



PRE-EMPLOYMENT
HEALTH + MEDICAL
SOLUTIONS

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LETTER FROM THE FOUNDER

As we've been compiling this report, I've been given the opportunity to take pause; to reflect on how much we've grown and what we've manage to achieve. SafetyCo was founded with a singular vision, a fundamental purpose of "Breathe Better." We've grown from respiratory specialists and have since expanded into the all encompassing category of safety. We don't see this as a pivot or a deviation from our purpose - rather a more ambitious goal of achieving better workplace safety across all industry verticals. Acknowledging the past is only half the picture. Our corporate governance stems from the Japanese philosophy of "Kaizen", an inexorable desire to make incremental change. We believe that no problem is too large to solve. Not if it's able to be broken down to infinitely smaller problems - that is how we can be in a constant state of progress.

But progress can not be made for the sake of just making progress. We have to constantly evaluate each decision that we make, whether or not it reflects our purpose, whether what we're doing today is helping secure tomorrow. As with any company, we would only be fooling ourselves if we believed that shortcomings didn't exist within our organisation. This report delves into what we can be proud of but also what challenges we face. Critically, it pinpoints the areas where we need to intensify our efforts.

When SafetyCo spearheads meaningful change within our organisation and the communities we serve, we contribute positively to the world. We are all global citizens and there are no do-overs.

The impetus for SafetyCo's transition from focusing on respiratory to the broader safety category was a simple one. How can we better protect our communities and clients? Why are we limiting ourselves to safeguarding only one aspect of safety? Can we do more? We need only to look at the people immediately around us to recognise that there is a whole lot more that can be done. Better education, greater

awareness, we have never looked at our relationships with clients as transactional. It comes down to trust. Our clients trust us with their health, safety and wellbeing. Delivering on that can only be seen as a partial success. We are in a position to create profound change in our communities locally and globally by minimising our environmental impact, working more efficiently, building a sustainable future and caring for those that can not care for themselves.

In conclusion, SafetyCo's journey embodies growth and transformation, evolving from respiratory specialists to comprehensive safety providers under the guiding principle of "Breathe Better." Our commitment to continuous improvement, reflected in the philosophy of "Kaizen," propels us forward.

This report candidly reflects our achievements and challenges, spotlighting areas requiring intensified focus. Our global impact extends beyond transactions, rooted in trust as we deliver on our commitment to safeguarding well-being.

Empowered to drive meaningful change, we shape a sustainable future by minimising environmental impact and extending care to those in need. SafetyCo's narrative speaks of purpose, progress, and a resolutely safer world.



Ben Lee
SafetyCo Founder

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01

Introduction To SafetyCo



01.1

Breathe Better

SafetyCo adds value by bringing top-tier quality, and attention to detail when it comes to work health and safety.

Our team is able to do this because we are equipped with the latest innovative technology, targeted knowledge for health and safety compliance requirements, flexible mobile services with consistent protocols, and a passion to provide the best experience possible.

Our aim is to empower workers with the confidence to go in to any site or workplace environment, ready and protected.

SafetyCo was established to meet the needs of a consistently evolving industry. We specialise in Quantitative Fit Testing, ensuring compliance with Australian New Zealand Standard AS/NZS 1715:2009 whilst delivering a bespoke service to every customer.

Regardless of sector, SafetyCo has the ability to scale to our clients needs and requirements. With experience and established clients across the construction, mining, health and aged care sectors we pride ourselves on our ability to deliver across all verticals. We are passionate about providing the solutions required for every business.

OUR VISION

Protecting everyone's universal right to be safe.

OUR MISSION

To provide a complete solution that produces greater standards and awareness for everyone to be safe and feel safe.

OUR GOAL

Endlessly evolve to maintain our position as the foremost provider of respiratory health safety solutions.

02

Pre-employment Checks

There have been significant changes in pre-employment medical check requirements for construction workers in Australia, particularly focusing on the inclusion of screenings for skin cancer and silicosis. These changes represent a vital step forward in safeguarding worker health and enhancing industry safety standards.

