

ANU OHS Performance Report - 2007

Purpose

This report outlines the University's OHS performance for the calendar year 2007.

With regular reporting, there is an expectation that ANU managers and staff will have the data to support a culture of continuous improvement. Ultimately, a reduction in incidents, injuries and illnesses associated with work at the ANU will assist in providing a work and study environment that is attractive, well maintained, accessible and safe.

Several improvements in reporting and information presentation have occurred since the last report, including positive performance indicators and performance targets that were outlined in the ANU's OHS Strategic Plan (<http://info.anu.edu.au/hr/OHS/OHS%20Plan%202007-2010.pdf>).

This report should be read in conjunction with the University's Annual Report into Occupational Health and Safety, (http://info.anu.edu.au/Discover_ANU/University-wide_Publications/ANU_Annual_Reports.asp).

OHS Performance

At ANU we encourage the reporting of all work related incidents, regardless of severity. The OHS Branch, Human Resources reviews incidents, investigates as appropriate and reports to the government regulators as required. In addition, Local OHS Committees review relevant incidents and preventative actions.

The OHS statistics discussed in this report are for total incidents reported, including non-work related incidents. The professional staff in the OHS Branch address some of these non-work related incidents/conditions to improve staff work outcomes. To differentiate work and non-work related incidents a new incident category was introduced in late 2007 (see Table 1). It is expected that the number of incidents reported into this category will grow in 2008.

On 13 April 2007 considerable changes were made to the Safety, Rehabilitation and Compensation (SRC) Act 1988. The most significant of these being the removal of journey (commuting) and recess workers' compensation coverage, which may result in a decrease in the reporting of incidents for these categories and a corresponding decrease in workers' compensation claims, which may already be reflected in the 2007 statistics.

There were 438 incidents reported, 373 occurred at work or are work related (i.e. include work related travel, see table 1). Significant incidents are investigated and corrective and preventive measures actioned. The number of reported incidents decreased in 2007, down from 463 in 2006 and 485 in 2005. The incidence rate for ANU staff has dropped significantly to 0.51 per 100 employees. This is significantly better than the National Average of 1.56 per 100 employees, the education sector of 0.99 per 100 employees (2005-6 data[#]) and the Australian Government of 2.48 per 100 employees (2006-7 data^{*}).

[#] reference National Online Statistics Interactive system, ASCC website (<http://nosi.ascc.gov.au>)

^{*} reference Comcare Annual Report 2006-2007 (http://www.comcare.gov.au/publications/general/annual_reports2)

Reportable incidents to the OHS regulator, Comcare, decreased from 78 in 2006 to 53 in 2007, an encouraging sign of reduced severity of the incidents.

The major incident risk categories within the ANU remains 'body stressing' (manual tasks, occupational overuse syndrome, strains and sprains) and 'slips, trips and falls'. A 'manual tasks' reduction strategy is being developed and will be released in 2008. The University grounds staff generally monitors trip hazards, with the majority rectified in a timely manner. Unfortunately some trip hazards are either not identified, reported or rectified until after an accident occurs. A slips, trips and fall reduction strategy was identified as an important component in the 2007-2010 OHS Strategic plan and is being developed.

The ANU's low incidence of mental stress related incidents and claims could be attributed to the early intervention and proactive case management approach.

Definitions

Incident	OHS incident reported via Apollo within stated year
Workers' compensation claim	Accepted Comcare claim with date of injury occurring within stated year (excluding commuting claims from 2007 onwards)
Lost time injuries	Accepted Comcare claim with date of injury occurring within stated year (excluding commuting claims from 2007 onwards) with lost time greater than one day
Lost time injury frequency rate (LTIFR)	Number of lost time injuries during the period per 1,000,000 hours worked
Incidence rate	Number of lost time injuries during the period per 100 employees
Average lost time rate	Average number of workdays lost due to a lost time injury
Lost time days	Number of workdays lost due to a lost time injury
Premium % of payroll	Workers' compensation premium percentage of total payroll. The premium is used to cover worker's compensation costs and the OHS levy (which covers inspectorate activities).
Total employees	Headcount as per DEST submissions as at 31 March
FTE employees	Full-time equivalent number of employees as per DEST submissions as at 31 March
Case management	Involvement of OHS Branch Case Manager in injury management/rehabilitation issues related to incidents involving ANU staff
OHS incident review	Involvement of OHS Branch Consultant in safety/health issues related to incidents
OHS investigation	Formal involvement of the OHS Branch in investigating an incident including a written report

