

SAFEWORK SA

2005 Augusta Zadow Scholarship

Summary of Outcomes

The Augusta Zadow Scholarships were inaugurated in 2005 to help fund projects that deal with occupational health and safety improvements undertaken by, or for the improvement of women in South Australia.

They honour the memory and work of Augusta Zadow, who strove to secure better working conditions for SA factory workers in the late 1800's.

The 2005 scholarships were bestowed upon two recipients: Alana Hale and Karen Grogan.

ALANA HALE

Formerly OHS Officer and organiser for the Finance Sector Union, Ms. Hale is now an OHS Inspector with SafeWork SA based in Port Lincoln.

She was awarded her \$10,000 scholarship to undertake a study trip to England to participate in the Health and Safety Representative training for occupational stress, and to work with the trainers in the Trade Union Congress (TUC).

The focus of this work has been to identify best practice in minimising the risks of work related stress - particularly in women.

As a result of the scholarship, Ms. Hale has been able to create guidelines for use by management and Health and Safety Representatives in the control of workplace stress.

Ms. Hale will be working to ensure that her guidelines are incorporated into the training schedule for Health and Safety Representatives, and any general union-based training.

KAREN GROGAN

A part-time tutor at the University of South Australia, Ms. Grogan used the scholarship to help progress her research into workplace bullying.

Her work is part of a larger research project, with a particular focus on the South Australian Public Service.

During the course of her work, Ms. Grogan interviewed in excess of 50 employees - including managers and their staff, as well as analysed the results of an on-line survey (323 respondents).

These outcomes coupled with a review of existing literature on the subject, have allowed Ms. Grogan to suggest ways of reducing bullying in the state Public Sector, which is a major employer of women.

She has also examined how women's leadership styles are being challenged in traditional patriarchal working environments and how their responses to organisational culture may affect the norm setting around what is / is not acceptable workplace behaviour.