The construction industry in Australia is renowned for its dynamic nature, which demands a highly skilled and healthy workforce. Recognising the evolving health risks faced by construction workers, authorities have made substantial changes to the pre-employment medical check requirements.

Previously, pre-employment medical checks primarily consisted of basic health assessments, focusing on general fitness and medical history. While these checks served a valuable purpose, they didn't address specific risks prevalent in the construction sector.

The increasing incidence of skin cancer in Australia has raised concerns, especially for outdoor workers like construction laborers. Prolonged sun exposure is a significant risk factor. Consequently, pre-employment medical checks now include skin cancer screenings to identify early signs of this disease.

Silicosis, a severe lung disease caused by exposure to silica dust from construction materials, has become a growing concern. The surge in silicosis cases among construction

workers prompted authorities to introduce silicosis screenings in pre-employment medical checks.

The new pre-employment medical check requirements are significantly more demanding. In addition to the traditional assessments, they now include:

Skin Cancer Screenings: These screenings involve a thorough examination of the skin and may include biopsies if suspicious lesions are found.

Silicosis Screenings: Workers are screened for respiratory conditions, including chest X-rays and lung function tests, to detect early signs of silicosis.

Additional Tests: Depending on the specific job role and work environment, other tests, such as hearing tests or ergonomic assessments, may be required.

Although it has become more stringent these changes offer several benefits.

Early detection of skin cancer and silicosis enables timely intervention, reducing the risk of severe health issues. We see improvement in industry compliance. Compliance with these new requirements ensures that construction companies adhere to health and safety regulations, reducing the risk of legal issues and fines.

To help ease the transition and requirements, we at SafetyCo have partnered with Qualitas OCC Health to provide companies and their workers with a complete solution.

02.1

THE IMPORTANCE OF PRE-EMPLOYMENT MEDICAL CHECKS

Australia's construction industry is a key driver of economic growth. In this sector, safety, quality, and compliance are paramount. Pre-employment checks are vital for ensuring that the industry maintains these high standards.

Here are the reasons why pre-employment checks matter:

- **Safety:** Construction is risky; checks confirm that workers are fit for work, reducing accidents.
- **Compliance:** Checks keep companies in line with regulations, avoiding legal issues.
- **Detection:** Pre-existing conditions allow for the right processes to be taken for the safety of the company and employees.
- **Risk Management:** Presents a strong frontline risk management approach
- **Employee Retention:** Matching candidates to roles reduces turnover and costs.
- **Quality Control:** Skilled employees maintain project quality.
- **Productivity:** Increases workforce productivity and efficiency
- **Reputation:** Protects a company's image and credibility.
- **Reducing Turnover:** Matching candidates to roles reduces turnover and costs.
- **Security:** Background checks ensure site safety.



*Pre-employment checks are not optional.
They are a mandatory requirement*

They are essential for the safety, quality, and reputation of Australia's construction industry. Investing in them is an investment in the industry's future success.

02.2



POWERED BY QUALITAS

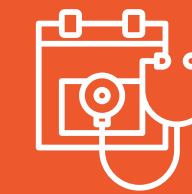
SafetyCo is delighted to announce our partnership with Qualitas Health, a prominent healthcare provider in Australia. This collaboration marks an exciting step forward in our mission to enhance workplace safety and well-being, especially in the construction industry.

At SafetyCo, we understand that ensuring a skilled and healthy workforce is vital for the success of any industry. Our partnership with Qualitas Health allows us to leverage their expertise and resources in healthcare to pioneer the future of pre-employment checks.

Together, we aim to establish a safer, more proficient, and compliant workforce in the construction sector. This partnership represents a commitment to excellence in safety and health, aligning perfectly with SafetyCo's core values.

We are thrilled about the prospects of this partnership and the positive impact it will have on workplace safety, quality control, and overall industry standards.

Qualitas has the specialist expertise you need for all your pre-employment solutions. Qualitas OCC Health (QOH) is a premier provider of occupational health services and injury management solutions. Their mission since 1997 has been to assist in establishing a safer and healthier workforce by delivering high-quality occupational health services, returning injured workers to the workforce and to activities of daily living.