Incident Summary

Table 1

		2005	2006	2007
Total Incidents		485	463	438
Incidents by Category	Injury		403	370
	Illness		18	20
	Death			
	Dangerous Occurrence*		17	11
	Exposure		22	28
	Electrical		2	5
	Gene Technology			
	Radiation		1	3
	Environment			
	Hazard			1
Incidents by Activity	At Usual Workplace		278	275
	Working Elsewhere		26	21
	Travelling To/From Work		46	39
	Traffic Accident While Working		5	4
	Having a Break		21	16
	Approved Sporting Event		8	2
	Home Based Work			1
	Activity Other Than Listed		79	70
	Non-work Related [#]			10
Reportable Incidents^Σ	Comcare - Serious Personal Injury	64	61	49
	Comcare - Dangerous Occurrence	23	17	4
	ARPANSA (radiation incidents)		1	3
	BEPCON (electrical incidents)		1	1
	ACT WorkCover		1	
Total Reported Incidents			81	57
People Involved in Incidents	Staff		376	363
	Students		48	47
	Other (visitors and contractors)		19	23
Total No. of People Involved			443	433
Outcomes from Incidents	Case Management Activity Required	222 (59%)		225 (62%)
	OHS Incident Review	48 (10%)		75 (17%)
	Workers' Compensation Claims ⁺	58 (15%)		40 (11%)
	Lost Time Injuries [^]	35 (9%)		18 (4%)

* As reported on incident notification – does not necessarily correspond with Comcare definition of dangerous occurrence.

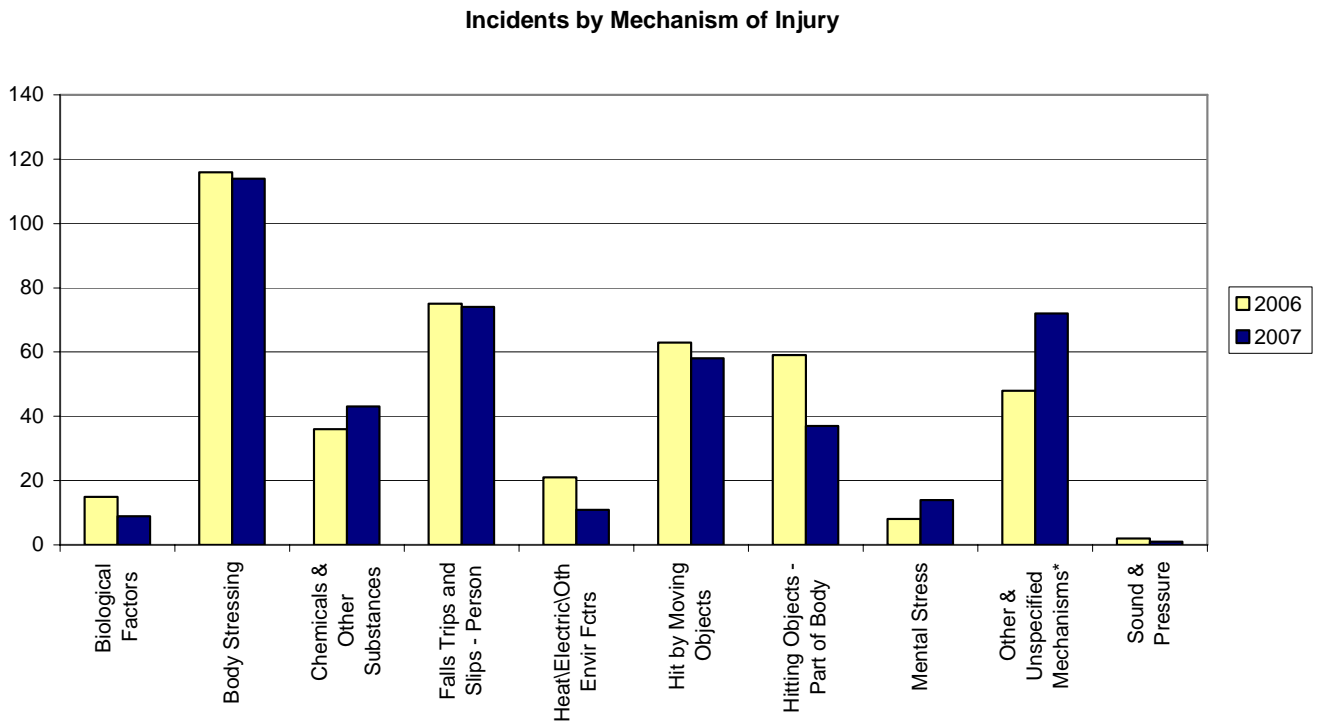
[#] Coding for this category only commenced late 2007.

^Σ Required under OH&S Act 1991 and legislation of other authorities.

⁺ Accepted claims with date of injury occurring within stated year excluding commuting claims.

