

ANU OHS Performance Report - 2008

Purpose

This report outlines the University's OHS performance for the calendar year 2008.

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.

This report should be read in conjunction with the University's Annual Report into Occupational Health and Safety, (http://www.anu.edu.au/publications/content/annual_reports/).

OHS Performance

The *ANU OHS Strategic Plan 2007-2010* provided direction to address OHS issues and monitoring performance. Progress towards the University's targets is reported in table 1.

Table 1: OHS Strategic Plan – Performance Scorecard

Measure	2010 Target	2006	2007	2008
Hazard and incident reports and actions				
Manual task incidents resulting in injury	< 80 per year	115	114	117↑
Slip, trip and fall injury incidents	< 40 per year	75	74	85↑
Number of lost time injuries	< 30 per year	35	18	23↑
Compensation claims (accepted) #	< 40 per year	69	40	43↑
Incident rate (work related)	<7.5 per 1000 FTE	10	5.1	6.4↑
Average lost time rate	< 15 days per WC claim	21	20.3	29.5↑
Staff (and student) training numbers	900 attendees per year 70% of all supervisors to have completed the OHS training for supervisors	849 NA	936 NA	880↓ NA
Number of new staff inducted	100 %	NA	NA	NA
Number of policies, procedures and guidelines reviewed and updated	5 per year	NA	4	7*
Number of OHS Committees meeting 4 times per year	95%	NA	55%	61%↑

National Target is 20 claims per year by 2010, and < 17.5 claims per year in 2011/2012
 NA Not currently Assessed. Business processes behind this data collection are not currently available.
 * Due to web publishing issues in Q2-4, 2008, many of these are still progressing.

Against the OHS strategic plan's deliverables, there has been little positive progress. Incidents associated with the University's two most significant OHS risk categories, 'manual tasks' and 'slips, trips and falls' have increased marginally on 2007 and are still significantly above expectations. Table 1 and figure 1.

At the 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. The reportable incidents to the regulators decreased from 78 in 2006, 53 in 2007, to 29 in 2008, an encouraging sign of a safer work environment.

The total number of reported incidents for 2008 (378) is significantly down on previous years (438 in 2007, 463 in 2006), with a similar reduction noted in those incidents that occurred 'at work' or are 'work related' (i.e. include work related travel, see table 2) from 373 in 2007 to 279 in 2008. However, an increase in lost time injuries, lost time days, compensation claims and incident rate, tarnish this achievement. Of particular concern is the increase in the average lost time rate up from around 20 to almost 30 days per incident. However, in table 2, the amount of case management and OHS investigation review required were down on previous years indicating a positive trend that overall the majority of reported incidents were generally less severe in nature. Although the number of accepted worker's compensation claims increased only slightly, the injury severity resulted in more time lost. This is the effect of a small number of claims with significant lost time, as indicated in table 3.

The incidence rate for ANU staff has increased to 6.4 per 1000 employees. However, this still remains significantly better than the National Average of 14.2 per 1000 employees, the education sector of 9.0 per 1000 employees (2007 data¹) and the Australian Government of 24.8 per 1000 employees (2006-7 data²).

The ANU long-term incidence rate and lost time frequency rate trends (figure 2) remain down. Although the 2008 information tends to indicate a bottoming out of OHS improved performance, more can be done to improve the wellbeing of staff and students. The following are planned items to achieve further improvements and injury reductions,

- The manual task injury reduction strategy requires implementation and appropriate resourcing and support across all levels of the University.
- The slips, trips and falls reduction strategy requires implementation and appropriate resourcing and support across all levels of the University.
- Increased knowledge and early identification by supervisors is required to acknowledge and support staff, especially regarding mental health issues. This may be achieved through targeted training. The ANU's low incidence of mental stress related incidents and claims could be attributed to the early intervention and proactive case management approach.
- Continued and greater focus on the early identification and intervention to address potential hazards and risks, with an appropriate level of preventive support. The OHS audit program is just a small part of this process.
- Continued active rehabilitation and durable return to work plans are required for injured staff and a supportive workplace environment.

There is room for improvement and a significant effort is required to achieve parity with our benchmarking organisations (table 6).

Although the 2008 figures were not exceptional, there were significant improvements in preventive programs –

- The number and rate of workplace assessments increased (table 4),
- The participation rate in health surveillance screening and testing almost doubled (table 4, figure 4),
- The number of planned regulator-instigated inspections was up on previous years with generally only minor recommendations being made.
- Local area corrective actions increased.
- Local Area OHS Committees meet more regularly.

A glossary of terms may be found in the definitions section on page 11.