OCCUPATIONAL HEALTH
PHYSICIANS &
GENERAL PRACTITIONERS



PHYSIOTHERAPISTS &
EXERCISE
PHYSIOLOGISTS



PSYCHOLOGISTS



RADIOLOGISTS

ALL IN ONE LOCATION

02.3

PRE-EMPLOYMENT SERVICES

To combat and pre-empt the dangers on the job site we provide a very wide range of services. These include the following:

Fitness for Duty Assessments (Mini & Full Functional Assessments):

These assessments evaluate an individual's physical capability to perform specific job tasks, ensuring they are fit for duty and can safely carry out their responsibilities.

Workplace Assessments:

Workplace assessments analyse the work environment to identify potential hazards and recommend measures to enhance safety and ergonomics for workers.

Exercise Physiology:

Exercise physiologists create tailored fitness programs to improve the overall health and physical well-being of workers, enhancing their job performance and longevity.

Physiotherapy:

Physiotherapy services address and rehabilitate musculoskeletal issues, injuries, and pain, enabling employees to return to work in optimal condition.

Wellbeing & Gym-Based Programs:

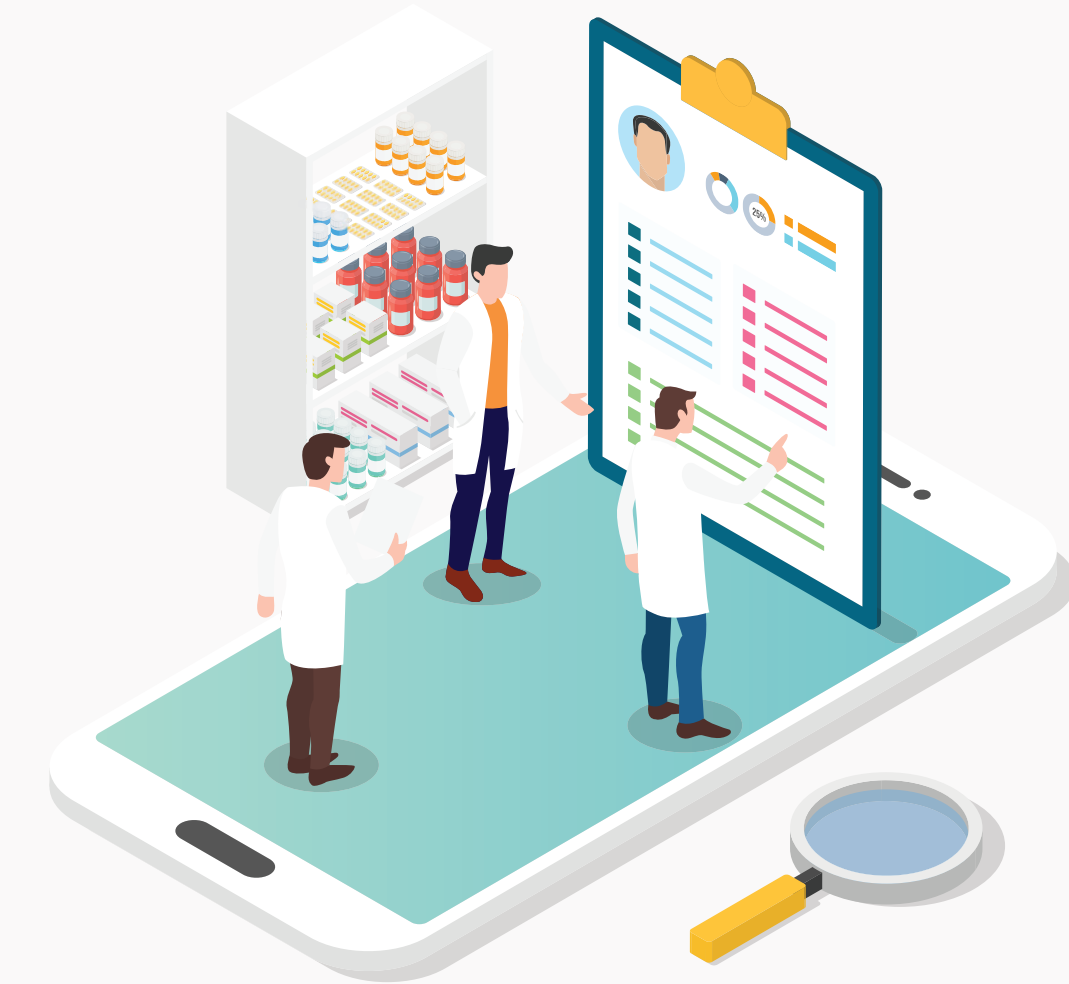
These programs promote employee well-being through physical fitness and mental health initiatives, fostering a healthier and more productive workforce.