[^] Accepted claims (as above) with lost time of > 1 day.

Figure 1



* Other & Unspecified Mechanisms includes vehicle accidents as follows: Motor vehicles = 18; Bicycles = 24; Scooters = 3; Motorcycle = 1; Total = 46

Figure 2

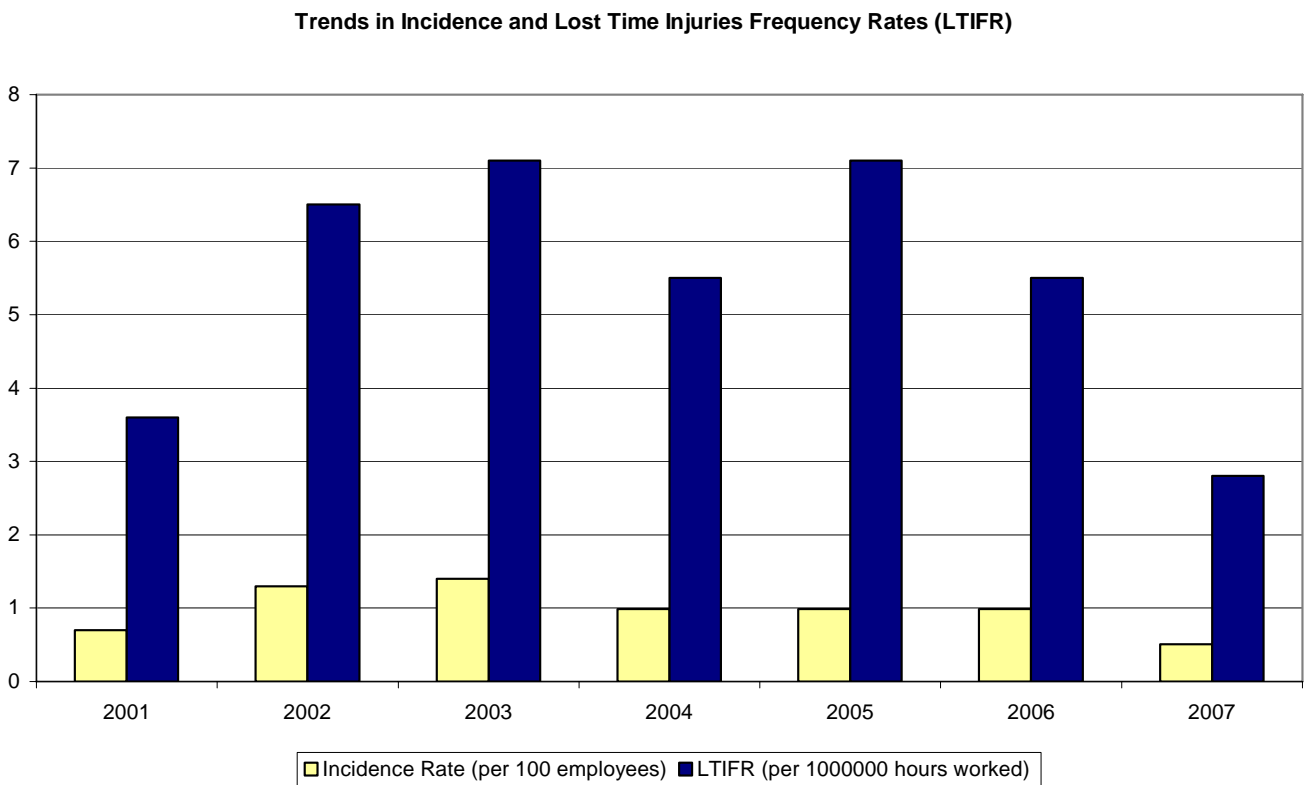
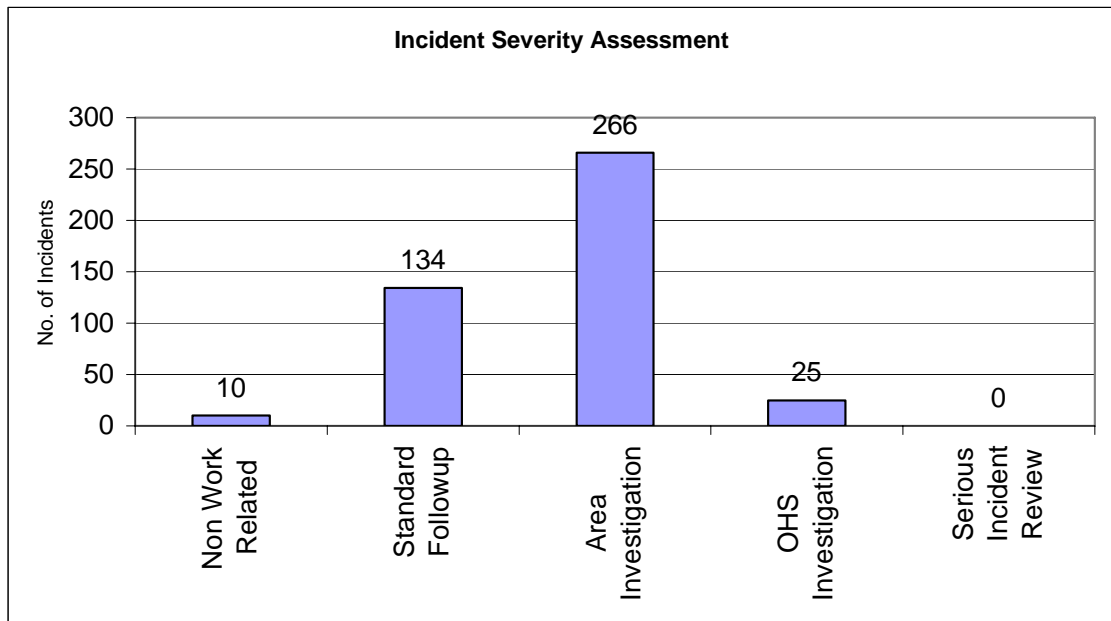