¹ reference National Online Statistics Interactive system, ASCC website (<<http://nosi.ascc.gov.au>>)

² reference Comcare Annual Report 2006-2007
(http://www.comcare.gov.au/publications/general/annual_reports2)

Incident Summary

Table 2

		2006	2007	2008
Total Incidents[≈]		463	438	378
Incidents by Category	Injury	403	370	338
	Illness	18	20	18
	Death			
	Dangerous Occurrence [*]	17	11	11
	Exposure	22	28	8
	Electrical	2	5	
	Gene Technology			1
	Radiation	1	3	1
	Environment			
	Hazard		1	1
Incidents by Activity	At Usual Workplace	278	275	251
	Working Elsewhere	26	21	22
	Travelling To/From Work	46	39	22
	Traffic Accident While Working	5	4	6
	Having a Break	21	16	13
	Approved Sporting Event	8	2	
	Home Based Work		1	
	Activity Other Than Listed	79	70	55
	Non-work Related [#]		10	9
Reportable Incidents^Σ	Comcare - Serious Personal Injury	61	49	22
	Comcare - Dangerous Occurrence	17	4	7
	ARPANSA (radiation incidents)	1	3	
	BEPCON (electrical incidents)	1	1	
	ACT WorkCover	1		
Total Reported Incidents	81	57	29	
People Involved in Incidents	Staff	376	363	306
	Students	48	47	57
	Other (visitors and contractors)	19	23	18
Total No. of People Involved	443	433	381	
Outcomes from Incidents	Case Management Activity Required	222 (59%)	225 (62%)	158 (52%)
	OHS Incident Review Required	48 (10%)	75 (17%)	60 (15%)
	Workers' Compensation Claims ⁺	58 (15%)	40 (11%)	43 (14%)
	Lost Time Injuries [^]	35 (9%)	18 (4%)	23 (8%)

≈ As reported to OHS Branch within the stated year.

* 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 OHS 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

