



The unique security and safety challenges of working in remote and isolated workplaces.

The Challenge

The issue of occupational violence in health environments is a serious issue with the potential for tragic outcomes; and one which is impacting on health workers and paramedics nationally and internationally.

The Solution

Pivotel, as the Queensland Health provider of satellite communication devices was engaged to conduct a trial of mobile satellite devices and its Tracertrak portal in remote regions, allowing staff to report their movements and raise alarms when necessary, and for management to monitor their whereabouts.

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One of the positives from the workshops was that there was no reluctance of staff to use the device due to it being perceived as a work monitoring tool rather than a safety tool.

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- Todd White
Principal Adviser Risk Management
Safety and Wellbeing
Queensland Health

The Organisational Challenge

The safety of Remote Area Nurses was highlighted as a critical issue by the terrible death of Gayle Woodford, an on-call nurse who was raped and murdered in the outback town of Fregon, in the north-west corner of SA, in 2016.

Queensland Health convened a task force to tackle the problem of occupational violence, surveyed staff and identified the need for better communication systems to improve safety. Remote Area Nurses are often called out in the middle of the night and are regularly confronting situations where violence, drugs and alcohol and mental illness contribute to high risk scenarios.

“They were definitely driving long distances without GSM coverage. Coping mechanisms for were very rudimentary – waiting on the side of the road for help, waiting for someone to turn up,” says Todd White, Principal Adviser Risk Management, Safety and Wellbeing, at Queensland Health. Reliable communication at all times was identified as a clear need to improve staff safety.

“The results came back with some of the challenges faced and were progressed through the Occupational Violence Implementation Committee that had been tasked with implementing the recommendations from the taskforce. From this we identified the benefits of running a small trial of the satellite communication devices, to see if they held a place in helping prevent a similar incident in South Australia that tragically cost Gayle Woodford her life,” says Todd.

The Organisational Solution

Pivotal was engaged to provide a range of satellite devices – SPOT Gen 3 messengers, inReach messengers, and SatSleeves to convert mobile phones to satellite devices - and the Tracertrak portal to monitor all devices. Pivotal also assisted with staff training and the development of systems to promote staff uptake and a safety culture.

“We came up with a process model to use the devices and assisted the development of local processes and procedures,” says Todd. “We did a lot of training, a lot of on the ground, hands-on stuff getting them able to use the devices. Everyone understood how important safety was.”

The trial was conducted in remote areas such as Saibai Island in the Torres Strait, Weipa, Cooktown, Mt Isa, Charleville and Roma, where GSM coverage is limited. The Tracertrak portal proved ideal for monitoring staff across such a wide area. “Having one portal for all devices meant they only had to learn and administer one platform. The platform is very intuitive and quite easy to learn,” says Todd.

The Outcome

Trials have only recently been completed and a report on the results is still being finalised but initial feedback has been positive.

“We did a survey at the end of the trial and the results of the

survey were very encouraging, across the board,” says Todd. “Some areas were discussing the benefits of letting staff in the remote and isolated areas use their SPOT Gen 3 even when they weren’t at work just to embed that safety culture. The devices worked as expected in the trials. Our issue was trying to embed the safety culture into every day work, not to increase workload but to support current work practices.”

The trial identified several areas that needed more attention for the successful deployment of the devices in the longer term. “There were a number of take-aways. Having a champion for the devices is key,” says Todd. “The culture of using the devices needs to be embedded. Maintenance was one of the big things for the devices, as staff were unsure where to go with any technical issues. The nurses’ varied working hours and the challenges of rostering and scheduling staff to respond to escalations required customised solutions in the setup of the Tracertrak portal. While there was no issue with Tracertrak, we had a little bit of trouble trying to get that process embedded.”

In response to these concerns, Pivotal designed a maintenance schedule and provided on-call technical support throughout the trial. Pivotal also partnered with an external company to provide monitoring services. A report is being prepared and will be presented to Queensland Health Occupational Violence Implementation Committee shortly. “The results will be published very soon,” says Todd, but important lessons have already been learned. “We helped identify the tools that can be used to help mitigate risk ... We’ve identified the need and the benefit from the satellite devices to try and prevent further incidents like what happened in South Australia and to help Hospital and Health Services have access to that technology.”

The Hardware

SPOT Gen3

- One-way messaging
- Scheduled check-in management
- SOS emergency alerts/request help
- Check-in/leave site/location monitoring



SafeWorker App

- Two-way messaging
- Check-in/leave site/location monitoring
- Scheduled check-in management
- SOS emergency alerts/request help



inReach

- Two-way messaging to co-workers and manager to inReach/mobile/email
- Scheduled check-in management
- SOS/emergency alerts/request help
- Check-in/leave site/location monitoring



Tracertrak Management Portal

The Tracertrak portal allows Queensland Health to monitor all remote and isolated nurses in one platform.



About Queensland Health

Health Support Queensland is a health service provider who enables the delivery of commercially sustainable frontline healthcare by providing health support services and

solutions to Queensland Hospital and Health Services (HHS), other government agencies, commercial clients and the community.