Figure 3



The graph indicates that of all the reported incidents, the majority of incidents are followed up only by the supervisor/area. These incidents are of a minor nature with an easily identified cause and simple measures will correct/prevent the situation. Some OHS advice may be provided to ensure appropriate action. More serious incidents are investigated and a report issued by the OHS branch.

OHS indicators by College & Administration Division

This table shows the traditional OHS indicators and should be analysed in conjunction with previous years performance and benchmarks such as the Go8 Universities and similar industry groups. Benchmarking comparison tables can be found later within this document.

Table 2

2007 Calendar Year	Incidence Rate#	Average Lost Time Rate*	Lost Time Days**	No. Lost Time Injuries^
ANU College of Arts & Social Sciences	0.23	5	5	1
ANU College of Business & Economics	0	0	0	0
ANU College of Engineering & Computer Science	0	0	0	0
ANU College of Medicine & Health Science	0.46	13.3	26.5	2
ANU College of Law	0	0	0	0
ANU College of Asia & the Pacific	0.3	9.3	9.3	1
ANU College of Science	0.28	11.5	34.5	3
Registrar and Student Services	1.26	9.8	19.5	2
Human Resources	1.51	4	4	1
University Business Units	4.45	38.1	76.2	2
Finance & Business Services	0	0	0	0
Division of Information	1.39	30.9	123.6	4
Facilities and Services	1.51	33.75	67.5	2
ANU	0.51↓	20.34↓	366.10↓	18↓

#The number of accepted claims with lost time during the period per 100 FTE employees

* The average number of work days lost due to an accepted claim

** The number of work days lost due to an accepted claim (>one work day)

^ A lost time injury is defined as accepted compensation claim within the period with lost time more than one work day (excludes commuting claims)

↓ Rates/totals decreased from 2006

Prevention Programs

The University has a variety of prevention programs that support the OHS management system with the aim of reducing injuries, and identifying potential injuries/illnesses early to limit the severity of those injuries. Support mechanisms are also available for those staff. In addition to local OHS Committee inspections, several OHS Audits are conducted on more technical issues. Staff resources limit the scope and number of this audits program.

Table 3

Program	Activity Measure	2005	2006	2007
Workplace Assessments by OHS (office based)	Total no. assessments (rate per 100 FTE [^])	171 (4.42)	147 (4.18)	180 (5.02)
	Assessment referral types:			
	• Recruitment risk factors	34	15	14
	• After incident		19	28
	• Local area request			29
	• Self referral			71
	• Unspecified			38
Health Surveillance	Number of assessments by specialist		144	74
Regulator Investigations	ARPANSA and Comcare audits/inspections	1	0	6
Audits conducted	Internal	2	1	1
	Self-assessment	6	1	2
Employee Assistance Program	Appointment hours		234.5	228
	Clients		88	80
Thrive at Work	Attendance		>60	>20-

[^] 2007 DEST submitted figures excluding casuals

OHS Strategic Plan – Performance Scorecard

Table 4

Measure	2010 Target	2006	2007
Hazard and incident reports and actions			
Manual task incidents resulting in injury	< 80 per year	115	114
Slip, trip and fall injury incidents	< 40 per year	75	74
Number of lost time injuries	< 30 per year	35	18*
Compensation claims (accepted) #	< 40 per year	69	40*
Incidence rate (work related)	<0.75 per 100 FTE	1.0	0.51
Average lost time rate	< 15 days per WC claim	21	20.3
Staff (and student) training numbers	900 attendees per year	849	936
	70% of all supervisors to have completed the OHS training for supervisors	NA	NA
Number of new staff inducted	100 %	NA	NA
Number of policies, procedures and guidelines reviewed and updated	5 per year	NA	4
Number of OHS Committees meeting 4 times per year	95%	NA	55%

* Excludes commuting injuries

National Target is 20 claims per year by 2010, and < 17.5 claims per year in 2011/2012

NA Not currently assessed. Mechanisms for reporting are being devised in 2008.