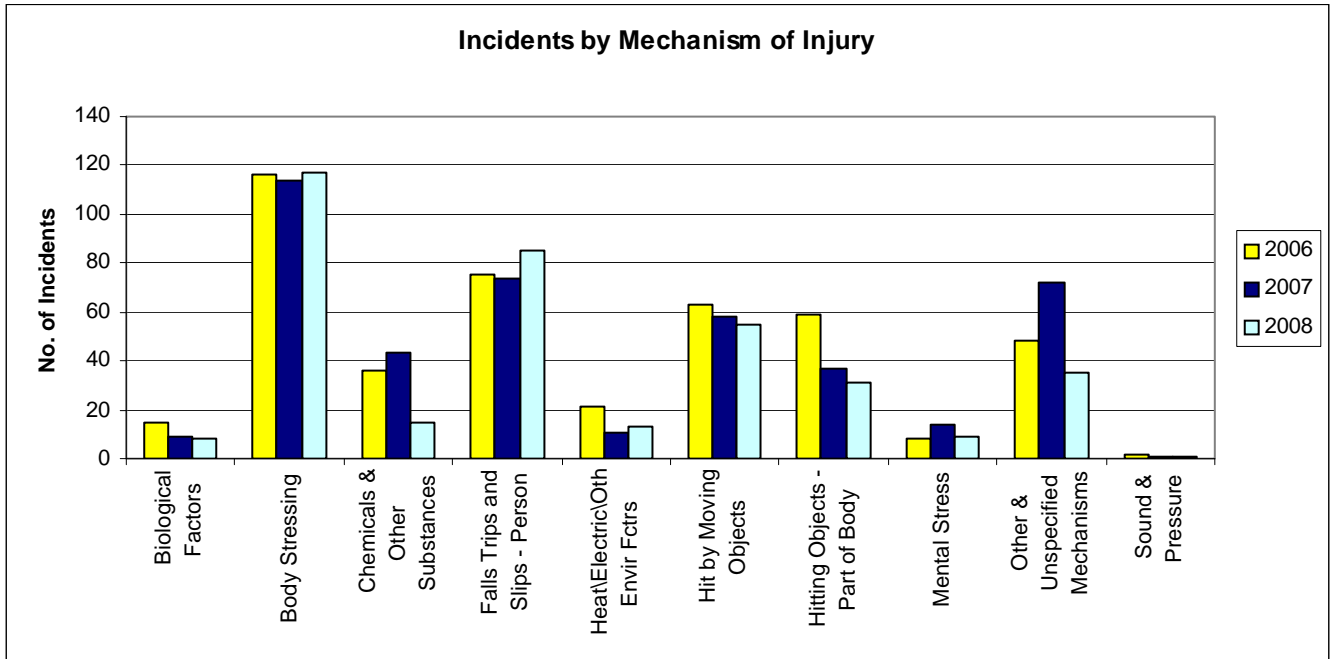


Figure 2

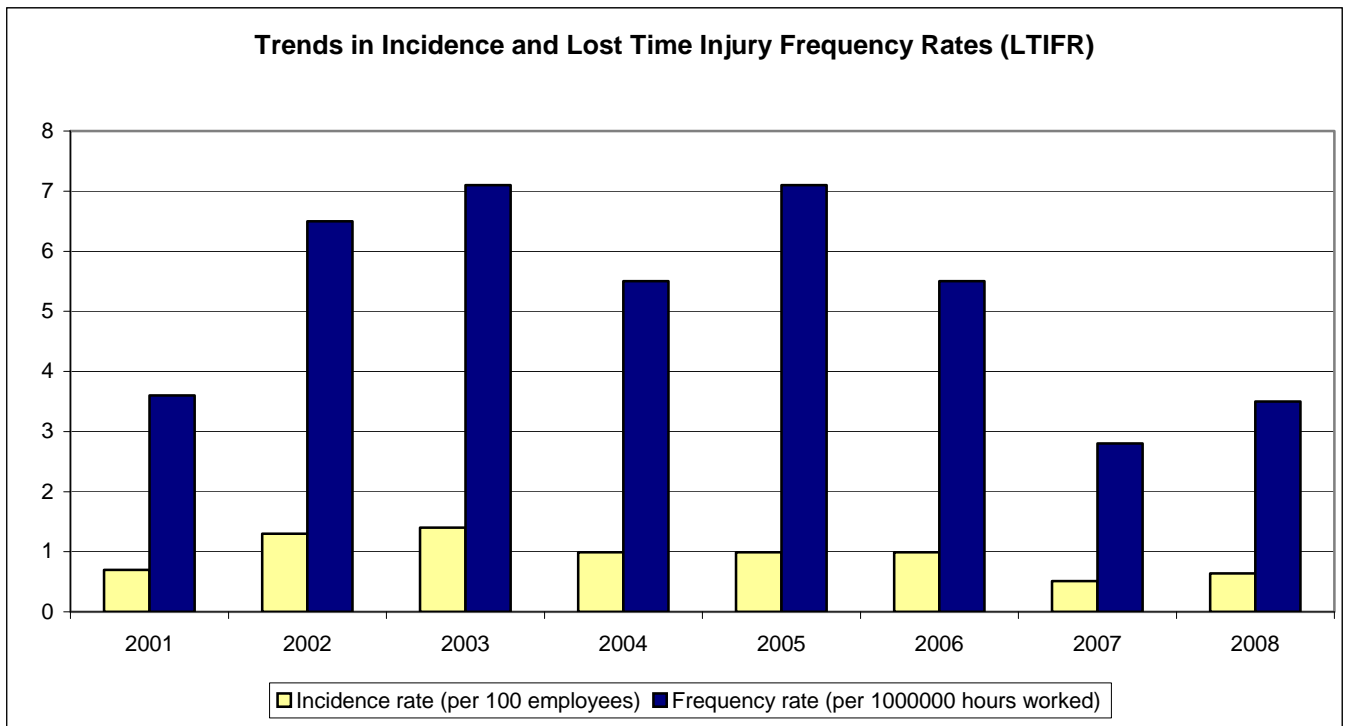
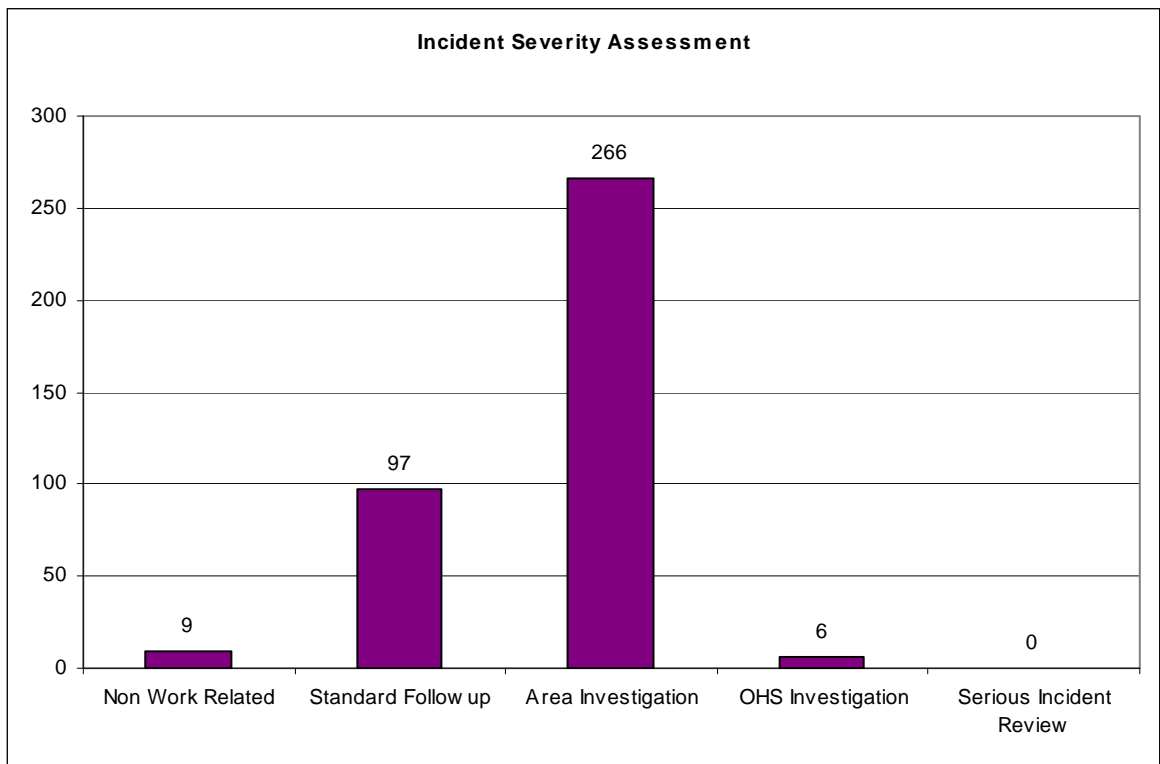


