Additional video footage from the field was used to enhance one of the desktop recordings.

Editing.

The videos captured were edited and text learning messages also incorporated to enhance the learning outcomes of the video. Feedback on videos was provided by the Hort Innovation R&D manager and VegPRO coordinator.

Uploading and communication/extension.

The videos were supplied to VegPRO and Hort Innovation. It is envisaged that these videos will be made publically available to growers via the VegPRO website <http://www.vegpro.com.au/> and the VegNET Industry Development Officers in each region <http://ahr.com.au/news/vegnet/>.

Final report.

A final report (this report) was provided to conclude the project.

Outputs

The following training videos were created.

- VegWHS overview
- ATV (on farm)
- Harvester (on farm)
- Powerlines (on farm)
- Accident and Incident reporting (desktop with short on farm clip)
- Machinery Guarding (desktop)
- Toolbox meetings (desktop)
- Staff inductions (desktop)

Outcomes

The outcome of the project is anticipated to be:

- increased extension and adoption of the VegWHS resource
- increased awareness of WHS generally through promotional activities occurring via the VegPRO program and VegNet network
- a low cost training and extension project that can be delivered nationally to growers.

The previous VegWHS project (project VG13053) encountered difficulty with extension of the resource due to some specific context:

- Growers don't particularly like sharing safety problems with each other, and are reluctant to attend safety workshops when busy with farming activities, and
- Growers don't tend to be proactive when it comes to WHS, rather they only respond to negative events such as an accident in the region or audits from the work safety authority.

The best extension approach that was adopted towards the end of the VegWHS project was for a one on one confidential site visit to show growers the VegWHS resource and then conduct a farm safety walk with the grower and train them in conducting risk assessments. While this one on one approach is preferred by growers, it is costly with significant travel and consulting time to reach a small audience, i.e. one business.

As such, this project has captured those key messages and experiences in video format and made it available to the entire industry.

Evaluation and Discussion

The four key steps of the VegWHS program were continually reinforced throughout the videos, they are: **Assess** the risk, **Document** the risk and controls to manage the risk, **Train** your workers, and **Monitor** your progress over time. The dual process of talking through these steps (repeatedly) and then also displaying the text on the screen will provide clear messages to consumers of these videos.

The final training resources provide a complementary resource to the carrot shaped VegWHS USB. The site visits also confirmed that many growers need assistance with some computer skills such as required in the operating of the VegWHS resource. Thus, by providing a training video to show growers how to access the resources on the USB is necessary and will facilitate uptake of the VegWHS package.

Length

The key issue encountered in the construction of the video resources was length of video. The videos produced were 7-15 minutes in length whereas the original project proposed videos that were 3-5 minutes in length. The length of video is important as a tension exists between:

- A) short and easy to watch videos, and
- B) thorough and comprehensive safety assessments.

A short and very easy to watch video on a screen is typically 3-5 minutes in length. However, to conduct thorough risk assessments and consultation would provide a process that was 45mins – 1 hour in total length. Long videos with content that is dry can be very difficult to watch and may defeat the purpose of getting growers engaged in the process of safety management. RMCG believe we have achieved a good compromise in this process and that the videos are short enough to be engaging and long enough to show sufficient content.

Recommendations

Key recommendations from this project are:

- Ensure the video resources are utilised within the industry, promotion via the various vegetable industry networks will be important.
- If trainers or VegNET coordinators find specific issues around WHS during the provision of resources, refer growers on for assistance to either state work safe authorities or professional WHS consultants, it is a specialised area.
- Have VegPRO fully evaluate the resource for both A) meeting the need for growers and B) providing cost effective training. (If this model of video training delivery is beneficial to the industry it could be more widely adopted)

Scientific Refereed Publications

None to report

Intellectual Property/Commercialisation

No commercial IP generated

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