University HR Benchmarking Measures

Table 5

Australian National University	2001	2002	2003	2004	2005	2006	2007
Incidents (Hazards) Reported	NA	NA	NA	489*	485	463	438
No of workers' compensation claims	48	58	84	59	64	69	40^
No of lost time injuries	23	43	47	36	50	35	18^
Total employees	NA	NA	NA	3924	3867^^	3821^^	3892^^
FTE employees	3318	3426	3387	3614.5	3873.4^^	3518.6^^	3584^^
Incidence rate (per 100 employees)	0.7	1.3	1.4	0.99	0.99	0.99	0.51
Frequency rate (per 10 ⁶ hours worked)*	3.6	6.5	7.1	5.5	7.1	5.5	2.8
Lost time days	NA	NA	NA	NA	540.4	721.95	366.1
Average time lost rate (days/injury)	NA	NA	NA	NA	10.81	20.63	20.34
Premium % of payroll	0.67	0.87	1.3	1.7	1.25	0.95	0.95

Notes: NA – not available/reported to GO8; ^ excludes commuting claims; ^^ source: DEST submissions as at 31 March (excludes casuals); * normal hours/week = 35 hours; the data presented is based on claims data, hence days lost without a claim (eg on sick leave) are not measured. Therefore the actual time lost rate (days/injury) is not available.

Comparison of ANU Performance Measures (2006) with Go8 and industry peer (CSIRO)

Table 6

University	Incidence rate	Frequency rate	Av time lost	Prem % of payroll
Australian National University	0.99	5.5	21	0.95
Remainder of Go8 Universities	Range 0.4 – 1.4	Range 1.9 – 6.9	Range 11 – 31	Range 0.5 – 0.65
CSIRO	-	3.0	14	-
Education sector	0.99	6.2	-	-
National average	1.56	9.4	-	-
Australian Government*	2.48			1.77

Notes: based on 2006 data. Premium calculations are usually conducted in April of the following year.

*2006/07 data

Worker's compensation premiums should not be compared as the determination parameters and benefits are not the same. Comcare's includes commuting claims and the OHS levy (which covers inspectorate activities).

National OHS Targets

The National OHS Strategy aims to achieve a reduction in workplace fatalities, and reduce the incidence of workplace injuries by 40% by 2012. The Workplace Relations Ministers' Council and Comcare support the strategy. The strategy includes four targets which aim to encourage and monitor continuous improvement in workplace health, injury prevention and injury management. The targets are best employed by the regulatory body (ie Comcare) to track performance across all agencies. The use of the targets by one agency can create statistical irregularities due to the small number of claims.

It is becoming apparent that across the Commonwealth there is still a need for substantial improvement, as the reductions required to meet the four targets are not being achieved[#].