Figure 3



The graph indicates that of all the reported incidents, the majority of incidents are followed up only by the supervisor/area and then reviewed by the OHS Branch. 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 3

2008 Calendar Year	Incidence Rate#	Average Lost Time Rate*	Lost Time Days**	No. Lost Time Injuries^
ANU College of Arts & Social Sciences	0.69↑	45.23↑	135.7	3
ANU College of Asia & the Pacific	0.31↑	6↓	6	1
ANU College of Business & Economics	1.85↑	40.93↑	122.8	3
ANU College of Engineering & Computer Science	0	0	0	0
ANU College of Medicine & Health Science	0.45↓	4.5↓	9	2
ANU College of Law	0	0	0	0
ANU College of Science	0.10↓	30.5↑	30.5	1
Registrar and Student Services	1.68↑	21.47↑	64.4	3
Human Resources	1.38↓	31↑	31	1
University Accommodation	3.79↑	10.35↑	20.7	2
University Business Units	4.21↓	10↓	20	2
Finance & Business Services	1.52↑	15↑	15	1
Division of Information	1.01↓	53.8↑	161.4	3
Facilities and Services	0.73↓	63↑	63	1
ANU	0.64↑	29.54↑	679.5↑	23↑

#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

□ Rates/totals decreased from 2007

↑ Rates/totals increased from 2007

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 audits.