Pre-employment Medicals – Customised to Clients' Request:

Customised pre-employment medical examinations align with the specific requirements of clients, ensuring that potential hires meet job-specific health standards.

Vaccination:

Vaccination services safeguard workers against preventable diseases, fostering a healthier work environment and reducing absenteeism due to illness.



Spirometry:

Spirometry tests assess lung function, vital for roles where exposure to respiratory hazards is a concern, helping to detect early signs of lung disease.

Audiometry:

Audiometry evaluations ensure that employees' hearing is within acceptable limits for their job roles, protecting against hearing-related workplace risks.

Urinalysis:

Urinalysis tests are conducted to screen for drug use or health conditions that may affect a worker's ability to perform their duties safely and effectively.

ILO Chest X-rays & HRCT:

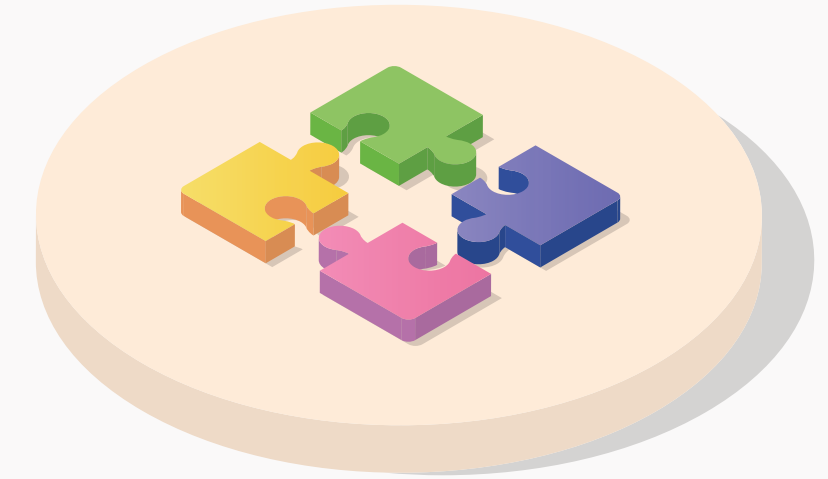
These radiological examinations detect lung conditions, including occupational lung diseases, enabling early intervention and worker protection.

Instant and COC Drug & Alcohol Testing:

These tests offer quick and reliable results for drug and alcohol use, helping maintain a drug-free and safe workplace.

02.4

ADVANTAGES OF OUR ON-SITE SERVICES



Our mission transcends traditional bare minimum practices. We are dedicated to not only finding the right candidates but also ensuring that the journey towards employment is efficient, supportive, and transformative. Crucial to our approach is the provision of on-site pre-employment checks.

On-site pre-employment checks, conducted within a single location, offer numerous advantages for employers and job candidates. Firstly, they provide remarkable convenience. Consolidating assessments in one venue simplifies the process for candidates, eliminating the need for them to navigate various locations for evaluations. This results in a more accessible and efficient process, saving time for both candidates and employers.

1. Streamlined Efficiency:

Our commitment to on-site pre-employment checks is rooted in the desire to make the hiring process as smooth as possible for all involved. By offering these services within one accessible location, we save precious time and resources. Candidates can complete multiple assessments in a single visit, enabling prompt decision making.