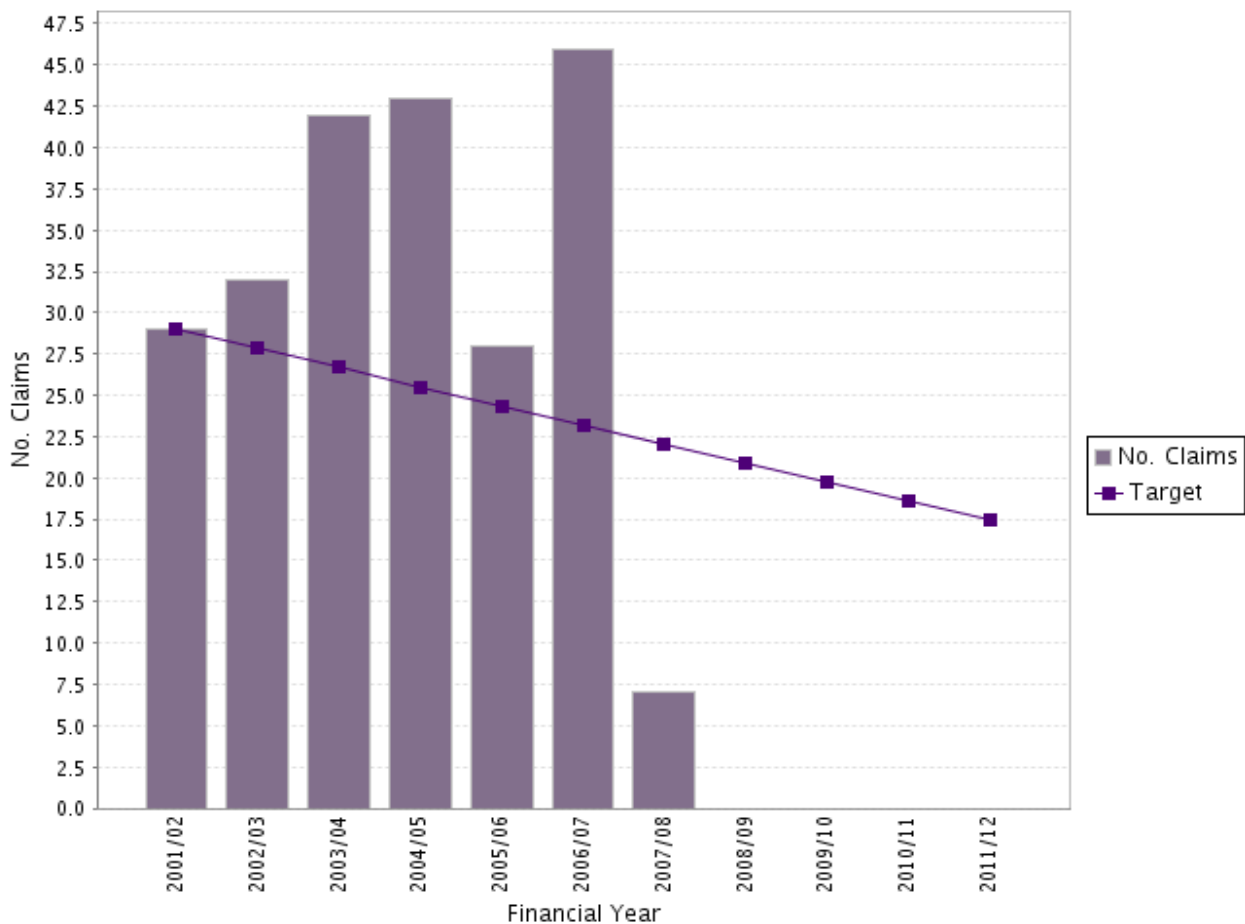
The ANU endorsed and is committed to the strategy and targets.

The following graphs represent the National OHS Targets with the Australian National University's performance status reports (sourced from Comcare on 12/2/08 updated 30/11/07) **Note: 2007/08 data is immature.**

Target 1 - Reduce the incident of workplace injury by 40%

Measured by the SRCC method for the number of accepted compensation claims where the 5th day of incapacity is determined in the period.

Figure 4



Note: 2007/08 data is immature.

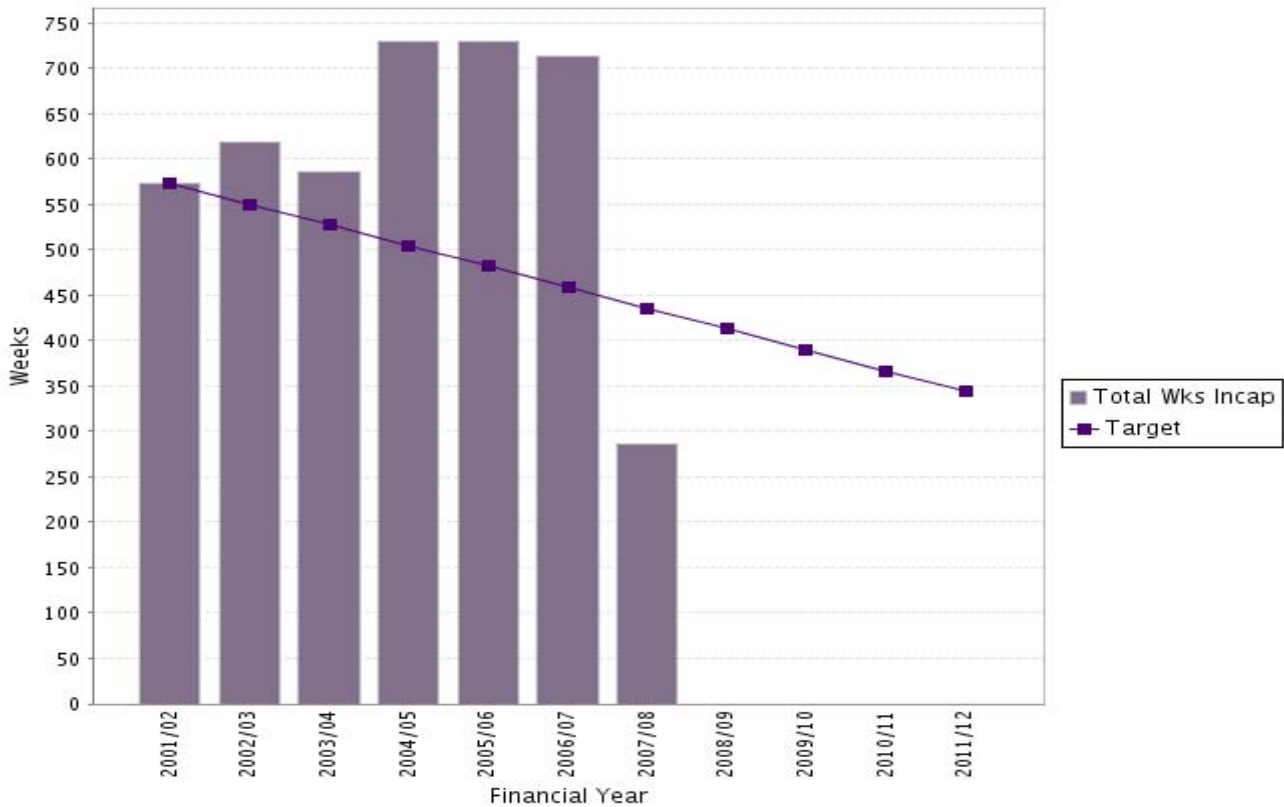
[#] Reference http://www.comcare.gov.au/compensation/workers_compensation_statistics/targets_for_achieving_better_workplace_health_and_safety