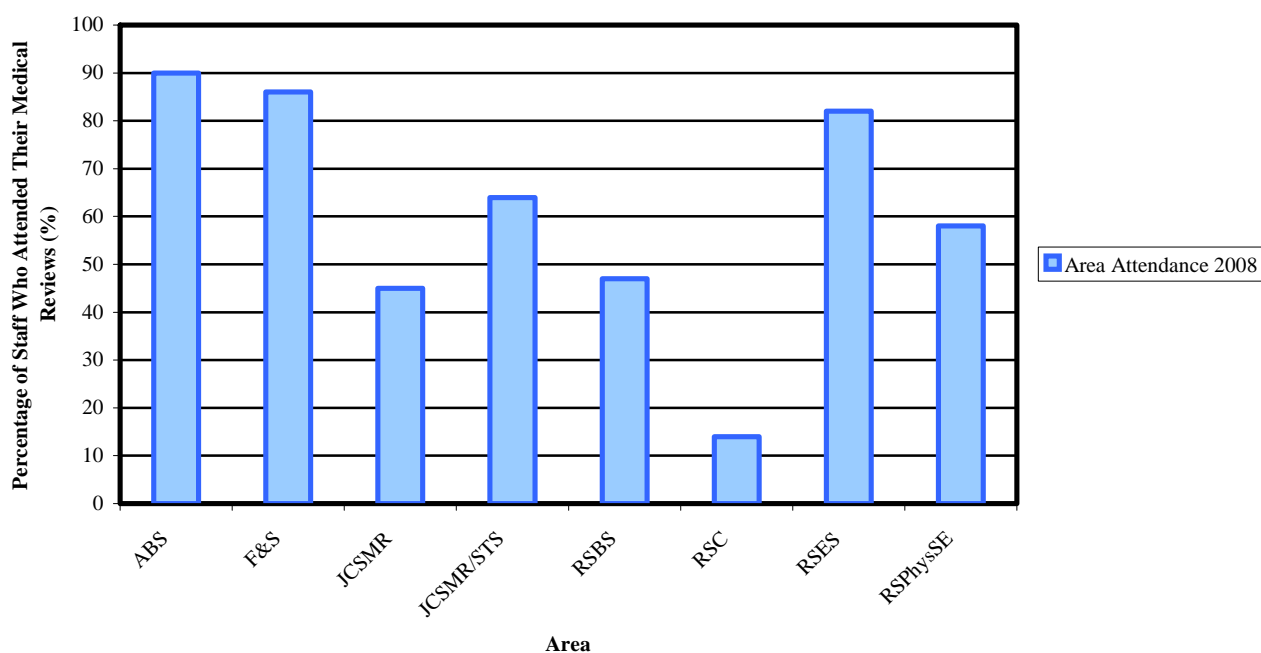
Table 4

Program	Activity Measure	2005	2006	2007	2008
Workplace Assessments by OHS (office based)	Total no. assessments (rate per 100 FTE [^])	171 (4.42)	147 (4.18)	180 (5.02)	202 (5.64)
	Assessment referral types:				
	• Recruitment risk factors	34	15	14	10
	• After incident		19	28	54
	• Local area request			29	58
	• Self referral			71	65
	• Unspecified			38	15
Health Surveillance	Number of assessments by specialist		144	74	152
Regulator Investigations	ARPANSA and Comcare audits/inspections	1	0	6	13
Audits conducted	Internal	2	1	1	4
	Self-assessment	6	1	2	2
Employee Assistance Program	Appointment hours		234.5	228	158
	Clients		88	80	73

[^] 2008 DEST submitted figures excluding casuals

Figure 4

Attendance of Registered Health Surveillance Staff by Area 2008



University HR Benchmarking Measures

Table 5

Australian National University	2001	2002	2003	2004	2005	2006	2007	2008
Incidents (Hazards) Reported	NA	NA	NA	489*	485	463	438	378
No of workers' compensation claims	48	58	84	59	64	69	40	43
No of lost time injuries	23	43	47	36	50	35	18	23
Total employees	NA	NA	NA	3924	3867^	3821^	3892^	3903^
FTE employees	3318	3426	3387	3614.5	3873.4^	3518.6^	3584^	3578^
Incidence rate (per 100 employees)	0.7	1.3	1.4	0.99	0.99	0.99	0.51	0.64
Frequency rate (per 10 ⁶ hours worked)*	3.6	6.5	7.1	5.5	7.1	5.5	2.8	3.5
Lost time days	NA	NA	NA	NA	540.4	721.95	366.1	679.4
Average time lost rate (days/injury)	NA	NA	NA	NA	10.81	20.63	20.34	29.54
Premium % of payroll	0.67	0.87	1.3	1.7	1.25	0.95	0.95	0.88

Notes: NA – not available/reported to GO8; ^ source: DEST submissions as at 31 March (excludes casuals); * normal hours/week = 35 hours

Comparison of ANU Performance Measures (2007) with Go8, industry peer (CSIRO) and industry sectors

Table 6

University	Incidence rate	Frequency rate	Av time lost	Prem % of payroll
Australian National University	0.51	2.8	20	0.95
Remainder of Go8 Universities	0.7 (0.4 – 1.2)	3.6 (2.2 – 6.3)	16 (9 - 24)	0.4 (0.10 - 0.95)
CSIRO	-	1.7	15.5	0.68
Education Sector*	0.9	5.7	20	-
Government Administration and Defence*	1.1	6.3	17	-
National Average*	1.52	9.2	19	-

Worker's compensation premiums should not be compared as the determination parameters and benefits are not the same. Comcare's premium includes an OHS levy.

* Reference <http://www.safeworkaustralia.gov.au> 'Compendium of Workers' Compensation Statistics 2006-07 report' - for serious claims involving lost time of one week or greater; median time lost 2005-06

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 ANU endorsed and is committed to the strategy and targets.