2. Comprehensive Insights:

We believe that every candidate deserves a fair chance. On-site services empower a deeper understanding of each candidate. With a spectrum of assessments conducted in one place, employers receive holistic candidate profiles, which in turn foster more informed choices.

3. Candidate-Centric Approach:

The candidate experience is at the core of our efforts. On-site services enhance convenience and create a more applicant-friendly process. This leaves candidates with a positive impression and ensures that they feel valued and respected throughout their journey.

4. Cost-Efficiency:

We understand the financial aspects of recruitment. On-site services not only benefit candidates by reducing expenses related to travel and time but also offer employers cost-effective solutions. Streamlined administration and resource optimisation contribute to financial prudence.

5. Synergised Communication:

Centralised on-site services promote seamless communication between different service providers involved in the assessment process. This synergy leads to a more integrated and comprehensive evaluation of candidates, equipping employers to make well-rounded hiring decisions.

6. Mitigating Risk:

We are absolutely committed to risk mitigation. On-site services play a pivotal role in this by instilling confidence in hiring decisions, reducing the risk of workplace incidents, disruptions, or legal issues arising from unqualified hires.

7. Tailored Precision:

Recognising that each job role and industry has its distinct demands, we offer tailored customisation. This allows us to adjust assessments to specific positions, ensuring that evaluations precisely align with our clients' unique needs.

We centralise our pre-employment services in one place for your benefit!

02.6

INDUSTRY SPECIFIC CHECKS



Coal Mine Worker's Health Scheme + Other Mining Medicals:

These assessments ensure that individuals working in coal mines and other mining environments are physically fit and free from conditions that may pose risks in these challenging work settings.

Mariner, Divers & Seafarers & Medicals:

Tailored for individuals in maritime professions, these medical evaluations confirm that mariners, divers, and seafarers meet the health requirements necessary for safe and effective performance at sea.

Rail Medicals (Category 1, 2, 3):

These assessments ascertain the fitness of railway industry personnel in various categories, ensuring they are capable of performing their specific roles safely and efficiently.

Asbestos Medical Assessments:

Designed for individuals at risk of asbestos exposure, these assessments detect any related health issues and ensure compliance with safety standards.

Crystalline Silica Medical Assessments:

These evaluations are critical for individuals working with crystalline silica materials, helping identify early signs of silica-related health conditions and ensuring workplace safety.

Mineral Mines & Quarry Medical Assessments:

Tailored for workers in mineral mines and quarries, these assessments confirm that individuals are physically capable of handling the demands of these environments and are free from health conditions that could compromise safety.

Heavy Vehicle Medicals:

These medical checks verify that individuals seeking roles in heavy vehicle operation are fit for the physical and mental demands of such positions, promoting road safety and compliance with regulations.

Injury Management

Injury management at work is crucial in several ways. Firstly, it prioritises the well-being of employees by ensuring prompt medical care and support for their recovery, reducing their suffering and the impact on their families. Secondly, it ensures compliance with Australian laws, avoiding fines and demonstrating ethical business practices. Moreover, it helps maintain workforce productivity and reduces the financial burdens associated with workplace injuries. Additionally, it boosts employee morale, enhances workplace safety, and aligns with social responsibility. Finally, it contributes to a positive corporate reputation, attracting and retaining talent in the long run.

03.1

SPECIALISED EXPERTISE

In partnership with Qualitas Occ Health we provide specialised expertise for all of your workplace injury management solutions.

Our experienced team have been managing specific work injuries, minimising lost time and guiding a timely recovery for over 25 years.