Target 2 - Eliminate all fatalities due to workplace injury

No workplace fatalities were recorded at ANU in 2007.

Target 3 - Reduce the average time lost rate by 40% representing claims with incapacity determined in each financial year.

Figure 5



Note: 2007/08 data is immature.

This graph shows the accumulated total of weeks of incapacity. Improvement in this target is by getting people back to work quickly.

Target 4 - Reduce the average time taken for rehabilitation assistance by 90%

At the ANU, rehabilitation management involves on-staff rehabilitation specialists and an early intervention model. Formalised plans are made for longer duration claimants or where an external rehabilitation specialist is required. The ANU OHS and Injury Management team generally makes contact with injured staff within 24 hours. Active case management is also followed (see Table 1 – Case Management activity for 62% of staff-related incidents reported). Hence ANU performs better than the National target (of 2 weeks).

Table 7

2007 Incidents Reported							
				OHS Branch Involvement			
College/Administrative Area	Faculty/School/Centre	Incident Type	No. of Incidents (2006)	Investigation	Case Management ⁱ	No. of People involved ⁱⁱ	Accepted WC claim made ⁱⁱⁱ
ANU College of Arts & Social Sciences			37 (30)	7	19	35	2
	Faculty of Arts	Injury	19	5	11	21	
		Illness	3	-			
		Exposure	1	1			
	Research School of Humanities	Injury	6	-	3	7	
		Electrical	1	1			
	Research School of Social Sciences	Injury	6	-	5	7	
		Illness	1	-			
ANU College of Asia & the Pacific			30 (28)	4	21	32	4
	College of Asia & the Pacific	Injury	1	-	1	1	
	Crawford School of Econ & Government	Injury	1	-	1	1	
	Faculty of Asian Studies	Injury	6	2	4	7	
		Illness	1	-			
	Res Sch Pacific & Asian Studies	Injury	19	1	15	23	
		Exposure	1	1			
		Dang Occ	1	-			
ANU College of Business & Economics			6 (5)	-	2	6	-
	College of Business & Economics	Injury	6	-	2	6	
ANU College of Engineering & Computer Science			13 (7)	4	6	13	1
	College of Engineering & Comp Science		2	-	1	2	

2007 Incidents Reported							
				OHS Branch Involvement			
College/Administrative Area	Faculty/School/Centre	Incident Type	No. of Incidents (2006)	Investigation	Case Management ⁱ	No. of People involved ⁱⁱ	Accepted WC claim made ⁱⁱⁱ
	Fac of Eng and Info Technology	Injury	8	3	4	9	
		Radiation	1	1			
	Res Sch of Info Sciences & Eng	Injury	2	-	1	2	
ANU College of Law			20 (23)	1	12	20	1
	College of Law	Injury	18	1	12	20	
		Illness	1	-			
		Dang Occ	1	-			
ANU College of Medicine and Health Science			70 (75)	15	36	68	5
	College of Medicine & Health Science	Injury	2	1	1	2	
	Centre for Mental Health Research	Injury	2	-	1	2	
	John Curtin School of Medical Research	Injury	53	8	32	61	
		Illness	1	-			
		Exposure	4	3			
		Dang Occ	3	1			
		Electrical	1	1			
		Radiation	1	1			
	Medical School	Illness	1	-	1	1	
ANU College of Medicine and Health Science (cont)	Nat'l Centre Epidemiology & Pop'n Health	Injury	2	-	1	2	
ANU College of Science			111 (132)	30	40	104	8
	College of Science	Injury	5	-	2	6	
		Illness	2	-			
	Fenner School of Environmt & Science	Injury	6	2	4	6	
	Faculty of Science	Injury	32	6	7	35	
		Illness	1	1			
		Exposure	8	4			