The strategy includes four targets that aim to encourage and monitor continuous improvement in workplace health, injury prevention and injury management. However, 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.

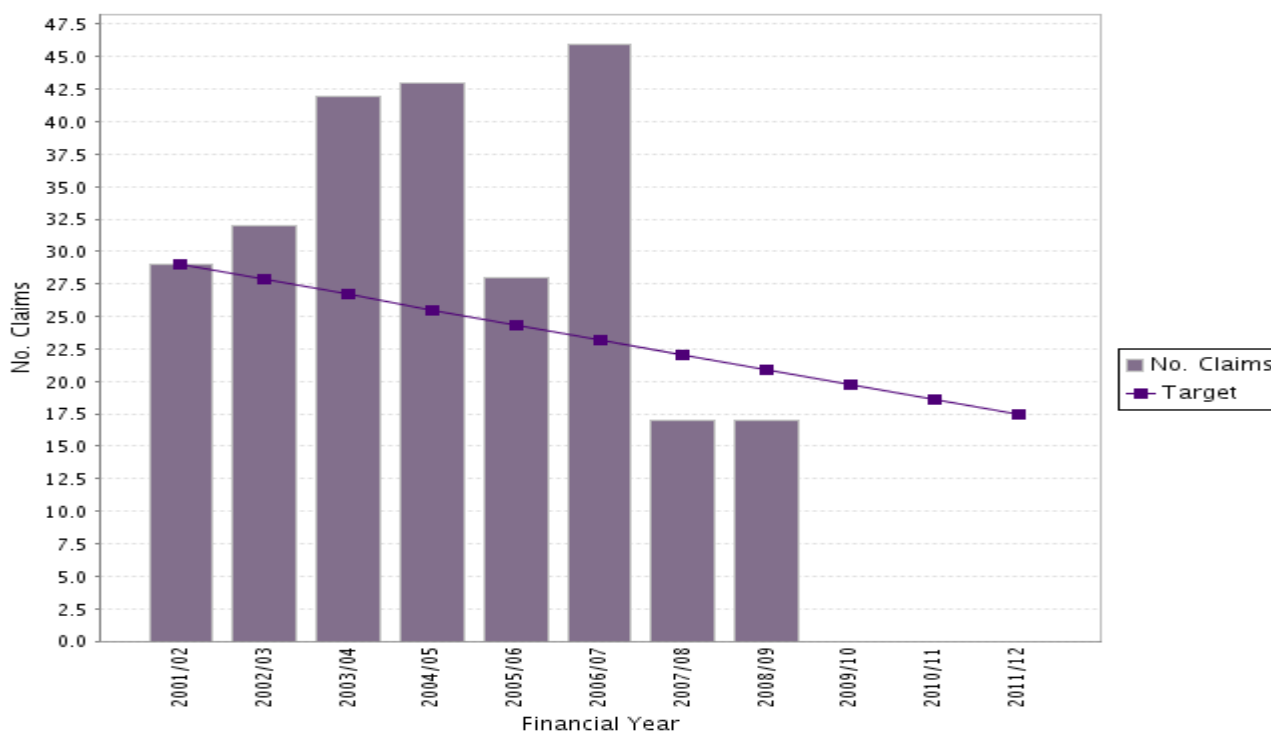
Over the six years to 30 June 2008, the Commonwealth scheme has achieved a 33 per cent reduction in incidence of injury and disease claims reaching one week or more of incapacity, reporting 8.3 claims per 1000 FTE employees during 2007-08. This exceeds the rate of reduction required to meet the performance target, which implies that a 24 per cent reduction should be achieved by 30 June 2008.[#]

The following graphs represent the National OHS Targets with the Australian National University's performance status reports (sourced from Comcare on 10/2/09 updated 30/11/08) **Note: 2008/09 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 5