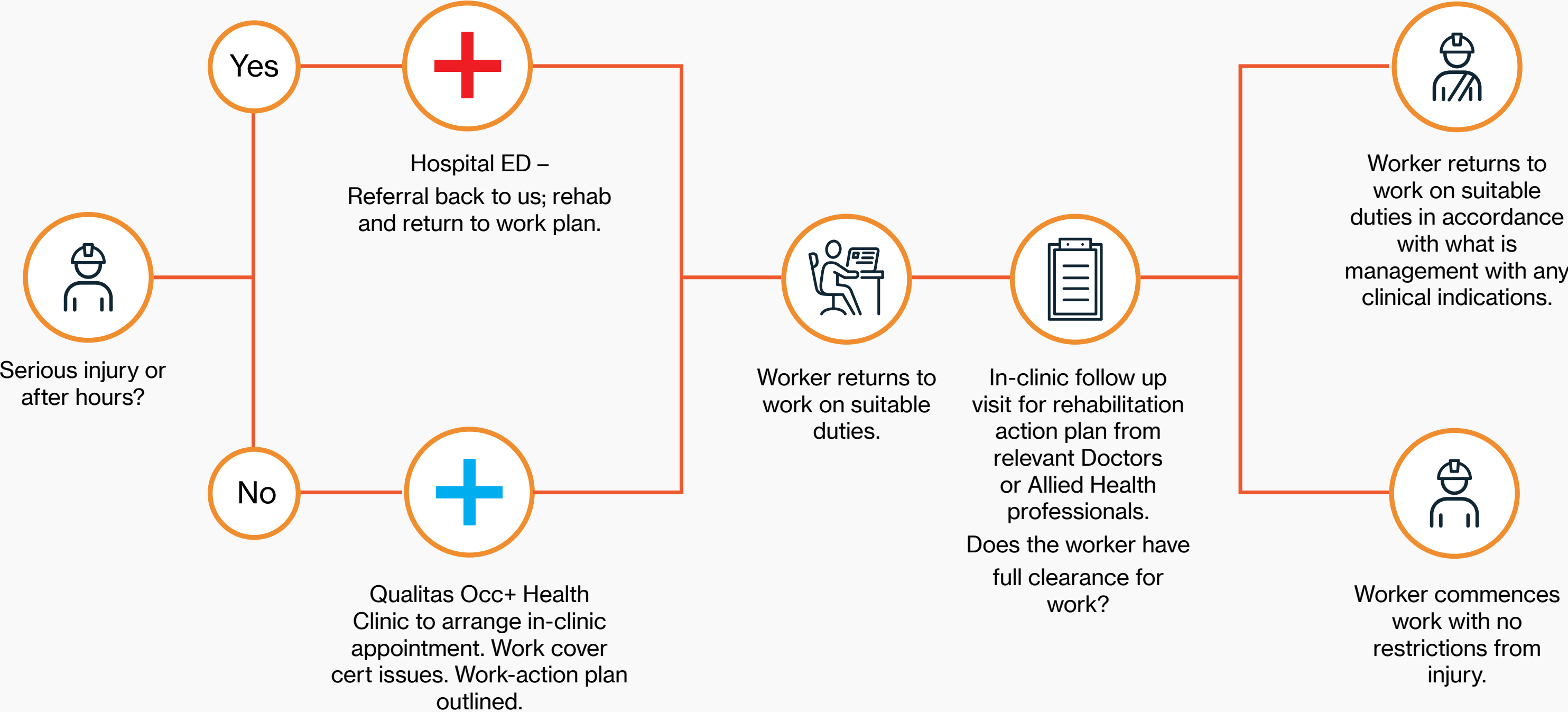
Qualitas' team of experienced Medical and Allied Health Professionals is dedicated to providing a compassionate and ethical approach to the precise assessment of injuries, the development of tailored recovery plans, and the delivery of essential treatments. Through a collaborative team effort, focusing on a gradual return-to-work strategy and facilitating a return to pre-injury activities, employers can anticipate significant cost savings by minimising employee downtime. Moreover, this approach helps injured workers transition smoothly back into their roles, easing their reintegration into the workforce while ensuring their well-being and a successful return to productivity.

We specialise in workplace Injury Management and enhancing workers performance.



03.2

MANAGEMENT PROCESS



- Management Services**
- Injury Management Services
 - Exercise Physiology
 - Physiotherapy
 - Psychology
 - Diagnostic Imaging
 - Specialist reviews – Orthopaedic, Sports
 - Physician, Psychiatrist
 - Acute Injury Management
 - Injury Management Consultations
 - Independent Medical Examinations
 - File reviews
 - Medical Consulting to all major insurers

Breathe Better



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