2007 Incidents Reported							
				OHS Branch Involvement			
College/Administrative Area	Faculty/School/Centre	Incident Type	No. of Incidents (2006)	Investigation	Case Management ⁱ	No. of People involved ⁱⁱ	Accepted WC claim made ⁱⁱⁱ
	Faculty of Science (cont)	Radiation	1	1			
	Research School of Biological Sciences	Injury	7	3	3	7	
	Research School of Phys Science & Eng	Injury	14	-	6	15	
		Electrical	1	1			
	Research Schl of Astronomy & Astrophys	Injury	4	-	3	5	
		Exposure	1	-			
	Research School of Earth Sciences	Injury	9	-	6	17	
		Exposure	6	6			
		Electrical	1	1			
	Research School of Chemistry	Injury	6	2	6	10	
		Illness	3	1			
		Exposure	1	1			
	Mathematical Sciences Institute	Injury	1	-	3	3	
		Exposure	1	1			
		Dang Occ	1	-			
Division of Information			39 (34)	5	26	40	8
	SIS/Library	Injury	17	1	11	21	
		Illness	1	-			
		Dang Occ	1	-			
		Hazard	1	-			
	Corporate Information Services	Injury	1	1	1	2	
		Dang Occ	1	-			
	Information Technology Services	Injury	4	1	6	7	
		Illness	1	1			
		Electrical	1	-			

2007 Incidents Reported							
				OHS Branch Involvement			
College/Administrative Area	Faculty/School/Centre	Incident Type	No. of Incidents (2006)	Investigation	Case Management ⁱ	No. of People involved ⁱⁱ	Accepted WC claim made ⁱⁱⁱ
	University Archives	Injury	4	1	3	4	
	Scholarly Technology Services	Injury	5	-	5	6	
		Illness	1	-			
Facilities and Services			28 (46)	4	15	29	4
	Facilities and Services	Injury	24	3	15	29	
		Exposure	4	1			
Finance and Business Services			1 (3)	1	1	1	-
	Finance and Business Services	Injury	1	1	1	1	
Human Resources			10 (16)	1	6	12	1
	Human Resources	Injury	9	1	6	12	
		Exposure	1	-			
Communications and External Liaison Office			1 (2)	-	1	1	-
	Communication & External Liaison Office	Injury	1	-	1	1	
Statistical Services			1 (1)	-	1	1	-
	Statistical Services	Injury	1	-	1	1	
Registrar and Student Services			20 (16)	2	11	20	2
	Research Office	Injury	2	1	1	2	
	Student and Academic Services	Injury	12	-	7	14	
		Illness	1	1			
		Dang Occ	1	-			
	Student Recruitment & Int'l Education	Injury	4	-	3	4	
Academic Support			1 (1)	-	-	1	-
	Senior Executive	Illness	1	-	-	1	
University Accommodation			31 (28)	1	17	31	1
	Bruce Hall	Injury	10	-	5	11	

2007 Incidents Reported							
				OHS Branch Involvement			
College/Administrative Area	Faculty/School/Centre	Incident Type	No. of Incidents (2006)	Investigation	Case Management ⁱ	No. of People involved ⁱⁱ	Accepted WC claim made ⁱⁱⁱ
		Dang Occ	1	-			
	Ursula Hall	Injury	4	1	2	4	
	University Accom Services	Injury	8	-	7	8	
	Burton & Garran Halls	Injury	3	-	-	3	
University Accommodation (cont)	Fenner Hall	Injury	5	-	3	5	
University Business Units			16 (16)	-	11	16	3
	University House	Injury	15	-	11	15	
	Siding Spring Lodge & Visitors	Injury	1	-	-	1	
Other			3 (5)	-	-	3	
	Unknown	Injury	2	-	-	3	
		Illness	1	-			
Grand Total			438 (463)	75	225	433	40

ⁱ For incidents involving staff members only

ⁱⁱ Includes staff, students and others

ⁱⁱⁱ Date of injury in 2007; includes lost time injuries and others; excludes commuting claims