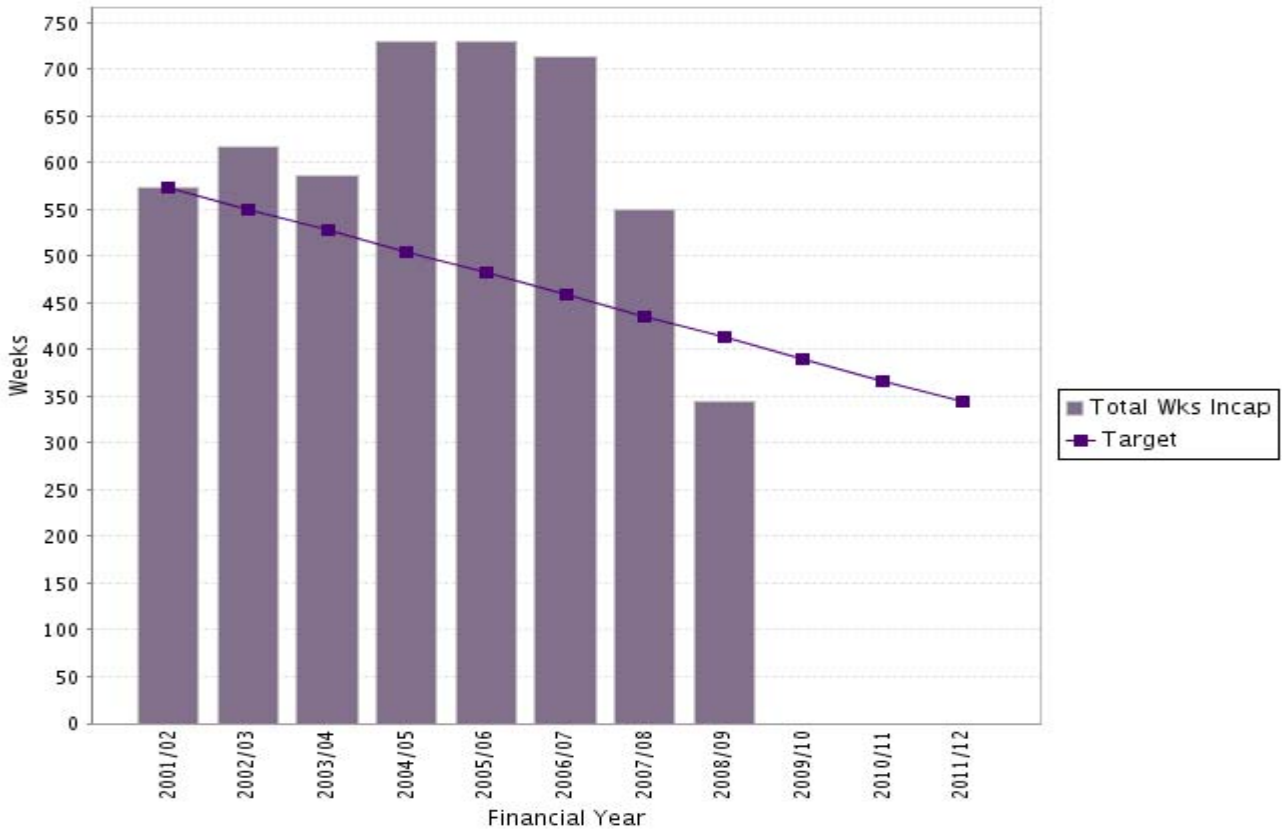
Target 2 - Eliminate all fatalities due to workplace injury

No workplace fatalities (due to workplace incidents) were recorded at ANU in 2008.

[#]Reference http://www.srcc.gov.au/data/assets/pdf_file/0006/43854/SRCC_annual_report_07-08_pub_3.pdf

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

Figure 6



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 52% of staff-related incidents reported). Hence ANU performs better than the National target (of 2 weeks).

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 (excludes casuals)
FTE employees	Full-time equivalent number of employees as per DEST submissions as at 31 March (excludes casuals)
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

Table 7

2008 Incidents Reported							
				OHS Branch Involvement			
College/Administrative Area	Faculty/School/Centre	Incident Type ⁱ	No. of Incidents [2007](2006)	Incident Review	Case Management ⁱⁱ	No. of People involved ⁱⁱⁱ	Accepted WC claim made ^{iv}
ANU College of Arts & Social Sciences			47 [37] (30)	10	18	50	6
	College of Arts & Social Sciences	Persons	3	-	1	3	
	Faculty of Arts	Persons	29	7	11	35	
		Other	3	1			
	Research School of Humanities	Persons	5	1	3	5	
	Research School of Social Sciences	Persons	6	1	3	6	
	Centre for Aboriginal Economic Policy Research	Persons	1	-	-	1	
ANU College of Asia & the Pacific			34 [30] (28)	4	17	34	4
	College of Asia & the Pacific	Persons	6	-	3	6	
	Crawford School of Econ & Government	Persons	6	-	2	6	
	Faculty of Asian Studies	Persons	1	-	1	1	
	Res Sch Pacific & Asian Studies	Persons	21	4	11	21	
ANU College of Business & Economics		Persons	8 [6] (5)	2	2	8	4
	College of Business & Economics	Persons	8	2	2	8	
ANU College of Engineering & Computer Science			6 [13] (7)	2	2	6	2
	Fac of Eng and Info Technology	Persons	6	2	2	6	
ANU College of Law			15 [20] (23)	2	6	15	-
	College of Law	Persons	15	2	6	15	

2008 Incidents Reported							
				OHS Branch Involvement			
College/Administrative Area	Faculty/School/Centre	Incident Type ⁱ	No. of Incidents [2007](2006)	Incident Review	Case Management ⁱⁱ	No. of People involved ⁱⁱⁱ	Accepted WC claim made ^{iv}
ANU College of Medicine and Health Science			54 [70] (75)	6	20	54	2
	College of Medicine & Health Science	Persons	21	3	12	22	
		Other	1	-			
	Centre for Mental Health Research	Persons	3	-	1	3	
	John Curtin School of Medical Research	Persons	21	1	6	21	
		Other	2	1			
	Medical School	Persons	3	-	-	3	
	Nat'l Centre Epidemiology & Pop'n Health	Persons	3	1	1	5	
ANU College of Science			92 [111] (132)	18	33	92	4
	College of Science	Persons	1	-	-	1	
	Fenner School of Environmt & Science	Persons	3	-	2	3	
	Faculty of Science	Persons	37	10	9	37	
	Research School of Biological Sciences	Persons	14	4	6	15	
		Other	1				
	Research School of Phys Science & Eng	Persons	8	-	2	8	
		Other	1	1			
	Research Schl of Astronomy & Astrophys	Persons	6	1	4	7	
		Other	1	-			
	Research School of Earth Sciences	Persons	12	-	6	14	
		Other	1	-			
	Research School of Chemistry	Persons	6	1	4	7	
		Other	1	1			

2008 Incidents Reported							
				OHS Branch Involvement			
College/Administrative Area	Faculty/School/Centre	Incident Type ⁱ	No. of Incidents [2007](2006)	Incident Review	Case Management ⁱⁱ	No. of People involved ⁱⁱⁱ	Accepted WC claim made ^{iv}
Division of Information			24 [39] (34)	1	12	24	4
	SIS/Library	Persons	11	1	6	12	
		Other	1	-			
	Corporate Information Services	Persons	2	-	1	2	
	Information Technology Services	Persons	7	-	3	7	
	University Archives	Persons	2	-	2	2	
	Scholarly Technology Services	Persons	1	-	-	1	
Facilities and Services			37 [28] (46)	7	18	37	4
	Facilities and Services	Persons	35	5	18	37	
		Other	2	2			
Finance and Business Services			2 [1] (3)	-	1	2	1
	Finance and Business Services	Persons	2	-	1	2	
Human Resources			10 [10] (16)	-	7	10	1
	Human Resources	Persons	10	-	7	10	
Marketing and Communications			2 [1] (2)	1	-	2	-
	Marketing and Communications	Persons	2	1	-	2	
Statistical Services			1 [1] (1)	-	-	1	-
	Statistical Services	Persons	1	-	-	1	
Registrar and Student Services			13 [20] (16)	1	8	13	4
	Research Office	Persons	6	-	6	6	
	Student and Academic Services	Persons	5	-	2	5	
	Student Recruitment & Int'l Education	Persons	2	1	-	2	
Academic Support			3 [1] (1)	1	1	3	1
	Senior Executive	Persons	2	1	1	2	

2008 Incidents Reported							
				OHS Branch Involvement			
College/Administrative Area	Faculty/School/Centre	Incident Type ⁱ	No. of Incidents [2007](2006)	Incident Review	Case Management ⁱⁱ	No. of People involved ⁱⁱⁱ	Accepted WC claim made ^{iv}
Academic Support (cont)	Academic Support	Persons	1	-	-	1	
University Accommodation			13 [31] (28)	3	6	13	3
	Bruce Hall	Persons	5	1	2	5	
	Toad Hall	Persons	1	-	1	1	
	University Accom Services	Persons	2	1	2	2	
	Burton & Garran Halls	Persons	2	1	-	2	
	Fenner Hall	Persons	3	-	1	3	
University Business Units			17 [16] (16)	2	7	17	3
	University House	Persons	16	2	7	16	
	Centre for Continuing Education	Persons	1	-	-	1	
Grand Total			378 [438] (463)	60	158	381	43

ⁱ Incident types include 'Persons' where an injury, illness or exposure occurred and 'Other' for incidents involving such things as radiation, electrical, hazards, gene technology and dangerous occurrences

ⁱⁱ For incidents involving staff members only

ⁱⁱⁱ Includes staff, students and others

^{iv} Date of injury in 2008; includes lost time injuries and others